

## **Home-Based Workers Rights through Leadership Development**

- **Background-**

Home Net South Asia (HNSA), had implemented inclusive cities programme in South Asia and South East Asia region, where it was successful in organizing HBWs in groups and capacitating them to take up their issues with local authority. However, despite the successful implementation of the programme, challenges faced by the HBWs around civic amenities continued to exist, as the same remained invisible to local government, on account of poor representation.

Hence, a dire need was felt for further capacity building of HBWs particularly in context of leadership, communication and advocacy skills, so that HBWs are able to take up their issues with the various committees at community level and with local government in an effective manner.

- **Brief Introduction to the project-**

The overall objective of the project” **Home-Based Workers Rights through Leadership**” was to empower women home-based workers to realize their social and political rights through leadership development.

The project aimed at developing the capacity of HBWs leaders to successfully lobby with the government stakeholders for the fulfilment of their rights and to secure their representation at city level governance.

- **Implementation Partners and their role under the project-**

In order to achieve the aforementioned objective, UUSC partnered with three organizations. **Home net Pakistan (HNP), SAATHI** and **Home Net South Asia (HNSA)** for implementation and documentation of activities related to capacity building of HBWs in Lahore (Pakistan) and Kathmandu (Nepal).

SAATHI and HNP were two of the member organizations, among others, who had collaborated with HNSA for the implementation of IUP programme in Nepal and Pakistan. Post the implementation of the programme, a very strong need was felt by both the organizations, to further invest on the capacity building of their HBWs members, so that they are able to effectively take up the issues with local government

authorities and also successfully secure their representation at city level governance.

In order to address the aforementioned need both SAATHI and HNP once again collaborated with HNSA.

• **Brief Introduction of the Partners and their goals and objectives under the project-**

**SAATHI**, an apolitical, nongovernmental Nepali organization was established in 1992 to address contemporary challenges being faced by Nepali women. It pioneers in addressing the issue of Domestic Violence (DV) and Gender Based Violence (GBV) . Apart from working on issues related to domestic and gender based violence SAATHI, lately had also been working towards addressing the issues of Home Based Workers.

As implementing partner SAATHI's goals and objectives under the project:

**Goal:**

To develop capacity of HBWs as local leader through trainings so that they take actions for their rights and also secure their representation in local bodies.

**Objectives:**

1. To Increase the capacity of Home Based Workers in Slum settlement to hold dialogue with city officials for fulfilment of their rights including right to civic amenities and their participation on city governance
2. To enable HBWs to leverage resources from local government agencies, institutions to address their collective needs
3. To create an environment where HBWs agenda and issue are taken with high priority in different forms of city governance including in ward level and municipality council.

**Home Net Pakistan (HNP)** is a network of organizations formed to raise awareness about the economic, social, domestic and other working conditions of home-based women workers who comprise 70% of the informal workforce contributing towards the country's economic activities. Home Net Pakistan has been working towards the recognition of home-based workers since 2005. HNP has been quite actively working in areas such as Advocacy, Networking, Capacity Building and Information development and dissemination, since its inception.

As implementing partner HNP's goals and objectives under the project:

**GOAL:** Building a cadre of women HBWs to effectively take up their labour and governance issues.

**Objectives:** The overall objective of the proposed action is to develop leadership and protect the rights of women home based workers in Lahore.

The specific objective of the proposed action includes:

1. To raise women workers' awareness of their entitled labour rights, local government structure , existing pro women legislations, laws and policies concerning the protection of labour rights.
2. To strengthen the HBWs groups leadership roles with regard to local level governance.
3. To establish effective institutional response for addressing governance issues of the HBWs communities.

**Home Net South Asia (HNSA)**, is a federation of grass root organizations working in south Asia to promote organising and building of membership based organisation (MBOs) of home based workers, since 2005. Over a period of time, Home Net South Asia has evolved as the focal point and collective voice of home based workers (HBWs) in the region. It operates in all eight countries of South Asia. The strength of Home Net South Asia lies in its strong advocacy for home based workers and their issues; grassroots membership; and the technical support it extends to its members. It's convening role as well as its role as a facilitating networking, connecting, sharing and learning organisation is well recognized.

HNSA's objectives under the Project:

Objectives:

1. To document the process of capacity building leading towards the representation of HBWs leaders in various committees of community and local government.
2. To develop the case study on the successful representation of leaders in the committees.
3. To create effective platform of sharing and learning in south Asia through workshops, website, newsletter.

### **Process Documentation of SAATHI**

**Internal Meeting-** Post getting the project, programme team of SAATHI conducted the meeting with its local stakeholders, to share the details and the purpose of the project. On interacting with the members, it came to

light that existing leaders did not have enough time to attend the trainings that were to be imparted under the UUSC programme, as they were already quiet busy with activities like taking up the issues with local government , mobilizing and organizing members etc. Hence a need was felt to identify new line of leaders from among the existing members of the group for UUSC project, who could devote sufficient time for the training programmes and other activities in connection with the project.

It was also decided in the meeting that post selection of the leaders, a joint meeting would be conducted, where the strategies and methodology to execute the activities, mentioned in the project proposal would be decided.

Activities mentioned in the proposal were

1. Kickoff Workshop
2. Public Speaking training- 3 days
3. Leadership and Communication training-3 days
4. Government structure and Right to Information training-2 days
5. Advocacy and Negotiation Training-2 days
6. Application and Proposal writing training-4 days
7. Study Circles and
8. Engagement with the officials

### **SELECTION PROCESS:**

In order to build line of new leaders, programme team of SAATHI conducted the individual meetings with all the 19 Home-based workers (HBWs) groups across the five areas (i.e. Ramhiti, Jagritinagar, Patibhara, Godavari and Manohara) that were identified under the project. During the meeting, the programme officer of SAATHI shared the details and purpose of the project and also highlighted the selection criteria of the leaders for the leadership role. Members were informed that they should choose two participants from each group who have basic education, willing to work for the benefit of the entire group and can devote enough time for attending training programmes and other activities.

Stakeholders agreed to provide the names of the new leaders after they have had conducted individual meetings with their groups. Ms Sweta from SAATHI, who had been working with the communities from last four years and was, having a fair idea about the capacities of the members, assisted the members in choosing the right candidates for the leadership role. After the individual group meetings, members came up with names of new leaders. However, only 15 leaders could be selected before the KICKOFF

workshop, as the existing leaders were unable to conduct the meetings with all the groups before the workshop due to time constraint.

After the Kickoff Workshop, existing leaders along with Ms Sweta, conducted an internal meetings with the groups to finalize remaining 13 leaders. Post the selection of 28 leaders (i.e 23 new leaders and 5 existing leaders), programme team of SAATHI conducted an internal meeting with the new leaders, wherein the strategies and methodology to execute the activities were decided through participatory approach.

Strategies chalked out to do the needful were;

- Trainers from the external organizations, with expertise on relevant topics would be hired, for training programme.
- Representatives from the government and local bodies, interested in helping the home-based workers (HBWs), would be hired as facilitators for conducting the study circle. As this would bridge the gap between the stakeholders and HBW members.
- Topics selected for the study circles would be based upon the need of the community.
- Project objectives, issues of home-based workers and other related information would be shared with the trainers, before the content of the training programme is designed.
- The content of the training programme, methodology and tools adopted to impart the training, would be designed in consultation with the trainers and leaders, keeping in mind the member's capacity to understand the content.
- The content of the training programme would be explained to the participants in the simplest way. Also the sessions would be more interactive in nature, so that members are able to understand the content easily in limited time period.

## **Activities**

### **1. KICKOFF WORKSHOP:**

SAATHI conducted the kickoff workshop on 10<sup>th</sup> June 2016. Various concerned local stakeholders from the slum areas and government representatives from Ward office, VDC office and political parties were invited for the workshop. 15 HBW leaders from the slum areas (both existing and new leaders), identified under the programme also attended the workshop. There were total 35 participants.

The methodology adopted for the workshop was primarily presentation.

The objective of conducting the workshop was:

1. To re-establish relationship with government and local (from the slum areas) stakeholders,
2. To identify remaining 13 new leaders from among the existing members of community groups
3. To provide the HBWs a platform to present their issues to the government stakeholders and seek their support in addressing the issues.
4. To raise the awareness of the stakeholders about the issues and challenges faced by the HBWs.
5. To open a dialogue between stakeholders and HBWs Leaders

Sapna Maharjan, the program Officer of SAATHI started the workshop by outlining general issues relating to home based workers. She also highlighted the working area and the mission of SAATHI: *“To empower women and girls through the promotion of gender equity and equality based development”*. Thereafter, she went on to outline the objective of the project.

During the workshop, the HBWs leaders discussed various civic amenities issues, (such as drinking water, health, sanitation, waste management etc) faced by the residents of the respective areas with the representatives and sought their help and guidance in addressing the same. Also the need to capacitate the leaders in order to increase their participation in the local level governance was highlighted by the programme team of SAATHI. Ms Sapna shared the content of the training programmes, devised under the project, with the stakeholders, explaining the objective behind each of them. Government representatives briefed the leaders about the different procedures and processes to be followed, in order to resolve the issues faced by the HBW members.

Ms. Sapna concluded the workshop with the discussion on the identification of remaining 13 leaders under the project.

Immediate Output:

1. SAATHI was successful in re-establishing its relationship with the stakeholders.
2. Stakeholders had in-depth knowledge about the project and its objective.
3. Government stakeholders were more aware about the issues faced by home-based workers.
4. HBW leaders were comfortable approaching the officials for assistance.

5. Leaders had fair amount of idea as to how to go about addressing the issues.

Challenges:

1. To get all the stakeholders to attend the workshop, at the same time.
2. To get the HBW leaders to speak openly and freely about their issues

## **2. STUDY CIRCLE**

SAATHI along with the HBW leaders conducted 11 study circles between July- Oct 2016, in all the five settlement areas, identified under the project. 10 study circles (i.e. five each), on **group registration and civic amenities issues** were conducted in all the five settlement areas, whereas only one study circle was conducted on **settlement** at Jagritinagar. The topics selected for the study circle were based on the need of the community, highlighted by the members during the monthly meetings.

Representatives from the local and government bodies, with expertise on relevant topics were hired by SAATHI. The duration of the study circle was 2-3 hrs, with the average batch strength being 25-40 members. The objective of conducting the study circle was to create the awareness among the members and capacitate them to address their issues efficiently. The methodology adopted for the study circle was primarily lecture.

### Study Circle On Civic Amenities

SAATHI along with HBW leaders conducted five study circle centred around civic amenities issues of the five settlement areas, identified under the project,. These study circles were conducted between 18<sup>th</sup> July- 9<sup>th</sup> August 2016. The duration of the study circle was 2-3 hrs, with batch strength being 30-40 members in each of the areas.

In order to ensure that the HBW members are able to get maximum benefit out of these study circles, SAATHI hired, representatives from government and local bodies such as ward office, VDC office, political parties and other stakeholders, who showed interest in helping HBWs to resolve the issues (as observed during the Kickoff workshop) were invited in the program as facilitators.

HBW members were not very thorough with the workings of the government departments and procedures to be followed in order to take up the issues with the stakeholders. As a result, they faced lot of problems in putting across their issues to the stakeholders and ended up wasting lot of time, trying to connect with the concerned department. When the matter came to light during monthly meetings, SAATHI decided to educate the members about the workings of different departments and the procedures to be followed in order to take up the issues with the stakeholder efficiently and in a timely manner.

The objective behind conducting the study circle was:

1. To raise the awareness of the HBW members about the workings and role and responsibilities of different departments
2. To provide guidance to the members on how to go about getting their issues resolved.
3. To create the link and bridge the communication gap between the government stakeholders and HBW members
4. To make government stakeholders aware of the issues of the HBW members.

The methodology used during study circle was primarily lecture.

Ms Sweta Shrestha from SAATHI opened the session with the introduction round, wherein the members and stakeholders were formally introduced to each other, post which she oriented the members about the purpose of conducting the circle. Thereafter members were urged to come forward and discuss their issues with the stakeholders. Stakeholders briefed the members about the workings of the departments and coached them on processes and procedures to be followed. They also informed the members about different schemes and programmes that is offered by the government and different committees that can be approached for resolving the issues.

The issues presented during the circle were related to :

**Pathibhara**- Drinking water, Sewage, Waste Management

**Ramhiti**- Drinking Water and water logging

**Godavari**- Electricity and Drinking Water

**Manohara-** Electricity, Sewage and Drinking water

**Jagritinagar-** Drinking Water, Flooding and Settlement issues

#### Immediate Output

1. Members were well informed about the functions of each of the departments and procedures to be followed
2. They were more comfortable approaching the stakeholders.
3. They had clear idea as to which department to approach for a particular issue.
4. They were aware about the different schemes and programmes offered by the government.

#### Challenge:

1. To get all the participants together on the same platform.
2. To get the HBW members to speak about their issues openly and freely.

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#### Study Circle on Corridor Planning

SAATHI along with its HBW leaders from the area organised a study circle, on corridor planning on 28<sup>th</sup> September at Jagritinagar. The duration of the circle was 1-2 hrs, with batch strength being 25-30 members. Methodology adopted for the session was lecture. Mr Nandu Raj Acharya, ex-advocate from 'High Powered Committee for Integrated Development of Bagmati Civilization', was hired to take the session on the aforementioned topic.

With reference to the Corridor planning which centred around making clean, and healthy Bagmati river system and keeping its tributaries clean, in the valley, government had issued orders related to the displacement of the settlements, around the river area, that fell under the periphery of 80 meters. Since almost all the households in Jagritinagar were based around the river area, members were very tensed as they didn't know whom to approach for help and were very panic-stricken and insecure about their future.

The objective of conducting the circle was

1. To give the members a detailed insight on the project
2. To provide them the guidance on where to go for help and assistance.

Mr. Nandu Raj began the session by briefing the members about the project and role committee plays in it. He stated that the foundation of HPCIDBC lies in the joint initiation of citizen and government to make Bagmati a pollution free river. He mentioned to the members that the whole river system in the valley has been divided in 5 zones i.e. zone 1: natural Conservation Core Zone, zone 2: Rural Zone, zone 3: Peri-urban zone, zone 4: Urban Zone, and zone 5: Downstream Zone in order to effectively address the key issues at a micro level to make clean, green and healthy Bagmati river system with full of life and valued by all.

Thereafter he went on to give members an insight into the objectives of HPCIDBC and the activities the committee plan to undertake in order to achieve its objectives.

Talking about the role committee plays in resettlement of the community at Jagritinagar, Mr Nandu Raj Acharya mentioned that committee is not responsible for the resettlement of the community. He informed the members that the major management of the resettlement work is done by Ministry of Urban Development. He suggested the members to lobby with political parties and Ministry of Urban Development to arrange for alternative settlement as political parties and ministry play vital role in resettlement related issues. He further suggested the participants to form a co-ordination committee and come up with the united action plan of the community

Mr Nandu Raj, summed up the session by urging the members them to put in efforts to keep their areas clean and hygienic, undertake initiatives such as planting trees in their areas etc and report the same to commission's office, as it would facilitate in building rapport with government stakeholders, which would prove beneficial in addressing the issues related to resettlement.

Immediate Output:

1. Members were relatively relaxed and at peace at the end of the session.
2. They had basic information and knowledge about the project and the activities that were being carried out under the project.
3. They had a basic idea about whom to approach for help.

Challenge:

1. To explain the logic behind executing the project.
2. To get them to calm down and relax.

### Study Circle on Group Registration

SAATHI, in assistance with its HBW leaders organized the study circle on group registration in all five of its areas, between Sept – Oct 2016. The duration of the study circle in all the areas was 2-3 hrs, with average batch strength being 30-40 HBW members. The methodology that was adopted for the session was primarily lecture. Seasoned trainers from different organizations were hired to conduct the study circle.

Most of the HBWs groups in the areas were not registered, because of which the issues highlighted by the members were not taken seriously by the government stakeholders and members of the groups were also denied access to the services that was provided by the government for their betterment and upliftment. Hence, when the matter came to light, programme officers of SAATHI decided to educate the members on the importance of group registration.

The objective behind conducting the circle was

1. To create the awareness about the importance and benefits of group registration
2. To educate the members on registration process and documentation required for the process.
3. To encourage and motivate the members and leaders to get the groups registered.

Across all the five areas, trainers began the session by emphasizing the advantages of formation of a group and working together in a collective manner. Trainers mentioned that working collectively, not only strengthen the movement and enhances the visibility of the group but also gives them a platform to reach out to the concerned officials and departments in the most effective way, within a very short span of time. Thereafter, they went on to orient the members about the importance of getting the group registered and its advantages. Trainers mentioned that just like forming a group and working together in a collective manner strengthen the movement similarly getting a group registered officially and having a legal identity increases the chances of getting their issues and concerns addressed and resolved manifold times. They further updated the participants about the benefits of group registration.

After explaining the importance and benefits of group registration, trainers then went on to explain group registration process and the criteria's to be met and documents to be submitted for the same, to the participants. They further specified that once the group is registered with District Administrative Development Office, it should be affiliated to Social Welfare Council and also should be registered in tax office for tax purpose if needed.

Immediate Output:

1. Members agreed to get their groups registered.
2. Members had a clear idea about how to go about getting the groups registered
3. Participants were delighted to know about the benefits of group registration and felt secured about their future.

Challenge:

1. To convince some of the members to get their groups registered as they were afraid of the complications and expenses that may arise after legal registration.

### **3. TRAINING PROGRAMME**

With a view to capacitate the HBW leaders to access local level resources and to strengthen their participation at local level city governance, SAATHI conducted trainings on the aforementioned topics, between August-November 2016. The objective of the training programme was to equip the leaders with the necessary knowledge, skills, abilities and confidence to raise their voice on the issues that concern them and prepare them to hold dialogue with concerned authorities/city officials for fulfilment of their rights including right to civic amenities and their participation on city governance.

Trainers from the external organizations with the expertise on the the relevant topics were hired to train the leaders. The duration of the training programme was 14 days, with average batch strength being 25-28 leaders.

The methodology adopted for the trainings were power-point presentations, group work, brainstorming, lecture and role-play.

### **Public Speaking Training**

SAATHI conducted three day training on Public speaking(3<sup>rd</sup>-5<sup>th</sup> August 2016, at Kathmandu). As decided, SAATHI, hired, Ms. Kripa Basnyat (executive director at INGO named, HAMMRO CHAHANA) was hired for imparting training to the 28 HBW leaders(6 existing and 22 new leaders) on Public speaking. The methodologies that were used for the session were primarily group activity, lecture, power point presentation and brainstorming.

The objective of conducting the session on Public Speaking was

1. To develop capacity of HBW leaders to speak in mass and develop quality of public speaker so that they could advocate their issues at any level and participate in local governance.

On the first day, session opened with formal inaugural program wherein Eleeza Tuladhar from Saathi, briefed the 28 leaders about the objectives of the training programme, followed by the introduction round. In the introduction round, participants were mapped and divided into groups through sociogram on different basis (i.e education, religion and marital ground) and later were asked to introduce themselves, giving a reason for belonging to a particular group.

Post introduction round , participants were oriented about public speaking, its elements, the qualities of a good public speaker, skills required to be a good speaker, how to overcome the fear of speaking in public ,features that differentiate effective public speaking from ineffective public speaking and fundamental principles of public speaking. Ms Kripa, mentioned to the participants, that to be able to overcome the fear of speaking in public, its important that the source of fear is identified and worked upon. To make the session more effective, participants were made to do couple of group activities. In the first activity, leaders were divided in groups and were made to discuss amongst themselves and find out the root cause of the fear and ways to overcome it. In the second activity, participants were made to do a mapping exercise wherein they were first made to list down their own strength and weaknesses (three each) and the features they feel makes a person an effective speaker or ineffective speaker, on news print Thereafter, they were made to link the two, to help them understand as what are the qualities and features that make a person good and effective public speaker, thereby identifying the areas they need to work on to be one. The first day was concluded with the emphasis on the benefits of public speaking skills in personal and public life. On the second day, post the review of the first day, leaders were oriented on importance of effective listening and how it impacts public speaking skills. Ms. Kripa, mentioned to the participants that, active

listening and active speaking both are interlinked and without one, the other cannot happen. To help them understand the importance of active listening, participants were made to do a group activity, where two participants were put in a group and were asked to share their experience with each other turn wise. At the end of the exercise one member was asked to share the experience of the other member and the information shared by the second person was verified with the first person, just to see how much of the information has been captured correctly. Likewise another group activity was done to make them realize the consequences of inactive listening. Participants were made to play a game where one member had to whisper a message into the ears of the participant. At the end of the exercise the last member was made to speak out the message and it came to notice that the original message was quite different from the message delivered by the last member, as other co-participants did not pay due attention. Ms Kripa ended the second day with the discussion on the strategies to overcome the fear of speaking in public. On the third day of the training, participants were asked to prepare a speech on the major issue of their community and were asked to speak on it for 5 minutes putting into practice the skills they had learnt in the first two day of the programme. Thereafter the feedbacks were given to the participants.

Immediate Output:

1. Leaders were more confident and at ease to speak in public
2. Participants were able to address and communicate with the audience in a much better fashion.

Challenges:

1. To find the right kind of resource to impart the training on the topic
2. To make the content of the training, easy, for participants to understand.
3. To explain the entire content in limited time period.

### **Leadership and Communication Training**

SAATHI, conducted three day training on Leadership and Communication training (21-23<sup>rd</sup> August 2016,at Kathmandu). Resource person Sri Krishna

Basnet and Susma Joshi from Oxfam (INGO) were hired for imparting the Leadership and Communication training to the 28 HBW leaders. The methodology adopted for the session was majorly lecture barring few parts of the session where trainers resorted to other methods such as brainstorming, game, role play and group work.

The objective behind conducting the training on leadership and communication was

1. To raise the awareness of the leaders about the importance of good leadership, its types and qualities and skills required to be a good leader.
2. To educate the HBW leaders about the importance of communication and role it plays in enhancing the leadership.
3. To develop the leadership skills of HBWs leaders and capacitate them to lead the group in an efficient and effective manner.

On the first, Ms Eleeza began the session by updating the participants about the content and objective of the training followed by introduction round, where participants were coupled randomly through chit method and were made to introduce one another stating their name, occupation, area of interest and civic amenity issues they are facing in their area, such as electricity, drinking water, sanitation etc.

On the first day, post introduction round, trainers oriented the participants on the importance of good leadership, its type and qualities/skills required to be a good leader. Participants were also educated on the importance and need of female leadership. Trainers explained to the participants the difference between the leader and leadership and importance of good leadership. They mentioned to the participants that leader is the person who leads the group towards attainment of a particular goal or purpose, and the act of leading the group is termed as leadership. Thereafter, they briefed the candidates about the different types of leadership and the qualities a good leader should have. Trainers used power point presentation to explain them the concept of leadership and its types. However, to make sure that participants have understood the topic well, leaders were divided in a group of 4 members and each group was asked to enact a particular leadership style through a role play. At the end of every act other participants were asked to identify the leadership style, its advantages and disadvantages. Sri Krishna Basnet and Susma Joshi summed the first day with the discussion on the different roles a leader has to play in the community. On second, post the review of the first day, trainers initiated

the discussion by emphasizing the need and importance female leadership in the system. For better understanding of the participants, trainers presented the data that displayed the highest percentage of participation of females in context of home based jobs and minimum percentage of involvement in more dignified and higher level of jobs in Nepal. They further mentioned that it is because of the lack of female leadership at both community and local government level, that there is hardly any awareness among the government officials about the problems and challenges faced by the female HBWs in their day to day life, despite the fact that they are major contributors to the economy of the country. They urged the HBW leaders to come forward and take up bigger and responsible role at the community and local government level. Thereafter trainers went on to discuss about the key elements that make leadership effective. Two of the key elements that they mentioned in detail in the session were **communication** and **social mobilization**. They emphasised the importance of communication in bringing the group together and how the size of the group determines the success of the group in achieving its goal and objectives. Participants were further educated about the different types of communication style, barriers to effective communication and the factors that make communication an effective one. Trainers summed up the session on the second day by explaining the qualities and skills an effective social mobilizer should have. On the third day after the review of the first two days, trainers briefed the participants about other concepts such as coordination and its importance, Social Work, process of conducting meeting, planning, its importance and the role they play in helping the group achieve its objectives . To help them get a better understanding of aforementioned topics, participants were engaged in activities like group work, brainstorm, and role play and were also made to play a game, centered around art of co-ordination. Participants were further oriented on how to prepare meeting minute and plan of action to address the issues in a timely and correct manner. This part of the training was demonstrated with trainer actually preparing the specimen of the same. Trainers further mentioned that to ensure actions are taken on time to resolve the issues, its important that a proper plan is chalked out where issues are addressed on priority basis in terms of the intensity of impact it has and the extent to which the issue impacts the life of the people affected by it. Thereafter members were embroiled in a group activity, wherein members were divided in group of 4 and were asked to prepare the action plan for each group.

Trainers summed up the three day session by giving the feedback on the action plan prepared by each group

## Immediate Output

1. HBWs leaders were more aware about the qualities and skills a good leader should possess, the importance of effective communication and how to lead the group efficiently.
2. They were more confident about leading the group.

## Challenges

1. To make the content of the training, easy, for participants to understand.
2. To explain the entire content in limited time period.

## **Training on Advocacy and Negotiation**

SAATHI conducted two days training on Advocacy and Negotiation skills on 25<sup>th</sup> & 26<sup>th</sup> September at Kathmandu. The participants to the training were 25 out of 28 leaders who have been identified for the programme. Mr Eman Sunar, who is an advocate by profession and had expertise in the related field, was hired to impart the training to the leaders. The methodology adopted for the session was brainstorming, group activities, and presentation.

The objective behind conducting the training was

1. To educate the leaders on on advocacy, tools and techniques of advocacy and its importance; specifically to Home Based workers
2. To develop and enhance the advocacy and negotiation skills of HBW leaders
3. To enable the participants to plan and execute the advocacy movement in an efficient manner.

During two day session, participants were oriented on the importance and relevance of advocacy in context of HBWs issues, different types and techniques of advocacy and the factors and features that make an advocacy movement an effective one. Participants were also trained on negotiation skills.

On the first day of the session, focus was placed on educating the participants about the basics of advocacy and how to go about planning a advocacy movement. Mr Eman Sunar, post introduction round, began the session by talking about the fundamental rights of an individual, which he later linked with the rights of HBWs. He emphasized the importance of working collectively. Thereafter Mr Eman went on to educate the participants on advocacy, its importance and different types and techniques. Mr Eman started the session by explaining to the participants as to what is meant by advocacy. He stated that the ultimate objective of advocacy is to bring change in current power structure through either effective implementation or modification of the prevailing policies. Therefore it is important the real cause of the problem that is much more deep rooted should be identified and addressed and not what is seen on the surface level. For better understanding of the participants, Mr Eman explained the process through graphical method, wherein he drew a tree marking the upper part as problem and root as the cause of the problem. Participants were also made to do a group activity, where they were first asked to identify the issues and then brainstorm about the root cause of the issue and come up with the solutions accordingly. Mr Eman then went to talk about the types (i.e. political, policy and community level advocacy) and techniques of advocacy (such as advocacy by force, mass advocacy, advocacy by force etc) in brief. Taking the session forward, Mr Eman briefed the participants about the different stages of advocacy cycle through the diagram. He mentioned to the participants before initiating the procedure of advocacy it is important that the issues should be identified and prioritized. Second day of the training began with the review of the first day, after which participants were oriented on the features that make an advocacy movement an effective one .Rapport building and coalition were highlighted as the two key features , that play an instrumental role in making advocacy movement effective. Mr Eman, mentioned to the participants that whereas rapport building helps in getting faster and easy access to the required resources, coalition provides strength to the movement and helps in achieving the desired results. Thereafter Mr Eman oriented the participants on the negotiation skills and its importance .He mentioned that effective negotiation skills can be developed and enhanced through practice. Mr Eman summed the session by orienting the participants on how to develop effective negotiation skills

Immediate output:

1. HBW leaders had in-depth knowledge about different types of advocacy and techniques.

2. Leaders had in depth knowledge about how the advocacy cycle works
3. Leaders had crystal clear idea about how to how to address the issues effectively.
4. Leaders had clear idea as to how to go about advocating and negotiating for their rights.

Challenge:

1. To deliver the entire content of the training in limited time period.
2. To explain the content in the easiest way possible.

### **Government Structure and Right to Information Training**

Two days training on government structure and right to information was conducted by the programme team of SAATHI between 21<sup>st</sup> -22<sup>nd</sup> October, at Kathmandu. Mr Eman Sunar was hired to impart the training on the aforementioned topics to the 26 HBW leaders. The methodology used for imparting training was primarily lecture and presentation.

The objective of the training was

1. To educate the leaders on the government structure, its role and responsibilities.
2. To create the awareness of the leaders about RTI Act and capacitate them to exercise their rights.

On the first day, the session began with the introduction round, conducted by the programme team of SAATHI, post which Mr Eman Sunar took the stage. Mr Eman began the session by orienting the participants on how the state operates and functions. He then went on to brief the leaders about the different layers of government structure , as per both old and new constitution and the ministries that fall under each structure and its role and responsibilities ,For the better understanding of the leaders on the topic, a group activity was devised jointly by the program me team and the resource person . In the first part of the activity leaders were divided in groups and were asked to come up with issues of their areas and in the second part , they were asked to link the issues with the concerned department.. Some of the problems identified and government structure that should approach as discussed by participants were: For registration of marriage, birth, citizenship- municipality offices and CDO offices, should be approached,

For electricity related issues - local level electricity offices should be approached, etc.

At the end of the activity, the work of each of the group was reviewed and feedback was provided. Thereafter participants were given an orientation on how planning process is developed at community level and is incorporated at district level. Mr. Eman also briefed the leaders about the legal provisions governing the planning process .He then went on to orient the participants on different steps of planning process along with the timeline and how the proposed budget is taken to National Planning Commission and other ministries for approval and implementation. Mr. Eman explained the entire planning process along with the time schedule through the flow chart, for the better understanding of the candidates.

At the end of the first day session, leaders had in-depth knowledge about the government structure and the planning process. On second day, the session started with the review of the first day, after which participants were oriented on Right to Information Act and its importance, different types of information and the sources from where information can be obtained. He explained to the participants that RTI Act is about the right to seek information related to public interest from public entities. These information can be written or published in a hard copy or inserted in any machinery, equipment or websites. He further mentioned that only the information related to public interest and the information affecting public or large group of people is to be disseminated and not the one that is related to the security of the Nation. Thereafter Mr Eman, educated the participants about the different sources, from where the information can be obtained. He mentioned to the leaders that information can be extracted from different government structures about the services provided, processes, progresses, implementation, requirements, etc. He informed the participants about the focal persons appointed by the departments, to provide the organization related information to the general public. He further mentioned , that the officials are liable to provide information within 14 days of submitting the application, failing which, complain can be lodged against them to the The National Information Commission (NIC), that falls under the purview of National Information Center. Mr Eman then went on to orient the leaders about NIC and its structure. He mentioned to the participants that NIC is responsible for the protection, promotion and practice of RTI in Nepal. He even briefed the candidates about some of the provisions mentioned by NIC, that are related to right to information to the women members.

Mr Eman, ended the session with the discussion on the barriers faced in accessing the information and the ways to overcome them.

#### Immediate Output:

1. Leaders had fair amount of knowledge about the government structure, its functions and RTI Act.
2. They had a clear idea about which department to approach for a particular issue and also how to go about it.
3. They felt confident and empowered.

#### Challenges:

1. Totally new topic for the participants, hence it was relatively difficult for them to understand in such short span of time.

#### **Application and Proposal Writing:**

Saathi conducted 4 day training on Application Writing (2 days) and Proposal Writing (2 days) between 6<sup>th</sup>-7<sup>th</sup> November and on 13<sup>th</sup> & 15<sup>th</sup> November. All 28 leaders identified under the project, attended the training. The methodology adopted for the training was lecture and presentations

The training on the aforementioned mentioned topics was divided into two parts. In the first part, the participants were oriented on application and proposal writing and its importance and types. In the second part formats were provided and participants were made to write applications and proposals.

#### Objective:

1. To raise the awareness of the members about the importance and relevance of written communication.
2. To educate the members about the different types of application and proposal format
2. To coach them on application and proposal writing.
3. To capacitate the members to leverage the resources and get necessary services, benefits and information from government and non government agencies.

Resource person started the session by emphasising the importance of written communication in context of getting services, benefits and leveraging resources from government and non-government agencies. He mentioned written documents are live evidences and proof. They are the basis through which one can get services, benefits or information. It is the

first step for progress and empowerment. Thereafter the resource person oriented the leaders on the definition, importance, types and format of application. He stated that in an application details such as whom, where, why, when, why, and the legal background for writing should be mentioned and application should be duly signed by the applicant. Emphasizing about the importance of application, resource person mentioned that they are the basis through which one can get services, benefits or information. It is the first step towards progress and empowerment. Leaders were then oriented about the different types of application and the content of each type of application. Trainer categorized the application on different basis (i.e on basis of subject matter, legal recognition). Resource person ended the session on the first day by briefing the participants about the different types of legal documents. On the second day post the review of the first day, participants were made to write applications on different topics such as demanding services, compensation, information etc. At the end of the practical session, feedback was provided to the participants.

Likewise in connection with training on proposal writing, on the first day participants were oriented on importance and format of proposal writing. All sections of the proposal were explained in detail. On the second day, participants were made to do a group activity, where divided in a group of 4 and were asked to write the proposal for submitting to the ward office. At the end of the exercise each group's work was reviewed and feedback was provided.

Immediate Output:

1. Leaders had both theoretical and practical knowledge about application and proposal writing.
2. They were aware about the importance of written documents
3. They felt happy and empowered.

Challenges:

1. To explain legal and technical terms to the participants in the simplest way.
2. To train the leaders thoroughly on application and proposal writing in short span of time.

**Overall Outcome:**

1. Health camp was set up at Pathibhara after rigorous follow up with the authorities. 100 members of the area were provided free of cost treatment for different diseases.
2. 40 HBW women members, diagnosed with severe gynaecological problems received free of cost treatment at the health camp.
3. 25 households were granted legal electricity connection at Pathibhara, after the matter was taken up with officials and followed up quite religiously by the members of the area.
- 4.** Two more HBW groups, were formed at Pathibhara, post the success of the Health camp.
- 5.** Government authorities are being positive towards the issue of HBWs and HBWs are being recognized as a separate entity among stakeholders.
- 6.** All 600 households at Manohara were granted legal electricity connection.
7. HBW members are able to take up their issues with the authorities effectively and efficiently.

#### **Overall Challenges Faced:**

1. Lack of clear national guidelines because of which officials are not willing to speak on eviction issues.
2. Delay in release of budget allocated by Municipalities for development activities.
3. Frequent transfer of VDC secretaries and other government authorities, because of which officials are unwilling to take critical decisions regarding settlement issues.

#### **Recommendation / Suggestions from SAATHI (Team)**

1. The workshop for assessment of outcome and impact of the project should be continued for some time more even after the completion of project.
2. HBWs should be provided technical support for some time more beyond the project, for the upliftment of their status.

#### **Feedback from HBW members on training and overall project activities**

HBWs found the training and the tools and techniques used in the training to be very useful and practical. They were able to use the learnings at

various places and get benefitted out of it. Home-based workers are of the opinion that the duration of the trainings should be increased. Particulary the duration of the trainings on proposal and application writing should be increased, so that they have sufficient time to practice.