



LUCKNOW MAHILA SEWA TRUST

ANNUAL REPORT
2016-17





FOREWORD

Greetings from LMST!

I personally feel thrilled to release the Annual Report for your observation of our sincere work during the financial year 2016-17. It has been observed that self-employed workers all over the world are an exploited lot because they are not organized and do not have enough bargaining power. As a result, they are not able to raise their voice against the exploitation perpetrated on them. In this context Lucknow Mahila Sewa Trust, popularly known as LMST, was conceived as a Voluntary Development Organization operating in Uttar Pradesh, which has a substantial population of self-employed workers. It was founded with the objective of uplifting the downtrodden and economically marginalized people.

Another area of focus is to bring about improvement in the socio-economic and political status of domestic workers and construction workers. It has been found that these workers lead a highly uncertain and insecure life, as they have to bear the brunt of any beautification drive undertaken in the cities, which throws their life completely out of gear. They have poor bargaining power and they do not enjoy the status and privileges of legal workers. LMST has undertaken a campaign to better the living conditions of these workers and to obtain a legal status for them.

LMST is a nonprofit organization working since 1995 in different districts in Uttar Pradesh to bring qualitative and quantitative changes in the lives of the poor and marginalized section of the society. This report brings out



the aims and features of the programs as well as our achievements and challenges. This year most of our programs did reasonably well. We continue to be inspired by the Gandhian ideals of social and economic change. We cherish the values of **Satya (truth)**, **Ahimsa (Non-Violence)**, **Sarvadharmha (Integration of all faith and all people)** and **Khadi (Propagation of Self-employment)**.

We endeavor for transparency and accountability in our work; always aligned to our mission of helping the poorest of the poor. The year 2016-17 has been of implementation, expansion and intensification of our different developmental programs with greater participation of people and realistic approach. The programs run by LMST have been able to reach the people it strives for.

We offer our sincere gratitude to all concerned supportive organizations and the people of the society who helped in achieving our goal. Social Change is constant, continuous, unavoidable and inevitable. Social transformation is the result of positive actions to improve the environment in which marginalized/afflicted/affected are assisted to progress. Lucknow Mahila Sewa Trust's role is of a Change Maker and the communities which benefit are Change Recipients. We have seen changes among women, who were illiterate, abused, exploited, denied of their fundamental rights but transformed themselves to become educated, skilled, employed, independent, self-reliant, making a significant contribution to their families and communities. Women in informal economy with their voices muzzled, dependent and restricted have become better informed, independent, self-reliant, interacting freely in public. They have been empowered to be at par with men folk, and now emerging as decision makers for themselves and their families. Women, who were marginalized, resource crunched, under employed, mortgaged/indebted have learnt to manage their own resources, diversify their potentials, become thrifty in their dealings, change traditional attitude of society especially towards women and girls and carry out responsibility as heads of families. In the realms of socio-



economic development of poor marginalized, segregated and exploited, the end results of LMST operations have made a positive impact on their lives. In this success of our efforts, one should appreciate, recognize and laud the contribution made by the team who manage the programmes which produce desired positive results and also the recipient communities who consume, appropriate and change to depict a model. Let us congratulate and resolve to act decisively for the future to come.

Thank you very much for engaging with us

Chief Functionary

Mrs. Farida Jalees



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MISSION STATEMENT

The mission of LMST is to work for sustainable holistic development by uplifting the informal sector women workers, the most deprived and disadvantaged section of the society, with a particular emphasis on empowering women of rural/urban slum areas.

LMST is a membership based organization of women workers. It is committed to strengthening the movement of women in the informal economy by highlighting their issues at the National level and building women's capacity to empower them.

Among the cardinal objectives of fetching succor to poor and hapless women of the rural areas include making such people self reliant and putting them on the continuous cycle of empowerment and working for their quality, equity and social justice, promotion of education, health care and family welfare, poverty elevation and conservation of environment. The LMST has been focusing its activities particularly for unorganized women workers to improve their quality of life by providing vocational training and life skill education irrespective of casts, creed and religion so that they may contribute positively and become part of national development process.

Empowerment the essence of individuals is a key part of what makes open source work, since in the end, innovations tend to come from small groups, not from large, structured efforts.



OUR PRIORITIES

LMST's priorities are the priorities of many. And our strength is the strength of many, as the wide and diverse network of our partners multiplies the impact of our efforts amplifies

- **Organizing and strengthening various groups for influencing policies in favor of the self employed women workers in rural and urban areas.**
- **Promoting and conceptualizing innovative ideas, which would stimulate changes within the society.**
- **Capacity building for empowering women workers.**
- **Creation of trade federations to support and to help expand activities of LMST.**
- **Organizing self-employed women in rural and urban areas to form self-help savings groups which will lead towards their upliftment in society and economic self-sufficiency**
- **Creating livelihood opportunities.**
- **Conducting research and studies on the issues/topics related to self-employed women (i.e., health problems, lack of regular work, illiteracy, etc.)**
- **Every Woman should organize for full employment at the household level.**
- **Every Woman should attain self-reliance both individually and collectively at the economic, social, political and intellectual level.**



- Every Woman is fully immunized and receives essential nutrients that protect health.
- Every Woman should ensure social benefits like educational and health facilities for members and their children
- Every Woman (self employed women) should organize by developing their confidence, leadership potential and sense of security.
- Every Woman should fight for various social evils like alcoholism, dowry, child marriage and other social evils

ISSUES ADDRESSED BY LUCKNOW MAHILA SEWA TRUST

1. EMPLOYMENT
2. INCOME
3. NUTRITIOUS FOOD
4. HEALTH CARE
5. CHILD CARE
6. HOUSING
7. ASSET
8. ORGANISED STRENGTH
9. LEADERSHIP
10. SELF-RELIANCE
11. EDUCATION



GENESIS

LMST is registered under the Society Registration Act 1860 in the year 1992. Since then it began its work in U.P. with organizing the Zardozi women workers of district Barabanki and Lucknow. It came into existence following a study conducted by SEWA Bharat in 1998 (Glittering Threads), which revealed that the women and children working in zardozi industry were exploited more than in any other craft in the unorganized sector. To break out of the stranglehold of middlemen, Zardozi women needed a viable and sustainable platform. To provide a platform for the unorganized women the concept of LMST was evolved to involve in development activities like research, employment generation, capacity building training, non-formal education, micro-finance, awareness on various issues and health education.

OUR BACKGROUND

An overwhelming majority of Indian working population is employed in unorganized sector. Of the total working population of millions, about 90.02 million 92% are employed in this sector. Women are self employed, casual, contract, temporary, seasonal or migrant workers. They are victims of social and economic exploitation. They have no labour law for them and if they have, it is not being implemented. They have no social security programme i.e., social insurance, provident fund, maternity benefits etc. Since they are scattered they are not identified as workers. They don't have employer employee relationship. Existing labour laws do not cover them. As a result of this most of these are not covered by trade Unions. About 97 % women are employed in this sector. They are always undercounts as they are unorganized. The Self Employed Women Association is a labour union of poor self-employed women workers of unorganized sector. It was formed in Gujarat in 1972. In view of the rapid progress made by Sewa in organizing these women in Gujarat, the demand for creation of similar organization was voiced in other states too. In response to this demand Mahila Sewa Trust started its operations under the guidance of Sewa, Ahmadabad in 1988 and was later on officially registered under the Societies Registration Act of 1860 and under the Indian Trusts Act of 1882.



Since then, Lucknow Mahila SEWA Trust (LMST) has been working with unorganised women workers in various districts of Uttar Pradesh. LMST seeks to promote self-initiative enterprises and local self-governance. It endeavours to build a system that encourages solidarity and participation of the poor and the marginalized. LMST is a non-profit, non-governmental civil society organisation, which believes in participatory approaches and practices participatory methodologies for empowering the self-employed women. Over the years LMST has developed distinctive identity, which is closely related with the needs of the area where it operates.

LMST was founded by a group of young and dynamic citizens who had a deep social concern and commitment for social change process. It is being managed by a dedicated team of social activist and volunteers with the objective of meeting the socio-economic developmental needs of the deprived and poorer sections of the society.

VISION

The LMST's vision is to achieve an egalitarian society devoid of any deprivation, exploitation and neglect by enabling socio-economic development of the disadvantaged and deprived sections with their active involvement and collaboration. The vision of the organization is the attainment of self reliance among poor women working in the informal sector, through the process of optimum utilization of available resources and a participatory approach. We tread the path based on Gandhian principles

GANDHIAN PRINCIPLES

- Satya (Truth)
- Ahimsa (Non-Violence)
- Sarvadharmā (Integration of all faith and all people)
- Khadi (Propagation of Self-employment)



GOALS

LMST strives for a society free from all sorts of discriminations and exploitations.

OBJECTIVES

Organizing deprived and underprivileged women on the basis of their livelihood, so as to strengthen them in numbers and make them financially sustainable. We guide and help them in achieving self-reliance through self-employment. We make efforts to preserve the dying crafts by imparting skill development training on various trades.

PRIMARY AREA OF FOCUS

The main focus of LMST's operation is on organising women workers and enabling them to fight discrimination and exploitation by improving their economic and social status in society.

ORGANISATIONAL STRATEGY AND NATURE OF INTERVENTION

We adopt strategies of struggle and development through the joint action of members. LMST uses participatory approach for the achievement of women's rights and to build a mass movement of the unorganized sector. The organizational strategy of LMST comprises of the following major components:

- The cooperatives/federations are used for furthering all LMST's developmental activities.
- Organizing and strengthening various groups for influencing policies in favour of the self employed women workers in rural and urban areas.
- Promoting and conceptualizing innovative ideas, which would stimulate changes within the society.
- Capacity building for empowering women workers.
- Creation of trade federations to support and to help expand activities of LMST.
- Organizing self-employed women in rural and urban areas to form self-help savings groups which will lead towards their upliftment in society and economic self-sufficiency
- Creating livelihood opportunities.
- Conducting research and studies on the issues/topics related to self-employed women (i.e., health problems, lack of regular work, illiteracy, etc.)



TARGET GROUPS

Our target is to focus on the poorest of the poor. It includes poor, self-employed women workers in rural and urban areas. They depend on their own labour for survival. However, their unrecognised economic activity contributes significantly towards the development of the Indian economy.

The organization essentially focuses on the women engaged in unorganised sector and is generally at the mercy of middlemen. They are unaware about their rights and are devoid of all the labour related laws. It is at this juncture that the organization feels the need for intervention. The target group essentially comprises of women in unorganised sector and their dependents.

The main target groups are:

- **Home based workers**
- **Hawkers & Vendors**
- **Manual Laborers & Service Providers**

OUR REACH

The organization has not confined itself within the state level boundaries although the current project area comprises several districts of Uttar Pradesh. The projects are underway in various districts of Lucknow, Barabanki, Sitapur, Hardoi, Unnao, Raibareilly in U.P.

The organization feels that without establishing a sound rapport with the community members it is impossible to achieve the project target in a meaningful way. It has been our organization's strategy to develop a good rapport with the community members before as well as after the inception of the project and it is just due to this fact that all the projects that have been implemented in the field have come out with flying colours.

HIGHLIGHTS OF ACTIVITIES OF LMST

ACTIVITIES DURING FINANCIAL YEAR 2016-17

✓ **Naae Roshni - Training Programme in Raebareli**

This project is specifically aimed for the welfare of the next generation of Beedi Rollers giving them the opportunity for alternate means of livelihood. Beedi rollers have been facing a number of issues and their main concern is regarding health issues and the poor remuneration involved. They wished for a better future for their children. This laid the foundation of the project. The project provided necessary training in basic tailoring and fashion designing including necessary training in the arts of chikan, zari, mukesh etc. During the course of training, work was also provided to the trainees. During the course of project a total of 198 women and adolescent girls received training. The outcome of this training not only helped them pursue their dreams but helped them acquire new personality. The trainees have been able to put their training to practical use. Many found employment with boutiques and some started their own small shops.



Apart from providing alternate means of livelihood, we also worked for the social and economic betterment of the beedi rollers. This involved numerous activities ranging from getting them registered with the welfare board and getting their ID cards renewed. This helped us getting them under the umbrella of government schemes and aids. For one instance, the beedi rollers in the area and around were unaware of the location of the hospital for Beedi workers. We provided the very much needed link between the beedi rollers and the welfare board. This enabled them to receive benefits of health aid schemes, scholarship for their children, etc. The project received overwhelming response and we hope to continue our efforts for their cause in the future as well.



✓ Huner Se Amdani – Training Programme in Lucknow

This project was a continuation from previous years project “Hunar”. The overwhelming response and the success apart from demand from new trainees prompted us and the funding agency to extend the program for a year. The main object was to liberate women from economic bondage / dependency and poverty and from marginalization so as to liberate them economically, improving their



standard of living. This project aimed to create employment opportunities for disadvantaged adolescent girls in urban slum areas (esp. widowed/divorcee at an early age) by providing training in tailoring skills.

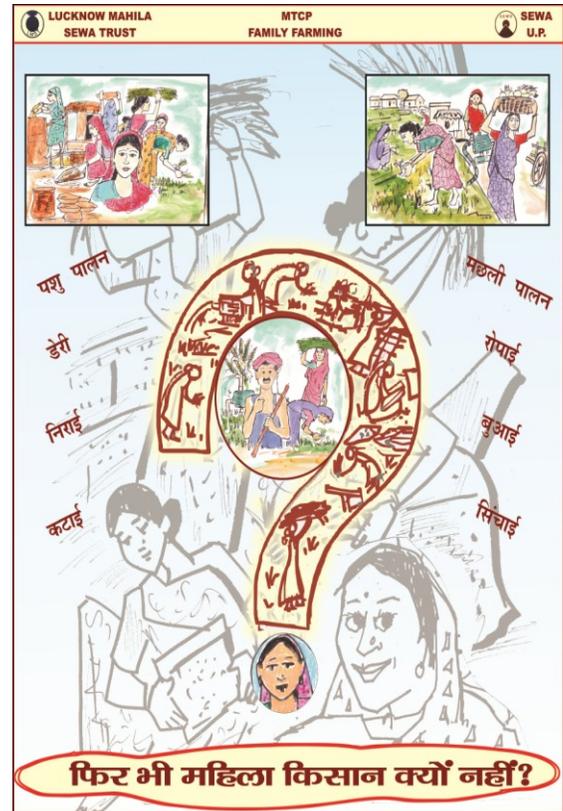
The project ensured a free-of-cost course in basic tailoring and fashion designing training to teach young, low-income women in the Lucknow area, the principles of fashion designing, embroidery and tailoring. This course provided students with the skills they need to secure an independent livelihood by producing ladies suits and other clothing items for local boutiques, Chikan embroidery work for manufacturing houses, school uniforms orders and linkage with hospitals of Lucknow. Skill building and training for women workers enhanced marketability and helped women to continue traditional crafts while developing new skills.

The programme supported them to lay foundation to enhance income using their innovative skills. We ensured that the ladies are paid a fair wage and that it brought a positive benefit to their communities.

✓ Family Farming Programme

A long term programme with the aid of other organizations is being conducted in the state of Uttar Pradesh. This program specifically aims to organize and strengthen farmers, improve the farming methods and techniques, provide linkage to the government schemes and aids and train them in better resource management. The object is to strengthen the agricultural sector of India which has always been the key to India's growth, development and self reliance.

Agricultural sector has been witnessing a slower growth rate and a drastic shift in outlook of farmers. Poor returns and ever-changing climate has compelled them to migrate to urban areas looking out for alternate means of livelihood. In order to curtail this event and its terrible outcome, several interventions through training and awareness camps are being done.



Trainings in soil conservation and management, new methods of System of Rice Intensification (SRI) & System of Wheat Intensification (SWI), kitchen gardening, water preservation and management, organic farming methods, etc have been conducted in several areas to help the farmers grow. Awareness camps on preserving agricultural land holdings, Self Help Group formations and its benefits, etc have been held. This helps them understand their social responsibilities towards the country and makes them aware of social and economic changes.

Our organization also plays the role of acting as a bridge between various government departments and the farmers enabling the ease of accessibility of various schemes and benefits. We take up the farmers' grievances with the concerned departments for resolution. Our continued efforts and interventions have been fruitful so far. We strive to extend our reach to other areas as well and hope to bring out positive impact on the agricultural sector.

✓ Usha Shakti Project

This project has been going on in the district of Hardoi for some time. The object of this programme is to provide sustainable livelihood to the women members Under this programme LMST has tried to remove women and their adolescent daughters from the clutches of flesh trade by showing them other ways to earn their living. The organization trained them in the skills of embroidery as well as tailoring and has lately been working on providing them marketing platform to enable them to be self-reliant and enjoy a healthy, dignified and sustainable quality of life.



The project trained 75 women and young adolescent girls during the duration. The programme not only trained them in basic tailoring and fashion designing but also focused on honing their skills. This helped us bringing them upto mark with the prevailing market standards. The project saw that it made them self reliant capable enough to find market for their skills.



In order to enable them do this, we formed a registered society by the name of Usha Shakti Sewa Samiti. This society is being managed by the trainees of this programme themselves. They have been given sufficient knowledge to manage the affairs of the society and now have the access to credit to fulfill their desire towards a respectable and prosperous future.

✓ Pahal Project

The year 2017 saw the advent of our new project 'Pahal'. As the project name suggests it is an initiative aimed at bettering the lives of people in areas of Bahadurpur & adjoining (Lucknow) and Beremau (Hardoi). These two areas have diversified needs. Bahadurpur is a shabby slum area and is occupied by many women who are street vendors, construction workers, labourers, domestic workers, chikan workers, etc. On the other hand, Beremau is a village in the district Hardoi, home to struggling farmers failing to make ends meet and looking for sustainable means of livelihood.



The people in these areas are economically and socially backward. This project aims at providing additional skills in tailoring and handicraft art of chikan, mukesh etc. Apart from this, places are in desperate need of proper hygiene and sanitation. We also aim to make these places clean and free of diseases with the help of local authorities and raising civic awareness in the community.



We also aim to upgrade skills of the domestic helpers in Bahadurpur by imparting Nursing Assistance Training in Bahadurpur and bringing them under the ambit of our programme Samman Sewa, which involves caring for children, old & sick ladies and domestic help.

For farmers of Beremau, we are working to improve their farming techniques & skills and help them resolve issues regarding water shortage for both drinking and irrigation. We aim to make farming economically beneficial to them help contribute to the agriculture sector.

✓ Samman Sewa - Economic Empowerment of Domestic Workers

The main aim was to train women from the underprivileged section of the society. Under this project, para nursing (nursing assistant) training was given to take care for old and sick ladies. These beneficiaries are trained to perform different tasks like cleaning of bed, pots, clothes of the patients, arrangement of toiletries in the bathroom, sponge of patient, cleaning of room, cooking of food etc. This program developed skills which are helpful in generating income and livelihood for domestic workers.

The success and sustainability of this model has been tremendous. The targeted women have become skilled and professional. They are certified by LMST. Sewa Samman federation was formed with the objective to empower women economically, and make them self-esteemed and self-reliant. Employment is guaranteed for the certified domestic workers as it is a demand driven employment in the informal sector. They are appointed based on their convenience as full-time and part-time workers. It is a much fluid market and they are capable of negotiating for their rights.





PAST ACTIVITIES

✓ Micro Finance Programme

The provision of Micro finance to its members constitutes LMST's leading developmental activity. Women workers have limited access to formal financial institutions; they are always dependent on some informal source of finance for their needs. There is a huge gap between the demand and supply of financial resources for women workers. LMST tries to fulfill the saving and credit needs of its members by offering them financial support. For these needs we extend Micro Finance Programme for the women workers in districts of U.P.

The women workers have very low-income level. LMST endeavors that women be encouraged for small savings so that these savings can be utilized in the future for productive purpose. Therefore LMST helped in the formation of 418 Self Help Groups covering different trades in the rural and urban areas of Uttar Pradesh. On an average there are 15-20 women workers in these groups. Each group has its own bylaws and leadership elected among the members only. Of these 183 SHGs comprising 759 women workers, obtained loan from Small Scale Industries Bank of India (SIDBI) and by SHGs. For various reasons like starting Chikan, Zardozi work, paying old debts, treatment, home construction, expanding shop, education. Etc.

✓ Linkage with Government Policies

One of the objectives of LMST is to influence government policy in favour of women workers in the unorganized sector, as ignorance and lengthy legal procedures often deprive these women from deriving benefits from the existing and the prospective government schemes. We assisted many women in this area and helped some of them obtain old age and widowhood pension. It also helped women to get registered in the BPL List so that they can derive certain benefits under various schemes.



✓ **Setting up of Craft Development Centre**

This centre was setup by LMST to help the artisans to find markets for their products and to enhance their bargaining power. The centre aims to promote and sustain artisan's welfare by helping them produce high quality work and also by providing them with support against economic and social exploitation. The key functions of the centre are:

- Providing managerial support to workers.
- Providing workers with information pertaining to raw material procurement.
- Conducting training programmes and establishing design trends to enable the former to upgrade their products and enhance their receptivity in the market.
- Imparting training to women workers to augment their managerial and financial skills through participation in various workshops and conferences.

One of the ongoing programmes of our organization is for providing Sustainable livelihood to our women members. Under this programme LMST has tried to remove women and their adolescent daughters from the crutches of flesh trade by showing them other ways to earn their living. The organization trained them in the skills of embroidery as well as tailoring and has lately been working on connecting them to e-commerce platform.

✓ **Programme for Construction Workers**

LMST launched a campaign for construction workers to make them aware about various government and State Welfare Board programmes meant for construction workers of UP. To increase awareness Camps, Melas, Puppet Shows at brick kilns, Labour Adda's, Labour Basti were organized. Members were made aware about the benefits of registering under Welfare Board for Construction Workers. LMST assisted in registration process and facilitated benefits to them through networking with Labour department, which ranged from bicycle distribution for ease in commuting to signing them up for various other government programmes like accidental insurance covers.



✓ **Law Campaign for Home-based Workers**

The aim of this project was to help the home-based workers, who are poor and illiterate, by educating them about their rights. With the help of this campaign they were made aware of their legal rights and various schemes of the government for their benefits.

✓ **Artisans Identity Cards**

The women workers get visible status and are able to reap the benefits of various schemes offered by the Office of the Development Commissioner (Handicrafts), Ministry Of Textile in one cluster of Barabanki, nine Mohalla of Lucknow District and two blocks of Hardoi District. It offers them to avail various Central Government schemes for welfare of the artisans and also sell their products at various exhibitions around the country.

✓ **Capacity Building Exercises**

In view of our philosophy to build capacities of its members to make them economically self-reliant, Lucknow Mahila Sewa Trust lays emphasis on following capacity building components:

- Providing Basic Literacy to its members.
- Facilitating constant up gradation of skills and designs among artisans.
- Providing skill training to women who were previously employed as domestic helpers and facilitating them to utilize their professional skills to provide assistance to old and sick ladies/kids care etc.
- Training women workers to function as barefoot managers.
- Providing Leadership Training to members and staff.
- Spearhead Training
- Providing Pre-Federation Training

All the capacity building and training Programmes are participatory in nature and consist of games and cultural shows apart from the educative sessions.



✓ Supportive Services – Education

➤ 'Gyanshalas' - Sewa Information Centers

- These have been setup in urban slums to cater the education needs of dropouts and school going children of our women. Most of our members are illiterate. They are now sending their kids to local schools. These kids many a times are not able to cope up with the school syllabus. This is where our LMST organisers also assist these kids in finishing their homework. Adult education classes are also conducted under GYANSHALA programme in various slums.
- These Gyanshalas are helping in mobilizing poor women for different government schemes. We also enable the facilitation of filling up of forms of various schemes like pension and insurance schemes.
- Gyanshalas -sewa information center run in the community for children who did not have access to a pre-school facility being run by the government or any other NGO. The classes provided school preparedness programs to the children and also focused on the all round development and health of these children. The aim is to improve the reading, writing and arithmetic levels of the children. The programs target both out-of-school children and those who are in school but require additional help.



- At gyanshalas, efforts are also made to impart awareness apart from the education so as to build a better society. Our efforts depicted through the art by a child –



"Housework to Homework"

Neetu is the eldest daughter in her family in Kasaijada (Balda) in Sadar, Lucknow. Her parents are sweepers and go out to work every day. Though only 11 years old, she has to do all the housework. When she started going to the Gyanshala, she could devote little time to it. On her first day at the center, Zarina took her learning test, and got to know that she couldn't read or write anything. Then she told Neetu: "If you come to this center every day, soon you'll be able to read and write." She wanted to read and write. So she started completing her housework early so that she could save 2 hours of her day to visit the center. Gradually, she was able to read and write. Later, convinced LMS helped her in taking admission to school. Today Neetu goes to school and studies in standard 4th.



✓ **LEARNING AND RESEARCH**

LMST initiates Studies and Researches in order to adopt new concepts and challenges within and outside the organization. The main objective of the research carried out by LMST is to identify various issues at different forums in order to facilitate sensitisation of power structure and challenges at policy level. We realise that research and study is pre-requisite for any future intervention and sustainable development, on their economic activity. Following researches have been carried out by LMST:

- Survey Based Study of Zari –Chikan Home based artisans of District Barabanki, U.P. through Ministry of Textiles.
- Study on Vulnerability to Crisis in Urban Lucknow : The Role of Assets in Mitigating Risk By OXFAM INDIA
- Home Based Workers In India : A study On Ready Made Garments in Lucknow By Neelam Gupta For SEWA BHARAT
- Footpath Abhiyan, an in-depth Study on condition of street vendors of Lucknow.
- Changing Perspective – a study into the organization conducted by Angela Clusters, Catholic University of Nijmegen, Netherlands.
- Study on “Languishing craft” women imitation jewellers of Lucknow.
- Home based women workers study in Lucknow for “ National Council for Applied Economic Research”, New Delhi, sponsored by UNICEF.
- Study related to the role of assets in managing risks laid special emphasis on the vulnerability of households to crisis in urban areas.
- Study related to the role of assets in managing risks laid special emphasis on the vulnerability of households to crisis in urban areas.
- Study on women engaged in Box making trade at Lucknow slums.
- Survey based study of Applique artisans at district Rampur, U.P.
- Survey based study of Zari artisans at district Bareilly.



External /Part time Consultants & Supporters:

S.No.	Name	Designation	Educational Qualification	Work Experience
1	Mr. S.K. Tuli	C.A.	C.A.	17 Years
2	Dr.C.Vyas	Document Support	Ph.D	12 Years
3	Ambalika Singh	Reseach fellow	MSW	4 years
4	Dr.Madhulika	Consultant Physician	MD (Medicine)	7 Years
4	A. Banerjee	Cultural Programme Organizer	Graduate	12 Years
6	Preeti Kumari	Intern	3rd year NIFT Kolkata	3 Year
7	Rizwana Chippa	Financial Consultant	C.A.,CS	9 Years
8	Preeti Srivastava	Document Consultant	Post Graduate	8 Years
9	Alok Srivastava	Consultant	B.A.	12 Years
10	Akansha Kapoor	Volunteers	Ph.D.	9 Years
11	Neha Tandon	Volunteers	M.Lib.	7 Years
12	Zarina	Volunteer	Post Graduate	6 Years
13	Aditi Bhardwaj	Intern	BBA-MBA integrated course at Institute of Management, Nirma Unviversity, Ahmedabad	
14	Ritu Singh	Intern	B.A, L.L.B National Law University and Judicial Academy, Assam	
15	Abhishek Khare	Intern	B.A, L.L.B National Law University and Judicial Academy, Assam	
16	Ammar A. Kalimullah	Intern	<i>Bachelor of Arts in Economics</i> University of Chicago, Chicago, IL	4 Years
17	Lubna Kidwai	Document Consultant	<i>Mass Communication</i>	



PHOTO GALLERY







