

Directory of Organizations

Non Traditional Livelihoods for Women in India



Directory of Organizations

Non Traditional Livelihoods for Women in India

AZAD FOUNDATION
OCTOBER 2014

LIST OF CONTENTS

PREFACE	4
INTRODUCTION	5
Methodology.....	6
Brief analysis of organizations studied.....	6
NON GOVERNMENT ORGANISATIONS	9
1. ANEW – ASSOCIATION FOR NONTRADITIONAL EMPLOYMENT FOR WOMEN	11
2. ARCHANA WOMEN CENTER	15
3. BARE FOOT COLLEGE	19
4. DALIT SHAKTI KENDRA	22
5. GRAM VIKAS	24
6. JABALA ACTION RESEARCH ORGANISATION	26
7. LEND – A – HAND India	28
8. MAHILA HOUSING TRUST (MHT), SEWA	31
9. NIRANTAR - KHABAR LAHARIYA	34
10. SAATH	37
11. SAMUDRAM WOMEN’S FEDERATION (SWF)	40
12. SHE CABS	43
13. SPEED – SLUM PEOPLE EDUCATION AND ECONOMIC DEVELOPMENT	45
14. SWECHHA	47
15. SRIJAN	49
16. TECHONLOGY AND ACTION FOR RURAL ADVANCEMENT (TARA) – DEVELOPMENT ALTERNATIVES	51
17. UDYOGINI	53
18. VANANGANA	55

19.	SHE TAXI, KERALA	57
20.	TAMIL NADU WOMEN'S COLLECTIVE	60
CORPORATES		60
21.	TATA STEEL – TEJASWANI	Error! Bookmark not defined.
INDIVIDUAL INITIATIVE		ERROR! BOOKMARK NOT DEFINED.
22.	LADAKHI WOMEN'S TRAVEL COMPANY	Error! Bookmark not defined.
23.	PINN TAXI CHENNAI	Error! Bookmark not defined.
24.	PRIYADARSHNI TAXI SERVICE	Error! Bookmark not defined.
GOVERNMENT ORGANISATIONS (TRAINING)		ERROR! BOOKMARK NOT DEFINED.
25.	ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA (EDII)	Error! Bookmark not defined.
26.	KERALA STATE CO-OPERATIVE FEDERATION FOR FISHERIES DEVELOPMENT LTD. (MATSYAFED)	Error! Bookmark not defined.
27.	VIDYUT SAHAYAK, MAHARASHTRA STATE ELECTRICITY DISTRIBUTION COMPANY LTD. (MSEDCL)	Error! Bookmark not defined.
28.	PANDIT SUNDERLAL SHARMA CENTRAL INSTITUTE OF VOCATIONAL EDUCATION (PSSCIVE)	Error! Bookmark not defined.
ANNEXURE I - LIST OF REFERENCE CONTACTS		77
ANNEXURE II – LIST OF REFERENCE PERSONS		79

PREFACE

The adoption of non-traditional work presents a challenge to women even today. Despite this, they have been attracted to this kind of work, especially in the last decade.

In its five years, Azad Foundation has been faced with these challenges and has learnt to work with them. It has developed a viable model of involving and sustaining "women in public transport" and it is from this that the idea of exploring and knowing other similar initiatives throughout the country emerged.

This led to the start of a desk research and after interacting with people from different initiatives involved with women and livelihoods, we identified 30 other initiatives which are engaged in providing non-traditional livelihoods for women.

In this directory, you will find the specific information about these various initiatives at-a-glance. We are still in the process of understanding them in more depth. We are aware that there are many other such initiatives which we have not reached and have yet to explore.

We at Azad are happy to share this with you and want to thank Ms. Roopam Singh and Ms. Devika Menon for conducting the desk-research. We also want to thank Ms. Swati Dogra for connecting with the various initiatives- telephonically and via email and Ms. Padmakshi Badoni for editing.

We are grateful to Oak Foundation for providing us with financial support which enabled us to pursue this project.

Indira Pancholi

Director, Research and Documentation,

Azad Foundation

New Delhi

Introduction

With the fragmented neo-liberal industrial production, the employment sector is offering opportunities to women which involve piece meal work, home based tasks and low paying insecure industrial jobs which do not help women to find 'decent' work. While there are several organizations across India working on issues of women and livelihood, they are largely based on existing and accepted roles of women as workers. They centre on the SHG model of credit and thrift or home based small scale industry or collective/association model for common modes of production like incense, food items (pickles, jams), clothes or piece meal contribution. Domesticity, secondary income and 'feminine' roles are the domains in which civil society, philanthropic organizations, government programmes and projects under Corporate Social Responsibility largely operate. However, many organizations have tried to challenge these traditional frameworks by creating new roles for women as paid workers, by training them in skills which are not necessarily 'soft' or mirroring domesticity and by introducing new sectors and avenues to the women work force. These efforts not only aim to enhance the skills and income of working women but also question the public and private patriarchy, which limit women's prospects of acquiring higher skills, higher income and actual career growth.

This directory is developed primarily to map organizations that have worked on non-traditional livelihoods for women in India. It tells us when these organizations were formed, what they do, how they reach out and what have been some of their achievements, challenges and results. The organisational details provided herewith are the ones that are not just training women in non-traditional occupations but are actually helping them to make a living from non-traditional livelihood sources. We have been very selective in this mapping exercise as we wanted to look at organizations that address women's livelihood with combination of skills and access to employment. Organizations that focus on training alone or that look at employment and increased income as a 'possible' outcome and not a planned expected output have also been featured as some of their efforts too are innovative and provide opportunities to learn.

The purpose of developing this directory is to make the information readily available for prospective organizations aspiring to work in non-traditional domains for livelihood and women as well as an attempt to bring existing organizations together for future collaborations for learning and advocacy.

Methodology

For the present directory the data collection is done from secondary and primary sources focussing more on qualitative data than quantitative data.

Secondary Data Collection -

Secondary data is collected by the help of web search. Random selection of organisations was done and the information collected was put in a file taking the black box approach. Once the web search was completed an exhaustive analysis of data was done by going through the content of the work done by various organisations selected in the black box. Based on that a template was developed to consolidate and present data for further analysis. Besides this, references are also used as sources of secondary information. For example; the personnel of multilateral agencies like UN Women that works on the issue with several grass roots organisations has helped in locating and connecting with the organisations and individuals working on the issues of non-traditional livelihoods for women besides other relevant information. A list is generated by references; web search was done of the various organisations in the reference list to find detailed information on the organisations located outside Delhi.

Primary Source of Data Collection

The information collected on organizations was re-checked through formal telephonic interviews and a questionnaire that they were requested to fill.

Brief analysis of organizations studied

We have looked at several organizations in India that work on women and livelihood, including those working in rural and urban areas.. It included government agencies, corporates, NGOs and individual enterprises. In certain examples, even two types of collaboration were seen- like an NGO and a small company. Some moved from pure business to social issues, some tried to expand from social to an economic business model. However, in this section we have drawn out a typology which helps understand how they are working in areas of non-traditional livelihood. This also required some churning out in defining the meaning and content of traditional and non-traditional occupations. Should the two categories be separated through time, nature of work, location of work, skill sets, income, and control? Or should it be based on differences of public-private, home based-industry based, male dominated-female predominant, and high-low wages? Also, is the definition of non-traditional universal for all organizations studied? So the effort here has

been to carve a generalized definition based on how the organizations have largely defined non-traditional.

For most of them, entering into non-traditional occupations for women meant entering into jobs which were male dominated, higher paying, with higher job security, largely public or non-domesticated and jobs where one's career graph has possibilities of upward mobility. It also meant jobs which had skills that society values more so it pays more though it did not necessarily mean that the society or women were easily accepted in such occupations or roles. Therefore, for many organizations, it was a combination of imparting skills, working on attitudinal and behavioural change and finally, giving the initial push of access to the non-traditional employment.

1. Organizations that focus on new roles for women in livelihoods where traditionally women have been involved:

These are cases where an attempt is made to assess the gaps and vulnerabilities of women in occupations like agriculture, fisheries, cooking, tailoring and other family/traditional/home based industries and bridge these gaps by carving new roles and positions for them. These occupations include work such as that of the construction labourers in which women are traditionally engaged but their position, role, wages and opportunities are low and limited. The idea of organizations placed in this category is to establish women in primary roles or introduce new and important roles. An example of this is the Samudram Women's Federation which has aimed to address wage differentials for women in fisheries, traditionally expected to play sub-category or secondary roles. SWF has three major ways in which it establishes new roles for women- a) Giving them skills which were earlier available only to men. This improves their chances to bargain for higher wages and enter domains like marketing; b) Introducing new skills such as conservation so women can lead progressive approaches in the industry, and c) Introducing income diversification strategies in animal husbandry [duck, poultry and goats], crab fattening, rice processing, and small-scale business development to be used by women during fishing restriction periods. Another example is the organization, Swechha, that has helped women set up tiffin services where women not only cook, but are also involved in marketing and managing with the ultimate aim that they will be able to run the home delivery system also. Similarly, organizations like SEWA Housing Trust which equip women with skills like masonry, enable them to access roles and incomes that were not earlier available to them. Gram Vikas, which has similar skill building programmes, looks at them as creating a cultural change in the communities by ushering something new in the public imagination, which in their case is the concept of women masons.

2. Organizations that focus on new roles for women in livelihoods where traditionally women have not been involved:

This includes sectors like IT, transport (driving), new technology, photography, journalism, electronics, mechanics etc. Here organizations have entered domains which were totally male dominated and where women, particularly resource poor women, have not had access to such professions. So it's about unconventional roles, occupations and sectors. For example, Khabar Lahariya is an initiative of Nirantar in Bundelkhand where a collective of 40 rural women journalists produce an eight-page weekly local language newspaper. Such initiatives in rural areas, with women from marginalized communities as well as those deprived of formal education, this opportunity demonstrates the potential of unconventional ideas working for women's livelihood and empowerment. Vanagana, which works towards non-traditional livelihoods for women like hand pump repair, videography and photography and looks at new employment opportunities for women under MGNREGA scheme is another unconventional initiative. ANEW in Chennai also forms a part of this category. It provides training and employment in taxi driving, optometry, web designing, and accountancy. ANEW believes that because these professions require technical skills which need in-depth training and support for practise, women from economically poor backgrounds have not been able to take benefit from such investments. But with such efforts they have seen that it is not just a new job or higher income that women get access to, it also enhances the family's exposure and increases the possibility for upward mobility particularly for the next generation.

3. Organizations which are a combination of the two

There is third category of organizations that look at both traditional and non-traditional occupations simultaneously. They are in a sense not purely advocating for non-traditional roles or occupations but inculcate this aspect in the on-going or earlier existing traditional livelihood programmes. This includes organizations like SPEED which trains and provides employment for women to become auto drivers but also runs similar programmes in the domain of home-base handicrafts. Similarly, Dalit Shakti Kendra in Ahmedabad provides livelihood opportunities in the area of photography, videography, mobile phone repair, and computer application but also offers beautician and tailoring courses.

In the course of data collection, many organizations shared the challenges they face in institutionalizing non-traditional livelihoods for women. On the one hand, they cope with the challenges of women trying to become 'workers' or 'income generators' in societies where domesticity continues to be upheld as a virtue despite economic burden or desire

for economic independence. On the other hand, they also have to deal with the additional challenge of unconventional employments which despite attraction were difficult for women to choose and then sustain. There were many reasons for this: lack of examples of women in the non-traditional sector, like women masons; genuine vulnerability of working in public spaces which are still not women friendly, like for women taxi drivers; lack of responsiveness from potential employers to hire a female worker, for example, as a videographer; reluctance of the family as such jobs are seen as a threat to marriage; discouraging attitude of husbands and family as jobs are likely to eat into time for domestic chores and familial obligations etc. Many also shared that in case of cases of harassment and sexual abuse, lack of family support made women hesitant to compliant. SAATH in Ahmedabad, shared how their team faced challenges in securing registration of trainees to the Department of Labour because the process is unclear, documentation amongst the workers is poor or incomplete, and majority of such informal sector labourers could not get written proof of their work from contractors.



NON GOVERNMENT ORGANISATIONS

ORGANISATION NAME	1. ANEW – ASSOCIATION FOR NONTRADITIONAL EMPLOYMENT FOR WOMEN
CONTACT DETAILS (phone, email, website, physical address)	<p>BASIL SELLERS CENTRE AH 107, New No. 16, 4th Street Shanthi Colony, Annanagar, Chennai – 600 040 Ph: +91-044-26200697 / 26210492 Email: anew_an@yahoo.in http://www.anewindia.org/</p>
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	<p>Focus is on women from the age 18-40, first generation literates belonging to families who are socially discriminated and economically under-privileged.</p>
LIVELIHOOD SECTOR (in which the organisation engages women)	<p>ANEW offers free training and placements to economically challenged women in the following areas:</p> <ul style="list-style-type: none"> - Auto/ car driving - Home nursing - Basic IT skills - Desktop publishing applications - Web designing - Tally and accounting - Optometry - Hearing impaired IT skills
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	<p>Technical, office based jobs and formal sector is what men have more access to. These jobs pay better and are more secure. So by providing women with access to such domains, ANEW aims to enhance the family income, exposure and a possible escape from poverty and insecurity.</p>
GEOGRAPHICAL AREAS (in which	ANEW reaches out to four districts Thiruvallur,

the organisation works)	Chennai, Chengalpet, Kancheepuram
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>IT Skills Underprivileged women who have completed high school level education, are eligible for IT training. They learn basic computer skills for 4 months and they also attend supplementary classes in English and self-awareness. On completion of their course they are required to undergo an internship with an organization for a specified period of time in order to learn the realities of job expectations. They also have an opportunity to pursue an advanced computer course in Multimedia / Tally / Web Designing for an additional 4 months, depending on their aptitude and performance level. The Basic IT program and Tally are partially funded by their funding partner- Give India Foundation, and certified by the NIIT Foundation.</p> <p>The IT skills course has been consistently providing well paid jobs and opportunities for the women trainees to build a career for themselves. Like the outreach programme of ANEW called Puzhal, where women inmates from central prison are given training and the IT trained women from ANEW are the trainers. The course is certified by NIIT Foundation.</p> <p>Hearing Impaired IT Skills Underprivileged Hearing impaired candidates who have completed high school level education, are eligible to train in IT skills at ANEW. The candidates are taught by a hearing impaired computer tutor assisted by a hearing able teacher. On course completion candidates are assessed and certified by the NIIT Foundation.</p> <p>The average income of an IT trained women ranges from Rs.5000 to Rs.10000/month.</p> <p>Auto/ Car Driving This program aims at training young women who have completed middle school education, to be chauffeurs/valets/commercial drivers. First selected women are sent to Venkateshwara driving school for</p>

	<p>train and procure license. Subsequently, they train at ANEW using the donated car/auto to gain confidence. The trainees are then certified by AASI. They are further provided hands on training at the Savera Hotels, Cookie Man and Banyan to handle variety of vehicles. A driver's average salary ranges from Rs.8000 to Rs.10000/month.</p> <p>Optometrist ANEW, in partnership with sight care foundation, began "Community Optometric Course" which commenced in August 2010 to meet the society's increasing need for Optometrists. The students who have completed their high school education, with basic mathematical aptitude are eligible to train as an optometrist. The course duration is 3 months which includes practical classes that are conducted in hospitals, religious places, schools and clinics.</p> <p>The average salary of an optometrist ranges from Rs.6000 to Rs.9000/month.</p>
<p>ACHIEVEMENTS AND REACH</p>	<ul style="list-style-type: none"> • Over 5400 women have been benefitted • ANEW trains more than 600 women a year. • Average income of a trainee after passing out is 9000+ per month. • 80 per cent of the women trained at ANEW are employed at the formal sector jobs.
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>ANEW offers need based training programs in various areas, based on a feasibility study involving the number of beneficiaries and the employability rates on completion of the course. The courses are of short duration, considering the economical background of the students, so that they are financially independent as quickly as possible. ANEW also conducts alumni meets with past students and employer meets with the employers of ANEW trainees to discuss various issues. Graduation day is celebrated by the entire team at ANEW to appreciate the motivation and hard</p>

	effort put in by the students.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Ms. Tanya Verony, Project Manager, ANEW Ph: +91-044-26200697 / 26210492 Email: anew_an@yahoo.in



ORGANISATION NAME	2. ARCHANA WOMEN CENTER
CONTACT DETAILS (phone, email, website, physical address)	Vettimukal, Ettumanoor P.O Kottayam, Kerala , India PIN - 686 631 Tel: +91 481 2533694 E-mail: archanajjpt@gmail.com
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Women from economically poor backgrounds; mainly daily wage workers
LIVELIHOOD SECTOR (in which the organisation engages women)	<p>Aim to dismantle the barriers of gender discrimination prevailing in the technical employment sector, by means of training, empowerment and continued motivational support to women. This includes carpentry, woodcraft, masonry, brick production, ferro-cement technology, bamboo technology, garment technology, rain water harvesting and waste management.</p> <p>AWC operates through:</p> <ol style="list-style-type: none"> 1. ARCHITECH (Archana Institute of Technology): It is a training and demonstration cum coordination centre at Vettimukal, Ettumanoor for the various AWC projects. It has a two storied building and annexed facilities for accommodating up to 50 persons at a time, a conference hall for 150 persons , kitchen, dining etc. The centre accommodates a Building materials Production unit, a Carpentry unit and has got demonstration programmes in rain water harvesting and storage, ferrocement technology, waste management etc. 2. Build-tech Bricks Unit of Women: A self-help entrepreneurial unit of trained women block makers; it is engaged in production and sale of

	<p>various kinds of building materials. The income, profits and benefits are proportionately shared among the participants, who are also trained to scrutinize, evaluate and audit basic financial accounts</p> <ol style="list-style-type: none"> 3. Build-tech Woodcrafts Centre: This is also another self-help, business-model production unit operated by trained women carpenters. The unit has 12 full-time participant women who produce very exquisite pieces of furniture and modern home furnishing, using modern machineries and tools. The unit has achieved the level of sustainability, and is a success story of women trained – entrepreneurs 4. Jyothi Centre Padanthamodu: At present the centre is catering to more than 1000 families through its various programmes. Self Help groups, training and production in bag making and garments, remedial education centres, special camps and creativity programme for school children, regular house visiting and thrift, house maintenance and agricultural services are some of the outstanding activities of the centre. 5. AWC Thellakom: In Nov 2006, the Training and Production Centre for Bamboo technology was started under the guidance & support of the trainers, Mr. Peter & Edwin. In January 2007, a Training cum Production centre for Carpentry was started. This unit is capacitated to produce all kinds of Furniture viz. Doors, Windows, Frames, Shutters, Cots, Tables etc., as per order. 6. Community Center Alappatt: Constructed by and for Tsunami affected women.
<p>ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL</p>	<p>AWC is determined not to follow the traditional jobs which keep women low paid, low in status and low in self-image. Instead, AWC tries to motivate more and more women especially from the construction sector to take up better paid jobs of masonry, carpentry, ferro cement technology, bamboo technology etc.</p>
<p>GEOGRAPHICAL AREAS (in which the organisation works)</p>	<p>Thrissur. Kottayam, Alappuzha and Kollam district of Kerala</p>

<p>SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN</p>	<p>Largely an organization working with women to help them acquire advanced technical skills and make more benefit from construction work.</p>
<p>ACHIEVEMENTS AND REACH</p>	<p>Worked for over 25 years and trained more than 2000 women as masons. At least 250 continued in the profession while the rest have worked for three years minimum. Equal wages for equal jobs could be established in the state and also have Registered societies for women masons.</p> <p>Completed over 15,000 toilets in Thrissur, 25 Girl friendly toilets, 250 houses for the poor under govt. schemes in Thrissur, Kottayam and Kollam. 10 houses under Tsunami, 6 houses as part of training.</p> <p>Trained 75 women in Carpentry and bamboo technology. 15 are working in family units, 5 under Maso carpe society 7 in cabinet making. Became accredited agency to Kudumbasree to train unskilled women in bricklaying, plastering, plumbing, house wiring, wood craft, Furniture making. Given training to 85 women of Kudumbashree in Masonry. 25 women served as trainers in the state sanitation mission for several years.</p> <p>AWC links trained women with projects of local government, help sign work with contractors, and run own construction projects</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>The centre was started under the leadership of Ms. Thresiamma Mathew [OMMI] in the year 2004 at Thellakom near Kottayam. In collaboration with the Gramvikas Kendra, the official extension service agency of the Mahatma Gandhi University, AWC was an active partner in implementing an integrated village development programme and facilitated the participation of women in the neighbourhood through Self Help Groups and provided training to women in masonry and aided the implementation of other programmes related</p>

	<p>to education, water and sanitation. Archana Women Centre moved into its own office magnificently constructed by women masons group in the year 2006. Three facilitating factors have been: The government took up this initiative and ear marked funds for giving training to poor women under Nirmithi Kendra. Secondly, World Bank UNICEF etc. made it mandatory in their water Sanitation projects to train women in skills like masonry, plumbing, pump operation etc. And Jalanidhi projects in Kerala incorporated nonconventional training in their projects.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Ms. Thresiamma Mathew Director +91 481 2533694 archanajjpt@gmail.com</p>

ORGANISATION NAME	3. BARE FOOT COLLEGE
CONTACT DETAILS (phone, email, website, physical address)	BAREFOOT COLLEGE INDIA Tilonia – 305816, via Madanganj District Ajmer, Rajasthan, India +91- 01463 - 288210 / +91 – 01463 - 288210 contact@barefootcollege.org www.barefootcollege.org
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Works with both women and men in Rajasthan from rural and marginalized communities.
LIVELIHOOD SECTOR (in which the organisation engages women)	Healthcare, Communication, Craft
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Looking at roles or sectors for women only accessible to men
GEOGRAPHICAL AREAS (in which the organisation works)	Works in India, as well as other developing countries in Africa
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>The Barefoot College has an array of programs that help create viable livelihoods for individuals and families within rural communities. The programmes include: Solar, Water, Education, Health Care, Craft, People's Action, and Communication- planned, managed and implemented by members of the community. There is a symbiotic relation as each one acts as a source of employment for the other.</p> <p>Each of the solar electrification solutions pioneered in rural, remote, non-electrified villages by Barefoot College has proved that both illiterate and semi-literate men and women can fabricate, install, use, repair and maintain sophisticated solar units</p>

	<p>through basic knowledge and hands-on practical training. The Barefoot College has harnessed solar energy not only to provide light but also to create employment for the unemployable, to boost income for the poor, to save the environment by reducing carbon emission and not cutting trees, and most importantly, to provide self-reliant solutions within village communities.</p> <p>Since 1989, Barefoot College has been harnessing the sun's energy to help rural communities thrive by applying solutions in four critical areas of village life:</p> <ol style="list-style-type: none"> 1) solar electrification of 1000+ villages, 2) hot water, 3) solar cookers, and 4) fresh drinking water through solar powered desalination. 5) 450,000 rural people have light. 6) women barefoot solar engineer: 740 <p>In addition to physical water solutions, Barefoot College has also implemented Neer Jaal a water mapping website that is fully controlled and managed by rural communities. Above all, Neer Jaal helps manage scarce water resources across communities in India.</p>
ACHIEVEMENTS AND REACH	<p>Within the programmes, Solar, Water, Education, Health Care, Crafts, People's Action, and Communication, more than 37,000 men and women have trained and worked as Barefoot teachers, doctors, midwives, dentists, health workers, solar engineers, solar cooker engineers, water drillers and engineers, hand pump mechanics, architects, artisans, designers, masons, communicators, water chemists, phone operators, blacksmiths, wasteland developers, carpenters, computer instructors, accountants and <i>kabaad-se-jugaad</i> (recycling) professionals.</p>
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	The Social Work and Research Centre (SWRC) started officially in the village of Tilonia on 5

	<p>February 1972. On that day the Government of Rajasthan agreed to hand over a 45-acre 21-building one-time TB sanatorium to the SWRC on a long-term lease for Re.1 per month. But it was not until November 1972 that the SWRC managed to begin with a groundwater survey of the 110 villages of Silora Block for the Rural Electrification Corporation. This project took two years to complete but resulted in the electrification of almost all the villages in the block a decade later.</p> <p>The Barefoot College (BC), as the SWRC is called (also identified as Tilonia by the name of the village), was the result of practical experience. It was not inspired by books or by the theories of academics or practitioners based in urban areas.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION</p> <p>- Name, e-mail, cell no., Skype id.</p>	<p>Mr. Ram Karan barefootclouds@gmail.com 09660941551</p>



ORGANISATION NAME	4. DALIT SHAKTI KENDRA
CONTACT DETAILS (phone, email, website, physical address)	Village: Nani Devti Sanand – Bawala Road, Sanand district, Gujarat state Highway 144, Gujarat 382213 Martin.macwan@gmail.com 09727745436
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Most women are Dalits and Tribals along with those from other sections of society. Most come from families where agriculture/ agricultural labour is the principal source of family's income
LIVELIHOOD SECTOR (in which the organisation engages women)	Vocational education: DSK offers more than 20 different courses, of three month duration. Students have to select one of them. (A) Tailoring: 1. Blouse 2. Punjabi dress 3. Industrial tailoring (B) Computer: 1. Basic course 2. Tally (with commerce background (C) Digital: 1. Photography 2. Videography (D) Others: 1. Beautician 2. Bakery 3. Furniture 4. Electrician 5. Mobile phone repairing 6. Police and security services It has also covered skills like furniture, driving, secretarial training, handicrafts and decoration, electric wiring, auto mechanic, motor rewinding, metal fabrication and welding.
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Male dominant sectors
GEOGRAPHICAL AREAS (in which the organisation works)	1982-villages of -160 talukas from 24-districts of Gujarat. Also reached to 9 States by training 134 students.
SUMMARY OF THE SPECIFIC WORK	DSK works on issues of dalit rights and youth

THE ORGANISATIONS IS INVOLVED IN	training and livelihood for 11 years
ACHIEVEMENTS AND REACH	DSK have a higher rate of job placement. Reached to more than 4000 youth, employability being about 80% and average income about ₹ 3500-4000 per month. Women have started opting for courses such as photography, videography, commuter tally, police and security services
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	The organization experiences that women may be willing to learn non-traditional occupations but they are forced to give up their choice under the pressure from the parents and in-laws in the case of married women. The other reason is the apprehension of unemployment post-training and the reluctance towards physical travel for work.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Indu Rohit Deputy Director Indu.rohit@gmail.com 09727745436 Martin Macwan, Director martin.macwan@gmail.com 09727750448

ORGANISATION NAME	5. GRAM VIKAS
CONTACT DETAILS (phone, email, website, physical address)	Gram Vikas, Mohuda, Berhampur – 760 002, Orissa Phone: +91-680-2261866 to 2261869 Ax: +91-680-2261862 Email: info@gramvikas.org Website: http://www.gramvikas.org
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Socially and economically excluded and marginalised tribal women living in small towns. GV works with women, as well as men, who do not have even the basic entrepreneurial abilities, hence would not qualify to receive micro-credit – the most common livelihood generation approach.
LIVELIHOOD SECTOR (in which the organisation engages women)	Barefoot biogas engineering / skilled masonry
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Masonry has traditionally been considered, especially in rural areas, as a male sphere. Gram Vikas describes creating a cultural change in the communities by ushering the concept of women masons.
GEOGRAPHICAL AREAS (in which the organisation works)	GV works in various small towns/villages in 24 districts in Odisha; as well as Chatarpur, Madhya Pradesh, Sairekela Karsawan, Jharkhand, Srikakulam, Andhra Pradesh, Kandhamal, and Thuamul Rampur in Kalahandi.
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	The training is imparted in the five areas are <ol style="list-style-type: none"> 1. Masonry 2. Plumbing 3. Bar-bending 4. Stone dressing and 5. Painting The programme aim is livelihood generation, however the programme does also benefit Gram Vikas. The training course lasts for 60 days and follows a pre-designed schedule where the emphasis is on practical

	<p>knowledge along with orientation on basic concepts. Each batch of approximately 25 trainees undertakes a residential course under the supervision of Gram Vikas staff and a trained master mason. They are paid a stipend of Rs.50 per day for the training period and learn all of the key techniques needed for general masonry, and building structures specific to GV's requirements. Components of the course include:</p> <ul style="list-style-type: none"> • Use of tools for construction • Basic settlement layout • Levelling techniques • Foundation and stone work • Brick laying techniques with mud mortar and cement • Plastering and finishing by mud mortar and cement mortar techniques • Basic mathematical calculations required. • Foundation laying • Roof casting • Flooring <p>Source: http://gramvikas.org/uploads/file/Skill%20Building.pdf</p>
<p>ACHIEVEMENTS AND REACH</p>	<p>To date, over 6000 rural youth, both men and women have been trained in masonry and engaged in full time work.</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>GV points out that only a small proportion of its trainees are women due to stigma attached to women taking up masonry, and expresses that there is a need to gain a better understanding of the barriers preventing women to take up the training and get involved in this type of livelihood activity.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Chitra Choudhary 09439337906 chitra@gramvikas.org</p>

ORGANISATION NAME	6. JABALA ACTION RESEARCH ORGANISATION															
CONTACT DETAILS (phone, email, website, physical address)	221/ 6B Rashbehari Avenue Ground Floor, Kolkata – 700019 West Bengal Phone: +91-033-2460 2229/ 6522 8555 Fax: +91 – 033 2440 7392 jabalaactionresearch@yahoo.com https://www.ashanet.org															
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Women from poor households (Rural and urban areas). In urban areas focus is on migrants (living in slums and red light areas)															
LIVELIHOOD SECTOR (in which the organisation engages women)	Training and Job Placement for catering, attendants, herbal gardening.															
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	'Path breaking' option for the women / adolescents within the limits of their context.															
GEOGRAPHICAL AREAS (in which the organisation works)	Slums of Kolkata and 9 districts of West Bengal.															
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	Jabala is a human rights organization active in Kolkata and in different districts of West Bengal. It focuses on Skill development training programmes (catering management, poultry training etc.)															
ACHIEVEMENTS AND REACH	<table border="1" data-bbox="748 1614 1373 1883"> <thead> <tr> <th data-bbox="748 1614 1073 1654">Vocational Training</th> <th data-bbox="1073 1614 1373 1654">No. of Beneficiaries</th> </tr> </thead> <tbody> <tr> <td data-bbox="748 1654 1073 1694">Catering Training</td> <td data-bbox="1073 1654 1373 1694">140 +</td> </tr> <tr> <td data-bbox="748 1694 1073 1734">Herbal Gardening</td> <td data-bbox="1073 1694 1373 1734">30</td> </tr> <tr> <td data-bbox="748 1734 1073 1774">Community Police</td> <td data-bbox="1073 1734 1373 1774">21</td> </tr> <tr> <td data-bbox="748 1774 1073 1814">Mall Attendant</td> <td data-bbox="1073 1774 1373 1814">29</td> </tr> <tr> <td data-bbox="748 1814 1073 1854">Security Guards</td> <td data-bbox="1073 1814 1373 1854">15</td> </tr> <tr> <td data-bbox="748 1854 1073 1892">Hospital Attendants</td> <td data-bbox="1073 1854 1373 1892">33</td> </tr> </tbody> </table>		Vocational Training	No. of Beneficiaries	Catering Training	140 +	Herbal Gardening	30	Community Police	21	Mall Attendant	29	Security Guards	15	Hospital Attendants	33
Vocational Training	No. of Beneficiaries															
Catering Training	140 +															
Herbal Gardening	30															
Community Police	21															
Mall Attendant	29															
Security Guards	15															
Hospital Attendants	33															

	<table border="1"> <thead> <tr> <th>Program</th> <th>Placement</th> </tr> </thead> <tbody> <tr> <td>Canteen Run in Collaboration with Kolkata Police and Women Commission</td> <td>11</td> </tr> <tr> <td>Smith & Mackerich</td> <td>02</td> </tr> </tbody> </table>	Program	Placement	Canteen Run in Collaboration with Kolkata Police and Women Commission	11	Smith & Mackerich	02
Program	Placement						
Canteen Run in Collaboration with Kolkata Police and Women Commission	11						
Smith & Mackerich	02						
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes						
FURTHER NOTES (additional interesting aspects for the study)							
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Baitali Ganguly jabalaactionresearch@yahoo.com						



ORGANISATION NAME	7. LEND - A - HAND India
CONTACT DETAILS (phone, email, website, physical address)	9 Jeevan Darshan, Opp Senapati Bapat Road, Pune - 411 016 www.lend-a-hand-india.org sunanda.mane@lend-a-hand-india.org +91-95525 79542
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Rural youth (45% girls) whose parents are subsistence farmers, farm labourers, daily wage earners, working in local small sized workshops, companies etc.
LIVELIHOOD SECTOR (in which the organisation engages women)	<p>Training is provided in 20 different skills such as poultry farming, garage mechanic, fabrication, carpentry, electric maintenance, tailoring, nursing assistance, construction, pathological analysis, housekeeping, tattoo making, and personal grooming. Different courses, including tailoring (pants, shirt, blouse for sari, salwar kameez, and industrial), furniture making, driving, beautician, basic computers, computer tally, secretarial training, handicrafts and decoration, electric wiring, auto mechanic, police training, mobile phone repairing, videography, photography, machinist, motor rewinding, metal fabrication and welding.</p> <p>Girls and boys in the age group of 14 - 20 who have attained functional literacy through non-formal and formal education and participate in these training programs. Full and partial scholarships are provided to the deserving participants.</p>
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Anything masculine/ outdoor/ involves public relations/ involves exhaustive travelling

GEOGRAPHICAL AREAS (in which the organisation works)	16 districts in Maharashtra (reaching to over 150 village), Gujarat – Kutch region, Goa, Karnataka, Ghaziabad (UP)
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	Lend-A-Hand India partners with grassroots non-profit organisations, community groups and local governments to create better access to education, vocational training, career development, employment and entrepreneurial opportunities. The goal is to help the poor realise their full potential to meet their aspirations for better life. Helps existing and new organizations replicate proven project interventions, technologies, and programs. The implementation partners are motivated to diversify and grow beyond their existing programs and projects. Lend-A-Hand India shares technical and program expertise with them and provides financial assistance to deliver time-bound and result-oriented projects. One of the projects is Project Swadheen (meaning self-motivated) which provides vocational training and career guidance to young boys and girls from urban and rural communities in pre-identified trades.
ACHIEVEMENTS AND REACH	Reached out to 13000 youth who learn 40 different skills at the end of three years. The module is recognized by the state board of education as one of the optional subjects for 10th examination. Those passing class 10 th with the above module are given preferential admission in ITI, Polytechnic, Bi-focal courses. Post 10 th education in technical subjects, it helps gain employment opportunities or start self-employment. The internal study indicates that as against 2 – 3 percent national average and 5 percent Maharashtra average of students going to technical education, 23 – 30 per cent students graduating from the program offered by Lend-A-Hand India are going for technical education. Girls have also started opting for technical courses though they do not get encouraged by their families to do so.
WOULD YOU BE INTERESTED IN	

COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	<p>Sunanda Mane sunanda.mane@lend-a-hand-india.org +91-95525 79542</p> <p>Radhika Menon, Research and Documentation officer radhika.menon@lend-a-hand-india.org ,</p>

ORGANISATION NAME	8. MAHILA HOUSING TRUST (MHT), SEWA
CONTACT DETAILS (phone, email, website, physical address)	<p>Head office: 401-402. Akashganga Complex, Navrangapura, Ahmedabad – 9, Gujarat Phone:91-79-26560558, 65446208 Fax: 91-79-26560536 E-mail: info@mahilahsq.org Web: http://www.sewahousing.org</p> <p>Delhi Office: C/o Sewa Bharat, 7/5 First floor, South patel Nagar, New Delhi – 8 Phone: 91-11-25841369, 45009369 Fax: 91-11-25840937</p>
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	<p>Low paid, unskilled, casual and manual female workers in informal construction sector.</p> <p>Majority of women are from socially excluded Scheduled castes/tribes, although the number of women from Upper and Forward Castes also form the beneficiaries.</p>
LIVELIHOOD SECTOR (in which the organisation engages women)	<p>Skilled construction: masonry, painting, plastering, tiling, plumbing, electric wiring, carpentry, welding, roller operation, excavation operation, rubble masonry, bar bending, and lab technician training. Also short-term specialized skills such as construction of toilets, disaster-resistant houses, and other relevant local housing infrastructures such as drains, sewers, and landscaping.</p>
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	<p>Roles not accessible to women</p>
GEOGRAPHICAL AREAS (in which the organisation works)	<ul style="list-style-type: none"> - Gujarat: Ahmedabad, Baroda, Surat, - Madhya Pradesh: Bhopal, - Jaipur: Rajasthan, - Bihar: Katihar,
SUMMARY OF THE SPECIFIC	<p>The Karmika School for Construction Workers set up by</p>

<p>WORK THE ORGANISATIONS IS INVOLVED IN</p>	<p>MHT aims to enhance the quality of life, raise the economic strength, productivity efficiency, professionalism and competency levels through upgradation of knowledge and skills of women workers interested in the construction industry. The school provides a three-month training module in masonry, painting, plastering, tiling, plumbing, electric wiring, carpentry, welding, roller operation, excavation operation, rubble masonry, bar bending, and lab technician training. MHT also trains workers in short-term specialized skills such as construction of toilets, disaster-resistant houses, and other relevant local housing infrastructures such as drains, sewers, and landscaping. In addition to technical skills, MHT’s training modules include training in functional literacy skills and life skills such as conflict resolution and bargaining and negotiation with contractors and other employers. MHT provides women with a daily stipend and transportation costs for participating in the training so that their eagerness to learn new skills does not translate into economic crises in their households due to loss of daily income. MHT partners with the Construction Industry Development Council to provide students with certification in the trade they study. It also works with Indira Gandhi National Open University to facilitate distance-learning programs—using Web-based technology and television and radio programs—as well as training and certification programs.</p> <p>Employment: MHT has also forged linkages with private sector building firms in the construction industry to provide a steady stream of trained and trainable construction workers for their projects. Recruiting groups of Karmika graduates for on- the-job training and employment on construction sites serves the dual purpose of fulfilling the builders’ needs for a sustainable supply of skilled labour and MHT’s commitment to link skilled women to employment opportunities.</p>
<p>ACHIEVEMENTS AND REACH</p>	<p>By 2007 more than 5,000 people trained in Gujarat. The survey conducted in 2008 has shown that majority of the interviewed women who have undertaken MHT training in this location had been receiving more working days and higher incomes. More women were employed in skilled work as masons and majority reported constructors were showing more respect towards them.</p>

<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<ul style="list-style-type: none"> • MHT has conducted studies in 1998, 2003 and 2007 to evaluate effectiveness of its work and inform further work (see Baruah 2008). • MHT is part of Self-Employed Women’s Association (SEWA), a trade union founded in 1972 in the western state of Gujarat to organize informal sector women for better working conditions and social security provisions. The aims of SEWA go beyond the work of MHT. In addition to the work described, MHT also aims to: <ul style="list-style-type: none"> ○ To improve housing and infrastructure conditions and overall living environment of SEWA members, including construction of low cost housing and infrastructure. ○ To create improved access to important services such as shelter finance, legal advice, technical assistance, information on housing material market and shelter related income and employment opportunities for poor working women. ○ To influence housing and infrastructure related urban and rural development policies and programmes, and bring the benefits of these policies within the reach of poor women by promoting their own institutions. <p>For an outline of all the activities MHT is involved in see http://www.sewahousing.org/about_us.php</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Deepika karmika@mahila.org 09974240338</p>

ORGANISATION NAME	9. NIRANTAR - KHABAR LAHARIYA
CONTACT DETAILS (phone, email, website, physical address)	<p>25, Adhchini village , 2nd floor , New Delhi – 110017 Phone : +91 11 46012574 Email: khabar.lahariya.delhi@gmail.com Web: http://khabarlahariya.org/</p> <p>Nirantar Delhi Address: B-64 Second Floor, Sarvodya Enclave New Delhi 110017, India Phone: (91-11) 2-696-6334 Fax: (91-11) 2-651-7726</p> <p>Lucknow Address: Flat No 315, Third Floor, Kasmanda Regent Apartments, 2, Park Road, Hazratganj, Lucknow - 226001 India Phone: (91-522) 404-2823</p>
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Khabar Lahariya is run by a collective of rural women journalists, most of them from marginalized communities- in terms of their caste, religion and ethnicity. Many are women who have had no or little access to formal education.
LIVELIHOOD SECTOR (in which the organisation engages women)	Journalism – reporting writing, editing, designing, photography and illustration
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Opportunities for women in areas where traditionally they have not had access
GEOGRAPHICAL AREAS (in which the organisation works)	Roots in Bundelkhand, now covers 600 villages of Uttar Pradesh and Bihar
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS	Khabar Lahariya empowers poor rural populations to access rights and resources. KL plays the role of a

<p>INVOLVED IN</p>	<p>media watchdog. To work towards this, Khabar Lahariya skills rural women to be agents of information production and dissemination.</p> <p>Khabar Lahariya is an eight-page weekly local language newspaper brought out by a collective of 40 rural women journalists. With over 40 members, Khabar Lahariya team sells 6000 copies across 600 villages of Uttar Pradesh and Bihar to a readership of 80,000 per week. Khabar Lahariya began as the only Bundeli newspaper in India and now has editions in Bhojpuri, Awadhi, Hindustani and Bajjika and now also has an English gallery. It is the only local language newspaper that covers news off the radar of mainstream media. It connects with its rural audiences through its unique local language content, rarely seen in printed form. Khabar Lahariya was conceptualized by a Delhi based NGO, Nirantar, a Centre for Gender and Education.</p> <p>For 14 years, they have worked as a collective of women who produced this rural newspaper, . They had selected, trained and mentored women in rural areas of Uttar Pradesh and Bihar to be reporters and editors of the country's only local language newspaper. This collective reports, writes, edits, designs, takes photographs and illustrates for the newspaper and then distributes it far and wide and the end of the week. Like its reporters, KL's 80,000 readers are also those in media dark areas; daily wage earners, farmers, teachers, activists, panchayat administration, politicians and students in remote rural areas.</p>
<p>ACHIEVEMENTS AND REACH</p>	<p>Won various prizes including Times Now Amazing Indian Award, Laadli Media Award, UNESCO King Sejong Literacy Prize, Chameli Devi Jain Award.</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>Khabar Lahariya is an initiative of a Delhi Based NGO Nirantar, that works towards enabling empowering</p>

	education, especially for girls and women from marginalised communities.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Disha 09818655667 khabar.lahariya.delhi@gmail.com



NAME OF THE ORGANISATION	10. SAATH
<p>CONTACT DETAILS Phone, email, website, physical address</p>	<p>Keren Nazareth O/ 102, Nandanvan V Near. Prerana Tirth Dehrasar, Jodhpur Tekra, Ahmemdabad – 380015 Gujarat www.saath.org keren@saath.org 9925180189 / 079-26989827</p>
<p>TYPE OF THE WOMEN THE ORGANISATION WORKS WITH? A little better understanding of the women and how they represent a marginalised group –are they economically poor, social marginalized, refugees, migrants etc.</p>	<p>Work with young women from slums in Gujarat and women who are in construction as helpers and labourers. These women comprise 28% of the informal construction industry, are paid anywhere from 40 to 350 rupees less than men, for the same job.</p>
<p>Livelihood sector (in which the organisation engages women)</p>	<p>Nirman programme works with people who are unskilled or skilled labourers in the informal sector. Started in 2011, Nirman aims at improving their skills, working efficiency and proficiency. Once proper training is achieved, placement opportunities are identified & are given to these workers. 4 trades are taught currently namely Carpentry, Plumbing, Masonry and Electrician.</p> <p>The course has 6 components – technical skills (theory and practical), life skills, entrepreneurial skills, safety, basic numeracy and literacy and financial literacy. Practical training is given through field experience by site visit to the participants. Exams are also taken to keep constant check among them. Safety at work is essential and thus safety training is organized which provides them knowledge as to how to protect themselves from accidents.</p> <p>Participants are made aware about the importance of</p>

	<p>savings, types of savings, insurance, etc. Certificate distribution is organized after completion of batches. Even a mobile application has been developed called Saath Service Point app which serves as a database for clients in need of services such as masons, plumbers, carpenter, electricians etc.</p>																												
ORGANISATIONS' UNDERSTANDING OF NON-TRADITIONAL LIVELIHOOD	<p>Spaces where women have not been offered opportunity to enter into the market whether it is because of religion, caste, socio-economic and gender reasons.</p>																												
GEOGRAPHICAL AREA BEING COVERED BY THE ORGANISATION	<p>Saath is directly implementing in 2 States – Gujarat and Rajasthan; 8 towns/cities, 100+ villages, 5 districts in Gujarat and 6 in Rajasthan and has a partnership for a youth program in Maharashtra.</p> <p>SAATH's one-stop, integrated services reach over 100,000 slum dwellers in Ahmedabad, and many more in Gujarat and Rajasthan. Nirman Center is in 5 different areas which are Meghaninagar, Behrampura, Khodiyarnagar, Juhapura & CTM of Ahmedabad.</p>																												
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>Saath supports and facilitates over 4,60,576 individuals through multi-pronged, integrated programs of livelihoods, employability, skills training, information dissemination, linkages to services, access to affordable housing. It also runs programs for informal sector skill building and market linkages and organizing, housing rights, rehabilitation and re-settlement, infrastructure development, micro savings and credit, education and health</p>																												
ACHEIVEMENT AND REACH	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4" style="text-align: center;">Trained + undergoing data</th> </tr> <tr> <th style="text-align: left;">Trade</th> <th style="text-align: center;">Male</th> <th style="text-align: center;">Female</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td>Mason</td> <td style="text-align: center;">263</td> <td style="text-align: center;">96</td> <td style="text-align: center;">359</td> </tr> <tr> <td>Electrician</td> <td style="text-align: center;">563</td> <td style="text-align: center;">18</td> <td style="text-align: center;">581</td> </tr> <tr> <td>Carpenter</td> <td style="text-align: center;">92</td> <td style="text-align: center;">-</td> <td style="text-align: center;">92</td> </tr> <tr> <td>Plumber</td> <td style="text-align: center;">137</td> <td style="text-align: center;">-</td> <td style="text-align: center;">137</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">1,055</td> <td style="text-align: center;">114</td> <td style="text-align: center;">1,169</td> </tr> </tbody> </table> <p>Through Saath's Nirman initiative, they have so far been able to train more than 96 women in Mason work. Earlier these women used to do labour work at the site and were earning a mere 200 to 250 rupees/day but after undergoing the training their earnings have increased by 50 to 100 rupees per day. There has also been an upgradation in their skill</p>	Trained + undergoing data				Trade	Male	Female	Total	Mason	263	96	359	Electrician	563	18	581	Carpenter	92	-	92	Plumber	137	-	137	Total	1,055	114	1,169
Trained + undergoing data																													
Trade	Male	Female	Total																										
Mason	263	96	359																										
Electrician	563	18	581																										
Carpenter	92	-	92																										
Plumber	137	-	137																										
Total	1,055	114	1,169																										

	<p>level from Helper to Semi skilled workers. The other major improvement has been that the majority of women trainees are now getting work for more than 20 days in a month. The certificate they receive at the end of the course helps women to negotiate for their wages and working hours with their contractors.</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>Mirco entrepreneur training: Individual micro entrepreneurs (IMEs) operate on a small scale with daily transactions and small to non-existent profit margins. However, the other essential component for developing their business is knowledge--of the product, the business, the market and strategies for effectively administering their business and increasing their competitiveness and productivity. To address this need, Friends of Women's World Banking (FWWB), India and ACCION, collaborated with seven partner organizations, of which Saath was one, in different locations to launch a pilot project to train and build capacities of IMEs from different sectors from August 2012 to July 2013. The programme aimed to enhance the business management knowledge and skill of IMEs with the goal of increasing their potential revenue sources and strengthening their linkages with suppliers and customers, making their businesses not only more sustainable, but also more profitable and able to expand. 1,000 women were selected and imparted the IME training by Saath. Saath has recently collaborated with EMPower foundation. Through this initiative in one year they aim to train 400 women in non-traditional trades such as plumbers, electricians, mobile repairers, gardeners etc., also providing them mentoring support, along with market and financial linkages.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Keren Nazareth keren@saath.org +91-9925180189 Kunal Patel Coordinator, Research, Documentation and Communication Cell, +91 9879261242 , kunal@saath.org</p>

ORGANISATION NAME	11. SAMUDRAM WOMEN'S FEDERATION (SWF)
CONTACT DETAILS (phone, email, website, physical address)	C/o : Uaa, SBI Road, Roula Street, Ganjam, Orissa, India - 761026 +91-6811-254314 Email: uaaorissa@gmail.com Web: http://www.samudramodisha.com/
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Economically marginalised fisherwomen in coastal villages in Orissa. Although fisherwomen represent a significant proportion of the fishing industry workforce, their position is reduced to merely a subcategory and their roles are seen as only supportive, leading to wage discrimination. Traditionally, they have lacked access to markets and better-paid positions due various social and cultural factors. Lack of alternative employment during off-season has significant impact on their debt burden. Technological marginalisation of women also influences their ability to compete in markets. Demographic development indicators have shown gender injustice & socio-economic discrimination in the area.
LIVELIHOOD SECTOR (in which the organisation engages women)	Fishing and conservation (in addition, SWF applies income diversification strategies in animal husbandry [duck, poultry and goats], crab fattening, rice processing, and small-scale business development to be used by women during fishing restriction periods).
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Women have been marginalised in the fishing industry. SWF helps fisherwomen to get equal access to technologies/skills development and the market and strengthen their bargaining power; hence gain jobs that have been traditionally inaccessible to them. SWF also pioneers conservation activities within the fishing industry and SWF female members lead on this progressive approach.
GEOGRAPHICAL AREAS (in	21 coastal blocks of 6 districts (Ganjam, Puri,

which the organisation works)	Jagatsinghpur, Kendrapada, Bhadrak and Baleshwar) in Orissa.
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>Samudram is a federation of 160 women’s self-help Groups.</p> <p>SWF has several key objectives, all of which overlap and are complementary:</p> <ol style="list-style-type: none"> 1. Ensure that economically-marginalized fisherwomen can link with wholesalers and exporters 2. Provide fair prices to primary fish producers for their produce by reducing middlemen in supply chains 3. Provide additional income-generation activities for fisherwomen (particularly during fishing restriction periods) 4. Ensure ‘gender justice’ within the community through knowledge sharing, trainings, and skill development for women 5. Ensure that revenues from new income streams are invested in education, health services, and community infrastructure 6. Establish a community cooperative enterprise by providing infrastructure, equipment, and financial support to local fisherwomen. 7. Promote the conservation of marine resources (particularly the endangered Olive Ridley Turtle) and the cultivation of seaweed or carbon sequestration to reduce greenhouse gas emissions <p>Samudram is involved in providing a range of trainings and capacity building opportunities to over 6,000 local fisherwomen. Trainings also include income diversification strategies. SWF provides local fisherwomen with storage facilities (e.g. warehouses and refrigeration) for their fish products. This improves collective bargaining power, removes some of the urgency that middlemen exploit, and offers a quality control centre. Collective trade negotiations and fair and equitable market access are navigated by the federation for its members. Value-added secondary processing is provided through training in hygienic fish-drying methods, pickling, and</p>

	producing 'papad', all of which have enhanced the product price acquired by fisherwomen by up to 45 per cent.
ACHIEVEMENTS AND REACH	<ul style="list-style-type: none"> • Over 6,000 fisherwomen reached (updated numbers TBC) • The overall increase in fisherwomen's incomes has been between 25 and 30%
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Not very positive
FURTHER NOTES (additional interesting aspects for the study)	<p>Equator Prize Winner in 2010: http://www.samudramodisha.com/other-files/brochure.pdf See the article about changing roles of fisherwomen in India: http://eprints.cmfri.org.in/5646/1/Changing_roles_of_fisherwomen_of_India-Issues %26 Perspectives.pdf</p>
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Mangaraj Panda 09437064314

ORGANISATION NAME	12. SHE CABS
CONTACT DETAILS (phone, email, website, physical address)	205 Kubera Towers, Himayath Nagar. Hyderabad2 Hyderabad, Andhra Pradesh 9391024242 E-mail: anithallb.g@gmail.com
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Economically and socially challenged backgrounds.
LIVELIHOOD SECTOR (in which the organisation engages women)	Women taxi drivers
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Services for women by women in public transport are not traditionally available
GEOGRAPHICAL AREAS (in which the organisation works)	Hyderabad city (Ragareddy district)
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>She Cabs is powered by Andhra Pradesh Balala Hakkula Sangham, a voluntary organization working for the protection of child rights in Hyderabad. They conducted two surveys and found that the most vulnerable are the young working women and girls travelling to-and-from tuition classes, especially during late hours.</p> <p>The idea of taxi service was to train and empower women from underprivileged backgrounds. The training is provided for free, but comes with the condition of working for She Cabs for a year. Besides training on car driving, the pilots are trained in etiquettes, martial arts to handle four to five people. The trained personnel are referred to as Pilots.</p>

	<p>Only women passengers are allowed to travel in our cabs. There is high level safety and security for travellers such as GPS, etc. Also the cars are luxurious and comfortable with a very affordable price.</p> <p>She cabs has 25 cars. The idea is to make them own cars by providing subsidies and through easy financing options, and allow them to run those vehicles under the She Cabs brand.</p> <p>Source: http://startuphyderabad.com/she-cabs</p>
ACHIEVEMENTS AND REACH	
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	Due to lack of funding the programme is on temporary hold and only 2 vehicles are operating at the moment
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Achyuta Rao (Chief Functionary) 09391024242 raoachyutrao@gmail.com

ORGANISATION NAME	13. SPEED – SLUM PEOPLE EDUCATION AND ECONOMIC DEVELOPMENT
CONTACT DETAILS (phone, email, website, physical address)	“ARIVU” Building No.245, Sathyavani Muthu Nagar Pallavan Salai Chennai - 600 002 Tamilnadu, India email id : speedtrustindia.secretary@gmail.com website : www.speedtrust.in Tel.No.+91 (0) 44 25381334 Tel.No. +91 (0) 44 65434228
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Slum dweller women Distressed Women
LIVELIHOOD SECTOR (in which the organisation engages women)	Auto rickshaw drivers
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Allows women to access public spaces, challenges common perceptions and helps women earn higher, stable incomes
GEOGRAPHICAL AREAS (in which the organisation works)	Chennai metropolis area
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>The Trust trains women drivers who then have a lease-to-own option for buying auto rickshaws. This framework has worked especially well in providing for both incentives, and a reliable source of income.</p> <p>Like taxi driving, rickshaw driving in India is reserved to men. SPEED trust has begun to help women with "particularly heavy pasts" gain autonomy by becoming</p>

	rickshaw drivers. SPEED pays for the license and the rickshaw (about 2000 euros (3000 USD) each) and the women pay them back over 3-4 years.
ACHIEVEMENTS AND REACH	Speed has so far trained 20 women rickshaw drivers out of the 40-50,000 rickshaw drivers in Chennai. (2009 data).
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	<p>SPEED Trust (Slum People Education and Economic Development) is a Charitable Public Trust which acts in the slum areas of Chennai, the fourth largest city of India and capital city of Tamil Nadu. Officially created in 2003, SPEED Trust is prolonging an action undertaken by the former SPEED Association in 2000.</p> <p>The first woman to benefit from the program was Jayanthi, who had been sold for prostitution when she was 11. Married at 16, she was the widowed mother of 3 at 19 earning less than 5 (7.50 USD) euros per month cleaning houses. Today she earns the same amount per day driving a rickshaw like the ones above.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION</p> <p>- Name, e-mail, cell no., Skype id.</p>	<p>Mr.Stephen +91 9840709319 speedtrustindia.secretary@gmail.com</p>

ORGANISATION NAME	14. SWECHHA
CONTACT DETAILS (phone, email, website, physical address)	R – 84, Khirkee Extension, Malviya Nagar, New Delhi – 17 www.swechha.in swechhaindia@gmail.com 9811812788
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Adolescent girls and women of Jagdamba camp slum in Delhi
LIVELIHOOD SECTOR (in which the organisation engages women)	Re-cycled products Food and catering
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Skills or services that have been occupied by men and opening new markets, new opportunities for women
GEOGRAPHICAL AREAS (in which the organisation works)	South Delhi
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>Lunchbox 17 is a social enterprise initiative by women of Jagdamba Camp {one of the biggest slum clusters in Malviya Nagar} with a population of 1000 – 1500 people who have migrated to Delhi from Uttar Pradesh and West Bengal. In this enterprise, women prepare wholesome and hygienic lunch, which is then hand delivered within a 5 km radius of the community kitchen. The women empowerment classes by Swechha also have a session on nutrition which lead to the genesis of this.</p> <p>Most of the men in Jagdamba camp work as labour and some work as tailors and domestic workers.</p>

	<p>. Initially 6 women joined it and it was on voluntary basis. Now in last few months they have approximately 30 women are engaged LB 17. They are paid 80 – 100 INR per day. They have weekly training session on cooking by a chef. Besides this, training is given on cutting vegetables, cleanliness of utensils, and chapati making. The training under LB 17 programme is conducted in the evening as women are relatively free that time. They hire delivery boys from Jagdamba camp for delivery of lunch boxes. The delivery boys deliver at the door step by scooters.</p> <p>Green the Gap is an online store that sells recycled and fair trade products.</p>
ACHIEVEMENTS AND REACH	
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	Swechha wants to make LB 17 an all women initiative by teaching women to drive scooters so that women come in the forefront in delivering Lunchboxes as well but that will take some time.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Vimlendu Jha vimlendu@gmail.com 9811812788

ORGANISATION NAME	15. SRIJAN
CONTACT DETAILS (phone, email, website, physical address)	4, Community Shopping Centre, First Floor, Anupam Apartments Mehrauli Badarpur Road, Saidullajab, New Delhi-110068 Telephone. : 011-41664521/29536411 Fax: 011-41664521 Email: delhi@srijanindia.org Web: http://srijanindia.org/
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Economically weaker section of women from rural areas
LIVELIHOOD SECTOR (in which the organisation engages women)	Broadly Srijan's programs are centred around - Water Resource Management, Crops and Animal Husbandry, and Community Institutions with a focus on women including SHGs. Water User Groups, Federations and Producer Companies. Promotion of Self Help Groups (SHGs), having a membership of 10 to 15 women, is the foundation for our pro-poor, pro-women, member centric institutional structure. Bank linkage and adoption of a common income generation activity linkage can make these groups and federations a very powerful self-reliant institution. The federation has greater strength to negotiate better terms with market, banks and other financial institutions and government (particularly the local district administration).
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	
GEOGRAPHICAL AREAS (in which the organisation works)	Madhya Pradesh, Rajasthan and Karnataka

<p>SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN</p>	<p>SOY SAMRIDDHI <i>Focusing on Increasing Incomes of Small Soya Farmers in Bundi, Rajasthan.</i></p> <p>Soybean is emerging as one of the most important cash crops for farmers in relatively dry region of India for its low cost of cultivation and water requirement, simple post harvest handling, storage and reasonably good market price. Out of 4.5 million farmers engaged in soy cultivation, more than one half are small and marginal farmers, or about 2.4 million farming families, each of them owning less than two hectares of land.</p> <p>The project that SRIJAN implemented was a project with 55 farmers in the villages around Lakheri town in Indergarh block of Bundi district. The cluster is characterized by smallholders growing soy under rainfed conditions. Most of the villages in the cluster fall under non-command area (without any irrigation infrastructure).</p> <p>Soybean is predominantly a rain-fed crop - only 3% of the area is irrigated, as per government records. Although one to two irrigations in case of a failed monsoon make a significant difference to the yield, most farmers in the project area depend on monsoon for the water with no other alternative. Most farmers grow soybean as a kharif crop during monsoon (June-September) and use the land for either wheat or pulses for the Rabi season. The average productivity for soybean crop in Lakheri region is between 700 - 800 Kilograms per hectare, lower than the average productivity in the country or in the state of Rajasthan.</p>
<p>ACHIEVEMENTS AND REACH</p>	
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES</p>	
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Ved Arya, CEO, Srijan 011-41664521 / 29536411</p>

ORGANISATION NAME	16. TECHNOLOGY AND ACTION FOR RURAL ADVANCEMENT (TARA) – DEVELOPMENT ALTERNATIVES
CONTACT DETAILS (phone, email, website, physical address)	B-32, TARA Crescent, Qutub Institutional Area New Delhi - 110 016, India Tel: 91 (11) 2654-4250, 2654-4200 Fax: 91 (11) 26130817 Email: tara@devalt.org Website: www.devalt.org
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Work with youth, not specifically girls or women
LIVELIHOOD SECTOR (in which the organisation engages women)	ICT (job-oriented) training, micro-technology for construction, other livelihood sectors such as within the hospitality sector in hotels etc.
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	
GEOGRAPHICAL AREAS (in which the organisation works)	Bundelkhand
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	TARA Livelihood Academy is committed to making people, especially rural youth- employable in the rapidly changing economy, ensuring livelihood and also contributing positively to the labour force. Training on skills like Masons and Construction Industry related skills, Security Guards in Security Services, Office Attendants, Floor Executives in Retail, Guest Attendant or Waiters in Hospitality Sector, Gardening, Haircutting, Tailoring, and Cooking etc. makes the rural youth with minimum qualifications (8th class pass), employable in the job market. Placement of the trained candidates is

	also the mandate of TLA.
ACHIEVEMENTS AND REACH	Over the last two and a half years, TLA has trained over 3500 people in various vocational and entrepreneurship development skills. Their capacities have been built on different areas such as Livelihood Security Enhancement, Income Generation Activities, Management of forest committees, preparation of micro plan etc. Source: http://tara.in/training-Capacity-Building.aspx
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	
FURTHER NOTES (additional interesting aspects for the study)	The Society for Technology & Action for Rural Advancement (TARA) is a social enterprise set up in the year 1985 at New Delhi, India. It is an ‘incubation engine’ of the Development Alternatives Group which has been providing development solutions in India and elsewhere. TARA, as an “ enabler ”, is instrumental in the creation of livelihood support systems, training and capacity building for the rural poor and marginalized communities. TARA as an “ aggregator ”; bundles support service packages, help large corporations explore new markets and also aggregate the output of local producer groups including micro, mini and small enterprises and connect these groups to market opportunities for BOP access and market development for ethical products and services. Governments, large Corporations and Civil Society networks benefit from TARA’s expertise as a “ manager ” of large awareness creation, environmental action, community development and service delivery programmes in areas such as affordable housing, renewable energy, water management, sustainable agriculture, waste management and recycling.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Manisha Mishra 09910993142 mmishra@devalt.org

ORGANISATION NAME	17. UDYOGINI
CONTACT DETAILS (phone, email, website, physical address)	<p>Udyogini 3B (2nd Floor), Arjun Nagar Safdarjung Enclave, New Delhi – 110029 Tel/Fax: +91-11-26168061 mail@udyogini.org www.udyogini.org</p>
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	<p>Udyogini works with poor, mainly illiterate women to improve their skills as producers and their knowledge of the markets they operate in, so as to ensure long-term results.</p> <p>In rural India they provide for their families' basic needs by contributing to farm labour and by subsistence level income generation. These income generating activities are as varied as running a rice de-husking unit; operating an oil press; collecting, selling and processing minor forest produce. In a market ascendant world, Udyogini is involved in facilitating the development of agriculture, non-timber forest produce, artisan and service retail microenterprises- where women are not only producers but also managers and entrepreneurs involved in a variety of value added tasks. Udyogini facilitates the learning of relevant management and technical skills that are required for making such micro enterprises profitable and increase incomes of women producers – skills needed not only to manage their production but also to market their products in a better way and ensure better returns.</p> <p>The livelihood activities Udyogini is undertaking could be both traditional and nontraditional.</p>
LIVELIHOOD SECTOR (in which the organisation engages women)	Agriculture, horticulture, food processing, solar energy.
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	<i>Non – gendered / traditional</i>
GEOGRAPHICAL AREAS (in which the organisation works)	Udyogini has field programs in Rajasthan, Delhi, Madhaya Pradesh, Jharkhand, Chhattisgarh,

	Uttarakhand, Uttar Pradesh, Bihar and Orissa and provide a variety of enterprise services in many other states including Northeastern states.
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>Udyogini is working on bringing women in to livelihood spaces with the goal to place them to the market that is sustainable.</p> <p>Udyogini, in partnership with Onergy, is working on energy solutions using appropriate renewable technologies in Jharkhand. It trained women on solar systems, maintenance and repairing along their 15 Business Development Service Providers (BDSPs). The solar products are demonstrated, sold and repaired at the Village Level Service Centres (VLSCs).</p> <p>VLSCs provide the daily domestic needs of the villages at their door step but also function as the aggregation centre and the community centre (for providing services like – agriculture consultations, information hub of government schemes, bill payments, mobile recharge, insurance, health, pension etc.).</p>
ACHIEVEMENTS AND REACH	
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	<i>Yes</i>
FURTHER NOTES (additional interesting aspects for the study)	
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Rama Gupta Udyogini 9871119364 ramagupta@udyogini.org

ORGANISATION NAME	18. VANANGANA
CONTACT DETAILS (phone, email, website, physical address)	Near Mahindra Tractor Agency, Puranee Bazaar, Karvi, Chitrakoot India – 210205 Email: vanangana@gmail.com
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Dalit and tribal women
LIVELIHOOD SECTOR (in which the organisation engages women)	Food and catering, videography and photography, hand pump repair, working under MGNREGA through constructing a tank
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	
GEOGRAPHICAL AREAS (in which the organisation works)	Chitrakoot, Bundelkhand
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>They are now repairing hand pumps and have emerged as the first female hand pump mechanics in the country, having repaired over 10, 000 hand pumps.</p> <ul style="list-style-type: none"> • The women increased their participation in MNREGA in the district and stormed a male bastion by undertaking the construction of a tank. They were also involved in the planning and managing of the same and a lady technical supervisor managed the labour. • The women have also established an all womens' catering unit: 'Apni Rasoi', where women run a canteen and tiffin service. A total of 20 women are working as cooks as a part of this initiative. <p>See Annexure: for Case study</p>
ACHIEVEMENTS AND REACH	Rotary Club International South Delhi Award HT Woman of Substance Award.

	<p>Vanangana was initially set up to support a group of Dalit women handpump mechanics. It then facilitated the setting up of a catering unit, as a business venture, which enabled the women to use their traditional skills, to position themselves as powerful negotiators and to support other activities. A human rights cell was formally established in 2001, with offices in Karvi and now Banda. Legal and counselling services are provided, and incidents of domestic abuse, dowry etc. in neighboring villages are tackled. Savings groups and health education efforts have also been undertaken.</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>Vanagana is committed to ensuring the access and exercise of all human rights to grass root women, with a clear and focussed effort on establishing the violations as political issues in the district and the state level, regardless of whether the violations are placed in the public or private sphere.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Avdesh 09415476832 Pushpa 07398786921 Vanangana.chitrakoot@gmail.com</p>

ORGANISATION NAME	19. SHE TAXI, KERALA
CONTACT DETAILS (phone, email, website, physical address)	<p>She Taxi The Gender Park Department of Social Justice, Government of Kerala, A – 17, Brahmins Colony Lane, Kowdiar, Thiruvananthapuram Web: www.genderpark.gov.in Email: http://www.shetaxi.in P: 90 20 111 543</p>
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Socially and economically deprived women.
LIVELIHOOD SECTOR (in which the organisation engages women)	Women Taxi drivers
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	An unconventional and ground breaking initiative designed to bring about radical transformations by empowering the women strata in the society. This distinctive entrepreneurship driven model also aims to bring about social as well as economic empowerment of women at large.
GEOGRAPHICAL AREAS (in which the organisation works)	Thiruvananthapuram and Cochin To be extended to Kozhikode
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>She Taxi is a fleet of taxi cabs, owned and operated by women, for transporting women commuters exclusively. The establishment of the fleet was initiated by Gender Park, an autonomous institution promoted by the Department of Social Justice, Government of Kerala, India. The services of the fleet were launched on 19 November 2013 in Thiruvananthapuram with a fleet of five cars. 'Safe, secure and responsible' travel for women is the main objective of the service</p> <p>The '24/7 She Taxi service' traveller cab system is</p>

	<p>explicitly designed and developed to safeguard the safety of women travellers, especially the working category, students, tourists visiting Kerala etc. She Taxi ensures a safe, responsible and reliable alternative Travel Cab system for the women populace even while on the move. This transformational and unconventional initiative will create an enabling and pro-active environment to address the ever-growing threats on the safety and security of women lives while contributing to the social and economic empowerment of women in the State on a massive scale.</p> <p>Maruti Suzuki India Ltd is partnering with Gender Park to supply the pink and white coloured taxis. The cars are specially designed for them. Cab booking number 8590000543, is common for both Thiruvananthapuram and Kochi and is connected to Rain Concert Technologies, functioning at Technopark. Taxi services are be coordinated and monitored from this centre.</p>
<p>ACHIEVEMENTS AND REACH</p>	<p>So far, the women who operate the taxi have been able to cover 1.5 lakh km, and generate an income of Rs 15 lakh as on 04 August 2014¹. 25 She Taxi operate in Thiruvananthapuram and 15 in Cochin.</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>The Gender Park, is an initiative of the Department of Social Justice, Govt. of Kerala to resolve the gender inequality in development. It acts as the convergence centre for Women Studies, Activities, Research Institutions, Entrepreneurship Initiative, training and research, culture, art, literature and media, social security and law, documentation and library, education, health and support, business and trade, productivity sectors, etc. The project envisages tackling the problems and issues of women, ensuring better social security in all aspects of well-being. The</p>

¹ <http://www.newindianexpress.com/states/kerala/She-Taxi-Service-Launched-in-City/2014/05/20/article2234665.ece>

	<p>first Gender Park was setup at Vellimadukunnu of Kozhikode district in 24 acres of land owned by the department of social justice. The second Gender Park was set up in the capital city, Trivandram and the third Gender Park at Cochin, Kerala.</p> <p>Role of the Gender Park</p> <ul style="list-style-type: none"> • Owners of She Taxi service • Beneficiary identification and selection • Extending fund support to beneficiaries • Branding, campaigns and promotion • Awareness programmes and trainings to entrepreneurs • Training certification to drivers • Self defense awareness and training • Reviews • Overall monitoring and coordination of all stake holders. <p>Gender Park plans to introduce a total of 250 such taxis across the State².</p> <p>One women driver alone was able to earn up to `Rs 40,000 in the January of 2014.</p> <p>Meanwhile, 'She Park', aimed at providing better security and care to women, has been started by Oberon Mall's Corporate Social Responsibility initiative named 'We Care for Women'. 'She Park' offers reserved parking facility for cars driven by women in the basement of the Oberon mall which has joined with the Department of Social Justice for the She Park venture.</p> <p>Ten parking slots in the basement area of the mall will be reserved for cars driven by women.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION</p>	<p>Ligin Ligin.kl@genderpark.gov.in 09895130916</p>

² <http://www.newindianexpress.com/states/kerala/She-Taxi-Service-Launched-in-City/2014/05/20/article2234665.ece>

ORGANISATION NAME	20. TAMIL NADU WOMEN'S COLLECTIVE
Contact details (phone, email, website, physical address)	<p><u>Head Office</u> Women's Collective No.10 East Street, Kolathur Chennai-600 099 Tamilnadu, India</p> <p>Phone: +91 044 2550 5382 Telefax: +91 044 2550 1257 Email: womenscollective1@gmail.com</p>
Type of women the organisation works with (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Destitute, marginalized, economically poor women Children
Livelihood sector (in which the organisation engages women)	Collective farming
Organisation's understanding of how the livelihood sector is non-traditional	Control of women over their own resources in a violence free environment
Geographical areas (in which the organisation works)	Tamil Nadu
Summary of the specific work the organisations is involved in	<p>The women's collective works towards enhancing the livelihood security of small and marginal farmers through conservation of indigenous genetic resources. The collective aims to empower them with technologies for organic farming. For this, it has also opened a seed bank for conserving indigenous varieties which can then be used for cultivation. Women mainly take up the cultivation of millets to ensure food security for their family and the community.</p> <p>It also engages in advocating for the socio-economic, educational, health, gender, political, cultural and environmental rights of women. The organization also works with violence against women in the community. It creates awareness among its members and the</p>

	community, gives training on legal actions in case of VAW and also has a short stay home for victims in Chennai.
Achievements and reach	
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
Further notes (additional interesting aspects for the study)	The collective also aims to empower women so that they gain entry into the local panchayats. It has been involved with young women also for the same and has mobilized them at the community level into Children's panchayats.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Sheelu Francis 09444015851 Womenscollective1@gmail.com

CORPORATES

ORGANISATION NAME	1. TATA STEEL - TEJASWANI
CONTACT DETAILS (phone, email, website, physical address)	Tata Steel Jamshedpur 831 001 India Phone: +91 (657) 242 6992 Fax: +91 (657) 2425 182 Email: Communications@tatasteel.com Website: www.tatasteel.com
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, socially marginalised, refugees, migrants etc.)	Socially and economically disadvantaged women.
LIVELIHOOD SECTOR (in which the organisation engages women)	Operating mobile heavy equipment, like tractors and locomotives.
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	
GEOGRAPHICAL AREAS (in which the organisation works)	Jamshedpur, Bihar and Kalinganagar, Odisha
SUMMARY OF THE SPECIFIC WORK THE ORGANISATION IS INVOLVED IN	At Tata Steel, this journey began many decades back with the introduction of several policies meant exclusively for the welfare of the company's women employees. These policies, like the first maternity benefit scheme and others, ushered a sweeping change in India's approach to labour welfare, with many of them becoming laws under the Constitution of India. Project Tejaswini is another such pioneering initiative undertaken by Tata Steel to ensure that its women employees walk hand in hand with the male workforce and emerge, thereby, as a truly empowered lot. The company operates on the lines of inclusive growth following responsible business practices that focus on sustainability, and social and environmental growth, and which are aimed at improving the quality of

	<p>life of the communities in which it operates.</p> <p>Tejaswini Programme launched at Tata Steel in 2002 signaled the beginning of empowering women on the shop floor at jobs considered - till then - as the bastion of the male. Tejaswini was undertaken as a women empowerment programme for the Office Girls that were willing to operate heavy motor equipment. Being a believer of equal opportunities and providing growth prospects without considering caste, creed, religion or gender, Tejaswini was designed to transform the female employees into proficient operators of heavy mobile equipment like tractors and locomotives.</p> <p>Training Apart from being trained to operate the equipment, the <i>tejaswinis</i> were also imparted basic knowledge of their technical aspects, so as to enable them to appreciate their jobs better. Sessions on motivation and confidence building were part of the three-month training programme.</p> <p>The technical inputs included an introduction of all types of vehicle, making a preliminary inspection before starting the vehicle, an overview of different types of diesel vehicles and their major sub-systems like fuel, steering, brake, lubrication, cooling and exhaust air systems, power transmission systems, an introduction to hydraulic systems, functioning of hydraulic pumps, hydraulic cylinders and control valves.</p> <p>The women are also briefed on the steel manufacturing process, quality circles, dealing with customers, interpersonal skills, positive thinking, fire fighting, team building and road traffic rules.</p>
ACHIEVEMENTS AND REACH	<p>Since its inception, a total of five batches and around 50 female employees have been trained. Seven out of these ladies, have been awarded with PM's Shram Devi awards, (FY 2008).</p>
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	
FURTHER NOTES (additional interesting aspects for the	<p>The case deals with Tata Steel's Tejaswini Programme that took the unprecedented step in the Indian steel industry of</p>

<p>study)</p>	<p>imparting technical training to women employed to serve tea, sweep floors and roads, and other odd jobs in the steel plant. Across the industry, technical work in steel plants was hitherto considered an exclusive male domain. Consequently, this innovative programme touched many gender stereotypes within the plant as well as in the larger community and led to the emergence of many communication challenges. The case would be useful for discussions on women's empowerment, leading a change that touches stereotyped notions of gender-related segregation of work, and human relations management, and to highlight the communication challenges of persuading diverse sets of people in order to take them along in implementing a radical change.</p> <p>A close look at the welders cutting metal with thin, sharp blasts of flames or the drivers behind the huge steering wheels of giant dumpers and earth-movers, brings home the difference. Some of the workers have vermilion on their foreheads. These workers, called Tejaswinis at Tata Steel, are women who rub shoulders with men as operators of cranes and mechanics of heavy engineering equipment.</p> <p>Till late, most of these women, being unskilled, either swept, cleaned or did odd jobs at the plant.</p> <p>Source: http://indiatoday.intoday.in/story/tata-steel-launches-tejaswani-project-to-train-unskilled-women-workers/1/180298.html</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION -Name, e-mail, cell no., Skype id.</p>	

INDIVIDUAL INITIATIVES

ORGANISATION NAME	2. LADAKHI WOMEN'S TRAVEL COMPANY
CONTACT DETAILS (phone, email, website, physical address)	Shop22, Hemis Complex, Upper Tukcha road, Zangsti, Leh, Ladakh, India P: +91-1982 257973 M: 9469158137 Email: ladakhiwomenstc@gmail.com Web: www.ladakhiwomenstravel.com
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, socially marginalised, refugees, migrants etc.)	Socially and economically deprived women
LIVELIHOOD SECTOR (in which the organisation engages women)	Women tourist guides
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Entering into the domain of work which is male dominated.
GEOGRAPHICAL AREAS (in which the organisation works)	Ladakh region
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>Ladakhi Women's Travel Company, a travel agency owned and operated by Ladakhi women. Founded by Thinles Chorol.</p> <p>LWTC uses only female guides and porters, with accommodations on treks being provided in village home stays wherever possible. The aim is to encourage Ladakhi women to show their abilities and skills, and to give women in the villages a chance to meet new people and earn money, facilitating a wonderful cultural exchange. It's also an excellent option for female travellers who are concerned about safety and would prefer to trek in the company of other women.</p>
ACHIEVEMENTS AND REACH	Operating successfully for the past 5 years, LWTC actively promotes ecotourism. With a team of 21 women, of which 8 are guides, 6 are porters, and 2 trainees – along with other support staff -the

	<p>organisation is involved in several activities such as trekking, mountaineering, etc. The age group of guides ranges from 25 – 30 years, while new entrants work as porters for an initial 2 years after which, they are trained as guides. The training incorporates modules on leadership, fauna & flora, English, mountaineering and trekking. No tuition fee is levied. Also, senior guides are paid 1100 INR per day & bonus at the end of the season, while the junior guides are paid 700 – 800 INR per day. Their initiative has been recognised, and awarded too, by the Indian Merchants Chamber and J & K government.</p>
<p>WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?</p>	<p>Yes</p>
<p>FURTHER NOTES (additional interesting aspects for the study)</p>	<p>The story of the founder & owner of India's first all-women travel company, is also quite inspiring.</p> <p>Thinlas Chorol started her career as a guide at the age of 22. After working for two years, she then completed her basic mountaineering course at Nehru Institute of Mountaineering, Uttarkashi, and did another course on instructional aid guide at the US-based National Outdoor Leadership School. The travel agencies in Ladakh refused to hire her as the industry was male dominated and a woman guide was almost unheard of. Deciding to work as a freelance guide in 2008, she soon established her all-women travel company – LWTC, in 2009.</p>
<p>CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.</p>	<p>Thinles 8492055706 Email: ladakhiwomenstc@gmail.com</p>

ORGANISATION NAME	3. PENN TAXI CHENNAI
CONTACT DETAILS (phone, email, website, physical address)	L15 24th Street , Anna Nagar East, Chennai - 600102.
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, socially marginalised, refugees, migrants etc.)	Socially and economically deprived women.
LIVELIHOOD SECTOR (in which the organisation engages women)	Taxi drivers
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Occupation is not accessible to women
GEOGRAPHICAL AREAS (in which the organisation works)	Chennai Metropolitan area
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	Pink Taxi also known as Penn taxi was launched in 2014. The Pink cab works on the model of entrepreneurship development. They give loans to women to buy the cars and the repayment is done by their earnings. The cab drivers are trained by the Association for Non-Traditional Employment for Women (ANEW) and the taxi service is an initiative of the Duchess Club Helping Hands.
ACHIEVEMENTS AND REACH	
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	
FURTHER NOTES (additional interesting aspects for the study)	
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION Name, e-mail, cell no., Skype id.	Sujata Mundra
ORGANISATION NAME	4. PRIYADARSHNI TAXI SERVICE
CONTACT DETAILS (phone, email, website, physical address)	Priyadarshini Taxi A 204 Neelam Centre, Hind Cycle Road, Worli, Mumbai – 400 030

	022-433-33999 Fax: 022-66608779
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Working with underprivileged women. Many of the drivers are widows, single, mothers and women from minority communities.
LIVELIHOOD SECTOR (in which the organisation engages women)	Professional taxi drivers
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	An out of the box idea to empower women, by looking beyond the conventional ideas of papad or achar making.
GEOGRAPHICAL AREAS (in which the organisation works)	Mumbai and intercity tours (like Pune, Nasik and Shirdi)
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>The motto of Priyadarshini Taxi Service is 'Driving'! It is not simply a safe travelling option for working women but, also generates employment for women from weaker sections of society.</p> <p>Priyadarshini is a private taxi company, and unlike other taxis, it operates under 'T'-permits. Behind the wheel, Priyadarshini's model is similar to that of other radio taxis. The company owns the cars and allows the women to rent them. The drivers pay Rs 700 per day, which goes towards maintenance and insurance, and the rest is for them to keep. So, about 10-12 hours driving earn them Rs10,000-15,000 per month (FY 2012- 13).</p> <p>In this taxi service, it is the women who drive, run call centres, and sit on our board. It is essentially designed for women commuters. This service is used extensively by Call Centers, Corporates, Travel Agents, Hotels etc.</p> <p>Priyadarshini Taxi Service training institute: The women are trained at the institute where each participant learns to drive a car with skill and confidence. Alongwith preventive car maintenance techniques, she also acquires knowledge on places of tourist attractions in Mumbai. The training also imparts</p>

	<p>communications skills, self-defence techniques, basic accounting principles and first-aid to handle emergencies. Participants also under take yoga and meditation sessions to learn how to cope with stress. They are also trained in etiquette, manners and cleanliness. The aim of the comprehensive training programme is to ensure that the participants come out more confident, empowered and smart- ready to face the challenges of the twenty-first century. The drivers are trained in driving at Maruti Udyog's driving institute. The training is given free of cost.</p>
ACHIEVEMENTS AND REACH	<p>So far, Priyadarshini relies on its parent company for funding but is actively looking for investors. The company earned Rs 20.57 lakh as revenues from 12 cars in FY12, up from Rs 18.8 lakh the FY 2011. The company has also upped the number of drivers to 20. Five more cars will be introduced this month.</p>
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	
FURTHER NOTES (additional interesting aspects for the study)	<p>Priyadarshini Taxi Service was started with an initial investment of Rs 5 lakh. They received 55 applications based on the advertisement in the newspapers and through Stri Shakti Kendra a sister NGO. The cost of training for three months amounted to Rs 10,000-12,000. The families of only two women, of the 25 short-listed, agreed to pay. Still, Shah managed with government funding and grants. The drivers were trained at Maruti Udyog's driving institute. The women, who came from an underprivileged background, were tutored in self-defence and etiquette. The then trained women drivers went out seeking for job but nobody wanted women drivers. Though they never thought to start profession taxi business but they have to start it to give platform to the trained women drivers. And Priyadarshini Taxi Service was set up in April, 2008.</p> <p>Priyadarshini drivers take the car home and park it in the vicinity of their residence. The women are expected to work 28 days in a month. For the remaining days of the month they are allowed to use the car for personal use with their family.</p>

CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	Susieben Shah 98212-28125 susiebenshah@gmail.com
---	--

GOVERNMENT ORGANISATIONS (training)

ORGANISATION NAME	1. ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA (EDI)
CONTACT DETAILS (phone, email, website, physical address)	P.O. Bhat 382 428, Dist. Gandhinagar, Gujarat, India. Phone: 91 - 79 – 23969151; 23969153; 23969163 Fax : +91-79-23969164 Email: info@ediindia.org Web: www.ediindia.org
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, social marginalised, refugees, migrants etc.)	Works with both men and women of all age groups and all economic classes.
LIVELIHOOD SECTOR (in which the organisation engages women)	<ul style="list-style-type: none"> • ICT enabled office applications, web designing and e-commerce for small enterprise operations • Entrepreneurial management • Cluster development executives programme • Entrepreneurship and small business promotion
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Something that triggers woman empowerment and equality.
GEOGRAPHICAL AREAS (in which the organisation works)	<i>Entire India</i>
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	EDI offers business development services to potential women entrepreneurs to bring about a shift in their attitude, motivation, knowledge and working style. The activities/ programmes encompass an integrated and focused approach towards women entrepreneurship development with the intent of empowering women to

	set up and manage their own business. Programme on education and development for women self help groups.
ACHIEVEMENTS AND REACH	
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	Yes
FURTHER NOTES (additional interesting aspects for the study)	The EDII is an autonomous body and not-for-profit institution set up in 1983 , is sponsored by IDBI Bank Ltd.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	

ORGANISATION NAME	2. KERALA STATE CO-OPERATIVE FEDERATION FOR FISHERIES DEVELOPMENT LTD. (MATSYAFED)
CONTACT DETAILS (phone, email, website, physical address)	Address: Kamaleswaram, Manacud P.O., Thiruvananthapuram-695009 Phone: 0471- 2458606, 2457756, 245717 Fax: 0471 – 2457752 Email: matsyafed@asianetindia.com ; mfedho@yahoo.com Web: www.matsyafed.org
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e.	Economically marginalised fisherwomen in coastal areas of Kerala. Although fisherwomen represent a significant proportion of the fishing industry workforce, they can

are they economically poor, socially marginalised, refugees, migrants etc.)	be found to occupy a position of subcategory and performing only supportive roles and face wage discrimination. Traditionally, they have lacked access to market and better-paid positions due various social and cultural factors. Lack of alternative employment during off-season has significant impact on their debt burden. Technological marginalisation of women also influences their ability to compete in markets. Demographic development indicators have shown gender injustice & socio-economic discrimination in the area (Ashaleta et al 1988).
LIVELIHOOD SECTOR (in which the organisation engages women)	Fishing sector
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	Through its schemes MATSYAFED enables women to gain competitive advantage on the market and access types of fishing jobs previously inaccessible to women. It supports women in setting up their own production and self-employment units.
GEOGRAPHICAL AREAS (in which the organisation works)	9 marine districts in Kerala
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>MATSYAFED has been providing fisherwomen with financial assistance for setting up production units for fishery products such as pickles, wafers, fillets, cutlets etc. It provides community centres that can be used by fisherwomen for product preparation and skills to improve hygiene and product quality.</p> <p>MATSYAFED also offers a bus service for fisherwomen vendors to enable them to travel to markets.</p> <p>MATSYAFED has also provided the members of Vanitha primary societies with a training in electric machine embroidery, costume designing, screen printing, preparation of fishery products etc in order to enable them to set up small scale self-employment units.</p>
ACHIEVEMENTS AND REACH	133 women cooperatives are producing high quality products that have helped them to fetch good price and assured market. They supply the products to leading super markets and even export agents. Assured quality of products, integrity of group members, training in improved and hygienic methods of handling and above all their enthusiasm helped the group to reap success.

WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	
FURTHER NOTES (additional interesting aspects for the study)	
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	

ORGANISATION NAME	3. VIDYUT SAHAYAK, MAHARASHTRA STATE ELECTRICITY DISTRIBUTION COMPANY LTD. (MSEDCL)
CONTACT DETAILS (phone, email, website, physical address)	<p>Training & Safety Centre, T.P.S Ekhalare, Near Guest House, Nashik - 422105</p> <p>Ph. 0253-2810040</p> <p>Sangli Training Centre Vishrambag, Near Valchand College, Sangli.</p> <p>RTC Training Centre, Power House Colony, Morshi Road, Amravati</p>
TYPE OF WOMEN THE	<i>Women from all caste categories.</i>

ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, socially marginalised, refugees, migrants etc.)	The line women have either obtained an ITI certificate or have passed their standard 10 exams.
LIVELIHOOD SECTOR (in which the organisation engages women)	Electricity distribution department. Line women, transformer repair, handling electric cables, meter readers.
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	
GEOGRAPHICAL AREAS (in which the organisation works)	<i>Maharashtra</i>
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>MSEDCL is a public sector undertaking (PSU) controlled by the Government of Maharashtra. It is the second largest electricity distribution utility in the world after state Grid Corporation of China. MahaDiscom distributes electricity to the entire state except Mumbai city and most parts of its suburban region.</p> <p>The recruitment is part of a policy that reserves 30 per cent of the jobs in the sector for women. In case the government could not find suitable candidates to appoint, it had the option of making appointments in another sector. However, says Ram Dutonde, general manager, public relations, MSEDCL, the company decided to hire women as <i>vidyut sahayaks</i> (literally, electricity helpers).</p> <p>In all, MSEDCL has 7,000 men and women on its line staff. Training for the job is either imparted at the main training centre in Nashik or at regional centres in Amravati, Sangli, Aurangabad and Nashik (which has a smaller unit too). All these centres are training exclusive women's batches at the moment.</p> <p>2,206 women shortlisted for phase-wise recruitment as line staffer or Vidyut Sahayak by Maharashtra State Electricity Distribution Company Limited (MSEDCL) Rs 6,000 a month</p>
ACHIEVEMENTS AND REACH	Trained and employed 2,200 women line women by

	October 2013. This is probably for the first time in the entire country that such a large number of wire-women have been recruited. "Out of the 7,000 staff which have been recruited by MSEDCL, 2,200 are women.
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	
FURTHER NOTES (additional interesting aspects for the study)	A special committee named Tejaswini has been formed at the State level to boost the numbers of women line staff and to look into their problems. The Tejaswini committee has 14 senior women officials, one of which is from the Pune zone. The committee is headed by Superintending Engineer Pushpa Chavan.
CONTACT DETAILS OF THE PERSON TO BE CONTACTED FOR FURTHER CONVERSATION - Name, e-mail, cell no., Skype id.	S.S.Kulkrani, Dy. Ex. Engineer Ph. 0253-2810040

ORGANISATION NAME	4. PANDIT SUNDERLAL SHARMA CENTRAL INSTITUTE OF VOCATIONAL EDUCATION (PSSCIVE)
CONTACT DETAILS (phone, email, website, physical address)	Address: Shyamla Hills, BHOPAL - 462 013, M.P. (INDIA) P: +91-7552704108 Email: n/a Web: http://www.psscive.nic.in:8080/index.jsp
TYPE OF WOMEN THE ORGANISATION WORKS WITH (more information on the beneficiaries and how they represent a marginalised group, i.e. are they economically poor, socially marginalised, refugees, migrants etc.)	Girls from various backgrounds from urban and rural areas. As per information available online, PSSCIVE does not specifically work with economically marginalised women, but consider women/girls socio-economically marginalised in general.

LIVELIHOOD SECTOR (in which the organisation engages women)	Technical and vocational education and entrepreneurship
ORGANISATION'S UNDERSTANDING OF HOW THE LIVELIHOOD SECTOR IS NON-TRADITIONAL	<p>Gender disparities are evident in the participation of females in TVE in developing countries. Even in developed countries, despite several initiatives in the economic sector a very small percentage of employed females are in the Technical and Vocational fields. In many countries the participation rate is higher in primary and tertiary (mostly agriculture and services) sectors than in the secondary sector of industrial production.</p> <p>Vocational education is still thought to be suitable only for boys, the role of girls being largely confined to home making and child rearing. If girls do opt for vocational courses, more often than not, conditioned by the structure created by the society, they choose fields traditionally stereotyped as suitable for females, such as tailoring, dressmaking, cooking etc.</p> <p>Women's participation in technical jobs is also considerably lower.</p> <p>It is seen that most employers have rigid notions of gender-appropriateness and subtly discriminate against girls and even if the girls are employed, they are entrusted with jobs involving less skill and also paid far less than their male counterparts.</p> <p>The social conditioning of girls and parents is such that a self-venture for girls is often unthinkable. Notions that girls are far too delicate and fragile to become entrepreneurs are reinforced by the discriminatory nature of our financing and funding institutions and Government regulations.</p>
GEOGRAPHICAL AREAS (in which the organisation works)	Bhopal, Madhya Pradesh
SUMMARY OF THE SPECIFIC WORK THE ORGANISATIONS IS INVOLVED IN	<p>PSSCIVE is a vocational education organisation. PSSCIVE has conducted a number of projects to promote equal access of girls to vocational education, including:</p> <ul style="list-style-type: none"> • Production of video films, which promote gender equality. In all the films, considerable footage has been devoted to encourage girls to view themselves as career persons and attempts have been made to downplay gender bias. Interviews with successful women entrepreneurs have been shown to create new role models and instil confidence among the younger girls. Attention has also been paid to the fact that motivating the students was not enough, their elders' i.e., parents and in-laws should also be

	<p>sensitised; hence the scripts addressed these target groups too.</p> <ul style="list-style-type: none"> • Development of print intervention materials for students, with special focus on girls to encourage increased participation in TVE. Two types of print materials were developed - motivational and informative. The target group covers society as a whole, specific address is made to parents to sensitise them to view girls as career persons. • Deliberate attempts have been made to remove gender bias in courses for girls. • Research activities such as "Career aspirations of girls in urban and rural societies vis-à-vis vocational education" • Development of linkages with the industry sector to help trained girls find an employment.
ACHIEVEMENTS AND REACH	Information not found.
WOULD YOU BE INTERESTED IN COLLABORATING IN THIS JOURNEY?	NA
FURTHER NOTES	This project has been done in partnership with UNESCO
CONTACT DETAILS Name, e-mail, cell no, Skype id.	Prof. R. B. Shivagunde P: +91-7552660651

ANNEXURE I - LIST OF REFERENCE CONTACTS

Name of the Person	Contact No.	E-mail	Further Reference
Vanita Vishwanathan	9350942131	vanitaviswa@udyogini.org	1. Sewa Bharat
			2. Waste Management – Saahas (contact person Ms. Willima)
			3. CHINTAN – Bharti
			4. Development Alternatives – Ms. Tara (paper making)
			5. Sulabh International
			6. Rama Gupta, Udyogini, New Delhi
Manisha Gupta	9810414441	manisha.gupta@startup-india.org	1. Udyogini
			2. Mandeshi (women banker)- Ms. Lekha Kulkarni, CEO

			3. Chetana
			4. Swayam Shikshan Prayog (SSP) – Ms. Prema Gopalan
			5. Nav srijan sansthan
Subhalaxmi Nandi	9910981177	subhalakshmi.nandi@unwomen.org	1. Tilonia – Karmika, Solar energy
			2. Navsarjan – Dalit Sikshan Kendra, Gujarat – Mobile repair
			3. ILO – focus on urban issues – Ms. Reeco Sushima, Gender specialist
			4. Motherson Group company
			5. Sewa Energy
			6. Gender at Work, New Delhi
			7. Lok Kalyan Samiti – Musar mahila
			8. Skill Development Council, New Delhi
			9. National Rural Development Council
			10. Ernst and Young India – Gender guidelines for maison
			11. UNDP – Ms. Alka Narang, Skill development
			12. Kudumbshri, Social Welfare Department, Kerala – Food processing centers proving to ICDS centres
			13. WC Department, Government of Orissa
			14. She Taxi, Kerala
			15. Sewa Bank – Jayashree Vayas, MD
			16. Vanangana and Mahila Samakhya, Handpump repair
			17. Anandi, Ahmedabad area; Jahnvi Andharia, Executive Director
			18. Jayati Ghosh, Professor, Center for Economic Studies and Planning, School of Social Sciences, JNU
			19. Ratna Sudershan, Fellow at NEUPA, Formerly Director

			Research and projects at Institute for social Studies Trust
			20. Dr. Neetha N. Pillai, Senior Fellow & Professor, Centre for Women's Development Studies
			21. Meenakshi Ahluwalia, programme specialist, BCPR - Gender & DRR, UNDP
Neeraj Seth, Ernst and Young, Gurgaon	8923565304	Niraj.Seth@in.ey.com	1. NSDC
			2. CREDAI, Pune
			3. Indian Oil
			4. Divya jyoti jan Jagaran Sansthan, Gwalior
			5. Aurovil
Jaikant Singh, NSDC, New Delhi	011-47451600*9 / 7838577784	Jaikantsingh@nsdindia.org	1. CREDAI, Pune
			2. Tata motors, Pune
			3. Hanumant Singh Rawat, Difrector, America India Foundation, New Delhi

ANNEXURE II - LIST OF REFERENCE PERSONS

Sl. No.	Suggested List		
	Name of the suggested person/ Organisation	Contact No.	E-mail id.
1	Ved Arya, Srijan, New Delhi	011-41664521 / 29536411	ved.arya.1958@gmail.com
2	Vanita Vishwanathan, Udyogini	9350942131	vanitaviswa@udyogini.org
3	Manisha Gupta, Start up	9810414441	manisha.gupta@startup-india.org
4	Subhlaxmi Nandi, UN Women, New Delhi	9910981177	subhalakshmi.nandi@unwomen.org
5	Rama Gupta, Udyogini, New Delhi	9871119364	ramagupta@udyogini.org
6	Warisha Yunus, UN Solution Exchange, New Delhi	9313210010	warisha.yunus@one.un.org
7	Gurjeet Kaur, Action Aid, New Delhi	8826369851	Gurjeet.Kaur@actionaid.org

8	Neeraj Seth, Earnst & Young, Gurgaon	8923565304	Niraj.Seth@in.ey.com
9	Renana Jhabvala, SEWA	9999213909	shrutigonsalves@gmail.com
10	Thinlas , Ladakhi women's Travel	8492055706	ladakhiwomenstc@gmail.com
11	Nandini Narula, Azad	9560655600	nandininarula@hotmail.com
12	Jayati Ghosh, JNU	9810371353	Jayatijnu@gmail.com
13	Sujata, Pink Taxi, Chennai	9841288631	sujatamundra@gmail.com
14	Zoya, Kudumbashree	8086940478	
16	Jaikant Singh, Head Programme Div, NSDC	011-47451600*9 / 7838577784	Jaikantsingh@nsdindia.org
17	Meenakshi, Swechha	7503298009	meenakshi@swechha.in
18	Tanya Verony, ANEW, Chennai	044 - 26200697	anew_an@yahoo.in
19	Sanchita, SEWA Bharat, New delhi	011 - 25841369/25840937	