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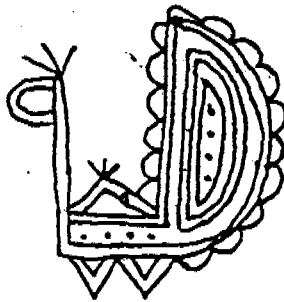
BANASKANTHA WOMEN'S PROJECT

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PROJECT REPORT

(April 1989 to December 1989)



ACTS - 11-17
MAY 1989 - 7-10

INSTITUTION FOR
IMPROVEMENT OF WATER SUPPLY AND
SANITATION (IWS)

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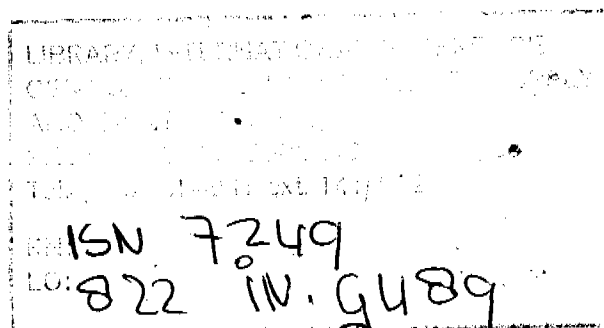
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DANASKANTHA WOMEN'S PROJECT

PROGRESS REPORT

APRIL 1989 TO DECEMBER 1989

1.0 Introduction

1.1 Self Employed Women's Association is involved in Socio-economic development of Santalpur, Radhanpur talukas through integration and involvement of women in the developmental process.

1.2 The project area under the Santalpur Regional Water Supply Scheme falls under arid zone, frequented by famines and it calls for immediate and sustained income generating activities. Hence SEWA has implemented income generating activities based on the available local resources and the existing skill-base amongst the women. It should also lead to the regional development with women in-vanguard through following activity areas (1) Artisan Support (2) Cattle based activities (3) Land based activities (4) Water management : Harvesting and conservation.

1.3 The initial 3 months utilised in extensive touring of the area with the support and co-operation of Gujarat Water Supply and Sewerage Board. We also held meetings with different village communities to establish rapport and build confidence amongst the village communities and search possibilities for programmes and activities for immediate implementation. The programme is developed through strategic intervention of SEWA, basically by linking up several Government's Community-based schemes with the beneficiary communities. The major programmes developed are described hereafter.

2.0 Artisan Support Programme ;

2.1 The traditional skill existing among the craftswomen in different crafts was identified and the traditional craft products were market tested in local markets as well as national markets as BANAS CRAFT.

It was fully realised from the market-testing at all levels, that craft can develop as a major income-generating activity and has high market potential.

2.2 The Banaskantha District has several rich craft-pockets covering different communities. They are listed in Appendix 1.

2.3 Having received overwhelming response from the market testing 'BANAS CRAFT' developed as a major income-generating activity under the project. Presently 500 women from 15 villages are provided sustainable work with average per month earning ranging between Rs. 250 to Rs. 700.

2.4 The activity is supported for development and increasing income generation through inputs in the form of design and product development from various National organisations. Due to constant product development, we get sustained orders from Government and private organisations. The details of product development are given in Appendix 2.

2.5 The crafts women are also gradually getting organised and trained into developing disciplined work culture of fulfilling the order on time with strict quality control measures, understanding the urban market, its demand and idiom. About 10 craft women, also got exposure of the urban market by participating into exhibitions at Ahmedabad, Delhi and Bombay.

- 2.6 SEWA has always made it a point to make spot payment, for the work done by craftswomen and none should go without work from SEWA's premises. The achievements of Banas Craft in terms of income generation through different modes is given in Appendix 3.
- 2.7 The major break through of 'BANAS CRAFT' is continuous success in extracting the maximum wages and prices from the private traders and thus minimizing their exploitation. Having known the market potential of their products, the crafts-women have started bargaining hard with the private traders in increasing their wage-rates. The wage-rates have increased by nearly 45% after initiating craft activity under the project. The detail product-wise increase in wage-rate is given in Appendix 4.
- 2.8 The crafts-women however, constantly face hardships, in the form of non-availability of credit facilities to invest in bulk purchase of raw-materials. The prices of raw-materials has increased by 50% over a period of one year.

Secondly the crafts-women also need health-care facilities to increase their productivity and income. The major ailments from which they suffer are eye infections and related diseases, constant head-ache and watering and burning eyes and diseases like anaemia, Tuberculosis.

Due to constant embroidering bristles and wounds develop on their finger tips, which reduce their working hours.

As mentioned earlier, strategically to mobilise the Government resources and thereby, extend it benefit to the Craftswomen, SEWA has organised training-cum-production classes for Harijan women in Embroidary and Applique work. 40 women are getting trained at Kamalpur and Madhutra villages currently.

3.0 Eco-regeneration :

3.1 Having experienced 2 successive fair monsoons land based activities involving women are initiated. Anti-desertification actions include ecological regeneration programme with following components:

- (a) enriching soil through expanding green cover and creating green-belt for stopping sand dunes.
- (b) launching massive tree plantation programmes at household, community and institutional levels.
- (c) consolidating water harvesting, water conserving and water distribution systems.

3.2 All these programmes are labour-intensive and have high employment potential for women in the artisan groups, cattle breeders, small and marginal farmers and nomadic groups. As a first step a modest experimental programme of raising decentralised women's nurseries was undertaken from the Forest Department and Dist Rural Development Agency (DRDA), after a long struggle. The Departments were for the first the organising women's nursery-programmes in the District and that too through a voluntary agency.

3.3 However, after a long struggle though belatedly a beginning was made by raising 1,20,000 saplings in 6 villages involving 40 below poverty line landless women from April '89 to September '89. The details of land-based employment potential is given in Appendix 5.

Since the women were getting involved in this activity for the first time a training programmes were organised for them.

Due to late starting of the activity, we had to face several difficulties, as experienced in an arid-desert land. With the onset of summer, strong hot winds with sand storms killed the tender up-coming saplings.

Saline water and poor quality of soil became another major factor for the set-back. We had to fight a grim battle to survive the saplings and to keep up the spirit and morale of the women.

Measures were taken up on warfooting by constructing shades to protect from heat and direct sun, wind breakers in the form of thick fencing and thatching.

The women also stood firmly with us facing the wrath of nature with the only hope that their efforts will not go in vain and will certainly bring them income. Sowing of seeds was done 4 times as against only once in normal conditions.

With all these efforts we were successful in getting 70% survival of the saplings..

3.4 This modest beginning helped us tremendously in realising the weaknesses and precautionary measures we should take in future nursery raising e.g.

- (1) preventive measures against severe heat, strong hot wind and sandstorms should be taken in the very initial stages, in the form of strong fencing, shelter and thatching.
- (2) Selection of site played a very crucial role. The site should be selected where natural wind breakers are available in the form of thick bushes or trees.

Availability of water

- 3.5 Having gone through fairly good preparatory work, this season the women demanded 20,000 saplings each. Their confidence is strongly built and have shown the desire of raising fruit trees. So this year from November '89 onwards a total of 100 women in 14 villages will raise 14 lakh saplings. The details are given as Appendix 6.
- 3.6 Though the whole programme was implemented as per the Government Scheme, a major modification in wage payment was done by SEWA, assuming the survival rate at 50%, SEWA calculated the risk factor and decided to make payment to the women each week, as against the total payment usually done after 6 months by the Government. Hence the programme became a significant employment generating programme, when no other land based activity was available.
- 3.7 Fortunately we had a second good monsoon and this encouraged the women to go a step further towards eco-regeneration by taking up plantation work on the waste land. Applications were sent for taking up rainfed plantation programme from the DRDA on a total of 4 acres of land in 2 villages, again to have a modest beginning on experimental basis.
- 3.8 The sanction was granted and work was carried out on schedule from August '89 onwards in one village Gokhantar, where we were successful in getting the land on lease from the village Panchayat. In village Nani-pipli the Panchayat showed reluctance in leasing out the land. So work could be carried out on only 2 acres of land during the season. The schematic work of digging the pits, addition of fertilizer and insecticide, trenching and fencing was done on time. But unfortunately the very much needed last spell of rain for planting the saplings in September failed leading to a series of problems. But still the women did not give up and saplings were procured and plantation

of 2200 different species of fodder and fuel raising trees was done according to suggestion and selection of the women. Some of the species were tried out for the very first time in this region. The details of the plantation work are given in Appendix 7.

3.9 Problems faced and lessons learnt:

The modest experience showed that rainfed plantation cannot survive in this region due to following factors:

- (a) Due to extremely sandy nature of the soil on the allotted waste land there is high seepage rate, which calls for extensive watering. Whatever little water that fell during the monsoon was immediately lost due to seepage
- (b) Due to the failure of last spell of rain and seepage loss led to scarcity of water and called for irrigating the planted saplings for its survival.
- (c) As the land was a barren, fallow-wasteland, the saplings were also attacked by termites and rodents
- (d) Grazing away by cattle
- (e) Having experienced the above problems the women have realised that they should be extremely careful on site selection.

Should have more extensive trenching and fencing for protection against cattle.

Should have small reservoir in the form of small farm pond or tank to irrigate the saplings.

3.10 Having faced all the difficulties with the fortitude the women have succeeded with 80% survival rate (2000 saplings have survived out of 2200).

3.11 In order to generate awareness on eco-regeneration amongst the women and propagate the idea, training programmes; to train 400 women in Eco-regeneration have been planned with the Gujarat Rural Development Corporation (GSRDC). The first 2 days training programme for 100 women

from 8 villages was conducted at the GSDPC Project Farm at Bhiloi in Radhanpur on 21st December-1989.

3.12 Water harvesting and water conservation

Climatic conditions of the area necessitate the need for developing water harvesting and conservation techniques. The irregular and scarce supply of drinking water, which often leads to infighting amongst the women and they are forced to use the alternative sources of water viz. ponds and wells. This also requires that the community should think holistically about the economic use of water and also to supplement other income-generating activities like dairying.

Hence SEWA corresponded with Indian Petrochemicals Corporation Limited (IPCL) which has the know-how and expertise in the field of water harvesting and conservation techniques in plasticulture like (1) Pond lining (2) Drip irrigation and (3) Mulching. To popularise these techniques amongst rural communities, active community participation is a must. Hence 7 exposure programmes from 14 April '89 to 23 July were conducted for the members of Pani Panchayat and a few heading farmers and women to IPCL's Plasticulture Demonstration Centre (PDC) with full support and co-operation from IPCL.

3.12 247 members from 36 different village communities visited PDC and had the indepth understanding of various water harvesting and water conservation techniques.

The members were fully convinced of the benefits of these techniques and 42 villages of Radhanpur taluka and 10 villages of Santalpur taluka have agreed to adopt water harvesting and conservation technique of Pond lining in their villages. A model will be tried out first in village Badarpura of Radhanpur taluka, and then will be replicated in other villages.

The entire programme will be implemented by treating entire village-communities a client, rather beneficiaries. The village-communities will be the decision-making body and asking for professional services of planning, designing and cost-estimation. Implementation will also be done by the village-communities. The resource mobilisation and spending will also be done by them, from several schemes of the Government like recently announced Jawahar Rozgar Yojana.

It will be community based and community-managed water-related programme and it will strengthen their participation and democratic process of management. The programme will also strengthen the ecological base for their survival and development. The detailed programme content is attached in Appendix 8.

- .13 To implement water conservation technique in rainfed agriculture and to encourage dry and farming, 'Mulching' (covering the bed of standing crop by plastic film) is being popularised with the co-operation from Agriculture department. A training programme for Agriculture extension workers, women farmers and women working on plantation was organised on 19th October '89 with the cooperation of the technical staff of IPCL. Totally 30 members under-took the training and total of 9 farmer's were supplied 10 Kgs. of mulching film each the same day to try out partially in the field. The detailed list is attached in Appendix 9 (a) and (b).

As a part of action research 'Mulching' was practiced around 100 plants our plantation. The women working on it were fully convinced of its beneficial applicability and it also grew into a demonstration Center.

Results : Mulching showed excellent results. The women who have to fetch water to water the plants, themselves have realised the benefits.

1. The mulched plants need to be watered only once in a week and needs less water.

2. The growth is healthy-which is obvious from the mulched and unmulched plants.

4.14 We are now finalising programme to train a group of 45 women to implement plasticulture in the arid zone.

4.0 Dairying,

4.1 Cattle-breeding is the next major occupation to Agriculture, in the region. The successive droughts of the last 3 years had caused a setback to this activity. It was learnt from the village meetings that the primary village level milk co-operatives were existing in most of the villages but were defunct. The restarting of the milk collection and revival of the primary village level milk co-operatives can become a major source of income and restore regular flow of income into the villages.

4.2 Efforts were put in for the revival of these co-operatives, by having a series of discussions with the Banas Dairy and having joint visit of the village societies to study the genuiness and viability. A joint meeting of all the chairmen/secretaries was convened to discuss strategies for revival.

Two successive good monsoons brightened the prospects of viability and phased, out' collection of milk was started by Banas Dairy, from April 1989 onwards. In the first phase 25 primary co-operatives were revived and in the second 30 primary cooperatives, were revived

and in the third phase total of 40 primary cooperatives out of the total of 45 registered milk cooperatives.

The restarting of primary coops has also assured regular income flow and it will also help recovery of bank-loans, which in turn will facilitate further flow of bank-loans for purchase of milch animals to replenish the lost assets in drought years. A total of 12,000 lts. of milk is collected daily from the revived 40 societies. The achievements of revival of Dairy Co-operatives and income flow are given in Appendix 10.

Dairying is mainly women's economic activity and yet they are invisible in terms of participation and management of co-operatives. To strengthen the co-operatives and increase the involvement and awareness of women in the co-operative movement, SEWA has initiated following steps.

1. Exposure Programmes :

- (a) A batch of 60 women is taken fortnightly to visit Banas Dairy at Palanpur, the district headquarters. The group starts at 6.30 a.m. and on its way we have a brief halt at Shihori the head works of the Santalpur Regional Water Supply Scheme. The women are thoroughly explained on the functioning of the whole scheme, its significance and importance for their health, work and liberation from drudgery.
- (b) The team then proceeds to Banas Dairy where women are educated by the Dairy's staff on the processing of milk from various stages of collection, testing, packaging and converting into different milk products.

This programme has great on the women as 'seeing is believing'.

This immediately mobilises them to participate and involve themselves in the activities of dairying. About 10% increase in the membership of women is seen in 10 village cooperatives.

Science and Technology for women

A team of 3 SEWA organisers undertook extensive training in co-operative management, Accounts keeping, Fat testing, operational methods etc.

In September '89. SEWA has taken on hire an entire set of equipments used in co-operative management.

The SEWA organisers now in turn give training in fat testing and co-operative management to all women in villages. A meeting of all the women members of the village is convened, where the organisers practically demonstrate each and every stage of milk collection, fat testing, record keeping and Accounts maintaining. This helps even the illiterate women to clearly understand the whole process. These training programmes have been conducted in 12 villages from Nov.'89 onwards, the details are given below

No.	Date	Name of the village	No. of women trained.
1.	2-11-'89	Satun	50
2.	15-11-'89	Gulabpura	32
3.	16-11-'89	Gadha	40
4.	24-11-'89	Kamalpur	65
5.	25-11-'89	Lotiya	50
6.	1-12-'89	Dev	35
7.	2-12-'89	Bandhwad	32
8.	8-12-'89	Subapura	20
9.	9-12-'89	Gokhantar	35
10.	18-12-'89	Masali	30
11.	19-12-'89	Sherganj	42
12.	20-12-'89	Dharawadi	40

3. Screening of films:

We corresponded with Banas Dairy and have finalised a programme of screening film shows at 35 village co-operatives.

- (1) Cattle care
- (2) Co-operative and its functioning
- (3) What is cattle feed etc.

This helps the members to get detailed understanding of the Co-operative and its benefit, the democratic functioning of the cooperatives.

The details of all the programmes with its impact are given in Appendix 11.

4.5 SEWA has also initiated formation of exclusively women's co-operatives in the villages where dairy co-operatives do not exist. Six such women's milk co-operatives have been launched, the details of which are given in Appendix 12. Such an event of forming exclusively women's co-operative has been initiated for the very first time in the entire district. The Gulabpura Women Milk Producers co-operative, launched from 9th October '89 is the first women's cooperative in the whole district. The formation of exclusively women's co-operatives calls for extensive ground work. Since, this is a new concept, the community has to be prepared and convinced strongly on the efficient and democratic functioning of the women's co-operative, because it is just not acceptable to the men-folk that women can handle the day to day working and management of the co-operative.

To assure proper functioning and win over their confidence the women are first trained at the Banas Dairy's laboratory in fat testing, Book keeping and Accountancy, Credit, Bank transactions etc. and

and than the co-operative is proposed. SEWA organisers strongly monitor the functioning for initial 2 months.

However, in two villages the struggle is still on to convince the men and have a co-operative with representation of women.

SEWA is now to organise women's milk co-operatives in 20 more villages in 1990, the ground work for which is in progress.

Problems and issues :

(a) In the history of the Dairy activity in Banaskantha District, the co-operative societies of Radhanpur and Santhalpur talukas showed record milk collection this year of 20,000 lts. per day. The collection is further increasing with the onset of flush season from December onwards.

The village co-operatives however have several problems in the gradation of milk, total quantum of milk, transportation of milk etc. This is mainly because, this large quantity of milk is being transported over a distance of 60 to 80 kms. daily for storage at Khemana Chilling Centre.

The members felt that the only solution to their problems is the restarting of the Chilling Centre at Radhanpur. They approached SEWA and asked for the support. Hence a delegation of Chairman/Secretaries of the co-operatives first held a meeting with the Chairman and Managing Director of the dairy and then a meeting was convened by the Chairman of the Dairy on 25th December '89 of Chairman/Secretaries of all the co-operatives, to discuss their problems at SEWA's premises in Radhanpur. Total of 150 Chairman/Secretaries attended the meeting. The genuine problems were discussed and

solved and the Chairman did promise to look into the possibilities of restarting the Chilling Centre.

(ii) Due to the flush season, the milk out-put this year is extremely good and has reached to a maximum point, when now it is beyond the capacity of the Banas Dairy to process. Hence to curtail the procurement: the dairy has taken following steps:

- (a) Decreased the per kilo fat rate of milk from Rs. 72 to Rs. 68/-
- (b) Stop the total procurement of milk for 2 days in every 10 days.

This has very adverse effect on the economy and the co-operative base we are trying to strengthen. We are negotiating with the Dairy authorities to restart the Chilling Centre at Radhanpur forth with which will add to the storage capacity and will partly solve the problem.

7 Fodder Security System :

Availability of green fodder is the major issue of the milk producers. This compels them either to migrate to greener areas or procure fodder from these areas by paying exorbitantly high prices.

Foundation for Public Interest (F.P.I.) has carried out a detailed study on the Fodder Security System with suggestions and strategies for developing the system to strengthen the co-operative structure.

A brief note on the Fodder economy practiced currently is attached as appendix 12.

Salt Production

Production of salt is prevalent on large scale in the little Rann of Kutch and the big Rann of Kutch on either side bordering Santalpur taluka. Approximately 22,000 labourers are engaged in salt production for a period of 6 months from September to April.

The labourers migrate from the nearby villages of Santalpur taluka and stay with the entire family in the desert for a period of 6 to 8 months by constructing temporary shelters.

The labourers and men become the victims of serious occupational health hazards. SEWA with the help of FPI has carried out a small study on the salt workers a summarised version is attached as Appendix 13.

On the basis of this study SEWA plans to implement welfare schemes for these salt workers who are both women and men to increase their level of income and benefit of Social Welfare and Social Security Scheme from February 1990.

Solar Energy : Renewable Energy Source

There is immense potential of exploiting the abundance of Solar Energy for developmental activity in this region. SEWA had been corresponding with the Gujarat Energy Development Agency (GEDA) to study the possibilities to meet with all the required criteria.

GEDA is now carrying out the study in village Kamalpur of Radhanpur taluka to prepare a detailed project to adopt it for a model Solar village with multiple solar energy based activities.

SEWA will collaborate with GEDA for community participation, on developing a solar based model project.

We also plan to develop solar energy based programmes for the Salt workers settlements in the desert like (i) installation of solar lamp posts (ii) solar pumps to pump out water.

In order to solve the problem of excessive milk collection and strengthen the dairying activity, we are looking into the possibilities of installing solar based milk processing plant in the region.

Radhanpur and Santalpur are the major producers of oil seeds. To generate employment opportunities for women in the region, we are looking into the possibilities of developing solar based Food-Processing Plants for extraction of oil from the oil seeds.

CONCLUDING REMARKS

Having experienced a complete cycle in the region, we are now in a sound position to give thrust to certain activities, which could bring sustained income round the year resulting into regional development which are listed below :

- (a) Artisan Support Programme
- (b) Eco-regeneration Programme
- (c) Cattle based activities
- (d) Salt workers welfare Schemes
- (e) Non-conventional Energy Sources.

Artisan Support Programme

Within past one year it has been possible to identify following crafts:

- (i) Embroidery
- (ii) Leather Embroidery-Leather work
- (iii) Bead work
- (iv) Mirror work

(v) Patch work/Applique work

(vi) Ceramics

The major communities endowed with skills and their craft-work have been summarised as follows :

Community	Craft-items
1. Mochi women	Aari Embroidery
2. Mochi women/men	Leather work
3. Ahir women	Deshi embroidery/Bead work
4. Rabari women	Embroidery, Mirror-work Patch work
5. Harijan women	Patch-work, weaving

Regionally speaking with operational head-quarters at Radhanpur town it has been possible to reach following areas, showing high prospects:

(1) Banaskantha District

(a) Radhanpur Taluka

(b) Santalpur Taluka

(c) Vav Taluka

(d) Tharad Taluka

(e) Deodar Taluka

(2) Mehasana District

(a) Patan Taluka

(b) Harij Taluka

(c) Sami Taluka

SEWA'S BANASKANTHA PROJECT has done adequate concrete ground work for the promotion and development of this Craft-region. The programme has a potential not only for developing several crafts and craft-pockets, but also potential for women's regional development programme in an arid-zone.

In last one year we have participated in 7 exhibitions and Sales organised by various organisations. The projects of various crafts have been market-tested. Through exhibitions only craft items worth Rs. 1,29,904 have been sold.

Promotion of Banas-craft in national markets has brought several orders for production with tight schedules which we have smoothly carried out. In past one year, we have been able to transact sales worth Rs. 9.80 lakhs in regional as well as national markets.

Though, we were new to the region and the craft-rich communities residing therein, we were developing our administrative and economic structure from the scratch and we had no adequate financial resources to develop the crafts on solid business-lines, we have achieved a reasonably high scale of operation within a short span of one year.

The coverage of craft-women income-and employment-generation would have been higher, but for the following constraints :

- (a) paucity of working capital
- (b) dependence on receipt of orders and advance money
- (c) lack of trained field-workers for both the designing and marketing and execution of production schedules
- (d) scanty information-base of craft-market
- (e) commitment to sustained income-generation and fair

return to women for the highly skilled labour.

(f) ignorance of the work-culture of craft-women.

The rich, valuable experience gained at the production level and the marketing linkages that have been developed has emboldened us to project and plan for next three years. The need for work and employment is very high due to hostile arid-zone climate and we are confident of covering atleast 2000 craftwomen and supportive craft-persons in the region.

COVERAGE OF CRAFT-WOMEN

Table : 1, provides us craft-wise coverage of craftwomen. The existing coverage is 500 women which will rise to 2000 craftwomen in year 1992.

Out of our past year's experience, and taking into consideration the full production capacity of the craft groups we have also been able arrive at average per month wage-earnings of each craft sub-group and therefrom arrived at per month average wage earnings for each major craft group the total raw-material requirement.

From the yearly basic raw-material costs plus wage costs, we have derived the administrative costs and the sales and promotion costs.

The administrative costs covers, all the costs incurred for organising and managing (a) distribution of raw-material and designs (b) supervision of decentralised home-based production in villages (c) procurement of craft-items (d) quality control (e) account-keeping and (f) store-keeping. These costs are covered mainly at Radhanpur town.

SALES AND PROMOTION COST

Craft market is highly quality sensitive market and we have to target our promotional efforts to those segments of consumers who are likely to buy craft products at aesthetic and status value. These market

segments are located in metropolitan and other fast-growing urban areas all over the country.

The very nature of craft-products and the market-segment we will have to cater to will necessitate sales-promotion cost.

It will include (a) cost of operating distribution and sales outlet at Radhanpur and Ahmedabad (b) sales-staff (c) participation in exhibitions and sales (d) publication of promotional material (e) advertisements (f) transport and communication cost incurred for sales beyond Radhanpur.

The whole exercise has been gone through to ensure that development of a craft-rich region though the artisan support programme is a viable activity initially and more specifically will it be able to sustain and to grow even after the project period of 3 years is over.

- (a) accelerate the process of development of all the craft groups and pockets
- (b) increase the income and employment-generation of craftswomen in the region.
- (c) consolidate and reinforce the development which has already taken place
- (d) build solid production base, work-culture for sustained production schedules and
- (e) develop efficient and effective interaction with regional, national and international markets.

PREMISES : RADHANPUR

To develop the craft, we want to hire premises at Radhanpur, which will accomodate

- (a) sample-room
- (b) sales-counter

- (c) workshop with
- (d) store
- (e) office-premises

OUTLET AT AHMEDABAD

Multi-craft development, we aim to achieve in the region can be achieved only through developing urban outlets. We propose to set up main urban outlet at Ahmedabad. The proposal is to set up an emporia, which can work both as retail as well as wholesale outlet for banas crafts. The amount of Rs. 4.5 lakh is requested as a grant for out-right purchase of premises or on hire purchase basis.

We have tried to work our needs for financial support, the detailed calculations are presented in table 2.

Eco-regeneration programmes :

With past one years experience it has been possible to identify following major intensive economic regeneration programmes leading to Eco-regeneration

- (i) Nursery raising
- (ii) afforestation and plantations on wasteland
- (iii) water harvesting and water conservation
 - (a) pondlining (b) Mulching

From the ground work done by making a modest beginning; for the coming years to develop a major eco-regeneration programme and develop a green belt, we propose to involve 2000 women by 1992, and raise average of 40 lakh saplings per year. This will help in a big way to solve the acute fuel wood and fodder scarcity in the region.

Developing water harvesting and conservation structures will by itself also generate employment and create permanent asset building to initiate alternative income generating activities round the year. They may also become extremely useful sources of critical, supportive irrigation to give better agricultural returns.

We propose the following financial allocations :

(1) Nursery raising

Coverage

No.	Year	No. of women	No. of saplings
1.	1990	130	20,00,000
2.	1991	350	40,00,000
3.	1992	425	80,00,00

- (i) Cost of nursery raising units : Rs. 12,00,000
(including raw-material, soil, water, fertilizer, shade)
- (ii) Trainings programmes/workshops/study tours : Rs. 2,00,000
- (iii) Plantation costs on 40 acres of land : Rs. 7,00,000
(including, trenching, fencing irrigation)
- Rs. 21,00,000
- (iv) Raising Water harvesting and conservation structures
- Total of 10 structures in 2 talukas
- Pond lining unit cost : Rs. 5,00,000 per unit
- Total for 10 units Rs.50,00,000

7.3 Cattle Based Activities

With the revival of 45 primary milk co-operatives, dairying has become a major income supplementation activity, where women are the major actors. It now calls for strengthening this activity by (i) supporting the already existing co-operatives and (ii) launching of new women's co-operatives.

Our future plan of action in dairying would be as follows :

- (1) To provide exposure to 2000 women in 110 villages of the project area.
- (2) Insurance claims to be settled and replenishment of milch animals by extending loans in the names of women.
- (3) Training to women either in the dairy or in their villages for cattle care, and participation in the management of the dairies.
- (4) Wherever leadership among the women is identified they will be trained for the role of secretary and/or a personnel incharge of milk collection.
- (5) All women will also be made members of the existing co-operative and encouraged to enter into the executive committee.
- (6) Launching of 25 new exclusively women's co-operatives.

We propose for following financial allocations :

- | | | |
|------|-----------------------------|--------------|
| (i) | 12 exposure programmes | : Rs. 60,000 |
| (ii) | Training/workshops - 24 | : Rs. 72,000 |
| | (a) Cattle care | |
| | (b) Co-operative management | |

(iii) Arranging Film shows	
(a) Audio visual equipments	: Rs. 1,00,000
(b) Films	: Rs. 20,000
(c) Technical staff for the unit	: Rs. 30,000
(iv) Training material equipments and tools	: Rs. 5,00,000
(v) Seed money required for borrowing the amt.:	Rs. 4,50,000
Distribution of 500 milch animals	(Total cost : 22 50,000)
(vi) Extension services	: Rs. 6,00,000
(a) Co-ordinator	
(b) Extension Officer	
(c) Organisers	
(d) Administrative expenses	
Total	: Rs. 18,32,000

7.4 Salt Workers Welfare Scheme

1. Extending medical benefits

(a) Medicines for common ailments and mobile dispensary	: Rs. 7,00,000
(b) Plastic sheet for rest, shades	: Rs. 5,00,000
(c) Cresches : 12	: Rs. 2,00,000
(d) Supply of water storage tanks	: Rs. 2,00,000
	Rs. 16,00,000

7.5 Office Administration : 10,00,000

Office Staff

(1) Project Director	: 1
(2) Professionals	: 6
(3) Extension officers	: 15
(4) Organisers	: 25

: 26 :

(5) Office assistants	: 2
(6) Clerk cum Typist	: 4
(7) Accountants	: 2
(8) Dirver	: 4
7.6 (1) Office rent (Ahmedabad and Radhanpur)	: Rs. 1,44,000
(2) Furnitures and fixtures	: Rs. 1,50,000
(3) Vehicle	: Rs. 3,50,000
(4) Maintainance and fuel cost	: Rs. 1,50,000
(5) Administrative expenses	: Rs. 2,00,000
	<hr/>
	Rs. 9,94,000

Total (7.1+7.2+7.3+7.4+7.5+7.6) = 164,26,000

Rs. 1.63,16,800=00

Table No. 1

Craft-wise, Year-wise coverage of Crafts-women during
Project period

Craft	Present coverage	Project Period		
	1989	1990	1991	1992
Embroidery	274	500	750	900
Leather	26	60	130	150
Lead work	40	125	250	325
Applique work	45	95	170	225
Mirror work	30	70	120	150
Ornamental work	85	150	200	250
Total	500	1000	1500	2000

Table No. 2
Services proposed to be extended by the
Artisan Support Programme

1. (a) Building at the Craft Pocket Rental premises	
Rs. 1400 x 12 months = Rs. 16,800 per year	
For 3 years period	: Rs. 50,400,00
(b) Outlet in nearby urban centre	: Rs. 450,000,00
	<hr/>
Total	Rs. 5,00,400,00
2. Equipment and Machinery	: Rs. 1,00,000,00
3. Design consultancy charges and cost of dissemination	
- Documentation of ethnic designs	: Rs. 1,00,000,00
- Slide preparation	: Rs. 50,000.00
- Photographs	: Rs. 50,000.00
- line graphs	: Rs. 75,000.00
- computerisation	: Rs. 1,50,000.00
- consultancy charges	: Rs. 25,000.00
	<hr/>
Total	Rs. 5,00,000,00
4. Workshops for improved design technique	
workshops will be conducted for skill upgradation, the no. of workshops will be related to the proportion of artisans in each craft	
Per unit cost Rs. 19,000 x workshop 24	= 4,56,000.00
5. Collection of design samples	= 1,50,000.00
6. Managerial subsidy	
1. Project Co-ordinator : Rs. 1200x12 monthsx3yrs. = Rs. 43,200	
2. Accountant : Rs. 700x12 monthsx3yrs. = Rs. 25,200	
3. Training orgarisor : Rs. 800x12 monthsx3yrs. = Rs. 28,800	
4. Design & documentation co-ordinator : Rs. 1000x12 monthsx3yrs. = Rs. 36,000	
5. Marketing Manager : Rs. 1000x12 monthsx3rs. = Rs. 36,000	
6. Office Assistants-2 : Rs. 700x12 monthsx3yrs. = Rs. 50,400	
7. Extension workers-3 : Rs. 600x12 monthsx3yrs. = Rs. 64,800	
	<hr/>
	Rs. 2,82,400
Total : <u>Rs. 19,90,800.00</u>	

Appendix 1.(a)

Community-wise craft-wise coverage of women

No.	Community	Craft practiced	No. of women
1.	Mochi community	Aari embroidery Leather work	240
2.	Aahir community	Embroidery	100
3.	Rabari community	Embroidery, mirror work	60
4.	Harijan community	Bead work, applique work	100
Total			500

Appendix 1.(b)

Village-wise craft-wise total coverage

No.	Name of village	Craft	No. of women
1.	Vauva	Embroidery, mirror work	60
2.	Madhutra	Applique work	20
3.	Koliwada	Bead work, Embroidery	40
4.	Kamalpur	Embroidery	20
5.	Par	Embroidery	20
6.	Radhanpur	Embroidery, Bead work leather work	100
7.	Bhabhar	Leather work	20
8.	Deodar	Embroidery	22
9.	Thara	Embroidery	20
10.	Vav	Embroidery	15
11.	Tharad	Embroidery	15
12.	Harij	Embroidery/Leather work	25
13.	Shergadh	bead work	15
14.	Bakutra	Mirror work	20

Appendix 2.

Craft-wise product development

No.	Craft	Traditional products	New products
1.	Embroidery	(a) Long skirts (b) Cholis (c) Wall hangings (d) Toran (e) Door panels	(1) Skirts (2) Blouse piece (3) Yokes (4) Borders (5) Shoulder bags (6) Cushion covers (7) Bed spreads (8) Kurta sets.
2.	Leather work	Traditional Shoes	(1) Bags (2) Purses (3) Wallets (4) Slippers (5) Sandals (6) Chappals (7) Belts (8) Spectacle case (9) Tray (10) Boxes (11) Hairpins/Hair bands (12) Keychains (13) Bookmarks
3.	Bead work	(a) Necklaces (b) Bracelets	(1) Range of necklaces (2) Table mats (3) Hair clips (4) Bangals (5) Luttons (6) Purses (7) Parandi

INCOME GENERATION THROUGH BANASCRAFT.

CRAFTWISE.

No.	Type of Craft	Village	No. of women covered	Average income per month.
1.	Embroidery	Radhanpur	65	Rs. 250/- to Rs. 500/-
		Koliwada	25	Rs. 100/- to Rs. 250/-
		Vauva	40	Rs. 250/- to Rs. 700/-
		Madhutara	20	Rs. 250/- to Rs. 500/-
		Garamadi	15	Rs. 150/-
		Bakutra	10	Rs. 300/-
		Kamalpur	20	Rs. 100/-
		Vav	25	Rs. 250/- to Rs. 500/-
		Tharad	15	Rs. 400/-
		Deodar	20	Rs. 300/-
		Thara	25	Rs. 700/-
		Harij	22	Rs. 500/-
2.	Leather work	Radhanpur	20	Rs. 1500/-
		Bhabhar	30	Rs. 800/-
		Harij	22	Rs. 800/-
3.	Bead Work	Radhanpur	30	Rs. 400/-
		Kamalpur	15	Rs. 250/-
		Koliwada	10	Rs. 300/-
		Zanzansar	20	Rs. 250/-
		Shargadh	22	Rs. 250/-
4.	Mirror work	Vauva	20	Rs. 400/-
5.	Applique work	Madhutara	20	Rs. 400/-
		Madhutara	25	Rs. 325/-
6.	Ornamental work	Garamadi	20	Rs. 250/-
		Radhanpur	40	Rs. 300/-
		Harij	22	Rs. 300/-

APPENDIX-4

PRIVATE TRADERS WAGE RATES.

Sl. No.	Item	Past Wage rates in Rs.	Existing wage rates in Rs.	SEWA's wage rate in Rs.
1.	Skirts	50/-	80/-	150/-
2.	Blouse piece	10/-	15/-	25/-
3.	Wall hangings (size 1)	40/-	70/-	80/-
	size 2	60/-	85/-	100/-
	size 3	80/-	100/-	120/-
4.	Cushion covers	7.50/-	10/-	14/-
5.	Dupattas	30/-	40/-	50/-
6.	Waist belt	25/-	50/-	45/-
7.	Wrist belt	7/-	10/-	15/-
8.	Kojdi	30/-	40/-	50/-
9.	Yoka	8/-	10/-	25/-
10.	Jaaket	10/-	15/-	20/-
11.	Necklace	5/-	7/-	11/-

Appendix 5.

INCOME GENERATION THROUGH NURSERY PROGRAMME YEAR 88-89

Sr.No.	Name of village	No.of women	No.of sapling per women	Average income
1.	Shergadh	6	4,000	Rs.300/-
2.	Satun	4	5,000	Rs.300/-
3.	Nani	5	4,000	Rs.300/-
4.	Gokhantar	5	4,000	Rs.300/-
5.	Gadha	4	5,000	Rs.300/-
6.	Kolivada	5	4,000	Rs.300/-

Appendix 6.

Income-generation through Nursery Programme
 undertaken with the support of
 WOMEN'S ECONOMIC DEVELOPMENT CORPORATION

Year 1989-90.

Sr. No.	Name of the Village	No. of Women	No. of saplings	Income generation per month per woman Rs.
1.	Radhanpur	5	1,00,000	800.00
2.	Bhilot	7	1,40,000	500.00
3.	Masali	9	1,80,000	500.00
4.	Gadha	8	1,60,000	800.00
5.	Undargadha	10	2,00,000	800.00
6.	Gokhanter	10	2,00,000	800.00
7.	Koliwada	6	1,20,000	500.00
8.	Nani pipli	7	1,40,000	500.00
Total		62	12,40,000	

Appendix 7

Income-generation through plantation on
Waste land

No.	Name of the village	No. of women	No. of Plants	Name of species	Income-generation per month per women
1.	Gokhantor	5	500	Emlī	
			500	Sababal	Rs. 300.00
			300	Dehi baval	
			450	Neem	
			350	Bakam Neem	
			50	Gunda	
			25	Garmalo	
			25	Ber	
Total			2200		

Appendix B

Exposure Programme to IICL Plasticulture
Demonstration Centre

Sl. No.	Date	Cluster of village	No. of participants
1.	24.4.'89	Vauva, Madutra, Par, Rajusara Ranmalpura, Santalpur	33
2.	4.5.'89	Shergadh, Nani pipli, Kalyanpura, Gokhantar, Bakutra	34
3.	15.5.'89	Sarkarpura, Labra, Barara, Kalyanpura	30
4.	22.5.'89	Jarusa, Varansari, Korla, Shergur Satun.	35
5.	5.6.'89	Nayatwada, Ghilot, Zankada, Koliwada, Zanzansar	39
6.	12.6.'89	Jetalpur, Masali, Kadalpura Maghapura, Manapura	31
7.	26.6.'89	Kamalpur, Vijaynagar, Moti pipli Kamalpur, Arajansar	35

Appendix 9 (a).

Villages who have shown willingness
to participate in pond-lining programme

No.	Name of the village	Taluka	Water harvesting Activity	Contribution from Jawahar Rojgar Yojana
1.	Badalpura	Radhanpur	Pond-lining	Yes
2.	Shergadh	"	Pond-lining	Yes
3.	Sabdalpura	Radhanpur	Pond-lining	Yes
4.	Gokhantar	Santalpur	Pond-lining	Yes
5.	Mehamdabad	Radhanpur	Pond-lining	Yes
6.	Vauva	Santalpur	Pond-lining	Yes
7.	Rangpur	Radhanpur	Pond-lining	Yes

Appendix 9 (b).

List of Villages, Taluka-wise where mulch-
ing programme has been launched with the
support of I.P.C.L.

No.	Name of the village	Taluka	Water harvesting Activity	Contribution from I.P.C.L.
1.	Koliwada	Santalpur	Mulching	Yes
2.	Badarpura	Radhanpur	Mulching	Yes
3.	Nayatwada	Radhanpur	Mulching	Yes
4.	Gokhantar	Santalpur	Mulching	Yes
5.	Nani pipli	Radhanpur	Mulching	Yes
6.	Masali	Radhanpur	Mulching	Yes
7.	Bhilot	Radhanpur	Mulching	Yes

Appendix 10.

List of villages types of activities undertaken as an input for women's participation in milk cooperatives and to set-up Exclusive women's Cooperatives.

No.	Name of the Village	Visit to Banas Dairy	film show	Training to women	Impact
1.	Bandhwad	Yes	Yes	Yes	1. Enrolment of women as members. 2. Increase in the milk out put.
	Dev .	Yes	Yes	Yes	-do-
3.	Dubapura	Yes	Yes	Yes	-do-
	Koliwada	Yes	Yes	Yes	-do-
5.	Zanzansar	Yes	Yes		Demand to form a co-operative.
6.	Bhilot	Yes	Yes		-
	Moti pipli		Yes	Yes	Demand to res-tart the co-op.
	Masali			Yes	Check on fat testing
	Gulabpura	-	Yes	Yes	formation of womens co-op.
10.	Satun	Yes	Yes	Yes	1. Inrolment of women 2. Increase in the milk out put 3. Examination of fat testing by women.
11.	Lotiya			Yes	Formation of women's co-op.
12.	Gadha			Yes	-do-

Appendix 12.

Formation of Women's Milk Co-operatives

No.	Name of Co-operatives	Village	No. of members	Milk out put in lts.
*1.	Gulabpura Mahila Dudh Utpadak Sahahari Mandli	Gulabpura	55	110
*2.	Lotiya Mahila Dudh Utpadak Sahahari Mandli	Lotya	60	150
3.	Sherganj Mahila Dudh Utpadak Sahahari Mandli	Sherganj	72	200
4.	Gadha Mahila Dudh Utpadak Sahahari Mandli	Gadha	30	110
5.	Kalyanpura Mahila Dudh Utpadak Sahahari Mandli	Kalayanpura	50	150
6.	Najupura Mahila Dudh Utpadak Sahahari Mandli	Najupura	45	125

* These are registered co-operative societies.

Appendix 12

Fodder Procurement by the Bharwad (Shepherd community)

The Bharwads own cows and Buffaloes, mostly cows in the no. of one to 15 to 20. There are about 500 families in 6 to 8 village surrounding Varahi.

Fodder is a major problem for these Bharwads. During monsoon green fodder is available.

In the past monsoon period i.e. upto November Jowar, Bajra dry fodder is available.

From November onwards they start procuring fodder from Mehasana, Ahmedabad or migrate towards South Gujarat.

The Bharwads collectively (3 to 4 families) procure truckload of fodder. Initial months i.e. upto February the grass is available at comparatively cheaper rate and gradually the rates increase. A truck load costs Rs. 5000/- and the fodder lasts for 10 days. During the season a group procures 3 to 4 trucks.

The Bharwads procure fodder till March or April and then most of them migrate.

The rate of dry grass depends on the category of grass: Jowar and Bajra fodder is cheaper than wheat and paddy.

The Bharwads also own Bullocks. They give on hire these bullocks to small and very big farmers for ploughing, and charge Rs. 20/- per day.

THE SALT WORKERS OF SANTALPUR
BANASKANTHA DISTRICT

Preface - Self Employed Women's Association, Ahmedabad had made extensive efforts in the socio-economic upliftment of the communities of Santalpur and Radhanpur Talukas of Banaskantha District.

By visiting and having meeting with the communities in these talukas SEWA tried to look into the possibilities of some productive work which could yield sustained income to the women of this area. The drinking water pipeline installed by the Gujarat Water Supply and Sewerage Board of making the easy availability of drinking water to the people has freed the women from the strenuous work of fetching water from far off places. Hence the organisation took up the task of tapping the resources of making employment generating opportunities available to these women.

The dry region of Santalpur in the Banaskantha District is always under acute shortage of water because of the frequent droughts. Because of the four consecutive years of drought the living conditions of the people was effected drastically. SEWA tried to make efforts for the upliftment of these people by supporting the women living. (1) below poverty line, (2) marginally and above poverty line and (3) socially and culturally deprived.

The income resources were tapped as under after frequent

visits to areas :

- (1) Their existing skills and its standard
- (2) The prevailing land holdings
- (3) The procession of cattle

By taking the above facts into account some major activities were initiated;

- (1) The skilled artisans/craftswomen of the village were encouraged to make contacts with the outside markets and earn some money by making use of their existing skill.
- (2) The Eco regeneration programme : Due to the fairly good monsoon some land based activities were decided to be carried out which would yield maximum from the land and also stop the further advancement of the desert. These activities include,
 - (a) Water hargesting, conservation and management
 - (b) To make the soil more fertile, plant more trees and grow more vegetation and thereby expand the green cover.
 - (c) Though Dairy Development is considered as a major activity involving women it is surprising to note the women play no role in its management. As milk

co-operative being the major economic activity we want to give mere attention to that. The cooperation extended by the Dairy authorities was of immense help in the progress of the revival of the dairy co-operatives.

The Salt Workers - During our tour through Banaskantha region, we came to know about the people who earn their livelihood by salt production. We noticed that the salt workers lived in the little Rann of Kutch on the border area of Banaskantha.

These salt workers also fall under the category of below poverty line, and also under the village labourers. These workers include both women and men.

Gujarat alone produces 40 lakh metric tonne of Salt per year, which covers 60% of the total requirement of the country.

Salt Season : Salt production is carried out in the months of September to April. All men, women and children work in the production. The different stages of Salt production are as under :

Approximately 300 salt lakes are situated in the deserts of Kutch which are nearly 20 to 40 Kms. away from Santalpur.

Nearly 12000 to 15000 workers work here which includes men, women and children also.

The Salt Production activity - The water which is used in making salt is extracted from the land in two ways as under :

- (1) With the diesel pump making use of bullocks water is pumped out from the well. Small salt workers pump at brine water through this method for this they have to dig wells in the deserts to the depth of 10, 20 or 40 feet.

During the season the wells are to be due three to four times as the wells often dry out. Workers themselves dig these wells. Salt is produced in less quantity through this method of pumping out brine water. Nearly three to four members of one family work on this, small salt pans.

- (2) Bore well system :- This is another way of getting brine water out of the well. The ordinary worker can not adopt this system as it is expensive. Only one well yields good amount of salt during the season. The water is taken from the depth of 40 to 60 feet from the well.

Some 20-25 workers can work on bore well supported Salt pans. The ordinary drinking water contains 0%

of mineral salts, whereas it is 15-20% in the brine water. This water is stored in the lake (in the Gamdu) to raise its mineral content upto 28% only then it could be used in making salt.

2. Gamdu (Storage pond) :- The water is extracted from the well and collected into small ponds near this well. These ponds are dug manually in which the water from the well is stored. On storage the mineral content is raised gradually and then the water is let out slowly into the pans. This process of storing the well water with less mineral content into small ponds is called 'Gamdu'.

Salt pans :- The salt is produced in the pans. The land is divided into equal parts and covered with small walls on all the four sides so as the water could be the collected in it. This is called a Salt Pan. They are of different sizes. The pans made for bore wells are of much bigger size than the other. Water is let into these pans gradually from gamdu. First of all they are fully filled with water and then let to be dried. Every next pan is filled as the previous one dries. Usually salt could be produced 5-6 times from the same pan.

Trampling :- These pans when are once filled and then let to be dried. After a week these dried pans are trampled with feet, so that the salt coating layer mixes with mud.

Most of the women workers are employed in this trampling work. After one trampling, water is again let of into these pans. With the help of special instruments salt is separated from mud. The Mud becomes smooth after repeating this trampling process for three to four times. Then the pans are again filled with water and stored for some time and after this the 'Vadagaru' salt is prepared and separated from mud and collected into heaps.

Loading & Unloading :- The prepared salt is transported to the Railway Stations, where the wagons are filled and the salt is sold. The workers work for the loading and unloading of the salt also. Only the licence holder merchants are allotted wagons and allowed to sell this salt. Small brine workers does not hold the licence for salt wagons as they are unable to produce, wagonful quantity of salt. They have to sell it to the merchants.

The relation between the merchants and the workers :- Three types of people are connected in this whole process of salt manufacturing (1) Merchants (2) Brine workers of Agriyaas (3) Labourers.

Merchants Traders :- There are under mentioned centres for buying and selling salts in the Santalpur district (1) Sharad Salt Co. (2) Ramesh Salt Co. (3) Rajgaur Salt Co. (4) Nav Salt Co. (5) Banas Salt Co. (6) Rahim Salt Co. (7) Arun Salt Co. (8) Dinesh Salt Co. (9) Pradip Salt Co. (10) Visnagar

Taluka Sahakari Mandali. These above mentioned companies trade on a bigger scale. They ~~possess~~ possess acres of land with than on lease from the Government. They lend these plots of land and also money to different brine workers. Salt is taken in return for it during the whole season.

Agariaas employ labourers and produce salt. Merchants purchase salt at the rate of Rs. 2.25 to Rs. 2.50 per ton (100 Kg.) from these brine workers. When the salt is ready these merchants sell it through their own companies to different places like Jammu and Kashmir, Uttar Pradesh, Delhi etc. and get Rs. 150-170 per 1 ton (100 Kg.)

Agariya :- All small and big brine workers make salts. Those who have bores are called big ones who borrow from the merchants. Some make salts on their own land by paying rent on it.

These Agariyaas who in turn hire labourers. These workers also hire some 2-3 people, he and his family members also work with him. These workers borrow money from their agariyaas and are thus bound to work for him. The agariyaas with bore hire 20-21 labourers in the beginning as per the requirement. And later on in the end hire 2-3 workers on salary basis.

In season apart from all the expenditures, these agariyaas whose family consists of 5-6 members, earns Rs. 3,000 to Rs. 5,000. When they produce extra salt with the borrowed money the merchant buys this salt with the same rate. When less quantity of salt is produced, in order to pay their debts-Money borrowed earlier before the season the agariyaas work for the same merchants in the next season also. With the result they never come out of this vicious circle of borrowing and repaying to the merchants.

Labourers :- Nearly 10,000 to 12,000 workers work on salt pans. They come from the nearby villages during the season to earn some money and return back as the season is over. They have no land of their own. They do different kinds of labour work and earn Rs. 10-20 per day. Most of them already owe money to the agariyaas, so during the salt season they repay their money to the agariyaas by working for them. They keep borrowing from the agariyaas and continue working for them in any condition. They get no other facilities. The workers earn their livelihood by working on these salt pans. When no salt season they work on the farms, do loading and unloading work etc. They work from morning 9-5 in the evening. Most of them build their huts on the sight itself.

Agariya :- Small agariyaas or small farmers always dig wells, upto the depth of 10-15' and extract water supply through machines to the villages. He also does the work of oiling the machines or starting the machines. They bring these machine on hire and buy the diesel barrack.

He allows the water flow into the pans. After the water dries in the pans they work with the labourers in digging the wells.

After the salt is ready they do the work of loading and unloading.

They are not fixed on daily wages but they keep repaying their debts by working during the season.

Labourers :- They also work from 9 to 5. If they are from the nearby villages they come and go, otherwise they stay on the site itself in a hut, with their family. They do different types of work like (a) digging of wells (b) preparing Gandu (c) Preparing Salt pans (d) repairing of old salt pans (e) and trampling activities. For all these activities they are paid Rs. 10/- per day.

The working conditions of the Salt Labourers :- They work for 6-7 months in a year. Rest of the time they work on daily wages as agriculture labourers. Their conditions are as follows :-

- (1) Types of work - They do different works at different times - such as digging the wells, make gamdu, pans, loading and unloading work etc.
- (2) Working Hours - The working hours are from 9 a.m. to 5 p.m. with half an hour rest from 1.00 p.m. to 1.30 p.m. They are not given any holidays. If they take any holiday their pay is cut. No other benefits are given to them.

Income :- Agariya sell salt for Rs. 2.25 to Rs. 2.50 per 1 ton. This fetches him Rs. 2,000/- to Rs. 3,000/- after six months. If the salt production is good they repay their debts, otherwise continue working in the next season also; This is his family income.

Housing : As mentioned earlier most of the labourers live on the site of their working area. In this condition whole family faces many difficulties such as mentioned below :

- (1) The salt workers as such stay in the nearby villages.

But during the salt season they stay for six months on the salt pans. As they stay with their family they have to carry the essential commodities with them.

- (2) Sometimes if a good place is not available they have to move away from the site. They have to stay in temporary shelters constructed during grass roof and bamboo support all the seasons. These huts collapse during monsoon and so they have to build a new house in the next season.

Child care and Creche :- Workers have to stay away from their homes for 10-25 kms. in the desert area nearly for six months, so the children have to move with their parents. The school going children also go with their parents on the salt-pans and join them in working. No schooling is available for these six months for them.

According to our survey the illiteracy level in men is upto 54% and women 87% in this area. Even after 40 years of our independence the generations of this workers remain illiterate.

In Harda village only one person is literate. All the workers wish to have a school in the nearby area.

Women carry their 1 month to 4 years old children with her on the work sites of salt pans. No balwadis to take care of the children, nor any primary school for them are available.

No such facilities are provided to them.

Water problems :- There is always acute water shortage in the desert.

As per survey it is known that these workers spend nearly 8 lakh rupees annually for buying water. Because of working nearly for 10 hours in the salt-pans, their body gets totally drained, in salt particles. In order to clean themselves sufficient water is needed, which they can not afford to buy. One Maganbhai says facilities are made for availability of food and water for wild ass sanctuary in this region, but we are not even that fortunate.

Salt workers have to spend nearly Rs. 150-300 monthly on their water needs.

A study shows 4% of them have daily bath, 18% on alternative days, 30% twice in a week, 33% once in a week and 13% after a week's time have their bath.

Health care and Hygiene :- This is their main problems, most of them suffer from mal-nutrition and anemia. Because of the constant contact with salt their feet gets fungus infection. To protect from this gum-boots are advisable, but which they cannot afford to buy. They also suffer from weak eye-sight. Constant glare from the salt pans for 10

to 12 hours. Of sun rays effects their eye-sight which causes night blindness. These workers also suffer very heavily from diarrhea, Maleria etc. As one agariya puts it after theid eath, on cremation the hands and feet below their do not burn due to heavy salt deposition.

No health-care or medical centres are available near the salt-pans area. When the workers are sick they have to go to the nearby villages. This takes their one day off from the work and so loss in their wages too. Even in the Government Hospitals no free treatment is available to them.

Infant mortality rate, especially in girls is much higher. No arrangements are made to make the vaccinations available to them. There are no maternity hospitals at all. Deliveries are carried on by 55% trained and 60% untrained midwives, in the deserts.

Apart from the deserts of Rajusara traders have started salt. Production in the Zazam desert also. The initiative is taken in the big desert with the help of money invested by some big traders.

In this desert workers came from 10-15 kms. nearby area and work on the wages of Rs. 12-15. The wages are fixed according to their work.

The welfare schemes proposed for the labourers are as follows :-

After holding discussion with the workers we highlight some suggestions given by them :

- (1)2 The facility for Balwadi with Primary education for the children. These may be of 2 types : (1) Creche for children between 0 to 4 years and (2) Day Care Centres for Children between 4 to 10 years.
- (2) There are Primary Health Centre to provide them with the medical aids, but only by paying money. And also these centres are quite far. The mobile health Vans would help in giving them help on ~~kg~~ their work area itself.
- (3) The workers have to build temporary huts on the nearby working area in the deserts. If tarpaulines are provided to cover their huts which could be reused in the next season and can become a strong rest shade to protect them from severe heat and severe cold.
- (4) Bus arrangements/Transport facility :- To arrange for extension of the State Transport Services upto the work area for labourers who walk daily 12 to 15 kms. from nearby villages.

- (5) Water facility :- The drinking water is brought to the deserts by camel carts at the cost of Rs. 300/- from Santalpur. This problem could be solved by making necessary arrangements, for storage of water or to supply water through tankers.

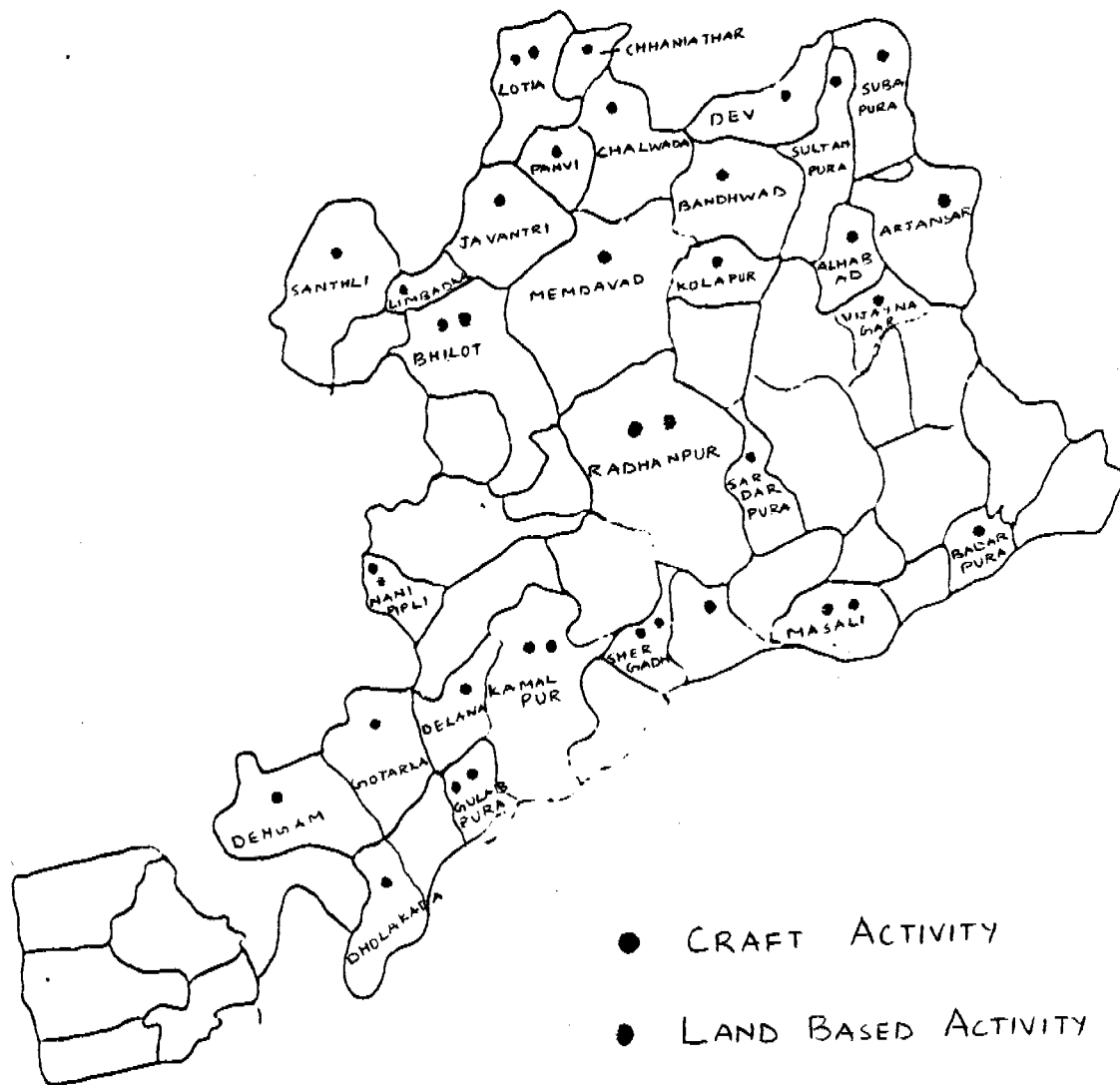
The survey to be carried out by the Salt Commission/~~xxxxxx~~^{arate}. The Government has appointed a Salt Commissionrate for this salt industry. These commissionerate collects tax on salt production (CESS) as royalty to the Government. This comes to Rs. 3.50 per quintal for the traders who own more than 100 acres of land. No tax is to be paid on the production from land below 95 acres. (1) In the year 1987-88 the sum of Rs. 122.4 lakhs was collected from Gujarat, out of which only Rs. 22,64,540/- were utilised for the upliftment programme.

The Government has decided to use 20% of this sum for the Labour Welfare Activity. In the year 1986 Government had put forward some schemes for the same as mentioned below :

- (1) Provision of drinking water - for which water coolers were provided for drinking water.
- (2) Making rest shades for the workers.
- (3) To provide medical facilities.

- (4) Facilities for social entertainments which include games and sports also.
- (5) Provide creche for children.
- (6) Arrangements to impart education to their children.
- (7) Facilities for rest shades and shelters.
- (8) To raise the level of skill in getting more production of salt with some aids.

RADHANPUR TALUKA



- CRAFT ACTIVITY
- LAND BASED ACTIVITY
- CATTLE BASED ACTIVITY

SANTALPUR TALUKA



- CRAFT ACTIVITY
- LAND BASED ACTIVITY
- CATTLE BASED ACTIVITY