



**Motilal Nehru National Institute of Technology  
School of Management Studies  
Allahabad - 211004, India**

**मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान  
प्रबन्धन अध्ययन विभाग  
इलाहाबाद-२११००४, भारत**

Phone : (Off.) 91-532-2545334/2271550-52; Fax : 91-532-2545334, 2545341; e-mail : geetika@mnnit.ac.in; Website : www.mnnit.ac.in

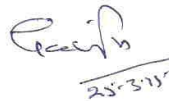
### **Executive Summary of Performance Evaluation of Manav Seva Sansthan, Fatehpur, Uttar Pradesh**

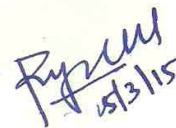
A visit on request of Shri Jai Prakash Trivedi, Executive Director of **Manav Seva Sansthan (MSS)** (11-A, Gayatri Puram, Civil Lines, Fatehpur, Uttar Pradesh-212 601) was conducted by the undersigned on Saturday, 14<sup>th</sup> March, 2015 to assess the performance of MSS. The visit featured detailed discussion with Shri Jai Prakash Trivedi, Ms. Shabnam, Training Coordinator and some of the participants of the Leadership Development Training for Minority Women conducted by MSS in 2014-15. Following is the Executive Summary of the evaluation exercise.

#### **About Manav Seva Sansthan, Fatehpur**

**Manav Seva Sansthan** is a non-profitable and non-governmental organization established by a group of committed social workers and volunteers in 1987. It is registered under Indian Society Registration Act- 21, 1860 and FCRA, 1976 and is exempted under Income-tax Act (Section 12AA). MSS strives for improvement in the lives of the marginalized, deprived and vulnerable sections of society by offering them a platform through its creative programmes and activities.

The underlying philosophy of **Manav Seva Sansthan** is dignity of people and it is driven by the mantra of enhancing capacity of the under-privileged so that they can overcome their own problems. Grounded with the belief that problems always co-exist with their causes and likely solutions, MSS has adopted a modus operandi of addressing causes with a community-based approach. It is working relentlessly for the deprived and vulnerable segments of population in rural and urban areas of Uttar Pradesh in their struggle against poverty, sufferings and injustice. The key issues it has been working on include: promotion and protection of human rights for all downtrodden and marginalized people child rights with special focus on street children; rights of urban poor communities; sustainable livelihood and food security with institutional development; environment and sanitation with safe drinking water; socio-economic empowerment of women; health and nutrition including HIV/AIDS, maternal, adolescent and reproductive child health; and basic elementary education for all (**especially girls' education**).

  
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Partners and funding agencies of **Manav Seva Sansthan** include Oxfam India, Give to Asia, Johnson and Johnson Ltd., Action Aid India, Japan Water Forum, National University for Educational Planning and Administration (Ministry of HRD, Govt. of India), Ministry of Textiles (Department of Handicraft, Govt. of India), Ministry of Health and Family Welfare and Ministry of Minority Affairs (Govt. of India) and Indo Global Social Service Society, New Delhi. Organizational structure of **Manav Seva Sansthan** comprises President, Secretary, Executive Director, Program Coordinators, Cluster Coordinators, Field Animators, other stakeholders, Network Partners and Community with experts and consultants.

#### **About Leadership Development of Minority Women (Nai Roshni)**

The Sachar Report on social, economic and educational status of the Muslim community had highlighted the fact that comprising India's largest minority group, Muslims, numbering 13.83 crore, are lagging behind in the development trajectory and within this group Muslim women are doubly disadvantaged. Keeping this in view, Ministry of Minority Affairs has launched **Nai Roshni: Scheme for Leadership Development of Minority Women**". Implementation of the Scheme had started in 2012-13.

An amount of Rs. 3,57,750.00 (Rs. Three Lakh Fifty Seven Thousand Seven Hundred and Fifty only) towards cost for organizing Leadership Development training for 125 minority women was granted to **Manav Seva Sansthan, Fatehpur**. An initial release of Rs. 1,78,875.00 (Rs. One Lakh Seventy Eight Thousand Eight Hundred Seventy Five only) was made for non-residential participants as first installment during the year 2013-14. Objective of MSS was to conduct training for selected minority women at District Fatehpur.

#### **Brief Approach Adopted by MSS**

Each batch was of 25 women participants and total number of such batches was 5. Of these, 20 participants were from minority community and rest was either from SC/ST categories or was physically disabled. It was decided to keep the age of trainees in the range of 18 to 60 years. However, participants who had enrolled for the training were between 18 to 35 years. There was no eligibility in terms of educational qualification.

Training sessions were conducted from 10am to 4pm each day for 6 days in a week. Each session was for 6 days organized at 5 different venues. Training modules covered issues on personality and leadership development with a focus on women's rights, education and health. On completion of training, MSS organized monthly follow up meetings with the participants. This was a handholding exercise to motivate the participants to apply the knowledge, skills and abilities they have learnt in the training sessions to real life, thus improving their specific situations.

#### **Objectives of Evaluation**

- To track the post programme impacts of attending Leadership Development Programme on women participants



- To suggest recommendations thereof that would put thrust on empowerment process under the programme
- To evaluate the implementation and follow up procedure of the programme

#### Methods Applied for Evaluation

- Knowledge mapping by way of interactions with participants
- Onsite observation and field visits, verification of records and analysis of case studies
- Group discussions and personal meetings with women participants and their family members
- Observation of post programme behaviors of women participants

#### Observations on Arrangements Made by MSS for Follow up Support and Hand Holding

- MSS has been involved to render post-programme services from the beginning of the Leadership Development Programme to women participants. It has made continued visits of respective localities to assist the empowered women at least once a month. This has ensured that these women participants are properly guided and assisted in placing their problems and grievances before the authorities concerned for remedial action. It has also ensured that the empowered womenfolk is able to act as a pressure group to take up grievances/problems with authorities related to their access to basic legal rights.
- About 60 per cent of trained women were noticed to be able to apply all legal knowledge to resolve their grievances. They are making all possible efforts to utilize their improved skills and assert their rights of better life status, as concluded from group discussions with 15 empowered women. It also emerged from the discussions that these women also collectively ensured to carry out advocacy for other women of their areas and raise voice against injustice and discrimination.

#### Overall Performance of MSS at Organization and Women's Issues Level

In addition to the above mentioned exercise, the undersigned have also examined and verified distinct records including various project records and formal documents of MSS at its registered office for Financial Years 2011-12, 2012-13 and 2013-14. Consequently following inferences were drawn:

S. No.	Performance Indicators	Remarks
1.	Legal Aspects	All legal documents (e.g., renewal status, Memorandum and bi-laws, compliance of FCRA renewal and IT returns, 12AA) were properly updated. Ensured regular compliance of statutory meetings at general body and governing body level and follow up of resolutions passed, etc.
2.	Maintenance of other records Keeping Proper Books of Accounts	Well documented HR, Gender, Purchase, Corpse fund /Stock polices and their compliances Books and records like proceeding register, staff attendance, stock register, members' book, etc. were found up to date.

*[Handwritten signatures]*



प्रबंध अध्ययन विभाग  
मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान इलाहाबाद  
इलाहाबाद – 211004 (भारत)

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Motilal Nehru National Institute of Technology Allahabad  
Allahabad– 211004 (India)

3.	Financial Management	Regular conformity of external and internal audits ensured by Regd. CA Ensured availability and maintenance of all financial records (account details and statements, bills, utilization certificates/SOE, Cashbook/ledger etc.)
4.	Timely Completion of Projects and Assignments	Verification of various projects taken up by MSS in last three years certifies timely completion, achieved target indicators prescribed exclusively and submission of reports and UCs. Reports have been cross-verified by evidences like photographs, media reports, case studies, videos etc.
5.	Procurement of Infrastructural Facilities	The organization was found well equipped with all infrastructural facilities like office building with adequate accommodation, furniture, electric and electronic equipment, vehicles, power back up, computer and peripherals, communication facilities, trainings facilities, A/V appliances etc. Individual and group discussions with deployed professionals on various issues leads to the conclusion that MSS has a skilled and qualified team of workers having expertise in distinct levels of social development.
6.	Women-based programmes <i>(Quality of Implementation of Development Projects for Women in the FY: 2011-12, 2012-14 and 2013-14)</i>	MSS has effectively planned, implemented and managed women empowerment projects in its working area by having benefited more than 1500 women beneficiaries. During the last 03 years, proven and successful records exhibit implementation of full-fledged women-based projects like <i>Ambedkar Hastshilp Vikas Yojna</i> for urban handicraft women, <i>Nai Roshni</i> for vulnerable minority women, legal empowerment of rural poor women through awareness camps, etc.

As referred to the indicators mentioned herein, the organization has performed significantly in compliance of its social development vision, and is certified to be directed towards the purpose of its existence.


  
25.3.15  
Prof. Geetika

विभागाध्यक्ष/Head  
प्रबंध अध्ययन विभाग/School of Management Studies  
मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान इलाहाबाद  
Motilal Nehru National Institute of Technology Allahabad  
इलाहाबाद-211004 (भारत)/Allahabad-211004 (India)

Date: 25.03.2015

Place: Allahabad

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Dr. Rajali Ghosh  
Assistant Professor  
मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान इलाहाबाद  
Motilal Nehru National Institute of Technology Allahabad (India)

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