

MAHILA SAMAKHYA KARNATAKA

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MAHILA SAMAKHYA SOCIETY (KARNATAKA)

BANGALORE

Registration No.728/88-89, Bangalore District.

Annual Report : 1989-90

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महिला समाख्या सोसायटी कर्नाटक

बंगलौर

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राज्य कार्यक्रम निदेशक

महिला समाख्या सोसायटी, कर्नाटक

कार्यालय: 276, सेकेंड क्रॉस, कैंब्रिज

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MAHILA SAMAKHYA SOCIETY (KARNATAKA)

The Concept and approach

Mahila Samakhya is a Society registered under Societies Registration Act (1860), on February 4th, 1989, Registration No.728/88-89, Bangalore district, Bangalore. Its registered address in the state of Karnataka is 5th Floor, M.S. Building, Bangalore.

Mahila Samakhya emerged from the emphasis given in the National Policy on Education (NPE) (1986) to women's empowerment and equality. The NPE recognises that the socio-economic and cultural subjugation of women is mainly responsible for the low level of literacy and education among them. They do not have access to information beyond their immediate present. They are alienated from decision-making processes and thus relate to government programmes as passive recipients. Since they do not have information about their rights, they accept their circumstances as unchangeable, and view their environment with fatalism and fear. All these factors reinforce a low self-image, so that women are ultimately trapped in their own perception of themselves and in the way society perceives them.

Mahila Samakhya's main aim is to empower women to question, articulate their own problems and priorities, and gain the strength to tackle issues affecting their lives and the lives of their families. This means raising awareness, helping women gain access to educational and developmental resources, creating a demand for literacy as a means of empowerment, and enabling them to achieve a positive self-image, while also gaining a higher status in the eyes of the community and society at large.

Mahila Samakhya's main target group is the poorest rural women, who have been largely bypassed by developmental programmes.

A unique feature of the Mahila Samakhya programme is its built-in flexibility and non-emphasis on targets. While the broad objective is to cover 300 villages per district in a period of 3 years', the rate of expansion is not rigidly imposed. Similarly, the various inputs (such as Adult and Non-Formal Education Centres, Mahila Shikshan Kendras, Sangha buildings, short-term and long-term vocational courses, etc.,) for which budgetary provisions have been made, are set up as and when the demand arises, and in as participatory a manner as possible.

महिला समाख्या सोसाइटी कर्नाटक
1989-90 के कार्यक्रमों को रिपोर्ट

प्रस्तावना : महिला समाख्या का उद्भव राष्ट्रीय शिक्षा नीति १९८६ में महिलाओं को सक्षम बनाने तथा उनकी समानता पर दिए गए बल के फलस्वरूप हुआ।

महिला समाख्या के टांचे में लचीलापन तथा लक्ष्यों पर बल न देना ही इसकी विलक्षण विशेषता है। यद्यपि आमतौर पर 3 वर्ष की अवधि के भीतर प्रति जिला 300 गावों को शामिल करने का व्यापक लक्ष्य है फिर भी विस्तार की दर को कठोरता से लागू नहीं करवाया जाता है। इसी प्रकार विभिन्न निवेश जैसे प्रौढ़ और गैर-औपचारिक शिक्षा केन्द्र, संघ भवन अल्पकालिक और दीर्घकालिक व्यावसायिक पाठ्यक्रम इत्यादि जिनके लिए बजट प्रावधान किया गया है, मांग उत्पन्न होने पर उसी के अनुसार और यथासंभव सहभागिता के आधार पर किए जाएंगे।

अंत में महिला समाख्या अपने शैक्षिक घटकों के माध्यम से लिंग संवेदी और महिलोन्मुख अध्ययन-अध्यापन पद्धति, सामग्री और पाठ्यचर्या का एक नया सेट तैयार करने की आशा करती है जो धीरे-धीरे पूरे राज्य में प्रौढ़ और गैर-औपचारिक कार्यक्रमों की कार्याकल्प कर सके।

महिला समाख्या कार्यक्रम कर्नाटक में अधिकारिक तौर पर अप्रैल, 1989 में शुरू हुआ परन्तु इसको तैयारी लगभग एक वर्ष पहले ही शुरू हो गई थी। इस कार्यक्रम के सिद्धांतों और दृष्टिकोणों को ध्यान में रखते हुए एक बहुत ही सहभागिता

Mahila Samakhya hopes to generate, through its educational component, a new set of gender-sensitive and women-oriented teaching-learning methods, materials, and curricula which can gradually transform the adult and non-formal programmes throughout the state.

Registration

The Mahila Samakhya Society of Karnataka was registered under Societies Registration Act (1860), on February 4th, 1989, Registration No.728/88-89, Bangalore district, Bangalore. Its registered address in the state of Karnataka is 5th Floor, M.S. Building, Bangalore.

Programme Launching:

The programme was officially launched in Karnataka only in April 1989, but the preparatory work in the state was begun almost one year earlier. In keeping with the philosophy and approach of this programme, a very participatory planning process was used, marking a distinct departure from most Government-sponsored schemes.

Three districts were initially selected for implementation of the programme, in consultation with the State Education Department: Bidar, Bijapur and Mysore. The rationale for the selection was that at least two of the three sanctioned districts should be in the extremely backward and underdeveloped region of North Karnataka, where status of women and their literacy levels are very low - viz., Bidar and Bijapur; and one so-called developed district of South Karnataka, but which has backward pockets, such as Mysore with its extensive hilly areas inhabited by poor tribal groups. The aim was to select a few backward taluks of each district and attempt to cover at least one hundred villages per district, though this was not a rigid target in the usual sense.

From the very beginning, a large number of people from different ~~sectors~~ - voluntary agencies, government officials, women's organisations, training organisations, etc., -- were involved in round after round of meetings and discussions. The entire philosophy and proposed structure of the programme was thrown open to debate, and a number of suggestions, criticisms and changes were incorporated in the final design. Even after the programme structure has been finalised in New Delhi, scope for regional variation was maintained.

वाली आयोजना संबंधी प्रक्रिया प्रयोग में लाई गई जो सरकार द्वारा प्रायोजित अधिकारों योजनाओं से बिल्कुल हो भिन्न शुरुआत है ।

प्रारंभ से ही स्वैच्छिक एजेंसियों, सरकारी अधिकारियों, महिला संगठनों, प्रशिक्षण संगठनों इत्यादि जैसे विभिन्न क्षेत्रों के अधिकाधिक लोगों को बैठकों और चर्चाओं के एक के बाद एक होने वाले दौर में शामिल किया गया । कार्यक्रम के पूरे सिद्धांत और प्रस्तावित संरचना को वाद-विवाद के लिए खुला रखा गया और अंतिम डिजाइन में कई सुझावों, आलोचनाओं और परिवर्तनों को समाविष्ट किया गया । नई दिल्ली में कार्यक्रम की संरचना को अंतिम रूप प्रदान कर दिए जाने के बावजूद इसमें क्षेत्रीय परिवर्तन के लिए स्थान रखा गया ।

तीन जिलों में कार्यक्रम के अंशों और विशेषताओं में लचीलापन और विविधता के बावजूद सभी क्षेत्रों में कुछ सामान्य सिद्धांतों का पालन किया गया । ये कार्यक्रम के कुछ अपरकाम्य सिद्धांत हैं जो हमारे विश्वास के अनुसार महिला समाख्या को अवधारणा को वास्तविक रूप देने के लिए अनिवार्य हैं ।

क्रियान्वयन का क्रम: कर्नाटक में कार्यक्रम को कार्यान्वित करते समय प्रशासनिक, प्रक्रियात्मक या कागजी कार्रवाई से संबंधित पहलुओं पर जोर देने के बजाए इस कार्यक्रम के आधारभूत विकास पर लगातार अधिक बल दिया गया । कोई और कार्य करने से पूर्व कार्यक्रम को प्रक्रिया चालू करने के लिए हमने कई तरीके से कोशिश की । इस प्रयोजनार्थ एक छोटे से उदाहरण को उद्धृत किया जा सकता है । कि जिला इकाई कार्यालय स्थापित करने नियम और प्रक्रिया

This process has yielded both dividends and problems for the subsequent implementation of the programme. On the credit side, it mobilised a large number of supporters, well-wishers and resource persons who have continued to back us and provide vital inputs. On the debit side, there were many expectations and misconceptions about how the programme should be operationalised and about the roles of programme personnel, NGO partners, etc. Fortunately, most of these problems were sorted out in the first year, and more efficient new equations were established in most of the areas.

Despite the flexibility and variation in the characteristics and features of the programme in the three districts, certain common principles, have been adhered to in all the areas. These represent some of the "non-negotiables" which we believe are essential in making the concept of Mahila Samakhya a reality.

The Operational Sequence: In operationalising the programme in Karnataka, greater emphasis has consistently been given to grassroots development of the programme rather than to administrative, procedural or paperwork aspects. In many ways, we have put the cart before the horse in order to ensure the processes of the programme can be set in motion before anything else. To cite a simple example, selection and training of District Programme Coordinators, Sahayoginis and Sahayakis, contact with village women and Sangha building, was given precedence over setting up the District Unit offices, formulation of rules and procedures, etc.

This inversion of the so-called "normal" sequence of programme implementation had several implications:

- It meant that grassroots activity was commenced without the support of any district-level structure or even a smooth flow of funds. While this caused some problems, it surprisingly did not cause much harm to the quality or tempo of work that was done.
- In fact, certain very positive effects could be seen since the lack of a clear support structure or funds unleashed the creativity, ingenuity and innate commitment of all those involved.
- At another level, it set up certain patterns which soon transformed themselves into an organisational ethos, where work priorities and commitment to the women takes precedence over everything else.

इत्यादि का निर्धारण करने की तुलना में जिला कार्यक्रम समन्वयकों, सहयोगिनियों, और सहायकियों के चयन और प्रशिक्षण को वरियता दी गई ।

कार्मिकों का चयन : आवश्यक प्रक्रियाओं को चालू करने के लिए हमने परियोजना कार्मिकों के चयन को प्रथम वरियता दी । इस प्रकार स्वैच्छिक एजेंसियों, सरकार और जिला परिषदों से सहानुभूति रखने वाले अधिकारियों और अन्य लोगों, जो इस बात को समझ सकें कि हमें किस प्रकार के लोगों की जरूरत है, के एक नेटवर्क के माध्यम से, न कि विज्ञापन के माध्यम से, सक्षम उम्मीदवारों का पता लगाया गया । इन लोगों के काफी प्रयासों के चलते हम कई उपयुक्त महिलाओं को एकत्रित कर सके जो साथ-साथ चयन प्रक्रिया से गुजरीं ।

अंततः कुछ आदर्श उम्मीदवारों के आने का इंतजार करने के बजाए वहाँ उपस्थिति नव्युत्तियों में से ही हमने चयन लिया । हमें पूर्ण विश्वास है कि अगर इन महिलाओं को क्षयाप्त जगह सहायता और निवेश मिलेगा तो ये उन भूमिकाओं को निभा सकेंगी जिनकी इनसे उम्मीद की गई है ।

सहयोगिनियाँ : इस स्तर पर हमें किस प्रकार की महिलाओं की जरूरत है इस पर विस्तृत चर्चा के उपरांत बीदर और बीजापुर में उपयुक्त सहयोगिनियों का पता लगाने का काम जिला कार्यक्रम संचालक के ऊपर जोड़ दिया गया । मैसूर में स्थानीय स्वैच्छिक संगठनों ने अपने-अपने कार्यक्षेत्रों से सक्षम सहयोगिनियों का चयन किया ।

सभी तीनों जिलों में ऐसी किसी भी महिला को सहयोगिनियों के रूप में नियुक्ति नहीं की गई जिसने प्रशिक्षण के तीन चरण पूरे न कर लिए हों तथा

Selection of Personnel: In order to set the requisite processes in motion, selection of project personnel was our first priority. Hence, potential candidates were identified not through advertisement, but through a network of voluntary agencies, sympathetic Government and Zilla Parishad officials and others who could understand the kind of people we were looking for. Through their good offices, we were able to gather a number of suitable women who went through the selection process together.

Consequently, we chose from among young women who were there, rather than waiting for some ideal candidate to come along. We were confident that given enough space, support and inputs, these women could grow into the roles they were expected to play. The last three years have proved that this confidence was not misplaced.

NGOs and other local and state level bodies and social work college at Mangalore were approached to suggest suitable candidates for the posts. Approximately 5-10 women were shortlisted by NGOs or other local bodies in each district.

Workshops were held in each district at which, through games, role plays, creative and analytical exercises and problem-solving puzzles, candidates with the best qualities for the task were selected, with inputs from NGOs.

Bijapur and Mysore District Programme Coordinators were selected in workshops held in February 1989. Bidar District Programme Coordinator was selected in workshop held in March 1989.

Mysore Resource Person was also selected in February 1989. Bidar Resource Person was selected in August 1989.

Sahayoginis: In Bidar and Bijapur, the identification of suitable sahayoginis was left to the District Programme Coordinator, after detailed discussion of the kind of women we needed at this level. In Mysore, potential Sahayoginis were selected by local voluntary organisation from their own operational areas.

In all the three districts, no one was appointed as a Sahayogini until after completing the three phases of training interspersed with actual field work. This gave the District Coordinators ample opportunity to assess ability, motivation, and

वास्तविक

जिले/क्षेत्र कार्य का ज्ञान न हो । उपरोक्त के चलते प्रशिक्षणार्थियों को पूर्ण विकसित सहयोगिनी के रूप में औपचारिक तौर पर शामिल करने से पहले जिला संचालकों को इनकी क्षमता और प्रेरणा का मूल्यांकन करने तथा महिला समाख्या के सिद्धांत और दृष्टिकोण को समझने का पर्याप्त अवसर मिला ।

कार्यालय के कर्मचारी: अभी तक कार्यालय में लिपिकीय स्टाफ की भर्ती तदर्थ आधार पर की जाती है । लेकिन इस क्षेत्र में भी जिला संचालकों केवल शैक्षिक अर्हताओं की अपेक्षा क्षेत्रीय कार्य के प्रति समर्पण, रुचि और मदद करने की स्वेच्छा जैसे गुणों की अपेक्षा रखते हैं । उपयुक्त उम्मीदवारों का पता लगाने के लिए समाचार पत्रों में विज्ञापन देने के बजाए गैर सरकारी संगठनों और स्थानीय निकायों को इस काम में लगाया जाता है । ऐसा इस तर्क के आधार पर किया जाता है कि महिला समाख्या के कार्यालयीय कर्मचारियों का भी क्षेत्र कार्य और क्षेत्र कर्मचारियों के प्रति " 9 से 5" वाले दृष्टिकोण के बजाए सहयोगात्मक, सकारात्मक दृष्टिकोण हों ।

परिणामस्वरूप सभी जिलों और राज्य कार्यालय का हमारा लिपिकीय स्टाफ ऐसा है जो आवश्यकता पड़ने पर क्षेत्र में जाने तथा कार्यक्रम आयोजित करने या क्षेत्रीय कार्यकर्ताओं को थोड़ी बहुत मात्रा में मदद करने के लिए हमेशा तैयार रहते हैं ।

जिला और राज्य कार्यालयों को स्थापित करना : प्रारंभ से हमारा अभिमत रहा है कि जिला और राज्य दोनों स्तरों पर महिला समाख्या कार्यालयों का परिवेश महिलाओं के अनुकूल हो और वे उनके लिए सुगम्य हों जो हमारे संपूर्ण

understanding of the Mahila Samakhya philosophy and approach, before formal induction of the trainees as fullfledged sahayoginis.

Office Staff: The recruitment of office clerical staff was not radically different: even here, the District Coordinators have looked for qualities of motivation, interest, and willingness to help in field work, rather than mere academic qualifications. NGOs and local bodies were involved in identifying suitable candidates, in addition to newspaper advertisements. This was done with the rationale that even office staff in Mahila Samakhya must have a supportive, positive attitude to field work and field staff, rather than a "9 to 5" approach.

Consequently, in all the districts and the State Office, our clerical staff are willing, whenever necessary, to go into the field and help in organising programmes or assisting the field workers in small ways.

Setting up of District and State Offices: From the outset, we felt that Mahila Samakhya offices at both District and state level must have an ambience and accessibility for women which would be in keeping with our overall philosophy. In other words, the offices should themselves have a free, happy, "homelike" atmosphere in which neither field workers nor sangha women would feel intimidated or uncomfortable. At a more practical level, we wanted our offices to double as training centre and guest house, so that workshops, monthly meetings and training programmes could be held in our own premises without having to hire other venues or face the problem of where to board and lodge women who attend the programmes.

We obtained on rent private bungalows in residential areas which would be both independent and eminently approachable. In each office, one room or space is retained for use by guests, or visitors, while the central hall is converted into a training centre-cum-dormitory whenever needed. In addition, the office has also become a refuge for any sahayogini who is ill or in need of more intensive guidance with her field work.

Quality of Interaction within the Mahila Samakhya Team: From the very inception of the scheme, it was felt that in order to make women's empowerment and "time and space" a tangible reality, a new set of relationships within the Mahila Samakhya team would

सिद्धांत के अनुकूल है। दूसरे शब्दों में कार्यालयों का स्वतंत्र प्रतन्त्र, "घर जैसा" माहौल होना चाहिए जिसमें न तो क्षेत्रीय कार्यकर्ता और न ही संघ की महिलाएं किसी भी प्रकार का भय अथवा कठिनाई महसूस करें और अधिक व्यावहारिक स्तर पर, हम अपने कार्यालयों को प्रशिक्षण केन्द्र और अतिथि गृह के रूप में दृग्गन्त करना चाहते थे ताकि अन्य स्थान किराए पर लिए बिना ही में शामिल होने वाली महिलाओं की आवास और भोजन अथवा कार्यक्रम की समस्या का सामना किए बिना ही कार्यशालाएं, मासिक बैठकें और प्रशिक्षण कार्यक्रम अपने ही परिसर में आयोजित किए जा सकें।

हमने रिहाइशी इलाकों में प्राइवेट बंगलों को किराए पर लिया जो स्वतंत्र भी होंगे और कई तरोकें से पहुँचने योग्य भी होंगे। प्रत्येक कार्यालय में, एक कमरा या स्थान अतिथियों अथवा आगंतुकों के प्रयोग के लिए रखा गया है, जबकि केन्द्रीय हाल को आवश्यकता पड़ने पर प्रशिक्षण केन्द्र और शयनागार में परिवर्तित कर दिया जाता है। इसके अतिरिक्त, ये कार्यालय किसी भी ऐसी सहयोगिनी के लिए शरणस्थली बन गए हैं जो या तो बीमार हो या अपने क्षेत्रीय कार्य के संबंध में जिसे और गहन मार्गदर्शन की आवश्यकता हों।

महिला समाख्या टीम में आपस में मिलजुलकर काम
करने का स्तर

इस योजना को शुल्भात से ही ऐसा महसूस किया जाता रहा है महिलाओं को समर्थ बनाने तथा " समय और स्थान " को एक ठोस सच्चाई बनाने के लिए महिला समाख्या टीम के भीतर संबंधों को एक नए स्वरूप की रचना की जानी चाहिए। यदि केवल इस कार्यक्रम के ढाँचे में काम करने वाले लोग एक

have to be created. Only if those working within the programme-structure could experience a new way of being together - of an atmosphere relatively free of rigid hierarchy, inequality, fear, didacticism, caste and communal biases, and stilted communication - could they hope to go out and create such an environment for and with village women. Otherwise, the notions of equality, spontaneity, free expression, sharing of ideas and feelings, self-determination, the worth and value of every individual, remain only abstractions.

Thus it was that we attempted, from the outset, to create relationships amongst ourselves which would concretely act out these values, rather than only preach them. Beginning in the training phase itself, we have attempted to set up and sustain a sense of openness, mutual respect, and joint planning and decision-making and problem-sharing.

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साथ होने के एक नए तरीके का अनुभव कर सकेंगे तथा एक ऐसा माहौल
पा सकेंगे जो अन्य महिलाओं की तुलना में कठोर श्रेणीबद्धता, असमानता, भय,
तानाशाही, जातिगत और सांप्रदायिक पक्षपातों तथा आडंबरपूर्ण बातचीत से
थोड़ा मुक्त हो सकीं। उनमें यह आशा की जा सकती है कि वे बाहर जाकर
ग्रामीण महिलाओं के साथ मिलकर उनके लिए ऐसा ही वातावरण तैयार कर
सकेंगे। अन्यथा समानता, स्वच्छंदता, स्वतंत्र अभिव्यक्ति, विचारों और अभिरूपाओं
को बाँटने, आत्म-निर्णय, प्रत्येक व्यक्ति की योग्यता और महत्ता संबंधी
आदर्श मात्र हवाई महल ही रहेंगे।

इस प्रकार प्रारंभ से हमने अपने बीच ऐसे संबंध उत्पन्न करने का प्रयास
किया जो इन मूल्यों के संबंध में मात्र उपदेश देने के बजाए इन्हें ठोस रूप
प्रदान करने के लिए कार्य करेगा। प्रशिक्षण के स्तर से ही हमने खुलेपन, एक दूसरे
का सम्मान करने और संयुक्त आयोजना तथा निर्णय लेने तथा कठिनाइयों को
बाँट लेने की भावना पैदा करने तथा इन्हें बनाए रखने का प्रयास किया है।

बोदर जिले की रिपोर्ट:

बोदर जिला कार्यक्रम नवम्बर 1988 में ही गैर-सरकारी संगठन रेक्य
द्वारा शुरू किया गया था। इसकी शुरुआत रेक्य द्वारा शामिल किए जा
रहे तालुक के ही लगभग 15 प्रमुख गाँवों से हुई। इन्होंने आस-पास के गाँवों
और तालुकों में महिला समाख्या कार्यक्रम को अवधारणाओं और तकियों का प्रचार
प्रसार करने के लिए गाँवों की महिलाओं से सम्पर्क करने के लिए अपनी महिला

GENERAL COUNCIL MEMBERS DURING 1989-90

Name/Designation/Address	Status of Membership
1. Shri. K.H. Ranganath, Hon'ble Minister for Education, Government of Karnataka, Bangalore.	President
2. Shri. B.K. Bhattacharya, Commissioner and Secretary I, Department of Education, Government of Karnataka, Bangalore.	Chairman
3. Smt. Srilatha Batliwala, State Programme Director, Mahila Samakhya Karnataka, Bangalore.	Member-Secretary
4. Smt. Vimala Ramachandran, National Project Director, Mahila Samakhya, New Delhi.	Representative of Ministry of HRD.
5. Shri. R.S. Dua, Assistant Financial Adviser, Integrated Finance Division, Department of Education, Ministry of HRD, New Delhi.	Representative of Ministry of HRD.
6. Shri. Amitabh Mukhopadhyay, Under Secretary (VA) Department of Education, Ministry of HRD, New Delhi.	Representative of Ministry of HRD.
7. Smt. Meera Saksena, Director, Women and Child Welfare Department, Government of Karnataka, Bangalore.	Member
8. Shri. M. Madangopal, Director, Mass Education, Government of Karnataka, Bangalore.	Member
9. Shri. I. Devendran, Director, Social Welfare Department, Government of Karnataka, Bangalore.	Member

कर्मचारियों का उपयोग किया। इन्होंने पिछड़े वर्गों में से संभावित सहयोगिनियों का पता भी लगाया तथा इन्हें प्रशिक्षित करना भी शुरू किया। ऐक्य संघ की सक्रिय महिलाओं ने उन स्थानों का दौरा करके जहाँ उनकी कोई तखी या पराम्पित रहता है, नए गाँवों में संपर्क करना शुरू किया।

बोदर जिला कार्यक्रम की एक अनूठी विशेषता यह है कि साक्षरता के लिए माँग प्रक्रिया के बहुत ही प्रारंभिक चरण में उभर कर सामने आई। ऐसा इसलिए हो पाया क्योंकि सहयोगिनियों और सहायिकाओं के प्रशिक्षण में साक्षरता और सामर्थ्य के बीच के संबंध को बहुत सफलतापूर्वक स्थापित किया गया था। साक्षरता को एक स्वच्छंद और निराकार सामाजिक मूल्य न मानकर सूचना तक पहुँचने के मार्ग में दूसरों पर निर्भरता से अपने आप को मुक्त करने का बहुत ही ठोस साधन माना गया है। महिलाओं ने इस अवधारणा को बहुत ही तत्परता से अपनाया तथा बहुत पहले ही संघ की अधिकाधिक महिलाएं साक्षरता के लिए माँग करने लगीं।

संघ की महिलाओं द्वारा उठाए गए और हल किए गए प्रमुख मुद्दे :

1. साक्षरता: प्रत्येक संघ से अपने-अपने गाँव अथवा गाँवों के समूह में कुछ साक्षर व्यक्तियों का पता लगाने के लिए कहा गया जो उनके अनुदेशक के रूप में काम कर सकें। यह स्पष्ट कर दिया गया था कि साक्षरता कक्षाओं को स्थापित करने तथा इन्हें चलाते रहने की जिम्मेदारी उनकी है न कि कार्यक्रम की। हमारा अधिकाधिक निवेश सहायता, विशेषकर अनुदेशकों के लिए प्रशिक्षण आयोजित करने,

10.	The Director, Department of Rural Development, Government of Karnataka, Bangalore.	Member
11.	The Director, Primary and Secondary Education, Government of Karnataka, Bangalore.	Member
12.	The Director, State Resource Centre, Government of Karnataka, Bangalore.	Member
13.	The Chairman, State Social Welfare Advisory Board, Government of Karnataka, Bangalore.	Member
14.	Ms. C.S Vedamanie, District Programme Coordinator, Mahila Samakhya Karnataka, Bidar.	Member
15.	Ms. Nirmala Shiraguppi, District Programme Coordinator, Mahila Samakhya Karnataka, Bijapur.	Member
16.	Ms. Vani Umashanker, District Programme Coordinator, Mahila Samakhya Karnataka, Mysore.	Member
17.	Dr. Sunder Raju S.D., Navajeevan Sneh Clinic, Bidar.	Representative, Bidar District Resource Group.
18.	Ms. Rukmini Rao, Bidar District Resource Group, Mahila Samakhya Karnataka, Bidar.	Representative, Bidar District, Resource Group.
19.	Shri. N.B. Joshi, Yuvaka Vikas Kendra, Bijapur.	Representative, Bijapur District Resource Group.
20.	Shri. S. Bankapur, Sharada Vidhya Samsthe, Guledgudd Taluk, Bijapur District.	Representative, Bijapur District Resource Group.

अध्ययन- अध्यापन में सहायक सामग्रियों, पुस्तकों इत्यादि को प्राप्त करने के रूप में होगा। ऐसा महिला समाख्या की नीति के भाग के रूप में किया गया। परिणामस्वरूप, महिलाओं ने चुनौती को स्वीकार किया। "शिक्षकों स्कूलों बच्चों सहित ऐसे व्यक्ति जो पढ़ने-लिखने का ज्ञान प्राप्त करने में उनकी मदद करने के इच्छुक होंगे", कक्षा आयोजित करने के लिए स्थान, सुविधाजनक समय और इसकी आवृत्ति इत्यादि का पता करके महिलाओं ने 62 गांवों में कक्षारे शुरू इसी नाम से महिलाएं पुकारती हैं आयोजित करना शुरू किया अपने तरफ से हमने मैसूर स्थित राज्य संसाधन केन्द्र से सहायता "किटों" को प्राप्त किया तथा इन्हें संघों में बांटा। सहयोगिनियों ने कक्षा के लिए स्थान प्राप्त करने, कक्षाओं की योजना तैयार करने तथा इन्हें और अधिक सुव्यवस्थित ढंग से आयोजित करने में उनकी मदद की।

कई क्षेत्रों की प्रमुख समस्या यह रही है कि पढ़ाने के लिए उपयुक्त अनुदेशकों का पता नहीं लगाया जा सका परिणामस्वरूप यह तय किया गया कि संघ की चुनी हुई महिलाओं को ही जिला समन्वयकों और सहयोगिनियों द्वारा आयोजित और संचालित साक्षरता प्रशिक्षण में भेजा जाएगा तथा साथ ही साथ वे इस ज्ञान को संघ की अन्य महिलाओं में बाँटेंगी। यह एक ऐसा प्रयोग है जिसे 25 गावों में आजमाया जा रहा है।

2. बालिकाओं के लिए गैर-औपचारिक शिक्षा: जैसा कि उपर्युक्त प्रक्रिया से स्पष्ट है तथा संघ में जागरूकता पैदा करने वाली घटनाओं के अंग के रूप में महिलाएं अपने पुत्रियों को शिक्षित करने की आवश्यकता से परिचित हो गई हैं

21.	Ms. Lalitha Karamblah, DEED, H.D. Kote Road, Hunsur, Mysore District.	Representative, Mysore District Resource Group.
22.	Ms. Tara, MYRADA Project, H.D. Kote Road, Mysore.	Representative, Mysore District Resource Group.
23.	Dr. Prabha Mahale, Reader, Karnataka University, Dharwad.	Member
24.	Smt. Amukta Mahapatra, Principal, ABACUS Montessori School, Madras.	Member
25.	Dr. Veena Shatrugna, Senior Research Officer, Institute of Nutrition, Hyderabad.	Nominee of the National Resource Group.
26.	Ms. Corrine Kumar, CIEDS, Cox Town, Bangalore.	Nominee of the National Resource Group.
27.	Ms. Nandana Reddy, Executive Director, Concerning for Working Children, Domlur, Bangalore.	Nominee of the National Resource Group.
28.	Dr. Vijay Padaki, J.P. Nagar, Bangalore.	Nominee of Govt. of India
29.	Smt. Vasantha Kannabiran, East Nehru Nagar, Hyderabad.	Nominee of Govt. of India
30.	Dr. Vinod Vyasulu, Institute of Social and Economic Change, Bangalore.	Nominee of Govt. of India
31.	Dr. Gita Sen, Centre for Development Studies, Prasanta Hill, Trivandrum.	Nominee of Govt. of India
32.	Smt. Philis Das, Regional Director, NIPCCD, Jayanagar,	Nominee of Govt. of India

ताकि बड़ी होने पर भी वे निरक्षर हो न रह जायें । लड़कियों के लिए गैर-औपचारिक स्कूल स्थापित करने में 20 से अधिक संघों ने रुचि दिखाई है । प्रशिक्षित करने के लिए उपयुक्त शिक्षकों का पता लगाने की प्रक्रिया शुरू हो गई है । कार्यक्रम की ओर से इन केन्द्रों के लिए एक प्रायोगिक पाठ्यचर्या विकसित करने के लिए हमने कई विशेषज्ञों का पता लगाया है । तथापि इन्होंने अभी तक समय संबंधी वचनबद्धता की कोई धींभणा नहीं की है लेकिन हमें आशा है कि वे अगले तीन महीनों में इसे अंतिम रूप दे देंगे । तथा 6 माह के भीतर पाठ्यचर्या, अध्ययन-अध्यापन सामग्री तथा शिक्षक प्रशिक्षण संबंधी एक पैकेज तैयार हो जायगा ।

3. शिशु देखरेख : इसमें कोई आश्चर्य की बात नहीं है कि अधिकांश ज़रूरत संघों द्वारा उठाए गए और पहचान किए गए प्रमुख मुद्दों में से एक सुव्यवस्थित शिशु देखरेख सुविधाओं की आवश्यकता संबंधी था । इसका कारण अंशतः समेकित बाल विकास योजना आंगनवाड़ियों की व्यापक स्तर पर फैलाई गई जागृकता और अंशतः ऐसे छोटे-छोटे परिवारों का विकास हो सकता है जिनसे कोई प्रौढ़ महिला नहीं होती जो रजवाल के रूप में काम कर सके । लगभग 25 संघों ने इसे अतिआवश्यकता के रूप में अभिव्यक्त किया है ।

4. स्वास्थ्य देखरेख : अनेक संघों में स्वास्थ्य समस्याएं, विशेषकर जनन मूत्र तथा गर्भशय संबंधी रोग और बच्चों को बीमारों चिंता के मुख्य विषय रहे हैं । इसके लिए दवाओं के संबंध में जो वहम है फैला है उसे दूर करने के लिए और महिलाओं की स्वास्थ्य समस्याओं के संबंध में कार्यशील डाक्टरों और संसाधन

EXECUTIVE COMMITTEE MEMBERS DURING 1989-90

Name/Designation/Address	Status of Membership
1. Shri. B.K. Bhattacharya, Commissioner and Secretary I, Department of Education, Government of Karnataka, Bangalore.	Chairman
2. Smt. Srilatha Batliwala, State Programme Director, Mahila Samakhya Karnataka, Bangalore.	Member-Secretary
3. Smt. Meera Saksena, Director, Women and Child Welfare Department, Government of Karnataka,	Member
4. Shri. M. Madangopal, Director, Mass Education, Government of Karnataka, Bangalore.	Member
5. Shri. Sengupta, Finance Secretary II, Finance Department, Government of Karnataka, Bangalore.	Member
6. Smt. Shobha Nambison, Joint Secretary, DPAR, Govt. of Karnataka, Bangalore.	Nominee of Govt. of Karnataka.
7. Ms. Vimala Ramachandran, National Project Director Mahila Samakhya Society, New Delhi.	Representative Ministry of HRD
8. IFD Representative, Ministry of HRD, New Delhi.	Representative Ministry of HRD
9. Ms. C. S. Vedamanie, District Programme Coordinator, Mahila Samakhya Karnataka, Bidar.	Member

व्यक्ति तथा सहयोगिनियों को प्रशिक्षण देते हैं और इस प्रशिक्षण से प्राप्त जानकारी को ये सहयोगिनियाँ साप्ताहिक बैठकों के माध्यम से संघ की महिलाओं तक प्रसारित करती हैं ।

5. सरकारी योजनाओं से परिचित होना : स्थानीय सरकार के ढाँचों, योजनाओं और अधिकारियों की जानकारी प्राप्त करना संघ की एक अन्य प्रमुख गतिविधि है । शुरू - शुरू में सहयोगिनियों की मदद से परंतु बाद में अपनी सहायकियों के मार्गदर्शन में संघ की महिलाओं के समूह अपने आप को योजनाओं, सेवाओं और कार्यक्रमों के संपूर्ण स्पेक्ट्रम से परिचित करा रही हैं जिनके बारे में ऐसा माना गया कि ये उन्हें उपलब्ध होनी चाहिए तथा ये बात की जानकारी भी प्राप्त कर रही हैं कि किस प्रकार इनका उपयोग किया जा सकता है ।

6. संघ की झोपड़ियों का निर्माण : संघों द्वारा सबसे पहले उठाए गए

सुद्धों में एक सुद्धा यह था कि अपना खुद का एक अलग पिल्ल स्थल होना चाहिए । महिलाओं का अभिमत था कि मंडल या भूपति या स्थानीय व्यापारी द्वारा प्रदत्त स्थानों पर की गई बैठकों का उनकी गुणवत्ता और वातावरण पर बुरा प्रभाव पड़ता है ।

लिख

परिणामस्वरूप, संघ अपने खुद के केन्द्रों के निर्माण के भूमि प्राप्त करने के काम में लग गए । सितंबर तक 25 संघ या तो पंचायतों अथवा संपन्न

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| 10. | Ms. Nirmala Shiraguppi,
District Programme Coordinator,
Mahila Samakhya Karnataka,
Bijapur. | Member |
| 11. | Ms. Vani Umashaner,
District Programme Coordinator,
Mahila Samakhya Karnataka,
Mysore. | Member |
| 12. | Dr. Veena Shatrugna,
Senior Research Officer,
National Institute of Nutrition,
Hyderabad. | Nominee of
National Resource
Group |
| 13. | Smt. Corrine Kumar,
CIEDS,
HAL II Stage,
Bangalore. | Nominee of
National Resource
Group |
| 14. | Dr. Sunder Raju,
Nava Jeevan Clinic,
Bidar. | Representative,
District Resource
Group. |
| 15. | Shri. Somashekar Bankapur,
Bijapur. | Representative,
District Resource
Group. |
| 16. | Lalitha Karambaiah,
DEED,
Hunsur. | Representative,
District Resource
Group. |
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परिवारों से संबंधित संघ सदस्यों द्वारा दान के रूप में दो गई भूमि प्राप्त कर चुके थे । हम झोपड़ियों का शीघ्रता से निर्माण नहीं करा रहे हैं क्योंकि इसका मुख्य कारण यह है कि हम चाहते हैं कि महिलाएं वैकल्पिक निर्माण प्रौद्योगिकी और वास्तुशिल्प को जानकारी प्राप्त करें । इस समय हम उन विकल्पों की खोज कर रहे हैं तथा ऐसे विभिन्न संसाधन व्यक्तियों का पता लगा रहे हैं जो इस प्रक्रिया को सुकर बना सकें ।

कुल मिलाकर यह कहा जा सकता है कि बीदर जिला महिला समाख्या कार्यक्रम एक गतिशील तस्वीर प्रस्तुत करता है जिससे केवल यह आभास नहीं होता कि महिला समाख्या नीति ने जड़ पकड़ ली है बल्कि ऐसा प्रतीत होता है कि यह आश्चर्यजनक रूप से तीव्र गति से आगे बढ़ रही है । यह जिला सबसे आगे चलने वाला जिला है और अन्य दो जिलों के लिए मार्थक पथप्रदर्शक के रूप में काम कर रहा है । ये दोनों जिले लगातार बीदर के अनुभवों से सीख रहे हैं लेकिन वे जरा भी ऐसा अनुभव नहीं करते कि नकल करने के लिए उन्हें बाध्य किया जाता है ।

बीजापुर जिले की रिपोर्ट:

बीजापुर जिले में प्रारंभिक संपर्क राष्ट्रीय परियोजना निदेशक और परामर्शदाताओं द्वारा दिसंबर 1988 में किया गया । यह पाया गया कि स्थानीय जिला परिषद् के सदस्यों को इसके सिद्धांतों, उद्देश्यों

ROLE AND ACITIVITIES OF THE STATE PROGRAMME OFFICE : 1989 TO 1992

Introduction:

The Role and Activities of the State Programme Office may be termed as facilitative and supportive. It's main contribution to the programme lies in the area of resource identification, mobilisation and planning. At the administrative level, also, great deal of time was spent on evolving a decentralised flexible management system at the district level. A smooth communication system and a code of rules which would facilitate the growth of the programme were also evolved with the active support of the Executive Committee. It has consciously promoted a decentralised, flexible functional model, providing the District Implementation Units the space and time they require : at the same time stepping in to provide specialised assistance and support whenever necessary.

It's main contribution and functions may broadly be categorised as:

- a) Documentation of the progress of the programme at periodic intervals.
- b) Liaisoning with government officials, academic institutions and non-governmental organisation to obtain such technical assistance or other help for sanghas, as is not available at the district level.
- c) Identification of trainers and programme development consultants in specific areas such as education, law, health, community organisation, communication and media, etc.
- d) Participation in district level training programmes and frequent district visits to assist in programme planning, problem solving and development of strategies.
- e) Discharging the role of a link between sources of information and the District Implementation Units so that the best resources and inputs in women's training and awareness building can be imparted.

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और प्रक्रिया को अच्छी समझ है। इस प्रकार यह तय किया गया कि बीजापुर में जिला परिषद के माध्यम से कार्यक्रम शुरू करने का प्रयोग किया जाए तथा यह भी कि महिला कार्यक्रम में अनुभवों किसी भी स्थानीय स्वैच्छिक संगठन को भी शामिल किया जाए।

कार्यक्रम विकास संबंधी कार्यकलाप :

बीजापुर में कार्यक्रम को चालू करने की दिशा में जो सबसे प्रमुख समस्या सामने आई वह थी उपयुक्त सहयोगिनियों का पता लगाना। जैसा कि पहले ही उल्लेख किया जा चुका है, शिक्षक प्रशिक्षण प्राप्त काफी लड़कियों की संक्षिप्त सूची तैयार की गई। दुर्भाग्यवश इनमें से अधिकांश लड़कियां प्रारंभिक अनुस्थापन कार्यशाला में उपस्थित नहीं हो सकी जो मई में चयन हेतु आयोजित किया गया था।

"सर्च" नामक प्रशिक्षण संगठन से बीजापुर की सहयोगिनियों को प्रशिक्षित करने का काम करने के लिए कहा गया था। पुनर्चयन में मदद करने के लिए जिला समन्वय और बीदर जिला कार्यान्वयन इकाई की सहयोगिनियों से अनुरोध किया गया।

इस चरण में यह दल शामिल होने के लिए चुने गए तालुकों में गया। गाँव-गाँव घूमते हुए, महिलाओं से मिलकर उनसे कार्यक्रम की अवधारणा तथा सहयोगिनी के रूप में काम करने के लिए किस प्रकार की महिलाओं की जरूरत है इत्यादि के बारे में बात की गई। यद्यपि पिछड़े वर्ग की

REPORT OF ACTIVITIES FOR 1989-90

An Overview of the State Programme Office:

1. Macro-planning exercise and exposure workshops on important programme components were organised by the State Office to promote clarity and develop strategies.
2. The State Office initiated the practice of holding the annual 'All Karnataka Mahila Samakhya Sammelan' where the entire team (including clerical and office staff), meet to review the past year's work, evolved a common vision and perspective and develop detailed work plans for the future. The first Sammelan held in March 1990, at Bijapur proved to be a great unifying and solidarity building force.
3. A 25 minute video film on the Mahila Samakhya Programme in Karnataka, was also commissioned by the State Office and completed in March, 1990. This documentary highlights the nature, growth and vision of the programme in its first of operation. It also offers a brief overview of the philosophy and strategy of Mahila Samakhya to other NGOs', Government Officials, etc.
4. In the month of April, 1990, the Resource Consultants of the State Programme Office helped organise and conduct the first training programme for the creche workers from Bidar District. The training was designed by the Resource Consultants with specific inputs from Smt. Indira Swaminathan, an expert in early childhood development.
5. A constant stream of visitors to our programme as well as participation in conferences/seminars has enabled us to initiate networking and also spread the Mahila Samakhya philosophy and approach.
 - 5.1 In February, 1990, the Indo-Dutch Review Mission visited Karnataka to review the programme and offer their suggestions. The Mission met the three District Programme Coordinators, Resource Persons and selected Sahayoginis from each district, and interact with them freely without the presence of the Director or State Office Staff. This was much appreciated by the Mission Members who felt they could get a greater insight into how much the district teams have internalised the objectives, values and strategy of the Mahila Samakhya Programme.

अनेक शिक्षित महिलाओं की पहचान की गई फिर भी उनमें से अधिकांश महिलाएँ काम करने के लिए या तो स्वयं अनिच्छुक थीं अथवा उनके "अकेले चारों तरफ घूमने" पर उनके परिवारों के लोगों ने आपत्ति उठाई। अंततः जुलाई के अंत में काफी कठिनाई के बाद 14 सहयोगिनी प्रशिक्षणार्थियों के एक समूह की संक्षिप्त सूची तैयार की गई। इनमें से कई शहरी आधार वाली महिलाएँ थीं परंतु ये गांवों में काम करने तथा आवश्यक होने पर वहाँ अपना आवास स्थानांतरित करने के लिए भी तैयार थीं। वेल्गांव जिले में स्थित अथानी के राज्य महिला गृह अत्यधिक प्रेरित 4 लड़कियों और एक ऐसे लड़के जो देवदत्तों की पुत्री है का इनमें शामिल होना इसकी मजेदार घटना है।

बीजापुर की प्रत्येक सहयोगिनी के कार्य-क्षेत्र में 8-10 गांव शामिल हैं तथा अगस्त 1989 में प्रशिक्षण के प्रथम चरण के पूरा होते ही गांवों में तत्काल काम शुरू कर दिया गया और तब से यह काम जारी है तथा इसमें हमेशा विकास हो रहा है और यहाँ तक कि प्रशिक्षण भी जारी है।

शापिल किए गए अधिकांश गांवों में सहयोगिनियों ने निर्धनतम स्तरों की 20 से लेकर 40 महिलाओं के साथ निकट मामलों और समस्याओं पर चर्चा करने के लिए सभी गांवों में लगभग आठे गांवों को महिलाएं किसी नुविधाजनक स्थान पर समूह के रूप में मिलने के लिए तत्पर रहती हैं।

The Mission members thereafter spent two days in Bangalore and interacted with the State Office team, resource persons, partner NGOs and State Government Officials who have been supporting the programme since its inception. The Mission members were able to give us many new ideas and insights which would enable us to strengthen the programme further.

The Mission members gave a positive feedback regarding the progress of the programme. In their opinion the entire team is committed, capable and leading the programme in the desired direction, which was very encouraging for our entire team.

6. In March, 1990, the State programme Director attended the first meeting of the reconstituted National Resource Group (NRG) at New Delhi. The main subject of discussions was the progress of the programme in all the three states and the main recommendation of the Indo-Dutch Review Mission.
7. In April, 1990, 25 students from the Tate Institute of Social Science, Bombay, visited the State Programme Office as part of their field trip to Karnataka State.
8. One General Council Meeting and three Executive Committee Meetings were conducted during this year.

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शुरु-शुरु में सहयोगिनियों के दौरो को महिलाओं ने संदेह, अपेक्षा और नजरत को नजर से ऐसे "सामाजिक कार्यकर्ताओं" के दौरो के रूप में देखा जो उनके अनुभवानुसार आमतौर पर राजन कांड, वृद्धावस्था पेंशन, इत्यादि उपलब्ध कराने के लिए महिलाओं से पैसा ^{रेंठ} लेते हैं और इसके बाद फिर से कभी नजर नहीं आती हैं। दूसरी प्रतिक्रिया यह थी कि उन्हें बालवाड़ी, चारा कार्यक्रम और ऋण आदि जैसे सुविधाओं की तत्काल मांग को।

कुछ क्षेत्रों में सहयोगिनियों को इससे भी ज्यादा खुल्लम-खुल्ला प्रतिकूल व्यवहार का सामना करना पड़ा। शुरु में महिलाओं को ऐसा महसूस होता रहा कि सहयोगिनियाँ नर्स हैं जो उन्हें नसबंदी के लिए घसीट ले जायगी। इसके अलावा उन्हें ऐसा भी महसूस होता रहा कि ये सहयोगिनियाँ महिला डाकू हैं जो गाँवों को लूटने के लिए आई हैं।

समस्त प्रतिक्रियाओं का समाधान ढूँढना था तथा धीरे-धीरे और बारीकी से नए समीकरण बिठाने स्वतः सहायता को अवधारणा, स्वतंत्र विकास के लिए जानकारी प्राप्त करना तथा सूचना को तलाश करना तथा परिवर्तन की प्रक्रिया में महिलाओं का अग्रणी होना इत्यादि के बारे

EXCERPTS FROM GENERAL COUNCIL MEETING MINUTES

First General Council meeting - March 30th, 1990

"In the sequence of operationalisation of the programme Karnataka, we did not emphasis on the building up of structures first. We began reaching the grassroots level people, selecting the training staff and then structuring the programme. Though the programme is working from April 1989, the purchased the jeeps for our districts units only in February 1990, and this has created a healthy attitude amont the Mahila Samakhya functionaries and village women ensuring the quality of rapport and communication."

"The Executive Committee meets one in every months. In the first Executive Committee meeting various actions like hiring of office premises, appointments of sahayoginis, District Programme Coordinators and Support staff, delegation of powers to various authorities, purchase powers, etc., had been ratified by the Committee."

"In the second and third Executive Committee meetings various actions like appointment of Consultants, Auditors, fixing of pay scales, framing of TA/DA/Leave/Medical rules, formulation of various committees for appointments, grants, etc., have been framed and ratified by the Committee."

"It was ratified to use the project offices as Office-cum-guest houses and this has created a healthy atmosphere and a sense of identification and solidarity among the functionaries. We also conduct trainings/workshops/meetings in the office premises and this saves someamount of timeand money to be spent on hiring the building outside the premises."

"Recently we conducted the All Karnataka Mahila Samakhya Training-cum-Sammelan in Bijapur. 80 people, all of whom were Mahila Samakhya staff, both field and support staff attend this meeting. All the project offices were closed for 8 days. This training was very much useful for the office staff also. The main purpose of this meeting was:

- (1) To reflect back on the strengths and weakness of the work done in the last one year, and
- (2) to plan for the coming year.

में जानकारी प्रदान करनी थी। सौभाग्य से अधिकांश सहयोगिनियों ने प्रारंभिक स्कावटों को सफलतापूर्वक पार कर लिया है तथा इन्होंने महिलाओं के लिए समूह के रूप में काम करने तथा परिवर्तन के वाहन के रूप में काम करने के लिए अपना खुद का संघ तैयार करने के लिए उपयुक्त माहौल तैयार कर लिया है। इस जिले में गाँव की महिलाओं द्वारा व्यक्त की गई मुख्य चिंताओं अथवा उठार गए मुद्दों से इस सुखाग्रस्त और अल्प विकसित जिले का सामाजार्थिक पिछड़ापन और पर्यावरणीय समस्याएं प्रतिबिंबित होती हैं।

इस जिले में हमारी टीम विभिन्न महिलोन्मुख विकास योजनाओं के माध्यम से जिला प्रशासन की सक्रिय रूप से मदद कर रही है। उदाहरणार्थ टीम ने उन चार तालुकों में जिन्हे वे शामिल कर रही हैं, जन साक्षरता अभियान चालू करने का दायित्व अपने ऊपर लिया है। इस संबंध में सहयोगिनियों ने इस अभियान का श्रोगणेश करने के लिए कठपुतली का तपस्सा दिखाया।

पुनश्च, महिला सभाख्या की बीजापुर इकाई " डोनी " नामक स्वैच्छिक एजेंसियों और सरकारी अधिकारियों के एक नेटवर्क का सदस्य बन गई है जिसका उद्देश्य जिले में ग्रामीण विकास कार्यक्रमों में तालमेल

The training was mainly focussed on the aspirations and personal dreams and was linked to the future plans of Mahila Samakhya. The district teams have devised one year action plan for themselves and will be working accordingly to achieve the objectives of Mahila Samakhya programme."

"It was made clear to the members that by "empowerment" we mean, women taking decisions in their own lives, both within and outside the family; questioning themselves about their own lives and find out the answers by themselves and improve their life situations"

"Smt. S. Batliwala also said that the role of the external resource (Mahila Samakhya) is to encourage women to question themselves, and the legitimacy to ask questions in new ways. People are also enriched by meeting others. We do not create any structure of power (like making platforms for someone to go there and talk and this helps the women to share their feelings freely."

"The Mahila Samakhya programme is very different from Mahila Mandals as the former concentrates on the development of the weaker sections of the community whereas the latter is meant for the better-off sections."

"It is felt that Mahila Samakhya will be successful in 5 to 7 years time when each village has a sangha, and these sanghas form federation which can deal with all issues affecting women without the need for a programme structure to support it. Mahila Samakhya can then fade away."

"Mahila Samakhya has a built-in component of enabling sangha women to create an alternate leadership at village, taluk and district-level, and managing their own services. EG: Some child care centres which have been started in Bidar district have been organised and managed by sangha women themselves."

"The members said that mere participation as equal partners with men may not yield anything in the long run. They suggested that women should develop themselves into pressure groups and through these pressure groups take some issues which is common to all and ultimately provide a sort of broad platform and develop linkages with other grassroots people. Mahila Samakhya should intervene towards this end."

स्थापित करना है । " डनिडा " और जिला परिषद् के साथ मिलकर इकाई ने हैंडपंपों को रखवाली करने वाली महिलाओं के लिए प्रशिक्षण कार्यक्रम आयोजित करने में मदद की तथा इसके लिए वित्तीय सहायता भी प्रदान की ।

जैसा कि हम देख रहे हैं बीजापुर कार्यक्रम इस समय तीव्र समेकन और एक नए चरण में प्रवेश करने को ओर बढ़ रहा है । महिला संघ स्थापित करने तथा मतिमिल शिक्षा की प्रक्रिया शुरू करने के लिए आधार कमोवेश तैयार हो चुका है ।

मैसूर जिले की रिपोर्ट :
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सीमित परिभाषा के अंतर्गत मैसूर को पिछड़ा जिला नहीं माना जा सकता फिर भी कई कारणों से इसे कर्नाटक में महिला समाख्या कार्यक्रम के अंतर्गत शामिल किया गया है । चूंकि यह जिला प्रगति, शिक्षा, गैर-सरकारी और ग्रामोण विकास संगठनों और संस्थाओं के मामले में धनी है इसलिए ऐसा महसूस किया गया कि संसाधनों के उपलब्ध होने से

महिला समाख्या को अवधारणा और नीति की सफलता सुनिश्चित होगी । दूसरी बात, मैसूर जिले में बहुत ही पिछड़े अल्प विकसित आदिवासियों का भी एक इलाका १ वेल्ड १ है जो महिलाओं की साक्षरता और जागरूकता

"Attempts are being made to start the District Resource Units for Adult and Non-formal education in Mysore and Bidar districts. Members suggested providing local language books to the Mahila Sanghas, and to avoid books depicting women in traditional images as far as possible."

"The State Programme Director reported that under the scheme of vocational training, some short term and long term course for village women have been held in Bidar district."

"The Council also stressed that apart from the informal relations there should be some formalised standing commission to jointly review women's development needs. It may be useful to create some formal linkages between Mahila Samakhya and other organisations concerned with women's development".

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अन्य पिछड़े जिलों के समान ही है जिसकी वजह से यहाँ विशेष ध्यान देने की आवश्यकता है। अंततः ऐसा म्हतस किया गया कि दक्षिणी कर्नाटक के कम से कम एक जिले को, विशेषकर उस जिले को जहाँ को दशा कुल मिलाकर सफलता के ज्यादा अनुकूल हो, प्रायोगिक चरण में शामिल किया जाना चाहिए।

यद्यपि मैसूर के गैर-सरकारी संगठनों और सरकारी अधिकारियों के साथ संपर्क 1988 के प्रारंभ में ही शुरू कर दिया गया था लेकिन परियोजना - पूढ के वास्तविक कार्यकलाप वर्ष के परवर्ती भाग में शुरू किए गए लगभग 8 गैर-सरकारी संगठनों से संपर्क साधा गया तथा इन्हे चर्चा में शामिल किया गया।

महिला समाख्या योजना के संबंध में अभी तक दूर न हुए संदेहों को दूर करने तथा प्रश्नों का उत्तर देने के लिए "सच" के तत्वाधान में दो दिवसीय फरवरी, 1989 में यह मैसूर- आधारित/अनुस्थापन कार्यशाला/आयोजित की गई। कार्यशाला वह संघ भी थी जहाँ जिला कार्यक्रम संचालक के पद के लिए उम्मीदवारों का साक्षात्कार लिया गया तथा अंतिम चयन को प्रक्रिया में वे कई अध्ययनों, भूमिकाओं तथा वाद-विवाद से गुजरे।

इस अवधि के दौरान मार्च में आयोजित एक अन्य कार्यशाला में मैसूर के 7 गैर-सरकारी संगठनों, ने जो सब आदिवासी संयुक्त कारंवाई

EXCERPTS FROM THE EXECUTIVE COMMITTEE MEETING MINUTES

Second Executive Committee Meeting - September 8th, 1989:

"A 2-day workshop on "Planning the Educational Component of Mahila Samakhya" was organised on the 16th and 17th of August, 1989 in Bangalore. Leading experts in non-formal education, adult literacy, and alternative education were invited to share their expertise and help us devise an approach to the NFE, AE, condensed courses and vocational training components of Mahila Samakhya. Shri. Laxmidhar Mishra, Director-General of National Literacy Mission, was kind enough to inaugurate the workshop. A report of the workshop is under preparation and will be circulated shortly.

Several of the participants at the workshop have willingly agreed to act as Resource Persons to Mahila Samakhya in the future development of our education programmes, especially for curriculum development, low-cost teaching-learning aids, training of NFE/AE instructors, etc. Ideas were also called for the setting-up of a District Resource Unit for Adult and Non-formal Education."

"A meeting was organised at the Indian Institute of Science with ASTRA, the Karnataka State Council for Science and Technology, and the Karnataka Rajya Vignana Parishad to discuss sangha women's need for science and technology inputs. The need for information, training and technical inputs in areas like fuel, fodder, water, housing and other construction, sanitation, afforestation and income generation, were discussed. Some immediate areas of action were identified, viz:

- (a) Dissemination of the Smokeless Chula (Astra Ole) in Mahila Samakhya areas.
- (b) Low-cost construction methods for building the Mahila Sangha huts.
- (c) Information about community bio-gas plants which could be run and maintained by some Mahila Sanghas.

ASTRA has agreed to conduct a 10-day programme in Bidar for 10 women artisans from different sanghas. The training will be conducted in Bidar by the end of September, 1989. A visit by selected sahayoginis from Bidar and Mysore District Mahila Samakhya to the ASTRA extension centre in Tumkur District and to Pura Village to observe the community energy system, will be arranged by the end of the year."

"A serious problem being faced by the Sanghas in Bidar District is the spread of "Banamati" or "Possession" syndrome. Sangha women report that the activities of the "Sorcerers" have

समिति के सदस्य हैं, जिले में महिला समाख्या कार्यक्रम स्थापित करने के लिए कई दायित्व लिए, यथा: सक्षम सहयोगिनियों को खोज करना, ऐसे ग्राम समूहों की पहचान करना जहाँ कार्य शुरू किया जाना चाहिए, तथा प्रशिक्षण समिति नियुक्त करना जो सहयोगिनियों के लिए प्रशिक्षण कार्यक्रम की स्पर्खा तैयार करेगी, तथा प्रशिक्षण कार्यक्रम में भाग लेने के लिए प्रशिक्षकों को प्रतिनियुक्त करना।

मैतूर शहर में जिला कार्यान्वयन इकाई स्थापित की गई। तदर्थ आधार पर लिपिकीय संवर्ग की भर्ती की गई, राज्य सरकार का एक कर्मचारी लेखा अधीक्षक के पद पर प्रतिनियुक्त किया गया तथा सभी पदों को सितंबर 1989 तक भर दिया गया। गैर-सरकारी संगठनों ने 19 सक्षम सहयोगिनियों का चयन किया तथा इन्होंने मई 1989 में प्रशिक्षण कार्यक्रम के प्रथम चरण में भाग लिया जिसकी योजना महिला समाख्या टीम और गैर-सरकारी संगठनों द्वारा संयुक्त रूप से तैयार की गई थी तथा यह इनके द्वारा संचालित भी किया गया था। जून 1989 में प्रशिक्षण के दूसरे चरण के बाद नियुक्ति के लिए लगभग 17 सहयोगिनियों को सूची में शामिल किया गया।

increased in direct proportion to the growing strength of the Sanghas. In some cases, even direct challenges and threats have been made during Sangha meetings.

Director has requested the assistance of the KRVP in this matter, and discussions have also been held with Dr. C.R. Chandrashekar of NIMHANS regarding possible ways of handling this problem. Health camps (to eradicate routine ailments currently attributed to Banamati), constant discussion at Sangha meetings, visits to the affected villages by the SP, DC, outside experts such as Dr. Chandrashekar and his team, a "Demystification Jatra", etc., have been planned."

Mode of payment of Sangha honorarium:

Under the provisions of the scheme, a sum of Rs.400/- per month has been allocated as honorarium for Sangha Coordinator(s) at the village level. However, feedback from Sangha women both in Karnataka and Uttar Pradesh has been an unqualified rejection of any system of honoraria paid to single individuals. The women felt that this would not only go against the spirit of the programme, but make certain individuals unduly dependent on this money, and render them less accountable to the rest of the sangha. They felt that this was the inevitable result of becoming regular, paid workers at the village level, as witnessed in several other schemes, such as the village Health Guides.

The alternative which has been suggested by the Sangha members themselves appears to be more consonant with the spirit of the programme. They would prefer that the Rs.400/- be transferred to the sangha as a whole, into a joint account, operated by 3 persons nominated by the collective. The Sangha itself will make decisions about the use of the funds for their own activities. For example, when some Sangha members attend training programmes or workshops organised by the District Unit, or State Programme Office, the Sangha will reimburse them for the loss of their daily wages at the rate of Rs.10/- per head per day. In fact, this has been the practice followed in the Bidar District Unit, since no honorarium was being paid, but Sangha members were regularly attending workshops, training sessions and meetings.

It is therefore suggested that the Executive Committee pass a resolution to this effect:

"It is resolved that the Rs.400/- per month honorarium provided in the scheme for Sangha Coordinators may instead be paid into a joint account in the name of the Sangha and operated by three elected members. The amount may be used by the Sangha for its own

कार्यक्रम के कार्यकलाप: चूंकि मैसूर जिला कार्यक्रम गैर-सरकारी संगठनों के सहयोग से कार्यान्वित किया जा रहा था अतः कार्यक्रम के क्रियान्वयन के संबंध में कई निर्णय उनके द्वारा ही लिए गए । सर्वप्रथम, यह महसूस किया गया कि पहले वर्ष में अकेली सहयोगिनी के लिए 10 गाँव जरूरत से ज्यादा होंगे इस प्रकार प्रत्येक सहयोगिनी से वर्ष में मात्र 5-6 गावों में काम करने और इसके बाद दूसरे वर्ष में 5 और गावों में सर्पक बढ़ाने की अपेक्षा की जानी चाहिए । इस तरह प्रयास को कम करने के बजाए नए गावों को और बढ़ने से पूर्व कुछ ग्राम संधों का निर्माण किया जा सकता है तथा इन्हें पर्याप्त मात्रा में सुदृढ़ बनाया जा सकता है ।

जब सहयोगिनियों जून में अपने-अपने कार्य क्षेत्रों से अपने प्रशिक्षण के द्वितीय चरण के लिए लौटी तब यह स्पष्ट हो गया कि पहले के स्पष्टीकरणों के बावजूद महिला समाख्या कार्यक्रम के स्तर और क्रियात्मक स्वायत्तता के संबंध में अब भी बहुत ज्यादा भ्रम है ।

सहयोगिनियों को गैर-सरकारी संगठनों के अतिरिक्त स्टाफ के रूप में माना जाता था जो इन्हें महिला समाख्या कार्यक्रम द्वारा उपलब्ध कराई गई हैं । इस प्रकार इनसे आशा की जाती है कि ये गैर-सरकारी संगठनों के स्टाफ द्वारा दी गई हिदायतों का पालन करें न कि उन दायित्वों का वहन करें जो इन्हें जिला कार्यक्रम समन्वयकों द्वारा सौंपे

activities, decided collectively, including reimbursement of daily wages at the rate of Rs.10/- per day per person to sangha members who are deputed to attend various programmes by the sangha."

"Use of Mahila Samakhya Offices as Training Centre-cum-Guest House:

For convenience as well as promoting a sense of identity with the programme, all Mahila Samakhya office premises have been chosen to function as combined office, training centre and guest house. We have encouraged the staff to view the Samakhya offices as a place for sharing experiences and problems, seeking guidance, or simply recuperating from the rigours and traumas of field work before setting out again. However, this procedure needs to be formally sanctioned by the Executive Committee through a resolution:

"It is resolved that the Mahila Samakhya offices will also function as training centres-cum-guest houses, where any member of the district or state teams, sangha women, consultants, resource persons, or visitors may be permitted to lodge whenever necessary, at the discretion of State Programme Director or District Programme Coordinators."

"Small Library at State Programme Office":

Since Mahila Samakhya is a special project in the sense that it is aiming at qualitative development in its aspirations and goals, lot of interaction takes place among the field personnel and various other voluntary agencies involved in training and development. It is very necessary that we have a small library at the State Programme Office where in people can refer to books in the library. Some amount of money is also required for documentation. Hence it is suggested that we meet this out of the budget provided for Training."

Third Executive Committee Meeting - January 6th, 1990:

"A 3-day workshop on "Economic Development Programme for Women - Implications, Strategies and Problems" was organised for Senior District Staff at Bidar from November 27th to 29th, 1989. Dr. B.T. Acharya (Centre for Decentralised Industries, Bombay), Smt. Prema Gopalan (of SPARC, Bombay), Smt. Vasundhara (of Thrift Coops, Hyderabad) were the chief Resource Persons and Ms. Philomena Vincent (of AIKYA) and consultant, Mahila Samakhya coordinated the workshop. The key issues discussed were:

- (1) Deepening our understanding of the economic status of village women in the Mahila Samakhya districts.
- (2) Conceptual issues relating to the visibility and invisibility of women's economic contribution.

गए हैं । सहयोगिनियों से ऐसे गावों में काम करने के लिए कहा गया जो पहले से ही एन जो ओ द्वारा शामिल किए जा चुके थे तथा अक्सर इन गावों में महिला संघ होते थे जो विशिष्ट गतिविधियों § यथा ऋण, बचत, अथवा आय उत्पन्न करने से संबंधित कार्यक्रमों § के लिए बनाए गए थे । सभी सहयोगिनियों से यह आशा की जाती थी कि वे एन जो ओ: को स्टाफ बैठकों में अनिवार्य रूप से भाग लें और यहाँ तक कि यदि उसी तारीख को जिला इकाई को बैठक हों तो भी वे एन जो ओ की हो बैठके में उपस्थित हों ।

सभी प्रकार की भूतियों को दूर करने के बाद, एक या दो क्षेत्रों में छोटी-छोटी समस्याओं को दूर करके पहली बार सही अर्थों में काम आगे बढ़ा । 17 सहयोगिनियों द्वारा 7 आदिवासी तालुकों के लगभग 95 गावों को शामिल किया जा रहा है । महिलाओं द्वारा उठाया गया विशिष्ट मुद्दा यह था कि इतने ज्यादा आर्थिक कार्यक्रमों के बावजूद भी किस प्रकार महिलाएं अब भी "स्वतंत्र भूमि पट्टा" या वृक्ष पट्टा की अधिकारी नहीं हैं । एक ऐसा अनुकूल माहौल तैयार करने के लिए काफी प्रयत्न किया गया जिसमें महिलाएं

- (3) Critique of income-generating and credit schemes vis-a-vis their relevance and accessibility to village women.
- (4) Evolving an approach for ourselves, beginning with informal economic survey of households in Mahila Samakhya villages.

The workshop, which was only the first in a series which have been planned, was invaluable in giving the district teams an insight into economic empowerment of women and the role Mahila Samakhya can play."

"Sahayakis Meeting - Bidar Unit":

Three Sahayakis meetings were held during the quarter at Bagdal Thanda, Belkera and Beldal. The focus in these meetings were:

- (a) to enable the women to value their own knowledge and capabilities:

- (b) existing socio-cultural biases unfavourable to women particularly those affecting women's education.

Eg: During the discussions at Belkera, participants reflected on the existing image of how a woman should be, questioning the general thinking that girls should be obedient and stay at home. After all she is going to get married and run the household. So it is not important that the studies become better educated.

- (c) taking land for a small payment without getting proper documents and what are the repercussions of paying bribe for getting government programme

Eg: There was a case of Shantamma - the family had paid money to the Gowda for a house plot. The Gowda had collected money from many families in the village and allotted them land. He had asked them not to tell of this transaction to anybody. The families constructed their houses on what they believed to be their plots. Only later they discovered that the land did not belong to the Gowda and that it was government land. They felt utterly at a loss when the Mandal refused to issue them ownership documents. This issue raised in the meeting led to a high level of information seeking and sharing, related to documents of land ownerships, the dos and don'ts in such transactions. A role play was also performed to highlight the issues involved."

"Literacy: A 3-day literacy workshop was conducted at Boral. 30 women from 30 villages participated. Six of these women are already helping other women to learn to read and write simple Kannada. 16 are in the stage where they are able to write small sentences. Seven are able to write alphabets and are beginning to write words. There is also a similar pattern with respect to writing numbers. These 30 women are also regularly attending weekly literacy classes held on Saturdays. One non-formal education centre for girls has been started at Nagarpally."

"Children's Festival: A 2-day festival full of fun and learning was organised in Yengunda village. About 200 children participated in the programme. Ten Sangha women from other villages and nearly 20 from Yengunda neighbouring villages were

स्वयं को निश्चित महसूस कर सकें तथा अपने अनुभवों को बोलकर बाँट सकें। संघ की बैठकों में महिलाओं ने कम दैनिक मजदूरी का मुद्दा उठाया और हड़ताल करने तथा अधिक मजदूरी की माँग करने का निर्णय लिया। कुछ ही दिनों में मजदूरी 5 ₹ से बढ़ाकर 7 ₹ कर दी गई।

गिरिजन महिला मेला:

महिला समाख्या की जिला इकाई और गाँव की महिला नेताओं ने सच. डो. कोटे तालुक में 27 और 28 जनवरी 1990 को गिरिजन महिला मेला का आयोजन किया। स्थान, अंशिकताएँ, आयोजित किए जाने वाले कार्यक्रमों इत्यादि के बारे में सभी महत्वपूर्ण निर्णय महिला नेताओं ने किए। जिले के इस आनंददायी समारोह में क्षेत्र के लगभग 1000 पुरुष और महिलाओं ने भाग लिया।

इस तथ्य के बावजूद कि इस मेले में शामिल होने और महिलाओं को संबोधित करने का कई स्थानीय अधिकारियों ने वायदा किया है, किसी तरह की स्टेज अथवा मंच नहीं तैयार किया गया था। "चप्पा" के केन्द्र में मात्र थोड़ी सी जगह की सफाई कर दी गई थी जिसके चलते अधिकारियों को भी वस्तुतः उसी जगह पर बैठना पड़ा जहाँ महिलाएँ बैठी थीं।

also present. Children - majority of which were girls, has an opportunity to involve in a variety of activities which they enjoyed. Eg: Drawing and painting, singing, dancing and "Kolata", clay modelling, story telling, pictures and story book sharing, riddles and puzzles, games and sports, and physical exercises."

"Sahayoginis' role in the field work - Bijapur Unit":

At present 14 Sahayoginis are working in 4 Taluks and each Sahayogini is looking after 10 to 11 villages. They are acquainting themselves with the background of the villages, building up relationship with the women and trying to understand women and their problems in detail. Sahayoginis are making use of opportunities to create an atmosphere of trust in their relationship with the rural people.

Eg: (1) When one of our Sahayoginis was travelling to a village called Kuntoji, one of the traveller had a heart-attack. Our Sahayogini gave him first-aid and took him to a nearby hospital and informed the Doctor about his heart-attack. But, unfortunately, by that time the person was dead. When all these things were happening in the bus, the fellow travellers did not come forward to help the patient. In fact, they showed no interest towards him. But this incident was instrumental in building up a strong relationship with the people of the village.

(2) In another village called Ranjanige, when the Sahayoginis went to introduce themselves, one of the pregnant women complained that though there are 2 mid-wives in the village, they do not help the pregnant ladies at the time of delivery. Then our Sahayoginis met the mid-wives and had a talk with them and finally the mid-wives agreed to do their job and help the pregnant ladies.

(3) In Agasanahalli, our Sahayogini helped one of the blind man to get handicap allowance from the Government.

All these incidents help to build up good relationship with the village people."

"Training - Bijapur Unit:

The second phase of training was conducted during the last week of September and the third phase of the training was conducted in the second week of November.

In the second phase of the Sahayoginis training the following subjects were discussed and understood:

- (1) Analysis of social systems ;
- (2) How these social systems are used in exploiting women ;
- (3) Developments and methods ;
- (4) Collective strength and unity ; and
- (5) Methodology for building up relationship with the women.

इस प्रकार सभी एक ही स्तर पर बैठे थे। अन्यो के समान जमीन पर बैठे हुए अधिकारियों/अधिकारियों के साथ खाता वार्तालाप किया तथा योजनाओं और कार्यक्रमों के बारे में सूचना का आदान-प्रदान किया। प्रेस के बाद जिता कर्मचारियों के साथ वार्तालाप करते समय अधिकारियों ने स्वयं कहा कि वे ऐसा महसूस कर रहे हैं कि स्टेज द्वारा बनाई जाने वाली स्वाभाविक दूरी की अनुपस्थिति में वे लोगों तक अपनी बातों को ज्यादा प्रभावशाली ढंग से पहुंचाने में सफल हुए हैं।

कनॉट प्लेस महिला समाख्या सम्मेलनः
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इस अवधि के दौरान आयोजित की गई सभी कार्यशालाओं और प्रशिक्षण कार्यक्रमों में सबसे महत्वपूर्ण मार्च, 1990 के पहले सप्ताह में बीजापुर में आयोजित महिला समाख्या सम्मेलन था। पहले तो हमारी कुछ सहयोगिनियों को अजब से रोक लिया गया क्योंकि उनकी बोली अन्यो से बहुत ही भिन्न थी तथा वे महसूस करती थी कि वे कुछ भी समझ नहीं पाएंगी अथवा उनका अभिमत था कि उनकी अपनी बोली के लिए चिढ़ाया जाएगा। इसके अलावा कुछ नव-साक्षर सहयोगिनियों का अभिमत था कि वे अपनी सहकारियों के बराबर शिक्षित नहीं हैं।

In the third phase of training the following subjects were discussed:

- (1) Introduction of Mahila Samakhya ;
- (2) Communication media ; and
- (3) Leadership and reporting.

" A one-week Trainers' Foundation Course was conducted from 19th to 25th November, 1989 at AIKYA, a Voluntary Organisation. This course was attended by Ms. Nirmala Shiraguppi, District Programme Coordinator of Mahila Samakhya and the Assistant, Ms. Susheela."

"A 3-day workshop on "Economic Development Programme" was conducted at Bidar office on 27th, 28th and 29th of November 1989. Two of our Sahayoginis, and the members of the District Offices along with the District Programme Coordinator and Resource Person attended the workshop. In this workshop, we learnt about the ways in which we can implement the economic programmes and income generation schemes in the villages and the ways to collect statistics regarding the various government schemes offered by the women and Child Welfare Departments, and also the systematic ways of studying the background of the villages."

"Literacy Campaign - Bijapur Unit":

Mahila Samakhya has taken part in this Campaign and it is given the responsibility to implement literacy Campaign in the four Taluks where Mahila Samakhya is functioning at present."

"The Sahayoginis meet twice in a month and their problems in dealing with the women of the village and also the methodologies to be used in building up their relationship are discussed."

"Sahayoginis' Training - Mysore Unit":

It is six months since the Sahayoginis have entered the field. Taking into consideration, the system of inbuilt evaluation in Mahila Samakhya, we had geared the whole third phase training programme towards evaluation. Concrete action plans and introduction of government programmes.

The programme for 10 days (November 11-20), where all the Sahayoginis attended focussed on the multi-faced evaluation. They evaluated themselves, they evaluated others, in terms of work and they evaluated the collective action of Mahila Samakhya.

XXXXXXXXXXXX

और इस प्रकार कन्धे श्रेजने के लिए थोड़ी बहुत जपझवस्तो करनी पड़ी । परंतु न के सभी प्रकार उस समय जल्दी से समाप्त हो गई जब वहाँ आर्हियारे और एक-दूसरे का सम्मान करने की भावना अंतर्प्रवर्धित हो रही थी । वहाँ प्रतिस्पर्धा अथवा अपने आपको श्रेष्ठ दिखाने की भावना का अभाव था । वहाँ तो केवल अनुभवों और समस्याओं जो आपत्त में घटने की भावना विद्यमान थी । अतः तत्काल में महिला समाख्या के बारे में जो हमारा दृष्टिकोण था और ईश्वर चीज की उसमें संभावना थी उसमें भौतिक परिवर्तन आया ।

STATISTICAL PROFILE OF MAHILA SAMAKHYA KARNATAKA:

Particulars	Bidar	Bijapur	Mysore
Total No. of Villages	66	148	95
Total No. of Taluks	4	4	8
Total No. of Sahayoginis	15	14	19
Number of Sahayakis trained	220	to be identified	75 (approx.)
Sangha huts constructed	1	-	-
Land obtained for Sangha hut	20	-	-
Child Care Centres	3	-	-
Adult Education (AE) Classes	30	-	-
Non-formal Education (NFE) Centres	3	-	-

Staff Profile of the State Programme Office:

Name	Designation
Ms. Srilatha Batliwala	State Programme Director
Ms. D. Vasumathi	Chief Accounts Officer (deputee of State Accounts Dept.)
Ms. Devayani .K.	Stenographer
Ms. Sreelatha H.R.	Accountant-cum-Office Assistant
Ms. Chandana. S. Wali	L.D.C.
Mr. Prasad .K.N.	Driver
Mr. Hanumanth Rao. M.	Peon

महिला समाख्या का संगठनात्मक ढांचा

महिला संघ

§ प्रति गाँव लगभग 1 §

सहयोगिनी

§ प्रत्येक 10 संघों में 01 §

प्रौढ़ और गैर औपचारिक
शिक्षा के लिए
जिला संसाधन हकाई

जिला आयन्वियन हकाई

जिला संसाधन समूह

§ जिला कार्यक्रम समन्वयक §

राज्य कार्यक्रम कार्यालय

जिलारा

§ राज्य कार्यक्रम निदेशक §

कार्यकारी समिति

§ अध्यक्ष, शिक्षा सचिव, कर्नाटक §

सहासभा

§ सभापति-शिक्षा मंत्री-कर्नाटक §

BIDAR DISTRICT REPORT

The Bidar District Programme was initiated by the NGO AIKYA as far back as November, 1988. Beginning with the core of approximately 15 villages being covered by AIKYA in Bidar Taluk itself, they utilised their women staff to contact women in the villages to spread the concepts and objectives of Mahila Samakhya programme to neighbouring villages and taluks. They also identified and began training potential sahayoginis from among the Backward Class groups. Contacts in new villages were initiated by active women of the AIKYA Sanghas through visits to places where they had a friend or acquaintance.

One of the unique features of the Bidar District programme is that the demand for literacy came up at a very early stage in the process. This was because in the training of the sahayoginis and sahayakis, the link between literacy and empowerment was very successfully established. Literacy was located not as an arbitrary or abstract social value, but a very real means of liberating oneself from the dependence on others for access to information. This concept was grasped very readily by women, and before long, large numbers of Sangha women began demanding literacy.

Major Issues Raised And Tackled By Sangha Women:

1. Literacy: Each sangha was asked to identify some literate person in their village or group who would be willing to act as their instructors. It was made clear that the responsibility for setting up and sustaining literacy classes was theirs, not the programme's. Our input would be more as a support, especially in organising training for instructors, obtaining teaching-learning aids, books, etc. This was done as a part of the Mahila Samakhya strategy. Consequently, women took up the challenge. In 62 villages, women began organising "classes" (as they call them), by identifying "teachers" (people, including school children, who would be willing to help them learn to read and write), a place to hold the class, convenient timings and frequency, etc. On our side, literacy "kits" from the State Resource Centre in Mysore were obtained and distributed to sanghas. Sahayoginis assisted them to get a venue for the class, plan and organise the classes more systematically, etc.

The key problem faced in many areas was that no suitable instructors could be identified to teach. Consequently, it was decided that selected sangha women themselves would undergo literacy training organised and conducted by the District Coordinator and Sahayoginis, and simultaneously transfer this learning to other members of the sangha. This is the experiment being tried out in 25 villages.

साधन और विनाय
चार्टर्ड एकाउन्टेंट

32/1, प्रथम तल, तीरा ग्रास
आगा अब्बास रोड,
बंगलौर-560042
दूर-567132

लेखा परीक्षक की रिपोर्ट

1. हमने महिला सहायता कर्नाटक के 31 मार्च, 1990 तक के संग्रह
तुलन पत्र और इसी तारीख को समाप्त होने वाली अवधि के आय और
व्यय लेखों की जांच कर ली है तथा हमारी राय यह है कि :

§क§ यह सहायती अपना लेखा-जोखा व्यापारिक आधार पर तैयार
करती है ।

2. इसके अलावा उपर्युक्त पैराग्राफ 1 के संबंध में हमारी टिप्पणियां
निम्नलिखित हैं :-

§क§ हमें वे सभी सूचनाएं और स्पष्टीकरण प्राप्त हुए हैं जो हमारी
जानकारी और विश्वास के अनुसार हमारे लेखा परीक्षा के लिए आवश्यक थे
§ख§ लेखा बहियों की जांच से हमें ऐसा लगा कि सहायती द्वारा लेखा बहियां
सुरक्षित रखी गई हैं ।

§ग§ इस रिपोर्ट में उल्लिखित तुलन-पत्र और आय तथा व्यय का लेखा-
जोखा लेखा बहियों के अनुषंग है ।

§घ§ हमारी राय में तथा हमारी जानकारी और हमें उपलब्ध कराए
गए स्पष्टीकरणों के अनुसार उपर्युक्त लेखों, उपर दी गई हमारी टिप्पणी
के अनुसार, निम्नलिखित के बारे में तडी और स्पष्टी जानकारी प्रदान
करते हैं :-

2. **Non-formal Education for Girls:** Axiomatic to the above process, and as part of the consciousness-raising discussions in the sanghas, women have become aware of the need to educate their daughters so that they do not grow up illiterate. Interest has been shown by over 20 sanghas in setting up non-formal schools for girls. The process of identifying suitable teachers to be trained has begun. From the programme side, we have identified several experts to develop a tentative syllabus for these centres. However, no firm time commitments have been made by them as yet, but we hope to finalise this in the next quarter and have syllabus, teaching-learning materials, and a teacher-training package ready within six months.

3. **Child Care:** Not surprisingly, the need for organised child care facilities was one of the major issues raised and identified in the vast majority of the Bidar sanghas. This may be partly due to the widespread awareness of the ICDS Anganwadis and partly due to the growth of nuclear families with no elderly women to act as caretakers. Approximately 25 sanghas have articulated this as a crying need.

4. **Health Care:** Health problems, especially genito-urinary and uterine disorders and children's ailments, have been key areas of concern in many sanghas. In response to this, doctors and other resource persons involved in demystification of medicine and women's health issues have been giving training inputs to sahayoginis who transmit their information to sangha women through weekly meetings.

5. **Familiarization with Government Schemes:** Another major sangha activity is getting to know local government structures, schemes and officials. Initially with the help of the sahayoginis, but subsequently guided by their sahayakis, groups of sangha women have been familiarising themselves with the whole spectrum of schemes, services and programmes which are supposed to be available to them and learning how to use these.

6. **Sangha Hut Construction:** One of the earliest issues raised by the sanghas was the need to have a separate meeting place of their own. Women felt that meeting in places given by the Mandal or a landowner or local trader could often have an adverse effect on the quality and atmosphere of the meetings.

Consequently, sanghas began mobilising to get land to construct their own centres. By September, 25 sanghas had got land donated either by the Panchayats or private land from families of better-off sangha members. We have not gone ahead with speedy construction of huts mainly because we want women to be aware of alternative building technologies and architecture. We are currently exploring these alternatives and identifying various resource persons who can facilitate this process.

- i. 31 मार्च, 1990 तक के तुलन पत्र, सोसायटी के कार्यों की तिथि के बारे में, और
- ii. इस तिथि को समाप्त अवधि के आय और व्यय नेटों तथा आय से अधिक व्यय के बारे में ।

साधन और विनाय
चार्टर्ड एकाउन्टेंट

बंगलौर

दिनांक 15 सितम्बर, 1990

On the whole, the Bidar District Mahila Samakhya programme presents a dynamic picture wherein the Mahila Samakhya strategy seems to have not only taken root, but is proceeding at a surprisingly fast pace. This district is a frontrunner and acts as a positive guide to the other two, who are constantly learning from the Bidar experience while not feeling the least pressurised to copy it.

TABLE SHOWING NUMBER & DURATION OF TRAINING PROGRAMS FOR 1989-90

Trainings	for Sahgy.	Drt. (days)*	for Shy/Sgh women	Drt. (days)	for Staff	Drt (days)
Self-Development	1	8	-	-	-	-
Literacy/ Education	-	-	3	11	-	-
Technology	-	-	1	8	-	-
E.D.P.	-	-	1	3	-	-

Sahgy = Sahayoginis; Drt. = Duration
Shy/Sgh women = Sahayakis, Sangha women; * Total No. of Days.

Staff Profile of Bidar District Implementation Unit:

Name	Designation
Ms. C.S. Vedamanie	District Programme Coordinator
Mr. Masoom Sharief	Accounts Superintendent (deputee of State Accounts Department)
Ms. Usha Rao	Resource Person
Ms. Jyothi Kulkarni	Steno-typist
Ms. Indiramma	Messenger
Mr. Veerashetty	Messenger

माधवन और त्रिनाथ
चार्टर्ड एकाउन्टेंट

32/1 प्रथम तल, तीतरा क्रास
आगा अब्बास अली रोड,
बंगलौर-560042, तूर. -567132

महिला समाख्या-कनाटक

टिप्पणियाँ

1. क लेखा विवरण सोसायटी के पंजीकरण की तारीख अर्थात् 4 फरवरी, 1989 से लेकर 31 मार्च, 1990 तक की अवधि के लिए तैयार किया गया है ।
ख चूंकि यह सोसायटी के अस्तित्व में आने का पहला वर्ष है इसलिए पूर्व वर्ष के आंकड़े नहीं दिए गए हैं ।
2. अचल परिसंपत्तियों के मामले में हुए मूल्यहास की गणना की गई है तथा आयकर अधिनियम के अंतर्गत उल्लिखित दरों पर इन्हें लेखों में उपलब्ध कराया गया है ।
3. यह सोसायटी अपना लेखा व्यापारिक आधार पर तैयार करती है ।

माधवन और त्रिनाथ
चार्टर्ड एकाउन्टेंट

BIJAPUR DISTRICT REPORT

Initial contact in Bijapur District was made by the National Project Director and Consultants in December 1988. It was found that the local Zilla Parishad members had an excellent grasp of the philosophy, objectives and methodology. Thus it was decided to experiment with launching the programme through the Zilla Parishad in Bijapur, while also attempting to involve any local voluntary organisations experienced in women's programme.

Programme Development Activities:

The main problem faced in operationalising the programme in Bijapur was the identification of suitable sahayoginis. As mentioned earlier, a large number of girls with teachers' training had been short-listed. Unfortunately, most of them failed to turn up at the preliminary orientation workshop which was organised in May as a selection exercise.

The training organisation SEARCH had been asked to take up the task of training the Bijapur sahayoginis. The District Coordinator and sahayoginis of Bidar District Implementation Unit were requested to help in reselection.

In this phase, the team went into the taluks selected for coverage. Moving from village to village, meeting women and talking about the programme concept and the kind of women needed to work as sahayoginis. Although many educated backward class women were identified, most were either themselves unwilling to work, or their families raised objections to their "running around alone".

Finally, at the end of July, a group of 14 sahayogini trainees were short-listed with great difficulty. Many were urban-based women, but willing, to work in the villages and shift residence there if necessary. One interesting feature was the inclusion of 4 highly motivated girls from the state Home for Women in Athani in Belgaum district, and one girl who is the daughter of Devadasi.

Each sahayogini in Bijapur covers 8-10 villages and work in the villages was begun immediately after the completion of the first phase of training in August 1989, and has been continued and developed ever since, even as training continued.

माधवन और त्रिनाथ.
चार्टर्ड एकाउन्टेंट

महिला समाख्या कर्नाटक

32/19थम तल, तीसरा फ़्लोर
आगा अब्बास अली रोड,
बंगलौर-560042

31 मार्च, 1990 को समाप्त हुई अवधि का आय और
व्यय लेखा

व्यय	रु०
ऊर्ध्वारी वेतन	5, 12, 428. 45
"किराया	904 69. 85
वाहनों का रख-रखाव और उनकी मरम्मत	38, 729. 51
"डाल तार और दूरभाष	22, 129. 45
"मुद्रण और लेखन सामग्री	19, 797. 89
"पुस्तकें और पत्रिकाएँ	15, 781. 25
"यात्रा और वाहन	
स्थानीय वाहन	6, 382. 25
यात्रा	78, 378. 51
"बिजली और पानी	3, 129. 60
"विज्ञापन खर्च	2, 955. 00
"कार्यालय परिसर के लिए दलाली	4, 000. 00
"बैंक प्रभार	2, 356. 00
"विविध खर्च	58, 367. 94
"लेखा शुल्क	2, 500. 00
"शुल्क और मानदेय	63 , 300. 00
"प्रशिक्षण और मुलेखन	1, 74, 053. 70
"कार्यकालासं और बैठकें	1, 18, 435. 44
"सहायता सेवाएं	10, 731. 50
"सहयोगिनियों का खर्च	
वेतन	2, 96, 315. 35
लेखन सामग्री व पुस्तकें	16, 690. 75
हाकस्मिक खर्च	1, 886. 10

In the majority of the villages covered, sahayoginis have build up close contact and rapport with 20-40 women in as many of the poorest households. In about half of all villages, women are ready to meet as a group in some convenient place to discuss more serious concerns and problems.

Initially, women reacted to the sahayoginis visits with suspicion, hostility and a dislike of "social workers" who, in their experience have generally taken money from them for executing various job like getting ration cards, old age pensions, etc and then disappeared. Another reaction was to immediately demand various things like balwadis, feeding programmes and loans.

In some areas, sahayoginis faced more overt forms of hostility. In the beginning women used to feel that the sahayoginis were nurses who have come to drag them away for sterilization operations and they also used to feel that they are female dacoits who have come to loot the villages.

The entire range of responses had to be tackled and a new of equations set up, the concept of self-help, learning and information-seeking for independent development, and women taking the lead in a process of change had to be very gradually and subtly introduced. Fortunately, the majority of sahayoginis have successfully crossed the initial barriers and created an appropriate environment for women to work as a collective and build up their own sanghas as vehicles of change. The main concerns or issues being voiced by village women in this district reflect the socio-economic backwardness and environmental problems of this drought-prone and underdeveloped district.

In this district, our team has been actively assisting the district administration with various women-oriented development schemes. For instance, the team has taken up the responsibility for implementing the Mass Literacy Campaign in the four taluks they are covering. In this connection, the sahayoginis produced a puppet show for the inauguration of the Campaign.

Again, Mahila Samakhya Bijapur Unit has become a member of DONI, a net work of voluntary agencies and government officials, which aims at coordinating the rural development activities in the district. The Unit also helped organise and gave financial support for a training programme for women handpump caretakers, in association with DANIDA and the Zilla Parishad.

The Bijapur programme, as we see it, is now poised for rapid consolidation and entry into a new phase. The foundation has been more or less laid for setting up Mahila sanghas and beginning the process of dynamic education.

1.	2.	3.
"महिला संघ झोंपड़ी निर्माण	14,615.00	
लेखन सामग्री व पुस्तकें	3,903.45	
मानदेय	3,600.00	22,118.45
<hr/>		
"व्यावसायिक पाठ्यक्रम दीर्घ-कालिक	12,440.95	
अल्पकालिक	7,607.75	20,048.70
<hr/>		
निम्नलिखित में मूल्य द्वारा वाहन	2,54,359.00	
कार्यालय उपकरण	53,184.85	
फर्नीचर और फिक्साचर्स	10,276.10	3,17,819.95
<hr/>		
		18,98,805.64

हमारी संलग्न रिपोर्ट के अनुसार

बंगलौर
दिनांक 15 सितम्बर, 1990

माधवन और त्रिनाथ
चार्टर्ड एकाउन्टेंट्स

TABLE SHOWING NUMBER & DURATION OF TRAINING PROGRAMS FOR 1989-90

Trainings	for Sahgy.	Drt. (days)*	for Shy/Sgh women	Drt. (days)	for Staff	Drt (days)
Self-Development	3	29	-	-	1	7
Communication Skills	1	22	-	-	1	6
E.D.P.	1	3	-	-	2	6

Sahgy = Sahayoginis

Drt. = Duration

Shy/Sgh women = Sahayakis, Sangha women

* Total No. of Days.

Staff Profile of Bijapur District Implementation Unit:

Name	Designation
Ms. Nirmala Shiraguppi	District Programme Coordinator
Mr. L.K. Desai	Accounts Superintendent (State Accounts Department Deputee)
Ms. Susheela .V.	Assistant
Ms. Geetha Bandari	Steno-typist
Mr. Siddappa	Driver
Mr. Hanumantha Walikar	Messenger
Mr. Suresh, Karkun	Messenger

आय

रु०

निम्नलिखित पर प्राप्त व्याज के द्वारा

बैंक में जमा राशि से

6,03,639.55

बचत बैंक खातों से

94,936.60

6,98,626.15

इस अवधि में आय से अधिक व्यय

12,03,179.49

18,98,805.64

कृते, महिला समाजवादी कर्ता

राज्य कार्यक्रम निदेशक

MYSORE DISTRICT REPORT

Although not, by strict definition, a backward district, Mysore was nonetheless included in the Mahila Samakhya programme in Karnataka for several reasons. Being rich in progressive academic, non-governmental and rural development organisations and institutions, it was felt that the availability of these resources would ensure the success of the Mahila Samakhya concept and strategy. Secondly, Mysore district contains a very backward, underdeveloped tribal belt which, in terms of women's literacy or awareness levels, resembles other backward districts and merits special attention. Finally, it was felt that at least one district of South Karnataka should be included in the pilot phase of the programme, especially a district where overall conditions would be more conducive to success.

Although contact with Mysore-based NGOs and government officials had been initiated early in 1988, actual pre-programme activities were begun in the latter part of the year. About 8 NGOs had been contacted and involved in the discussion process.

A 2-day orientation workshop was held in February 1989 under the aegis of SEARCH for the Mysore-based agencies to thrash out their remaining doubts and questions regarding the Mahila Samakhya scheme. The workshop was also the forum at which 8 candidates for the post of District Programme Coordinator were interviewed and underwent a number of exercise, role plays and debates towards final selection.

During this period at another workshop held in March, seven Mysore NGOs, all of whom are members of the Tribal Joint Action Committee, undertook several responsibilities for setting up the Mahila Samakhya programme in the district: scouting for potential sahayoginis; identification of village clusters where the work should begin; and appointing a training committee which would design the training programme for sahayoginis, and deputing trainers to participate in the training programme itself.

The District Implementation Unit was set up in Mysore city. Clerical staff were recruited on an ad hoc basis, an Accounts Superintendent was deputed from the state government, and all posts were filled by September 1989. Nineteen potential sahayoginis were selected by the NGOs and participated in the First Phase of the Training Programme jointly planned and conducted by the Mahila Samakhya team and NGOs in May 1989. After the second phase training in June 1989, some 17 sahayoginis were shortlisted for appointment.

माधवन और त्रिनाथ
चार्टर्ड एकाउन्टेंट्स

महिला समाख्या क्वार्टर
31 मार्च, 1990 का तुलन पत्र

देयताएं

रु०

पूँजीगत निधि

केंद्र सरकार से प्राप्त अनुदान 1, 10, 64, 550. 00

कम किया गया : इस अवधि

के दौरान आय से अधिक खर्च

12, 00, 179. 49

98, 64, 370. 51

विविध ऋणदाता

खर्च के लिए ऋणदाता

13, 535. 60

अन्य देयताएं

2, 779. 60

16, 315. 20

98, 80, 685. 71

हमारी संलग्न रिपोर्टें
के अनुसार

बंगलौर

दिनांक 15 जून, 1990

माधवन और त्रिनाथ

चार्टर्ड एकाउन्टेंट्स

Programme Activities: Since the Mysore District Programme was being implemented in coordination with the NGOs, several important decisions were taken by them vis-a-vis the operationalisation of the programme. Firstly, it was felt that 10 villages would be too large a number for a single sahayogini to cover in the first year. Thus, each sahayogini would be required to work only in 5-6 villages in the first year, and then extend contact to a further 5 villages in the second. This way, a few village sanghas could be built and strengthened adequately before moving on to new ones, rather than diluting efforts.

When the sahayoginis returned in June from their field areas for the second phase of their training, it became apparent that despite the earlier clarifications, there was still a good deal of confusion about the status and operational autonomy of the Mahila Samakhya programme.

Sahayoginis were treated as additional staff provided to the NGOs by the Mahila Samakhya programme. Thus, they were expected to carry out the instructions given by the NGO staff, not those responsibilities assigned to them by the District Programme Coordinator. Sahayoginis were assigned to work in villages already covered by the NGOs, and often already having a women's sangha built around a specific activity (such as loans, savings, or income generation activities). All sahayoginis were expected to compulsorily attend the staff meetings of the NGOs, even if the dates clashed with those of District unit meeting.

After clearing all the confusions, work proceeded in real earnest for the first time, barring minor problems in one or two areas. Approximately, 95 villages in the 7 tribal taluks are being covered by 17 sahayoginis. The specific issues raised by the women was, how, in spite of so many economic programme, they were still not entitled to independent "land pattas" or "tree pattas". A lot of effort was made to build a very conducive atmosphere which would lead the women to be comfortable and share their experiences and opinions openly. Women in the sangha meeting took up the issue of low daily wages and decided to strike work and demand higher wages. In a few days, wages were raised from Rs.5/- to Rs.7/-.

Girijana Mahila Mela:

A Girijana Mahila Mela was organised by Mahila samakhya District team and village women leaders on 27th and 28th of January, 1990 in H.D. Kote taluk. The women leaders made all crucial decisions regarding venue, invitees, programmes to be held, etc. Nearly 1000 men and women of the area participated in this joyous festival of togetherness.

परिसंपत्तियां

₹

अचल परिसंपत्तियां:

वाहन:

अवधि के दौरान क्रय किए गए	7,63,152.00	
कम किया गया : मूल्यहास	2,54,359.00	5,08,793.00

कार्यालय उपस्कर:

अवधि के दौरान क्रय किए गए	1,59,569.85	
कम किया गया: मूल्य हास	53,184.85	1,06,385.00

फर्नीचर और फिक्सचर्स:

अवधि के दौरान क्रय किए गए	1,02,763.10	
कम किया गया: मूल्यहास	10,276.10	92,487.00

वर्तमान परिसंपत्तियां, ऋण और

अग्रिम धनराशियां :

₹क॥ नकद और बैंक अधिभोग

पास में नकद	5,242.81	
अनुसूचित बैंकों में बचत खाते : के अंतर्गत जमा	10,73,051.40	10,78,294.21

Despite the fact that several local officials had promised to attend the mela and speak to the women, no stage or dais was erected. A simple clearing in the centre of the "Chapra", on the ground, forced officials to literally be on the same level as the women. Seated on the ground like everyone else, they had lively dialogues with the women, and shared information about schemes and programmes. Talking to District staff after the Mela, the officials themselves said that they felt they had been able to communicate with people more effectively without the usual separation created by the stage!

TABLE SHOWING NUMBER & DURATION OF TRAINING PROGRAMS FOR 1989-90

Trainings	for Sahgy.	Drt. (days)*	for Shy/Sgh women	Drt. (days)	for Staff	Drt. (days)
Self-Development	3	24	7	14	-	-
Literacy/ Education	-	-	-	-	1	2
Communication Skills	-	-	-	-	1	5
E.D.P.	1	3	-	-	1	3
Accounts and Administration	-	-	-	-	1	2

Sahgy = Sahayoginis; Shy/Sgh women = Sahayakis, Sangha women
Drt. = Duration; * Total No. of Days

Staff Profile of Mysore District Implementation Unit:

Name	Designation
Ms. Vani Umashanker	District Programme Coordinator
Mr. K.S.Prasad	Accounts Superintendent (deputee of State Accounts Dept.)
Ms. Kiran	Assistant
Ms. Sudha	Steno-typist
Mr. Purushotam	Messenger
Mr. Perumal	Messenger

ख. गिरा और जमा धनराशि:

अग्रिम धनराशि	11,695.00	
जमा राशि पर प्राप्त व्याज	4,53,374.90	
पूर्व भुगतान किये गये व्यय	16,257.00	4,81,326.50

जमा धनराशि :

अनुसूचित बैंको में जमा	75,00,000.00	
अन्य बैंकों में जमा	1,13,400.00	76,13,400.00
		<u>93,80,685.71</u>

कृते महिला समाख्या-कर्नाटक

राज्य कार्यक्रम निदेशक

KARNATAKA MAHILA SAMAKHYA SAMMELAN

The highpoint of all workshops and training programmes held during this period was the Mahila Samakhya sammelan in Bijapur in the first week of March, 1990. At first, some of our sahayoginis were rather withdrawn because their dialect was so different from the others, and they felt they could not make themselves understood, or were teased about their speech. Again, some of the neo-literate sahayoginis felt they were not as educated as their colleagues, and so were somewhat intimidated. But all these feelings disappeared rapidly as the sense of solidarity and mutual respect became internalised. There was no sense of competition or showing off, but a genuine spirit of sharing experiences and problems. Therefore, our whole perspective and vision of Mahila Samakhya changed radically at the Sammelan.

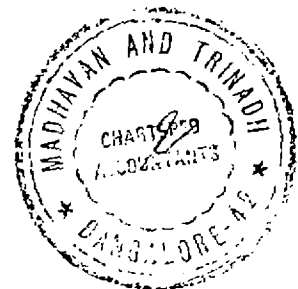
AUDITORS' REPORT

1. We have examined the attached Balance Sheet of the Mahila Samakhya-Karnataka as at 31st March, 1990 and the Income and Expenditure account for the period ended on that date and report that:
 - a. The Society maintains its accounts on mercantile basis.
2. Further to our comment in paragraph 1 above:
 - a. We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit;
 - b. Proper books of account have been kept by the Society, so far as appears from our examination of books;
 - c. The Balance Sheet and Income and Expenditure Account referred to in this Report are in agreement with the books of account;
 - d. In our opinion and to the best of our information and according to the explanations given to us, the said accounts, subject to our comment given above, give a true and fair view:
 - i. in the case of Balance Sheet, of the state of affairs of the Society as at 31st March, 1990 and,
 - ii. in the case of the Income and Expenditure Account, of the excess of Expenditure over Income for the period ended on that date.

BANGALORE

DATE: 15 SEP 1990

Madhan at Trial
MADHAVAN AND TRINADH
CHARTERED ACCOUNTANTS



MAHILA SAMAKHYA-KARNATAKA

NOTES:

1. a) The statements of account have been prepared for the period from 4th February, 1939, the date of registration of the Society, to 31st March, 1990.
b) As this is the first year of the Society's existence, previous year's figures have not been given;
2. Depreciation on fixed assets has been calculated and provided in the accounts at the rates specified under the Incometax Act.
3. The Society maintains its accounts on mercantile basis.

Madhavan and Trinadh
MADHAVAN AND TRINADH
CHARTERED ACCOUNTANTS

