
**SETTING UP OF A VOCATIONAL TRAINING CENTRE FOR
PROMOTING LIVELIHOOD UNITS FOR 30 WOMEN WITH
DISABILITIES IN BESTAVARAPET, CUMBUM AND ARDHAVEEDU
MANDALS OF PRAKASAM DISTRICT, A.P.**

PART – I
INFORMATION ABOUT THE ORGANISATION

- 1 Name of the Organisation : Brethren Institute For Rural Development-(B.I.R.D)
- 2 Name of the applicant and qualification : PILLI SOLOMON, M.A., (Sociology) B.Ed., M.Th., (M.Div)
- 3 Address of the organisation : B.I.R.D. Prashanthi Nilayam,, Valmiki Nagar, Bestavarapet (Post & Mandal) – 523 334 Prakasam (District), (A.P.), India.
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d) Cell: : 9347382140
- 5 Chief functionary : Applicant is serving as the Executive Secretary cum Chief Functionary of the Organisation.
- 6 Nationality : I N D I A N.
- 7 Responsible institution of legal owner : B.I.R.D. – BESTAVARAPET
- 8 Bank details
 - a) Name of the bank : State Bank of India
 - b) Address : Cumbum Code No.1173
 - c) S.B. A/C No. : 2/215 (New Computerized no. 11026870973)
 - d) Responsible Person for bank operation : Executive Secretary and any one of the following four office bearers. 1. President 2. Vice-president 3. Secretary and 4. Treasurer
- 9 Legal Status of the Organization : BIRD is a registered society under the Societies Registration Act of 1860
- 10 FCRA No. : Registered under the Foreign Contribution Regulation Act XXI of 1976 with registration No.010330038 from the Ministry of Home Affairs, Government of India, New Delhi
- 11 Income Tax Exemption : Exemptions under Income tax 12-A and 80G (5) & (vi) under the Income tax Act of 1961.
- 12 Society's financial accounting year : 1st April to 31st March
- 13 a) Society Registration No. : 119/1989
b) Date of registration : 18/5/1989

INTRODUCTION OF THE ORGANISATION:

Brethren Institute for Rural Development is a voluntary organisation, which was registered under the society's registration act of 1860 in year 1989, by a group of committed and educated volunteers. It is a non-political, non-profitable and a secular organization with the main aim of comprehensive development of rural poor and most disadvantaged population through building their capacities and unification of poor and marginalised communities. Strategically BIRD started mobilizing and organizing Dalit women and taking other oppressed communities into the fold in a phased manner to unify all the rural poor women into a strong pressure group through mobilization and collectivization for their basic rights and economic empowerment. Poverty, Caste based social discrimination, atrocities, violence, gender inequity and discrimination, problem of child labour, problem of persons with disabilities (PWD's), migration, lack of access to and control over the resources and lack of active participation of Dalits in the process of governance and democracy are the identified problems. Dalits who are oppressed from generations together are deprived of basic dignity, denied the basic human rights and share in the planned economical development of the state. Their cultural silence alienated them from the mainstream of society. The benefits of the development in independent India has not equally distributed in the rural area and unevenly distributed in different regions of our country. Therefore, the marginalised and disadvantaged communities need to be organised and mobilized to fight for their own development, to secure and restore their basic human rights by organizing themselves as change agents. The developmental barriers, the caste system, social discrimination and lack of access to and control over the resources should be addressed to attain sustainable development based on the principles of equity and social justice.

Keeping the above situation and context in view, BIRD has evolved a sound ideological base with appropriate strategies and interventions to realize the envisaged goals. A strong human society should be built where there is no scope of any type of oppression, in any form, at any stage. Democratic, non-violent methodology should be evolved with full, active participation of the marginalised communities to achieve the set objectives. Any developmental activity should be emerged from the bottom and looked from the perspective of poor Dalit women as they are placed at lower strata of the ladder type of socio-economical hierarchical system.

In order to address a wide range of concerns and issues of the dalit women and bring about a substantial change in the lives of the most marginalised groups, BIRD has intended to work in four selected mandals in Prakasam District of Andhra Pradesh to realize the objectives through rights based mode through building a strong, democratic and sustainable "SANGHAMS" at all levels (A collective of poor and marginalised) for over all development and empowerment of the marginalised groups. BIRD will further strengthen the ongoing work in two mandals of Cumbum and Bestvarapet and initiate the process in new proposed mandals of Ardhavedu and Komarolu, where BIRD has established good rapport with the communities and started interacting with the target groups for securing and restoring their basic rights and economic empowerment. In new mandals, BIRD focuses on dalit women as they are the most vulnerable groups.

EXECUTIVE SUMMARY OF THE ORGANIZATION:

A group of voluntary youth from same target group registered Organisation by name BIRD in the year 1989 with a sound ideological background and machinery zeal for the upliftment of the target group. The comprehensive, activities implemented by BIRD sensitized the target group and made them as a changing agents to fight for their deprived rights and share in the development. BIRD is working in four mandals organising Dalit women for their self-reliance, dignity, and equal status in the society. The women sanghams initiated the programme of PWD's organisation as the prevalence of PWD is comparatively high to that of other districts and with in the state. The poverty, high rate of illiteracy, low health standrads and high prevalence of florin in drinking water caused severe health hazards in the target area. With the iniation of women sanghams BIRD started organising PWD's sanghams in 3 mandals and planning to extend to other two mandals

BIRD always belives in democratic organisation of the poor and PWD's is basis for the development. The CBR Forum / CARITAS INDIA supported CBR Programme in Bestavarapet Mandal. With the support of the PWD's sanghams became capable to fight for their rights and also able to CAPART also supporting CBR Programme in Cumbum and Ardhavedu Mandals tap the resources from the government. They are influencing both the political and local officials to change their activities towards PWD's. The federated women sanghams and PWD's became a strong presure group to solve their problems. The PWD's also the members of the sangham actively involved and supporting the women sanghams on different problems, which are general. The total beneficiaries of PWD's in these 5 Mandals are 3225.

THE MAIN OBJECTIVES OF THE ORGANIZATION ARE:

1. Empowerment of Dalit women through non-manipulative participatory education.
2. Development of skills for livelihood and income generation.
3. To strengthen the organization of the Dalit women and training the potential leaders.
4. To create aptitude for personal hygiene and sanitation through health education and promote general health standard.
5. To promote mother and child health care, preventive care, simple curative and referral health services.
6. To identify our own culture and break the "Cultural Silence" through cultural action.
7. To decrease the dependency and make the women as agents of change and decide their destiny.
8. To make conscious the target groups about ecological imbalances and work for the promotion of eco-system.
9. Empowerment of women through socio-economical and cultural inputs.
10. Motivating and encouraging parents to admit the school going age children in Primary Schools.
11. To motivate the parents and employers of child labour and work for eradication of system.
12. To under take developmental activities to stop the migration.
13. To organize the PWD's for their basic rights and entitlements.
14. Building awareness on HIV/AIDS prevention and advocacy.

ORGANIZATION VISSION & MISSION

BIRD aspires for egalitarian society with human and un-discriminative values. BIRD opposes any sort of oppression, discrimination in any form at any level. BIRD believes in the organization of poor people in democratic and non-violent process to achieve the objects. The poorest among the poor particularly Dalits women, who are neglected and un-served from generations together, deprived of their human Rights and living in Cultural Silence. They are to be organised to regain their human Rights, Self-respect, and dignity. Organizing of poor and federating them to form a strong pressure group to solve their problems collectively and democratically. Women must become changing agents and dictate their own destiny. The basis for the comprehensive development is for women empowerment through organization.

Sangham is the platform to exercise the process of democracy and fight for their human rights and share in the development. BIRD believes that the development has to emerge from lowest strata of ladder type of socio-economical system of village where Dalit women are placed at the bottom and PWD's are placed at lowest strata. Hence BIRD strategically organising both women sangham and PWD's. The women with disabilities particularly Cerebral palsy, Mentally Retarded, Mentally-ill and Multiple disabilities suffer many folded discrimination, like poverty, caste, gender and impairment. Hence priority is given to Cerebral palsy, MI, MR and Multiple disabilities of girls who needs special focus to address the problems. The overall goal of BIRD is to enable with persons with disabilities to live with dignity as equal members of the wider community by promoting and protecting their human rights to build a barrier free society and resources of community, including disabled their families and a community. **"Anything for us not with us"** is under lying philosophy of BIRD. Hence all the activities planned, implemented and evaluated by the sangham. BIRD believes that the short-term goals are means to achieve long-term objectives and gives importance to both ends and means.

CBR - INITIATION OF WOMEN SANGHAMS:

The sangham model of development followed by BIRD gave a scope to build a strong women sanghams, village sanghams at micro level, federation at mandal level and Maha sangham at Project level. By achieving their short-term goals, they are marching towards long-term objectives. The comprehensive activities of BIRD build a strong base for women in 2 Mandals since 1992. Now BIRD is extended its work in 115 Villages in 4 Mandals.

The prevalence of PWD's in the target area is comparatively very high in the district. The sanghams identified the problems and discussed in many meetings about the problems of PWD's. The sangham's felt the need for a CBR programme to enable the PWD's to live as equal members of the wider community. The baseline survey done by BIRD volunteers, exposed the severity of the problems, which are made BIRD to undertake the activities of Community based Rehabilitation for persons with disabilities (CBR-2002) in our area.

Women sanghams took initiation in the formation of sanghams of PWD's and supporting in their struggle. PWD's also involved in the activities of women sanghams as some of them are member of the sanghams. The issue based support of both sanghams gained strength in solving their problems.

BASE LINE INFORMATION / DEMOGRAPHIC DATA OF 9 MANDALS AS PER THE GOVERNMENT CENSUS - 2001:

BIRD is working with Dalit women in organizing the Poor Women's Associations (sanghams) and self-help groups since 1989 in Cumbum and Bestavarapet Mandals. BIRD has till now organized 250 self-help groups in 115 villages in Bestavarapet, Cumbum, Ardhaveedu and Komarole Mandals. BIRD believes in organization of the poor and making them as pressure groups and fight for their deprived and denied share in the development. Since the area is socially and economically backward the prevalence of PWDs are very high. This is how BIRD has started working with Persons with Disabilities in 2002 with the support of CBR Forum, Bangalore in Bestavarapet Mandal (one Mandal) since 6 years.

We have given the demographic data of Bestavarapet, Cumbum, Ardhaveedu, Tarlupadu, H.M.Padu, Komarole, Donakonda, Markapuram, and Tripuranthakam Mandals as per the Government census – 2001.

The geographical area of the above 9 mandals are (1)Bestavarapet 205.99 sqkm, (2)Cumbum 155.23 sqkm, (3)Ardhaveedu 233.77 sq.km., (4)Tarlupadu 268.25 sqkm, (5)H.M.Padu 419.42 sqkm, (6)Komarole 678.99 sqkm, (7)Donakonda 390.69, sqkm, (8) Markapuram 309.67 sqkm and 9)Tripuranthakam 256.50 sq.kms.

DEMOGRAPHIC DATA AS PER THE CENSUS OF INDIA 2001

	Name of the Mandal	Bestavarapet (1)	Cumbum (2)	Ardhaveedu (3)	Tarlupadu (4)	H.M. Padu (5)	Komarole (6)	Donakonda (7)	Markapuram (8)	Tripuranthakam (9)	
2	Population	- Total	48615	45,131	36688	32386	30436	40331	42002	48401	55061
		- Male	25071	22,801	18970	16744	15622	20892	21474	24926	28268
		- Female	23544	22,330	17718	15642	14814	19439	20528	23475	26793
		- Schedule Castes	9104	4722	6090	7829	9188	6624	10906	11165	12639
		- Male	4841	2372	3342	4047	4668	3516	5615	5648	6348
		- Female	4263	2350	2748	3782	4520	3108	5291	5517	6291
		- Schedule Tribes	341	499	2156	233	93	163	329	437	1853
		- Male	181	260	1122	121	47	83	169	233	966
		- Female	160	239	1034	112	46	80	160	204	887
		- O.B.C.	20,860	26113	18560	17,245	14,230	22,870	19,457	36,897	26,760
		- Others	18,310	13797	9882	7,079	6,925	10,674	11,310	14,621	13,809
		- Urban	0	0	0	0	0	0	0	0	0
		- Rural	48615	45,131	36688	32386	30436	40331	42002	48401	55061
		- Density	212	271	149	107	66	54	104	280	215
3	Children (0-6 years)	- Total Children	6511	5632	4942	4781	4116	5034	6185	6955	8237
		- Boys	3370	2911	2535	2480	2089	2599	3147	3580	4167
		- Girls	3141	2721	2407	2301	2027	2435	3038	3375	4070
4	Growth Rate	9.90%	6.70%	5.30%	11%	9.40%	9.30%	9.30%	18%	12%	
5	Sex Ratio	1000/939	1000/979	1000/934	1000/934	1000/948	1000/931	1000/956	1000/955	1000/953	
6	Area (Sq.Kms)	205.99 sqkm	155.23 sqkm	233.77 sq.km.	268.25 sqkm	419.42 sqkm	678.99 sqkm	390.69 sqkm	309.67 sqkm	215.50 sqkm	
7	No. of municipalities	0	0	0	0	0	0	0	0	0	
8	No. of Villages	46	26	31	31	71	76	41	46	49	
9	No. of Gram Panchayats in the Mandals	16	14	15	16	21	13	17	21	19	
10	Birth rate	25/1000	24.38/1000	20/1000	23/1000	22/1000	21/1000	25/1000	25/1000	26/1000	
11	Death rate	8/1000	9/1000	10.74/1000	11/1000	13/1000	11/1000	12/1000	10/1000	13/1000	
12	Infant Mortality rate	57/1000	60.19/1000	63/1000	62/1000	61/1000	64/1000	63/1000	59/1000	64/1000	

	Name of the Mandal	Bestavara pet (1)	Cumbum (2)	Ardha veedu (3)	Tarlu padu (4)	H.M. Padu (5)	Koma role (6)	Dona konda (7)	Markapuram (8)	Tripuranthakam (9)		
	(0-1 years)											
13	Child Mortality Rate (1-14) years	45/1000	47/1000	46/1000	48/1000	49/1000	47/1000	46/1000	49/1000	49/1000		
14	Mothers Mortality Rate	4/1000	5/1000	6/1000	5/1000	5/1000	6/1000	5/1000	6/1000	7/1000		
15	Child Malnutrition rate	47%	50%	52%	56%	57%	55%	51%	50%	46%		
16	ANC Checkup	54%	53%	51%	50%	49%	50%	47%	55%	48%		
17	PNC Checkup	47%	45%	43%	42%	44%	42%	41%	50%	41%		
18	F.P. Acceptance rate	52%	51%	50%	47%	42%	43%	45%	50%	46%		
19	People using Hand pumps	68%	69%	63%	62%	63%	61%	60%	51%	47%		
20	House holds developed kitchen gardens	16%	15%	13%	13%	10%	11%	12%	9%	8%		
21	Female age at marriages (years)	16.30%	16.5%	16.1%	15.90%	15.80%	15.50%	16.10%	16.30%	15%		
22	Immunization Coverage (0-6 years)	95%	85%	81%	82%	81%	83%	80%	85%	81%		
23	Health centres	-	No. of Government Hospitals	---	--	---	---	--	1	---		
		-	No. of PHC's	4	2	1	1	1	1	2	3	
		-	Others	2	2	---	--	--	--	3	1	
24	Literacy Population and Percentage	-	Total Literacy Population	24594	26594	16872	13947	13236	20863	15227	16657	18237
		-	Total Literacy Percentage	50.58%	58.92%	46%	43.06%	43.48%	51.72%	36.25%	61.64%	33.12%
		-	Literate Women Population	8501	10117	5319	4634	4569	6858	5037	14755	5583
		-	Literacy Women Percentage	17.48%	22.40%	14.50%	14.30%	15.01%	17%	11.99%	25.23%	10.13%
		-	Literate Men Population	16093	16477	11553	9313	8667	14005	10190	21283	12654
		-	Literacy Men Percentage	33.10%	36.50%	31.50%	28.76%	28.47%	34.72%	24.26%	36.41%	22.98
25	Schools	-	No. of Primary Schools	47	34	31	38	64	66	52	61	53
		-	No. of Upper Primary Schools	7	8	4	3	2	6	4	4	10
		-	No. of High Schools	8	8	7	4	5	4	2	6	9
		-	No. of Colleges	2	7	2	1	--	1	--	3	1

The population of the State is about 8 crores as per 2001 census and that of Prakasam district at about 31 lakhs of which persons with disabilities constitute about 50,000. Of these 43,000 are from rural areas while the rest live urban areas. The district is predominantly rural and the pwd have not been able to access any vocational training or employable skills. The BIRD has been instrumental in identifying and compiling data on approximately 6000 pwd living in the five Mandals covered. As per the information available, hardly 2% of pwd in rural areas have any employable skills.

RATIONALE AND NEED FOR INTERVENTION:

BIRD looks at the problem of disability as a development issue; hence BIRD is planning to sensitize the disabled, their parents and other section of the Society. Community should feel responsibility and work for the development of Persons with disabilities (PWD's) the government programmes like skill development, Vocational trainings, Employment opportunities, Livelihood programme, Education Scholarships, Inclusive education, health care and causes, prevention and detection of disability, Referral services, surgeries and follow-up services, Aids and Appliances to the children with disabilities, need based therapy interventions, Community awareness, accessibility, communication assertive devices, discrimination of women and girls with disabilities and entitlements from the government for the PWD's are not with in the reach of the people, because of bureaucracy and red tapism. Secondly people are not aware of organisation of disabled people and sensitizing them to fight for deprived rights, proper utilization of government programmes and 1995 PWD Act. Building confidence among the disabled and formation of strong people's Organisation to pressurize the government to plan and implement comprehensive programmes for the development of persons with disabilities.

The inclusion of persons with disability into the mainstream of society requires the recognition of their capability to fulfill their own needs, aspirations and goals in life. Given equal opportunities and the right motivation, majority of them can achieve self-confidence, self-sufficiency and contribute to the development of their communities.

CBR as defined by the WHO is a development approach in the provision of basic rehabilitation service to people with disabilities, utilizing and building on the resources of the community and involving persons with disability and their families. Therefore, rehabilitation should aim to fulfill the needs of persons with disabilities to have an active role in the society and to live a life in dignity, independence and willful recognition of their abilities.

Our approach has the capacity to provide appropriate and local solutions to the difficulties of persons with disabilities faced. It does not disrupt family life or separate the persons with disability from his / her community as long-term attendance at a rehabilitation centre might do. It requires not only the involvement of the CBR worker but also the active participation of the persons with disability, his or her family members and the local community. CBR not only produces rehabilitation results but also serves to strengthen family and communities.

A large proportion of disability is preventable. As many as 50% of disabilities are preventable and directly linked to poverty. General improvements in living conditions will not be enough. Specific steps are still required, not only for prevention, but also to ensure the people with disability are able to participate fully in the development process, obtain a fair share of the benefits and claim their rights as full and equal members of society. An integrated / holistic approach is required, linking prevention early intervention, rehabilitation and empowerment strategies and changes in attitudes.

The main aspects of BIRD is to make the Persons with disabilities aware of the programmes, utilize the existing resources at local, mandal, district and state level, 1995 PWD Act for their empowerment. At the same time pressurize the government authorities to take up activities for the development of PWD's. People should involve in the planning, implementation, monitoring and evaluation of the programmes. The democratic participation and involvement of people will improve the quality of the work of Community Based Rehabilitation Programme and any other programme that are addressed to the development of the disabled people. Hence, BIRD will concentrate and work with all categories of persons with disabilities to fully integrate them into our society.

CONSULTATION WITH PWDS AND PLANNING PROCESS

BIRD, since its inception, believes in people centric bottom up approach in its all interventions that BIRD makes in the target villages. This is primarily to ensure that the real concerns and issues they face and experience in their daily life can be brought to surface. These community level processes will enable the community members to discuss, resolve issues and seek solutions collectively.

The current proposal is an outcome of series of discussions and consultations at the community level involving community members, community leaders, sangham leaders, local panchayats (elected representatives). On the other hand, we had consultations with the local officials and sought their suggestions which we have incorporated into the proposal.

Our field staff had intensive field visits to the villages and had meetings with the community leaders, parents of persons with disabilities and persons with disabilities. Their issues and concerns were discussed in all the village level meetings and their feedback and suggestions were critical and important for planning and implementation. These efforts will contribute towards strengthening the CBR programme through food and sustainable livelihood activities in future.

BIRD is proposing to envisage to conduct the Training cum self-employment and livelihood units for 30 women with disabilities in our target villages. In this regard we have proposed to help 30 WWD's to acquire daily earnings after completion of 10 months Vocational training at BIRD-Bestavarapet. After completion of the training WWD's will start / setting and running the Livelihood units in their respective villages. These proposed livelihoods and self-employment units will give assured daily income for the WWDs and they will get monthly earning @ Rs.2000/- to Rs.3,000/- through this project support.

THE PROJECT FOCUS:

The proposed proposal aims to organize the long-term training – cum - alternative livelihood options for 30 WWDs.

THE PROJECT GOAL:

To reduce extreme poverty, chronic hunger and exclusion among the PWDs through facilitating, promoting and strengthening of self-help groups of PWDs and promote alternative livelihood options for economic empowerment of the PWDs under the new Millennium Development Goal– I.

THE OBJECTIVES OF THE PROPOSAL:

1. To promote alternative sustainable livelihood options among 30 PWDs in 102 villages of three mandals
2. To promote a sense of self – respects and dignity among the PWDs to lead a life with dignity,
3. To organise and strengthen 90 PWDs SHGs and Sanghams (PWDS collectives) in 102 villages of 3 mandals.

Key activities

- Promote vocational training among selected 30 PWDs for self-employment and alternative employment opportunities through job placement.
- Facilitate necessary linkages with the Banks/Government/ other NGOs for promoting alternative livelihood opportunities and self employment units among the PWDs,
- Facilitation, organisation and strengthening of 90 PWDs SHGs among 1508 PWDs of 102 villages of 3 mandals.
- Sensitize the parents, PWDs, key stakeholders in village, elected representatives and community members to access to and control over local resources for the purpose of livelihoods among PWDs

Vocational Training for livelihoods promotion for 30 WWDs:

BIRD proposes to facilitate and promote the vocational training cum livelihoods units for 30 WWDs to create sustainable self-employment and livelihood opportunities in the proposed areas through this project intervention.

30 women with disabilities will be trained in Tailoring, Embroidery and Dress making for a period of 10 months period. The required instructors and office assistants are available locally.

Expected results and impact areas

- 30 WWD acquire necessary knowledge and skills in Tailoring, embroidery and dressmaking,
- 30 WWD by end of 10 months course will start earning income and become self-reliant by securing economic independence at the household level,

- Women with disabilities will set up and run the independent and self employment venture to earn alternative livelihoods by individual units or collective units.
- WWD can lead a life with dignity and self respect by gaining self reliance,
- WWD are equipped to challenge discrimination, social exclusion and domestic violence with in the household and at the community level by enhancing their quality of life.
- WWD are enabled to stand on their own feet and model to other PWDs in the society.
- WWD are enabled to start home-based self-employment on their own to earn their livelihoods,
- WWDs will earn Rs 2,000 to Rs 3000 /- per month through livelihood units.
- WWDs gains good respects in the family and at the community level,
- Reduction in household level poverty and enhanced health and nutrition status among the PWDs,
- WWDs receives equal attention and respect by the family and community at large

Key indicators

- No of WWDs are received vocational training in tailoring, embroidery and dress making,
- No of women successfully completed 10 months intensive vocational course in tailoring, embroidery and dress making.
- No of women with disabilities setting up and running their independent and self –employed Income generating unit,
- No of women leading a life with dignity and equal status with in the family and community at large,
- No of WWDs getting financial assistance from Banks and other financial institutions,
- No of WWDs have improved their knowledge and skills in the areas of micro-business plans,
- Increased levels of self confidence among the WWDs,
- Increased levels of income earnings and independent life.
- Increased levels of participation in house level decision making process,
- Increased levels of assertion against discrimination and violence on PWDs at the household level and community level at large,

The project beneficiaries

The project intends to cover directly 30 PWDs and indirectly 186 family members of PWDs in 3 mandals. 30 PWDs will be benefiting through vocational training cum livelihood units and subsequently undertaking the livelihood centres in their respective villages with the support of the SHG's / sanghams.

Economic Empowerment and Sustainability

The proposed interventions are aimed at empowering the PWDs both socially and economically and enable them to a lead a life with dignity and self respect at the family and community level. The various interventions enhance their potential and equips with necessary skills to get a gainful employments and self employment.

Programme Management

BIRD will take the over all responsible for project implementation and management. BIRD always believes in the strength and capacities of the target groups. It is important to ensure active participation of the target community (beneficiaries groups) in the over all programme management which includes planning, implementation and reviewing of the programme for greater impact and sustainability.

All the planned interventions are planned and implemented by the Self-Help Groups and village Sanghams (PWDs collective). The SHGs and Sanghams are at three levels. The first level is at the village level, followed by Mandal and Project level. At the project level, the programme management comprises of leaders from PWDs SHG, experts, executive secretary/ project director, project manager, mandal coordinators and technical team and members from government institutions who are responsible for implementation of disability welfare programmes. The programme management plays an important role in over all planning, implementation and monitoring for greater transparency, accountability, impact and sustainability. The collective decision making process will enable BIRD to ensure highest quality of programme. This will be ensured through constant reflection and review by the team.

BIRD will have a over all plan of action for 10 months training after completion of the training they will start the livelihood units in their villages. The CBR staff will reviewing the process to ensure effective implementation of the planned interventions by the beneficiaries through this programme regularly.

Evaluation:

The selected members of the Steering Committee will evaluate the work every year. This evaluation will be internal and only to review and modify plans if there are any. We would like the representative of the donor agency to evaluate and assist the programme at the end of each year of the project.

BUDGET FOR TAILORING, EMBROIDERY AND WOMEN AND GIRLS DRESS MAKING TRAINING UNIT

	#	Items	Rate	# Of	Months	Amt, Rs
Non-Recurring Expenses	1	Sewing machines	5,000	3		15,000
	2	Embroidery Machines	10,000	2		20,000
	3	Work Tables	3,000	3		9,000
	4	Chairs	400	5		2,000
	5	Stools	300	5		1,500
	6	White Board	8,000	0.5		4,000
	7	Beruva	5,000	0.5		2,500
Raw Materials	1	Scissors, T-Scales	200	5		1,000
	2	Treads Colours	50	15	6	4,500
	3	White Treads	17	15	6	1,500
	4	Oil, Powder, Trace Papers	17	15	6	1,500
	5	Cloth	150	15	6	13,500
	6	Repairs and Maintenance	1,200		6	7,200
Salaries	1	Instructors	8,000	1	6	48,000
	2	Office Assistants	2,000	1	6	12,000
Administration	1	Trainees one side T.A. Expenses	260	15	6	23,400
	2	Rent for Building	2,000			
	3	Electricity, Water and others	1,000			
	4	Marker Pens	300			
	5	Stationery, Records, Reports	500			
	6	Audit Fees	300			
	7	Unforeseen Expenses	1,000			
Budget Abstract for One Year	I	Non-Recurring Expenses				54,000
	II	Raw Materials				29,200
	III	Salaries				48,000
	IV	Administration				23,400
		Total Rs/-				166,600
		Total Dollars				3,600