

ANNUAL REPORT
(2015-16)



GRAMYA SANSTHAN

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ACKNOWLEDGEMENT

Gramya Sansthan is a grassroot level non-governmental organization. We strive to bring improvement in the lives of the most vulnerable and marginalized section of the people through various interventions during the time in the different working locations remotely situated in the districts of Varanasi, Chandauli and Sonbhadra of Eastern Uttar Pradesh.

Since its inception in the year 1992, Gramya Sansthan have made significant efforts with the diversified communities and come from the lower strata of the society i.e. Schedule Tribe (ST), Schedule Caste (SC), Muslim and Dalit families. Women and girl children have been our utmost focus throughout the years in our interventions.

By the time, Gramya Sansthan has made its strong presence within the diversified groups of people and communities in different districts on the dint of its works for their cause. It was a result of developing their capacities to fight against all sorts of exploitation and injustice to them and enabling them to get their entitled rights that laid a foundation to build a strong relationship with the target community people.

We are thankful to all our respected donors for their substantial contribution in terms of finance and technical guidance for the achievement of the organizational desired goals and objectives. In this regard, we are thankful to PACS, ASHA for Education, Action Aid, SAHAYOG, Lucknow for their valuable support to our organization.

Further, we would also like to extend our sincere thanks to the Govt. Officials at Block and District level with whom we raised issues and problems of local areas in public service delivery, discrimination, irregularities and who in turn addressed those issues step by step to improve the situation and made govt. services more qualitative and accessible to the intended beneficiaries e.g. basic health care, ICDS services etc. in the working blocks, gram panchayats and villages. Front line workers like ASHA, AWWs, ANMs, Gram Pradhans, School Teachers and other stakeholders.

We are thankful to our committed organizational and project team members who performed themselves to the best of their level amid challenging and difficult situations in organizing people, mobilizing local support, associating them with the project works and their involvement, organizing beneficiaries into the groups/CBOs & networks and handholding support to them in the need of hour to get rid of the problems.

With All Best Wishes

Thanks

*Bindu Singh
Secretary-Gramya Sansthan*

Message

Dear Friends!
Hearty Greetings!

We are pleased to share Gramya Sansthan Annual Report of 2015-16 with all of you. Time alters, situation get change and it enfolds new beginning, new hopes and aspirations, happiness, successes and failures as part of human lives. This year too, our organization made great efforts by a number of interventions in the different working locations with good results.

In Varanasi district, Gramya Sansthan was joined hands with PACS, a DFID initiative as one of the good partner organizations in U.P. state and this project got concluded in the month of Feb-2016. It has been a very fruitful and long lasting relationship with so many new learning, experiences to work with PACS especially on the complex issues of inclusion and exclusion as integral part of the project's intervention to mitigate the gap between the socially excluded group and those of general populations' well-being status.

In 4 years of PACS project, Gramya Sansthan has made its strong presence within socially excluded groups including women, SCs and Muslim people. We started by organizing them into the CBOs, build women's leadership capacities, initialized process of raising voices on non discriminatory access to the govt. services and entitled rights. We set forth can example that change can take place once people are organized, informed about their rights and able to take initiative on their issues. We also worked on other fronts like at Block and District level Govt. Departments who are primarily responsible in delivering the govt. services, schemes benefits to its intended beneficiaries by raising concerns, sensitizing them towards inclusive planning to spread out coverage of the basic services e.g. Health, Education, Nutrition and MGNREGA and relevant schemes benefit to socially excluded community people and it worked as well.

For promoting girls' education their health and rights, Gramya Sansthan intensively worked in district Chandauli with support from SAHAYOG, Lucknow under its 'TARANG' project. Here we have formed adolescent girls for thematic discussions, information exchange, peer support and inculcating sense of cohesiveness to raise their health & right issues at community, panchayat, block and above level. This year 'Mere Sapne Meri Udaan' a massive campaign was conducted with close involvement of the adolescent groups in different participatory activities like cycle rallies, interface dialogue with the govt. officials, local games, events to delivery thematic messages and it has been one of the successful works.

Women are our primary focus and we made our efforts for their equal representation in public forums e.g. panchayat level committees, school management committees in decision making. For Women's leadership we organized trainings on different topics e.g. CBOs federation, rights & entitlements were also organized that helped them to gain knowledge and sustaining our laid down interventions for a long time. Now a days, trained women from the groups/CBOs are active in their villages and take initiative on local issues and provide support to needy women and beneficiaries to solve their problem to the possible extent.

We hope your support would be continue in our endeavor in the future and new milestones of the success would be achieved for the larger benefits of the people in need to bring improvement and lasting change in the society at large.

Thanks

(Bindu Singh)

Secretary-Gramya Sansthan-Varanasi

PACS Project

Gramya Sansthan with a vision to develop equitable and non exploitative society is working for the upliftment of the marginalized and socially excluded communities since last 23 years. To achieve the desired goal to empower socially excluded communities in Varanasi district, Gramya Sansthan entered in partnership with Poorest Area Civil Society (PACS) in Sept'2011. This project concluded in the month of Dec-2015.

The key thematic areas of the project titled, '**Facilitating People's Advocacy & Action for Mitigating the problem of Discrimination, Marginalization & Social Exclusion**' were Right to Livelihood through MGNREGA and Right to Basic services of Health, Nutrition and Education. During the four years of intensive intervention in 124 villages of 70 Gram Panchayats including 61 GPs of f Sevapuri block and 9 GPs of Baragaon block of Varanasi district. The utmost focus has been formation and strengthening of community leadership among the target groups through their CBOs and larger collectives.

The four major themes discussed before are penetrated in the CBOs formed in different categories under PACS project by Gramya Sansthan. Issues were discussed and trainings were imparted in all the major thematic areas. Women's CBOs called 'Mahila Manch' basically provided a kind of push effect to the members of the existing Panchayat level Committees like Village Health Sanitation and Nutrition Committees (VHSNCs), MGNREGA Monitoring Committees to becomes aware about their rights, role & responsibilities and taking part in decision making process for the larger benefit to the community and especially to the socially excluded group,

Key Interventions of PACS Project:

Women's Leadership promotion:

- Training on thematic areas of interventions i.e. Health, Education, Nutrition and MGNREGA
- Leadership capacity building training with the women's CBOs (Mahila Manch) leaders
- Regular orientation to the CBOs leaders

Youths Participation:

- **Block level planning Workshops:** Organized block level planning workshop with youth and RSBY Mistra to ensure the facilitating to the local communities in access to the govt. services by them.
- **Community level events:** Time by time organized different days with youths. This includes youth day, group meetings on thematic issues, issue based workshops for their participation.
- **School Management Committee meetings and representation of the youth leaders:** Many youth group members are elected as SMC members/office bearers and take lead in school level activities.
- **RTI filing on the identified issues of MGNREGA, ICDS, Social Security schemes:** CBOs members applied RTI to get required information. CBOs members also demand for govt. programmes/ schemes benefit for which they are entitled.
- **Information exchange to the local community on various govt. schemes:** Youths were mentored to come forward as change agents and shoulder responsibility to fight against gender and caste based discrimination in their local communities. This was carried out by their group meetings at village/panchayat level and follow of the previous trainings imparted to them was carried out by the project's team. They are oriented on various govt. schemes for its promotion and increase to its access among SC and Muslims community.

Bringing Improving Govt. Service Delivery:

- Social Audit
- Block level dialogues with the Govt. Officials and women CBOs leaders
- District level dialogues with the Govt. Officials and women CBOs leaders
- Regular interaction meetings of the project's team with the Govt. officials
- Handholding support to the Front Line Workers at the community level

Community Awareness on Social Exclusion and Uptake of Entitled Rights:

- **Puppet shows:** To ensure CBOs representation in different forums and govt. committee, it becomes necessary for wider information dissemination of the key messages and relevant information. In this regard, total 04 puppet shows were organized in 04 target villages. The purpose was promoting use of Right to Information (RTI) in ICDS services. This also helped to some extent where CBOs members applied RTI to get required information e.g. how much supplementary nutrition stock received, how much got distributed till the time, to whom etc. CBOs members also contacted to the CDPO and made complaint against irregular services of some Anganwadi Workers and in response to the same, improvement in distribution of supplementary/nutritive food take place.
- **Regular community consultations:** Meeting with the CBOs as community consultative process were organized under the project's themes i.e. MNREGA, Health, Education and Nutrition with different forms of CBOs i.e. Mahila Manch, Majdoor Kisan Manch and Youth Groups at village/Gram Panchayat Level. CBOs Cluster meeting were also organized for developing a decentralized structure of the CBOs Federation..
- **CBOs orientation on thematic issues:** Issue based knowledge were imparted to the CBOs members for developing their capacities and further promoting their leadership skills for uptake in rights & entitlements and ensuring qualitative and non-discriminatory govt. services and having access to the govt. programme/scheme's benefits. This resulted in CBOs members increased knowledge and consequently in access of govt. benefits to them

Collective actions by stronger Women's CBOs to fight against the discrimination:

- **Women of Mahila Manch raised their voices at Block office:**

Case Study

Mahila Manch members from two target villages namely Rakhi Newada and Barema from Sewapuri block organized and took initiatives on employment and pending wage payment under MNREGA. They reached to Block Office to raise their concern and address this problem. This initiative by the women was captured attention of the media and it was covered in newspaper(s) on dated 24th Sep-2015 that shows CBOs increased capacities. CBOs members also demand for govt. programmes/schemes benefit for which they are entitled.

Struggle of the women for MGNREGA job:

Case Study

Manju (CBO Leader) along with some Mahila Manch members asked MNREGA works that was not provided to them in first time. They regularly perused and ultimately got employment 5 km. away from the village. But they decided to work and also compelled to Rojgar Sevak from upper caste to visit at their site for taking signature/thumb impression on the muster role. It was a big thing and shows their empowerment and leadership capacities. This incident is significant in terms of indicating CBO leadership capacities that raise their confidence level to work in MNREGA despite facing many difficulties and more important thing was that Rojgar Sevak, a female person who belong to general caste (Brahmin) was bound to go at the work site and took signature and performed other formalities for muster role which was never before to her as well as to these CBO women.

CBOs initiative on Govt. health centres and asked for free govt. health services

Case Study

The story is of Barani village is situated nearly 5 km. from the Govt. Primary Health Center in Sewapuri Block, Varanasi. CBOs were sensitized by the support of Gramya team members about the various govt. services like benefit of JSY, and other govt. health services that are absolutely free for all. But, it was noticed that demand of unethical (bribe) money by the service providers i.e. ASHA, ANM were still common in the practice against the provided medicines and health care. Once, Seema resident of this village was suffering by labour pain and it was perhaps her first delivery. She got admitted in the PHC for Institutional delivery but the Seema's mother-in-law and other family members realized that ANM and other staff were not taking proper care of Seema and they raised their concern with them.

ANM and other staff got very angry on it. Finally, Seema gave birth to a girl child. When, they were ready to go back to home, again ASHA and ANM demanded Rs. 300/- in the name of medicine, gloves and treatment. They all opposed to it saying that we are informed by the Mahila Manch meeting organized by Gramya that there is no fee chargeable in the govt. hospital; we are not going to pay you. If you would ask money from us we would be bound to call to CMO for complaining. Finally, they returned to home without paying a single money and also with JSY 1400/- cheque. It was all because of information and collective powers of CBO that builds their confidence.

Govt. level Collaboration:

Collaboration with the Govt. departments was done in recently conducted "Wajan Diwas" by ICDS department.

Aganwadi Weight Day (Wajan Diwas)-10 Sep 2015: Children's data summary

Sr. No.	Block	Panchayat	Village	Total Children	General	Under weight	More under weight	No. of Aganwadi Centre
1	Sewapuri	10	11	1721	1195	437	89	20
2	Baragaon	3	3	193	150	28	15	3
	Total	13	14	1914	1345	465	104	23

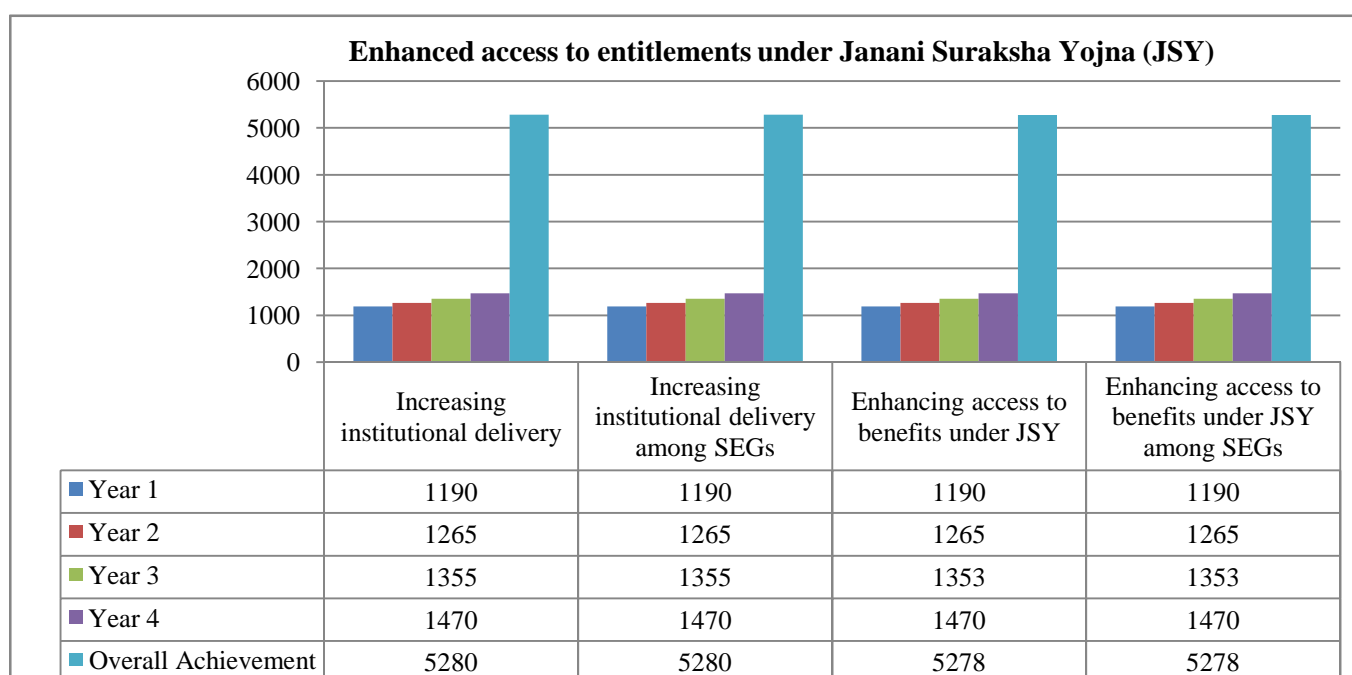
A Household Survey was conducted for 3-5 and 6-14 age children for drop out/non going children. Further a "Namankan Pakhwara", a kind of mass awareness campaign for school enrollment with a focus on socially excluded groups by Education Department was also carried out. Meeting with other stakeholders e.g. village level service providers, block and district level dialogue with the govt. officials has also been the regular interventions under the project.

Summary of the Household Survey from 01 Aug. to 20 Aug. 2015 for School Enrollment of the Children from Socially Excluded Community					
Sr. No.	Block	Panchayat	Village	Covered House	
	Total Sewapuri	21	24	1197	
	Total Baragaon	4	4	115	
	Grand Total	25	28	1312	



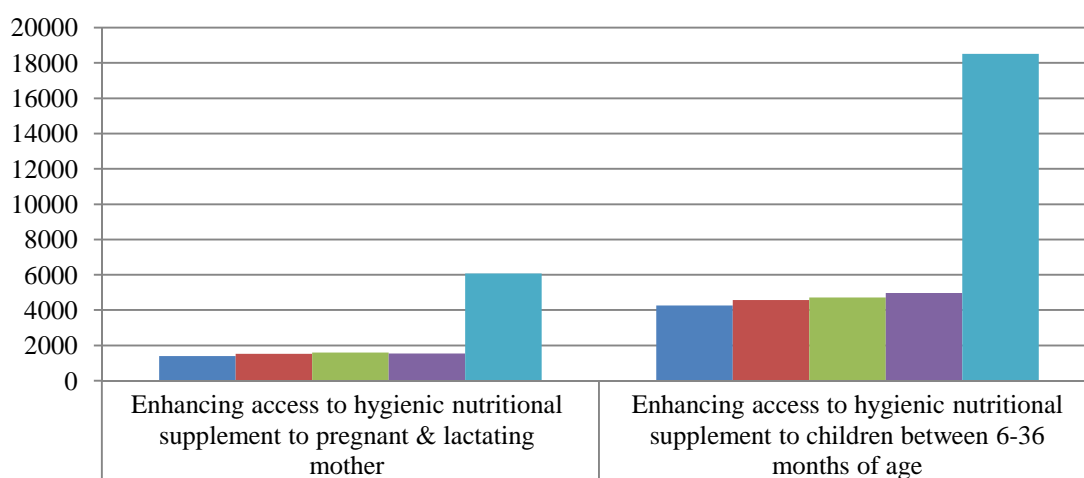
Key Achievements of the PACS Project:

Health:



Nutrition:

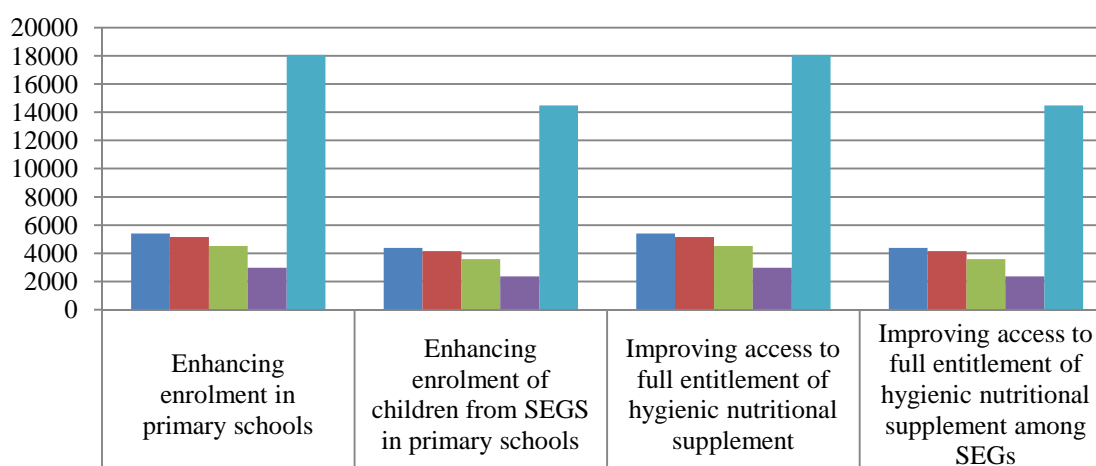
Enhanced access to entitlements under Nutrition



■ Year 1	1397	4258
■ Year 2	1525	4569
■ Year 3	1603	4713
■ Year 4	1543	4974
■ Overall Achievement	6068	18514

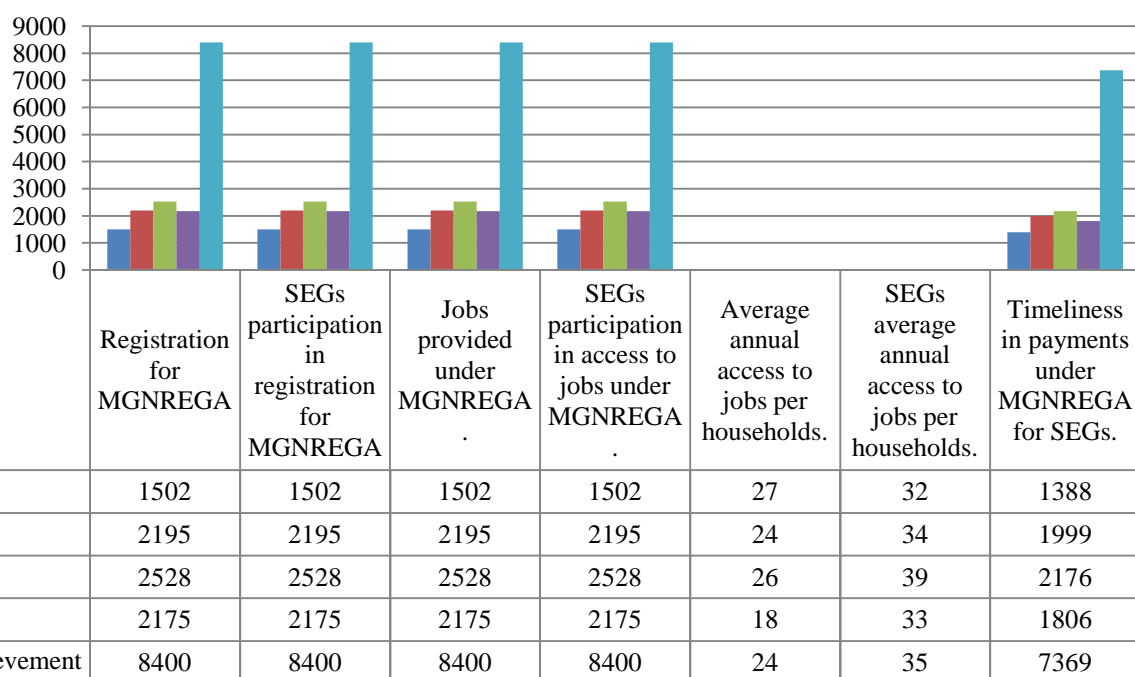
Education:

Enhanced access to entitlements under Right to Education (RTE)



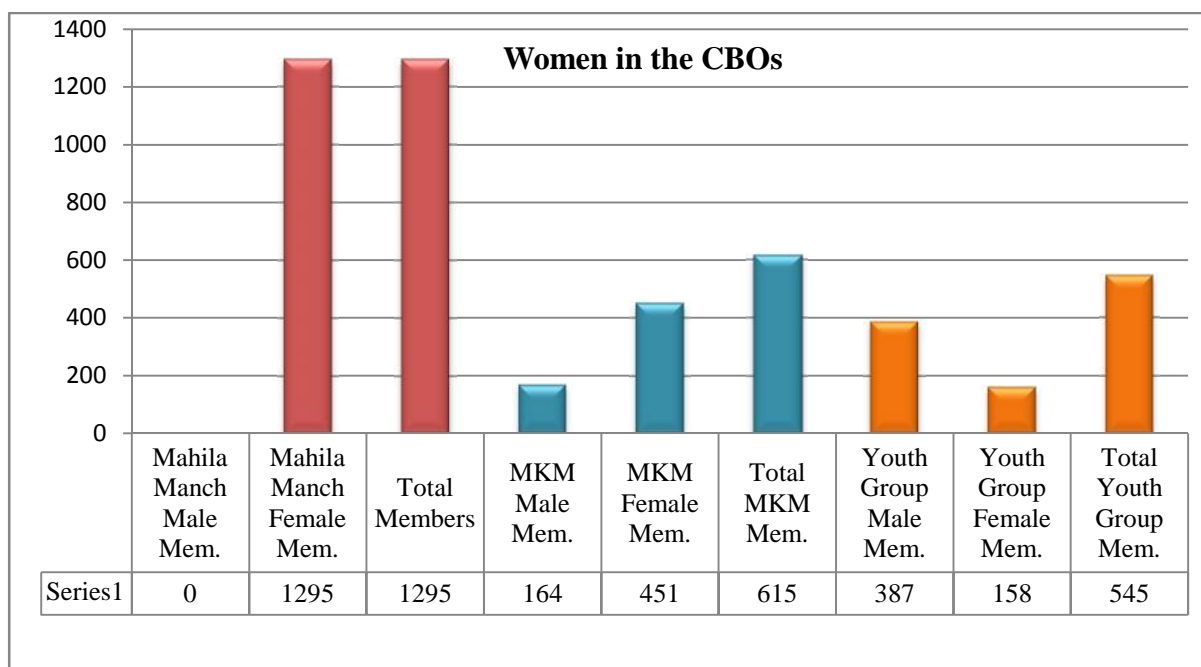
■ Year 1	5409	4380	5409	4380
■ Year 2	5157	4150	5157	4150
■ Year 3	4514	3577	4514	3577
■ Year 4	2982	2370	2982	2370
■ Overall Achievement	18062	14477	18062	14477

MGNREGA:



Others:

- CBOs assessment and their grading in A,B,C categories based on the standardized indicators



Mega Events during the Year:

Two Days National Symposium on MNREGA: Interrogative Development Perspective in India

Gramya Sansthan is one of the partner organizations of PACS in district Varanasi-U.P. MNREGA is one of the major themes taken under the implemented project by the support of PACS for empowering the targeted socially excluded communities and further maximizing scope of MNREGA in terms of creating jobs, raising awareness level in common masses through various ways, sensitizing village institutions i.e. Gram Panchayats & govt. functionaries and motivating the rural people to ensure their active participation in the planning and monitoring process of MNREGA to avail rural based employment to cater their livelihood needs.

Gramya Sansthan as local partner of PACS itself in collaboration with Department of Sociology, Banaras Hindu University (BHU), Varanasi and some other Civil Society Organizations i.e. International Goodwill Society, Swami Param Welfare Society organized the national symposium on MGNREGA. It was hosted by Department of Sociology, BHU. PACS supported to the great deal in organizing the symposium.

The symposium was graced with many distinguished professors from reputed universities i.e. JNU, New Delhi, AMU, Aligarh, Ambedkar University, Lucknow, and BHU, Varanasi itself. Professors and scholars were also being invited from some premier institutes i.e. G.B. Pant, Allahabad along with some social activists, NGOs functionaries and their personnel for this mega event. A galaxy of thoughts and gracious presence of distinguished guests made the symposium memorable one.

The programme begins with mark of inaugural ceremony in traditional way where Hon'ble Vice-Chancellor of BHU, **Prof. G.C. Tripathi** was invited as the Chief Guest. He lightens the lamp and offered a garland of flower on the statue of Late Sri. Malviya Ji placed on the Dias of Auditorium. Some guest of honor named Prof. S.R. Yadav, Head of Department, Sociology, BHU, Prof. R.R. Jha, Dean, BHU, Prof. Ashok Pankaj, Council for Social Development, New Delhi and Smt. Rekha Srivastava, Lokpal, MNREGA, Varanasi.



Prof. G.C. Tripathi, the Vice Chancellor, BHU and Chief Guest, in his brief speech said that "Development in India has always been Growth with Social Justice". He emphasized on the equal participation of women and weaker sections of people. Any programme need to be reviewed time by time.

The respective guest and speaker expressed their view around MNREGA, its salient features, its origin and background note while referring to previous govt. sponsored employment schemes over the years in India.

A group song by the performing artists from the faculty of BHU that signifies the importance and glory of Varanasi City known for its ancient heritage, rich culture, peace & harmony, profound wisdom, capital of education and spirituality all over the world.

District Level SMCs Conclave:

A district level SMC Conclave was organized on 29th June 2015 at Hotel Plaza Inn, Varanasi. The purpose behind this conclave was promoting Right to Education for free and compulsory education to the children especially to those belong to the socially excluded group i.e. SCs and Muslim families. Further, Gramya Sansthan worked extensively in previous in formation of the School Management Committee (SMCs) as per the govt. norms under RTE Act, 2009 itself. Due representation of the all sections especially SEGs women and youth were ensured and got elected as president, vice-president and members for working effectively in school level management, decision making and improved educational services to the children.



In this conclave, ABSA from Sewapuri block extended his whole hearted cooperation to Gramya Sansthan. He said that organization has really made great efforts for SMCs formation and building the office bearers capacities to work effectively in schools that were not seen before PACS intervention. Other invitee guests also expressed their opinion on this occasion. At the end, it was decided that a Sankul level SMC meeting would be organized and representation of all the SMCs officer bearers would be ensured to make appropriate plans and sharing the problems for its solution in near future. There was also participation of women's leaders from the different targeted villages, SMCs members and leaders, media persons, partner of PACS along with the project's team members.

District Level Convergence Meeting between the functionaries of Govt. Flagship Programme(s):

A workshop was organized on 19th Nov 2015 with the govt. health department officials. It was a kind of district level dialogue between CSOs, leaders & active members of CBOs and govt. health officials with a view to highlight PACS project's achievements and sharing the experiences of the women from different villages & CBOs along with the project's staff working with the govt. health department. This workshop was aimed at sharing of the PACS Project's achievements & learning in last 4 years with the govt. functionaries & convergence with the govt. flagship programme.



Most important thing was that among all the 4 themes, results achieved in health sectors are relatively more. It was because of good support from the govt. health department that was expressed by the Project Executive. She also added that from the very beginning we focused almost all the themes but health component has been prominent and due support from the health department was provided in terms of improving situation on discrimination, health services at the govt. PHCs and behavioral changes in service providers towards socially excluded community.

However, a long struggle was made by the CBOs women to come up to this stage and it has never been easy to get the entitled rights & entitlements from the govt. counterpart. In this workshop, Dr. R.P. Tiwari, Dr. B.B. Singh, ACMO, District-Varan, Mr. Nishant Rao from ICICI Lumbard were the main guest along with some Civil Society Organizations representatives like SSK, MSMVS, CBOs leaders & members, Media persons and project's staff.

District Level Learning & Sharing workshop with Stakeholders

A district level workshop was organized on 25th Nov 2015 under PACS project by Gramya Sansthan. It was mainly aimed at the sharing of the project's learning and achievements with different stakeholders including govt. officials from health department, academicians, media persons, civil society organizations functionaries/representatives and CBOs members and project's personnel. The main objective of this workshop was sharing of the PACS Project's achievements & learning in last 4 years with the stakeholders

Further, a video film was also showed to all the participants that was being documented by some profession team supported by PACS itself titled as "Change Maker". It vividly shows how simple rural women who are now working as Area Facilitator faced struggle to come upto this stage and how this project helped them in empowering them to emerge as change maker for society at large.



Dr. R.P. Tiwari, ACOMO, Varanasi shared that its good that CSOs are working in their target areas and it would be good if they can provide list a list of active women's leader so that they can be included in VHND and other required support in implementation process of govt. services at grassroot level. In the academicians, Prof. Sanjay and Prof. Banshi Dhar Pandey from Kashi Vidyapeeth, Varanasi expressed their views toward the appreciable works of Gramya Sansthan under PACS. Thus, it was a very successful event where participation of various stakeholders was ensured and project's achievements and learning were shared appreciated by all. Total approx. 50 and above participants attended the workshop.

Capacity building Training of the identified Women Change Maker from different CBOs-

Gramya Sansthan has formed several kind of Community Based Organizations that is invariably called CBOs that are formed amid the socially excluded groups (SEGs) here refers to scheduled caste (SC), Muslims and women. It was envisaged under the project itself that once community get empowered enough, it would raise demand from the service provider that would reinforce the need of improved service delivery and non-discriminatory access to the entitled rights & entitlements.

Some women's leaders namely Munakka, Kesara, Sarita shared their field level struggle to get the govt. schemes benefit related to MNREGA and other govt. schemes. It was appreciated by the resource persons and he said that in your group meeting this success must be shared to motivate to other group members. He quoted about strength of a group in following lines:

"Sangthan mein shakṭi hai, sari duniya jhukati hai" (Group has its strength and world yield to it)

Various tools and mediums were applied like film shows titled as "Bol Basanto" talks about women's rights, "Pura Nagrik Poora Hak" was also showed that was based on the health related issues where preventive measures to reduce MMR were shown. Games "Sher aur Bakari" and other were also played with the women leaders to convey the meaning behind it. Women receive knowledge on thematic interventions i.e. health, education, nutrition and MGNREGA and some relevant acts like Domestic Violence Act, RTI, RTE, SC/ST atrocities Act by the training further dissemination and support.



Donor's Visit

DFID Visit:

In the month of May-2015, a visit of Ms. Radhika, DFID representative along with Sr. Team Members namely Mr. Rajkumar, Mr. Abhinav from PACS, New Delhi office and Mr. Prashant from PACS State Office, Lucknow conducted a visit in Gramya Sansthan. The main motto behind the visit was to know about PACS project's interventions made in the various thematic areas like Health, Education, Nutrition and MGNREGA in the context of U.P. Over the period of time, Gramya Sansthan have been able to promote women's leadership, empowerment of the deprived and marginalized communities on their basic rights & entitlements and formation and strengthening of the CBOs through its committed team and toilsome efforts on the ground. In view of the same, the visitor took interest to know more about it by direct interaction with some women CBO leaders and stakeholders as well. Accordingly, two villages were identified in Baragaon and Sevapuri blocks of district Varanasi respectively where community level interaction and warm welcome in rural settings was conducted followed by CBOs meeting and then after the frontline workers i.e. ASHA, AWWs school teachers were organized for an interaction meeting with the donor's representatives and sharing their experiences and engagement with the project's works and organization as well. It was very much appreciated by the donor's, observing all the change in the community, access of the govt. services by socially excluded group with quality improvement and women's leadership for uptake of the entitled rights.



Christian Aid Visit:

In the month of Sep-15, Ms. Linda and Mr. Armaan from the Christian Aid visited Gramya Sansthan for the purpose of knowing the organizational works with the socially excluded communities especially women, progress on developing women's leadership and community empowerment as whole for uptake of entitled rights and non discriminatory access to the govt. basic services to the desired beneficiaries for which PACS project was being implemented by Gramya Sansthan as one of the partner organizations in U.P. During the time, field visit by the representatives from the Christian Aid was conducted in villages in Sevapuri block of Varanasi district. In this sequence, some 'Mahila Manch' (women's group) leaders talked about the project's support that helped increase in their knowledge about the basic govt. services and beneficial schemes for which they were not known and it was not accessed to them. They further shared after being organized into groups and training imparted on leadership and thematic areas of PACS project i.e. Health, Education, Nutrition and MGNREGA they gain confidence to raise voices on their entitled rights and initiated collective demand on the govt. services that bring out changes. Thus, this was much appreciated by the visitors about the works. In this visit, Mr. Rajkumar, Programme Head, from PACS New Delhi Office also participated and facilitated to let them donor's know about the work of the organization.







TARANG Project

Gramya Sansthan is working under TARANG Project with support from SAHAYOG, Lucknow in district Chandauli of U.P. TARANG project is a joint initiative on the health and rights of the adolescent girls in U.P. and Uttarakhand states. Total 4 districts in U.P. and 1 district in Uttarakhand is taken for this project in which Chandauli is one of the districts. This project runs on the following given its core principles:

Core principles of TARANG Project:

-  Diversity
-  Equity and Equality
-  Participation
-  Leadership

Key activities of TARANG project:

-  Group Functioning
-  Capacity building
-  Campaign and advocacy
-  Monitoring and Evaluation

The core objective of this project was to strengthen SABLA project launched by the Ministry of Women and Child Development, Govt. of India. TARANG aims at bringing improvement in the health and nutritional status of the adolescent girls and building capacities of the marginalized sections adolescent girls on gender equality, health and right issues.

Multifarious interventions were provided by Gramya Sansthan in Chandauli district in this year as per the aims and objectives of the project. A brief detail of the same is given ahead:

Meeting with Sakhi Saheli: Total 40 Anganwadi Kendras are taken in 3 targeted blocks i.e. Naugarh, Chakiya and Shahabganj of the district where quarterly meetings are organized by Sakhi Saheli with the adolescent girls belong to the marginalized communities. Issues discussed in these meetings were mainly on domestic violence, child marriage, gender chart, nutrition, menstrual hygiene and management, puppet show, 'Kishori Diwas', monitoring calendar, 'Mere Sapane Meri Udaan' campaign related preparation and planning for participation.

Use of Monitoring Calendar: The calendar contains the basic indicators related to the ICDS services and basic health services provided by the frontline workers e.g. ASHAs in villages. The adolescent girls are asked to use this tool as part of participatory monitoring on the govt. services to for their health and nutritional need. Adolescent girls of 3 blocks are using it and planning is being prepared as per the analysis and key findings on lack services under SABLA to improve it.

Meeting with ICDS Department: Since TARANG is mainly aimed at strengthening of SABLA Project and ICDS is the nodal for implementing by using it existing setup and workers. For this purpose, meeting at village level with Anganwadi Workers, at block level with the CDPO and at district level with the DPO were conducted by Gramya Sansthan team members on quarterly basis in a routine way to improve the situation in service deliveries to the adolescent girls are found in monitoring and feedback in meeting.

Meeting with the Govt. Health Department: Adolescent Health is another key element of SABLA and to ensure the same, meeting with the ASHA, ANM at village level, MOIC and HEO at the CHCs/block level and CMO at the district level were organized as part of advocacy on the adolescent girls issues identified by various ways e.g. use of monitoring calendar, monthly meetings and feedback during the Kishori Diwas and community level events on different days and occasions. Issues raised were related to problems in irregular TT immunization, insufficient distribution of iron tablet to the adolescent girls, sanitary napkins for menstrual hygiene and other relevant issues as identified during the time.

Meeting with the Education Department: Education of the adolescent girls in the working blocks is one of key concerns. Most of the adolescent girls after completion of the primary education either become drop out or less attend to the next level of education i.e. Junior and Higher Secondary. Poverty and difficult geographical, less means of public transport are the general problems of the block and being a naxal affected, its sensitive areas to work. Further, another problem at the school level for the adolescent girls are no availability of the toilet facilities with water, mostly are broken or locked to use. Problems rise during their menstruation cycle and disposing off absorbent and sanitary pads as no dustbin is available. In this context, meeting with the education department officials like BSA, ABSA, BRC staff and school teachers on regular intervals. School level improvement is now improving and SMCs are also being consulted to provide their support in the project's efforts. Enrollment of the drop out adolescent girls by community awareness, personal contact with the parents was also carried out as integral part of the project.

Meeting with the Panchayat Members: Its important to have support from the Gram Panchayats in the project. So, time by time meetings were organized with the Gram Pradhans and Panchayat Members. There were issues of non-functional VHSNC and it was formed mere a paper formality under NRHM and consequently VHND were not organized properly for the purpose. In view of the same, meetings were organized by Gramya Sansthan for VHSNC meetings on monthly basis and further organizing VHNDs in the villages for the best interest of the adolescent health and nutritional need.

Meeting with the Parents/Guardians: Most often it is found that adolescent girls hesitate in many cases to freely talk with their parents especially in case of facing problem related to their health and going outside to attend training or other such events organized for them. For the purpose of informing the aims and objectives of SABLA and TARANG project support, consent of the parents to allow their girls to attend the trainings, discouraging child marriage and other gender based disparity and drop out adolescent from the education were some of the key concerns that were discussed by the staff. This meeting was organized with both mothers and fathers respectively to understand their opinions and sharing project's works to develop a better understanding for their cooperation. It helped to reduce restrictions by the parents and increase participation of the adolescent girls in meetings, events and training etc.

Organizing Kishori Diwas: This organized generally on quarterly basis for enhancing the participation of the adolescent girls in extracurricular activities, providing an opportunity to share their views, opinions, concerns in the presence of the concerning stakeholders and Govt. service providers to address the issues raised and improving the services to them in due course of time. On this occasion, thematic play, discussion on the issues like child marriage, gender based disparity, nutritional need of the adolescent girls are presented and key messages are delivered to reach at the wider level through the participants.

Mere Sapne Meri Udaan' a Campaign with Adolescent Girls for their health and rights:

Gramya Sansthan organized a campaign “Mere Sapne Meri Udaan’ for promoting adolescent girls health and their rights in 40 target villages of the Naugarh Block of Chandauli. This campaign was sponsored by SAHAYOG, Lucknow in 3 districts of U.P. namely Lalitpur, Chandauli and Baharaich respectively with a total coverage of 90 villages. Gramya Sansthan was facilitating this campaign in Chandauli.

At present, even Govt. of India is promoting ‘Beti Bachao, Beti Padhao’ and for the some beneficial schemes and provisions are being made. In line of the same, this campaign was aimed at wider level information dissemination on adolescent girls issues related to their health and rights.

Relevance of the campaign:

- In India there millions of adolescent girls living in villages and cities are devoid of basic education and health services and situation in the rural areas are more pathetic.
- Mostly adolescent girls in the rural areas are being engaged in domestic works, looking after younger siblings, washing clothes and cleaning utensils etc. They are also forced for early marriage and situation leads to the stage where the girls don't find opportunity for school education.
- In the schools, problem of sanitary latrines, inadequate water and unavailability of the dustbins to dispose of cloth/absorbent creates problem to the adolescent girls especially during their menstruation period and gradually their interest get declines towards school and attendance.
- There are so many myths and social taboos around menstrual cycle and in rural areas adolescent girls are treated unfairly during this time instead of taking MC as a natural process of the body. Many restrictions are being imposed upon like not to move around, school attending and other ways that hampers their health status and overall physical and mental development.
- Ignorance towards girls education, health and insufficient nutrition, child marriage or forced marriage of the girls, disparity between boys and girls are the factors responsible for not realizing dreams of the adolescent girls.

Through a variety of activities like street play/Nukkad Natak, puppet shows, drawing completion, poster competition, wall writing, cycle rally, debate and submission of the memorandum to the concerning authorities, efforts was made to raise the community awareness on the girls issues and involving them for seeking possible solutions by sharing responsibilities and increasing accountability of the service providers as well for their services.



This campaign was successfully completed and a large nos. of adolescent girls, community men & women (parents), school teachers, ASHAs, ANMs, AWWs and Panchayat functionaries participated in village level activities conducted under the campaign and acknowledged the messages conveyed to them by girls.

Support from the Govt. officials especially from ICDS and Health department was provided in this campaign and it was highly appreciated by their end. A memorandum was also being submitted by the group of adolescent girls in presence of Gramya Sansthan team and it was accepted for further action.



SABLA Scheme:

For the better health and education of the adolescent girls between ages of 11 to 18 years, Govt. is running Rajeev Gandhi Kishori Sashaktikaran Yojna. The scheme is run by ICDS department.

Gramya Sansthan is working under this scheme of SABLA with 40 Anganwadi Kendra. In which 20 Anganwadi Kendras of Naugarh Block, 10 Anganwadi Kendras of Chakiya Block and 10 Anganwadi Kendra of Shahabganj block are taken for intervention. The organization is trying to ensure organizing Kishori Diwas on quarterly basis at these Anganwadi Kendra.



Due to our intervention, Anganwadi Workers along with organizational team, provides knowledge to the adolescent girls on reproductive health, education, right to information, child marriage issues are discussed. Adolescent girls are getting supplementary nutritive food from all 40 targeted Anganwadi Kendras and conditions are improved in comparison to rest of the Kendras of the aforesaid blocks villages. Time by time training on leadership for enhancing skills and exposure visit of the adolescent girls to Govt. Hospital, Banks, Post Office, Police Station were organized for having practical knowledge and becoming them self sufficient to handle the problem in future.



Achievements-TARANG project's interventions:

- ✓ Women are participating in the meeting that encourages Adolescent girl's participation.
- ✓ Support is enhanced by the Anganwadi workers in Shahabganj, Ekauna, Karnaul, Semra and Atayaganj and they also provide knowledge on health to the adolescent girls.
- ✓ Full cooperation is extended by the CDPO for organizing Kishori Diwas.
- ✓ Adolescent girl's now put forward their issues, confidently.
- ✓ After exposure visit in Bank, Adolescent girls are now getting bank account open in the banks. They also motivates to other girls for opening of bank account.
- ✓ In Naugarh block, on dated 28th May -15 during Poshan Diwas (Nutrition Day) the CDPO called to the adolescent girls. They participated and also discussed on menstrual hygiene day.
- ✓ Adolescent girls decide meeting's date in all 3 targeted blocks.
- ✓ The CDPO and DPO accepted by that Gramya Sansthan is working effectively with the adolescent girls and they should cooperate in our works. The CDPO also directed to the Angawadi Workers to extend support to TARANG project and also can take support from the project's staff, if needed.
- ✓ BMI of adolescent girls are now conducting in Naugarh & Shahabganj block under SABLA.
- ✓ Hesitation among the adolescent girls is gradually removing and they express their views.
- ✓ New adolescent girls are being associated after motivation with girls group members itself.
- ✓ Adolescent girls discuss with their parents for having consent on attending training.
- ✓ Support from the stakeholders is now increased.
- ✓ In Kishori Diwas, adolescent girls are taking lead in inviting ASHA, Gram Pradhan, A.N.M. and also in facilitating meeting and scheduled activities.
- ✓ Adolescent girls are now demanding Iron tablets from ASHA in villages.
- ✓ Sakhi Saheli under SABLA conducting meeting with adolescent girls in one another village.
- ✓ Invitation from the DPO and CDPO for participation in Weight Day (Wajan Diwas).
- ✓ One of the adolescent girls named Neetu got elected in recently held Panchayat Election in Dumariya village. Now, Gram Pradhan has nominated Neetu as Deputy Gram Pradhan.

- ✓ Newly elected Gram Pradhans have assured to our staff that very soon they would try to get the toilets repaired in the interest of adolescent girls and dustbin to maintain a clean environment.
- ✓ Adolescent girls now talk on menstrual hygiene management (MHM) freely that was once taken as topic of shame due to social taboos and myths. Now, school teachers also encourage the girls to share right information with other girls.
- ✓ Boy's youth are also helped in organizing meeting and activities during the campaign 'Mere Sapne Meri Udaan' for the adolescent girls.
- ✓ ICDS department ensured distribution of the supplementary nutrition food to the adolescent girls from all three targeted block. It was informed by the govt. officials that due to some reasons it was stopped that is again started.
- ✓ Govt. health department is providing T.T. immunization and iron tablets to adolescent girls.
- ✓ During the campaign "Mere Sapne Meri Udaan", Doctors from Naugarh and Chakiya Block respectively provided knowledge on MHM and also talked about the myths and social taboos around it that affects the health of the adolescent girls and women also.
- ✓ Free sanitary napkin was distributed in the schools of district Chandauli.
- ✓ A booklet on menstrual hygiene management distributed to the adolescent girls to make them aware about MHM and how to take care of themselves during MC.
- ✓ Different stakeholders like Zila Panchayat Member, SMC members, BSA, BDO, MOIC and Gram Pradhan assured to provide support in the organizational works in its working areas.

Establishment of the Centre:

Gramya Sansthan has established its own setup amid the working villages location i.e. Laltapur of Naugarh Block, district-Chandauli. There is one spacious hall of 25 ft x 30 ft measures for organizing meetings, training and workshops. Community level support was mobilized by the organization in terms of Land donation and labour contribution for its establishment.

Since, Naugarh block itself is situated at distant from Varanasi city and district headquarter of Chandauli and means of transport and other facilities are quite less for organizing quality training and other such events in the local areas. After this, it would definitely be helpful and convenient to the target beneficiaries especially girls and women to attend the training, orientation, workshops, contacting to the organizational staff and getting access of the appropriate information as and when required.

ASHA for Education

Gramya Sansthan is working for promoting children's education especially of girls' children of the vulnerable and marginalized communities. The Project entitled 'ASHA for Education' is funded by ASHA for Education, Chicago Chapter. Gramya Sansthan is working in Naugarh Block of district Chandauli under this project for last 14 years and in its Chakiya Block for last 6 years. A brief profile of the district is given in below table:

Sl. No.	Contents	Measures (in nos.)
1	Population of Chandauli district (as per Census 2011)	19,56,00
2	Literacy Rate of the district	63.09%
3	Tehsil (Sub-Division of the district)	3
4	Blocks	9

Chandauli is declared by the Government as Naxal affected district and considered very sensitive to work in the district. Naugarh is one of the blocks of the district that is situated amid forestry and far from the district headquarters. This block is devoid of many basic facilities like road connectivity, public transport, govt. hospital, schools and colleges for education in proportion to the population and geographical stretch. As per Census 2011, total population of Naugarh block is 80737. There are total 43 Gram Panchayats and 111 revenue villages in this block. Enrollment of each and every child quality education is still a distant goal in the block.

Even health facilities condition is very poor as there are few CHCs (Govt. Health Centers) with insufficient medical staff and lady doctor to tackle any emergency and hence mostly cases related to deliveries, critical diseases are just referred without examine to the patient and primary treatment by the appointed doctors and nursing staff. There are 14 A.N.M. Centers (Sub-Centers) are established but mostly are in poor condition and some of the centers where A.N.Ms are not visiting and serving to the women and children.

In the context of the Education in Naugarh block, there are total 95 primary schools, 45 Junior High Schools, 7 Higher Secondary Schools and 2 Intermediate colleges. Less enrollment/attendance and poor quality of educational services are some of the features.

Programmatic Interventions:

Education:

- Functioning of the Educational Centers in 8 villages
- Running of the Children's Library in 5 villages
- Children's Fair (Bal Mela)

Health:

- Safe Motherhood

People's Organization/Collectives

- Strengthening of the Majdoor Kisan Morcha
- Formation of Mahila Swasthya Adhikar Manch
- Strengthening of Youth Groups
- Strengthening of District Forum

Educational Centers:

Gramya Sansthan is running Educational Centers for last 14 years in Naugarh block and 6 years in Chakiya block respectively. Total 4 villages in Naugarh Block and 4 villages in Chakiya block, educational centers are running with support from local community and stakeholders like ASHA and supportive community members.

The centers are being run by the local instructors/teachers. Enrollment of the children is ensured from the vulnerable and marginalized community families on priority. The centers aims to impart education to the children of such families to enable them to have an opportunity for school education that is not possible either due to far away situated schools or defunct school education in govt. schools of the working areas. This further laid a solid base to the enrolled children for being streamlined to the formal education and higher studies.



Result:

- **Total pass out children from class 5th are 41 nos. (Boys students-23 and girls students-18)**
- **Total pass out children from class 8th are 54 nos. (Boys students-31 and girls students-23)**

Celebration of the Different Days:

Apart from the regular classroom leaning, on the occasion of the different days like the Republic Day, the Independence Day, Children's Day, Sant Ravidas Jayanti and other such occasion co-curricular activities are organized at the Centers in the villages by the organization to facilitate the children's participation in such activities for exhibiting their natural talents, confidence building and overall development. Likewise previous years, this year too we organized events on the different days where children performed themselves in cultural activities, songs, group dance, speech, rallies, debate, short plays and other participatory activities. It was appreciated by the audience including the teachers, community men and women and other stakeholders taking part on the occasion. This also helped to convey the importance of the day, key messages and thoughts of the eminent personalities of the nation for imparting lessons to the children and formation of a good society and guiding to the children for future.

Meeting of the Shiksha Core Team:

Its our regular interventions in which Shiksha Core Team meeting was organized. It was discussed during the meeting on completion of the teaching and learning within the session and yearly exams of the children. The next year session it to begin from the month of April was shared. For the yearly exams, necessary preparation points were discussed like setting exams papers, interchange of the teachers from their centers to maintain fair exam practices. This could also be helpful in developing teachers self capacities and improvement among the children by proper assessment of the progress through exams.



Centre Evaluation by the Shiksha Core Committee:

The running centers under ASHA for Education is being evaluated by the committee members to assess the progress on completion of the course as prescribed, learning level of the children enrolled at the centers, notebooks and its cross checking by the teachers and what is the method of cross checking of the children's notebook. What is the situation of teaching learning materials at the centre and how it is being used by the teachers for in teaching process, how it is maintained. Attendance of the children and teachers follow up on absentee was also acknowledged and necessary suggestions were given by the committee members. Improvement on the observed points by the committee members is seen at the respective centers.

Parents Committee formation, contacts and meetings:

For the proper functioning of the centers and community monitoring, parent committees are formed in the villages. Regular monthly meetings are organized with the parents committee to share the progress of the their children studying here, their attendance, learning level, home works and other co-curricular activities apart from the curriculum. For this, teachers of the centers also contact to the parent in case children are engaged in doing household work by their parents itself that affects their education. There are some other children who miss the school also and indulge in playing and other activities.



Monthly Exam of the children:

In the last two days of each month, monthly exam of every child is being conducted at each centre. The teacher set paper by themselves of related subject and evaluate accordingly. This helps to assess the learning level of the children against taught lessons based on that next month planning is prepared by the teachers.

Yearly Exams of the children:

For yearly exam of the children, necessary arrangements were made with regard to the time table to get it completed till end of March-15, question papers, appointing teachers by interchanging of their centers to make sure fair exams. Incharge of the exam was finalized to manage it properly. Those centers where children were too young, teacher were the same. Before one day of the starting of the exam, on 22nd March a common meeting with all the teachers was organized to orient them about the entire process of conducting exams, necessary preparation and their centers details to avoid any miscommunication and handling the task properly. It was decided that after exam, mark sheet of the children will be prepared and will be further distributed to their parents by organizing their meeting.



Teaching Work:

All the children were being divided into the groups based on their learning level. Accordingly teaching work was done. For the younger children, teaching learning materials were used. As learning level get advance among the children, they will be shifted into the next group. For teaching purpose, monthly, quarterly, six monthly and yearly action plan was being prepared. Teaching learning material is being designed at centre level. To know the progress of each child enrolled at the centre, progress chart of each child was maintained on the register. In this register, subject and month wise progress of each & every child was being documented.

Prayer and Morning Assembly:

As part of the routine activity of the center, prayer in worship of Almighty and morning assembly of the children was organized. It happens around 9:40 am on working day. Recitation of some slogans was conducted by the children like: “Sabko Shiksha, Nihshulk Shiksha” (Education for All, Free Education), “Sabko Shiksha Ek See” (Equal Education for All), “Sabko Shiksha Sabko Gyan, Ladka Ladki Ek Samaan” (Education for All, Knowledge to All, Boys and Girls are Equal).



Quiz contest were also organized by dividing children into two groups. Questions were being asked from one group children to another one and it was answered by children. This help to know their basic knowledge about the block name, district name, prime minister, chief minister names, country names, capital, DM name, Gram Pradhan name etc. numbers in acceding and descending order, month, days name,

At the week end e.g. Saturday, Bal Sabha are organized where different co-curricular activities like song, dance, speech, short plays are organized to ensure the children’s participation and development in other areas. The entire event is facilitated/anchored by the children identified for the day that build confidence and also motivational to other children. Theme based activities are taken for this purpose like from Laltapur and Jhumariya village children from upper class took part in discussion on MGNREGA, Gender discrimination, environmental pollution. Children were prior informed to prepare themselves on these topics.

Summer Camp:

Gramya Sansthan with local community support organizes a four days Summer Camp from 20th to 23rd June 2015 in Basauli. This camp was aimed at to provide an opportunity to exhibit hidden talent of the children, to let them express, information exchange, knowing each other and learning new things apart from the bookish knowledge. Besides this, sport events, songs, poems were also carried out performed by the children in camp.



Health:

Women are active in information dissemination to other community women about the govt. health services under NRHM and also started community monitoring of the Govt. health services under NRHM like immunization, ANC, PNCs etc. Janani Suraksha Yojna (JSY) that provision for Rs. 1400/- cash incentive for maternal and child health is taken on priority to have its access by the women. In Karmabandh, women talk about to the women from local community and village about health card, importance of immunization, balance weight, care during pregnancy and routine checkup and institutional delivery at the govt. hospital etc. During the discussion with women, it was found that at Naugarh CHC, Nurse did not take care of women patients and even without diagnosis, cases were referred to the district hospital. It happens in delivery cases also. Less cash benefit is given in case of sterilization and JSY benefit. On these issues it was decided by a women group of members that initiative would be taken in case of such irregularities in the govt. health services. Puppet shows were organized for information dissemination on such issues in the villages by the organization.

Village Health Sanitation and Nutrition Committee:

In meeting with the women at community level and their groups, it was found about VHSNC that no such committee exists at Panchayat level. They were not informed at all about the committee. However, the women were interested to know about VHSNC as what kind of work this committee does? It was informed to them that a VHSNC is being formed at each Gram Panchayat level under NRHM. Village Health and Nutrition, generally known as VHND would be organized by VHSNC in villages.



It was told to the women about VHSNC that it comprises upto 50% women members, 30% NGOs and representation of each section/caste category, people from different hamlet of a revenue village, Gram Pradhan become President and A.N.M. become vice-president of this committee. The purpose behind intervention on it was to functionalize this committee for better health planning and services to its beneficiaries i.e. women and children in villages.

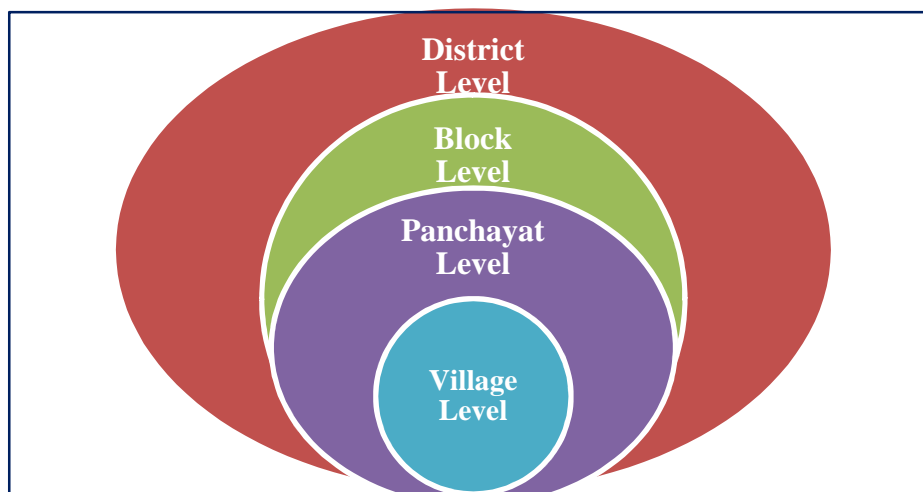
Community Based Structure

• Mahila Swasthya Adhikar Manch (MSAM)

In Naugarh Block of Chandauli district, a group of women called Mahila Swasthya Adhikar Manch (MSAM) is being formed for last 7 years. It was formed to build leadership capacities of the most vulnerable and marginalized community women. Women after being associated with MSAM started to monitor working of ANM, ASHA visits, PDS shop distribution of food grain and other items, functioning of the Anganwadi Kendras, Sub-Centers, utilization of the fund Untied Fund, VHND is organized or not, suggestion box at the govt. hospital. Every month MSAM meeting is organized and issues are being discussed and action is taken by the women. Time by time training is organized by Gramya Sansthan for their capacity building and on different issues relevant to them.



The meeting of MSAM is organized at 4 levels shown below:



A data table of MSAM:

Sl. No.	Status of the Women Leaders in MSAM	No. of Revenue Village	No. of Women
1	No. of women joined as Member in MSAM	41 (21 Naugarh, 10 Chakiya, 10 Shahabganj)	1850 (1600 Naugarh, 150 Chakiya, 100 Shahabganj)
2	No. of Women in leadership role till date	41 (21 Naugarh, 10 Chakiya and 10 Shahabganj)	220 (120 Naugarh, 50 Chakiya, 50 Shahabganj)
3	No. of women who received MSAM Membership Card	21 villages	1200 women (in Naugarh block)
4	Women associated from other block in MSAM (Sevapuri Block-Varanasi)	-	919

At present there are total 1850 nos. of women are associated. Women raise their voices on their rights and entitlements. At the state level, MSAM has total 12000 nos. of women membership.

The Toll Free help line no. of MSAM is: **18002000878** that can be used in case of facing difficulties in getting govt. health services, unfair demand of money etc. In last one year nearly 59 complaints are being registered on this toll free no. in last 1 year and also shared with the govt. department as well during meeting with the concerning officials.

- **Majdoor Kisan Morcha:**

This collective of labourers is formed mainly for the purpose of making efforts to resolve the problem(s) of intended beneficiaries and interference at policy level. Majdoor Kisan Morcha is a people's forum that works mainly on two basic principal: (a) Jiski Ladayi Uski Aguwayi (Struggle by the Struggler itself) and (b) Sajha Netritva Sajhi Pahal (Collective Leadership Collective Action). Meetings are organized on monthly basis Gramya Sansthan office with the leaders of the Morcha. Issues related to the working areas and beyond are discussed in the meeting.



Some of the issues discussed are pointed below:

- Wage payment under MNREGA as per govt. rule/norms
- Payment of the wages against the work to the labourers
- Discussion on School Management Committee (SMCs)
- Discussion for including name(s) in the voter's list
- Renewal of the Ration Card related discussion
- Samajwadi Pension Scheme related discussion

Meeting with Youth Group:

In 10 villages of Naugarh Block, Gramya Sansthan formed Youth Groups. Issues pertaining to their reproductive health and rights and strengthening of their groups are being discussed in their meeting. In each youth group there are 15 to 20 nos. of youth members. These youths receive knowledge on their rights and discussed issues in the meeting. Further, they also observe the local problems and coming forward to raise issues and participatory monitoring. Villages having the youth groups are: Laltapur, Basauli, Jhumariya, Dumariya, Amdaha, Thatwa, Devkhat and Marvatiya.



Self Help Group (SHG):

There are 8 Self Help Groups are functioning in 5 working villages are functioning in Naugarh Block of Chandauli district, formed by Gramya Sansthan. In SHGs monthly meeting, discussion on the importance of group e.g. SHGs, small savings and information on the govt. schemes were discussed. As per the directions by the DM, visit by Prime Minister Rural Development Fellow was conducted in all 8 SHGs to assess the current status, as how these SHGs are functioning.



After assessment of SHGs, now revolving fund of Rs. 15000/- to each SHG from the block office was provided for small income generation activities. Total 12 women from villages named Golabad, Dumariya, Amdaha and Laltapur received benefit of Sewing training supported by the district magistrate. Total 50 women received training on Souce making technique. It was said by the DM that these skills would help to the women for earning small income and later on becoming self dependent and would get rid of poverty. As per the local condition of Naugarh, women of the SHGs started doing business of goat rearing and collective forming.

Worker's Registration Camp:

Gramya Sansthan facilitated worker's registration under Building and Other Construction Worker's Welfare Board (BOCW), an autonomous board in Department of Laboure and Employment. Total 400 nos. of the workers from the working blocks named Shahabganj, Chakiya and Niyamtabad got registered in BOCW. This is required to get the benefit of different types of govt. beneficial schemes implemented by the board for the workers.

Working with Breakthrough

GRAMYA SANSTHAN joined hands with breakthrough for implementing activities with youths. We worked in Sevapuri and Baragaon blocks of Varanasi districts with the existing youth group members. There are 36 youths groups are formed under PACS project implementing since Sep-2011 in 124 nos. of revenue villages of 70 Gram Panchayats.

Key activities implemented:

Two days Training Programme on Social Analysis with youths: Youths were focused to impart training on social analysis issues. The training was organized in the month of March-2015. Different tools and aspects of the social analysis was discussed through various mediums like group exercise, presentation etc.

Three Days Workshops with Youth Leaders on Health: Health is another one of the elementary things for a human life. In case of youth, it is provisioned under NHM (National Health Mission) to establish required infrastructure like Adolescent Friendly Health Clinics (AFHSs) with appointment of the counselor. This also aimed at providing them appropriate counseling and right information on their health problems in youth friendly manner that is not possible in a generalized way of health care practices. Further, it was discussed how health determines the development process of the youths. For this it was discussed on the fatal diseases caused by drug addition, smoking and alcoholism that multiply other social evils prevalent under. This was quite helpful for the youth to know the importance of their health to disseminate it further.

One Day Meeting with the Youths on Gender and Violence: Gender based disparity is a common phenomenon in our society. It is traditionally continued in current generation due to the effect traditionally laid down social practices and male dominated society. Women and girls are being discriminated in the access to the developmental opportunities, expressing before the male counterpart in family and outer world. Many times they are being devoid of having consent on their marriage that reflects in forced marriage and child marriage as well. Due to less education and drop out from the school education and being engaged in domestic works and sometime wage based employment their development possibilities stopped. All these issues were discussed in the training. The Govt. has implemented several law to protect women from the domestic violence e.g. Prevention of Women from Domestic Violence Act, 2005 and other. The Indian Constitutions also declares equal opportunity for both men and women. After this training youths came to know about gender, gender based discrimination and how it happens, cause and effect on the women and girls development and who they can do to address these problems.

Meeting with the Youths and Women from the CBOs: There are different types of community based organizations are formed namely Mahila Manch, Majdoor Kisan Manch and Youth Groups. Women have always been in focus and especially socially excluded group i.e. SC and Muslims under our interventions with PACS in the working blocks of Sevapuri and Baragaon. During the year, meeting with the members and leaders of these CBOs. Especially Women leaders from 'Mahila Manch' expressed their experiences after being associated with the CBOs that build their confidence to raise voice against discrimination and demand for the govt. services on the basis of the information received through the trainings and regular consultation meeting.

Two Days Training of Youths on Gender and Rights: A training was organized with the youths on the issues of gender and rights. This was aimed at imparting them knowledge about gender and rights through a variety of activities during the training. The resource persons facilitated the entire process.

Action Aid: Eradicating Bonded Labour Project

GRAMYA SANSTHAN joined hands with Action Aid for implementing the project in 50 villages comprised of 3 blocks i.e. Chakiya, Shahabganj and Niyamtabad in district Chandauli of U.P. The main motto behind the project was 'reduction of the bonded labour among vulnerable communities'.

A survey at Brick Kilns to sort of financial/payment related issues of the labourers:

For this, brick kilns were mapped in the targeted villages of the working blocks where cases of bonded labour and majority of the workers are found engaged as bonded labourers. They are many times are being avoided to provided their entitled benefits e.g. related to equal wages, minimum wages or less wage payment against their mandays. Exploitation in other ways and abuses to their women and children are also observed on working sites.

A survey was conducted by the organization in respective blocks. An overview was taken by the community mobilizers and problems were assessed of the vulnerable families engaged at the brick kilns for earning livelihood. The problems like less payment, irregularities in payment against mandays, outstanding of the payments on owner for reimbursement to the workers was found after calculation and interference of the project staff and the same got resolved as well.

In this way, total 183 families out of 20 villages in Chakiya Block, 38 families out of 5 villages in Niyamtabad block and 89 families in Shahabganj block were covered and support was provided in their problems for its solution by the direct involvement of the project's staff.

Total 31 brick kilns in Chakiya block, 14 brick kilns in Niyamtabad and 3 brick kilns in Shahabganj, total 48 brick kilns were contacted during this survey.

Awareness generation activities on Reducing Bonded Labour issues:

GRAMYA SANSTHAN also organized community level events/activities with regard to sensitize vulnerable families and local community members on the issues of Reduction Bonded Labour by implementing different awareness generation activities as pointed below:

- Community Meetings
- Survey at the Brick kiln and support to the labourers
- Promoting to the families for applying MGNREGA job
- Health
- Panchayat Election

Community Meeting: The main purpose behind conducting the community meeting was imparting knowledge to the vulnerable families on issues pertain to their benefits and raising their awareness level to be have access to the benefits of the govt. schemes e.g. JSY, JSSY for maternal and children's health, MGNREGA for livelihood alternatives to them apart from the brick kilns works.

Another need was identified that the working labourers at brick kilns including both men & women are not organized. So, need was felt to organize them to raise any issues in group or collectively to get it resolved by the responsible owner or govt. authority(s) as applicable.



In all targeted 50 villages of 3 blocks, community meetings were organized. Following issues were taken for discussions:

- Formation of the Labourers' Group/collectives
- Formation of the women's group/CBO
- Discussion related to dadani (local words used for debt or loan)
- In Health, Janani Suraksha Yojna (JSY) and Janani Shishu Suraksha Yojna (JSSY)
- Application submission for MGNREGA job
- Rashan and Nutrition related discussion
- Samajwadi Pension Scheme

During the meeting it was told to them on the equal wages for both men & women either its related to MGNREGA or other works e.g. brick kilns, Minimum Wages Act 1948 key provisions. It was focused on the issues of taking loan by the workers from their owner that causes to the great deal for bonded labourers. It was advised not to do so and in case of no employment to them at brick kilns in rainy or other seasons, they could apply for MGNREGA. Thus, these community meetings in all 50 villages helped in making aware to the community and consequently later on it would be supportive to achieve the desired goal under the project.



Health:

GRAMYA SANSTHAN has been primarily concerned with the women and children's health. In this sequence, it was taken during the community level meeting to tell them about the govt. health schemes in which JSY and JSSY were the main. These schemes are designed for the maternal and children's health with provision of the cash incentive of Rs. 1400/- on each institutional delivery under JSY and blood, medicines and transport facilities under JSSY scheme. During the sharing of its importance and free treatment, some of the participants recalled their experiences where money was asked from them in the name of the medicines, operation charges during the deliveries at the govt. hospital and being in emergency, they had no option and they had to pay it. On this, Gramya Sansthan staff told them about the situation and also facilitated by providing them nos. of Chief Medical Officer, Project's team to call in case of seeking support on such problems. Gradually, they accepted it and follow the same and now the govt. hospital staff is also known about Gramya's work in the working villages and hesitates to ask money once they acknowledge that patient/beneficiary is related to the working areas.

Even, collaboration with the govt. department was also made to the block and district level. For this, CHC/PHC, district hospital level linkages are being made to ensure the access of free and fair govt. health facilities to the vulnerable families.

During the period, 'Wajan Diwas' was organized by the ICDS department and support was provided in some of the working villages as it was asked by the ICDS officials i.e. CDPO and the DPO for the benefit of the children from vulnerable community during the Weight Day for identification of the malnourished, severe malnourished and normal children and further providing them ICDS services and treatment.

Rehabilitation:

In previous phase, some of the children who were working as bonded labourers far away from their places in big cities were emancipated by the direct involvement and support from Gramya Sansthan team members. The DM promised to the families of these children for providing benefit of 'Awas Yojna' or Housing Scheme for the poor along with land allotment so that the family members can be able to earn small income by using these resources.

Following the same, the Tehsildaar has allotted land to the families of 12 children emancipated from bonded labourers and for the House Scheme, I have ordered to the Block Development Officer, who is nodal for this purpose. However the B.D.O. was denying that he did not receive any such order and it may be under process at some other level. But if their names would be in BPL list or he would get the paper, Govt. order it would be done as assured by the BDO to the families. At that time, Panchayat Elections were dates were announced and concerning govt. officials were also being engaged in this process.

Goat distribution:

GRAMYA SANSTHAN, with a view to providing alternative livelihood options to the vulnerable families so as to reduce bonded labourers possibilities and also to stop unskilled migration from the villages, supported to 20 nos. of families out of 8 villages from Chakiya Block of Chandauli. It was decided at the starting time of the distribution to the respective family that they would keep the first issue/offspring of the goat and second issue/goat offspring would donate to the organization to provide benefit of goat distribution for promoting livelihood option that is quite feasible in view of the greenery and meadow to feed the goats and earning small income by selling milk and other mediums.



Achievements:

- Increment in the wages of 310 nos. of brick kiln labourers upto Rs. 50/- to Rs. 100/-
- Initialized process of the group formation with the labourers and women in the villages.
- Recognition of the project's works and staff have been able to establish their identity
- Now, the vulnerable community members/families contact to seek support in problem
- Awareness level is increase by the regular discussion on bonded labourers issues
- 12 families of children got benefit of the land allotment by the Govt. for rehabilitation
- 64 nos. of vulnerable families got benefit of MGNREGA job for 30 days works
- Community people now share domestic violence cases for support from the organization



Challenges

1. Taking loan for unproductive purpose and indebtedness of the working vulnerable families to their owners.
2. Limited/less options for livelihood in the villages that bounds to work as bonded labourer to the vulnerable families.
3. Dominance of the owners and less capacities and support to the working families to oppose it.

Learnings

1. To reduce bonded labourer, alternative livelihood options are one of the primary needs.
2. Due support is required to the vulnerable families as mostly they are illiterate, unorganized to oppose or raise voices against their exploitation. So, handholding to them is very successful.
3. Involvement of the govt. machinery would be supportive in this process to find out solution.
4. Wage payments varies from the labourer who has not taken loan even and those labourer who takes loan. The later are the mostly becomes as bonded labourer with never ending problems to get rid of it without any external support.

Future Course of Action

- ❖ **Developing new and innovative approach to work with existing community based structures.**
- ❖ **Mobilizing resources from potential donors and CSR.**
- ❖ **Strengthening organizational efforts for sustaining the project's efforts and achievements.**
- ❖ **Joining hands with the like-minded institutions, networks for scaling up learning and successes.**
- ❖ **Developing capacities of the organization team to understand newly emerging trends in development sectors to work on.**
- ❖ **Wider level information dissemination of the organizational core competencies and successful intervention/model through viable media e.g. social networking, websites, publications etc.**
- ❖ **Focused intervention on the women's, adolescent and children's health and their education to reduce IMR and MMR status in the most vulnerable communities.**