ANNUAL REPORT

1995-1996

Society for Participatory Research in Asia
42, Tughlakabad Institutional Area, New Delhi - 110 062.
Overview

The year 1995-96 saw the consolidation of the strategic plan of PRIA which was developed and implemented since early 1994. In specific terms, it implied reorganization of programme centres and division of common services. Building on the momentum created in the previous year, a wide diversity of programmatic initiatives consistent with the new strategy have been begun. Many of these are described in great detail in the Annual Report enclosed herewith.

In particular a national initiative on strengthening institutions of local self-governance is now being implemented in 10 states through the Network of Collaborating Regional Support Organisations (NCRSOS). While much progress has been made in our work in rural areas, activities in support of local bodies in urban areas have yet to be developed into a regular programme.

Strategic collaboration with various other partners has been the second significant aspect of this consolidation. Relationship with academic institutions and government agencies in our programme of COEH (Centre for Occupational and Environmental Health) has been consolidated. Ongoing programmatic collaborations with schools of Social Work to promote Participatory Research and Participatory Development has been established. A major initiative on promoting Participatory Evaluation in Health projects has been started in collaboration with Ministry of Health and Family Welfare and USAID. As the Annual Report clearly demonstrates, PRIA's programmatic thrust is ensuring greater coherence, more depth and pursuit of long-term impacts.

While this momentum is to be sustained, a second stage of strategic planning needs to be elaborated in practice. In its Governing Board meeting of February 20th, 1996, phase two of the strategic plan of PRIA was approved which will further enhance the pursuit of its mission in the coming period. Key elements of this new strategy under phase two are:

- Formally incorporating PRIA International to combine the activities currently being located in the Centre for Global Alliance (CGA) into a common institutional framework. A new strategic plan of PRIA International is being developed to provide professional inputs to civil society organizations in the Asia-Pacific Region as well as other parts of Africa and the Caribbean with a view to enhance their impact on global agencies and their policies. Besides, networking, monitoring and advocacy of civil society, participation with macro policies and global agencies is planned in this framework.
• With the need for creating a network of training facilities linked to Regional Support Organizations in India and strengthen a new training infrastructure for PRIA, PRIA Educational Trust has been set-up as an independent entity to manage and operate these educational facilities on a professional basis. The demand for long-term HRD and capacity building interventions has initiated creation and sustenance of these activities on a firmer footing.

• Greater exchange of professional capacity with Regional Support Organizations and other institutions has been agreed upon with a view to improve the quality of our interventions in different programme centres.

• With growing requirement of strengthening our communication mechanism globally, the process of becoming linked with INTERNET and acting as an independent electronic node has been set in motion to be developed within the coming period.

• Internal capacity for DTP has been strengthened to assist programme centres in their task of production of learning materials and its dissemination.

PRIA has continued to receive major support from its long-standing partners like DVV/IZZ-Germany, Bilance (formerly CEBEMO)-Netherlands, SIDA-New Delhi and Ford Foundation-New Delhi. Besides, an increasingly larger portion of our resources are being raised by earned income, thereby ensuring autonomy and sustainability in the long run. Improved functioning in terms of decision-making systems, delegation of authority and governance mechanism have promoted greater accountability and effectiveness in PRIA.

I would like to thank my colleagues, members of the Governing Board, supporters and partners of PRIA in making this possible.

Dr. Rajesh Tandon
Executive Director

August 1996
The focus of the Centre remained at strengthening citizens’ participation in shaping their own future. To work more effectively and efficiently on this issue the Centre divided its activities into two different but interrelated units. The Participatory Research and Participatory Development (PRPD) unit concentrates on all aspects of participation through research, studies and training. Panchayati Raj Intervention (PRI) unit works towards building citizens’ active participation in managing their own lives and promotes and strengthens local self-government.

**Participatory Development and Research Unit**

Participatory Research and Participatory Development Unit continued its work on the management of National Parks and Sanctuaries. Its purpose was to involve grassroots voluntary organizations to critically reflect upon their practice and to initiate a dialogue between them and the government institutions and departments to adopt a participatory management model in their area of work. It also advocated the need to involve local groups in this process, with a view to offer an alternative to the existing management practice. In order to achieve the above, the unit does intensive work on research, organizes regular workshops and interacts constantly with various concerned groups and institutions.

**TRAINING PROGRAMMES**

As a follow-up of the national inter-professional dialogue organized in PRIA last year, the Unit and the Association of Schools of Social Work (ASSWW) in collaboration with Maharashtra Association of Social Work Educators organized another workshop “Regional inter-professional dialogue on Participatory Development and Research”. This was to advance a more active involvement of academic institutions in people-centred development process. It also hoped to sensitize and influence the social work institutions on Participatory Research and Participatory Development. As a result of this dialogue four research studies were jointly started with three schools of Social Work on different areas of community participation. The studies on “safe drinking water and basic health facility: rural women’s participation in development” and “Tribal women’s participation in sustainable tribal development” have been completed, while the other two are nearing completion. Besides contributing to the existing material on Participation this will be used as learning material in Social Work institutions and training programmes.
These studies have also been the basis of mobilizing the faculty, students, NGOs and the community towards a collective effort.

During this period a workshop was organized on Participatory Development. The objective of the workshop was to a) strengthen the conceptual and theoretical understanding of Participatory Development and b) develop and strengthen skills to translate Participatory Development into practice. The programme specially catered to people in charge of project implementation in government/semi-government organizations and bi-lateral and multi-lateral agencies. As an outcome of the success of this programme, it was decided to conduct three more workshops in the coming year.

RESEARCH

The unit also undertook research on Participation in the World Bank supported District Primary Education Project (DPEP) in Aurangabad District of Maharashtra, examining the capacity building component of Participation in the project. To get a clearer picture of the level of Participation in the DPEP project in the national context, more studies will be taken up in the State of Maharashtra as well as in other States. The findings of the study will help in formulating the second phase of the DPEP strategy.

A study "Popular Participation - Myth and Reality" facilitated by IDR, Boston and PRIA and undertaken in collaboration with Network of Collaborating Regional Support Organizations (NRSOs), was successfully completed this year. The study, focusing on participation, incorporated eight different development projects handled by government and NGOs in different parts of the country. The final report is being prepared.

Panchayati Raj Unit

The Panchayati Raj Institutions unit was initiated as a result of the 73rd amendment to the Constitution which promoted a decentralized democracy in the country. It recognized the Panchayat as the third level of the government and opened up possibilities for strengthening people's participation in decisions making regarding their own development. It also set forth a process of providing and building up new leadership from amongst women and the weaker sections of the rural community.

PRIA and the Network of Collaborating Regional Support Organizations (NCRSOs), in keeping with their philosophy of promoting people centred development, undertook a programme of joint strategic intervention to strengthen Panchayati Raj Institutions (PRIs). The main objective of the
programme was to enable the PRI's to function as institutions of self governance and not as mere implementors for decision taken elsewhere.

Towards this end, the PRIA/NCRSO team designed a series of inputs such as awareness campaigns, training to strengthen capacities of voluntary organizations and elected representatives of PRI's, research and documentation, preparation and dissemination of educational materials and bottom up planning process. It is hoped that as a result of this intervention, a meaningful dialogue with the government (both Central and State) will be established, thus influencing the policy framework of local self governance. The unit co-ordinates the NCRSO's activities and also finds ways to develop capacities of their staff in training, research, documentation and micro planning on PRI and provides regular on-site support.

The eight NCRSOs work in eight States i.e. Andhra Pradesh, Bihar, coastal and western Orissa, western Rajasthan, Gujarat, Maiwa region of Madhya Pradesh, Uttar Pradesh and southern Kerala. Apart from these, PRIA actively works in six districts of Haryana and five districts of Himachal Pradesh.

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**PRI Intervention by NCRSOs**

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<tr>
<th>ORGANIZATION AND COLLABORATION</th>
<th>INTERVENTION</th>
<th>IMPACT</th>
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<tbody>
<tr>
<td>Santhagi Shikshan Kendra (SSK)</td>
<td>• Head of Organizations meeting</td>
<td>• For the first time VDOs and elected members were able to get comprehensive information about the Act. This information helped them to work in a systematic way.</td>
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<td>Uttar Pradesh With VDOs</td>
<td>• Eighteen 2-3 days training workshop for elected members (focusing on women, schedule caste &amp; new members). Total of 700 participants.</td>
<td>• Both VDOs and elected representatives were provided a platform for coming together</td>
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<td>• Studies on impact of training</td>
<td>• About 5000 elected members will be trained in the next six months</td>
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<td>• Bottom-up planning exercise in two Gram Panchayats.</td>
<td>• An interest about people-centered planning was generated amongst elected members and Gram Sabha.</td>
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<td></td>
<td>• Preparation and dissemination of learning materials (written, audio and video).</td>
<td>OXFAM partners were trained by SSK while other organizations such as UNICEF and SIRD discussed the need for training support for training new PRI members.</td>
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<td>ORGANIZATION AND COLLABORATION</td>
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<td>Organisation for Development Education (UNNATI) In Gujarat with 14 VDOs and in Rajasthan with 8</td>
<td>• Head of Organization meeting  • TOT in which 13 VDOs participated  • Follow-up training organized  • State budget analysed in the Panchayati Raj context and the findings disseminated  • A video film on women's participation in Panchayati Raj prepared and distributed  • Booklets on PR related issues prepared and distributed  • Invited government officials for workshops to interact with NGOs</td>
<td>• Convinced VDOs to work on the Panchayati Raj issue  • Government officials agreed to extend support at the local level to strengthen this process  • Received numerous requests for direct support from other VDOs in the form of training etc.</td>
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<tr>
<td>CENCORED in Central and North Bihar</td>
<td>• Intensive pre-election voters awareness campaign  • Training programmes organized for VDOs on the concept of Panchayati Raj and local self-governance  • Initiated bottom-up planning process  • Set up 12 information centres at block headquarters</td>
<td>• Due to the intensive pre-election campaign work a large number of people are aware of the Panchayati Raj act and the 73rd amendment  • Information centre proved to be very effective in providing correct and timely information to the people  • SIRD responded well to CENCORED's intervention efforts and gave it due recognition as a PRI training institute</td>
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<tr>
<td>JANAMITRA (Rayalaseema and coastal dist of Andhra)</td>
<td>• Made field visits  • Conducted a TOT in which 16 VDOs participated  • Training of elected representatives  • Follow-up of field level theatre training and demonstration  • Training of government staff</td>
<td>• This was the first time that VDOs received systematic training, exposure and orientation on the issue of Panchayati Raj  • Established linkage with government department  • As a follow-up elected representatives will be trained in Kurnool and Cuddapah district  • The elected members got more clarity about their roles and responsibilities</td>
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<td>ORGANIZATION AND COLLABORATION</td>
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| PEARL (South Bihar)           | • Organized meeting to discuss the Panchayati Raj issue  
• Organized a training programme in which 16 VDOs participated  
• Undertook a study on the traditional Panchayat  
• Preparation and dissemination of learning material  
• Held a meeting with peoples groups on the "Bruna Committee Report"  
• Did a pre-election voters awareness campaign in 16 Panchayats  
• Initiated bottom-up planning with local groops | • After the intervention the VDOs of the area are more organized and more motivated to work towards strengthening local self-governance  
• The pre-election campaign motivated the local groups to organize small meetings on the issue of Panchayati Raj |

| SAMARTHAN Bundelkhand and Malwa region of Madhya Pradesh with several VDOs | • organized head of the organizations meeting with 15 VDOs which was followed by visits to individual VDOs  
• Training of Trainers for VDOs  
• Follow-up training  
• Carried out micro planning in two places  
• Did a study on the status of women headed Panchayats | • Large number of VDOs are now working on this issue  
• Panchayati Raj directorate was impressed with the efforts and agreed to extend support  
• Government staff got involved in the micro planning process  
• As a follow up nearly 1500 elected members will be trained by trained VDOs |

PRIAs direct intervention involved various activities such as:

- a month long pre-election intervention in Himachal Pradesh, which was aimed at making the public at large and women and weaker section in particular aware of the new Constitutional Amendment. After the election a study was undertaken to assess the impact of the campaign. It showed that the impact was felt at the voting period, through voting pattern, campaigning methods, issues that affect polling and a change in attitude of women and scheduled caste towards contesting for election.
• Establishing direct contact with voluntary agencies, through visits and collective meetings with heads of organizations explaining the purpose and expected outcome of this intervention, the need of their involvement and its significance in their work and philosophy.

• A seven day training of trainers was organized in both the States with the objective to create trainers at the local level to carry forward the activities on a regular and long term basis. As a follow up on this PRIA team gave on site support during local meetings, training's and workshops on this issue.

• A comparative study on women and male headed panchayats was undertaken and completed.

• To study the impact of our intervention and gauge the change in their perception, attitude and actions, periodic information and data was collected on selected voluntary agencies and PRI members.

PRIA initiated the microplanning process with Asha Sandan Social Centre in Khetawas Gram Panchayat in Rohtak Dist, Haryana. Apart from this PRIA in collaboration with 10 rural based organisations of Haryana, has mobilized & Sensitised elected representatives from 6 dist on the issue of 'Local Self Governance' vis-a-vis the 73rd amendment. This shall be followed by intensive participatory training for capacity building and leadership.

PRIA also undertook a micro-planning exercise with Rural Technology and Development Centre (RTDC) in Kehad Gram Panchayat in Mandi District, Himachal Pradesh. It is hoped that the process will gradually encompass other nearby Gram Panchayats. In our shared perspective micro planning is viewed as a people centred, bottom up process which enables members of a community to intervene pro-actively in the process of change. The process of micro planning in our context would be to
remove the gap between those who plan and those who implement. Gram Panchayats as representative, elected bodies having statutory defined identities can be the fora, where a community determines its own future. At the same time, the Gram Sabha can also be enabled to hold the Gram Panchayats accountable for their decisions. This is what we feel is self-governance and decentralization and this is what the intervention hopes to achieve.

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<tr>
<th>Area</th>
<th>Collaboration</th>
<th>Intervention</th>
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<td>Haryana</td>
<td>working with ten VAs in six districts of Haryana (Ambala, Samalkha, Sonipat, Rohtak, Gurgaon and Faridabad). All these are rural based organization.</td>
<td>- Identification of 12 rural based organizations.</td>
<td>- Local organizations were made aware of the need and importance of working on Panchayati Raj issues.</td>
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<td>- Organized a two-day head of organizations meet, to collectively plan for effective strategy to work on PR and highlight each organization's role and responsibility.</td>
<td>- The workshops helped develop a clear understanding of the Panchayati Act and the roles and responsibilities of individuals as well as organizations.</td>
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<td>- STOT for VA staff on PR, 10 organizations participated.</td>
<td>- With the help of the input of the trained people new strategies and interventions were chalked out.</td>
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<td>- Visited organization as a follow-up of the plan they had submitted during STOT.</td>
<td>- The STOT paved the way for a strong collaborative working relationship between the PRIA team and VAs.</td>
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<td>- Forms were distributed for impact analysis.</td>
<td>- This is the first time that so many organizations got together to work on one single issue. The intervention also helped in networking.</td>
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- Seeing the authenticity AND timeliness of the information PRIA was asked to bring out a newsletter on Panchayati Raj news on a regular basis.
### Himachal Pradesh

Various voluntary organizations in Five districts.

For the pre-election campaign PRIA collaborated with:
- New HOPE (Kangra)
- Rural Technology and Development Centre (Mandi)
- CDPO office and Anganwadi workers (Chamba)
- Local schools and colleges

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<tr>
<th>Training/workshops:</th>
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<tr>
<td>Staff training on the role of NGOs and Peoples organizations in Panchayati Raj</td>
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<td>Two day head of organizations meeting in which 14 VDOs and and a few elected members participated</td>
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<td>Training of trainers in PRI</td>
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<td>Pre-election voter awareness campaign in three districts (Mandi, Kangra and Chamba)</td>
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<td>Information preparation and dissemination of:</td>
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<td>Pamphlets and Posters on: Panchayati Raj Act (special emphasis on women’s participation)</td>
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<tr>
<td>Roles and Responsibilities of Mahila Mandals (in relation to PRI)</td>
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<td>Qualities of a deserving contestant for Panchayat elections</td>
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<td>Video Films</td>
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<td>- Hum Raj Karenga</td>
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<td>- Aahat</td>
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<tr>
<td>Cultural Programmes</td>
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<tr>
<td>- Kala Jathas</td>
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<tr>
<td>- Street Plays consisting of Songs and Dance</td>
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<tr>
<td>Meetings and Discussions</td>
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<td>Media</td>
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<td>- Articles in Newspapers</td>
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<td>- Radio Programmes</td>
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- Four members of PRIA team visited three districts of Himachal Pradesh i.e. Mandi, Kangra and Chamba to study the impact of pre-election intervention. Data was collected both from areas of intervention and non-intervention.
- After a comparative analysis it was felt that:
  - There will be more women candidates contesting elections.
  - There will be more voters turn-out.
  - There will be more contestants standing for elections of their own free will.
- Having fully understood the new PRI act, the roles and responsibilities of several organizations agreed to work on this issue.
  - As a follow-up a 5 day TCT in PRI was conducted in which 35 participants consisting of VDO staff, and elected members participated.
  - A detailed plan and design was prepared for local level trainings, meetings and interventions with elected members.
  - After the initial visits people were motivated to participate actively in the pre-election campaigns in three districts. School teachers, retired government officials, students, social workers and cultural artists all helped in dissemination of relevant material on Panchayati Raj.

Besides two video films and learning material which have been produced and disseminated, a data base on PRI activities is also being prepared.
In continuance with the work on local self governance in the rural context, the Centre started work on the issue of urban self governance. To prepare a long term strategic intervention on this issue, a few case studies were prepared, relevant information and material was collected and contact established with other organizations working or interested in working on this issue. It is hoped that this preliminary work will form the basis of future intervention in the area of urban self governance.

**Publications**

The Centre produced three bulletins of “Participation and Governance” which focused on emerging developmental issues as well as put forward thoughts, perspectives, experiments and innovations on the subject of participation and governance.

**Are we making a difference?**

- The Centre through its ongoing efforts and perseverance has been successful in developing Participatory Management principles for National Parks and Sanctuaries.

- Through intensive interaction, with the help of workshops and meetings, the Centre succeeded in sensitizing social work educators on Participatory Research and Development.

- We have established a wide network of organizations in 10 states on the issue of Panchayati Raj or Democratic decentralization.
Having streamlined the ongoing work involving workers education, the Centre expanded its primary constituency to encompass the community and consumers also. Besides the scientific studies the Centre undertakes, it initiated capacity building programmes for both the workers and the community so as to enable them to handle critical issues in a systematic way.

Studies

In collaboration with Direct Initiative for Social and Health Action (DISHA), PRIA initiated and completed a comprehensive study "A Rapid Assessment Survey of the Health and Environmental Impact of Solid Waste Management" highlighting the predicament of the waste pickers of Calcutta’s dumping grounds. Their poverty, living and housing conditions make them highly vulnerable to various health hazards, such as exposure to hazardous and toxic waste as well as bites from infected dogs and rats. As part of the study's clinical examination, pathological tests of stool, blood and urine were taken where required. Air and water sample were also analysed for this purpose. The detailed report of the study has been disseminated in order to initiate a discussion and to motivate other environmental groups to take up the issue. A workshop is proposed in October 1996, in which lawyers, experts, government officials and media representatives are expected to participate along with NGOs and workers groups, to chalk out a common agenda for future action.

In order to critically examine the current system of criteria of disability caused by environmental and occupational exposure, PRIA conducted a study based on secondary material available nationally and internationally. The assessment of the extent of disability, required for compensation in case of occupational and environmental diseases, was till now done some what arbitrarily by medical practitioners due to lack of scientific criteria. The report of this study was circulated among the concerned doctors and medical experts to receive their feedback. A two day workshop in which experts and medical doctors participated was organized to discuss the findings of this report. The outcome of this process is expected to be in the form of concrete recommendations for policy makers. The final report will be disseminated among doctors, government and employees of State Insurance Corporation (ESI).

There are basically three parameters which facilitate the identification/diagnosis of diseases caused by environmental exposures i.e. occupational history, clinical examination and sample
analysis. In order to incorporate the third element in its studies, PRIA initiated a collaborative project with the Department of Chemistry, University of Roorkee, on the environmental status of Bharat Heavy Electricals Ltd. This included existing conditions, disposal of solid waste and its recycling in the environment. Emphasis of the study was on the levels of metal toxicants in various components of the environment including soil, water, plants, domestic products and ground water. The team of researchers also collected samples from other industries in search of metals like Mercury, Cadmium and Nickel.

As a follow-up of the study on occupational and environmental health hazards in electroplating industry done in Delhi and Faridabad, water and soil samples were collected by the Department of Chemistry, University of Roorkee and the results of the chemical analysis are awaited.

A study focusing on the occupational health hazards of children working in small scale industries in Bhavnagar (West Gujarat) was also started late this year. This study, done in collaboration with Shashik, covers children working in 17 different occupations viz. diamond cutting, plastic rope, salt, ship breaking, steel re-rolling, biscuit, garages etc. The report of this study will be ready in May 1996, for wider dissemination.

For the past few years, PRIA has been working with some NGO's of Rajasthan on the issue of occupational respiratory disorders in the mines of the unorganised sector. As a follow-up of the study undertaken by the Centre on silicosis among the miners in the sandstone mines in Jodhpur, lung function tests of 300 workers was carried out late last year. The X-rays and the LFT results are being correlated with the help of Guru Teg Bahadur Hospital, Delhi. The final report which is expected in June, 1996, will help the workers to not only claim monetary compensation for treatment and rehabilitation but also demand preventive strategies.

In order to build the capacity of workers' education group of Asian South Pacific Bureau of Adult Education (ASPBCE) and network for information exchange, PRIA initiated its intervention at the Asia level last year. The Centre's team made a study tour to the Republic of Korea, Taiwan and Japan. A comprehensive report of the state of workers' health in six countries, viz. Japan, Republic of Korea, Thailand, Philippines, Malaysia and Taiwan has been prepared for wider dissemination. In collaboration with ASPBCE and ILO's ASIA OSH project, PRIA initiated a programme to build a network of organisations and individuals actively working on the issue of Occupational and
Environmental Health. A tour was made to Manília, Cavite, Bangkok, Kaualalumpur and Penang to identify groups working on issues of common concern. The report of this visit is under preparation.

In continuation of PRIA’s national study on Employee State Insurance (ESI), which is intended to provide health care and compensatory services to workers affected by occupational diseases, a survey was carried out in Calcutta in collaboration with Direct Initiative for Social and Health Action (DiSHA). The report of this study is under preparation.

A documentation of the research carried out by the Centre, in western Uttar Pradesh front hills, titled “Are we heading towards ecological disaster?” is now available in PRIA. It deals with the issues of occupational and environmental health, upcoming destructive industrial activities and the resulting pollution and environmental fallout in the region.

Ankeleshwarp Industrial zone near Baroda town of Gujarat has become infamous for its excessive pollution problem, due to the mushrooming of different chemical industries. In order to document the effects of this on the workers and the community in this area, a base line study was undertaken. It is hoped that based on this study further action will be taken up. The detailed report of the study is available with PRIA and will be published in the forthcoming issue of the bulletin of the Centre.

Shadnagar, a drought prone area in Mehboob Nagar (Andhra Pradesh), was the centre of mining activities for the Andhra Pradesh Mining Corporation (a Public Sector enterprise) in the seventies. When the first case of silicosis was discovered among the workers in the early 70’s, operations were stopped on the pretext of diminishing economic viability. As a result all the workers (mostly local tribals) were retrenched. Since silicosis is a progressive disease more than 200 workers have since died and around 60 are in critical condition. They have not received any medical treatment or cash compensation (a right which is due to them under Indian Mines Act). In collaboration with a local group Banjara Development Society, PRIA conducted a survey on silicosis affected workers which included Lung Function Test. Based on the findings of the survey the Centre advocated the cause of the workers with central as well as local authorities. As a result, a central team from the office of the Director General Mines Safety, visited the area and a case was filed in the local Court. The report of this study is available with the Centre.

A few years back a survey on the health and safety conditions of the municipal workers employed in the dumping grounds of Brihamumbai Municipal Corporation (BMC), was undertaken by the College of Social
Work, Nirmala Niketan, Bombay, recommending numerous changes in the workplace. To evaluate its effects and assess the changes in the working conditions, a survey was conducted by PRIA in collaboration with College of Social Work, Nirmala Niketan. Fifty workers participated in this study, which addressed the problems still faced by these workers. The report of the study is available for wider circulation.

**Training Programmes**

A comprehensive training course on occupational health was organized in Delhi. Twenty-five representatives from various trade unions, environmental groups, non-government organizations participated. Eminent experts were invited to share their experience and knowledge with the participants. This training course is emerging as a useful platform for interaction between experts and grass-roots groups. The resource persons were drawn from National Institute of Occupational Health (Ahmedabad), Industrial Toxicology Research Centre (Lucknow), University of Roorkee and University College of Medical Sciences (Delhi).

In order to disseminate and discuss the findings of the study on Western coal mines which PRIA had conducted in collaboration with Rashtriya Koyla Khadan Mazdoor Sangh, two workshops were organized in Nagpur. The first workshop was held with union members; the second brought management and workers together providing an opportunity to the heads of various departments to have direct contact with workers. As a follow-up, the group jointly agreed to act on the recommendations.

A workshop, supported by International Labour Organization, was organized in Ahmedabad in collaboration with Kamdar Swasthya Suraksha Mandal (Ahmedabad). The agenda was to discuss the situation of occupational and environmental health in and around Ahmedabad. More than 100 participants including women and child workers from textile mills, salt and chemical industry participated.

As a follow-up of the study on Employees State Insurance Corporation (ESI) in Bombay, a need was expressed by the local unions to have an ongoing awareness training programme. The objective of the initiative, which was undertaken in collaboration with Occupational Health and Safety Centre (Bombay), was to generate awareness on the benefits and provisions of ESI. Ongoing educational intervention among the insured workers under Employees State Insurance Scheme is continuing in Mumbai. The need for such an intervention was expressed by the workers to educate themselves about their rights and the facilities available under this scheme. Its impact assessment is underway.
Publications

Besides bringing out three issues of the bulletin "Occupational and Environmental Health" in both English and Hindi, the Centre published numerous books and booklets.

"Danger Within" an activity book on Occupational health hazards specially designed for use by schools and individuals proved to be very useful for both individuals and schools.

"Dusty Dawn: Dust at Workplaces & Workers Nightmare" was the result of a national scientific paper competition on "dust related occupational diseases" organized by Envirotech Instruments Limited in collaboration with PRIA. The publication is an edited version of sixteen selected articles out of a total 85 papers. This publication is in the press.

A revised version of "Disease at Work Part - II, Disease due to Work and its Compensation" was printed.

A sixth booklet, in the series of Struggle for Justice, about an organization working on issues related to occupational and environmental health called "Vyavasait Swasthya Suraksha Mandal" was brought out both in English and Hindi.

Also published were a Hindi booklet on Occupational and Environmental Health hazards in Coal Mines and a Marathi booklet on Byssinosis.

Based on the findings of the study among the municipal workers who spray insecticides to control malaria and plague, a booklet in Marathi called "Malaria ek Valshacha Prashna- Kamagar Va Ngarikanchya Samasya" was published. The objective of the booklet is to generate awareness about occupational health hazards and the methods to control them.

Posters on the subject of "health hazards in Textile industry" were prepared in Bombay with the help of Grassroots Communication and displayed outside the Finley's Mill in Bombay. The workers responded positively to this exhibition.

Media

In keeping with its media strategy the Centre has successfully raised many issues at the national and local level in both the print and electronic media. A popular programme on Environmental issues "Living on the Edge", interviewed PRIA team members for three episodes on issues such as pesticides, general occupational health conditions and
health hazards of petroleum workers. PRIA team member also participated in the panel discussion in the Hindi programme 'Beech Bahas Mein'. The media intervention is looked as an effective tool to highlight the plight of workers and community who live and work in hazardous environment.

Are we making a difference?

- The Centre in collaboration with Occupational Health and Safety Centre (OHSC) Mumbai, initiated various educational interventions such as, participatory studies, training camps and popular booklets on the issues of Byssinosis and workers' rights and duties towards Employees State Insurance Scheme. A major achievement was the result of the study conducted in Bombay by the Centre and OHSC, to identify the byssinotic workers in Mumbai Textile Mills. As a consequence of this diagnosis, twenty four workers got compensation on the basis of the certificates issued to them by the doctors of OHSC.

- The Centre proved to be an effective vehicle for putting forward the views of the workers on issues of occupational health hazards. Ongoing efforts in this direction resulted in substantial coverage of relevant issues in both live and print media creating an impact not only with general public and policy makers but also resulting in teams from central and state governments visiting study sites mentioned, to assess the situation.
This year has witnessed the Centre emerging as a base of Institutional Development for not only individual VDOs, but the sector of VDOs as well as the civil society as a whole. The collaboration between PRIA and its NCRSOS has strengthened and their importance increased as they effectively undertook support activities for grassroots VDOs at local level, giving PRIA the opportunity to undertake sectoral innovations at both regional and global levels.

Network of Collaborating Regional Support Organizations

Having agreed to the minimum programme areas for the Regional Support Organizations, such as institutional development, information dissemination, research and documentation, material production and monitoring and evaluation, the Centre's ongoing effort has been towards strengthening and expanding their capacities. This is achieved through periodic review meetings, ongoing workshops in required areas, infrastructural support and identifying new areas of work. PRIA and NCRSOS biannual review meeting had their main agenda as Panchayati Raj, NCRSOS capacity building and new initiatives in strengthening financial and organizational aspects. It involved not only sharing of experiences, achievements and failures but an internal reflection and identification of weak areas and gaps and charting out of definite future plans to strengthen them.

The year also witnessed the emergence of two new support organizations, SAMARTHAN in Madhya Pradesh and Support Initiatives for Development (SID) in Himachal Pradesh.

CAPACITY BUILDING

Various programmes to strengthen internal capacities were conducted.

- A Training of Trainers workshop was organized for the NCRSOSs and other organizations having educational intervention as an important component in their programme.

- A Gender Training workshop with the intention of sensitizing the participants to a gender perspective and gender specific issues by understanding gender roles, and the importance of gender equity in development programmes.
• The aim of the workshop on **Library and Documentation** was to enhance, expand and professionalize the library operations of support organizations. The participants were trained in methods of library operations and classifications systems. Information on new systems in library operations such as computers, E-mail and C.D. Rom were provided with practical demonstration.

• A **Strategic Planning** workshop was organized to meet the demands of intensive area specific support functions being taken up by the support organizations. The strategic inputs provided concerned programmatic interventions, area of intervention and type of work, linkages with the government and other voluntary organizations, capacity building and ways of keeping abreast with the changing times.

• The workshop on "**Popular Participation - Myth or Reality**", the last of a series of four, stressed the importance of research process in any development work. The previous three had focused on a) research process and the concept of popular participation b) formulation of hypothesis, research questions, preparation of questionnaire, data collection process etc. c) methods of data analysis, testing and hypothesis. This workshop involved completion of case studies undertaken, interpretation and communication of the research result, comparative analysis of the various case studies and a reflection on the learning process.

**STUDY**

An **analytical study** focusing on PRIAs activities and achievements, its history and growth regarding the Network of Collaborating Regional Support Organization was undertaken this year by Ms. Marian Doub of IDR, Boston.

**Longterm HRD Programmes**

After critically reviewing the first ten week long Development Management (DM) programme, it was decided to conduct the **second** DM programme for South Asia. The programme co-ordinator had made visits to participants from India, Bangladesh and Nepal to gauge the impact of the DM programme in their work situation. After a lot of deliberation on the selection of participants, co-ordinating the international faculty, preparation of learning material, and stream-lining of infrastructural facilities, the programme was a great success. Eighteen participants from Bangladesh, Nepal, Pakistan and India took part in this intensive programme consisting of eight modules spread over ten weeks. The objectives were to a) create opportunity for reflection and
systemization of experiences, b) strengthen the conceptual and analytical base of practising programme managers, c) build a holistic framework of people-centered development and its organizational imperatives, d) prepare practitioners of grassroots development for undertaking key leadership.

Seeing the growing need for such development programmes, and encouraged by the successful outcome of the previous two, the Centre has decided to make the DM programme an integral part of its future activities.

**Organizational Support**

This year saw more and more requests coming from NGOs to help in their organizational and institutional development. This task was undertaken with a view to build additional capacity among NGOs. To this effect, regular visits were made to Gram Vikas, Lok Jagriti Kendra and CASA. Besides offering on-site support to assist in the process of institutional development to the above organizations, the Centre conducted two workshops, Training of Trainers and Training of Managers in Monitoring and Evaluation for CASA.

A two-phase, UNFPA funded, Training of Trainers programme for the senior officials of the Government of Himachal Pradesh’s Health Department was initiated and completed this year, in collaboration with Sahbhagi Shikshan Kendra (Lucknow). Besides facilitating workshops organized by the trained officials, the team published two booklets and two training manuals. Seeing the successful outcome of this programme PRIA and SSK were asked to conduct a similar workshop for the Government of Himachal Pradesh’s Women and Child Department.

Apart from these requests from within the country, PRIA also receives requests from South Asian countries. As per the request of the South Asia Partnership, a Participatory Monitoring and Evaluation workshop was conducted in Nepal. Participants included programme staff and Directors of SAP countries, Nepal, Bangladesh, Pakistan, India and Sri Lanka.

South Asia Partnership, Sri Lanka in collaboration with Asia South Pacific Bureau of Adult Education (ASPBAE) organized a residential Training of Trainers programme in Colombo, which was conducted by PRIA team.

The Department of Organizational Behaviour, Case Western Reserve University, Weatherhead School of Management, U.S.A. started a Global Excellence in Management (GEM) initiative last year to strengthen partnerships, alliances and strategic leadership of development
promoting Northern and Southern NGOs through a process of mutual consultation and co-operation. IDR, Boston, MWENGO, Harare and PRIA have now been included as partners in the GEM initiative. A Global Excellence in Management (GEM) workshop was organized in PRIA in the last week of November, 1995. The workshop brought together 25 participants from 15 support and voluntary development organizations from 10 different countries of South Asia and eastern and southern Africa. The workshop presented to the participants a combination of theoretical inputs and some hands-on exposure to methodologies for building partnerships. Besides this, the workshop provided an opportunity for exchange of ideas, interactive discussions and intensive planning of future Participatory Action Research projects.

**Publications**

The Centre brought out two more issues of its Journal on *Institutional Development*, which were much appreciated and widely distributed.

**Are we making a difference?**

- PRIA's journal on "Institutional Development- innovations in civil society" has become a forum for sharing emerging experiences, practices and ideas for strengthening institutional capacities in civil society organizations, locally and globally.

- Following the study on development management education for NGO leaders and staff the first long duration ten week development management programme for South Asian NGOs was successfully undertaken during January to March 1995. The second programme was conducted during the same period in 1996. This has not only contributed to individual capacity building, but also to sectoral capacity building. The participants and the sponsoring organizations have identified PRIA as a capable institution for conducting sectoral intervention programmes. As an off-shoot of this programme, many HRD programmes are being replicated in India and other South Asian countries by other institutions.

- NCRSO has emerged as a viable innovation in strengthening capacity of grass-roots civil society organizations. Several initiatives in South-East Asia, Central Asia, Eastern Europe, Africa and Central America have learnt important lessons from this model of building a network of support organizations.
The past year has been one of consolidation for the Centre for Global Alliance (CGA). This was done in two distinct, but inter-related ways.

One, as part of PRIA’s role as a support organization, CGA worked towards strengthening the professional capacities of grassroots groups and promoting their dialogue with other sectors, both within India and with partners in South and Southeast Asia, Eastern Europe and Africa. Secondly, the Centre has played a more focused and ongoing function in networking and advocacy in relation to the promotion of civil society and its interests.

Capacity Building

- The Centre staff acted as core trainer team member in a Leadership Training programme for grassroots workers of the Pacific Islands, held in Fiji.

- A similar role of core trainer team, was played by the Centre staff for the ASPBAE Leadership Training programme held in New Delhi.

- The Centre has contributed to the various programmes in-house as well, facilitating modules on advocacy, networking and policy analysis. The main thrust of its capacity building activities however, has been through the production of easily accessible information and sharing of materials, demystifying micro-macro development issues.

Networking and Advocacy

- As part of this, the Centre has promoted and advanced the mandate of CIVICUS: World Alliance for Citizen Participation, through activities in the Asia-Pacific region and through catalyzing and building new relationships and linkages with other like-minded initiatives and individuals in the region. PRIA continues to be a member of the Board of CIVICUS, and is chairing its Programme Committee. In this period, plans were also finalized for PRIA to act as the regional node for CIVICUS. In relation to this, the Centre participated in the Asia Pacific Civil Society Forum meeting which was held in Korea in August 1995. As a follow-up, a Second Asia Pacific Civil Society Forum is being organized in Bangladesh later this year, and the Centre is a member of the Planning Committee for this event. Support was also extended towards a South Asia meeting on Laws, Rules and Regulations for the Voluntary Sector, organized by
the Voluntary Action Network India, based in New Delhi and the International Centre for Not-for-Profit Law based in Washington.

- Through the membership of PRIA in global monitoring and lobbying mechanisms on multilateral development banks, the Centre continues to focus attention on influencing the policies of the World Bank and the Asian Development Bank. Consistent with PRIA's own philosophy, the thrust of this has been on issues concerning Participation in the policies and programmes of these institutions.

- The Centre was particularly active in extending the campaign on the replenishment for IDA 11. This included a letter campaign to representatives of major donor nations, timely and systematic information dissemination to groups in India and in the region, building media interest in the issues, co-ordinating regional input to the global lobby, and lobbying with MPs in British Parliament and Japanese ODA.

- Several activities related to strengthening people's participation in Bank supported projects, and ensuring greater involvement of NGOs and other actors of civil society in project and policy work. They ranged from interventions directly with the Banks themselves, by virtue of the Centre's representation on the NGO Working Group on the World Bank as well as the NGO Working Group on the Asian Development Bank, to producing papers on participation issues related to the Bank programmes, prepared on the basis of analysis of regional case studies. These case studies were prepared for the first Regional Consultation of the NGO Working Group on the World Bank. A framework for analysis for a second set of case studies was also formulated for the second Regional Consultation which was held in Manila in April, 1996.

- The Centre also participated in the campaign for greater civil society participation in MIGA and IFC, a campaign built in connection with the IMF\World Bank meetings. In addition it mobilized country and regional input to support the OXFAM campaign on Multilateral Debt.

- The analysis of the ADB lending program portfolio in India, which was initiated by the Centre, has been completed. Further work on sectoral lending will continue. The Portfolio analysis and recommendations therefrom was presented at the Regional
Consultation of the NGO Working Group on the ADB and the ADB Board of Governors Meetings, held in Manila this year.

- The task of building a collection of documents relevant to the various areas of the Centre's work has progressed significantly over this period. A small ready-reference collection has been established on global advocacy and policy debates related to participation, on economic issues related to debt, structural adjustment, social funds, and on external funding to development in the region.

- In addition, project information documents on development projects of the World Bank and the Asian Development Bank in India have been compiled and are accessible to interested groups. A number of studies prepared by these institutions relevant to the Centre's advocacy activities have also been collected.

- The education campaign to develop a wider understanding and engagement by civil society groups in development policies at the national, regional and international level has been ongoing. In particular the Centre has focused on disseminating information on the Asian Development Bank portfolio to build a core group of interested parties who can lobby for and expand the scope for engagement on development policies and programs with the ADB in India.

- Through its membership on Inter-Agency Group on Participation, PRIA has successfully advocated for building country capacity for promoting participation of various actors leading to evolution of Participation Action Learning Programme.

- The Centre has participated in follow-up activities for monitoring the commitments of the Social Summit and Beijing Conferences.

**Publications**

- Participation Issues in World Bank Projects

- Report of the Asian Regional Meeting of the NGO\WG on the World Bank held in New Delhi, March 1995

- Global Alliance News - No.1
• India portfolio of the Asian Development Bank: A preliminary Review

• Paper on “Participation and Multi-lateral Organizations: Role of Civil Society” prepared by Dr. Rajesh Tandon

Are we making a difference?

• Greater awareness of sensitivity and commitment to issues of participation in projects and policy work of World Bank and other international agencies is noticeable. While continued monitoring and lobbying is needed important alliances have been established inside these major institutions.

• There is now a greater understanding of and readiness to engage in macro policy advocacy among grass-roots development NGOs in countries of South Asia. Need and demand for their capacity building in this direction is also increasing.
This year saw the completion and refinement of changes that had taken place the year before. Significant steps were taken to improve the effectiveness of PRIA, through reorganization, delegation of authority, staff training and the incorporation of shared values into the organization's culture.

The library, after being fully computerized and running efficiently, is now concentrating on acquiring new books for the various Centres. The library staff having gained sufficient experience conducted a workshop on library and documentation for NCRSO staff.

With the installation of local area network (LAN) the computer technology has now been made available to all PRIA staff giving them access to up-to-date information and communication systems. Computer Centre organized training for programme and secretarial staff in Windows/MS word and Lotus, with a view to encourage them to design, edit and format their reports and correspondence. The Centre also focussed on upgrading the existing hardware and software and developed several new database programmes for different centres. The computer team provided consultancy to the NCRSOs with a view to help them select the right hardware and software to meet their requirements. The Centre provided E-mail facility which, though limited to data transfer, helped in quick exchange and access to a range of information. Future effort is in the direction of setting up our own server and accessing Internet/WWW directly.

Now that the formatting and layout is done in-house, the publication department created a new panel of artists, editors and printers and was able to monitor production related processes more closely. The marketing effort was given a boost by displaying and selling books at various conferences and bookairs. The department published a new bulletin for the Centre for Global Alliances which was highly appreciated.

Having undergone computer training, the accounts section is utilizing the Lotus programme for its numerous account statements.

Having strengthened infrastructural facilities for residential training programmes, numerous short and long term residential programmes were held in PRIA premises. The main conference room is fully equipped with audio and video equipment to encourage a conducive learning environment.
Governing Board

Prem Chadha  
Vijay Mahajan  
D. Thankappan  
Sheela Patel  
Joe Madhath  
Srilatha Batliwala  
Rajesh Tandon

Chairperson  
Treasurer  
Member  
Member  
Member  
Executive Director

Division Of Programme Centres

Centre for Participation and Governance (CPG)  
Chandan Datta  
Nalin R. Jena  
Namrata Jaitli

Centre for Occupational and Environmental Health (COEH)  
Harsh Jaitli

Centre for Institutional Development (CID)  
Rajesh Tandon  
V. Satyamurti

Centre for Global Alliance (CGA)  
Atreyee Cordeiro  
Carman Madrinar

Division of Common Services

Administration  
M.S. Atwal

Accounts  
Dharamvir Bhatia

Library  
Vijay Singh Rawat

Publication  
Shikha Ghildyal

Computer  
Ranjan Sinha

ED's Secretary  
Mathew Joseph
Key Resource Providers

- IIIZ/DVV, Germany
- CEBEMO (Bilance), Netherlands
- Ford Foundation, New Delhi
- Save the Children Fund, India
- SIDA, New Delhi

- Institute for Development Research, Boston
- Asian South Pacific Bureau of Adult Education, New Delhi
- PRIP, Dhaka
- CIVICUS, Washington
- NGO Working Group on World Bank, U.S.A
**FINANCIAL SUMMARY 1995-96**

### INCOME & EXPENDITURE AND FUND BALANCES

#### INCOME

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<tr>
<th>Description</th>
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<td>Research &amp; Training Grants</td>
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<td>Publication &amp; other income</td>
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**TOTAL INCOME :** 247.25

#### EXPENDITURE

1. **PROGRAMME EXPENDITURE**

   A. Institutional Development Programme Expenses 80.18
   B. Participation & Governance Programme Expenses 68.50
   C. Occupational & Environmental Health Programme Expenses 12.61
   D. Global Alliances Programme Fees 5.48

**Total Programme Expenditure :** 166.77

2. **OTHER EXPENDITURE**

   A. Communication Expenses 7.73
   B. Administrative Expenses 23.55
   C. Depreciation on Fixed Assets (Furniture, Equipments) 11.48

**Total Other Expenses :** 42.76

**TOTAL EXPENDITURE :** 209.53

**EXCESS OF INCOME OVER EXPENDITURE :** 37.72

**Capital Fund Balance on April 1, 1995 :** 263.3

**Capital Fund Balance as on 31st March, 1996 :** 301.02

**NOTE :** All figures are in Rs. lakhs (’00,000)

No. of staff as on 31-3-96 is 45

[Extracted from Audited Statement of Accounts 1995-96]
BALANCE SHEET

ASSETS

CURRENT ASSETS

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OTHER CURRENT ASSETS

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<td><strong>Total Other Current Assets</strong></td>
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TOTAL ASSETS : 363.07

LIABILITIES

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NOTE:- All figures are in Rs. lakhs ('00,000)

No. of staff as on 31-3-96 is 45

[Extracted from Audited Statement of Accounts 1995-96]
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