

MAHILA SAMAKHYA

Report of an Indo-Dutch Review Mission

29.1.1990 - 20.2.1990

Volume II: Appendices

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MEMORANDUM OF ASSOCIATION AND RULES AND REGULATIONS OF THE
MAHILA SAMAKHYA SOCIETY

APPENDIX I

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MEMORANDUM OF ASSOCIATION
AND
RULES AND REGULATIONS
OF THE
DALLA SCIENTIA SOCIETY

MEMORANDUM OF ASSOCIATION OF
MAHILA SAMAKHYA

A society registered to implement the programme 'Mahila Samakhya' (Education for Women's Equality) in the State of Gujarat.

1. The name of the society shall be Mahila Samakhya, Gujarat State.
2. Registered Address: The head office of the Mahila Samakhya in the State of Gujarat is ^{at} present at Hostel Building, Polit. chafe, Ambawadi, Ahmedabad. The Executive Committee shall, however, have the authority to locate it at any other place in the State of Gujarat under intimation to the Registrar of Societies.

3. Aims and objects:

The basic aim of the Mahila Samakhya will be to implement programmes aimed at women's empowerment as envisaged in the National Policy of Education 1986 and the Programme of action for its implementation published by the Ministry of Human Resource Development (Department of Education) Government of India in May 1986 and August 1986 respectively. Towards this object Mahila Samakhya will work to encourage, assist and promote collective reflection, decision making and group action by women as a means to their empowerment and for equal participation in the process of bringing about social change. Towards the fulfilment of this

basic aim the specific objects of Mahila Samakhya will be :

- (i) to establish at the village, block and other levels participatory planning processes, educational programmes, activity centres and forums for organised action;
- (ii) to improve the level of education of women, of all ages and in all social groups, particular attention being given to women in economically and socially deprived areas;
- (iii) to take steps necessary to bring about changes in the process and content of education with a view to eliminating sex stereo-typing, following the policy of non-discrimination and developing among males and females, values that foster women's equality;
- (iv) to organise training of teachers, educational workers, and functionaries of Mahila Samakhya at all levels and to establish and collaborate with institutions, organisations and programmes working in this sphere;
- (v) to facilitate organisation of directly through Mahila Samakhya or in cooperation with the relevant departments of Government or other agencies, programmes and activities supportive for better participation of women in education and other developmental programmes;

- (vi) to respond to the extent possible, for protection of women's dignity and for improvement of their living and working conditions; and
- (vii) to establish a mutually supportive system of management between Government and non-Government agencies and to create a system of accountability to village community, particularly women, for the furtherance of the aims and objects of Mahila Samakhya.

4. Functions

Pursuant to the aforesaid aims and objects, the functions of Mahila Samakhya will be :

- (i) to strive for the removal of women's illiteracy and to take all necessary steps therefor;
- (ii) to establish Mahila Sanghas as activity centres for collective reflection of women in villages/habitations and for them to engage in action for self determination in matters affecting their lives;
- (iii) to work towards universalisation of primary education, in particular to widen the participation of girls in schools and in non-formal education programmes and to take steps for improvement in the quality of primary/non-formal education by linking them to the aspirations voiced by Mahila Sanghas;

- (iv) to organise, or facilitate organisation of diverse kinds of vocational education programmes, including relevant courses of vocationalisation of secondary level and need-based shorter duration courses;
- (v) to establish, or cause to establish Mahila Shiksha Kendras (Institutes for condensed courses) to enable women to upgrade their educational qualifications and to prepare them for work and employment;
- (vi) to undertake participatory and experience-based training programmes for persons working for, and with, Mahila Samakhya and to contribute to the organisation of such training of teachers, instructors in Non-formal and Adult Education Programmes and such other persons as may be able to contribute for the furtherance of the objectives of Mahila Samakhya;
- (vii) to facilitate, through the relevant Government department or any other agency, or where necessary directly through Mahila Samakhya, provision of support services including Early Childhood Care and Education, drinking water, fuel and fodder etc;
- (viii) to support, as may be feasible, institutions, organisations and individuals working towards satisfactory conditions for women workers, and for women's dignity in society and in family;

- (ix) to play an interventionist role in furtherance of the policy of non-discrimination to ensure that the teaching and learning materials in all educational programmes and in curricular and extra-curricular activities are free of sexist bias and promote women's equality;
- (x) to establish institutions, organisations and offices and to appoint personnel therefor, and to determine the sources of recruitment and conditions of appointment of those persons;
- (xi) to receive, raise and administer funds and discharge of functions of Mahila Samithya including to provide grants, fees, honoraria, etc. to other institutions, agencies and individuals and to determine conditions therefor;
- (xii) to bring out, or support bringing out of, literature and other media materials;
- (xiii) to use the various modes of communication, including folk and traditional, modern and electronic, to generate a better awareness among women about causes of their predicament and to engender in them confidence to deal with their existential situations;
- (xiv) to organise conferences, seminars, workshops, lectures etc.
- (xv) to undertake research in, and pursue women's development studies;

- (xvi) to make rules and bye-laws for the conduct of the affairs of the Mahila Samakhya and add to, amend, vary and rescind them from time to time in conformity with aims and objects; and
- (xvii) to take all action as may seem necessary and expedient for the furtherance of the aims and objectives of Mahila Samakhya.

5. All the incomes, earnings, moveable immoveable properties of the society shall be solely utilised and applied towards the promotion of its aims and objects only as set forth in the Memorandum of Association and no profit thereof shall be paid or transferred directly or indirectly by way of dividends, bonus, profits or in any manner whatsoever to the present or past members of the society or to any person claiming through any one or more of the present or the past members. No member of the society shall have any personal claim or any moveable or immoveable properties of the society or make any profits, whatsoever, by virtue of this membership.

6. The names, occupations and addresses of the first members of the General Council are as follows:-

7. It is acknowledged and admitted by all concerned that the Mahila Samakhya is established by the State Government of Gujarat in the public interest.

8. We the several members, whose names and addresses are given below, having associated ourselves for the purposes prescribed in this Memorandum of Association and set out several and respective hands hereunto and form ourselves

Sr. No.	Name	Occupation and address	Designation in the Society
1.	2.	3.	4.
	B/Shri		
1.	T.S. Agnani, IAS.	Government Service, Secretary, Education Department, Government of Gujarat, Sachivalaya, Gandhinagar.	Chairman Executive Committee
2.	S.D.Sharma, IAS	Government Service, Director of Higher Education, Government of Gujarat, Old Sachivalaya, Gandhinagar.	Member
3.	A.I. Vohra	Government Service, Director of Primary Education, Government of Gujarat, Block No.12, Old Sachivalaya, Gandhinagar.	Member
	A.J. Shukla	Government Service, Director of Adult Education, Block No.12, Old Sachivalaya, Gandhinagar.	Member
	N.R. Dave	Government Service, Director of Technical Education, Government of Gujarat, Block No.12, Old Sachivalaya, Gandhinagar.	Director of Technical Edu- cation, Govern- ment of Gujarat.
6.	B.S.Vaishnav, IAS.	Deputy Secretary to Government of Gujarat, Education Deptt. Block No.5, 7th Floor, Sachivalaya, Gandhinagar.	Deputy Secretary to Government of Gujarat.
7.	Ms.K.H.Chauhan, IAS.	Officer on Special Duty (M.S.) Education Department, Block No.5, 7th Floor, Sachivalaya, Gandhinagar.	State Programme Director.

Sr.No.	Name	Occupation and Address	Designation in the Society
1	2	3	4
1.	Shri T.R.Agnani, IAS	Government Service, Secretary, Education Department, Government of Gujarat, Sachivalaya, Gandhinagar.	Chairman Executive Committee
2.	Shri S.D.Sharma, IAS	Government Service, Director of Higher Education, Government of Gujarat, Old Sachivalaya, Gandhinagar.	Member
3.	Shri A.I.Vohra.	Government Service, Director of Primary Education, Government of Gujarat, Block No.12, Old Sachivalaya, Gandhinagar.	Member
4.	Shri A.J.Shukla	Government Service Director of Adult Education, Block No.12, Old Sachivalaya, Gandhinagar.	Member
5.	Shri N.R.Dave.	Government Service Director of Technical Education, Government of Gujarat, Block No.02, Old Sachivalaya, Gandhinagar.	Director of Technical Education Government of Gujarat.
6.	Shri B.S.Vaishnav IAS	Deputy Secretary to Govt. of Gujarat, Education Deptt, Block No.5, 7th Floor, Sachivalaya, Gandhinagar.	Deputy Secretary to Govt. of Gujarat.
7.	Ms. K.M.Chauhan IAS	Officer on Special Duty (M.S.) Education department, Block No.5, 7th Floor, Sachivalaya, Gandhinagar.	State Programme Director.

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Rules and Regulations of the Mahila Samakhya

Gujarat State

1. (i) These rules and regulations be called the Rules of the Mahila Samakhya, Gujarat State.
(ii) In their scope and application these rules extend to the headquarters, branches and other units of the Mahila Samakhya, Gujarat State.
(iii) These rules shall come into force from the date on which the society, namely Mahila Samakhya, Gujarat State is registered under the Societies Registration Act, 1860.
2. (i) 'Society' means the Mahila Samakhya, Gujarat State as a society registered under the Societies Registration Act, 1860.
(ii) 'General Council' means the body constituted under Rule 5 of these Rules as the General Council of the society.
(iii) 'Executive Committee' means the Committee constituted under Rule 17 of these Rules as Executive Committee of the Society.
(iv) 'President' means the President of the General Council.
(v) 'Vice-President' means the Vice President of the General Council.
(vi) 'Chairman' means the Chairman of the Executive Committee.
(vii) 'State Programme Director' means the person appointed as such by the State Government.
(viii) 'Year' unless the context otherwise requires means the financial year of the Government of India.

- (ix) "District Programme Coordinator" means the person appointed as such of the District branch office of the Mahila Samakhya.
- (x) 'The Scheme' refers to the Centrally assisted scheme, entitled, 'Mahila Samakhya' (Education for Women's Equality) started in 1988-89 by Government of India.
- (xi) The Central Government means the Ministry of Human Resource Development (Department of Education), Government of India.
- (xii) State Government means the Government of the State of Gujarat.
- (xiii) 'National Resource Group' SITARA, 'District Implementation Unit', and District Research Group refer to and have the same meaning as in the scheme of Mahila Samakhya started by Government of India.
3. The office of the Society will be situated at Ahmedabad.
- II. Authorities of the Society
4. The following shall be the authorities of the Society :
- (i) General Council
 - (ii) President
 - (iii) Executive Committee
 - (iv) Chairman
 - (v) State Programme Director
 - (vi) District Programme Coordinator
 - (vii) Such other bodies, committees or panels as may be appointed or constituted by the Society or the Executive Committee of the Society.

III. General Council

5. Membership

The members of the General Council will be as follows:

(a) Ex-officio members

- (i) President of the General Council.
- (ii) Vice-president of the General Council.
- (iii) Chairman of the Executive Committee.
- (iv) Secretary, Department of Rural Development in the State of Gujarat.
- (v) Secretary dealing with Women & Child Development in the State Government.
- (vi) Commissioner, Women and Child Welfare in the State Government.
- (vii) Development Commissioner in the State Government.
- (viii) Secretary, Health & Nutrition and Family Welfare in the State Government.
- (ix) Secretary, Planning in the State Government.
- (x) Director(s) of Primary & Secondary Education.
- (xi) Director(s) dealing with Adult and Non-formal Education.
- (xii) Director of Social Welfare.
- (xiii) Chairman, State Social Welfare Advisory Board.
- (xiv) Director, State Resource Centre (Adult Education).
- (xv) All District Programme Coordinators.

(b) Persons from non-Government organisations and Educational Institutions.

- (i) Director, SITARA.
- (ii) One person each from two non-Government organisations from each district taken up under the Scheme working closely with the District Resource Group, to be nominated by the Group.
- (iii) Three persons from non-Government Organisations social activist groups to be nominated by the President.
- (iv) Not more than five persons from educational institutions engaged in outstanding work.

for women's education or closely involved in work relating to women's development or women's studies, to be nominated by the State Government.

(o) Nominations of the Central Government

(I) Three officials of the Ministry of IRD to be nominated by the Central Government.

(ii) Three members of National Resource Group to be elected by the group to be nominated by the Central Government.

(iii) Not more than five persons interested in women's development and/or education, to be nominated by the Central Government.

6. (a) Membership of the Society by virtue of the office or appointment which she/he holds shall cease when she/he relinquishes charge of that office or appointment.

(b) Persons from non-government organisations and educational institutions shall be members initially for a period of three years and their membership will be renewable. However, if the non-government organisation ceases to exist the person representing such organisation shall automatically cease to be a member.

(c) Other nominated members shall have a term of three years and would be eligible for reappointment

7. The society shall function notwithstanding any vacancy in any of its bodies and no act, direction or proceeding of the society shall be invalid merely by reason of such vacancy or any defect in the appointment of any of its members.

8. The Education Minister of the State shall be the President of the General Council.

9. The State Minister for Education shall be the Vice President of the General Council.

9. The State Programme Director shall be the Member-Secretary of the General Council.

10(a) The General Council shall meet at least once every year at such time and place as may be decided by the President.

(b) The quorum of the meeting of the General Council shall be one third of its members, provided that a meeting adjourned due to lack of quorum may be held again at any time considered appropriate by the President and no quorum shall be necessary for the subsequent meeting.

(c) The Member-Secretary in consultation with the President may convene an emergency meeting of the General Council for which a minimum notice of 24 hours would have to be given.

11. The President shall preside over all meetings of the General Council and in his absence the Vice President shall preside.

12 (i) All disputed questions at meetings of the General Council shall be determined by majority vote of the members present and voting.

(ii) Each member of the General Council shall have one vote.

(iii) In case of equality of votes, the person presiding over the meeting shall have a casting vote.

13. The President may invite any person other than a member to attend the meeting of the General Council. Such an invitee shall not, however, be entitled to vote at the meeting.

14. The general council shall have the following powers and functions, namely.

(i) to review the implementation of the Scheme and to give overall policy guidance and direction for efficient functioning of the society;

(ii) to approve the Annual Budget of the society drawn up by the Executive Committee and to order it to be submitted to the Government

- (iii) to consider the balance sheet and audited accounts for the previous year;
- (iv) to consider the annual report prepared by the Executive Committee;
- (v) to add and amend the rules of the society with the approval of the Government of India;
- (vi) to frame bye-laws not inconsistent with these rules, for the regulation of the business of the society with the approval of the Government of India;
- (vii) to perform such other functions as are entrusted to it under these rules;
- (viii) to delegate such of its powers to the Executive Committee and to other authorities of the society as it may consider necessary and proper.

V. PRESIDENT

- 15. The Education Minister of the State Government shall be the President of the Society.
- 16. (i) The President shall preside over the annual General meeting.
- (ii) The President shall provide general guidance and shall have the authority to periodically cause the work and progress of the society to be reviewed in order to ensure that the activities of the Society are carried out in accordance with the provision of the Memorandum of Association, Rules and Regulations and Bye-laws of the society.
- (iii) The President may in writing delegate such of the powers as he may consider necessary to the Executive Committee and to its Chairman.

VI. Executive Committee

17. The Executive Committee shall consist of the following members.

- (a) Education Secretary of the State Government, who will be the Chairman of the Executive Committee.
- (b) State Programme Director of the Society, who will be the Member Secretary of the Executive Committee.
- (c) Ex-officio members from the State Government to be nominated by the State Government:
 - (i) Secretary of Commissioner, Women's Child Development.
 - (ii) Director of Education dealing with Primary or adult education.
 - (iii) Secretary/Joint Secretary/deputy Secretary, Department of Finance.
- (d) All the District Programme Coordinators.
- (e) 2 nominees of the National Resource Group.
- (f) 2 officials of (Department of Education) Ministry of HRD, Government of India.
- (g) Director of SITRA - State Information Training and Resource Agency.
representative of the
- (h) One non-government organisation from each of the districts selected under the scheme working closely with the District Resource Group to be elected by the Group.
- (i) Two persons nominated by the President from among members from educational institutions, non-government organisation, social activities groups etc.

18. The Executive Committee shall meet as often as necessary, but at least once in each quarter of the year.

19. (i) All meeting of the Executive Committee shall be called by notice of seven days in writing by the Member-Secretary of the Executive Committee.

(ii) The Chairman may call an emergency meeting at a notice of 24 hours.

(iii) Any inadvertent omission to give notice of the meeting or its non-receipt by any member shall not invalidate the proceedings of the meeting.

20. The Executive Committee shall discharge all executive and financial functions of the society as spelt out in the Memorandum of Association and shall be responsible for the administration of the affairs of the Society subject to any specific directions of the General Council, Department of Education of the State Government and in conformity with the overall advise of the Department of Education, Government of India. In particular, and without prejudice to the generality of the foregoing provisions, the Executive Committee shall have the powers:

(a) to execute and implement the scheme in accordance with the guidelines contained in the scheme of the Department of Education, Government of India and the aims and objects contained in the Memorandum;

(b) to register and establish branch offices of the society in the districts selected for the programme under the Central Scheme 'Mahila Samakhya' with the powers to receive moneys and make payments and carry out functions in furtherance of the objectives of the society;

(c) to consider the annual and supplementary budgets placed before it and pass them with such modifications as may be deemed necessary for being submitted to the General Council;

(d) to prepare annual reports and accounts of the Society for the consideration of the General Council;

(e) to create posts and appoint staff for the efficient management of the affairs of the society and regulate their working conditions; the recruitment and conditions of their service, in accordance with the structures and appointments envisaged in the Central Sector Scheme 'Mahila Samakhya' provided that prior approval of government of India is obtained in regard to adoption of scales of pay, allowances and revision thereof which differ with the guidelines in this regard in the Central Sector Scheme of 'Mahila Samakhya';

(f) to receive and to have custody of the funds of the society and manage the properties of the society for implementing the programme 'Mahila Samakhya' and expenses connected with it;

(g) to incur expenditure subject to provisions of the approved budget;

(h) to enter for and on behalf of the society into agreements including those containing arbitration clauses;

(i) to approve allocation of grants to its branches and units at district, block and village levels as also to approve with which it enters into collaborative ventures.

(j) to take over, acquire (by purchase, gift, exchange, lease, hire or otherwise) from Government of India and through the Government from foreign and international agencies and organisations, the State Governments and other public or private bodies or organisations or individuals institutions, libraries, laboratories, museums, immovable properties, endowments for other funds together with any attendant obligations so that neither the transaction nor the terms and conditions whereunder it is concluded, is inconsistent with the objects of the society or the policy of the Government of India;

(k) to appoint boards, standing Committees and panels, consisting of persons who may or may not be members of the society of employees of the Council, to deal with any demarcated area of operation, the composition of which and the upper financial limit of which shall be determined by the Executive Committee;

(1) to impose and recover fees and charges for the services rendered by the society;

(u) the executive committee may by resolution delegate such administrative, financial and other powers to its Chairman, Standing Committees, branches, Member-Secretary or any other Officer of the society as it may consider necessary.

21. The Chairman shall preside over all the meetings of the Executive Committee. In his absence, the member-secretary shall preside over the meeting.

22. Seven members of the Executive Committee Present in person shall constitute the quorum. No quorum shall be required for an adjourned meeting.

23. Any business which it may be necessary for the Executive Committee to perform, except such as may be required to be placed before the Annual General meeting of the General Council, may be performed by a resolution so circulated and approved by a majority of the members signing and shall be as effectual and binding as if the resolution had been passed at a meeting of the Executive Committee.

24. The proceedings of all meetings of the Executive Committee shall be submitted to the Chairman of the Executive Committee for approval before these are issued.

VI. CHAIRMAN

25. The Education Secretary shall ex-officio be the Chairman of the Executive Committee.

26. (a) The Chairman shall ensure that the affairs of the Society are run efficiently and in accordance with the provisions of the scheme, the Memorandum of Association, Rules and Regulations and bye-laws of the society.

(b) He shall preside over the meetings of the Executive Committee.

- (c) The chairman may himself call, or by a requisition in writing signed by him may require the Member Secretary to call a meeting of the Executive Committee at any time;
- (d) In case the votes for and against a particular issue are equal, the Chairman shall exercise his casting vote ;
- (e) The Chairman shall be the sole and absolute authority to judge the validity of the vote cast by members at all the meetings of the Executive Committee;
- (f) The Chairman may in writing delegate such of the powers as he may consider necessary to the Member Secretary;
- (g) The Chairman shall be entitled to invite any other person to attend the meeting of the Executive Committee but such persons shall have no power of voting;
- (h) The Chairman may direct the Secretary to call a special meeting of the Executive Committee at a short notice, in case of emergency;
- (j) On all such matters as the Chairman thinks are of sufficient importance and urgency and cannot await being placed before the next meeting of the Executive Committee, and which he anticipates would get the approval of the Committee, the Chairman shall take decisions and place the same before the Executive Committee at its next meeting.

VII. STATE PROGRAMME DIRECTOR

27. The Member-Secretary of the Executive Committee shall be the State Programme Director. She shall be appointed by the President.

28. Subject to any order that may be passed by the Government of India or the State Government and other appropriate authorities of the Society the State Programme Director shall be responsible for :

- (i) The Executive functions and implementation of the scheme of Mahila Samakhyas in accordance with the scheme the Memorandum of Association; Rules and Regulations and the directions of the General Bodies and the Executive Committee;
- (ii) The proper administration of the affairs and funds of the Society;
- (iii) Prescribing the duties of all employees of the Society;
- (iv) Exercising supervision and disciplinary control over the work and conduct of all employees of the Society; and
- (v) Coordinating and exercising general supervision over all the activities of the Society, including its Branches.

29. She shall enjoy all executive powers necessary for the discharge of these responsibilities and financial powers to meet the needs of day to day functioning of the Society and any other that may be delegated to her by the General Council or the Executive Committee. She shall also enjoy the power of delegating similar financial powers for day to day functioning of the district level branch offices of the Society.

VIII. DISTRICT PROGRAMME COORDINATOR

Programme coordinator shall be three years and she/he will be eligible for re-appointment.

31. The District Programme coordinator shall have the same power and responsibilities in relation to the District Branch of the Mahila Samakhya as the State Programme Director has at the state level.

IX . FUNDS OF SOCIETY

32. The funds of the society shall consist of the following :

- (a) Grants made by the Central Government;
- (b) Grants made by the State Government;
- (c) Project funds that may be raised by Mahila Samakhya
- (d) Income and receipts from other sources

33. The Society may in pursuance of its objects:

- (a) invest and deal with funds and moneys of the society;
- (b) borrow and raise moneys on mortgages, promissory notes or other securities funded or based upon all or any of the properties and assets of the society or without any securities;
- (c) Draw, accept, make, endorse, discount and deposit Government of India and other promissory notes, bills of exchange cheques or other negotiable instruments;
- (d) create reserve fund, sinking fund, insurance fund or any other special funds whether for depreciation, repairs improvement, extension or maintenance of any of the properties or rights of the society and/or for recouping wasting assets and for any other purposes for which the society deems it expedient or

34. All properties of the society moveable or immoveable shall rest in the Society and shall be administered by the State Programme Director within the parameters set by the Scheme or by the General Council or otherwise as directed by the Central Government.

35. The society may purchase, hire, lease, exchange or otherwise acquire property moveable or immovable, tangible or intangible (including copy rights, patents and intellectual properties) and construct, alter and/or maintain such buildings and works as may be necessary for carrying out the objects of the Society.

36. The society may sell, hire, lease, exchange or otherwise transfer or dispose of all or any property moveable or immoveable, of the society, provided that for the transfer of immoveable property approval in writing of the Government of India is obtained.

37. The Income and property of the society, however, derived shall be applied towards the promotion of the objects as set forth in the Memorandum of Association subject, nevertheless, in respect of expenditure of grants made by the Government of India to the conditions and guidelines it may from time to time give. No portion of the income and property of the society shall be paid or transferred directly or indirectly by way of dividend bonus or otherwise, howsoever by way of profit to persons who at any time are or have been members of the society or to any of them, or to any person claiming through them or any of them provided that nothing herein shall prevent the payment in good remuneration to any member or other person in return for services rendered to the society or for travelling allowance, halting allowance and other similar charges.

38. (a) The bankers of the society shall be any of the scheduled nationalised banks.

- (b) All funds shall be paid into the Society's accounts with the aforesaid bankers and shall not be withdrawn except by cheques signed by the State Programme Coordinator or by such officer of the Council as may be duly empowered in this behalf by the Executive Committee.
- (c) Unless otherwise authorized by the Executive Committee, no new account shall be opened.

X AUDIT OF ACCOUNTS

39. (a) The society shall cause regular accounts to be kept of its money and properties. The Accounts shall be maintained in such form as may be prescribed by the Registrar of Societies of the State Government in keeping with rules in force under the Societies Registration Act, 1860 subject to the condition that in respect of grants from the Central Government, the directions from of the Government of India shall be adhered to-
- (b) The accounts of the Society shall be audited annually by a Chartered accountant and in accordance with the provision of the Societies Registration Act, 1860
- (c) The audited accounts shall be communicated to the General Council, who shall submit a copy of the audit report alongwith its observations to the Central Government and the State Government.

XI. ANNUAL REPORT

40. The Annual Report of the working of the society and all work undertaken during the year, together with balance sheet and audited accounts, shall be prepared by the Executive Committee for information of the Government of India and the members of the Society. A draft of the Annual Report alongwith the audited accounts of the society and the auditor's report thereon shall be placed before the General Council in its annual General meeting.

41. With the approval of the Government of India the Society may alter, extend or abridge the purpose for which it is established, or to amalgamate the society either wholly or partly with any other society in accordance with the provisions of the Societies Registration Act, 1860 as applicable to the state.

42. As and when there is any change in the nomenclature of Ministries, Department Institution(s) and designations mentioned in the Rules, such changes shall automatically stand incorporated in these rules.

43. If the society needs to be dissolved, it shall be dissolved as per provision laid down under sections 13 and 14 of the Societies Registration Act, 1860 as applicable to the state of Gujarat.

44. If, on the winding up or dissolution of the society, there shall remain after the satisfaction of all its debts and liabilities, any property whatsoever the same shall not be paid to, or distributed among, the members of the society or any of them but shall accrue to Government of India by escheat-

XIII. MISCELLANEOUS

15. Once in every year a list of members of the governing Body shall be filed with the Registrar of Societies required under section 4 of the Societies Registration Act 1860.

16. If necessary, the society can be dissolved as per the provisions laid down under Section 13 and 14 of the Societies Registration Act 1860.

Certified that this is the correct copy of the Rules and Regulations of the Society.

(Signature)
Shri T.R. Agnani, IAS
(Member)

(Signature)
Shri S.D. Sharma, IAS
(Member)

(Signature)
Shri A. Vohra
(Member)



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Handwritten notes in Gujarati script.

APPENDIX II
DISTRICT PROFILES

KARNATAKA

Bijapur is considered one of the five poorest districts of the state and lies along the northern border of Karnataka. Being a semi-arid region, it is dependent on rain-fed agriculture and cultivation of coarse grains such as 'jowar'. The predominantly agricultural population of the district is controlled by a highly feudalistic structure. Caste and communal stratification is intense and quite rigid.

The status of women in Bijapur district is very low and that of Dalit rural women, deplorable. Poor women face a range of socio-economic burdens - lack of water, fodder, fuel, year-round employment, access to child care, health and education facilities. In almost all the talukas, rural literacy rates for women are below 10% and the drop out rate from primary school for rural girls of the poorest groups, over 80%.

Bijapur is notorious for the Devadasi system, or dedication of young girls to the Goddess Yelamma - a form of temple prostitution which keeps the brothels of Bombay and Pune well supplied. Lack of any viable economic alternative makes the eradication of this custom extremely difficult.

Bijapur is a relatively small district and is located at the extreme northern edge of Karnataka state. It is bounded by Andhra Pradesh and Maharashtra states and as such, the district is influenced by the languages and culture of these neighbouring states.

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1. Prepared by Review Mission, from materials supplied by state and District Programme Offices, and by the National Programme Coordinator.

Agriculture is the main occupation of the people in the district. But agriculture is largely rain-fed and there are very meagre irrigation facilities that are available. Industrial development has been neglected in this district.

Being part of the Hyderabad state until 1948, most of the women are greatly influenced by the 'purdah' system and related practices of the Nizam period. Rural women in Bidar are historically among the most disadvantaged, isolated from one another, with very little opportunity for collective action.

Mysore : Although by definition not a backward district, Mysore was included in the Mahila Samakhyas programme in Karnataka for several reasons. Being well-endowed with progressive academic, non-government and rural development organizations and institutions, it was thought that the availability of these resources would ensure the success of the Mahila Samakhyas concept and strategy. Also, Mysore district contains a very backward, underdeveloped tribal belt which in terms of women's literacy and awareness levels, is ^{akin} ~~alien~~ to other backward districts.

The tribals in Mysore district are mainly landless labourers and only a small number own 2 to 3 acres of land which they have ^{got} after a persistent struggle.

Despite conditions of poverty, the tribals have a high self-esteem and do not feel socially inferior, like the Harijans do. They have a rich cultural heritage and are proud to belong to their community. They are also very caste conscious.

LITTAR PRADESH

Tehri Garhwal is one of the hilly districts of U.P. This region came into prominence because of the Chipko movement in the seventies and eighties. This district was chosen as women's access to education is inadequate and this region has a long history of women's participation in environmental struggles. Secondly, due to very high out-migration of men especially as domestic workers, drivers, police and armed personnel, the entire burden of the economy is shouldered by women. Studies have shown that almost 60% of the households are managed by women alone. Men in the 18-45 age group visit the region during the ploughing season and otherwise send money to their families. Except for ^{ploughing} ~~ploughing~~, all other agricultural work is done by women.

Banda is the most backward district of U.P. This area is not agriculturally prosperous and there is a shortage of water. The area is also notorious for the problems created by dacoits and extreme conditions of dacoit-related terror. Most of the land is owned by a few landlords who are in fact the supporters of the dacoits. Female literacy is around 6% in Manikpur block.

The Mahila Samakhya Programme is in operation in the tribal area of Manikpur block where Kol tribes have been living in small hamlets in and around the forests. The main source of livelihood is dependent upon forest produce like Tendu leaves, collection of berries, medicinal herbs, wood, grass etc.

The status of women is perhaps the worst in India. There are regular reports of abduction and rape by dacoits and forest contractors. Most of the women and girls have to go into the forests to collect herbs, berries, fuel

and fodder, in addition to chopping wood for sale. They then go to the nearest market by train to sell firewood. This is the root cause of many problems faced by women-like harassment, abduction and rape. Most of the girls are not sent to school as they are busy with household work. Fetching water alone takes 2-5 hours a day. Most of the Government schools in the region cater primarily to children from the upper caste. Tribal and scheduled caste children are not allowed in these schools by the village community, due to untouchability.

Baharanpur district is in the Meerut circle of Uttar Pradesh with a physical area of 5526 sq.kms. The total population of the district is 2675561 (1981 census) with a literacy rate of 29.5%. In Baharanpur district, the northernmost part falling in the foothills of Shivaliks is called "Ghad". It is flanked by the Yamuna on the west and the Ganga on the east. The complicated network of seasonal rivers with their heavy water currents have eroded a large part of ^{the} soil. Most of the soil has become uncultivable. Low rainfall (nearly 500 mm annually) and continuous attack of wild animals and birds on Kharif crops are serious problems in agriculture. The forests are sparse.

Women suffer a low status in the area. This area has a lot of woman agricultural labourers. In fact, they even get bonded and are badly treated by the land-lords. They are paid low wages. Women also have to work hard to get fuelwood. This side of the district has no forests. There are no avenues for alternative employment. Drinking water problem is also very acute in this region. Both Hindu and Muslim women are affected by the Purdah system. One of the positive features of this area is Hindu Muslim harmony.

AREA	POPULATION			% SC POPULATION TO TOTAL POPULATION		% ST POPULATION TO TOTAL POPULATION		TOTAL LITERACY RATE				LITERACY RATE SC/ST TO TOTAL POPULATION			LITERACY RATE RURAL SC/ST TO TOTAL RURAL POPULATION		
	TOTAL	M	F	M	F	M	F	URBAN		RURAL		TOTAL	M	F	TOTAL	M	F
								M	F	M	F						
<u>UTTAR PRADESH</u>																	
BANDA	1533990	822816	711174	23.67	23.58	NEGLECTIBLE		NO INFORMATION				NO INFORMATION			NO INFORMATION		
TEHRİ	497710	238327	259383	13.85	12.23	.02	.01	"		"		"			"		
SAHARANDUR	2673561	1459921	1214140	22.12	21.91	.02	.01	"		"		"			"		
VARANASI	3701006	1943474	1757532	18.01	18.23	.005	.004	"		"		"			"		
<u>KARNATAKA</u>																	
BIVAPUR	2401782	1211536	1190246	NO INFORMATION		NO INFORMATION		60.38	34.07	40.31	18.61	NO INFORMATION			NO INFORMATION		
BIDAR	495691	506043	489648	"		"		59.20	35.62	33.52	4.20	"			"		
MYSORE	2595900	1330801	1265093	"		"		63.56	49.74	30.06	12.96	"			"		
<u>GUJARAT</u>																	
RASKOT	2093094	1074833	1018261	6.55	6.55	0.19	0.18	58.14	38.90	48.78	58.14	38.90	39.89	50.25	29.00		
SABARKANTHA	1502284	760381	741903	8.56	8.56	16.48	16.92	53.70	52.54	39.30	53.70	25.54	37.65	51.87	23.16		
BARODA	2558092	1335338	1222754	5.99	6.03	24.90	25.83	58.46	37.29	48.34	58.46	37.29	37.46	49.21	24.81		

SC : Scheduled Caste
ST : Scheduled Tribe
M : Male
F : Female

(Progress Reports, UP, Karnataka, Gujarat, Jan. 1940;
National Programme Office, New Delhi,
Feb. 1990).

POPULATION AND LITERACY

Education in Varanasi:
A Statistical Profile

Varanasi district had 3,701,006 persons at the 1981 Census with a break-up by males and females at 1,943,474 and 1,757,532 respectively. The sex ratio (i.e. number of females per 1,000 males) is 904, quite higher than the state average of 885.

The district has four tahsils, namely Varanasi, Gyanpur, Chandauli and Chakia. Among the tahsils, Varanasi has the largest population and Chakia the lowest. The district comprises of 4,193 villages and 21 towns with 73.12 percent of the population in rural and 26.85 percent in urban areas.

Scheduled Caste population constitutes 18.12 percent of the total population of the district, while Scheduled Tribe population is almost negligible.

Literacy in the district as reported at 1981 Census is 31.85 per cent; 45.95 per cent among males and 16.25 per cent among females. It is only 26.52 per cent in the rural areas and 46.34 per cent in the urban areas. Table-1 presents important educational statistics related to Varanasi District.

Table - 1

<u>Important Statistics Related to Varanasi District</u>		
<u>District</u>		
<u>Description</u>	<u>Male/Female</u>	<u>Number</u>
Population	Persons	3,701,006
	Males	1,943,474
	Females	1,757,532
Rural	Persons	2,706,183
	Males	1,404,375
	Females	1,301,826
Urban	Persons	994,823
	Males	539,117
	Females	455,706
Literacy Rate (Percentage)	Persons	31.85
	Males	45.95
	Females	16.25

Comparative Literacy Data of India, U.P. and Varanasi District

A comparison of the percentage literacy data of 1961, 1971 and 1981 Census indicates that in India, U.P. and Varanasi district total literacy percentage has been increasing between 1961 and 1981. But in comparison to males, only half of the females are literate (1961 Census) although this gap was larger in 1961 and 1971. Table 2 presents the literacy rates of India, U.P. and Varanasi district.

Table 2
Literacy Rates of India, U.P. and Varanasi
District (Percentage)

	Year	Persons	Males	Females
India	1981	36.17	46.74	24.88
	1971	29.45	39.45	18.7
	1961	23.6	36.8	9.6
U.P.	1981	27.16	38.76	14.04
	1971	21.7	31.5	10.6
	1961	17.7	27.3	7.00
Varanasi District	1981	31.85	45.95	16.25
	1971	27.3	40.00	13.3
	1961	23.6	36.8	9.6

Source - 1961, 1971 and 1981 Census

Table 2 also shows that in Varanasi district, the gap between male and female literacy is almost 4 times in 1961, in 1971 it is 3 times and in 1981 the gap has reduced further and it is less than 3 times. Thus, although disparity between male and female literacy has been reduced from 1961 to 1981 but still large gap exists between the literacy of the males and females.

Social Disparities in Literacy Levels

Among the general population, Varanasi tehsil has the highest total literate population (35.85%) while Gyanpur is lowest (23.74%) in total literacy. 31.85 per cent of the total

population of the district are literate in which contribution of rural areas is 26.52 per cent and the urban areas is 46.34 per cent. Varanasi Tahsil also leads in urban literacy while tahsil Chandauli leads in rural literacy (29.91%). Female literacy rate (10.05%) in rural areas is very low in comparison to female urban literacy rate (33.9%).

Chandauli tahsil has the highest Scheduled Caste literacy (19.33%). Chandauli also leads in urban and rural literacy. Female literacy rate in rural area is quite low (1.06%) than in urban area (4.65%). Varanasi tahsil has the highest literate females of Scheduled Caste. Gap between male and female literacy is more prominent in Scheduled Caste than in general category. Table-3 gives the literacy of Scheduled Caste and general population in different tahsils of Varanasi district in 1981.

Table 3

Literacy of Scheduled Caste and General Population in Different Tahsils of Varanasi District (1981)

Name of Tahsil	Total	Scheduled Caste			General Population		
		Rural	Urban	Total	%age of SC literates to the total population	%age of literates to the total population	Total
		P	M	F	P	M	F
Gyanpur	Total	10.03	9.67	0.35	23.74	38.83	7.35
	Rural	9.74	9.48	0.30	22.17	37.66	5.45
	Urban	13.8	12.72	1.09	36.82	48.46	23.63
Varanasi	Total	18.5	16.22	2.35	35.86	49.41	20.64
	Rural	15.24	13.98	1.31	27.82	43.77	10.64
	Urban	27.7	22.5	5.27	46.67	56.67	34.80
Chandauli	Total	19.33	17.06	2.27	32.38	47.31	16.14
	Rural	17.98	16.15	1.83	29.91	44.91	13.78
	Urban	35.23	27.73	7.49	52.31	65.73	56.26
Chakia	Total	10.06	9.15	0.90	23.80	35.78	10.72
	Rural	9.88	9.04	0.83	22.89	34.86	9.83
	Urban	19.89	15.11	4.78	46.67	58.25	33.46
All Tahsils	Total	14.48	13.02	1.46	31.85	45.95	16.25
	Rural	13.21	12.16	1.06	26.52	41.79	10.05
	Urban	29.15	19.51	4.65	46.34	56.80	33.96

Table 4 presents the blockwise literacy rate of Varanasi District (1981 Census). Blockwise total literacy rate for urban area is 46.34 while for rural area it is 26.52%. In urban blocks 56.80% males are literate and in rural blocks 41.79 percent. Females of rural blocks are far less literate (10.05%) in comparison to urban blocks (33.96%).

Table 4
Blockwise Literacy Rate in Varanasi District

Sl. No.	Name of Block	Male	Female	Total
1.	Chakia	37.61	11.63	25.18
2.	Shahabganj	38.68	10.87	25.34
3.	Naugarh	24.51	4.66	15.00
4.	Chandauli	43.73	14.22	29.68
5.	Barhani	45.24	17.50	31.81
6.	Sakaldiha	46.52	12.75	30.29
7.	Dhanapur	46.18	15.82	30.95
8.	Chahniya	46.57	14.37	30.74
9.	Niyamtabad	41.03	9.52	26.25
10.	Gyanpur	35.01	5.91	21.08
11.	Deegh	39.63	5.45	23.00
12.	Aurai	40.43	6.23	24.32
13.	Bhadohi	37.55	5.76	22.22
14.	Sariyawa	35.01	3.59	19.65
15.	Chiraigaon	38.57	9.12	24.52
16.	Harhua	43.57	9.61	27.60
17.	Pindra	47.62	11.57	29.77
18.	Baragaon	48.92	12.09	31.15
19.	Sewapuri *	43.79	11.75	28.20
20.	Kashi Vidyapith	41.86	8.47	26.46
21.	Aaraji Lines *	42.85	8.45	27.03
22.	Cholapur	43.40	4.93	28.13
Average		12.17	1.09	7.06
Total Rural		41.79	10.05	26.52
Total Urban		56.80	33.96	46.34
Grand Total		46.0	16.25	31.85

* MS programme active

Within the blocks, Baragaon has highest literate males (48.92%) while Naugarh block has lowest (24.51%) in male literacy. As far as females are concerned, Barhani block has highest literacy (17.50%) while Suriyawa block has lowest literate females (3.50%). Overall literacy rate shows that Barhani block has highest literacy (31.20%) while Naugarh has lowest literate persons (15%).

Sex and Level of Education of General and Scheduled Caste Population of Varanasi (1981)

Table No.5 given below presents educational level of the Varanasi district's general as well as Scheduled Caste population (all ages). The educational levels are (i) illiterate, (ii) literate, (without educational level, including educational level not classifiable) further divided into formal and non-formal, (iii) Primary, (iv) Middle; (v) Matriculation or Secondary; (vi) Higher Secondary/Intermediate/Pre-University; (vii) Non-technical/diploma or certificate not equal to degree; (viii) Technical diploma or certificate not equal to degree and (ix) Graduate and above.

In Varanasi district 91.49% females of rural areas are illiterate whereas in urban areas women's illiteracy percentage is 63. In all the areas of Varanasi, more females (83.74%) are illiterate than males (54.04%). Percentage of literate male population without any non-formal education is high for urban area than rural area and it is also higher than female literates.

In rural area, males with some formal education are comparatively more than urban area. The gap between male's and female's primary education is more in rural than in urban areas. There is a high discrepancy between males and females educated upto primary, secondary, higher secondary, graduation and post-graduation level.

Table 5

Sex and Level of Education (All Ages) of General and Scheduled Caste Population of Varanasi District (1981)

Category and Areas	Total Population		Illiterate %		Literate Without Educational Level				Primary %		Middle %	
	Male	Female	M.	F.	Non-formal		Formal		M.	F.	M.	F.
1	2	3	4	5	6	7	8	9	10	11	12	13
<u>General</u>												
All Areas	1,943,474	1,757,532	54.04	83.74	1.32	0.56	13.89	5.83	10.75	4.86	7.24	2.02
Urban	539,117	477,706	43.19	63.00	1.84	0.96	12.45	9.59	11.62	8.51	8.65	4.58
Rural	1,404,357	1,279,826	58.24	91.49	1.16	0.42	14.44	4.42	10.41	3.50	6.70	1.06
<u>Scheduled Caste</u>												
All Areas	349,984	320,471	72.87	96.43	0.97	0.17	9.82	1.75	7.16	0.97	4.14	0.39
Urban	50,314	42,850	58.85	88.71	1.33	0.45	12.13	5.08	10.89	3.18	7.3	1.36
Rural	299,670	277,621	75.23	97.62	0.92	0.13	9.44	1.24	6.53	0.63	3.61	0.181

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Table 5 Continued

Category and Areas	Matriculation/Secondary %		Higher Secondary/Intermediate/Pre-Univ. %		Non-Technical Diploma or Certificate not equal to degree		Technical Diploma or certificate not equal to degree		Graduation and above		Postgraduate degree other than technical degree	
	M.	F.	M.	F.	M.	F.	M.	F.	M.	F.	M.	F.
	14	15	16	17	18	19	20	21	22	23	24	25
<u>General</u>												
All Areas	5.76	1.39	3.55	0.76	266	31	2176	118	64,362	14130	11,371	3794
Urban	8.35	3.82	5.75	2.22	141	16	1713	104	26,945	7693		
Rural	4.76	0.48	2.70	0.22	125	15	463	14	37,417	6437		
<u>Scheduled Caste</u>												
All Areas	2.60	0.19	1.35	0.01	17	4	135	7	2,501	114	233	17
Urban	4.84	0.7	2.52	0.28	6	3	55	4	694	55		
Rural	2.22	0.11	1.10	0.04	1	1	80	3	1,807	59		

The illiterate Scheduled Caste females are more (96.43%) than males (72.97%). In comparison to urban area, rural areas have more illiterate population. In urban areas a higher percentage of males, and females are literate without having any formal and non-formal education than in rural areas. There is a wide gap between the educational level of males and females from primary upto postgraduation level with number of Scheduled Caste males attaining higher educational level.

School Education

From 1983-84 to 1985-86, trends in primary school enrolment (junior basic schools) indicate expansion in school enrolment for boys and girls of both the general and SC/ST categories. Datas were not available for 1986-87, but from the year 1985-86 there is again increase in school enrolment in 1987-88. The figures of enrolment in 1987-88 and 1988-89 are almost the same for both the boys and girls of junior basic schools. The expansion of enrolment for girls of general as well as SC/ST categories of junior basic schools is much higher than boys.

From 1983 to 1986 there is expansion in school enrolment of both the general as well as SC/S₊ categories of boys and girls of senior basic schools. During 1987-88 and 1988-89 enrolment of boys belonging to general category has decreased while enrolment of girls of the same category has increased.

In 1983-84 total number of junior basic schools in Varanasi district were 1685 and the number has increased to 1640 in the year 1988-89. Number of senior basic schools in 1983-84 were 419 and in 1988-89 this number was 517. Girls institutions were 119 in 1983 and upto the year 1986 only 4 new girls institutions were started. Table-7 indicates the number of recognised schools in Varanasi district.

Table 7Recognized Schools in Varanasi District

Year	Junior Basic School	Senior Basic School	Girls Institutions
1983-84	1685	419	119
1984-85	1696	431	119
1985-86	1784	435	123
1986-87	Data not available		
1987-88	1848	505	-
1988-89	1840	517	-

Number of Schools in Different Blocks of Varanasi

In 1981 there were 43 higher secondary boys schools, 30 higher secondary schools for girls, 78 senior basic schools, 260 junior basic schools and 25 montessori schools in different blocks of Varanasi district. Blockwise survey reveals that out of 21 blocks, 11 blocks do not have any higher secondary schools for boys, 13 have no higher secondary schools for girls, 10 blocks do not have any senior basic schools, 6 blocks have no junior basic schools and 8 blocks are devoid of any montessori schools. Table 8 gives the details related to the number of schools in different blocks of Varanasi.

Table 8No. of Schools in Different Blocks of Varanasi

Sl. No.	Name of Block	Higher Sec.Sc (Boys)	Higher Sec.sc. (Girls)	Senior Basic School	Junior Basic School	Montessory School
1.	Bhadohi	2	2	5	16	1
2.	Khamaria	1	-	1	5	-
3.	Gopiganj	-	1	-	3	2
4.	Suriyawa	1	-	2	2	
5.	Ghosia Bazar	-	-	1	2	-
6.	Gyanpur	1	-	1	1	1
7.	Nai Bazar	-	-	-	2	-
8.	Varanasi Nagar Mahapalika	30	22	62	215	5
9.	Varanasi Cantonment	-	-	-	-	1
10.	B.H.U	1	-	-	1	1
11.	Railway Settlement	-	-	-	-	1
12.	Ramnagar Nagar Palika	1	1	1	2	2
13.	Gangapur	1	-	1	2	-
14.	Phulwaria	-	-	-	-	-
15.	Lohta	-	-	-	-	-
16.	Kotwa	-	-	-	-	-
17.	Mughalsarai Nagar Palika	3	1	2	4	2
18.	Mughalsarai Settlement	-	-	-	-	1
19.	Chandauli T.A.	1	1	1	1	3
20.	Syedraja	-	1	-	3	3
21.	Chakia	1	1	1	1	2
Total		43	30	78	260	25

APPENDIX III

ASSISTANCE TO VOLUNTARY AGENCIES TO TAKE UP PROJECTS ALONG
THE LINES OF NAHILA SAMKHA (in districts which have not
been covered by the Scheme)

APPENDIX III

Assistance to voluntary agencies to take up projects along the lines of Mahila Samakhya (in districts not been covered by the Scheme).

As effort has been made to involve voluntary organisation to take up a project along the lines of Mahila Samakhya in different areas. The main purpose of introducing this scheme was to fund specific agencies who could be encouraged to start a similar programme in different parts of the country. It was envisaged that after the initial two years, depending upon the success of the programme efforts would be made to expand the programme. It was suggested that then additional districts in two new States could be taken up in 8th Plan period and number of Districts could be increased to 20 in the existing States. Thus the main effort has been to initiate Mahila Samakhya Programme in those States/Districts where it could be taken up on a larger scale in the 8th Plan Period. The following agencies have been assisted under the scheme:

1. UTTAR PRADESH

(a) SEWA - Self-employed Women's Association has been working with Zari workers in Lucknow for a few years. The main effort has been to bring women together into a union/collective so that they could get a good price for their skill. SEWA Ahmedabad had prepared a very interesting proposal of introducing Mahila Samakhya, i.e., a programme to set up Mahila Sanghas along with Adult Education Programme - in Lucknow and Barbanki districts. As this proposal of SEWA compliments the work being done by them, it was felt that Mahila

Samakhya kind of activities would strengthen the hands of women workers. Being a predominantly Muslim Community, female literacy is very low. Thus the need to introduce systematic literacy and education programmes for both girls and women has been felt for a long time. In the first year they plan to cover around 20 villages but will gradually expand over the next five years.

(b) Banwasi Sewas Ashram, Sonbahadara District. The Department of Education has tried to evolve a comprehensive education package along with Banwasi Seva Ashram. The main purpose of this intensive project is to eradicate illiteracy in the district. A meeting was held with Shri Prem Bhai, officials of Government of Uttar Pradesh, officials of Government of India and UNICEF to plan this intensive programme. In addition to non-formal education campaign for adult literacy, revitalising village schools through training of teachers, setting up a good District Resource Unit for Adult and Non-formal education, it was felt that Mahila Samakhya could also be taken up as this programme builds in social accountability in the education structure. The Mahila Sanghas will provide the nodal point for the delivery of other non-formal education inputs. This proposal is being considered for financial assistance with a view of expanding the Mahila Samakhya Programme into Sonbahadra district in the 8th Plan Period. This programme will be launched in the last week of January, 1990.

2. HIMACHAL PRADESH

SUTRA - SUTRA has been doing a lot of work in the area of women's health, forming women's organisation in nine blocks

in Himachal Pradesh. In fact they have done pioneering work in the field of health education. Recently they have formed an association of village level women's organisation called Sarva Shakti Sangsam. 143 village level Mahila Mandals from Mandi, Sirmore, Kangra, Hamirpur and Solan have formed this collective. When we first contacted them asked for their help in training, they responded with a lot of enthusiasm. On familiarising themselves with the objectives of Mahila Samakhya Programme, they decided to apply under that Scheme for one specific component of their activity, i.e., training of Sahayoginis who will coordinate activities in ten villages and setting up non-formal and adult education programme for girls and women. In the first year, i.e., from January, 1990 they will concentrate on training of Sahayoginis. However, in the 8th Plan, we hope to expand our assistance to SUTRA to take up activities along the lines of Mahila Samakhya in five districts. It has been pointed out time and again that any progress in the field of education in hills of U.P and Himachal Pradesh can be made only with the active cooperation of women. SUTRA may be able to initiate such a process.

3. BIHAR

We have tried to contact many small groups in Bihar to take up programmes along the lines of Mahila Samakhya. So far we have been able to work with one organisation, i.e., Samata Gram Seva Sansthan, Lokhanipur, Patna. We have requested SEWA,

Bhagalpur to put us in touch with small rural organisations especially in the tribal areas of Bihar. This has been considered an important area and has been given priority. In the proposed comprehensive Bihar Education Project, Mahila Samakhya will be an important component. We hope to take up the Mahila Samakhya Programme in a systematic way in Bihar in the 8th Plan Period.

CONCLUSION

Given the limited amount of funds available for taking up programmes outside ten districts, we have concentrated only on a few areas. However, there is a tremendous demand for such activities from other parts of country especially Assam, Andhra Pradesh, Orissa and Rajasthan. Many women's organisation and voluntary agencies from the North-Eastern States have been contacting us for this purpose. Thus a serious review of the Scheme to provide assistance outside the ten districts should be made with a view to expand into more States.

[Dept. of Education, New Delhi,
n.d.]

APPENDIX IV

DETAILS OF SARHI AND SARHOSINI TRAINING, SANGHA TRAINING,
AND ORIENTATION TO MS PROGRAMME

MAHILA SAMAKHYA KARNATAKA

BIJAPUR DISTRICT . TRAINING AND ORIENTATION

Date	Venue	Programme	No. of Participants	Duration	Training Team
April 1st to 5th 1989	A.N.M. Trg Centre Bijapur	Orientation Training Camo (To identify Sahayoginis)	30	5 days	SEARCH (Nalini, Uma Kulkarni & myself)
2-6-89	Primary School at Honnutagi (Bijapur Taluk)	Work Shop (To identify Sahayoginis & Sahayaki)	55	1 day	SEARCH & Mahila Samkhya
21st Aug to 31st Aug 1989	SEARCH Trg Centre Bangalore (J.P. Nagar)	Sahayoginis Ist Phase Training Programme	15	10 days	SEARCH & myself
21st Sept to 30 Sept 1989	SEARCH Trg Centre Bangalore (J.P. Nagar)	Sahayoginis IInd Phase Training Programme	13	10 days	SEARCH Team
5th Nov to 15th Nov 1989	'SEARCH' Office Jayanagar Bangalore	Sahayoginis IIIrd Phase Trg	14	10 days	SEARCH Team

SUPPORTIVE TRAINING/WORKSHOPS

Date	Venue	Programme	No. of Participants	Duration	Training Team
29 & 30th July 89	A.N.M. Trg Centre & Primary School Horti (Tq Indi)	Care Takers Trg Programme	30	2 days	'DANIDA' Team
20-1-90	Vithal Mandir Talikot (Tq. Muddebihal)	Devadasisi Rehabilitation Workshop	50	1 day	Women and Children Welfare Dept Bijapur Doni Members)

[Prepared by State Programme Office,
Bangalore, Feb. 1990]

MAHILA SAMAKHYA KARNATAKA

MYSORE DISTRICT TRAINING AND ORIENTATION

Date	Venue	Programme	No. of Participants	Duration	Training Team
May 9th to 13th 1989	V.G.K.K. Yelandur Tq	Sahayogini Training	23	5 days	Uma Shanker and individuals from diff. N.G.O.
June 19th to 28th 1989	Maha Vidya shala Mysore	Sahayogini Training	20	9 days	"
November 10th to 20th 1989	Youth hostel Mysore	Sahayogini Training	19	10 days	"
1989	Vikasa H.D. Kota	Sahayaki Training	18	2 days	Sahayoginis
1989	Sargur	"	21	2 days	"
	Periyapatra Handigudda Koral	"	18	2 days	"
October	Kollegal	"	62	2 days	"
October	V.G.K.K. Yelandur	"	14	2 days	"
Jan 27th & 28th	H.D. Koti Malada Ladi	Girijana Mahila Mela	around 1200	2 days	Sahayogini

[Prepared by State Programme Office, Bangalore, Feb. '990]

MAHILA SAMAKHYA KARNATAKA - BIDAR DISTRICT

DATE	VENUE	PROGRAMME	NO. OF. TRAINEES	TRAINING TEAM	DURATION	DROP OUT
April 9th to 13th 1989	Sadlapura B. Kalyana	Sangha Leaders Training	30	Premila & Vazramanie Sahayoginis	5 days	NIL
16/4/89	Tadapalli Bidar	Sahayakis meeting	50	Sahayakis	1 day	NIL
May 25th to 30th, 1989	Itga & Enagunda Enagunda	Sangha leaders training II Phase Health Camp, Aurad	30 150	Premila & Vazramanie Government Doctor & Sahayoginis	5 days 1 day	NIL NIL
June 1st 1989	Chitguppa & Humnabad	Sahayakis Meeting	40	Vedamanie & Team	1 day	NIL
20/6/89	Allapur Aurad	Youth Workshop	100	Vedamanie & AIKYA Staff	1 day	NIL
1/7/89	Mamadapur Aurad	Sahayakis meeting	60	Sahayoginis	1 day	NIL
July 9th to 20th	Bidar Dist. Office	Sangha Leader Training Phase III	30	Premila Bai & Vazramanie	3 days	NIL
1/8/89	Mustapur B. Kalyana	Sahayakis meeting	60	Vadamanie & Team	1 day	NIL
1/9/89	Allapur Aurad	Sahayakis meeting	60	Sahayoginis	1 day	NIL
9th to 13th September	Boral Aurad	Literacy Workshop	30	Vedamani & Sahayoginis	5 days	NIL

Date	Venue	Programme	No. Of Trainees	Training team	Duration	Drop outs
From 26/9/89 to date	Bangalore	Leather training for sangha members	8	Training Centre, 6 months LIDKAR.	6 months	2
1/10/89	Belkara Humnabad	Sahayakis meeting	40		1 day	NIL
November 14th to 15th, 1989	Enagunda Aurad	Childrens festival	150	Samakhya staff & village people	2 days	NIL
Nov. 27th to 29th	Bidar District Office	E.D.P. Workshop	20	Ms. Prema Gopalan from SPARC, Dr. Acharya & Ms. Philomena of AIKYA	3 days	NIL
7th to 11th December, 1989	Bidar Office	Sahayoginis Training	15	Vedamanic & Usha Rao	5 days	1
10/12/89	Bidar office	D.R.G meeting	7	Vedamanic & Usha Rao	1 day	NIL
January	Enagunda Aurad	Astra Training for Sahayoginis	10	Zilla Parishad, Bidar	8 days	2
January 25th to 30th, 1989	Jindal Aurad	Literacy Workshop for Sahgha women	30	Vedamanic & Sahayoginis	5 days	NIL

Bidar Dist., FEB. 1990]

Details of Training Programmes Held for

SAKHS & SAHYOGINIS OF UTTAR PRADESH.

DISTRICT: TEHRI GARHWAL
 Agencies of Jeevan Vikas Saheli
 involved: Jeevan Vikas Saheli
 BAHAMUN BHAI,
 Mahila Samithi
 Saheli

DATE	VENUE	NO. OF TRAINEES	TRAINING TEAM NUMBER	TEAM CATEGORY	DURATION	DROP CUTS
19.6.88	Lok Jeevan Vikas Charti, Buda. Kedar	9 - Sahyoginis 15 - Sakhs <u>24</u>	4	Feminist Group (Charti)	9 Days	Nil
26.6.89	"	26 Sakhs 7 Sahyoginis <u>31</u>	3	Feminist Group (Tejgarh & Acharia India)	7 Days	Nil
26.6.89	Thakur Baba Chabawa, Tehri	26 Sakhs 7 Sahyoginis 1 Resource Person <u>32</u>	2	Feminist Group (Jeevan Vikas Saheli, Mahila Samithi, Acharia India)	9 Days	1
15.1.90	Mahila Samithi Janaki Chabawa	20 Sakhs	5	Mahila Samithi functionaries (9 Sahyoginis of number 41 Resource Person)	9 Days	Nil

DATE	VENUE	NO. OF TRAINERS	TRAINING NUMBER	TRAINING CATEGORY	DURATION	TRKOP OUTS
5-7-24	Training Centre, Disha, Subarnapur	Sakhar - 12 Sahyogini - 6 2 Resource Person Others - 10 <u>30</u>	4	Professional (Health) (MHA/SHC) & Health & Development Programme Department	10 Days	1 Sahyogini left
4-4-24	Vikalp, Salmanpur	Sahyogini - 3 Sakhar - 15 <u>18</u>	4	Formal (MHA/SHC/Health, Community Health Workers)	3 Days	Nil
10-5-24	"	Some group	4	"	8 Days	Nil
27-7-24	"	Some group	"	"	6 Days	Nil

DATE	VENUE	NO. OF TRAINERS	TRAINING TEAM NUMBER	CATEGORY	DURATION	ISOP CODE
4.9.22	Shrihari Khatole, Vikas Kumbhar, Sanjay Khatole	24 Sakhis 1 Subyogee 1 Resource Person <hr/> 26	1	Healthists (Sangli, Kolhapur, Vardhola Community Health Workers)	15 days	IS-2022-01
30.4.24	"	20 Sakhis 4 Subyogee 1 Coordinator <hr/> 25	3	Healthists (Sangli & Kolhapur Community Health Workers)	15 days	
4.9.24	"	Same group	5	--- do ---	15 days	Nil

PROJECT - Level A
 Approved by - P. B. D. Bhatnagar
 Group Project Manager
 Vignanshakti Institute

DATE	VENUE	No. OF TRAINERS	TRAINING TEAM		DURATION	DROP OUTS
			NUMBER	CATEGORY		
23.3.89	AKhil Bhawan, Samaj Seva Committee, Mark pur, Baroda	24 Sakhs 4 Sahyogins <hr/> 28	5	Educational staff & Elementary school teachers Machala Shrisatbhay functionaries (Bharti Sarwan) di Vimata R.	7 days	Nil
10.12.88	"	20 Sakhs 1 Sah. <hr/> 21	3	Professional (Bhatia Samanta, Kalyan, Girvanthra)	15 days	"
25.12.88	"	219 Sakhs 4 Sahyogins 4 Researcher <hr/> 12 others <hr/> 39	5	"	15 days	"

DETAILS OF TRAINING PROGRAMME HELD EXCLUSIVELY FOR U.P. STATE SQUADINES

DATE	VENUE	NO. OF TRAINEE	TRAINING NUMBER	TRAINING TEAM CATEGORY	DURATION	TRF COST
1.12.89.	Shri Lal Singh Kundwa Kundwa Furaha Haddi, Mushitank.	34 6 2 <u>42</u>	13	Forward Class, India India, Communist, Health Ward Professional (Language) WDP (Health) Professional (Health) Professional (Artistic - Sheers Chhachhi)	15	Nil

ULTRA STRATEGY

Purpose :- To Communicate Programme

DATE	VENUE	DURATION	COORDINATED BY	INVITEES
June 29, 1987	Secretariat, Lucknow	2 days	Education Department, Govt. of U.P.	Government Officials and Educational Consultants
March 27, 1988	Tilak Hall, Lucknow	8 hours	J. Pant, Principal Secretary, Govt. of U.P.	(1) Akha Bhatya, Jaipur, Delhi (NGO) (2) Tshipurai Sharma, Allahabad, Delhi (NGO) (3) Madhu Sareen (NGO) (4) Sidatka Bhatwala (NGO) (5) Bharti Roy Chowdhari (") (6) Anilabh Mukhopadhyay (Govt.) (7) Sharada Jain (NGO)
May 2, 1988	Saghan Kshetra Vikas Samiti, Sevapuri, Kanpur	2 days	<div style="border: 1px solid black; padding: 2px; display: inline-block;"> [Narasimha] </div> Saghan Kshetra Vikas Samiti (NGO)	Purpose - To Communicate the Programme (1) Rajni Beni, Banarsi Sewa Ashram, Mirzapur (2) Suttappa Mukherjee, Gram Nijojana Kendra, Ghaziabad (3) Anuradha Aggarwal (NGO) (4) Madhu Aggarwal (NGO) (5) Usha, Shramik Bharti, Kanpur (NGO) (6) Sandhya, Iha (NGO) (7) Bhargava, Saghan Kshetra Vikas Samiti, Sevapuri (NGO) (8) Umreyi " " " " (9) Akbal " " " "

Sahasranpur

Date	Venue	Duration	Not Coordinated by	Invites
				10. Bhavati Roy Chowdhary, Vikalp 11. Sushela, Mirzapur 12. Dr. Bhartendu Bhatnagar, Banda 13. Pankaj, Mirzapur 14. Balab Shiksha, (Tehri Garhwal) 15. Cyril (Anjani Sen, Tehri Garhwal) 16. Akha Bhatnagar, Tazara, Delhi 17. Anilabhi Mukhopadhyay (Govt. Official) 18. Vinata Ramachandran (Consultant, W.D.)
			Banda.	
May 6, 1988	Sahasranpur	1 Day.	Vinata Ramachandran, Consultant (Govt.) (Women Development)	(1) Representatives of Bisha, Sahasranpur (NGO) (2) " " Vikalp, Sahasranpur (NGO) (3) Representatives of Manjhi, Delhi " " (4) " " Action India, Delhi " " (5) Vinata Ramachandran (Consultant, W.D.)
June 6 & 7 1988	Vigyan Shiksha Kendra, Banda	2 days.	Vigyan Shiksha Kendra, Banda (NGO)	- 12 participants from Vigyan Shiksha Kendra - 2 " " Akha Bhatnagar Samaj Sewa Sansthan, Manjhi
			Purpose: to communicate programme	

Date	Venue	Duration	Coordinated by	Invitees
16th June, 1989 Hill Campus: G.B. Pant Agr. Culture University, Kare Chauki, Tehri Garhwal	1 1/2 days	Taroni Uttarakhand Jan Jagati Sansthan, Tehri + Deptt of Education, Delhi	Purpose - To Communi- cate & discuss Programme with ...	<ul style="list-style-type: none"> - Abhijan, Allama. - Youth Development and Training Institute - Gopind Vallabh Pant Khetochik Sansthan, Alkara. - Saghan Kshetra Vikas Samiti, Sevalpuri - Tagore Bal Niketan Mirzapur - C.F.R.I., Jaunpur - Shramik Bharti, Kanpur - Journalists - Sh. Anil Boria, Education Secretary, Deptt. of Education - Vimala Ramachandran, Consultant - Anilabh Mukhopadhyay, I.S. (V.N) - K. M. Banerjee, Jt. Education Secretary, U.P. - Deepa Singh, Jt. Managing Director, U.P. - Representatives of Adult Education. - Representatives of Uttarakhand Jan Jagati, Sansthan, Tehri. - Jan Uka, Sansthan, Tehri Garhwal - Niyar Ghali Gram Swarajya Samiti, T. Garhwal - Deon Ghali Shiksha Sansthan, Gumanwala - Lok Jeevan Vikas Bharti, Tehri Garhwal

Date	Venue	Duration	Coordinated by	Invitees
19 June, 1988	Severipuri, Varanasi	1½ days	Jagori - Delhi (Chairperson)	<ul style="list-style-type: none"> - Mahila Nav Jyoti Samiti, Chamba, T.G. - Bhuvneshwari Mahila Ashram, Anjani Sen, T. Gail - Mahila Mangal Dal, Saulti, Tehri Garhwal - Parvatiya Nav Jeevan Mandal, Silyara, T. Gail - Sarvodaya Ashram, Uttarkashi - Social Workers, Tehri Garhwal - Jagori - Delhi - Bharti Sareen, Delhi - Vinata, Ramachandran, Consultant (WS) - Renu Chakravarty, Action India Delhi - Representatives of Adult Education, U.P.
			<p><u>Purpose</u> - To evolve the Criteria for the selection of Village level and block level function- aries.</p>	<p>Representatives of:</p> <ul style="list-style-type: none"> - Saghan Kshetra Vika Samiti, Sevapuri - Mahila Mukti Morcha, Sevapuri - Banaras Hindu University, Varanasi - Tagore Bal Niketan, Mirzapur - Rana Beni Madho, Raibareilly Jan Kalyan Samiti, - Action India - Jagori - Bharti Sareen, Delhi

DATE	VENUE	DURATION	COORDINATED BY	INVITEES
August 8, 1988	Disha Office, Sakranpur	1 1/2 days	Disha, Sakranpur (NGO) Purpose: To involve Community Programme.	Representatives: 4 Persons from Alarippu, Delhi 5 " " Disha, Sakranpur Bharti Sareen, Delhi
August 16, 1988	Jagan - Delhi	2 Days	Jagan - Delhi (Trainers) Purpose - U.P. Training (about Technology)	Representatives:- - Mahila Mukti Morcha, Varanasi, Varanasi - Action India, Delhi - Alarippu, Delhi - Community Health Workers - Women Development Programme, Rajasthan - Aruna Roy Rajasthan - Kavita, " - Jagan, Delhi - Luxmi Muty, Delhi - Bharti Sareen Delhi, Dept. of Education - Vinata Ramachandran, " " - Anil Bedia, " " " - Anubhuti Mukhopadhyay " " " - Kiran Bhargava " " "

Date	Venue	Duration	Coordinated by	Invitees
29, September, 1988	Shramik Bhadi Kanpur	4 hours	Jagori - Delhi & Dept. of Education <u>Purpose</u> : to evolve methodology for selecting potential Candidates	<ul style="list-style-type: none"> - Dr. Susinder Telley, Centre for Women Studies and Development, Banarus Hindu University - Madhu Aggarwal, Varanasi - Rina Banerjee, Lucknow - Kamla Bhasin, FAO, Delhi - Rumi Chakravorty, A-India, Delhi - Sandhya Jha, Mahila Mukti Morcha, Serapua - Representatives of Local Agencies - Abha Bhaurya, Jagori, Delhi - Vinata Ramchandran, Dept of Education Delhi
October 6, 1988	Hill Campus, G.B Pant Agr. Cultural Univ., Rani Chauvi Tehri Garhwal	1 1/2 days	Jagori & Uttarakhand Jan Jagriti Sansthan (NGO & Trainers) <u>Purpose</u> - To choose Local groups for Implementing Programme	<ul style="list-style-type: none"> - Abha Bhaurya, Jagori, Delhi - Deepti Singh, Delhi - Luxmi Mukti, Delhi - P.L. Gautam, Jt. Director, Hill Campus - Reps. of Uttarakhand Jan Jagriti Sansthan, Tehri Garhwal - Reps. of Jan Jagriti Vikas Sansthan, Jakhli, Tehri Garhwal - Reps. of Doon Ghati Shiksha Sansthan - Reps. of Nyas Ghati Gram Swarajya Samiti, Tehri Garhwal. - Reps. of Sawaliya New Jagran Mandali

Date.	Venue	Duration	Coordinated By	Invitees
				<ul style="list-style-type: none"> - Reps. of Mahila Mangal Dal Sawli - Reps. of Bhuneshwari Mahila Ashram, T. Garhwa - Director H.H. - to Government Office (State) - Reps. of Mahila Uda Yojana Samiti, Ekowala, - B.N. Tandon Institute of Studies, Garhwa - Reps. of Ganga Nigajana Kendra, Ghaztabad - Anita Biswas, Educational Dept of Education - Vinata Parmachandran, " " " "
October 21, 1988	Lucknow	2 Days	<p>P. C. Sharma, Education Secretary, Govt. of U.P. (Govt)</p> <p>Purpose: to short list Potential Candidates</p>	<ul style="list-style-type: none"> - Government Representatives - Hemlata Swain - Vinata Parmachandran - Anil Biswas
November 25, 1988	Literary House Lucknow	2 Days (Workshop)	<p>Directorate of Adult Education (Govt)</p>	<ul style="list-style-type: none"> - Abha Bhatnagar, Jaypee, Delhi - Dr. Sumati, Talley, (Govt, B.M.) - Dr. Hemlata Swain, Vice-Chancellor, Banpur University, Rampur - Dr. Ganga Lakshmi, B.M.

DATE	VENUE	DURATION	COORDINATED BY	INVITES
				<ul style="list-style-type: none"> - 11 Potential Candidates from different parts of U.P. - V. S. Gupta, Director, Adult Education, U.P. - Deepa Singh, H. Managing Director, Sugar Federation, U.P. - P. M. Bhatnagar, H. Secretary, (Home), U.P. - Vinata Ramachandran, Deptt. of Education, U.P.
November 11, 1988	Akshil Bhartiya Smaj Sewa Samithan, Manikpur Banda	2 Days	Akshil Bhartiya Smaj Sewa Samithan, Manikpur (NGO) Purpose: To commence Caste programme & to understand the difficulties of the caste.	<ul style="list-style-type: none"> - 45 Village level women - Vinata Ramachandran, Kasuliba Mahila Trust, Allahabad - Mayya, IITM, Delhi - Deptt. of Deptt. of Education, U.P. - Amitabh Mukherjee, I.S. (V.A.) Deptt. of Education, New Delhi - Bharti Senan, Deptt. of Education, New Delhi
December 6, 1988	Allarippu, Delhi	3-4 hours	Allarippu Delhi (Trainer)	<ul style="list-style-type: none"> - Reps of Allarippu - " " Delhi - Vinata Ramachandran, Project Director (MC)
December 17, 1988	Kanpur	2-3 hours	Deptt. of Education, (Mahila Samithi) (Govt)	<ul style="list-style-type: none"> - Manjula Swaraj, Ex vice chancellor, Kanpur - Vinata Ramachandran, Project Director, Mahila Samithi

TEHRİ GĀRHĪAL, 1989

DATE	VENUE	DURATION	COORDINATOR	INVITEES
19 January, 1989	Tourist Guest House, Chambs	9 Days	Shashi Pathani - Mahila Nari Jayan Samiti, Chambs (NGO)	<ul style="list-style-type: none"> - Reps. of Mahila Nari Jayan Samiti, Chambs. - " " Parvatiya Nari Jayan Mandol, Silyna - " " Uthakia d Jan Jayanti Samithan, Tehri Garhwal. - " " Jan Vikas Samithan, Tehri Garhwal - " " Lt. Jeevan Vikas Bharti " " - " " Mahila Mandol, Subti, " " - Bhavani Bhai - Vinata Bhusan Chaudhary, Project Director, M.C.
14 February, 1989	Tourist Guest House, Chambs	3 Days (Orientation Programme)	Jayanti (Trainer) <u>Purpose</u> - to discuss and evolve features of Sakhi & Sahyogini	<ul style="list-style-type: none"> - 15 Sahyogini level women, Tehri Garhwal - Akhila, Jayanti, Nelli - Harmindey, Jayanti, Isolla - Bharti, Jayanti, Dept of Education, Meerut, Uttar Pradesh - Anita, Narsinh " " " " " "
14 April, 1989	Thakur Baba Chakras, Tehri	2 Days	Jayanti, & Mahila Samithan.	<ul style="list-style-type: none"> - Bhavani Bhai, Tehri - Bhavani Lal, Lt. Jeevan Vikas Bharti, Tehri Garhwal - Bansi Lal, Jan Vikas Samithan, Subti - Shashi Pathani, Mahila Nari Jayan Samiti, Chambs - Vipin " " " " " " - Vinata Bhusan

TEHRI GADHWAL (CONTD)

DATE	VENUE	DURATION	COORDINATED BY	INITIATOR
24, September, 1988	Shakar Baba Chaturvas, Tehri	1 day	Rama Bhatt	<ul style="list-style-type: none"> - Sushil Sonawala, Deptt of Adult Education - Rita Sarda - Ganga Prasad Bahuguna - Rama Bhatt, Tehri Gadwal - Alka Sharma, Jyoti Delhi - Renu Chakravarty, Action India - Delhi - Vinata Ramachandran, Project Director, Mahila Samakhya
4th October, 1988	Shakar Baba Chaturvas, Tehri	5-6 hours	Jyoti (Trainers)	<ul style="list-style-type: none"> - All Sanyogis of Tehri Gadwal - Rama Bhatt - All heads of Tehri Gadwal Organisations
5th October, 1988	Mahila Nari Jyoti Samiti	6-7 hours	Mahila Samakhya Delhi	<ul style="list-style-type: none"> - Bhawanee Jha, Tehri - Sanyogis of Tehri Gadwal - Rama Bhatt, Tehri Gadwal - Bharti Suran, Mahila Samakhya, Delhi - Alka Sarda, Jyoti - Delhi
5th October, 1988	Mahila Nari Jyoti Samiti	6-7 hours	Mahila Samakhya Delhi	<ul style="list-style-type: none"> - Shashi Khatun, Mahila Nari Jyoti Samiti - Lipa Khatun - 4 Sanyogis - Bharti Suran, Mahila Samakhya, Delhi - Rama Bhatt - Alka Sarda, Jyoti - Delhi

TEHRU COUNCIL CENTRE

Date	Venue	Duration	Coordinated by	Invited
October 6, 1989	Bhainsikhera Market Ashram Ajayal Sar Tehrui Garhwal	4-5 hours	Jayson Nalla-Soma	Bhainsikhera Market Ashram, Tehri Garhwal - 83 Sahyogin, Bhainsikhera Market Ashram, Tehri Garhwal discuss Programme with Sahyogin - Rama Bhatt, Market Garhwal, Nalla - Bharti Saran - Alka Saran, Jayson Nalla
October 21, 1985	Jan Vikas Sankhram, Takkhali	1 day	Rama Bhatt	All Sahyogin of Tehri Garhwal - Rama Bhatt
January 2, 1990	L.K. Secru Vikas Bharti Tehrui Garhwal	1 day	Rama Bhatt	"
February 8, 1990	Shakti Baba Chakrasan, Tehrui	1 day	"	"

VARANASI, 1989

DATE	VENUE	DURATION	COORDINATED BY	INITIATES
September 3, 1989	Sayankalaha Vikas Samiti, Sevapuri	1 Day	Satyogya Varanasi	<ul style="list-style-type: none"> - All Sathe, Varanasi - Satyogya, Varanasi - Akha Bharya, Jagan - Delhi - Renu, Jagan - Delhi - Shanti, Community Health Programme, Delhi
September 8, 1989.	"	1 "	Jagan - Delhi <u>Purpose:</u> To Choose potential Candidates	<ul style="list-style-type: none"> - Akha Bharya, Jagan - Delhi - Renuko Mishra, Action India - Delhi - Renu, Jagan - Delhi - Shanti, Community Health Programme, Delhi - Anshul Singh, Eastern Kalyan Vikas Samiti, Sevapuri, Varanasi - Sunder Jolley, @ CSSB, BHO, Varanasi - 10 possible candidates, from Benaras Hindu University, Varanasi.

Note :- There ~~were~~ are some Satyogya - Sathe meetings with presence from Benaras
Delhi, but we don't have the record.

SAMAYIKER

Date	Venue	Duration	Coordinated by	Invited
27, September 1989	Dish's Office	1 1/2 days	Dishes - Sahayampur	<ul style="list-style-type: none"> - Sahyogini, Sahayampur - Sakhen - Reps. of Mahila, Sahayampur. - Workers of Dish's - Bharti-Sakhen, Mahila Samakhyas, Delhi
7th, October, 1989	Dish's Office	1 Day	<p>Delhi/Disha - Delhi</p> <p><u>Purpose:</u> to discuss ^{create} some programmatic problems</p>	<ul style="list-style-type: none"> - Laxmi Krishnamurthy, Alauddin - Delhi - Sahyogini, Sahayampur - Other staff members of Dish's - K. N. Tiwari, Dish's, Sahayampur. - Vimla Ramachandran, Project Director, Mahila Samakhyas
29, December, 1989	"	1 Day	<p>Dish's - Sahayampur</p> <p><u>Purpose:</u> - Seminar on Wages issue</p>	<ul style="list-style-type: none"> - All Mahila Samakhyas functionaries - " WDP functionaries, Rajasthan, Delhi Organisation representatives, - " Telangana - StCR, Rajasthan, representatives, - Around 8-10, thousand men and women came for this

DATE	VENUE	DURATION	COORDINATED BY	INITIATES
23rd February, 1989	At Nil Bhairav Samaj Sewa Samithan, Manikpur, Banda	3 days	A.B.S.S.S. Manikpur, Banda <u>Purpose</u> - to discuss programme in details	- 4 Sahyoginis - Workshop of ABSSS - Vinata Ramachandran, Project Director (MS) - Bharti Sareen, Mahila Samakhyas, Delhi
26th February 1989	Vijyan Shiksha Kendra - Banda	2 days	V.S.K - Banda <u>Purpose</u> - to discuss programme.	- Women workers of VSK - Dr. Bhairavji Bhatnagar, V.S.K. - Vinata Ramachandran, Project Director (MS)
5th June, 1989	Tourist Rest House, Chitrakot	2 days	A.B.S.S.S. Manikpur - Banda <u>Purpose</u> - to meet some more local Agencies, in order to expand programme	- 8 Reps of - ^{Mahara Block} Senkalp - Narain Block - Banda - " " GOPAC - Narain Block " " - " " Pradhara - Banda - Kshatrya Vikas Samiti - Reps of Utkal - Jajpur, Banda - " " Yuv Samit - Jorechi " " - " " ABSEC - Manikpur " " - Journalists - Bharti Sareen, Mahila Samakhyas, Delhi - Vinata Ramachandran " " "
11th July, 1989	A.B.S.S.S. Manikpur, Banda	3.	do - <u>Purpose</u> - Sakhi Sahyogini meeting	- Reps of ABSSS - 1 Sahyogini, Mahila Samakhyas - 35 Sakhi " " " - Bharti Sareen " " - Delhi - Ranika Mishra, Action Media - Delhi

BANDH - Contd.

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DATE	VENUE	DURATION	COORDINATION BY	INVITEES
August 2, 1989	Jaypee - Delhi	1 Day	Jaypee - Delhi Purpose: to choose training team for Bands.	<ul style="list-style-type: none"> - Luxmi Krishna Murthy, Mansarovar, Delhi - Gopal Bhat, ABSSS, Mansarovar, Bands. - Balu Samanta, Mahila Samakhya - Kalyani, Bihar - Anjali, Coimbatore - Renuka Mishra, Action India, Delhi - Abha Bhargava, Jaypee, Delhi - Bharti Saran, Mahila Samakhya, Delhi - Vinata Ramachandran, Project Director, Mahila Samakhya
October 12, 1989	ABSSS - Mansarovar	4 Day	ABSSS Purpose: to celebrate nearly 1 year of NFE Centers & to evaluate it.	<ul style="list-style-type: none"> - All Sahyoginis - Children from NFE Centers seen by ABSSS under MS Project - Journalists - Politicians in MS - Bharti Saran, Mahila Samakhya, Delhi
October 13, 1989	A.B.S.S.S Mansarovar	1 Day	ABSSS, with Sahyoginis	<ul style="list-style-type: none"> - All Sahyoginis - " Sahelis - Male Workers of Organisation - Bharti Saran, Mahila Samakhya, Delhi
November 13, 1989	A.B.S.S.S Mansarovar	2 Days	Mahila Samakhya Delhi	<ul style="list-style-type: none"> - Reps of ABSSS - Sahyoginis, Mahila Samakhya - Vinata Ramachandran, P.D (M.S)

DATE	VENUE	DURATION	COORDINATED BY	INITIALS
January 31, 1910	ABSSS - Manikpur	2 Day	ABSSS, Manikpur & Jagan - Delhi Purpose - For 5th March celebrations	- All Sectors - All Sahyoginis - All Workers of ABSSS - Bhakti Saran, Mahila Samakhyas - Delhi - Gopal Khatu, ABSSS

State
U.P. Level Meetings Coordinated by Jagan

22nd July, 1946	Jagan - Delhi	3 hours	Jagan - Delhi Purpose - Try. Prog.	- Renuka Mishra, Action India, Delhi - Gaura Choudhary " " - Renu Choudhary, Jagan - Delhi - Leena Prishnamaty, Alambhu, Delhi - Saranya - Jagan - Delhi - Akhs " " - Bhakti Saran, Mahila Samakhyas, Delhi - Vinata Ramachandran " "
3rd August, 1946	"	1 Day	Jagan - Delhi Purpose: to have a dialogue with Vol. Agr. of U.P.	- Repe of Bhawanshree Mahila Ashram, Gorak - " " Janki Saran, J. Garhwal - " " J. K. Jagan Vikas Bharti " " - " " Mahila Nao Jagan Samiti, Chamba - " " Jagan Kshetra Vikas Samiti, Kumaon - " " A.B. S.S.S. Manikpur

DATE	VENUE	DURATION	COORDINATED BY	INITIATES
25.8.84.	Jagan - Delhi	4 hours.	Jagan Delhi Personal Trainers meeting	<ul style="list-style-type: none"> - Rups of Vikalp - Sahasra Pur - " " Disha - " - " " Action India - Delhi - " " All India - Delhi - " " Gujarat Mahila Samakhyas Society (Sujit & Janta) - Datta Samvale, Maharashtra - Kalyani, Bihar - Sangita, Deptt of Social Work, Delhi - Khushi Sreen, Mahila Samakhyas, Delhi - Vineta Ramchandran, P.B, Mahila Samakhyas, - Kiran Dhillon, D.S. (U.C), Deptt of Edu., N. Delhi - Anurag. Harshodhaya, Delhi " - Anil Boodis, I.S " - Rita Singh, Directorate of A.P., G.P - Administrative Staff of Mahila Samakhyas Delhi - Abha Khanna, Jagan - Delhi - Purni Chakravarti " - Renuka Mishra, Jagan - Delhi - Bhavati Roy, Action India - Delhi

DATE	VENUE	DURATION	COORDINATED BY	INITIATES
				<ul style="list-style-type: none"> - Laxmi Prakash-Munshi, Mahila Samakhyas, Delhi - Veerabai Mahajan, Delhi - Renu, Jagan, Delhi - Asha, " " - Bharti Jagan, Mahila Samakhyas, Delhi - Vineta Ramachandran P.D. (MS) - Anali Bhowani, Mahila Samakhyas Delhi
3rd February, 1990	Jagan-Delhi	Day	Jagan-Delhi Pune - to evaluate Sahyogini try	<ul style="list-style-type: none"> - Rupa of Mahila Samakhyas, Delhi - " " Action to do, Delhi - " " Jagan " " - " " Mahila Samakhyas - Delhi - " " " " - Gujarat - Aruna Roy, Rajasthan - Kavita Srinivasan, B.S., Rajasthan - Vineta Ramachandran, P.D. (MS)

* There are quite a many meetings held by Jagan, in which Mahila Samakhyas, Delhi was not involved, we don't have a record of that meetings till today. Same is the case with 4 districts as you know we don't have structure in U.P.

GUJARAT : SAHAYOGINI TRAINING

SHIVIRS

Topic	District and Date	Objectives	Resource person
Jawahar Rojgar Yojana	Sabarkantha 14-8-1989 Rajkot 2-12-1989	- To acquaint Sahayoginis with the JRY Scheme - Provisions for women under the Scheme. - Utilisation of money in the scheme under various heads.	Laxmi Mahila Mandal Shramjivi Samaj DRDA.
Information about Dryland Farming	Rajkot 11-1-1990	- To equip Sahayoginis to meet the felt need of agricultural training for Mahila Sangh women to be taken up under the component of vocational training.	Farmers' Training Centre.
Scope of Vocational Training	Rajkot 2-12-1989	- To acquaint Sahayoginis with existing schemes and viability of the schemes.	District Industries Centre.

SHIVIRS

Topic	District and Date	Objectives	Resource person
Adult Education	Rajkot 10 & 11 January 1990	<ul style="list-style-type: none">- Have a direct discussion with Director to look for solutions for complaints about existing non-functional A.E. Centres.- To arrange for the new AE Centres demanded by Mahila Sangh women.- To give the department feed-back about Mahila Sangh's functional literacy experiments to understand JSN and NFE schemes of the government.	Director for District Adult Education Department.
Sakhi Selection	Baroda 5 & 6th January 1990	<ul style="list-style-type: none">- When should we go ahead with Sakhi Selection?- Criteria for Sakhi selection.- Process of Sakhi Selection.	Voluntary Agencies Resource People. Diu.

SHIVIRS

Topic	District and Date Dist	Objectives	Resource person
Nursery Raising	Baroda 26-12-1989 Rajkot 11 & 12th January 1990	<ul style="list-style-type: none">- To give basic technical information about Nursery raising.- To discuss the pros-and-cons of the scheme.- To Discuss and select nursery schemes from amongst various Government department, e.g. DRDA, DWEDD.- To discuss the process of involving women in groups to raise nurseries.	B.A.I.F at Sakrol Farm, Baroda. CEE & UFO Rajkot.

(Prepared by Gujarat State
Programme Office, Feb. 1990)

GUJARAT

SAKHI TRAINING PROGRAMME

<u>Month</u>	<u>Duration</u>	<u>District</u>	<u>Core-Team Members</u>
December 1989	8 days	Vadodara Shroff Foundation Trust	Trupti Shah - Sahiyar Sandhya Shah - Shroff Foundation Trust Sejal - MSS
December 1989	8 days	Sabarkantha Manav Kalyan Trust	Sophia - Awaaz Achala Shakuntala Mehta - MSS Kanta - Manav Kalyan Trust
January 1990	4 days	Sabarkantha Laxmi Mahila Mandal Gram Vikas Trust	Friti Shroff - Behavior Supriya Science Centre Shakuntala Mehta - MSS

(Prepared by Gujarat State
Programme Office, Feb 1990)

MAHILA SAMAKHYA GUJARAT STATE

Rajkot District

Meetings and workshops conducted at the state/district level to communicate the programme (Mahila Samakhya) in Rajkot District (including the Government, NGO, and Training groups).

TABLE 1 :- Workshops and Meetings with Government August 1989 to January 1990.

Date	Venue	Duration	Invitees	Coordinated by
29/8/89	Gandhinagar	30 Minutes	President, MSS	State Programme Director
31/8/89	Collector's Office, Rajkot	40 Minutes	Collector, Rajkot Dist.	Dist. Coordinator
1/9/89	Collector's Office, Rajkot	30 Minutes	Collector	Resource Person
02/9/89	DRDA	20 Minutes	Director	Dist. Coordinator
07/9/89	DDO Office Rajkot	60 Minutes	DDO & 13 TDOs	Dist. Coordinator
8/9/89	Kanta Street Vikas Hostel Rajkot	2 hours	DDOs, Director AE, Rajkot	Dist. Coordinator
13/10/89	Collectorate	30 Minutes	RDC	Dist. Coordinator
12/11/89	DDO's Office	30 minutes	DDO, TDO.	Dist. Coordinator
11/1/90	Dist. Implementation Unit, Rajkot.	3 hours	DFO, & Sahayoginis	Dist. Coordinator
12/1/90	-do-	2 hours	GM, DIC, Rajkot	Dist. Coordinator

TABLE 2Workshops & Meetings with NGOs

Date	Venue	Duration	Invitees	Coordinated by
29/8/89	Mahila College	2 hours	2 Volags/NGO	District Coordinator
1/9/89	Working Women's Hostel, Kanta Street, Vikas, Rajkot.	11.00 to 4.00	9 Voluntary Agencies Secretaries	Dist. Coordinator
8/9/89	- do -	11.00 to 3.00	7 Voluntary Agencies/NGOs	- do -
17/9/89	Dist. Implementation Unit Rajkot	2.30 to 6.00	Representative of 9 Volags NGOs.	- do -
26/9/89	- do -	3.00 to 6.30	10 representatives of Volags/NGOs	- do -
24/10/89	Taluk Headquarters of Volags, Virnagar.	Overnight stay	Dist. Coordinator	- do -
25/10/89	- do - Jabdan	one to one meeting	- do -	- do -
27/10/89	DIU Office, Gopalidham Rajkot.	3.00 p.m. to 7.00 p.m.	SPD	Resource Person
10/11/89	Individual Offices of NGO	11.00 am to 3.00 pm	Sahayoginis	- do -
11/12/89	- do -	- do -	- do -	- do -
10/1/90	DIU Office	- do -	- do -	- do -

NOTE : No NGOs are dropped.

MAHILA SMAKHYA RAJKOT DISTRICT

Table 3: Categories of Trainers

Category A	Category B	Category C
Professional Group	WOMEN'S Groups and ORGANISATIONS	Teams created through linkages to other programmes like WDP, Tilonia
Behavioral Science Centre, Xaviers' College, AIIM.	AWAG, AHM	EX SEWA
MAHITI, Utham, (Nafica)	Pootliba Stree Mandir	Taluka level
Self Search Team	Sahiyar - Sahaj (Barda)	Doctors & Women Lawyers' Team, WDB Team (Baroda)
Jan Vikas (Gagan Shethi's)	Individual Feminists in Colleges & Public life	Ranjanben Tank (FPA)
VIKASAT & Nehru Foundation		Tanvi & Ashok Vyas with puppetry art as trainers team
CHEटना (Health)		Nayanaben Sahayakis team for functional literacy training
Regional Farmers' Training Centre Rajkot.		
Centre for Environment		
Home Science Mahila College, Rajkot.	films like "Artha", "Mirch Masala", "Muze Insaaf Chhaiye" were shown to Sahayoginis	Aditi, Desai, Dinaz Kalwachwala Sarup Druv (spandan) - proposed for Feb. training for poster making
Dept. of Forest Conservation		
Safai Vidyalaya (Ishwarbhai Patel AHM) Rural Sanitation	Study Tours, Folk Songs, skits, used as training media.	
Family Planning Association.		

Rajkot DIU Mahila Sanghas Members' Training - January 1990

Sr. No.	Dates	Taluka	Village	Sahayogini	Focus
1	15/16 Jan.	Kotda Sangani	Veraval	Shobhana	Awareness Education
2	16/17 Jan.	Padadhari	Taragadi	Rita Patel	Social Forestry
3	17/18 Jan.	Padadhari	Manharpur	Pragna Sejpal	How to save trees
4	17/18 Jan.	Rajkot	Bedi	Harsha Bhatt	Awareness Education and grow fodder
5	19/20 Jan.	Rajkot	Kotharia	Harsha Bhatt	Women's rights
6	6,7 Jan.	Kotda Sangani	Champa Beda	Shobhana	Women's rights
7	14,15 Jan.	Jasdan	Ambardi	Mita Pandit	Rural Sanitation
8	22,23 Jan.	Padadhari	Ishwaria	Rita Patel	Women's Self Awareness Environment
9	18,19 Jan.	Padadhari	Manharpur Taragadi	Rita Pragna	Study tour to Centre for Education of Environment
10.	19,20 Jan	Jasdan	Kothi	Harsha Karan	Smokeless Chulla Education for Solar Energy
11.	21,25 Jan.	Jasdan	Baldhoi	Harsha Karan	Adult Education Motivation
12	18,19 Jan	Jetpur	Vadasada	Jashu Kanchan	Functional Literacy
13	19,20 Jan.	Gondal	Munga Vavdi	Kirtida	Women's Rights (Legal Edu.)
14.	28,29 Jan.	Kotda Sangani	Saapar	Shobhana	Self Awareness Education
15.	30,31 Jan.	Kotda Sangani	Veraval	Shobhana	Social Forestry Environment Education
16.	23,24 Jan.	Jasdan	Kharadia	Harsha	Water Conservation and Water Harvesting
17.	18,19 Jan.	Jasdan	Navagam	Mita Pandit	Health Education for mothers and children
18.	17,18 Jan.	Vankaner	Mahika	Pratibha	Health Education
19.	28,29 Jan.	Gondal	Jodhpur	Kirtida	Kitchen Garden Education.
20-	30,31 Jan.	Gondal	Vadadhari	Kirtida	Health Education
21.	19,20 Jan.	Lochika	Pardi	Ila Vora	Women's Rights
22.	22,23 Jan.	"	Paal	" "	Legal Education
23.	24,25 Jan.	"	Dholra	" "	Environment.

MAHILA SAMAKHYA SOCIETY GUJARAT STATE

મહિલા સામખ્ય સોસાયટી, ગુજરાત રાજ્ય.

Mahila Samakhya Society , Guj.State

Sahayoginis Meetings Held by Rajkot DIU From Sept 89, to Jan 90.

Date	Venue	Processes Shared/Trg. Imported
3 to 8 Sept'90	Woring Women's Hosteds, Rajkot	Orientation & Confidence building Training Imparted by Self Search Team, of AHM.
18/Sept'89	DIU Office	- One Day Workshop held & Sahayoginis were trained how to approach villages, rural Women and collect base line data process of identifying villages & VOLAGS, for each sahayoginis and invoking volags Co-Operation during field work assignment.
26 Sept'89	" "	- Sharing the first feedback of field-work, problems narrated, fears communicated, solutions come out from collective thinking
13,14 Oct '89 & 23,24 Oct	in the villages of Sahayoginis	- Volags too participate in this - District Co-ordinator Travels with Sahayoginis to their villages, to re inforce and strength Sahayoginis in hostile areas Share rapport building excercises staying overnight on VOLAGS Campus to work out better Co-Operation to Sahayoginis- Communicated basic concepts of Samakhya again Incidences of Violence increasing in district during election Sahayoginis are threatened and warned, by well wishers and others!
25,26,27Oct'89	Office of DIU planned Trg.	- Monthly feedback meetingdiscusses how to cope up with politically charged atmosph ere Boldly they report their progresse
16 Nov'89	Khedbrahma <i>Sabarkantha</i>	Sharing of Inter-district Sahayoginis, experiences, insights etc (Rajkot & Sabarkantha)
21 Nov'89	AHM-SPIPA	Evaluating the re-training held at Sabar kantha & AHM Dist.
1 Dec '89	Rajkot Dist. Panchayat Hall Jilla panchayat	- Assessment of work done, in Nov'89 month ly meeting ident Mahila Hut Land

Contd...2...

Hostel Building, Government Polytechnic Campus, Ambawadi. Ahmedabad-380015.

કેમ્પસ બિલ્ડિંગ, અવનમેન્ટ પોલીટેકનીક કૅમ્પસ, આંબાવાડી, અમદાવાદ-૩૮૦૦૧૫.

MAHILA SAMAKHYA SOCIETY GUJARAT STATE

મહિલા સામખ્ય સોસાયટી, ગુજરાત રાજ્ય.

Sr. No.	Date	Venue	Processes/Work done
9.	2 Dec '89	Rajkot Office	Training in DRPA Women's programmes Director discussed rural women's access to Jawahar Rozgar Yojana.
10.	20 Dec '89 21 Dec '89	Rajkot DIU office	Told their life stories and documented their struggles as women in two day workshop monthly meetings
13.	2/1/90	Rajkot DIU office	Self Awareness Training held everyone nar- rated their insults injustices & suppression in family & community
14.	3/1/90	" "	Training In Adult Edu. Non-formal Edu. for needs of Sangh members for Awareness, empowerment Trainings discussed on the basis of sangh meeting reports
15.	4/1/90	" "	Sangh Training planned
16.	10/1/90	Rajkot DIU office premises	Training In confidence building received Dialogue with District Industries Centre G.M. for organising Vocational Trng.
17.	11/1/90	Farmers' Training Centre Western Region Rajkot	- Training in Agri. Technology & Agro forestry imparted by expert faculty Sahayoginis discussed how to organise women sangh women's vocational training in Agri
18.	11/1/90	DIU Office premises	- Dialogue with the Deputy Conservator of forests on how to empower rural women thro h creating their access to skills & Co- operative for fodder farm forest fuel resources & water harvesting ponds constri- ction-
	12/1/90	Govt. offices	Sahayoginis go to forestry department organise sangh women's waste lands develop- ment education courses.
19.	25 Jan '90 26 Jan '90	DIU Office	Sharing of Experiences of Mahila Sangh Training & Sakhi Selection process monthly reporting
20.	27 Jan '90		

SAHAYOGINI TRAINING - ORIENTATION & CONCEPTUAL TRG. 19/8/89 to 10/12/89.

Title of the Training Workshop Organised by Rajkot DIU.	Objectives.	No. of Participants	Dates/Duration	Venue.	Contents	Core Team/Trainers.	Methodologies adopted.	Follow up Action.
SAHAYOGINIS IN HOUSE TRAINING - ORIENTATION & CONCEPTUAL TRG.	I) To Create self Awareness.	16 from Rajkot	3/9/89 to 0/9/89	Working Women's Hostels, Bhaktinagar, Rajkot.	<ul style="list-style-type: none"> * Rapport Building * Understanding myself. * My Weakness My Strength. * Indian Women Her role, status & Issues. * Group Dynamics. * Leadership, Achievement, Motivation. * Samakhya concept, contents & Role of Sahayo * Using talk songs for women's & education & empowerment. 	<ul style="list-style-type: none"> * Self search Team * & Mrs Team. 	Totally participatory - Microlab, Ring toss - Communi-cation games - Block Building - Brain storming - Role play - Composing & Singing Women's Songs.	Stated 6 Weeks Field work in 3 villages for each Trainee.
	II) Confidence-Building.	3	6 days.					
	III) To educate about Women's role, status. & Issues in villages.	from above Sabar-Kantha Dis.						
	IV) To explain Sahayogini's Role & Samakhya Concept.							
	V) To educate trainees for rapport Building with rural women.							
	VI) To develop Leadership qualities.							
FIELD WORK AT GRASSROOTS' TRAINING.	I) To Translate conceptual lessons of 1st Training, into real life, in villages.	6	10/8/89 to 1/11/89	45 villages of 9 Blocks of Rajkot District. Villages Jointly identified by VOLAGS & DIU, Rajkot.	<ul style="list-style-type: none"> * Action-oriented base line survey. * Rapport Building with women of disadvantaged sections. * Building contacts with village level and bloc level Govt. & VOLAGS officials. 	<ul style="list-style-type: none"> * Trainees & Rural women who taught invaluable lessons, to Samakhya team. 	<ul style="list-style-type: none"> * Home to Home visits, Rapport Building with both genders. * do-educating -urbanising. * Trusting grassroots wisdom. * Identifying oneself, with rural women. 	<ul style="list-style-type: none"> * Forming Mahila Sanghs * Need Assess-ments.
	II) To understand rural women's Socio-economic conditions, issues & assess felt-needs of women	6 weeks.						
	III) To Build rapport with local community.							
	IV) To establish credibility As Samakhya Functionary.							
EXPOSURE WORKSHOP A RE-TRAINING FOR SAHAYOGINIS	I) To expose them to similar work done by Samakhya in Sabarkantha.	15	12Nov.'89 to 17Nov.'89	Tribal villages of Bhilda and Khedbrah blocks of Sabarkan-tha Dist.	<ul style="list-style-type: none"> * Education functions. * To understand life style strugg of Adivsi women. * Learning to organise Adivasi women. * Learning to organise Education for Women. 	<ul style="list-style-type: none"> Co-ordinator * Jahans-viben * Jabar-kantha Sahayo-ginis. 	<ul style="list-style-type: none"> * Self Educa-tion * Sharing Adivasi living food & travel with Sahayoginis * Respecting Adivasi culture * Sensitivity 	<ul style="list-style-type: none"> * As a result of this field exposure Rajkot Sahayo-ginis started process of orga-nising Mahila Sanghs Assessing felt-need of women's Education
	II) To train them for getting insights into Tribal Women's life & education Pro. in Sabarkantha.	6 days.						

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Sr. No.	Title of the Training Workshop Organised by Rajkot DIU.	Objectives.	No. of Participants	Dates/Duration.	Venue.	Contents	Core/Team/Trainers.	Methodologies adopted.	Follow up Action.
4.	Study Visits To Rural Development Agencies.	I) To Educate Sahayoginis for organising support services & starting experiments of fuel, toolshed. & Water resources Devel. by Women's Collective. II) To share development alternatives for Rural women.	14	18 Nov. '89 to 23 Nov. '89 6 Days.	Soipa, Ghotna, Mahiti villogas in Dhandhuka, Safalvi-dyalaya Sawa, Prayag Samiti, in Ahmedabad & Agri-University.	*Rural Women's Health Management *Fodder Development *Education for Environment *Rural Sanitation *Education of Rural women for renewable energy Resources. *Plasticulture Agritech.	Experts in CHETNA, MCHITI, SEHA, JAFAI FICYALAYA & C.E.S.	Direct exposure of trainees to the institutions experiments *Audio-visuals Video-films Folk songs -study tours.	*Organised 60 Mahila Sanghs. * Identified felt need for Education & Empowerment of Women *Planned support services.
1.	Women's Role Rights in Jawahar Rozgar Yojana.	I) To Educate Sahayoginis in how to reach to get mahila sanghs in JRY in villages.	15	1/12/89 One Day.	Seminar Hall. District Panchayat office, Rajkot.	*Objectives *Scheme *Programme *Rural women's rights in JRY. *How to get women's Needs fulfilled thru.	The Director, Mr. Budhwani, & Mr. Rajkot District, Mr. Budhwani.	Group discussion lecture Posters Brain-storming.	Passed on to Mahila Sangh.

Anila Dholakia
Co-Ordinator, Trg.

APPENDIX Q
DOCUMENTS RECEIVED

APPENDIX J

DOCUMENTS RECEIVED

1. Mahila Samakhya, Ministry of Human Resource Development, Department of Education, New Delhi, Oct 1988
2. Mahila Samakhya - Preparatory Phase, Department of Education New Delhi, March 1989
3. Mahila Samakhya, Education for Women's Equality, Department of Education, Ministry of Human Resource Development April 1989, Draft, for Restricted Circulation Only.
4. Mahila Samakhya Programme, Dept of Education, Govt. of India Nov - Dec 1989
5. Mahila Samakhya Karnataka, A Progress Report, 1989-1990
6. Mahila Samakhya Uttar Pradesh, April 1989 - January. 1990
7. Mahila Samakhya Society Gujarat State, Progress Report, Sabarkantha District, to December 1989
8. Mahila Samakhya Society Gujarat State, Rajkot District, Quarterly Review of work accomplished from September 1989 to December 1989.
9. Mahila Samakhya Society Gujarat State, Vadodara District. Report of Work Accompanied to January 6, 1990.
10. Launching of the Programme, Mahila Samakhya Society Gujarat State, January, 1990.
11. Landlords, Dacoits and Development, Case Study of Unequal Access to Resources and Terrorisation of Weaker Sections in the context of Patha Region of Uttar Pradesh, Bharat Dogra, Social Change Paper 15, New Delhi, November 1989.
12. Akhil Bhartiya Samaj Seva Sansthan, Manikpur (Banda) U.P., 210208, S.R. No. 4026/77-78, F.C.(R) No 136280007, Manikpur, 1990.
13. Map of Banda District
14. A Decade of Developmental Interaction 1979 to 1989, Narottam Lalbhai Rural Development Fund, Ahmedabad, Jan 1990.
15. A Report of Internal Evaluation, Manav Kalyan Trust. Khfroj, Khedbrahma, Sabarkantha, Gujarat, Jan 1990.
16. Vikas Jyot, Vadodara, 1989

17. Centre for Health, Education, Training and Nutrition Awareness, CHETNA, Ahmedabad 1989
18. Bharat Gyan Vigyan Jatha, A crusade Against literacy, 2 October - 14 November 1990, The Peoples Science Movements of India, Bharat Gyan Vigyan Samiti, New Delhi.
19. Assistance to Voluntary Agencies to take up Projects along the lines of Mahila Samakhya (in districts not been covered by the Scheme), Department of Education, New Delhi, January 1990.
20. Profile of Bidar District, Karnataka, for 1988-1989, prepared by District Adult Education Officer, Bidar.
21. Mahila Samakhya Gujrat State, Rajkot District Meeting and Workshops conducted at the State/District level to communicate the programme (Mahila Samakhya) in Rajkot District (including the Government, non-government and training groups), National Programme Office, Department of Education, February, 1990.
22. Mahila Samakhya, Uttar Pradesh, Training, Meetings, Workshops, National Programme Office, Department of Education, February, 1990.
23. Details of Training Programmes held in four districts of Uttar Pradesh, Mahila Samakhya, National Programme Office, Department of Education, February, 1990.
24. Mahila Samakhya Society Gujarat State, Progress Report of Rajkot DIU, Programme Launching Phase, Sept : Dec 1989, Rajkot.
25. Mahila Samakhya Society, Gujarat State, Rajkot District Unit, Sahayogini Training Workshops held from 1.9.89 to 15.12.89, Rajkot.

APPENDIX VI

AN EXERCISE IN COLLECTIVE MANAGEMENT, AHMEDABAD, GUJARAT,
1.2.90.

AN EXERCISE IN COLLECTIVE MANAGEMENT

Ahmedabad, Gujarat, 1.2.90

1. The Review Mission attended a meeting organised by the State Programme Director (SPD) of Mahila Samakhya (MS) at the State Circuit House. The purpose of the meeting was to review and analyse progress and to plan future action. It brought together 6 trainers from different voluntary organisations (Volags) (including 4 men) one of which was also functioning in a limited way as the State documentation resource (part of the SITARA function), a volag involved both in training and in the resource group for Rajkot, the District Resource Person (DRP) and District Coordinator (DC) for Sabarkantha, the DC for Rajkot and 7 Rajkot Sahayoginis, the Deputy Secretary (Education), the Commissioner for Women and Child Development (IAS), and a member of the MS Executive Council for Gujarat. (approx. 25, plus two official minute takers).
2. The Mission viewed the meeting as a test of the concept of collective management, and a measure of the extent to which the processes envisaged in the MS approach had been internalised. Although participants did not meet as committee of the formal MS infrastructure, it brought together for the first time a number of its constituent parts. As such, it was an important event along the path of developing the formal infrastructure and formalising the concept of collective management at the operational level.

3. The meeting began with a spontaneous move away from the formal seating (desks in square formation, with microphones etc). Chairs were pulled into a circle, with everyone facing each other. A member of the Review Mission took the Chair as facilitator, to leave the rest of the Mission free to observe and all participants to interact freely according to their own concerns. Participants were asked to introduce themselves in turn, each speaking in whatever language they felt to be the most comfortable (English, Hindi, Gujarati). An easy mode of neighbourly translation and occasional summary in alternative languages soon developed without interruption of the flow of discussion.
4. The first topic raised was training. Subsequently, the following topics were raised; the role of the Volags and the nature of Volag support in the field; the development of resource centres for documentation, monitoring and evaluation preparation of teaching materials, (SITARA and DRUs); the financial and policy concerns, undesirable pressures, physical exploitation and violence.
5. Discussion of each topic followed a pattern of definition of problem areas and review of experience, analysis, exploration of emerging consensus, decision-making and formulation of action to be taken, by whom, when. This pattern was not imposed but emerged naturally on the basis of evident mutual respect and opened willingness to listen, collective discipline, and a sense of mutual commitment to sustaining and nurturing the progress already made. Problems

were aired and discussed frankly, mistakes acknowledged without fear of blame. Each and everyone contributed with confidence, notwithstanding the wide differences in hierarchical position and status, professional perspectives, length or type of experience, sensitivity to gender issues, and the presence of the Review Mission.

6. The meeting lasted from 9a.m. till 1.30 p.m. without a break, ending with each in turn expressing what they had gained from the meeting and how they felt about the process. It broke up in an atmosphere of excitement and celebration as the realisation of what had been achieved sunk in.

7. A few examples of the types of issue raised under each topic are given below :

Training : How can Sakhis and Sahayoginis refer their field experience back to trainers for follow up support. how can the Sahayogini's training role vis a vis the Sanghas be supported and strengthened, how can the sanghas develop and exercise control over training; how can trainers keep in touch with each other ?

Role of Volags : how does a Sahayogini cope in a situation where the Volag and the MS have not yet come to a smooth understanding; how do the sahayoginis maintain internal links with each other if their supporting volags have very different styles/patterns of activity ? What should the MS now do if a Volag has no women functionaries, if a volag is not operating in a village where a Sahayogini is working, if a Volag project director has not absorbed the MS concept and approach and gives the wrong kind of direction and

support, if the Volag functionary is a youngster with little experience?

Documentation, Monitoring, Evaluation : how to whom should all those involved now express their emerging felt needs for development of documentation, and for information for M+E purposes ?

Finance and Policy : What are the existing financial commitments of GOI and GON; what are their relevant policy perspectives and concerns; has the commitment been made to continue into the 8th plan; how should the apparent contradiction be understood between, on the one hand, a process approach, accountability to the Sanghas, flexibility in form and, on the other hand, budgetary processes and financial procedures ? How can the programme avoid becoming target driven ?

Undesirable Pressures : how should all those involved respond to attempts to influence the selection of volags and Sahayoginis and the choice of areas/villages; what has been the impact of state and national elections on the context within which the MS programme is to be implemented; what are appropriate strategies for mediating conflicts of interest and purpose ?

Physical Exploitation : A sahayogini described a tragic case of systematic exploitation of harijan women by the landlords on whom they and their husbands were dependent. Other

examples of violence, incest and rape were cited. Threats to the Sahayoginis themselves had also occurred. The class, gender and contextual elements of these cases were analysed.

8. Tasks and responsibilities were assigned for the following follow-up action :

- development of expertise among MS functionaries at all levels, and among trainers, on problems of physical exploitation and violence, and development of a programme over the longer term on how to address such problems in the context of the MS programme.
- review by the MS and resource persons of Volag participation, formulation of any necessary remedial action and development of a plan for implementing this,
- review by the MS trainers and resource persons of emerging training gaps and how to fill them
- workshops among prospective SITARA and DRU resource persons in light of emerging needs for documentation and training materials
- workshop(s) among trainers at district and state levels to share experiences/methods used in training sakhis and sahayoginis and to formalise a core training team for each district.

9. Wrap Up Comment : Comments were extremely positive, both on the context and on the process. They included :

- realisation of the importance of networking
- recognition of the strengths of the process approach

- demonstration of the assumption that formal structures would emerge as those involved perceived the need for hitherto informal dialogue and involvement.
- appreciation of the need to create and maintain Internal and vertical information flows
- realisation that no one stood alone, each was part of a collective effort
- feeling of greater confidence and empowerment to carry out difficult tasks and admit mistakes
- feeling of hope that a process had begun which was supportive of women.
- demonstration that it was possible to get together, understand each other, and plan together.

"Everytime we meet, I am happier to be involved. The process is encouraging the dialogue we were seeking. At first I didn't understand the concepts of the MS programme. Today I have seen them working".

APPENDIX VII

THE WORK OF THE REVIEW MISSION

THE WORK OF THE REVIEW MISSION

1. All members of the Mission undertook the district and field visits. Various techniques and methods (see below) were used for observing, recording and presenting information, with daily review as well as systematic inventory after each State visit.
2. Lines of enquiry were developed on the basis of the progress reports provided and the experience of the Mission members. Basic data-gathering was standardised across the three states.
3. The report was written on the basis of team discussion, review of individual contributions, and collective revision. The first draft was completed in Delhi before the departure of the Dutch members.
4. Mission members were able to communicate in English, Hindi, Gujarati, Marati. Translation between these languages and Telugu, Kannada, local dialects was facilitated by members of voluntary agencies, Sahayoginis and other MS functionaries. The use of two or more languages at meetings in practice posed few problems in communication or information sharing.
5. The principal methods used were :
 - Key informants
 - Focus groups
 - Triangulation
 - Documentation and secondary data

persons from all 10 districts except Tehri Garwhal (UP). Distance, weather and agricultural work made it unreasonable to ask people to travel from Tehri to meet the Mission. The Mission did have opportunity to meet in Delhi the core training team for Tehri. The Mission visited the following Districts personally: Baroda, Sabarkantha, Banda, Bidar, and had additional opportunity in these Districts of discussion with Sakhis and Sangha members.

8. Necessarily, a review of a process approach means that those undertaking the review are part of the process. The Mission's visit is an event which is as inherent to the process as a workshop, a planning session or a sangha meeting. A Review Mission cannot be simply a gatherer of information or an external evaluator; it contributes to the shaping of the process.
9. As such, an external review can be supportive or disruptive of the process for which programme resources have been mobilized. Inspectorial attitudes and an exclusive reservation of the right to judge success or failure are bound to be disruptive, and thus to contribute to failure. An open attitude and collective reflection on experience, analysis of problems, and options for action, on the other hand, are experienced as supportive contributions to the process which all involved are attempting to stimulate and shape for the achievement of shared goals.
10. In process reviews, assessment of a programme's capacity over time to iteratively identify, analyse, decide and

- Participant observation.
- Network analysis
- Case histories
- Resource flow matrix
- Information flow matrix
- Critical incident analysis
- Songs
- Task analysis
- Role analysis

6. In all 3 states, the Mission met the following categories of people; Sangha members and other villagers (male and female); Sakhis (Sangha leaders who have received MS training); Sahayoginis (block level MS functionaries); Volag project directors, trainers and field workers; other trainers and resource persons at District, State and National levels; members or potential members of State level Mahila Samakhyas; MS district coordinators, resource persons and state programme directors (except in UP); members of block, district and state level development cadres, administrative officers and local government officials. In addition the Mission met State Secretaries of Education; the Minister of Education (UP); the members of National Resource Group; Members of the Department of Women and Child Development and the Department of Education in the Ministry of Human Resource Development, and the National Programme Coordinator.
7. The Mission ~~travels~~ with Sahayoginis, District Coordinators (except for UP) members of volags, trainers and resource

implement, within a dynamic context, in ways which consistently favour programme goals, is of exceptional importance. Noting how achievements have been made is as significant as recording what has been achieved.

11. Success, then, is to be measured in terms of whether decisions and activities promote programme goals and not in terms of pre-set standards or targets. Adaptation, diversity, flexibility, in this view are a measure of managerial competence.

VILLAGE VISITS	Name of Village	Population	Main Source of Income
Gujarat	Sabarkan- tha	Kehbramur Block 3 villages	Adivasi (ST) Wage labour
UP	Banda	Kesharuwa	KOI (SC) Forest Products
		Sahrampur	Harijan Wage labour
		Keharamar (Manikpur Block)	KOI (SC) Forest Product
Karnataka Bidar	Nagampalli Allapur (Aurad Block)	Mixed SC Muslim, Christian	Wage labour

Note : S.C. : Scheduled Caste
S.T. : Scheduled Tribe

Source : Review Mission Jan-Feb 1990.

APPENDIX VIII
PROJECTIONS AND DISBURSEMENTS

APPENDIX VIII

PROJECTIONS AND DISBURSEMENTS

a. PROJECTIONS

PROJECTIONS MAHILA SAMAKHYA (Rupees in lakhs)

	1989-1990	1990-1991
Number of Villages	10x100	20x100
Management Costs		
National Level	12.64	11.77
State level (3 States)	20.82	28.53
SITARA	3.25	6.50
DIU	39.70	42.60
Activity Costs (Recurring)		
DIU	22.00	44.00
Sakhis	54.00	108.00
NFE centres (100%)	--->	48.00
AE centres (60%)	--->	23.60
JSN (10%)	--->	7.00
Child Care Centres (25%)	--->	39.00
Support services	--->	11.00
Short/Long term courses	--->	7.00
Sahayogini	13.50	27.00
Voc. Training in schools	--->	10.00
DRU for AE/NFE	--->	42.40
Mahila Shikshan Kendra	--->	52.50
(Non-Recurring)		
Huts	--->	180.00
NFE Centres	--->	2.60
AE Centres	--->	1.20
JSN Centres	--->	7.00
Child Care Centres	--->	2.50
Voc. Training	--->	0.50
Mahila Shikshan Kendra	--->	52.00
TOTAL	165.91	754.70

NOTES

1. Management costs of State and District level includes non-recurring items like vehicle and equipment.
2. All non-recurring costs for the first year have a time lag of one year and appear in year 1990-1991.
3. Except for DIU, Sahayogini and Sakhi, all the recurring costs of activity cost have a time lag of one year.

[Review Mission/National Programme
Coordinator, Feb. 1990]

b DISBURSEMENTS

TOTAL EXPENDITURE INCURRED ON MAHILA SAMAKHYA PROJECT.

National Office	Rs.	7,87,873-00
Grants to Voluntary Agencies in Karnataka & Gujarat	Rs.	1,88,091-00
Grants to Voluntary Agencies in U.P.	Rs.	15,21,033-00
Mahila Samakhya Society, Gujarat	Rs.	1,10,64,550-00
Mahila Samakhya, Karnataka	Rs.	1,10,64,550-00
Grants to Voluntary Agencies outside the ten Project districts	Rs.	5,00,100-00
Funds to be released before 31st March, 1990 to Voluntary Agencies - pending, on account of formal approval	Rs.	36,27,950-00
Total:-	Rs.	<u>2,57,54,747-00</u>

[National Programme Office
Delhi, Feb. 1990]

Note: 1. Expenditure here equals disbursements.

Expenditure incurred at the National
Office of the Mahila Samakhya during
the period 1988 - 90

Salaries, Consultancy fee	-	Rs. 3,72,995-00
TA/DA, Meetings, Workshops, etc.	-	Rs. 2,32,451-00
<i>[Amount in respect of</i> <i>Prop. Laminating]</i> Vehicle	-	Rs. 1,08,169-00
Fuel, Maintenance, etc.	-	Rs. 70,000-00
Cedrez Steel Book Shelf	-	Rs. 4,258-00
Totals	-	<u>Rs. 7,87,873-00</u>

Grants given to Voluntary Agencies for
training programmes in Karnataka, Gujarat
before funds were released to the
Mahila Samakhiya Societies.

SWTU, Centre for Social Knowledge & Action, Ahmedabad	-	Rs. 59,000-00
Vivekananda Girijana Kalyan Kendra, Mysore	-	Rs. 59,300-00
SEARCH, Bangalore	-	Rs. 69,791-00
Total	-	<u>Rs. 1,88,091-00</u>

Grants given to Voluntary Agencies in U.P.
during the period 1988-90

Saghen Kshetra Vikas Samiti, Sevapuri, Varanasi	Rs. 1,78,500-00
Akhil Bhartiya Samaj Seva Sansthan, Manikpur, Banda	Rs. 2,64,930-00
DISHA, Saharanpur	Rs. 1,68,225-00
Lok Jeevan Vikas Bharti, Buda Kedarnath, Tehri Garhwal	Rs. 3,51,277-00
Mahila Nav Jagaran Samiti, Chamba, Tehri Garhwal	Rs. 86,100-00
Vigyan Shikshan Kendra, Banda	Rs. 60,113-00
VIKALP, Saharanpur	Rs. 66,938-00
Rural Development Advisory Service, Ruhaina Estate, Secundrabad (For JAGORI)	Rs. 3,44,950-00
Totals:-	Rs. 15,21,033-00

Funds to be released before 31st March,
1990 to Voluntary Agencies in U.P. for
Mahila Sangh huts.

Saghan Kshetra Vikas Samiti,
Varanasi (40 Mahila Sangh Huts)

Rs. 8,40,000-00

Akhil Bhartiya Samaj Seva
Sansthan, Banda (40 Mahila
Sangh Huts)

Rs. 8,40,000-00

DISHA, Saharanpur, U.P.
(20 Mahila Sangh Huts)

Rs. 4,20,000-00

Rs. 21,00,000-00

Grants given to Voluntary Agencies
outside the ten Project districts

Santa Gram Seva Sansthan,
East Lohanipur, Patna Rs. 2,50,250-00

SEWA, Lucknow Rs. 1,00,300-00
(Self Employed Women's
Association)

SUTRA (Society for Social
uplift through Rural Action),
Solan, H.P. Rs. 1,49,550-00

Rs. 5,00,100-00

Funds to be released -
pending on account of
formal approval

Banwasi Seva Ashram,
Mirzapur, U.P. Rs. 15,27,950-00

Total:- Rs. 20,28,050-00

APPENDIX IX
ITINERARY AND MEETINGS

APPENDIX IX

ITINERARY AND MEETINGS

- 28.1.90. Dutch members arrive Delhi
Meeting with Marke van Oliet, Sector Specialist/Women in Development, Royal Netherlands Embassy
- 29.1.90. Mission Briefing at Netherlands Embassy
Meeting with Jatan De, Social Planning Adviser/PSU, Indo-Dutch Drinking Water Supply Project
Mission meeting
Briefing by Vimla Ramachandran, National Programme Coordinator, Amitabh Mukhopathaya, Joint Secretary, Dept. of Education
- 30.1.90. Fly to Ahmedabad
Meeting with Kusum Chauhan, State Programme Coordinator (who accompanied the Mission through 1.2.90.), Jhanvi Anandani, Consultant, State Programme Office
Drive to Baroda District
Meeting with District Resource Person and District Coordinator, DIU, Baroda
Meeting with voluntary agencies and trainers (1)
Participation in Sahayogini training
Drive to Ahmedabad
- 31.1.90. Drive to Sabarkantha District
Meeting with District Resource Person and District Coordinator
Meeting with voluntary agencies, Khedbrahma (2)
Visit to 3 villages
Drive to Ahmedabad
- 1.2.90. Meeting with trainers, voluntary agencies, government, Rajkot District Coordinator and Sahayoginis (3)
Meeting with Secretary of Education, Gujarat, and Meena Bhatt, Deputy Secretary of Education, at Gandhinagar
Fly to Delhi
- 2.2.90. Meeting with S.P.Thuli, Joint Secretary, Planning and Administration, Dept. of Education
Presentation of Programme Experience, Dept. of Education (4)
Meeting with Sarla Gopalan, Additional Secretary, Dept. of Rural Development
Discussion with Aruna Roy

- 3.2.90. Writing
Dinner with Maike van Uliet
- 4.2.90. Mission meeting
- 5.2.90. Meeting with UP training team at JAGOPI (5)
Discussion with Kavita and Shobita, Women's Development Programme (Rajasthan)
- 6.2.90. Meeting with Ela Bhatt, Member of Planning Commission and Chair, National Resource Group
Meeting with Meena Seth, Secretary, Women and Child Development, Umar Pillai, Joint Secretary, Women and Child Development, Director of NIPCCD, and Chair of Central Social Welfare Board.
Depart for Banda by overnight train
- 7.2.90. Arrive Banda
Meeting with Gopalbhai, Sanathan, Harshana Das, Addtl. Divisional Magistrate, B. Multi Gupta, Research Officer, AE Directorate, Lucknow, Vimla Rikha, Banda District Asst. Programme Director, DIACRA, Kalika Prashed, Banda District AE Officer, Jeet Behedin Singh, SDI, Karbi, Harish Chaudh Jamar, Banda District Basic Literacy Officer, B.K. Richharya, NFE Project Officer, Karbi.
Drive to Manikpur
Visit to 3 villages
Return to Banda
- 8.2.90. Drive to Manikpur
Meeting with 25 Sakhis
Meeting with Gopalbhai and 3 Sahayoginis
Drive to Banda
Depart by overnight train to Delhi
- 9.2.90. Arrive Delhi
Meeting with Mr. Parthasarathy, Under Secretary, Dept. of Economic Affairs, Ministry of Finance
Depart for Lucknow by overnight train
- 10.2.90. Arrive Lucknow
Meeting at Literacy House with K.A.Pande, Director of AE, UP, Sheela Trivedi, Head, Family Life Education and G.S.Chaudhuri, Director, Literacy House.
Meeting with Minister of Education, Pita Sinhs, Secretary of Education, K.A.Pande, Director of AE and colleagues
Meeting with Sahayoginis and voluntary agencies from Varanasi and Saharanpur, Director of Education, Varanasi, and Deputy Director of AE, UP. 6)
Meeting with Sahayoginis and DISHE, from Saharanpur
Depart by overnight train to Delhi
- 11.2.90. Arrive Delhi

- Mission meeting
Meeting with Vimla Ramachandran, NPC
- 12.2.90. Fly to Hyderabad
Meeting with District Resource Person and District Coordinator, Bidar and Philomena Vincent, AIKIA
Drive to Bidar
Meeting with Sahayoginis and District Coordinators from Bidar, Mysore and Bijapur, DRP-Bidar, Philomena Vincent (7)
- 13.2.90. Meeting with Assistant to Deputy District Collector, Bidar Sahayoginis, DPP, and DC, Manager, State Bank of Mysore, Dr. Rukmini Rao, Member of District Resource Group, Bidar, District Youth Coordinator of voluntary agency, Block Development Officer, members of Dept. of Women and Child Development, District Adult Education Officer
Visit to 2 villages, Aurad Block.
- 14.2.90. Drive to Hyderabad
Fly to Bangalore
- 15.2.90. Meeting with Secretary of Education and Sneelatha Bhatimalla, State Programme Coordinator, in State Programme Office
Meeting with Shoban Nambison, Director, Census Operations and Member, MS Executive Committee, MS trainer, and District Coordinators for Mysore, Bidar, Bijapur
Meeting with Arvind Jadhav, Chief Secretary, Bijapur Zilla Parishad
Meeting with voluntary agencies, trainers and resource persons (8)
- 16.2.90. Meeting, State Programme Office
Fly to Delhi
Drinks with Maïke van Vliet to meet Madame Schoo, Ambassador, and Peter Schonherr, Chief of Development Cooperation
- 17.2.90. Mission meeting. Development of detailed outline Report.
- 18.2.90. Mission meeting. Further development of Report. Preparation of Executive Summary
- 19.2.90. Debriefing at Dept. of Education (9)
Debriefing at Netherlands Embassy
Meeting with Jan Spaats, Netherlands Embassy
Official Dinner hosted by Vimla Ramachandran
- 20.2.90. Report writing. Indian Mission members depart.
- 21.2.90. Dutch Mission members fly Delhi-Amsterdam.

MEETINGS

1. 30.1.90. Baroda

Indo-Dutch Mission

Kusum Chauhan, State Programme Coordinator

Jahnu Andharia, State Programme Consultant

Sejal Anand Dand, District Resource Person, Baroda

Dr. B.R.Patil, Bharatiya Agro Industries Foundation

Sandhya Shah, Shroff Foundation

Thrity Vaswami, Faculty of Social Work, Baroda University

Shruti Shroff, Shroff Foundation

Bharti T. Contractor, Vikas Jyoti

2. 31.1.90. Khedbrahma

Indo-Dutch Mission

Kusum Chauhan, SPC

Amanapalli, District Coordinator, Sabarakantha

Sukunthala, District Resource Person, Sabarakantha

Korah Mathey, Chief Executive, Lalibhai Rural development Fund

Yaqub Patel, Lalibhai Rural Development Fund

Lalibhai Desai, Manav Kalyan Trust

Bhagwati L. Desai, Manav Kalyan Trust

3. 1.2.90. Ahmedabad

Indo-Dutch Mission

Kusum Chauhan, SPC

Anjali Mehta, member, MS Executive Committee

Trainer, Jan Vikas Trust

Trainers x 2, Behavioural Science Centre

Trainer, Human resources Division, Ahmedabad Textiles Research Association

Trainer, school teacher

District Coordinator, Sabarakantha

District Resource Person, Sabarakantha

District Coordinator, Rajkot

Saharoginia x 7, Rajkot District

Trainer/resource person, Centre for Environmental Education

Meena Bhatt, Deputy Secretary, of Education

Annie Prasad, Secretary, Dept. of Women and Child Development

(see also Appendix: An Exercise in Collective Management)

4. 2.2.90. Department of Education, New Delhi

Indo-Dutch Mission

Maike van Olijet, Netherlands Embassy

Vimla Ramachandran, NPC

Sneelatha Bhatimalla, Karnataka PC

Kusum Chauhan, Gujarat PC

Anila Dholakia, District Coordinator, Rajkot

Sejal Dand, District Resource Person, Baroda

Jahnvi Andharia, State Programme Consultant, Gujarat

Anjali Mehta, Member, MS Executive Committee, Gujarat

Abha, JAGORI

Aruna Rao

Members of voluntary agencies working with Dept. of Women

and Child Development and Dept. of Rural Development

Director and colleague from SUTRA, Himachal Pradesh

Other trainers and resource persons

5. 5.2.90. JAGORI, New Delhi

Indo-Dutch Mission

Maike van Olijet, Netherlands Embassy

Vimla Ramachandran, NPC

Bharti, Mahila Samakhya, Dept. of Education

Sangita, Mahila Samakhya, dept. of Education

Jahnvi Andharia, State Programme Consultant, Gujarat

Sejal Dand, District resource Person, Baroda

Anila Dholakia, District Coordinator, Rajkot

Lakshmi Krishnamurty, ALARIPPU

Runu, JAGORI

Renuka, JAGORI

Abha, JAGORI

7. 12.2.90. Bidar

Indo-Dutch Mission

Philomena Vincent, AIK/A

Bidar: District Resource Person, District Coordinator, 12
Sahayoginis

Mysore: District Coordinator, 4 Sahayoginis

Bijapur: District Coordinator, 3 Sahayoginis

8. 15.2.90. Bangalore

Indo-Dutch Mission

Sneelatha Bhatnalla, SPC

Vani Umashanker, Mysore District Coordinator

C.S.Medamane, Bidar District Coordinator

Nirmala Shiraguppi, Bijapur District Coordinator

Amukta Mahapatra, Centre for Educators, Madras

Mandana Reddy, The Concerned for Working Children, Bangalore

Lalitha Karumbarah, DEED, Mysore District

Tara Kallion, MYRADA, Mysore District

U. Gayaltheri, Bangalore

Umashanker Periodi, MS, Mysore

N.B.Joshi, Yuva Vikas Kendra, Bijapur

Corinna Kumar, CIEDS/MIMOCHANA, Bangalore

Uma Kulkarni, Consultant, Research and Training, MS,
Bangalore

M. Madiah, AIK/A

Philomena Vincent, AIK/A

H.M.Kumaraswamy, AIK/A

Ron David, GORE, Mysore

Hanjanndrah, FECHA (VIKASA), Mysore District

9. 19. 2.90. Department of Education

Indo-Dutch Mission

Mr. Anil Bordia, Secretary of Education

Mr. S.B. Thuli, Joint Secretary, Coordination and Planning,
Dept. of Education

Ms. Vimla Ramachandran, National Programme Coordinator

Mr. M. Narayanan, Financial Adviser, Dept. of Education

Mr. Kol Hatkar, Adviser, Education, Planning Commission

Ms. Umar Pillai, Joint Secretary, Dept. of Women and Child
Development

Dr. Parthasarathy, Under secretary, Dept. of Economic
Affairs

Madame E. Schoo, Netherlands Ambassador

Mr. P. Schonherr, Royal Netherlands Embassy

APPENDIX X
TERMS OF REFERENCE

APPENDIX X

TERMS OF REFERENCE REVIEW FOR MISSION MAHILA SAMAKHYA FEBRUARY 1990

- I. The Mahila Samakhya Programme, which is being implemented in 10 selected districts in Karnataka, Gujarat and Uttar Pradesh, aims at empowerment of women through education.
- II. Innovative features of the strategy towards achieving the programme objectives are:
 - A. Viewing women as both subjects and objects of development and relying on an inter-subjective genre for education;
 - B. Focus on women's development by concentration upon the most underprivileged women in the area;
 - C. Creation of a demand for education among village women rather than viewing it as simply a problem of delivery;
 - D. Participative planning and management with a stress on accountability of functionaries to village women;
 - E. Emphasis on training;
 - F. Role of non-government agencies.

III Background

The initial proposal for the Mahila Samakhya Programme has been written by two consultants in 1987. The proposal was discussed extensively in meetings with government officials, educationists, social activists and representatives from non-governmental institutions and organisations at central, state and district levels. Based on the outcome of these meetings a detailed project document was prepared in September 1988.

To assess the feasibility of this programme an Indo-Dutch Appraisal Mission was organized in September 1988. Based on the recommendations of the mission, the Dutch government agreed to support the Mahila Samakhya Programme and to allocate an amount of Dutch guilders 10,15 million (approx. Rs 81.50) for the first year. Funding for the following years will be decided upon subject to the progress during the first year being evaluated as satisfactory and with such modifications as may be mutually agreed to being incorporated in the project.

According to the sideletter the first Review mission should take place six months after signing of the side letter (18th of July 1989).

The programme, at nascent stage needs to be reviewed with respect to the strategy envisaged for an effective role to be played by Mahila Samakhya Programme functionaries, NGO'S and State Governments and how far it is borne out by the experience gained.

IV Objectives of the mission:

To review the progress of the Mahila Samakhya Programme for the period April 1989 to February 1990.

In relation to the main objectives, the mission will review the following:

1. Social response to the programme:

Describe the activities undertaken to launch the programme and assess the impact for mobilization of support among women engaged in development activities.

A. Study the:

- I Response or educationists, social activists, NGO's to the programme and support extended by them;
- II Appreciation of concepts underlying the programme by different departments of Central Government;
- III Understanding of objectives and enthusiasm generated among programme personnel;
- IV Response of village women.

B. Describe the process of formation of the Mahila Sanghas

- I What kind of activities are being organized by the Mahila Sanghas (issues, problems, identified, analysed and tackled, programmes undertaken);
- II Frequency of village level women's gatherings/sangha meetings;
- III What has been the impact so far (quantitatively and qualitatively)?

2. Training

A. Assess the training institutions and/or individuals who have participated in training Mahila Samakhya personnel by the following parameters:

- I Perspectives on women's issues and problems of poor rural women;
- II Experience in training women functionaries.

B. Assess training goals, contents and methods formulated for the project as compared to the implementation.

C. The trainees' assessment both from Sahoyogini's and village women themselves of their training and its impact on subsequent work changes in attitudes and perception, sense of self-esteem, confidence.

D. Assess the suitability of institutions identified for technical resource support for education.

E. Describe the different training activities implemented by the programme:

- I The number of activities;
- II The kind of activities (at different levels);
- III The length/duration of these activities.

3. Managerial aspects:

General:

Describe the progress of the development of programme infrastructure and review the organisational design.
Review the appropriateness of internal and external monitoring procedures.

Specifically:

A. Registration of State level Mahila Samakhya societies - adequacy of constitution, rules and regulations.

- I What is their role and how do they function?

B. Setting up State and District level offices, appointment and positioning of staff.

- I. What is their role and how do they function?

- C. Selection of functionaries to assess adequacy of care in selection procedures at all levels in terms of:
 - I Their understanding of women's issues and problems of rural women;
 - II Clarity about the programme's philosophy and methodology;
 - III Capacity for team work.
 - D. Selection of NGO'S and other District Level Partners
 - I Aspects of cooperation between NGO's and Government. (appropriateness of NGO'S selected to assist programme implementation, coordination between NGO's and Government with special reference to the involvement of NGO's in decision making at all levels.)
 - E. Challenges posed by different districts/blocks selected in terms of social and economic indicators and the suitability of the measures taken to overcome them.
 - F. Financial aspects
 - I Describe the expenditure patterns at State and District levels;
 - II Assess the adequacy of expenditures on programme components in relation to administration/management components of the programme;
 - III Describe the flow of funds: identify problems and bottlenecks of the budgetary structure along with system of accounting;
 - IV Advise on alternative procedures;
 - V Project the expected expenditure patterns for the next year(s);
 - VI Preparation and routing of claims.
4. Reporting and documentation
- A. Assess the adequacy and quality of reports/information flow between different levels of the programme structure.
 - B. Advise on appropriate reporting procedures between Government of India and Government of The Netherlands.