

Empowering Marginalized Communities of Bhal region of Ahmedabad & Bhavnagar district by focusing on Social Justice, Micro Finance, Health, Youth Development and Natural Resource Management

Annual Progress Report 2008-09



Micro Credit – Employment Opportunity by setting up Diamond Polishing Unit



Village Cleanliness Campaign under Swajal Dhara Program



Gram Sabha for Water & Sanitation Planning



Training Women for Panchayati Raj System

July 18, 2009



Mahiti Rural Development Centre

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At & Post: Dholera, Opp. Bhim Talav, Rahtalav Road, Tal: Dhandhuka,
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Organization At a Glance

Name of the Organization	: MAHITI Rural Development Centre
Document approved by	: Approved in Board of Trustees Meeting
Reporting Period	: 1st April 2008 to 31st May 2009
Address	: Regd / Head Office: At & Post: Dholera, Opp. Bhim Talav, Rahtalav Road, Tal: Dhandhuka, District: Ahmedabad, Gujarat, India Pin Code: 382 455 Liaison Office: G-2/1 Om Shantinagar, Tagore Road, Vejalpur, Ahmedabad – 380 051
Contact Numbers	: Dholera : 02713 234 132 / 293 071 Ahmedabad : 079 – 2681 1003 Telefax Mobile : 098247 52898, 98247 52897
Email	: Mahiti@sancharnet.in ; mahiti-ahmedabad@mahiti-gujarat.org
Chief Functionary	: Mrs. Devuben Pandya, Executive Director
Establishment Date	: 9th August 1994
Registration Details	: Trust Registration No: F/4410/Ahmedabad, dated 9 th August 1994 Society Registration No: Guj/4550/Ahmedabad dated 9 th August 1994 FCRA Registration No: 041910199, dated 2 nd September 1998
Area of Operation	: Bhal region – Coastal Belt of Gulf of Khambhat Ahmedabad District: Dhandhuka, Dholka and Barwala Blocks Villages 59 Bhavnagar District: Bhavnagar, Shihor Blocks Villages 28 Total villages 87
Vision	: <i>“To abolish social discrimination created by unjust social structure of Bhal region and envisage advancement in living standards of exploited / deprived / marginalized sections while making them self-reliant”</i>
Mission	: <i>“To empower the oppressed communities of Bhal region focusing on women by organizing communities around issues related to natural resources, health, hygiene, social justice, micro finance and disaster mitigation”</i>
Major Activities	: ❖ Formation & Capacity building of various Village Level Institutions ❖ Strengthening Micro Finance Institutions ❖ Natural Resource Management & Development – Land Conservation, Drinking Water & Sanitation, Watershed Development Program ❖ Social Justice and Violence against women ❖ Youth Development ❖ Disaster Management
Networking	: State Level: Pravah, Janpath, Sajjata Sangh, Mahila Swaraj Abhiyan, Gujarat Dai Sangathan, Working Group for Women and Land Ownership, Jan Swasthyay Abhiyan National Level: Voluntary Action Network of India - VANI, National Alliance of Women’s Organizations - NAWO, Confederation of Rural NGOs of India – CNRI
Governing Board	: Men 4 Women 4 Total 8
Program Staff	: Men 10 Women 5 Total 15
Support Staff	: Men 2 Women 1 Total 3
Administrative Staff	: Men 3 Women 1 Total 4
	: Men 15 Women 7 Total 22

Part A

The Organization and Programs

01. Introduction

Mahiti is a grassroots level voluntary organization working in the most backward coastal region of Gujarat-India called *Bhal*. In Gujarati language “Bhal” means “forehead” where nothing grows. Way back in 1994, Mahiti was formally registered¹ as non-profit organization and since then it is working for socially exploited and disadvantaged communities. Right from inception it has prioritized women and gender issues in disaster prone *Bhal* frequented by earthquake, floods and drought.

Over a period of time the organization evolved from its ‘grassroots group’ orientation to a full-fledged institution. Its relentless efforts in finding solutions like rain water plastic lined ponds to resolve drinking water crisis, addressing reproductive health issues by developing committed corps, securing rights of women and exploited and finding resource alternatives for poor has generated strong grassroots back up for Mahiti. People of *Bhal* relate with Mahiti as an organization created and nurtured by them.

Mahiti’s head office is located centrally at Dholera in *Bhal* region. Dholera used to be a busy trading place about 100 years ago. Now it is deserted but still controlled by few powerful landlords and moneylenders. Issues in this region are enormous and organization adopted long-term strategies to address these issues. Saline-alkaline lands, water scarcity, lack of resources, poor livelihood opportunities, exploitation and disasters besieged the communities. To be precise, villages are abandoned by the State. Socio-economic environment of *Bhal* has undergone serious changes in the last decade. Its polity, social and economic realities are changing rapidly giving way to new forms of exploitation and hegemony.

02. Focussed Areas of Interventions

Mahiti works mainly on five areas – micro finance, social justice, health, natural resource management, and disaster management. For each of these issues, various activities are taken up in the villages by setting up various village level institutions and by empowering them to work on the issues. The details of village level institutions set up and facilitated by Mahiti since its inception are given in the following table.

Village Level Institutions facilitated by Mahiti

Districts	Blocks	SHGs	WCs	Women Cooperative	SAG	Watershed Committees	Youth Groups	DPMCs
Ahmedabad	Dhandhuka	160	22	One Cooperative 5443 Women Members	50 members	07	15	12
	Barwala	54	15			01	3	00
	Dholka	32	02			06	3	00
Total		246	29			14	21	12
Bhavnagar	Bhavnagar	84	06	One Cooperative 2389 Women Members	50 members	10	09	03
	Shihor / Vallabhipur	12	00			00	--	00
Total		96	06			10	09	03
Grand Total		342	35	2 Cooperative 7832 Women Members	50	24	30	15

SHGs= Self Help Groups, SAG=Social Activist Group, WCs=Water Committees; DPMC= Disaster Preparedness and Management Committees

¹ Mahiti was initiated by UTTHAN way back in 1979 as information exchange center for area development through committed efforts of professionals. Over a period of time UTTHAN withdrew from the region and registered MAHITI as autonomous institution as non-profit organization.

4.1 Interventions of Bhal Social Activists Group (B-SAG)

Carrying this idea forward, Mahiti has been tirelessly working for the last four years and a social justice activists group in Bhal area has been formed to work for social justice campaign, human rights, awareness generation among people regarding various forms of exploitation. About 50 young men and women belonging to the exploited class of the region has joined the group. These young people are working for the process of social justice and directing people to proper direction. This group meets regularly on 25th of every month. Many people come to the meeting with various issues like domestic violence against women, human rights violation, illegal possession of land, land ownership issues like cases of inheritance, non registration of legally owned land, non issuing of ownership right in spite of cultivating the land for many years etc. The activists group members guide and help to solve the problems by counselling or if needed by legal actions with assistance from two advocates who guide the complainant to take legal action.

During the year in 55 cases, legal interventions and counseling has been provided as mentioned below.

No	Type of Cases	No. of Cases	Details of Intervention
1	Women's Exploitation and Domestic Violence	21	10 cases - mutually resolved 4 cases – pending in legal court 7 cases – follow up is ongoing.
2	Murder Case	2	Both the cases is under way in the legal court
3	Land Ownership Dispute	32	11 cases – varsai – inheritance procedures have been made. 21 cases – applications have been made to get land on the name of farmers to the government
		55	Total cases

4.2 Interventions of Legal Aid and Guidance Centre

A legal aid and guidance centre has been set up in the campus of Mahiti at Dholera. During the last year 1100 people have visited the centre and received legal guidance and assistance. Gradually the scope and outreach of this centre is increasing. A library containing books, booklets, related to various laws has been set up at the centre which has been quite useful to local youth and activists. Moreover, brochures containing information regarding the laws related to police station, women have been printed. These also have proved fairly useful.

A few instances of successful actions taken up by the social activists' group are given below:

- A number of people have visited the centre with issues related to administration like getting a ration card, corrections in land related documents like 7 / 12 and 8 A, problems related to inheritance (varsai), documents for land sale / purchase.
- Women's issues like domestic violence, ill-treatment by in-laws or husband have been quite frequently handled by the social activists group by proving counselling and guidance to women.
- This centre had registered a case of Mrs. Devuben Hamirbhai of village Narmad, Dist: Bhavnagar in the court in 2007. This year, the court has passed a judgement and Devuben's husband has been sentenced for 26 months for mental and physical harassment to his wife.
- Last year in the case of Mrs. Chandaben Manjibhai of village Kamiyala, Taluka: Dhandhuka had been sanctioned monthly Rs. 1300/- as maintenance by Dhandhuka Sessions Court. As this was found unjust, a revision petition had been filed in Ahmedabad Court. The court has now sanctioned Rs. 2500/- to Chandaben as maintenance. Moreover, with the intervention of this centre, Chandaben has been given Rs. 5,00,000/- by her in-laws as compensation money for Chandaben and her two children. This is a remarkable success for the centre.

Case Study
Domestic Dispute
Mrs. Hansaben Arjanbhai – Sarsala village

Hansaben was married at Rajka village eight year ago. Her inlaws kept her in good condition for two years. Hansaben gave birth to three baby girls and her inlaws were displeased. Her mother inlaws, father inlaws, brother inlaws, his wife and Hansaben's husband also insisted on having a male child. They taunted her saying that she can't do anything but bearing stones (female child). Her husband also turned away from her avoiding even talking with her. Hansaben was treated like a domestic servant and a farm labour together. Hansaben tolerated it all uncomplainingly.

Once on hearing some baseless complain by his sister inlaws, Hansaben's husband beat her severely in field, her hair were pulled, her clothes got torn. When Hansaben's parents and uncle who is a member of social activists group came to know of this they resorted to complain against her inlaws with help of legal aid and guidance centre and a complain to be registered under domestic violence act in the police station was suggested. Hansaben did not agree for this. Later her inlaws were issued a legal notice and asked to come to the centre immediately. The activists' group members told the inlaws and husband of Hansaben "what you have done is punishable under domestic violence act. A case can be registered against you but Hansaben is not willing to do so in spite of such illtreatment by you because under this act you can be arrested and that may be socially a scandal and she does not want you to be criticized by the society". After much discussion and intervention Hansaben's inlaws and her husband begged for pardon, admitted their mistake and promised not do harass her any more. The inlaws also consented to have Hansaben and her husband a separate house. A compromise was reached, an agreement was made with signature from both parties and Hansaben returned to her inlaws. Now she stays with her daughters and husband in a separate house.

Case Study
Dowry Harassment
Mitaben Rajubhai Patel – Village Sandhida

Mitaben left her in-laws' house because she could not bear mental and physical harassment by her in-laws' family. She came to her parents' house in Sandhida village with her three year old son. Her in-laws asked her to bring jewelery and cash from her parents. Her husband suffered a loss in money market and asked to bring Rs. 1 lakh from her father. Mita refused to do so. She was severely beaten with a stick and was branded by a hot iron. They even threw phynyl on her. As the harassment grew into atrocity Mita left husband's house and informed her parents. They contacted social activists group.

The in-laws were served a notice and were asked to be present in the meeting. They did not appear. So one more notice was served and they were informed of the possible legal action against them. At last, Mitaben's in-laws, husband and other relatives and community members came. Mitaben narrated how she was illtreated. The discussion was quite hot. In addition to the activists, the community leaders also participated in the discussion.

At last the activists' group leader and director of the organization asked "what do you wish?" Do you wish that her home is broken? Can we find some way out for the couple to live peacefully? At last the husband consented not to make demands for jewellery or money and expressed willingness to stay separate. By the persuasion of leaders, Mitaben's parents – inlaws also consented to let the couple live separately. A compromise agreement was made and was signed by the all parties. Mitaben straight away went with her inlaws and now she stays in her separate house.

4.3 Youth Development and Empowerment

Mahiti has taken up youth empowerment activities since last four years. Initially, Mahiti had focused on women's empowerment in this area and many issues were handled and solved by women. Women's leadership also emerged. The moneylenders in this area who had realized women's strength now stopped exploiting them but continued exploiting menfolk and kept them suppressed. Mahiti's efforts to bring the marginalized people in this area to mainstream remains incomplete unless the youth in the villages are not made aware and capable. The youth in this area has little of education or awareness and as a result they do not have much courage to raise objection to any kind of exploitation and got into clutches of moneylenders easily. Looking to this situation, Mahiti has been working for formation of youth groups and their capacity building.

4.3.1 Formation of new youth groups

So far 30 youth groups in 30 villages have been formed. Total number of members is 1239. 14 new youth groups have been formed during 2008-09. These youth groups have a place in their village where they have books, indoor and outdoor games equipment for games like chess, carom board, volleyball etc so as to encourage the youth to pass their free time in good and constructive activities and come closer so that an atmosphere of communication. The village youth use these centers. Some times they organize short picnics with their contribution. Details of the youth groups and youth centers established till the March 2009

No	Village	Block	Is there a Youth Group?	No. of Youth Members	Is there Youth Centre?
1	Navagam Karna	Dhandhuka	Yes	37	No
2	Sarasala	Dhandhuka	Yes	32	Yes
3	Shela	Dhandhuka	Yes	52	Yes
4	Kama Talav	Dhandhuka	Yes	29	Yes
5	Gogla	Dhandhuka	Yes	57	Yes
6	Kadipur	Dhandhuka	Yes	22	No
7	Otariya	Dhandhuka	Yes	33	Yes
8	Sandhida	Dhandhuka	Yes	49	Yes
9	Raisanggadh	Dhandhuka	Yes	35	Yes
10	Mingalpur	Dhandhuka	Yes	72	Yes
11	Rajpur	Dhandhuka	Yes	28	Yes
12	Zankhi	Dhandhuka	Yes	34	Yes
13	Bhangadh	Dhandhuka	Yes	62	Yes
14	Rahtalav	Dhandhuka	Yes	53	Yes
15	Gandhipura	Dhandhuka	Yes	27	No
16	Ratanpur	Barwala	Yes	23	No
17	Kapadiyali	Barwala	Yes	50	Yes
18	Devpura	Barwala	Yes	18	Yes
19	Saragwada	Dholka	Yes	62	Yes
20	Bholad	Dholka	Yes	30	No
21	Moti Boru	Dholka	Yes	32	No
22	Kala Talav	Bhavnagar	Yes	74	Yes
23	Narmad	Bhavnagar	Yes	69	Yes
24	Kheta Khatli	Bhavnagar	Yes	24	Yes
25	Sanesh	Bhavnagar	Yes	55	Yes
26	Ganeshgadh	Bhavnagar	Yes	49	Yes
27	Juna Kotda	Bhavnagar	Yes	23	Yes
28	Sonrai	Bhavnagar	Yes	44	Yes
29	Gangawada	Bhavnagar	Yes	31	Yes
30	Madhiya	Bhavnagar	Yes	33	No
	Total		30 YGs	1239	23 YCs

4.3.2 Initiatives for Youth Activities and Livelihood Improvement

The organization makes efforts that youth in every village get involved in youth activities. Mahiti encourages youth in the villages to play cricket besides other games. The objective is to channelise youth energy to the right track because having no activity on hand youth resort to drinking, gambling and other addictive activities which harm their life and they waste their time and money too. A cricket tournament is organized every year at inter village level in Bhal region.

4.3.2.1 Bhal youth Cricket tournament



A cricket tournament of youth groups from 20 villages was organized at Rahtalav village during 3rd January 2009 to 6th January 2009. The tournament was inaugurated by Shri. Dinesh Pandya, Program Manager of Mahiti. Mr. Panyda in his address asked the youth to get organized and utilize their energy for constructive activities

and to develop themselves to survive in coming time. He guided youth what skills they would need to develop to face the present situation of unemployment and do something worthwhile for the society. The players and teams exhibiting consistent good performance were given prizes. The young cricketers' team from Sanesh village won the trophy for this year.



4.3.2.2 Life Skills Training and Exposure Visit to Mt. Abu, Rajasthan & Follow Up

Objective: Mahiti conducted a training to build and strengthen the life skills of the youth in the Bhal region. The training enabled the youth to partake in interactive discussions, to conduct presentations, to participate in team activities, build confidence and strengthen their leadership skills. Mahiti also took an opportunity to share their development efforts in their very own region.

Youths ages 20 to 30, attended the life skills training. Of those who attended, 85% of the youths polish diamonds, while the remaining was unemployed. Due to poor social-economic conditions, majority of the youth have only attended a few years of school and dropped out sometimes as early as the age of 12 to support their families. These circumstances caused the youth to lack life skills (interpersonal, communication, decision making, self management, etc.) that others their age would attain while in school or in less deprived environments. By aiming to build these skills, the youth can begin becoming self reliant, empowered, and able to address any issues that they may face during their lifetime.

Findings: The life skills training and exposure visit to Mt. Abu was the start to an opportunity for both the youth and Mahiti. Prior to this training session there was a huge gap as to who the youth were, what their conditions were and who Mahiti was and how Mahiti wanted to take a role in helping the conditions of the youth.

This training session allowed the Mahiti organization to finally share to the youth who Mahiti was and what role they have currently played in the Bhal region and where we would like to be with the youth and it's development. Additionally, this training session gave the youth an opportunity to confidently speak their voice about themselves, how they live, what their conditions are, share their thoughts on individual development and community development and how they wish Mahiti could play a role in helping them improve their current condition.



Presentation Skills – Life Skills Training

Additionally, the training session enabled Mahiti to see how talented and confident many of the youth already were. Usually the stereotypical description of a youth from the village consisted of depictions like: shy, unmotivated and irresponsible. For the most part, Mahiti stood corrected. During many of the sessions a good number of youths continued to voice their thoughts on matters that were discussed. Presentations were given with complete professionalism as if the youth presented prior. Discussions about events still continued even after the session was over with the youth themselves. Youth stood up for that they believed was right even if it meant upsetting those that did something wrong.

The youth in the Bhal region are highly talented individuals who just don't have the same opportunities as other youths in India. This conclusion reemphasized that if Mahiti can provide the guidance and opportunities that these potential leaders for tomorrow need, this rural region of Gujarat will be greatly benefited towards improving their socio-economic development. Ideally it is the voices of the youth that we Mahiti are here to serve. We believe many of the youths are capable of improving their own conditions if they are just given a chance. And we, Mahiti with the resources available, will give them this chance.

Impact: A week after the completion of the training session, youths were contacted to see if the training session left an impression. Some youths shared that they have become an equal contributor towards running their home, have expressed the need for creating a village level youth group to other friends, and have decided to quit smoking! Through the youths receptive actions Mahiti can conclude that many of the youth are ready for implementing positive changes in their lives.

4.3.2.3 Recession Period (November 2008 – March 2009)

The current global economic crisis has caused a huge decline in the demand for diamonds. The winter season usually brought diamond polishers their highest earnings, polishing more than the average to keep up with the global demand. Additionally, the migrant diamond polishers used to spend 11 of the 12 months of the year in the city and the remaining one month on vacation. This year what was supposed to be a four week Diwali break has now reached a span of over five months and continuing. Thousands of diamond polishers in India are without work. Some have committed suicide, due to the shame that comes with being unable to provide for their family. To make matters worse, majority of the youth who polish diamonds never grasped the concept of saving (since their expenses were as steady as their earnings) and now are ill prepared for any periods of unemployment for their future.

This story is shared amongst most of the youth in the Bhal region since November 2008. This present decline of demand for diamond polishers has resulted in a high number of unemployed youths in the Bhal region. Additionally, living in a rural area limits the ability for youth to learn about upcoming opportunities that are beneficial to them.

4.3.2.4 Initiative towards Youth Unity & Awareness

Due to the large region of Bhal, Mahiti initiated monthly youth meetings to disseminate relevant information to improve the livelihood situation of the youth, while continuing to build life skills and uniting the youth on a monthly basis.

The current economic situation has provoked Mahiti to take an active lead in providing information on how the youth can go about seeking steady and self sustaining employment opportunities. Since majority of the youth in this region have not completed more than seven years in school and have limited skills outside of polishing diamonds, Mahiti currently is providing information regarding vocational training institutes which train students (who may not necessarily have completed school) to gain a market demanded specialized skill. These institutes will broaden their skills, improve their livelihood condition, and encourage them to no longer fully depend on employment from the diamond factories, gain a skill in which self employment is possible, minimize the periods of unemployment, and earn a steady income.

Mahiti aims to empower the youth to take hold of these opportunities to improve their livelihood conditions and become more confident in the ability for the youth to take the matters into their own hands rather than becoming dependent on others for employment for a lifetime.

Livelihood and Life Skills Youth Meetings, Bhavnagar



Vocational training institutes exhibition



Value of being cognizant of your environment activity

Objective: to gradually mobilize and empower youths to address issues in their lives with the guidance of the resources Mahiti has available. In the preliminary phase of these meetings (both city wide and village wise), Mahiti aims to build a strong relationship with those youth who show interest with forming a partnership with Mahiti. Additionally, Mahiti aims to build a strong and continuous relationship with the youth encouraging the youth to share their personal thoughts and feelings about their current situation. This information will help Mahiti to give the youth assistance towards improving life skills and livelihood.

Content: This first meeting was compromised of little bits and pieces of everything! The sessions covered:

- A game to show the diversity and common threads within the group
- A clip on “Lead India” where youth understood the power of unity with youths
- A “success story” in which a former diamond polisher decided to improve his livelihood and seek a less harsh, more stable way to earn a living,
- Learning about the impact in the Bhal region with an upcoming SEZ and the importance for being ready (skill wise and rights wise),
- Youth sharing their experiences and learnings from the recently hosted Life Skills Training and Exposure Visit to Mt. Abu,
- A mini Vocational Training Institute exhibition in which youth were able to learn about the different types of opportunities that are available for better livelihood,
- A song called “Sanedo for Youth” in which all the difficulties that youth face in this current time and place and how one youth can overcome it were expressed!

Findings: The content of the youth meeting covered many topics that the youth were keen on discussing and learning more about. Those youth who attended the Life Skills Training were more vocal but, we hope to focus on those new youth as well to have new attendees begin to feel comfortable speaking in front of a large audience and gaining the confidence to express themselves about issues that never have been addressed for these youths prior.

4.3.2.5 Livelihood and Life Skills Youth Meeting, Dholera

The regular city wide meetings had to be moved to the village due to the recent shut down of most diamond factories throughout Gujarat. All the youth are back from the city and have been living at home for the past one to four months! Mahiti needed to determine, with the given circumstance, how do the youths spend their time in the villages now being unemployed?



Self Introduction Activity – Youth Meeting

Findings: To make ends meet they look for work daily chopping trees for wood, shifting heavy materials like cement bags or bricks. Nothing is guaranteed for these youth. They still have the hopes that the diamond factories will open within a few weeks (as the factory owner tells them). Holding on to the promises of their boss they are less eager to do anything but odd jobs for the past few months. During that time period harvesting was in great demand season so they also spend their times in the field. Mahiti began to question but what about for the rest of the year or the year after when the recession will still be at full force?

Content: The youth in the rural who are unaware of the current events (outside of what affects them directly) were informed of the global recession which will take many months (or years) to get things back to norm with the economy and demand of polished diamonds. Information was provided about the effects of the recession on their fellow brothers who also polished diamonds. News articles were shared with the youth. The consequences of the recession were shared. Finally guidance on how to cope with the unemployment was discussed.

Primarily, we focused on how the down time they are experiencing now could be better utilized if they learned a new skill set. Their current skill set of polishing diamonds are of no use and therefore it is vital that they learn a new skill to increase their chances of improving their current livelihood conditions.

Impact: We invited a Sir from a vocational training institute to share the courses they offer. Additionally 30 youth interviewed for upcoming courses they wanted to take! It was a moment to witness, to see the hope in many of the youth's eyes, to be aware of other opportunities that they once were not aware of.

4.3.2.6 Livelihood Initiatives

Mahiti decided that it was not only important to provide information about vocational training opportunities to the youth but go a step further. When observing and understanding the background of the youth from this region it was obvious that the youth would need more than just information about vocational training opportunities to take advantage of the opportunity and to become a more well-rounded youth. The youth need a helping hand. Someone they can look to for guidance, support, and understanding. In order to provide this, Mahiti had to approach the matter in a tactical way which would add value to the relationship that Mahiti currently had with the youth and to ensure a close partnership for sustainability and growth.

First, Mahiti had to conduct a round of surveys to not only find where vocational training opportunities existed but also determine which opportunities would be best suitable and beneficial to the youth in this region.

Second, Mahiti wanted the youth to witness firsthand how these vocational training institutes functioned and offered beyond what information was provided to them on paper.



Third, once the youth were comfortable and ready with seizing the opportunity, Mahiti wanted to be present in every process from start to finish while the youth take on this new endeavor. While the youth gradually started gaining trust with Mahiti and our efforts, Mahiti also focused on creating a strong linkage between different vocational training institutes for sustainability purposes.

4.3.2.7 Vocational Training Institute Survey and Analysis

Mahiti conducted a survey to gather information about vocational training classes offered in the Bhal region and to create a linkage between these institutions. The survey aimed to determine what courses the institute offered, how much the course would cost, the availability of food and lodging, the length of the course, certification of the course, and whether the institute focused on building life skills during the course of the training.

Upon completion of the survey, Mahiti determined that there were a few institutes which offered everything that would be most beneficial to the youth's current situation and had institutes who were more than willing to work towards improving the livelihood and life skills of the rural youth in this region.

4.3.2.8 Vocational Training Exposure Visit



Q & A Session – Vocational Training Exposure Visit

Along with providing information regarding current courses being taught in different Vocational Training Institutes, an Exposure Visit was conducted for male youths in both city and rural village conditions to give them an opportunity to visit and learn about alternative and stable livelihood opportunities in which the youth can take courses.

Impact: The youth themselves led a Q&A session with the director enabling them to gain experience on the relevant questions to ask regarding their personal interest towards the institute and gaining

confidence in preparation for future interactions with other institutes or officials.

4.3.2.9 Vocational Training Linkage, More Than a Send Off, and Continued Guidance

Vocational Training Linkage



Through the course of three months Mahiti has created a strong linkage between the different vocational training institutes. Through ongoing communication, vocational training institutes are now also aware of the current situation with the youth in the Bhal region and have continued to communicate upcoming training opportunities with Mahiti. Mahiti also has played a great role of dispatching the youth during the first day of training, attending graduation ceremonies, and sharing success stories with the institutes.

Chaudaury Sir, RUDSET Institution shared with Mahiti ***“It has been very difficult for RUDSET Institute to convince the youth in the Bhal region to attend their training course in order to improve their livelihood conditions since the start of their institution, but in a matter of three months Mahiti was able to encourage 20 youths! We are very thankful for your continued efforts. “***

More Than a Send Off

For the first time, away from their home and now taking their first step towards improving their livelihood condition. These youth have just entered their first vocational training course with the assistance of Mahiti. Their feelings? Excited and nervous! Mahiti’s feelings? Excitement and hope.



Youth studying a railroad map prior to going to Hyderabad for a welding course

Growing up in a rural background the youth become accustomed to thinking short term and rarely about long term preparations or issues. So to the youths, taking the first step towards preparing themselves for the long term is an accomplishment in itself! To leave their current conditions was not an easy choice. Leaving their fields during peak profitable season, having their home earn less for the few months to come, having dropped out of school for many years, or leaving a newlywed wife at home. Although these are the youth of the Bhal region, they are youth with very adult like responsibilities who have decided to take a big step towards something promising.

With courage and hope, these youths have made a choice which will leave a life long impact.

Through Mahiti’s intense efforts to communicate and prepare youths for seizing upcoming vocational training opportunities, Mahiti has sent 25 youths to different vocational training institutes during the months of January 2009 – March 2009. Additionally, 10 female youths will be attending a tailoring course in the month of April, leaving their village for the first time to seize this opportunity to improve their current and future livelihood!

Impact: Communicating, preparing, and sending these youths to the vocational training institutes have created a phenomenal effect on the youth who complete the course.

Continued Guidance

Mahiti has recognized that merely just sending youths to the institute wasn't adequate. Due to the social-economic condition of the youth Mahiti decided that it would be beneficial to the youth if Mahiti provided guidance and monitored the youth's progress during and after to

Follow ups

To gain trust and build a relationship with the youths in the Bhal region Mahiti had to go the extra mile in order to meet its object. The extra mile included following up with the youths before going to training, during training and, post training. In this span of time Mahiti was able to track the progress of the youth prior to training and post training. Additionally, Mahiti acted as a counselor to youths of the Bhal region with any difficulties they faced during the training course and post.

Findings through follow ups

- Most of the youth from this region have never spoken to an audience. In just one week a few youths shared how they stood up in front of their peers and share their learnings from the previous days' lesson. After completing the course many youths shared with full confidence that they are ready to start their own business once they graduate. By showing interest through constant communication, letting the youth know that if they ever have any questions they can come to Mahiti a relationship begins to develop.
- A Bhal youth after completing his training shared how "Prior to the course I had no confidence or hope towards what I can do now with my life. While taking this course I have gained the confidence to not only start my own business but to look at life in a different perspective. I have learned to treat everyone with respect, to know the power within, and to love all his peers. Outside of the technical skill that I have learned, I have learned to live life with a better approach! It is this skill no matter where I go in life that he will hold close to his heart and practice daily. "

Details of youth which Mahiti send them for vacation training during the year

No	Name of the Youth	Village	Course Obtained	Length of Course	Impact	Current Progress with Starting Self Employment or Company Job
1	Rajeshbhai Bariyabhai	Kamatalav	TV/DVD Repair Color TV Repair	30 days	Gained confidence of starting his own business Learned the value of customer service Tell other youths about this opportunity	promoted to Color TV course, started self tv/dvd repair business in village, currently polishing diamonds in Bhavnagar to save money to purchase repairing equipment and help start his own business
2	Valabhai Bariyabhai	Kamatalav	TV/DVD Repair	30 days	Gained the confidence to start his own business	polishing diamonds in Ooghamedi hopes to start business other youth in village
3	Jayeshbhai Makwana	Ratalav	TV/DVD Repair	30 days	confidence to start his own business after learning a new skill	helping family build shop in village and then start working towards tv/dvd repair business in his village
4	Maghanbhai Vagala	Ratalav	D.T.P Computer	45 days	Found the training to be difficult faced his challenges with help from Mahiti and finished the course strong	looked for work after completing course, finding it difficult to find, polishing diamonds in Bhavnagar
5	Rajeshbhai Jadev	Shela	D.T.P Computer	45 days	gained confidence and learned to interact with peers of diverse backgrounds	working in Ahmedabad, occupation unknown, unreachable
6	Dasratbhai Magrula	Shela	D.T.P Computer	45 days	Gained the confidence of	applying for position with the police to utilize his skills with the

					presenting in front of his peers	department
7	Vinodbhai	Ottariya	D.T.P Computer	45 days	Learned more than the basics from taking the course and is excited to implement them in his office	implementing skills learned in office job
8	Ghumrootbhai	Assamli	D.T.P Computer	45 days	Learned a new skill	working on starting private printing cards business in village
9	Sunilbhai Bariya	Shela	D.T.P Computer	45 days	Gained new skill to implement towards his village's development	utilizing his skills with Panchayatt governance
10	Ranjeetbhai Dhoriya Thakorbbhai	Navan Gham Karna	D.T.P Computer	45 days	gained confidence towards his livelihood learning a new skill	scouting work with local NGOs in the Bhal region, shadowed Bhal Cooperative for some time
11	Vijaybhai	Kamatalav	AC Fridge Repair	30 days	learned a new skill to help towards his livelihood and learned how to work with other peers	working in Ahmedabad, occupation unknown, unreachable
12	Maheshbhai	Kamatalav	AC Fridge Repair	30 days	learned a new skill to help towards his livelihood and learned how to work with other peers	scouting for work in Surat
13	Maheshbhai	Ootariya	AC Fridge Repair	30 days	learned a new skill to help towards his livelihood and learned how to work with other peers	worked in Ahmedabad with A/C Repair Company for one month left because salary too low now polishing diamonds in Bhavnagar
14	Lakabhai	Ootariya	AC Fridge Repair	30 days	gained confidence learning a new skill to start his own business	wants to start fridge service for cold drinks, given assistance in receiving loan for equipment, has posted a sign for Fridge repair service in his village and begun his business with partner
15	Umeshbhai Jemabhai	Sarasla	Domestic Electric & Appliance Repair	15 days	gained the ability to speak with confidence with peers and by learning a new skill	starting working in village, went to family shop to utilize skills will go there once called for more work, polishing diamonds in nearby village
16	Ganeshbhai	Ootariya	Domestic Electric & Appliance Repair	15 days	gained confidence with new skill to start his own business	started his services in the village and also assisted Mahiti during a wiring malfunction
17	Budhhabhai	Kadipur	Domestic Electric & Appliance Repair	15 days	learned a new skill to help towards his livelihood and learned how to work with other peers	polishing diamonds in Bhavnagar
18	Manesh	Kadipur	Domestic Electric & Appliance Repair	15 days	learned a new skill to help towards his livelihood and learned how to work with other peers	polishing diamonds in Bhavnagar, working to start services in Bhavnagar with family shop

19	Milanbhai Soni	Nari	Mobile Repairing	75 days	able to develop his personality and confidence while also learning a new skill towards his livelihood	near completion of course
20	Sanjaybhai Bhayabhai Jambucha	Ganeshgadh	Welding Course	3 months	learning to live outside of Gujarat with other peers in harmony, improve problem solving skills, learning a new skill	near completion of course, attending 3 month practical training afterwards
21	Kanjibhai Virsangbhai Jambucha	Ganeshgadh	Welding Course	3 months	learning to live outside of Gujarat with other peers in harmony, improve problem solving skills, learning a new skill	near completion of course, attending 3 month practical training afterwards
22	Dineshbhai Bachubhai Bavaliya	Mingalpur	Welding Course	3 months	learning to live outside of Gujarat with other peers in harmony, improve problem solving skills, learning a new skill	near completion of course, attending 3 month practical training afterwards
23	Harehbhai Mansingbhai Jambucha	Ganeshgadh	Welding Course	3 months	learning to live outside of Gujarat with other peers in harmony, improve problem solving skills, learning a new skill	near completion of course, attending 3 month practical training afterwards
24	Chiragbhai Jetabhai Ziniya	Ahmedabad	Welding Course	3 months	learning to live outside of Gujarat with other peers in harmony, improve problem solving skills, learning a new skill	near completion of course, attending 3 month practical training afterwards
25	Vinodbhai Narayanbhai Chasiya	Cher	Welding Course	6 months	confidence and discipline to take course without his peers towards the betterment of his livelihood	still attending course, attending 3 month practical training afterwards

Meet your fellow brother...



Rajeshbhai, age 23, from Kama Talav spent his days polishing diamonds for three years. Life was pleasant then and things were steady. Then things changed for Rajeshbhai last Diwali. The diamond factories shut down for an extended period of time, and Rajeshbhai was left with no other skill to use towards his livelihood condition. Instead, he spent his months in the field helping his family during the season period. What could Rajeshbhai do now that the diamond factories have shut down? What options did he have?

Fortunately, Rajeshbhai always had an interest in fixing batteries, radios, and other electronic things. Unfortunately, he did not possess a solid training or certificate to utilize his skills in starting a business. Then one day a staff member from Mahiti Sunstha, Chandrakantbhai, shared with him information about a wonderful opportunity with a vocational training institute in Nariyad, RUDSET Institute.

Rajeshbhai decided to take advantage of this opportunity because he believes that in this day and age the electronic and digital world is what the present and future will always be in need of. By taking this course he will be learning a skill that is in great demand in the current and future market and gain knowledge on how to start a business.

So one day Rajeshbhai along with other youths from the Bhal region submitted their application to RUDSET Institute and spent 30 days learning about how to repair T.V. and DVDs. During his 30 days there he formed many close friendships with youths who also attended the training course. Additionally, he really appreciated the kindness and extra assistance that his instructor gave when students did not fully understand the subject matter. After completing the course Rajeshbhai stated "My time at the training institute was very worthwhile and with this skill I will always be able to find work after learning how to repair T.V. and DVD and be able to stand on my own two feet."

From a class of 30 students, Rajeshbhai was one of the students who was promoted to take an additional 10 day course in Color T.V. repair. The Director of the institute stated that "During Rajeshbhai's 30 days he has shown a great amount of skill, interest, and passion for the training course, and we feel that he will benefit even more if he attended this additional course" So Rajeshbhai took on yet another opportunity and received a certificate for Color TV repairing as well!

Upon completion of his course Rajeshbhai has slowly begun to do work in his village repairing remotes for T.V. sets. He has advertised for his services to local people in his village, the village next door, and his friends. He hopes to start his own business one day or find work in a bigger city. He is continuing to look into both options for the progress of his livelihood with the new skill and confidence he has built while attending the training course.

5 Community Health Program

Bhal area is backward area in the state. It is backward in infrastructural facilities also. Due to socio economic backwardness the health related problems are quite serious here. Government health care facilities and insufficient and exploitation by private practioners make the situation worse. Child health issues are serious and lack of awareness, grip of superstitions, and deprivation of human rights has kep the health condition of people especially of young children and women weak.

Women's health care problems are mainly related to their reproductive system. Due to early marriage and pregnancy at young age, mother and child health is weak. Many women are victims of frequent deliveries, miscarages, gynecological diseases. The child births are usually attended by untrained dais which increases the risk of mother and child mortality. Some kind of alternative health care system is imperative. There is no transportation facility for serious patients in remote areas. Poverty is another culprit. Lack of nutritive food and addition to liquar and smoking increase cases of illness among adults. Family system gets disturbed.

Looking to this situation, Mahiti has taken up various health and sanitation activities since many years. Mahiti's objective is not just to provide infrastructural facility to rural population but to create health care awareness among them as well. Mahiti wants that every village in Bhal region has facilities for health care and be self reliant in solving their health related problems. Mahiti has been constantly trying to become a link to create active coordination among government health care facilities, women health workers in villages and village dais.

Moreover, Mahiti wants that there should be trained women health workers and traditional birth attendants (dais) who can provide primary health services in villages and carry out child births safely and handle positive and optimistic health care scenario.

Primary Health Centers, Community health Centres and such government facilities are insufficient and inaccessible in remote villages. People living in remote villages can hardly get benefits of these. Moreover, government facilitieis are some what insufficient also. Government nurses are irregular in their visits to villages. Mahiti tries to create efficient links with PHC, CHC and women nurses to make their services more efficient and realiable.

Efforts made during the year

Our organization could not give much emphasis on activities under its community health care program in year because the term of the program running under Sir Dorabjee Tata Trust was already completed. We had asked for extension of six months i.e. April 2008 to September 2008. During these months all the activities taken up under this program were strengthened. These included training for women health workers, training for dais, medical camps, and awareness camps etc. The details are narrated in following paragraphs.

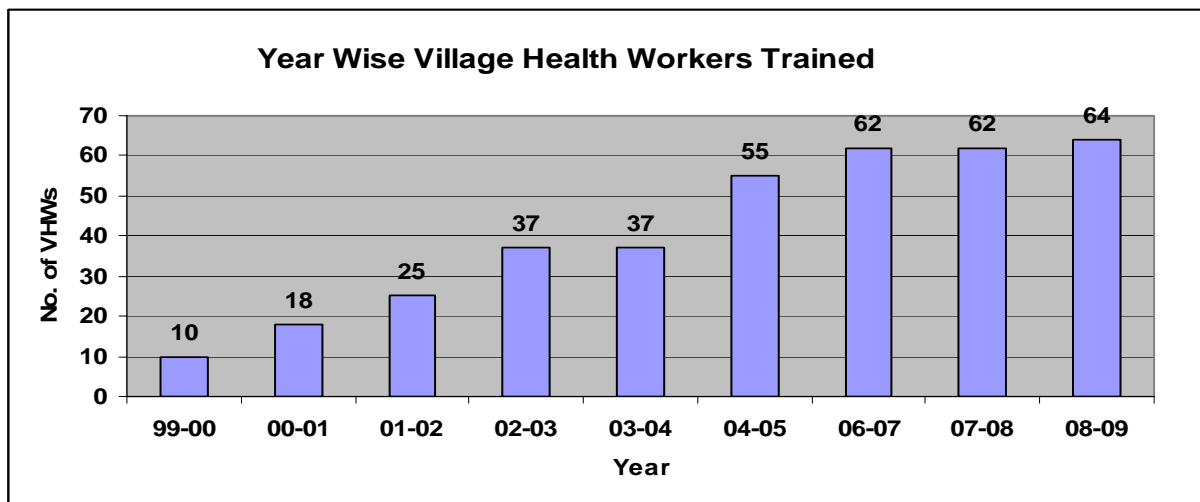
5.1 Capacity building for women health workers

Training was organized in May 2008 at Gopnath to strengthen and revise the knowledge imparted through various training organized during 2005 – 2007. This was attended by 25 women. Mahiti had already taken action and made arrangements that the program continues for a long period. Mahiti staff as facilitator and purchase medicines at wholesale price. Women health workers from villages get the quantity they need at a reasonable price and women health workes supply the medicines after adding their minimum share.

Two more women health workers have been included in the training. Thus till now, 64 women health workers in 49 villages in the area. The women health workers are imparted refresher training on various topics time to time.

The women health workers are confident and capable. They have developed skills to diagnose simple illness and administer routine treatment, moreover they meet villagers often and to convince them to put basic sanitation habits into practice. Like cutting nails regularly, using soap to wash hands etc.

Monthly review meetings for health workers were organized regularly. Review meetings of dais with PHCs also were organized regularly.

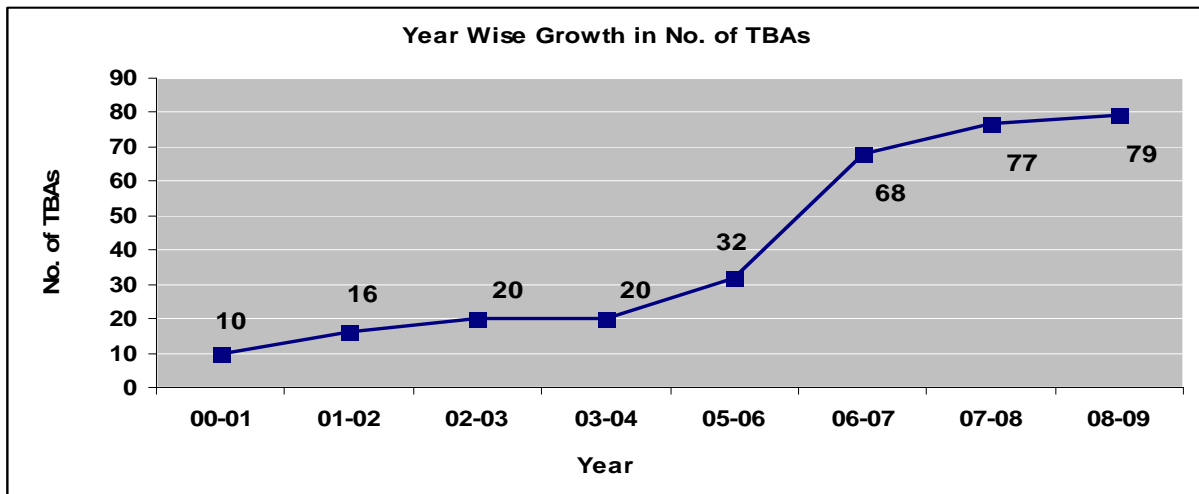


5.2 Capacity building of Traditional Birth Attendants (Dais)

Mahiti makes efforts to train dais to carry out child birth safely or recognize the serious cases on time and give advice to shift the patients to hospital. Sir Dorabjee Tata Trust, District Reproductive Child Health Society and Mahiti have joined hands to train dais in villages in modern techniques so that mother and child mortality rates can be reduced. Mahiti is working for this in coordination with dais and PHC nurses. Dais give suggestions and advice to women in villages. They also take care of pregnant and lactating mother on Mamta day. They also call for 108 ambulance service if the delivery is risky. Thus the use of the service has increased.

During the year, only one training was organized in April 2008 at Gujarat Vidyapith. It was attended by 22 dais, thus till now 79 dais have been trained in 36 villages. Besides this regular refresher training was organized for already trained dais during May 2008 at Gujarat Vidyapith. The lessons taught earlier were repeated in this training and it was attended by 27 dais. The details of deliveries attended to by dais at home and those referred to hospital are given in the table below:

No	Primary Health Centres	Household Level Deliveries by Dais	Institutional Level Deliveries	Total Deliveries
1	Dholera Primary Health Centre	124	24	148
2	Pipli Primary Health Centre	85	17	102
3	Barwla Primary Health Centre	90	25	115
4	Nari Primary Health Centre	33	11	44
	Kul	332	77	409



As the table above shows ever now dais are called to attend to child birth in villages. Institutionalised child birth is still very few. Government makes efforts that all the child births to be handled at hospitals but geographical and other factors prevalent in this area make this rather difficult. People in rural areas still want the child births attended at home by local dais. That is why training in villages is an important matter and it should continue all the time.

Dais Meet



A dais meet was organized on 28th February 2009 at Mahiti camps in coordination with Gujarat Dai Sangathan. The objective of organizing this meet were to get the dais acquainted with the information related to governemnet health care structures and to find out the problems faced by dais in rural areas so that they can be addressed, dais get their identity as an important factor in health care services at rural level and dais get enthusiasm and confidence to handle their responsibilities. Shri. R. L. Patel, Medical Officer at Primary health Centre and his staff of nurses were present at the meet and they listened to the experiences and problems of dais. The main problems were failure in

payment of honorarium in time and also of providing dai kits in time. Other guests present at the meet expressed their satisfaction at the work done by dais. About 100 women attended the meet and also visited the exhibition organized on this occasion.

5.3 Health Camps on Mobile Medical Van

This year Mahiti has organized five medical camps covering three four villages during the period of one year where illnesses are more frequent. The patients were given medical advice and help. Mahiti has involved Dr. Natubhai Chauhan – medical practioner in this area. He is well aquinted with this area and has shown interest in the activities taken up by Mahiti. During these camps the patients mainly suffering from gynological and obstericts problems, joint pains, dental pain had come for medical advice. Such camps have been instrumental in increasing people’s awareness in regards with health care. People also feel that this service has saved them expenses from treatment by private medical practioners.

5.4 Expusre Visit

An exposure tour for 30 active women health workers and dais was organized on 23rd September 2008 to visit Arch Vahini organization at Dharampur, Valsad. The objective of this tour was to acquaint the participants with the work carried out at Arch Vahini regarding reproductive health and community health in the area. Shri. Daxaben Patel from Arch Vahini discussed their experiences and how their health workers and dais work in the villages. The group also visited two villages so that the visiting participants can realize what kind of problems exists in this area.

5.5 Area Level Medical Health Check Up Camp

The monsoon season in this area is a season of illnesses. With a view to help people get timely diagnosis and treatment two area levels medical health checks up camps were organized during the year 2008 – 09. Doctors from Dholka General Hospital and Dr. N. B. Chauhan – local medical practitioner gave their services for these camps. More than 300 patients received benefits of these camps organizing during July and September 2008.

5.6 Referral for Critical Cases

The staff of health program and women health workers of Mahiti help guide in serious cases of illness when the patient needs to be taken to a hospital from her / his village. During this year, 13 such cases were handled by these workers. These cases were mainly related to women's reproductive problems and sexual diseases problems. Thus Mahiti along with its people's empowerment and development activities extends its assistance to people in their times of problem.

6 Women Empowerment through Micro Finance

Since its inception, Mahiti has been providing encouragement and impetus to women savings and credit activities by formation of women self help groups at village level. This is one of its prime activities because the evil of exploitation by moneylenders is so widespread in this area that poor and deprived people's life becomes nothing but an endless struggle to repay the debts taken from moneylenders. In case of failure to repay the moneylenders snatch away their land from them. Mahiti has been encouraging saving and credit activities for women for many years. Many women have been able to break the vicious circle of debt and come out of it.

As years passed it was felt that there was a need for alternative banking system such a system which is easily available to women and owned by them. Women find it very difficult to get credit from nationalized banks; the process is difficult and unfamiliar for them. This is an disappointing reality for all.

In the year 2001 – Mahiti felt that a structure should be formed where women are owners in the truest sense, where they get a share in the profit. It should be an alternative working on the basis of democratic values. Without much delay, Mahiti got two cooperative societies registered under the cooperative societies act. These cooperatives were made by forming two administrative clusters in Bhavnagar and Ahmedabad. The cooperatives were named "Bhal Women's Savings and Credit Cooperative Society Limited", Dholera for Ahmedabad district and "Bhal Women's Jagruti Savings and Credit Cooperative Society Limited", Kala Talav for Bhavnagar district. Efforts were made to link all the women's groups with these cooperatives are in the phase of increasing their outreach and financial accessibility so that they can be sustainable and emerge as sustainable micro finance institutions – a women's bank in the region.

6.1 Capacity building of women's savings and credit cooperative society



The main objective of Mahiti is to make these cooperatives strong micro finance institutions in the region so that people and especially women get free from the exploitation by the moneylenders and their socio economic status rises. To fulfil this aim it is necessary to develop capacities of leaders of these cooperatives on various aspects of cooperative society management. With this view training in various aspects like scope of micro credit activity, laws related to cooperative society, policy related matters, accounts and record keeping, management and monitoring of cooperative, role of executive committees of cooperatives and their responsibilities, leadership development, gender sensitization, giving impetus to financial activities etc are being organized time to time.

The women's cooperative of Ahmedabad district has already achieved its geographical scope and financial target fairly well. Moreover, the leaders of this cooperative have been imparted a good number of capacity building trainings. So, during this year, more efforts have been directed to build capacities of the leaders of Bhavnagar cooperative. The details of trainings organized for the leaders of Bhavnagar cooperative are given in the table below:

Details of Trainings for Bhavnagar Cooperative

Date of Training	Place of the Training	Name of the Training	Resource Person	Topics Covered
23-04-08 to 24-04-08	Gopnath Temple, Bhavnagar	Training for the Leaders of New SHGs	Ms. Devuben Pandya Ms. Jayaben Jadav	<ul style="list-style-type: none"> Objectives of cooperatives How Cooperative works Roles & Responsibilities as SHG leaders
06-07-08 to 07-07-2008	Nari Branch Office	Training for the Leaders of New SHGs	Ms. Niruben Prajapati from Bhavnagar Jilla Sahakari Sangh Ms. Binduben Bhatt	<ul style="list-style-type: none"> Objectives of cooperatives How Cooperative works Roles & Responsibilities as SHG leaders
16-06-08 to 18-06-08	Ambaji	Training for the Executive Committee members of the Cooperative	Ms. Laxmiben Desai and Ms. Binduben Bhatt from Mahiti	<ul style="list-style-type: none"> Understanding Cooperative Act Financial Management Administration Record Keeping Understanding Books of Accounts
22-01-09 to 24-01-09	Doliya, Chotila	Training for the Executive Committee members of the Cooperative	Ms. Binduben Bhatt from Mahiti Ms. Majuben Jambucha from Cooperative	<ul style="list-style-type: none"> Understanding Cooperative Act Financial Management Administration Record Keeping Understanding Books of Accounts

Date of Training	Place of the Training	Name of the Training	Resource Person	Topics Covered
23-08-08 to 24-08-08	Nari Branch Office	Training for the Office Bearers of the Cooperative (President, Vice President and Cooperative staff)	Mr. C. V. Vyas, Auditor	<ul style="list-style-type: none"> Record Keeping Understanding Books of Accounts Cooperative Management Aspects
31-08-08 to 02-09-08	Nari Branch Office	Training for the Office Bearers of the Cooperative (President, Vice President and Cooperative staff)	Mr. C. V. Vyas, Auditor	<ul style="list-style-type: none"> Record Keeping Understanding Books of Accounts Cooperative Management Aspects

6.1.1 Status and Progress of both the Women's Savings and Credit Cooperatives

No	Particulars	Status as on 31-03-08		Status as on 31-03-09		Increase during year		Total Status as on 31-03-09
		AHM	BHAV	AHM	BHAV	AHM	BHAV	
1	2	3	4	5	6	7=5-3	8=6-4	9=5+6
1	Village covered	58	27	59	28	1	1	87
2	Women members	5150	1941	5443	2389	293	448	7832
3	No. of SHGs	231	76	246	96	15	20	342
4	Share Capital	532810	213560	608060	288470	75250	74910	896530
5	Savings	5315509	1509573	6904843	2508892	1589334	999319	9413735
6	Credit	13879553	2358475	21050653	4218188	7171100	1859713	9030813
7	No. of Loanee	6285	1105	7738	1599	1453	494	9337
8	Credit Recovery	7118609	1208026	11593013	2281438	4474404	1073412	5547816
9	Credit to be recovered	6459692	1149472	9156388	1936750	2696696	787278	3483974
10	Fixed Deposits by members	244400	10000	213800	--	30600	--	213800
11	Fixed Deposits by Cooperative	200000	450000	--	300000	--	--	300000
12	Interest Income on Credit	688099	118248	784162	196456	96063	78208	980618
13	Total Income	730810	147860	827708	236649	96898	88789	1064357
14	Total Expenditure	507672	123125	673930	147359	166258	24234	821289
15	Profit / Loss	223138	24735	153778	89290	153778	89290	243068

6.1.2 Sector Wise Consumption of Credit during the year

Objective of Loan	Ahmedabad Cooperative No. of Loan	Bhavnagar Cooperative No. of Loan	Total No. of Loan
Children's Education	63	22	85
Land Redemption	7	3	10
Sewing Machine Purchase	32	7	39
Food Grains Purchase		63	63
Flour Mill Unit Purchase	20	3	23
Provision Store Establishment	60	2	62
Vegetable Shop Establishment	7	6	13
Animal Husbandry	74	6	80
Seeds & Agriculture Equipments Purchase	600	50	650
Repayment of Debt		94	94
House Repairing	151	44	195

Objective of Loan	Ahmedabad Cooperative No. of Loan	Bhavnagar Cooperative No. of Loan	Total No. of Loan
Health Issues	63	22	85
Edible Oil Purchase		164	164
Social Occassions		9	9
Cutlery Shop, Saree Trading		11	11
Sanitation / Toilet Construction	71	4	75
Household Expenditure	93	-	93
Diamond Polishing Unit Establishment	7	-	7
Agriculture Purpose	135	-	135
Other Purpose	70	-	70
Total	1,453	510	1,963

The table given above clearly shows how the credit received by women has been utilized. This year 1963 women received credit for different purposes among which maximum credit has been utilized for purpose of agriculture produce, seeds, agriculture equipments and small income generation activities. Women have started asking for credit for their children's education because they have realized the importance of education. With increase in credit their economic and social capacities also are increasing. Now Ahmedabad Cooperative has become self reliant and is capable to bear its administrative expenses. Bhavnagar cooperative bears 85 % to 90 % of its administrative expenses independently.

6.2 Bhal Mahila Sammelan cum Annual General Body Meeting of Cooperatives



With a view to create awareness among local women regarding the area level issues and to create sensitivity towards women's issues and to enhance the coordination and linkages between government and voluntary organizations regarding development related activities and government schemes every year, we organize Mahila Sammelan (Women's Meet) of the members of self help groups. This also is annual general meeting of the cooperative societies. This year this meeting was organized in May 2008 which was attended by 1200 women leaders from other voluntary organizations active in this area and government officials were invited to attend this meet. The invitees expressed their views

on various issues related to women and appreciated women's savings and credit activity. Besides this, annual accounts of the cooperative were presented before the members during this meeting.

6.3 Marketing of Seeds and essential commodities

Sorghum, cotton and wheat are the main crops growing in Bhal region. Every year both the cooperative buy good quality seeds from wholesale traders and distribute those seeds to their members so that they can get seeds of good quality and grow good quality crop, the cooperative purchases edible oil in bulk and sell that to their members at reasonable rate. The purpose of this intervention is to help the members be independent of local traders and agents who once giving the seeds in advance charge the prices high by including their profit in it. The cooperative charges half of the cost of the seeds in cash at delivery time and remaining half in six months installments.

Marketing Activities	District	Villages	Beneficiaries Families	Quantity
Sorghum Seeds	Ahmedabad	19	325	48400 Kgs
	Bhavnagar	13	50	36000 Kgs
Edible Oil	Ahmedabad	6	130	150 Tins
	Bhavnagar	20	164	300 Tins

6.4 Social Security Scheme

Mahiti has got itself linked with Janashri Bima Yojna of Life Insurance Corporation of India as a part of its concern for the social security of its members of cooperatives. This scheme has Rs. 25000/- as individual insurance with Rs. 200/- as premium. The insured person pays Rs. 100/- and Rs. 100/- are paid by government of India. This insurance includes natural death, death by accident and permanent disability. This year 588 persons have joined this scheme. Especially people from coastal villages have shown much enthusiasm for this but people in villages situated near state highway needs to be encouraged to take interest in the scheme. During this year these were six deaths among those insured under the scheme and Rs. 1.20 lakhs have been paid as insurance payment.

6.5 Capacity building of other Micro finance institutions

Mahiti has vast experience of micro finance sector. The leaders of Ahmedabad district cooperative impart training to their non government or government organizations or micro finance institutions during their exposure tours to the cooperative with a view to providing impetus to micro finance activity. The organization also plays the role as trainer for those organizations who need guidance or training in administration or management of cooperative society. The table below gives details of training imparted by the organization during the year.

No	Date	Name of the Organization	Covered Subjects
1	04-04-2008	Development Support Centre, Ahmedabad	Cooperative Administration, Finance, Accounts and Management
2	10-07-2008	Development Support Centre, Ahmedabad	Understanding Cooperative Act
3	16-07-2008	Development Support Centre, Ahmedabad	SHG formation and management
4	23-09-2008	Navjyot Mahila Mandal, Tatam	How SHG federations become a Area level Women's Cooperative?
5	21-02-2009	St. Xavier's Social Service Society, Ahmedabad	SHG formation and management and formation of Micro Finance Institution
4	24-02-2009	People's Learning Centre, Utthan	Cooperative Administration, Finance, Accounts and Management

Case study

Joining the society got her a roof

This is the story of Gajaraben Danubhai Jadav who is a member in women savings group in Navagam Karna village since last eight years. She has been saving Rs. 50/- every month regularly for all these years. She own she worked as an agriculture labour and ran the family of seven members. Living in a rented accommodations which she had to vacate off an on. An organization in Dhandhuka offered to provide bricks to build a house but she had no money to purchase building materials like sand or wood or steel. The house remained incomplete. After some time she asked for a loan from the savings group and received Rs. 7000/- on credit. She completed her house and now she lives happily with her house family in her own house. She is grateful to the savings group for this

Case study

Solution for education of the son

A savings group has been formed in Otariya village in Ahmedabad district since last two years. There are 25 members in this group. There is four such savings group in the village. Shardaben Jagjivanbhai saves Rs. 50/- every month in the savings group. By now, she has saved Rs. 5000/-. Shardaben's son studied up to graduation and then he wanted to study for B. Ed degree. Her received admission call letter and was asked to pay Rs. 20,000/- as six month's fees but Shardaben did not have money. She was upset at the idea of missing this opportunity for his son to study further. She did not want to borrow money from the savings group. She requested the working committee for the loan. The group extended a loan of Rs. 15000/- and her son could pay the fees she felt that her action of regular savings in savings group could help her son to go for further education;

Case study

Liberation from exploitation

Labhuben Maganbhai Dabhi is a native of Paliyad village and lives in Tana village in Shihor taluka. She has mortgaged her land in Paliyad with a moneylender. She joined the savings group wanted to free her land. She saved regularly for four years and also cultivated land on crop sharing basis. She took credit from the group three times and got her land back from the moneylenders. Moreover, she bought some more land and how she lives with self respect.

Case study

Economic Self Reliance through credit

Ushaben Jivrajbhai Vegad is a native of Gundala village. She is a member in savings group. After regular savings, she took loan from the cooperative and bought a four mill and started flour mill business. Earlier she used to work as a labourer. She has achieved economic self reliance by her new new business.

7 Natural Resources Management

Majority of Bhal region is dry, saline, and alkaline with large depts on it. The variations in temperature are severe. Floods, droughts, high tide and earthquake – all the natural calamities strike the area frequently. The seawater ingress in many coastal villages has severely affected soil productivity and salinity content is extremely high in the soil. The soil can no longer absorb fresh water. As a result rains results in water logging causing daily life difficult to go through. Rivers like Sabarmati, Bhogavo, Sukhbhadar, Ghelo and Kalubhar flow through this region before meeting the sea – Gulf of Cambay. The rainfall here is 400 – 500 mm but the geographical condition of the soil can not absorb the water. Most of the water flows away. Due to such unfavourable climate and geographical conditions livelihood system here is quite weak.

Vegetation here is rare, almost nil. Proposis Juliflora and Salvadoara percisa are the only vegetations growing here. About six decades back, there used to be mangrove vegetation in abundance in coastal areas but frequent grazing by camels from Kutchh has adversely affected the growth of this vegetation. There have been many geographical. Climate changes in this region, high tide ingress has increased, water logging also has increased. Due to depositing silt in the catchment area, the rivers change their course quite often; wide trenches have developed near the sea coast which has spread up to cultivable land. If people's views and cooperation regarding Kalpsar project and industrial infrastructure activities in the area people's problem likely to be more serious.

Since its inception Mahiti has been working on the issues of natural resources management in this area which include soil conservation, soil quality improvement and drinking water resource management. These activities are taken up and handled with coordination of local people using their insight and participation.

7.1 Land Conservation and Soil Quality Improvement

Mahiti has taken up various activities related to soil conservation and soil quality improvement with cooperation of different government and non government organizations. Mahiti has successfully carried out watershed development program during 1998 to 2002 in 11 villages of Bhavnagar taluka under Employment Assurance Scheme (EAS) with financial aid from District Rural Development Agency, Bhavnagar and in six villages of Dhandhuka taluka during 2001 to 2006 under DPAP scheme with financial aid from District Rural Development Agency, Ahmedabad.

During the period of this report various water conservation activities like preparing inlet channel, support structure on check dam, water inlet channel to ponds, village pond protection wall, tree planting, have been carried out in 7 villages in Dholka taluka under Integrated Wasteland Development Program.

Moreover, 59 farmers in Nani Boru village in Dhandhuka could irrigate their crop with water from the check dam filled with rain water took peddy crop twice in the year and could get 25000 monds of peddy from their 500 acres of land. Earlier they could get 18000 to 20000 monds of peddy. With irrigation from check dam water they could earn Rs. 3 to 3.25 lakhs more.

During the year due to the transferring of offices and death of one of the officers of District Rural Development Agency Ahmedabad, the progress in work slackned, receiving administrative approval for work was delayed much of the physical work could not be completed.

No	Details of Activities	Units	Status as on 31-03-2008			Activities during the year			Status as on 31-03-2008		
			Units	Beneficiaries	Villages	Units	Beneficiaries	Villages	Units	Beneficiaries	Villages
1	Farm Protection Bund	C.M.	355413	2360 farmers	21	--	--	--	355413	2360 farmers	21
2	Farm Pond (Individual)	No.	40	40 farmers	06	---	--	--	40	40 farmers	06
3	Pond (Community)	No.	79	230 farmers	11	1	12 farmers	1	80	242 farmers	11
4	Check Dam (Water Harvesting Structures)	No.	9	293 farmers	7	2	20 farmer	2	11	313 farmers	7
5	Waste Weirs	No.	27	232 farmer	11	--	--	--	27	232 farmer	11
6	Village Protection Bund	C.M.	52954	158 farmers	07	--	--	--	52954	158 farmers	07
7	Protection bund for field boundaries										
8	Inlet channel	C.M.	13060	105 farmer	2	850	11 farmer	1	13910	116 farmer	3
9	Social Afforestation	Saplings	58500	--	22	1500	--	4	60000	--	22
10	Plantation of Mangroves	Hec.	500	Villagers	2	--	--	--	500	Villagers	2
11	Recharge Bore	No.	87	87 farmers	3	--	--	--	87	87 farmers	3
12	Demonstration Plots	No.	3	3 farmers	1	--	--	--	3	3 farmers	1
13	Grazing Land Development	Hec.	06	Villagers	4	--	--	--	06	Villagers	4
14	Inlet channel to the village pond	No.	5	70 farmers & 3 Village	4	2	2 Village	2	7	Village	6

Animal Husbandry

No	Activities	Units	Status as on 31-03-2009			Activities during the year			Status as on 31-03-2009		
			Units	Beneficiaries	Villages	Units	Beneficiaries	Villages	Units	Beneficiaries	Villages
1	Animal Husbandry and Vaccination Camps	Camp.	71	3004 Cattle	24	--	--	--	71	3004 Cattle	24
2	Vermi Compost Bed	No.	4	3	3	--	--	--	4	3	3

7.2 Drinking Water Resource Management

Right from its inception, Mahiti has been working for finding and applying solutions for the drinking water problem in this area. In fact, it is one of the most critical issues here. Mahiti's efforts including rain water harvesting plastic lined ponds to prevent the rainwater stored in it becoming saline. Such 21 rainwater plastic lined ponds have been made in 19 villages with coordinated efforts with Utthan. Moreover, Mahiti has constructed 675 roof rainwater harvesting structures (tanks) which have been able to supply more than 5400 people. 115 such tanks have been constructed in three villages during the reporting period. Ponds cleaning and repairing work has been done for 19 ponds in 17 villages where the pond water is the drinking water source.

7.2.1 Swajal Dhara – Sector Reform Scheme for Drinking Water & Sanitation in Barwala block

After many efforts by Mahiti, Water & Sanitation Management Organization (WASMO) has selected as a implementing support agency during 2008 – 09 for Swajal Dhara sector reform scheme for 15 villages in



Barwala taluka. Mahiti and WASMO have collectively made efforts to supply clean and safe drinking water to people near their door step. The efforts carried out during the year are described in following paragraphs:

Before Mahiti took up this work, two organizations had left half way under the same scheme. Work had been started in only two out of fifteen villages. Mahiti accepted the responsibility of 15 villages. Out of these 8 villages were those where Mahiti is active remaining 7 villages were infamiliar for Mahiti.

The program began with introductory meeting and women's group meetings. Meetings were held with panchayat members but the village residents kept a distance because; they took Mahiti workers also as "one more Sanstha people". They had no trust in "Sanstha walas". After various efforts like meetings, visits, rallies etc people opened up a little. When the schemes were approved and work was started people's trust some what increased and they came forward with their support.

Details of Water Committees formed during the year in Barwala are given in the following table.

No	Name of the Village	Total Members	Men Members	Women Members
1	Hebatpur	16	11	5
2	Devpura	17	12	5
3	Juna Navda	15	5	10
4	Khamidana	9	3	6
5	Refda	16	11	5
6	Bela	11	8	3
7	Sangasar	15	10	5
8	Juni Sodhi	16	11	5
9	Ranpari	9	6	3
10	Vahiya	17	11	6
11	Kundal	12	9	3
12	Nabhoi	7	5	2
13	Ratanpur	13	7	6

No	Name of the Village	Total Members	Men Members	Women Members
14	Rojid	11	8	3
15	Kapadiyali	16	2	14
	Total	200	119	81

A few glimpses of the process, difficulties and success experienced during implementation of Swajal Dhara Program:

Ratanpur village: When the laying of pipeline was being done in this village, the water committee, Chairman started laying 4 KG pipeline whereas actually the pipeline was supposed to be of 7 KG size. When the water committee women came to know of this, they got the pipeline tested. By that time the Chairman had already got 4 KG pipes laid up to 700 meters. The members women instated on removing the pipes and 7 KG pipes were laid. Thus, women alertness could prevent a serious corruption.



Devapura village: This village never had a pipeline before. There was an open reservoir at the outskirts of the village and water connection was up to that reservoir only. If the reservoir had no water in it women in the village had to go to a pond quite far from the village and use that water for drinking purpose. When the reservoir was filled by water through government connection these used to be violent rush to fetch water, when pipeline were laid up to door steps under this scheme people are happy because so much wastage of time and energy can be avoided.

Nadva village: There is a pipeline in this village but newly made colony under Sardar Awas Yojna which is mainly inhabited by poor families had no water connection. Women living in this colony had to go to distances to fetch water after returning home from work. This colony got distribution pipeline which has relieved women from a very hard work.



Kundal Village: Water distribution pipeline work was completed here, people started getting water at their door step but what about the cattle? Water committee wanted to construct a trough for cattle to drink water, but they had no money. There was a provision of Rs. 67,000/- for construction of a cattle trough under the scheme but that amount was not enough because the villagers were ambitious. They wanted to make a trough which can be an example work seeing for neighbouring villages. So it was decided that the village should have a large and good trough and the additional expense would be borne by the water committee. The expense was estimated to be Rs.

97,000/- and the trough was made without any grant amount. The trough has been made and it is so well made that government officers like mamalatdar, Taluka Development Officer and Chairman of Water committee in neighbouring village visit Kundal village especially to see the trough. The village water committee is no doubt proud of its work.

Nabhoi village: In Nabhoi village, there are three old wells in village pond but they are old and broken. The floor of the well is covered by silt and debris and no water could be had from it, people in the village said that those wells had fresh water but panchayat had no money to spend to get the well cleaned. So that the well could not be used. The village water supposed to get water from Mahi Pariyej scheme from Navda and there are four or five villages on the route so Nabhoi never could get water from Mahi – Pariyej scheme. A well repairing project was approved under the scheme and two wells in the pond were repaired. Water distribution pipeline was laid in the whole village. The village the well off silt and garbage and they were cleaned. Now, the village residents draw fresh water from well and use it.



Kapadiyali village: Barwla is the taluka at the border of Ahmedabad district. It is a backward taluka with strong patriarchal social values prevalent in the rural society. Women are kept within four walls of the house and men are the decision makers. Kapadiyali village the women panchayat members were never allowed to attend meetings. Even in villages where sarpanch is a woman she is dominated by her husband who handles all the matters that she is supposed to handle. Due to Mahiti's efforts women developed self confidence and skills for administration. As a result women in the village looked after the work of the scheme. One such example is narrated here:

The water committee had decided to dig up to three feet depth for PVC pipeline, but the person who handled that work wanted to do less of clay work so he did not dig up three feet. Moreover, when the pipeline was being laid pipes were laid uneven. When the water committee members came to know of this they at once ordered to stop the work and opposed the way it was being done, they insisted on the work done as decided, thus women took leadership and prevented corrupt way of work.

In the gram sabha at Kapadiyali village, regional coordinator of Pravah was invited. The meeting was attended by 60 women and 5 men. People in the village were divided into two groups and were against each other. While the discussions regarding formation of committee were to be taken women clearly said that if there are men in the committee nothing will be done because men are usually engaged in fighting. So an all women committee was formed. The Chairman also was a woman. This all women committee has successfully completed distribution pipeline work and trough work. Women bring solution to problems. They have become confident, enthusiastic and responsible towards their work for the village. This is indeed a noble example.

Summary of Activities carried out during the year under Swajal Dhara Sector Refor scheme in Barwala

No	Activities	Units of Work	Covered Villages
Software Activities			
1	Introductory Meeting	15	15
2	Women's Groups Meetings	31	15
3	Gram Sabhas	30	15
4	Formation of Water Committees	15	15
5	School Rally Program	13	15
6	Village Action Plan	15	15
7	Formation of Water Quality Monitoring Team	15	15

No	Activities	Units of Work	Covered Villages
8	Base Line Survey	15	15
9	P.R.A.	15	15
10	Exposure Visit	1	8
11	Bank Account Opening	15	15
12	Training to Water committees		
>	Operation & Maintenance	2	15
>	Accounts and Record Keeping	2	15
	Hardware Activities		
1	Pipeline	14	14
2	Well Repairing & Recharging	1	1
4	Washing Ghat	1	1
5	E.S.R – Overhead Tank	--	--
7	Cattle Trough	10	10
8	Pond Repairing	--	--

As mentioned in the table above, water distribution pipeline work has been satisfactorily completed in all 14 villages under Swajaldhara program. The work could not be completed in Refda village due to failure in collection of people's contribution. Refda village is mainly populated by darbar community. They are headstrong and water committee can not function there. Internal differences are the cause of failure to collect people's contribution. Consequently, Swajal dhara scheme work could not be done in this village.

Process Photographs of Swajal Dhara Program



School Rally Program on Sanitation



Meeting of Water Committee



Preparing Village Action Plan by villagers



Gram Sabha

7.2.2 Coastal Area Development Program – Ensuring Water Security and Promoting Safe Sanitation in the Coastal Villages of Gujarat

Coastal Salinity Prevention Cell – CSPC is an organization set up by AKRSP (I), Ahmedabad and Ambuja Cement Foundation. This organization has decided to implement a program for coastal area development in 300 villages of Gujarat as pilot project with coordination and financial aid from WASMO, CSPC and Sir Ratan Tata Trust. This pilot project shall be for drinking water supply and sanitation management in villages. Mahiti has been selected as an implementing support agency for this coastal area development program (CADP). This program shall be impleted in 15 villages in Dhandhuka taluka. The duration of the program shall be two years. The activities carried out during the period of this report as a part of this program are narrated in brief in following paragraphs:

7.2.2.1 Introductory Meeting



Introduction meeting were held in all the program villages to explain the program to people. The meetings were held in each residential area and were attended by women, youth and village leaders. The issues discussed were – calling a gram sabha, drinking water condition in the village and sanitation related problems and solution thereof.

7.2.2.2 Formation of Water committee

Mahiti and people in Bhal region are sensitive regarding drinking water issue. Many years back Mahiti had formed water committees in villages but after gram panchayat elections new water committees were needed to be formed. Under thing program, Mahiti has formed new water committees by changing members as needed and appointing new members after panchayat elections in 14 out of 15 program villages. Cooperation of gram sabha was sought for these changes and all the necessary rules and regulations like inclusion of women and SC, ST members, panchayat members, and village leaders interested in issues of drinking water and sanitation in the village, angan wadi and health workers, members from each falia (hamlet) and caste have been followed. The selection of members was done in gram sabha.

Details of Water Committes formed under CADP are as under:

No	Name of the Village	Total Members	Men Members	Women Members
1	Rajpur	11	8	3
2	Zankhi	13	10	3
3	Mingalpur	20	15	5
4	Rahtalav	21	5	16
5	Navagam Karna	13	9	4
6	Khun	17	14	3
7	Gogla	14	10	4
8	Kama Talav	12	8	4
9	Buranpur	13	8	5
10	Anandpur	16	10	6
11	Vanitalav	15	12	3
12	Shela	12	9	3
13	Gandhipura	14	11	3
14	Sarasala	12	9	3
15	Mahadevpura	11	6	5
	Total	214	144	70

7.2.2.3 Gram Sabha



Gram Sabha is a very important of the CADP program process. Mahiti has organized gram sabhas in 14 out of 15 program villages. Before the gram sabha was called, village follow up was taken up deeply and agenda was announced in advance. The head of the organization remained present in each of the gram sabhas. As a result of her

presence, women in the village attended gram sabha in large numbers. Usaully gram sabhas were held with sarpanch as the chair person. Women's participation in the gram sabhas was remarkable in Gogla, Navagam Karna etc. Women presided over the gram sabhas.

Issues like formation of water committee, drinking water and saniation condition in the village were given stress in the discussion. The engineer of the organization discussed 26 points of central government sponsored Swajal Dhara program in details and people's opinions were welcomed. Moreover, works to be carried out under the scheme and development of local drinking water resources were emphasized and jobs like cleaning of ponds, construction of roof rainwater harvesting underground tanks were given more importance.

The table below gives details of the gram sabhas organized under coastal area development program.

No	Village Name	Date	No. of Participants		Total
			Male	Women	
1	Rajpur	04-06-2008	55	55	110
2	Zankhi	08-07-2008	45	40	95
3	Mingalpur	14-07-2008	70	45	130
4	Rahtalav	09-07-2008	39	80	119
5	Navagam Karna	19-08-2008	30	23	53
6	Gogla	03-09-2008	40	45	85
7	Kama Talav	27-09-2008	30	32	62
8	Khun	15-11-2008	40	31	71
9	Sarasala	23-10-2008	30	20	58
10	Buranpur	04-07-2008	38	35	75
11	Anandpur	14-11-2008	40	38	82
12	Vani Talav	28-01-2009	35	25	60
13	Shela	18-03-2009	50	35	85
14	Gandhipura	29-01-2009	20	25	45

7.2.2.4 Scholl Rally and Village Cleanliness Drive



An awareness raising program was performed by school goind children in 15 villages of Dhandhuka taluka for Mahiti's project under CADP. A rally was taken in the village and awareness regarding clean water and hygiene habits were propogated by children. Slogan writing, drawing, posters and

phamlets distribution activities were carried out by scholl children and village leaders. Women's group members, youth groups, village leaders, water committee members organized "clean the village campaign" in 15 villages.



7.2.2.5 Base Line Survey

A base line survey was carried out in 7 villages under CADP which included details like present water resources systems in the village – sumps, pipelines, reservoirs etc and the works that need to be – pipeline, sump, troughs, ponds, storage tanks etc were collected. The survey was carried out per the requirement of each village.

7.2.2.6 Participatory Rural Appraisal (PRA)



At the end of gram sabha in each village under the program of PRA exerise is carried out with group of women, youth, leaders etc to get the true pitcture of the village and its various aspects.

Village Action Plan (VAP)

During this year, village action plans for 13 villages in Bhal area have been prepared. Among these 5 VAPs have been approved by the gram

sabhas in respective villages

7.2.2.7 Water Quality and Testing Program

Mahiti has carried out water quality testing program in all the villages of Dhandhuka and Barwala taluka. Moreover, water testing committees under this program have been formed in all the villages and water testing kits has been distributed by linkages with WASMO.

7.2.3 Roof Rainwater Harvesting Structures (Underground Tanks)



As mentioned earlier Bhal region has saline soil and ground water also is saline here. In such circumstances the only fresh water resources available here is rain water flowing on the surface of the soil. Collection of this flowing rainwater is the only way which people can resort to get potable water.

Considering this situation, Mahiti prepared a proposal to construct rain water harvesting tanks in 5 villages of Dhandhuka taluka – Rajpur, Gogla, Zankhi, Kama Talav and Navagam Karna and sent the proposal to WASMO, Gandhinagar.

This area comes under Narmada canal water supply pipeline and water is distributed to villages in the area but the villages mentioned above do not get water because they are farflung and remote. Especially in summer months the quarrels for water often become violent. So through Mahiti's efforts WASMO has approved the scheme under CADP. Under this scheme BPL families have to pay 30 % people's community and other have to pay 50 % people's contribution of roof rainwater harvesting tanks.

Mahiti has been implementing this alternative since its beginning. After making presentations in this context to many levels we could convince government that collection of rainwater is the only alternative for mitigation of water scarcity in Bhal region. After discussing the issue with government through Pravah and other organizations at last Gujarat Water Supply and Sewerage Board (GWSSB) has accepted this scheme as a permanent scheme. At present this scheme is being implemented in all the districts of Gujarat state. Till now, Mahiti has constructed more than 675 roof rainwater harvesting tanks with financial assistance from various government and non government organizations.



During the year 2008 – 09, 115 roof rainwater harvesting tanks have been constructed. The details of the work done are given in the table below:

No	Village Name	No. of Tanks Sanctioned by WASMO	No. of Tanks Constructed during the year
1	Rajpur	30	30
2	Zankhi	56	30
3	Gogla	55	55
4	Kama Talav	75	--
5	Navagam Karna	46	--
	Total	262	115

The benefits experienced by people after construction of roof rain water harvesting tanks are as given below:

- Availability of clean drinking water
- Saving of time because no more need to fetch water and spend time for that
- Very useful during water scarcity

- Women's work to fetch water has reduced and they can spend more time with their family and children
- Women's standard of living is improved

Summary – Details of work on the issues of drinking water and sanitation

No	Activities	Units / Hectors	Status as on 31-03-2008			Activities during the year			Status as on 31-03-2009		
			Units	Beneficiaries	Villages	Units	Beneficiaries	Villages	Units	Beneficiaries	Villages
1	Roof rain water harvesting tanks	No.	550	550 families	21	115	115 families	3	675	675 families	24
2	Rain water harvesting plastic lined ponds	No.	22	2750 families	19	--	--	--	22	2750 families	19
3	Traditional village ponds	No.	19	Village	17	--	--	--	19	Village	17
4	Community level water harvesting tanks	No.	06	Village	3	--	--	--	06	Village	3
5	New hand pump	No.	05	"	1	--	--	--	05	"	1
6	Well repairing	No.	1	Village	1	1	--	1	2	Village	2
7	New Bore well	No.	1	Village	1	--	--	--	1	Village	1
8	Toilets (Sanitation Units)	No.	292	290 families	5	--	--	--	292	290 families	5
9	Soak Pits	No.	162	162 families	2	42	42 families	2	204	204 families	4

Details of Training & Capacity Building for Drinking Water & Sanitation

No	Type of Training	Status as on 31-03-2008		Trainings during the year		Status as on 31-03-2009	
		Units	Villages covered	Units	Villages covered	Units	Villages covered
1	User's Group Training on Watershed Management	33	22	2	2	35	24
2	Exposure Visits on Natural Resource Management	15	22	1	8	16	30
3	Gram Sabhas – Drinking Water & Sanitation	109	40	24	24	133	64
4	Convention of Sarpanches – on Swajal Dhara	5	20	1	8	6	28
5	Training for Water Committees on implementation of program, operation & maintenance, construction management	34	38	2	15	36	53
6	Water Quality Testing Training	30	15	2	30	32	45

Women's Management in Roof Rainwater Harvesting Structures (Tanks) – RRWHS

Gogla village in Dhandhuka taluka has 90 women members in the self help groups. They are very active and always take initiative in carrying out various works for the village. This village is perpetually water scarcity village. Especially the summer months are very tough. Women have to go 3 Kms away from their village to fetch water. Who knows better than these women what water scarcity is, Mahiti has taken up RRWHS construction project under WASMO scheme for this village. Women have taken up full responsibility of managing the execution of the project. Right from the selection of beneficiaries to the construction of tank – all the phases are being looked after these women in the village. They look after the distribution of construction materials, dimensions of the tank, supervision of the construction work, follow up after construction, meeting every beneficiary and getting report from them. There are 55 tanks to be made. They have decided to charge 30 % of construction cost as people's contribution either in cash or participation by labour. They have applied effective strategy for this. They supervise the work at every stage and also provide guidance if needed, when Engineering Support Cell, Dhandhuka and Coastal Salinity Prevention Cell team came to visit the village, they were pleased to see women's work and their preparedness to understand. Earlier these women had fulfilled their responsibility of execution during CAPART scheme and GWSSB scheme of making 39 tanks. Thus 94 families are covered under RRWHS scheme. Women's initiative, courage and confidence are highly commendable in this village.

8 Women's Leadership Building in context of Panchayati Raj



Under the 73rd constitutional amendment in our country, women have been given 33 % reservation in local self government institutions but this has not worked very successfully. On the contrary a few problems have risen in fulfilling the conditions of the act. The causes are low level of education among women and also their lower social status which results in lack of exposure to public affairs. Women who are elected in panchayats need to be acquainted with panchayati raj set up, and its rules and regulations. Bhal area is a socio economically backward area. Political scenario here also is dominated by a few over bearing communities. Political powers are in the grip of communities like

darbard, kanabi patel and brahmins. When panchayat elections are announced it is the self decided prerogative of darbar community members (male of course) to decide who the sarpanch will be. Some times this is decided by darbar community members of another village. In many villages people of certain communities are not allowed to use their right to vote. If some person tries to nominate for election he is threatened and compelled to withdraw his nomination. Players in all these games are men, women in such a situation are in a pitiable position. In some village women are made sarpanch to fulfill the legal requirement but the sarpanch woman is not aware that she is the sarpanch because whatever is to be done is handled by her husband and he too works as directed by the domineering and overbearing high caste men. The women sarpanch and panchayat members need to do their signature or give their thumb impression whenever they are asked to. In some of the village, majority of residents do not even know that there had been gram sabhas in their village.

Looking to this situation in Bhal region, Mahiti felt a need to work in this regard. So, Mahiti sent a proposal to "The Hunger Project", New Delhi, a proposal and took an initiative with a view to bring some change in the situation narrated above. The objective of the project was to develop women's awareness regarding the panchayati raj, the act, structure, rules and regulations etc and develop leadership qualities in them. The duration of the program was July 2008 to December 2009, it was planned to organize 6 women leadership workshops and 6 follow up workshop covering 180 elected women representatives and potential women leaders.

These training workshops were to inform the participants and train them to participate in the governance and planning of the matters related to the village. To inform them regarding the role of women panchayat members and sarpanch, the role of village secretary (talati) and sarpanch in administration of village, when and how to organize gram sabhas, panchayati raj act. The aim was to develop leadership in them.

While organizing workshops, we realized that it was very difficult to involve those village panchayat members and sarpanches in the program who were not members of Mahiti's self help groups. When we mentioned about the training they replied 'any how who is going to involve us in administration'. We don't even feel that we are in panchayat. In some cases the male members in the family refused to let us even meet those women. Mahiti had to make many efforts to involve women panchayat members and sarpanch in the training. At the same time it was not much difficult to involve potential leaders in the training. These 6 workshops and 6 follow up workshops were organized for three days each during 6 months period. The participants were imparted training using various training tools like working in small groups, group discussion, film shows, games, posters, question – answer sessions etc to sustain their interest. Generally the pattern followed was as shown below:

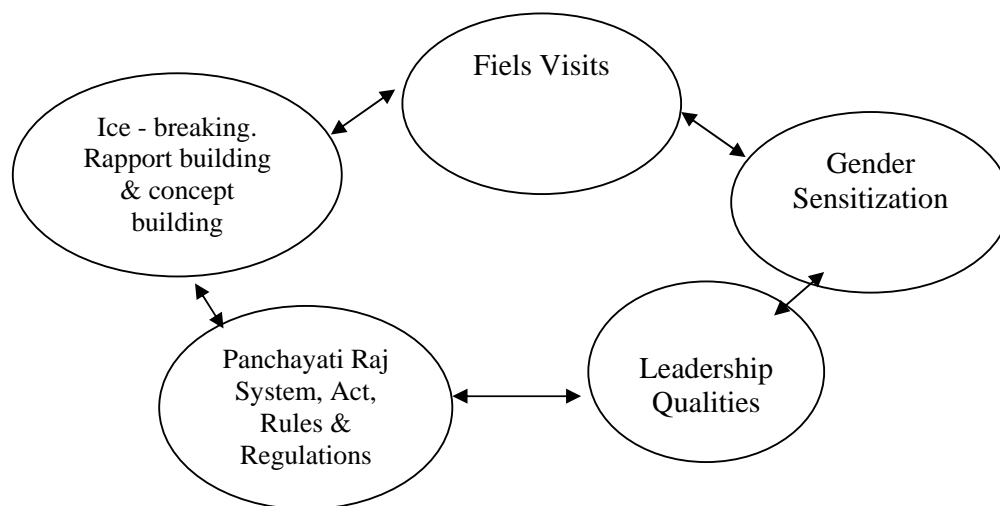


Table below shows the details of the leadership workshop and follow up workshops organized in the context of Panchayati raj during July 2008 to December 2009.

Date of Training	Total No. of Participants	Details Elected Women Representaives	Type of Workshop	Venue
26 - 28 August 2008	26	Sarpanch 2	Women Leadership Workshop	Sardar Patel Smarak Bhavan
		3 Panchayat Members		
		Ex. Sarpanch 1		
		Ex Deligate 1		
13 - 15 October 2008	31	Sarpanch 3	Women Leadership Workshop	Khet Bhavan, Ashram Road, Ahmedabad
		Panchayat Members 5		
21 - 22 October 2008	22	3 Panchayat members	Follow Up Workshop	Jain Ashram, Palitana
		2 Sarpanch		
11 - 13 November 2008	17	1 Sarpanch	Women Leadership Workshop	Gujarat Vidyapith, Ashram Road, Ahmedabad
		3 Panchayat Members		
		2 Deligate		
17 - 19 November 2008	29	1 Sarpanch	Women Leadership Workshop	Jain Derasar, Doliya, Tal: Sayla
		6 Panchayat members		
21 - 22 November 2008	27	3 Panchayat Members	Follow Up Workshop	Jain Derasar, Doliya, Tal: Sayla
24 - 26 November 2008	32	1 Sarpanch	Women Leadership Workshop	Jagat Janani Dharmashala, Ambaji
		8 Panchayat Members		
		4 Anganwadi Worker		
2 - 4 December 2008	24	1 Sarpanch	Women Leadership Workshop	Sardar Patel Smarak Bhavan, Ahmedabad
		4 Panchayat Members		
11 - 12 December 2008	20	1 Sarpanch	Follow Up Workshop	Jain Derasar, Doliya, Tal: Chotila
		3 Panchayat Members		
		2 Deligate		
17 - 18 December 2008	27	1 Sarpanch	Follow Up Workshop	Sardar Patel Smarak Bhavan, Shahibaug
		6 Panchayat members		
23 - 24 December 2008	23	2 Sarpanch	Follow Up Workshop	Jain Derasar, Doliya, Tal: Chotila
		4 Panchayat Members		
29 - 30 December 2008	24	1 Sarpanch	Follow Up Workshop	Sardar Patel Smarak Bhavan, Shahibaug
		8 Panchayat Members		
		2 Aganwadi Worker		
	302			

Thus, 302 elected women representatives of gram panchayat and potential leaders were imparted training under this program.

Some Photographs of Panchayati Raj Workshops



Impact: These trainings have developed participants' awareness regarding panchayati raj act and structure. Women's creativity was polished during the training. The trainers talked with them from various view points and that increased the participants' awareness. They developed a view point to see beyond four walls of their homes, have developed self confidence and self respect and especially skills like talking with the group, following group regulations, self control and such other skills.

Case Study

Name : **Vatukiya Surajben Kantibhai**
Address : **At & Post – Kashindra, Taluka – Dhandhuka,
Dist. Ahmedabad**
Contact No. : **02713-317229**
Designation : **Woman member of Village Panchayat – Education Committee**

Kashindra village is situated at a distance of 35 KM from Dhandhuka Taluka. Several communities like Koli Patel, Bharwad, Dalit and Devipujak live in the village. To elect the Sarpanch and the members of the village Panchayat, election was held at Kashindra village in December 2006. The Sarpanch seat was a general seat. Narsinghbhai Koli Patel got elected for this seat. As a part of 33% reservation, I and one more Woman candidate were contesting election, for the membership of the village Panchayat, against two other Woman candidates. However, I won the election from my ward. Surajben had contested the election; there was nobody in politics from her family. Thus, neither I nor my husband knows anything about the village Panchayat. On 13 December 2006 she took the responsibility as a Woman member of village Panchayat.

Surajben has studied upto seventh standard. Currently she is staying in a joint family and there are fifteen adult members in her family. She does the domestic chores and also does agriculture and farming work in her family land. There is no land or property to her name. There is 40 vigha (about 16 acre) lands to the name of her family.

Describing her condition before attending the efficiency building training, with respect to the village Panchayat, organized by the Mahiti Sanstha, Dholera, she says that she did not know as to how and from where the work related to providing basic amenities to the village gets done and also did not know as to who finances or gives money for this work. I had heard the word 'Government' several times so I thought that the authorized government people would be bringing money from somewhere and gets the amenities work done. I did not even know as to by whose money this work gets done. Sometimes when somebody comes to our home for collecting water-tax or land-tax, the elders of my family used to ask that what this tax is for. We shall not pay any tax. What will you do? Thus, I had an understanding that tax should not be paid. Government has to give everything free of cost. In our village, earlier, no woman had conducted any village administration. Thus, only men of the village used to handle the administration. Women were never consulted or asked about any problem or solution. Whenever a woman used to speak in the meeting, then she would be responded with comments like what do you know? You don't understand anything. I did not know anything about the powers and the duties of the Sarpanch or the members of the village Panchayat or Talati. My opinion was that Talati is empowered for all these and he administers all that. We were not being informed about the meeting in advance. They were scheduling the meeting at their convenient time and then we were asked to sign the register and out of fear we used to sign wherever they asked for. We were unable to present any issue regarding the village administration to either the Sarpanch or Talati. When I used to go to the Panchayat, Talati used to sit on a big chair and the Sarpanch on a simple plastic one. Also that everyone addressed Talati as 'Saheb' (sir). In all we used to sign wherever we were asked to just like a display statue. I did not know anything about the scheme before attending the training. I know only that TDO gives approval for the work to be done in the village.

In November-December 2008, the Mahiti Sanstha, Dholera organized the Women Leadership Workshop in two phases for the female leader and the members of the Panchayat, and I participated in this training. The reason for my participating was that I wanted to know more about the framework of the village Panchayat. Who does all these things? From where do they get all the money to do these things? I also wanted to know more about various schemes. So we, two members of the village Panchayat and three female leaders, went for both the phases of the training.

After attending these two trainings the first thing that I realized was that Talati is not our superior, rather the designation of the Sarpanch is higher than that of Talati. Now I am not signing any paper haphazardly and without reading. After the training yet the Panchayat meeting is not held. The reason for this is that due to illness the aged Sarpanch had died and currently the responsibility of the village administration is on Vice-Sarpanch who is still learning how to conduct administration from the authorized government people coming from the Taluka, and as the villagers do not have enough trust on Vice-Sarpanch, they have requested for election at the Taluka. Very soon there will be election held in our village. After the training to address health and water issues of the village, I went to the primary health center and requested the doctor to send nurse regularly to the village so that the pregnant ladies can be regularly consulted and children can be timely vaccinated. Currently, I and a health worker of my village, along with the nurse, make the villagers understand about health and vaccination. I realized that a Woman can also conduct the village administration. I had this realization from the training. I saw a movie, 'Lajja' as a part of the training session, which affected me deeply. I realized the general societal attitude towards females. They are considered as a machine to produce children. I had seen such scenes even in my society, but I thought it was her fate. But this is all society – generated condition. And I want to bring myself and other such sisters out of this condition. I am trying my best for this. Lastly once TDO sir talked about conducting a general meeting in the village, when I directly told that we wish to conduct the meeting at such time when the ladies of the village can attend the meeting. At this, initially, TDO sir looked at me with a surprise and then said that the meeting will be conducted at the time we say and the responsibility to bring the ladies to the meeting was yours. So I accepted the responsibility.

If the issues of my village are not solved, then I shall present them at Taluka and District level and I shall bring about development of my village.

9 Targeted Interventions Program with Industrial Migrant Workers in context of HIV - AIDS

Mahiti took one more initiative this year and that is intervention regarding awareness creation among migrant industrial workers. Gujarat state AIDS Control Society, Ahmedabad had given a targeted interventions program regarding HIV – AIDS with single male migrants coming from other states in Changodar industrial area, Sarkhej Chokdi and Sanand Chokdi (Chokdi is a Gujarati colloquial word for cross roads) areas as an implementing agency. The organization was given responsibility of identifying the class of people having high risk behaviour from industrial estate during the project period. The organization did not have much experience in this work but we have taken up this work from a long term view point because Government of India and Government of Gujarat want to develop Bhal region as a Special Economic Zone. In such circumstances there may arise a need to carry out such work with workers coming to these SEZ area. Mahiti should be equipped to handle such work. Moreover, quite a good number of people from Bhal region come to work as industrial labour in Changodar area and Mahiti is concerned regarding the condition and if possible to improve their condition. With this view Mahiti got involved in this work.

During the study the organization realized that more than 5000 single males coming from other states live in this area among which 65 % have high risk behaviour. This study covered various aspects like profile of the area, socio economic profile, estimation of high risk behaviours and its vulnerability, classification of target group, sexual network, awareness regarding HIV – AIDS, need for number of condom depots and also strategy for work under this project.

During the survey three four areas were included in the study. 1100 hundred people were selected and they were interview one to one. It was found that 472 i.e. 43 % males were unmarried. So we can say that the vulnerable behaviour can be to a large extent. After carrying out need assessment study during December 2008 to March 2009, the report was submitted to GSACS. On the basis of study GSACS has consented to give a new targeted interventions project. The organization expects approval of TI implementation program during next year.

Changodar to Sarkhej is industrial area having 500 small and big industrial units manufacturing steel, medicines, plastic, chemicals, paper, tiles, and other such products. This area has been declared as industrial zone. Along with manufacturing units' large storage godown are also there in the estates. Single male migrant labourers from Bihar, Rajasthan, Orissa, Haryana, Uttar Pradesh, Jharkhand state come here to work. Quite a number patients suffering from health related problems like skin diseases, water borne diseases, sexual transmitted diseases, joint pains, kidney stone, and especially hydrocele were found during the survey. Besides this living conditions problems like water scarcity, sanitation problems, lack of education facilities for children of migrants living with their families, problem of having a ration card, identity card also were quite in abundance. Majority of male workers have migrated alone for work and many of them go for sexual relationship to sex workers. As they have no women in the house to look after them their residence clothes etc. Lack cleanliness. They usually do not get any living accommodation from their companies. Usually four to five males stay together in rented accommodation. As a part of initiation of the program four medical camps, one HIV testing camp, to street plays for HIV AIDS awareness raising, two stake holders advocacy meetings have been organized along with condom demonstration programs, celebration of Tejaswini Week, meeting with school teachers in the area.

Some Photographs of HIV – AIDS Program



Health Check Up Camp



Stake Holder Advocacy Meeting



Street Play on HIV – AIDS Awareness



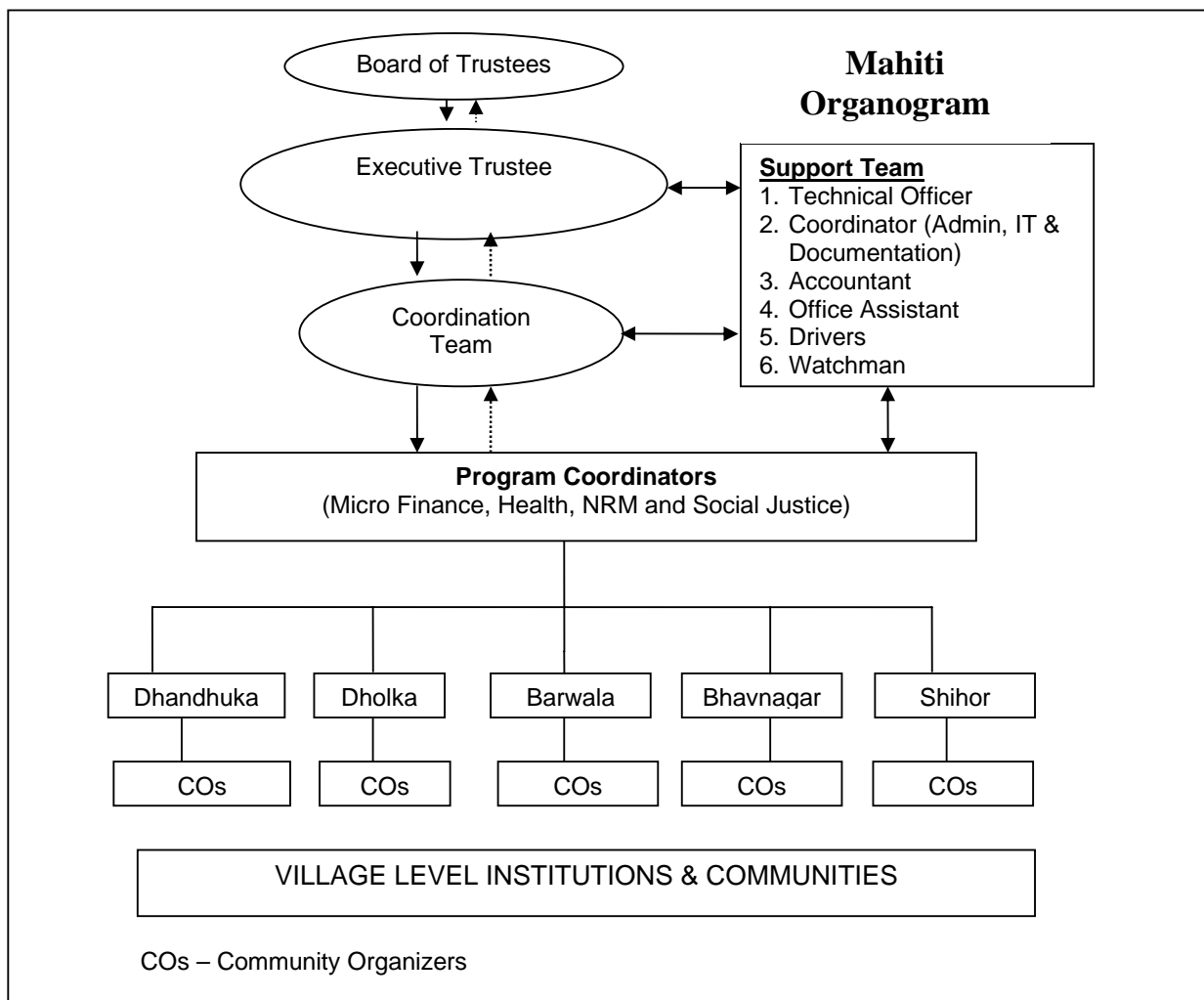
Condom Demonstration

Pat - B Internal Organization

01. Role of Board members

The board members of the organization extend their guidance and assistance regarding the verbal, legal and long term direction and sustainability of the organization. They also stand by the organization, if there is any serious internal issues, trustees participate in the activities of the organization as and when need to do so arises and also provide advice and suggestions. Thus, all the trustees take proactive interest in the organization and make efforts to strengthen it. Every year the accounts, progress report and planning for the next year are presented before the board of trustees and further action is taken giving consideration of their suggestions.

02. Administrative structure of the organization



03. Design Making Processes

A coordination team has been formed in the organization. This team consists of five members – executive director, program coordinators of various focused areas of Mahiti and administrator. This team takes care of the planning, implementation, administration, documentation and capacity building aspects of the organization. This team meets once every month and decisions are made collectively. Moreover, program team organizes the programs.

Important activity related decisions are made at community level. All the planning is done based on the discussion of the issues received from interaction with people, leaders of women’s cooperatives, activists’ opinions are sought for the planning. All this process is discussed in the meetings and after seeking advice from the coordination committee the action related to the issue is taken. The table below gives details of the decision making process at various levels.

Who	When	Functions and decisions
Governing Board (Board of Trustees)	Twice a year	<ul style="list-style-type: none"> Organizational policy level discussions and decisions Approval of plans / projects to be submitted to funding agencies Approval of annual plan and budget Approval of annual financial audited reports
Executive Trustee		<ul style="list-style-type: none"> Day to day financial decisions (investments, expenditure, budget approvals, & other approvals) Personnel matters Planning, Monitoring & reviews
Coordination team	Monthly	<ul style="list-style-type: none"> Review of program implementation Staff related issues Finance and accounts related matters Planning and monitoring
Program Team	Monthly	<ul style="list-style-type: none"> Monthly planning of individual staff Process discussion of specific issues / activities
Staff members	Monthly	<ul style="list-style-type: none"> Overall monthly plan Execution and recording activities Institutional issues and resolutions

04. Details of Board of Trustees of Mahiti

No.	Name	Occupation	Office held in Trustee Board	Relationship with other organization	Address
1	Devuben Kuberdas Pandya	Social Activist	Executive Trustee	---	Mahiti, At & Post: Dholera, Tal: Dhandhuka, Dist: Ahmedabad Pin 382455
2	Nafisaben Rajubhai Barot	Social Activist	Trustee	Executive Trustee UTTHAN	36, Chitrakut Twins, Naheru Park, Vasrtapur, Ahmedabad - 380015
3	Jhanviben Jitendrabhai Andhariya	Development Professional	Trustee	Director ANANDI	21, Manmohan Society, 2 nd Floor, Opp. Aditi Vidhyalay, Manjalpur, Vadodara 390011 Phone: 2635158

4	Binoybhai Padmanabh Acharya	Social Activist	Trustee	Director UNNATI	G/1, 200, Azad Society, Raksha Apartment, Himmatlal Park, Ahmedabad
5	Rajivbhai Wishwanath Khandelwal	Development Professional	Trustee	Director, AAJIVIKA BUREAU	38, Mangalam Complex, Nr. Sifon Colony, Sifon Choraha, Udaipur, Rajsthan – 313001, Phone: 0294-2454092; 2454429
6	Vijaybhai Simonbhai Parmar	Expert (Human & Institutional Development)	Trustee	HIDRC, JANVIKAS	C/105-106, Royal Chinmay, Next to Simandhar Towers, Off Judges Bungalows Road, Bodakdev, Vastrapur, Ahmedabad
7	Sachin Ajaybhai Oza	Development Professional	Trustee	Executive Director Development Support Center	Development Support Center Nr. Govt. Tube Well, Bopal Ahmedabad
8	Laxmiben Sudarshanbhai lyangar	Doctor (Aayurvedik)	Trustee	Freelance Trainer	3, Parth Sarthi Apartments, 26, Bhaikaka Nagar, Thaltej, Ahmedabad

05. Mahiti's Staff Profile

No.	Name of the Member	Position	Qualification	Experience with Mahiti (Years)	Key responsibilities / functions
1	Devuben Pandya	Managing Trustee	7th Pass	24	Overall direction, project management, legal compliance, facilitating staff development, implementing policies formulated by board of trustees, liaison with state government and others, linkages with networks
2	Binduben Bhatt	Coordinator (Bhavnagar Cooperative)	M.A. B.Lib.	16	Capacity building and support to Bhavnagar women's cooperative, member of coordination committee, support staff in implementation of activities in Bhavnagar, liaison with local government
3	Ishwar M. Parmar	Accountant	B.Com	11	Accounts book keeping, and financial reporting preparation of Mahiti, internal audit of both cooperatives, preparing financial statements required by funding agencies, FCRA, charity commissioner, income tax compliance
4	Bhanjibhai V. Khasiya	Technical Officer	D.C.E.	11	Member of coordination committee, technical planning and monitoring, management of NRM projects
5	Dinesh Pandya	Coordinator (Admin, IT & Documentation)	B.Com & DISM	1.5	Preparation of reports, proposals & information management & dissemination, member of coordination committee, liaison and coordination
6	Kalpesh M. Mistry	Coordinator (NRM)	D.C.A.	7	Coordination NRM projects of Mahiti and special portfolio of Dholka taluka and supporting in documentation and other activities
7	Hansaben M. Makwana	Coordinator (Social Justice)	B.Com.	5	Capacity building of social activist group, support in taking up cases and legal guidance, organizing people in Dhandhuka taluka villages
8	Laxmiben D.	Coordinator	B.A.	7	Capacity building and support to

	Desai	(Ahmedabad Cooperative)			Ahmedabad district women's cooperative, member of coordination committee
9	Jayntibhai C. Bosiya	Coordinator (DPAP)	M.A. B.Ed.	6	Coordinating Dhandhuka taluka NRM programs and support other activities, organizing people of Barwala taluka villages
10	Gitaben D. Vaghela	Coordinator (Health Program)	M.A.	3	Mobilizing and organizing people in Barwala taluka villages around NRM, Micro Finance, youth, health issues and social justice
11	Jagdish G. Sindhav	Social Mobilizer	B.A.	10	Mobilizing and organizing people in Dhandhuka taluka villages around NRM, Micro Finance, youth, health issues and social justice
12	Manubhai K. Vegada	Out Reach Worker	B.A. B.Ed.	4	Mobilizing and organizing people in Dholka taluka villages around NRM, Micro Finance, youth, health issues and social justice. Organizing communities of Changodar area around issues of HIV AIDS
13	Chandrakant Baraiya	Community Organizer	BRS	1	Mobilizing community in Dhandhuka taluka around drinking water resources management
14	Rajesh K. Juvaliya	Out Reach Worker	B.A.	3	Mobilizing and organizing people in Dholka taluka villages around NRM, Micro Finance, youth, health issues and social justice, Organizing communities of Changodar area around issues of HIV AIDS
15	Santosh D. Anjara	Community Organizer	BA	2	Mobilizing and organizing community around the issues of community health and reproductive health
16	Ashok B. Pandav	Project Officer	MSW	4 months	Looking after HIV AIDS awareness project in Changodar
17	Manoj Parmar	Out Reach Worker	BA	1 month	Organizing communities of Changodar area around issues of HIV AIDS
18	Manubhai D. Parmar	Community Organizer	B.A.	3	Office routine work and center maintenance
19	Kaminiben H. Parmar	Out Reach worker	BRS	1	Organizing communities of Changodar area around issues of HIV AIDS
20	Pradipbhai Dulera	Office Assistant	12 th Std	4 months	Office Assistant
21	Ajit B. Ratnottar	Driver	B.A.	4	Driving, maintain trees in the campus and helping in office routine work
22	Subaben	Sweeper	Illiterate	6 months	Campus maintenance and cleaning