

1) Currently 15% of the budget is allocated to Education and Nutrition Expenses as well as Computer Maintenance, while Tutor Salaries comprise 10% of the budget. How much is the average tutor paid at Sahyog? In particular, how does the Sahyog tutor wage compare with that of a government school teacher and/or the minimum wage for teachers at government schools?

A government school teacher typically earns between Rs. 25000 -30000 per month, commensurate with their qualifications and experience. School teachers in low cost private schools typically earn between Rs.3000-6000 per month for full time work. Given the non-institutional nature of Sahyog's work, we do not employ teachers. However, we adhere to the Minimum Wages Act and pay equitable salaries to all our programme staff. Except for part-payment of the Administrative Head's salary (explained under Point # 2), none of the full time salaries of staff members has been budgeted to Asha funds.

The stipends budgeted to Asha (10% of the total budget) are for community-based tutors/escorts/trainees for a specific task which ranges from 2-4 hours daily. Therefore the amount budgeted is a small proportion of the total budget. Since Sahyog's programmes are community-based, the involvement of community women/youth has multifold significance: creating in them a sense of ownership for the programmes, building their capacities, and supplementing their income.

- For the English Language training programme, young women are selected from the community and provided on the job training to deliver the programme. They commit 2 hours per day, 5 days a week to each batch (10-20 children) that they teach and receive a remuneration of Rs. 3000/month per batch.
- Community Escorts play a crucial role in integrating Sangharsh children and adolescents into mainstream schools or vocational training centres. Schools and training centres are located far from the community and ferrying children back and forth is difficult for their caregivers as they are overburdened with domestic responsibilities. Many of them are daily wage earners and this task would mean a loss of income. It thus becomes essential to identify individuals from the community who can take on this task and over a period of time, teach the children to travel independently. A community escort is typically paid Rs.2500/month.
- Young women who show interest in working with children with disabilities are accepted as trainees to observe the work of the regular team and assist them daily. To date, 3 women who joined as trainees were, over time, absorbed as full time staff in Sangharsh. Their capacities continue to be built through in-service training and interaction with specialists who visit the centr. Trainees also enable us to offer home-based education to children who are unable to access Sangharsh on account of the severity of their disability. A trainee is typically paid Rs. 3000/month.

The budget head for Education and Nutrition will be used towards:

- Teaching-learning resource material used at Sangharsh which is mostly created by the staff to suit the needs of the children.

- Teaching-learning material used for the English language training programme.
- Nutrition provided to Sangharsh children on a daily basis

2) Rent, Deposits, Administrative, and Overhead Expenses also comprise around 50% of the budget sent. What are the specific details into these expenses? With the understanding that these expenses are essential to running Sahyog, it would be helpful to know the significance of funding these things in regards to the overall success of the programs.

The Sangharsh centre operates from an approximately 500 sq.ft. space and can comfortably accommodate 20-25 children and 6 adults. As we work with children with disabilities, it is essential that the centre is located on the ground floor and has easy access to a road. These factors push the rent up and weaken our bargaining position. (The real estate prices in Mumbai are among the highest in the world. Slum tenements of 110 sq. ft. are often rented for Rs. 10,000 per month.) We have inhabited this space since 2013. The landlord is appreciative and supportive of our work and has renewed our rent agreement in 2016 for the next 3 years, starting at Rs.18,000 with a 10% increase each year. The uniqueness of Sangharsh is that being a community-based centre for children and adolescents with disabilities, it gives families easy access to it and also sensitises the community to disability and the rights of persons with disabilities. 60% of the amount allocated under Rents and Deposits will be used towards payment of the rent for the Sangharsh centre which serves multiple purposes. It is also utilised to conduct training programmes for the caregivers, and psychiatric consultations and therapeutic rehabilitation (animal assisted therapy and occupational therapy sessions) for the children. It is vital that we have a physical space in the community to allow us to meet the educational and rehabilitative needs of the children and work towards making the community inclusive.

Sahyog plans to collaborate with a school in the community to implement the English language training programme. Most of the low cost private schools are situated in the community and conduct their classes in small tenements. The schools run in two shifts to maximise their limited space. In these circumstances, schools are unable to provide space for any other programme. As a result 25% of the requested funds for Rents and Deposits will be used for renting space to run the English language training programme.

15% of the amount allocated for Rents and Deposits will be used towards part-payment of rent for the Administrative office which provides administrative support to the English Literacy programme and Library in School programme which are implemented at mobile sites in the community. The administrative office provides the space required for carrying out the training, planning and documentation of these programmes.

With regards to the Administrative and Overhead expenses, 60% of it will be utilised towards part payment of the salary for the Administration Head. 40% has been earmarked

for Overhead expenses which will be used towards Utilities (electricity and water charges) as well as repair and maintenance of Sangharsh centre. The priorities are to renovate the bathroom to make it slide-proof and install handle grips as well as to construct a ramp at the entrance of Sangharsh.