MID-TERM EVALUATION OF ‘BUNIYAD’ PROJECT, 2013

**A report on Mid-Term Evaluation Survey in (Kaushambi, Allahabad, Pratapgarh and Fatehpur districts of Uttar Pradesh) under the project “Buniyad”**

**“PROMOTING THE LABOUR RIGHTS OF MARGINALISED BRICK KILN W O R K E R S IN RURAL UTTAR PRADESH, INDIA”**

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**Key abbreviations and Meanings**

|  |  |
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| **ABBREVIATIONS** | **MEANINGS** |
| APL | Above Poverty Line |
| AWC | Anganwadi Centre (community based centre for young pre-school children) |
| AWW | Anganwadi Worker |
| BPL | Below Poverty Line Households |
| HIV/AIDS | Human Immune Deficiency Virus /Acquired Immune Deficiency Syndrome |
| ICDS | Integrated Child Development Project |
| INR | Indian National Rupee  |
| IRTDI | Indian Rural Technology Development Institute |
| NREGA or MNREGA | Mahatma Gandhi National Rural Employment Guarantee Act |
| PEPUS | Paryavaran Evam Prodyogiki Utthan Samiti |
| PDS | Public Distribution System |
| PHC | Public Health Centres |
| PRIs | Panchayat Raj Institutions (Units of Local Self-Governance) |
| RTI | Reproductive Tract infection  |
| SDF | Sarathi Development Foundation |
| SSA | Serva Shiksha Abhiyan |

**Project title- Promoting the labour rights of marginalised brick kiln workers in rural Uttar Pradesh**

**Agency name- Find Your Feet**

**DFID CSCF number - 526**

**Country - India**

**Name of local partners –**

**PEPUS (Paryavaran Evam Prodyogiki Utthan Samiti)**

**IRTDI (Indian Rural Technology Development Institute)**

**SDF (Sarathi Development Foundation)**

**Total project budget - £354,632**

**Total DFID budget - £354,632**

**BASIC INFORMATION OF RESEARCH TEAM:**

**Name of Agency: CART, Lucknow**

**Name of Person who compiled the report: CART Team**

**Contribution of Others in the Team: CART in data management and report compilation**

**Duration of the survey: 3 months (From July to September 2013)**

**Executive Summary**

The project Buniyad ‘Promoting the Labour Rights of Marginalised Brick Kiln Workers in Rural Uttar Pradesh, India’, is working towards organising the brick kiln workers by empowering 9,483 marginalised people from brick kiln communities. The project is currently operational in four districts (Allahbad, Pratapgarh, Fatehpur and Kausambi) of Uttar Pradesh.

In order to asses and evaluate the progress of the project Midterm Evaluation was undertaken. The midterm evaluation was completed in three months’ time (July-September) by CART. The specific objectives of the mid-term evaluation were to track progress against the expected impact, outcome and outputs of the project, using both quantitative and qualitative methods of assessment, to review the project approach and make recommendations for improvement; and to identify and document the learning’s to modify project strategy for the second term of the project and as well as other FYF projects. Household survey was conducted on approved sample of three hundred brick kiln households and in-depth interviews were conducted with the help of FYF representatives and staff of partner organizations.

The summary of the main findings of the midterm evaluation process are mentioned as under:

* Out of 300 respondents; forty eight percent were female while fifty two percent of the respondents were male.
* A large proportion of respondents (72%) were illiterate.
* The Average Monthly Household Income calculated in the mid term evaluation was 7,039 INR.
* Sixty five percent women and ninety two percent men reported receiving the minimum wages
* Fifty nine percent of the male members of the household stated having NAREGA card and fifty six percent of household reported that female members were having NAREGA card.
* A total Four district level associations were formed and working regularly in all four districts (one in each districts).
* State level brick kiln workers association representing brick kiln workers from all three project districts is proposed to be form this year. The association will contribute in advocating the rights of brick kiln workers at the policy level so that the social and economic conditions of brick kiln workers in project districts can be improved.
* Around eighty five percent of the male and eighty six percent of the female brick kiln workers were found aware of their labour rights.
* All the respondents irrespective of the gender (100%) were found aware about MNREGA scheme popularly called NAREGA.
* Except NIRMAL BHARAT ABHIYAN (SANITATION PROGRAM) (4% both male and Female) a sufficient percentage of the respondents were found aware about the other schemes like Indira Awaas Yojnaa (94% male, 99% Female), PDS (96% Male, 97% Female), Aam Aadmi Beema Yojna (63% Male, 81% Female), SSA (90% Male, 96% Female), Mid-day Meal (92% Male, 91% Female) and Pension (96% Male, 96% Female).
* Sixty three percent male and eighty one percent females respondents were aware about Aam Admi Beema Yojna (General Public Insurance Program)
* Respondents were aware about the voter ID card (Male-91%, Female-94%) followed by Ration Card (Male-82%, Female 85%).
* A total number of 235 self-help groups were formed. (Fatehpur District-83 SHGs, Pratapgarh and Allahbad District -76 SHGs and Kaushambi District- 76 SHGs)
* In Fatehpur around nine hundred women are associated with these SHGs. Sixteen SHGs are associated with cash credit limit while twelve SHGs are working with 325000 cash credit limit. About seventy nine savings accounts were open through these SHGs.
* In Pratapgarh and Allahbad district seventy six SHGs are working till date with which nine hundred women are associated. Nineteen savings accounts have been open till now.
* In the case of Kaushambi district presently about seventy six SHGs are there working with the membership of nine hundred forty one females. Twenty nine savings accounts have been open till date.
* The process of forming SHG federation is yet to be initiated.
* All the partners together covered a good number of brick kiln workers i.e. 9483 where both adult male and female brick kiln workers were included.
* Around 2750 women involved as SHG members were benefitted by the project with increase in awareness on social, economic and health issues and support in attaining the financial stability.
* Different budgeted and non-budgeted activities were carried out by the partner organizations i.e., BKWA Community Mobilization Meetings, Production and Dissemination of IEC Material, Exposure Visits to Trade Unions and Partner Organization, BKW Meetings on HIV/AIDS, SHG Meetings on HIV/AIDS, gender issues and Health issues, BKWA Rally on HIV/AIDS, BKWA quarterly Meetings, Environmental Sensitization Program, Promoting Technologies Training Sessions, Livelihood and Sustainable Agriculture Support and Management Program, BKWA Annual Conference and Monitoring and Learning Program.
* Regular meetings of three partner organization were regularly conducted where they share experiences and think on quality implementation, impact and sustainability of the project.
* Exit strategy have been developed and reviewed regularly. There are different activities undertaken to ensure the sustainability of the program i.e., building capacity of the brick kiln workers on their rights and Laws made by the government for their welfare, organizing brick kiln workers, establishing network of the various stakeholders and financial Empowerment of brick kiln workers.

**MAIN REPORT:**

**1 BACKGROUND**

**Find your Feet (FYF) Initiatives in India**

Find Your Feet (FYF) a UK-based international development charity is dedicated to working with poor and rural communities to create lasting solutions to poverty. They work with poor rural families, building on their own skills and knowledge to develop sustainable solutions to poverty. FYF is currently working with over 60,000 poor and marginalized families living in rural India, Nepal, Malawi and Zimbabwe to improve their harvests, set up small businesses and access services like clean water, healthcare and education. FYF has a small, dedicated team of staff in the UK, as well as in-country offices in Lucknow, India and Mzuzu, Malawi. FYF is not an implementing agency but works through carefully identified in-country partner organizations who share their vision and values and who work directly with the rural poor.

In the year 2006 to December 2010, FYF India-received funding from the European Union (EU) and the Innocent Foundation for a four years project to empower 26,800 people from Dalit and other traditionally marginalized communities in the districts of Allahabad and Pratapgarh in Uttar Pradesh state of India to access their civil, political, economic and social rights. The project was implemented through a local partner, Paryavaran Evam Prodyogiki Utthan Samiti (PEPUS)

In 2009, the Innocent Foundation provided further funding for a three-year project to consolidate the work of PEPUS under the EU-funded project and expand the work into new areas, by working with two new partners - Indian Rural Technology Development Institute (IRTDI) and Sarathi Development Foundation (SDF). The project ended in February 2012.

The current project, ‘Promoting the Labour Rights of Marginalised Brick Kiln Workers in Rural Uttar Pradesh, India’, which is working in the four districts of Allahabad, Pratapgarh, Fatehpur and Kausambi, aims to build on and expand the work of the previous two projects. The project is funded by the UK Department for International Development (DFID), and runs from July 2011 to March 2015.

**2. Project Background: Buniyad**

The brick kiln sector (largely a seasonal industry) has a sizeable proportion of migrant workers and is dominated by family labour, piece-rate system of wages. The existing project ‘Promoting the Labour Rights of Marginalised Brick Kiln Workers in Rural Uttar Pradesh, India’, is working with the core objective of specifically organising the brick kiln workers by empowering 9,483 marginalised people from brick kiln communities in four districts (Allahbad, Pratapgarh, Fatehpur and Kausambi) of Uttar Pradesh. The key areas of the project have been to realise better wages and working conditions, benefits under various Government schemes to the workers such as social security for workers (Provident Fund coverage at brick kilns), employment guarantee and to address workers’ grievances through various mechanisms. The project is funded by the UK Department for International Development (DFID), and runs from July 2011 to March 2015. The implementing local partners for the project are PEPUS, IRTDI and SDF with technical support provided by Find Your Feet (FYF) in India and the UK.

The project aims to address the problems highlighted above by mobilising brick kiln workers to form local and district level brick kiln workers associations (BKWAs). Each of the three partners is working with 17 brick kilns, with an approximate labour force of 133 in every kiln. This gives a total of 2,261 workers per partner, and 6,783 workers in total. Elected members of the 4 district-level BKWAs have form a legally registered, state-level BKWA. These structures are acting as community-based platforms for collective bargaining and action. Their members employ a range of strategies to ensure the engagement of duty-bearers around entitlements, including dialogue, negotiation and where necessary, the use of pressure tactics (e.g. staging rallies; initiating strike action; petitioning government officials; and promoting media campaigns). In particular cases of rights violations, members are supported to use more formal channels of redress, such as filing Public Interest Litigation or submitting requests under the Right to Information Act. The project has four concrete outputs, as follows:

* Output 1: Organisation of BKWs into a strong, representative and sustainable state-level association actively advocating for the rights of BKWs;
* Output 2: BKWs have increased awareness and understanding of their rights as enshrined in government policies and legislation;
* Output 3: Brick kiln communities have increased capacity to participate in civil, socio-economic and political life through robust, representative community-based organisations; and
* Output 4: Network partners are effective, sustainable organisations, with increased capacity for project management, capturing learning and exchanging information with both internal and external stakeholders.

As mentioned above the project is being implemented through a network of three local partners: PEPUS, IRTDI and SDF. These partner organisations are responsible for project management and delivery, including monitoring and evaluation, with technical support being provided by FYF in India and the UK.

Indicators and targets have been developed for the project impact, outcome and outputs, as outlined in the project logical framework (log-frame). Some of these indicators are monitored regularly by project partners through their routine monitoring systems, while progress towards achieving the higher level indicators is to be measured periodically through household surveys undertaken as part of the planned mid-term and final evaluations.

At the start of the project, a baseline survey was conducted, which collected data for the key project indicators in order to provide the basis for future monitoring and evaluation. Presently, a mid-term evaluation has been conducted to track the progress against the projects indicators and also to serve as a learning process for FYF, its partners and all relevant stakeholders.

The subsequent sections outline the objective and methodology of midterm study as well as the structure of report presenting study findings.

**3. Objectives of study**

The specific objectives of the mid-term evaluation were to:

* Track progress against the expected impact, outcome and outputs of the project, using both quantitative and qualitative methods of assessment;
* Review the project approach and make recommendations for improvement; and
* Identify and document the learning’s to modify project strategy for the second term of the project and as well as other FYF projects.

**4. Study Methodology**

Keeping in view the objective of the study, both qualitative and quantitative research techniques were adopted. Prior initiating the study, meeting with FYF, partner staff and other relevant stakeholders was organized to discuss the project and plan the mid-term evaluation. Study team also reviewed literature of project information, including the key documents listed in Annex 2 and any other relevant documents as indicated by the FYF India office to develop proper understanding about the Buniyad project.

***Quantitative techniques***

A household survey, using quantitative research technique, was conducted with an approved sample of three hundred households in the project area in order to collect verifiable data for the indicators as outlined in Annex 1 As specified in TOR, both male and female brick kiln workers were covered in equal proportion from the selected brick kiln sites of project areas.

***Qualitative Techniques***

As required, in-depth interviews and participatory consultations were used as qualitative techniques to obtain information on the indicators of the study and project approach, implementation, management, etc. Representatives of FYF and partner staff were contacted for the purpose.

Besides, Participatory consultations with key project stakeholders were done in order to obtain information on the degree to which projects have had the intended impact, success stories, and lesson learned.

**Study Tools:**

Household survey was conducted using questionnaire. Pre testing of study tool was done prior using the questionnaire for main the survey. One Brick Kiln area which was not selected for the main survey was covered for pre testing and a total of 20 questionnaires were filled up by the survey team to check the consistency, flow of questions, skipping and appropriateness of questions to cover the indicators of the study so as the data of midterm could be compared from the baseline survey.The study tool was finalized based on pre testing report and the same tool was used to conduct household survey for midterm. Apart from this, guidelines and flow chart was used to cover the information using qualitative techniques.

**Study Sample**

After finalization of tool, main survey was conducted. For the purpose, 10 brick kiln areas per partner was selected, thus a total of 30 brick kiln areas were covered for mid -term assessment. In each selected village, 10 brick kiln households were randomly selected and interviewed. In all 300 households were covered for the survey.

**Data Collection:**

A team of 5 research professionals was involved in data collection work. The entire team was provided an exhaustive training by team leader and FYF representative on study tool as well as technique of approaching and selecting respondents, interviewing techniques and getting important information relevant for the study. Team completed the entire field work, both quantitative and qualitative, in 30 days. After completion of data collection team scrutinised the filled in schedules and forwarded for data entry and analysis.

**Data Management and Analysis**

The data, collected from the field was entered in ms excel format and analysed, using SPSS analysis tool to provide information for each of the indicators. The tabulation plan covering all the indicators and having comparison with baseline finding wherever applicable was prepared in consultation with FYF. The content analysis was done for qualitative data. The findings of the study, both quantitative and qualitative, have been presented in the draft report using the format accepted by FYF.

**5. Report Outline**

The study report has been divided into five chapters and each of the chapters contains a specific set of information.

* The chapter one includes the basic profile of the respondents (brick kiln workers) covered through household survey.
* Chapter two deals with a comparative analysis of the base line and mid-year evaluation results. Further, this chapter explains the impact and output of the Project interventions using project log frame
* The chapter three explains the direct and indirect beneficiaries of the interventions with evidences of reaching to the target group.
* The chapter four analyzes the approach and techniques adopted during the project for its degree of experimentation, distinctiveness and effectiveness. Inspirational activities dealing with ingrained problems in the form of case studies and steps taken for the sustainability of the program have been presented in this chapter.
* Chapter five highlights the Lessons learned in during the project interventions and recommendations for further strengthening the program

**6. Limitations of Study**

Like all other studies this mid-term study also has its own set of limitations. The survey work was done in the month of Jul, mansoon/raining season, is an off season for Brick Kiln work, hence getting the respondent for the survey was a bit difficult. Secondly, the half of the respondents of the survey being male brick kiln worker, questions pertaining to women and child health was most remained unanswered as they were unaware about the practices. Also, sample difference during baseline (135) and mid-term (300) was also a challenge to compare the data at many places.

**Chapter One:**

**Socio-economic Profile of Brick kiln workers**

This chapter includes the basic profile of the respondents (brick kiln workers) covered for the mid-term evaluation of the Buniyad project.The section illustrates the basic information including the gender, age, educational and socio economic profile of respondents. A total of 300 respondents were covered for the survey mentioned in earlier chapter.

## Gender Profile of Respondents

 As shown in Figure 1.1 that out of 300 respondents; forty eight percent were female while fifty two percent of the respondents were male.

**Figure 1.1: Gender Profile of the Respondents (%)**

##  Gender wise Disaggregation of Family Head

Figure 1.2 illustrates that around ninety five percent of the households were headed by the male members of the family whereas approximately five percent of the households are headed by the female members of the family.

**Figure 1.2: Gender wise Disaggregation of Family Head**



##  Education Profile of the Respondents

The figure below presents the educational profile of respondents in specific. A large proportion of respondents (72%) were illiterate. Around ten percent respondents have completed their education up to primary level, and same percentage of respondents could retain their education up to the middle level while four percent up to high intermediate level.

**Figure 1.3: Education Profile of the Respondents (%)**



##  Education Profile of the Head of the Family

The educational profile of the head of the family was also similar to respondents’ educational profile. In total, Out of the respondents who reported that they were not Head of the family, around eight percent respondents stated that the head of the family have completed their education up to primary level, and same percentage of respondents could retain their education up to the middle level while only two percent up to high school level.

**Figure 1.4: Education Profile of Head of the Family (%)**



##  Social Profile of the Respondents

Table 1.1 reveals that almost all the respondents were Hindu and only one of the respondents from IRTDI area was Jain. Further, majority of the respondents (80%) were from schedule caste while fifteen percent were from other backward caste category. Mere four percent were from Schedule tribe category.

**Table 1.1 : Social profile of the Respondent**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDS** | **SDF** | **Total** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Religion**  | **Hindu** | **100** | **100.0** | **99** | **99.0** | **100** | **100.0** | **299** | **99.7** |
| **Jain** | **0** | **0.0** | **1** | **1.0** | **0** | **0.0** | **1** | **0.3** |
| **Total** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |
| **Caste** | **Schedule caste** | **98** | **98.0** | **65** | **65.0** | **78** | **78.0** | **241** | **80.3** |
| **Schedule Tribe** | **0** | **0.0** | **9** | **9.0** | **2** | **2.0** | **11** | **3.7** |
| **Other Backward Caste** | **2** | **2.0** | **26** | **26.0** | **20** | **20.0** | **48** | **16.0** |
| **Total** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |
| **Marital Status** | **Married** | **93** | **93.0** | **95** | **95.0** | **93** | **93.0** | **281** | **93.7** |
| **Unmarried** | **2** | **2.0** | **0** | **0.0** | **4** | **4.0** | **6** | **2.0** |
| **Widow** | **5** | **5.0** | **3** | **3.0** | **2** | **2.0** | **10** | **3.3** |
| **Any other** | **0** | **0.0** | **2** | **2.0** | **0** | **0.0** | **2** | **1.0** |
| **Total** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |

Furthermore, the majority of respondents (94%), interviewed were married, while a three percent were widow or widower and a meagre percentage of the total respondents (1%) were unmarried. The social profile of respondents across all three partners was more or less same (Table 1.1).

## 1.6 Presence of Disabled person at the Household

In order to get an idea about the presence of disabled person in the household all the respondents were probed. The result of the study shows that fourteen percent of the respondents reported having disabled person in the household. Among them, majority of the respondents reported to have a deaf person in their household (40%), while thirty one percent of them had lame and fourteen percent had blind followed by twelve percent dumb person in their household. (Table1.2)

**Table 1.2: Presence of disabled person at the Household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **Total** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Presence of Disability in any member of the household** | **11** | **11.0** | **11** | **11.0** | **20** | **20.0** | **42** | **14.0** |
| **Total** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |
| **Type of Disability** | **Blind** | **3** | **27.3** | **0** | **0.0** | **3** | **15.0** | **6** | **14.3** |
| **Deaf** | **5** | **45.5** | **4** | **36.4** | **8** | **40.0** | **17** | **40.4** |
| **Dumb** | **1** | **9.1** | **2** | **18.2** | **2** | **10.0** | **5** | **11.9** |
| **Lame** | **2** | **18.2** | **5** | **45.5** | **6** | **30.0** | **13** | **31.0** |
| **Mentally disabled** | **0** | **0.0** | **0** | **0.0** | **1** | **5.0** | **1** | **2.4** |
| **Total** | **11** | **100.0** | **11** | **100.0** | **20** | **100.0** | **42** | **100.0** |

## 1.7 Nature of Family and Type of House

Majority of the respondents (91%) were reported living in nuclear family. To understand the socio-economic condition of an individual and family, type of house which is considered as robust indicator was observed during the study. 43 percent of the respondents reported living in Kachha (not concreted) dwelling indicating poor living standards across the area. 20 percent of the respondents were found living in semi-pucca houses (half concreted) while 26 percent were living in tents and teen shades. Eleven percent of the respondents were residing in Pucca houses.

Since the site belongs to the kiln owner, the majority of dwellings were owned by the employer while in 42 percent cases wherein the labours come from the surrounding areas the dwellings were owned by them.

## 1.8 Status of Basic Amenities

The section primarily deals with the status of basic amenities at the brick kiln site and the access level of the respondents to them. It includes the sanitation practices, sources of drinking water, sources of fuel, light etc.

**Availability of Electricity Connection:**

A little proportion of respondents, mere four percent, reported having electricity connection at their households (Table 1.3).

**Type of Fuel Used:**

Majority of the respondents (79%) confirmed using wood and cow dung cakes as type of fuel used while nineteen percent reported using Kerosene oil.

**Source of Drinking water:**

Further, the table 1.3 shows that government tap/standpipe was the primary source of drinking water (47%) for most of the respondents whereas water from hand pump was mentioned by 35 percent of the respondents.

**Table 1.3: Status of Basic Amenities at the household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **Total** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Availability of electricity connection**  | **3** | **3.0** | **3** | **3.0** | **5** | **5.0** | **11** | **3.7** |
| **Type of fuel used**  | **Wood** | **2** | **2.0** | **0** | **0.0** | **0** | **0.0** | **2** | **0.7** |
| **Wood and cow dung cakes** | **80** | **80.0** | **79** | **79.0** | **77** | **77.0** | **236** | **78.7** |
| **Kerosene oil** | **17** | **17.0** | **20** | **20.0** | **21** | **21.0** | **58** | **19.3** |
| **LPG** | **1** | **1.0** | **1** | **1.0** | **2** | **2.0** | **4** | **1.3** |
| **Availability of various amenities at the household** | **Telephone/mobile** | **85** | **85.0** | **70** | **70.0** | **76** | **76.0** | **231** | **77.0** |
| **Radio** | **7** | **7.0** | **2** | **2.0** | **3** | **3.0** | **12** | **4.0** |
| **Television** | **4** | **4.0** | **4** | **4.0** | **1** | **1.0** | **9** | **3.0** |
| **Cycle** | **65** | **65.0** | **59** | **59.0** | **71** | **71.0** | **195** | **65.0** |
| **Scooter/ motorcycle/ moped** | **2** | **2.0** | **1** | **1.0** | **5** | **5.0** | **8** | **2.7** |
| **Any other** | **2** | **2.0** | **0** | **0.0** | **2** | **2.0** | **4** | **1.3** |
| **Primary source of drinking water** | **Underground water** | **17** | **17.0** | **0** | **0.0** | **8** | **8.0** | **25** | **8.3** |
| **Govt. tap/ standpipe** | **39** | **39.0** | **53** | **53.0** | **49** | **49.0** | **141** | **47.0** |
| **Well (safe)** | **1** | **1.0** | **5** | **5.0** | **3** | **3.0** | **9** | **3.0** |
| **Well (unsafe)** | **12** | **12.0** | **0** | **0.0** | **4** | **4.0** | **16** | **5.3** |
| **Tube well** | **0** | **0.0** | **1** | **1.0** | **0** | **0.0** | **1** | **0.3** |
| **Hand pump** | **29** | **29.0** | **41** | **41.0** | **36** | **36.0** | **106** | **35.3** |
| **Any other** | **2** | **2.0** | **0** | **0.0** | **0** | **0.0** | **2** | **0.7** |
|  **Availability of toilet at the household** | **4** | **4.0** | **0** | **0.0** | **8** | **8.0** | **12** | **4.0** |
| **Total**  | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |
| **Person using toilet for defecation**  | **Only few members of the household** | **3** | **75.0** | **0** | **0.0** | **3** | **37.5** | **6** | **50.0** |
| **Every family member** | **1** | **25.0** | **0** | **0.0** | **5** | **62.5** | **6** | **50.0** |
| **Total** | **4** | **100.0** | **0** | **0.0** | **8** | **100.0** | **12** | **100.0** |
| **Use of community toilets by the members of the household** | **1** | **1.0** | **1** | **1.0** | **1** | **1.0** | **3** | **1.0** |
| **Total**  | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |

**Availability and Use of toilet**

Availability of toilet at the household was found with mere four percent of the respondents. In the households having toilet, half of the respondents reported using toilet by every family member of the household while in rest of the cases only few members of the households were using toilet. Only one percent i.e. one respondent per partner organization area confirmed using community toilets.

**Availability of Other Amenities:**

Table 1.3 presents the nature of other assets owned by the respondents in the studied area. Majority of the respondents had telephone or mobile with the household (77%) while sixty five percent stated having cycle. Mere four percent reported having radio, and television and motorcycle was reported by three percent respondents each. This indicates that mobile and cycle being two of the important source of communication and necessities in todays’ life, hence majority of them owned them.

## 1.9 Land Holding Pattern and Status of Cattle Stock

Similar to ownership of assets land holding and ownership of cattle stock are also useful information to assess the living standard of workers the project has been working with.

Findings show that around fifty six percent of the respondents had agricultural land. Among those who owned agriculture land, majority of them (80%) had less than one hectare of agricultural land. (Table 1.4)

**Table 1.4: Amount of Agricultural Land with the Household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
|  **Availability of agricultural land with the household** | **38** | **38.0** | **60** | **60.0** | **69** | **69.0** | **167** | **55.7** |
| **TOTAL** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |
| **Amount of land** | **Less than 1 Hectare** | **37** | **76.3** | **60** | **76.7** | **69** | **84.1** | **166** | **79.6** |
| **2-4 Hectare** | **1** | **2.6** | **0** | **0.0** | **0** | **0.0** | **1** | **0.6** |
| **TOTAL** | **38** | **100.0** | **60** | **100.0** | **69** | **100.0** | **167** | **100.0** |

Ownership of cattle stock was confirmed by 69 percent of the respondents. Since Khhacchar is required to load and unload the materials/brick in kiln, majority of the respondents (69%) reported owning Mule with them, Near to 50 percent of them stated owing goat followed by buffalo (37%) and cow (32%). (Table 1.5)

**Table 1.5: Type of Cattle Stock with the Household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Availability of cattle stock** | **62** | **62.0** | **76** | **76.0** | **69** | **69.0** | **207** | **69.0** |
| **TOTAL** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |
| **Type of Cattle Stock** | **Cow** | **29** | **46.8** | **21** | **27.6** | **17** | **24.6** | **67** | **32.4** |
| **Buffalo** | **16** | **25.8** | **31** | **40.8** | **30** | **43.5** | **77** | **37.2** |
| **Goat** | **31** | **50.0** | **39** | **51.3** | **30** | **43.5** | **100** | **48.3** |
| **Sheep** | **0** | **0.0** | **1** | **1.3** | **6** | **8.7** | **7** | **3.4** |
| **Bull** | **1** | **1.6** | **0** | **0.0** | **3** | **4.3** | **4** | **1.9** |
| **Poultry** | **1** | **1.6** | **1** | **1.3** | **2** | **2.9** | **4** | **1.9** |
| **Any other (Mule)** | **33** | **53.2** | **55** | **72.4** | **56** | **80.2** | **144** | **69.5** |
| **TOTAL** | **62** | **100.0** | **76** | **100.0** | **69** | **100.0** | **207** | **100.0** |

## 1.10 Primary Sources of Livelihood and Income

Primary source of livelihood are referred to those sources from which a family either earns its major portion of annual household income or engages in concerning activities for most of the time throughout the year. The area is widely involved in labour intensive sources of livelihood. Table 1.6 indicates that brick kiln work as primary source of income was mentioned by majority of the respondents (45%) followed by Non Agriculture labour (44%). About eight percent of the respondents stated agriculture work as primary source of income. It indicates that most of the respondents get involved in non-agriculture work during rainy season when kilns become non -functional (off seasons).

**Table 1.6: Primary Source of Income**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Primary Source of Income** | **Agriculture** | **25** | **10.5** | **13** | **6.2** | **7** | **3.1** | **45** | **6.7** |
| **Agricultural Labour** | **10** | **4.2** | **4** | **1.9** | **3** | **1.3** | **17** | **2.5** |
| **Non Agriculture village** | **99** | **41.6** | **88** | **42.1** | **108** | **48.4** | **295** | **44.0** |
| **Small Business** | **2** | **0.8** | **2** | **1.0** | **4** | **1.8** | **8** | **1.2** |
| **Livestock** | **0** | **0.0** | **1** | **0.5** | **0** | **0.0** | **1** | **0.1** |
| **Brick kiln work** | **100** | **42.0** | **100** | **47.8** | **100** | **44.8** | **300** | **44.8** |
|  **Salaried** | **1** | **0.4** | **0** | **0.0** | **1** | **0.4** | **2** | **0.3** |
| **Any other** | **1** | **0.4** | **1** | **0.5** | **0** | **0.0** | **2** | **0.3** |
|  | **Total** | **238** | **100.0** | **209** | **100.0** | **223** | **100.0** | **670** | **100.0** |

Average number of female member engagement is high in agriculture activity i.e. on an average two female from every household reported as working in agriculture activities. Engagement of male member was more found in agriculture, non-agriculture work at village and brick kiln work. (Table 1.7)

**Table 1.7: Average number of members engaged in different economic activities.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Male**  | **Female**  | **Male**  | **Female**  | **Male**  | **Female**  | **Male**  | **Female**  |
| **Agriculture** | **3.4** | **2** | **1.1** | **1** | **1.5** | **1.5** | **2.7** | **1.9** |
| **Agricultural Labour** | **0.6** | **0.5** | **0.8** | **0.3** | **0.7** | **0.3** | **0.6** | **0.4** |
| **Non Agriculture village** | **2.3** | **2.4** | **3.1** | **0.6** | **2.2** | **0.7** | **2.7** | **1.5** |
| **Small Business** | **2** | **0.8** | **2** | **1** | **4** | **1.8** | **8** | **1.2** |
| **Livestock** | **0** | **0** | **1** | **0** | **0** | **0** | **1** | **0** |
| **Brick kiln work** | **1.3** | **0.1** | **1.1** | **0.1** | **1.2** | **0.4** | **1.2** | **0.2** |
|  **Salaried** | **1** | **0** | **0** | **0** | **1** | **0** | **2** | **0** |

Table 1.8 indicates that highest duration of engagement (7 months) was found in small business and highest average annual income of fifty four thousand four hundred and eighty six rupees in Brick kiln work. Brick kiln work was reported as second highest engagement activity with average of six months engagement.

**Table 1.8: Average number of months of engagement and average annual income of the household from the various economic activities**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total** | **PEPUS** | **IRTDI** | **SDF** |
| **No. of months**  | **Annual income** | **No. of months**  | **Annual income** | **No. of months**  | **Annual income** | **No. of months**  | **Annual income** |
| **Agriculture** | **3.9** | **9,880.80** | **5.2** | **11,415.00** | **1.4** | **2,915.40** | **2** | **8,550.00** |
| **Agricultural Labour** | **2.8** | **6,288.20** | **2.9** | **4,900.00** | **1.5** | **9,375.00** | **4.3** | **6,800.00** |
| **Non-agriculture in village** | **3.7** | **12,305.90** | **3** | **11,643.40** | **4.7** | **13,690.40** | **3.2** | **11,430.00** |
| **Small Business** | **7.2** | **38,687.50** | **8.5** | **45,500.00** | **3** | **12,000.00** | **2.6** | **6,625.00** |
| **Livestock** | **3** | **12,000.00** | **0** | **0** | **3** | **12,000.00** | **0** | **0** |
| **Brick kiln**  | **6** | **54,486.50** | **5.6** | **47,025.00** | **6.1** | **50,603.50** | **6.3** | **658310** |
|
| **Salaried** | **4** | **14,750.00** | **3** | **11000** | **0** | **0** | **1** | **3,750.00** |

##

## 1.11 Financial Stability of the Household

In order to understand the saving habits of the respondents, all of them were asked whether they maintain saving account or not. Findings reveal that all the respondents had savings account with them. As evident from the Figure 1.5 around seventy percent of the respondents reported having savings account with the bank while thirty percent used to keep their savings with the post office.

**Figure 1.5: Type of saving account with the Household**

Income and expenditure are directly related to each other. The significance of analyzing economic pattern gets robust if it the pattern of expenditure and income are analyzed in continuation. In previous part the income pattern of the respondents was analyzed and now in this section discusses the composition of house hold expenditure.

The expenditure pattern of the household under different heads was captured during the survey. The subsequent table reveals that expenditure on domestic activities was reported by substantial proportion of the respondents (96%). Mere 6 and 4 percent of the respondents reported doing expenditure on investments to increase income on and off farm respectively.

**Table 1.9: Expenditure pattern of the household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **Total** |
| **Primary Expenditure** | **Income generating Activities On Farm** | **7.0** | **11.0** | **0.0** | **6.0** |
| **Income generating Activities OFF Farm**  | **6.0** | **2.0** | **4.0** | **4.0** |
| **Domestic expenditure** | **94.0** | **98.0** | **97.0** | **96.3** |
| **Any other** | **2.0** | **0.0** | **0.0** | **0.7** |
| **TOTAL** | **100** | **100** | **100** | **300** |

The table below takes an account of information, on credit sources approached by the respondents, during the time of crisis. It is clearly evident from the findings that villagers are still banking on non-institutional sources for their credit requirements.

Around forty one percent of the respondents reported taking loan. Among those who borrowed money, thirty six percent of the respondents reported taking the loan from SHG followed by thirty two percent took loan from friend/relatives and 22 percent of them from Local Money lender i.e. Mahajan When asked for the reason for taking loan, more than two third borrowed money for the marriage of their sister/daughter or medication and one fourth of the respondents stated taking loan for household expenditure. (Table 1.10)

**Table 1.10: Status of Loan taken by the Household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **Total** |
| **Whether loan taken by the household** | **37.0** | **41.0** | **45.0** | **41.0** |
| **TOTAL** | **100** | **100** | **100** | **300** |
| **Source from where Loan was taken** | **SHG** | **43.2** | **24.4** | **40.0** | **35.8** |
| **Bank** | **0.0** | **14.6** | **13.3** | **9.8** |
| **Mahajan (Local money lender)** | **27.0** | **22.0** | **17.8** | **22.0** |
| **Friend/ Relative** | **29.7** | **39.0** | **28.9** | **32.5** |
| **TOTAL** | **37** | **41** | **45** | **123** |
| **Purpose of taking the Loan** | **Agriculture** | **5.4** | **4.9** | **15.6** | **8.9** |
| **Other than Agriculture** | **2.7** | **0.0** | **0.0** | **0.8** |
| **Household Expenditure** | **37.8** | **19.5** | **20.0** | **25.2** |
| **Repay the old Loan** | **5.4** | **2.4** | **0.0** | **2.4** |
| **Any Other (Marriage, Health Treatment etc.)**  | **56.8** | **75.6** | **68.9** | **67.5** |
| **TOTAL** | **37** | **41** | **45** | **123** |

**Chapter Two:**

**Outputs/Logframe/Comparative Analysis**

This chapter deals with the basic status of the brick kiln workers in the project areas covered by the three partner organizations. The chapter includes the quantitative information on the brick kiln workers in terms of their economic condition, nature of their work, compensation for their work, working environment, their awareness status on the government schemes and NAREGA and status of women at their household. The chapter also gives a comprehensive picture of the base line and mid term evaluation results on key issues. Further, this chapter explains the impact and output of the Project interventions using project log frame.

##  Economic Profile of an Average Brick Kiln worker

As depicted in Figure 2.1, around eighty five percent of the total respondents confirmed having ration card with them. Partner wise analysis shows that highest number of respondents from SDF (92%) reported having ration card while eighty four percent respondents from PEPUS and seventy eight percent from IRTDI reported having ration card.

**Figure 2.1: Availability of Ration Card with the Households (%)**

As revealed in figure 2.2, the 69 percent of the total respondents stated having APL card while according to the baseline findings this percentage was thirty eight percent only. Though it indicates an improvement in financial status of the brick kiln workers from the baseline period to mid- term period, allotment of BPL and Antyodaya cards was not perceived transparent by some of the respondents during FGDs. According to some of them, financial conditions actually not considered while giving BPL and Antyodaya cards some of families in the villages.

Further, the result shows that eighteen percent of respondents were scheduled under the below poverty line or BPL category which was fourteen percent in baseline study while 13 percent reported having Antoday card which was ten percent in baseline study. APL card does not indicate that their accurate financial status as allocation of type of card is not transparent. Project staff should make efforts to ensure that true financial status of beneficiaries should be recorded during government survey.

**Figure 2.2: Type of card available with the Household (%)**

Table 2.1 reveals that majority of the respondents (34%) responded having food security for 7-9 months while about one fourth of the respondents reported food security for 4-6 months. Twenty percent confirmed food security for one year.

**Table 2.1: Status of Food security with the Household**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **No. of months food security for the household** | **12 months** | **27** | **27.0** | **20** | **20.0** | **13** | **13.0** | **60** | **20.0** |
| **10-11 months** | **14** | **14.0** | **19** | **19.0** | **18** | **18.0** | **51** | **17.0** |
| **7-9 months** | **30** | **30.0** | **26** | **26.0** | **45** | **45.0** | **101** | **33.7** |
| **4-6 months** | **24** | **24.0** | **27** | **27.0** | **23** | **23.0** | **74** | **24.7** |
| **1-3 months** | **4** | **4.0** | **8** | **8.0** | **1** | **1.0** | **13** | **4.3** |
| **Less than one month** | **1** | **1.0** | **0** | **0.0** | **0** | **0.0** | **1** | **0.3** |
| **TOTAL** | **100** | **100.0** | **100** | **100.0** | **100** | **100.0** | **300** | **100.0** |

## 2.2 Engagement of other family members at Brick kiln

During the field investigation it was learnt that an average worker gets 6-7 months employment in a brick kiln and during this time he along with his family members puts toil in different manufacturing process of bricks and resides together with his family at brick kiln site. About thirty percent of the respondents confirmed that other member of the household work at brick kiln site. As observed, usually all members were involved in brick kiln sites including children and women. The Project team should ensure that small children do not engage in labour work and go to schools and crèche facilities should be there for new born. (Figure 2.3)

**Figure 2.3: Engagement of Other Family members in Brick kiln work (%)**

 Forty nine percent of the respondents said that only male members of their household work at brick kiln site followed by thirty six percent who reported both male and female members of the their household work at brick kiln. About sixteen percent responded only female members of their household work at brick kiln. According to baseline study thirty percent respondents reponded that other members of their family also work at brick kiln. This could be due to the SHG formation under the project where women are encouraged to get engaged in other alternative activities. (Figure 2.4)

**Figure 2.4: Engagement of Family members working at Brick kiln Disaggregated by gender (%)**

The table below shows that atleast one male member of in the household of around eighty three percent of the respondents was working at brick kiln site while 17 percent of the respondents responded that atleast one female member of their household was working at the brick kiln. In majority of the cases female members of the family across all three project areas were not working at brick kiln sites.

**Table 2.2: Household members working at brick kiln site (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Male Members** | **TOTAL** | **Female Members** | **TOTAL** |
| **0** | **1** | **2** | **3** | **4** | **5** | **0** | **1** | **3** |
| **PEPUS** | **0.0** | **78.0** | **15.0** | **6.0** | **1.0** | **0.0** | **100** | **93.0** | **6.0** | **1.0** | **100** |
| **IRTDI** | **1.0** | **85.0** | **13.0** | **1.0** | **0.0** | **0.0** | **100** | **89.0** | **11.0** | **0.0** | **100** |
| **SDF** | **0.0** | **86.0** | **10.0** | **3.0** | **0.0** | **1.0** | **100** | **66.0** | **33.0** | **1.0** | **100** |
| **TOTAL** | **0.3** | **83.0** | **12.7** | **3.3** | **0.3** | **0.3** | **300** | **82.7** | **16.7** | **0.7** | **300** |

About thirty nine percent of the respondents asserted the presence of workers below eighteen years of age at the brick kiln sites. (Figure 2.5)

**Figure 2.5: Presence of workers below 18 years of age at Brick kiln site (%)**

##

## 2.3 Duration of Engagement at Brick kiln

All the respondents reported the brick kiln work as seasonal while in base line report fifty two percent responded brick kiln work as seasonal. The Table below presents the duration of engagement of an average worker at brick kiln. According to the information, the majority of respondents (67%) confirmed working at the brick kiln site for six months which is followed by ten percent of the respondents who reported working at brick kiln site for eight months in last one year.

**Table 2.3: Number of months of working at the brick kiln site in last one year (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **No. of months working at brick kiln site in a year** | **1** | **3.0** | **2.0** | **0.0** | **1.6** |
| **3** | **1.0** | **0.0** | **2.0** | **1.0** |
| **4** | **13.0** | **3.0** | **5.0** | **7.0** |
| **5** | **8.0** | **11.0** | **7.0** | **8.7** |
| **6** | **71.0** | **68.0** | **62.0** | **67.0** |
| **7** | **0.0** | **7.0** | **4.0** | **3.7** |
| **8** | **3.0** | **7.0** | **19.0** | **9.7** |
| **10** | **1.0** | **1.0** | **1.0** | **1.0** |
| **12** | **0.0** | **1.0** | **0.0** | **0.3** |
| **TOTAL** | **100** | **100** | **100** | **300** |

##

## 2.4 Income from the Brick kiln work

During the field investigation it was learnt that an average worker gets approximately 161 days of employment in a brick kiln in a year. The payment of wages was mostly on day basis and the investigation shows that INR 292 is the average per day payment which the brick kiln worker gets. (Table 2.4)

**Table 2.4: Average number of days and per day payment at the Brick kilns**

|  |  |  |
| --- | --- | --- |
|  | **Average no. of Days working at Brick kiln site** | **Average Per day Payment working at Brick kiln site** |
| **PEPUS** | **87.7** | **269.8** |
| **IRTDI** | **145.1** | **263.6** |
| **SDF** | **250.0** | **342.6** |
| **TOTAL** | **160.9** | **292.1** |

As shown in the table 2.5, 38 percent of the respondents fall under the income range of more than INR 50000 during baseline study, while during mid-term the percentage has increased to forty one percent. Around twenty one percent respondents in the baseline study reported earnings in the range of INR 35001-50000 by rendering their labour at brick kiln while in the present study thirty nine percentage of the respondents reported earnings in the same range. Overall, the finding clearly indicates that annual income of Brick kiln workers has increased across all partner areas and BKWs, however highest proportion of BKWs of SDF project area

**Table 2.5: Annual Income from the Brick kiln site (%)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** | **Baseline**  |
| **Annual income from brick kiln site** | **5001 - 15000** | **0** | **0** | **2** | **0.7** | **8.2** |
| **15001 - 25000** | **12** | **11** | **15** | **12.7** | **10.4** |
| **25001 - 35000** | **26** | **14** | **8** | **16.0** | **22.2** |
| **35001 - 50000** | **28** | **33** | **29** | **30.0** | **20.7** |
| **More than 50000** | **34** | **42** | **46** | **40.7** | **38.5** |
| **TOTAL** | **100** | **100** | **100** | **300** | **135** |

## 2.5 Status of ID card, Worksite Facilities and other Provisions

The figure 2.6 presents that as against 39 percent in Baseline, ninety three percent of the respondents have the ID card provided by their contractor and/or government showing a positive change in the project areas.

**Figure 2.6: Status of Identity Card**

The employer should provide the basic amenities such as drinking water, toilet facility, better work environment to its workers for their well-being, considering this all the workers were asked for the basic facilities available at work site. The below mentioned table presents the status of worksite facilities across the studied brick kilns sites. Majority of the respondents (96%) reported availability facility of drinking water at the brick kiln site while in the baseline study this percentage was ninety percent. A drastic improvement was found in the cleanliness status of the brick kiln site as eighty six percent of the respondents reported cleanliness against nil percentage during baseline study. In health related services also there is a vast improvement as in the present study the percentage is 66 percent while it was 13 percent in baseline. The facility of shade for resting was found to be improved from twenty three percent (Baseline study) to seventy four percent (mid-year study). There was no major improvement found in facility of crèches at the worksite, as replied by the respondents.

**Table 2.6: Availability of services at Brick kiln site (%)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** | **Baseline** |
| **Availability services at brick kiln site** | **Drinking water** | **95.0** | **96.0** | **97.0** | **96.0** | **90.0** |
| **Cleanliness** | **87.0** | **86.0** | **86.0** | **86.3** | **0.0** |
| **Health related Services** | **74.0** | **69.0** | **55.0** | **66.0** | **13.0** |
| **Crèche** | **3.0** | **3.0** | **0.0** | **2.0** | **1.0** |
| **Shade** | **71.0** | **76.0** | **74.0** | **73.7** | **23.0** |
| **Village** | **4.0** | **2.0** | **1.0** | **2.3** | **0.0** |
| **TOTAL** | **100** | **100** | **100** | **100** | **135** |

Ninety four percent respondent in the baseline study confirmed getting one day leave in a week whereas in the mid-term study this percentage remains the same. Around forty percent of the respondents in the mid-term study reported membership of the trade union. According to the results of the present study forty nine percent of the respondents stated that they will get money for the treatment if they get injured while working. Result shows that eighteen percent of the respondents confirmed getting pay if they stop working suddenly for some reason. (Table 2.7)

**Table 2.7: Availability services according to rules and rights (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Particulars** | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **One day leave in a week**  | **90.0** | **95.0** | **97.5** | **94.1** |
| **Member of the trade union** | **21.0** | **40.0** | **58.0** | **39.7** |
| **In case suddenly the work stops for some reason do you get pay** | **26.0** | **18.0** | **11.0** | **18.3** |
| **If you get injured at the workplace do you get money for its treatment** | **73.0** | **45.0** | **30.0** | **49.3** |
| **TOTAL** | **100** | **100** | **100** | **100** |

## 2.6 Working Hours and Payment of Wages

According to the results the majority of respondents (81%) work between 10-12 hours in a day, while thirteen percent respondents claim to work 8-10 hours. Mere two percent of the respondents reported working more than 12 hours while in baseline study this percentage was twenty one percent. The payment of wages in majority of cases (73%) was on weekly basis following the cases (29%) where the payment was made on fortnightly basis. In the Baseline study seventy two percent respondents reported weekly payment while twenty seven percent responded payment once in 15 days. (Table 2.8)

**Table 2.8: Working hours and pattern of payment at the Brick kiln site (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Working Hours** | **6-8 hours** | **8.0** | **1.0** | **4.0** | **4.3** |
| **8-10 hours** | **5.0** | **10.0** | **24.0** | **13.0** |
| **10-12 hours** | **84.0** | **87.0** | **71.0** | **80.7** |
| **More than 12 hours** | **2.0** | **2.0** | **1.0** | **1.7** |
| **Any other** | **1.0** | **0.0** | **0.0** | **0.3** |
|  **Time period of payment of wages** | **Weekly** | **73.0** | **95.0** | **51.0** | **72.9** |
| **Once in 15 days** | **27.0** | **6.0** | **55.0** | **29.3** |
| **Total** | **100** | **100** | **100** | **300** |

The status of prevalence of disease due to the pollution at the brick kiln site is presented in Table 2.9. Around three percent of the respondents reported suffering from Asthma due to pollution at the brick kiln site while mere one percent reported suffering from eye disease. (Table2.9)

**Table 2.9: Prevalence of disease due to pollution at Brick kiln site (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Members of household suffering from any disease due to the pollution at the brick kiln site** | **No Disease** | **96.0** | **91.0** | **97.0** | **94.7** |
| **Asthma** | **3.0** | **4.0** | **1.0** | **2.7** |
| **Eye disease** | **0.0** | **3.0** | **1.0** | **1.3** |
| **Skin disease** | **1.0** | **0.0** | **0.0** | **0.3** |
| **Any other** | **0.0** | **2.0** | **1.0** | **1.0** |
| **TOTAL** | **100** | **100** | **100** | **300** |

It can be derived from the Table 2.10 that majority of the respondents (87%) reported membership of SHG (Self Help Group) followed by forty percent of respondents who stated membership of trade union.

 **Table 2.10: Membership of any organization (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Membership of any organization** | **SHG** | **87.0** | **82.0** | **92.0** | **87.0** |
| **Co-operative** | **1.0** | **1.0** | **0.0** | **0.7** |
| **Trade Union** | **21.0** | **40.0** | **58.0** | **39.7** |
| **TOTAL** | **100** | **100** | **100** | **300** |

# 2.7 Knowledge on Rights

In this subsection the knowledge level of respondents on different legislations is presented in the form of the table, mentioned below. The respondents were asked about different acts and legislations and their responses were recorded on the spot, during the interview process. The legislations on which the knowledge level was gauged during the interview process included right to minimum wages act, right to information, right to education, immoral trafficking prevention act, bonded labour act, NREGA, SC/ST atrocities act and domestic violence act.

The table 2.11 reveals that majority of the respondents (86%) reported that they are aware about their rights and services they are entitled to receive. All the respondents were found aware about MNREGA scheme followed by Indira Awaas Yojna (Indira House Program) and Anganwadi with ninety nine percent of the respondents each. Ninety six percent confirmed their awareness on pension while ninety three percent responded that they are aware about Sarva Shiksha Abhiyan (Education for All).

**Table 2.11: Awareness on their rights and services they are entitled to receive (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Awareness on their rights**  | **76.0** | **91.0** | **90.0** | **85.7** |
| **TOTAL** | **100** | **100** | **100** | **300** |
| **Awareness on the govt. schemes for them** | **MNREGA** | **100.0** | **100.0** | **100.0** | **100.0** |
| **Indira Awaas Yojna** | **98.0** | **100.0** | **100.0** | **99.3** |
| **Public Distribution Service** | **92.0** | **99.0** | **99.0** | **96.7** |
| **Aam Admi Beema Yojna** | **61.0** | **76.0** | **78.0** | **71.7** |
| **NBA** | **7.0** | **2.0** | **3.0** | **4.0** |
| **SSA (Sarva Shiksha Abhiyan)** | **89.0** | **96.0** | **94.0** | **93.0** |
| **Anganwadi** | **99.0** | **100.0** | **99.0** | **99.3** |
| **Mid-day meal** | **88.0** | **88.0** | **98.0** | **91.3** |
| **Pension** | **96.0** | **97.0** | **96.0** | **96.3** |
| **TOTAL** | **100** | **100** | **100** | **300** |
| **Awareness on the govt. schemes cards for them** | **Voter ID card** | **88.0** | **89.0** | **95.0** | **90.7** |
| **Ration card** | **82.0** | **76.0** | **86.0** | **81.3** |
| **Adhaar Card** | **1.0** | **1.0** | **1.0** | **1.0** |
| **MNREGA card** | **34.0** | **36.0** | **53.0** | **41.0** |
| **BPL card** | **19.0** | **8.0** | **5.0** | **10.7** |
| **Insurance Smart Card (Health)** | **2.0** | **1.0** | **3.0** | **2.0** |
| **MCP card** | **0.0** | **1.0** | **0.0** | **0.3** |
| **TOTAL** | **100** | **100** | **100** | **300** |

Further, a substantial proportion of respondents (91%) were aware about voter ID card followed by eighty percent of the respondents confirmed their awareness on Ration Card. Awareness on NAREGA card was reported by forty one percent of the respondents.

Among different type of services received by BKWs during past one year, majority of the respondents (36%) stated receiving self-help training followed by thirty percent of the respondents reported receiving immunization of children and women in last one year. (Table 2.12)

**Table 2.12: Status of services received in past one year (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Services received in last one year** | **Immunization of children and women** | **34.0** | **38.0** | **18.0** | **30.0** |
| **Registration of children at school** | **13.0** | **8.0** | **2.0** | **7.7** |
| **Counselling on health and nutrition** | **2.0** | **9.0** | **1.0** | **4.0** |
| **Self-help training** | **33.0** | **37.0** | **39.0** | **36.3** |
| **Clean drinking water** | **2.0** | **0.0** | **0.0** | **0.7** |
| **Others** | **1.0** | **0.0** | **0.0** | **0.3** |
| **TOTAL** | **100** | **100** | **100** | **300** |

The table 2.13 shows the level of accessibility to social security schemes and according to that the Public Distribution system scheme availed by majority of respondents in the last one year.

**Table 2.13: Average number of services received in past one year**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Indira Awwas Yojna or any other equivalent scheme** | **0.0** | **0.0** | **0.1** | **0.0** |
| **Old age or widow pension** | **0.1** | **0.0** | **0.1** | **0.0** |
| **JSY or any other equivalent scheme** | **0.1** | **0.1** | **0.2** | **0.1** |
| **MNAREGA or any other equivalent scheme** | **0.4** | **0.5** | **0.6** | **0.5** |
| **Public Distribution System**  | **2.8** | **2.1** | **1.2** | **2.0** |
| **Improved irrigation system** | **0.0** | **0.0** | **0.2** | **0.1** |
| **Improved agricultural production system** | **0.0** | **0.0** | **0.0** | **0.0** |
| **NBA or any other equivalent scheme** | **0.0** | **0.0** | **0.0** | **0.0** |
| **Scholarship** | **0.0** | **0.0** | **0.0** | **0.0** |

## 2.8 Status of Job card

While as much as thirty one percent of the respondents reported that not a single male member have job card with them while forty four percent responded that no female member in their household have the job card. According to the baseline study of the total respondents only 55 percent were reported to have the job cards while 45 percent did not have the same. (Table 2.14)

**Table 2.14: Status of availability of MNAREGA scheme card (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Male members having MNAREGA Card** | **0** | **58.0** | **34.0** | **30.0** | **30.7** |
| **1** | **37.0** | **48.0** | **61.0** | **48.7** |
| **2** | **5.0** | **18.0** | **6.0** | **9.7** |
| **3** | **0.0** | **0.0** | **1.0** | **0.3** |
| **4** | **0.0** | **0.0** | **1.0** | **0.3** |
| **5** | **0.0** | **0.0** | **1.0** | **0.3** |
| **Female members having MNAREGA Card** | **0** | **43.0** | **46.0** | **44.0** | **44.3** |
| **1** | **57.0** | **54.0** | **53.0** | **54.7** |
| **2** | **0.0** | **0.0** | **3.0** | **1.0** |
| **TOTAL** | **100** | **100** | **100** | **300** |

##

## 2.9 Average Employment

The table 2.15 depicts the percentage of members working under NAREGA scheme in last one year. According to the results twenty six percent of the respondents reported that the male member from the household worked under NAREGA in last one year while only ten percent reported that female member of their household worked under NAREGA in last one year.

**Table 2.15: Percentage of members working under MNAREGA in last one year**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Availability of work for Male members under MNAREGA in last one year** | **18.0** | **29.0** | **32.0** | **26.3** |
|  **Availability of work for Female members under MNAREGA in last one year** | **10.0** | **11.0** | **9.0** | **10.0** |
| **TOTAL** | **100** | **100** | **100** | **300** |

## 2.10 Representation in Local Self governance

The table 2.16 depicts the level of representation of any of the members from workers family in the local self- governance. The findings reveal that the representation of members of workers family in local self-governance is at abysmally poor level as only three percent members from workers family have representation in local self-governance in their respective native place. Out of these fifty percent male participation was reported while female percentage was sixty two percent.

**Table 2.16: Awareness and participation status of the household in local governance system (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Participation in Panchayat election of the household** | **0.0** | **3.0** | **5.0** | **2.7** |
| **TOTAL (N)** | **100** | **100** | **100** | **100** |
| **Male member’s participation in Panchayat election**  | **NA** | **66.7** | **40.0** | **50.0** |
| **Female member’s participation in Panchayat election** | **NA** | **66.7** | **60.0** | **62.5** |
| **TOTAL (N)** | **NA** | **3** | **5** | **8** |

Around thirty one percent of the respondents responded that no Panchayat meeting was held in their area while thirty percent reported Panchayat meeting was conducted twice a year. Forty three percent confirmed attending these meetings. (Table 2.17)

**Table 2.17: Frequency of Panchayat Meetings and Participation by household in the meetings (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Frequency of Panchayat meetings** | **Once in a year** | **5.0** | **9.0** | **7.0** | **7.0** |
| **Twice in a year** | **29.0** | **27.0** | **33.0** | **29.7** |
| **Thrice in a year** | **16.0** | **14.0** | **11.0** | **13.7** |
| **Four times in a year** | **0.0** | **1.0** | **2.0** | **1.0** |
| **More than four times** | **2.0** | **0.0** | **4.0** | **2.0** |
| **Never** | **26.0** | **38.0** | **30.0** | **31.3** |
| **Don't know** | **22.0** | **10.0** | **12.0** | **14.7** |
| **TOTAL** | **100** | **100** | **100** | **300** |
| **Participation in these meetings** | **45.0** | **47.0** | **36.0** | **42.7** |
| **TOTAL** | **100** | **100** | **100** | **300** |

## 2.11 Status of Women in the Household and Health Facilities

The figure shown below presents the stake of women in decision making process and property of the household. Figure reveals that ninety one percent of the respondents reported participation of female members of the household in the decision making process while in baseline study this percentage was eighty nine percent. Mere eight percent of the respondents said that they have property in the name of female member of the household.

**Figure 2.7: Status of women in the household (%)**

The subsequent figure reveals that mere six percent of the respondents reported the presence of pregnant women in the household.

**Figure 2.7: Presence of Pregnant woman in the household (%)**

****

The table 2.18 shows that all the pregnant women were found registered with the Anganwari. Around ninety four percent confirmed receiving Supplementary foodSupplimentry food from the Anganwari.

**Table 2.18: Status of services received from Anganwari (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **Total** |
| **Registration of pregnant woman with Anganwari** | **100.0** | **100.0** | **100.0** | **100.0** |
| **Pregnant woman is receiving Supplementary food from the Anganwari** | **100.0** | **83.3** | **100.0** | **94.4** |
| **Total (N)** | **5** | **6** | **7** | **18** |

Majority of the respondents (76%) confirmed receiving Supplementary food less than seven days in a month whereas eighteen percent reported receiving Supplementary food seven to fourteen days in a month. (Figure 2.8)

**Figure 2.8: Number of Pregnant woman is receiving Supplementary food (%)**

About sixteen percent of the stated that there was child birth taken place in their household during the last one year. (Figure 2.9)

**Figure 2.9: Child birth in last one year (%)**

Out of those who stated having child birth in the household during the last one year majority of the respondents (96%) confirmed taking two TT injections by the pregnant woman while only thirty seven percent reported having three ANCs. (Figure 2.10)

**Figure 2.10: Health Services received by the pregnant women**

Exposure to various infections to women and newly born, owing to unsafe delivery practices is one of the major reasons of increasing infant and child mortality rate in India specially in the state of Uttar Pradesh. Therefore, the respondents were inquired about the place of delivery against which around sixty seven percent reported going to government hospital for delivering the child followed by twenty four percent who reported delivering the child at home.

**Figure 2.11: Place of Delivery**

## 2.12 Education Status of Children and Health Facilities

This sub-section includes the education and health status of children of different age groups. Further the sub-section will also explain the pattern of availing services by the children for which they are entitled.

Table 2.19 indicates that around twenty percent of the respondents confirmed having 12-23 months child at their household. Out of these majority of the children (94%) were reported having complete immunization. Sixty seven percent of the children were reported having birth registration while forty percent reported having birth certificate.

**Table 2.19: Status of children 12-23 month (%)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **HH having Children 12-23M** | **TOTAL (N)** | **HH having Children with Complete Immunization** | **TOTAL (N)** | **HH having Children with Birth registration** | **HH having Children with Birth Certificate** | **TOTAL (N)** |
| **PEPUS** | **28.0** | **100** | **92.9** | **28** | **64.3** | **32.1** | **28** |
| **IRTDI** | **28.0** | **100** | **96.4** | **28** | **67.9** | **35.7** | **28** |
| **SDF** | **17.0** | **100** | **94.1** | **17** | **70.6** | **58.8** | **17** |
| **TOTAL** | **24.3** | **300** | **94.5** | **73** | **67.1** | **39.7** | **73** |

The subsequent table reveals that about forty five percent of the respondents asserted having 3-6 years children at their household. Out of these sixty one percent of the respondents reported that children are registered with AWC. Fifty eight percent of the respondents stated children getting Supplementary food from the AWC and fifty one percent getting primary education.

**Table 2.20: Status of children 3-6 years (%)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  **HH having Children 3-6Y** | **TOTAL (N)** | **Children Registered with AWC** | **Children getting Supplementary food** | **Children getting primary education** | **TOTAL (N)** |
| **PEPUS** | **48.0** | **100** | **58.3** | **52.1** | **37.5** | **48** |
| **IRTDI** | **51.0** | **100** | **70.6** | **68.6** | **66.7** | **51** |
| **SDF** | **35.0** | **100** | **51.4** | **51.4** | **45.7** | **35** |
| **TOTAL** | **44.7** | **300** | **61.2** | **58.2** | **50.7** | **134** |

The figure below reveals that twenty six percent of the respondents receive Supplementary food from AWC more than 21 days.

**Figure 2.12: No. of children (3-6 years) get Supplementary food from Anganwari (%)**

Around sixty percent of the respondents reported having 6-14 years of children at the household. Out of which eighty percent boys were reported and sixty six percent girls were reported. (Table 2.21)

**Table 2.21: Presence 6-14 years of children at the household**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **HH having Children 6-14Y** | **Total (N)** | **Boys** | **Girls** | **Total (N)** |
| **PEPUS** | **59.0** | **100** | **72.9** | **72.9** | **59** |
| **IRTDI** | **56.0** | **100** | **83.9** | **67.9** | **56** |
| **SDF** | **64.0** | **100** | **84.4** | **59.4** | **64** |
| **TOTAL** | **59.7** | **300** | **80.4** | **66.5** | **179** |

The table below reveals that about forty seven percent of the respondents reported registering their 6-14 years children in the school. Seventy nine percent respondents reported registering the male child in the school while sixty two percent reported registering the girl child.

**Table 2.22: Status of children 6-14 years (%)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **HH having Children 6-14Y Registered in School** | **TOTAL (N)** | **Children 6-14Y-Boys Registered in School** | **Children 6-14Y-Girls Registered in School** | **TOTAL (N)**  |
| **PEPUS** | **47.0** | **100** | **74.5** | **61.7** | **47** |
| **IRTDI** | **44.0** | **100** | **77.3** | **61.4** | **44** |
| **SDF** | **50.0** | **100** | **84.0** | **64.0** | **50** |
| **TOTAL** | **47.0** | **300** | **78.7** | **62.4** | **141** |

Further, the respondents were asked whether these registered children attends school daily against which seventy five percent stated daily attendance of the registered children. (Figure 2.13)

**Figure 2.13: No. of registered children (6-14 years) attends school daily (%)**

## 2.13 Knowledge on HIV/AIDS

The brick kiln community is basically migrating community therefore the risk of getting HIV infection is high. Hence, HIV/AIDS is one of the significant issues discussed during the community meetings organized under the project. During the study sixty seven percent of the respondents reported awareness on HIV/AIDS. (Figure 2.14)

**Figure 2.14: Awareness on HIV/AIDS (%)**

The below mentioned figure shows that forty eight percent of the respondents reported unsafe physical relationship as the cause of spreading HIV/AIDS followed by thirty four percent respondents who stated use of infected syringe as the cause of getting HIV infection.

**Figure 2.15: Awareness on spread of HIV/AIDS (%)**

## 2.14 Impact, Outcome and Output of the Buniyad Project

Buniyad project has a specific purpose of empowering deprived people from the brick kiln communities from four districts (Allahabad, Pratapgarh, Fatehpur and Kausambi) of Uttar Pradesh so that they realise their civil, economic, political and social rights. In every development project certain interventions are implemented in order to get the desired impact. Though the impact does not come right away, it comes through a process. The process is first certain planned activities or interventions are carried out which we can say are the inputs, then in return to it certain outputs comes, and after certain period of time we can see its outcome thereafter its impact can be observed.

The results of the Buniyad project is mentioned in this section in the same chronology as stated above.

**Output 1: Organisation of brick kiln workers into a strong, representative and sustainable state-level association actively advocating for the rights of brick kiln workers**

In order to make the brick kiln sector an organized sector it is important to have a strong legal district level representation which advocate their rights at the government forums both at district and state level. 4 district level BKWAs have been established in the project that are actively advocating for the rights of workers to fair wages and improved working conditions. One district level Brick kiln worker association (BKWA) has been formed at the Fatehpur district. In the Kaushambi district a district level association is working from March 20013. BKWA in the districts of Allahbad and Pratapgarh is also formed and working regularly. The district level associations are proactively being introduced to the District Labour Commissioner office, Block offices and to the agencies working at grass-root level e.g. Health, Education and ICDS. This would perhaps go a long way in ensuring that the services and benefits reach out to the poor brick kiln families rightfully.

State level brick kiln workers association representing brick kiln workers from all the four project districts is proposed to be form this year. The association will contribute in advocating the rights of brick kiln workers at the policy level so that the social and economic conditions of brick kiln workers in project districts can be improved considerably

**Output 2: Brick kiln workers have increased awareness and understanding of their rights as enshrined in government policies and legislation.**

In order to inculcate the Brick kiln community on their rights and their entitlement services under government legislation several community awareness programs, SHG meetings and BKWA meetings were organized where they were oriented on the same. These programs and meetings were organized at village and district level. The result of these initiatives was that around eighty five percent of the male and eighty six percent of the female brick kiln workers reported that they are aware about their rights (Figure 2.16)

**Figure 2.16: Awareness status of the respondents on their Rights in government policies and legislation (%)**

****

All the respondents were found aware about MNREGA scheme popularly called NAREGA. Except NIRMAL BHARAT ABHIYAN (SANITATION PROGRAM) a sufficient percentage of the respondents were found aware about the other schemes like Indira Awaas Yojnaa (Indira housing Program), Public Distribution System, Aam Aadmi Beema Yojna (General Public Insurance Program), SSA (Education for all), Mid-day Meal and Pension. A noticeable difference in awareness level on Aam Admi Beema Yojna was found in male and female respondents as in male respondents it was sixty three percent while in female respondents it was eighty one percent. Though there is a slight difference in the awareness level of male and female respondents but female respondents were found more aware about the govt. schemes. (Table 2.23)

**Table 2.23: Awareness status of the respondents on the government schemes cards available for them (%)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **Total** |
| **Male**  | **Female** | **Male**  | **Female** | **Male**  | **Female** | **Male**  | **Female** |
| **Awareness on govt. schemes**  | **MNREGA** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| **Indira Awaas Yojna** | **98.0** | **98.0** | **100.0** | **100.0** | **100.0** | **100.0** | **99.4** | **99.3** |
| **Public Distribution Service** | **89.8** | **94.1** | **98.2** | **100.0** | **100.0** | **98.0** | **96.2** | **97.2** |
| **Aam Admi Beema Yojna** | **61.2** | **60.8** | **68.4** | **86.0** | **60.0** | **96.0** | **63.5** | **80.6** |
| **NBA** | **10.2** | **3.9** | **0.0** | **4.7** | **2.0** | **4.0** | **3.8** | **4.2** |
| **SSA (Sarva Shiksha Abhiyan)** | **83.7** | **94.1** | **94.7** | **97.7** | **92.0** | **96.0** | **90.4** | **95.8** |
| **Anganwadi** | **100.0** | **98.0** | **100.0** | **100.0** | **100.0** | **98.0** | **100.0** | **98.6** |
| **Mid-day meal** | **91.8** | **84.3** | **84.2** | **93.0** | **100.0** | **96.0** | **91.7** | **91.0** |
| **Pension** | **93.9** | **98.0** | **98.2** | **95.3** | **96.0** | **96.0** | **96.2** | **96.5** |
| **Total (N)** |  | **49** | **51** | **57** | **43** | **50** | **50** | **156** | **144** |
| **Awareness on different card under govt. schemes** | **Voter ID card** | **87.2** | **94.0** | **87.5** | **95.2** | **100.0** | **91.8** | **91.5** | **93.6** |
| **Ration card** | **83.0** | **86.0** | **80.4** | **73.8** | **82.0** | **91.8** | **81.7** | **84.4** |
| **Adhaar Card** | **2.1** | **0.0** | **0.0** | **2.4** | **2.0** | **0.0** | **1.3** | **0.7** |
| **NAREGA card** | **34.0** | **36.0** | **41.1** | **31.0** | **46.0** | **61.2** | **40.5** | **43.3** |
| **BPL card** | **21.3** | **18.0** | **7.1** | **9.5** | **6.0** | **4.1** | **11.1** | **10.6** |
| **Insurance Smart Card (Health)** | **2.1** | **2.0** | **1.8** | **0.0** | **2.0** | **4.1** | **2.0** | **2.1** |
| **MCP card** | **0.0** | **0.0** | **0.0** | **2.4** | **0.0** | **0.0** | **0.0** | **0.7** |
| **Total (N)** |  | **47** | **50** | **56** | **42** | **50** | **49** | **153** | **141** |

Further, the table 2.23 shows that majority of the respondents were aware about the voter ID card (Male-91%, Female-94%) followed by Ration Card (Male-82%, Female 85%). Again female respondents were more aware about the different cards available under the govt. schemes. subsequent figure shows that around ninety one percent of the respondents reported their awareness on voter ID card followed by eighty percent of the respondents who confirmed their awareness on Ration Card. Awareness on NAREGA card was reported by forty one percent of the respondents.

**Output 3: Brick kiln communities have increased capacity to participate in civil, socio-economic and political life through robust, representative community-based organisations.**

A need of community level organization was derived through which a change in the brick kiln community can be inculcated for their active involvement in the society. Therefore, Self-Help groups and Community based organizations were formed at the village level to empower the brick kiln community.

In Fatehpur district eighty three self-help groups (SHG) were formed against the proposed seventy five SHGs. Around nine hundred women are associated with these SHGs. Sixteen SHGs are associated with cash credit limit while twelve SHGs are working with 325000 cash credit limit. About seventy nine savings accounts were open through these SHGs.

In Pratapgarh and Allahbad district seventy six SHGs are working till date with which nine hundred women are associated. Nineteen savings accounts have been open till now.

In the case of Kaushambi district presently about seventy six SHGs are there working with the membership of nine hundred forty one females. Twenty nine savings accounts have been open till date.

The process of forming SHG federation is yet to be initiated.

**Output 4: Network partners are effective, sustainable organisations, with increased capacity for capturing learning and exchanging information with both internal and external stakeholders.**

The three partner organizations are regularly sharing information and learning through project network and wider FYF partner network. Partners are regularly meeting, sharing experiences and thinking on quality implementation, impact and sustainability of the project. The partners have formulated self devised processes in support with the communities for better implementation of project activities and to maintain steady flow of information at all levels. In order to sustain the project activities

**Women Self Help Groups**

It was found during the group discussions and interviews done under qualitative study that WSHGs promoted across villages proved as an effective medium of women empowerment and development processes. Animators at SHGs level have been identified for their independent functioning. Linkages of SHGs with banks and government service providers like department of Labor, Panchayat etc. are established not only to access the benefits but also for the sustainability of the project.

SHGs has emerged as a source of motivation, credit and support for initiation of income generation activities. As the financial base of SHGs is increasing simultaneously number of member involved in Income Generation Activities (IGAs) and size of IGAs are also growing.

Exit strategy has been developed at all partners’ level that would be followed upon and reviewed annually.

**Way towards Financial Independence**

The self-help groups are formed to increase the decision making capacity among the women of brick kiln community. It was realized that the decision making capacity of these women are somewhat attached to their financial independence. Therefore, saving accounts were open by the support of SHGs for the women members. Women members are also oriented on income generation activities. Loan is given to the members. The loan is given for two purposes i.e. for income generation activity and household expenditure.

**Outcome-To empower 3161 marginalised people from brick kiln communities in four districts of Uttar Pradesh to realise their rights**

**Minimum Wage Act, 1948**

The Minimum Wages Act, 1948 is an Indian enacted by the Parliament of India for statutory fixing of minimum wages to be paid to skilled and unskilled labours. Under the law, wage rates in scheduled employments differ across states, sectors, skills, regions and occupations owing to difference in costs of living, regional industries’ capacity to pay, consumption patterns etc. Hence there is no single uniform minimum wage rate across the country. All states different minimum wages for different occupations and skill levels within those occupations.

The minimum wage under MNAREGA

 Scheme is 120 INR per day for both male and female labours. Sixty five pecent women and ninety two percent men reported receiving more than 120 INR per day. (Table 2.24)

**Table 2.24: Average per day payment at Brick kiln site (%)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **PEPUS** |  | **IRTDI** |  | **SDF** |  | **Total** |  |
| **N** | **%** | **N** | **%** | **N** | **%** | **N** | **%** |
| **Male BKW** | **Nil** | **0** | **0.0** | **2** | **3.5** | **0** | **0.0** | **2** | **1.3** |
| **1-119** | **0** | **0.0** | **2** | **3.5** | **4** | **8.0** | **6** | **3.8** |
| **120** | **0** | **0.0** | **2** | **3.5** | **2** | **4.0** | **4** | **2.6** |
| **121-177** | **1** | **2.0** | **8** | **14.0** | **3** | **6.0** | **4** | **2.6** |
| **More than 178** | **48** | **98.0** | **43** | **75.4** | **41** | **82.0** | **140** | **89.7** |
| **Total** | **49** | **100.0** | **57** | **100.0** | **50** | **100.0** | **156** | **100.0** |
| **Female BKW** | **Nil** | **6** | **11.8** | **9** | **20.9** | **28** | **56.0** | **43** | **29.9** |
| **1-119** | **0** | **0.0** | **2** | **4.7** | **6** | **12.0** | **8** | **5.6** |
| **More than 120** | **45** | **88.2** | **32** | **74.4** | **14** | **28.0** | **93** | **64.6** |
| **Total** | **51** | **100.0** | **43** | **100.0** | **50** | **100.0** | **144** | **100.0** |

Fifty nine percent of the male members of the household stated having MNAREGA card against the fifty six percent of household where female members were having MNAREGA card. Twenty six percent of the households confirmed availability of work for their male members in last one year while in the case of female members this percentage is less than half of the availability of work for the male members (10%). However, brick kiln workers were ensured that they will get more work under MNAREGA next year. (Table 2.25)

**Table 2.25: Percentage of eligible targeted people who are accessing government entitlements (National Rural Employment Guarantee Scheme as proxy) (disaggregated by gender)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDIIRTDI** | **SDF** | **TOTAL** |
| Male Members having NAREGA Card | 42.0 | 66.0 | 70.0 | 59.3 |
| Female Members having NAREGA Card | 57.0 | 54.0 | 56.0 | 55.7 |
| Availability of work for Male members under NAREGA in last one year | 18.0 | 29.0 | 32.0 | 26.3 |
|  Availability of work for Female members under NAREGA in last one year | 10.0 | 11.0 | 9.0 | 10.0 |
| **TOTAL** | **100** | **100** | **100** | **300** |

**Impact: To reduce poverty among marginalised brick kiln communities in Uttar Pradesh, India, thereby contributing to attainment of MDG 1**

The impact of the Buniyad project can be ascertained by the average monthly household income. The table below represent the average household income as 7039 INR which has increased from the baseline.

**Table 2.26: Average monthly Household income (in rupees)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **PEPUS** | **IRTDI** | **SDF** | **TOTAL** |
| **Average monthly expenditure of the household** | **6,052.65** | **4,905.00** | **5,167.50** | **5,375.10** |
| **Average monthly saving** | **1,890.00** | **1,504.50** | **1,596.00** | **1,663.50** |
| **Average monthly household income (Rupees)** | **7,942.65** | **6,409.5** | **6,763.50** | **7,038.60** |

## 2.15 Logframe for Buniyad Project

The major findings of the mid-term evaluation study for the project indicators have been compared with that of baseline and summarized in the log frame.

| **LOGFRAME LEVEL** | **INDICATOR** | **Base line Findings**  | **Mid Term Findings** |
| --- | --- | --- | --- |
| Impact | Average monthly household income (Rupees) | Average Monthly Household Income 6,248 INR | Average Monthly Household Income in the mid term evaluation: |
|   | PEPUS- 7943 INR |
|   | IRTDI-6409 INR |
|   | SDF-6763INR |
|   | Total- 7039 INR |
| Outcome | % of brick kiln workers who are receiving the minimum wage (disaggregated by gender) | 35% (women) / 77% (men) were receiving minimum wages.  |  65%% women and 92% men reported receiving the minimum wages  |
|
|
|
|
| % of eligible targeted people who are accessing the National Rural Employment Guarantee Scheme) (disaggregated by gender) | 32% (women) / 46% (men) were accessing the National Rural Employment Scheme |  59% of the male members of the household stated having NAREGA card and 56% of household reported that female members were having NAREGA card and have an access to NREGS |
|  |
| Output 1 | 1.1 No. of district-level brick kiln workers associations formed |   | Total Four district level associations have been formed in the four districts that is working independently and strongly representing the brick kiln workers in the four districts |
|   |          One district level Brick kiln worker association (BKWA) has been formed at the Fatehpur district. * In the Kaushambi district a district level association is working from March 2013
 |
|   |           BKWA in the districts of Allahbad and Pratapgarh is also formed and working regularly |
|   |  |
| 1.2 State-level brick kiln workers association actively representing the interests of workers |   | State level brick kiln workers association representing brick kiln workers from all three project districts is proposed to be form this year. The association will contribute in advocating the rights of brick kiln workers at the policy level so that the social and economic conditions of brick kiln workers in project districts can be improved. |
| Output 2 | 2.1 % of brick kiln workers who are aware of their labour rights (e.g. right to a minimum wage) (disaggregated by gender) | 4% (women) / 7% (men) | Around 85% of the male and 86% of the female brick kiln workers reported that they are aware about their labour rights. |
| 2.2 % of brick kiln workers who are aware of their rights to government schemes (disaggregated by gender) | 75% (women) / 77% (men) |   All the respondents irrespective of the gender (100%) were found aware about MNREGA scheme popularly called NAREGA. |
|   |   Except NIRMAL BHARAT ABHIYAN (SANITATION PROGRAM) (4% both male and Female) a sufficient percentage of the respondents were found aware about the other schemes like Indira Awaas Yojnaa (94% male, 99% Female), PDS (96% Male, 97% Female), Aam Aadmi Beema Yojna (63% Male, 81% Female), SSA (90% Male, 96% Female), Mid-day Meal (92% Male, 91% Female) and Pension (96% Male, 96% Female).  |
|   |   63% male and 81 % females respondents were aware about Aam Admi Beema Yojna  |
|   |  |
|   |  Respondents were aware about the voter ID card (Male-91%, Female-94%) followed by Ration Card (Male-82%, Female 85%).  |
| Output 3 | 3.1 No. of self-help groups formed  |   |       Total no. of 238 self-help groups were formed. Fatehpur District-85 SHGsPratapgarh and Allahbad District -77 SHGs Kaushambi District- 76 SHGs |
|   |
|   |
|   |
| 3.2 % of self-help group members who have started alternative income generation activities (disaggregated by gender) |   |          *In Fatehpur 85 SHGs have been formed consisting of 957 members. Out of this 375 women have started alternative* income generation activities. (39%) |
|   |          *In Pratapgarh and Allahabad district 77 SHGs are working till date with which 909 women are associated. Out of this 237 women have started alternative* income generation activities. (26%) |
|   |          *In Kaushambi district presently about 76 SHGs are there working with the membership of 914 females. Out of this 428 women have started alternative* income generation activities. (46%) ***(source: partner’s latest reports)*** |
| 3.3 No. of Federations (of self-help groups) legally registered and self-sustaining |   | The process of forming SHG federation is yet to be initiated. |
| Output 4 | 4.1 Partners are sharing information and learning through project network and wider FYF partner network |   | Regular meetings of three partner organization were regularly conducted where they share experiences and think on quality implementation, impact and sustainability of the project.  |
| 4.2 Exit strategy developed and reviewed annually |   | Exit strategy have been developed and reviewed. The activities undertaken for the sustainability of the program are grouped in four categories: |
|   | * Building capacity of the brick kiln workers on their rights and Laws made by the government for their welfare.
 |
|   | * Organizing brick kiln workers
 |
|   | * Establishing network of the various stakeholders.
 |
|   | * Financial Empowerment of brick kiln workers
 |

**Chapter Three:**

**Process of Empowering Brick kiln workers**

The present chapter explains the processes that have been adopted to empower the targeted population and the direct and indirect beneficiaries of the interventions with evidences of reaching to the target group. The subsequent sections in highlights the efforts made by different partner involved in the implementation of Buniyad project.

## 3.1 Formation of Groups: BKW-SHGs and CBOs

In order to ensure the participation of community, formation of village level self help groups and community based organization were envisaged under the project so as they can work together on mutually formed objectives and improve their socio economic status. The project aimed to form 225 village-level self-help groups (SHGs) aimed at addressing the broader socio-economic issues affecting brick kiln communities. Each partner aimed to establish on average 1.5 SHGs per village - each with a membership of around 12 - giving a total of 900 SHG members per partner, and 2,700 members in total. These groups intended to form clusters, with elected cluster members, which form legally registered district-level federations. The SHGs provided a forum through which members: identify and address social problems collectively; learn about HIV/AIDS and gender issues; access government services and schemes; access training and initiate income generation activities; and are supported to participate in the panchayat raj governance system.

With the aim to know number of direct and indirect beneficiaries of the project, data collected from each of the partners for each of the groups formed by them. The data collected was further disaggregated by gender and presented in Table 3.1. It can be derived from the table that all the partners together covered a good number of brick kiln workers i.e. 9483 where both adult male and female brick kiln workers were included. The partners sensitized them on improving their bargaining power and organization. Three partner organizations (IRTDI, SDF, and PEPUS) also formed community based organization (CBO) and provided them awareness on labour rights through information and training. This activity had increased understanding of 2844 brick kiln worker on the issue.

**Table 3.1: Number of Direct and Indirect Beneficiaries**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **IRTDI** | **SDF** | **PEPUS** | **Description of group**  | **Describe the change**  |
| **Adult male**  | **Adult female**  | **Adult male**  | **Adult female**  | **Adult male**  | **Adult female**  |
| 1878 | 1283 | 1662 | 1499 | 1672 | 1489 | Brick kiln workers | Improved organisation and increased bargaining power |
| 673 | 760 | 474 | 131 | 406 | 400 | Community Based organization of Brick kiln workers | Increased understanding of their labour rights, through access to information and training |
| 0 | 916 | 0 | 934 | 0 | 900 | SHG members | Increased access to information, training and credit. Able to understand and claim rights to government schemes and services |

**Rejuvenation of an Old Age Woman**

The direct beneficiaries of the project are the brick kiln workers while in the process of empowering those certain indirect beneficiaries also get involved. Shantidevi is a 75 year old widow, who resides in the village Mustafapur at her maternal place for the past 15 years with her grandchildren. Shanti Devi was abandoned by her grandchildren was given loan by the SHG group of her village was able to open grocery shop from which she is now earning her living. Today she is financially independent and at the age of 75 when many people prefer to retire.

It is evident from table that all the partners formed SHGs of women and around 2750 women involved as SHG members were benefitted by the project with increase in awareness on social, economic and health issues and support in attaining the financial stability.

The partner also attempted to make indirect beneficiaries. SDF covered around 8848 Male and 6947 Female beneficiaries while IRTDI had 9006 male beneficiaries and 6798 female indirect beneficiaries.

**3.2 Budgeted and Non Budgeted Activities:**

In the process of obtaining the desired impact, different budgeted and non-budgeted activities were also carried out by the partner organizations. Discussion held with partner revealed that number of such activities was organized by them. These activities have been discussed as under;

**a. BKWA Community Mobilization Meetings**

Community Meeting with BKWs were held with an aim to unite BKWs in the project areas. These meetings were organized on cluster level information centres and these information centres were established as cluster level BKWA’s meeting centre. The representatives of 50 villages and BKWs used to gather here and discuss issues important to them. Along with that they were given information about their rights under government legislation and different governmental schemes such as MNREGA, PDS etc.

**b. Production and Dissemination of IEC Material**

Apart from conducting meetings, information regarding project objectives, organising the brick kiln owner, sustainable agriculture activities, rights of brick kiln workers, SHG and NREGA were also disseminated through wall writing and folders beyond the project area as well as entire project area. There had been 350 wall writing with slogan on different issue and more than 15000 folders were printed.

**c. Exposure Visits to Trade Unions and Partner Organization**

In order to share the experiences of Trade unions and SHGs, exposure visits were also planned. All the partners organised such visits as per the requirement of groups. For example, one of the partners, PEPUS, organised an exposure visit for Asangthit karmkarshramic union (AKSU) in Allahabad with staff and BKWA members to make clear picture of working of trade union. Likewise, SHG members and BKWA with staff visited project area of other partner organisations for sharing experiences of SHG functioning.

**d. BKW Meetings on HIV/AIDS**

As migrant labour, the brick kiln worker community migrated to outside the village or town and worked alone without family for long time and there were high chances of indulging in risky behaviour. Therefore, awareness on HIV was given through BKW meetings.

**e. SHG Meetings on HIV/AIDS, gender issues and Health issues**

Promoting institutional delivery, Anaemia Prevention in women, prevention HIV infection etc. were some of the issues discussed during SHGs meetings.

**f. BKWA Rally on HIV/AIDS**

Rallies were organized to create awareness on mass level on HIV/AIDS.

**g. BKWA quarterly Meetings**

Quarterly meeting were held with BKWA where increasing the membership of association were focused beside the structure of the association and planning.

**h. Environmental Sensitization Program**

“From the time I came to know about Buniyaad project, my life has changed. Now, I always keep my diary with me whenever I go for work at brick kiln and take signature of supervisor for daily transactions. Now I am confident and don’t hesitate in doing bargaining on my wages with the brick kiln owners” **Says Ram khelawan, Brick kiln worker, Village Naudiha, Uttar pradesh.**

*‘’I am Ashok kumar and worked as moulder for brick kiln. I joined Buniyad project through membership of brick kiln association few months ago. I attended the meeting of village association and came to know about bonded labour after taking advance money from employer. Now I am doing work without taking any advance and get full payment at the end of every week.’’ –* ***Ashok Kumar, Brick moulder, Ram sagra ,sauraibuzurg,U.P.***

Environmental sensitization programmes were organized with the dual purposes. Firstly, developing rapport between implementing organizations & Brick kiln organisations (BKOs) and Second sensitizing BKOs on environmental issues like Arrangement of clean and healthy drinking water in brick kilns, properly sanitized toilets, provision of medical leaves for the brick kiln workers, proper arrangement for the education of the children of the brick kiln workers, arrangement of life and health insurance for the brick kiln workers, planting of trees like Peepal, banyan and Neem near by the brick kiln etc.

**i. Promoting Technologies Training Sessions**

In order to increase the financial capacity of women different alternative income generation activities were introduced to them. Training sessions were given women participants on income generation activities like different sustainable agricultural techniques.

**j. Livelihood and Sustainable Agriculture Support and Management Program**

As envisaged under project implementation plan, all the partners prepared livelihood and sustainable agriculture support and management programme in the project areas. Participants were oriented on different Income generation activities which they could take up to improve their financial condition such as general store, vegetable plantation, piggery, goatry, wormy composting, kitchen gardening, dairy etc. Mushroom cultivation and Pickles preparation training was also provided to SHG members who were desirous to do some livelihood practices.

**k. BKWA Annual Conference**

In order to have a direct interface with government officials, Annual brick kiln conferences were organised for strengthening of association and issues pertaining to the rights of brick kiln workers and at the same time those issues were shared with local administration and labour departments.

**i. Monitoring and Learning Program**

Besides organizing different, meetings, trainings and dissemination programmes, the partners organized meetings with SHGs and BKWAs on regular interval for introspecting the weakness and scope of improvement in the program, thus, establishing ownership to programme.

**3.3 Success Stories**

As a result of programme activities a number of BKWs, both male and female, benefited. Some of the success stories highlighting the changes that have come amongst the community in the project areas have been presented below;

**Case study -1: Job Assured throughout (Agriculture technology)**

Mr. Bijani resident of village Bhanipur of block Kara and his wife is member of Jyoti ba fule SHG formed under Buniyad project since last 2 years. Mr. Bijani is brick kiln worker and he is now adapting the agricultural technologies from IRTDI under Buniyaad project and earned much benefit by producing agricultural yields. He is growing the cash crop and vegetables by using organic manure and his life is changed now. Her wife Ms Sita devi is contributing him. Now he is busy at his farm in all season and has become independent to daily wages at brick kiln.

**Case study-2: Improved connectivity to Road (Infrastructure development)**

There are three SHGs in village Thulgula named Shanker , Vikas & Hariyali having 36 members associated with brick kiln workers family. SHG leaders of each SHG and BKWAs members put upped the proposal of kharanga (Link road to hamlet Sukhdaranpur from main road) in the open meeting of village panchyat and demanded to Pradhan for priority basis. Resolution has been passed for Khranga establishment and work is completed by the month of December 2012. SHG members including some BKWs members made collectively effort and get succeeded.

**Case Study-3: Due wages recovered (protection of rights)**

Mr. Maiku lal is a Brick kiln worker of village Naudiha of block Kara and his wife is associated with Bheem Rao Ambedkar SHG supervised by IRTDI under Buniyaad project. Maiku lal worked for 3 months in nearby brick kiln but did not get his wages by owner. When matter came in to notice of IRTDI staff,we awared to Maiku lal about the legal procedure to protect right and recovery of wages. Starting before legal procedure, we advised and courage him contacted to brick kiln owner and asked for due wages. He warned all about legal procedures would be taken against owner if payment not done. Owner of brick kiln understand the situation and agreed to pay his wages. Finally Mr. Maiku lal got his wages in 2 installments.

**Case Study-4: Towards Entrepreneur (Income Generating Activity)**

One of the members of SHG, Sangeeta Devi, taking the cue from the information on the income generation activities, six months back, bought a pair of goats for Rs.2800. This made her busy as she remained free for the most of the day time after her husband leave for the kiln site for longer durations of the year. This served the dual motive, viz. she can engage herself whenever she is free and there is an alternative source of income to support the family. She now started making plans for getting her house constructed of bricks as it is still made of mud. Now after six months the same pair of goat is costing Rs.5000. She says she will sell the he-goats at the time of *bakrid* and will keep she goats for further increasing the number of goats.

**Case Study-5: Following the foots (Income Generating Activity)**

Seeing the success of Sangeeta, another SHG member Kanchan Devi (wife of Kamlesh Kumar, a brick kiln worker) desired to go for the poultry setup but at a very small scale as any failure will cost her and the family loose the savings. After this she bought four chicks for Rs.50 (i.e. Rs.12.5 each). Now after one and a half months each of the chicks weighs around 500 grams. Each of the chicks now costs more than Rs.50. It was also told that after one more month of rearing, each of the chicks will cost Rs.150 to Rs.200. Kanchan told that till now it is quite easy to rear the chicks as they eat whatever falls on the ground. Throughout the day they roam around and eat whatever is available there. They return back in the evening. There is no separate arrangement done to feed them at this point of time.

**Case Study-6: Influencing public service delivery system (Motivation for SHG and Enrolment in School)**

This case study is about how Kamla Devi came out of her inhibitions when mobilised by team of Sarathi under Buniyad project. She evolved as a volunteer who motivated other women to participate in SHGs and managed to enrol the children of migrated brick kiln workers into nearby schools.

Serving mankind is the best one can do out of their lives. And Kamla Devi knows this fact and follows it. Kamla Devi is a 32 years old woman of substance, a large hearted soul with an intense spirit of helping others. She lives with a family of five members including her husband and three sons who are in the age group of fifteen, nine and four years. Kamala devi works as ICDS worker in her village. Right from inception phase of the BUNIYAD project, she has played active role as volunteer in facilitating formation of women self help group and even supporting the Buniyad team in formation of community based organisation of Brick Kiln workers. She supported group building process even without becoming the member of SHGs.

Under the Buniyaad programme, a capacity building programme was organised in the month of December 2011. Kamla undertook the initiative to mobilise few women residing in her neighbourhood to participate in the programme and was successful in motivating them to attend it. The training programme made the women cognizant about the advantages of forming or getting associated with Self help Groups. This made the path easy for Kamla. During the very next day she organised a meeting with some more women she was successfully able to form a Self Help Group with the name ‘Vaishnavi’ with twelve women as its members.

While participating in village level CBO meetings, she became aware that the brick kiln workers who migrate from other villages, their children remain deprived of education because they either assist their parents in their work or wander idly. Therefore their admission to schools becomes essential for ensuring their primary education. The issue of education for the migrant brick kiln family’s children developed a sense of deep compassion in Kamla’s heart and she decided to ensure admission of children living in brick kiln.Adjacent to the Rasoolpur village is Adilpur village, Kamla visited Anandpur brick field to identify such deprived children. After continuous efforts, she was successful in ensuring admissions of three children i.e. daughter of Mr. Ramesh and two sons of Mr. Ramchandra. All of the three children were admitted in the primary school of Kamla’s native village Rasoolpur. Today Kamla feels proud & elevated of her efforts put in for social cause and is all determined to ascertain admissions to maximum number of children this year.

**Case Study-7: Changed Life after Project (Organic Farming)**

Mr. Om prakash is 56 years old having six members in family including his wife, two sons and two daughters and one daughter-in-Law. He resides in Kandhrapur village of Fatehpur district in Uttar Pradesh. His main source of income is agriculture. He has approx one acre of land on which he is doing farming. At the age of 56, he find very difficult to work as a labourer so he is mainly depended on agriculture for income.

Om Prakash is a very active person and attended all the meetings conducted in his village. He was very actively involved during the formation of CBO. He was selected as treasurer in his village CBO where as his wife is member of Om Shanti Self Help Group.In this way they are associated with Buniyaad Project.

Om Prakash was working as a security guard in a bank in Amritsar. Due to old age he left this job and came back to his village in 2010. He is very much interested in knowing the new agriculture techniques. Before initiation of project Om Prakash was using chemical fertilizer for more yields. This becomes his habit to use excessive chemical fertilizers in agriculture. This practice was very harmful for the land because land goes less fertile.

Due to the training and exposure visit on agricultural issues, Om Prakash aware for the use of Organic Fertilizer. Initially he has started to use this organic fertilizer on his one Bigha land. He sowed high quality seeds of wheat and black gram made available by the project on this land and use only organic fertilizer this time. To get the produce one and half time from the previous year he feels very happy. Now he has decided to use only organic fertilizer on his land.

Om Prakash says that due to the project he gets the information of organic farming. Now he is preparing Vermi Compost Fertilizer, growing Mashroom. Now he is using line method in sowing the seeds. As a result of these practices, he gets more yield of crop. Now he is earning more money which increases his confidence level to adopt the organic farming. Now he is also suggesting others to stop the old practice of farming and adopt organic farming.

He has the challenge to get more price for this high quality organic food grains because the people are not aware of the organic food grains in rural areas. He has still offered the same price for his organic grain.

Om Prakash says that he will use this organic farming in future. He will try to influence the people to adopt this practice. He is very thankful to project for these new information’s.

**“A resolution has been passed by the Uttar Pradesh Building and Other Workers Welfare Board to include BKWs as certified workers under the 'Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996'. This will extend the benefits of various welfare schemes provided for under the Act to BKWs, who were not previously covered. The Act also requires employers to ensure the safety of their workers, provide overtime pay and provide facilities on site, such as latrines, drinking water and first aid kits. As such, the inclusion of BKWs under the Act will lead to benefits not only for the 6,783 workers reached through the project but also for all workers in the state of Uttar Pradesh. This has been achieved as a result of ongoing liaison with the Labour Department and joint campaigning and lobbying with other NGOs and networks working on this issue…*..***

**3.4 Value for Money**

This sub-section of the report explains the degree to which the project is providing good value for money and the efforts made by the partner organizations to utilize money to its maximum efficiency.

It was found during the mid-term evaluation study that the project outcomes and impact is significant in view of the current progress. The log frame (Chapter two) showing the comparative analysis of the baseline and mid-term findings against the outcomes and impact of the project suggests that the impact/ outcomes set for the project are feasible.

Total project budget from DFID £ 354,632 and the total direct beneficiaries’ 3161 Brick kiln workers hence project input result ratio stand as 112: 1

The partners are continuously making efforts for delivering value for money during the project. They planned their expenses beforehand. In order to keep the unit cost down they first surveyed the market and invited quotations before making any purchase. Besides, centralized trainings were organized which not only save money but also increased participation of brick kiln workers and improved social network amongst them. Such activities indirectly propagate the strength and spread of the project.

The project has been implemented within the expected budget till now.

The project has been implemented on the lowest cost and most efficient way. In comparison to the other skill development & income generation project implemented in other Indian states, the project is being implemented on the lowest cost and most efficient way.

**Chapter Four:**

**Innovations and Sustainability**

Present chapter outlines the innovations in the approach and methodology for the implementation of the Buniyad project and strategies and activities done for the sustainability of the project.

## 4.1 Innovations

A number of initiatives were taken and several activities were carried out during the course of the project till now. Innovative approach is necessary in ensuring sustainable success in many of the initiatives. Certain new innovative initiatives were taken for more effective implementation of the project.

**Beneficiary Participation: Resulting in Ownership of Project**

During a public meeting community people suggested that the community meetings should be held during the mid-time of day when workers used to rest. The venue was also suggested i.e. near the brick kiln where most of the people can easily gather. After this there is considerable increase in the attendance of community members in these meetings.

Community participation proved as the most effective way of building ownership among the beneficiaries and sustainability of the program.

**Beneficiary Participation**

The involvement of beneficiaries in the project activities was encouraged through initiating beneficiary participation. The beneficiary participation was started by taking their suggestions and inputs on planning of strategies, implementation and monitoring the activities during monitoring & learning quarterly meetings.

Often collection and analysing data was done from training, field visit, one to one interaction, informal community focus group discussion, and daily diary of field staff and through participatory learning approach.

Apart from this, all the partners established information centre in the project areas which provides information on labour laws, rights and entitlement of BKWs, laws related brick kilns and other aspects related general well of brick kiln community. This was non budgeted activity. It is interesting to note that these centres were established in the space volunteered (free of cost) by Brick Kiln community members. This innovation has helped in improving community participation and project coverage.

## 4.2 Sustainability

Success of any developmental program depends upon the sustainability of the program impact. Therefore, it is necessary to develop an effective exit strategy which can bring issues of ownership. In Buniyad project there are several efforts made through the activities carried out to empowering brick kiln workers socially and economically benefitted after withdrawal of the project.

In this section of the report various strategies and measures are outlined for the sustainability of the interventions of the project. There are a number of activities undertaken by the partner organization that the Buniyad Project deem necessary to be in place for the sustainability of the project. These activities can be grouped in four broad groupings. The four broad categories and activities performed under the categories are as follows.

**4.2.1 Building capacity of the brick kiln workers on their rights and Laws made by the government for their welfare.**

Community level awareness raising programmes such as CBOs meetings, SHGs meetings and district level BKWAs are used as awareness generation platform for Brick kiln workers, CBOs and district level associations where they were made aware about the minimum wages both for skilled and unskilled categories as per government legislation, information on government programmes such as MANREGA, NRHM, RTE. This is significant as this is leading to increase the bargaining power of the worker.

**4.2.2 Organizing brick kiln workers**

One district level association has already been formed and introduced to government departments by SDF. Formation of one state level brick kiln workers association representing brick kiln workers from all three project districts has also been proposed this year. This association will contribute in advocacy at policy level to improve social and economic conditions of brick kiln workers in project districts. Women SHGs were promoted at the village level in order to facilitate women empowerment and development processes. Animators at SHGs level are being identified for their independent functioning.

**4.2.3 Establishing network of the various stakeholders.**

**Building Local leaders: Ensuring Sustainability**

Kamladevi a 32 year old woman as an ICDS worker has played active role as volunteer in facilitating formation WSHG and even supporting Buniyd team in formation of community based organization of brick kiln workers. Kamla not only mobilized the women of her village to participate in the capacity building program organized under Buniyad but was able to form a Self Help Group with the name ‘Vaishnavi’ with twelve members. Kamla came to know about the high illiteracy rate among the children of Brick kiln worker through a village CBO meeting. After identifying the out of school children of the nearby Brick kiln site Kamla admitted three out of school children to the government pimary school. Kamla is proud and elevated of her efforts put in for a social cause and is all determined to ascertain admissions to maximum number of children this year.

At village level PRIS were mobilized to facilitate the process of getting employment and prescribed wages under MANREGA for the brick kiln workers. Interface meetings with the department of labour are also been facilitated to enhance awareness and build linkages. Association of SHGs with banks (NABARD, Lead and other Banka) and government service providers (Labour department, ICDS, UPDASP, DOA & H, DOH, DOL etc.) were established not only to access the benefits but also to get back up support in future.

**4.2.4 Financial Empowerment of brick kiln workers**

SHGs have developed their own credit base and they have been oriented on locally feasible IGAs through inter lending. SHGs have emerged a source of motivation, credit and support for initiation of income generation activities. With the increase in financial base of SHGs the number of member involved in IGAs and size of IGAs has also grown. Existing trends indicate that this growth will continue to benefit he women and their families.

Moreover, there are certain measures which were proposed but are still in the planning phase. The process of forming SHG federation is yet to be initiated.

Partners are sharing experiences and thinking on quality implementation, impact and sustainability of the project through regular meetings.

* 1. **Exit Strategy by Partner**

 Exit strategy is very important to make the project sustainable. It brings up to the issues of ownership. This is also inbuilt in Buniyad project implementation process. The efforts made through the activities carried out to empowering brick kiln workers socially and economically in Buniyad Project benefitted after withdrawal of the project.

Project activities were being carried out with the target community by project partners. There were many of the regular activities which required the presence of the Partner Community Facilitators. As project has completed its half way and two years have been left, a strategy for the sustainability was envisaged under the project so that the change brought about in the lives of the brick kiln communities continue in the later stages. Taking the above into consideration, all the partners has developed a strategy for the roll back or phase out or exit.

Discussion held and review of literature reveal that all the three partners had very well prepared the exit plan and using the strategies so as to make it sustainable. Exit strategies prepared by all the three partners have been present below;

**4.3.1 Exit strategy by PEPUS**

|  |
| --- |
| 1. **Self Help Group (SHG)**

The Project Staff has to categorise the SHGs into three categories viz. A,B & C. ‘A’ being the good ones and the ‘C’ being the SHGs that still need much to work upon. Keeping this in mind the following given below shall done as the part of the exit strategy. |
| **Sl. No.** | **Exit Activity** | **Process** | **Responsibility** | **Who will monitor & when** | **Impact** |
| 1 | Meetings of SHG held regularly | SHG members to conduct their own meetings. | Facilitation by the PCFs | Project Team | Confidence among the members that they can hold the meeting of an organisation. |
| 2 | Maintenance of SHG Records by the members themselves | The SHG records shall be maintained by the members themselves or through the volunteer designated by themselves. | Facilitation by the PCFs | Project Team | Confidence building among the members - Record maintenance is considered as a tough activity under the SHG. |
| 3 | Opening of Bank Accounts | SHGs shall be motivated to get their Bank Accounts opened | SHG members with facilitation by the PCF | Project Team | It will give credence to the SHG and the members can make use of the CCL |
| 1. **Brick Kiln Workers Association (BKWA)**

The BKWAs will be categorised in the same way as the SHG and gradually the lead to conduct the meetings will be handed over to the members. |
| **Sl. No.** | **Exit Activity** | **Process** | **Responsibility** | **Who will monitor & when** | **Impact** |
| 1 | Meetings of the BKWA held regularly | BKWA members to conduct their own meetings with gradual withdrawal by the PCF | Facilitation by the PCF | Project Team | Confidence among the BKWA members to hold a regular meeting and discussion on the issues of village importance. |
| 2 | Record maintenance of the BKWA meeting records by the members themselves | Under the facilitation of the PCF the meeting records to be maintained by the members. | Facilitation by the PCF | Project Team | Record maintenance will give confidence to the members and it will help judge the present activities through the past records. |
| 3 | Formation of State Level Brick Kiln Workers Union | All the three network partners are working on the same along with some like-minded people | Project Team | Project Team | It will give credence to the brick kiln workers and their cause regarding their rights. |
| 1. **Farmers**

The farmers selected shall be motivated in such a way that they shall continue adopting the organic ways of agriculture and in the process motivate other farmers to do the same. |
| **Sl. No.** | **Exit Activity** | **Process** | **Responsibility** | **Who will monitor & when** | **Impact** |
| 1 | Training the selected farmers as the Master Trainers | The farmers trained by the consultants shall train the farmers of their area to use the sustainable agricultural practices | Facilitation by the PCF and the consultant designated for the same | Project Team | The input cost of the farmers will go down along with the increase of the output cost. |
| 2 | Use of the organic manures like the vermin compost and the NADEP compost in the fields | The NADEP compost pits to be constructed in a cluster of the villages and the Vermin compost pits to made one in each village where the farmers are there for the demonstration purposes. | Facilitation by the PCF and the consultant designated for the same | Project Team | It will enhance the use of the organic agricultural practices among the farmers. |

**4.3.2 Exit strategy by IRTDI**

|  |  |  |
| --- | --- | --- |
| **Sl. NO.** | **Out comes** | **Planned strategy for phase out.** |
| 1 | Brick kiln worker who are receiving the minimum wages . | * Regular association meeting for developing bargaining power with owners
* District level association/ established that deal the all issues related compensation, minimum wages, accessibility of all services and advocacy for their rights.
* Establish liasioning with district labour departments.
* Association would decide and open minimum wages rate for trade of work very year.
 |
| 2 | Eligible target people who are the accessing government entitlement.  | * More labours will demands work under MNREGA at lean period.
* Cluster level information centres established.
* Federation of SHG women established for dealing end ensuring the all government scheme accessibility.
* Federation would advocate the all matter of beneficiaries for entitlement.
* SHG members linked with Income generation activity.
 |
| 3 | District level association formed  | * Active district level association established
* Office bearers will do the work the interest of association that ensures the BKW’s entitlement.
* Well discussed byelaws developed by democratic process.
* Advocacy policy will discussed through democratic process.
* Strictly prohibited the name and designation for personal use.
 |
| 4 | State level brick kiln workers associations actively representing the interest of worker.  | * State level BKWs association would establish.
* Association would deal the state level policy change with state level government for benefits of BKWs.
* Association would register under trade Union.
* Trade union linked with likeminded forum /CSO
* Trade union would deal the referral cases of district level association.
* State level association will suggest and support for time to time for strengthening of association.
 |
| 5 | Brick kiln workers have increased awareness and understanding of their rights as enshrined in government policies and legislation. | * Information centre would strongly established.
* Volunteers for SHG for record keeping and maintaining the basic accounts of SHG.
* Volunteers would act as supporting leaders for SHG.
* Association members will organize meeting on monthly basis with close concern of state level trade union.
* Partner organization will followed the activity for increasing the awareness of latest government schemes on quarterly basis.
* Partners’ organization would liasioning with govt. departments and village level association as well as district level association for establishing convergence.
* Educative materials would distribute at association level and information centers by partner organization time to time.
* Training on specific issues to be organized if necessary.
 |
| 6 | Brick kiln communities have increased capacity to participate in civil, socio-economic and political life through robust, representative community based organizations . | * Sustainable SHG formed .
* Capacity build to women as they owned leadership
* Working capital fund available for income generation activity.
* Most of group promoted for adopting long term and sustain income generation activity.
* Women federation would established for addressing the problem related women issues and brick kiln community for entitlements.
* Organic farming practices would promoted for sustain farming income and food security.
* Legally women federation at block level registered for self sustaining.
* Networking established with likeminded forum or civil society organizations.
* Increasing membership of federation.
 |
| 7. | Net work partners are effective , sustainable organisation.  | * Followed up all progress of brick kiln communities and audit the activity by partner/FYF
 |

**4.3.3 Exit strategy by SDF**

|  |  |  |
| --- | --- | --- |
| **IMPACT** | **Impact Indicator 1** | **Exit strategy Plan**  |
| To reduce poverty among marginalised brick kiln communities in Uttar Pradesh, India, thereby contributing to attainment of MDG 1 | Average monthly household income (Indian Rupees) | Increase in household income in project villages is being attempted in three ways . **Firstly,** brick kiln workers have been equipped with information on minimum wages both for skilled and unskilled categories as per govt. legislation. It is leading to raising the demand at workers level. BKWAs, are also supporting their workers to bargain with the employers and contracters. **Secondly**, linkages between brick kiln workers and PRIS are establised for employment and prescribed wages under MANREGA. **Thirdly**, SHGs have developed their own credit base, They have been oriented on locally feasible IGAs through interlending. |
| **OUTCOME** | **Outcome Indicator 1** | Brick Kiln workers, their CBOs and district level assocoiation have been equipped with provisions of minimum wages Act of the government. It is encouraging to note that they have started to bargain for their wages with their employers and contractors. |
| To empower 3161 marginalised people from brick kiln communities in four districts of Uttar Pradesh to realise their rights  | % of brick kiln workers who are receiving the minimum wage (disaggregated by gender) |
|
|
|
| **Outcome Indicator 2** | Brick Kiln Workers, SHGs members, CBOs and distrct level brick kiln workers association are aware of government programmes such as MANREGA, NRHM, RTE. This awareness is leading to demand generation and peer pressure on service providers.  |
| % of eligible targeted people who are accessing government entitlements (National Rural Employment Guarantee Scheme as proxy) (disaggregated by gender) |
|
|
|
| **OUTPUT 1** | **Output Indicator 1.1** | One district level association has already been formed and introdued to government departments. The association has started to prepare its documents for registration inorder to gain legal identity. |
| Organisation of brick kiln workers into a strong, representative and sustainable state-level association actively advocating for the rights of brick kiln workers | No. of district-level brick kiln workers associations formed |
|
|
|
| **IMPACT WEIGHTING (%)** | **Output Indicator 1.2** | State level brick kiln workers association representing brick kiln workers from all three project districts is proposed to be form in this year. This association will contribute in advoccay at policy level ti improve social and economic conditions of brick kiln workers in project districts. |
| 35 | State-level brick kiln workers association actively representing the interests of workers  |
|
|
|
| **OUTPUT 2** | **Output Indicator 2.1** | Community level awareness raising programmes, CBOs meetings, SHGs meetings and district level BKWAs are providing forum for awareness generation on labour rights and addressing their queries. Interface meetings with the department of labour are also been facilitated to enhance awarenessand build linkages. Educational materials related to labour rights collected from the government department is being used effectively.  |
| Brick kiln workers have increased awareness and understanding of their rights as enshrined in government policies and legislation  | % of brick kiln workers who are aware of their labour rights (e.g. right to a minimum wage) (disaggregated by gender) |
|
|
|
| **IMPACT WEIGHTING (%)** | **Output Indicator 2.2** | Community level awareness raising programmes, CBOs meetings, SHGs meetings and district level BKWAs are providing forum for awareness generation on government services, entitlements and procedures to access the services. Interface meetings with the different govt. service providers are also been facilitated to enhance awarenessand build linkages.  |
| 30 | % of brick kiln workers who are aware of their rights to government schemes (disaggregated by gender) |
|
|
|
| **OUTPUT 3** | **Output Indicator 3.1** | WSHGs promoted across villages have proven their capabilities to facilitate women empowerment and development processes. Animators at SHGs level are being developed for their intendant functioning. Linkages of SHGs with banks and govt service providers are established not only to access the benefits but also get back up support in future. |
| Brick kiln communities have increased capacity to participate in civil, socio-economic and political life through robust, representative community-based organisations | No. of self-help groups formed     |
| **Output Indicator 3.2** | SHGs have emerged a source of motivation, credit and support for initiation of income generation activiites. As financial base of SHGs is increasing number of member involved in IGAs and size of IGAs are also growing. Existing trends indicate that this growth will continue to benefit he women and their families. |
| % of self-help group members who have started alternative income generation activities (disaggregated by gender) |
| **IMPACT WEIGHTING (%)** | **Output Indicator 3.3** | The process of forming SHG federation is yet to be initiated. |
| 25 | No. of federations (of self-help groups) legally registered and self-sustaining  |
| **OUTPUT 4** | **Output Indicator 4.1** | Partners are regularly meeting, sharing experiences and thinking on quality implementation, impact and sustainability of the project. SARATHI is also in process to develop a process document on learning evolved over the time and challenges ahead. |
| Network partners are effective, sustainable organisations, with increased capacity for capturing learning and exchanging information with both internal and external stakeholders  | Partners are sharing information and learning through project network and wider FYF partner network  |
| **IMPACT WEIGHTING (%)** | **Output Indicator 4.2** | Exit strategy is inbuilt in project implementation process and being reviewed regularly. |
| 10 | Exit strategy developed and reviewed annually  |

**Chapter Five:**

**Lessons Learned and Recommendations**

Challenges faced and lessons learned in during the project interventions and recommendations for further strengthening the program are explained in this chapter.

## 5.1 Challenges faced or Lessons Learned

Though a vast improvement was found during the mid-term evaluation study as compared to Baseline on most of the key indicators still there are areas where scope of progress was observed. The mid-term findings highlight some challenges that need to be focused so as to achieve the desired milestones by the end of the projects:

* Still many government officials show non-cooperative behaviour towards the issues of brick kiln workers. An effective dialogue with the Government officials is still a challenge as they do not work together with local organizations.
* Bargaining capabilities amongst the brick kiln workers and brick kiln communities, though improved since the baseline, requires additional efforts to fulfil their demands and improve their social status. Associating themselves with the BKWA has not yet made them commanding enough so that they are able to handle any major issues/concerns independently without partner support.
* Though participation of female members of the household in the decision making process has improved from the baseline, some male community members are still not very comfortable with the idea of women empowerment through the project.
* Poor socio-economic status prevents BKWs from taking a stand against the authoritative brick kiln owners as in real sense it is a master slave relationship.
* Maintaining records and keeping up the account work in the self help group is a challenge. The beneficiaries also have problem in remembering the schemes and entitlements or the benefits that the project trainings entailed to them.
* Though BKWA have been formed by the partners its impact and strength has to be seen and developed as their role is very challenging and involves lot of confidence and fearlessness. The associations also need to work on developing effective communication and leadership skills of its members.
* The govt policies and schemes are very complicated and need to be simplified and repeated to make it clear to the poor workers.
* In most of the places SHGs have not been linked up with financial support. This left them with little money to start their income generation activities as the group savings is very low.

## 5.2 Recommendations

* In order to increase the effective collaborative working of government officials and the local organizations regularization of meetings with officials and community mobilization activities on their rights is needed.
* The association (BKWA) requires strength and need to develop its organizational capacities so as to function as an independent brick kiln worker’s forum advocating for the rights of the brick kiln workers.
* Various methods of communication and approaches should be applied to raise awareness among the community members. The awareness level on some government schemes and cards under the govt. schemes found in the quantitative study was very low (NIRMAL BHARAT ABHIYAN (SANITATION PROGRAM), Adhar Card, Insurance Smart Card, MCP card).
* As mentioned earlier the percentage of women in decision making has increased but in the quantitative study it was also found that mere eight percent of the respondents said that they have property in the name of female member of the household. Therefore, initiation of an extensive program on gender issues specifically for the male members of the community is suggested.
* Conduction of separate meetings with the Panchayat members is necessary for building strong linkages between the brick kiln worker association and local self-governance.
* Effective linkages with the labour ministry and likeminded organizations and groups working on the brick kiln issue is needed.

**Annexure 1**

To Whom It May Concern

**Subject: Declaration of Independence of the Evaluation Team**

I, the undersigned, am writing on behalf of the evaluation team that has been commissioned to conduct an independent evaluation of Find Your Feet’s project, ‘Promoting the labour rights of marginalised brick kiln workers in rural Uttar Pradesh, India’ (Project no. CSCF 526).

I formally declare that this was an independent evaluation and we have no prior relationship with Find Your Feet and the project team.

Signature:



(Alok Saigal)

Centre for Action Research and Training

Date of signature: 21.10.2013

Place of Signature: Lucknow