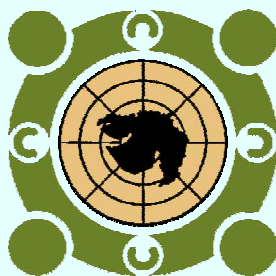


# **ANNUAL REPORT**

## **2009-2010**



# **NAVSARJAN**

**“New Creation”**

**1<sup>st</sup> APRIL 2009 TO 31<sup>st</sup> MARCH 2010**

**Navsarjan is a grassroots Dalit organization dedicated to ensuring justice for all**

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## **Preface:**

Dear Friends,

Greetings!!

During the year 2009-2010, Navsarjan has made lots of achievements, faced challenges and built up strategies and moved forward to its goal of social emancipation of Dalits, women, tribals and marginalised communities. This is put forward through the various activities undertaken by Navsarjan through its core programs.

“Understanding untouchability” a research undertaken in collaboration with Robert F. Kennedy memorial, U.S. was released in January 2010 which created a debate on the issue of untouchability and its forms not only in the state of Gujarat but at the international level as well.

Navsarjan also strengthened its linkages by becoming a national associate of International Dalit Solidarity Network, based in Copenhagen, Denmark.

Navsarjan continues to strengthen its linkages with like minded organizations, networks and groups across Gujarat and other parts of the country by collectively addressing common issues and concerns pertaining to rights of Dalits, women and tribals at state level and at national level.

In solidarity!!

**Jai Bhim**

**Manjula Pradeep**  
**Executive Director**  
**Navsarjan**

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## OUR MISSION



To eliminate discrimination based on untouchability practices; to ensure equality of status and opportunities for all, regardless of caste, class, or gender; to ensure the rule of law.

### 1. Human Rights Value Education:

As set forth by the Indian Constitution, Navsarjan believes that education is a fundamental human right. Navsarjan believes that education can lead to the breakdown of the socially accepted discrimination that has suppressed the Dalit community for 3000 years. Unfortunately, the government run schools have allowed discrimination to persist in the classrooms that are supposed to be accessed equally by all Indian children. The hardships faced by Dalit children in government schools perpetuates discriminatory practices and effectively denies many Dalit children their basic right to education. As a result, the chance to break out of the cycle of caste-based occupations and menial labor is lost.

The treatment of Dalit children in school varies in severity depending on the school, yet most of the children report similar stories of abuse. They tell of being forbidden from sitting with non-Dalit students during the mid-day meal and from participating in school cultural programs. Many children are forced to clean school toilets and if they refuse, they are subject to beatings from teachers or administrators. Dalit children are never permitted to serve food to their teachers or fellow students and if they arrive late to class they are often

locked out so that they cannot attend school for the day. In many cases, students are forced to sit according to caste, with the Dalit children at the back of the classroom and frequently there are not enough desks or chairs for them. The government teachers themselves enforce this discrimination, and often times teachers openly refuse to pass Dalit children in school or give them any attention at all. Because of all of these factors, the dropout rates for Dalit children (especially for girls) in primary school are high.



#### A. Navsarjan Vidhyalaya Primary Boarding Schools



Navsarjan's Human Rights Value Education campaign is making strides to stop this illegal discrimination in village schools. The campaign's goal is to attain a zero dropout rate of Dalit children from primary schools, to encourage personal growth through academics, and to empower them by instilling values of equality. The campaign ensures that the most disadvantaged Dalit communities, such as the scavengers, receive priority-based opportunities. The campaign also focuses on female students with the same priority-based approach with the aim of creating gender and caste empowerment and helping girls create a positive self-image.

The Human Rights Value Education campaign has set up three primary boarding schools in rural areas of Gujarat to achieve its goal. A Navsarjan Vidhyalaya boarding school rather than dropping out. The empowerment that these children will experience will hopefully stay with them for years to come and allow them the opportunity to become the next leaders of great social change.

This year:

394 students (98 girls and 296 boys) are currently enrolled at the three schools.

Of those, 158 students are new enrollments (31 girls and 127 boys).

## B. Bhimshalas

Bhimshalas (“Bhim” in honor of Dr. Bhinrao Ambedkar, “shala” from the Gujarati word for school) are extra-curricular educational centers, run by a Navsarajn trained volunteer from the local community. The Bhimshala is usually run out of the volunteers home and is usually held in the evening or on Sunday so that all children, regardless of work or family obligations can attend. The Navsarjan staff running the school is trained in issues regarding discrimination and is also taught games, activities, lessons to teach the children basic primary education necessities. Most Bhimshalas function with attached libraries, which consist of approximately one hundred carefully selected books at a variety of reading levels.



This year:

- \*An average of 4000 boys and 2700 girls attended Bhimshalas and related activities
- \*8 new Bhimshalas have been established
- \*14 new libraries were established throughout Gujarat
- \*A total of 151 new Bhimshala volunteers were trained, of which 92 were male and 59 were female.

## C. Children's Groups



Children's Groups or Bal Sangathans are groups designed to combat discrimination and increase children's confidence. Each group engages 10 to 15 children, depending on the number of Dalit children in the village. The groups are organized either by a Navsarjan field worker, a Bhimshala volunteer, or by the children themselves. Generally, the groups meet on a monthly basis. Within the groups, children get the opportunity to share their personal experiences about discrimination in government schools, or just generally in village life. The Navsarjan worker teaches the children peaceful strategies to challenge the harsh treatment. The children also get the chance to play games and practice cultural

activities, building a sense of community among this disenfranchised youth.

This Year:

- \*A total 101 children organization meetings were held, involving 844 girls and 930 boys.

## D. Children's Camps

Children's Camps are gatherings of about 40 to 50 children, organized by a Navsarjan fieldworker who runs a variety of activities for the children. Children's camps help to establish counter-consciousness in the minds of the children against the caste discrimination that operates in the villages, as well as to encourage the formal education of Dalit girls and boys. This type of education empowers children to become leaders of the Dalit movement from an early age. The activities include a public speaking competition, cultural programs, educational activities, sports, an introduction to Dr. Ambedkar's philosophy, and gender rights education. Educational kits are distributed, including books written by Navsarjan's founder Martin Macwan to challenge gender and caste discrimination. These camps bring children together across sub-caste and caste lines, sometimes from several villages at a time.



This year:

- \*172 camps were held, a total of 3324 girls and 4007 boy attended throughout the year.



## D. Teacher Trainings

Teacher trainings are provided to teachers at government primary schools on how to combat discrimination in school, how to help Dalit children, and generally work for something besides just their government salary. These programs help create a network of individuals that are sensitized to discrimination issues, and can join together to provide a united front. These trainings help create a network of individuals that are sensitized to discrimination issues, and can join together on behalf of the equality of all children. This additional set of allies ensures a stronger front in the struggle against untouchability.



This Year:

\*7 teacher trainings were held, with an outstanding turn out of 623 total teachers who attended these programs. The breakdown of attendees: 225 female teachers and 447 male teachers.

## E. Educational Community Video Unit (ECVU)

The ECVU produces short 30-minute films for children, and then screens them at government primary schools, Bhimshalas, and Navsarjan Vidhyalay primary schools. The ECVU uses the medium of video to teach children about a variety of topics not covered in their textbooks with the goal of increasing their understanding of science and their feelings of social responsibility.

Videos this year:

## General Impacts and Challenges of the Human Rights Value Education Program

### Impact

Through relentless pressure from the entire Navsarjan organization on government schools, separate seating for Dalits during mid-day meal was removed from 36 schools during the reporting.

Sub-caste discrimination within the Dalit community is being reduced thanks to the children's meetings and Bhimshalas. Many children are speaking out against untouchability and gender discrimination.

Many parents have been convinced to keep their daughters in school, instead of forcing them to drop out in order to do chores or arranging marriage at an early age.

The discriminatory practices have been challenged and minimized in 39 primary schools throughout Gujarat.

Committees comprised of youth were established to combat discrimination in villages, especially around education. A total of 13 committees were formed with 41 female and 28 male participants.

Great strides were made in creating Awareness Programs. These programs are conducted in the villages, bringing together Dalit women, men and children. The community discusses education, and its importance for girls as well as boys. These programs also serve to monitor if the children report discrimination at school. A total of 45 programs were conducted at the village level with 225 males, 167 females, and 2667 children.



## Challenges

Due to child labor practices common in migratory families, many children in these families lose continuity in education, and cannot attend Bhimshala activities.

About half of the students who come to Navsarjan's Vidhyalay schools cannot read or write; this presents a challenge to the teachers who have to teach children from all educational backgrounds in one class.

A total of 66 students have dropped out of Navsarjan Vidhyalay Schools (separate from the total number of students listed above) due to

homesickness and general discomfort. Parents' love and possessiveness over their children also creates obstacles for children to study in Navsarjan schools. The school teachers and staff members in the Human Rights Value Education campaign continually struggle to ensure that students feel comfortable and at home in the schools.

The organization continues to struggle to have an equal representation of male and female teachers at each school.

The ratio of student to teacher is higher at some of the Navsarjan Vidhyalay Schools than others.

Certain sub-castes within Dalit community are not ready to have their girls be educated.

Some Dalit students are unable to speak out at public hearing programs because of family pressures and constraints.

There is discrimination in government aid, and scholarship money meant for Dalit students and is often embezzled away through corruption and never reaches the children.

Sub-caste discrimination remains to be a persistent problem in the villages.



## 2. Youth Awareness and Motivation



Navsarjan's Youth Awareness activities work to educate youth on village government schemes, land laws, the Panchayat (village council) system, addictions (to combat alcohol and tobacco), and gender issues, all of which help to lessen feelings of powerlessness and cynicism. Once formed, Village Youth Forums meet once or twice a month to discuss local issues, such as village infrastructure, atrocities against Dalits, and how to solve their own issues. If unemployed, students are encouraged to come to DSK for vocational training and social empowerment. The result is that youth feel more engaged and empowered to take control of their lives.

### Youth Awareness Training Programs

The one-day long programs are run by Navsarjan fieldworkers, often in Navsarjan's taluka offices. Generally 15 to 30 youth participate in one program. General awareness programs contain education on village government schemes, land laws, the Panchayat (village council) system, addictions (to combat alcohol and tobacco), and gender issues. Other specific types of awareness programs are also conducted, focusing on education (if, for example, there is a high drop-out rate in the village), exposure to government offices (Panchayat, etc.) and health centers, Sports (to build up cooperation between forum members), Employment (if there is a high unemployment rate), etc. The youth forums will focus on political and educational rights, as well as leadership building. They also strive to decrease violence against women, encourage unemployed young people to get training at DSK, decrease tobacco and alcohol addictions, take up atrocity issues, and target discrimination at school.

This Year:

\*Six exposure visits were conducted, which included 110 boys and 60 girls.

\* A total of 53 general awareness programs were held, which included 1895 of participants.

\* 23 employment programs were run to offer advice and guide participants through the process of securing employment.



80 Youth motivation trainings were held 35 village level legal trainings were held with 1300 participants

84 girls and 16 boys joined DSK for vocational training from various youth forums

## Youth Forums

Navsarjan sets up village Youth Forums, generally composed of at least 5 village youth, but sometimes 10 to 15, depending on the number of Dalit youth in the village. After receiving training from Navsarjan fieldworkers, these forums meet once or twice a month to discuss local issues, such as village infrastructure, atrocities against Dalits, and how to solve their own issues. Once these forums are established as a result of a series of awareness meetings, they are continually reinforced and provided new training to allow for the leadership development of the forum members. Once these forums are established as a result of a series of awareness meetings, they are continually reinforced and provided new training to allow for the leadership development of the forum members. This youth leadership is then able to take up the issues relevant to the Dalit cause and can thereby carry the torch for the future of the non-cooperation movement.



This Year:

\* There are now over 1500 participants.

In 199 villages, new youth forums were established

\*172 forums were reinforced and strengthened

\*231 students from the youth decided to attend DSK (152 females, 79 males)

## 3. Manual Scavenging

Manual Scavenging had cursed the Dalit community for centuries, and despite legislation for the past 100 years, this caste-dictated, government-funded practice of handling and transporting human excreta persists. The Valmiki (manual scavenger and sweeper caste), most often women, who perform this work suffer from a variety of serious diseases and disorders at a much higher rate than the general population. They are treated by both society and government as social outcasts fit only for this degrading and dangerous work. In villages and towns, many use only a short broom, a piece of cardboard, and a metal dish or reed basket as tools for this heinous work. The dish or basket is filled with excrement, placed on their head or in a pushcart, and carried to a designated area for disposal.

The situation is no better in the cities, where the lack of a mechanized sewer system leads to frequent clogs and jams. Men from the Valmiki community are lowered into the sewer gutters through manholes, their only protection is being tied at their waist with a rope. In Gujarat alone, dozens of men die every year from inhaling the toxic gases emitted from the manholes. The government evades responsibility by outsourcing the work to private companies who pick up

workers as daily laborers and then force them into scavenging. Despite the fact that the government is flagrantly violating its own laws by employing individuals for the purposes of manual scavenging, it claims that because the workers are technically employed privately, that they are not liable.

The Eradication of Manual Scavenging Campaign devotes its efforts to spreading awareness about the degrading nature of manual scavenging within the manual scavenging community itself, among other Dalit communities and with non-Dalit communities as well. This awareness aims to convince practicing individuals to abandon this type of work and to encourage other individuals to relinquish the societal system that perpetuates such human rights violations. In addition to this type of grassroots work, the campaign works to pressurize the government toward implementing its laws that have abolished these practices and that guarantee aid and rehabilitation to individuals looking for dignified occupations.



## Awareness Training Programs

Awareness programs in the Valmiki (Scavenger) communities are held, and training programs are done to strengthen local leadership, to provide legal and rehabilitation information, to gather information about how many people are engaging in manual scavenging, and to encourage young people to come to Dalit Shakti Kendra for vocational training.

Also, motivation and assistance is given to help manual scavengers take advantage of government programs to change occupations. These programs are necessary to establish a consciousness within the scavenging community regarding their rights and options, and encouraging them to take advantage of the same in order to begin work in a dignified occupation. Because of the constant discrimination they have faced since childhood, many manual scavengers believe that they are performing their caste duty.

## Surveys for information about manual scavengers in Gujarat

The government continues to deny the existence of manual scavenging despite the fact that the government itself employs many individuals in this practice, in violation of its own laws. Navsarjan works to obtain updated data on practicing manual scavengers in order to accurately represent the facts to the courts, government, media, and public.

## Rehabilitation of manual scavengers and manhole workers into a dignified occupation

After Navsarjan's landmark court victory, the government sanctioned money to be provided as loans to manual scavengers. In order to obtain the loan, the individual must first receive a document signed by his or her employer stating that the individual engages in manual scavenging; because the practice is illegal, however, employers are hesitant to sign. This campaign team assists manual scavengers to obtain government loans enabling them to begin working in a more dignified occupation by assisting in the filling out of applications and obtaining necessary affidavits.

## Building the capacity of Valmiki community leaders

Because of sub-caste discrimination, many Valmikis are hesitant to trust people from other Dalit sub-castes. The training of Valmiki community leaders within the campaign helps to build that trust, increasing the campaign's effectiveness. The manual scavenging campaign has taken on new trainees from the Valmiki community in order to build their capacity as community leaders and increase momentum from within the community to abandon the practice of manual scavenging.

Additionally, Valmiki volunteers are trained at the village level to assist the scavenging community to abandon the practice.



## Rallies and Public Hearings



Rallies and Public hearings are conducted in order to publicize the issue of manual scavenging, and keep it in the eye of the media and the public. Many children from scavenger communities attended the events. These children provided evidence of the continued presence of this inhuman work in Gujarat and sent a bold statement to the various public servants and governmental departments who continue to deny its existence.

## Additional Notes:

To celebrate Dr. Ambedkar's birthday, 655 children engaged in foot marches in 7 talukas of Surendranagar district to spread awareness about manual scavenging amongst children

A Times of India a daily newspaper journalist visited slum areas in Ahmedabad district with a Navsarjan staff member to gather information about the life of manual scavengers and published an article about the reality of manual scavenging in this area

Navsarjan submitted an application to the High Court with 13 affidavits, which the high court accepted. 12 memoranda were submitted to the district collectors in 4 districts relating to local issues confronting Valmiki (Scavenger) communities.

Navsarjan continues to collaborate with other organizations to spread awareness about manual scavenging. 4 individuals, 2 from TATA Institute for Social Science and 2 from the Dalit Foundation, visited Manual Scavenging communities in 15 villages.

## **Impact**

After the Times of India article about Manual Scavenging, the High Court independently took up the issue of Manual Scavenging and issued suo moto notices to various relevant departments of the State Government and the case to investigate this issue is now pending in the high court.

After the Rally and Public Hearing for children's rights violations, the media has picked up the issue of violence against Dalit children in schools; TV and newspapers have been pushing stories about Dalit children nearly every day, serving to creating a widening sphere of awareness around this issue.

The connections and relationships that were built between Navsarjan and other organizations whose work focus on children's rights issues have been productive in shedding light on the involvement of children in manual scavenging work.

More individuals are participating in training seminars and more are willing to talk about their lives than in the past. More people are willing to agree that the work assigned to the manual

scavenging community is undignified, ultimately making more people willing to fight against this practice.

More manual scavengers are willing to give an affidavit as proof that they engage in this undignified labor because there is more awareness of the way in which such labor violates basic human rights.

The mass rally and public hearing with children served to sensitize the Educational Department, which has led many schools to stop discrimination.

## **Challenges**

- When collecting information from children for various surveys, parents often pressure their children not to share full information.
- The Gujarat Government continues to deny that Manual Scavenging occurs in this state, which slows and even stops the rehabilitation process.

## **4. Women's Rights**

The situation faced by Dalit women in India is unique in nature; despite being part of the most impoverished nation on Earth, the women of Dalit communities face hardships unlike any other member of their own society. Dalit women suffer from three main oppressions: gender, as a result of patriarchy; class, a result of being among the poorest and most marginalized communities in the world; and caste, a result of an age-old social hierarchy that claims they are the lowest of the low, the “untouchables”. Although movements in the 20<sup>th</sup> century have made discrimination on the basis of caste illegal and in direct violation of the Constitution of India, harsh treatment is still widespread, especially in rural areas. Once born, girls are often subjected to disease and malnutrition because they are given only left over food and rarely receive any health treatments for illnesses. The highest quality of care within a family, including food availability, is given to boys and men. To make matters worse, parents often hesitate to send their daughters to school past seventh grade, if they are sent to school at all. This leads to a vastly uneducated female population with a literacy rate that is substantially below the male population. Moreover, sexual assault and domestic violence against girls and women are common practices and are extremely underreported due to the social stigma attached to them.

Although women's empowerment has always been of major concern to Navsarjan, it became a core program in 2000. Conscious of the many discriminations Dalit women face in their daily lives, Navsarjan strives to give them a voice and ensure that they are equally and effectively represented in the organization at all levels. The objectives of the Women's Rights seeks to empower all women so that they can seek justice and dignity within their families and communities, and to dampen discriminatory patriarchal culture embodied by all-male caste councils that traditionally dominate village social affairs.

## **Awareness Campaign:**

Awareness training camps are held at the taluka level and village levels. The purpose of these camps is to educate Dalit and non-Dalit women and men on women's rights. These trainings include information on the Domestic Violence Act and the Atrocity act, in addition to women's health issues. Though the camps focus on issues affecting Dalit women, many of these issues also face non-Dalit women. The camps therefore serve to bring women together across caste lines, while empowering women about issues that matter to them.

## **Save the Girl Child Programs:**

Navsarjan assists in running these government sponsored programs to spread awareness about gender equality and the atrocity of the prevalent practice of female feticide. Not only do these programs help to spread awareness about the skewed gender ratio of female children, but they also offer explanations on how the tendency to favor boys can lead to violence against women, thereby engaging villagers in discussions on how important it is to value girls. This helps families challenge the culture of inequality starting at birth.

## **Statewide program participation:**

Statewide programs are organized concerning issues that affect women across the state. Topics include effective use of the position of Sarpanch (village government head) and Panchayat (village government council) members, health, and the illegal distribution and consumption of liquor. These programs bring women from across the state to share ideas and unite for common goals. Working together, these women will be more effective at achieving change in their communities and across the state.

## **Women Public Hearings/Legal Aid:**

In order to empower women and make them feel safe, they must learn that the justice system in India can help them. Especially for those women who suffer from chronic abuse and think that there is no alternative, helping them build a legal case against their oppressors can be a powerful weapon. Navsarjan fieldworkers use the Right to Information Act to obtain data about domestic violence, rape, and other types of violence against women. A public hearing is then organized to engage victims and others in a discussion of what types of legal and social difficulties they had, and pressure the authorities to take steps to correct them.



## **Leadership Training:**

The goal of these training is to give women the knowledge and skills to be capable and confident leaders in their community is vital to empowering village woman. Creating more capable women leaders allows the councils to be more self-sufficient and not rely on NGO field workers. These training programs provide legal training for the Domestic Violence Act, Rape laws, Right to Information Act, and other laws related to women. Training programs also provide foundational training on how to run Women's Rights Councils, how to coordinate them, the kind of questions they can take up, leadership training, information on health, the police station, what the women's rights are, etc. Women from two, three, or more committees join in one training program.

## **Additional Notes:**

We are pleased that children sometimes attend women's council meetings and forums. It is important to expose children to the values of women's rights at a young age. There have been many documented cases of violence against women from September 1, 2009 to March 31, 2010, including: 158 cases of domestic violence; 25 incidents of rape; 7 murders; 18 cases of property rights violations; 15 incidents of molestation. One press conference was held in Anand district with regard to rape cases of minor girls

3 meetings were held of women's council leaders at the taluka level with 80 participants. Participants at these meetings worked to conceptualize the future of the women's rights campaign and brainstormed new ideas for breaking old customs that deny rights to women  
4887 women, 749 men and 281 children from the women's councils of 10 districts participated in a program organized by Navsarjan to celebrate Dr. Ambedkar's birthday  
298 women participated in 2 public gatherings to protest the Social Boycott in Ingoli village  
A manual was prepared on women's rights to enhance the training camps held by this campaign  
12 self help groups were set up by women's councils  
8 exposure visits were conducted to Dalit Shakti Kendra and Navsarjan Vidhyalay with 45 females and 31 males, thereby increasing awareness of opportunities available to girls and women within Navsarjan  
192 women of 15 women's councils from 6 districts visited their local health centers to become more aware about women's health issues.

## **Impact**

By helping to start 93 new women's councils, we are giving a voice to many women who otherwise would not have one. We are getting closer to our goal of having a women's council in every village.  
The authorities are taking action when written memorandum are submitted by the women rights councils on the issues like water, housing, alcohol, NREGA, sanitation, etc.  
There has been increase in the number of cases relating to violence against women being reported through the women rights councils.  
Women are representing their issues in the Gram Sabhas organised by the village Panchayats.  
Women councils from 76 villages from 7 districts submitted memoranda to solve water problems, which were then solved in 20 villages  
The women's councils of 6 villages from Jasdan and Padra talukas represented the issue of discrimination at the midday meal in primary schools to the higher authorities and the problems were solved  
In 7 villages, women's councils represented problems of NREGA work payment, distribution of kerosene and the pavement of roads to higher authorities and met with successful solutions  
Woman Councils in 3 villages called to the State Controller to act on alcohol problems in their areas and the police were sent to immediately solve the problem. One PSI was transferred from the police station who had allowed the problem to run unchecked prior to the Women's council's complaints  
With the positive pressure from representatives of Navsarjan's women's rights campaign, 15 females who had dropped out of school to work in the home were readmitted and are currently resuming their studies

## **Challenges**

Women are often barred from speaking out for their rights because of the limits placed on them by the men in their lives as a result of the prevailing patriarchal social structure  
Rape and sexual assault continues to be prevalent in this society, which keeps women from standing up for their rights out of fear. In addition, women who are victims of such atrocities are afraid to lodge complaints about women's rights violations because of the shame it will bring to them and to their families.  
Women are often pressured to compromise instead of seeking justice when their rights are violated.  
It continues to be difficult for women to lodge the FIR to prosecute cases of violence against women because of corruption in the legal system and the negligence of the police.  
Discrimination continues to prevail against women with issues of employment and water equity



## 5. Minimum Wage Implementation

Though Gujarat's daily minimum wage for agricultural laborers was recently raised to Rs. 100 (approximately \$2.15 USD), there is no system in place to ensure that these laborers received the legally entitled wage. Most daily laborers often receive less than half of the wages to which they are entitled. When they attempt to stand up for their right to a minimum wage, the landlords often simply stop hiring them and employ other workers who will work for the illegally low amount with contest. Make organizations have tried to organize rural laborers, but caste has always stood in the way of a large-scale movement. In Gujarat, agricultural daily laborers are generally composed of Dalits and Tribal people. Therefore, any movement for implementation of the minimum wage is met with the same harsh resistance as other struggles for equality coming out of the Dalit community. The Minimum Wage Implementation campaign of Navsarjan works to educate people about their rights to a living wage and fights to ensure that Dalits and non-Dalits alike gain access to these wages.

### Gujarat Kamdar Ekta Sagathan (Gujarat's Laborers Unity Group)

Gujarat Kamdar Ekta Sagathan is an agricultural laborers' union that has been organized to assert minimum wage rights. Within the union, there is diverse membership that reflects the makeup of the laborers in the targeted areas. Union membership cuts across caste and religion; 25% are Dalits, 50% are Tribals, and 25% are other lower castes. As the union grows in number, it grows in strength, and gains additional leverage to demand minimum wages for agricultural laborers. The size of the union is increased through village meetings, through connections made by the Navsarjan Minimum Wage Implementation team, and by union members and leaders themselves recruiting new members in their respective villages. Most of the Minimum Wage Campaign meetings are held at night, since the laborers work in the fields during the day. The meetings are several hours long, and include both women and men. The purpose of these meetings is to educate Dalit and non-Dalit laborers on their minimum wage rights, encourage membership in the union, and encourage the union members themselves to take leadership roles.



### Community Meetings



The purpose of these meetings is to educate Dalit and non-Dalit laborers on their minimum wage rights, encourage membership in the union, and encourage the union members themselves to take leadership roles. Most of the Minimum Wage Campaign meetings are held at night, since the laborers work in the fields during the day. The meetings are several hours long, and include both women and men. The purpose of these meetings is to educate Dalit and non-Dalit laborers on their minimum wage rights, encourage membership in the union, and encourage the union members themselves to take leadership roles.

### Publicity for the Minimum Wage Campaign

The minimum wage team sets up boards in the center of each village. The purpose is to increase the visibility of issues facing agricultural laborers, which then impacts the mentality of the landlords. These billboards provide a sense of security to the laborers and an identity that they are a part of a larger organization.



## **Training Programs**

The more people who know about their rights, the harder it will be for employers to underpay their employees. Those trained can then tell their friends and family, even further spreading awareness. These programs are conducted by the Minimum Wage Implementation team, with the help of the union leaders themselves. Information is provided on relevant laws, and methods of obtaining minimum wages. Union leaders are laborers themselves. They are a crucial part of Navsarjan's strategy to make the union an independent and successful force in the lives of rural agricultural laborers. Training these leaders is a crucial aspect to the Union's survival. The Minimum Wages Campaign team provides legal training on relevant laws, and gives the prospective leaders the responsibilities to lead the union in terms of enrolling new members from their own villages, identifying common issues, etc. Leaders include both women and men.

## **Extension of Life Insurance to Union Members**

Since the families of union members rely on their labor as their primary source of income, the loss of a primary earner can be crippling. Insurance money can help a family support itself. Navsarjan has negotiated with a private insurance company to provide Union Members with this option for family stability. The insurance is offered at quite an affordable rate; laborers pay Rs. 100 per year for a natural death policy, and Rs. 25 per year for an accidental death policy.

## **Expanding Educational Opportunity**

As education is the central tool for social mobility, enabling rural youth to continue their education beyond 5<sup>th</sup> standard is a crucial step toward breaking the continued culture of menial, underpaid labor. The Minimum Wage Implementation Campaign sends youth to Hostel educational facilities to provide them opportunities for education past 5<sup>th</sup> standard in rural areas where no educational facilities exist.

## **Additional Notes:**

Work is in progress in 14 cases of minimum wage and women rights violations

221 applications were submitted for employment under the National Rural Employment Guarantee Act (NREGA) from villages in Chotaudepur Taluka

25 Gujarat Kamdar Ekta Sangathan members subscribed for the Dalit Shakti Magazine

## **Impact**

Gujarat Kamdar Ekta Sangathan is increasing the ability of individuals to represent their cases at the taluka level and before the district collector

People are less fearful of the police after intervention of the Union

Awareness about minimum wage rights is spreading and more people are able to demand fair wages and benefits under various government schemes as a result

Due to the work done specifically in Tribal areas, tribal communities are taking leadership in addressing issues relating to basic amenities and survival

A mass gathering of more than 5000 participants was organized in Vadodara city on issues relevant to poor agricultural laborers. The district collector had to take action when a written memorandum was given to him at the rally. The local administration is being pressurized to perform its duties and functions without corruption and the influence of the dominant landlords

Bonded labor, and other forms of forced labor practices are reducing due to awareness and reduction of fear of the landlords.

There has been an increase in the minimum wages for the agricultural laborers' through protest programs in the villages.

## **Challenges**

Even though legislation exists (such as the RTI), officials are not always willing to abide by such legislation, making the gathering of crucial information unnecessarily difficult

Problems with access to water in Chanchva village of Shinor Taluka is impacting the livelihood of Dalits in the area and inhibiting their ability to care for their fields

The agricultural laborers are divided by the landlords, which affects the struggle for minimum wages due to the lacking force of unity

## 6. Local Governance

Navsarjan's Local Governance and Political Rights campaign aims to empower Dalit and women Panchayat (village council) members and Sarpanches (chief of Panchayat) by educating them on relevant laws, their legal rights, and the necessity of standing up to represent their issues within the Panchayat. If the individual's legal rights are being violated within the Panchayat, Navsarjan will provide legal advice. The goal of these activities is to make lasting changes in village power structures according to the purpose of the Panchayat Raj Act of 1993, which officially reserved seats within the Panchayat village government for Dalits and women. However, in practice power all too often remains in the hands of the dominant castes. It is common for dominant castes to sponsor “dummy candidates,” which prevents other candidates from taking office who may be much more qualified and interested in change than the dummy candidates. This ensures dominant caste control of the Panchayat.

Untouchability practices as well are common within the Panchayat office, as many Dalit Panchayat members and Sarpanches are unaware of relevant laws designed to protect them. The same power hierarchy that exists outside the Panchayat in the rest of the village is replicated. Dalits, regardless of status within the Panchayat, are told to drink from separate cups and to sit on the floor while the rest of the members sit on chairs.

### **Panchayat Sangathan (Panchayat Organization)**

This organization is important to ensure that the voices of the Dalit, women and OBC (Other Backwards Casts) members of the council get heard. By uniting, these council members will be less likely to succumb to the pressures of the upper cast members of the Panchayat. The Panchayat Sangathan is currently in its beginning stages, and will continue to be implemented over the grant period. Each taluka (block) will establish a Panchayat Sangathan composed of Dalit Sarpanches and Panchayat members, both women and men. Non-Dalits will also be welcomed. These Panchayat Sangathans will help advocate for the issues facing local village Panchayats, especially in relation to Dalit and women's issues, as well as water, minimum wages, etc. The Panchayat Sangathans will engage Social Justice Committee chairmen and government officials in attempts to solve these local issues. Once the taluka Panchayat Sangathans are established, each district will establish a district-wise Panchayat Sangathan to represent issues on a wider level.

### **Surveying Villages**

Surveying the villages provides us with the necessary information to best determine how to help the Dalit members of the Panchayats and what issues are most important. These surveys are taken by Navsarjan fieldworkers who specialize in that particular village. Both Dalits and non-Dalits women and men are surveyed. The content of the survey deals particularly with the presence or absence of Dalits and women as Panchayat members or Sarpanches, if the Social Justice Committees are functioning, if untouchability is practiced within the Panchayat, etc.

### **Training Programs**

These political rights trainings help Dalits to speak out, raising their rights and concerns in the village Panchayat and district and taluka Panchayats in the state. In that way, Dalits can raise their own community's problems and solve those problems without harassment from dominant caste members. Participants in these training programs are mainly Dalit and women Panchayat members, Sarpanches, and Social Justice Committee Members. The training deals primarily with understanding the 1993 Panchayat Act, and the duties and powers that are delineated for Panchayat members and Sarpanches. It is explained to them how to efficiently use funds for the development of the village, especially for the Dalit communities. Often, if the Panchayat member or Sarpanch is a woman, she will not attend the meetings, and will cover her face with a veil, and will just provide her signature or thumb impression on official documents. If the Panchayat member or Sarpanch is a Dalit, he is often discriminated against, and forbidden from sitting on a chair or hoisting the flag on national holidays, as is his right. Leadership is developed to combat these practices.

## Panchayat Visits

Navsarjan fieldworkers visit village Panchayats in order to check what sort of work the Panchayat is doing for the development of the Dalit community, if Dalit members actively participate, if women actively participate etc., or if traditional caste power dynamics dictate the functioning of the Panchayat body. Visits can lead to pressure on the Panchayat to act appropriately, since they know they are being monitored. These visits are also important to ensure that the Panchayat councils are not pressured to succumb to the will of the upper caste members. Using the legal and social capital of Navsarjan, we can ensure that Dalit and women's issues are dealt with.

### Additional Notes:

Surveys have been conducted in 89 villages out of which in 27 villages the social justice committees were activated.

A foot march in Kheda district was held from 15 August to 24 August to raise awareness about untouchability practices. More than 500 individuals from across caste lines marched through 15 villages

The RTI (Right to Information Act) was used to collect information about the work of 76 Panchayats

### Impact

The confidence amongst the Dalit women who are representatives in the village Panchayat has increased due to training and continuous follow up by the field teams of Navsarjan.

The Dalit representatives are addressing their problems relating to discrimination in the Panchayats to the concerned authorities.

Development work has begun in the Dalit localities due to continuous monitoring and representation by the Dalit members of the village Panchayats.

Individuals elected to Panchayat have wider influence and are able to make more change.

### Challenges

In many communities, there is no election for the Sarpanch position; instead, the dominant caste members select the Sarpanch. These selected individuals are often incapable of pursuing their duties and stand in the way of the fair election of capable individuals

Dalit Sarpanches are often influenced by negative pressure from dominant castes

Even though women hold positions in the Panchayat, their work is often controlled by male members of their families

Political pressure from dominant castes often stands in the way of the Panchayat to function on behalf of the entire community

The State Government of Gujarat continually refuses to train social justice committee chairmen and increase the capacity of Panchayat members that come from Dalit backgrounds

## 7. Land Rights

Lack of farmland is a central reason for Dalit impoverishment, unequal power distribution at the village level, and continues practices of untouchability against Dalits. Without land of their own, many Dalits are forced to work as daily laborers in the fields of dominant caste landlords. This economic dependence creates disabilities in other spheres of life, as Dalits dependent on dominant cast landlords for their livelihood are less likely to lodge cases with the police when members of the dominant caste community discriminate against them or violate their rights.

The Land Rights Campaign therefore forms part of the backbone of Navsarjan's work. Through many Dalits are entitled to land under a variety of government programs, actually gaining control of the land is a difficult endeavor. Obstacles standing in the way of the rightful possession of land by Dalits include land encroachment by dominant caste neighbors, intimidation, political interference, lack of money to legally challenge authorities, and/or insufficient knowledge of applicable government programs.

Since its establishment, Navsarjan has been taking legal action to combat unlawful land encroachment, and to make sure land is given to those who are entitled to it. In addition, the campaign has also been empowering the community itself to take more responsibility through the creation of the Land Rights Army, a grassroots community group dedicated to working for land rights.



## **Jamin Adhikar Sena (Land Rights Army)**

The land rights army is a non-political membership organization for people who are committed to fighting against the bureaucracy and do not believe that political parties alone can provide them with land that is rightfully theirs. The Land Rights Army gains strength and credibility as its membership grows.

The Land Rights Campaign team identifies potential leaders of the Land Rights Army from the member pool, especially women and Dalits. The campaign team then provides them with legal and leadership training. By training local village leaders of the Land Rights Army, community support for the Army grows and they take responsibility for running the organization and spreading awareness of land rights.



## **Gram Sabha (Village Government Public Forums)**

Using the village level meeting forums, collective action and communal mobilization will be organized to combat government sale of public land to private companies. These public forums are useful for spreading information about people's rights regarding land, as well as creating opportunity for people to voice and address their issues. The Land Rights team organizes meetings in the villages for landless or nearly landless Dalits and other poor. Legal information is provided, and individuals are encouraged to fill out applications with the government to obtain land through various government programs.



When individuals receive land from the government but are not given proof of their right to that land, and subsequently are unaware of the location of the land which is rightfully theirs, rallies with these people will be organized to demand access to and proof of their land from the government. These rallies put pressure on the governments to follow through with the process of land redistribution and does not allow them to succumb to pressure from upper caste members.

Training of leaders for the Land Right's Movement is also of central importance. By

training local village leaders of the Land Rights Army, community support for the Army grows and they take responsibility for running the organization and spreading awareness of land rights.

## **Dalit Land Survey**

The Land Rights team will collect information about land issues, including waste and land allocation at the village level. Petitions will be filed in the High Court using information collected. Land surveys will be conducted to assess the government's allocation of land since 2000. Land surveying is important to ensure that accurate information can be registered, ensuring that Dalits get a fairly allocated plot of land. In partnership with the Dalits of each community, village land committees will be created to better advocate for the land needs of the entire village. This information can be used to determine which are the issues keeping Dalits from the land that should be rightfully theirs. With this information, Navsarjan can best decide how to proceed in transferring the land into the rightful hands.



## **Additional Notes:**

4 individuals from the Dalit Foundation came for an exposure visit to see the status of the Land Rights Army's work

Non- Agricultural land for Katariya School was acquired and a measurement of the land was taken for future building

A new application was submitted under form #4 to the district collector for the new Navsarjan Vidhyalay School to be constructed in Ranipat village in Surendranagar district

In Limbala village of Sayla Taluka, 23 landholders took possession of their land, for which police provided protection

A meeting with Saurashtra Lok Samiti was conducted to discuss providing economical help to poor farmers  
The Patadi village Women's Rights campaign training focused on the Land Rights Act  
A Memorandum was submitted to the District Collector to oppose allocating agricultural land to GIDC (Gujarat Industrial Development Corporation) Vadhavan  
Members of the Land Rights Campaign attended a 4-day seminar in Orissa to discuss land issues in Gujarat with the NFDLR (National Federation of Dalit Land Rights)  
7 landholders received seeds from the government  
In celebration of Dr. Ambedkar's birthday, rallies were held by the Land Right's Army in Vanod, Dhandhalpur and Dhragadhra  
Water problems of 20 families were represented to the Vadhavan Municipal Corporation in Shivshaktinagar  
Members of the Land Rights Army attended the public gathering to protest the social boycott in Ingoli village  
Members of the Land Rights Army attended a meeting in Sayla city to discuss a development project of 30.5 million INR  
After a public gathering in Surendranagar district on 31<sup>st</sup> August, 1000 forms were submitted demanding agricultural land

## **Impact**

Individuals across caste lines are coming together to discuss land rights issues and to participate in Navsarjan programs, thereby spreading messages of equality and stopping untouchability  
Awareness amongst women about land rights issues has increased due to an increased number of female members in the Land Rights Army  
An increasing number of manual scavenging families have begun working in agriculture and more applications have been submitted to the government for such families to acquire their own land  
After Navsarjan submitted a petition to the High Court pertaining to land rights issues, the High Court gave notice to the concerned departments and immediately began confronting this issue. The local administration has reached out to Navsarjan for guidance for how best to go forward with the implementation of land rights laws

## **Challenges**

Local landlords often threaten members of the land rights army and deter their ability to make progress on behalf of the landless  
Government recently revised its laws relating to the acquisition of land for public uses (Special Economic Zones and Special Industrial Reason) making it easier for land to go towards such projects instead of for individuals in need  
3 years ago, the government sent a resolution to all district collectors to provide land for landless individuals but this legislation has yet to be implemented  
In the last 5 years, the government has allocated very little agricultural land to Dalits, and for the few that have been able to acquire the necessary paperwork, too many have not been able to take possession  
Out of fear, many Dalits are selling the deeds to their land to dominant caste members instead of fighting to take possession  
Government is much more eager to give land to industrial interests instead of to landless individuals in great need  
The land rights campaign is short staffed at present, making it harder to provide support for the growing work of the land rights army.

## **8. Center for Dalit Human Rights (CDHR) and Additional Advocacy**

The Center for Dalit Human Rights (CDHR), based in Ahmedabad, is the semi-autonomous legal wing of Navsarjan, working to register and prosecute atrocity cases and cases of violence against both Dalits and non-Dalits.

Though The Scheduled Castes and The Scheduled Tribes (Prevention of Atrocities) Act provides substantial protection of Dalits the Act remains largely unenforced due to both ignorance and active obstruction on the part of Gujarat's law enforcement, judiciary and executive agencies. The CDHR organizes mass gatherings of victims of atrocities at the district level in order to help individual victims circumvent obstacles inhibiting their cases from moving forward and determining larger patterns of non-enforcement of legislation that protects Dalits. Similarly, the CDHR has organized public hearings for victims of atrocities to voice their grievances. These events serve to help Dalits (and non-Dalit activists and journalists) to understand the types of challenges they face in registering atrocity cases, particularly as a result of police apathy or active antagonism, refusal of the government to provide a legally mandated special Public Prosecutor in atrocity cases, and overall government inaction. The CDHR does not limit its legal advocacy to the state level; if a case is particularly grievous and the government is obstructing the victim's access to justice, the CDHR will represent that case to the National Human Rights Commission, along with other national human rights mechanisms.

### **Legal Assistance**

Many of the victims do not have the resources or the knowledge to proceed in filing a charge or prosecuting a case against an offender. By providing legal assistance to victims, we are working towards ending violent crimes targeted

at Dalits and women. We help in the prosecution of violent crime cases in several ways: we give to support and advice to victims when filing FIRs; we have meetings where we tell victims about their rights; and we take on the responsibility of prosecuting the worst cases.

### **Paralegal Training**

These various approaches to grassroots legal advocacy empower people on the ground with the knowledge to represent themselves and the needs of their communities independently. Through this type of advocacy training, Navsarjan's objectives become the goals of each independent community and subsequently serve to increase each community's confidence and strength. Navsarjan will hold 2-day training workshops so that the paralegals will be able to provide primary level legal assistance to the Dalits in their communities. The workshops will be on how to submit complaints to the police, what to do if the police do not follow up on the victims' complaints, how to conduct further investigation, etc.

### **Lawyers Meetings**

Due to the resources that the defendant often has to invest in his/her trial, it is important that our lawyers and witnesses are as prepared and confident as possible going into the trial. As a case approaches trial, Navsarjan will convene the lawyers representing the atrocity victim, along with the victim, for meetings in order to properly prepare for the case. If it is a particularly important or high-profile case, Navsarjan leadership will also join the meeting.

### **Vigilance Committee Meetings**

The government has appointed Vigilance Committees at the taluka, district level, and state level. Each committee is composed of between 2 and 5 members of Scheduled Castes or Scheduled Tribes. When the committees meet, Navsarjan will offer them advice and support on how to implement the Atrocity Act. By assisting already existing committees, we are achieving our goal of empowering people to help themselves. With our guidance these committees will be more effective.

### **Human Rights Committee**

Navsarjan has organized district level Human Rights Committees made up of community leaders and members of various civil society organizations. The Human Rights Committees will monitor the implementation of the Atrocity Act, and submit memoranda to the authorities in order to pressure the government to take action. These committees are designed to ensure that people's human rights are not violated and that when they are, those people know where to turn to seek justice. This is another example of Navsarjan trying to empower local lay-people to work towards improving their own lives.

These various approaches to grassroots legal advocacy empower people on the ground with the knowledge to represent themselves and the needs of their communities independently. Through this type of advocacy training, Navsarjan's objectives become the goals of each independent community and subsequently serve to increase each community's confidence and strength.

### **Media Advocacy**

After an atrocity, if the police or local government has refused to take any action, Navsarjan will contact the media on the victim's behalf and arrange an interview with a newspaper or television channel in order to pressure local authorities to move on the case. By presenting at the press conferences, the injustices committed against Dalits become public issues. This heightens public awareness, which serves to pressurize the government to take action.

### **Local Issue Advocacy**

By identifying the issues that confront Dalits and other marginalized individuals in their everyday lives, the Advocacy program is better able to bring such problems to the attention of the Gujarat government. This enables Navsarjan to effectively pressure the government to pursue its schemes and further ensure that the government is protecting and fostering the fundamental rights of all. Memorandum were submitted to various authorities of the Government of Gujarat to ensure the Fundamental rights of the Dalits and rallies were held to garner the support and encourage action on the part of the necessary authorities.

### **National and State advocacy for the current Dalit Human Rights Violations**

National Human Rights Commission is a well-respected and powerful body. Gaining its attention brings national notice to Dalit issues in Gujarat and helps to ensure that action will be taken to make change. Navsarjan does this by representing Social Boycott cases to the National Human Rights Commission, and to the State Human Rights commission and other Govt. Departments

### **Impact**

The mass gathering creates confidence amongst the Dalits to come out of fear and fight for justice. Para legal have started providing support to the victims of atrocities.

### **Challenges**

Though many court cases are convicting the perpetrators of crimes, a number of guilty persons have not been convicted. Hence the CDHR continues to struggle to hold courts and the legal system accountable to victims and free from corruption.

There is no provision in the SC ST Act for Social Boycott and Migration making it challenging to effectively bring this type of crime to the attention of the government

It is very difficult to lodge the FIR in many locations because of the negligence or utter unwillingness of the police, so finding ways to put into action this crucial part of any case is paramount.

## **9. Dalit Shakti Kendra (DSK)**

Dalit Shakti Kendra, literally meaning “Center for Dalit Empowerment,” is located in Village Nani Devti, 25 kilometers from Ahmedabad. It is primarily a vocational education center serving economically and socially marginalized youth. More than skill training, DSK provides its students with personality development, leadership skills, social and political education and a safe space for reflection and growth. A central part of DSK's philosophy is a redefinition of the word “Dalit,” thereby including Dalits from various economic, social and religious backgrounds. Each course at DSK is 45 days long. Most of DSK's students are landless, and have dropped out of school to work in the labor sector. Typically, the students come from families of farmers. Their dependence on caste-based occupations diminishes their sense of self. DSK mobilizes such youth for economic and social empowerment, helping them leave the cycle of agricultural labor and caste-based occupations and simultaneously foster grassroots leadership.

### **Vocational Training**

There are a total of 24 different courses now offered, targeted towards marketability. Students can learn everything from English and computer skills, to mobile repair and woodworking.



## **Additional Notes:**

A Machine Embroidery Course and Spoken English course was added to expand the Skills that students can potentially acquire

The batches were changed from coed to single gender at the end of May. This decision stemmed partially out of a desire to encourage female students to take courses in traditionally male dominated fields.

The construction of the new training building is almost completed

Students receive political, legal, sex, and other educational information through training programs featuring guest lecturers.

Students participate in public speaking contests, sports games, and other opportunities for personal growth.

The DSK campus functions as a major center for the Dalit movement, hosting trainees, Indian and international graduate students and professors, and major events.

## **Impact**

More female students enrolled in courses traditionally dominated by males, challenging the prevailing societal view that women are barred from engaging in certain occupations

Families felt more comfortable sending their daughters to DSK

With only females in the center, these students felt more comfortable expressing their views and taking ownership of the space, ultimately becoming more confident and self-possessed.

Students take DSK's message of equality back to their homes and communities.

Students come from more sectors of society, especially tribal communities.

About twice a month, visitors from other organizations who want to emulate DSK and use it as a successful model visit the campus.

Industries of the private sector who want affirmative action instead of reservation have been approaching DSK to help absorb students as employees (TATA, Ambuja Cement, etc.).

Employability of students: about 50% plus of students find employment immediately after training.

It is difficult for DSK to find new teachers from the pool past students, because many are employed and do not want to leave their jobs.

Many youth who had been unemployed in their villages have now become income earners for their families.

## **Challenges**

Though DSK practices the equality it preaches by incentivizing female participation in courses of male dominated fields, there is still little space in the larger society for females to enter male dominated workforces. For girls, who are still mostly trained in tailoring and other skills considered acceptable for females, employment opportunities continue to be more difficult to realize.

To introduce other attractive and meaningfully marketable courses for females remains a constant challenge for the organization

Though coed batches provided students with an opportunity to form healthy friendships with the opposite gender, the negative impacts outweighed the positive, hence, new tactics will need to be employed to help students understand and respect the other gender in these new single gender batches.

Developing plans to set up additional satellite centers to reduce the reliance on DSK continues to be challenging.

Finding resources to fund DSK is difficult; many students cannot afford to pay the total cost required.

Finding new vocational courses to keep pace with changing market demands.

Most students who come to DSK are school dropouts, so finding a balance in competitiveness is difficult.

The disparity between boys and girls in both urban and rural societies provides a constant challenge.

It is difficult to maintain technical expertise while not leaving behind girls and boys with low education levels.

## DIVERSITY CHARTS

Category	Female	Male	Total
Employee	48	107	155
Trainee	3	4	7
Teacher	6	12	18
Advocate	4	6	10
<b>Total</b>	<b>61</b>	<b>129</b>	<b>190</b>
<b>Percentages</b>	<b>32%</b>	<b>68%</b>	<b>100%</b>

## NAVSARJAN TRUST GOVERNING BODY

Sr.	NAME	OCCUPATION	POSITION
1	Mr. Gagan S Sethi	Activist	Chairperson
2	Ms. Manjula Pradeep	Activist	Executive Secretary/Director
3	Mrs. Jyoti Raj	Activist	Trustee
4	Mrs. Mari Marcel Thekaekara	Journalist / Activist	Trustee
5	Prof. Sukhdeo Thorat	U.G.C. Chairperson	Trustee
6	Mr. Amitabh Behar	Activist	Trustee
7	Ms. Mallika Sarabhai	Activist	Trustee
8	Prof. Ghanshyam Shah	Retired Professor	Trustee

# ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2010

PARTICULARS	2009-2010		2008-2009	
	Amount (Rs.)	%	Amount (Rs.)	%
<b>FUNDS AND LIABILITIES</b>				
Trust funds or Corpus	71,060,650.00	30.14	30,761,380.00	14.94
Other Earmarked funds	158,546,309.00	67.24	157,137,594.00	76.33
Liabilities ( Unutilised grants)	6,168,512.00	2.62	17,980,072.00	8.73
<b>Total</b>	<b>235,775,471.00</b>	<b>100.00</b>	<b>205,879,046.00</b>	<b>100.00</b>
<b>ASSETS AND PROPERTIES</b>				
Fixed Assets	66,810,068.00	28.34	66,971,367.00	32.53
Investments	34,267,000.00	14.53	37,042,000.00	17.99
Loans and advances	5,404,039.00	2.29	3,702,844.00	1.80
Current assets	104,691,388.00	44.40	76,383,569.00	37.10
Income & Expenditure A/c Balance	24,602,976.00	10.43	21,779,266.00	10.58
<b>Total</b>	<b>235,775,471.00</b>	<b>100.00</b>	<b>205,879,046.00</b>	<b>100.00</b>

**Manjula Pradeep**  
Executive Director  
Ahmedabad, Gujarat.

**H Rustom & Co.**  
Chartered Accountants  
Ahmedabad, Gujarat.

# ABRIDGED INCOME & EXPENDITURE ACCOUNTS FOR THE PERIOD FROM 1ST APRIL 2009 TO 31ST MARCH 2010

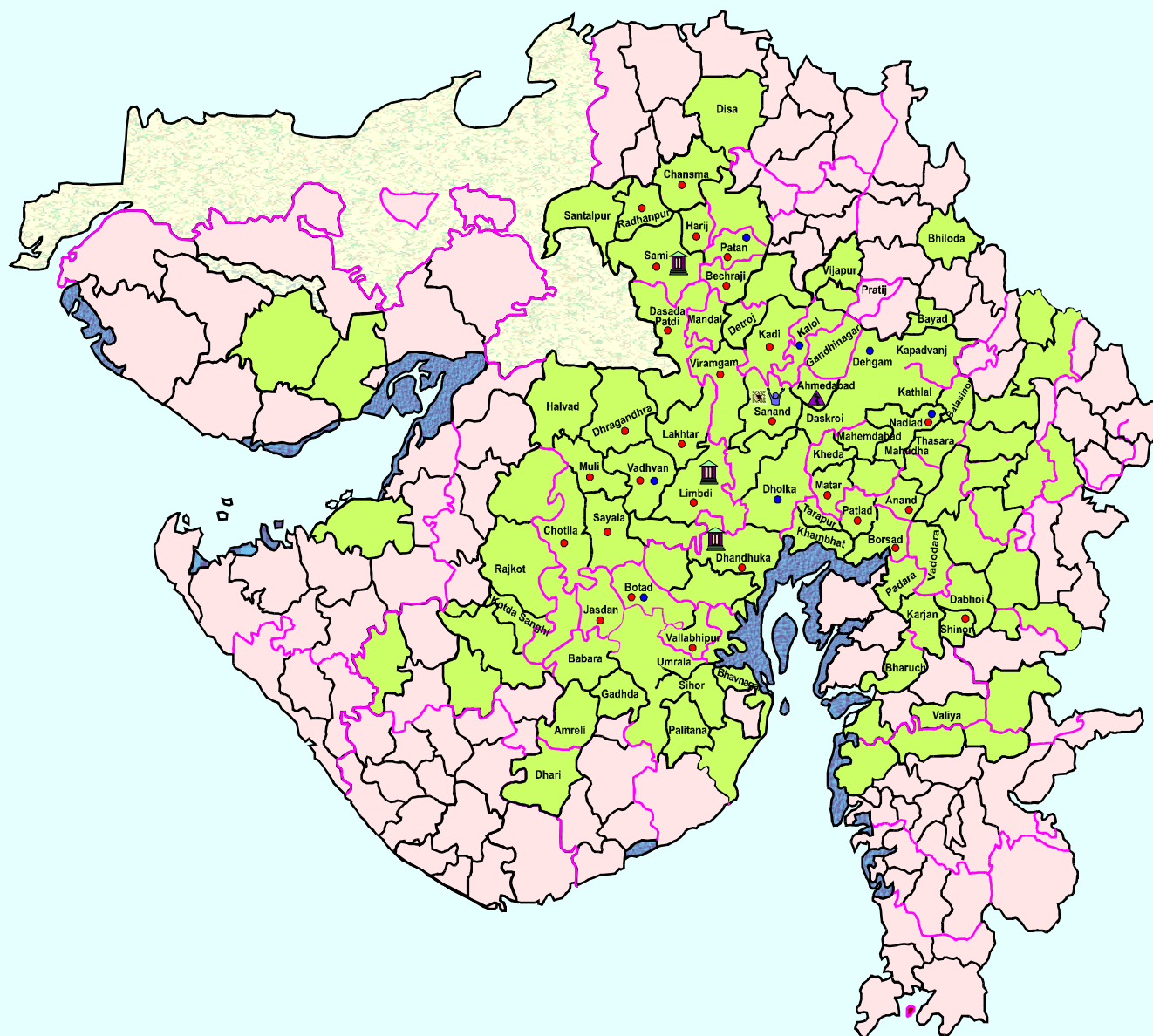
PARTICULARS	2009-2010		2008-2009	
	Amount (Rs.)	%	Amount (Rs.)	%
<b>INCOME</b>				
<b>Indian Sources</b>				
Grant income	469,359.00	0.57	244,484.00	0.41
Donation income	466,543.00	0.56	1,188,984.00	1.98
Other income	5,762,105.00	6.96	7,111,370.00	11.84
<b>International Sources</b>				
Grant income	66,315,039.00	80.13	43,040,766.00	71.65
Donation income	36,373.00	0.04	16,326.00	0.03
Other income	20,000.00	0.02	-	0.00
Interest income	6,867,370.00	8.30	5,493,803.00	9.15
Excess of Expenditure over Income	2,823,710.00	3.41	2,972,549.00	4.95
<b>Total</b>	<b>82,760,499.00</b>	<b>100.00</b>	<b>60,068,282.00</b>	<b>100.00</b>
<b>EXPENDITURE</b>				
<b>Expenditure on the objects of the Trust</b>				
Programme expenditure	13,281,440.00	16.05	19,572,922.00	32.58
Programme staff expenditure	15,936,321.00	19.26	16,774,786.00	27.93
Programme admin expenditure	4,469,312.00	5.40	4,957,687.00	8.25
Establishment expenditure	3,103,512.00	3.75	2,960,761.00	4.93
Audit Fees	106,742.00	0.13	89,888.00	0.15
Charity Commissioner Contribution	50,000.00	0.06	50,000.00	0.08
Office Rent	617,767.00	0.75	509,031.00	0.85
Remuneration to trustees	420,420.00	0.51	400,404.00	0.67
Depreciation	4,120,698.00	4.98	4,712,443.00	7.85
Transfer to corpus fund	40,299,270.00	48.69	(264,111.00)	(0.44)
Transferred to the Assets Fund	(161,299.00)	(0.19)	3,755,877.00	6.25
Transferred to the Earmarked Fund	122,328.00	0.15	6,423,327.00	10.69
Loss on sale of assets	393,988.00	0.48	125,267.00	0.21
<b>Total</b>	<b>82,760,499.00</b>	<b>100.00</b>	<b>60,068,282.00</b>	<b>100.00</b>

**Manjula Pradeep**  
Executive Director  
Ahmedabad, Gujarat.

**H Rustom & Co.**  
Chartered Accountants  
Ahmedabad, Gujarat.



# Information about Navsarjan Field offices



- **Zone Office**
- **Taluka Office**
- 🏫 **Navsarjan's School**
- 🏠 **Navsarjan's Head Office**
- 👤 **Dalit Shakti Kendra**
- ⚠️ **C.D.H.R. Head Office**

Navsarjan works most intensively in the marked areas,  
but handles cases of grievous violence and atrocities all across the state.