ACTIVITY REPORT

1987

SOCIETY FOR PARTICIPATORY RESEARCH IN ASIA
45, SAINIK FARM, KHANPUR, NEW DELHI - 110062
INSTITUTION BUILDING

The year 1987 marked several important phases in the history and growth of PRIA. The task of consolidation of programmes and activities which began in 1986 were further completed and continued during this year. We saw new programmes being considered within the framework of ongoing activities. The most important of these was to initiate an in-depth study of the history, the role, and the potential of voluntary agencies in India. Building on past activities, another programme on process documentation was also conceptualised. This programme will help us to provide ongoing support on documentation and reflection with the select partner groups in the field. Consolidation of existing programmes in land alienation, women's economic programmes and workers' awareness in occupational health also took place. The strategy of diversifying the activities of PRIA in each programme and building collaboration with other organisations so that joint initiative could be undertaken was further intensified and implemented. This was most clearly evident in the case of building training capability where regional training programmes, building regional resource centres for training and strengthening regional networks of trainers were planned and implementation was initiated.

The major thrust of the year was on beginning the process of institution building of PRIA. Having established the relevance of our kind of work in building alternative grass-roots movement on issues of major concern in the country today, we began to take several steps towards creating the institutional capacity in PRIA to continue to play its role in the years to come with clearer vision and greater enhanced competence. One of the major elements in institution building was capacity building of the professional and support staff of PRIA. Several deliberate interventions towards this end were planned and implemented. The second activity has been to elaborate internal structures, mechanisms and procedures which will help systematise various aspects of daily functioning in the organisation and create some systems and collective responsibility towards implementation of those systems in the organisation. A third direction of institution building has been to begin planning for the creation of PRIA's own infrastructure to meet its operational needs. During the year, DDA allotted and handed over land for the training and education centre of PRIA in Tughlakabad Institutional Area. Plans have been drawn to begin the process of creation of this infrastructure and acquiring resources to support the same.
Looking back, therefore, the year appears to be a turning point in the history of the organisation. It has been characterised by some concrete initiatives to institutionalise the organisation and its vision as well as to create institutional capacity to further elaborate and implement that vision in the years to come.
WOMEN AND WORK

NGOs have been involved in organising women around economic activities for the past many years. Several myths and assumptions have influenced the planning and implementation of these programmes.

Many questions have been posed such as: Why do women need to be involved in economic programmes? Does it really improve their income? What is the appropriate amount of income that will make this improvement possible? Does it help improve their status in both society and family? Does involvement in economic programmes increase the burden on women and help reduce drudgery? Does it enhance her self-esteem and confidence? What are the types of activities women should be encouraged to be involved in? Should these be ones in which women are already involved or should they be trained in new activities?

In recent years these and many such questions are being constantly asked by NGOs involved in planning and implementing economic activities for poor women. Answers to these questions need to be based on an understanding of women's position and status in society, her access to resources and assets, knowledge and skills, and ability to control her own life.

We believe that economic activities should focus on increasing women's income substantially. It should have a joint focus on income and empowerment such that women's capacity to stand on their own is enhanced. Economic activities must have a collective context and not help merely individuals. It should be a combination of traditional and new activities.

Hence, our focus has been on strengthening both planning and implementing capacities of activists involved in such programmes.

In the last year we have been involved in organising the following workshops and training programmes:

* Implications of Labour Legislations

Implications of Labour Legislations on organisations involved in women's economic programmes was the theme of a two day workshop in April (18-19). About 15 participants from different parts of the country attended this workshop. Participants were from Voluntary Organisations, the Labour Ministry, the International Labour Organisation and Labour law experts. They discussed a number of legislations like Minimum Wages, Maternity Benefit Act, Factories Act etc.
* Mini MBA for Activists

Participants from Madhya Pradesh, Orissa, Bihar, Gujarat, Tamil Nadu and Andhra Pradesh representing different voluntary organisations attended this eight day training workshop. This training programme was divided into three broad phases.

(a) Identifying and choosing an appropriate activity
(b) Detailed project planning
(c) Management related issues in implementation

* Minimum Wages

Many activists and grass-roots organisations in different parts of the country have been struggling for minimum wages for the rural and urban poor in the country. During the course of these efforts, many people have experienced several problems in the implementation of the Minimum Wages Act as well as the manner in which the Act has been constituted. To discuss these experiences and to identify what problems are faced at various levels like legal, organisational, procedural and personal (including victimisation of activists) a two day workshop was convened by PRIA in Delhi on August 17-18, 1987.

More than 30 grass-roots workers from various voluntary agencies in different parts of the country met and discussed their experiences. A memorandum was also prepared on Minimum Wages and Drought Relief for the consideration of Central and State Governments.

* Women's Training

A two day workshop was held on Participatory Training for Women at the Indian Social Institute, New Delhi on December 1-2, 1987.

The format of the workshop was based on case study presentations of training programmes held for poor rural and urban women. Sixteen women trainers participated in the workshop.

An in-depth analysis of the various experiences provided rich insights into the key issues related to women's training.

A compendium of case studies has been planned. This will be brought out in English by the middle of the year.
A few trainings/workshops have been organised to cater to specific needs of certain organisations.

**SEWA MITHILA**

In order to help Sewa Mithila staff develop managing and accounting capacities a seven day training was held at Madhubani. About 20 women participated in this training and understood some rudimentary aspects of managing an economic programme.

**ABHIYAN**

A two day workshop was organised in Chitrakut (U.P) along with Abhiyan to focus on the importance of organising women and the nuances involved in forming women's groups.

About 30 participants attended this workshop.

**STCCD**

A three day workshop was organised along with STCCD in Ukhrul (Manipur). About 25 participants from two districts attended this workshop.

The focus of the workshop was planning and managing economic activities for women. An effort was made to strengthen capacities of activists involved in such programmes.

In the past year many organisations have made specific demands and would like us to help them in their specific problems. Demands such as helping them organise women's groups, choosing an appropriate activity, market etc. have been made. In an effort to be with the organisations when they need us to hold hands and support them, visits have been made.

Regular visits and systematic work with them has been planned in the coming year. This is a new effort which we will be making but it will help us in finding and setting up regional resource groups.

**PUBLICATIONS**

**Women and Wasteland**

This booklet has been prepared on the basis of the discussions held during a workshop on this theme "Women and Wasteland Development" held at Delhi during January 1986.
Forms of Organisation

This is partly the result of a w/s convened by PRIA in 1986 and has also provides preliminary information about legal forms available in the country.

Creating Alternatives: Women and Work

This booklet describes some of the analysis and a few of the lessons which arose out of a workshop in Bangladesh in December 1986 organised by Oxfam America and facilitated by PRIA.

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LAND OWNERSHIP AND ALIENATION

The Land Ownership and Alienation Programme of PRIA was initiated by a national workshop on the same, organised during February 1984. In this programme, PRIA's role has been to sensitize those working with the rural poor but not directly on land related issues; assist those intending to take up land related issues in documenting and analysing the local situation; and provide back-up support to those engaged in struggle on land related issues by strengthening their knowledge base and understanding of the whole issue.

Over a period, the issue of displacement of people due to projects had acquired alarming dimensions and the involvement of a number of field based groups in such issues has guided us to take up this issue of displacement. Our involvement in the past in organising workshop on impact of large dam and training of activists in assessment of dams was the result of such a response. This year, apart from organising South and South East Asian workshop on People and Dam, we have attempted to add a new issue of land degradation due to pollution and mining. Other activities of this programme are given below.

* PRIA has done documentation of Land records of Dhanu Taluka of Thane district of Maharashtra for the use of Kashtkari Sangathna and other groups working in that area.

* A Manual for activists on Land tenancy and restoration is under preparation, based on the above study.

* A case study entitled "Dapchari Milk Project: An enquiry into rehabilitation of Project-affected persons" was begun. This study is going to be used by the Union to file a writ petition and as resource material for the popular publication PRIA is planning to bring out.

* Another case study of the impact of SURYADAM PROJECT is being prepared.

* A case study of Land degradation due to industrial pollution is being prepared with the help of some groups at the Raysani-Patalganga Industrial area in Maharashtra.

* A similar case study has been around the Zinc factory at Udaipur, Rajasthan.

* An extensive case study of the impact of mining on land and people is being prepared for two district of Orissa.
A national workshop on "Degradation of Land due to Pollution and Mining" was organised at Rourkela from December 3-5, 1987, in which about 35 participants took part. A detailed follow-up action plan was also prepared at the end of the workshop. The report of deliberations will be published within a couple of months.

A workshop of groups in Maharashtra was organised at Ganeshpuri on Land related issues in the month of October in which about 60 activists took part to chalk out common strategies to take up issues in a coordinated manner.

In 1987 PRIA had carried out Training and Orientation of Workers/Activists on Land related issues for three groups in Bihar and U.P.

The PRIA team has also contributed as resource persons in workshops on land alienation among tribals; people oriented water utilization; traditional water management; and Save the Western Ghats campaign.

PRIA has organised a two day workshop of groups working in Banda and Allahabad district of U.P. for their orientation on Land related issues and provided intensive support to Bhartiya Samaj Seva Sansthan, Manikpur, Banda for organising on land related issues.

A workshop of South and South East Asian countries was organised on 'People and Dam', in Delhi, during September 14-18, 1987. Participants from Thailand, Philippines, Malaysia, Sri Lanka and India took active part in the workshop. Five case studies from India, three from Philippines, two from Thailand and Malaysia and one from Sri Lanka were presented and discussed in the workshop. A collection of the case studies presented at this workshop is presently at press.

As a follow-up to the above event, PRIA, in collaboration with NSRC, Sri Lanka and ASPBAE, organised a workshop on Traditional Water Management at Colombo, during 16-21, December 1987.

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PARTICIPATORY TRAINING PROGRAMMES

Participatory Training Programmes are increasingly becoming an integral part of people's educational and organisation - building efforts. Several grass-roots groups and activists have been concentrating on building a cadre of informed trainers in their field who would effectively help organize, mobilise and conscientize the urban and rural poor, to address themselves to key issues of their own development.

PRIA's active involvement in the field of training has been in the facilitation, systematization and consolidation of learning - training processes of these groups and in enhancing their training competence in the field, by supporting and strengthening reflection, analysis and training efforts of individual organisations and by holding workshops and training programmes for a number of organisations. The training programmes are based on the experiences of participants and provide new insights and dimensions into the understanding of the philosophy and methodology of Participatory Training.

The year also witnessed the need to expand the scope of Participatory Training Programmes in an effort to further promote the Participatory Training methodology among field workers, to strengthen training capabilities of a wide range of grass-roots groups in different parts of the country and to strengthen regional resource centres which would support and strengthen local training efforts on an on-going basis.

Thus the Regional workshops and Training of Trainers Programme given below were envisaged to meet the regional needs in training and systematize practice in the field:

* Training of Trainers

The Training of Trainers Programme completed its third round and the Round Four was initiated at the end of the year. There were twenty eight participants from sixteen organisations who participated in Round III.

Phase I of Round IV was held in November 1987 at Bharuch. Sixteen participants from ten organisations participated in this training process. This phase of training focussed on learning processes and how participatory training can systematize the learning process of adults. It also focussed on small group processes, small group dynamics, elements of designing a training programme and self-development of trainers. A report in English has been prepared by PRIA.
A second round of Phase I was held in February 1988 near Madras for about 15 participants. The two sets of participants will then come together at the second Phase of training to be held in April 1988.

The Training of Trainers manual has been published both in English and Hindi.

* Advance Training Programme for Trainers

An advance training programme for trainers was organised in Goa on January 6-12, 1987. Participants of the first two rounds of the Training of Trainers (TOT) programme were invited for this event. A detailed follow-up and net-working programme was one of the important outcomes of this workshop.

* Regional Workshop on Participatory Training Methodology

A workshop on Participatory Training Methodology was held at Icheon, South Korea from July 12-18, 1987. The workshop was organised by ASPBAE, Korean Adult Education Association and PRIA. Twenty one participants with considerably training experience from several Asian countries shared their unique experiences on the philosophy and methodology of Participatory Training. An Asia Working Group coordinated by Dr. Om Shrivastava of Astha on Participatory Training has been formed. A report of the workshop is under preparation.

* Workshop on Participatory Training as a Social Change Strategy

A two day workshop was held at the SEARCH Training Centre, Bangalore on August 28-29, 1987. Twenty seven trainers from eight organisations (ASTHA, SEARCH, ARP, JBS, RISE, RDT, AIKYA, PRIA) reflected upon the existential dilemmas inherent in training as well as explored the values of training and a trainer in light of empowerment of the people.

* Participatory Training For Rural Development

This is a reprint of the earlier edition.

* Participatory Training for Adult Educators

Collection of case studies of 5 training programmes in the country.
WORKERS' EDUCATION AND OCCUPATIONAL HEALTH AND SAFETY

During the last four years, our educational efforts with workers has confirmed that systematization of worker's experience and understanding of their workplace hazard can build a culture of workplace health and safety. In 1987 PRIA carried out a series of educational programmes on Occupational Health and Safety issues. Besides this, in those places where worker activists and trade union leaders have shown considerable initiative and interest in educating fellow workers on health and safety issues, support has been extended and efforts have been made to strengthen the local initiative in building up educational opportunities on the issue of occupational health and safety.

* Educational Programme

Orientation Training on Occupational Health and Safety, Muradnagar, January 25, 1987

A day long meeting was held with the workers of Muradnagar (U.P) of the Government of India owned Ordnance Factory. Sixteen worker activists attended the meeting. The aim of the meeting was to provide educational input to the workers, so that they themselves can identify the potential hazards by analysing the past record of hazards and accidents.

Sunday meetings with Powerloom workers on Occupational Health and Safety, Ghaziabad (U.P), February 1987

During the month of February an educational process was undertaken among the Powerloom workers in and around Muradnagar, Ghaziabad, U.P. Fifteen powerloom units were visited and individual workers were met during the process of work. Information regarding worker's experience on various work-related hazards was collected. On February 15 and 22, twenty two workers from different powerloom units shared their experiences and educational input related to the identified potential hazards was shared with them.

Orientation Camp with the youth on hazards of Quarrying-Mining, Banda, U.P., February 27, 1987

In Banda district of Uttar Pradesh thousands of workers have been involved in quarrying and stone crushing. Though the magnitude of occupational health hazards seems to be very high and complex, no effort had previously been
made to highlight the issue and educate the workers. A local NGO, Abhiyan, took the initiative to highlight the widespread work hazards. Abhiyan organised a training camp for the local youth to orient them on the local developmental issues from February 25-27, 1987. As a follow up of the study the National Institute of Occupational Health and Safety was contacted to provide guidance to conduct an intensive survey of the hazards.

Sunday Training Workshops on Occupational Health and Safety, Bombay, June 14, 21, 28, 1987

During June 14, 21, 28, 1987, three Sunday Training Workshops were organised in Bombay among the factory level safety committee members. Twenty five members from nine units attended the meeting. The basic objective of the workshop was to understand the unit level safety issues and how the safety committee can efficiently function to monitor the hazards and play the role of safety educator among the fellow workers.

Advanced Training Workshop on Occupational Health and Safety, Baroda, July 9-12, 1987

An advanced training workshop on Occupational Health and Safety was organised at Baroda during July 9-12, 1987. Thirty seven workers from various sectors of work all over India participated in the workshop.

* EDUCATIONAL MATERIAL

O.H. Bulletin

During the current year four issues of the bulletin in both English and Hindi have been produced. These issues focussed on Black Lung, Coal Worker's Pneumocœliosis, Health and Safety Provisions in the amended Factories Act, Occupational Health hazards of Women in the Unorganised Sector and Hazards of Radiation.

Mismanaging Health and Safety at Workplace

This booklet, attempts to list together some aspects of the practices of industrial management which damages the health of workers, primarily in the Indian Chemical Industry.

O.H. Information Sheet

Three issues of O.H. information sheets have been produced in Gujarati in response to the local safety issues.

Occupational Health and Safety Manual (Gujarati)

This contains basic information on both physical and chemical hazards widely prevalent in the chemical and engineering indus-
try. It aims to provide information to the worker activists to identify and monitor hazards at their workplaces.

* **SUPPORT TO LOCAL GROUPS**

Baroda-based worker activists have formed an Occupational Health and Safety centre named "Vadodra Vyavasayik Swasthya Surakshya Mandal". This is a worker's forum to document the local occupational health and safety issues and to provide the necessary educational information to workers for them to understand and analyse the workplace hazard themselves. PRIA extends help to the group in terms of supporting and conducting participatory investigation of safety issues, acquisition of learning materials and access to professional/technical input. Besides this, PRIA also extends support to the group to prepare educational materials like popular safety booklets and video films in local languages. A video film on the safety situation of Vadodra has been prepared by PRIA for the group.

A similar group is also coming up in Bombay to which PRIA will also extend support.

* **CAMPAIGNS**

Nine occupational health and safety campaigns have been organised in Gujarat, during the year among the workers of different industrial estates, community members, local doctors etc. Seven campaigns meetings have been organised among the workers and communities. A day long meeting was organised inviting the local doctors to discuss the prevalent occupational health diseases which they come across during diagnosis and treatment. Experts from NIOH, Ahmedabad were invited to facilitate the discussion. An exhibition was organised in Baroda to educate the workers on several safety concepts.

In Bombay and Kanpur several safety campaigns have also been organised in terms of factory visit and providing relevant educational information in terms of the safety needs of the factories.

PRIA extended its support to the National Campaign Committee for central legislation on construction labourers. Besides preparing educational material for the campaign, it also facilitated in organising campaign meetings at Kanpur, U.P. and Udaipur, Rajasthan.

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CAPACITY BUILDING

PRIA's ongoing effort over the years has been to assist grassroots organisations in developing their plans, reviewing future programmes and strengthening their internal capacities and systems.

* Management

With the growing visibility, size and recognition of voluntary agencies over the past decade, there have also arisen a number of issues and problems related to the management of such organisations. Issues of structure, staffing, systems and procedures, rules and regulations, leadership and staff development are plaguing several non-governmental, non-profit, voluntary organisations in the country. In this context, PRIA has been organising a series of workshops and training programmes to identify, analyse and understand these issues. During the last years three workshops were organised - one in Manipur in March 1987, where forty five people attended. One in Srinagar in May 1987, where there were thirty participants and, one in Sevapuri in October 1987, where forty two participants attended the workshop.

Another workshop on Organisational Development and Change was held in Sariska in September 1987. The purpose of the workshop was to build capacity among the staff of intermediary organisations to be able to understand the intervene in voluntary organisations with a view to enhance their effectiveness. Sixteen participants attended this workshop.

Two workshops were held to facilitate financial management procedures for grassroots organisations. These were held in Prayog, in September 1987, where sixteen people attended and in Deoria in December 1987 in which there were thirty participants.

* Participatory Evaluation

PRIA assisted the following organisations during the year to systematically reflect and critically evaluate their activities, projects and organisations within the framework of Participatory Evaluation Methodology: CROSS, RDAS, Gram Vikas and a slum development project in Salem District.

A workshop on Participatory Evaluation was also organised in collaboration with CYSD, Bhubaneshwar in February 1987 where twenty people attended the workshop.
As a part of its ongoing work, PRIA also extended intensive in situ support to several grass-roots organisations in the country. The nature of this support entailed perspective, programme, organisation and staff development. Some of these organisations are:

Vikas Maitrey, Ranchi
SPARC, Bombay
Asth, Udaipur
Shramik Bharati, Kanpur
Abhiyan, Banda
Regional Centre, Singhbhum
Science and Technology Centre for Community Development, Manipur
Jagrut Bahu Bandh Sangathan, Maharashtra
RISE, Madras
Mass Education, Calcutta
Centre for Science and Environment, New Delhi
Ankur, New Delhi
Gram Vikas, Orissa
SEWA, Ahmedabad and Mithila
Deepayatan, Patna
Pradan New Delhi
SRED, Tamil Nadu

People's Education and Development Organisation, Dungarpur

During the year, some new links were established with other organisations, groups and programmes.

In this context, we have extended our support to a variety of campaigns and national initiatives. These included the following:

'Save the Western Ghats' campaign organised by several activists and groups. A video recording of portion of the march was also done by PRIA.'
The National Campaign for Construction Workers to promote enactment of a more appropriate legislation to project the rights of construction workers.

An initiative to ensure the effective implementation of, and appropriate amendment in The Minimum Wages Act by several organizers of the workers in the unorganized sector.

Strengthening voluntarism, a series of dialogues, reflections and initiatives by several people in the voluntary organisations to help build a common platform.

Save Gandmardhan Campaign in Orissa, to help the tribals maintain their livelihood in Gandmardhan hills. A video was also prepared.

Campaign for workers take-over of sick industry, with particular efforts of Kamani Metals Workers in Bombay

The National Commission for self-employed Women, providing information, materials, links to the work of the Commission.
OTHER ACTIVITIES

Social Feasibility Study

During the year PRIA undertook a Social Feasibility Study on the Promotion of the Role of Women in Water and Environmental Sanitation Services in two states of India v.i.z. Orissa and Rajasthan. The Study aims to develop a methodology of social feasibility assessment with active involvement of rural women. The process was carried out with the active support of two NGOs, Gram Vikas in Orissa and People's Education and Development Organization in Rajasthan. The study was sponsored by the United Nations Development Programme (UNDP).

A number of meetings, National, regional and international, were also attended during 1987 by members of PRIA staff. These were:

* National:
  - CAPART advisory meetings on DWCRA and Communication—July and September 1987.
  - Central Social Welfare Board meeting for training of women organizers of NGOs September 1987.
  - North East consultation meeting with seven NGOs of the North Eastern states, November 1987.
  - Workshop on Development and Culture, April 1987 at Sevapuri (UP)
  - A consultation meeting in Delhi called by PRIA to share ideas regarding collaborative problem-solving and developing partnership in social action as articulated by Synergos Institute, November 1987.
  - South Asian Consultation on "responding to the challenge of rural poverty in South Asia. Role of NGOs", focused on training organized by FAO in Bangalore March 1987.

* Regional and International:
  - A workshop on "Challenges of Rural Poverty" held at Feldafing, West Germany in January 1987 and organised by FAO and the German Foundation for International Development.
Two ICAE meetings: one of the Programme Advisory Committee in April 1987 and one of the Executive Committee in October, 1987. And participation in the international seminar on The Feminist Challenge to Adult Education.

- The first international conference on Collaborative Problem-solving organised by the Synergos Institute, New York in May 1987.
- The first general assembly of the African Association for Literacy and Adult Education held at Nairobi July 1987.
- The Experts Consultation on Promotion of Autonomous Development held in Amsterdam in October 1987.
- The ASPBAE Executive Committee meeting held in Singapore in December 1987.

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