

PRAGATI ANNUAL REPORT

(2016-2017)



**Panchayati Rule and Gender Awareness Training Institute
(PRAGATI)**

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INDEX

S.NO.	CONTENTS	PAGE NO.
1.	Chapter I - Introduction	3
2.	Chapter II - Organization's Information	6
3.	Chapter III - Accountability mechanisms	11
4.	Chapter IV - Activities	13
5.	Chapter V - Action Plan	21
6.	Chapter VI - Press clippings	23

CHAPTER I - INTRODUCTION

Panchayati Rule and Gender Awareness Training Institute - PRAGATI is an All Women Organisation based in Dehradun, in the state of Uttarakhand, India. It is the sister organisation of **RLEK (Rural Litigation and Entitlement Kendra)**. PRAGATI has emerged as an independent and autonomous All Women's Organization and is registered under Societies Registration Act 1850 and under the Foreign Contribution Regulation Act.

The organisation - a group of zealous, self-motivated women operates with the solid belief of ***"By the women, for the women and of the women" to attain Gender Equity in Local Governance.***

As a Resource Centre established to cater to the defined needs of Elected Women Functionaries and women in general, PRAGATI endeavors for an environment conducive to enhancing capacity and skill to deliver an Accountable, Transparent, and Responsive Local Governance.

The organization has emerged as a training institute on governance, gender, sexuality, health, education, rights and entitlements. It also conducts training of trainers for civil society organizations from various states of India as well as from SAARC countries such as Nepal, Bhutan, Bangladesh and Sri Lanka. It also has been partnering with its parent body in conducting workshops and trainings on issues of rights and entitlements.

Vision: - *To build a gender just society.*

Mission: - *To enhance the status of women in social, economic and political spheres.*

GOAL:

To enhance women's self-esteem and confidence through informed participation in all key decision-making processes in communities and institutions, and striving towards attaining Gender Equity in Governance through Transformative Women Leadership and Citizenship. PRAGATI strongly realises the potent tool of Transparency, Accountability and Participation as the vital factors for the efficacy of good governance.

PURPOSE:

PRAGATI has been created to help women renegotiate their existence on an equitable basis. The work manifests itself in many realms. In the political arena, it takes the form of a long deserved place in governance. On the social front, it aims to achieve an equal footing with men in the midst of a deep-rooted patriarchal setup. On the economic front, PRAGATI attempts to get recognition for domestic work performed by women and ensure non-discrimination in the workplace. Moreover, it seeks to bring about positive changes in the rural economies with due credit given to the women, who act as major contributors. It is seen to that these women get ample opportunities to use their full potential, through adequate measures of health, education, skills and intellectual as well as moral capabilities, subsequently raising their quality of life.

OBJECTIVES:

- To raise women's consciousness of political rights guaranteed in the 73rd and 74th Constitutional Amendments.
- To raise women's knowledge and awareness of their rights, with respect to social, economic and political forces, health, nutrition, education, population, reproductive health rights, the law and the world around them.
- To develop transformative leadership skills for taking up responsibilities in the social spheres.
- To encourage the formation of cohesive, articulate women's collectives at the village/neighborhood levels, which can take up their own group struggles on shared issues and problems at the local level.
- To encourage women to collectively address various forms of gender injustices through inter-face meetings.
- To lobby for policy level changes for ensuring women's rights including right to inheritance, right to ownership of property, right to maintenance in the event of divorce and desertion.
- To encourage women to independently analyze, critique and reach out to knowledge as an empowerment tool.

CHAPTER II - Organization's Information

Name of organization- Panchayati Rule and Gender Awareness Training Institute (PRAGATI)

Registration date and number (Legal Status) –PRAGATI was registered in the year 2000 under the Societies Registration Act of 1860 as a Non-profit Organization under registration number 492/2014-2015 and under the Foreign Contribution (Regulation) Act, 1976 (No.347900127).

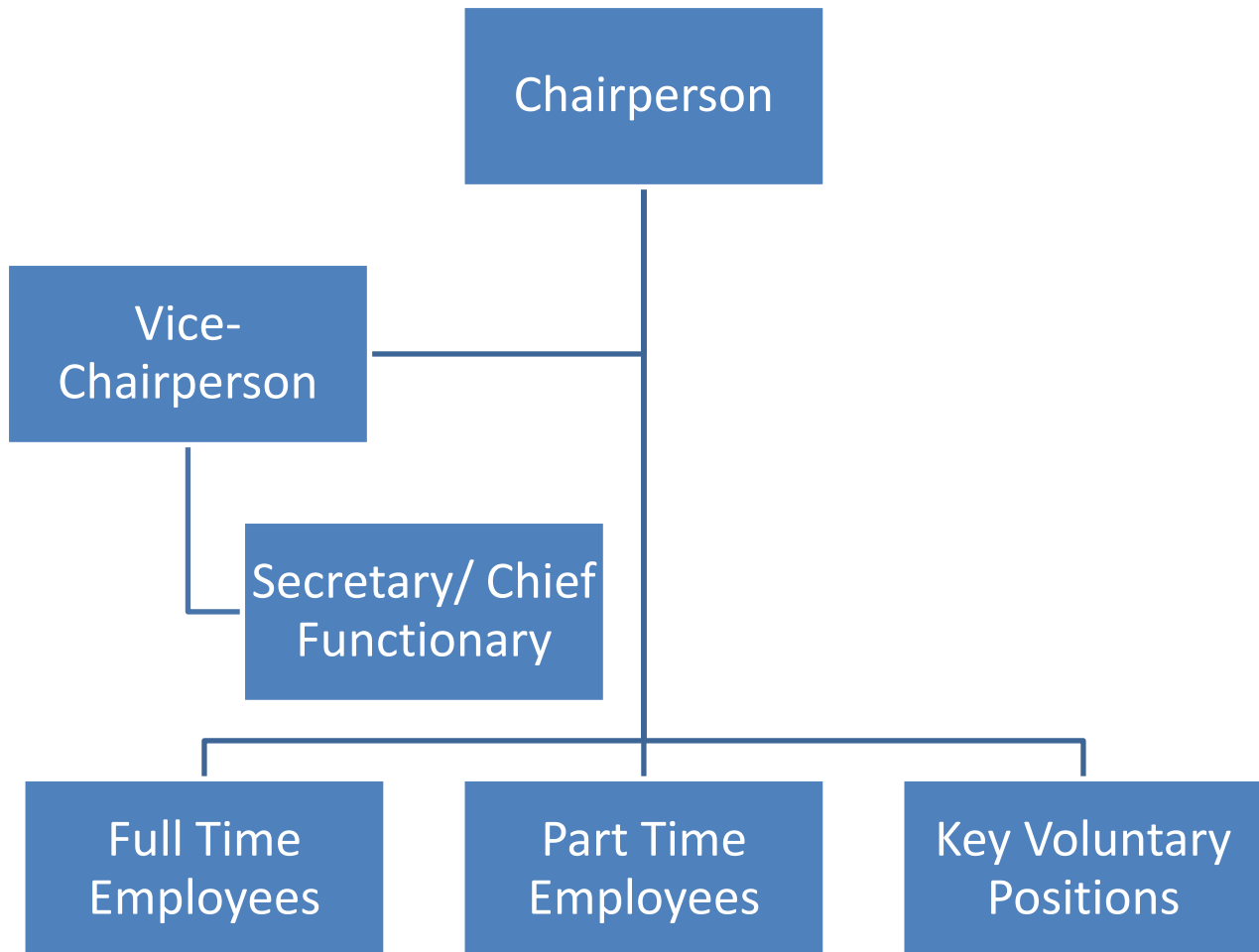
Registered address of the organization and address for communication

68/1 Surya Lok Colony
Rajpur Road, Dehrdaun – 248001
Uttarakhand
Tel: ++91-135-2746071, 2745539
Fax: ++91-135-2741931
Email ID: pragati.theprocess@gmail.com
Website: www.pragati-india.com

Name and address of auditor

Name of main bank

<p>A.K. Kashayap and Company 37/1, Rajpur Road Dehradun- 248001, Uttarakhand</p>	<p>State Bank of India Windlass Shopping Complex Rajpur Road, Dehradun, Uttarakhand – 248001</p>
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ORGANISATIONAL STRUCTURE:

List of Executive Board Members of PRAGATI (2015-2016)

S. No	Name with designation	Address	Name of Husband	Occupation	Relationship with other office bearers if any
1.	Ms. Pallavi Bahuguna Chairperson	Mankapur Compound, Mallital, Nanital, Uttarakhand - 263001	D/o Mr.Arvind Kumar	Legal Expert	No
2.	Ms. Namrata Gulati Vice Chairperson	99-A/1 Beniganj, Kala Dhanda, Near ADC Law Faculty, Allahabad	W/o Mr. Ravinder Singh	Social Worker	No
3.	Ms. Rekha Pundir Secretary and Chief Functionary	164 Vasundhara Enclave, Jakhan, Dehradun.	W/o Mr. Sanjeev Pundir	Local Self Governance Gender Trainer	No
4.	Ms. Pinki Kapur Member	164 Phase II, Vasant Vihar, Dehradun, UA	D/o Brig. Balraj Kapur	Social Activist	No
5.	Dr. Sushma Dutta Member	265 Phase I Vasant Vihar, Dehradun, UA	W/o Mr.Kuldeep Dutta	State Immunization Officer	No
6.	Ms. Rekha Dhyani Member	87 Dangwal Road, Dehradun,UA	W/o Mr. Shailesh Dhyani	Adult Educator	No
7.	Dr. Priya Zadu Member	21 New Road, Dehradun,UA	W/o Mr. Shanker Zadu	Gender Trainer & Environmentalist	No

ACHIEVEMENTS:

- PRAGATI's Lobby and Advocacy Initiatives have resulted in the state of Uttarakhand the first in the country to **pass the Landmark bill titled "The Uttarakhand Panchayat Law (Amendment) Bill 2008" bringing 50% reservation in Panchayats and double term at the Pradhan level for women.** Now this has resulted in the Centre taking a stand for providing 50% reservation for women in all local bodies.
- 50% reservation for women is provided in Panchayats in Uttarakhand. However, women have been elected to grass-root bodies in large numbers i.e. 53% this is attributed to the efforts of PRAGATI.
- PRAGATI made a presentation before the **Parliamentary Standing Committee on Personal, Public Grievances, Law and Justice (June, 2007)** on the issue of sensitizing the members on "Nyaya Panchayat". The views of PRAGATI were appreciated and are under consideration by the Parliament.
- **Open Forum** an annual ritual is organised for 800 Elected Women Functionaries with representation from other states also. It is a Macro-level intervention aimed at creating a pressure-lobby to influence legislation and public policy in sustaining women's struggle towards effective decentralization of powers and strengthen the Institution of Local Governance. The Open Forums have been instrumental in bringing major policy review and changes at the Regional and the National level.
- An all women team of RLEK-PRAGATI gave a presentation on the 73rd and 74th Amendments before the **Standing Committee of the Parliament on Urban and Rural Development** in December 2001. The suggestions of the team were incorporated in the 56th report of the Committee.

- The Uttarakhand Govt. evaluated the best Panchayat in the state for the commencement of awards. They selected a member of PRAGATI in their selection committee.
- A member of PRAGATI was selected by the State as a member of the Pre-Conception and Pre-natal Diagnostic Techniques Act monitoring committee.

Chapter III - Accountability mechanisms

Regular reports and updates pertaining to the project are shared. Meetings and dialogues with the target group are held which ensure the quality of the intervention undertaken. All the activities and the overall planning of the proposed project are undertaken incorporating the target groups suggestions and views. The interventions are need based and customized for the project states and target group. The tools used for evaluation of the programme are participatory and ensure the sustainability, effectiveness and replicability of the programme. Such a process ensures that the milestones planned are being achieved and provide regular updates and information to all stakeholders on progress of the project.

A Project Steering Committee is formed under each project comprising of senior management and domain experts, who screen and approve the financial Project Planning Matrix (PPM) designed on the basis of LFA, and the timeline. The project is reviewed by the Project Steering Committee on quarterly basis and is monitored against the matrix. The project is also monitored at the field level by the team to ensure the implementation of the project as per the output. After the approval, disbursement of funds is made to the Project team ensuring proper utilization and accountability against financial PPM. The finance department of the organization monitors the overall allocation and disbursement of program funds, ensuring that funds are properly coordinated, monitored and liquidated. It takes appropriate actions to optimize use of programme funds, monitors and submits financial status reports to management in compliance with the regulations and guidelines.

PRAGATI management plays an important role in guiding the organization towards attaining its' vision. The financial and the Project Planning Matrix and timeline for each project is reviewed and approved by the management.

They help the organization in planning, organizing, leading and controlling the efforts of organization and of using all organizational resource to achieve organizational goals. They contribute to the development of programme strategies and support advocacy and leveraging with regional and national level leaders. They also contribute to the preparedness plan relevant to the project, monitoring the implementation of activities and their periodic review. Inputs are sought from the concerned stakeholders on the deliverables at all stages and the agency works in consultation with them at all stages. All activities and financial information of PRAGATI are available on its website the same are updated on a regular basis.

CHAPTER IV- ACTIVITIES

• 'Decentralization in India'

PRAGATI successfully conducted a research in collaboration with **Dr. Tanya Jakimow** from (University of New South Wales Australia) titled '**Decentralization in India and Indonesia**', (ARC DECRA grant **DE130100468**). Between May 2015 and June 2016 the research project was conducted with PRAGATI and it examined the experiences of women ward members in Dehradun. The team interviewed 30 Parshads (out of a total of 60), 19 of whom were women, 12 government officials and three MLAs. Of the 30 Parshads interviewed, ten profiles with women were constructed, formally interviewing each woman at least five times, discussing various aspects of their experiences as ward members in the context of their broader life biographies. The team also met with them several times on an impromptu basis, for example at protest rallies, and while undertaking the day to day work at the Nagar Nigam. Among the key findings of this research project was the current unmet need and demand for capacity building for women ward members.



The primary research finding was that women are potentially important actors in Dehradun's urban governance, but this potential is not being met due-

1. The failure to transfer powers, functions and most critically funds to the ward level;
2. Lack of adequate support both financial and in terms of capacity building, and;
3. Gender related institutional constraints.

A workshop was conducted post visit with a participation of as many as 29 ward members along with 29 other women from their respective wards on imparting skills required by them in June, 2016. The workshop was based on the findings of the research about the experiences of women ward members in Dehradun. Useful information was shared with the women ward members using innovative tools. Subject experts and trainers answered the queries of the participants. In the first session information was shared on gender equality in urban governance and then it dwelled into the research findings.

- **“Nai Roshni”**

For women empowerment, Ministry of Minority Affairs Government of India started “**Nai Roshni**”, a Leadership Development Programme for Minority Women in 2012-13. PRAGATI acted as a resource agency in this programme. The objective of the scheme is to empower and instill confidence among minority women, including their neighbours from other communities living in the same village/locality, by providing knowledge, tools and techniques for interacting with Government systems, banks and other institutions at all levels.



The effort would embolden minority women to move out of the confines of their home and community and assume leadership roles and assert their rights, collectively or individually, in accessing services, facilities, skills, and opportunities besides claiming their due share of development benefits of the

Government for improving their lives and living conditions.



Objective

The objective of the scheme is to empower and grow confidence among minority women, including their neighbours from other communities living in the same village/locality, by providing knowledge, tools and techniques for interacting with Government systems, banks and other institutions at all levels. Besides this, other motto of this scheme is the empowerment of women from the minority communities and emboldening them to move out of the confines of their home and community and assume leadership roles and assert their rights, collectively or individually, in accessing services, facilities, skills, and opportunities besides claiming their due share of development benefits of the Government for improving their lives and living conditions. Modules like Leadership of women, Educational Programmes, Health and Hygiene, Swachch Bharat, Financial Literacy, Life Skills, Legal

Rights of Women, Digital Literacy and Advocacy for Social and behavioural change were taken up in the study.



Positive fallouts of the trainings -

<p>Women coming out of their houses to attend the training programme, is an achievement in itself.</p>	<p>Despite opposition from the males in the family there was an overwhelming participation of women in the intervention.</p>	<p>The mindset with which they had come was somewhat changed after the completion of the training.</p>
<p>Women felt aware of their rights and entitlements. Post-training, a lot of women expressed their desire to contest in the forthcoming panchayat elections</p>	<p>Women have realized their potential of working as pressure groups to combat social evils and provide a voice to women's hopes and aspirations at the decision making level.</p>	<p>Women are keen to take the project further because they have faced injustices and exclusion from decision-making processes.</p>
<p>Women have been informing the team that they have already started taking up issues and have decided to work in close coordination with Panchayats/local level groups/ government functionaries.</p>		

- **Emergence as a training institute**

- **SIT study abroad-Exposure Visit.** PRAGATI basically acts as a resource institution for students from abroad, who come to India to study the various social issues in India. The students conjoint with PRAGATI through SIT study abroad. The objective of this program is to promote sustainable development and social change in India. The program promotes the students to come and learn about our programs and how we deliver the techniques at the grass-root levels. The program happens twice in a year. The students visited **the Gram Panchayat, Dobri village of Vikas Nagar Block.**
- Members of PRAGATI were invited to a two days Gender Sensitization training program as resource persons for the staff of **Mahila Gramin Vikas Sansthan (MGVS)**
- PRAGATI acted as resource agency to conduct three (3 day) training programme **on Records keeping and SHG Awareness In Watershed Management** under Integrated Watershed Management Programme at Uttarkashi Forest Campus.

- **Staff Capacity Enhancement**

The organization continuously strives for employee capacity enhancement. This process is facilitated through employees being sent for training on various issues such as gender, governance, fundraising, financial inclusion, monitoring and evaluation etc. This has helped employees to gain insight on issues and implement it in their work. Some of the training activities undertaken throughout the year include:

- Members of PRAGATI received advanced level IT Training from Mr. Vincent and Mr. Chandris (**Planete Urgence**). The participants were taught about

Microsoft Word and its numerous functions. The volunteers explained the various methods of calculations in Excel. They also imparted information about Database creation, extraction of data, and data analysis and data presentation on Microsoft Power Point.

- PRAGATI team attended a Self Defence Training headed by Mr. Patrick Concha (**Planete Urgence**) The participants were made to practice various positions, punches, kicks, defences stances, wrist releases, falls, rolls etc. They were taught how to react in different life threatening situations. It was an entirely new experience for everyone. The training proved to be very useful as it increased everyone's self confidence.



- Ms. Sarah and Ms. Camille conducted a training programme on Database Creation (**Planete Urgence**) In an interactive session a small database was created. The participants learned about Microsoft access, how to create a database and the relationship between excel and database. They also learned how to make a table in database.

Chapter V – Action Plan

PRAGATI has emerged as an organization which has been relentlessly working towards a gender just society. The organization believes that Panchayati Raj i.e. grass-root democracy is the cornerstone for empowerment especially for women. The Panchayats have enabled an era of inclusion and provided a voice to women in the decision making process.

PRAGATI has been providing intensive capacity building to women especially elected women Panchayati Raj representatives. It has also developed innovative training and knowledge material which is culturally sensitive and gender empowering. Thus, in order to help these women break out of the patriarchal glass ceiling they focus its trainings on empowering them. The rigid mindset needs to be conquered and this can be accomplished by sensitizing women to assert their innate strength, to stand up against oppression and move towards gender justice. PRAGATI has adopted a systematic gender perspective and greater focus is laid on women than men as the recognition and support of women's activities as also their role in the rural economy is crucial for the fulfillment of their economic potential as well as rural development. The team feels that enhanced status of women will result in higher standard of living, thereby enabling them and their families to become financially independent.

In the near future the organization wishes to expand its intervention in other states and develop a network of women which will sustain its endeavors. This would ensure its outreach is maintained and sustainability of endeavors is taken care of. Further, it would like to cover emergent issues such as information technology and how it can be used by the community to avail citizen services. It also endeavors to enhance the capacities of its staff especially field level workers to address modern day issues so that they can spread awareness/knowledge in a more effective manner having greater outreach. PRAGATI also desires to carry out intensive trainings of women on issues germane to rural communities such as law, governance, health, gender, environment protection etc. Through an interface of women with the otherwise unreachable policy makers the organization in the near future envisions to hold such an event. This would also enable them to build networks and create a pressure lobby, which enables them to place their concerns and also aids them to sustain their struggle towards the effective decentralization of powers.

Chapter VI – Press clippings

Dehradun Dehradun, 10 June, 2016 www.garhwalpost.in **Garhwal Post** 15

Skills Workshop held for Women Ward Members of Nagar Nigam

By OUR STAFF REPORTER
DEHRADUN, 9 Jun: A workshop was organised by Panchayat Rule and Gender Awareness Training Institute (PRAGATI) and Dr Tanya Jakimow (University of New South Wales, Australia). As many as 29 Ward Members, along with 29 other women from their respective wards, attended the workshop on imparting skills required by them. The workshop was based on the research findings of a 13 month long research project about the experiences of women ward members in Dehradun. Useful information was shared with the women ward members using innovative tools. Subject experts and trainers answered the queries of participants. Dr Tanya Jakimow spoke on the research findings of the project.

As per Dr Tanya Jakimow "The research shows the importance of proper implementation of the 74th Constitutional Amendment in Dehradun. Most critically, this requires proper devolution of funds for Panchats to carry out work in their wards. Further, Panchats bear many personal costs, such as transport, phone, and stationery and so on. An honorarium is critical and long overdue. These issues are particularly important for women. Local governance is the only level at which women have significant representation in Uttarakhand. Inadequate support of Panchats therefore means that the objectives of reservation are not fully realised, and fails to take advantage of Dehradun's greatest assets for urban development."

The workshop comprised 3 sessions. In the first session, information was shared on Gender Equality in Urban Governance. It consisted of a presentation, group discussion and role playing. The second session was conducted by Harj, Sethi of Toastmasters International on Public Speaking with confidence. The third session was conducted by Dr Tanya Jakimow who talked about the research findings.

The ward members were very participative and appreciative of the workshop. The ward members who are doing exceptionally good work in their respective wards were conferred with awards.

Beena Lohiyal, ward member of ward number 33, said, "There should be 50% reservation for women". While Anita Singh, a ward member of ward number 54 said, "MPs and MLAs should come and visit the wards to understand the ground level problems." The organising team of the workshop comprised Rekha Pundir, Namrata Gulati, Pushpa Bisht, Damini Bhargava, Prashant, Shivangi, Gurnimran, Jyoti, Kaushmike, Shashi, Lishala, Vandana, Isha, Shivangi, Nikita, Divyanshi and the supporting staff.



Dehradun Dehradun, 4 Sep, 2016 www.garhwalpost.in **Garhwal Post**

Self Defense training for women concludes

By OUR STAFF REPORTER
DEHRADUN, 3 Sep: The two week training on Self Defense for women concluded, which was organized by PRAGATI, a sister concern of RLEK, which is of the women, for the women and by the women. The training started on 22nd August at the RLEK Auditorium. Women learned Self Defense Techniques from the Volunteer of Planete Urgence, France. The participants were trainers of PRAGATI, SRC, RLEK school teachers from different corners of Uttarakhand and some volunteers.

Women participants were trained in different techniques like- Combative, Self Defense, Soft techniques and Defense. The training saw women learning how to protect themselves from different kinds of attacks like choking, hugging etc, thefts like grabbing of purse, keys etc, and the importance of remaining stress free. They were also taught skills on Preventive Protection. The training was undertaken by Patrick Concha, a black belt in Krav and Maga Karate.

At the end of the training participants were given certificates in the valedictory function by their trainer for the two week training on Self Defense. Speaking on the occasion Patrick Concha said, "It is important that women don't get intimidated by men. They should stand for their right for independence and autonomy."

Giving a vote of thanks on behalf of PRAGATI and RLEK, Avdhash Kaushal said, "This training has been very useful for the women as they are the most frequent victims, not just in cases of physical assault but grabbing of their personal items. The trainers will further impart training to other women and the teachers will train their girl students in these techniques." He further added, "In Uttarakhand white collar crimes against women are increasing day by day, be it by some politicians, some bureaucrats in high position or people with muscle power, police also resist taking action against such culprits. So we have requested more such training(s) for the Elected Women Representatives and other women teachers of RLEK."