

DIOCESAN BOARD OF SOCIAL SERVICES
Diocese of Lucknow
Database and Management of Information Systems

INTRODUCTION

Context

The organizational development initiatives within the Synodical Board of Social Services (SBSS) have altered in many ways its partnership with 24 Diocese Board of Social Service (DBSSs) of Church of Northern India (CNI). At the level of perspectives, the shift towards rights-based development has begun to address programmatic interventions along with the thematic issues. The issues of land and dalit rights; Adivasis and social exclusion; and livelihood and food security have gained strategic focus along with crosscutting themes of Gender, Lobbying, Advocacy and Networking (LAN) and the Church Mission Engagement (CME). Significantly, issue-based interventions and the dynamics of people's organizations are also shifting and altering the operational reach of DBSSs. Efforts at networking in a few instances have also brought new stakeholders in partnership. The development context of the 24 DBSSs is not only diverse but continues to be dynamic.

Against this backdrop, developing and consolidating database along the lines of new perspectives and strategies of SBSS-DBSSs gains significance. At one level, awareness and understanding of what is data (manifestations) and its relevance for intelligent decision-making processes has to deepen at all levels within SBSS-DBSS.

SBSS-DBSSs would stand to gain vastly if they can build a creative database that facilitates analysis of development processes for deepening the ongoing development initiatives. A sound and dynamic database invariably pushes frontiers of knowledge for innovation and advancement of the causes of tribal, dalit, women and children.

Objectives

1. To develop and consolidate database on specific thematic (issue-based) interventions - land rights, tribal identity, livelihood and food security, Self-Help Groups (SHG) s, and federations, cooperatives, people's organizations and movements through guiding frameworks. This database would provide guiding frameworks for planning and monitoring and impact assessment.

2. To enable DBSSs Coordinators and Resource Centre (RC) s to maintain dynamic database. Facilitate awareness on the relevance and use of scientific data among various stakeholders. As instrument knowledge data can be effectively used for various purposes such as visibilising issues, building alliances and lobbying, benchmarking micro and macro trends, establishing linkages etc.
3. To use database for developing Management of Information Systems (MIS)

Time Frame

1. The first round of visits will be undertaken in the last week of April. Field visits to select DBSSs and the four CNI Centers for Social Action – Calcutta, Ranchi, Agra and Pune will be made.
2. The second round of visits will be to the remaining DBSSs in CNI Centers for Social Action, will be organized to see how the process is being adopted and accepted. These visits will be undertaken in the months of July- August.
3. By October, DBSSs and RCs should have finalized their database.
4. In December, the final round of discussions would be held to finalize database and MIS at the SBSS level.

The First Round: Process and Purpose

The following frameworks were evolved through a participatory process. A four-member team visited the four CNI Centers for Social Action and five DBSSs (North East India, Chhota Nagpur, Cuttack, Amritsar and Marathwada) for discussions and consultations with different stakeholders viz. the community members, DBSS staff and staff of CNI Centers for Social Action. The field visits in the select DBSSs and subsequent dialogues with the staff of DBSSs gave us glimpses of ongoing shifts and emerging concerns of the reference communities. Debriefing sessions were held in all the select DBSSs for evolving the frameworks. Valuable inputs were received from the Coordinators and staff of respective DBSSs that the four-member Team visited. A striking outcome of Team's visits is the realization that systematic collection of data would have various benefits to the stakeholders – be it identifying emerging the needs, issues of the reference communities, ongoing trends, planning, preparing proposals, monitoring, advocacy, studies etc. More importantly, the relevance of data is contextual and it is hoped that a dynamic database would allow for informed responses from different stakeholders.

The four-member team also had an opportunity of sharing the frameworks with the Chief Coordinator of SBSS and teams CNI Centers of Social Action of Agra and Pune. Given below are a few pointers.

- The following frameworks are drafts and have to be discussed for by each of the CNI Centers for Social Action.
- Wherever required, definitions of some terms (which are used in the frameworks) can be elaborated – if need be for common understanding.
- CNI Centers for Social Action should send their feedback and inputs to the concerned person/s in SBSS for finalization by 20th May. The final `Database Frameworks` will then be sent to the Regional Resource Centers by the 1st of June for further dissemination to the DBSSs.
- While visiting the four CNI Centers for Social Action, it was possible for the four-member team to visit only one DBSS in each of the CNI Centers for Social Action. Therefore if additional frameworks are required as per the context of the DBSSs, the CNI Centers for Social Action should prepare them. This would be welcomed.
- Wherever possible, to capture the richness of impacts, write a brief case on specific themes.
- During consultations, it is highlighted that data and frameworks on CME, CBCLA and already exists. Therefore frameworks on these themes are not incorporated in the following sections.
- The following frameworks have to be filled by DBSSs. The CNI Centers for Social Action have to facilitate the process. While filling the tables you can expand the spaces to suit the content.

Process initiated in the DBSS L

The process of Database management system started with the Visit of the resource team members to the DBSS Lucknow on dated 17th to 19th July 2006. In that orientation meeting the team explains the objective and process of data base management system through various examples.

To demonstrate the process the team visited two of the field areas (Ramapur and Sarsaban) to collect the primary data of community-based organization and the intervention of DBSS and to capture the different trends. The debriefing session with the DBSS staff was organized in the office to analyze the data to identify different Trends. This demonstration helped the DBSS Staff to design their plan to collect the data in the field area with the prescribe format.

This process also enables the Diocesan authority to realize that there is lack of written document available regarding the history of DBSS at the diocesan office Allhabad. However the chairman DBSS has ensured to provide the relevant data.

Chapter one

Historical perspective of DBSS Lucknow.

<p>This framework aims to briefly capture the origin and evolution of DBSS along the line of shifts made in its mission, objectives, operational areas and activities. This framework should also bring to sharp focus the journey the DBSS has made and the rights based work.</p>	
<p>Year of Formation of DBSS</p>	<p>The Diocesan Board Social Service was instituted in 1st of October 1992 as the development wing of the diocese.</p>
<p>Briefly explain the main reasons / circumstances for formation of your DBSS</p>	<p>The Diocese of Lucknow covers 28 district of eastern Uttar Pradesh. The congregation of the diocese belongs to various backgrounds. In 1992 SBSS organized a consultation on the theme “In Christ with People” and the Diocese of Lucknow was invited to participate in this consultation. As a result the leadership got motivated and after several meeting of the Diocesan leaders of that time the DBSS was formed and the social development work was initiated in the year 1992. To fulfill the mission agenda of the church, and to proclaim the good news to the poorest of the poor of the diocesan area with out any bar to caste or religious belief the diocese has initiated this process. In the initial stage they selected 6 leaders and capacitate them with necessary knowledge and skill so that they could involved in the social ministry of the church.</p> <p>The theological base was derived from LUKE 4: 18-19. “ To proclaim the good news to the poor, release the captive, give sight to the blind and let the oppressed go free “</p> <p>Vision: we aspire for a society where every body will have access to the resources and build a society of equality and justice.</p>
<p>Legal Status</p>	<p>Managed by DBSS board. Not register.</p>

Operational area in the last 10 years since 1996 year wise	How many villages?	Panchayats/Gram Sabha	Blocks	District
1992	07	1.Osapur,	Billari,	Basti
1993 to 1996	36	1. Rangunathpur 2. Lalpur 3. Mohangarh	1. Bridgemann 2. Laxmipur	Maharajganj
1997 to 2000	36	1. Parnharwa 2. Paisia 3. raghunath pur 4. mohangarah.	1. Bridgemann 2. Paisia	Maharajganj
2000 to 2001 (Interning Phase)				
2002 to 2004	25		1. Saraon 2. Hollagarh 3. Mauiama	Allahabad
		12		
What were the problems/ issues that were addressed by DBSS then?	Year	Phase	Issue	Approach
	1993 – 96	People’s Plan	Poverty, Ignorance	Integrated Development,
	1997 – 99	Forward Plan	Exploitation, Unemployment,	Sect oral intervention Economic Development,
	2001 - 2004	Action Plan	Marginalization of Women and dalits	Community Organization. Human rights,

Since formation has DBSS withdrawn from any villages/Panchayats/ Gram Sabha/ Clusters/ Area	DBSS Lucknow has withdrawn its Program activities from district of Basti in 1993 and Maharajganj in year 2000 due to some administrative reasons. The work done in that area was consolidated and handed over to the community based organization of villages.
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Trend Analysis

During the initial period the program activities were based on awareness building and motivational camp. The reference communities were Hindu and Muslim Davit. The development activities help them to bridge the gap and have created a sense of belongingness among the dalit communities.

The socio-economic programs were helped them to break the caste barriers. The assets created during this period such as Diesel pump for irrigation purpose, Machines for rope making, Cycle rickshaw, and cattle had benefited the community as well as the individuals.

Socio -economic program through revolving fund where the community has their share in terms of money and accountability to each other sustain their economic development initiatives.

In 2000 the program activity at the Maharajganj district were consolidated and the area operation was changed from Maharajganj to Allhabad District.

The DBSS activity was with held for one year (April 01-march 02) due to some diocesan problems.

After the evaluation in 2001, the SBSS and the DBSS emphasized in building the communities of resistance and hope and geared up its mission, vision, and approach accordingly. Since 2001 it is focusing on promoting issue based people organization and participates in the struggle of people for their right.

Challenges:

1. Political influences.
2. Caste based society.
3. Lack of resources.
4. Lack of Knowledge.
5. Gender inequality.
6. Marginalisation of people.

Learning:

The main learning was that the activity were more of development oriented welfare activity so the struggle for alternative and the process of transformation was missing. Although economic program helped the community the bargaining power were still with the powerful high cast.

The component of political empowerment was missing in the approach and process.

The awareness programs should be more.

Chapter Two Current perspective

After adopting RBA several shifts are observed in the DBSS approach, Strategies, operation balances and reference communities. This framework aims at stock taking the ongoing changes that are underway

Vision and Mission of DBSS- present

VISION: “DBSS Lucknow aspires of a society based on justice equality and peace in harmony with creation.” It was formulated in the 2001, when DBSS again started after one year of gap.

MISSION: Each individual will have access and control over the resources and strengthen the people based organization for political empowerment.

Strategies adopted to translate this mission

Reshuffling of the reference area on Panchayat base. Formation of issue based community organization, SHGs as a tool for women empowerment. Networking with other likeminded organization and other individual and to ensure the functionality of Panchayat Raj Institution. Issue related data has been collected. . There is a shift in the development approach so all the initiatives are framed under Four A of the Right-based approach. The concept of village development committee has been changed and issue base people organisation are focused.

<p>Trend analysis of the emerging perspectives:</p>	<p>The issue of livelihood has been focussed the community based organisations are becoming issue focused and issue oriented. The thrust of SHGs has been change from micro credit to Women rights and empowerment. Data on the resources for livelihood means are became the priority task for the community. Issue Based people organizations are emerging. Communities are being sensitised regarding the Accountability of the local self-governance towards the communities..</p> <p>Challenges:</p> <ol style="list-style-type: none">1. Gender inequality.2. Castism.3. Unorganized labours.4. Political bargain power.5. Illiteracy/lack of awareness6. Unemployment7. Marginalization of people
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Chapter three
Current operational area and demographic profile.

3. Operational Areas: Demographic Profiles

Objectives: This frame aims at benchmarking the operational areas of DBSS

States	Districts	Blocks	Panchayats / Gram Sabha	Pastorate	
Uttar Pradesh	Allahabad	1.Soraon 2. Holagrah 3. Mauaima	12 Gram Panchayats	75	
			23,583		

Trend analysis of the emerging perspectives: (The situation is the same in the entire block)

1. Reference communities are economically poor and socially deprived with dalit background.
2. Main occupations of these people are agriculture labor and traditional occupations.
3. The lack of job opportunities forced them to work outside the villages. Mostly the men go out to the near by city in the search of job and women work as domestic servant in the house of rich and higher caste family.(land Lord)
4. The THAKUR's, PATEL, SRIVASTAVA, YADAV & BRAHMIN are the upper and the dominant lower class are Dalit. Dalit community is sub divided into PASI, CHAMAR, HARIJAN, PAL, MAURIYA; MUSHAR & BEHNA are sections of the society.
5. Women are illiterate and they lack self-confidence. They are not in the part of any decision making process either in the house or out side the house. Socially they are the victim of patriarch tradition and customs.
6. They still believe in black magic and go to the Ojha (village doctor) for treatment of any illness.. Some times they are physical abused by the fake doctors.
7. The affected community comprise of Dalit, Marginalized Farmers, Women, Labor and unemployed youths. Only the higher classes avails the Government facilities.
8. Schemes given by the government doesn't reach to the lower section of the community. The upper classes dominate the lower section by snatching their right from their hands.
9. This area is flat and dry. They don't have irrigation facilities. All the cultivation is depend on the rainwater.
10. Due to their ignorance the labor class did not get the minimum wages and the women get very less.

Chapter four

Community based organization

This framework aims to collect basic data on village's level institutions; changes if any.										
Panchayats/Clusters	VLC				CC	AC	SHG	CBCLA	Cooperatives	
	M	YC	FC	Mazdoor sang than	05		27		01	
	07	05	01	02	50 Members					
Core Achievements									Running Dairy	

Challenges	<p>1. Castism.</p> <p>2. Control of socially, politically and economically powerful people on the resources.</p> <p>3. Gender inequality</p> <p>4. To develop the leadership and to enhance the confidence.</p> <p>5. move from community based organization to in people organization for people movement.</p> <p>Bring functionality to all the non functional sang than.</p>					Marketing of milk
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Trend analysis:

The DBSS is working in the Allahabad district since 2001, and each village has a core committee of 10 people both man and women were member of this core group. In ten villages they initiated women education program but could not sustain the program. As in the past 4 years there were 23 CBO, but due to lack of follow up and facilitation from the DBSS these group were became dysfunctional. At present there are only 17 CBOs are functional. We have total 27 SHGs, in which the government forms 16 SHGs, but DBSS is facilitating them. The trend of micro-credit between the SHGs is also changing.

ACHIEVEMENTS:

1. The thrust of SHGs has been change from micro credit to a forum of Women rights and empowerment.
2. Issue Based people organizations are emerging.
3. Accountability of the local self-governance towards the communities has been increased.
4. Increase in self-responsibility and participation of the people.

CHALLENGES

Build confidence and reorient the leaders on issue of livelihood with right based approach.
Re-functioning of the non-functioning groups.

LEARNINGS:

1. The regular follow-up should be increased.
2. Proper data related to the issue should be with us while working with the CBOs.
3. They need more awareness building and motivation.

4.1 Community Based Organization: Gender and Age

Objectives: this framework aims to capture the gender composition and age profile to indicate the CBOs are veering toward older generation.

Community Based organizations	No. of Men			No. of Women			Total Membership		
	20-35	35-50	50-above	20-35	35-50	50-above	20-35	35-50	50-above
Core Community	135	115					135	115	
CCs									
Area Committees									
SHGs	26	09		267	45		263	54	
Mazdoor sangthan	30	07					30	07	

Trend analysis of the emerging perspectives: There are few SHG groups initiated by the Mother in law now they wanted the daughter in law should carry forward the work so the allowing the younger women to participate in the SHG groups.

In these groups the participations of the female is more than male.

These group has been used as tool to give a platform to women to come together and discuss the issue and problem related to them apart from the saving Practice.

Challenges:

1. To bring the male and female on the same platform.
2. To change the micro-credit to women rights.

Community Based Organization: based on Caste

Objectives: This frame aims to analyses the homogeneous and heterogeneous composition of the CBO s and its implication.

Community Based Organization	Dalit			OBC		Tribes			Total Membership		
	Caste 1	Caste2	Any other	OBC1	OBC2	T1	T2	Any other	Dalits	OBC	Tribes
VDC's	315	34							349		
Core Community	225	25							250		
Area Committees											
SHGs	292	32							324		
Any others											

Tread Analysis:

The total members of CBOs are dalits. Some of the CBOs are not going well because of no follow-ups in the period of march 06 to july 06.

In our reference area Harijan and patel (dalit) comes under caste 1 and pasis are the caste2 of Harijan. Muslim community is also there in our area but they do not come under our reference community. 10% of the total population is OBC but they also does'nt comes under our reference community.

Chapter five
Dalit and livelihood

1. Dalit and Livelihood: Access and control to resources: Interventions and Impact

Context of DBSS:

Reference communities are economically poor and socially deprived with dalit background. Main occupations of these people are agriculture labor and traditional occupations. The lack of job opportunities forced them to work outside the villages. Mostly the men go out to the near by city in the search of job and women work as domestic servant in the house of rich and higher caste family. (land Lord)

The THAKUR's, PATEL, SRIVASTAVA, YADAV & BRAHMIN are the upper and the dominant lower class are Dalit. Dalit community is sub divided into PASI, CHAMAR, HARIJAN, PAL, MAURIYA; MUSHAR & BEHNA are sections of the society. Women are illiterate and they lack self-confidence. They are not in the part of any decision making process either in the house or outside the house. Socially they are the victim of patriarch tradition and customs. They still believe in black magic and go to the Ojha (village doctor) for treatment of any illness.. Some times they are physical abused by the fake doctors. The affected community comprise of Dalit, Marginalized Farmers, Women, Labor and unemployed youths. Only the higher classes avails the Government facilities. This area is flat and dry they depend on the mason rain for their crops only the rich have irrigation facilities. The land less labor did not get the minimum wages and the women are double discriminated.

Natural Resources			
Cluster/ Panchayats	Zameen	Jangal	Jal
12	Community Resources (Lease of Lands, 02 Community centers etc.)	There is not forest area in our working area	03 ponds in our reference area
	The struggle for panchayat land was done in the Ramapur village.		<p>The ponds are the natural resource found mostly in our areas is used for water cultivating “<i>singada</i>”. These ponds come under the jurisdiction of the Panchayat of the particular village, and given on “Paatta”.</p> <p>With the facilitation and struggle of DBSS, with SHGs and other refernce community in kurgaon village, the project of fishery is started in the pond which comes under the panchayat jurisdiction. This project is just started and the income cannot be mentioned so early.</p>

Chapter six
SHG and Cooperative entrepreneurship development

Objectives: This frame aims are collecting basic data on SHGs.											
S. no	Name of CO	No. of SHGs	Total Members	M/F	Subscription per month	Total Savings	Loan received from Bank/Govt.	2nd loan	3rd Loan	Rate of Interest of Bank	Recovery rates % default rate
1	Mrs. Preeti Mourya Facilitator, GENDER	1	10	F	10	200	----- -	-----	----- ---	2%	
		1	10	M	50	500	----- -	-----	----- ----	2%	
		1	14	F	10	140	----- --	----- --	----- -----	2%	
		3 (govt.)	39	M – 1 F – 2	50	46,800				2%	
2.	Mrs. Sushila Devi Facilitator, GENDER	1	16	F	25	800				2%	
		1.	09	F	50	900				2%	

		1	13	F	20	520				2%	
		3 (govt.)	39	M	50	46,800				2%	
3.	Mr. Rahul Devadi Facilitator, Livelihood	1	11	2 M 9 F	50	1100				2%	
		3 (govt.)	39	M – 26 F - 13	50	46,800				2%	
4.	Mr. Rajesh Singh Facilitator, LAN	1	13	M	100	50,000	2,50,000*	2,50,000*		2%	8%
		1	12	F	15					2%	
		1	14	F	10					2%	
		1	13	5F 8M	50					2%	
		4 (govt.)	52	M	50	62,400				2%	
5.	Subash Babu	3 govt.	39	M	50	46,800				2%	
Grand total		27	343	226 M 117 F	640	2,56,960	2,50,000	2,50,000 0			8%

Trend Analysis

1. These SHGs has been used as tool to give a platform to women to a come together and discuss the issue and problem related to them apart from saving practice.
2. This tool is used for women empowerment among the gender analysis and increase participation increase in larger forum.
3. The SHG, which has taken the loan from the bank, is earning enough that they are given the amount at time. They are never found to be defaulter.
4. There are total 27 SHGs in our reference area in which 16 SHGs are made by govt. and rest 11 is made by DBSS. But all the SHGs of govt. are facilitated by DBSS.
5. The no of Male in govt. SHGs are more than female, but the female is more than male in DBSS SHGs. That is why DBSS took the initiative to promote the participation of women in SHGs.
6. The SHGs of DBSS just started three to Four months back.
7. Through proper monitoring and motivation in the DBSS reference areas defaulters rate is very low

** The amount taken by the SHG from bank as loan, include 50% subsidy.

SHGs:

With the facilitation and struggle of DBSS, with SHGs and other reference community in Kurgaon village, the project of fishery is started in the pond which comes under the Panchayat jurisdiction. This project is just started and the income cannot be mentioned so early.

Impact:

1. SHGs member have started an income-generating project. Which will help in enhancement of economic and social status. The confidence level has increase in the group.
2. Participation of the women increased.

Trend analysis of the emerging perspectives:

1. This group influences others.
2. They are merged as core group to bring the government schemes.
3. They also see the Anganwadi, mid day meal program in the school, and attendance of the teachers in the village school.
4. The bargaining power increased.
5. Enhancement in confidence of the villagers.

Entrepreneurs
hip
Development

Cooperatives

Interventions:

A milk Dairy is running by SHG (Sardar Patel SHG) of Nayaban village of Saraon block. This cooperative was started in 2002 with facilitation of DBSS. They are selling their product to Parag milk Ltd. The marketing was the biggest problem, which was solved by the joint effort of DBSS and villagers. There are 15 SHG members. The collection of the group is Rupees 100 per month. They have 27 cattle.

- Impact:

1. Feeling of collectiveness increased
2. This enhances their monthly income to meet their day-to-day need.
3. . They collected about 47 liters of milk at one time in summer, which increases to about 97 liters in winters.
4. Apart from the SHG members other villagers also put their trust in the dairy and join them by putting their milk at dairy.
5. They have bought 11 cattle more to increase the quantity of the product with the help of loan from the bank
6. They earned enough amounts, that they returned the loaning amount of the bank at time
7. Other villages also get motivation to take the initiative.

**Chapter seven
Profiling Gram Sabha.**

Objective: This Frame aims to capture the trends in the functioning of the Gram Sabha

Cluster / Panchayat	No. Of Gram Sabha	Men	Women	Interventions	Outcomes	
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<p>05/12 Functional and strong</p> <p>As the record shows, all the gram Sabha are functional and strong</p>	<p>Non-Functional</p> <p>All the gram Sabha are non-functional practically</p>					
<p>Trend Analysis</p> <ol style="list-style-type: none"> 1. Although Gram Sabha meet 4 times a year but they do not gathered. 2. The villagers have no knowledge about the importance of gram Sabha. 3. The secretary takes the signs on the roll call of the register of Gram Panchayat. 4. Elected PRI members are not aware about the Roles and Responsibilities. <p>Challenges</p> <ol style="list-style-type: none"> 1. Lack of knowledge. 2. Castism 3. Gender inequality 4. Lack of awareness. 5. Member of PRI need awareness on the issue of gram Sabha 						

Chapter Eight

Government scheme

Target Public Distribution System (PDS)/ Social Security Schemes

Objectives: This framework is self-explanatory and aims to take stock o haw many of these schemes have or have not been availed by the marginalized communities

Number availed and not availed	Adivasis		SCs		OBCs		Any others	
	Availed	Non Availed	Availed	Non Availed	Availed	Non Availed	Availed	Non Availed
BPL (1835)			630	1205				
Antyodaya (Red)			245	470				
Annapurna								
Vriddha/ Old -age Pension			88	262				
Maternity Benefit			75					
Mid – Day Meals			2746					

APL								
Any other								
Any New Schemes								

Trend analysis of the emerging perspectives:

1. Peoples were not having the enough knowledge about PDS.
2. They need awareness about their rights and government schemes.
3. Their participation should be more.
4. Members of reference community are now started raising their voice for availing of PDS benefits with facilitation of DBSS.
5. The villagers are facilitated to have the regular check upon the mid-day meal.

Government Schemes	<p>Targeted Public Distribution Schemes (Ration card, BPL card: NREGA, any other.</p> <p>Intervention:-</p> <ol style="list-style-type: none"> 1. A ration shop was initially in the hand of the gram Prardhan, but the villagers of Ramapur struggled and now they are getting their ration in their own village. 2. New names in the BPL (115), Old age Pension, (46) and Widow Pension. 3. Names of twenty-one villagers are given to District Magistrate who are not getting pension (old age & widow) since 4 years). These villagers are from Nayaban, Ramapur, Girdharpur, Dhandupur I and II, Sarsaban, Lal ka Pura. 4. Regular evaluation of Anganwadi and schools for mid day meal. 5. Jansunvai Programs did with villagers, with the help of Ms Sheeba, Advocate, High court, Allahabad.
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	<p>Impacts:</p> <ol style="list-style-type: none"> 1. People got the knowledge about the criteria of BPL, Old age pension, and Widow Pension cards. 2. Villagers took initiative to negotiate and bargain with Officials. District Magistrate said that suitable steps will be taken to put the names in distribution list. 3. It was known with conversation with BDO that many forms of the villager having bank pass book is not in the record. The ex-secretary has not submitted their forms. 4. New forms are filled of villagers having Bank pass book. 	
Wages and Equity		
	<p>Fair and Minimum wages Interventions:</p>	<p>Several meeting are done in all the villages with the SHGs and other CBOs regarding minimum wages. the participation of the women is increased regarding the issue. But they still hesitate to take the initiative in the matter, because maximum people are dependent on the labour.</p>
	<p>Impact:</p>	<p>Participation of villagers increased and they have started thinking about the matter. But they need time to be taking initiative.</p>

10. Schemes Aailed/ accessed in the Operational Area:				
Panchayats/ Clusters	Schemes accessed	No. of people benefited	Caste wise distribution	Tribe wise distribution

		(Men/Women)		
Sarsaban	Widow pension and old age pension	Male- 35(old age pension) Women - 08 (widow pension)	Harijan	
<i>Abdalpur Khas</i>	<i>Handicapped certificate</i>	<i>01-Male</i>	<i>Harijan</i>	
	Maternity benefit	02 women	Harijan	
Rajapur Maksudhan	The forms are filled for tow Handicapped benefits in Ramcharan ka Pura and Girdharpur	02 male	Harijan	
Sarianbaju	Widow pension, BPL card in village Girdharpur	Male - 08 (BPL Card) Female – 08 (Widow pension)	Harijan	
Rajapur Pardriya	BPL card in village Lal ka pura	08 – male	Harijan	
Kirpalpur	Antyodaya card (red card)	03 male	Harijan (Pasi)	

Trend:

The total beneficiaries are from the Harijan caste (Dalit), as our reference community is Dalit. The forms are filled widow pension and BPL card in Girdharpur and it is still under process. As we had also struggled for the Indra Awas yogna, and the names were given to the block, but pardhan of village Lal Ka Pura did some give and take with the secretary of the block and added his name in the list and got the benefit.

Other all the efforts made by DBSS in Scheme are successful. But there are still some villagers who have to avail the benefit, for which DBSS is working upon. And soon they will be added in the beneficiaries list.

**Chapter Nine
Staff profiles**

Objective: to capture the work profile of the staff an trends				
Organ gram				
Name	Designation	Village covering	Year of working	Qualification
Mr. Michael Daniel	Program Coordinator	Total area of DBSS	02 Months	B.A, M.A
Mr. Mohit Frederick	Accountant/ Office Asst.	_____	02 years	B.Com, M.Com, MBA(MMM)
Mr. Rajesh Singh	Community Enabler	5 villages	15 years	Intermediate
Mr. Rahaul Dwividi	Community Enabler	5 villages	03 years	B.A
Mr.Subhash Babu	Community Enabler	5 villages	03 years	B.A (2 year)
Mrs.Preeti Maurya	Community Enabler	5 villages	04 years	B.A
Mrs. Sushila Devi	Community Enabler	5 villages	03 years	8th Pass
Thematic Role & Responsibilities				
Issue Facilitator	Role and Responsibilities	Inter role coordination		

<p>Livelihood</p>	<ul style="list-style-type: none"> - To make survey and analysis of all the 25 villages of DBSS by meeting with villagers. - To identify the issue of livelihood - To make people aware about the issue and also make them aware to have access and control over resource. - To create a data bank related the issue including all the information and study materials - To train people on the livelihood issues - Networking with like minded organization, people and government officials 	<ul style="list-style-type: none"> - Apart from intensive working area, he will also look the extensive field of the DBSS. - Sharing all the information and data with the staff and people of the DBSS. - Team work - Regular reporting / correspondence.
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<p>LAN</p>	<ul style="list-style-type: none"> - To make survey and analysis of all the 25 villages of DBSS by meeting with villagers. - Issue based lobbying with powerful and bureaucrat people. - To create a data bank related the issue including all the information and study materials - To advocate the dalit issue through print & electronic media. - Networking with like minded organization, people and government officials 	<ul style="list-style-type: none"> - Apart from intensive working area, he will also look the extensive field of the DBSS. - Sharing all the information and data with the staff and people of the DBSS. - Team work - Regular reporting / correspondence.
<p>CME</p>	<ul style="list-style-type: none"> - To make survey and analysis of all the of the congregation of Diocese. - To prepare congregation for social concern - To sensitize church youth to be a change agent - Involve church people in people's struggle - To give the assistance and technical support to the identified congregation. 	<ul style="list-style-type: none"> - - Apart from intensive working area, he will also look the extensive field of the DBSS. - Sharing all the information and data with the staff and people of the DBSS. - Team work - Regular reporting / correspondence.

Gender	<ul style="list-style-type: none"> - To make survey and analysis of all the 25 villages of DBSS by meeting with villagers. - To identify the issue of women - To make people aware about the issue - To advocate the issue through media - To create a data bank related the issue including all the information and study materials - To train people about the gender sensitivity - Networking with like minded organization, people and government officials 	<ul style="list-style-type: none"> - Apart from intensive working area, he will also look the extensive field of the DBSS. - Sharing all the information and data with the staff and people of the DBSS. - Team work - Regular reporting / correspondence.
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<p>PRI</p>	<ul style="list-style-type: none"> - To make survey and analysis of all the 25 villages of DBSS by meeting with villagers. - To create a data bank related the issue. - To prepare people for fundamental and human rights and also rights at Panchayat level. - To make aware member of Panchayat about their roles and responsibilities according to PRI system and structure. - To prepare general people about the power of Gram Sabha, so that full participation could be ensured. - Timely information on sharing about Govt. schemes and programmes to the people. - To make aware the people of Gram Sabha that only Panchayati Raj system can develop the villages and can secure livelihood and food security. 	<ul style="list-style-type: none"> - Apart from intensive working area, he will also look the extensive field of the DBSS. - Sharing all the information and data with the staff and people of the DBSS. - Team work - Regular reporting / correspondence.
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