

.....towards empowerment.....

Annual Report 1994-95

Mahila Samakhya Gujarat

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LIST OF ABBREVIATIONS

CDPO	-	Community Development Programme Officer
DDO	-	District Development Officer
DIU	-	District Implementation Unit
DPC	-	District Programme Coordinator
DRG	-	District Resource Group
DTT	-	District Training Team
DRDA	-	District Rural Development Agency
DWACRA	-	Development of Women & Children in Rural Agency
EC	-	Executive Committee
GC	-	General Council
ICDS	-	Integrated Child Development Scheme
JRY	-	Jawahar Rojagar Yojana
MS	-	Mahila Samakhya
MSG	-	Mahila Samakhya Gujarat
MSP	-	Mahila Samakhya Programme
NGO	-	Non Government Organisation
NRG	-	National Resource Group
PD	-	Process Documentation
PHC	-	Primary Health Centre
PLC	-	Post Literacy Campaign
RP	-	Resource Person
SPD	-	State Programme Director
TDO	-	Taluka Development Officer
TLC	-	Total Literacy Campaign
TOT	-	Training of Trainers

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BACKGROUND

'Samakhya' is a combination of two Sanskrit words - 'Sam' + 'Akhya' meaning 'Equal' + 'listening/speaking'. Mahila Samakhya is an educational programme for 'Womens' Equality' started in 1988 as a direct outcome of affirmative action mandated by the National Policy on Education 1986. This Dutch funded programme initially took off in three states of India - Gujarat, Karnataka and Uttar Pradesh and later on extended to Andhra Pradesh in 1992. Today it is also running in Bihar as a part of Bihar Education Project and Madhya Pradesh being linked up to District Primary Education Project (DPEP).

Mahila Samakhya (MS) has now been recognised as a vital part of the overall strategy for mobilising women for education, development and social change. It is unique among state sponsored women programmes because of its Non-negotiable Principles, in-built flexibilities and process-oriented approach. It recognises the change processes as political and value-based and therefore specifies basic framework for project implementation and monitoring through its non-negotiable principles. The non-negotiable principles respect women's priorities and emphasise on collective processes which are controlled and directed by women themselves. The project is being implemented through registered state societies to maintain its autonomy.

Having its National Office in New Delhi under Department of Education, Ministry of Human Resource Development, Government of India, the State Office is the next level. The State Programme Director's office coordinates activities of the District Implementation Units (DIU) implementing the programme in the villages through Sahyoginis. Sahyoginis are the Link-person between DIU and village Mahila Sangha. Mahila Sangha is a collective of women who select their representatives called Sakhis. DIU has District Programme Coordinator (DPC), Resource Person (RP) and consultants besides administrative staff. At the State-level there is General Council (GC) and Executive Committee (EC) to support and guide state societies

as well as National Resource Group (NRG) at the national and District Resource Group (DRG) at the district level. EC is empowered to take administrative and financial decisions. The State Education Secretary is the Chair-Person of EC. NRG and DRG are there to provide programatic support.

INTRODUCTION

It was in November 1987 that the committee was formed to implement recommendations of 'education for women's equality programme' by Education Department of Government of Gujarat. The first meeting of the committee was held on March 20, 1988. After that Government of India coordinated directly with certain voluntary agencies in the selected districts of Gujarat - Rajkot, Sabarkantha and Vadodara (Baroda). Dialogue about the programme and networking with other agencies for some reasons made a headway in Sabarkantha district. Seven Voluntary agencies in Sabarkantha formed a group and were willing to take up Mahila Samakhya Programme (MSP).

In February 1989, the first training of seven Sahyoginis was designed and conducted by voluntary agencies in Sabarkantha. In the meantime appointment of State Programme Director (SPD) was made by the State Education Department. After Sahyogini training, the programme became operational in Sabarkantha district. In April 1989 Mahila Samakhya Gujarat (MSG) was registered under Societies Registration Act 1860 to implement MSP in Gujarat. The DIUs were set up in Baroda and Rajkot in September 1989 while Sabarkantha DIU became operational in January 1990. In June 1994 Banaskantha DIU was set up with its head-quarters at Radhanpur.

Today, in March 1995 MSG is spread in 453 villages (Baroda-187, Rajkot-108, Sabarkantha-118, Banaskantha-40) of four districts. There are 74 Sahyoginis who are link between DIU and Village-level Mahila Sangha besides district and state office programme and administrative staff who shoulder the responsibility of implementing MSP in Gujarat.

MAJOR DEVELOPMENTS

In the year 1994-95 MSG witnessed following major developments within the programme. In spite of the fact that the SPD got transferred and new one took over with an additional charge, the processes did continue to find new ways. These developments lead MSG few steps forward in its journey towards empowerment.

PROCESS DOCUMENTATION

After the National Documentation Workshop in February 1994, Gujarat team decided to consolidate the past experiences through Process Documentation (PD) exercises. The first step was formation of a core team of seven members - two representatives from each district and a state Resource Person - in April 1994. The PD core team designed specific frame-work for district-level PD exercises which took place in June and July. After Second State-Level Workshop in August where three more members (one per district) were added, broad frame-work for history workshops was evolved based on the experiences of the previous workshops. Second phase district-level workshops held between September to November created lot of insights into historical background of MSP among everyone in the district irrespective of their entry-points in the programme. In October, the frame-work for Sangha PD exercises was evolved based on past experiences and national outline on "Sangha" done by NRG sub-committee. The methodology involving three Sahyoginis for one Sangha PD exercise was similar across the districts. For the time being each district limited the exercise to ten Sanghas which took place in December and January. In February the document on case-study of MSG was written which was given to foreign delegates visiting the state as a part of International Conference held in March.

INTERNATIONAL CONFERENCE

Government of India and Royal Netherlands Embassy collaborated International Conference on 'Women's Empowerment and Education' was scheduled between 22-31 March 1995 at New Delhi. MSG hosted the first

meeting of steering committee at Ahmedabad on January 4, 1995. It was since then that the district and state teams were busy preparing for the Conference. The case-study of MSG was prepared based on past documentations and PD exercise reports. Colourful brochure containing programme information, year planner and MSG poster were made. Photo-graphs for Photo-exhibition were taken with the participation of Sangha women. Texts for subtitles were also written for the stills taken indicating feeling, processes and facts of MSP in Gujarat. Papers were written by Sabarkantha district unit on Literacy activities and Baroda district on its child care component. Deadlines could be met well in advance by February 17 when everything was submitted in a Steering committee meeting at New Delhi.

The conference was attended by SPD Ms. Anita Karwal, State RP, DPC Baroda and Rajkot. Sabarkantha DPC attended the second half of the conference. As a part of the conference six foreign delegates and one Indian journalist visited the state during 26-28 March. Three delegates from Palestine, Nigeria and Kenya visited Baroda district villages while delegates from Nepal, Tanzania, Netherlands and the Journalist visited Sabarkantha district fields. On 28th joint meeting of delegates, DIU functionaries, Sahyogini and Non-Government Organisation (NGO) representatives and district government officials was conducted at Ahmedabad.

The Conference provided unique opportunity of viewing MSP from outsider's point of view for those within the programme. It also provided insights into MS ideology to outsiders many of whom were from altogether different cultures.

EXPANSION IN BANASKANTHA

It was by the end of the last year that the processes to initiate MSP in Banaskantha district were intensified. The RP appointed in January was temporarily posted at Ahmedabad frequently visited the district and the Sahyogini selection was held in the month of April 1994. Nine Sahyoginis were selected who came together for their orientation training in May. The DIU was set up at the taluka place - Radhanpur as the villages identified

were of Santalpur, Radhanpur and Kankrej blocks. MS Banaskantha started its rapport building processes in June 1994. The activities were initiated in 45 villages with nine Sahyoginis one of whom withdrew leaving left Santalpur block.

Since July 1994 40 villages of Radhanpur (25) and Kankrej (15) blocks are covered in MSP by eight Sahyoginis. In July the district team visited Sabarkantha where the Sahyoginis received on the field training. Because of the resignation of RP in August and unwillingness of new recruits to work in this area even now the DIU is without full time staff. The charge of the DPC Banaskantha is presently held by DPC of Sabarkantha, an adjoining district. Frequent visits are paid by I/C DPC, Sabarkantha district and State RPs to support the Sahyoginis of the district. On the occasion of 8th March celebration the Sahyoginis visited other MS districts to participate in the programme. On 13th March Banaskantha district unit celebrated the International Women's Day for the first time. 300 women from 33 villages participated in the programme organised at Radhanpur. Sabarkantha Sangha women and Sahyoginis and representatives of local NGOs also attended the programme. The celebration helped in registering the identity of MSP in the area. It also provided a forum for the Sahyoginis and village women many of whom were coming to such forum and speaking on the microphone for the first time.

The visibility of MS normally takes long time, as realisation of internal strength and that of a collective is both individual and collective effort. But there is no doubt that it does happen and will happen in Banaskantha also, as has happened in the other MS districts. With many voluntary agencies in the area MSP needs extra efforts to create its own identity in Banaskantha district. The task is all the more difficult also because of educational nature of MSP where other agencies in the area are working more for welfare and/or economic activities.

SYSTEMATISING TRAININGS

It had been pointed out in the National Evaluation 1993 that training needs

of MSP should be more focussed and strategic. MSG had conducted a state-level workshop to identify its training needs at different levels in June last year. This year the process was carried further also because of the support of then National Training Consultant Ms. Abha Bhaiya. It was in June 1994 that a meeting of well-wishers to the programme was convened at the State level with the objectives to identify resources and create net-working. Again in July second meeting took place in Baroda with the similar objectives. These discussions also helped the personnel within the programme to reconsider their training needs and give a fresh look to the issue. It was in the month of November that State level training consultant was appointed who also gave momentum to the processes of systematising training component at MSG. In January 1995 First training programme on 'Women and Development' was organised by MSG for all DIU functionaries. The four days training was conducted by Ranjani Murthy from Madras and Kamla Bhasin from Delhi besides Trupti Shah from Sahiyar, Baroda. This programme was important because it was for the first time after a long time that MSG had its internally organised training. It was in December that one-day training on financial matters was organised for DIU functionaries to have uniform understanding about financial procedures across districts. This year village level trainings of Sakhis were conducted independently by DTTs.

It was felt during the more recent needs-assessments that DIU functionaries i.e. RPs, Consultants and DPCs required strengthening of and refreshers on conceptual and programmatic understanding. The District Training Teams (DTT) were also in need of fresh inputs. Considering this issue trainings have been planned initially for DIU and DTT members. Trainings in Theatre to give fresh air to functionaries are also being planned. With a training consultant at a state level, training inputs to MSG are expected to be more systematic and sustained. PD exercises provided forums for interactions on programmatic understanding and historical background of MSG among group members. It was in a way training for the participants and experiential learning for core team members who facilitated the process. PD experiences helped in breaking the myth of depending on 'training' for doing something new as everyone learnt by doing it. Many participants being part of the

exercises expressed that they were doing things but were not aware of their act of doing. PD workshops like other training programmes provided space for sharing, helped in gaining insights and scope for reflection/review.

REGULARISING INTERACTIONS

It was in the last year that major and important development took place with reference to inter-district interactions. It was for the first time in July that all DIU functionaries including State RP came together and decided to have regular forum for interaction. Since then the practice continued creating lot of moral and programmatic support to the team members. These interactions were crucial for learning from others experiences as it was felt that inspite of variations across districts the programmatic interventions had evoked more or less similar responses in the fields. Baroda district study tours for Mahila Kutir and Savings activities to Rajkot and Sabarkantha districts created lot of enthusiasm among Sangha women of all the three districts. State and district news letters of Baroda and Sabarkantha helped in continuing sharing across districts. It was in November that DTTs of three districts sat together and shared their training experiences. Future meetings of DTTs are also planned to continue inter-district sharing of village level trainings and learning from others skills and experiments.

The forums of interactions for Sakhis and Sahyoginis are as regular as they were in the past. Sakhi cluster meetings are organised where Sakhis of one cluster (of villages or of talukas depending on the district patterns) get together to share their experience, get some information and plan village-level interventions. It is in these forums that MSG has observed formation of collectives, yet another level beyond village level sangha. Sahyogini monthly meetings are another forums at DIU. These meetings are crucial for DIU functionaries to examine trends, design strategies, plan support mechanisms and a time off to share new information with Sahyoginis. It is in these forums that women learn on their own based on others experiences. It is in these forums that time and space does not remain mere words but become reality.

VISIBLE OUTCOMES

MSP is a process-oriented and not a target-driven approach to women's empowerment. The basic parameters of MSP include redefinition of education, emphasise on experiential learning and time and space for collective action-reflection. The project being focussed on educational processes had first to create its own space among people who were in need of immediate economic benefits.

Initially the Sahyoginis have to work hard in villages where women as well as men have expectations of 'something' concrete. They have to face the assumption that SHE will do things on behalf of village women as other government programme personnel like Integrated Child Development Scheme (ICDS) worker, nurse, school teacher etc. etc. do. It takes time for her to convince them that WE will have to do it together. She also has to be sure of facilitative nature of her work. The Sahyogini has to struggle with her own self, fighting caste biases, talking to strangers, knocking at the doors without getting response, conducting meetings, refusing women asking for immediate benefits or even abuse of males or local leaders depending upon the situation in the village. She has other struggles waiting in her family also. It takes a long time for the family member to accept women travelling alone, halting at night in the village, staying and eating with other caste women, asserting her rights in the family or raising her voice to be heard. Though such personal struggles appear negligible when compared to the whole programme, it should not be forgotten that the first personal becomes collective reaching to number of collectives is called a programme - programme like MS.

Not all struggles are visible and so not are all the outcomes. But equally true is the fact that any struggle leaves its mark behind, lights the path forward and creates some understanding about change if there is a time and space for reflection. MSP has done all these, still continues doing it leading to 'visible' programmatic outcomes. The statistical overview suggests growth of MSG since 1990 (See Annexure - F).

TRAINED RESOURCE : SAKHIS

MSG has adopted Sakhi rotation model. It was in December 1989 that one of the voluntary agency in Baroda district suggested to take up MSP through Sakhis. The agency Shroff Foundation Trust opted for two Sakhis in each village leading to 12 Sakhis in six villages of Baroda district. During the same period, Sabarkantha district Sahyoginis having completed 7-8 months of village visits, conducted village level meetings to discuss the role of Sakhis. Women suggested five names of women who participated in two-days workshop for Sakhi selection and first batch of 20 Sakhis was followed by second batch made the total of 49 Sakhis in Sabarkantha by March 1990.

It was felt that the objective of empowering a collective of women at the Sangha level should avoid concentration of power in the hands of few women. MSG instituted the concept of Sakhi rotation in 1990 with the objective to create core group of trained women at the village level over a period of time. Sakhis are viewed as catalysts to Sangha who select them. She is a 'learner' and not 'worker' and she receives stipend for learning during her period of training in one year. Sakhi trainings are organised at the district level where DTTs do orientation and reflection trainings for Sakhis, spread over one year.

Past experiences at MSG suggested that the first batch of Sakhis were slightly older. They faced the onus of proving credibility of the programme, carried back confident messages to the village, giving a way to younger generation women in following batches of Sakhis. Unlike in 1990 now at MSG Sangha women select Sakhis through democratic process which may take months. The number of Sakhis is also decided by them varying from two to four or even five women in few cases. In the process there has been change in the Sakhi selection criterias which are evolved by Sangha women and Sakhis based on their experience of previous batches. Even the present criterias which mainly focus on enthusiasm, openness, readiness to go out for training, less responsibility at home, younger in age, daughter-in-law of the village as daughters might marry and leave the village, are subject to change depending upon experiences and interactions with other Sanghas

as pointed out by many Sangha women. In Baroda three Sakhis and one Sakhi in Sabarkantha are now working as Sahyoginis.

Sakhi as individual woman, learn to deal with their problems. Doliben from Ruvach village of Sabarkantha district elaborate her experience, "I got lot of courage to go out and speak after becoming Sakhi. I can even reply the Talati of the village. I had gone to him for a scholarship certificate for my children. He asked for 15 rupees for Tea. I confidently questioned him whether he gets salary or not. He replied everyone has to give money otherwise he will not give the certificate. I walked off by saying that I will go to taluka office to talk to the officer. He got scared and called me back and gave it without money. I went home and told the story to Zarinaben and she also got the certificate without giving money".

There is no doubt that Sakhis have become live examples of empowered women creating 'new image' for the Sangha as well as village. They are the visible trained resource born of MSP. For Sakhis, Sakhi trainings have been regular activity besides Sakhi cluster meetings, visits to other Sanghas, interactions with Government officials etc. creating varied forums for interaction. Number of empowered women can be seen across the districts. Over the years, after constant efforts and continuous follow up by district teams and in some cases by Sangha women, the concept of Sakhi rotation has now been widely accepted.

The Sakhi rotation model helped in creating trained individual women who are sensitive change-agents. Even in absence of MSP these women may sustain the change processes in their villages. But the rotation model also met with few difficulties. Once the Sakhi completes her training the honorarium money stops and it goes to newly selected Sakhi. In absence of honorarium money the family members start pressurising the Sakhis, many of whom are keen to participate in Sangha activities. In some villages because new trainee sakhis are selected, tensions are created among Sangha members and trained Sakhis who psychologically feel left out. There is a resistance from trained Sakhis also because their opportunities of going

out for trainings and meetings get limited as they are replaced by trainee Sakhis. Another observation has been that because of being trained the Sakhis are looked upon by the Sangha women with expectations of getting things done. It has been observed time and again even by the review missions and evaluation team that the Sakhis failed to generate same amount of empowerment among Sangha women as project interventions and capacity-building is primarily focussed on Sakhis and Sahyoginis. MSG intends to rethink the issue and as many Sanghas are demanding training for whole Sangha instead of Sakhis, processes to formulate Sangha model are underway. By March 1995 there are total of 1528 Sakhis (Baroda - 535, Rajkot - 336 and Sabarkantha - 657) in 308 villages of MSG (see Annexure - E).

CONCRETE SPACE : MAHILA KUTIR

They say, "we had very little money and none of us were masons, but we built our Mahila Kutir all by ourselves. We dug the foundations, maintained the accounts, bargained for the materials contributed labour. We built it brick by brick, and we did it all by ourselves". Members of Targhadi Mahila Sangha reflected about their Mahila Kutir Processes in the past. The quotation more or less expresses the feelings of other Sanghas where Mahila Kutir is constructed.

Mahila Kutir of Bandiya-nu-Talav village in Khedbrahma taluka of Sabarkantha district was formally inaugurated on February 18, 1995. In this year one more Kutir at Moti Panduli village of Meghraj taluka in Sabarkantha district was completed. Sabarkantha district unit succeeded in getting additional amount of Rs.40,000/- from district Tribal Development Project for Mahila Kutir construction in five villages. The construction activities has just began with a foundation stone in chikhia village of Khedbrahma taluka. In Rajkot, Kothi village of Jasdan taluka, 666 square meters of land was obtained and 17" x 20" size Kutir has been constructed. Because of the shortage of money the roof of the Kutir is pending and possibilities of fund are being explored. The experience lead to lot of discussion among Sangha women. In Baroda Mankodi village of Chhotta Udaipur taluka will soon begin their construction activities as most of the Kutir processes are over.

It is the practice at MSG to follow processes of Mahila Kutir only in those Sanghas where Sangha is ready to take collective responsibility to realise their dream of collective 'space'. The need for common place for sangha meetings, pressure to have visible identity of Mahila Sangha in form of Kutir, dream to have their own space etc. are the motivating factors for Sangha women to go into Mahila Kutir processes. Like all other processes in Mahila Kutir also women pass through number of learning experiences both as an individual and a collective.

The Journey is long and tiring. After reaching to a common understanding about need, objective and purpose of the Kutir, women start inquiring about land records from local leaders. Lot of collective reflection and action takes place for location of land, asserting themselves against local leaders, giving application and doing follow ups for the land, designing plans for the Kutir, submitting necessary records, estimating the cost, trying to meet two ends in budget limits of Rs.15,000/-, measuring and acquiring the Land, knowing technicalities and even learning construction, bargaining for the materials, maintaining accounts, monitoring budgets and so on. The success is celebrated and the failure is the lesson for future. The processes are not visible but the Kutir is and so is the collective confidence of women.

By the end of March 1995 in MSG, Sangha women have succeeded in getting land in 31 villages (Baroda-1, Rajkot-21, Sabarkantha-9) while the processes are on at different levels in number of villages.

COLLECTIVE RESPONSIBILITY : CHILD CARE

The processes for the child care centre start when sangha women demand the centre for their village. Issues like need for the centre, burden of childcare on women, existing facilities for child-care in the village, objectives of centre in MS, sharing of responsibilities, place and time of the centre, monetary contribution amount by Sangha, monitoring of the centre etc. are debated upon in number of Sangha meeting by Sahyoginis and district unit members. The collective reflection becomes action when Sangha start the centre on their own. The centre is run voluntarily atleast for three-four

months. After that learning period Sangha demands monetary support from MSG and through scrutiny is done in a participatory manner. The Sangha women reflect on their learnings, Sahyogini gives her opinion about readiness of that Sangha to shoulder responsibility, the resource-person or the consultant visit the centre and everyone jointly put together their observations and the centre either receives the grants or has to be continued for few more months.

The processes and patterns of the centres vary across the districts. The centres cater to children in the age-group of 0-6 years. There are child-care centre workers called Balsakhis and a child care committee at the village-level who monitors day to day functioning of the centre. Like MSP the centres have flexibilities where timings are decided by the Sangha women as per the requirements of mothers, seasons or even are run at the timings when ICDS centres are not available to help mothers going for their work. Responsibilities of buying 'nasta' (food) for children is shouldered by Sangha women on rotation or by the committee depending on the decisions made by the Sangha. The Balsakhis get honorarium which is paid by Sahyoginis in Sangha meetings or in committee meeting to make them accountable to Sangha. There have been number of examples when Balsakhi honorarium have been deducted by Sangha women because of irregularity or her leave, irresponsibility or attitude to give bad quality food, her behaviour with children etc. There are also cases of responsibilities being shared in an environment of mutual support.

Sabarkantha district has opted for four Balsakhis considering the pattern of scattered houses in the area. There are linkages with ICDS, Primary Health Centre (PHC), Community Development Programme Officer (CDPO) for food, vaccination and health care of children coming to the centre creating identity of women's collective among government officials. Balsakhi meetings, meetings with mothers are organised every month to support reflection processes and provide fresh educational inputs. Mothers are motivated to be conscious of their childrens' education, health and development. The processes are more or less similar in Rajkot district but

the number of Balsakhis is two as in Baroda. Village level Sangha training for collective responsibility, monitoring and objectives of child care centre is also done in Rajkot district where women voluntarily start the centre. As in the previous years reflection and special input trainings for Balsakhis and committee members continued in all the districts. This year four Balsakhis from Baroda attended child care and health training organised by CHETNA, Voluntary agency working on women and health. Sahyoginis from Rajkot also attended this training. In Baroda 45 Sangha women from Padra taluka visited Pavlepur child care centre of Vaghodia taluka, even in heavy rains and shared their experiences. In Vejalpur village child care centre door was broken. Women approached a husband of a Sakhi in the next village who is a carpenter. Estimates were taken and contribution plus savings out of contingency money were utilised to repair the door. Danoli Sangha women wrote in a letter, "we are meeting every week. We started our centre on 1/9/94. 40-50 children come to the centre. As days go the number is increasing. Village people contributed money for children. They come and give 'nasta' also. You are invited to visit our centre".

Another encouraging development was materialisation of ACCESS project to document child care centres of Baroda district proposed by M.S. Swaminathan Foundation Madras. The consultant to carry out this documentation project was identified. Ms. Rajlakshmi Sriram who had been associated with MS Baroda for child care project in the past has started her work and the first draft of the documentation is soon to come. The district team organised frequent meetings with her and helped her in getting necessary and relevant information through Sahyogini and Sangha meetings.

By March 1995 there are 70 child care centres (Baroda-29, Rajkot-16, Sabarkatnha-25) running on MSG aid yet it should be noted that they are not 'service delivery centres of MSG' but are 'our centre as claimed by Sangha women'. This Sangha owned, run and monitored centres are evident of collective processes of action and reflection taking place in the villages.

CREATING IDENTITY : CELEBRATIONS

Every year 8th March -International Women's Day is celebrated with great enthusiasm as 'it is a golden day' in the words of Sangha women. The celebrations for March 1994 were delayed in Rajkot as per the plannings of district team and Sangha women. Those celebrations took place in April this year. The four programmes organised in April were attended by more than 4000 women. This year also the district celebrated International Women's Day 1995 and World Literacy Day 1994. On September 8 literacy Day was celebrated honouring neo-literate women and literacy volunteers in a joint programme collaborated with Jilla Panchayat. The district organised Women's Day celebrations in two programmes organised on 8th and 14th March 1995. Total of 4000 women attended these programmes which also got coverage in the regional news of Doordarshan.

March 1995 was celebrated in a real big way at Baroda district. There are reports of more than 15,000 women attending six celebrations held between 4 to 15th March for each taluka. Many women repeatedly attended the programmes. The important feature of this year's programmes was decentralisation of financial management. The initial planning started in January and by February end each cluster prepared their programme, budget and other requirements based on their discussions at village level. Financial responsibilities were shared by Sahyogionis and Sangha women while the district unit members simply facilitated. Meetings were organised even with the male drivers of transports who took women to the place of celebration. They were sensitised about status of women and importance of 8th March celebration.

Sabarkantha district like previous years organised their programmes in villages. Four programmes were organised which were attended by 5700 village women from 120 villages. The district team members attended programmes at Rajkot and Baroda. Interestingly men of Khedbrahma taluka wanted to attend the celebration and they succeeded in convincing the Sangha women. 10 men from each village also took part in 8th March celebration of Khedbrahma taluka.

One may think of the relevance of such celebrations which are being done every year in more or less similar pattern. But what cannot be overlooked is the enthusiasm, collective spirit, participation and learnings generated in different quarters. Its like planning a marriage in the village where everyone is a part of the function. Many women have said to have bought new clothes for the celebration. Girls and young boys too start running around with their mothers. Men obviously are amused and now know of strength of their women 'who can'!!

The celebrations where songs, dance, role-plays, speeches by Sangha women are the regular features, this year outside groups were invited to perform. 'Lok Kala Manch' Ahmedabad - based street theatre group performed their famous play 'Nari' (women) at Sankheda taluka in Baroda district. Gujarat University college students went to Rajkot programmes and Idar college students at Sabarkantha performed their plays on women, literacy and Panchayati Raj. These groups received overwhelming response from Sangha. The whole process helped the women to learn formal ways of performing.

The celebrations being regular feature of Indian culture generates life among the participants so are the 8th March programmes. Though a little repeatative at time for the MS staff, they are much more than mere programmes for the local women.

- They provide opportunity of going out to women who are caught up in their daily struggles. Undoubtedly it increases the mobility and self-confidence of women.
- Women on this occasion fight the fears of speaking to others, using the microphone, doing a role-play by wearing male clothes, speaking in front of men, expressing in presence of her husband etc. in an environment of collective support of thousands of other women being there to support her.

- There is a concrete identity of womens' group who can hire microphone and 'mandap' in the eyes of the community, which by and large believe in 'poor women' image. Even hiring a vehicle to visit the venue of celebration gives a sense of achievement to women.
- The programme having role-plays, speeches and discussions on women's health, their status in the family, political space for women, social barriers constraining their growth creates visibility of women's issues. Women gain visible time and space in front of Government officials and local leaders who usually deny their identity. The celebrations register identity of women, their collective 'Sangha', MSP and the movement.
- Besides giving a feeling of togetherness and support to women, these programmes generate lot of participation from different sections like young boys in the village, local leaders, family members of sangha women and Sahyoginis, daughters of Sangha women etc. leading to new images in their minds.
- As village level celebrations are considered to be prestige issue for the village, men and women jointly work to make it a success. This also creates support structures for otherwise isolated womens' collective.
- Young girls performing welcome dance and young boys helping in serving water or supporting their mothers for programme preparations get forums for self-expression and enhanced self-image through their participation in these celebrations.
- Women learn on their own from other Sangha women about new strategies which can accelerate the pace of their work which otherwise would have taken long time for Sahyogini. The collective spirit motivates women to take independent action with invisible support of thousands of other women.

- Sanghas and Sahyoginis grow more confident of their planning and management capabilities as many responsibilities are shouldered by them and district unit being facilitative withdraw further. It also reinforces the group feeling among them.
- The Impact of celebration in surrounding villages create demand for MSP and there have been invitations by villagers to begin MSP activities in their villages.
- Literacy celebrations lead to consciousness about literacy skills and education of children including girl child. It also motivates many sanghas to raise the issues of irregularity of school teacher, his/her role in the school, need of school in the village, condition of school building etc.

LIGHT IN THE DARK : LITERACY

MSP as a government sponsored project of education for women's empowerment believes in delinking literacy and education. Education is seen as a dynamic process of learning in which women get access to meaningful information, engage in critical reflection and act as a collective to transform the material and social conditions of their existence in some way. While empowering education is seen as a process which does not necessarily have to begin with literacy. So recognition of limitations of literacy by rural women is in itself instrument of change.

MSG has over the years observed that demand to be literate surfaces not only as a need to learn reading and writing but also because of number of other motivating factors. Inability to write applications, requirement to maintain child care centre records, urge to read newsletters, necessity to get information through interactions with government offices, need to write sangha meeting minutes or feeling of reaching out to the outside world through written word force Sangha women to venture towards the light of literacy. There are numerous personal reasons also behind their interest to become literate.

Camp method adopted in the past proved extremely effective but sometimes the Sahyoginis were overburdened or time intervals between two camps could not be maintained. MSG lacked human resources and structured programme of literacy to continue with such a large number of women. In the meantime Total Literacy Campaign (TLC) was launched in MS districts leading to linkages of MSG with the campaign. As reported in the previous reports each district evolved on their own the nature of involvement with TLC. The association benefited Sangha women in acquiring literacy skills on a more continuous basis besides giving more visibility to MSP among government structures. MSG got more recognition being the only programme on such a scale to have direct contact with rural women where women are active participants.

By the end of this year TLC phase came to an end in Rajkot and Baroda districts and Post-literacy Campaign (PLC) has been initiated. TLC taught many lessons to MSG. As one Sangha women expressed, "We have to become participant in the Government sponsored programme rather than a beneficiary". Sangha processes got strengthened. Local leaders registered the presence of Sangha in the village. Taluka Development Officer (TDO) and District Development Officer (DDO) faced many remarks like "If we are studying through your campaign, you should also understand our situation and help us to solve our difficulties of water, electricity, road or bus transport". The structures became more accountable as in case of Medhad Village of Padra taluka in Baroda district. The Talati had paid ten rupees less to women for their work in Javahar Rojagar Yojana (JRY). He saw those women in literacy committee meeting at taluka office and got scared of his action. On the very next day he called the women and paid the money. This also made the women more active and propagated the message in many other villages when they met together for their cluster meeting.

Rajkot district unit celebrated 8th September, world literacy day in collaboration with District literacy committee. DDO and other government officials attended the programme where literacy volunteers were honoured with letters of appreciation. Neo-Literate women also were congratulated for

their achievement. Rajkot Doordarshan and All India Radio made programmes on MS Rajkot motivating Sangha women and district team members. Volunteers meetings, meetings with district officials for PLC, meetings with motivators, supporting women struggling to be literate are on in Rajkot and Baroda districts. TLC was not merely a literacy programme for MSG but a step forward on the path of women's empowerment.

In Baroda the camp continued in Naswadi taluka where it is still difficult to find volunteers to teach women who want to become literate. They met together in May 1994 for seven days between 11 to 5 PM. They walk off to a nearby village and learn to read and write helping each other. Gulabpur village of Vaghodia taluka was declared number one village in TLC. The Sangha is very active and as a motivation to their literacy efforts study tour for a day was organised in April.

In Sabarkantha to strengthen processes of imparting literacy skills to women orientation training was organised for 35 literacy volunteers in June. As the training was for boys and girls who are working as volunteers it was a new experience for the district to impart residential training to a mixed group. 350 women in 35 villages of four talukas learn to read and write at their own pace, place and time. The figures vary depending upon the season and agriculture work. By the end of the year evaluation format has been made to examine level of literacy among neo-literate women. The district team regularly meet the volunteers, motivate learner women and support the process by providing necessary materials for the classes. Women who find it difficult to come for the classes encourage others who are struggling to lighten the lamp of literacy "I know I am able to do everything but society will not accept it. They will accept it if I become literate. They misunderstand me as ignorant and uneducated only because of my illiterate status", she expresses her feelings. The so much personal effort to be literate becomes collective one when they hold each others hands to teach the curves of the alphabet.

The consciousness about their literate status was reflected on other occasions. The photographs were to be taken for identify-card of voters.

Women in many Sanghas insisted on signing their names instead of giving thumb impressions. Those taking photographs wanted to finish their work fast by taking thumb-impressions. The women resisted and replied, "we have become literate in TLC. If you take our thumb-impressions it will mean we are still illiterate. We want to sign".

Sabarkantha DPC attended National Action Research Conference on women and literacy in December 1994 at Bangalore. The conference hosted by National Institute of Advanced studies provided forum to practitioners engaged in literacy for grassroots women in different parts of the country. Experiences of MSG presented by DPC Sabarkantha received great appreciation by other participants. Rajkot district team hosted preparatory meeting on women and education for the 1995 International women's conference to be held at Beijing. Many NGO representatives attended the meeting sharing their experiences of educating women.

ECONOMIC STRENGTH : SAVINGS

Village women earning through labour spend their incomes for their families. Though economically independent she does not think of herself as an individual. Processes for savings were taken by MSG on the assumption that being a catalyst to empowerment process women are to be made conscious of their control over resources.

Men have many things on their name - property, land, cattles, children and even wife. But what do woman own? Does she have any right over family incomes? What are the priorities when it comes to spending on women's needs? Can she spend her earnings as per her needs? Discussions in Sangha meetings led to realisation of economic helplessness of women. There were examples of mortgaging ornaments, land or even ration card to meet with the expenses on customs of death or birth. When discussions on such customs were also initiated, the exploitative nature of money-lending was also analysed. Women to have something on their name and on another wanted to come out of the borrowing and life-long interest payment cycle, started discussing possibility of forming savings group.

Sahyoginis again and again clarified role of MSG and concept of Sangha to avoid conflict between women 'have' money and women 'have no' capacity to save. Sanghas reached to a consensus that savings groups will be subset of Sanghas and both will remain open to any woman in the village. Women decide the rules for the savings group. Amount to save is decided as per the season and availability of work. The rules are made and remade based on the experiences.

By March 1995 there are 73 savings groups in MSG villages (Sabarkantha 35, Rajkot - 27, Baroda - 11). Savings groups regularised Sangha meetings made women more confident of their collective funds, collective feeling gave more responsible and decisive roles to otherwise 'not heard' village women, lead to mobility of sangha women visiting Bank to deposit their money and rotation of roles among group members leading to new learnings. Many groups have started inquiring about investment options, government schemes to take benefit as a group and are exploring possibility of starting some economic activity. As in Targhadi Sangha of Rajkot district some have decided to go for service business like renting 'madap' 'utensils' etc. to avoid marketing problems.

Three groups in Rajkot and two groups in Sabarkantha lend money to women on credit at a much lower interest rates compared to local money-lenders. This year number of village-level savings camps were organised in Rajkot to share objectives, need and rules of savings. The district also participated in DRDA organised talkback programmes on savings and credit and DWACRA in October getting more information on these schemes. Three groups in kotda Sanganl taluka of Rajkot district have been registered with DRDA as a savings and credit groups. One Sangha in Sabarkantha independently approached DRDA for the similar type of registration.

There have been experiences of Sanghas acting on their own, Sanghas linking them up with local voluntary agencies or agencies approaching such active groups in the villages. The linkage is not without problems. In Timbi village of vaghodia taluka in Baroda district, the agency BIAF prepared the

group to take loan from DRDA for grinding mill. The group without much of a planning bought the machine which requires higher voltage of electricity. The money for further expenses is also a problem as much of it has been spent on the machine itself. The agency has left and now the group is asking for help from the district unit of MSG. While in case of Haripura Sangha of Baroda district the story is different. The Sangha wrote about their experiences, "We have taken Ambar Charkha training through DWACRA. We got 15,200/- rupees. It is already twelve months. Because we are not withdrawing the money, we are not getting the Charkha. Ten of us visited TDO office at Naswadi and met Gramsevak. He advised us to take second training otherwise money will go back. We decided to change our secretary. We took date from the Gramsewak. We had taken Sarpanch and Sahyogini with us. The Gramsewak is coming on 24/8/94."

The experience was repeated in case of another village Devalla. After initiating file-making activity the agency withdrew. Machine for file-making was brought by the group. The group approached MS Baroda and the district unit linked them up with Shramik Vikas Sanstha another agency for file-making trainings. Women have learnt the skills of making files and now are exploring the marketing options. It is a different story in Chikhla village of Sabarkantha district. With the help of Narotam Lalbhai Rural Development Fund the group has installed Ambar Charkha and is coordinating directly with them for the raw materials. In Sabarkantha district some Sanghas have initiated Dhan-goras where grains are collectively preserved and in need can be borrowed on defined conditions. "Kothar" is made for the preservation and responsibilities are decided in the group.

Lunandra village of Baroda district this year learnt many lessons. As they already have a land through MS, local agency SEWA approached them for nursery activities. The group wanted to go for plantation. SEWA made a group of 15 women making one of them "pramukh". This created tensions among otherwise larger group of Sangha women. The processes continued adding seven more women and funds from DWACRA. Now after lot of arguments and discussions with the agency women have planted samplings

and grass on their land. They intend to auction the grass as it is difficult to protect it from stealing.

Such adventures in economic field teach women new lessons and knowing catalytic nature of MSG now they know what to expect from MSG.

KNOWING SELF : GIRLS

At MSG there have been experiences of young girls becoming part of Sangha activities as literacy volunteers, supporters to help in writing applications or minutes of Sangha meetings, coming to Sangha meeting out of curiosity or to know new things and being associated because of their mothers. In the past adolescent girls camps were done based on their demands to know their body.

Sabarkantha district continued with another yuvati shibir in October. 40 girls from five villages attended the camp. Rajkot district unit also faced strong demand of yuvati shibir in their Morbi and Maliya talukas. In Baroda last year Training of Trainers was organised with CHETNA, voluntary agency working on women and health. 29 girls trained by those trainers were from vaghodia taluka. They went back to villages and shared their learnings with their friends fastening pace of CHANGE. As it was difficult to meet with the increasing demands for yuvati shibirs, yuvati meetings were organised every quarter. 215 girls from Sankheda, Chhota Udaipur and Naswadi talukas of Baroda district participated in such yuvati meetings where issues of gender discrimination and fertility awareness were shared.

Interactions with MS has changed the lives of young girls. They are reaching to a better understanding about themselves, getting exposed to new set of information and curious to explore new areas of knowledge. Many are keen to be part of MSG as Sahyoginis. Many girls are now asserting themselves and raising questions about exploitative attitude of the community towards them. In some cases they have succeeded in convincing their parents for delayed marriage. In one case, girls as a group approached parents of their friend and could stop them from marrying her off in a very young age. The years to come will see new world made by these girls.

ACCESSING RIGHTS : INDEPENDENT ACTIONS

It has been observed that when MS start the process of Sangha formation the issues voiced by women are mainly related to getting services. They either discuss the immediate needs of water, approach road to village, transportation facilities, health services, issues related to ration card and public distribution system or would like to know about government schemes. The sahyogini discusses the role of government, our rights to access their services and our duty to approach respective authority to avail of our rights. Though the process often begins with practical and community related issues, women are encouraged to take action on their own.

Initially to come out of the age-old conditionings stating womens' place in four walls of 'ghumta'-is a struggle. Women also want the Sahyogini to act on their behalf. Sahyogini patiently taking the process forward emphasis on facilitative nature of MSP and suggest to accompany them as a supporter. Women as a group start approaching government officials with each others support. Speaking to a unknown man, sitting on a chair in a government office, travelling out of the village to a taluka place are little victories won after lot of personal and collective struggle. Many a times there awaits a disappointment when things do not work the way women want them to happen. They wait and wait and visit again and again, now without sahyogini. The government officials and local leaders who were shocked by the demands and even presence of women in front of them now know and register their presence. Many villages of MSG has witnessed these processes either for getting hand-pump, repairing the one dysfunctional in the village, to sanction approach road, regularise health services, getting bus transport, knowing and following up social welfare schemes, sanctioning ration shop or complaining about the existing one, inquiries about JRY wage rates and so on.

The processes behind women taking independent actions, for getting services are not visible, but the outcomes are. Here are some of the illustrative quotations from the letters of Sangha women sent to the State office in reply of State news letter 'Apani Vat' published in 1994-95.

- * Akadipura Sangha of Baroda District :

"We meet twice a month. We talk on different subjects. We want to start ICDS centre in our village. We have taken signatures of men and women from our village. We have given the application to taluka office".

- * Itava Sangha of Sabarkantha District :

"We came out of darkness to light, learnt to read and write, do savings with Bank, started going to offices. We used to move with fear. Now fear has disappeared. We do meetings. We had gone to Khedbrahma (Taluka Office) for hand-pump. We also visited State Transport Manager. We will get hand-pump and bus services to our village".

- * Ruvach Sangha of Sabarkantha District :

"We advice other women to select middle age woman as Sakhi. The wages in our village was Rs.15. We learnt about Government rates and fought collectively. Now we earn Rs.20. The owner of a ration shop was irregular in giving ration. We went together and threaten him to go to a taluka office. Now we are getting the ration regularly."

- * Nyara Sangha of Rajkot District :

"We applied for water to collector. We got the reply that government people will come to fix the pipe-line. We have given application for Mahila Kutir land. We have received the material and are going for literacy classes. 42 of us have opened savings account with the Bank. We have saved 5040 rupees. Earlier we had not visited any public place or government-run schools. Because of our sangha we are going to many places without hesitation".

Many Sanghas in Khedbrahma taluka of Sabarkantha district got their wells deepened with the help of Adi Jati Project. In Dhanapura village women succeeded in getting electricity after 15 years. Such victories have stories of patience and struggles behind their back.

STRUGGLING ALONE : LEGAL ISSUES

The issue of struggling to take one's status back as an individual, as a group

or as a programme is long tiring process. Woman being beaten up by the husband, the child being snatched by the in-laws, the property being taken away from the widow, wife being thrown out of the house rejected of her existence, woman being harassed for not giving birth to a male child are some of the many battles in the fields. Not all of them want to approach court or police. Some approach the Sahyogini for help. Sahyogini brings the matter to district unit.

The solutions are not ready made neither the strategies. MSG always tried to be facilitator and not taking the cases as individual ones. But Sahyoginis often have to closely work with such individual cases and try to build up Sangha support because of her personalised nature of involvement with Sangha women. There have been examples of Sangha women finding their ways and means to compromise, or solve the matter by mutual discussions, pressure tactics or building up community opinion on the issue.

In Vaghodia taluka of Baroda district looking at the number of legal cases on divorce, maintenance, 'stridhan' etc. Sangha women formed a legal committee. 10 women from villages of vaghodia taluka voluntarily come to taluka place every monday. They spend for their transportation. Women from MSG villages started approaching them for solutions in the problems mainly social than legal. The committee women succeeded in compromising the matters without spending money on lengthy legal procedures. The successes spread the news of these committee and people from surrounding villages started coming to the committee for their cases. On the occasion of 8th March celebrations, Sangha women from the taluka have given proposal for taluka-level office, as the committee is facing lot of problem with reference to place. Presently they sit in the taluka office Varndah or under the tree where parties are heard and solutions are reached to. The committee women will be further strengthened and this effort to humanise legal matters is being supported by MSG. As the parties are called by writing post-cards the committee is in need of address of their own. Possibility of registering it as an independent body is explored. Looking at it as a grassroot level organisation born out of a government sponsored programme

gives it a new dimension. In Sakheda taluka of Baroda district individual cases were referred to family counselling centre by the Sangha women.

In Rajkot number of individual cases were resolved with the active participation of Sahyogini and support of Sakhis and Sangha women. Sabarkantha DIU being a member at Mahila Surksha Samiti supports individual cases using the linkage. The meeting held every month helps MS Sabarkantha to put forward feminist view-points sensitising other members of the committee. In April Legal awareness Shibir done by the Samiti was attended by many Sangha women. Legal aid workshop in April was another attempt to share information on legal issues. The workshop provided interaction forum to Sahyoginis working across districts. Lawyers, counsellors, judge and government official talked about wide area of legal provisions. It helped many women to clarify their personal matters of divorce, maintenance, property, stridhan etc. Information on Panchayati raj was also shared, in this workshop.

Legal battle by woman mean approaching structures of police and judiciary having littel sensitivity to women. When the struggle is more in isolation, moral support of 'you are right and we are with you' and correct information also means a great deal to woman who is struggling alone. MSG facilitates by informing and supporting.

DEALT WITH CARE : HEALTH

Women's health is more of a neglected area within the family and otherwise. Women themselves are also careless about their health problems may be because of others attitudes towards them. MSG in the process of addressing demands made by Sangha women have mainly worked in four areas. Linkages with PHCs, Camps for adolescent girls, upgrading skills of village mid-wives and health awareness camps in the villages highlight MSG interventions in the issue of health. TOT for health trainers and for dai trainings were taken up with the help of NGOs like CHETNA and Sewa rural.

This year the processes diversified in the new direction. In January Khedbrahma taluka of Sabarkantha, women's health diagnosis camp was

organised in collaboration with local NGO Arpan. 350 women attended this camp which was followed up later on. Many women in Bhiloda are discussing health issues. Interestingly when women were asked about what they will do with savings money, they replied that it can be used in the times of illness. Women now have become more conscious about the health status of their children also. PHC linkages continued in all the three district even for the child care centres.

In October two RPs visited Hyderabad for national health meeting. Issues and directions in the area of health emerged out of state presentations helped MSG members to view the issue in a broader perspective. Areas and content of surveying present status was also discussed in detail. This forum while sharing MSG experiences to outsiders also provided lot of information about health activities in other MS States.

ARENA OF PROCESSES

Not all the processes have visible outcome. Many processes take time. Educational content of processes at MSG make the processes as outcomes. This year MSG continued with thousands of processes which are to be understood to understand the journey towards empowerment.

Sakhi rotation model has been debated at MSG as many Sanghas are demanding trainings to their whole group instead of few women as Sakhis. This demand of Sanghas has to be viewed in the light of experiences of Sakhi model. It is also to be examined keeping the comparatively negligible infrastructure of MSG. The step towards this direction was taken by Rajkot district unit organising Sangha model workshop in June. The workshop was attended by representatives of other two districts also. Administrative and programatic possibilities of training Sangha was examined in detail. Some of the conclusions of the workshop were questioned by other MSG team members who could not attend the workshop. The debate continues as the year end.

Trainings at MSG underwent numerous processes this year. Processes of personal reflection and understanding oneself by overcoming personal biases, class-caste prejudices, fears and inhibitions at the training programmes are individual triumphs, ultimately strengthening collective processes. Trainings in a broader perspective include meetings, celebrations, workshops, reviews, study-tours, participations in outside programmes and interactions with individuals within and outside MS. This year after a long time MSG organised state level training for all DIU functionaries. Besides this training, women from MSG continued to participate in outside training programmes.

Two resource persons from Baroda and Sabarkantha districts attended orientation training programme of Uttar Pradesh MS in August 1994. Ahmedabad based agency International Centre for Entrepreneurship and Career Development organised series of Gender Sensitisation workshops sponsored by Royal Netherlands Embassy. First of the series of workshops in September 1994 was attended by three MSG members followed by two members from Baroda attending the second one in December. Possibility of organising such workshops, exclusively for MSG, in Gujarati language is being explored. In November three Sahyoginis from MSG participated in Sahyogini Samelan of Bihar. In December one consultant, one Sahyogini and two Sangha women visited child care and health institutions at Pune. On 19 January 1995, Mr. V.V. Giri National Education Secretary met Rajkot District team to know about their activities. In February two Sahyoginis from Rajkot attended Panchayati Raj workshop organised by Yuvak Vikas Trust, agency in Ahmedabad. One Sahyogini represented MSG at a workshop analysing women's movement in Gujarat organised by Baroda-based, womens' group Sahiyar celebrating ten years of its existence. Number of such participations continued even upto Sangha level providing women with new information, new experiences and new learnings. This year MSG also became some what more extrovert in its networking with outsiders. DRG meetings, meeting with well-wishers of the programme, linkages with government officials were conscious efforts in the direction.

Another important process with reference to DTT was their independent functioning as trainers. Excluding few cases all the village level orientation and reflection trainings were done by DTT members on their own. In few cases district unit members conducted the training in absence of DTT member. With their experience to take training programmes for Sakhis, DTTs are now confident of their capabilities. This September, DTTs completed their one year of operation. The experiences were reviewed and there were few alternations in number of DTT members. DTTs also demanded fresh training inputs and intend to strengthen themselves as trainers. Reflection forum for DTT members was created in November by conducting three days meeting. It helped in evolving uniform systems and understandings, while learning from others experiences. The forum is planned to be continued in coming months. Training programme for DIU and DTT members is planned by the State training consultant.

Sakhis from Jasvantpura Sangha of Sabarkantha district reflecting their experiences about training said, "Beecause we came to know why we poor people are left behind, we are not scared of taking steps forward. In the begining we did not even know how to go out of house. Now when our husbands did not allow, we did two-three meetings. We are holding our courage that even if he kills us we must go to attend our meetings. There are 60 women in our Sangha". Vajuben and Savita from Sabarkantha wrote in their letter, "We had gone to a training. We sat in a circle. To know each others names we threw ball and introduced ourselves. Many truthes were discussed there. Two Sakhis from our village who did not attend the training were fired by our Sangha women". Though one can not expect over night changes, trainings are definately making lot of difference.

MS in Banaskantha is at a slow but steady pace. The Sahyoginis doing rapport building processes were identified as Family Planning Worker, missionary, health worker, woman giving Embroidary work, nurse or water supply department woman as Netherlands sponsored water and sanitation programme is going on in many MS villages. There were doubts of Sahyoginis sincerity as women thought such visitors to come and go. Now

slowly and gradually the environment of faith is being built and Sahyoginis are known as Mahila Mandal woman who comes and talk. The relationship has grown. As experienced in other MS districts women are inquiring about Road, Bus Services, Water problems, health, literacy etc. They are sharing their personal problems also.

MS processes at Banaskantha got reflected in some of the happenings in the villages. Possibility of these happenings due to MS interventions can not be denied.

* In Amirpura village of Radhanpur block women raised the issue of lower wages to women compared to men. They planned to fight against this inequality themselves. As a beginning of the struggle, they stopped the work for three days. The wages were immediately raised from Rs.25 to Rs.30.

* In Gokulpura village after Sahyogini started visiting the village, they got water facilities. The women believe that they got water because of Sahyoginis and are now keen to join MS activities.

* In many villages Sahyoginis have started questioning caste issue because on many women's objections to Sahyoginis visiting lower caste houses. Sahyoginis are primarily working with lower caste women e.g. Darbar, Thakore, Raval etc.

* In one village, the nurse is taking money for giving medicines and in another village she wants family planning operation case before talking of health care. Local women inquired about role of nurse from the Sahyogini visiting the village. Women decided to pressurise the nurse for such false practices.

* In Valpur village of Kankrej block women refused to go for election identity - card photographs raising issue of non-availability of water in the village. There were banners of 'No Water, No Photograph'. Water arrived in the repaired pipes after two days. Women believe that the people who came to take photographs got them water. The Sahyogini is trying to convince them about importance of collective strength.

Though there are many NGOs working in the area, MS has its exclusive space - a forum where women share, care and learn together. As it had been in other districts in the initial stages, at present women in Banaskantha are demanding economic activities, health services or transport facilities from Sahyoginis. It is going to take time but the process has began at the 8th March celebration where one village women commented on the stage, "It is in my life of forty years that no one gave me so much of importance. I am being heard. This is for the first time in my life that I am speaking in front of so many women and that too on the microphone". Sahyoginis at Banaskantha are learning to be together in absence of DIU staff. They are also stepping out of their individual fears and are working as a group. They learnt about programmes in other districts when they attended 8th March celebrations at Rajkot and Baroda.

The group feeling among MSG women became visible at two painful accidents. In June Kashiben first Sakhi of Medhia Sangha in Naswadi block of Baroda district died in an accident. Her body could be identified because of a post-card she was carrying elaborating her sangha's action to get the boring repaired. She was to post that letter. When the condolence message was written in the new letter many sanghas responded immediately expressing their feelings for the woman who was otherwise unknown to them. In another such incidence Sakhis of Morbi and Maliya talukas of Rajkot district met with an accident. They were coming for their orientation training. One of the injured woman died later one. The district team worked day and night supporting the women mentally as well as financially. Though such an event could have created adverse reactions in the villages, injured Sakhis stood by MSG. After constant efforts of Sangha women, Sahyogini and DIU members new Sakhis who were to come for the trainings could be convinced. Women from other districts also wrote letters to share pains of the family members of dead Sakhi.

Panchayati Raj is another area where many processes are taking momentum. As a first step information of 33 percent reservation seats in Panchayati Raj institutions for women has been shared. It has been done

through news letters, calling government officials at the Sangha-Sakhi and Sahyogini meetings, disseminating reading materials among Sahyogini and interacting with individuals and groups outside the programme. State Legal aid workshop of April also included a session on Panchayati Raj by the retired Government Officer. Lot of enthusiasm has been generated as many women are planning to contest elections. Women are executing their strategies also. In Chikhla village of Sabarkantha district women pressurised the milk co-operative Chairman to include three women in the committee on the ground that now they may become Sarpanch or taiuka Pramukh. They are all set for the coming Panchayati elections. Majethi Sangha in Rajkot district intend to wave Samakhya flag in Panchayati elections and claim that they have the support of women from surrounding villages. Women from Andharia Sangha wrote in their letter, "Many women are participating in Panchayati raj. Two of our Sangha women are contesting elections. We are all going to support them to win. We are confident of bringing women's rule in Panchayat. If we will have woman our work will be done quickly. We will not face men giving excuses of 'Sir has gone out for ten days. Come later' and not doing our work."

This year MSG state office sent Diwali greeting cards directly to all the women in the villages. The card carried the message "We learnt new things, In the new year we will learn new things. Greetings for the new year from Mahila Samakhya Family". This generated lot of enthusiasm and feeling of togetherness. Many women responded even by writing what they learnt in the last year.

KEEPING TRACK

Processes do not follow a straight road. They are spiral with ups and downs, successes and failures, learnings and experiences. They are not always visible and neither are easy to be written in words. It is all the more difficult to write and report processes being part of the process as a participant.

"I love going to village and talking to women but when it comes to write the report I hate it".

"When I sit to write my monthly dairy I do not understand what to write and how to write what I did in villages".

"There are so many things that we talk, begining from their cattle's health to aeroplan and employment schemes of government. What should I write in my report?"

"So many things happen simultaneously that it is difficult to keep record of what is happening where. Many things happen even without the knowledge of Sahyogini. How to keep track of all these?"

Sahyoginis and district unit members usually react to the need to document field-level processes. Many a times incidences which are to be considered crucial in the process of empowerment never found their place in progress reports or monthly diaries. Things which may be crucial from documentation point of view would be casual and usual event for those in the fields. Village women taking independent actions, approaching and influencing the structures, using their strategies, finding ways and even directing the programme personnel for future course of action is missed out when it comes to reporting.

MSG constantly try to modify some of its defined formats of reporting Sahyogini and district unit personnel reports; district quaterly reports, special events reports, training and visit reports. Attempt is made to record as much of information in written words as possible when it comes to factual information. Sanghas also maintain their meeting registers to note their proceedings.

Expressions, feelings and events have found their place in News letters. MSG has a state-level news-letter titled "Apani Vat" (Our chat) which is regularly published every quarter. In March 1995 issue of the news letter, postal survey has been published to examine the impact of three years of initiation of publication since April 1992. Each of the March issue carry set of five questions and a post-card marked with the state office address to be replied back by Sangha women and readers of newsletter.

This year Sabarkantha district continued with its news letter "Saheli ne Sathware" (In the company of a girl-friend). The format of one page newspaper size was modified with a new colourful look in composed lettering in A4 size paper. The issue of September 1994 carried messages on child care, health and literacy besides sharing news-items and a song made by Idar taluka Sangha women.

Baroda district had organised the competition to find a name for their newsletter long back. The name "Nari Man Vat" (Stories of woman's heart) was finalised but the publication never took place. This year the district published their first issue in the same name in October, 1994. Song, cross-word, Stories, riddles and news items from news-papers made the news-letter informative yet entertaining. On 20 March 1995 district had sent a letter to all the Sanghas congratulating them for the 8th March celebrations and motivating them to think and write about learnings through these celebrations.

International Conference this year lead to lot of varied material on MSG programme. Four-colour brochure was published containing information on MSP and activities of MSG. A poster was made having text and a photograph. The text supered on a photograph of a woman looking out of a stoned window read "There were shadows and there is light. MSG is the window to the world for women. The boundaries and burdens of life have gained new meanings for women. Critical questioning has led to new insights and new found confidence". Based on the reports of PD exercises and past documentations, a case-study of MSG was written in February 1995. It covered the history of MSP in Gujarat, highlighted special features and areas of concerns for MSG and gave three profiles of empowerment. The document was shared with the international delegates visiting the state. As a part of the conference photo exhibition was to be constructed. MSG hired a consultant who visited three districts to photograph activities, gatherings and woman with MSG. Texts were also written to accompany these photographs expressing process and feelings captured in the stillness of the frame.

Like in the previous years this year 8th March celebrations in three districts were documented in moving images. Videos were made and were even screened in the villages. The event in Banaskantha was photographed in still images. In April 1994 the literacy documentary of Baroda district "Saksharta ni Sangathe" (In the company of literacy) was subtitled in English as "Learnings through literacy" highlighting role of MS Baroda in TLC. The documentary too was screened in the villages with 8th March celebration cassette and Panchayati Raj video films made by other agencies.

PD exercises generated lot of materials on Sangha level processes, understanding about MSP on different levels, individual feelings about MSP, history of MSP in the district, case-studies of individuals and groups and so on and so forth. The compilations and publications are yet to be done. The Sangha PD exercises created demand for similar exercise in many other sanghas. In a way PD was a collective reflection of what went into the programme from Sangha to State. Undoubtedly the year marked its place making women in the programme more conscious of MS which has become way of life through PD exercises. PD also helped in evolving new methods and systems tracing footsteps towards empowerment.

Monitoring and evaluation mechanisms help the programme to keep track of processes going on in the fields. Sahyogini and Sakhi monthly meetings help touching the pulse of field level activities. There are issue based committees at the district level to monitor the activities. The news letters provide two-way communication channels. The district unit members visiting fields remain informed of the developments in the fields. Sangha registers, letters, Sanghas approaching DIU for help provide direct contact with women. In April 1994 EC took a decision to form a sub-committee on Actionable points of Evaluation Report 1993. The first meeting of the sub-committee took place on 18th June. Subsequent meeting was delayed due to change of Director and International Conference preparations.

TOMORROW

With all these outcomes and processes the year came to an end but the new one has already began. MSG plans to take processes into definite areas of training, documentation, net-working and issue-based interventions like Panchayati Raj. District units intend to concentrate more on one or two issues instead of operating on a scale with little of a visible impact. Trainings are going on and will be made more of a systematic effort by strengthening district training teams and individuals in the programme. Process documentation activities will be continued and systems will be evolved to document processes in more innovative way. Libraries are going to be more organised and women becoming empowered with information through study-circles to inculcate reading culture and develop analysis-cum-presentation skills. MSG is also thinking of Mahila Shikshan Kendra with lot of background work done in the districts on literacy. The programme intends to be more extrovert by contacting individuals and organisations to develop support networks.

Many things are planned, many are anticipated, many will become visible with the passage of time. Only time will tell weather the journey towards empowerment has gone steps forward. By looking back the time shouts that MSG today is more mature and deep rooted than yesterday. The processes will lead and show the path. The participants will increase and the journey will continue towards new learnings, new experiences and new avenues.

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CALENDAR OF EVENTS FOR THE YEAR 1994-95**STATE EVENTS**

Date	Event	Place
1994		
April		
9-10	Legal Aid Workshop for Sahyoginis and DIU teams	Koba, Gandhinagar
15	All DPC Meeting	SPD Office
18	Tenth Executive Committee Meeting	SPD Office
25-28	First State-Level PD core team workshop	Dhabadungri, Baroda
June		
8-9	Meeting of well-wishers to the programme called by National Training Consultant Abha Bhaiya	SPIESR, Ahmedabad
18	First Meeting of Evaluation Sub-Committee members	SPD Office
22	Publication of Nineth issue of State News Letter, 'Apani-Vat'	
July		
16-18	All DIU meeting	Rajkot
23-24	Meeting with National Training Consultant Abha Bhaiya for MSG training	Baroda
August		
11	All DIU meeting for finalising training Budget	SPD Office
16-19	Second Phase State-Level PD core-team workshop	SPIESR, Ahmedabad
25-26	All DIU meeting	Sabarkantha
24	SPD Mrs.Usha Patel Transferred	
21-2 Sept.	Two RPs from Sabarkantha and Baroda attended Gender Training organised by MS Uttar Pradesh	Rishikesh
September		
19-22	Three representatives attended Gender sensitisation workshop organised by ICECD	Bopal, Ahmedabad
23	Publication of Tenth issue of State News-letter, 'Apani-Vat'.	

<u>October</u>		
4-5	National Health meeting hosted by MS Andhra Pradesh was attended by State and District Resource Persons - Mira and Bela on behalf of MSG	Hyderabad
11-12	All DIU meeting	Baroda
18	New SPD Ms.Anita Karwal to hold additional charge	
21	Meeting with New SPD by all DIU functionaries	SPD Office
<u>November</u>		
15-17	All DTTs and DIU representative meeting	Kayavarohan Baroda
<u>December</u>		
1	Meeting of All DIU functionaries with State training consultant for training needs Assessment	Baroda
8	Ms.Riet Turksama From Netherlands Embassy visited the state office	SPD Office
8-9	Meeting of All DIU functionaries with SPD on 8th and with National training consultants Ms.Abha and Ms.Kalyani on 9th for International Conference	SPD Office
12	Financial Training for All DIU functionaries	SPD Office
29	All DIU meeting for EC preparations	Shreyas, Ahmedabad
30	Eleventh Executive Committee Meeting	SPD Office
31	Meeting of All DIU with State training consultant	Shreyas, Ahmedabad
1995		
<u>January</u>		
4	MSG hosted the first steering committee meeting for the International Conference	Hotel Holgan Ahmedabad
5	All DIU representatives meeting for Annual Budget 1995-96 and International Conference	SPD Office
6	Publication of Eleventh issue of State News-letter 'Apani Vat'	
16-17	Primary Scrutiny procedures held for recruitment of New functionaries.	SPD Office
19	Mr.V.V.Giri, National Education Secretary visited Rajkot and meeting with Sahyoginis and DIU staff was attended by SPD and State RP to brief him about developments in the programme	Circuit House Rajkot
<u>February</u>		
Jan.30-2	First orientation training of All DIU functionaries on 'Women and Development'	ITPI, Ahmedabad
3-4	All DIU International Conference preparation meeting	ITPI, Ahmedabad

16-17	National Resource Group meeting on 16th and Steering Committee for International Conference meeting on 17th attended by State RP as SPD representative	National Office New Delhi
24	All DIU meeting for International Conference	SPD Office
<u>March</u> 7	Publication of Twelfth issue of State News-letter 'Apani Vat'.	
22-31	International Conference on Women's Empowerment and Education attended by SPD, state RP, Baroda DPC, Rajkot I/C DPC and Sabarkantha DPC attending Second phase of the workshop	New Delhi
26-27	Two Delegations paid field-visits as a part of International Conference	Baroda Sabarkantha
28	Joint meeting of 7 Delegates, DIU functionaries Sahyogini representatives, representatives from CHETNA and SEWA and district government officials from Sabarkantha and Banaskantha was chaired by NRG member Mrs. Amita Verma and SPD Ms. Anita Karwal as a part of International Conference.	Hotel Rock Regency Ahmedabad

EVENTS AT THE DISTRICT UNITS
BARODA DISTRICT

1994 <u>April</u> 4-7	44 Sakhis of Sankheda and Dabhoi come together for their first reflection training	Moti Koral
13-19	11 Sakhis of Padra for their Orientation Training	Moti Koral
15	55 Gulabpura Sangha Women and 20 children for a study tour and a picnic	Pore, Moti Koral, Kayavaron, Nareshwar,
<u>May</u> 5-7	Sahyogini Monthly meeting	Dhaba Dungri
16	News-letter committee meeting	DIU
16-20	58 Sakhis of Chotta Udaipur came for their reflection	Khatiyavat Chotta Udaipur
30	District Resource Group Meeting	Collector Office Baroda
<u>June</u> 7-8	Sahyoginis Monthly meeting	Jivan Darshan
20-24	55 Sakhis of Vaghodia came for their first reflection training	Jivan Darshan Baroda

27-30	First phase PD workshop with all Sahyoginis and DIU staff	Jivan Darshan Baroda
<u>July</u>		
1	Sahyogini Monthly meeting	Jivan Darshan
22-23	Meeting with National training consultant, DIU Staff, State RP and other individuals for MSG training and Networking.	University Guest House, Baroda
25-29	30 Sakhis of Padra came together for their first reflection	Jivan Darshan Baroda
28-29	Orientation training for Newly recruited Eleven Sahyoginis	Jivan Darshan Baroda
<u>August</u>		
2-4	Sahyogini Monthly Meeting	Kayavarohan
11-12	New Sahyogini Monthly Meeting	DIU
24	District Consultant Sadgi & Sahyogini attended Post-Literacy Key persons training	Jilla Panchayat Baroda
28-2	District RP Mamta attended Gender training of MS Uttar Pradesh	Rishikesh
<u>September</u>		
5-6	New Sahyogini Monthly Meeting	Kayavarohan Dabhoi
5-7	45 Women from six Sanghas sat together to discuss child care centre issues	Kavarohan Dabhoi
19-22	ICECD organised gender sensitisation training attended by District Consultant Sadgi along with State & Rajkot RP	Bopal, Ahmedabad
23	3 DIU functionaries attended workshop on empowering women	WHDRC Baroda
26-27	Old Sahyogini Monthly Meeting	Kayavarohan
<u>October</u>		
4-5	District RP Bela attended National Hedalth meeting along with State RP	Hyderabad
8-9	Impact of Technology and medicines on women- Seminar was attended by district RP and consultant	Express Hotel Baroda
10	Publication of first issue of the district news-letter 'Nari Man Vat'	
14-15	Old Sahyogini monthly meeting	Jivan darshan
23	New Sahyogini Monthly Meeting	DIU
24-27	Follow-up training for new Sahyoginis	Jivan Darshan

26-27	Linking up meeting with old and new Sahyoginis	Jivan Darshan
November		
8-10	Second phase PD History workshop with old Sahyoginis and DIU staff	Dhaba Dungri Halol
11	Old Sahyogini monthly meeting	Dabha Dungri
14	Meeting with Rajlaxmi Sriram - child care consultant for ACCESS sponsored CC documentation and Ms.Amita Verma by DIU functionaries	DIU
15-17	DIU hosted all DTT meeting	Kayavarohan
16-21	Four Bal-Sakhis attended child care and Health training organised by CHETNA	Gota, Ahmedabad
23-24	Meeting with trainers of Yuvati Shibir, Meeting with SPD attended by Ms.Sriram, Nimisha Desai and Sahyoginis	Jivan Darshan Baroda
28-29	ACCESS organised CC documentation workshop was attended by district consultant Smita	New Delhi
December		
5-8	ICECD organised Gender Sensitisation workshop was attended by District RP Bela and consultant Smita	Bopal Ahmedabad
14-15	Two Sangha women and a Sahyogini attended a Savings and Bank loan workshop	Jivan Darshan Baroda
20-23	Old Sahyogini monthly meeting	Jivan Darshan Baroda
1995		
January		
4-5	Sangha women visited Sabarkantha for Mahila Kutir Study tour	Moti Panduli Sabarkantha
4-6	Sangha women visited Rajkot for Mahila Kutir study tour	Targhadi, Rajkot
12-13	Old Sahyogini monthly meeting	Jivan Darshan
16-21	54 Sakhis of Chotta Udaipur came together for their orientation training	Kayavarohan Dabhoi
21	Meeting with ACCESS CC documentation consultant	DIU
23-24	New Sahyogini Monthly Meeting	Jivan Darshan
24-26	Sakhis from Vaghodia came together for their second reflection training	Kayavarohan
February		
7-10	60 Balsakhis and Sangha women from 14 villages gathered for their reflection training	Dhaba Dungri

13-14	All Sahyogini monthly meeting	Jivan Darshan
<u>March</u>		
4	2000 Women attended 8th March celebrations at Sarvajnic High School	Vaghodia
5	3000 women at P.P.Shroff High School gathered for 8th March Celebrations	Padra
7	Dhaboi cluster celebration took place at chatral attended by 1000 women	Dhaboi
8	3000 Women gathered at Tankhala village for Naswadi cluster celebrations	Naswadi
10	2000 women at D.B.Parekh High School celebrated 8th March for Sankheda cluster	Sankheda
15	4000 women gathered at Natwarsinh College to celebrate 8th March at Chotta Udaipur cluster. All Other districts attended this programme	Chotta-Udaipur
26-27	Three International Delegates from Palestine, Nigeria and Kenya visited fields as a part of International Conference	Gulabpura & Fatehpura, Mankodia & Naswadi

RAJKOT DISTRICT

1994

April

2	8th March 1994 celebrations at Chhapra village was attended by 600 women	Chhapra, Lodhika
5	1200 women gathered for 8th March celebrations at the taluka place	Jamkandorana
21	1000 women gathered for the celebrations at Fulzar village	Fulzar, Jasdan
23	1200 women gathered for the celebrations at Sarvad village	Sarvad, Maliya

May

2-3	Sahyogini Monthly Meeting	DIU
9	20 women attended the village-level savings camp	Mota Mandva Kotda Sangani
24-27	14 Balsakhis gathered for their reflection training	Bhid Bhanjan Jetpur
6-7	Sahyogini Monthly Meeting	DIU

June

18-19	Reflection for 25 literacy volunteers and meeting with Neo-literate women	Bhid Banjan Jetpur
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22-25	Sangha model workshop organised by DIU was attended by representatives from other districts	Vimal Saurabh Rajkot
27-30	19 Sakhis of 10 talukas gathered for their reflection training	Bhimora
30-1	District Consultant attended literacy experts training	Jilla Panchayat Rajkot
<u>July</u>		
12-14	First phase district PD workshop attended by all sahyoginis and DIU staff	Prenadham Junagadh
15-16	Rajkot DIU hosted all DIU meting	Putliba, Rajkot
<u>August</u>		
5	Sahyogini Molnthly Meeting	DIU
<u>September</u>		
1-4	43 Sakhis gathered for their reflection training	Luhana Vadi
8	Neo-literate sangha women and literacy volunteers gathered to celebrate world literacy day organised in collaboration with District Literacy Committee	Putliba Rajkot
12-14	Second phase District PD History Workshop attended by Rajkot District team	Kailash Baugh Gondal
20-21	MS Rajkot hosted preparatory meeting on women and Education for Beijing Conference attended by representatives of NGOs	Meghani Rang-Bhavan, Rajkot
<u>October</u>		
2	All India Radio, Rajkopt broadcasted a programme on TLC in MS Rajkot at night 8 to 8.15 PM	
17-19	Satellite Talkback experiment on Savings and loan for DWACRA women was attended by Sahyoginis	DRDA Rajkot
19	Doordarshan Rajkot telecasted a programme on Activities of MS Rajkot	
28	Sahyogini Monthly Meeting	DIU
<u>November</u>		
16-21	Sahyogini attended health and child care training organised by CHETNA	Gota, Ahmedabad
28-30	Jasdan and Rajkot Sakhis got together for their reflection training	Ekiavya Vadi Rajkot
<u>December</u>		
3	Twenty Sakhis from Morbi and Maliya coming for their orientation training met with an accident and were to be hospitalised	Ranuja Chotila

1995		
<u>January</u>		
2-3	Sahyogini Monthly Meeting	DIU
12-13	Meeting of Sahyoginis with SPD	DIU
28-29	Photographs were taken for photo-exhibition of International Conference	Targhadi Pal, Dholra, Rabarika Navi Khokhri, Paddhra, Chapra
<u>February</u>		
1-2	Three Sahyoginis attended workshop on Panchayati Raj organised by Yuvak Vikas Trust	Ahmedabad
6-7	Sahyogini Monthly Meeting	Guest House Virpur
15-16	Child care committee members and Balsakhis gathered for their reflection training	Guest House Virpur
15-16	Sakhis of Morbi and Maliya gathered for their reflection training	Shrimali Vadi Morbi
26-28	Women's movement in Gujarat workshop organised by Sahiyar was attended by Sahyogini Bharati	Baroda
<u>March</u>		
8	8th March celebration for eight talukas was attended by 3000 women of 74 villages	Bhimora, Chotila
14	1000 women from four talukas attended 8th March celebrations	Luhana Chatralaya Junagarh

SABARKANTHA DISTRICT

1994		
<u>April</u>		
2	Sahyoginis attended 8th March 1994 celebrations of Rajkot district	Chapra, Rajkot
4	New Sahyogini Monthly Meeting	DIU
5	Old Sahyogini Monthly Meeting	DIU
17	300 Sangha Women attended a Samelan organised by Mahila Suraksha Samiti getting information on health, law and Panchayati Raj	Collector Office Hall
17-23	22 Balsakhis came for orientation training	Sapleshwar Idar
17-23	20 Sakhis got together for orientation training	Sapleshwar
29-31	Two Sakhis and a Sahyogini attended seminar on scientific methods in Agriculture	Krishi Vidyalaya Anand

<u>May</u> 2-7	District RP Varsha attended Adolescence training organised by CHETNA	Gota Ahmedabad
9-10	All Sahyogini Monthly Meeting	DIU
16	Two Sahyoginis visited Mahiti Utthan and Gujarat Vidyapith for savings and literacy	Bhal and Ahmedabad
19	SPD visited child care centre and literacy classes	Panch Mahuda and Bolundra
29-1 June	35 Balsakhis got together for reflection training	Sapteshwar
<u>June</u> 2	600 Sangha women came together for Mahila Surksha Samiti organised Samelan	Sahkar Hall Himatnagar
6-7	Sahyogini Monthly Meeting	DIU
13-17	First phase district PD workshop attended by Sabarkantha district team	Ambaji
22-23	Four Sahyoginis visited savings groups of Utthan-Mahiti	Dholera, Bangarh and Devpura
26-30	36 Literacy volunteers from four talukas gathered for their reflection training	Ambaji
<u>July</u> 5-6	Sahyogini Monthly meeting also attended by Banaskantha district team	DIU
13	DPC & RP met Education Secretary regarding <i>financial crisis in the district</i>	Gandhinagar
13	DPC and RP attended DWACRA meeting for talkback telecast training	Gandhinagar
14-17	76 Sakhis of three talukas gathered in two batches for their reflection training	Ambaji
17-20	68 Sakhis of three talukas gathered in two batches for their reflection training	Ambaji
21-27	74 Sakhis of Meghraj, Bhiloda and Khedbrahma came for their orientation training	Ambaji
25	100 Sangha women from 20 villages gathered for Panchayati Raj Shibir organised by Taluka Panchayat	Takatuka Bhiloda
27-29	40 Sakhis of two talukas gathered for their reflection training	Ambaji

30	25 Sakhis of five villages attended Panchayati Raj Shibir organised by taluka panchayat	Kheroj Khedbrahma
30	30 Sakhis of Six villages attended women awareness camp organised by Alkapuri Mahila Mandal	Parvat Bhiiloda
<u>August</u>		
2-3	News-letter committee meeting	Khedbrahma
4	New Sahyogini Monthly meeting	DIU
6	District Training Team meeting	Nava Bhavnath
8-9	Old Sahyogini monthly meeting	DIU
21-2	District RP Varsha Attended Gender training of MS Uttar Pradesh	Rishikesh
<u>September</u>		
5-6	Sahyogini Monthly Meeting	DIU
<u>October</u>		
5-7	Second Phase PD History Part I workshop	DIU
19-21	Second Phase PD History Part II workshop	DIU
<u>November</u>		
1 & 22	Sahyogini meeting	DIU
8	Planning meeting with CHETNA team members for Yuvati Shibir	DIU
23-27	40 Girls of 5 villages participated in Adolscent Camp	Juna Bhavnath
<u>December</u>		
1-2	Sahyogini monthly meeting	DIU
13-15	DPC attended National Action Research Conference on women and literacy organised by National Institute of Advance studies	Bangalore
19-21	Sahyogini meeting with State training consultant on 19th, with SPD on 20th and for Sangha PD on 21st	DIU
21-30	Sangha PD exercises conducted in ten Sanghas	
1995		
<u>January</u>		
3	Six villages were visited to take Photographs for International Conference	6 Villages
1-7	45 Sakhis of Khedbrahma and Idar came together for orientation training	Khedbrahma
4-5	27 Sangha women from Baroda visited the Mahila Kutir	Bandiya Nu Talav Khedbrahma

9-10	Sahyogini monthly meeting	DIU
11-13	District PD History workshop in a final phase to finalise report	DIU
18-24	70 Sakhis of three talukas gathered in two batches for their orientation training	Ambaji
21-22	Nine villages were visited to take photographs for International Conference	9 Villages
22	Women's health diagnosis camp in Khedbrahma taluka attended by 350 village women	PHC Matoda
23-24	District Training Team meeting to discuss their planning	DIU
February		
7-8	Sahyogini monthly meeting	DIU
12-18	32 Sakhis of two talukas came for their orientation training	Ambaji
13-16	35 Sakhis of two talukas for their Reflection training	Ambaji
18	Mahila Kutir was inaugurated and processes and experiences were shared	Bandiyanu Talav Khedbrahma
28-1 March	Sahyogini meeting for 8th March celebrations	DIU
March		
4	500 women from 14 villages gather for 8th March celebrations	Surpur Idar
6	1000 women from 13 villages came together for the 8th March celebrations	Palla Meghraj
8	2200 women from 55 villages came for women's Day Celebration	Jaswantpura Bhiloda
10	2000 Women from 38 villages attended the 8th March celebrations	Panch Mahuda Khedbrahma
14	32 women from the district visited Junagadh to attend 8th March celebration of Rajkot district	Junagadh
15	36 women visited Chhota Udaipur to participate in Baroda district celebration	Chhota Udaipur, Baroda
26-27	Three International Delegates from Tanzannia, Netherlands and Nepal and a Delhi-based Journalist visited fields as a part of International Conference.	Moti Panduli, Panch-Mahuda and Palla

BANASKANTHA DISTRICT

1994		
<u>April</u>		
7	Meeting of Sahyogini Selection Committee attended by 28 women	Radhanpur
23-25	Orientation Training for newly recruited 9 Sahyoginis	DIU
<u>June</u>		
1	Sahyogini Monthly Meeting	DIU
4	I/C DPC and District RP met with the local voluntary agencies to create linkages	Radhanpur
13	I/C DPC Shakuntala met with district collector and DDO to brief them about the programme	Panchayat & Collector Office, Palanpur
21-23	Sahyogini Meeting and field visits by I/C DPC and RP	DIU
<u>July</u>		
2	Sahyogini Meeting and I/C DPC in the fields	DIU
5-8	Eight Sahyoginis and District RP visited Sabarkantha to familiarise with village-level processes	Sabarkantha
28	Sahyogini Monthly Meeting	DIU
<u>August</u>		
3	Sahyogini Monthly Meeting	DIU
30	District RP Maheshwari Resigned	
30-31	Meeting with Sahyoginis to work out support systems in absence of full-time DIU staff attended by State RP and I/C DPC	DIU
<u>September</u>		
12	Sahyogini Monthly Meeting attended by I/C DPC	DIU
<u>October</u>		
14	Sahyogini Monthly meeting	DIU
<u>November</u>		
29-30	I/C RP visited fields along with Sahyoginis	
<u>December</u>		
1-7	I/C DPC and I/C RP visited the fields and gave direction to sahyoginis about doing 'lok sampark' and conducted sahyogini meeting on 5th.	12 villages
1995		
<u>January</u>		
13	Sahyogini monthly meeting	DIU

February

- | | | |
|----|---|-----|
| 14 | Sahyogini meeting to discuss 8th March celebrations | DIU |
| 28 | Sahyogini meeting to finalise the plans of 8th March celebrations attended by state RP and appointed consultant | DIU |

March

- | | | |
|-----|--|----------------------------------|
| 1-3 | The newly appointed consultant visited the fields and conducted Sahyogini meeting | |
| 8 | Sahyogini visited 8th March celebrations of Rajkot district | Shimora
Rajkot |
| 13 | 8th March celebration was attended by 300 women from 33 villages and Sabarkantha Sahyoginis and Sangha women | Katchch Vagad
Vadi, Radhanpur |
| 15 | 8th Celebrationsof Baroda district were attended by the Sahyoginis | Chhota Udaipur
Baroda |
| 28 | Sahyogini Pravina attended the meeting with foreign delegates | Ahmedabad |

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LIST OF MEMBERS OF GENERAL COUNCIL AS ON 31.03.1995

A. EX-OFFICIO MEMBERS

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

**B. PERSONS FROM NON
GOVERNMENT ORGANISATIONS
AND EDUCATIONAL INSTITUTIONS**

21. Smt. Pratiksha Raval
Gujarat University
Ahmedabad
22. Ms. Lilaben Chandorkar
Baroda

23. Smt. Amrapali Merchant
Sardar Patel University
Vallabha Vidyanagar
24. Ms. Shantaben Nagjibhai Desai
Anath Ashram
Surendranagar
25. Smt. Sushilaben Sheth
Kanta Vikas Gruh
Rajkot.
26. Smt. Jyotsnaben Shah
Vikas Jyot
Baroda.
27. Dr. Kantaben Maru
Bhavnagar
28. Smt. Meera Menon
Ahmedabad

C. NOMINEES OF CENTRAL GOVERNMENT

29. National Project Director
Mahila samakhya
Ministry of Human Resource Development
Department of Education
Government of India
New Delhi
30. Ms. Preet Varma
Under Secretary
31. Representative of I.F.D.
32. Prof. Amita Verma
M.S. University
Baroda
33. Ms. K. Lalita
Anveshi
Hyderabad
34. Ms. Poonam Kathuria
Ahmedabad
35. Mrs. Leela Visaria
Ahmedabad.

LIST OF MEMBERS OF EXECUTIVE COMMITTEE AS ON 31.03.1995**EX-OFFICIO MEMBERS**

1. Chairperson
Secretary to Government
Education Department
Gandhinagar
2. Member Secretary
State Programme Director
Mahila Samakhya Gujarat
Ahmedabad

**GOVERNMENT OF INDIA NOMINEES
DEPARTMENT OF EDUCATION**

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
New Delhi

STATE GOVERNMENT NOMINEES

5. Deputy Secretary,
Education Department
Sachivalaya, Gandhinagar
6. Director Adult Education
Gandhinagar
7. Commissioner
Women and Child Department
Polytechnic Campus
Ahmedabad
8. Assistant Commissioner "DWACRA"
Office of the Commissioner of
Rural Development
Jivraj Mehta Bhavan
Gandhinagar
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
13. District Programme Coordinator
Mahila Samakhya, Banaskantha

NOMINEES OF NRG

14. Prof.Amita Verma
M.S.University, Baroda
15. Ms.K.Lalita
Anveshi, Hyderabad

DRG NOMINEES

16. Shri Narendrabhai Lakhatariya
Assistant Director (A.E.)
Saurashtra University, Rajkot
17. Ms.Ambikaben Suthar
Principal
Kutch Kadva Patidar Kanya Vidyalaya
Khedbrahma (Sabarkantha)

NOMINEES OF THE STATE GOVERNMENT

18. Dr.Sushilaben Sheth
Shri Kanta Stri Vikas Gruh
Bhaktinagar, Rajkot
19. Mrs.Jyotsnaben Shah
Vikas Jyot
Nagar Wada Char Rasta, Baroda

NOMINEE OF GOVERNMENT OF INDIA

20. Ms.Renana Jhabwala
SEWA< Bhadra
Ahmedabad

REPRESENTATIVES OF SAHYOGINIS

21. Ms.Pushpa Bhatt
Sahyogini, Sabarkantha
22. Ms.Pravina Patel
Sahyogini, Banaskantha

ANNEXURE-D**LIST OF PERSONNEL AT MAHILA SAMAKHYA GUJARAT AS ON 31.03.1995****STATE PROGRAMME DIRECTOR'S OFFICE, AHMEDABAD**

- | | |
|--|---|
| * Ms. Anita Karwal
I/C State Programme Director | * Ms.Mira Desai
Resource Person |
| * Mr.B.R.Shah
Accounts Officer | * Ms.Nimisha Desai
Short-Term Consultant |
| * Mr.R.J.Rathod
Accountant | * Ms.Indira Pathak
Short-Term Consultant |
| * Mr.V.A.Patel
Assistant | * Mr.L.R.Timani
Stenographer (English) |
| * Ms.Daxa Khambhati
Clerk | * Mr.D.T.Chotaliya
Stenographer (Gujarati) |
| * Mr.T.L.Desai
Driver | * Mr.Rasik Vaghela
Peon |
| | * Mr.Rajesh Luhar
Peon |

BARODA DISTRICT IMPLEMENTATION UNIT

- | | |
|--------------------------------------|------------------------------------|
| * Ms.Sheela Benjamin
I/C DPC | * Ms.Malti Shah
Assistant |
| * Ms.Mamta Baxi
Resource Person | * Ms.Trupti Shah
Accountant |
| * Ms.Bela Vaghela
Resource Person | * Mr.C.B.Gondaliya
Stenographer |
| * Ms.Sadgi Joshi
Consultant | * Mr.Shailesh
Driver |
| * Ms.Smita Jani
Consultant | * Mr.Shanker
Peon |
| | * Ms.Taraben
Peon |

SAHAYOGINIS

- | | |
|------------|--|
| * Vaghodia | : Rashmika Vyas, Anjana Patel, Jaishree Jaishwal |
| * Padra | : Smita Pathak, Sarla Rathwa, Dashrath Padhiyar, Kailash Chauhan |
| * Sankheda | : Shashikala Patel, Salma Mansuri, Anshuya Patel |

- * Dabhoi : Saroj Patel, Veena Bhatt, Shobha Malbari
- * Naswadi : Takhi Rathwa, Bachi Bhil, Champa Chauhan, Kokila Rathwa, Renuka Rathwa, Laxmi Rathwa
- * Chotta Udaipur : Shanta Rathwa, Jyotsana Rathwa, Rekha Kolcha, Bhuri Rathwa, Sudha Rathwa, Saroj Parmar, Dhanlakshmi Rathwa, Vasanta Rathwa
- * Pavl Jetpur : Chandrika Rathwa, Geeta Rathwa, Pravina Rathwa, Lila Rathwa

RAJKOT DISTRICT IMPLEMENTATION UNIT

- | | |
|---|------------------------------------|
| * Ms.Manisha Brahmhatt
DPC | * Ms.Usha Dharma
Assistant |
| * Ms.Mita Pandit
Resource Person | * Mr.A.P.Zhala
Accountant |
| * Ms.Trupati Upadhyaya
Resource Person | * Ms.Kirtida Vohra
Stenographer |
| * Ms.Harsha Bhatt
Consultant | * Ms.Zhebun Kasam
Peon |
| * Ms. Nimisha Raval
Consultant | |

SAHYOGINIS

- * Jasdan : Bharati Dave, Pravina Trivedi, Vrajkunwar Meghnathi, Daxa Dave
- * Jetpur : Jasumati Aundhlya, Kanchan Bharthi
- * Upleta : Usha Sojitra
- * Rajkot : Pragna Sejpal (Padhari also)
- * Vankaner : Pratibha Mehta, Ila Solanki
- * Jam Kandorana : Vijaya Dedaklya, Saroj Mardia
- * Morbi : Rita Patel
- * Maliya : Madhu Solanki
- * Paddhari : Ila Vora (Lodhika also), Hamida Pathan
- * Gondal : Kirti Thakar (Kotda Sangani also)
- * Kotda Sangani : Ila Gosai

SABARKANTHA DISTRICT IMPLEMENTATION UNIT

- | | |
|--------------------------------------|-------------------------------------|
| * Ms.Shakuntala Mehta
DPC | * Mr.V.J.Patel
Accountant |
| * Ms.Varsha Bhatt
Resource Person | * Mr.M.S.Patel
Assistant |
| * Ms.Asha Vanani
Consultant | * Mr.S.K. prajapati
Stenographer |
| * Mr.Shamal Parmar
Driver | * Mr.Niranjan R.Suthar
Peon |
| | * Ms.Hansa Turi
Peon |

SAHYOGINIS

- * Khedbrahma : Jyotika Mevada, Suraj Prajapati, Kamu Dabhi, Kanta Solanki, Chandrika Patel
- * Bhiloda : Laxmi Ninama, Indu Asari, Pravina Panchal, Lalita Pargi, Mariyam Kharadi, Sharda Parmar, Savitri Suthar
- * Idar : Urmila Mehta, Manisha Raval
- * Prantij : Lila Makwana
- * Meghraj : Pushpa Bhatt, Sangita Patel

BANASKANTHA DISTRICT IMPLEMENTATION UNIT,

- * I/C DPC : Ms. Shakuntala Mehta
- * I/C RP : Ms. Varsha Bhatt
- * I/C Accountant : Mr. R. J. Rathod

SAHYOGINIS

- * Kankrej : Saroj Raval, Alpa Patel, Ranjan Chauhan
- * Radhanpur : Pravina Patel, Anila Chavda, Raxa Jani, Banu Sardhara

* * *

Statistical Details About Sakhis as on 31.03.1995

Districts	Trained Sakhis (No.of Villages)	Trainee Sakhis (No.of Villages)	Total Sakhis (No.of Villages)
Baroda	248 (79)	287 (118)	535(141)
Rajkot	143 (47)	193 (74)	336 (88)
Sabarkantha	427 (71)	230 (61)	657 (79)
MSG	818 (197)	710 (253)	1528 (308)

* * *

MAHILA SAMAKHYA GUJARAT OVER THE YEARS

	March-90	March-91	March-92	March-93	March-94	March-95
No.of Villages						
Baroda	89	92	135	147	170	187
Rajkot	72	76	106	107	114	108
Sabarkantha	60	72	106	109	145	118
Banaskantha	—	—	—	—	—	40
Mahila Samakhya Gujarat	221	240	347	363	429	453
No.of Sahayoginis						
Baroda	16	12	24	22	20	31
Rajkot	14	12	22	19	18	18
Sabarkantha	18	10	14	13	20	17
Banaskantha	—	—	—	—	—	8
Mahila Samakhya Gujarat	48	34	60	54	58	74
No.of Sakhis						
Baroda	12	182	258	255	493	535
Rajkot	—	82	109	138	321	336
Sabarkantha	49	49	121	213	420	657
Mahila Samakhya Gujarat	61	213	488	606	1234	1528
No.of 8th March Celebrations						
Baroda	1	9	7	5	1	6
Rajkot	1	4	3	2	5	2
Sabarkantha	1	2	1	6	3	4
Banaskantha	—	—	—	—	—	1
Mahila Samakhya Gujarat	3	15	11	13	9	13
No.of Sangha Women in these celebrations						
Baroda	500	3600	4000	7000	4000	15000
Rajkot	700	1800	2000	2050	4850	4000
Sabarkantha	700	1800	2000	2000	2800	5700
Banaskantha	—	—	—	—	—	300
Mahila Samakhya Gujarat	1900	7200	8000	11050	11650	25000

ANNEXURE-G

AUDIT REPORT

1994-95



Manubhai, Co.
CHARTERED ACCOUNTANTS

Second Floor,
Purneshwar Chambers
Opp. Dinesh Hall,
Near Gandhi Bridge, Ahmedabad-380 009
Gujarat, India
Phone 400956, 400966, 402484
Fax: 91-079-403575 656573

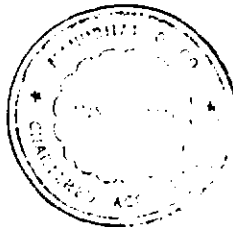
AUDITORS' REPORT

We have audited the attached Balance Sheet of Mahila Samakhya Society, Ahmedabad (A society registered under Societies Registration Act, 1860) as at 31st March, 1995 and the Income and Expenditure Account of the Society for the year ended on that date and report that:

1. We have obtained all the informations and explanation which to the best of our knowledge and belief were necessary for the purpose of audit.
 2. In our opinion, proper books of account have been maintained by Society so far as it appears from our examination of the books.
 3. The Balance Sheet and the Income and Expenditure Account dealt with by this report are in agreement with the books of account.
 4. In our opinion and to the best of our information and according to the explanation given to us the accounts, read with notes thereon give a true and fair view.
 - a) In the case of Balance Sheet, of the state of affairs of the Society as at 31st March, 1995
- and
- b) In the case of Income and Expenditure Account, of the excess of income over expenditure for the year ended on that date.

AHMEDABAD

DATE:16/12/95.



For MANUBHAI & COMPANY
CHARTERED ACCOUNTANTS

Kiwer
PARTNER

Society Reg.No.Guj/130/G'nagar

MAHILA SAMAKHYA GUJARAT STATE AHMEDABAD
(Registered under Societies Registration Act 1860)

Income and Expenditure Account for the year ended 31st March 1995

Expenditure	Amount		Amount		Income	Amount		Amount	
	Rs.	Ps.	Rs.	Ps.		Rs.	Ps.	Rs.	Ps.
To Establishment Expenses (As per Schedule-C)			10,38,034	01	By Interest on Bank Balances			3,03,408	00
* Salary and Allowances			13,42,743	10	* Amount transferred from Grant-in-aid Account (See Note 5 in Schedule-E)			78,60,010	05
* Expenses on objects of the Society (As per Schedule-D)			53,71,376	82	* Prior period Income			58,725	55
* Audit Fee			7,900	00					
* Depreciation			99,956	12					
* Excess of Income over Expenditure carried over to Balance Sheet			3,82,133	55					
Total Rs.			82,22,143	60	Total Rs.			82,22,143	60

Notes on account is as per Schedule-E
as per our Audit Report attached



Ahmedabad
Dt : 16/12/95

For Manubhai & Co.
Chartered Accountant

K.C. Patel

K.C. Patel
Partner

Place : Ahmedabad
Date : 16/12/95

S. Phooli
State Programme Director
Mahila Samakhyia Gujarat
Ahmedabad

Society Reg. No.Guj/130/G'nagar

MAHILA SAMAKHYA, GUJARAT STATE, AHMEDABAD
(Registered under Societies Registration Act- 1860)

SCHEDULE - A

Fixed Assets

Sr. No.	Description of Assets	Gross Block as on 1-4-94	Addition during 1994-95	Gross Block as on 31-3-95	Depriciation up to 31-3-94	Depriciation for the year	Total Depriciation up to 31-3-95	Net Block as on 31-3-95
1.	Furniture & Dead Stock	2,89,626-07	30,736-80	3,20,362-87	1,09,883-08	33,339-00	1,43,222-08	1,77,140-79
2.	Office Equipment.	2,29,328-45	-	2,29,328-46	88,007-10	19,657-00	1,07,664-10	1,21,664-36
3.	vehicle.	5,25,697-00	-	5,25,697-00	3,44,313-78	46,960-12	3,91,273-90	1,34,423-10
	TOTAL Rs.	10,44,651-53	30,736-80	10,75,388-33	5,42,203-96	99,956-12	6,42,160-08	4,33,228-25

MAHILA SAMAKHYA, GUJARAT STATE, AHMEDABAD
(Registered under Societies Registration Act 1860)

SCHEDULE- 8

Cash & Bank Balances

Particulars	Amount	
	Rs.	ps.
(1) In Fixed Deposit Accounts with		
- State Bank of Saurashtra, Baroda Branch	4,00,000	00
- State Bank of India, Polytechnic Branch	4,00,000	00
- Dena Bank, Sabarkantha	1,00,000	00
	<u>9,00,000</u>	<u>00</u>
(2) In Savings Bank Accounts with		
- State Bank of India, Polytechnic Branch	1,55,223	30
- State Bank of India, Sabarkantha Branch	2,08,090	94
- State Bank of India, Rajkot Branch	89,499	14
- State Bank of Saurashtra, Baroda Branch	2,26,729	33
- State Bank of India, Radhanpur	36,174	20
	<u>7,15,716</u>	<u>91</u>
(3) Cash on Hand at		
- S.P.D. Office	6,722	95
- D.I.U. Rajkot	30,927	65
- D.I.U. Baroda	12,269	04
- D.I.U. Banaskantha	3,957	19
- D.I.U. Sabarkantha	472	09
	<u>54,348</u>	<u>91</u>
Total Rs.	<u>16,70,065</u>	<u>82</u>

MAHILA SAMAKHYA, GUJARAT STATE, AHMEDABAD
(Registered under Societies Registration Act 1860)

SCHEDULE-C
Establishment Expenses

Particulars	Amount		Amount	
	Rs.	Ps.	Rs.	Ps.
Vehicle Expenses :				
Petrol	1,68,740	-78		
Repairs & Maintenance	<u>89,387</u>	-41	2,58,128	-19
Books & Periodicals			8,488	-60
Travelling & Conveyance			2,26,981	-90
Postage Telegraph & Telephone			1,33,326	-96
Rent Rates & Taxes			1,81,257	-28
Printing & Stationary			92,471	-77
Office Expenses			72,764	-15
Miscellaneous Expenses			43,085	-21
International Conference Expenses			21,529	-95
TOTAL Rs.			<u>10,38,034</u>	-01

MAHILA SAMAKHYA, GUJARAT STATE, AHMEDABAD
(Registered under Societies Registration Act 1860)

SCHEDULE-D

Particulars of Expenses on object of Society

Particulars	Amount	
	Rs.	Ps.
Workshop Seminar & Meetings	7,03,051	79
Training & Documentation	5,34,130	25
Honorarium & Travel Expenses etc of Sahayoginis	19,47,144	12
Mahila Sangha Expenses	5,02,501	25
Child Care Center Expenses	5,80,503	20
Adult Education Expenses		575-00
Consultancy Fees	1,82,431	00
Evaluation Exp.	27,617	40
Vocational Training Expenses	19,344	50
8th March (Mahila Day) Celebration Exps.	8,74,078	31
Total Rs.	53,71,376	82

MAHILA SAMAKHYA, GUJARAT STATE

AHMEDABAD

SCHEDULE - E

SIGNIFICANT ACCOUNTING POLICIES
AND NOTES ON ACCOUNTS

I. Accounting Policies

1. These accounts have been prepared on historical cost basis.
2. Income and expenditure are generally recognised and accounted on accrual basis except leave salary and pension contributions payable in respect staff deputed by Govt. of Gujarat which are accounted on cash basis.
3. a) Fixed assets include all expenditure of capital nature and are stated at their written down value.
b) Depreciation on fixed assets has been provided as per written down value method at the rates and in manner prescribed in Schedule - XIV of the Companies Act, 1956.
4. Accounting policies not specifically referred to are consistent with generally accepted accounting practice.

II. Notes on Accounts

1. The Society has received the Grant (which is shown in the Balance sheet) from Government of India for implementation of various scheme under the Programme of Education for Women's Equality and also for Administrative purposes. The amount of Rs. 78,60,010-05 being administrative expenditure (including depreciation on fixed assets) as well as expenditure incurred on the object of the Society has been transferred to Income and Expenditure Account. The excess amount of expenditure of Rs. 26,56,203-21 over the amount of grant received upto 31-3-95 has been shown as Grant receivable in subsequent years.
2. Society's application for exempting its income from income-tax u/s. 10(23C)(iv) of the Income tax Act, 1961 is under approval by Central Board of Direct Taxes. In anticipation of approval no provision for income tax is made in accounts.

Ahmedabad

Dated : 16-12-95

For Manubhai & Co.
Chartered Accountants

K.C. Patel

K.C. Patel
Partner



Gita Shah
(Gita Shah)
State Programme Director
Mahila Samakhya Society
(Gujarat State)
Ahmedabad,

ADDRESSES

State Office :

MAHILA SAMAKHYA GUJARAT
Hostel building, Polytechnic Compound,
Ambawadi, Ahmedabad - 380 015
Phone : 442935, 446762

District Units :

- **MAHILA SAMAKHYA BANASKANTHA**
20, Jalaram Society,
Radhanpur - 385340
- **MAHILA SAMAKHYA BARODA**
86, Sewa Samaj Society
Fatehgunj, Baroda - 390 002
Phone : 481248, 22182
- **MAHILA SAMAKHYA RAJKOT**
"Smruti", Virani Chauk
Tagore Marg, Rajkot - 360 002.
- **MAHILA SAMAKHYA SABARKANTHA**
Laxminarayan Society Road,
Mahavir nagarm, Himatnagar - 383 001.
Phone : 20938.