



# ANNUAL REPORT 2012

SPANDHANA  
Ramanagaram

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## A WORD FROM US

As every New Year unfolds new aspirations bloom with new resolutions. Some resolutions fail and some flourish. However at the grassroots a major chunk of population can rarely afford to have New Year resolutions. Because, even though they wish to have it seldom works. Accomplishment of their resolutions depends not only on them but on the entire political and socio-economic status of the country. Their livelihood, wages, health, education and progress depends on the political decisions and socio-economic policies of the government and its effective implementation. When these decisions and policies go against their aspirations, achieving their resolutions depends upon how much efforts they put collectively to make their voice heard! Therefore as usual the New Year resolution of SPANDHANA started with organizing the masses at grassroots and designing their new resolutions and making their voice heard at different levels for a better tomorrow.

The year opened up with a high inflation rate. Reasons for this are many; the liberalized economy of India could not just resist the impact of euro zone crisis. The fantasized optimism of the government that country progresses in a swifter pace if farmers gives up agriculture and engage in tertiary sector activities, not only resulted in the implementation of anti-agricultural policies but also made farming sector as a poor contributor to GDP, farmers were left unemployed and food inflation reached its peak. Unfortunately the added burden from the lack of adequate monsoon rain also aggravated the agony which made country to witness many farmers' suicides. Along with all these reasons the supply side bottlenecks worsened the situation leaving general mass with very less choices for survival with high price for all commodities. We earned space in international media for high MMR, IMR and lack of adequate social infrastructures. By the end of the year the barbaric incident of rape of a young and brave paramedical student in Delhi not only put the country in shame but also left the entire world in a shock. However the reaction from the mass against this incident gave a silver lining about the people's movement and unity against an inhuman and brutal act. The aftermath of this incident which influenced in the passage of ordinance on Amendments to Criminal Law relating to Sexual Violence and policies like 'NIRBHAYA' and several other women's empowerment programs also came as a sigh of relief.

All mainstream changes directly or indirectly affect the grassroots. SPANDHANA being a grassroots organization, we witnessed the impact, resisted the exploitation, supported the positives and brought awareness for a strong and healthy alternatives to the problems through empowerment. Hence this Annual report includes our plans, implementations, learnings, challenges and our future vision and dreams. We thank our people, friends, supports, and donors in making SPANDHANA an energetic organization in actively fighting for gender equality, community development and social justice during the year 2012.

**Thank you.**  
**SPANDHANA Team**

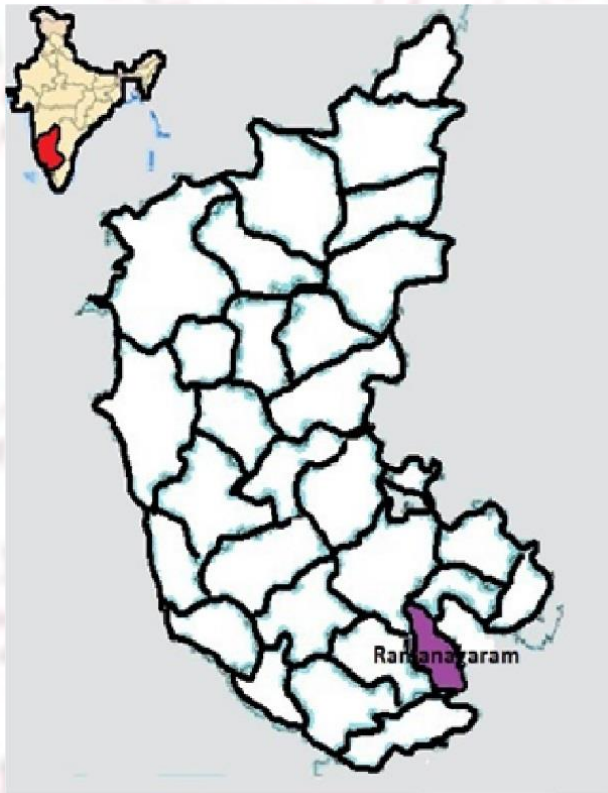
## OUR AREA

SPANDHANA is active in two taluks of Ramanagaram district of Karnataka. SPANDHANA was started in 2001 making Channapattana as our base and chief focus area, however in the year 2010 we extended our work to the district-level by spreading our work to Ramanagaram Taluk and shifting main office to Ramanagaram district.

In the year 2012 we extended our work to 25 more villages and 15 more slums in Ramanagaram Taluk, making our total area to 85 Villages and 35 slums in urban Ramanagaram district.

### Map & Key Highlights

#### Ramanagaram District:



- Ramanagara District was carved out of Bangalore Rural District on 23rd August 2007 as 28th district of Karnataka state.
- As per 2011 census Ramanagaram has a population of 10,82,739. Out of which female population constitute 5,34,679 and male population constitute 5,48,060. Hence the sex ratio is 976:1000. Literacy rate of the district is 69.2%.
- Ramnagara is the hub for Silk and Sericulture activities. It is famous for its silk market, which is one of the biggest in the country. This has also impacted in the flourishing of filatures and unfortunately more than 30% of the workforce of these filatures constitute children creating huge number of child laborers in the district.

- Ramanagaram district is only 40 Kms away from IT Metro Bangalore, but very far comparatively when developments are concerned. Physical infrastructure is slowly developing after it is being declared as a district. However social infrastructure demands more attention from the government. Private entities are the major healthcare providers and education is commercialized to a larger extent. Village connectivity has to be improved. The district is still deep rooted in feudal and patriarchal values.

### Channapattana and Ramanagaram:



- Channapattana and Ramanagaram are the adjacent and most significant taluks of Ramanagaram districts as they both lay on Bangalore-Mysore state highway, hence opening up to industrialization. Because of this they are also witnessing massive land acquisition drive.
- SPANDHANA is active in 30 villages and 10 slums of channapattana and 45 villages and 30 slums in Ramanagar district.
- Most backward villages and slums have been opted from SPANDHANA which are largely populated by Dalits, Muslims and marginalized communities.

## OUR FOCUS

With a mission of Gender Equality, Community Development and Social Justice, major focus groups of SPANDHANA are,

- Women
- Unorganized sector workers
- Dalit and Backward communities in villages and Urban slums

**Women:** 'Gender Equality' is one of the missions and core objectives of SPANDHANA from its inception. Focusing on this issue we have been active among women from Dalit, minority and marginalized communities in villages and urban slums. Formation of groups, facilitating small savings for economic stabilization, generating awareness on women's human rights through awareness camps and empowering through effective informative workshops on role of women in society, role of patriarchal and feudal values in subjugating the rights of Indian women are some of the focused interventions. Encouraging and ensuring effective participation of women in local government functioning and community development is another significant effort of SPANDHANA. Involving children and youth in the process of building a society which is more tolerant and supportive towards women's empowerment is another effective intervention in this sector. SPANDHANA is forming 'Makkala Chavadi' and 'YUVASPANDHANA's in our working areas, schools and colleges in this regard.

**Unorganized Sector Workers:** Initially SPANDHANA emerged as a women's organization focusing chiefly on the issue of 'Gender Equality' but later we realized the need of the hour to organize, strengthen and fight for the rights of unorganized workers who largely constitute women. With this background we formed unions among Mid-day meal workers, Beedi Rollers and construction workers. As a result of our continuous and collective fight increase in minimum wage, health and life insurance, educational scholarships have been implemented for the welfare of unorganized sector workers. As SPANDHANA is a district level organization, we have associated with some of the active national level laborers union who match with our ideological wavelength.

**Dalit and Backward communities in villages and urban slums:** All efforts of SPANDHANA are mainly concentrated in the villages and urban slums among Dalit, Muslim and marginalized communities. Facilitating communities to evolve as active pressure groups and enabling them to pressurize implementing authorities and enforcement machineries for proper functioning and through this facilitating holistic community development is the major objective of SPANDHANA. The ultimate objective of this intervention is to make people as more active players in democracy and making them as responsible citizens.

## WE PLANNED!

### Gender Equality and Community Development

Objectives	Programs and Strategies	Expected Outcome
Organizing women in groups aimed at socio-economic empowerment and promoting leadership	<ul style="list-style-type: none"> <li>• Formation of women's groups and facilitating small savings in the group</li> <li>• Formation of sudden action groups in villages comprising of youth and women to identify and fight against individual cases of violence against women and girl children</li> <li>• Awareness programs and camps at local and taluk levels including street plays</li> </ul>	<ul style="list-style-type: none"> <li>• Formation of 30 women's groups</li> <li>• Formation of at least one sudden action group in a village.</li> <li>• Ensuring active participation of sudden action groups and ensuring the emergence of at least 3 women leaders for a village</li> </ul>
Mobilizing marginalized youth, women and children towards community development	<ul style="list-style-type: none"> <li>• Formation of children groups and youth groups. Generating interest on progressive issues and making them aware of the importance of gender equality towards community development and nation building.</li> <li>• Awareness camps and cultural workshops</li> <li>• School and College campaigns</li> <li>• Strategic involvement and negotiations with local government representatives towards welfare administration and effective governance.</li> </ul>	<ul style="list-style-type: none"> <li>• Formation of at least 2 Children and Youth groups in a village</li> <li>• Organizing youth camps and children's workshops at village and slum level and engaging participates in thought provoking group activities and discussion aimed at progressive change.</li> <li>• Organizing meetings and public hearings including the local administrators an political reps</li> </ul>
Building cadres and promoting sustainability	<ul style="list-style-type: none"> <li>• Identifying women and youth with leadership qualities and building them as cadres.</li> <li>• Organizing cadre workshops and implementation of strategic cadre building process.</li> </ul>	<ul style="list-style-type: none"> <li>• Creation of at least 5 cadres per village and organizing at least 1 cadre camp in a quarter</li> <li>• Ensuring the implementation of one physical and social infrastructure project in the village</li> </ul>

## Unification of Unorganized Sector Workers and Social Justice

Objectives	Programs and Strategies	Expected Outcome
Extension of membership of all the existing unorganized sector unions especially among beedi rollers and construction laborers	<ul style="list-style-type: none"> <li>• Field campaigns in mobilizing women beedi workers and construction workers with a goal to organize them in the union and increase the membership.</li> </ul>	<ul style="list-style-type: none"> <li>• 250 women beedi rollers and 250 construction workers (both men and women) will be organized. By forming area level groups</li> </ul>
To improve the ideological perception on “The role of patriarchy and religion in subjugating women and the struggle of labor movement in India” and national and international policies that are influencing labor rights, organizing awareness programs among both men and women workers	<ul style="list-style-type: none"> <li>• Monthly awareness programs and area level awakening camps</li> <li>• Exposure trips to different successful labor unions</li> <li>• Building a syllabus including crucial topics of social transformation communicated in simplest way.</li> <li>• Printing small handbooks on various welfare programmes that matter laborers most and handing over to area level groups</li> <li>• Publication of a monthly for private circulation</li> </ul>	<ul style="list-style-type: none"> <li>• 24 monthly awareness programmes on “Gender and Labor Rights”</li> <li>• 2 exposure trips to 30 selected women cadres from construction workers union.</li> <li>• Laborers being informed about various socio-economic issues, welfare programmes and policies that affect them</li> <li>• An effective circulation of a monthly among the laborers</li> </ul>
To pressurize government to implement women friendly legislation and policies and also to make effective the implemented policies at grass root level and building cadres and promoting sustainability	<ul style="list-style-type: none"> <li>• Identifying laborers with leadership qualities and building them as cadres.</li> <li>• Organizing cadre workshops and implementation of strategic cadre building process.</li> </ul>	<ul style="list-style-type: none"> <li>• Creation of at least 20 in one union and organizing at least 1 cadre camp in a quarter</li> <li>• Ensuring the active participation of these cadres in the process of pressurizing government to implement welfare programmes to laborers</li> </ul>



# WE IMPLEMENTED!

## Gender Equality and Community Development

- Initially we completed BLD data survey in the newly extended villages among the communities of our intervention to get a basic idea about existing socio-economic conditions. The 15 new villages were included in 5 gram panchayats. The people of these gram panchayats mainly depends on agricultural and allied activities and daily wage work in construction, filature. The socio-cultural situation is same with some more cultural binding to women in some villages and Muslim slums.
- Total 28 groups have been formed in 15 Villages among women, youth and children. The regular weekend discussions are on process in these villages and groups are being formed in the rest of the villages.
- 11 awareness programs have been organized at the cluster level in villages on 'Introduction and Effective implementation of Panchayath Raj System'.
- The cadres of newly extended villages have effectively taken part in the gramasabhas and demanded for the welfare programs in villages and negotiated the entre process till its implementation. In this regard
- Module has been prepared and 2 cadre camps have already been organized based on the fixed syllabus.
- Two cadre camps were being organized on February 13<sup>th</sup> on "Evolution of matriarchal tribal community and its transformation to a patriarchal feudal system".
- Another Cadre camp was being organized on the June 12<sup>th</sup> on "Women and Cultural Practices of India" (To give an insight on how exploitation is being promoted against women in the name of traditional and cultural practices)
- International women's day had been organized by SPANDHANA taking the health issues of women, specifically anemia among women. We launched a 3 days campaign in 7 villages, which we found drastically hit by anemia.
- Two Monthly mass awareness programme has been organized for new groups on 'Panchayath Raj System at the Taluk level'. In both the programmes of different groups around 300 members had participated.
- A protest had also been organized by the demanding the implementation of basic amenities to various villages. Protest went to Taluk Magistrate office and women submitted a memorandum.



## Unification of Unorganized Sector Workers and Social Justice

Work of the organization is yielding more promising results among unorganized sector laborers but at the same time becoming challenging compared to earlier years. As the movement is extending; more number of workers are joining SPANDHANA which is increasing the capacity of the movement. The extension to new areas has not only given a new plethora to us but also we witnessed several socio-economic problems prevailing in the villages, in which some were general and some were specific. General problems were related with the basic amenities issues of workers and specific issues were certain cultural practice against women.

Along with addressing the rights of women workers we also noted that a fair effort of our team should also be invested in the improvement of basic amenities of the area where laborers are living and addressing the specific cultural practices against women. Though it was little deviation from the core-objective this intervention became a great supportive tool in organizing more number of women workers to unions, who got committed to organization after the organization's strong intervention in redressing their basic amenities issues. In the villages of gollaradoddi, chikkenahalli, vibhootikere and archakarahalli women are still kept outskirts of the village during menstruation cycle as it is believed to be impure and pollute the village deity's purity. Therefore SPANDHANA took a lead role in organizing peoples for the cause to fight for basic amenities. Related with the cultural practices against women SPANDHANA slowly trying to redress through socio-economic strategies by involving women in unions and income generative activities.

Monthly once awareness programmes and exposure trip have really become an effective step in awakening women workers about their labor rights and women rights. The participation of Muslim women in workshops has been active and gradually they are opening up in sharing their domestic violence related issues and also their feeling especially on some religious practices which are restricting their freedom. In construction laborers union men are responding positively towards women's issues and majority of women members are feeling free to participate in residential workshops and also taking up several initiatives as cadres. to participate in residential workshops and also taking up several initiatives as cadres.



## Unification of Unorganized Sector Workers and Social Justice

- Extension of membership:** The membership among construction workers rose from 360 to 510, in mid-day meal workers union at present there are 552 members and among Beedi workers there are 753 members with the new addition 93 members. The campaigning and focused intervention of staff members to organize workers at village level is yielding results in organizing more number of members to the unions.
- Identification and train up of 16 Cadres:** SPANDHANA has got 16 dedicated cadres. 5 from Beedi rollers union who are all Muslim women, 7 from construction labourers union (5 women (3 Dalits) and 2 men) and 4 from Mid-Day meal workers union (2 Dalit women and 1 Muslim and 1 OBC).
- Issue of identity cards, scholarships and health insurance:** All the new members in construction labourers union and beedi workers union have been issued with identity cards. Among the old members of the movement 68 members have availed scholarship for the education of their children and 380 families have been insured with health insurances.
- The 12 Muslim Religious Judicial system ('Jamate') agreed to work with SPANDHANA:** As SPANDHANA is working in 40 slums part of forming beedi workers union among Muslim women and in 12 slums the local religious judicial systems called Jamates' have agreed to workers with SPANDHANA and include a member of SPANDHANA in counselling the issues of right violation incidents against Muslim women or to refer such cases directly to SPANDHANA.
- Two major state level protests:** Two major state level processions were conducted by construction labourers of different unorganised sectors in Bangalore demanding various rights. The women labourers of several revolutionary groups led by a national network (Of which SPANDHANA is also a part) painted the major roads of Bangalore red. Continuous two days of protest by more than 8000 workers has pressurised the government to issue job security and new insurance policies. Government has agreed to meet the delegation to implement the policies, in which SPANDHANA staff is also one of the members.



# WE LEARNT!

## On Field and Off Field

- We encountered new problems and new challenges in the newly extended villages. In the village named Gollaradoddi women are kept out of village during their menstruation as a traditional practice. SPANDHANA is intervening effectively in addressing this issue.
- As it is difficult to track the intellectual progress of cadres and other participants of the awareness programs, we learnt the essentiality of building preparing a set syllabus, which should be chronologically presented and periodically reviewed. It is essential to take the feedback and make participants to recollect the subjects treated in the previous programs in every successive programs
- Presumed thoughts on Local self-governments and their functions should be changed. Though it is a reality that even Grampanchayths have been corrupted, there is a possibility of change if people start fighting against the same collectively and constantly.
- It is been assumed that Ideological and intellectual orientation to rural women is a serious task and can't be instilled in their minds easily, but we have learnt that through a gradual process and in the forms of story and group activities it can be instilled to them for a long lasting change.
- We learnt that mass programmes are very late to yield results compared to focused group interventions. However these are helping us to instill leadership qualities, unity and they are understanding the significance of struggle to get their rights and justice. But though latter is taking time its impact has been perennial.
- Though it is very difficult to find out the right leader, cadre filtering process is helping us in identifying the right leaders to maintain sustainability of the programs.
- People are responding more quickly to cultural approach than convention approach. People also seems to be understanding the issues faster when it is presented through cultural approach.
- While working among beedi rollers as already experienced and predicted; the usual confrontation SPANDHANA faced is from the beedi factory owners and the mediators. The Jamates in some area are also a huge troublemaker and hurdle in organizing Muslim Women. The recent threat is also the superstitions among the people in keeping women outskirts to the village during menstruation in some villages. Therefore SPANDHANA is trying to cope up with new challenges with dialogue and discussions and strategic networking approaches.



# OUR PEOPLE AND THEIR VOICES!

## Case Studies

### A Dwelling of Dream!

The ILO guidelines and the social security act of 2008 in India seldom works at the grassroots, when it comes to effective social security. The history has repeated shown that any reformative steps are initiated only after a long struggles from the labor class. SPANDHANA started organizing beedi rollers from the year 2010 with a special focus to Muslim dwellers of urban slums in Ramanagaram district. It has been several years of desire of the dwellers of Yarabnagar to dwell under a strong shelter which can protect them from rain and sun. When SPANDHANA visited the place we noticed the plight and resolved that this is the major issue that we have to take up and fight rather focusing in organizing laborers for their labor rights. Hence we organized all the dwellers and awakened them amount the available policies, resources and responsibilities of the slum board and local self-government. With the continuous struggle for two years at last the local government and responsible authorizes woke up tour strong struggles and demand and 100 pucca houses were sanctioned and being built in by the end of June end 2012.

*We never thought we could be part of Gramasabha!*

Gramasabha, the fundamental and chief decision making unit of the decentralized democracy often fails to retain its meaning in involving all stakeholders in the decision making process. This is evident at the grassroots, where it has just turned as a formal meeting in which those can participate who are either a beneficiary of a scheme or willing to be one. The active intervention of SPANDHANA and regular awareness building activities and programmes among women and youth groups have made them realize about the significance of Gramasabha and importance of their participation in making it more effective, transparent and efficient. No wonder the 'Shakti' Women's group exclaimed this statement after all of them effectively participated in the Lakshmipura Gram Panchayat Gramasabha and demanded to show the annual account statements, audit reports and activity reports. They also recommended the beneficiaries and demanded major to implement projects for basic amenities in the village and got them implemented.

## Sharing and Voices!

*"There were days when I had tolerated all violence & still pleaded him to stay with me and my children. But now, I myself could leave him and not only I am free from violence and breathing a peaceful air but also I could provide good education for my children. Exposure to outside world provided me this courage"*

- Words of Mahadevi, A mid-day meal worker after being asked how the mass protests have influenced her life

*After forming group we have a common space for interaction. Earlier we never use to speak to girls. Now we also discuss about several issues relating to our village and its development. So we feel happy. Our discussion interaction and books and paper that you give to read has changed our thinking towards girls. So we think women should take up leadership actively.*

- Ramesh, A student member of Yuvaspandhana when asked about his experience in Yuvaspandhana and his opinion on women taking up leadership

*"I had never thought I can speak to Mullahs of Jamathe. Now Not only I am speaking being a part of it sitting with them, I am also negotiating about women's rights and also awaking them with various facts and figures. I feel proud when they interestingly hear to my suggestions. I feel more respectful about myself"*

- Words of Razia speaking about her role in Jamate

## OUR FRIENDS

### Networking and Advocacy

SPANDHANA maintains a strong network with other women's organizations, NGOs, People's Movements and government agencies. The major thrust for maintaining an effective networking is mainly since SPANDHANA understands that it is difficult for any organization or movement to focus on all social issues at all levels hence it is imperative for movements to unite together not only to fight for all issues holistically but also to have strong collective bargaining ability at different levels. Beyond these reasons, a strong network is also a reliable platform for sharing knowledge and resources. Hence SPANDHANA is part of several national and state networks such as All Karnataka Women's Organizations' Network, State Communal harmony Forum, All India People Science Network and associated with several women's organisations and people's movement. Below are some of them with whom SPANDHANA was more active during 2012.

- **SAMATHA:** Samatha is a state level women's organization which has embraced the scientist approach towards women's liberation and gender justice. As a well-known organization it has more than 3 decades of experience in working with women at the grassroots chiefly focusing on education of gender justice to marginalized and underprivileged women. SPANDHANA has associated through active participation in all programmes and through resource sharing.
- **BGVS:** Bharathiya Jnan Vijan Samiti is the state level outfit of national movement 'All India People's Science Network', which is actively involved in promoting scientific temperament among rural mass and marginalized communities from several decades now. As superstitions and blind thoughts are the major threat to the intellectual growth and development of the nation fighting against this is need of the hour. SPANDHANA involves active participation of BGVS in awareness building activities in our areas
- **VIKASANA:** Vikasana is an organization working in the district of Mandya, focusing on integrated rural development. They have also have effectively implemented economic empowerment programs through several income generative ventures. SPANDHANA is closely associated in implementing certain activities which demands a programmatic collaboration.





## Affiliations

As SPANDHANA is a district level organization the labor unions we are forming among unorganized sector laborers cannot have larger scope, strong influence and effective bargaining abilities unless we identify and be a part of a larger network with same goals, objective and ideological mandates. From this perception we have affiliated our laborer unions with some of the active national level laborer unions such as the following;

- **All India Trade Union Congress (AITUC)**

AITUC is a National Level Laborers' Union founded in 31<sup>st</sup> October in 1920 at Bombay by great freedom fighter Lala Lajpat Rai. As per the statistics of Ministry of Labor it has more than 30 Lakhs of membership in India. Our Mid-day meal union and anganawadi workers union are being affiliated to this union.

- **Center for Indian Trade Union**

CITU is another Labor Union which has more than 35 Lakhs membership nationwide. As CITU has an expertise and established experience in working with Beedi rollers and Construction workers the unions among these two unorganized sector workers have been affiliated to CITU.

- **Karnataka Krishi Koolikara Sangha (All Karnataka Agricultural Workers Union)**

Starting from 2013 SPANDHANA is planning to extend the unification among agricultural laborers who have been massively affected from the extensive industrialization process in the Taluks situated alongside of the Bangalore-Mysore Highway. Ramanagaram, Bidadi and Channarayana have been the grave victims of these projects where only a trivial amount of laborers are being employed in new industries against to a massive number of laborers who are left unemployed due to land acquisitions. Therefore there is an unproductive migration taking place which is not providing a sufficient income for laborers to lead a decent life. The major victims of this change have been women. In this background SPANDHANA is planning union among these laborers and planning a state level affiliation with KKKKS.



## OUR SUPPORTERS

SPANDHANA initially started as a people's movement which had chiefly depended only on public donations to carry out the activities. However due to lack of sufficient funds and geographical limitations for donations, the board of SPANDHANA decided to accept the institutional grants which supports the aspirations of SPANDHANA without distorting our ideological and socio-economic objectives. Therefore from the year 2008 SPANDHANA started accepting institutional grants along with public donations.

### **Institutional Grants**

**Mama Cash:** Mama Cash is the oldest international women's fund - established in the Netherlands in 1983. She supports pioneering and innovative women's initiatives around the world. SPANDHANA is being supported by MAMACASH from 2010 to achieve our core objective of 'Gender Equality and Social Justice' by organizing women laborers of unorganized sector and fight for a legal and social justice and women's human rights. We are more than happy to be associated with Mama Cash as she believes that social change starts with women and girls in which SPANDHANA has strong conviction and our inception and fight has been based chiefly on this idea.

**Sir Dorabji Tata Fund:** SDTT started in 1932 by Sir Dorabji Tata who donated his worldly possessions to the trust. It supports grassroots level people's movements and Non-governmental organizations aimed at a larger nation building activities. SPANDHANA is being receiving funds from SDTT under Small Grants Programme from 2010 and with this support, we are able to effectively implement our programs in villages among women youth and Dalit communities towards community development and socio-economic empowerment.

### **Public Donations**

Public donations are the vital and enduring source of support and inspiration for SPANDHANA. The aim of collecting public donations is not only aimed at meeting the financial needs of but also ensuring public's indirect participation towards social change, which public need to understand that it is part of their social responsibility and need of the hour to foresee a better tomorrow. SPANDHANA receives public donation through two ways i.e. through memberships and direct donations. SPANDHANA also submits the accounts and audited reports in the general body meetings.

# OUR CHALLENGES AND DREAMS

## Challenges

- **Cadre Building and Sustainability:** Cadre building is an essential part of sustaining the impacts of SPANDHANA activities at the grassroots. Though we are aiming at cadre building through a set syllabus and effective module, we believe that it has to be more effectual. The consumerist attitude and individualistic ideologies spreading among the people at grassroots is a major challenge in instilling social responsibility among the cadres.
- **Involving stakeholders of the other end of the coin!** The work of SPANDHANA is mainly concentrated among women, Dalit, marginalized communities and unorganized sector laborers. However it is essential to have dialogues and negotiations with caste-Hindus, Jamate heads, Local political representatives, Beedi Owners and Men who are also significant stakeholders who play a vital role in the path of social change and effectual implementation of SPANDHANA's objectives.

## Future Plans

- **Income Generative Activity for Economic Empowerment and social Strengthening:** We have planned to extend our unification process to agricultural sector workers. Hence along with policy level work SPANDHANA is also aiming at providing an alternative employment to women through an income generative program.
- **Empowerment of young Muslim girls' who are victims of Child Marriage:** The work among Beedi rollers has exposed us to grave reality of child marriages among this community hence SPANDHANA is planning ahead to work focusing on this chief issue.

