

CHAPTER 3
INDUSTRY

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3.1 Introduction

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

Within the framework of a democratic policy, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women.

The women's movement and a wide-spread network of non-Government Organisations which have strong grass-roots presence and deep insight into women's concerns have contributed in inspiring initiatives for the empowerment of women. However, there still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans, programmes, and related mechanisms on the one hand and the situational reality of the status of women in India, on the other.

3.2 Visits for NGOs Participation

Researcher visited 15 NGOs to find out actual efforts made by them for the upliftment of social and economical conditions of women. The observations or findings of the Researcher are briefed as under:

1. **Shantai Foundation located in Ambegaon Tehsil** of Pune district was founded by Shri Satish Kamble (32 Yrs) in the year 2005. It works at local level only with the help of their 5 office bearers. It works only for women for social & Economical improvements. The NGO helps women group to form SHGs to make them economical independent. Welfare programmes of govt. of India such as awareness generation, Condensed course of education and Support to training & employment are marketed by them successfully. This NGO do not receive any financial aid from govt. To improve social conditions, the foundation carries out legal consultancy and organizes govt. schemes. It also arranges Sale campaigns, Forms SHGs and Entrepreneurship Development programme for their female members.

2. **Snehadeep Sanstha of Baramati** of Pune district was founded in the year 2011. It works at local & district levels with the help of their 14 office persons. It works for women for social & economical improvements. The NGO helps both men and women groups to form SHGs to make them economical independent. Welfare programmes of govt. of India such as awareness generation & Family counseling are marketed by them successfully. This NGO receives some financial aid from ZP Pune. To improve social conditions, the foundation carries out health programmes, legal consultancy and organizes govt. schemes. It also provides temporary loans, household articles and forms SHGs. Their performance is spread by the mouth publicity from their members, also by use of brochures and due to arrangement of work-shops.

3. **Daksha –Samuh of Bhor** taluka of Pune district was founded in the year 2011. It works at local & district levels with the help of their 2 office persons and other various persons. It works strictly for women for social & economical improvements. The NGO helps women groups to form SHGs to make them economical independent. Various welfare programmes of govt. of India are marketed by it successfully but more specifically it concentrates to insure domestic workers. This NGO do not receive any financial aid from ZP Pune. To

improve social conditions, the NGO carries out health programmes, legal consultancy and organizes govt. schemes. It also arranges sale campaign provides temporary loans, and forms SHGs. Their performance is spread by the mouth publicity from their members, also by use of brochures & posters and due to arrangement of work-shops to reach to women groups.

4. **Deep-Griha an NGO from Daund** taluka of Pune district was founded in the year 1975 as was told by the 36 years young co-ordinator Mr. Anand Bakhade.. It works at city level with the help of their 22 office bearers and other 100 persons. It works for both men and women for social & economical improvements. The NGO helps both men and women groups to form SHGs to make them economically independent. Welfare programmes of govt. of India such as awareness generation & NMEW and Health awareness programmes (HIV AIDS etc) are marketed by them successfully. This NGO receives some financial aid from ZP Pune. To improve social conditions, **Deep Griha** carries out health programmes, patriotic functions, legal consultancy, family functions such as Haldi-Kunku, Sankranti (Tilgul ceremony) and organizes awareness of govt. schemes. It also provides temporary loans, household articles and forms SHGs. Their performance is mainly spread due to inviting celebrity & also by the mouth publicity from their members, by use of brochures and due to arrangement of work-shops

5. **Antoday Pratishtan of Haveli** taluka of Pune district was founded by Mr. Shaikh (34 Yrs) in the year 2008. It works at local city level with the help of their 2 office bearers. It works both for women and men for social & economical improvements through formation of SHGs. The NGO helps women group to form SHGs to make them economical independent. Welfare programmes of govt. of India such as awareness generation, and right for food are marketed by them successfully. This NGO do not receive any financial aid from govt. The foundation carries out legal consultancy and organizes govt. schemes to improve social conditions. It also arranges Sale campaigns, Forms SHGs and

Entrepreneurship Development programme for their female members. Use of posters, work-shops arrangement and word of mouth helps them to outreach their women groups.

6. **Jan-Samvad a NGO from Indapur Taluka** of Pune district was registered in the year 2011 as was informed by Director Advocate Mrs. Pratibha Gavli (47 Yrs). It works both at taluka & district levels with the help of their 4 office bearers and 12 other persons. It works for both men and women for social & economical improvements. The NGO helps both men and women groups to form SHGs to make them economical independent. Welfare programmes of govt. of India such as awareness generation & Family counseling are marketed by them successfully. This NGO does not receive any financial aid from ZP Pune. To improve social conditions of women, the foundation carries out health programmes, legal consultancy and organizes govt. schemes. It also forms SHGs and arranges sale campaign. To outreach women groups, it uses brochures and posters to spread their performance. Mouth publicity from their members, also help them.

7. **Mahila Sarvangeen Utkarsh Mandal (MASUM)** was co-founded by Manisha Gupte and Dr. Ramesh Awasthi in 1987 during their five year stay in the drought-prone Purandar block of Pune district. It evolved out of a commitment to women's rights within and outside the home, working with a feminist perspective and a human rights approach. MASUM's primary belief is that people can resolve their own problems collectively with some amount of external support; thus, rather than create dependence on itself, MASUM focused on strengthening people's perspectives on democracy, equality, secularism and social justice.

MASUM's community level involvement is primarily with rural women in perennially drought prone areas of Pune and Ahmednagar districts of Maharashtra State. Women's access to health, confronting violence against

women, micro-credit, working with youth and children on issues of gender, caste discrimination and peaceful co-existence are some of MASUM's on-going activities. Political participation of women, both as elected representatives and as empowered citizens and strengthening of child rights through village-based children's councils (Bal Panchayats) are rapidly growing interventions too. Every programme of MASUM is interconnected with another, so that people's rights are realised in multiple ways.

Acknowledging that women are not a homogenous category and that multiple systems of domination - such as caste, class and patriarchy operate in an intersectional manner, MASUM pre-dominantly works with subordinated and minority-groups. In order to emphasise people's participation in decision-making at every level, the staff and leadership is mostly local, especially women from marginalised sections of rural society.

At the state and national levels, we are committed to training and capacity building of NGOs, CBOs and a variety of stake-holders in increasing people's access to economic, social and cultural (ESC) rights. MASUM is now recognised as a credible training institute on gender, health rights, ESC rights, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), violence against women (VAW), and dalit and minority rights. We are also involved with campaigns and networks that strengthen women's rights from the local to the international levels.

8. Bahujan Asmita Manch of Junnar taluka of Pune district was founded by Sou. Kantabai Dhende a female of 52 in the year 1998. It works at local level only with the help of their 3 office bearers. It works only for women for social & economical improvements. The NGO helps women group to form SHGs to make them economical independent. Welfare programmes of govt. of India such as awareness generation, Condensed course of education and Support to training & employment programme (STEP) and Saksharata Abhiyan are marketed by them

successfully. This NGO does not receive any financial aid from govt. To improve social conditions, the manch carries out legal consultancy, health programmes, family functions, exhibitions and organizes govt. schemes. It also arranges workshops.

9. **Sevadham Trust of Maval Taluka of Pune** district was registered in the year 1978 as reported by its co-ordinator (M 39). Its area of operation covers Maval and Khed taluka and many parts of Maharashtra state. The trust has more than 85 office persons. The trust (NGO) helps both men and women groups to form SHGs to improve their social and economic conditions by making them economical independent. Welfare programmes of govt. of India such as awareness generation & Family counseling NMEW, CARE and STEP are marketed by them successfully. This NGO receives some financial aid from ZP Pune. To improve social conditions, the foundation carries out health programmes, legal consultancy and organizes govt. schemes. It also provides temporary loans, provides household articles and forms SHGs. Their performance is spread by the mouth publicity from their members, also by use of brochures and due to arrangement of work-shops, inviting celebrities.

10. **Streevani an NGO of Pune city** registered in the year 2003 works at local & district levels with the help of its 8 office persons and other various persons. It works for both men & women for social & economic improvements. The NGO helps women groups to form SHGs to make them economical independent. It also conducts religious functions for social improvements. Various welfare programmes of govt. of India are marketed by it successfully but more specifically it concentrates on Awareness Generation Programme. This NGO does not receive any financial aid from ZP Pune. To improve social conditions, the NGO carries out health programmes, legal consultancy and organizes govt. schemes. To improve economic condition it also arranges sale campaign, provides temporary loans, provide household articles and forms SHGs. Their performance is spread by the mouth publicity from their members, also by use of

brochures & posters and due to arrangement of work-shops to reach to women groups.

11. **Rashtriya Sarvangin Gram Vikas Sanstha of Mulshi taluka** registered in the year 1995 started working in Mulshi taluka first but presently has spread its activities in 30 villages of taluka. The NGO has 13 office bearers and one co-ordinator. The NGO helps both men and women groups to form SHGs to make them economically independent. Welfare programmes of govt. of India such as awareness generation & NMEW and Health awareness programmes are marketed by them successfully. This NGO does not receive any financial aid from ZP Pune. To improve social conditions, this NGO carries out health programmes, Vocational training & Agriculture programmes in addition to family functions such as Haldi-Kunku, Sankranti (Tilgul ceremony) and organizes awareness of govt. schemes. It also provides temporary loans, household articles and forms SHGs. Its performance is mainly spread due to inviting celebrity & also by the mouth publicity from their members, by use of brochures and due to arrangement of work-shops

12. **Rachana is registered as NGO in 1989** as is reported by Mr. Shripad Konde (M 41) the organiser of the NGO. The area of operation being Pune district, NGO has reached over 150 villages in various talukas of Pune district such as Shirur, Velhe, Mulshi, Haveli, Bhore and Haveli. The NGO trust has more than 85 office persons. The trust (NGO) helps both men and women groups to form SHGs to improve their social and economic conditions by making them economical independent. Welfare programmes of govt. of India such as awareness generation & Family counseling NMEW, CARE and STEP are marketed by them successfully. This NGO does not any financial aid from ZP Pune. To improve social conditions, the foundation carries out health programmes, legal consultancy and organizes govt. schemes. It undertakes following programmes for women:

- Disseminating information on public health services and improving its quality by involving rural women and children group.
- Women's groups at village level to address local / village level issues.
- To create awareness on environmental issues amongst children through team building.
- Capacity building of women groups as community based organisations.
- Training and Counselling.

Their performance is spread by the mouth publicity from their members, also by use of brochures and posters and also due to arrangement of work-shops.

13. **Chaitanya** is a trust registered under the Bombay public trust act 1950. Chaitanya started as a non-profit organization (NGO) in 2004. From 2004 till 2007, Chaitanya NGO worked in the area of primary education and in promoting small enterprises in rural areas. Chaitanya commenced its microfinance operations in October 2007 at Nayakanahatti village in Chitradurga district. For two years Chaitanya carried out its microfinance operations as a NGO. In October 2009, Chaitanya obtained a Non Banking Finance Company (NBFC) license from Reserve Bank of India for a newly registered company, Chaitanya India Fin Credit Pvt. Ltd.(CIFCPL). Since October 2009, CIFCPL is conducting microfinance operations as a for profit company.

The team comprises of :

- Board of Trustees, and Advisor
- Interns, Fellows and Volunteers
- Staff
- WTRC Advisory Committee

Chaitanya has 290 staff members varying in age, education, professional experience and social background. Their educational background ranges from less than tenth standard, to post graduate degrees in Business Administration, Computer Applications, Philosophy and Social Work, to doctoral degree in

Social Work. Fifty eight percent of our staff are women. Adding the rest of our team, not only increases the above mentioned variance, but also adds in factors such as varying nationalities. Chaitanya believes that this blend of wisdom coupled with education provides them the versatility which helps them in understanding myriad problems and coming up with sensitive approaches to facilitate self help.

14. **Girivan Charitable Trust** a Velhe taluka based NGO registered in 2002 works both at taluka & local levels with the help of their 8 office bearers and 28 other persons. It works for both men and women for social & economical improvements. The NGO helps both men and women groups to form SHGs to make them economical independent. Welfare programmes of govt. of India such as awareness generation & Family counseling are marketed by them successfully. This NGO does not receive any financial aid from ZP Pune. To improve social conditions of women, the foundation carries out health programmes, exhibitions and aids in emergency and organizes govt. schemes. It also forms SHGs and arranges sale campaign. To outreach women groups, it uses brochures and posters to spread their performance. This NGO has also developed their own website .

15. **Adhar Pratishthan Trust** is a dignified NGO based in the city of Pune (State of Maharashtra, India). At Aadhar NGO, strive to spread social awareness among rural as well as urban communities for the welfare of human society and bring about constructive socio-cultural change. Their social service programs focus on today's rampant yet vastly neglected issues. In this light, they conduct Educational Projects, Health Awareness Programs, Self Employment Programs, Women Empowerment Programs, Medical Camps, Rehabilitation Projects (for the Disabled), Child Labor Projects, and Environmental Awareness Programs for slums and rural as well urban areas. Since Aadhar, at its very root, was an initiative by the Indian youth from all sections of the society, so does it chiefly aim to create a wide platform for all youth to come together, join hands and

actively participate in reforming and rebuilding the society according to everyone's rightful needs. Also, the core aim for such a mobilization of youth is to garner among them the spirit to take up social work and be the inspiring activities. In order to understand our work, it is also important to note that Aadhar, unlike numerous organizations in the field today, stands out in two respects where its administrative as well as functional policies are concerned:

They do not take measures to secure government-sponsorship. It has never been a part of our agenda. All our funds are generated from individual contributions by Aadhar's volunteers, workers and willing contributors. The organization, of course, has a board of directors – founding members of the organization – but the name is only ceremonial. There are no officers as such, no payrolls, no offices; only willing volunteers.

However, environmental awareness, child education, women empowerment and supporting underprivileged communities are our major concerns due to magnitude of these problems. They also manage and uphold “Income Generation Projects” to support needy and poor people. Educational and health camps are organized for tribal communities, slum dwellers and poor (as well needy) people: all of which aims to bring about social, economical and financial stability (and sustainability) to our society. **NGO also conducts CSR (Corporate social responsibility) activities for corporate sector industries looking to do social service.**

With such aims in mind, Aadhar Pratishthan has defined itself as a Motivator, Guide, Philosopher and Friend of Small organizations. “Aadhar Pratishthan” also believes that, instead of focusing itself on only one activity, it should work for every social issue possible and motivate other organizations to likewise involve themselves in broadening their reach and working for overall development of humanity and its world. The success of their Projects lies in this vision.