

**Project Proposal on
Empowering Poor Dalit Communities through Sustainable
Livelihoods Enhancement in Remote Rural Villages of Ganjam,
Odisha**



**VOLUNTARY INTEGRATION FOR EDUCATION AND
WELFARE OF SOCIETY (VIEWS)**

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1	Name of the Project	Empowering Poor Dalit Communities through Sustainable Livelihoods Enhancement in Remote Rural Villages of Ganjam, Odisha
2.	Implementing Organization	Voluntary Integration for Education and Welfare of Society (VIEWS)
3	Contact Address	At/Po: Venkatraipur, Via: Gopalpur on sea, Dist: Ganjam, Odisha-761002 E-mail: views.odisha@gmail.com website : www.viewsindia.org
4.	Legal status of the implementing Organization	VIEWS is registered under Societies Registration Act XXI of 1860 vide number GJM No: 7781 of 2008-2009 on 4 th April 2009. VIEWS is registered under Foreign Contribution Regulation Act FCRA 1976 vide Registration Number , 104910201, dated : 22/03/2012 Registered under Income Tax Act 1961,12A and Permanent Account Number (PAN) AABTV0563A.
5.	Name of the Chief Functionary	G.Krishna Rao
	Target Area	15 Rural villages
7	Target Group	Women , Adolescent girls and unemployment youth members amongg poor dalit communities
8	Project duration	One year
9	Total cost of the project	Donor Contribution Rs. 4,45,500(72%) Organization Contribution Rs. 1,56,000 (25%) People's Contribution Rs. 20500 (3%)
10	Banking details	FCRA A/c No: 098610011003076 Andra Bank , Tulu branch,Berhampur-760003,Dist / Ganjam. Odisha. India.

EXECUTIVE SUMMARY

The Scheduled Castes (Dalit) constitute more than 70% of the total population of Orissa as per census 2011. Pana, Dom, Ganda, Ghasi, Hadi, Kandara, Bauri, Gokha, Dhoba are treated most socially and economical backward schedule castes in Odisha. These sub caste are socially untouchable, socially, economically, culturally and politically backward and marginalized as compare to other groups in Odisha. The dalit people living in Rural villages of Ganjam district very poor and marginalized in Odisha. Livelihood, Unemployment ,migration and HIV/AIDS is one of the burning issue among youth. Due to lack of right skills, the poor people unable to utilize the available local resources. The poor people includes the dalit communities forcible migrating to different places in India and working as a daily labors, construction workers, brick workers and daily wages. The girls and women physically and sexually harassed by brick owners and contractors. They are living in slums, getting very low wages and infected by HIV/AIDS also.

Based on the problems, community request letters, VIEWS designed a project proposal “ ***Empowering Poor Dalit Communities through Sustainable Livelihood Enhancement in Remote Rural Villages of Ganjam, Odisha*** “ with the motto of “ ***Building skill-Creating Opportunities***’ . The overall objective of the project is to enhancing the employability of 80 Nos disadvantaged and poor adolescent girls, youth and women through vocational and skill development trainings. The project directly supports to 80 Nos beneficiaries from poor background includes adolescent girls, youth and dalit women from 15 Nos Rural remote villages . The activities mainly includes Vocational and Skill trainings on Tailoring, Mobile repairing, Welding, Electrical, Driving and poultry farm support with support from training agencies .After the training, the trainees will placed in various companies, and established micro enterprise to enhance their employability as well livelihood security. In long run, the project will promote Poultry Cooperative to be promoted for marketing, financial and non financial services to the poor people. The experienced Project Manager is fully responsible for planning, implementation, monitoring, evaluation and timely reporting to Donor agency of this project.

1. Name of the Project: “Empowering Poor Dalit Communities through Sustainable Livelihoods Enhancement in Remote Rural Villages of Ganjam, Odisha”

2. Implementing Organization Profile

2.1. About the VIEWS:

Voluntary Integration for **E**ducation and **W**elfare of **S**ociety (**VIEWS**) is a registered grass roots development Organisation, was initiated 2002 by a group of development professionals, academicians & social workers drawn from various social development field working to create last change in the lives of poor & building transformed communities. VIEWS has been promoted with the objective of bringing highly motivated and educated young mass to the social development sector. They would work on bringing out new innovations in rural & coastal development and for up scaling development interventions to eradicate poverty in vast areas of the Odisha state serve all people irrespective of caste, religion, race, ethnicity and gender. It aspires to improve the living conditions of the poor and marginalized by adopting strategies through community collective initiative and people's participation. It works towards bringing significant changes in the children's education, women empowerment & livelihoods security of the poor through innovation & creative programs in a right based approach among tribal, fisher folk, dalits and other backward communities in the remote villages of Odisha in India.

Legal Status :

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Vision: VIEWS visualizes building a well being transformed society where the people live with self dignity, peace & social justice.

Mission: VIEWS is a grass-roots development organisation bringing integrated transformational development through innovative solutions for a better society.

Activities Undertaken :

In order to bring transformational development, VIEWS mainly focusing on

- A. Children's Education
- B. Disability
- C. Women Empowermen,
- D. Livelihood promotion

Project holder Profile : G.Krishna Rao, Program Manager

2.1. Background of the project

Odisha is one of the poorest state in India and regularly bears the brunt of natural catastrophes leading to further suffering to vulnerable and resource poor population. Ganjam,, one of the coastal inhabited district of Odisha have high migration is also witnessing extreme poverty and social discrimination. Odisha occupies 4.75 percent of India's landmass and accounts for 3.46 percent of the country's population. The state comprises 30 districts, 58 subdivisions, 314 blocks and 51,048 administrative villages. As per 2011 census, the population of Odisha is 51.41 million. The overall literacy rate is 73.45 percent and the female literacy rate is 64.36 percent, which is below the national averages of 74.45 percent and 64.36 percent, respectively. The Ganjam district having first position in population of Odisha is 3520151 (8.39%), and sex ratio is 981 as per 2011 census. The Scheduled Castes (Dalit) constitute more than 70% of the total population of Orissa as per census 2011. Pana, Dom, Ganda, Ghasi, Hadi, Kandara, Bauri, Gokha, Dhoba are treated most socially and economical backward schedule castes in Odisha. These sub caste are socially untouchable, socially, economically, culturally and politically backward and marginalized as compare to other groups in Odisha. As per 2011 census the literacy rate of the Dalit population in the state was 41.28%. In case of male it was 57.32% and in case of female it was 24.74% only. As per the survey, majority of Dalit children are drop outs from education and working as a child labors mostly engaging in agriculture, goat and cattle rearing, domestic servants in cities and other daily wage labors. Still now, the dalit students are not treated well at school levels. The post metric scholarships are not available timely. Children are getting discriminatory treatment in schools due to their caste identity. There is no scope for dalit children to go for technical and higher education due to poverty. About 5000 dalit population in Chatrapur and Rangaliguda. These include the 2172 SC population in Chatrapur and 2002 SC population in Rangaliguda as per Statistics (census 2001).

3. Problem statement:

To identify and priorities the problems, VIEWS conducted a need assessment among dalit communities in the target area, and CBOs. Discussions have also been conducted among the PRI members, local NGOs and dalit communities.

- Caste disparities and Dalits treated Untouchable at community level
- Lack of voice at community level mainly in gram sabha and palli sabha
- Gender discrimination and sexual harassment at working places
- Poor productive asset holding among dalit communities
- Involvement of dalits in enterprising / trading / business is poor
- Dalis having poor knowledge & information on livelihood options
- Poor land occupancy and working as a agricultural workers
- Dalits Considered less credit worthy in the institutional front
- Dalit's Earnings does not support required family demand
- No or less availability of supportive / alternative livelihood options
- Borrowing from informal sources in most cases
- High migration to metros and cities and influenced by HIV/AIDS
- Pay exploitative rates of interest
- Market driven skills and vocational inputs not existing or very poor.

- Gap in Enterprising / trading / business skills
- Poor gender strengthening and dev. integration initiatives
- Poor participation of dalit women in local decision making
- Poor dalit women participation in local self governance
- Low enrollments and continued high drop-out rates among dalit communities
- Low levels of educational achievement among dalit children

3.1. Problem Analysis on Livelihoods Sector

After deep analysis all the, VIEWS strongly feels that, livelihoods is one of major thrust area to address immediately. So VIEWS community volunteers conducted social research using tools, problem identification, problem prioritize and problem tree on livelihoods sector among dalit communities.

a. Poor land occupancy : The poor dalits in this selected village not having sufficient land to perform agricultural related activates. They working as a agricultural workers with land lords and engaging in livestock activities like goat and pig rearing. Along with they are working as a rickshaw pullers, construction workers and sweepers. They are not earning sufficient wages to meet their day to day households expenditure and except that, they are not having any other livelihoods opportunities in this rural areas.

b. Migration : n the proposed target area, 80% of the dalit youth mass, women and adolescent girls migrating to Secundrabad, Mumbai, Chennai and Surat for alternative livelihoods. The main causes were poverty, lack of employment, food insecurity and financial problems. The migrated youth and male population are working as a daily labors, construction workers, maid servants, brick workers, electricians, welders and guards and earning very low income. The adolescent girls also working as servants in the hostels, made servants, construction workers, small factories earning Rs. 2500 to 3500.00 per month, which is not sufficient to meet the family requirements in the cities.

b. HIV/AIDs : They are living in slum areas in shed houses and effected by deadly health diseases especially HIV/AIDs. Due to high migration in this operational area, Ganjam having number one position in HIV/AIDs in Odisha.

c. Sexual Harassment and exploitation: While interacting with the poor dalit women , it came to light that, few adolescent girls and women are sexually harassed by the owners at their work place and even not getting their wages also in right time. Due to lack of skills and capacity they are engaging as security guards and other non productivity activities. The earned income also not sufficient to meet the meet the day to day expenses of the family. In some places, the dalits are not paying correct wages in time as well as exploited by the upper caste people.

d. Child Labor : The dalit children also migrating to the parents, leaving their studies and engaging in labor work to earn Rs. 50 to Rs. 70 from the construction work. They are not having any children's education facilities at work place also.

e. Lack of skills and training opportunities among youth and adolescent girls:

After passing the 10th class, the dalit students were unable to join in higher education. Due to financial crisis, they are unable to undertake vocational and skills trainings. In near by cities inside and outside the state, plenty of job opportunities available. But skilled and efficient man power not available to meet the existing job demand in the market for various trades likely driving, welding, mobile repairing, electricians but skilled manpower supply not available to meet the current demand. Due to poverty, forcibly the poor youth members migrating to cities , converting daily labors, earning low wages and affected by HIV/AIDS.

f. Lack of awareness on Dalia rights, Government Schemes and poor implementation of government schemes :

Given the poverty scenario, a number of poverty eradication measures have been initiated by the government, mostly central government supported programs for ST communinites. For improving the standard of living of the poor, state intervention in the form of implementing anti-poverty programs, elimination of hunger schemes, Employment Assurance Scheme (EAS), Public Distribution System (PDS), Integrated Child Development Scheme (ICDS) and Mid-day Meal Scheme have been introduced. All the above schemes are aimed at improving the living conditions of the poor by directly involving the appropriate target groups. However, this programme is not directly included related to vocational and skills development and not reaching to the poor people due to lack of awareness.

g. Lack of capacity building, skills and strong community based institutions among dalits :

Many SHGs among dalit communities have difficulty in accessing these resources because they lack voice, confidence, basic administrative skills and capacity and capability in negotiating with, and accessing support from rural banks, resource and marketing agencies. Dalit women groups are either defunct or are functioning at very low levels of potential. Quality of book-keeping is generally reported to be poor. Substantial numbers of poorer households are outside of the SHG fold. Lack of capacity building activities for SHG in the field of vocational training and micro-enterprise promotion. The lack of financial resources and access to sources of credit needed for investments in productive assets, to meet operational expenses and to cover consumption needs during periods with little or no income is among the major problems and livelihood constraints identified by members of dalit communities.

4. Project Design:

The initiative was originated at the target dalit communities. During filed visits and community meetings, the villagers approached VIEWS and requested to undertake development projects in the form of request letters. Based on the priority of the need and demand from the community, VIEWS has taken this initiative to design a community based livelihood project for sustainable development of dalit communities in a right based approach.

Project Goal: Contributing to *Empowering the poor dalit communities through sustainable livelihoods in remote rural villages of Ganjam district* “

4.1 Project Log-frame Matrix

Project Description	Indicators	Source of Verification
<p>Overall Objective : Empowering Poor Dalit Communities through Sustainable Livelihood Enhancement in Remote Rural Villages of Ganjam, Odisha</p>	<p><i>Increased skills of 80 trainees especially among poor dalit families living in Rural villages by end of one 2012</i></p>	<p>-Impact assessment report -Quarterly, Half yearly and Annual Report</p>
<p>Purpose 1: Improved skills of unemployed youth, adolescent girls and women through vocational and skill trainings</p>	<p>-100 % beneficiary to be trained under various skills and trades -50% trainees to be placed in various companies with salary range from Rs. 5000 to Rs. 7000 -50% trainees to be established micro enterprise to increase 30 % income on their present income. 90% migration be will controlled among beneficiaries - 100 Nos to be trained on dalit rights and their livelihood entitlements</p>	<p>-Training Report , Training partners agreement and certificates -Placement Report -SHG status report and Cooperative registration certificate -Monthly and Quarterly progress reports</p>
<p>Results 1.1 : Drop-out adolescent girls, unemployed youth and poor women skills enhanced under various skills and vocational trades</p>	<p>-10 Nos dalit adolescent girls to be trained under tailoring -10 Nos dalit youths to trained under mobile repairing - 10 persons dalit youth to be trained under welding -10 persons dalit youth trained under electrical -10 persons dalit trained under driving - 30 dalit women trained under poultry farm</p>	<p>-Training Application, -Training register - Training completion certificates -Training Reports -Monthly Progress Reports</p>
<p>Result 1.2 : Building Relationships with Industries, Financial Institutions and Marketing agencies for placement , financial and non financial services support.</p>	<p>-50% poor youth will be placed in various companies with salary from Rs. 5000 to Rs. 7000 -10 Nos adolescent girls will be self employed 30 Nos women will establish poultry farm -Approx. Rs. 2.5 Lacks grant / loan to be generated from financial institutions and Government</p>	<p>-Placement reports -Monthly Reports -Quarterly Reports -Loan reports -SHG loan and progress reports -SHGs loan agreement documents and pass books</p>
<p>Result 1.3 : Self Help</p>	<p>1 Nos Poultry Women Cooperative</p>	<p>-Cooperative</p>

Cooperative registered under OSCA 2001	Society will registered under Odisha Self Help Cooperative Act 2001 for financial and non financial support to community people.	Memorandum and Bye Laws -Cooperative Registration certificate
<p>Activity 1.1.1: Recruitment of project team-Project Coordinator, Accounts cum admin assistant and 2 community organisers</p> <p>Activity 1.1.2 : Orientation and training to Project team</p> <p>Activity 1.1.3 : Development of training curriculum and pedagogy</p> <p>Activity 1.1.4 : Conducting community assessment to select beneficiaries for the trainees</p> <p>Activity 1.1.5 : Selection and Initial contact with Training partners</p> <p>Activity 1.1.6 : Conducting vocational training on tailoring to 10 adolescent girls</p> <p>Activity 1.1.7 : Conducting vocational training on mobile repairing to the 10 poor youth</p> <p>Activity 1.1.8 : Conducting vocational training on welding to the 10 interested youth</p> <p>Activity 1.1.9 : Conducting skill training on four wheeler driving to the 10 poor youth</p> <p>Activity 1.1.10 : Conducting vocational training on electrical to the 10 poor youth</p> <p>Activity 1.1.11 : Conducing skill training on Poultry Farm to 15 SHGs members</p> <p>Activity 1.1.12 Conducting workshop on Dalit Rights to access livelihood entitlements</p> <p>Activity 1.2.1 : Building linkage with financial institutions, vendors, marketing agencies</p> <p>Activity 1.2.2 : Placing trainees in various organizations for self employment</p> <p>Activity 1.2.3 : Establishment of micro enterprises for income generating activities</p> <p>Activity 1.3.1 : Registration of Poultry women Self Help Cooperative for marketing , financial and non financial services</p> <p>Activity 1.3.2 : Conducting Impact Assessment by using external consultant</p> <p>Activity 1.3.3 : Conducting Monthly Progress staff review meets</p> <p>Activity 1.3.4 : Timely donor reporting in monthly/ quarterly/ half yearly / final</p>		

4.2 : Risk and Assumptions :

The following are some of the assumptions for successful implementation of the project

- There is no major natural/man made disasters affect the target area during the project period as the target area is prone to cyclonic storms.
- The political scenario in the target dalit communities does not change significantly.
- There is no radical change in government policies with regard to livelihood entitlements.
- The financial institutions continue to support SHG movement with financial resources.

4.3. Expected Outcomes:

- 15 Nos community need assessment will done on skill development and vocational trades
- 10 Nos adolescent girls will be trained on tailoring and engage in self employment for income generating
- 10 Nos poor youth members on mobile repairing will be trained and will be place in various companies and repaying shops also.
- 10 Nos poor youth members will be trained on welding and will be placed
- 10 Nos poor youth members will be trained on driving and will be placed in various offices earn Rs. 5000 to Rs. 6000 per month
- 10 Nos poor youth will be trained on Electrical and will be employed to earn Rs. 5000 to Rs. 6000 per month.

- 30 SHGs members will be trained on poultry farm and will establish Poultry under Self Help Cooperative model to increase 30% of their current monthly income
- One poultry women Self Help Cooperative will be promoted for marketing , financial and non financial services.
- Approximately 5 lakhs grant / loans will be generated from NABARD, Banks and other financial institutions.
- At least 40 persons will be placed in various industries and companies.
- At least 30 Nos Micro enterprises will be established for income generating activities.
- One tailoring center will be established.
- 70% migration among 70 families to be controlled.

4.4. Project Target Area :The project will cover 15 Rural villages in Rangailunda and Chikiti blocks of Ganjam district, Odisha.

4.5.Target beneficiaries:The number of direct beneficiaries of this project would be 80 dalit community members from Rural villages of Ganjam district. The annual number of indirect beneficiaries would be 80 families. Along with more than 50 jobs to be created through this trained beneficiaries. The beneficiaries belong to poor Schedule Caste (Dalit communities) in the target villages.

4.6.Project duration: The duration of the project is one year.

5. **Project Implementation Strategy :** The project will be organized in three phases.

In 1st Phase, VIEWS will cover formation of core team, Orientation and training, design of course curriculum and pedagogy, area study and selection of training partners.

In 2nd phase, VIEWS will give more focus on organizing quality trainings to selected beneficiaries on vocational and skill development by using local resources. The trainee should contribute 10% of training fees with the aim of cultivating ownership and sustainability of the project. After selection of beneficiaries, the training to be conducted as per the training calendar.

In 3rd phase, VIEWS will conduct placement activities for the trainees and build financial and market linkage for establishment of micro enterprises at community level for self employability.

5.1 Training chart

Name of training	Target group	Duration	Conducted by	People's Contribution
Training on tailoring	Adolescent girls	3 months	VIEWS will conduct directly by using local professional trainer	Rs.200 per person

Training on Mobile Repairing	Unemployed youth members	4 months	Partner training agency	Rs. 400 per person
Training on Driving	Unemployed youth members	1 month	Partner training agency	Rs. 250 person
Training on Welding	Unemployed youth members	3 months	Partner training agency	Rs. 400 per person
Training on Electrical	Unemployed youth members	3 months	Partner training agency	Rs. 400 per person
Training on Poultry Farm	Poor SHG Members	1 week	IEWS will conduct at community centre level by using resource persons from Harsha Trust NGO	Rs. 150 person

5.2. Activity schedule:

Estimated duration of the project is 12 months (1 year). The following is the activity schedule of the project.

Sl. No.	Activity	Month wise activity plan											
		1	2	3	4	5	6	7	8	9	10	11	12
1	Recruitment/Formation of Project Team	X											
2	Orientation and Trainings to Project team	X											
3	Development of training curriculum and pedagogy	X											
4	Selection and initial contact to training partners		X										
5	Conduct baseline survey of target villages to collect comprehensive information on the skill and vocational training		X	X									
6	Establishment of tailoring training centre		X	X									
7	Training on tailoring to adolescent girls				X	X	X						
8	Training on mobile repairing					X	X	X	X				
9	Training on driving to youth					X	X						
10	Training on welding							X	X	X			

11	Training on electrical							X	X	X			
12	Training on Poultry Farm			X									
13	Workshops in Dalit Rights				X								
14	Placement of trainees												
15	Linkage with financial institutions , marketing agencies				X	X	X	X	X	X	X	X	X
16	Registration of Poultry women self help cooperative society					X	X						
17	Impact assessment											X	
18	Project review meet	X	X	X	X	X	X	X	X	X	X	X	X
19	Final report to donor within one week of project completion												X

5.3 Strategy of the activities

a. Forming a Core team, orientation and training : Forming a core team and give orientation towards the present project. The core team consists of a Project Coordinator, one Account cum admin assistant and 2 community organizers to be selected from the dalit communities. During this, the staffs will given necessary materials for their understanding and make a syllabus for the vocational and skill development training.

b. Designing of Course Curriculum and Pedagogy: The training programs comprising of two segments i.e. classroom and practical field work. The course wise curriculum will be designed in association with experts from the industries based on market demand and aims at integrating experiential practical learning in the field and theoretical understanding in the classroom. Along with continuous personality development for the trainees is undertaken with the support of outside agencies / professionals to groom the trainees before final placement. The learning methods will include observation, discussion, action, presentation and examination. Pre assessment, midterm assessment and final assessment to be conducted at project level as a part of monitoring and evaluation. After the final evaluation, the certificate to be awarded.

c. Area study: The project staff will conduct area study of 15 villages for selection of trainees. The trainees were identified and selected by each concerned village development committee.

d. Eligibility and Selection of trainees: Any poor person is eligible for this training based on trade. People with disability and BPL members will be prepared. Application forms are available in the project office, with Community Organizers and can be downloaded from the website. The Project Coordinator is available for any query related training. After collection of applicants from meetings, staff and trainees, the Project committee will call trainees for group discussion and personal interaction. Based on interview, the candidates to be selected and informed.

The general criteria of selection trainees will be

- They should be from the dalit communities and project selected village
- They should have basic interest and zeal for their development
- They should be free from other work obligations for minimum of six hours
- They should be literate with minimum of 7th standard in order to make effective communication except for fish pickles and fish vending training.
- For poultry farm, the trainees should be from the existing Self Help Groups of dalit communities.

e. Partnership with Training institutes: VIEWS will organize trainings in association with training institutes in the local area to enhance quality of training and minimize cost at project level. Minimum three quotations collected from the experienced training institutes as per the course design. The training institute to be selected in procurement committee based on quality and legally Memorandum of Understanding (MoU) to be signed with training partner with strict guidelines.

f. Training on Tailoring: The objective of training is to build vocational skills to the adolescent dalit girls who dropped their higher education due to financial problems in Rural areas. The duration of the training is 3 months will be provided in a participatory method by a hired experienced resource persons at VIEWS training centre with 50 theory and 50% practical. VIEWS will establish training centre which will have 5 machines for all tailoring assessors and provides all supports for practical support. After the training, the trainees will start their own micro enterprise 'Tailoring centre' and engage in other enterprises to generate income from Rs. 3000.00 to Rs. 4000.00 per month at community level. After the project completion, the tailoring centre will run by the VIEWS with grant support from funding agencies or reasonable fees will be charged to trainees to manage the day to day expenditure of the centre.

g. Training on Mobile Repairing: The primary objective of this training is to enhance the skills on mobile repairing of the unemployed dalit rural youth age between 18 years to 30 years. The duration of the training is 4 months will be organized jointly in association with local level mobile repairing training institute. Every day theory and more practical classes will be conducted for better understanding. After successful completion of the training, the trainees will be placed in various mobile repairing companies. VIEWS will facilitate financial linkage from Banks, financial institution and District Industry Centre (DIC) to interested persons to start independent mobile repairing centers.

h. Training on Driving : The objective of this training will be to improve the driving skills of interested 10 youth (male) members, age between 18 years to 30 from the project area. The one month training will be provided in association with driving training institute. After training, the certificate and four wheeler licenses will be given. VIEWS will be facilitated to place in various organizations salary range between Rs. 5000 to Rs. 6000.00. Along with, financial linkage from banks also provided to procure four wheeler and start their own micro enterprise for self employability.

i. Training on Welding and Electrical: The objective of this training will improve the technical skills of poor youth (male) members, those who completed their

matriculation. Three months training will organize in association with a training partner (ITI) and certificate will be provided. The 10 trainees will be easily placed in various companies and earn ranging from Rs. 7000 to Rs. 8000.00 per month.

j. Training on Poultry Farm :

VIEWS will organize training will be organized to existing Self Help Groups of marine dalit communities at central level. 30 interested trainees will be selected from dalit communities by the existing self help groups for poultry farm trainings. The resource persons to be invited from professional agency and Odisha Agricultural University, Berhampur. After the training, financial and marketing linkage will be strengthened to promote micro enterprises at household and community level in the operational area.

k. Placement: After successful training, the trainees should be placed in various private organizations. Along with, VIEWS will provide financial and market linkage support to trainees to establish micro enterprises at community level to promote livelihood and self employability.

l. Procurement of sewing machines :

The project will procure 10 Usha Flora sewing machines @ Rs. 4900.00 per machine for tailoring training. The Usha Flora having features like multifunction sewing machine will do embroidery, straight stitching, button sewing, zip fixing, satin stitch etc. The Usha Flora also has features Blind hemming, Cording, Quilting, Picot made easy for home stitching, Flat hemming, monogramming, Options for motorized and manua. Three quotations will be collected , comparative statement prepared. Based on quality and price and other services, the procurement decision will be taken.

j. Workshop on Dalit Rights : One workshop to be organised on dalit rights where all project stakeholders, government officers, local NGOs and dalit communities to be participated. Issues and challenges of Dalit communities and various livelihood entitlements for dalit communities to be discussed.

6. Material, Human resources and Budget:

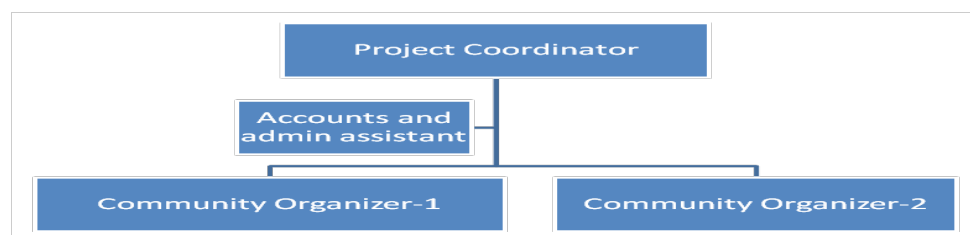
The project will require 5 sewing machines to be procured for establishment of tailoring training institute.

6.1.Human resources

The Executive Director, appointed by the Board of Governance, represents the organization in all legal and contractual obligations. He will also be responsible for implementation of the project and reporting to the donor in all project related matters. He will appoint project staff, develop project work plans and review project progress on regular basis. He will be responsible for project accounting and reporting till end of the project. He will not get any remuneration from the project and voluntarily contribute for project planning, implementation, monitoring and evaluation. In addition, the project will require four full time paid staff (including a Project Coordinator) for implementation of the project.

The project Coordinator will manage day to day project operations and report to Executive Director.

The organgram of project staff and their details are given below:



Positions and quantity	Status	Salary	Required Qualification	Job Profile
Project Coordinator (One)	Full time	INR 5000 per month	Post Graduation preferably in Social Work with at least three years experience in project management	Overall responsible for the project implementation, monitoring and reporting under the framework of the project. The incumbent will be responsible for staff capacity building initiatives and networking with various stakeholders.
Accounts & Admin Assistant (One)	Full time	INR 3000 per month	Graduation in Accounting/ Commerce with two years of experience in NGO accounts and office administration	Assist the project coordinator with administrative and financial functions of the project. The person will assist the project coordinator to maintain project documentation and provide coordination support to the field staff.
Community Organizers (Two)	Full time	INR 3000 per month	Graduate and two years experience in community mobilization	The community organisers are primarily responsible for undertaking community mobilisation activities as well as awareness raising initiatives.

6.2 Project budget

The total financial requirement is Rs. 621,000 / - towards entire project cost for one year. The Donor would contribution Rs. 4,44,500.00 (72%), Organization Contribution Rs. 1,56,000 (25%) and People's Contribution Rs. 20,500 (3%).

7. Monitoring and Evaluation

VIEWS will commit to follow up the project from the moment work has commenced and will send quarterly reports to Donor agency up until three months after its termination. In addition, the project will establish a project monitoring plan based on the project log-frame for internal monitoring and evaluation purpose. The monthly activity plans will be derived from the project monitoring plan. VIEWS will develop appropriate reporting formats for collection of project information on a monthly basis. Monthly project review meetings will be organized to review the progress and these meetings will be facilitated by the Project Coordinator. Proceedings of each monthly review will be recorded and kept for future reference. In addition, the project will form an executive committee consisting of the following members:

- Executive Director of VIEWS
- Project Coordinator VIEWS
- Person from local NGOs
- Two members from the dalit community

The executive committee will undertake project reviews after every six months of project completion in line with project monitoring plan. The project reviews will focus on review of project progress, challenges encountered during previous semester and achievements. It will guide the project team to plan for the coming semester and helps to resolve issues that may be causing delay in achieving the targets. It will also analyses the financial achievement of the project. Agreements and decisions of the project reviews will be documented for future reference.

Towards end of the project an external evaluation is planned by external resource person. The evaluation will assess the impact of the project as per initial project framework. It will also identify the gaps and provide recommendations to be considered for similar future projects. In case, donor agency commits to undertake the external evaluation of the project, then the project will reconsider the budget for the evaluation activity. However, VIEWS will appreciate a communication in this regard.

8. Sustainability

8.1. Socio cultural sustainability

The behavioral and attitudinal changes brought in by the project among the local dalit communities particularly by the youth and women will empower them to actively participate in decision making in all other future activities. Women will come together in a common platform to discuss their socio cultural problem bringing changes in age old social habits. The project will significantly affect the lives of Self Help Group members of dalit communities in their income generation activities, livelihood security and self employability thus bringing in the much needed confidence among them helping them move forward towards development. Their active participation in decision making process, community based planning; monitoring and evaluation will bring in an ownership of the project. Once the external funding is over, VIEWS plans to continue the project from income generated from the SHG federation and the external support received from Government programmes and other agencies.

VIEWS will continue to play an active role to facilitate the SHGs to establish a strong link with government schemes and projects so as to generate the required assistance. Internal income will be generated in form of membership fees, donations and revenue generated from community based institutions. Similarly reasonable percentage of revenue will be generated from poultry farm unit and tailoring training institute. The project will build local capacities to increase livelihood opportunities for women in the target dalit communities. This projects will motivate the unemployed youth and girls to start micro enterprises at local level as well as controls the migration.

8.2. Economic sustainability

The Poultry Cooperative Society, on the completion of the project will raise its own funds through membership development fees, interest charged on micro credit, processing fees of micro loans, benefit events, grants from the government and donor support. The revenue generated from the income generation activities will cover the cost of operating expenses in future. During these project period, the groups will mobilizes savings, establish linkages with Government and NGOs, and try for financial assistance from Bank and other financial institutions. After the project ending, all youth and adolescent girls will engage actively in income generating as well as self employability enterprises. They can support their family members in education, health and livelihood development activities.

8.3. Technical sustainability

The staff will have the capacity in form of skills, knowledge and equipment to manage the project and continue the activities. All technical services will be made available to the beneficiaries on fees basis. The computer and the printer used for the project by the VIEWS will be handed over to the federation after the completion of the project to be used for their accounts and documentation purpose. So finally the federation will be responsible for technical management of the impact of the project after completion under the active guidance of VIEWS.

9. Budget:

Activity	Unit Cost (Rs.)	Quantity	Total cost	NGO contribution	People's Contribution	Funding Agency contribution
E. PROGRAMME COST						
Conduct baseline survey of target villages for selecting beneficiaries	500.00	15 Nos villages	4500.00	-	-	4500
Procurement of sewing machines for establishment of tailoring training centre	4900	5 Nos machines	24500	-	-	24500
Training on tailoring to adolescent girls	2000	10 Nos persons	20,000	-	2000	18,000
Training on mobile repairing	4000	10 Nos persons	40,000	-	4000	36000
Training on driving to youth	2500	10	25000		2500	22500

		persons				
Training on welding	4000	10 persons	40,000		4000	36,000
Training on electrical	4000	10 person	40,000		4000	36000
Training on Poultry Farm	1000	30 persons	30,000		3000	27,000
Workshop on Dalit Rights	300	100 persons	30,000			30,000
Placement of trainees	300	80 persons	24000			24,000
Linkage with financial institutions , marketing agencies	100	40 person	4000			4000
Registration of Poultry women self help cooperative society	5000	1 person consultant fees	5000		1000	4,000
Impact assessment	10000	Lump sum	10000			10000
Sub total			297000		20500	276500
B.PERSONNEL COST						
Salary-Executive Director (25% time assigned for this project)	5000	1 person	60,000	60,000	-	-
Salary Project Coordinator (Rs. 5000 p.m x 12 months)	60000	1 person	60,000	-	-	60,000
Salary- Accounts cum admin assistant (Rs. 3000 p.m x 12 months)	36,000	1 person	36,000	36000	-	-
Salary-Community Organizers (Rs. 3000p.m x 12 months)	36000	2 persons	72000	-	-	72000
Sub total			228000	96000		132000
C.ADMINISTRATION COST						
Office rent cum electricity	5000	12 months	60000	60000	-	-
Communication expenses (Telephone, fax and e-mail)	1000	12 months	12000			12000
Traveling cost	1000	12 months	12000			12000
Office stationeries, supplies and maintenance cost	500	12 months	6000			6000
Tax, audit fees and misc expenses	500	12 months	6000			6000

Sub total			13900	60000		79000
Grand total (A+B+C)			621000	156000	20500	444500
Percentage				25%	3%	72%

* A dedicated Executive Director will work on voluntary basis throughout the project duration

We shall appreciate your kind support and cooperation in the growth of this organization. Looking forward for opportunities to work with you and fulfill the noble cause you are committed for.

Thanking you
Yours sincerely,
G.Krishna Rao

VIEWS-ODISHA