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Dear Sir/Madam

Greetings from PUBLIC WELFARE AND DEVELOPMENT SOCIETY (PWDS)

*We here with sending a **PROJECT PROPOSAL FOR EMPOWERING WOMEN AND ADOLESCENTS FOR PREVENTING THEM FROM EXPLOITATION AND BONDAGE BY UNORGANISED SECTORS.** GOAL OF THE PROJECT are To Create an enabling, sustainable and supportive environment for the marginalized women and adolescent to empower themselves and protect the labor rights of the young women working in unorganized sector, their Adolescent girls and young widows towards the holistic improvement of living and working conditions without exploitation at a budget of a grant Rs. **24,99,000** /-*

We request to send your Format enable to apply properly

We pray for your positive reply and with kind regards

Thank you

K A Natarajan, Secretary

PROJECT PROPOSAL FOR EMPOWERING WOMEN AND ADOLESCENTS FOR PREVENTING THEM FROM EXPLOITATION AND BONDAGE BY UNORGANISED SECTORS.

Background of the problem

In this fast changing world where science and technology are advancing by leaps and bounds, the marginalised women, orphan and vulnerable adolescents living in rural villages are facing enormous challenges in planning and making decision for their life. Unemployment, drought, rural ,poverty, malnutrition, HIV/AIDS are the major striking forces for keeping them away from facing and challenging the pressure of modern competitive world.

Adolescence, a vital stage of growth and development, marks the period of transition from childhood to adulthood. It is characterized by rapid changes and psychological maturation. Adolescence is also the stage when young people extend their relationship beyond parents and family and are intensely influenced by their peers and the outside world in general. As adolescents mature cognitively, their mental process Sexual and reproductive health is playing a vital role in adolescence become more analytical. Adolescence is a stage of experimentation and risk taking of giving negative peer pressure of taking uninformed decisions on crucial issues, especially relating to their bodies and their sexuality. Adolescents thus a turning point in one's life, a period of increased potential but also one of greater vulnerability. They lack right information from right person in right time. The parents as well as the teachers are also not capable of sharing the right information openly to them. Also there is no community dialogue on sex and sexuality.

SRHR education promotes healthy lovers and it will help them to have mutual respect and communication, intimacy, equality, pleasure, love, choice, using condom and lubricants, avoiding unintended pregnancy, safe abortion, non violence, expresses sexuality and gender without shame stigma and fear. Through sexual health education couples enjoy sexual health when they feel good in body, mind and spirit.

Promotion of reproductive health creates healthy parents and children. Through reproductive health awareness the eligible couples will keep them away from sexually transmitted infections and HIV/AIDS and preventing the infection to their baby. Also they have options to choose when to have children, provide proper nutrition, becoming caring parents and safe delivery.

Medical care is becoming expensive and highly specialized related to SRH related illness. However, we must face the reality of the health situation in India and the majority of diseases that the rural masses suffer from, are due to the conditions they live in, due to lack of knowledge and lack of readily available cheap facilities of health care. By realizing this situation, the concept paper is focusing the health and well being of adolescents, and

women by creating sustainable and supportive environment with proper capacity building process for them to access the available services in a right oriented approach.

There are marked variations in health status between different groups in the same country; the cost of health care is rising without much improvement in their quality. In short there has been a growing dissatisfaction with the existing health services and a clear demand for better health care.

PROBLEMS OF ADOLESCENTS WORKING IN UNORGANISED SECTOR

According to UNICEF's Report Card on Adolescents (2012), 1.2 billion adolescents (10-19 years old) today make up 18 per cent of the world's population. More than half of all adolescents live in Asia. In absolute numbers, India is home to more adolescents – around 243 million – than any other country. The report further states that “Adolescence is not only a pivotal time in the life of a child – the gateway to adulthood. It is also a critical opportunity to make progress for all children. And it is a stage of life in which we must invest more attention, resources and effort today, or suffer tomorrow the social and economic consequences of a generation less equipped to become fully contributing members of society”. When the benefits of education are obvious, it has yet to acquire the required urgency in the development agenda of several nations, including India. International commitments in the early 1990s, particularly for Education for All (EFA), and at the dawn of the 21st century, for MDGs, made education, mainly primary education, as a priority for policy reforms. Since then, many developing nations, including India, have been following a sort of truncated education development agenda leaving relatively little space for policy-planning and resources for expansion of the post-compulsory levels of education (primary education in India – up to 8 years of schooling and 14 years of age), the middle segment of the education chain – secondary and higher secondary levels of education. This leaves out a large section of the adolescent children in the age group of 15-18 from compulsory access to secondary education.

“Some attractive named Scheme” in Textile (Sumangali) units and other Bondages in unorganized sector.

Textile units in Tamil Nadu, especially the spinning and garment sectors have introduced a camp labor system akin to the system of “mill girls” that was prevalent in the 19th and early 20th century in the west. This scheme is called **Sumangali/Thirumagal** Scheme. In Tamil language ‘**Sumangali**’ is literally mean married girls. But in reality ‘Sumangali’ is indeed a

generic term to practically mean camp-coolies or attached in-house work force. Most of the girls working in spinning and garment industry are drawn from the rural areas where the parents are forced by their socio economic conditions to send their children to work in the mills. In most cases these girls belong to SC/ST communities. They are recruited by brokers and agents of Mills with advance money provided to the parents. Most of these are young girls in the age group of 15-19. Only unmarried girls are preferred to be employed. 15 to 20 percent of workers were found to be below 14 years of age, violating the **CLPR Act, 1986**

- ★ With no better skills and opportunities for higher education the promised lump sum at the end of the tenure lures the poor parents to send their girls to work in the mills. In this process adolescent girls are denied their basic rights enshrined in UNCRC.
- ★ Over 80% of the Sumangali Scheme is identified to be in the spinning mills sector and less than 20% in garment manufacturing process.
- ★ Most of the workers are working without any written contract with the employers
- ★ Workers are employed and retained as apprentices, and are paid mostly stipends rather than regular wages with deductions taken out for amenities like food and stay.
- ★ High deductions reduce monthly payment. The monthly payment comes out to be less than stipulated minimum wages in the spinning mills sector.
- ★ Basic statutory benefits like Provident Fund and Employee State Insurance (ESI) benefits are not provided.
- ★ Adolescent workers are not given any training on safety measures and hence there are many reported cases of accidents. Many girls have lost their fingers in the spinning mills.
- ★ These young workers are forced to work for long hours, while the regular shift is for 12 hours sometimes they workers are forced to do overtime of another four hours. They are also forced to work late night shifts.
- ★ In many cases these girls are not paid the stipulated lump sum amount at the end of the tenure and were made to work for a few more months to claim the lump sum amount.
- ★ There are many reported cases of sexual abuse of girls and especially the adolescent girls remain very vulnerable as camp coolies. There are many reported cases of suicides among adolescent girls. Issues related to general health, reproductive health, sexually transmitted infections, HIV/AIDS, mental health are prevalent among the girl workers. General health issues like anemia, malign (body pain), posture

related pain, back, head, neck and leg pain, malnutrition due altered feeding habits, gastritis (ulcer), insomnia etc are prevalent among these girls. The pressure at work place accounts all mental health issues like depression, suicidal tendencies etc.

Major problems facing by women and adolescent working in unorganized sector

- *Lot of exploitation at all levels, and in human behaviors at all the levels in majority of the places.*
- *No records of some of the workers even in the government files.*
- *Unethical and even draconian practices at some places*
- *Criminal elements hold the power and control in some places.*
- *Job security do not exists in all the places*
- *Less trust and faith among contract laborers in majority of the places.*
- *Migration of worker skills the career and education of most of the children in most of the cases.*
- *Payment is shown something else and given something else.*
- *Working conditions, a big question/?.How can human at others like cheaper laborers.*
- *Mortality is kept out of picture and emotions and earning huge money does not go hand in hand is taught while handling labourers to managers who take care of this business of contract laborers*
- *Salary deduction is very common in case duty is missed even one day or for some time, but there is no overtime payment.*
- *Lack of welfare facilities and no security guaranteed for future.*
- *In fact even pink slip is very common, in the morning job is there and in the evening while going home jobless.*
- *One of the biggest tragedy is the smart workers most of the times outsmart the hard workers.*

PERSONAL AND PSYCHOLOGICAL ISSUES FACING BY ADOLESCENCE AND THEIR FAMILIES.

- *Leaving their own village, siblings, parents and their friends and relatives in the mother town.*
- *Forcefully discontinuing their education and involving hard work during their tender age.*
- *The unprotective working environment made them to involve in unsafe , unwanted sexual activities.*
- *Due to lack of balanced food the adolescent workers facing the problem of anemia and menstrual disorders and easily affected by communicable diseases.*
- *They are not able to express their physical and psychological illness for seeking medical assistance in time.*

- *They leave from their family members and not able to participate family functions and not able to meet them when they affected by physical illness.*
- *A bonded labor system is in practice.*
- *There is no fixed working time and not bothering about their physical fitness when they assign any extra duty.*
- *There is no proper medical care when they are sick and the affected person only need to take care of them.*
- *There is a gap in understanding and parent child relation due to the work and the related pressures and sufferings.*

In this context Public Welfare and Development Society is realized the importance of taking earnest initiatives to address the issue and make them to lead quality of life through this intervention.

PROJECT DESCRIPTION

The project is to create sustainable, supportive, healthy environment for adolescents, and marginalized women to strengthen their capacity and awareness level on sexual and reproductive health for reducing the mortality and morbidity related to sexual and reproductive health issues and improving the quality of living conditions by utilizing the government and community resources by availing the capacity building initiatives properly.

GOAL OF THE PROJECT

Create an enabling, sustainable and supportive environment for the marginalized women and adolescent to empower themselves and protect the labor rights of the young women working in unorganized sector, their Adolescent girls and young widows towards the holistic improvement of living and working conditions without exploitation.

SPECIFIC OBJECTIVE

To protect the labor rights of the young women working in unorganized sector, their Adolescent girls and young widows towards the holistic improvement of living and working conditions of workers through wider consultations with the officials and sensitizing the political representatives of the State.

- *To create sustainable supportive environment for building the capacity of women and adolescents to support themselves.*
- *To increase the capacity of community members for strengthening and stimulate community based responses.*

- *Imparting awareness on SRHR and emerging health issues to the target communities and create referral and linkage with the mainstream service providers for accessing the services with right oriented approach.*
- *Empowering women and adolescents through skill building trainings based on their interest and capacity.*
- *To explore the possibility of making legal intervention to put an end to this exploitative scheme and unfair labor practices in unorganized sector.*
- *To publish reports, information base and IEC materials in order to advance the objectives of the project.*
- *Providing placement services to the trained person in suitable organizations.*
- *Providing referral and linkages to the cervical, uterus and breast cancer affected person in the right service providers.*
- *Providing direct services and assistance to the poorest of the poor cancer patients*
- *Empower the rural women and Adolescent on Sexual and reproductive health and creating a sound younger generation to face, challenge and minimize the issues related to sexual and reproductive health*
- *Creating an enabling and supportive environment for the rural women and adolescents to access the available mainstream services with right oriented approach*
- *.Formation of support structures to discuss and decide issues related to reproductive health and advocate collectively for creating proper changes.*

METHODOLOGY OF PROJECT IMPLEMENTATION

Through this project we are planning to form small support structures according the number of people living in the operational area and provide capacity building training and meetings to increase their awareness level and mitigating their health issues and improve the status of living conditions. The curriculum of the training, meeting on sexual and reproductive health and the rights are given below

- *Understanding about sex, Gender & Human Sexuality*
- *Reproductive Health services for Adolescents*
- *Effective maternal care to ensure safe Motherhood*
- *Increased access to contraceptive services to prevent unwanted pregnancies*
- *Legal Abortion facilities for safe management of unwanted pregnancies*
- *Effective Nutritional services to vulnerable groups*

- *Prevention and treatment of RTI and STI*
- *Prevention and treatment of gynecological problems including infertility, menstrual disorders, and prolapsed uterus*
- *Early detection and treatment of cancers, especially that of uterine, cervix and breast.*
- *Awareness on alcoholism and drug addiction and the side effects. Initiatives to be taken to create proper linkages with government and private service oriented health care providers for proper utilization of optimum health care services in a conducive and sustainable manner.*
- *Prepare a booklet on different types of cancer and the early signs and symptom, the prevention methodologies and the different level of therapeutic centre available in district and state level.*

Apart from the above said training, the following training also to be provided to improve their socio-economic status.

- *To promote support structures of unorganized producers groups.*
- *To strengthen capacities of existing and newly promoted, producer groups.*
- *To sensitize the mainstream institutions to pursue support services*
- *Awareness on Advocacy to advocate for their rights and mobilize resources from different welfare departments in the state.*
- *To create awareness on state and central government welfare schemes and the practical procedure to avail the schemes.*
- *Providing capacity building training on computer education, tailoring training, Beautician course, Jewel making etc.*

Initiatives to be taken to create proper linkages with government and private service oriented health care providers for proper utilization of optimum health care services in a conducive and sustainable manner.

DEVELOPING BUSINESS SUPPORT CENTER AND LOCAL RESOURCE TEAM

A business support centre will be established/ strengthened with a resource team to serve the community with information on raw material, market, technology, skill upgrading, and other resources. In addition the centre will also facilitate and strengthen linkages. Select institutions will be encouraged and equipped to initiate and manage the support centre.

Two resource teams, will be developed from the NGO staff and CBO leaders to organise local level training programmes, to address specific problems, accompany the groups when needed, and provide support services. The teams will be selected from the participating organizations including the project holder, based on certain criteria like educational background, experience, gender, geographical representation, and special skills. Special training programmes and exposure opportunities will be arranged for these groups to equip them to support the community and serve as a links between the community and other stakeholders.

FACILITATING ACCESS TO CREDIT

Business ideas evolve/shape into business proposals by establishing feasibility and working out economic viability. Finance is the basic requirement to start any business activity. Rural people, especially people who belong to the informal sector, are often denied access to mainstream resources. Besides, in many cases, formal institutions prefer to lend to the community only through an intermediary NGO. Due to lack of contact, communication, appropriate systems, and delivery mechanisms, the financial institutions were forced to use NGOs to play an intermediary role between the community and the financial institutions. Such financial intermediation temporarily helps to establish access to funds, and provides the mainstream institutions and opportunity to work with the community that in future may lead to more direct and formal linkages and access.

Access to credit has to be established in formal ways to sustain finance for economic activities. Financial resource could be mobilized by establishing formal linkages and by working together on specific business proposals. The community and the financial institutions need external support to assess feasibility, finalize agreements, monitor utilization, and repayment.

LOCAL TRADE FAIRS AND EXHIBITIONS

This effort is perceived as being important, because consumers and producers along with their intermediaries get an opportunity to interact and develop a market perspective with a difference. These fairs also serve as promotional effort and a platform for the actors (along with the market actors) to develop and adapt new strategies, source raw materials, plan new initiatives, and enter into new partnerships. This could be a place where new business collaborations emerge. This initiative will help in networking business contacts, especially the suppliers, customers, and service providers.

Representatives of producers and producer associations will have an opportunity to participate in exhibitions and trade fairs, meet the customers directly and understand the market, quality standards, and new products in demand. Such feed back into the production groups based on current market trends help to improve quality.

DOCUMENTATION

An ongoing documentation process will be integrated with the project. This will provide input to the MIS and also help in preparing a process document of the experiences of the project for sharing and discussion.

EXPECTED IMPACT OF THE PROJECT

The project thrust is to work for sensitisation, community organisation, capacity building, and formal linkages aimed at facilitating a conducive environment for economic activities. The working linkages created and the capacity built to work together among the stake holders will retain the impact and continue to multiply in the coming years.

Since the project envisages building community organizations and support systems on a sustainable basis with mainstream linkages and partnerships, the impact will be ongoing. One of the objectives of the project is to share the experience widely for replication.

The project is one of facilitating a process and equipping local level actors and linking them with mainstream institutions themselves. The support/resource organizations, based on their outreach will scale up their operations and therefore will become sustainable.

The project will demonstrate that Local Economic Development approach is an alternative approach to the fragmented poverty alleviation initiatives. This could lead towards influencing policy changes at the mainstream level and change of priorities in the development sector.

- *Formation and strengthening of support structures.*
- *Awareness creation on Sexual and Reproductive health and Rights.*
- *Partnership between private sector/ business community in mobilizing resources and providing business support services*
- *Linking with agencies with experience in enterprise training or credit delivery.*

- *Community initiatives aimed at improving the economic and social situation of the poor will be strengthened, and sustainable through the provision of quality support services.*
- *Community organizations promoted and strengthened for greater control over their economic activities and avail rights.*

- *Service providers are increasingly sensitized to be client-oriented and offer their services to suit the needs of the excluded communities and their activities for sustenance.*

- *Linkages between marginalized communities and mainstream service providers develop independent of external facilitation and are stable.*

- *All stake holders will have access to quality information service as well as created a platform to fight for their rights through advocacy initiatives.*

- *A group of adolescents and young women trained on sexual and reproductive health issues and ready for creating awareness in the community women and adolescents.*

- *A detailed user friendly booklet on Cancer is ready for the use of trained people and the general public in the community.*

- *A group of adolescents and young downtrodden women own the capacity building training on computer, tailoring, jewel making and beautician courses successfully.*

EXPECTED BUDGET FOR THE PROJECT.**Amount Indian Rupee**

<i>Sl</i>	<i>Details of Expenses</i>	<i>Unit Cost</i>	<i>Total Amount</i>	<i>NGO Contribution</i>
1	<i>Training for entrepreneurship development. (5 batches x 20 youths x 5 days for each batch.)</i>	300	150,000	
2	<i>Training on sexual and reproductive health. (4batchx25 traineesx3days)</i>	250	75,000	
3	<i>Quarterly news letter (4x5000)</i>			20,000
4	<i>Cluster level trade exhibitions 2x20000</i>	20000	40,000	
5	<i>Linkages and economical support with Skill building training institution. (20 beneficiaries x rs 3000.00 x3months)</i>	2,000	1,20,000	
6	<i>Meeting with mainstream service providers. (2 x15,000)</i>	15,000	30,000	
7	<i>District level trade exhibition and seminar and Advocacy initiative on adolescence problems in unorganised sector.</i>	40,000	40,000	
8	<i>Purchase of resource materials for community support group.(20x Rs.3000)</i>	3000	40,000	20,000
9	<i>Training of life skill, leadership skill, Resilience building for Adolescents. (50x2batch) x3days x Rs200)</i>	200	60,,000	
10	<i>Part time salary for project Director</i>	10,000	1,20,000	
11	<i>Salary for project coordinator</i>	15,000	1,80,000	
12	<i>Salary for Advocacy officer-Part time (Rs12000x12 months)</i>	12000	1,44,000	
13	<i>Salary for community organiser (3x6000x12months)</i>	6000	2,16,000	
14	<i>Honorarium for community animators (15x3000x12 months)</i>	3000	5,40,000	
15	<i>Honorarium for external Trainers, consultants and resource persons. (Rs5000 x20 manpower)</i>	5,000	1,00,000	
15	<i>Direct assistance for initiating IGP activities. (Rs5000x20 beneficiaries.</i>	5,000	1,00,000	
16	<i>Office Rent (10,000x12 months)</i>	10,000	60,000	60,000
17	<i>Salary for Accountant (10,000x12 months)</i>	10000	1,20,000	
18	<i>Salary for Office assistant (Rs 7000x12 months)</i>	7000		84,000
19	<i>Staff meeting expenses</i>	5000	60,000	
20	<i>Travel expenses for Community based Animators (Rs 1000x 15x12months)</i>	1000	1,80,,000	
21	<i>Travel expenses for the project team (Rs2000x6x12)</i>	2000	1,44,,000	
22	<i>Office maintainance & Refresment (5000x12)</i>	5000	60,000	
23	<i>Documentation of best practices</i>			25000
	Total Budget	2708000	24,99,000	2,09,000