

# CAREZone

## Quarterly Newsletter



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CARE India  
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## OUR VISION

We seek a world of hope, tolerance and social justice, where poverty has been overcome and people live in dignity and security.

## OUR MISSION

CARE India helps alleviate poverty and social exclusion by facilitating empowerment of women and girls from poor and marginalised communities.



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## EDUCATING GIRLS TO NEGOTIATE LIFE, BECOME CHANGE AGENTS

Hardoi (Uttar Pradesh), June 10: Inside a dimly-lit classroom in this district, where the walls are decorated with drawings and paintings made by children, Seema Yadav, 36, is teaching a group of 25 girls who are sitting in a circle in one corner. These are girls who were either never enrolled in school or had to drop out due to various reasons. They are now way behind, academically, compared to other students of their age. At the Udaan innovatory bridge school of CARE India, almost 125 km away from the state capital Lucknow, these girls, between the age of 10 to 16 years, are taught for 11 months so they could catch up on their language, numerical and life skills.

As a child Seema helplessly witnessed the horror of domestic violence for years. She would cower in a corner of her room and watch her jobless father go on a rampage in the house and take out his frustration on her mother. She struggled to get away from that environment and eventually eloped with a man of another caste. However, her struggles were magnified when her husband Hariram Singh died of cancer a few years after the couple were married in a Sitarampur court.



An avenue for learning - Udaan School

When she was a child, there was pressure on her to quit her education and take up odd jobs, but she toiled hard, often trapped between discrimination and poverty. Her resolve eventually prevailed over adversity and she finally managed to graduate and become one of the handful of girls from her village to do so. Seema went on to complete her post-graduation; finished her B.Ed. and cleared the eligibility examination that qualified her to teach in government schools. Now she teaches mathematics and life skills to girls who face similar adversities and tries to change their fate just as education changed hers.

Seema, a resident of Mirzapur district, was just 17 when she first started teaching here to help support her own education. She has been now associated with this residential school for the past 18 years. "Seema Didi is an inspiration. When we were admitted in this school some months ago we knew nothing. We feared to hold a pen; we could not read write or speak properly for we lacked motivation and confidence. We are reading story books now, do ganit (mathematics) and enjoy doing extra-curricular activities," shared Reetu 16, studying at Udaan school; she has seen her share of domestic violence, especially when her father gets drunk. She wants to become a police officer and prevent drunkards from committing crimes in her village.

Every year nearly 100 girls cover the syllabus of six years within 11 months. These girls then appear for the 5th Grade annual examination which ensures their admission in any formal school in the state. Almost 1,800 girls have been taught in this preparatory school set-up by the CARE India project, in collaboration with Sarvodaya Ashram since 1999.

Almost every girl in this school has a tragic tale to share: Of domestic violence, poverty, untouchability, discrimination, and marginalisation which is prevalent in most districts of Uttar Pradesh. According to the programme coordinator of the school, Urmila Srivastava, the Udaan project has inspired the entire state education system in Uttar Pradesh.

"The module of preparatory education has now been adopted by almost all preparatory schools across Uttar Pradesh which shows how influential our curriculum has been," she said. "We don't just teach girls here, we educate them about the processes that are essential for their life such as leadership skill behaviour and personal hygiene. To bring reforms in the predominant casteist and illiteracy-driven state with child marriage issues, only focused education can bring long-term social changes," added Vandana Mishra, the programme manager.

In a survey conducted by a team of Udaan teachers, 460 out of the 1,567 girls who graduated from this school were found to be still unmarried, suggesting that education helped them to negotiate their marriage. The survey also found that those girls were able to support themselves and helped with the education of their younger siblings as well. "Most of the girls after spending 11 months in this school inspire their siblings at home to develop interest in studies and learn to maintain personal hygiene," Vandana added.

A high dropout rate among girls is a serious concern in India. As per the 2017 Annual Survey of Education Report (ASER), after eight years of elementary schooling are completed, girls begin to abandon schools in far greater numbers than boys. According to the report, while at the primary level 5.7% girls are not enrolled in schools, as compared to 4.7% boys, the enrolment gap widens steadily as they grow. At the secondary level, by the time they turn 18, over 32% girls are not enrolled in schools, as compared to 28% boys.

However, the major problem the girl-students face is overall poverty in their homes and the lack of resources to continue their studies once they clear the 5th Grade examination.

## WORKING IN THE UNORGANISED SECTOR

Any normal day in an average Indian middle-class household cannot be imagined without the domestic worker carrying out daily chores for the household. The domestic worker is such an essential part of the household, and an integral one, that it is hard to carry out everyday proceedings without them. If one picks up elementary education books, one can easily spot the profession of a postman, policeman and weatherman as people who never take an off. They work all days, every day, but we would never find the mention of a domestic worker who maintains our daily household work and functions. If today, we ask a domestic worker this would precisely be one of the few basic demands they ask for; recognition and acknowledgment of their work and some dignity and respect for them and their work.

Domestic workers fall in the category of unorganised sector of work and in the sphere of informal economy, i.e., workers who work in the households, in unorganised enterprises, excluding regular workers in the formal sector. Labour relations are mostly based on casual employment, or kinship and personal relations rather than contractual or formal agreements.



CARE India along with SEWA Bharat recently conducted a series of workshop sessions with women who are working in the unorganised sector. The conversations revolved around the violence and harassment these women face in their place of work, along with the nature of work and the work usually relegated to them. Various SEWA Bharat service centres spread across the city of Delhi had haunting and painful stories of women who work as domestic workers in various households, striving every day.

For these women, violence and marginalisation are two-fold—the virtue of being a woman and the work that they do, not seen with dignity. When one hears them talk, one can easily spot disappointment, anger and pain. Disappointment in the people they work for, disappointment and anger in the system—for there are gaps in the implementation of laws and schemes made to protect them. Pain, because there is no dignity assigned to the work that they carry out, every day, so that 'we' can lead a hassle-free life. But at the same time, there is a spark and a will to fight till the end to achieve their right to life and dignity, and their labour to be recognised. They have a will and desire to break away from the vicious cycle and make sure that their future generations do not fall into the trap. They harbour a dream of breaking the shackles of drudgery and have recognition of their work; recognition as dignified workers.

They want to strive for the better so that anyone who is in future employed as a domestic worker has better wages, more acceptable status in the societal structure, and do not have to curse their fate for being a domestic worker.

**Posted By: Aditi Yajnik , Consultant - Advocacy**

## A MULTI-STAKEHOLDER CONSULTATION ON ILO CONVENTION ON ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

The drudgery of gender-based violence and its effect on society, especially in the lives of women involved in the informal sector with limited representation, is immense. They often fall prey to discrimination and various forms of atrocities at their workplace. With an increase in violence over the last few decades, it has become increasingly significant to address these issues and root them out from society. CARE India, alongside SEWA Bharat, organised a multi-stakeholder consultation on the recently published Yellow report by the International Labour Organization (ILO) Convention. ILO tackles violence and harassment in the world of work, especially focusing on the needs of women engaged in the unorganised economy. These women who work as home-based, domestic workers and street vendors, etc. are exploited through lower wages, harder work and familial and societal responsibilities. Globally, CARE aims to support women's economic empowerment through the promotion of dignified work. In Asia, CARE's Dignified Work - Impact Growth Strategy (DW-IGS) aims to tackle major global injustices where CARE can achieve impact at scale by working across multiple countries with a shared theory of change.



Panel discussion on Ending Violence and Harassment in the world of work

The consultation was in consonance with the recently proposed global agreement to counter gender-based violence, to include further steps for achieving the envisaged outcomes in support of the ILO Convention, ahead of the International Labour Conference where the potential convention on ending violence and harassment at work will be debated for the first time. This ILO convention would require member governments to pursue an integrated approach to address violence and harassment in the world of work, delineating responsibilities for public and private employers, workers and their respective organisation, and joint strategies and collaboration.

The key objective of the multi-stakeholder meet was not only meant to encourage multifarious conversations between the government and various organisations, but approach holistic progress in the development of these policies by involving the community members who had been subject to such violence. These frontrunners, who shared their voices about the cruelty which ranged from their birth to earning a living, being subjected to harassment not only from their employers but prejudiced from society because they were from the marginalized, set the momentum for the consultation. The event began with an assessment of the need of the hour - violence inflicted on women stemming from unequal power relations and the hierarchy of social positions. Attention was drawn to carry on with efforts to build a more comprehensive inclusion of the civil society alongside various government and non-government organisations. It was followed with an analysis of the Yellow report which involved an understanding of the various instruments available to reduce violence in workplaces and broaden the definition of workers and work under the purview of the International Labour Organization's Report so that they could seek redressal under the same.

This further translated in the Panel Discussion to solicit support and leadership from among women workers and their organisations and other stakeholders to attain full employment and seek protection around income and social welfare schemes for women. Headed by Shalini Sinha (Women in Informal Employment: Organizing and Globalizing) and including Miranda Frajerman (International Labour Organization), Jahanvi Dave (Homenet South Asia), Ankita Upreti (SEWA Bharat) and Gouri Choudhury (Action India) - pioneers in the field of women and human rights - discussed various points ranging from vulnerability of diverse people engaged in different workforce to amplifying the intensity of the struggle by collective cooperation, from global campaigns to elimination of discrimination at grassroots level by involving them in the panchayats.

These suggestions were incorporated with the feedback from various other members for policy formulations. The conclusions based on the several ways to address gender-based discrimination and cruelty will be consolidated as a consultation report and further sent to key stakeholders and representatives to be set in motion at the International Labour Conference, Geneva, in June 2018.





**PROPOSAL TO LAUNCH HR SOFTWARE ACCEPTED AT SOCIAL WELFARE DEPARTMENT:** A proposal to roll out the *Manav Sampada* software was accepted by the Principal Secretary (DSW) for state-wide roll-out. This software will capture the HR details from recruitment to retirement, and entitlements related to superannuation within Integrated Child Development Services (ICDS).

The key features of the HRIS software developed by NIC-Govt of Himachal Pradesh, formalities for setting up PMU, transferring manual service book to digitalised service book were also shared. BTSP was requested to provide technical support in rolling out the same.

**FINALIZATION OF ANNAPRASAN REFERENCE BOOK:** CARE facilitated a series of meetings with the key officials at the Directorate, ICDS and development partners to bring uniformity in the technical contents of the Annaprasan reference book. The changes included emphasising the demonstration of dietary diversity, facilitating mothers to bring home cooked food on complementary feeding days, feeding demonstration in the presence of six-month old children, handwashing practices, counselling and reporting through specified reporting formats.

Various technical points exchanged with the development partners were incorporated to finalise the reference book on Annaprasan for AWTC and the Supervisory cadre.

**STRENGTHENING SUPPLY CHAIN MANAGEMENT FOR FP:** In continuation of ongoing support to the state government in streamlining Supply Chain Management for Family Planning Supplies, BTSP supported the State in organising a one-day orientation of staff from nine medical colleges on FPLMIS and providing technical inputs on the same.

**SYNERGY THROUGH SUCCESS - BTSP ANNUAL PLANNING MEETING:** The BTSP team participated in an annual BTSP planning meeting at the Vedic village in Kolkata from June12-17,2018. Key strategies, plans, etc. were shared amongst the BTSP team to bring everyone on the same page—aligned with the programme's priorities for the year.





## TRAINING PROGRAMME ON REAL WORLD EVALUATION METHODOLOGY

CARE India, in collaboration with Evaluation Community of India (a professional network of Evaluators), organised a training programme on “Real World Methodology”, on June 29, 2018 at CARE India’s office in Noida.

The Real World Evaluation Methodology has developed over the years to provide practical guidance on how to conduct evaluations of an acceptable level of rigour and validity when working under budget, time, and data constraints. The Methodology also addresses issues of reconciling different political perspectives. The training was carried out by Jim Rugh, who is an internationally renowned author and trainer.



Participants talking about evaluation methods

Jim has been professionally involved for 53 years in rural community development in Africa, Asia, Appalachia and other parts of the world. He has served as a Co-Coordinator of the IOCE/Eval Partners Global Initiative (see [www.EvalPartners.org](http://www.EvalPartners.org) and [www.IOCE.net](http://www.IOCE.net)). As the head of Design, Monitoring and Evaluation for Accountability and Learning for CARE International for 12 years, he has been responsible for promoting strategies for enhanced capacity in evaluation throughout the world-wide organisation. He has co-authored the popular and practical Real World Evaluation book (published by Sage in 2006; 2nd edition Jan. 2012).

The training programme was attended by external M&E experts from organisations such as Sightsavers, OXFAM, ASK, CMS, ISST and members of ECOI. The training programme was attended by 21 participants, with 9 staff from CARE India.

The participants expressed their appreciation to the organisers for the training programme.

***“In my 10 years of working in Monitoring and Evaluation, there is not a single instance where I have not faced issue of time, scope, scale or budget constraints. This experience will help me in taking the best option available.” Participant***

***“The participatory discussion in the training was very intense and it felt like real time negotiations. Thanks to the organisers.” Participant***

## DIRECT FUNDRAISING UPDATES



### Direct Fundraising Activities - Pan India

- Fundraising activity was done at Select City Walk Mall (Delhi), Sun City Business Tower (Delhi) and Decathlon (Kochi).
- Shiny Jolly from Kochi secured the 1st position in all the DFR in-house teams.
- Kochi Team did office-to-office activities in business complexes to do branding and raise money from individual.
- In total, the campaign awareness reach was more than 25,000 people.
- Top 10 Fundraiser Certificates for the Financial Year 2017-18 were distributed in all 6 in-house offices. Kim from Delhi in-house secured the first position PAN INDIA, and she was awarded by Alka Pathak, Head of Business.



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