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USHA INTERNATIONAL LTD
(USS Department)

To : The Executive Chairman
From : USHA Social Services
Dated : 21st September 2019
Subject: Proposal for Non-Financial Partnership with United Nations Population Fund (UNFPA)

• **Background / Purpose:**

UNFPA is a subsidiary organ of the United Nations established by the General Assembly pursuant to resolution 3019 (XXVII) of 18 December 1972. It cooperates with and assists governments with respect to the formulation, adoption and implementation of their population policies and development strategies.

UNFPA conducts life skill training for various organizations. Life Skills training supports candidates in decision-making and problem-solving; creative thinking, communication and interpersonal skills, self-awareness and empathy; assertiveness and equanimity; and resilience and coping with emotions and coping with stress.

Training Silai School women on "life skills" is one of the initiatives for which UNFPA is willing to associate with USHA International Ltd.

Process:

- 1) A non-financial agreement for a period of three years will be signed between UNFPA and UIL to take this initiative forward.
- 2) UNFPA will:
 - a. Undertake a rapid assessment of screening the current Master Trainers to gauge their capability to transact LSE. From among these, a core team of 500 Master Trainers will be identified and trained, who will further train 3000 Silai School women of the on-going financial year (2019-2020) in batches.
 - b. Visit selected Silai Schools to assess the need for integration of life skills in the existing training material or have a standalone module.
 - c. Co-create the training and resource material including components of entrepreneurship involving women from Silai Schools.
 - d. Bear the costs related with Life Skill content development including pictorial pamphlets, video clippings, workbooks, trainer guide etc. and training a core team of 500 master trainers including trainer honorarium, boarding-lodging cost etc. They will be incurring approximate cost of Rs. 1,00,00,000 /- for this project.
- 3) UIL will:
 - a. Share details of 500 participants that can be trained as Master Trainers.
 - b. Ensure training of 3000 Usha Silai School women by Master Trainers for on-going financial year (2019-2020). Also ensure skills acquired by Master Trainers are passed on to the Silai School women during Silai School program training for upcoming financial years

- c. A batch of 15 women will be formed for organizing training of Silai School women by Master Trainer. Total 200 batches will be formed for imparting training to 3000 Silai School women.
- d. Bear two days training cost of 3000 women by Master Trainers. The budget is taken for the on-going financial year (2019-2020)

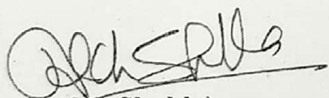
Financials:

- 1) The total cost to be borne by UIL for training of associated 3000 Usha Silai School women will be **Rs 22,30,000 /- Plus applicable GST** for financial year 2019-20. Details mentioned in **Annexure 1**.
- 2) USS Program Coordinator will be given an advance of **Rs 10,000/- per batch** for meeting the expenses of Boarding & Lodging, Food & Honorarium and settle the same against proper bills/details of expenses at location office.
- 3) These expenses will be booked under commitment code **SILA_0088** of GL No.:469030 and **FC104545**.
- 4) GST will be charged as per the Government of India regulation.

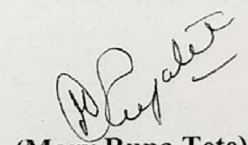
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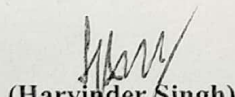
- 1) Holistic development of Silai School women entrepreneur:
 - a. Overall improvement in her ways of thinking and problem solving.
 - b. It will enhance her confidence both in spoken skills and for group collaboration and cooperation.
 - c. She will be able to recognize the impact of her actions and take responsibility for what she can do rather than blame others.
 - d. She will be able to analyze options, make decisions and understand certain choices.
 - e. She will develop a greater sense of self-awareness and appreciation for others.
- 2) Brand visibility of Usha Silai School Program.

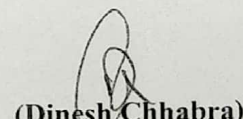
SUBMITTED FOR APPROVAL


(Alok Shukla)


(Mohit Donter)


(Mary Rupa Tete)


(Harvinder Singh)


(Dinesh Chhabra)

The above proposal is hereby approved.

(Executive Chairman)

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UIL will bear cost for training of associated 3000 Usha Silai School women as mentioned under:

S.No.	For	Particulars	Units	Days	Cost per Unit	Total cost
1	Silai Schools to be Opened in FY 19-20	Boarding for 3000 women (Stay arrangement for 3000 women including bedding, venue hall for training etc for 2 days)	3,000	2	150	9,00,000
2	Silai Schools to be Opened in FY 19-20	Food for 3000 people for 2 days	3,000	2	175	10,50,000
3	Silai Schools to be Opened in FY 19-20	Honorarium for training 3000 participants (15 participants per batch, Rs. 700 per day for 2 days training)	200	2	700	2,80,000
Total						22,30,000

A. Roles and Responsibilities

Role of UNFPA

- a. Carrying out diagnostics by visiting and interacting with existing Silai School Teachers, Programme Managers and NGO partners;
- b. Developing the curriculum on Life Skills, which can be integrated in existing training materials for Silai School Teachers. The life skill may include Managing Personal Finance, Entrepreneurship Skills, Business Development, Sexual and Reproductive Health, Livelihood oriented education for Children, Family Planning etc.;
- c. Developing relevant training and job aids (both print and audio visual materials) such as pictorial pamphlets, video clippings, work books, trainer guide etc. to support learning. They will be developed in a manner that they integrate seamlessly with our Silai School Curriculum;
- d. Training approximately 500 master trainers from the 60 partner NGOs, Programme Managers and Silai School Master Trainers; and
- e. Incorporating a couple of monitoring indicators in the existing MIS. These indicators may typically be related to business growth of Women Entrepreneurs, their spending patterns, their health, education of their children etc.
- f. Quality assurance through establishing a process of audit of training, taking formal and informal feedback during and after the programme etc.
- g. Documentation through professionally written cases on impact of the project; and
- h. Bear the costs related with Life Skill content and training a core team of 500 master trainers.
- i. Financials will not be shared with each other party

Role of UIL

- a. Undertake a rapid assessment of the current Master Trainers to gauge their performance. From among these Master Trainers, a core team of Master Trainers shall be identified for being trained and used to cascade to Usha Silai School learners;
- b. Provide inputs and help UNFPA in co-creating the training and resource material including components of entrepreneurship involving women from Usha Silai schools;
- c. Cascading the training to 3000 Usha Silai School teachers to be trained during this the term of this MOU;
- d. Provide MIS regularly on additional indicators; and
- e. Financials will not be shared with each other party