**Monogram**  ***GANGA DEVI SHAIKSHIK SOCIETY***

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***Donate Now***

* Right to Education
* Reproductive and Child Health
* Environment Clean and Green
* Women Empowerment
* Skill Development
* Human Right
* Right to Health
* Other Miscellaneous Activities

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ii) Dept. of Health and Family Welfare, Govt. of Haryana

ii) Ministry or Environment and Forest, Govt. of India

iii) Dept. of Environment, Govt. of Delhi

iv) Ministry of Youth Affairs, Govt. of India

v) Department of Education, Govt. of Delhi

vi) Delhi state AIDS Control Society, Govt. of Delhi

vii) Dept. of Social Welfare, Govt. of Delhi

viii) Delhi Minorities Commission, Govt. of Delhi

ix) Delhi Commission for Women, Govt. of Delhi

* International Partners i) Bill Clinton Foundation

ii) Japan International Corporation Authority (JICA)

* National Partners i) Ministry of Health and Family Welfare, Govt. of India

ii) Dept. of Health and Family Welfare, Govt. of Haryana

ii) Ministry or Environment and Forest, Govt. of India

iii) Dept. of Environment, Govt. of Delhi

iv) Ministry of Youth Affairs, Govt. of India

v) Department of Education, Govt. of Delhi

vi) Delhi state AIDS Control Society, Govt. of Delhi

vii) Dept. of Social Welfare, Govt. of Delhi

viii) Delhi Minorities Commission, Govt. of Delhi

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4. **What we do**

\* Right to sustainable Likelihood

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| **To promote capability and empower the underprivileged, especially women**, **to improve their living environment and livelihood** |
| GDSS has been successfully working in different parts of the country with the goal of improving living conditions and quality of life of the urban and rural poor that live Below Poverty Line (BPL). GDSS was built on the vision of likeminded professionals from different segments of society who have pledged to raise the standard of living of the poor, needy and deprived residing in urban slums, rural and tribal areas.  We have been successfully working since 1998 in the urban slums of Delhi and have also made inroads into rural development in 09 states of India in our total tenure of 15 years. The aim of the organization is to promote capability of women and empower them towards sustainable livelihood through micro-credit and micro-finance activities aimed at their economic self sufficiency, to work towards its purpose to improve access of urban and rural poor. |
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| |  | | --- | | **From the Chief Functionary & Manager Desk**  From an idea that germinated in 1998, to provide shade to the multitudes that live in marginalized communities without hope, GDSS has grown from a tiny seed to a towering tree in its journey of over two decades. Its branches represent its multi-faceted activities, its belief in inclusiveness, the idea that all humans have the right to live their lives with dignity and respect. The journey has been long and arduous but rewarding in the successes and achievements along the way. To bring back smiles on the faces of women by creating avenues for livelihood; to empower them and their families for a sunny future; to  foster change for  better gender relations within the household, is indeed the satisfying fruit of our labor.  In this long journey, our successes have been varied and comprehensive. From empowering women through microfinance in urban and rural India, to taking up cudgels in our endeavor to make Delhi open defecation free in our urban sanitation program; from upholding the Right to Food to prevent malnutrition in school children through our Midday Meal program in Government schools, to preventing anemia in pregnant mothers through our awareness and immunization programs in the health sector, we have indeed traveled a long way. We recognize that India’s citizens are the very bedrock of a strong foundation for our country and we believe in changing the practice of marginalization. We have fought a long battle for the empowerment of the most vulnerable among the vulnerable.  We  have worked in the current year with differently-abled women who have been marginalised by society. Lack of access to education, infrastructure (ramps and easy accessibility to buildings), employment opportunities or participation in routine activities on a day to day basis are regular problems the differently abled continue to face. Combine this with the perspective of how they are viewed and one will find an individual with unexplored unique qualities pushed to the fringes of society on the basis of how they are perceived and treated.  The role of civil society is to act as the prism through which all sections of humanity are viewed as equal and without discrimination. Human dignity combines the composite of all aspects of mental and physical well-being, and the ability to be able to achieve a standard of living, where society helps the vulnerable reach this goal by providing the necessary social supports. Yet the number of marginalized has risen and they have been denied the human rights that are inherent to every human being.  This year was a year of dramatic changes not only for the country but our organization as well: new structures and norms were put in place and they began to function with all the squeakings of a vintage, changing gear. Old programmes were recast and new programmes undertaken amidst fierce debates and dissensions. We believe that we are at a turning point today. More people like you are ready today, than ever before, to take a stand and fight for the rights of the marginalised irrespective of their gender, class, caste, mental or physical disabilities.  If one were to cite highlights, we ensured in a number of areas that women were able to articulate their views better and were able to command attention and respect within the household, and also the community. Increased self-confidence was especially pronounced when women had been exposed to training on women’s rights and social and political issues. What more can we want than this? But the journey has just begun for we want to see the above pattern in not just a handful of households and areas, but in every nook and corner of our diverse country and then in the whole world. So, we have very consciously decided to step towards lobbying and policy advocacy, while still continuing with our grass root level interventions, for the need is far greater than what has been achieved. And we hope to achieve much more when we partner with various other stakeholders of the society like the government, international organizations, the corporate sector as well as other civil society organizations.  In this journey, whatever we have achieved has been through participation of a number of individuals and groups who have worked with us, funded us, contributed ideas and even held our hand to help us travel the path. I thank all of you and especially the team of GDSS, past and present, who have helped in making some of our dreams come true. While treading this path, I would like to thank you all for sharing our collective dream and contributing your time, money and thoughts towards its realization.  **In Solidarity**  **PRAMOD KUMAR TIWARI**  **Chief Functionary & Manager** | |

**Brief history of GDSS core activities at a glance**

* GDSS Trust addresses the immediate needs of the rural and urban poor through its **Micro Credit / Micro Finance programmes** supported by Nodal Agency INDCARE TRUST & Rashtriya Mahila Kosh Delhi, to form SHG (Self Help Group) has been developed which has been supported by Delhi Commission of Women for different slum location of Delhi.
* GDSS has acted as the Mother NGO for the Delhi Minorities Commission, West Districts of Delhi for running different activities like Grievances/Complaint Cell, Job Oriented Mobile Repairing Training Programme, Computer training etc.
* The organization has experience in Yamuna Action Plant- II effluent environment safeguard issues in urban locations. The organization has successfully implemented the project supported by JICA & Delhi Jal Board of Delhi. It is a **successful example of GOs – NGOs partnership on environment issues** i.e. Outsourcing of Work to NGOs for door to door nukkad Natak, Film show in unauthorized, JJ slum, Village and Government Schools in Delhi and other programme running National Environment awareness Campaign supported by Ministry of Environment and Forest, govt. of India, School Eco- club & Waste Polytheen Recycling polyloom Machine supported by Dept. of Environment, govt. of NCT of Delhi
* The organization supports **vocational skills development** and further training that enhances   participants’ (women and adolescent youth’) technical and social competencies by linking skill development initiatives with development programmes such as micro-finance and business development services. GDSS has provided vocational skill training to urban poorwomen & adolescent groups through **Gender Resource Centre**s **supported by the Government of Delhi.**
* GDSS also provides **participatory training to local level NGO’s** on various issues like Health Education, RCH Component, Micro Credit & Livelihood, SHGs Dalit inclusiveness, Entitlement, Primary Health Care, Primary Education etc. Indcare is working in close coordination with local level NGOs, community based groups, Federation of SHGs, Mahila Mandal and seek their supportive roles during, planning, monitoring and evaluation of the programmes. GDSS is also working with government functionaries to monitor the implementation of the programme.

**GDSS experience in Health programmes:**

**Our Vision**

To build capacity of the underprivileged sections  
of the society, especially women and children,  
and to empower them to improve their living  
environment and livelihood opportunities.

**Our Mission**

* Empowerment of women and girls to act against oppression and discrimination.
* Promotion of Just governance, that is both, participative and pro-poor.
* Enabling community management in maintenance of Urban and Rural services.
* Development of a responsible society  that realises and changes practices of marginalisation.

**Our Objectives**

* To coordinate and facilitate Integrated Sustainable Community Development programmes through people’s participation.
* To promote mechanisms like community development funds for the urban and rural poor and for extending credit facilities to them.
* To empower the women for sustainable development from Micro-Credit to Micro-Enterprise.
* To take up the housing related programmes including physical up-gradation programmes, low cost housing, production and marketing building materials and training of construction workers in appropriate technologies.
* To improve the delivery of comprehensive health services in poor and needy communities of India.
* To establish and run centres for medical care, vocational and social (Community based) rehabilitation  and allied activities for the care of the differentially abled.
* To promote day care centres and old age homes for the care of the elderly.
* To promote programmes for the street and destitute children for their rehabilitation including vocational training centres, orphanage homes, etc.
* To offer counseling services to the poor in the matter of legal rights, access to the physical and social  services, access to credit, access to technical and financial information, advice on land and property rights and other issues affecting the poor.
* To organize the underprivileged and play an advocacy role for the poor in the appropriate forms including public interest litigation and violation of human rights.
* To undertake research, conduct studies, appraisal and feasibility studies, organize workshops and seminars on the issues, urban and rural poverty, employment, land management, energy utilization and conservation, etc. , either sponsored by the societies or other agencies.
* To develop a resource centre for NGO’s specializing on the issues affecting the urban and rural poor.
* Apart from providing training in different areas as provided herein, the Trust may function as a nodal.

**Our Endeavour**

* Foster partnerships to draw attention to social issues and seek intervention on behalf of the community, its alleviation to be expedited through co-operation.
* Inform like-minded individuals, civil society, and corporate houses, to enable a network of partnerships to promote the well-being of those unable to voice their concerns on their own behalf.
* To support and encourage affirmative action by the Government. To collaborate as an effective partner in the alleviation of social inequalities.
* Inform the community and individuals through advocacy, counseling and capacity building measures to enhance quality in the standard of living of the urban slum dweller and the rural poor.

**Our Governing body and Structure**

**A Board of society governs GDSS. The General Body Meeting is held annually on the 10th of September, each year. During this meeting, the progress of the organization and its projects are reviewed; future plans are discussed. Financial and physical achievements are assessed and goals are set. Financial targets and budgets for the forthcoming year are decided.**

**About Our Chief Functionary & Manager**

About our Chief Functionary & Manager

Mr, Pramod Kumar Tiwari is a sociologist by Master Trainer for training and undertook her studies in Personal Management , Labour Welfare in India . He has been a scholar of Mahatma Gandhi Vidypeeth, Varanasi in the Mr. Pramod Kuamar Tiwari became interested on gender issues at large, especially in their role in socio economic development in urban as well as in rural sectors of the society and stemming from this, the wider issue of the ‘role of the key stakeholders in development’ with specific focus on women as an important constituent of the society.

He was amongst a very early group of professionals from the ‘social/development sector’ in India to translate this interest into formal employment and entrepreneurship for women and was responsible for overseeing several aspects of gender empowerment, from providing them with access to livelihood options to enabling them to demand their right to live a life of dignity in a conducive environment.

**List of Board Members**

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| **S.No** | **Name** | **Address** | **Designation** | **Educational qualifications and experience** |
| 1. | Mr.Amerendra Prakash | H.No.5, G- Block Molarband, Badarpur  New Delhi | President | B.Sc. M.C.A.  15 years experience in the social field |
| 2. | Mr. Badrinath | C-6/159 B  Larence Road,  Delhi- 110035 | Vice President | M.Sc. B.Ed.  20 years experience in the education  field |
| 3. | Mr. Pramod Kumar Tiwari | E1/300, Shiv Ram Park,  Nangloi,  New Delhi-110041 | Manager | M.A. Sociology & History, L.T.  \*Orientation Course of Social Science Research  \*Advance Diploma In Computer Science  \* Certificate Course of Self Help Group  \*Master Trainer ASHA model IV  15 years experience in the education, training and social field |
| 4. | Mr. Prabhat Kumar Srivastva | Wz-216, Ist floor, Shakurpur Village,  Delhi-110034 | Deputy Manager | B.Com.  20 years in media |
| 5. | Smt. Om | B-7, 68/1,  Safdarjang Enclave,  New Delhi | Treasurer | B.A.  10 years of the experience in social field |
| 6. | Smt. Meena Devi | WZ-221,  Shakurpur Village, Delhi110034 | Member | M.A. Hindi  10 years of the experience in the Social |
| 7. | Mr. Alok | Village-Dhema  Post-Dhema  District- Jaunpur, UP | Member | M.A. P.hD  10 years experience in community development especially in the area of Education |
| 8. | Mr. Ashok Kumar Tiwari | Village-Tickari  Post-Sikarara  District-Jaunpur, UP | Member | B.A. B.T.C.  25 years experience in the Education |
| 9. | Smt. Sushila | 161, Kumharo ka Mohala, Badania Chirawa, District-Jhhunjana, Rajsthan | Member | M.S.W.  10 years experience in the Social Field |
| 10 | Smt. Meena | Z-19, New Palam Vihar  District –Gurgaon  Haryana | Member | M.A. Sociology  10 years experience in the social field |
| 11. | Mr. Ramesh Narayan shukla | House -1, Shuka Chawl, Shankerwadi, Jogeshwari (East)  Bombay | Member | 10th pass  10 years experience in the social field |
| 12. | Mr. Muna Kumar singh | Village & Post- Raipur chauk Block, Shiv Sagar, Rohtash,  Bihar | Member | M.S.W.  10 years experience in the social field |
| 13. | Smt. Uma | House No.-31, Silaish-4, Sector-B, Vijay Nagar, Indore  Madhya Pradesh | Member | B.A.M.S.  15 years experience in the health |
| 14. | Smt. Manisha Tiwari | House No.153 A, Mohala Banwari Mali, District-Nainital  Uttarkhand-283139 | Member | B.A.  10 years experience in the social field ICDS |

* **All Society Members work for GDSS on an honorary basis and receive no remuneration.**

**Our Geographical Area Of Operation**

**GDSS** has been working in different parts of India in both, urban and rural locations. It has within the span of 20 years, reached to people in more than nine states. In the present financial year it has covered the states of Delhi, Haryana, Punjab, Uttar Pradesh and Madhya Pradesh (Bundelkhand region), Bihar, Orissa, Uttarakhand and Rajasthan.

**Thematic intervention**

* Women Empowerment and Gender Promotion
* Livelihood Development through Micro Finance and Micro enterprises.
* Public Health & Education.
* Realisation of Right to Water & Sanitation as Human rights.
* Governance Strengthening.
* Habitat – Shelter Rights.
* Climate Change & Environment

**Programming Principles**

* Community Capacity Building
* Knowledge Management
* Institutional Linkages
* Government – NGOs partnership
* Public Private Partnership
* Community and Social Mobilization
* Policy & Media Advocacy
* Networking & Alliance Building

**Social and Economic Status of the beneficiaries**  
GDSS has been working with the marginalized and socially excluded communities with gender and inclusion perspective. The organization has been exclusively working for women as social groups. It has been targeting both, urban and rural poor, community members. The population covered falls in the most vulnerable category that needs special support in the form of hand holding and empowerment, with a special focus on SC, ST and minority groups

**Why we Report**The conceptualisation of GDSS was based on the vision of like-minded professionals from different segments of the society who pledged to raise the standard of living of the poor, the under privileged and marginalized people of the country. If our work contributes to addressing these critical issues, we have the potential to make enormous strides in reducing poverty and in improving people’s lives. Our endeavour to regularly produce the Annual Report is not only to share with our stakeholders the work we have done over the past year, but is also a Strategic Impact Inquiry Process, in an effort to assess the extent to which we address issues of discrimination and inequality, by empowering women.

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***YAMUNA ACTION PLAN –II/DJB***

GDS Society with the collaboration of Delhi Jal Board & JICA has run the project Yamuna Action Plan -II. Yamuna River is the lifeline of the Delhi citizens, the overall supplies of the drinking water depend on this river. Be found the data by our historical sources that the river Yamuna was neat and clean in ancient condition this river look like a dirty dryness in Delhi.

If the condition makes it continue that after some years people of Delhi’s lived without water it is a dangers condition for our society. To motivate for the peoples of Delhi. GDS Society had started a outreach advocacy/behavioral change communication programme with the support of Delhi Jal Board & JICA.

We covered the following outreach points under this programme in Nangloi Area.

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| --- | --- |
| **UAC** | **246** |
| **JJA** | **60** |
| **RV** | **30** |
| **Govt. school** | **94x3 times** |
|  | **=282** |

The programme who’s performed in above outreach points:-

1. Flip book/story telling/ introduction.
2. Nukkad Natak.
3. Film Show.
4. IEC material distribution.
5. Essay and drawing competition in school.
6. WTP (water treatment plant).
7. Prize distribution in students.
8. Innovative work with the help of Local Leaders/counselor/RWA members/influencers.

***Audients during Nukkar - Natak in YAP-II/DJB program.***

Under in this programme we organized a mega-mass awareness (Sangeetmay Jan Jagriti Abhiyan) a 30th Jan 2010 with the honorable presence of Mrs. Sanjam shina (PRO-consultant Delhi Jal Board) and others counselors and honorable people.

**School Children during the programme of painting competition in YAP-II**

**Janani Suvidha Yojna(JSY):**

FNGO-GDSS, in collaboration with Dept. of Health and Family Welfare, Government of Haryana & MNGO-SOSVA has been conducting Janani suvidha yojana .The state of Haryana has been its full capacity with the help of its sufficient team of Supervisor-(4)/ Accountant (pt)-(1), Sakhi-(38) & PHP-(4) Center from urban slum area of Gurgaon Haryana

***Objective:***

* To optimally utilized existing resource in health.
* To improve the technical quality maternal and child health services
* To make quality maternal and child health services accessible to neediest
* To provide good quality and low cost diagnostic services to the pregnant mother in urban slums.
* To provide good quality contraceptives vaccines and other supplies to the urban poor.
* To promote Institutional Delivery & Immunization for ANC cases from PHP centre/General Hospital

A resident women from the urban slum will be selected per 40000 population. She will act as a link between clients & Privet Health Providers (PHP)/General Hospitals. She will be responsible for facilitating the client for availing antenatal checkups, institutional delivery, referral transport and immunization of the newborn.

***Annual Success***

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| ***Annual achievement*** | | |
| **Sr. No** | **Particulars** | **No. of Beneficiaries** |
| **1.** | **Anti Natal Checkup** | **180** |
| **2.** | **Institutional**  **Delivery** | **140** |
| **3.** | **Post Natal Checkup** | **128** |

***Some activities under JSY project***

***Target Intervention Programme (Non brothel based):***

Target intervention HIV/AIDS project has been conducting by GDSS with the support of Delhi AIDS Control society. No of 1176 patient has treated which was suffer by STD/STI /RTI and no of 7 male and 10 female are angled in HIV positive. Total no of identified CSW are 1580.time to time we organize many program such as nukkad natak, exhibition,one to one intraction.

The intervention are of the project is Chandani chauk, Mangolpuri, Sultanpuri & Nangloi in the west &North West district of Delhi. The project area has been divided in the following sides.

Keeping in view, the goal to reduce HIV transmission through sexual rout among sex worker the following objective were developed.

* To increase the knowledge on STD /HIV and AIDS.
* To increase the knowledge and skill for correct and

Consistent use of condom and promote safe sexual practices

among target population.

* To create enabling environment.
* To give socio economic support of PLWHA.
* Identify the PLWHA through ELISA test.

**Reproductive Child Health (RCH)**

**Striving to Achieve Millennium Development Goals**

**Goal 4: Reduce Child Mortality  
Goal 5: Improve Maternal Health,  
Goal 6: Combat HIV/AIDS, Malaria and other diseases,  
Goal 8: Develop a Global Partnership for Development**

The greatest invisibility of women prevails in health issues. Reproductive health strategies to meet women’s multiple needs include education for responsible and healthy sexuality, safe and appropriate contraception, and services for STD, RTI, pregnancy and abortion. Reproductive issues are inextricably linked with reproductive rights.

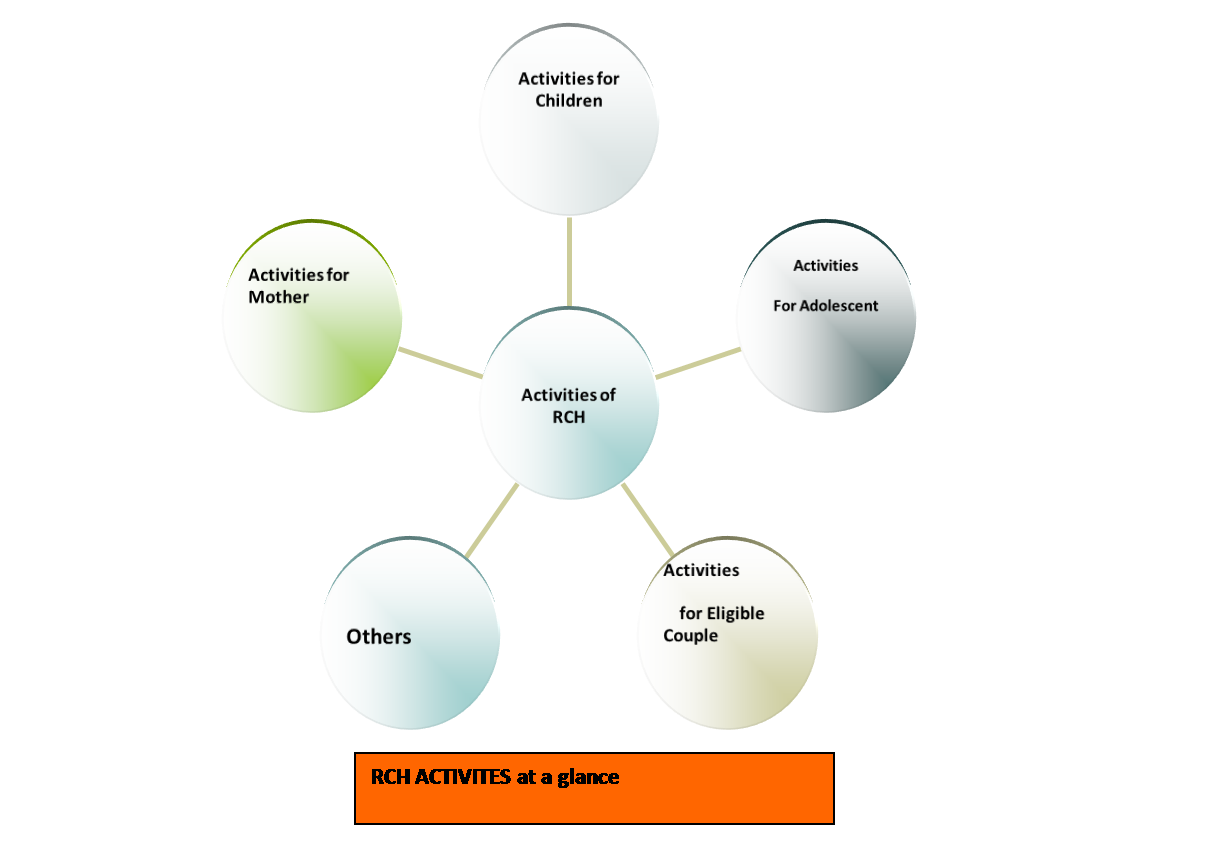
The sex ratio in the 0-6 category has declined from 945 females to 927 for every 1000 males: indicating an increase in female foeticide all over the country. Women bear the burden of sterilization programmes. The greatest invisibility of women prevails in health issues. Reproductive health strategies to meet women's multiple needs including education for responsible and healthy sexuality, safe and appropriate contraception, and services for STD, RTI, pregnancy and abortion. Reproductive issues are inextricably linked with reproductive rights.

**1.Adoption of Reproductive Health Care as one of its core intervention**

GDSS has adopted the following objectives in relation to the issues of Reproductive Health care in line with the national scheme to achieve the maximum outputs in minimal time.-

* To achieve immunization of 90% of all the children in the project areas.
* To increase the rate of institutional deliveries by 30%, 60% by TBAs and 10% by untrained birth attendants.
* To ensure proper counseling and referral guidance to the RTIs, STIs and other needy women.
* To motivate and sensitize the people towards reproductive health through advocacy measures as well as IEC activities.
* To promote the use of alternative systems of medicines (medicinal plants) to counter the fact of non- availability of supplies.

**Strategies Adopted by GDSS to Achieve the above Objectives**

* Advocacy at the Policy level for intensifying effectual managerial capabilities.
* Institutional strengthening of the network for RCH.
* Effectively implementing the plan and gradually decentralizing it.
* Interlinking it with other schemes.
* Using Corporate Social Responsibility as a method to increase resource for furthering and sustaining the scheme
* Intensifying research in Institutes of Health research, Training institution and Operational levels.
* Developing and effective mechanism for monitoring and evaluation for proper utilization of resources.
* Using mechanisms like health clinics and awareness camps for increasing awareness on the issue.

**3.Providing access to Health Clinic**

Health Clinics are held once a week by professional lady doctors for health check- ups for women and girls. They are referred to the hospitals, if problems persist. Apart from this women are given counseling related to Family Planning measures, sex related diseases, urinary tract infections and other contagious diseases. Last year 1440 people were given counseling and medical treatment

**4. Holding Awareness Camps to increase awareness on the issue**

Health camps are organized GDSS on a regular basis. The main purpose of the camps is to strengthen participants’ understating on various kinds of disease, their prevention as well as cure. It includes mapping of participant groups for the camps, selection of resource persons, ensuring participation of target group, and selection of pedagogy.

**Total Activities supported by GDSS in the last financial year**

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| |  |  |  | | --- | --- | --- | | **S.No.** | **Nature of Activities** | **Number of Activities Done By FNGOs** | | 1 | Health Camp | 12 | | 2 | Health Mela | 4 | | 3 | Video Show | 24 | | 4 | Nukkar Natak | 27 | | 5 | Community Work shop | 04 | | 6 | Magic Show | 2 | | 7 | Community Meeting | 192 | | 8 | Capacity Building | 02 | | 9 | Adolescent meeting | 48 | | 10 | Immunization camp | 48 | | 11 | Advocacy Meeting | 04 | | 12 | Health Education meeting | 12 | | 13 | SHG Formulation | 04 | | 14 | LEGAL AWARENESS | 5 case register | | 15 | HIV/AIDS Awareness camp | 12 | | 16 | Munnadi | 2 | | 17 | Male meeting for family planning | 04 | | 18 | LINKAGE OF NGO Visit | 01 | | 19 | ANM Visit for immunization camps | 48 | | 20 | Vocational training | 03 | | 21 | Mahila Mandal Meeting | 04 | | 22 | Family planning | 10 | |

**Empowerment of Women through Self Help Groups**Empowerment means individuals acquiring the power to think and act freely, exercise choice and to fulfil their potential as full and equal members of the society. The process of women empowerment begins when women’s awareness of their situation, social reality and rights is raised. Increased awareness must be accompanied by more education, greater knowledge and useful skills and actions. When women organize for action, they gain further knowledge and their awareness is raised to a new level. This increased awareness leads to a new action, and the whole process is repeated. Such a continuous process can lead to higher levels of empowerment.

**The greater change that may follow can change the very belief or assumption of what constitutes power.**

With the clarity of the concept of empowerment, discussion can be ignited with the women in the community on the various indicators of empowerment and depending on their experiences in daily life, to what level and in what matters they are empowered. What activities do they do with their own wish and in what matters are they empowered to make decision? Points should be made in comparison to their male counterparts with respect to the roles played by them and the decision making power lying with them. This will help them to gain clarity of the relationship between awareness or consciousness and action.

Action brings about higher levels of consciousness, and greater consciousness in turn leads to more effective action. Collective action through organizing for women’s empowerment such as through Self-Help Groups introduces an element of democratic decision making, leading to the development of leadership, reducing risk and external threat and enabling women to overcome the oppression of patriarchy and to realize their own true potential.

**In unity - a powerful voice**

GDSS meets regularly with urban and rural women to initiate the following exercise:

* Why is it important to form a group and live in an organised manner?
* What are the benefits of organising ?
* How can they get access to various resources and programmes initiated by the government, while being in a group?
* How can the organisation of women give them a voice that allows them participation and redressal in forums?
* Being thus prompted and encouraged, women can air their views in a healthy atmosphere and shoulder the responsibility for natural resource management with their male counterparts, along with their own empowerment and development.

**Need For Self Help Group**

* Among the poor, the poor women are the most disadvantaged - they are characterized by lack of education and access to resources, both of which are required to help them work their way out of poverty and for upward economic and social mobility.
* The problem is more acute for women in countries like India, despite the fact that women’s labour makes a critical contribution to the economy - this is due to low social status and lack of access to key resources.
* Women tend to save more reliably and regularly than men. For whatever reasons, they tend to save more rather than spending money on short-term, non-productive items like liquor. This makes them better customers for saving products.
* Evidence shows that groups of women are better customers than men - they are better managers of resources - benefits of loans are spread wider in the household if loans are routed through women - mixed groups are often inappropriate in the Indian society.
* Women are more concerned than men about the future of their children. Saving is one way of building security.

Once the women are convinced about the above factors, it becomes easier to focus  on the need of the Self-Help Group. One of the main needs can be micro-credit for the initiation or the growth of economic activities by the villagers.

Many of the government schemes function with organising of women in Self-Help Groups, which proves to be an effective strategy catering to the needs and gender reality of women. Also, as these SHGs are homogeneous bodies of the stakeholders with common interests, implementation of programmes for the development of beneficiaries becomes realistic with their own participation.

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| |  | | --- | | **Miscellaneous Activities and In-house Capacity Building Miscellaneous activities**  **1.Initiatives on Health:**  GDSS has provided children with counseling through focused group discussion for high-risk groups in various areas in Delhi. Many health clinics and health awareness camps with funding support of companies under their Corporate Social Responsibility programme have been organized in a number of states. Women are given counseling related to Family planning measures, sex related diseases, urinary infections and various other contagious diseases, through health clinics.  **1.Training & Skill Development** One key factor in employee motivation and retention is the opportunity to continue to grow and develop job and career enhancing skills. This also adds value of their input to the organization .Training is provided to GDSS staff on various issues for their capacity building such as communication, TOT on health issues, gender mainstreaming and micro-credit. These trainings have been organised after conducting a detailed training needs assessment activity to assess the training needs of employees.  **2.Exposure at various levels**  The staff is exposed to various field activities from the grass root level to National. The staff also gets an opportunity to exchange ideas and learning with students who come to work on internship programs in India  **3.Equal Opportunity** Men and women are equal partners in development and women would be empowered if they have the skills for social analysis, and understand the causes of disparity and inequality. Widespread efforts are made by our organization to ensure that they gain their rightful place in the mainstream of economic development, not only in the field area, but also at the workplace. Meeting for Community Participation  **4.Formation of Sexual Harassment Committee** The organization has its sexual harassment committee to ensure that no form of harassment is practiced against women in the organization.  **5.Support to staff at all levels** Living in a patriarchal society and in a culture that justifies the secondary status of women, they are exposed to constant violence from men/women. Violence may take various forms. These may be physical, sexual, verbal, societal, etc practiced at home or outside. Violence against women is recognized as a violation of their human rights and a deterrent to development and we help our staff to the extent possible, without invading their privacy, to help them realize their right.. | |