

The Community Services Guild

ANNUAL REPORT - 1987



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The Community Services Guild (CSG) came into being in 1980 with the following objective :

To work for the poorer and needy sections of the Society and with particular attention to women, towards their

around development by concentrating - as situation calls for - in social, educational, health and economic fields. Towards the realisation of these objectives, developmental programs were started in certain tribal, rural and metropolis areas. They are :

KALRAYAN WOMEN DEVELOPMENT SCHEME (KALWODS)

This program was initiated covering three villages in the Kalrayan Hills (in Salem District) in November 1980. This scheme was started with the objective of bringing awareness amongst tribals, specially women, on their existing living conditions, on the availability of various programs from Government for their welfare and development and to prepare them to seek and avail those programs.

To realise this project objective, following programs were evolved :

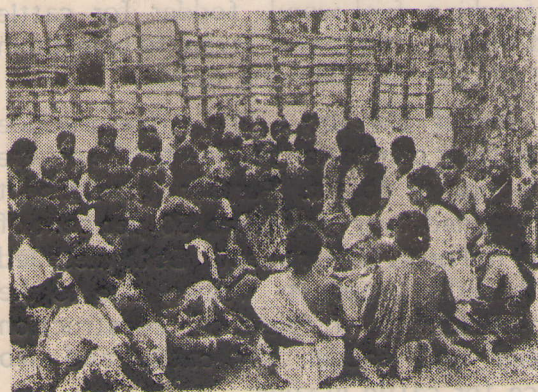
Impart education to women, help in reducing their burden in fetching fuel, fodder and water, assist in increasing their income and extend health care.

Area Coverage :

During this year 12 new villages have been added, thus making the total coverage to 30 villages and hamlets in Chinnakalrayan Hills. The total number of families living in these villages are 1234 of whom 981 families are covered during this year.

Women's Association :

All the 30 villages have Women's Association known familiarly as '*Maathar Sangam*'. About 85 per cent of the families are members in these Associations. They meet every week on a particular day and time. Attendance to these meetings was always more than 70 per cent.

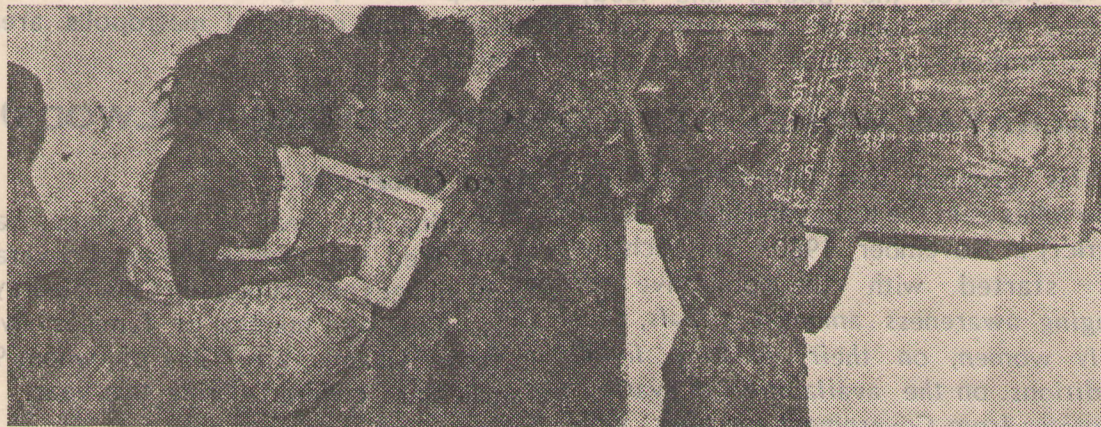


Women's Participation : the base of CSG.

In the '**Sangam**' meetings they discuss on various issues and problems. They were provided with the required information by the Animators and Organisers. Also Animators give talk on new subjects of importance to them (like the activities of various government departments, Panchayat, Panchayat Union, etc., need for savings, family welfare, on various feasible income generating programs and so on). Various low cost media aids are used during these discussions.

villages due to non-availability of suitable instructresses. Unlike the previous years, most of the learners were adult women. Of the total learners of 199 members, 73 were able to read and write simple words, while 41 were able to even do simple arithmetic; 85 members who joined lately can only read small words.

This literacy program was held at night time, so as to facilitate women to attend this. Also women were told on various subjects of interest like various credit faci-



Functional Literacy giving way to Non-Formal Education?

The CSG has helped 10 villages with '**Community Sheds**' at the Organisation's cost as a model. Seeing its usefulness, women from other 10 villages, constructed 10 more sheds by themselves collectively. These sheds are used for '**Sangam**' meetings, running literacy classes and also for accommodating the Animators. The remaining 10 villages are expected to complete the construction soon.

The '**Sangam**' meetings facilitate women to discuss, decide and plan for various activities. The field staff help them in the process at various stages. Through the '**Sangam**' meetings and literacy classes, the CSG was trying to bring awareness amongst women.

Literacy Program :

This program was carried only in 10

lities available from Government, on effective agricultural practices, need for social forestry, and so on. Women also have recreational programs such as singing, '**Kummi**', etc., during then.

Reduce Burden on Women :

Women face burden mainly in the areas of fetching fuel wood, fodder for cattle and water. The CSG is trying to help them out through the following means.

Social Forestry : The earlier practice of shifting cultivation had led to the severe reduction of forest. Further government has handed over more than 50 per cent of land to Forest Department. Both these led to hardship amongst women due to the non-availability of firewood, construction timber and fodder for cattle and also place for cattle grazing.

* '**Kummi**' is a type of group dance popular in villages.

To minimise their problems on these, social forestry program was introduced. Plants like subabul, silver oak, teak, silk cotton, bamboo, eucalyptus, casurina were distributed along with required manure and pesticide. During this year 45,683 seedlings were distributed among 956 families.



Social Forestry finds in - roads even in Horticulture farms.

The survival rate is climbing up as years went, with more experience on this program. This year people were able to get more fodder from their own plants (planted during 1982) and also to some extent the firewood.



Smokeless Chulah - though Non-Conventional yet ready to try

Also for the optimum use of the fire wood and also to help them out of the kitchen smoke hazard, **300 smokeless chulahs** were provided with the assistance of **All India Women's Conference**. Now there is more demand for these chulahs amongst the tribal families.

Drinking Water : With active support of the Government most of the villages were provided with hand pumps during these few years. During 1987 alone five villages were provided with hand pumps.

Increasing household income :

This program was aimed to help women earn more and thus help not only to increase their household income but also to secure their empowerment in the long run.

Under this program both traditional land based programs and nontraditional programs were implemented. They are :

- a) **Agriculture :** Under this program 95 families were covered. They are provided with technical know-how, training and material input (such as good seeds, chemical manure & pesticides). All these women were motivated to dig manure pits and also were taught about the right method of preparing organic manure.

60 acres of wet land and 40 acres of dry land were covered. Stress was given for inter cropping in dry land. Due to the untiring efforts of the field staff yield has gone up by **150 to 170 per cent** compared to the previous year in the same land, despite the prevailing drought during then.



Reaping good harvest ?

Further to help better agriculture during this year, 10 oil engines were secured to the people under **Government Massive Program**. From 1984-85 to 1987-88, altogether 49 oil engines were secured, apart from assisting them in well deepening, digging and land levelling.

Horticulture: With the willing co-operation of the Department of Horticulture we could enlist smooth distribution of mango grafts and coconut seedlings (subsidy cost met by **CSG**), apart from availing the total assistance of the department under individual Orchard scheme for mango orchards covering 40 families. Altogether 2500 mango grafts were distributed to 340 families and 5000 coconut seedlings were given to 577 families. Adequate care was taken to provide basic manure and pesticide against white ants attack.

Vegetable Garden: Vegetable growing was a recent phenomena with the intervention of the **CSG**. Almost all the families

in the project were growing vegetable, both for house consumption and also for sale. 90 women have taken up vegetable growing on commercial scale, diverting a minimum of 30 cents of land for this, to grow tomato and brinjal. But all varieties of seeds, such as bitter gourd, snake gourd, beans, cabbage, potato, chillies, ladies finger, pumpkin, etc. were distributed for home consumption. As vegetable growing fetches money at a very short period, there was great demand for this program.

Sericulture: This program has started showing tremendous improvement, with the introduction of 'Pit' system of mulberry cultivation and women's attraction to it in recent times, seeing the other sericulturists, income.

Presently 30 women have taken to this and the total yield has gone up to 597 Kgs. of cocoons from 21.50 acres which resulted in the total income of Rs. 29,635 approximately. (Whereas during 1986 the total



Women seeing the 'fruits' of Horticulture

yield was only 180 kgs. with the total-earning of Rs. 6000/-) This program is expected to attract many more women soon and thus bring a larger area under mulberry cultivation.

Dairy : After having faced lot of set backs owing to our inexperience coupled with non-availability of experts in the initial stages, recently this program has started showing steady growth. Now the CSG has trained adequate field staff on this who are holding training programs to the 41 women members under this scheme at regular



Dairying - a new found income

intervals, apart from teaching them during daily house visits on things like cattle maintenance, various cattle diseases and their symptoms, deworming, immunisation, feed particulars, etc. Also CSG is providing feed on credit basis and also arranges fodder to some members. All these have helped in good results.

Since recently women in other villages also have sought dairy animals. CSG plans to cover some of them under ITDP program during early 1988. Also during the first quarter of 1988 CSG plans to bring the dairy program under the co-operative fold.

Small Animal Husbandry : After continued discussions and requests from the tribal women, 7 families were helped in getting 77 goats on a trial basis, under IRDP to the value of Rs. 27,200. On seeing

the usefulness and better maintenance of this, more members shall be covered later under this program.

Apiculture : This program has not picked up despite efforts, mainly owing to severe drought leading to most of the bee colonies flying away in search of other flowering areas. CSG is making an all out effort to bring success to this program by joining hands with the apiculturists. CSG hopes to cover atleast 250 hives by 1988 as the hills had good amount of rain during late '87.



'Apiculture' for income supplementation

Handicraft : The CSG faces problem under kora grass Mat Weaving program. This program was started during 1983 and was showing steady growth, encouraging the CSG to even construct a pucca shed. But of late there was a steady decline in the strength, as most of the trained girls have left the place due to their marriage. Further, women show interest to take up 'stone cutting' work which comparatively fetches them more earnings. Altogether 2344 mats were produced during this year. The continuance of this program shall be decided after the womens' groups finalise on this shortly.

Silk Spinning : Ten women are making a living out of this with an earning of Rs. 9 to 13 per day, by spinning yarn from mulberry silk waste. Efforts are in progress



Apiculture for income supplementation to bring this unit for optimum production with selection of additional 13 women.

To minimise the possible marketing problem, the CSG plans to bring this unit under K & V.I.C. During this year, 2,854 hanks weighing 90 Kgs. were produced.

Women Patta*: Seeing their development through the literacy program, 'Sangam' meetings and through various income generation programs, women have started seriously thinking about the need for land to be in their name and started to look for possibilities.



Waste material turned as valuable yarn

This led CSG to have combined discussion on this subject with men & women together. So far the CSG could help 43 women in getting either joint / individual pattas. About 100 men are willing to share

their land with their wives. But the CSG could not help in this sharing immediately, due to lengthy government procedures. It is hoped that by middle of 1988, CSG could have helped in these transfers. It is hoped that with the sharing of these lands women would move one step ahead not only towards their development but also towards their empowerment.

Health Care Extension :

In spite of the unavailability of a doctor, the CSG has been trying to train the Animators on health care extension program. A Community Health Nurse is presently looking after this program who trains the Animators and also visits villages to discuss with women on various common communicable diseases, worm infection, oral rehydration, natal care, etc.



Now Medi-Care reaches even tribals

She also treats patients for common ailments and attends to normal child deliveries. With all these limitations, 1097 patients were treated during this year. Yet a lot more is to be done in this field, most of which could be possible only with the finding of a doctor.

Future Plans :

As the participation from the women is being spontaneous, CSG has plans to hand over the programs to women very soon and help them learn to run the same with little assistance from the CSG

*'Patta' is the certificate of land ownership issued by the Revenue Department.

MADRAS CITY SLUM WELFARE SCHEME (SWELS)

The CSG had initiated its next program in the Metropolis of Madras. Six slum areas (4 tenement and 2 hutment) were selected in 1981 and CSG started working there with the aim of improving the living conditions, of about 4000 families and further work for their self-reliance.

To achieve this aim, multifarious programs such as Health, environmental sanitation, education and training and economic programs were planned and implemented during these years.

The year 1987 had become very crucial as the Womens' Associations started taking more part in the execution of these programs by formalising their Associations under the name "**Pengal Pannokku Iyakkam**" (PPI) - meaning Womens' multifarious movement. This helped the CSG in phasing out its activities by handing over most of the responsibilities to these Associations.

The PPIs are functioning only in three areas. The other three areas are still getting the total direct support of the CSG. Only during late 1987, the remaining three areas also started considering their own formal Associations to take over the responsibility from the CSG.

The CSG had started associations familiarly known as 'Clubs' for women, girls and youths. These associations used to meet weekly to discuss various pertinent issues such as their poverty, present economic condition, analyse the possibilities to improve the same, improper sanitary condition, children's health and education, lack of street light, ineffective conservancy work, inadequate water supply and so on. The field Organisers of the CSG participate in the discussions and help them in making decisions.

Various Programs carried by CSG and PPIs:

Health and Environmental sanitation: Adequate importance was given to health education. The Community Organisers play a major role in this. Subjects such as malnutrition, natal care, immunization, worm infection, sanitation, various communicable diseases and the prevention, etc. were being discussed in the club meetings as well as during the Organiser's house visits. Also lectures were arranged with the help of outside resource persons.

However this program faced some set backs due to lack of funds which forced the discontinuation of medicare program in three areas by April 1987. This led to some frustration among the people since this was considered by them as one of the very useful programs. Hence now the PPIs in two areas - Arunthathiyar Nagar and Gowthamapuram are striving to raise local funds to bring back this program in the near future. Also the people take their own initiative to meet various government officials in getting redressal to their problems in the areas of sanitation, drinking water, street lights and public conveniences.

Education and Training:

The CSG looks education in three ways - Non-Formal education, tutorial classes for drop-outs and night classes for below average school children. While the first was not very effective with only thin attendance, the other two were in great demand. Under tutorial classes, due to limitations, only 12 boys and girls were taken and taught various subjects to prepare them for school final examination. The night classes were in great demand but only in four places it was conducted. Hence,

now the people (specially women) are trying to bring this program back in all areas. Under training, importance was given to vocational training such as electronics, computer course, electrical, motor mechanism, para-medical (ANM course), sewing, carpentry, etc. There was great demand for sewing training this year also, as there still exists good demand for trained tailors in the various export garment manufacturing firms. Also this training do not require more education (even VII standard passed girls were accepted for this). However during this year, trainees (for sewing) were restricted to 34 girls and women. Of these about 75 per cent got employed already. Also training in items like soap and cleaning powder making, phenyl making, fruit juice making etc., were taught to women in most of the areas.

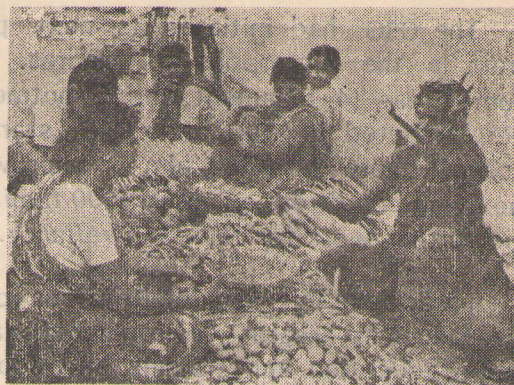
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Economics Programs :

Economic activity play a vital role towards self-dependence. Hence to help this program succeed, the CSG had recommended several people in getting credit facilities from nationalised banks under DRI scheme. Though in the initial period this program was found to be successful with people using the total amount for some economic activity (like vegetable selling, fruit selling, flower selling, cut-piece cloth selling, running a small canteen or a pavement shop for selling eatables like 'iddlies', 'bondas', etc.) and their repayment also was good then, but as years went, due to politization of most of these loans, our member groups also gradually started defaulting in their

repayments to the Bank and thus forcing the CSG to stop this program.



The invisible - hands brought to visibility

In its place, collective programs were being thought of. As an experimentation, a chappal making unit was started in one of the areas by some of the members joining together in this joint venture. Now this program has started yielding good results. Hence the PPIs now plan to restructure the credit scheme on a collective basis or 'group' basis. This credit scheme shall be continued by the PPIs from now on with their direct effort.

15 youths were secured jobs in various industrial establishments apart from securing jobs for the trained sewing girls in garment manufacturing units.

Further the people were helped in getting admissions in schools, orphanages and other institutions. The CSG has also assisted a few handicapped persons in getting try-cycles, calipers, etc. Assistance was regularly provided to the people to apply for various facilities from government such as old age pension, securing free sewing machines, iron and so on.

Future Plan :

The CSG shall gradually phase out its direct involvement in these areas by helping the PPIs taking more direct ventures. They shall be assisted only with part of the funds required to carry out the programs and in the field of training and guidance.

RURAL WOMEN DEVELOPMENT SCHEME

This scheme was initially started in Salem district - covering Salem and its neighbourhood in the year 1982 and was extended to South Arcot district-covering Cuddalore and its neighbourhood in the year 1983.

This scheme was initiated on the experience gained from the Madras City Slum Scheme. The various economic activities carried by women in the informal sector most often goes unnoticed. But in reality it can be found that only these invisible hands, most often, take care of their families' livelihood.

Seeing the plight of these women at the hands of the money lenders (who eat

away most of their earnings by way of interest), this scheme was initiated to arrange them institutional credit delivery, to help them increase or diversify their economic activity, encourage them to come together for joint efforts in collective bargaining and such like activities for economic self-reliance and development.

The scheme presently covers nine villages in Cuddalore and nine villages in Salem. This scheme had faced more set backs initially like, banks did not help this program as envisaged, pitfalls in the right identification of members for this scheme, about 20 per cent default-in-repayment, etc.



The invisible hands - brought to visibility.

The following credit assistance was provided by banks in Cuddalore and Salem.

Year	Cuddalore		Salem	
	No. of loans	Amount Rs.	No. of loans	Amount Rs.
1984	129	26,800	144	29,525
1985	366	91,150	361	91,100
1986	355	1,66,355	645	3,15,400
1987	293	2,02,450	365	2,21,550

Hence this scheme was restructured slightly such as credit assistance only under group guarantee, new members selection by the group organisers of the

village, encourage weekly repayment, etc. Also, wipeout from the minds of the people their initial thinking that the staff of this scheme were also 'money lenders on lesser

rate of interest' and bring realisation that this scheme was their own. These efforts helped this scheme become very familiar with these grass-root women.



No more money lenders-
No more exploitation

Though the banks too were very appreciative of this scheme with utmost 98 per cent regular repayment, they could not help this scheme much despite all efforts by the project staff.

Even this became possible, only with the co-operation of the Managers & their staff of Indian Bank & Vallalar Grama Bank in Cuddalore, Indian Banks & Indian Overseas Bank (Fairlands Branch) in Salem.

Women's Associations :

To minimise the hardships faced by the women due to the delayed credit assistance from Banks, a small revolving fund was made available through the efforts of the CSG, which was being used to fill the gap period. During last year itself the members started participating in this scheme effectively by strengthening their area Women's Associations, (known as 'Maa'har Sangam'). They meet twice a month in most of the areas and discuss mainly their business and ways to improve them further, about their children's education and other pertinent problems such as water problems, lack unavailability of public conveniences, etc. Also they discuss on the thrift program, irregular credit assistance from the banks and so on.

The village 'Advisory Councils' decide on new members enrolment and also finalise the issuance and extent of credit amount to existing / new members. Also these Councils take the responsibility of loan collection and repayment in the Banks, apart from keeping watch on the occasional defaulters. The General Council of these women makes various decisions after elaborate discussion at the meeting for implementation in the villages. Thus during these two years, women's participation has emerged to a greater extent.

Credit Society :

These women find the need for non-productive credit assistance often than for productive purposes. But no bank helps them for these need, and thus making them again unwillingly to turn to the money sharks. Hence this prompted these people to think of their own thrift program and co-operative Credit Society.

Hence women have started saving under various schemes such as Small Savings, Recurring Deposit, Time Deposit, etc. The savings through these sources have reached little over one lakh rupees. Also this led to the birth of "CSG's Self-Employed Women's Co-operative Thrift & Credit Society Ltd." for Cuddalore in November 1987. (Women of Salem also have started working for this with the staff of CSG. Possibly by Feb.'88 they also would have their own Co-operative Thrift & Credit Society).

It is expected that the Thrift & Credit Society will help these women much and avoid the delays (presently faced) in getting the renewed credit assistance. Above all this society shall also help them with even non-productive credit assistance which these women need most, to come out from the clutches of the local money lenders totally.

Literacy Program :

During this year, instead of confining only to their economic activity, women

have started to show interest in other activities also. Women's Associations have become a tool for various deliberations. This led to the starting of non-formal education centres for women in both Salem and Cuddalore. Altogether 12 non-formal education centres are functioning with an average strength of 123 women studying in these centres; they are under various stages of learning.



Shaping children for better future

Also the women of Salem sought night classes for their children. Presently night classes in nine villages are functioning with 140 students studying in these. Women at Cuddalore also were seeking the same for quite some time, but due to limited funds availability, this could not be considered during 1987 but the same shall be started by January, 1988.

Smokeless Chulahs :

In Cuddalore the women had sought and got smokeless - Chulahs. Though there was a very high demand for this, the CSG could assist them for this year only with 100 chulahs - thanks to the help extended by All India Women's Conference, New Delhi. Possibly by next year some more women could be helped with the same.

This scheme has brought great positive changes in the lives of members. They have almost stopped going to the local money lenders, also they have paid their earlier loan dues from out of the

earnings of their business run with the assistance of the CSG.

Now these women care more for the welfare of their neighbours too (who are also the members of this scheme) by getting out of caste and religious barriers. They have now understood their hidden potentialities and their joint strength and know how to have dialogue with officials of local government & civic body in getting some of their problems redressed. Now in most places, the women through their joint efforts eased out their drinking water problems, street lights, etc.

These are all only a beginning and as years go by, we expect, these women would gradually shoulder the responsibilities of running this scheme by themselves and move further towards self-reliance.

OTHER ACTIVITIES

Research And Training Department:

This department of the CSG is looking after annual projects evaluation, carry out participatory research activities for CSG and to other NGOs, document data on various experiences gained in the field programs.

During 1987 this department carried out an evaluation on the Tribal Women's Project. Apart from this, one rapid appraisal was carried out in the Rural Women's Project in Cuddalore, with the willing assistance provided by the N. S. S. students of Kandaswamy Naidu College for women, Cuddalore. Further, documentation of various field experiences was regularly made which was used much by training wing of this department.

The Training Wing has conducted three training programs - one for the field workers (for 10 days duration), one for the executive staff (on managerial skills - a five day program) and one for various women NGOs (on identifying and managing women's income generating activities - an eight day program).

The Communication Section of this training wing prepared various media aids from flash cards to stories for puppet shows. It also helped the field Animators and Organisers in getting trained to operate these and also to prepare some of these by themselves.

Recently the Research and Training department along with its staff was transferred to the newly created organisation of the CSG known by the name 'Tamil Nadu Educational Foundation (TEF)' which was started primarily to work in the fields of development education and training. This was done to give the CSG enough time to concentrate and specialise essentially on community development activities.

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Net-Working among NGOs:

Seeing the great need for collective action and importance of joint efforts, the CSG had initiated the net-working plan with other NGOs (working for women development) in various districts of Tamil Nadu with the following objectives:

- a) To create co-ordination between the voluntary organisations (working for women development) in the districts.
- b) Assist these organisations in their efforts to minimise women's problems and to pave way for women development. This is expected to help in avoiding duplication of activities in the same place by different NGOs (working for women) to share experiences at regular intervals, towards better co-operation and collaboration among these NGOs, to collectively plan issue based activities, to gain and secure consultative status in Government on all

community development measures and to help the needy organisations for funds by arranging them contacts with Government and Non-Government funding sources.

The Community Services Guild accepted the responsibility of organising the net-work in various districts where the CSG is operating. However, during this year, the CSG had initiated this activity only in South Arcot District, where the NGOs meet once in two months and are growing in strength at each successive meeting. The CSG has requested its new organisation-the "Tamil Nadu Educational Foundation" to organise various training programs to these Women NGOs/Activists and help them in their development efforts.

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Immediate future plans :

After careful thinking, the CSG has planned the following to be achieved in the near future :

- a) To hand over the programs in the existing 30 tribal villages (in the Kalrayan Hills) to the tribal women and help them to carry out the programs by themselves.
- b) To identify and start working with new tribal villages in Salem District.
- c) To work in about 15 villages in Poondi Block (Uttukottai taluk of Chingleput District); out of which eleven villages be provided with protected drinking water facility before June 1988.
- d) To take about 40 acres of waste land from Government (in Thiruvallur taluk of Chingleput District) and convert the same as productive land under waste land development scheme.



tamilnadu educational foundation

DETAILS OF ACTIVITIES DURING 1986 - 87.

Training Department :-

The Training department was started in 1986 with the objective of giving various professional training to the staff of CSG and other voluntary organisations in Tamil Nadu. The following Training programs were conducted during 1986 - 87 :

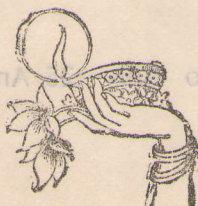
Sl. No.	Details of Training	To whom	Place	Duration / Month / Year
1.	Skilled Training in Community development work.	Community Workers	Madras	5 days in Jul. '86
2.	Inservice training on Communication, Non-formal education, Health, Govt. Programs etc. (for CSG staff).	Community Workers & Supervisory Staff	Madras	6 days in Sep. '86
3.	Inservice training on Panchayat & Municipality functions & activities (For CSG Staff).	Community Workers	Cuddalore	One day in Oct. '86
4.	Workshop on identification of right area & target groups, importance of people's participation & self reliance among women (For CSG Staff).	Supervisory Staff	Kalrayan Hills	3 days in Dec. '86
5.	Training on identifying & managing women income generating activities.	24 representatives of various organisations	Trichy	8 days in Feb. '87
6.	Training on Managerial Skills for project management and administration.	Supervisory Staff	Madras	5 days in May '87
7.	Training on simple audio visual aids (for CSG Staff).	Community Workers	Madras	5 days in Jun. '87
8.	Animators Training program (for CSG Staff).	25 Animators	Kalrayan Hills	10 days in Nov. '87
9.	Follow up Refresher training to Animators of CSG.	25 Animators	Kalrayan Hills	3 days in Nov. '87

As per the request from the parent organisation - the Community Services Guild-the-TEF is organising various training programs to other women development organisations / activists in South Arcot District, during 1988. Some of them are :

Sl. No.	Subjects for Training	To whom	Duration / Month / Year
1.	Training on relevant Agricultural Practices & Waste land development through productive afforestation practices.	Field level workers	5 days in Feb. '88.
2.	Training on women development with special focus on deprived sections.	Representatives from women development organisations.	6 days in Apr. '88.
3.	Inservice training on improving social works skills - case work, group work, community organisation, counselling etc.	Community workers & Animators.	4 days in Jun. '88.
4.	Training on Communication & preparation of certain simple Audio Visual Aids & its practices.	Field development workers.	3 days in Aug. '88.
5.	Training on Non-Formal Education & Functional Literacy.	Non-Formal Education Instructresses	5 days in Oct. '88.
6.	Various General Laws and Laws related to Economic Activities which is relevant to NGOs.	Representatives & Chiefs of NGOs.	2 days in Dec. '88.
7.	Demonstration training on Appropriate Technology.	Executives & Supervisors	3 days in Dec. '88.

Apart from the training programs, the TEF is undertaking Evaluations, Appraisals etc. to other NGOs and International Organisations as and when sought for.

Further the TEF is intending to start an Appropriate Technology Institution to train girls in the field of Agriculture and other relevant technology fields highly suitable to Indian villages.





We thank you

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HIVOS, NETHERLANDS

OVERSEAS DEVELOPMENT

NETWORK, U. S. A.



Also our thanks are to very many individuals, mainly from our projects area.