

## **Sarathak Educational Trust report NGO Capacity building Program**

### **Background**

During the nineties, VOs / NGOs have emerged as important players in the development arena. On the one hand, voluntary sector is making significant contributions at the UN sponsored meetings at global level, and on the other, they were working for the empowerment of the poor at the grassroots level and are providing quick help in the management of disasters. Hence, keeping in view the respect for the independence of VOs and their significant role, the emerging voluntary sector soon termed as **independent sector, third sector, civil-society sector or social economy sector**.

The origin and development of the voluntary sector in India has been shaped by two major influences: **one rooted in indigenous traditions and value systems**, and the other **a product of the interface between the Indian society and the western world**. The Indian traditions and value-systems are in turn rooted in religion that prescribes a code of ethics for the individual and the principles governing social life. A noteworthy feature of all major religions has been the emphasis they place on charity and sharing wealth with others, especially the poor. Philanthropy and individual acts of social service have, historically, been the main forms of voluntary activity in India.

After the Independence, there was awareness that development to be meaningful requires mobilisation of resources, public cooperation and creation of social capital. Gradually, professionals from various disciplines joined the voluntary sector to undertake multi-sectoral development work.

In India, societies, associations, organisations, trusts or companies registered under the Societies Registration Act, 1860; the Indian Trusts Act, 1882; the Charitable & Religious Trusts Act, 1920 or as a charitable company under Section 25 of the Companies Act, 1956 are considered as VOs / NGOs. In addition, there are informal groups working at grassroots level without being registered under any legislation but may also be considered as part of voluntary sector. VOs may be working in the field of welfare of disabled; development of other disadvantaged sections like SCs/STs, children & women in education; environment; human rights; and on issues like resettlement & rehabilitation by big projects, right to information and so on.

Presently, India has around **3.2 million** registered non-government organizations (NGOs) working on different issues. The Central Statistical Organization of India states there are around 4 NGOs for every 1,000 people in urban areas and 2 NGOs for every 1,000 rural population. However, only 7-9% of such NGO's file returns or have their records maintained. The difference in fulfilling the legal compliance is due to lack of required capacity to run programs because of untrained manpower, lack of documentation skills, lack of knowledge about income tax etc. As a result, huge chunk of such NGOs doesn't get adequate funds to upscale their programs.

Hence, great need to build the capacities of NGO to bridge the gap between the professional expectations and skill set of grassroot champions.

### **About Sarthak Educational Trust**

Sarathak Educational Trust is geared towards mainstreaming persons with disability since 2008 through intervention, inclusive education, skill development, sustainable employment and advocacy. Currently, it serves in 20 different locations of India, and has successfully trained and placed 16000 and 18000 persons with disability respectively with the support of 1000+ corporate partners across India.(www.sarthakindia.org)

## **NGO Capacity Building Program at Sarthak**

### **Chapter 1- Tech4Inclusion: Skilling for Economic Empowerment of Youth with Disabilities by building capacities of DPO in Telangana**

In India, the population of persons with disability is around 26.8 million, constituting 2.21% of India's total population (Census 2011). However, World Bank data proposes the number between 40 to 80 million. But despite the discrepancy between the numbers it is very clear that PwDs constitute a significant part of Indian Population.

Considering the disabled populace the coverage is minimal and needs for expansion of approach to larger areas and numbers.

Thus, keeping this objective in mind, Sarthak has initiated its 11 month NGO Capacity building program in collaboration with Microsoft with an intent to enhance and /or build capacity of middle and small level NGOs working for the disabled populace to make them sustainable, viable and quality oriented.

#### **Objective of the Program**

1. To sensitize the participants about the issues related to PwDs and ways to addressing them.
2. To obtain feedback about the quality of the skill development initiatives currently in practice.
3. The workshop will aim to raise the awareness among partnering NGOs about capabilities of PwDs and what role training and employment plays in mainstreaming them.
4. The workshops will aim to raise the capacity level among partnering NGOs about various intricate operations in the line of employment enhancement and generation of persons with disability, namely, mobilization, skill development, and placement

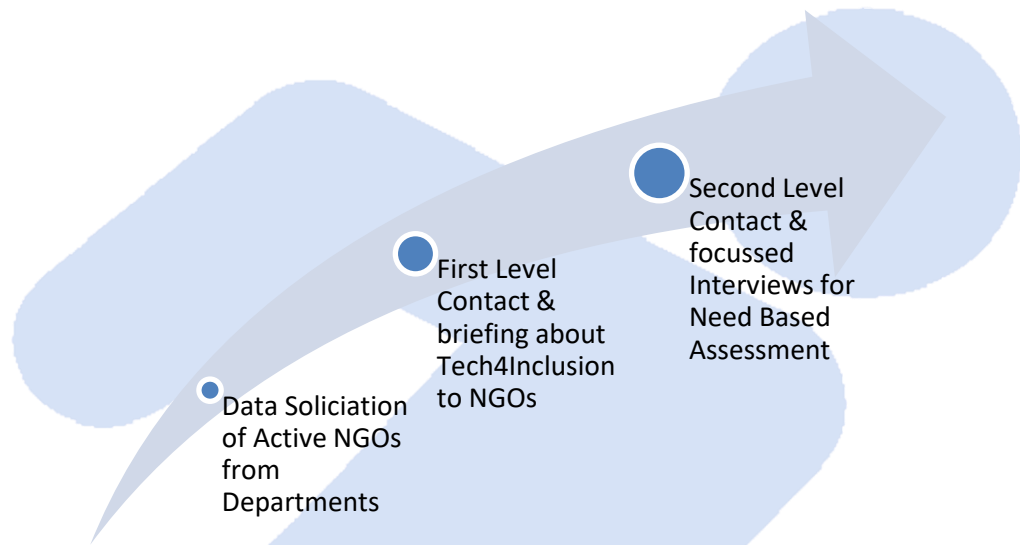
#### **Approach Adopted to achieve the objective:**

##### **Phase 1: Identification of NGOs & Need Based Assessment (3 Months)**

With the intent of streamlining plan of action, foremost secondary data solicitation from various departments was targeted. Thereafter, taking insights from data Non Government Organizations were approached and a quick understanding of Tech4Inclusion project and Sarthak Educational Trust was delivered.

Thereafter, respective NGOs were requested to fix up a suitable time wherein, a more detailed understanding about the current stature of the said NGO and its strengths, weaknesses, opportunities, and threats could be analyzed. During this visit, a focussed semi structured Interview was carried with the

NGO representatives aimed at analyzing their capacity enhancement training prospects, and other than training what other support system the NGO direly requires to run itself in a sustainable manner.



In the first level 50 NGOs actively contributing in 12 districts of Telangana region were identified. Out of the list 34 NGOs were further filtered as suitable for capacity enhancement based on certain variables in sync with the pre-fixed parameters.

Furthermore, to identify and select 23 NGOs for Capacity Enhancement program a day long 'Civil Society Workshop' is being organized on September 6, 2016 in Hyderabad.

**Phase 2:** Capacity Building/ Enhancement of the partnering NGOs (5 Months)

It began with NGOs Mentoring Initiative Workshop in Secunderabad wherein, representatives of the civil societies approached during field work in Telangana took active participation.

Eminent resource persons were approached to address the prospective trainees of civil society as follows:

1. Mr. Madhukar (Director of REEMAP)
2. Ms. Prashanthi (Deputy secretary for Department for Women, Children, Disabled and Senior Citizens in Telengana)
3. Dr. Jitender Aggarwal, Founder & CEO, Sarthak Educational Trust
4. Ms. Anju Khemani, Freelance Consultant & Disability Expert

Further, NGO Capacity Enhancement workshop spans around 24 days. It covered mix of varied topics based on participant's requirement and focusing over generalized betterment of procedures and practices of NGOs.

**Week 1:** First week was dedicated to covering general aspects such as components of NGO system, orientation to disability, process of skill development, and functional English.

**Week 2:** Second week training was more focused on financial aspects such as strategies for fund raising through varied means including CSR funds. It also involves how to maintain transparency and accountability for funds management.

**Week 3:** Training on third week encompassed planning, execution and monitoring aspects of management.

**Week 4:** Fourth week training focussed on information gathering, discussion, and organizational management.

Around all the four weeks, trainings also focussed on functional English and technical know-how development of computer usage.

	<b>Batch Start Date</b>	<b>Participating NGOs</b>	<b>Participating Individuals</b>
	September 21, 2016	5	9
	November 10, 2016	7	5
	December 24, 2016	11	14
<b>Total</b>	<b>3 Batches</b>	<b>23 NGOs</b>	<b>28 Individuals</b>

### **Phase 3: Monitoring & Evaluation of partnering NGOs & Continuance of Training Program (3 Months)**

Post completion of capacity building program monitoring and evaluation of the participant NGOs was initiated. M & E of the NGOs was started right after one group completes the capacity building. And, with every passing group will include that group under the M & E purview of Sarothak as well.

Based on the evaluation training programs would be continued with the refresher trainings or interventions required.

### **Project Outcome**

- NGOs benefitted through capacity building initiative are being provided continuous mentoring and guidance to facilitate their progressions.
- Furthermore, trainees NGOs are being connected to **Andhra-Pradesh Skill Mission** and **Department of Social Justice and Empowerment** to provide sustainable support system.
- 30% of the NGOs are successfully equipped and achieving milestones in the arena of disability.

### **Future Plan**

- Incorporating NGO capacity building program in Sarothak Global Resource Center for people with disability.
- Upskilling the capacity building program at National and International level.