

# AVSAR

AVSAR stands for Ahmedabad,  
Vadodra, Sabarkantha, Rajkot :  
Centrepoinis of Mahila Samakhya  
activities in Gujarat state.

AVSAR is a mean opportunity,  
time and auspicious occasion  
in Gujarati. Mahila Samakhya Gujarat is  
an opportunity to celebrate femininity with  
cheerfulness and joy as 'being a woman'  
a matter of pride.

**Annual Report**

**1993-94**

**Mahila Samakhya Gujarat**

# **AVSAR**

## **Annual Report 1993-94**

**Mahila Samakhya Gujarat**

Office of state Programme Director  
Hostel Building, Polytechnic Campus,  
Ambawadi, Ahmedabad - 380 015.

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## **LIST OF ABBREVIATIONS**

<b>CDPO</b>	-	Community Development Programme Officer.
<b>DIU</b>	-	District Implementation Unit.
<b>DPC</b>	-	District Programme Coordinator
<b>DRG</b>	-	District Resource Group
<b>DTT</b>	-	District Training Team
<b>DDO</b>	-	District Development Officer
<b>DRDA</b>	-	District Rural Development
<b>DRDA</b>	-	District Rural Development Agency
<b>DWCRA</b>	-	Development of women & Child in Rural Areas.
<b>ICDS</b>	-	Integrated Child Development Scheme.
<b>PHC</b>	-	Public Health Centre
<b>TLC</b>	-	Total Literacy Campaign.
<b>TDO</b>	-	Taluka Development Officer.
<b>TDT</b>	-	Training of Trainers.
<b>MS</b>	-	Mahila Samakhya.

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## MSG OVER THE YEARS

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District	31-3-1992	31-3-1993	31-3-1994
<b>BARODA :</b>			
1. Villages	135	147	170
2. Sahayoginis	024	022	020
3. Total Sakhis	258	255	493
4. Total Child Care Centres	009	018	018
<b>RAJKOT :</b>			
1. Villages	106	107	114
2. Sahayoginis	022	019	018
3. Total Sakhis	109	138	321
4. Total Child Care Centres	004	006	007
<b>SABARKANTHA :</b>			
1. Villages	106	109	145
2. Sahayoginis	013	013	020
3. Total Sakhis	121	213	420
4. Total Child Care Centres	-	002	028
<b>GUJARAT :</b>			
1. Villages	347	363	429
2. Sahayoginis	059	054	058
3. Total Sakhis	488	606	1234
4. Total Child Care Centres	013	026	053

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## MSG AS ON 31st MARCH 1994.

### Quantitative Profile

	<i>Baroda</i>	<i>Rajkot</i>	<i>Sabarkantha</i>	<i>MSG</i>
1. Total Villages	1689	865	1407	-
Under MS	170	114	145	429
2. Total Talukas	12	13	10	-
Under MS	7	12	6	25
3. No. of Sahyoginis	20	18	20	58
4. No. of Trainee Sakhis	245	178	206	629
5. No. of Trained Sakhis	248	143	214	605



## **CHAPTER - I.**

# **OUR STRUCTURE : OUR STRENGTH**

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### **OUR STRUCTURE : OUR STRENGTH**

Mahila Samakhya programme is a need-based, process oriented and a participatory programme. There are inbuilt flexibilities within the structure to facilitate the innovative nature of the programme. It has been seen that an enormous amount of faith and relationship has provided strong support to the very small structure of Mahila Samakhya. At times it is also felt that the structure is too small to support the expectations of thousands of Sangha woman. But the journey must go on.....

Mahila Samakhya " Programme of education for women's equality " began its Gujarat chapter in 1989. Today in 1994 it is not merely a programme but has become a way of life for many women involved with it. Be it rural women in the interiors of Rajkot, Baroda or Sabarkantha districts or even urban women who are slowly being drawn into the programme-the spirit of the programme has touched and bound them all in a thread of equality.

#### **A. The outline:**

in a village the focal point of the programme is a Mahila Sangha. The Sangha is facilitated by an honorary field worker called Sahayogini, who is a link person between a Sangha and District Implementation Unit (DIU). DIU is a district level unit headed by a District programme coordinator (DPC ) who coordinates activities of Sanghas and Sahayoginis with the help of resource person/ consultants and administrative staff. The state level coordination is done by the office of State Programme Director at Ahmedabad. There is an Executive Committee and a General Council at the State level besides district level district Resource Groups. The State Education Secretary is the Chairperson of the Executive Committee which is empowered to take decisions on administrative and financial matters.

Mahila Samakhya programme is being implemented in four States of India - Andhra Pradesh, Gujarat Karnataka and Uttar Pradesh. Mahila Samakhya Gujarat, an autonomous society registered under Societies Registration Act, 1860, came into existence in April 1989. The district implementation units at Baroda, Rajkot and Himmatnagar began their activities in full swing by the beginning of 1990 after

initial difficulties in launching approaches. Today by the end of March 1994, Mahila Samakhya spirit has been spread to 429 villages of three districts of Gujarat (Baroda-170, Rajkot - 114 and Sabarkantha-145 ).

There are 58 Sahayoginis, 7 Resources persons and 4 Consultants besides administrative staff shouldering field responsibilities.

## **B. On the Sangha Front :**

Mahila Samakhya Gujarat has adopted a "Sakhi rotation" model. As per this model, 'Sakhi' is a selected Sangha woman who undergoes extensive training for one year. When Mahila Samakhya programme is initiated in any village Sangha building processes are carried out after initial rapport building. Once the group starts meeting together the concept of Sakhi is placed before the group by Sahayoginis. In some cases women inquire about it based on their observation of Sanghas in neighbouring villages. Processes for Sakhi selection takes place in Sangha. The Sangha decides the number (two to four women) and names of Sakhis based on criteria decided by them. There are cases where the Sangha processes began by selecting Sakhis, who in turn became change agents for the group. The Sakhis are 'learners' who go through several trainings (one orientation training and three reflection trainings in a year). She is supposed to share her learning with other Sangha women. The intention behind yearly Sakhi selection is to reach out to more and more women and to create a core group of trained women in a village. New Sakhis are selected by the Sangha and the selection process takes into consideration the past experiences of Sakhi selection. The notable experience with reference to Gujarat programme is the Sakhis honourarium. The honourarium of Sakhis goes to them through Sahayogini who in turn gives it to the Sangha. This Creates a feeling of accountability among Sakhis where Sanghas exercise their collective financial power on the group of Sakhis.

As Gujarat has followed the Sakhis rotation model, the total number of trained and trainee Sakhis has reached 1234 women. (See Annexure - 5) . The important demand that is coming up in many Sanghas is that of Sangha trainings. In many villages women want to come for trainings as a whole group rather than selecting and sending two to four Sakhis. The district units are in a process of evolving sangha training model according to their requirements.

### **C. Human Resources**

The most meaningful progress in our structure has been development of human resources. There are former Sakhis now working as Sahayoginis and one time Sahayoginis now working as Resource persons and Consultants or even Resources person becoming District Programme Coordinator in Mahila Samakhya Gujarat. In Sabarkantha District one of the literacy volunteer girls has become a Sahayogini with her experience of literacy in Mahila Samakhya. Another development in Sabarkantha district is the involvement of literacy volunteers in child care centre activities. As most of the Sangha women are illiterates these volunteers by becoming Balsakhis manage accounts of child care centres. Isn't it evident of the fact that Samkhya inspires women to recognise and develop their fullest potential even within the structure ? The Sanghas where women informally and voluntarily get together to share and care for others have provided "space to grow " to many women. With the 72nd constitutional relating to amendment in Panchayati Raj many Sangha women are aspiring to stand for the elections.

Another move on the human resource front was additon of new Resource Persons and Consultants in the programme. The selection committee took the interviews on August 17, 1993 and five new Resources persons/ Consultants assumed their duty in the districts. One more Resources person joined in January.

### **D. Development of Supports**

The representation of Sahayoginis in the Executive Committee became a reality during the last year. With the formation of District Resource Groups in all the three districts by September 1993 another formal support forum took shape. The representation of Government officials along with Sakhis in DRG gave Sakhis space to share their problems and raise their concerns to the higher authorities such as District Collector who is the Chairperson of the DRG. Members of Voluntary agencies, an academician, two professionals, a teacher etc. are the other members of DRG besides district functionaries as represnetatives of the district. The intial meetings have been fruitful exercises, as a number of issues have been sorted out by the group besides providing an opportunity of networking with Government and non-government bodies.

## E. Going Micro

In September all the three districts had undergone extensive micro planning exercise which was, in a way, a consolidation of field level activities. The processes at the villages were planned out and activities under five issues literacy, health, child care, legal aid and economic development were planned further. The districts decided their priority areas. Baroda district decided to concentrate on literacy, child care and health and economic development. Rajkot district focussed mainly on child care and health issues besides other minor issues like water, electricity, road, bus services etc. Sabarkantha district has thought of taking up literacy, child care and savings activities. The focus areas were decided on the basis of grass root level demands of that particular area. The future plan of action was drawn up by the district teams and it was reviewed in March. It was noticed that the micro planning exercise had given lot of clarity about field level activities to the new recruits and even old functionaries. It was also realised that a number of unplanned activities had also materialised during this period and also that in some areas relatively more emphasis was given to targets unknowingly.

## F. Under Evaluative Eyes

Another development was the National evaluation. By the end of the last year a panel of members for evaluation had been finalised. The members of the evaluation team were : Dr. Ila Patel, Mr. Vijay Sherry, Dr. Indira Hirway and Dr. Neera Desai. The first meeting of the team was held at the National Project Director's Office, New Delhi on April 13, 1993. The National State level meeting of the team members and district teams took place on April 22. The dates of the evaluation exercise at the district level were as follows :

Rajkot	24 - 27 April	- Mr. Vijay Sherry
	12 - 16 May	- Dr. Ila Patel
Baroda	20 - 21 May	- Dr. Neera Desai
	08 - 11 June	- Dr. Indiar Hirwey
	10 - 11 June	- Dr. Neera Desai
Sabarkantha	06 - 10 May	- Dr. Ila patel
	15 - 17 June	- Mr. Vijay Sherry
	05 - 06 July	- Dr. Neera Desai

The evaluation team visited 42 villages of three districts. They submitted their draft evaluation report by September. On November 1st, a joint meeting of district team members was held at the State Level. On 19th November one of the team members Dr. Indira Hirway met the Education Secretary Mr. Rammoorthy and State Programme Director Mrs. Ushaben Patel.

The report titled "Towards empowering women : constraints and possibilities which is on evaluation of the total Mahila Samakhya Programme in Gujarat" concluded with the comments on the Gujarat programme up to the period of June, 1993. Soon it will be placed before Executive Committee. The team has already started working on some of the issues pointed out by the evaluation team members and some of the developments after June 1993 were obviously not incorporated when the report came out in September. The Executive Committee will take decision about accepting the draft report.

#### **G. Expansion : Our Way**

As a target oriented approach has been rejected by Mahila Samakhya, the emphasis is on processes. In the last year an attempt was made to consolidate and look at phases of a process in programme in a somewhat unstructured way. Based on the findings expansion has been taken up both in term of quantity as well as quality. The number of villages have increased and even the processes in the existing villages have taken deeper roots. Preparations are being made to expand the programme in Banaskantha district. Two project functionaries have made an exploratory visit to Banaskantha district in September. Primary preparations for launching the programme is under way. One Resource Person presently posted at Ahmedabad will soon initiate the programme in Banaskantha district after selection of Sahayognis and creation of necessary support structures.

\* \* \*

**CHAPTER - II**  
**TRAINING ..... A TIME OF OUR OWN**

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### **TRAINING ..... A TIME OF OUR OWN**

Mahila Samakhya views trainings as a continuous, participatory, experiential process which takes place in an "environment of Learning". Training has to be a regular activity at all levels and it cannot be interpreted in the limited sense. Even a chat with a colleague can provide "time and Space" and an opportunity of learning and knowing each other. In the same manner, meetings or celebrations provide scope for experiencing their daily routines and do whatever they want to do. Most of the trainings are organised at the trainees' convenience, Mahila Samakhya meetings are different from the norm, as the participants have full freedom to finalise the agenda of the meeting.

#### **A. Formation of DTT**

The most regular training activity is at the field level. Although occasionally Sangha trainings also take place, Sakhi trainings are a matter of breaking the ice. Sakhi trainings are carried out by the District Training Teams (DTTs) with trained Sahayoginis as members. Since September, DTTs have been formed in each district. Each DTT has two Sahayoginis, who in addition involve other members of the district as co-trainers. Each district has two DTTs, of four trained members. Gujarat has been discussing the concept of DTT since a long time. Because the DTT takes on the responsibility of planning, conducting and reporting Sakhi trainings, the burden of training a large number of Sakhis shared between these two groups, leaving the DIU free to carry out other tasks. The need is now to strengthen field level trainings by strengthening DTTs. Even the inputs to DTT can directly be disseminated at the field level.

#### **B. Reviewing the training needs**

A number of things took place in the last year which added up to a fresh look at training needs of different levels. The State level workshop on the Sakhi training model in April, pointed out that there is a need to modify contents of Sakhi trainings, while Sakhis come out as highly empowered women, the empowerment does not reach the Sangha level. Besides, there is a need to give new information to the second or third batch of Sakhis as village women already have the information



given by the first batch of Sakhis. The workshop concluded with a consent list for Sakhi training. Another workshop to list down training needs in the programme was organised in June at Himatnagar. The group representing all the three districts and the State office, came out with a draft on training contents, methods and objectives for all the levels (from Sangha to State Programme Director). The draft was discussed by the district teams and Mahila Samakhya Gujarat decided to consider the report as a statement on training needs of the programme. The major task ahead is to meet the stated needs by identifying appropriate resources.

### **C. Sakhi Trainings**

MS Gujarat has opted for a Sakhi rotation model and Sakhis, who are members of Sanghas are undergoing intensive trainings every year. There are orientation trainings and three reflection trainings, where districts modify the trainings as per their requirements. In Rajkot district the orientation training is called rotation orientation, as trained Sakhis also take part in the initial two days of the trainings. The district has adopted this method to link up trained and trainee Sakhis.

The training inputs to Sakhis are individual-focused, which has created an empowered cadre of Sakhis in 282 villages. Though Sakhis discuss their learnings in Sanghas, the major impact is in their personal lives. They have also become recognised as knowledgeable persons in their areas. Even the visitors to the village inquire about her, and people around seek their advice on different matters, some of the notable experiences in these processes are :

- \* Number of Sanghas have taken disciplinary actions against irresponsible Sakhis (Sangha definition of an irresponsible Sakhi is one who does not go for training, if she goes, does not share it with Sangha women). Some Sanghas have even changed their Sakhis either because of the Sakhis personal limitations or because of her inability to work due to personal reasons.
- \* Trained Sakhis have helped Samakhya to take roots in the villages. After initial resistance to change, and to going out of the village for trainings, new batch of Sakhis have strong support groups at the village level. The new Sakhis are much younger than the previous ones. Older women usually

go out first to check the authenticity of Samakhya, as first batch of Sakhis . After training - more vocal, confident and independent - Sakhis set examples of "new women" in the eyes of other Sangha women as well as villagers.

- \* The trained human resources of Sakhis have been utilised in more than one way. They become the "ambassadors" of change" for their village as well as neighbouring villages. In Sabarkantha district Sakhis are holding meetings in other Sanghas either to resolve some issue or to help them reach some decisions. In Baroda trained Sakhis have played active role in the total literacy campaign while in Rajkot they continue to disseminate the Mahila Samakhya concept in and around their villages.
- \* Interesting examples of Sakhis applying their learnings in their lives were recognised in Rajkot recently. One of the trained Sakhis Fatima of Navi Mangani village has started a group called "Jagruti Mahila Mandal" which got an award for the best grass root organisation of Rajkot district. Another trained Sakhi, Bhagwati of Daliya Village, had migrated to Rajkot city where she organised the woman of her locality for water and took them to the water department office. She is also sharing health related information with other women. In Sabarkantha district, trained Sakhis along with Sangha support have gone a long way in changing some age old traditions which were harmful from the health point of view. There used to be a tradition of eating stale food at the time of family celebrations. The women decided to cook fresh food daily on those occasions.

In the last year a number of sakhi trainings took place at the district units. A total of 245 Sakhis of 108 villages in Baroda, 206 Sakhis from 60 villages in Sabarkantha and 178 Sakhis from 66 villages in Rajkot came out for orientations and reflections. Interesting variations have been noticed in the number of Sakhis per village. Many Sanghas in Sabarkantha opted for four Sakhis as they wanted to have a whole Sangha trained as fast as possible. A number of processes take place in the Sanghas due to their interactions with other Sangha women.

Sakhi cluster meetings are another forum where Sakhis get a chance to meet each other. Now Sakhis of one village reaching out to other Samakhya villages on their own is a common sight. Various inputs- monitoring Total literacy campaign, getting

primary health services, meeting TDO' CDPO, and other government officers, information about schemes etc. are shared and even demanded. Many times activities in the Sangha get a boost because of the sharings and meetings with other village women, Based on their discussions in the Sangha Sakhis plan their future plan of action at their cluster meetings. At times there is a spirit of competition also at these meetings for planning activities. The experience of Baroda where Sakhi cluster meetings are held every month at taluka panchayat, creates spaces for Sakhis to interact with government officers at regular intervals, for building a good rapport and follow up of their activities.

#### **D. Sangha trainings**

There are villages where Sangha formation processes are either going on, or which have taken up a group approach instead of a Sakhi model. As Gujarat team is still discussing alternatives of Sangha training model, trainings at the Sangha level have so far been issue based. Sanghas even plan for educational/exposure trips on their own. Issue based trainings include savings workshops, child care centre meetings or even a meeting with other village Sangha women. In Sabarkantha district, apart from Sakhi cluster meetings, Sahayogini meetings are also held in villages. Such meetings build up an atmosphere of togetherness and provide ample opportunities of knowing new things from others. Village level health trainings in consultation with PHC staff in Rajkot district has opened up a new world of information to a number of Sangha women.

#### **E. District level trainings**

##### **Sahayogini**

This level of the programme is the key to programme implementation. There was an addition to the cadre of Sahayoginis in Sabarkantha district. The orientation training for new Sahyoginis was held at Koba during 30th November to 7th December. The training was conducted by DPC Sabarkantha along with members of the District Training Team. On the last day of the training, outside speakers were called for sessions on social forestry, psychology and planning and evaluation.

In Rajkot district, the second batch of Sahayoginis (who had joined one and a half years back) had expressed the need for reflection training. One such training was organised between July 20-23 for 8 Sahayoginis. On August, 21, Sahlyoginis of

Rajkot district sat together for a 3 day communication and documentation training. The state office Resource person conducted this training where Sahayoginis explored the meanings, means and ways of communicating and documenting field level processes. In Baroda district also 12 Sahayoginis met together between July 26-29 for a training on straightening TLC, Communication and Conversation. In Rajkot and Baroda a number of trainings and meetings for Sahayoginis and Sakhis under Total Literacy campaign provided new information on adult education and cultural programmes. Women also participated in few trainings organised by outside agencies & had exposure visits outside and within Mahila Samakhya Gujarat.

Every month Sahayoginis meet together at the district office. These meetings are forums for reflection, where they share their experiences. There are Sahiyoginis cluster meetings also where cluster level strategies are evolved. Visits to other organisations, trainings/workshops/meetings provide them "time and space" to express themselves and know others. There is a system of sharing such exposures with other team members so that everyone knows about each other & can learn from each others experiences.

#### **F. Resources person / Consultant**

This year no exclusive training for Resources persons/ Consultanmt could be organised, but they participated in other outside trainings. In December newly recruited Resource persons/ Consultants joined the training for Sabarkantha new Sahayoginis of Sabarkantha at Koba. Some of them participated in Gender Sensitivity training organised by CHETNA, Documentation workshop at Delhi and literacy workshop at Hyderabad. In December, a State level Resource person participated in "Women in Media and Development " Workshop at New Delhi where she enhanced her skills in video production techniques. This training became useful in February when Baroda DIU prepared a video document on their collaboration with Total literacy campaign. The district monthly meetings are "The space" where Resource persons/Consultants share information and experiences with Sahayoginis. There are occasional State level and inter- district interactions also.

## **G. State Programme Director/District Programme co-ordinator**

In July our State Programme Director participated in a workshop on "Strengthening Gender Training" at Bangalore. The workshop was organised by Initiatives: Women in Development (IWID). She also participated in the documentation workshop at New Delhi. Where all Mahila Samakhya teams sat together to review documentation activities in their States and understand the concept of process documentation. Sabarkantha DPC visited Hyderabad in November along with a Sahayogini for a literacy Workshop organised by Mahila Samakhya, Andhra Pradesh.

## **H. Special Events**

There were some events of special significance in the last year. In August, a consultant from Bihar Education Project visited Sabarkantha District to get a feel of the programme. In January the same district was visited by a National office Consultant. Such interactions help to create an air of 'we are doing something' for women at all levels.

Another event which for many women was a source of pride in the programme was that in March, two Sakhis and a Sahayogini attended a workshop on "widows in India" organised by Harvard Institute for International Development at Bangalore. It was a thrilling experience to attend such a workshop and to even travel alone to an unknown land for these women. The Sakhi from Rajkot district shared her Bangalore experiences with other women during Women's Day celebrations. She wrote a letter saying "I came to know about so many things and got introduced to women of different lands. I did a role play also and I enacted a male character. It was a very good experience to travel by air in the return journey."

## **I. Celebrating Time and Space**

Every year on 8th March, International Women's Day is celebrated with great enthusiasm at Mahila Samakhya Gujarat. In the month of March Women's Day Celebrations are organised in each district unit. This year the celebration took up the "Panchayati Raj" issue as one of the themes at the celebrations. These celebrations are well known in Mahila Samakhya villages as a "Day of Joy". Many women step out together in jeeps and tempos, singing songs and dancing to the

drum beats. One village women expressed her feelings in words saying . "The day is a golden day and it gives a lot of new information."

This year Baroda district celebrated on 8th March in a big way. Intially Vaghodia taluka Mahila Sangha had decided to organise the programme on their own, but the district unit along with the Jilla Panchayat joined their efforts. 4000 women participated in a rally on the occasion. They shouted slogans and did role plays. 25 Government officials and number of voluntary agencies attended the programme. Doordarshan Ahmedabad covered the event and telecast it in the regional news of the day.

Sabarkantha district organised three programmes during 22 to 24 March, 1994. On 23 March, women of Bhiloda and Idar taluka participated in a programme at Kanadar villages; on 23rd women from Khedbrahma taluka at Bhutia village and on 24th March women from Meghraj and Prantij taluka gathered at Gopawada village to celebrate " The special day"; In all 2800 women and men saw skits, and plays on savings, literacy and panchayati Raj. There were stalls on health, literacy, Panchayati Raj. Prohibition and ICDS. Women sang songs and performed skits and plays, Baroda district team participated in the first programme and they performed their skits and plays on girl-child. The guests included government officials, representatives of voluntary agencies, Sarpanchas, etc. As women from Bolundra Sangha write in their letter to the State office, "8th March at Kanadar village was very good. When we came we were ignorant but we knew and learnt many things. We have filled up a form for Panchayat elections."

Rajkot district unit planned their programme to hold them slightly after the other districts, as discussed with Sanghas and Sahayoginis. The first programme took place on 30th March which will be followed by four other programmes in April. 650 women from Gondal, Jetput and Kotda Sangani Talukas tyook part in the first programme where they shared their experiences, honoured the awarded Sakhis , got information on literacy, health and economic development scheme and saw a play on Panchayati Raj.

Another space for celebrating and motivating was created at Baroda due to the total literacy campaign. A number of Sangha women contributed to cultural programmes for TLC organised by the Jilla Panchayat.

These celebrations have had their impact individually as well as collectively. Many Sanghas get a boost either by expressing themselves or by looking at others examples. A “women can do it” environment is created in and around the place of celebration. Sangha women get an open forum where they can express their difficulties directly to Government officials present in the function. Women go back to their homes with a feeling that there are many other women with them. Sanghas get opportunities for interaction with other Sanghas and, social bonds are tied. And everyone shouts at the top of their voice saying “It is my day”. That is the way one can think of ‘Time and Space’ The environment that is built up during these programmes continues to linger in the taste of togetherness for the years to come at least upto the next celebration in the coming year.



## **CHAPTER - III**

# **BECOMING LITERATE .... OUR RIGHT**



## **CHAPTER - III**

### **BECOMING LITERATE .... OUR RIGHT**

Mahila Samakhya project presupposes education as a decisive intervention towards women's equality . Literacy is not viewed as an end in itself but as one part of an overall strategy of empowerment. It is believed that women will become literate in a more permanent way if they are allowed to learn at their own time and pace. Mahila Sanghas, while collectively addressing the problems of road, electricity, water, child care or Mahila Kutir, have realised the basic need for access to authentic information and hence to literacy.

There were major milestones going in literacy in Mahila Samakhya Gujarat, during the last one year. Total Literacy Campaign (TLC) initiated in Rajkot district. Apart from TLC, Sabarkantha district has started a number of literacy classes for young girls and Sangha women, who learn at their own pace and time. Literacy activities in all the three district have picked up momentum in exploring new avenues of learning.

#### **A. Literacy : Our past**

Mahila Samakhya Gujarat had a history of literacy experiments in all the three district. It was realised long ago that it was too difficult to consistently meet Sangha demands with camp methods alone. Time and resources for follow up efforts and to sustain motivation levels at all the levels, were risk areas. Besides, the demand for literacy has come up from many more women, as a result of other Samakhya activities. There are numerous examples of Sanghas asking for literacy, to enable them to write applications for water, electricity or road and bus services, get information or read the newsletter, and numerous other personal reasons.

It was also observed that collective efforts for acquiring literacy skills often faced problems of material resources, or negative reactions of men in society, as to why women so happily and merrily learn together till late at night.

During camps also, women had expressed a need to learn on a continuous basis to be able to read boards on buses or write letters to family members, or even district or State office. It was during this period that the government launched Total literacy campaign.

## **B. Total Literacy Campaign : Our Involvement**

Total literacy campaign is a government programme to teach illiterate adults with the help of volunteers in and around their households. Men and women in the age group 15-35 years get free material to help them in acquiring literacy skills.

In Sabarkantha district, TLC was launched in August 1992. The district had developed a literacy primer in the past, and women found the method of learning in TLC very different. The MS involvement was limited to motivation and training in Sabarkantha district. Meetings with Sarpanchas, Volunteers, and government officials led to opening up of communication channels from different directions.

The Baroda district MS closely coordinated with TLC which was initiated in April 1993 in the district. In Rajkot district also the campaign was launched by September 1993 and where MS closely followed up activities and participated at all levels.

## **C. TLC : Baroda experience**

In Baroda district, self learning techniques had been used by MS earlier, literacy camps are organised for three days every month where women from near by villages sit together to learn reading and writing. When TLC was launched, the district unit decided to take advantage of its scale, and reach out.

In the first phase of survey of illiterates, Sanghas and Sahayoginis kept a close watch. In a number of villages, lists, were either incomplete or not made at all. The women pressurised responsible persons to work. The illiterate sangha women helped in preparing lists. Women felt bad about their names not appearing in the lists and consciously did not follow up even up to Taluka level. As pointed out by one Sakhi, " We thought that the survey was for population and therefore we did not bother, but when we came to know that it was for becoming literate, we caught our school teacher and made him write our names so that we are not left out of this government programme for illiterates. " Sahyoginis also followed up the lists to taluka offices where nothing happened inspite of Sangha interventions. The same type of follow up was done for obtaining materials even by the district unit.

In the environment building phase, women in Mahila Samakhya villages in turn motivated others. Video shows were organised by Jilla Panchayat where MS took over the responsibility of showing their films along with MS films. Women's Day celebration cassettes were also shown in the villages which expressed a vibrant atmosphere of women's strength. From the district level, five Sahayoginis (one from each taluka) participated in cultural programme and trainers training organised by Jilla Panchayat, They took up the task of actively working in cultural programmes organised at taluka places. Sangha women actively participated in rallies and cultural programmes, expressing their ideas through role plays and songs.

Mahila Samakhya took on a vigilant role at all levels, Sangha women with their representation in village level committees brought grass root level problems to the notice of government machinery, Sahiyoginis in taluka level committee and DIUs with district committee membership got necessary action taken. Volunteers were identified, motivated and helped to take up their task of imparting literacy skills. Issues of supply of kerosene, a proper place for the centre, convenient time, inadequate supply of materials etc. were resolved with mutual support. The enthusiastic approach of Sangha women encouraged the volunteers in carrying out their tasks more sincerely. In some villages where lamp oil was not made available, Sangha women took turns to bring oil to light the lamp of literacy. A number of Sanghas also acquired electricity in the process. MS also held meetings with volunteers and teachers to know their problems and represent them at the district level.

Mahila Samakhya made another intervention for a number of Sangha women above 35 years of age who were keen to become literates. As government machinery could provide material only for the age group 15-35 years, MS intervened for acquiring material for women above the age of 35 years. In some cases, the material lying idle was utilised for them. Some women brought their children's slate and pencil for learning. Some of the women could get the material from government as well.

The TLC intervention taught a lot to every one in Baroda district. MS functionaries learnt how to be more effective in their interactions with government officials. It definitely created an identity of Mahila Samakhya within village community, at taluka level and at the district level. A number of Sanghas started meeting regularly due

to literacy classes. Even men approved of their meetings, as TLC is a government run programme. Women took up active roles in village level activities. A taluka development officer visiting villages for literacy classes and not facing women's questions on village problems is now a surprise.

TLCs in Mahila Samakhya villages and even at the taluka and district levels featured vigorous monitoring systems created by women themselves. In Mandwada village of Chhota Udaipur taluka Shobaliben became TLC class supervisor. She along with other women supervises literacy classes and reports to taluka authorities. The process boosted up the "we can do it" confidence among women.

Some of the incidents reported by Sangha women are cange time "I learnt reading. The man at the dairy cooperative of my village was refusing my account book. One day when I had gone to sell milk I read my name on one of the books and I took it back."

- \* "In our village we work as labourers at the Patels house (high caste in the village). We realise that we are exploited and we are in debt because we did not know many things. Patels did not allow us to write our names for literacy programme. We wanted to become literate. We got an application written and gave our names at taluka office."
- \* "Our Sangha started meeting regularly. Earlier men used to inquire what all we talk while we meet. But because of literacy classes we study a bit and then hold our meeting. We talk about our joys and sorrows. "
- \* In Timbi village women's literacy classes faced a problem. At night, stones were thrown on the roof-tops to scare them off. One day, women decided to complain in writing to the police. Primary investigations by police scared off the offenders and women took pride in their action.

#### **D. TLC : Rajkot experience**

In Rajkot the campaign has just been launched in September. Unlike Baroda, the involvement here was kept limited to some villages. A number of village level camps had taken place in the past in some of the villages of the district. Women and

young girls in those villages were acquiring literacy skills from a literate woman in the village through night classes.

When the literacy executive committee of TLC approached Mahila Samakhya, MS obtained district and taluka level memberships in the committee. MS representatives participated in key Resource persons and Master trainers trainings. The survey of illiterate women was done by Sahayoginis for Mahila Samakhya Villages. The consolidated lists were given to Adult Education officers and Taluka Development officers for obtaining material. There have been constant contact and direct linkages from top to bottom. Every one- teachers; principals, TDO, DDO, Adult education officers, and supervisors know of Mahila Samakhya.

Mahila Samakhya identified and trained volunteers in about 20 Samakhya Villages where need for literacy was very strong. Two such trainings took place in January and February covering 40 volunteers. There have been exposure visits for Sangha to know about literacy activities of other villages. Video shows are being arranged in coordination with Jilla Panchayat for environment building and motivation.

#### **E. Literacy classes of Sabarkantha**

There had been linkages with TLC in Mahila Samakhya villages. In the process many Sanghas had identified a definite person to impart literacy skills to them, in the form of literacy classes. In 46 villages, approximately 500 women joined the crusade to become literate. TLC material could be obtained for these classes from government machinery. The activity is being monitored, and voluntary monthly meetings are also organised. Many women have learnt to read and write in these classes and have become efficient bal-Sakhis. In some villages they are maintaining necessary records of child care centres. The increased consciousness is also reflected in their day to day life as many sang has/have keep regular accounts and many Sanghas have started savings groups as well. Some of them even wrote letters in their newly learnt language to State office, Many times people at the office are unable to understand the content of the letter, but when the name of their village appears in the next issue of the newsletter, there again is a letter some what more advanced than the earlier one an evidence of the literacy progress of the women. The district is in the process of upgrading skills of literacy volunteers in those villages. Meetings and workshops are being planned.

## **F. Sharing ideas on literacy**

Women from Mahila Samakhya Rajkot and Baroda got a number of opportunities to interact with government officials and others through The Total Literacy Campaign. Besides this in November, two representatives from Mahila Samakhya Gujarat attended a two-day workshop on strategies for women's / girl child's education. They shared their experiences of developing a literacy manual in Sabarkantha district. In January, three representatives of MS Gujarat attended a workshop on use of media in Total Literacy Campaign organised by Gujarat Vidyapith. In March nine representatives from DIU's and Sahayogini levels attended a literacy workshop at Hyderabad. This national workshop addressed literacy experiences within Mahila Samakhya and planned for future activities. The Gujarat team also visited Bidar district of Karnataka which gave them a new insight into the Karnataka Programme.

## **G. Literacy : Our vision**

Mahila Samakhya does not view literacy only in the context of TLC or literacy classes. Acquiring literacy skills is of course important. Hundreds of processes are already on at all levels, and are bearing fruits in the form of "learnings" for everyone. Navagam Sangha women from Rajkot district wrote in their letter to State office, " God does not say no to women becoming literate, but the society does. The community tells parents to send their girls to work. Such obstacles do not allow the girl to become literate. Parents who do not make their daughters literate are selfish. "

Though TLC is a structured government programme, MS had decided to take advantage of it considering the scale of operation and available support systems. MS Gujarat intends to follow it up, while being well aware of its limitations.

Women in the villages are coming up with their options, as in the case of Sabarkantha literacy classes. Arrangements are being made to begin the post literacy phase, and include drop outs among TLC learners. Information on 250 drop out girls has been collected in Sabarkantha district. Possibilities of involving them in the mainstream is being discussed even at DRG. In most of the villages

the school teachers are monitored by the Sangha women, There are cases of men keeping track of education of young girls. There is a hope for a better tomorrow. And as the letter says, “ we are illiterate but we know many things. Now we have come to know that we can become literate and we will be. “



## **CHAPTER - IV**

# **COLLECTIVE EFFORTS : OUR STRUGGLES**



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### **COLLECTIVE EFFORTS : OUR STRUGGLES**

The essence of the Mahila Samakhya programme is collective processes at all the levels. The programme components are designed to facilitate collective action/ reflection. The Sanghas by taking up an activity only after collective decision making, take collective responsibility to monitor and evaluate it. In each and every stage educational processes form an integral part of the implementation. The programme also provides for collective experiments to enhance availability of fuel, fodder, drinking water and child care services.

Mahila Samakhya Gujarat has been a facilitation to the collective efforts made by Sangha women . Over the years Sanghas have gained their own identity and are confident of their continued existence inspite of all the odds created by caste, class and community. The process in building a Mahila Kutir, organising child care and health efforts, attempts to obtain electricity, water, road or bus services, social issues, etc. have led to more cohesive and vibrant women's collectives in the field. But the journey was not so smooth. It has been a saga of struggles , struggles and more struggles.

The very first battle is the home itself. A number of senior trained Sakhis face pressures from family members even for coming to Sangha meetings because the small honorarium they used to receive for 'learnings' is no longer there, because a new Sakhi is in place. In some cases men, in the family, feeling threatened of her increasing power, refuse to let her go for Sangha meetings under the pretext of her being spoiled. Women asserting their rights are treated as revolutionary, and asked to pay the price even for demanding as basic a right as a right to freedom. There have been numerous examples of battle grounds being conquered collectively. Women have succeeded in creating support mechanisms within the village. In some cases other excuses, like a Bhajan Mandal or a literacy class are used as a cover to hold Sangha Meetings.

It has been seen time and again, that for men, going out without any reason is their birth right but women going out for themselves needs to be explained. There are difficulties of physical space as well. Sanghas having reached a stage where they hold regular meetings and have a collective strength, having no other village level alternatives, demand for Mahila Kutir- their own space.

## **MAHILA KUTIR : OUR SPACE**

Mahila Kutir for Mahila Samakhya is the very real 'space' for any women in the village. Sanghas having grown and strengthened, start the primary processes for building a Mahila Kutir.

Sahiyoginis also observe the readiness of Sangha to take collective responsibility of Kutir construction, and the process is initiated only if the Sangha is strong enough.

The first step for Mahila Kutir is acquiring land. Women are supposed to acquire land records for selection of appropriate piece of land. The first phase begins where the Women have to apply to Panchayat leaders asking for land records. As they have already experienced their collective strength, this is an easy thing. In some cases women themselves are not prepared to go into this demanding role. There are societal barriers of caste, class and in some cases religion, besides psychological barriers of fear, oppressions or inferiority and shame. When women are ready to ask for records, the leaders are not. "How dare these women come asking ask for land records?" In some cases there is a possibility of helping the weaker section, but one hardly finds equal treatment. After land records are obtained, selection of a proper piece of land has to be done by a collective process. Issues of accessibility of land in Monsoon, appropriate area, ease of access to all Sangha members, availability of water, village level politics, etc. are considered in Sangha meetings. Ultimately a piece of land is finalised but will we get it ?

The second step usually begins in government offices. After applying to the Panchayat for the land, the chapter goes on at Taluka, district or in some cases at State level Offices. The follow ups at all levels takes a lot of time and effort. Today, the initial processes for Mahila Kutir has been taken up in many villages. In 33 villages of Mahila Samakhya Gujarat (Rajkot 18, Sabarkantha 15) land applications are pending with one or other either of the government offices. After the land has been sanctioned, the relevant office issues orders, followed by measurement and possession of land.

The third step that follows is preparing plans for the proposed Kutir and submitting necessary records to the government office. So far it has been insisted that

Sanghas collectively take the necessary action at this stage. Mahila Samakhya intervenes when plan estimates demand technical inputs. Today, 22 villages in Mahila Samakhya Gujarat have obtained land (Rajkot 15, Sabarkantha 6 and Baroda 1) for Mahila kutir construction and are passing through this phase. Local level technical assistance is mobilised and the Sangha holds meetings with resource persons. Sangha women talk about their requirements and a technical expert prepares plans which in turn are submitted to the respective office. It is at this stage that myths like “ Women cannot do construction, work, are broken, and dymystification of technical aspects of Kutir construction etc. takes place. The approval of plans is followed by necessary preparation for actual construction of Mahila Kutir. There are village level committees also to monitor the progress of construction and share responsibilities.

In three villages (Moti Panduli and Chikhla villages of Sabarkantha and Kothi village of Rajkot) construction of Mahila kutir is on. As the fund for construction is limited to Rs.15,000/- women thought of cost reduction alternatives for their ‘own space’ in form of free labour. In case of Bandiya-nu- Talav Village of Sabarkantha district, Kutir construction was part of a month long training programme coordinated with local Rural Technology centre, where women also received a stipend for learning construction. In Sabarkantha district Tribal Development Project has given on oral intimation for allotting money for Mahila Kutir in five villages from nucleus funds. Bargaining for construction material, keeping accounts, monitoring the activity, getting local supports in the form of expert masons if the need arises, ignoring ridicule while working etc. forms the part of the construction process. One incident at Bandiya nu Talav village says something about Sangha strength. A drunkard came on the first day of Kutir Construction training. And started abusing women and throwing stones. Sangha women tried to talk to him but in vain. The police was called. The drunkard locked himself in his house. The women with confidence went to his place with the police. The villagers gathered around and some told the women to build a temple instead of kutir. The trainers were scared and wanted to discontinue the training. Women were very firm. The drunkard apologised and bowed down to all the women. This incident gave identity to the Sangha.

This whole story of Kutir construction has taken place in two villages which have completed their Kutirs- Taraghadi in Rajkot district and Bandiya-nu-Talav in Sabarkantha district. Women after thousands of internal and external struggles concretised their dream of “their own space”.

## **B. Towards better understanding of our body**

Women inherit a feeling of shame and pain towards their bodies. " It is inferior to be a woman". Most women start with this statement and reach a stage where they should, " It is great to be a woman". Women's health is an area by itself and the most neglected one at the ground level. Mahila Samakhya Gujarat has presently concentrated on activating existing infrastructures at the grass root level. Most of our Sanghas have created monitoring mechanisms for health workers and PHC staff members. In some places, friendly ties have been developed, leading to coordinated efforts towards better health services. In some cases pressure had to be employed by the Sangha to regularise health workers visits.

In Sakhi trainings, the issue of women's body is discussed in detail with initial resistance from the group. After inhibitions are broken a number of women come out with their fears, pains and feelings but the exercise was more of an individual nature. A step forward has been taken by organising number of village level health camps in coordination with PHC staff members in Rajkot and Sabarkantha districts. Women have learnt about common diseases, primary health care, anatomy of man and woman, infrastructure of PHC, vaccination, etc. In Rajkot since September 1993, a series of village level camps have covered approximately 350 women of 8 villages. A number of such camps are planned in the coming year. These camps besides giving information on health, have led to better health services and the beginning of a relationship between PHC staff members and Sangha women.

Another development in the area of maternal care has been to strengthen village " dais" with technical trainings. In Sabarkantha district dais had been trained earlier. This year, efforts have been made to replace their dai-kits from local PHCs. The 'dai' also gets a stipend from PHCS for each delivery, if she is trained and is registered with the PHC . A number of Sanghs tried to mobilise PHC authorities on this issue. In Baroda district also a number of 'dai' from 10 villages have undergone phased training a SEWA Rural Jhagadia, a voluntary agency working in the area of health care. The processes for training other dais is presently going on, In August, three Sahayoginis from the same district attended TOT for dai trainings at SEWA Rural, Jhagadia. They in turn will provide inputs to others in the district. In Rajkot district a survey was carried out in about 40 villages of the

district. It was realised that even the so-called trained dais were not able to deliver babies scientifically and safely and needed refresher trainings. There were cases of dais too old, dead or not getting stipend of being trained by government even when the PHC is too far off from the village. The health department and PHC machinery is not ready to train new dais where 'dais' are already trained ('trained' in their terms), Mahila Samakhya is negotiating with them for providing money and medicines to trained by Mahila Samakahya. Local voluntary agencies are also being contacted for doing 'dai' trainings.

### **C. Nurturing a better tomorrow : Girl child**

The girl today becomes a woman tomorrow. There has been change in status of girls in Mahila Samakhya villages as they are exposed to new information through their mothers or directly from Mahila Samakjhya. In Sabarkantha district a number of girls were involved as literacy volunteers, who in turn had demanded some information. The result was adolescent girls camps. Interestingly, some of the volunteers are becoming Sahayoginis.

In Baroda district adolescent camps were taken up in a new way. Baroda district invited a voluntary agency CHETNA to organise a training of Trainers Programme. In August 16-21, 1993 TT for " Yuvati Shibir " for 24 participants. The proposed trainers for " Yuvati Shibir" included sangha women along with Sahayoginis. In the second phase, the trainers took up the task of training with CHETNA in a supporting role. 29 girls from five villages participated in this "Yuvati Shibir" held between October 30- November 4, 1993. The objectives were to sensitise the girls on gender discrimination and enhance their fertility awareness. Games, video films, small group discussions, question - answers and structured exercises were used, creating an atmosphere of fun while they learn. As the event was organised on the basis of primary needs expressed by the girls, the response was wonderful. The girls, having picked up the thread of change, have created small groups in their villages, In this way involving others who could go out because of personal or social reasons. A number of follow-up meetings also took place.

These girls definitely pick up new ideas at a much faster pace compared to their mothers. There is an in born desire to change and to know much more. There is no doubt that there will be a better tomorrow because of the attempts in the direction of equipping the present.

#### **D. CHILD CARE : OUR CONCERN**

Child care has been a burden not only on the housewife but also on young girls and older women of the house. A number of women go for daily labour leaving behind their children - many times unattended and malnourished. Mahila Samakhiya views the child care centre not only as a service to improve child survival and give a good foundation for education to children, but also as a means for reducing the multiple burden of girls and women and releasing time for them to pursue education and employment opportunities.

Usually when a Sangha demands child care services either because of their observation of adjoining villages or discussions with other Sakhis or Sahayoginis, the idea of a child care centre is initiated. To start a child care centre in a village, the sangha has to go through number of processes which lead to questioning, critically analysing, taking decisions and implementing those decisions. Existing child care services in the village are examined and wherever possible linkages are established. If there is no ICDS centre, or there is a need for another child care centre because of social or physical difficulties the processes for a Mahila Samakhya child care centre begin.

In the first phase, survey of children, finding an appropriate place for the centre, selection of child care centre worker etc. is decided by the Sangha on their own, where women pass through critical reflection about their status within the existing structures. The centre is voluntarily opened by the Sangha with its own resources so that women can learn about mobilisation, management and monitoring of resources. The community participation, confidence of individuals and the group get enhanced during the process. After a few months the Sanghas give an application to Mahila Samakhya for grants. Meanwhile the working of the centre is monitored by the Sangha itself besides being under observation by Sahayogini and district team. The process for applying for grants has initiated the issue of literacy in many Sanghas. Necessary processes for keeping records, monitoring functioning of a centre, maintaining utensils and toys, etc. also begin at the Sangha level with the release of grants. The sangha takes decisions about buying food for

the centre, fuel for cooking, timing of the centre, responsibilities of child care centre worker (called Balsakhi) etc. There are committees comprising of Balsakhis, mothers, trained Sakhis and Sangha women to monitor the centre. MS takes responsibility of training for these committees.

Experiences in Child Care have been varied across the districts.

### **Baroda District**

Since January 1991, 8 Child care centres are functioning, one more being added in October 1992. With a project of evolving flexible child care models" 8 more centres became operational in 1992. These centres ran voluntarily for an average of a two month period after which four Sanghas started receiving honorarium for balsakhis, based on the criteria evolved by the team. Of late, some of the centres have started receiving money for nutrition. Now some of them have been given non-recurring grants also. In June 1993, one more centre became operational at Botyakuva village of Naswadi taluka where children come with their own tiffin box, ICDS food is also received in some villages. The Centre that started in January 1993 asked for grants from Mahila Samakhya. In all, 18 child care centres of Baroda district with approximately 500 children are functional with timings decided by Sanghas depending upon the requirement of mothers.

In July a 3 Day reflection workshop of Balsakhis took place. It was realised that inputs given to Sakhis, Balsakhis, Dais and Sangha women were seen in isolation from each other. The inputs were becoming alternatives and not complementary. It was decided to bring in an integrated approach to strengthen processes in the field. Balsakhi meetings are a regular activity where sharing of events and issues provide insights. Negotiations with health department for regular health check-ups bore fruit in October. Three centres of Waghodia taluka were visited by PHC doctors where children were checked up, advised and treated. Balsakhis of old child care centres were trained on issues of nutrition Sangha responsibility and children's health in January. The processes for initiating child care centres have been taken on in 10 villages. In some Sanghas, they have taken up collective responsibility of buying, preparing and distributing nutritious food to children.

## **Rajkot District**

There were five child care centres in operation, and two more with Mahila Samakhya grants were added after an average three months voluntary operation. The processes of child care centres have been divided into seven phases in the district. After the first (demand) and the second (infrastructure) phase, procedures for operationalising the centre, training and management issues last upto the fifth phase. In the sixth phase of monitoring 'time and space'. the association of Sangha with the centre and intense monitoring of Balsakhis work by mothers and Sangha women takes place. In the seventh phase, attempts are made to broaden the canvas by introducing pregnant mothers, increasing the number of children and continuing the centre without financial support from Mahila Samkhaya. One more centre in Upleta taluka started voluntarily in July and got grants from Mahila Samkhaya as the year ended.

Apart from Sangha level child care committees, there is a committee at the district level also. After the centre is started voluntarily and MS grants are released, money for nutrition and Balsakhi honorarium is given to Sangha along with utensil and toys for the centre. In September, child care committee members gathered for training and discussing problems faced by them. 53 children and women participated with great enthusiasm in their much awaited tour to Aaji Dam in July. In July again 55 women from 8 villages participated in a study tour to Bhavnagar, visiting a number of voluntary agencies and even a soap factory.

Today there are eight centres in operation besides seven more which have started on their own initiatives by the end of March 1994.

## **Sabarkantha District**

Child care centres in the district cater to the 0-3 years group of children and provide pre-primary education to children between 3-6 years of age. The houses in the tribal areas are scattered and though there are ICDS centres, many children are left out of their purview. Considering the large number of children without child care facilities and possibilities of creating linkages with ICDS centres a number of Sanghas had thought of opening up ICDS sub-centres . Nine Sub- Centres were opened due to Sangha efforts but the operational difficulties of getting food,



inconvenient timings, need to have full time centre for working mothers, lack of education component for children led to initiation of MS child care centre concept. Number of Sanghas started the centre voluntarily. The survey was carried out by Sakhis and Sangha women. The findings suggested that 60% of the children in the village had no access to child care facilities. Many children had skin diseases and they were taken to their work places by the mothers.

The processes of selecting an appropriate place also took a long time as the houses are very scattered in these areas. Even the geographical distances demand more women at the centre to gather children. There are four Balsakhis in each centre. Atleast one of the Balsakhis has to be literate but many Sanghas were without a single literate woman. This proved to be a motivating factor for many Sanghas to acquire literacy skills. After the centres became operational a number of women are coming to the centres for learning literacy skills from the Balsakhis. As the centre remains open for almost the whole day, Balsakhis share responsibility in shifts. The child care committee in the village consists of one Balsakhi, one Sakhi and three three Sangha women. Even after Mahila Samakhya grants have been received the Sanghas have continued their contribution which is used for the miscellaneous expenses of the centre. The committee monitors the working of the centre and even attendance of children. Some of the centres even receive food from ICDS centre. Today there are 28 child care centres In Sabarkantha district.

The emphasis in all the child care centres is on collective responsibility and Mahila Samakhya Gujarat has succeeded in creating that feeling of a "Sangha owned centre" in many of these villages. There are 63 child care centres (Baroda -20, Rajkot-15 and Sabarkantha 28) of which 17 Sanghas are running their centres voluntarily without Mahila Samkhaya Grants.

#### **E. Let us have money power**

Empowerment versus Economic Empowerment is a debatable issue. Mahila Samkhya Gujarat, in its journey towards education for empowerment, came across this issue of economic independence. It is true that in many villages, women do have sources of income in the form of labour skills or savings from household expenses. It is also true that out of these women, many lose their income to their husbands habits or in household expenses because either the husbands income is meagre or he does not earn at all. So is it her money, but not hers to use ?

In many villages the Sangha women themselves came forward with the idea of having Bachat Mandals' or Savings groups . In some villages the practice was there earlier, which either got revived or got systematised because of Sangha meetings. Today, there are 50 Savings groups(Rajkot -16, Sabarkantha-34) where approximately 700 women come together with their small amounts. It is always clarified by the Sahayogini that Sangha is open to any woman in the villages, whenever women are in a process of forming savings Groups. Now most of the Sanghas have reached a stage where they distinguish between savings Groups and Sanghas as the former is usually a sub-group of latter. A notable experience of this was in "Chikhla village of Sabarkantha district. The 40 women had formed a savings group where they were not willing to take more members because of operational difficulties. The Sangha and the Sahiyogini were very clear about the Sangha concept. The process added 20 more women to the savings group.

The processes of Savings group include making of rules, holding meetings, collecting amounts, opening accounts, depositing funds, monitoring the activity and the sharing of experience from time to time within the sangha. The bank account is opened only by Sangha women and it is an event for them to go to a bank and deposit their amount. Two Savings groups in Rajkot district have taken up the activity of credit to the group members, Many groups have kept their amounts in fixed deposits also. Many of the old groups are demanding information about other economic schemes and are exploring investment options.

The district units have created linkages with bank officers to smoothen functioning. There were many initial experiences of rejection of illiterate women by bank authorities, or in some cases where woman thought that they could not open bank account because they are illiterate. Information about government schemes like DW CRA, DRDA etc.is also shared at Sangha and Sakhi meetings. Possibilities are being explored for taking up such schemes by the Sangha women through other volutary agencies by creating contacts with them. In Baroda DW CRA trainings have taken place for two villages in Naswadi taluka.

It appears that now, confident of their self image, women want to venture out in the world of economics. They are saying "Let us have money power".

## **F. There are ways**

There are a number of individual cases of battered women, beaten wives, custody of child and so on. In some cases Sangha was requested for help or in some cases Sahiyoginis were asked for support. Many times the complex nature of legal action demotivates and depresses the woman involved with the case. But the struggle goes on, sometimes with success, sometimes without. But there are ways - Where nothing works, group power, social pressure or even threats to boycott can work. In some Sanghas, women have resolved that no woman will be beaten up by their husbands in their village. And their solution is monitored to the level of implementation. The Sanghas have made collective efforts many times even without the knowledge of Sahayoginis.

There are attempts to inform women of their rights. In Sabarkantha district a number of fora were created either by the district unit or through Mahila Suraksha Samiti. In October, 150 women from seven villages got information on atrocities against women, and women welfare schemes. In March also 300 women participated in awareness 'shibirs' and got information on women and law.

The experiences with nursery plantations are not many. There are vegetable 'Vadas' in Sabarkantha district and nursery plantations in Lunandra village of Baroda district. Water scarcity has severely affected the activity. In the last year some saplings as well as grass on leased land was planted and protected by Lunandra Sangha women. The women held meetings, shared responsibilities, made rules and tried to include more women. They earned Rs.4000/- from the grass they had protected. The possibility of linking up the Sangha with the local voluntary agency is being explored.

## **G. Getting services: Our way**

Making health structures more sensitive and accountable to women's health has been one of the major steps in this struggle of acquiring various rights. With information power in their hands and the confidence to fight as a 'collective group' many women have now taken steps in directions they had never thought existed earlier. In most of the Mahila Samakhya villages women have worked hard for getting water, electricity, road or bus services, ration shops etc. Getting these facilities as a matter of right requires a lot of courage because many times the

applications fall on deaf ears of unconcerned government officials. It is the patience and enthusiasm to follow up things and get them done that have made many a dream come true.

Water is one of the major difficulties in most of the villages. Women give applications to the Water Supply Board or to taluka offices and follow up the process. There have been incidents of women getting hand pumps because of their efforts and the village leaders taking the credit for obtaining it. Is it not strange that the hand pump which never came before, comes only after the numerous struggles of writing application, going out to the offices, following up in spite of rejection and in some cases facing negative responses of family members by the Sangha women. There have been hand pump care takers trainings in Baroda district in the past. In Sabarkantha district 30 women took the hand pump repairing training through Jal Sewa Nigam. They also got a pair of spanners and women were excited about their new roles after the training. In October, Somiben from Chamanuda village wrote to the State office that she had inspected three hand pumps and one of them was repaired by her.

In one village of Rajkot district, women succeeded in pressurising the ration shop owner. "The person used to close the shop and misappropriate the stock. Women went to him and campaigned against his practices. They not only succeeded in getting the stocks at the right time but also got bills for their payments, negating possibilities of malpractice by the owner. It is interesting to note that the women came to know about higher prices charged by their ration shop during the discussions in Sakhi cluster meetings and they went back to their village and patiently followed up the process of getting fair priced ration.

In another village, the bus services were available only twice a day, The women along with men went to the state Transport office for demanding additional services. Unfortunately the response was negative but the important part is that they succeeded in changing the timings of the bus according to their requirements.

These happenings may appear negligible in the whole gamut of social transformation, but in many cases they become the stepping stones. Women after succeeding in such experiences venture into the larger arena of collective struggle.



**CHAPTER - V**  
**OUR EXPRESSIONS**

## **CHAPTER - V**

### **OUR EXPRESSIONS**

“What does Mahila Samkhya do in your village” one may ask. The answer usually begins with... “ Our women now speak a lot...” Is it that Mahila Samakhya taught women to speak, or were they speaking even before Mahila Samakhya was launched in their village ? Who can answer ? None but the women themselves;

“ Our fear has been broken.”

“ I can go anywhere, even to Delhi.”

“ It is for the first time in my life that I got a letter in my name”.

“ We were sleeping and you awakened us. ”

“ I am not scared of talking to someone.”

“ I saw so many new things and new places.”

“ Now I do not hesitate going to any office.”

“ We are hungry to know more.”

“ We know that women can do everything. They were a wrong  
in saying that women cannot do it.”

“ We want to go ahead. We will get things done at Taluka or  
Jilla and will fight government if it is wrong.”

“ I felt great when I spoke on the microphone.”

“ I know so many things now.”

“ I can do everything inspite of being a woman.”

These are the usual exclamations that one comes across.

While talking to Sangha women. It is not that women were not speaking before Mahila Samkhya was launched. The fact is that they were not articulating, they were not expressing, they were not asserting- And that is the difference.

#### **A. News letters**

Letters containing news are pouring in at the district and State offices. Women- literate, illiterate or neo-literate all express their views, feelings and needs in words. They write their personal stories, songs, activities of great joy or even sorrows and other happenings in the villages.

With a State level news letter "Aapani Vat" two way direct communication channels have been created opening, up a forum of exchange for any women in any village. The quarterly news letter was initiated in April 1992. So far 8 issues have been published and 65 Sanghas have expressed their feelings in this open forum. There have been incidents when Sanghas have taken steps on their own without informing Sahiyoginis or district. Many times their letters give information about such steps. There are some regular writers to the newsletter. Those who write their addresses get the copy of the next issues directly while others get it through Sahiyoginis. Women getting a news letter in their personal names through a postman makes women feel important.

Sabarkantha district initiated its own one-page bulletin titled "Saheli ne Sathware" (In the company of a friend)" in April 1993 wherein they dealt with women's Day celebrations and literacy issues. The second issue on water and hand pump issues was published in August 1993 where specific addresses were also given for handpump requirements and repairs.

## **B. Training Reports**

Sakhi trainings are regular activities carried out by DIUS. The trainers report the processes of a particular training which helps others to know about the training and the DIU keep track of future requirements and mental framework of Sakhis. In Rajkot district a number of literate sakhis with their illiterate counterparts have come out with a training report on their own.

Other ways of expressions in trainings are songs, Sakhis spontaneously make songs to express their feelings during or at the end of a training. There are drawings on the flip charts covering subjects like women's work or status of women.

## **C. Progress Reports**

The process oriented and need based nature of the programme demands continuous monitoring as progress is not reflected merely in physical terms. Progress means not only programme implementation, but it has a lot to do with personal development of those involved with the programme.

Sahiyoginis' daily diaries reflect on-the-field processes, giving first hand information to district functionaries.

At the district level Resource persons/ Consultant write reports in an outlined format. Districts send their quarterly reports to State office. But all these are difficult to express in mere words. It has been expressed time and again by everyone in every forum that it is too difficult to express the enthusiasm, joy and empowerment of Sangha women in words, as it is reflected through non verbal "expressions". It can be felt and not simply reported. In many Sanghas the Sangha registers also end up registering number of women present or issues discussed in the meeting. But a series of such notings will definitely communicate the progress.

#### **D. Video Documents**

As words are inadequate to express many things in some cases, audio- visuals has also been used. The Women's Day celebrations is a major event for Mahila Samkhya Gujarat. This year Baroda district documented the event on video.

Another visual document was prepared on our literacy work Mahila Samakhya Baroda made a film on their involvement with Total literacy campaign. The film titled " Sakasharta ni Sanghthe" documented various phases of TLC and the role of Mahila Samkhya in the process. The film has a narrative in a sahayogini's voice and expresses the struggles and joys of becoming literate.

Many a time, it is said in Mahila Samakhya that when two people from within the programme travel they talk too much. Their vocabulary appears very different to others., As one Sangha woman expressed it, " They do not understand what we say but when our handpump got repaired because we had gone to the taluka office, they realised what we were saying and doing in our own meetings." Mahila Samakhya, Gujarat is an 'opportunity' an 'avsar' - for women to excel at every level, in every field, at every moment, in every place as a woman.





## ANNEXURE - I

MAHILA SAMAKHYA GUJARAT  
STATE OFFICE

## EVENTS 1993-94

<u>Dates</u> 1993		<u>Place</u>	<u>Participants</u>	<u>Events</u>
April	19-20	Ahmedabad	Sshyoginis & RP/ Consultant	Workshop on Sakhi training model
	22	Ahmedabad		Meeting of Evaluation Team and District Team Members
June	19-23	Himatnagar	RP & Sahyoginis	Workshop on training
July	30	Ahmedabad	Members	Executive Committee meeting
July	31	Ahmedabad		National project director and all -DIU members meeting
August	17	Ahmedabad	Committee & Women	Interviews for the posts of DPC/RP/Consultant
September	6-7	Radhanpur	RP & DPC Sabarkantha	Exploratory visit to Banaskantha district.
November	1	Ahmedabad		All-DIU meeting on Draft Evaluation Report
	19	Gota-A'bad.	SPD & RP	Meeting with Education Secretary and evaluation team member MS Indira Hirway
	March-June-Sept-Dec. four issues of News letter "Aapani Vat"			
1994				
February	24	Ahmedabad	Committee	Mahila Kutir construction Committee meeting
	25	Ahmedabad	RP & Consultant	Child care process documentation meeting
	February Issue of News-letter "Aapani Vat" -			

PARTICIPATIONS BY THE STATE OFFICE

<u>Dates</u>	<u>Place</u>	<u>Organisers</u>	<u>Participants</u>	<u>Subjects</u>
1993				
May	30 Ahmedabad	Jagrat	Resource person	Meeting of voluntary agencies for low cost media trainings
June	16-18 Anand	NDDB	Resource Person	Designing Messages
July	12-16 Bangalore	IWID	State Programme Director	Strengthening gender training through conceptual clarity
December	5-24 Delhi	CENDIT/FAO	Resource person	Sixth south Asia Workshop on Women in media and development
1994				
January	8-13 Ahmedabad	Gujarat Vidyapith	Resource person	Use of Mass Media in TLC
February	3-5 Delhi	National Office.	SPD & RP	Documentation Workshop

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DISTRICT IMPLEMENTATION UNIT  
BARODA

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EVENTS 1993-94  
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<u>Dates</u> 1993	<u>Places</u>	<u>Participants</u>	<u>Events</u>
May	20-21	Visit by Evaluation Team Member	Dr. Neera Desai
June	8-11	Village visits by Dr. Neera Desai and Dr. Indira Hirway	
	9	Vaghodia	26 Girls Yuwati Shibir Planning Meeting with CHETANA
	23-26	kayavarohan	22 Sakhis Reflection training
July	12-16	Kayavarohan	25 Sakhis Reflection training
	26-28	Baroda	6 Sahayoginis Creative Campaigning for Literacy in TLC
	26-29	Chandod	11 Sahyoginis Strategies for TLC
	28-30	Kayavrohan	27 Balsakhia Reflection training
August	16-21	Kayavarohan	24 Sahyoginis & Sangha women Training of Trainers of Yuwati Shibir
	21	Baroda	DRG Members First DRG meeting
	26	Padra	40 Teachers TLC Sansitisation meeting
September	12-18	Chandod & Chhota Udaipur	76 Sakhis Naswadi Orientation training
	14	Baroda	10 Persons Voluntary Agencies meeting.
October	30-4	Dabhadu-nagari	29 Girls Health Workshop for Adolescent Girls
November			
December	13-18	Jitnagar	50 Sakhis Orientation training.
	27-31	Jitnagar	72 Sakhis Naswadi Reflection training.
1994			
January	11-13	Baroda	26 Balsakhis 5 Sangha Women Chhota Udaipur Balsakhi training
January/ February	27-2	Naswadi	50 Sakhis Orientation training
February	14-20	Shooting for the literacy video cassettee in 8 villages Moti Koral	45 Sakhia Vaghodia Orientation training
March	8	Vaghodia	4000 Woman Women's Day Celebration
	16	Baroda	54 Women New Sahyogini selection meeting

PARTICIPATIONS BY BARODA DISTRICT

<u>Dates</u>	<u>Place</u>	<u>Organisers</u>	<u>Participants</u>	<u>Subject</u>	
1993					
April	29-30	Jhagadia	SEWA RURAL	7 Dais +1 Sahyogini +1 Consultant	Dai Mela
May	8	Baroda	Gujarat Vidyapith	1 Consultant	Literacy Key-Person training
June	16-18	Anand	NDDB	1 Consultant	Designing Messages
July	20	Baroda	BAIF	5 Sahyoginis +1 Consultant	Planning workshop
	21	New Delhi	FORCES	1 Consultant	Child care and Creche workshop
	26-28	Baroda	Gujarat Vidyapith	6 Sahyoginis	Training for Cultural Programmes in TLC
August	9	Sankheda	Jilla Panchayat	150 Sangha women	TLC Cultural programmes
	10	Vaghodia	- do -	200 Sangha women	-- do --
	17-24	Jhagadia	SEWA RURAL	3 Sahyoginis	Dai trainers Training
	28	Vaghodia	Jilla Panchayat	155 Sangha women	TLC Cultural Programmes
	30	Padra	- do -	243 Sangha women	- do -
September	10	Vaghodia	- do -	100 Sangha women	Women Rally
December	27-30	Ahmedabad	CHEटना	1 Resource Person	Gender Sensitisation Workshop
1994					
January	8-13	Ahmedabad	Gujarat Vidyapith	1 Consultant	Use of Mass-Media in TLC
February	3-5	New Delhi	National Office	1 Resource Person	Documentation Workshop
	10	Vaghodia	Prohibition Department	300 Women	Literacy and Prohibition
March	11-17	Hyderabad	Allarippu & National Office	2 Resource Person Consultant +1 Sahyogini	Literacy workshop
	22	Kanadar	DIU Sabarkantha	16 Sahyoginis 2 Resource Person/Consultant	Women's Day Celebrations

DISTRICT IMPLEMENTATION UNIT  
RAJKOT

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EVENTS 1993-94

<u>Dates</u> 1993	<u>Place</u>	<u>Particulars</u>	<u>Events</u>
April 8	Rajkot	7 Sangha Women	Dhamalpur CC committee meeting
14-17	Gadhada	20 Sakhis	Reflection training
24-27	Visit of Evaluation	Team member	Mr. Vijay Sherry
26-29	Vankaner	24 Sakhis	Reflection training
April/ May 30-2	Dhela Somnath	27 Sakhis	- do -
May 12-16	Evaluation visit of Team Member	Dr. Ila Patel	
July 16-17	Pal Village	40 Sangha women (2 Sanghas)	Joint Sangha meeting for Savings
20-23	Jamkandorana	8 Sahayoginis	Second Batch Sahayogini Reflection training.
26-31	Gondal	34 Sakhis	Reflection/Orientation Training.
31	Aaji Dam	25 Sangha women + 25 Children	CC Centre Exposure visit
August 25-27	Upleta	21 Sahayoginis	Communication documentation training
September 21-26	Gondal	42 Sangha Women +14 Balsakhis	CC Committee members training
21-27	Rajkot	38 Sakhis	Rotation-Orientation training
23	Navagam village	50 Sangha women	Health workshop
27	Rajkot	DRG Members	First DRG meeting
October 26-31	Rajkot	48 Sakhis	Rotation-Orientation training
November	Maliya	40 Sangha women	Village-Level Health workshop
November	Dholera	35 Sangha women	Health workshop'
	Jasapur	40 Sangha women	Health workshop

1994					
January	16-21	Patan vav	43 Sakhis	Roatation-Orientation training	
	16-21	Gondal	52 Sakhis	- do -	
	28-30	Jetpur	40 Volunteers	Literacy volunteers training	
	28-29	Sanosara	60 Sangha women	CC Committees exposure tour	
February	2	Virnagar	26 Women	Dai meeting	
	16-19	Rajkot	21 Sakhis	Reflection training	
	16-19	Rajkot	40 Volunteers	Literacy volunteers training	
	22-25	Dilleshwar	30 Sakhis	Reflelction training	
	24-25	Virpur	11 Representatives	Savings Workshop	
		Baldol	50 Sangha Woman	Health workshop	
		Jasdan	70 Sangha women	Health workshop	

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 PARTICIPATION BY RAJKOT DISTRICT.  
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<u>Dates</u>	<u>Place</u>	<u>Organiser</u>	<u>Participants</u>	<u>Subject</u>	
1993					
April	29-30	Jhagadia	SEWA RURAL	3 Dais + 1 Sahayogini	Dsi Mela
December	10-20	Rajkot	Abhinav Bharat Foundation	5 Sahayoginis and village women	Mahila Sammelan
	21-25	Rajkot	Jilla Panchayat	6 Sahayoginis	TLC Master Trainers Training
	20-30	Ahmedabad	CHEDNA	1 Resource Person +2 Sahyogini	Gender Sensitisation workshop
1994					
January	8-13	Ahmedabad	Gujarat Vidyapith	1 Consultant	Use of media in TLC
February	3-5	New Delhi	National Office	1 Resource Person	Documentation Workshop.
March	11-17	Hyderabad	Allaripur & National Office	2 Sahayoginis + 1 Consultant	Literacy workshop
	20-25	Bangalore	HIID	1 Sakhi	Widows workshop

DISTRICT IMPLEMENTATION UNIT  
SABARKANTHA

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EVENTS 1993-94  
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<u>Dates</u>	<u>Place</u>	<u>Participants</u>	<u>Subject</u>
1993			
April	First issue of district newsletter " Saheli ne Sathware"		
Ap./May	13-	Bandiya-nu- 25 Sangha woman	Mahila Kutir Construction training
April	26-28	SEWA Rural Jhagadia 28 Dais	Dai training
	26-29	Bhiloda 20 Sakhis	Literacy camp
May	6-10	Visit of Evaluation Team Member D.r Ila Patel	
	8-9	Lambadiaya 22 Sakhis	Literacy camp
	8-10	Vaghpur 30 Sakhis 12 Volunteers	Literacy camp
May/June	30-6	Khedbrahma 28 Sakhis	Orientation training
June	9-11	Khedbrahma 47 Sakhis	Reflection training
	15-17	Visit of Evaluation Team Member Mr.Vijay Sherry.	
	24	Bhiloda 25 Volunteers	Volunteers training
July	Second issue of district newsletter "Saheli ne Sathware"		
	5-6	Visit of Evaluation Team Member Dr. Neera Desai	
	6-7	Isari village 30 Sakhis & Sangha women	Primary health care training
	29	Derol village 20 Dais and Sangha women	Primary health care training
August	4-5	Himatnagar 103 Women	Sahyogini selection committee
	11-12	Visit of Bihar Education Project Consultant Siater Sujita	
	19-21	Khedbrahma 40 Sakhis	Reflection training
September	12-18	Modasa 33 Sakhis	Orientation training
	13-17	Ambaji 31 Sakhis	Orientation training
	18	Himatnagar DRG Members	First DRG Meeting
October	4-6	Baroda 6 Balasakhis + Consultant + Sahyogini	Child care centre educational tour
	18-20	Samlaji 24 Sakhia	Reflection training

	27-29	Samlaji	52 Sangha women	Sangha training
	28	Bavaliya	150 Sangna women	Mahiti Mela
	28-29	Samalaji	28 Sakhis	Reflection training
November	13-17	Samlaji	37 Balsakhis	Orientation training
	21-25	Bhavnath	20 Balasakhis	Orientation training
November December	30-7	Koba	9 Sahayoginis + Resource person/Consultant	Orientation training
December	21-25	Sapteshwar	24 Sakhis	Orientation training
1994				
January	12	Visit of National Office Consultant Ms Vandana Mahajan		
	18	Moti Panduli Village	180 Women	Inauguration of Mahila Kutir construction activity
	23-29	Ambaji	54 Sakhis	Orientation Training
February	16-18	Samlaji	40 Sakhis	Reflection training
	22-24	Samlaji	38 Sakhis	Reflection training
	23	Himatnagar	Members	Second DRG Meeting
March	22	Kanadar	1200 People	Women's day Celebrations at the villages
	23	Bhutia	800 People	-do-
	24	Gopawada	800 People	-do-

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**PARTICIPATION BY SABARKANTHA THE DISTRICTS**

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<u>Dates</u>	<u>Place</u>	<u>Organisers</u>	<u>Participants</u>	<u>Subject</u>	
1993 April	29-30	Jhagadia	SEWA RURAL	28 Dais +3 Sahyoginis +1 Resource Person	Dai Mela
July	21-23	Rajkot	DIU Rajkot	1 Resource Person	Sahayogini Reflection Training
November	16-22	Hyderabad	MS Andhra Pradesh	1 DPC + Sahyogini	Literacy Workshop
December	28-30	Ahmedabad	CHEITNA	2 Sahyoginis	Gender Sensitisation Workshop



PARTICIPATIONS BY SABARKANTHA DISTRICT

<u>Dates</u>	<u>Place</u>	<u>Organisers</u>	<u>Participants</u>	<u>Subject</u>	
1993 April	29-30	Jhagadia	SEWA RURAL	28 Dais +3 Sahyoginis +1 Resource Person	Dai Mela
July	21-23	Rajkot	DIU Rajkot	1 Resource Person	Sahayogini Reflection Training
November	16-22	Hyderabad	MS Andhra Pradesh	1 DPC + Sahyogini	Literacy Workshop
December	28-30	Ahmedabad	CHETNA	2 Sahyoginis	Gender Sensitisation Workshop
1994 February	3-5	Delhi	National Office	1 Consultant	Documentation Workshop
March	11-17	Hydrabad	Allaripur & National Office	1 DPC +2 Sahyoginis	Literacy Workshop
	20-25	Bangalore	HIIDO	1 Sahyogini +1 Sakhi	Widows workshop
	23	Samlaji	Mahila Suraksha Samiti	300 Sangh Women	Legal literacy Information
	27	Bhiloda	Prohibition Department	100 Women	Legal Literacy

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ANNEXURES - II

LIST OF MEMBERS OF GENREAL COUNCIL

AS ON 31-3-94

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A. Ex-officio Members

- |  |   |
|--|---|
| 1. President<br>Hon. Minister for Education<br>Government of Guj arat<br>Sachivalaya, Gandhinagar.           | 11. Director Higher Education<br>Block No. 12 Old Sachivalaya<br>Gandhinagar.                   |
| 2. Vice President<br>Hon'ble Minister of State,<br>Government of Gujarat<br>Sachivalaya. Gandhinagar.        | 12. Director Adult Education<br>Block No.12 Old Sachivalya<br>Gandhinagar.                      |
| 3. Chairman<br>Secretary to Government<br>Education Department<br>Sachivalaya, Gandhinagar                   | 13. Director<br>Social Welfare<br>Gujarat State   |
| 4. Secretary to Government<br>Rural Development Department<br>Sachivalaya<br>Gandhinagar.                    | 14. Chairman<br>State Welfare Advisory Board<br>Paldi,<br>Ahmedabad.                            |
| 5. Secretary to Government<br>Social Welfare Deparrtment<br>Sachivalaya<br>Gandhinagar.                      | 15. Director<br>State Resoruces Centre<br>(Adult Education)<br>Gujarat Vidyapith,<br>Ahmedabad. |
| 6. Commissioner<br>Women & Child Development<br>Polytechnic Campus<br>Ambawadi, Ahmedabad.                   | 16. District Programme Coordinator<br>Mahila Samkhya Gujarat.<br>Rajkot.                        |
| 7. Development commissioner,<br>Gandhinagar.   | 17. District Programme Coordinator<br>Mahila Samkhya Gujarat,<br>Himmatnagar Sabarkantha.       |
| 8. Secretary to Government<br>Health Nutrition and<br>Family Welfare Department<br>Sachivalaya Gandhinagar.  | 18. District Programme Coordinator<br>Mahila Samkhya Gujarat,,<br>Baroda.                       |
| 9. Secretary to Government,<br>Planning<br>General administration<br>Department,<br>Sachivalaya Gandhinagar. | 19. Member secretary<br>State Programme Director,<br>Mahila Samakhya Gujarat<br>Ahmedabad.      |
| 10 Director of Primary<br>Education,<br>Block No. 12,<br>Old Sachivalaya,<br>Gandhinagar.                    |   |

B. Persons from Non-Government  
Organisations and Educational  
Institution

20. Dr.Lataben Desai  
SEWA RURAL  
Jhagadia, Dist.Bharuch

21. Ms. Manjulabaen Dave  
Kasturba Vikas Gruh,  
Jamnagar.

22. Ms. Vasuben P. Shah  
Advocate  
Pritamnagar,  
Ahmedabad.

23. Ms. Shantaben Nagjibhai Desai  
Anath Ashram  
Surendranagar.

24. Ms. Shashiben Naik  
Matrushri Virbai College,  
Rajkot.

25. Ms. Majethia  
Gandhi Women's Arts and  
Commerce college,  
Bhavnagar.

26. Dr. Anjliben D. Mehta  
B.K. School of  
Business Management  
Gujarat University  
Ahmedabad.

27. Dr. Taraben Shah  
2, Gitanagar,  
Rajkot.

28. Shri Anil Bhatt  
I.I.M. Ahmedabad.

29. Ms. Indu Capoor  
CHETNA, Ahmedabad.

30. Ms. C.T. Mishra.

31. Ms. Poonam Kathuria  
Ahmedabad.

32. Ms. Leela Visaria  
Ahmedabad.

C. Nominees of Central Government.

33. National Project Director  
Mahila Samakhya  
Ministry of Human Resource  
Development  
Department of Education  
Government of India  
New Delhi.

34. Ms. Preet Varma  
Under Secretary

35. Representative of I.F.D.

36. Mrs. Ila Bhatt  
SEWA  
Ahmedabad.

37. Ms. C.P. Sujaya  
C/II/89 Moti Baug  
New Delhi.

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ANNEXURE - III

LIST OF MEMBERS OF EXECUTIVE COMMITTEE

AS ON 31-3-94

Ex-Officio Members.

1. Chairperson  
Secretary to Government  
Education Department  
Gandhinagar.

2. Member Secretary  
State Programme Director,  
Mahila Samakhya Gujarat  
Ahmedabad.

Development of Education  
Government of India nominees

3. National Project Director  
Mahila Samakhya  
Department of Education  
Government of India  
New Delhi.

4. Director (I.F.D.)  
Department of Education  
Government of India

Department of Education  
State Government Nominees

5. Deputy Secretary  
Education Department  
Sachivalaya, Gandhinagar.

6. Director Adult Education  
Gandhinagar.

State Department of Women  
and Child

7. Commissioner  
Women & Child Development  
Polytechnic Campus  
Ahmedabad.

State Department of Rural  
Development

8. Assistant Commissioner "DWACRA"  
Office of the Commissioner of  
Rural Development,  
Jivraj Mehta Bhavan,  
Gandhinagar.

State Finance Department

9. Deputy Secretary and F.A.  
Education Department,  
Sachivalaya, Gandhinagar.

District Units

10. District Programme Coordinator  
Mahila Samkhya, Baroda.

11. District Programme Coordinator  
Mahila Samkhya, Rajkot.

12. District Programme Coordinator  
Mahila Samakhya Sabarkantha

Nominee of NRG

13. Mrs. Ila Bhatt  
"SEWA" Bhadra  
Ahmedabad.

14. Ms.C.P.Sujaya  
C/II/89 Moti Bagh  
New Delhi.

DRG NOMINEES

15. Shri Narendrabhai Lakhatariya  
Assistant Director(A.E.)  
Saurashtra University, Rajkot.

16. Ms.Ambikaben Suthar  
Principal,  
Kutch Kadva Patidar Kanya Vidyalaya  
Khedbrahma (Sabarkantha)

Nominees of the State Government

17. Dr.Sushilaben Sheth  
Shri Kanta Stri Vikas Gruh.  
Bhaktinagar, Rajkot.

18. Mrs.Jyotsnaben Shah  
Vikas Jyot  
Nagar Wada Char Rasta, Baroda.

Nominee of Government of India

19. Ms. Renana Jhabwala  
SEWA, Bhadra,  
Ahmedabad

Representatives of Sahyoginis.

20. Ms. Smita Pathak  
Sahyogini  
Baroda District
21. Ms. Kirtida Thakkar  
Sahyogini  
Rajkot District.

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ANNEXURE - IV

LIST OF PROJECT FUNCTIONARIES AND ADMINISTRATIVE  
STAFF AS ON 31-3-94

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- |   |  |
|---|--|
| 1. Mrs.U.V.Patel<br>State Programme Director<br>Mahila Samakhya Gujarat<br>Ahmedabad. | 16. Shri R.J.Rathod<br>Accountant<br>Ahmedabad.        |
| 2. Ms.Sheela Benjamin<br>DPC, Baroda.   | 17. Shri A.P.Zhala<br>Accountant<br>Rajkot.            |
| 3. Ms. Shakuntala Mehta<br>DPC, Sabarkantha.  | 18. Shri A.M.Patel<br>Accountant<br>Sabarkantha.       |
| 4. Ms.Kalpana Mehta<br>DPC, Rajkot  | 19. Ms.Trupti Shah<br>Accountant<br>Baroda.            |
| 5. Ms.Mira Desai<br>Resource Person<br>Ahmedabad.                                     | 20. Shri K.K.Thakore<br>Assistant<br>Ahmedabad.        |
| 6. Ms.Maheshwari Vyas<br>Resource Person<br>Banaskantha.                              | 21. Ms. Daksha Sharma<br>Assistant<br>Baroda.          |
| 7. Ms.Mamta Baxi<br>Resource Person<br>Baroda.  | 22. Ms.Dharmaben<br>Assistant<br>Rajkot.               |
| 8. Ms.Bela Vaghela<br>Resource Person<br>Baroda.                                      | 23. Shri M.S.Patel<br>Assistant<br>Sabarkantha.        |
| 9. Ms.Smita Jani<br>Consultant<br>Baroda.   | 24. Shri D.T.Chhotaliya<br>Stenographer<br>Ahmedabad.  |
| 10. Ms.Sadgi Joshi<br>Consultant<br>Baroda.   | 25. Shri I.R.Timani<br>Stenographer<br>Ahmedabad.      |
| 11. Ms.Harsha Bhatt<br>Consultant<br>Sabarkantha.                                     | 26. Shri C.B.Gondaliya<br>Stenographer<br>Baroda.      |
| 12. Ms.Varsha Bhatt,<br>Resource Person<br>Sabarkantha.                               | 27. Shri S.K.Prajapati<br>Stenographer<br>Sabarkantha. |
| 13. Ms.Mita Pandit<br>Resource Person<br>Rajkot.                                      | 28. Ms.Kirtida Vohra<br>Stenographer<br>Rajkot.        |
| 14. Ms.Trupti Upadhyaya<br>Resource Person<br>Rajkot.                                 | 29. Shri L.P.Parmar<br>L.D.C.<br>Ahmedabad.            |
| 15. Ms.Nimisha Raval<br>Consultant,<br>Rajkot.  |  |

ANNEXURE - V

STATISTICAL DETAILS ABOUT SAKHIS

Baroda District

<u>Taluka</u>	<u>Trained(villages)</u>	<u>Trainee(Village)</u>	<u>Total(villages)</u>
Naswadi	74 (25)	74(34)	148 (36)
Chhota Udaipur	65 (21)	45(17)	110 (23)
Vagodia	63 (17)	45(17)	108 (23)
Dabhoi	15 (4)	7 (4)	22 ( 5)
Sankheda		43(21)	43 (21)
Padra	31 (12)	31(15)	62 (23)
	248 (79)	245(108)	493(131)

Sabarkantha District

Khedbrahma	157 (33)	90(25)	247 (33)
Bhiloda	33 (10)	53(15)	86 (16)
Meghraj	24 (4)	24 (8)	48 (10)
Prantij		18 (6)	18 (6)
Idar		21 (6)	21 (6)
	214 (47)	206(60)	420 (71)

Rajkot District

Jetpur	27 (9)	12(5)	39(9)
Jasdan	22 (7)	49(14)	71(14)
Gondal	9 (3)	6 (3)	15(3)
Kotdasangani	6 (2)	15(6)	21(6)
Vankaner	15 (5)	9(4)	24(7)
Lodhika	12 (3)	14(5)	26(5)

Taluka	Trained(Villages)	Trainee(Villages)	Total(Villages)
Paddhari	10 (3)	11(3)	21(4)
Morbi-Maliya		11(5)	11(5)
Upleta	25 (8)	21(10)	46(12)
Jamkandorana		18(5)	18(5)
Rajkot	17 (7)	12(6)	29(9)
	143(47)	178(66)	321(80)

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