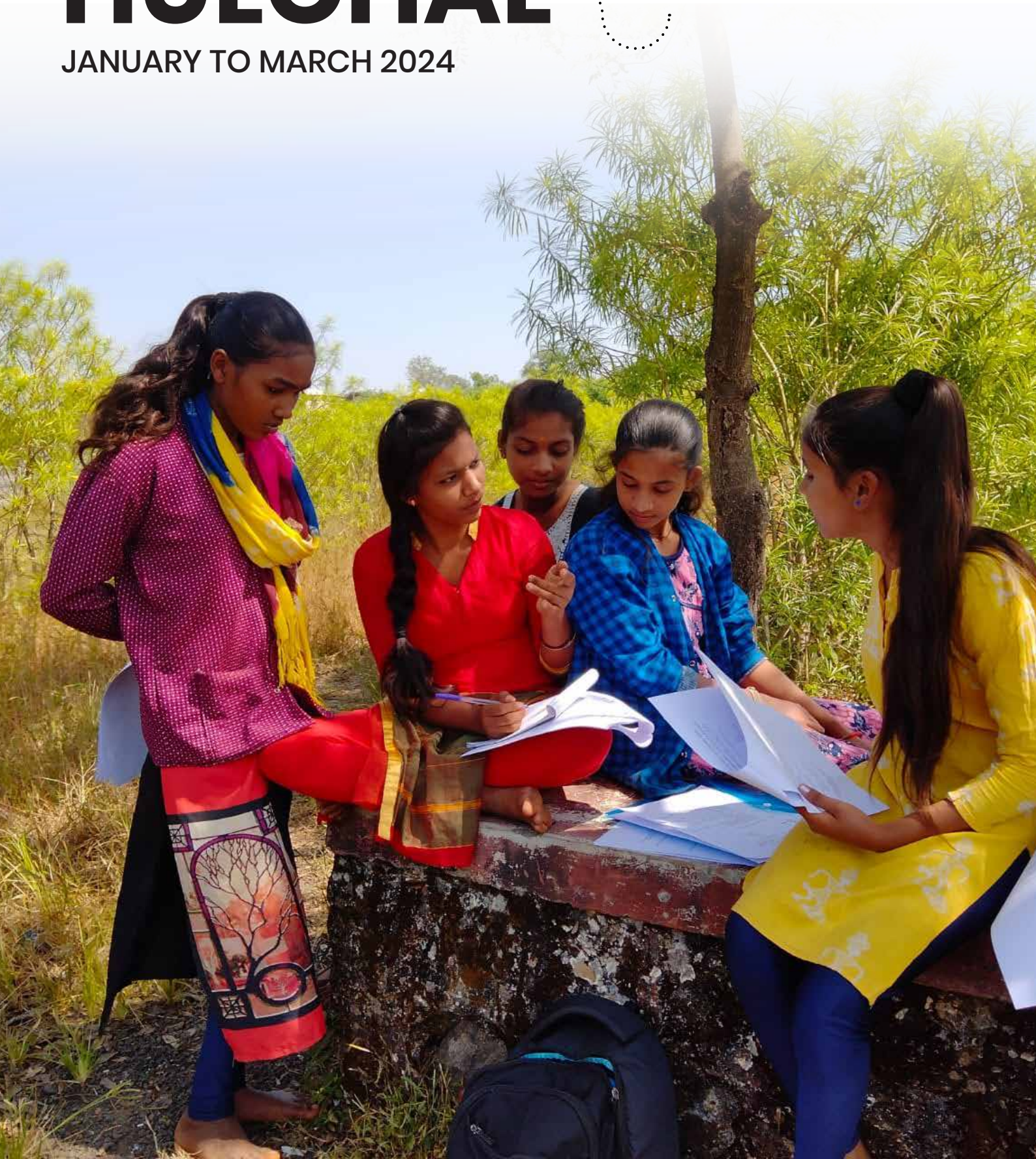


ABHIVYAKTI HULCHAL

JANUARY TO MARCH 2024



Hulchal Activity-

INDEX



After the hectic period of hosting two public events in the last quarter, there was a little lull in organising our various activities. Most of our time in this last quarter was devoted to completing various deadlines & also gearing up for the coming year which always promises hope & sunshine. The senior management team was busy negotiating with many external organisations about new ideas, proposals & strategies based on the strategic plan that we had formulated last year. Owing to the complex nature of our work in the development sector, it is always prudent to be alert and open to new opportunities & change. That has been the underline tension in this period. You will find the details of the work done in this edition of Hulchal.

Do read and send your views as we really like to read your comments !

SHODHINI UPDATES

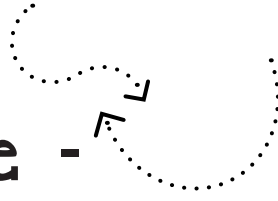


Collecting Data - >

We have been working with young rural girls since 2016 and have interacted with many of them who are now known as 'Shodhini' (Seekers) who were trained in different aspects including action research, communication skills, media, gender & leadership. Since this is the last phase of our current project, we are collecting information on various Shodhini who came in contact with us & who have moved on due to various reasons. We are interested primarily in knowing the impact of our interventions on their lives, and other details like their current locations, the work they are engaged in, marital status, education and values they believe in. This will help us in determining the impact of our work & whether any modification is required. The team is visiting various villages & meeting past & present Shodhini & Shodak. The Shodhini team has visited villages like Pahine, Sapgaon, Shirasgoan, Ganeshgoan, Ambai, Hirdi, Waghera, Rohile & Velunje. More meetings are planned ahead to keep collecting information and adding to the rich data on Shodhini.

INTEGRATED VILLAGE DEVELOPMENT

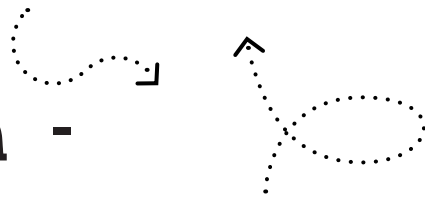
Silk Production Update -



To complement the farming community with appropriate livelihood, we started Silk Production in Spate Village near Harsul in Trimbakeshwar Block. Last July, we planted the first batch and in March, the farmers were able to harvest 25 Kgs of Silk cocoons. The process goes through several steps of careful planing, cultivating and feeding the silkworms with Mulberry leaves, taking care & giving lot of attention as the weather conditions can vary and be unpredictable. The farmers had to undergo rough climatic conditions but due to their determination and resilience they were able to deal with the situation effectively. The harvested Cocoons were then sold at the Silk Centre in Beed in March. They were able to get a good price by selling the Cocoons for nearly ten thousand rupees. The farmers were satisfied as this was their first attempt at an entirely new agro - based livelihood. Their hard work and motivation had paid off which in the long run would inspire other farmers to consider venturing into such complementing livelihoods.



Mango Cultivation -



Due to the repair of the existing Dam, there was availability of water which was used for the young Mango trees. The trees were growing nicely & the farmers were satisfied with their growth. The farmers had invested a lot of their time & energy in taking care of the Mango trees with providing necessary nutrients at the right time. The farmers were also provided with information about using organic manure for the Mango trees and its long-term benefits. This February, each of the 80 farmers were supplied with 50 Kgs of organic fertilizer which they have used it with a positive attitude & a promise of maintaining good care in the future.



Weather Station Installation -

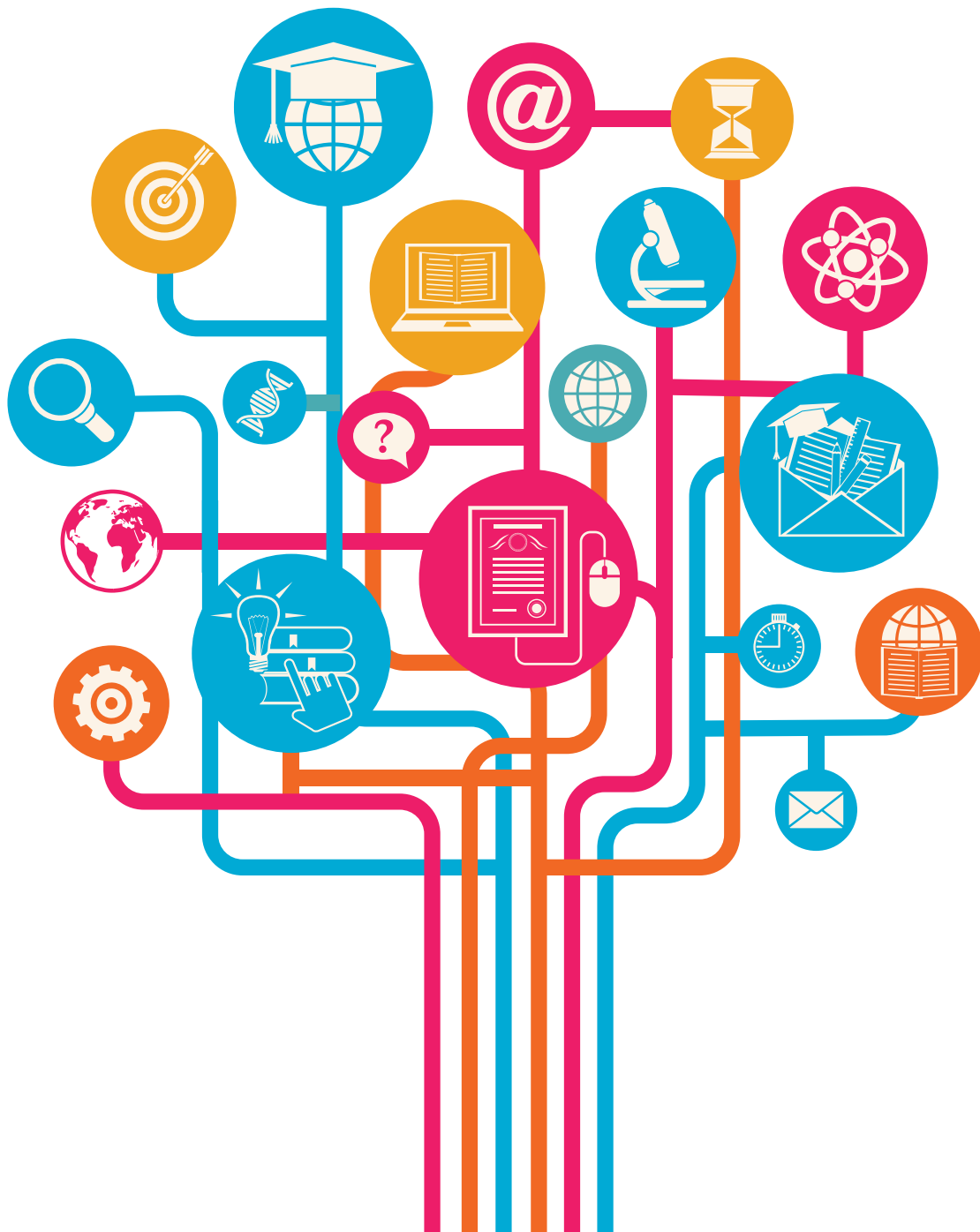
In collaboration with 'Mitra Agro Equipment Pvt Ltd' (MITRA) under the sustainable livelihood programme, we have started installing weather station in three villages of Khedgoan in Dindori taluka, Wadnere Bhairav in Chandwad Taluka and Palkhed in Niphad Taluka of Nashik district. The weather station was provided to those farmers who were marginalised, Covid-affected, with some disability and to widowed women who were into Grape cultivation in less than 2 acres of land. Weather Stations were provided to access weather conditions and use it to increase their yield and profits. The farmers were very happy in installing the weather stations which were provided to 13 farmers in Khedgoan, 11 farmers in Wadnere Bhairav and 14 in Palkhed.

By installing the Weather stations in different villages, we were able to reach farmers in different locations in Nashik and in understanding the conditions of marginalized farmers. The farmers are in constant touch with our team even after the installation, wanting guidance in different areas as well like their childrens education, about marketing, etc.



Hunnar - Skill enhancement of youth, Last Phase

Hunnar Skills Enhancement for marginalized Youth from Nashik urban is a new initiative supported by Mahindra and Mahindra, Nashik. The aim is to develop different employability capacities of marginalised youth. Some of the capacities were related to learning computer skills, fire and safety measures among other.



FELICITATION CEREMONY-



As the various skill-oriented courses were completing their duration, we decided to honour the successful students who had graduated, valuing their efforts in completing the course along with appreciating the dedication of its teachers who had given their valuable expertise. The Felicitation ceremony was held on the 24th February in Nashik. The chief guest was the Fire Station Head of Nashik Municipal Corporation, Mr. Pradeep Borse. Out of the 218 students enrolled for the various courses, 192 students (88%) completed the course they were enrolled in. All those who had completed the course successfully were invited to the Felicitation ceremony. The students and the course directors were awarded with a certificate of appreciation. What was heart-warming and assuring being the response of the various course directors who conducted the courses. They were not only effusive in their appreciation but saw the efforts put in by the Abhivyakti team in making the various courses relevant & meaningful for the students. One course director even suggested that in future, 20 hours of the course need to be given for developing life skills and mental capacities of the students which the Abhivyakti team had facilitated during the duration of the course. The event was well-attended by the students, course directors, parents and Abhivyakti team.

CAPACITY BUILDING SESSIONS

We continued with our efforts to design and facilitate workshops & short sessions for different members of our society.

We present a few –

1. The post-graduate students of College of Social Work, Nirmala Niketan, Mumbai visited Abhivyakti in the first week of January to understand about our work, mission and programmes. The students were briefed about our work through screening of films and dialogue on gender & development. An interactive exercise on gender led to serious discussion on the various aspect of gender equality.



2. A half-day session was facilitated on gender equality for the NSS students of College of Design and Architecture and College of Pharmacy, Nashik in a village of Mungsarai near Nashik in the first week of January. Through a simulated exercise and interactive process, various aspects of gender emerged which was discussed openly and frankly.



3. A series of sessions on Entrepreneurship was facilitated by Abhivyakti team for the final year students of Architecture of MET college of Architecture and Design, Nashik from January to March. Each session was for half day and introduced the students to several aspects of entrepreneurship through a participatory process of dialogue and exchange.



4. A series of sessions were held for the first year students of Design of MET College of Architecture and Design, Nashik on 'Self and Mindset' from January to March. Understanding our brain, how it functions, understanding our emotional side and other related themes were discussed using simulation exercises and reflections. The students also shared their struggles of class dynamics, competition & keeping focus on academics.



5. In the second week of February graduate and post-graduate students of Psychology from KTHM college, Nashik visited Abhivyakti office to learn about our work. A PPT presentation on understanding our cognitive side was shared with the students which was followed by discussion of the theme and its application.



6. Half-day sessions were organised for the students of Design of both MET and CANS college of Architecture, Nashik on Environmental perception. The session was to prepare the first year students for a rural camp to understand and experience the relationship between design and environment.



MAPPING GENDER IMPACT IN RURAL SCHOOLS OF NASHIK



We are helping Nirantar Trust, New Delhi to conduct a Study which is concerned with mapping gender-based practices in secondary and senior secondary schools to understand how NEP 2020's vision of equitable & inclusive education for all, especially for girls from socially & economically disadvantaged groups, can be realised. To take this forward a 5-day workshop was organised at the Leslie Sawhny Centre, Deolali in the second week of March to understand the research process and ways to implement it in the rural areas of Trimbakeswar. The focus was on strengthening the understanding on gender, education and the research process. The participants were from Shodhini cohort who were to help in the data collection in their villages. Three member from Nirantar Trust & a few of Abhivyakti staff also participated. The workshop created a conducive environment for learning and the process was based on as easy pace of dialogue and exchange. The participants also got to know each other and learnt about gender, process of data collection, especially about the nuances of focused group discussion. The workshop helped to get clarity on the purpose of research and wider perspective about its mission and impact.

MEDIA PRODUCTION

Production of Citizenship Comic book by Aagam organisation-

The comic book entitled 'Me, The Superhero Indian Citizen' for empowering India's Youth was successfully completed in collaboration with Aagam Organisation, Mumbai. This involved translating 18 chapters into Hindi and Marathi along with design that engages the young reader and first time voters. The book has Youth-centric content and is meticulously crafted to appeal to the interests and concerns of young readers, providing valuable insights into citizenship rights and responsibilities in a format that is engaging and it is relatable.

यह कॉमिक बुक, एक खेपुक्त प्रयास है आगम और मुख्य चुनाव अधिकारी, महाराष्ट्र के बीच प्राथमिक कंटेंट है। चयनक युवाओं को जागरूक बनाने के लिए। वहीं युवा जो कि मतदान को समझदारी और सम्मान का जरिया समझते हैं। इस सन्दर्भ कॉमिक बुक का उपयोग जानकारी को अवधारक, पढ़ने योग्य और समझने में सरस हो इस उद्देश्य से तैयार किया गया है। इस पुस्तक से प्राप्त सही आय आगम संस्था को दी जाएगी और इसका उपयोग युवाओं के हित और सशक्तिकरण में किया जाएगा।

आगम



मुख्य निर्वाचन अधिकारी



भारती दानगुप्ता आगम संस्था फोरम, एक नोट फॉर प्रॉफिट की को फाउंडर हैं जो कि हरिद्वार पर छोटे युवाओं के साथ काम करती हैं। वह एमरिला, कैटेडिस्ट फॉर सोशल एम्प्लाय, एक नोट फॉर प्रॉफिट की को फाउंडर और ट्यूटी भी हैं। यह संस्था बच्चों को गैर फाइलिंग और होम में बच्चों की देखभाल का काम करती हैं।

यह #Livingmypromise की हस्ताक्षरकर्ता हैं और दान उल्लव/जीव ओज गिविंग से जुड़ी हैं।

वे एक पसु प्रेमी हैं और पसु कल्याण में सक्रिय भूमिका निभाती दिखती हैं। और एक प्रभावित पसु कल्याण अधिकारी के रूप में जानी जाती हैं।

इससे पहले कॉर्पोरेट प्रोफेशनल के रूप में इन परी पर कार्यरत थीं।

1. एच आर कंसल्टेंट
2. कॉर्पोरेट प्रबंधन सहाय, भारतीय बैंक संप

Aagam Associates

We, The People Abhyaan Changing Sky VirArt Studios C.B.R.C



सहयोग मूल्य : ₹. २९९.००



समाज कल्याण और सामाजिक सेवाएं

वीर को



युक्ति न्यायिकता प्रकृति को पूरा को और आपके मुला निदेशन अधिकारी, महाराष्ट्र के इसका का प्रकाश पात्र प्राप्त करें।

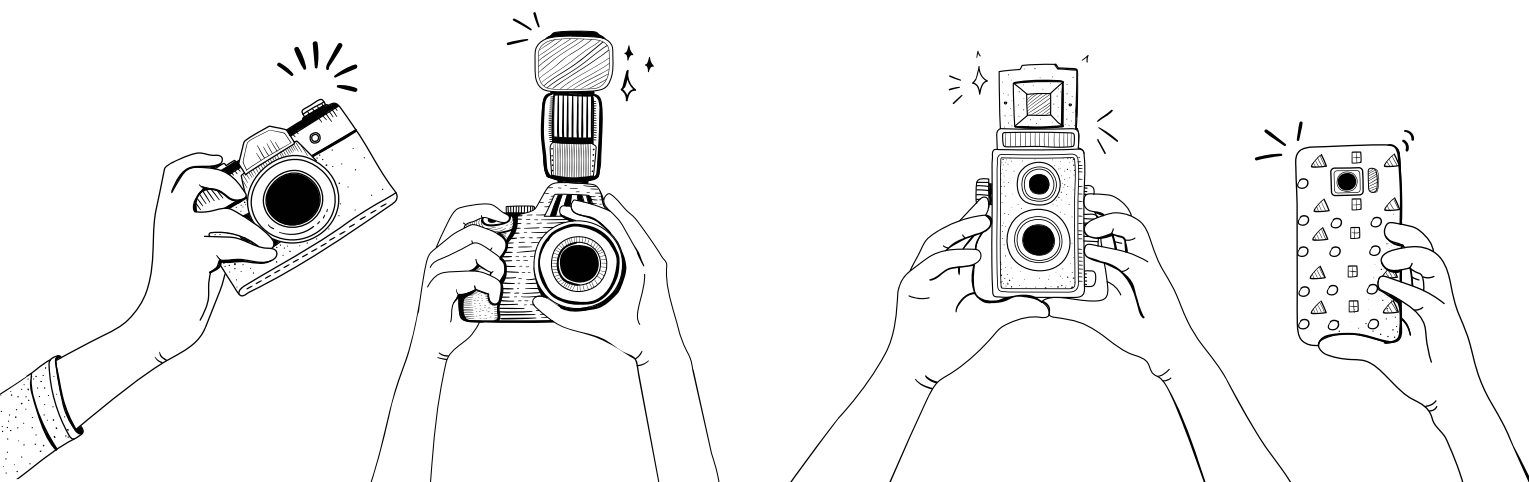
मैं, एक सुपरहीरो भारतीय नागरिक!



By addressing issues relevant to first-time voters, such as civic engagement, electoral participation, and democratic values, we aim to empower & inspire a new generation of responsible citizens. The Comic is also culturally relevant as the translations into Hindi and Marathi ensure that the comic book resonates with the cultural sensibilities of our diverse audience, fostering a deeper connection and understanding of citizenship principles. The Visual Impact through innovative design and vibrant illustrations which we have created for a stimulating and visually captivating experience that not only educates but also entertains, leaving a lasting impression on our readers. Our partnership with the Aagam Organization exemplifies the spirit of collaboration and shared commitment to social impact, demonstrating the collective strength of working together towards a common goal.

Video Documentation of Folk Artist Workshop-.....>

We finished video documentation of capturing the unique art forms presented during the Folk Artist Workshop conducted by 'Lok shahir' Sambhaji Bhagat and his team in the second week of January at 'Sarvahara Parivartan Kendra', Chikhalwadi, Trimbakeshwar. The two-day workshop was about building good relationships with the artists and reconnecting with activists involved in promoting various Movements.



YOUTH FOR CHANGE [YCP]

Workshop on Social Action- Yuvak-Yuvati Melava & Gana Rewrite



After the workshop on Citizenship and gender, the students who were interested in organising a 'Yuvak-Yuvati melawa' in the colleges of NBT law and KTHM were invited to participate in a preparatory workshop. The melawa was based on creating awareness on gender. About 25 students showed interest and attended the workshop which was about how to organise the melawa in their respective colleges. The students also learnt an interesting activity which was about re-writing Hindi film songs that made mockery of womanhood, or were abusive in their content. The idea was to rewrite the songs in a creative way that honoured gender equality. The students enjoyed the workshop and understood how the lyrics of a few Hindi films songs demeaned women. The workshop was held in the third week of March.

Workshop on Gender Equality-



A one-day workshop was organised for the students of College of Social Work in the last week of February, and in the first week of March, it was organised again for the students of HPT, SMRK and NBT Law College on the issue of gender equality. Through interactive session, the students were first asked about their understanding of gender, and based on their response which was very basic they were provided inputs on understanding gender and how it is constructed. Later, two groups were made separately consisting of boys and girls. They were made to give their views on an ideal man and woman. The ideal man was trustworthy, free from any addiction and care-taker while the ideal woman was the one who took care of the culture and was sensitive and mature. This led to intense dialogue and the need to understand the over-arching patriarchy that is prevalent in society and how to overcome it.

Workshop on Citizenship-



In the third week of February, a one-day workshop was organised for the students of HPT College who had joined the YCP programme. The workshop was on Citizenship and its focus was on creating awareness amongst the students about Citizenship. There were twenty students who were part of this workshop. Through different simulated activities, the students learnt about their Rights as written in our Constitution and how some of the Rights were violated. Some of the examples were taken from experiences of people from their daily lives and the students were asked to think and act about getting justice. The students participated actively and learnt of their Rights from the dialogue and interaction amongst themselves.

Film Screening-



In the third week of March, we organised a film screening for the students of SMRK college. Two short films, namely, 'Juice' and 'Girls on the Margin' were screened. The screening was followed by discussion with the students. About 55 students were present for the screening. The films were about the social reality of rural girls and the discussion centered around the theme of education and its access and relevance. The students became aware of the reality of girls lives and how early marriage resulted in break from education process. Many other questions about rural life and its culture of denying opportunities to girls to pursue education came to the fore.

MEDIA RESOURCE CENTRE

Abhivyakti's Media Resource Centre has many audio-visual resources which we give visibility by organising stalls, setting up small libraries and facilitating community media workshops. Some of the activities –

Film Screening - Ambai Village

As mentioned earlier, the initiative to start a Film Club for students of class fourth and fifth bore good results as the first film screening took place in the Zilha Parishad Primary Vidya Mandir school in the second week of January. An animation film, 'Meena' was screened for the students. The film was about personal hygiene & narrated the importance of toilets. Later, a lively discussion was held with the students. The Principal, Ms Pratibha Sonje was present who appreciated the initiative and shared that the content of such films would definitely create awareness and complement the educational process.



Publication Stall at Amalner -

During the 18th 'Vidrohi Sahitya Sammelan' held in Amalner in Jalgoan in the first week of February, we hosted our publication stall containing our various publications. Vidya and Manisha from Abhivyakti were hosting the stall. They met many grassroots activists, artists and writers who visited the stall and shared about Abhivyakti's work and its various activities.



VOICES FROM THE FIELD

We are continuing with our new feature to make Hulchal relevant & interesting for you. The 'Voices from the Field' brings insights, experiences and opinions of the community members who are involved in some of our projects.

In this issue we feature Poonam Kasbe from Sapte Village near Harsul. Poonam tai who is the head of 'Pragati Mahila Bachat Gat' narrates about the plight of many rural women who toil relentlessly from morning to night to make ends meet, which is filled with severe hardship and no visible support nor any appreciation. Poonam tai says, "We were trying desperately to enhance our financial condition for many months but without any tangible results.

Abhivyakti's intervention couldn't have come at more appropriate moment! Abhivyakti team was interested in

supporting any small scale agro-based initiative. After much exploration we women agreed on venturing into mushroom cultivation.

The idea was new to us but we were willing & excited. Ten of us got training in Mushroom farming from the 'Krishi Vigyan Kendra' based in the YC Open University, Nashik.



The process seemed easy and simple. The most important part was that the time period to grow mushroom and earn was short and manageable. It could be done without leaving any of our daily chores including farming. Initially, we began with 80 beds of mushroom. Our motivation was high so we gave it our utmost attention. In no time, much to our joy, mushroom began to grow and we harvested about 80 Kilos of good quality product. We were overjoyed. Our efforts had yielded good result. We had sixty kilos and the idea of selling and earning from the mushrooms became the talking point between us. However, after a lot of deliberation, we decided to celebrate. We distributed our 'bounty' in the village and also consumed it ourselves. We wanted to sow the idea amongst other women of the village, encourage them to become entrepreneurs. The newspaper too gave good publicity to our efforts. It was no small achievement for us, who are never considered 'worthy' of anything! Reading our names in the newspaper was like the icing on the cake! Riding on the wave of success, we started again, now with bigger ambition. We prepared nearly 200 bed, pregnant with hope and new confidence. Our hard work resulted in harvesting about 430 Kgs of mushroom. With Abhivyakti's help, we sold the mushrooms, filled in bags in the market of Harsul, Ganeshgoan and Trambakeshwar. It fetched nearly eighty thousand rupees. A sum we had never imagined from one single harvest! Each one of us got ten thousand. It was time for celebration, rejoice in our collective efforts, hope and determination. We had a delicious dinner together where we promised to aim higher in the next round! We are already planning to make the business profitable by cultivating quality mushrooms and how we could continue it throughout the year! While we are proud of our achievements, we are also aware of the huge responsibilities that lies ahead. However, we are not afraid of challenges as we are now committed, resolute and inspired. The support, encouragement and belief of Abhivyakti in our abilities has been instrumental for this transformation. We will keep learning and take steps to strengthen our enterprise further!



HAPPENINGS

1. A team from Azim Premji Foundation, Bangalore visited our office and held discussion on the possibility of initiating a project on local governance in a few villages near Trimbakeshwar.

2. Abhivakti Board meeting was held in the third week of February to discuss important matters related to our programmes, staff and finances.

3. In the last week of March, Kumar Kapale performed a solo act in Abhivakti office based on a Play written by Uday Prakash on the theme of mother and son relationship. There was a lively discussion with the director about his play.

4. A community Lunch prepared by the team members was held in Abhivakti premises end of March as part of team bonding process. Members brought the ingredients & then worked in teams to cook a delicious lunch which was enjoyed by everyone.

5. We are pleased to share that after a long wait, Abhivakti received confirmation of its FCRA renewal from the Home Dept. of Government of India.



HULCHAL FACE

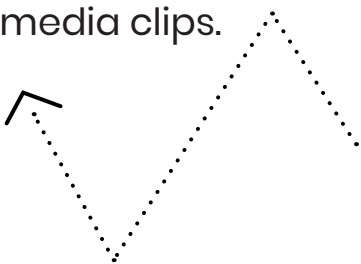
The response to our feature of introducing a member of Abhivyakti team to Hulchal readers is positive. This time we present a young, recently - joined media professional,

Rohit Pagare.



Rohit hails from Malegaon, also known as 'Molywood' for its low - budget Cinema based on the stories of hit Bollywood films. This could have had some influence on young Rohit as he became fascinated with creating images! Neither his psychology degree nor his low socio-economic conditions allowed any further exploration. He worked in a few Industrial setting as a low grade employee to make ends meet. In his spare time, he toyed with making short films on his phone. One of his video film entitled, 'Reckless' won a few awards at film festivals. The award and appreciation whetted his appetite further for making films but lack of guidance and access to supportive environment meant he could not advance any further in his film-making ambition. He was stuck.

However, vacancy at Abhivyakti opened new avenues of learning and networking. He moved to Nashik and joined Abhivyakti's production unit. Here his interest to understand social issues and make socially relevant films became a reality. The varied work that Abhivyakti does with different communities motivated Rohit to immerse himself in it and understand it from different perspectives. His commitment to contribute to the development of society became intense and tangible. Rohit is calm and eager to learn things from his experiences. His quick and sharp mind allows him to absorb various socio-cultural connections. He is not shy about expressing his views in our meetings about his experiences and ideas and is also ready to learn from his involvement and the critical feedback that is offered by his colleagues. His photo shoots are interesting and shows his throbbing creative side. We are happy to have him in our team and are hoping that soon all that he is absorbing and learning will translate into meaningful video films and social media clips.



ART DEKKO

We are introducing another feature from this edition of Hulchal which is to share information on interesting and experimental art that we have experienced, viewed or read. Can be a live performance, or a cinema / documentary or TV series or even a digital presence like a podcast. This time we are sharing about a Marathi play, 'Sangeet Devbabhali' by a young theatre writer and director, Prajakt Deshmukh. The musical play depicts an imaginary meeting between two disgruntled women, Avali, wife of saint poet, Tukaram, and Rakhumai, wife of Lord Vitthal. Both the women are unhappy with their respective husbands and the lesser and unimportant positions they find themselves in their own homes. Through the use of traditional and new 'Abhangs' the play brings out the plight of the two women as they discover each other's pain and helplessness. While they bond together over their sharing of loneliness and misery, they form a unique connection of sisterhood. The empowerment of the two women is narrated powerfully through the interplay of humour, music, songs and beautifully designed sets and lighting. We recommend you to experience this simple yet thoughtful play to understand its profound content and story-telling.



BEFORE WE SAY GOOD BYE

The most important driver for any organization and its health is good and compassionate leadership. This applies to the development sector as well and leadership growth is one of its top agendas. But 'leadership' in itself is a broad term, therefore it is necessary to understand the qualities needed for developing effective leaders.

According to experience and various research, it seems there are four vital behaviours that are associated with effective leaders.

The four behaviours are –

a) solving problem effectively which is a key ingredient for decision-making.

Many organisations find it difficult to get it right,

b) Result –orientation is another important step and is about translating vision-mission into easy to implement operational processes. Leaders who value results will strive to achieve milestones in an efficient and productive manner,

c) Seeking different views from the team is another critical factor of leadership. Getting different point of views, weighing what is important and urgent, avoiding bias and backing quality are important to have a robust culture valuing the importance of a diverse perspective, and lastly,

d) Supporting and trusting the team is a key attribute that often times is the difference between good and bad leaders. By building an enabling environment of trust and support, leaders develop team which values each other's contribution and efforts and are there for each other during difficult times. Leaders often provide contextual information, allay unwarranted misconceptions and fears, mentor those facing challenges and are not afraid to own failures.

These are undoubtedly core leadership behaviours that have been identified by many organisational experts as fundamental for organisational performance and its growth. Of course, there might be other important qualities but for us in the development sector going through challenging and demanding times, focusing on these four behaviours for leadership development and generating evidence of its practice will offer key insights and analysis to strengthen our organisational value and its significance.

What do you think what according to you are the key indicators of good leadership ?

Please write to –

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about your insights and do visit our website –

www.abhivyakti.org.in

