

ANNUAL REPORT 2022-2023

"POWER IN HER HANDS"

TRANSFORMING SKILLS INTO INCOME



Registration Number: E/22204/Ahmedabad 754, Iscon Emporio, Near Star Bazar, Satellite, Ahmedabad, Gujarat – 380015 Website: saathgramin.org Email: saathgramin@gmail.com

Foreward

At Saath Gramin Trust, we believe that meaningful change begins at the grassroots—with women who carry the strength of families, the dreams of communities, and the vision of a better tomorrow. The year 2022–2023 has been a testament to what is possible when we invest in this strength, nurture skills, and create pathways to opportunity.

This Annual Report chronicles the transformative journey of women and adolescent girls from Ankleshwar and Sarigam—who, through courage, commitment, and community, turned challenges into stepping stones. From learning their first stitches to earning sustainable incomes, from attending financial literacy sessions to leading cooperatives, these women have not only redefined their personal stories but also inspired the collective imagination of what rural women can achieve when given the right platform.

We are especially proud of the holistic approach this program adopted—skill development, financial education, emotional empowerment, and enterprise building. The stories featured in this report are not just outcomes; they are living proof that empowerment is not a buzzword—it is a process of recognition, dignity, and access.

We are deeply grateful to Coromandel International Limited for their continued partnership and belief in our vision. Their support has allowed us to scale impact meaningfully and ensure that women are not just trained but are placed, not just earning but leading.

As you read through the report, we hope you feel the resilience, joy, and transformation that define this initiative. We remain committed to walking beside these women—stitch by stitch, step by step—as they build futures that are brighter, bolder, and truly their own.

In solidarity,

Team Saath Gramin Trust

1. A Journey from Household Duties to Workforce Dignity

In the vibrant industrial hub of **Ankleshwar**, 50 women from marginalized and low-income families embarked on a transformative journey. Through Saath Gramin Trust's focused **skill development initiative**, 40 women were trained for roles as **housekeeping staff and office support personnel**, and were successfully placed across diverse workplaces including **corporate offices**, **malls**, **hotels**, **and industrial units**.

This initiative did more than equip women with practical skills—it instilled in them a profound **sense of pride, purpose, and independence**. For many, it was the first time they could contribute significantly to their family income, shifting from domestic dependence to economic leadership within their households.

Training Methodology

The 15-day program was designed to be both engaging and practical, blending:

- In-house training with hands-on learning
- Lectures and interactive sessions with expert resource persons
- Games and participatory activities
- Exposure visits to real-world work environments

Key Training Topics

- Effective communication in workplace settings
- Time and money management
- Professional housekeeping techniques
- Personal grooming and hygiene
- Workplace safety protocols
- Legal literacy including:
 - The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013
 - Importance of police verification
 - o Awareness of laws protecting women
- Understanding and following COVID-19 health protocols

The training culminated in a **certificate distribution ceremony**, which the participants proudly celebrated by wearing sarees and marking the occasion as their **"convocation day"**—a symbolic and emotional recognition of their accomplishment.

Impact Snapshot

- 100% job placement across various sectors including housekeeping, garment production, and packaging
- Monthly incomes between ₹8,000–₹10,000, offering participants their first stable earnings
- Women reported improved decision-making power, self-esteem, and active contributions toward their children's education, family healthcare, and household expenses

This initiative proved that empowerment is not limited to employment—it's about **finding a voice**, **owning one's journey**, **and being seen**.







"This training gave me the courage to say, I can do something too. Today, I walk out of my home with confidence and return with pride." — **Project Participant**

2. From Trainees to Trailblazers: The Rise of 'Sarigam Nari Pahal'

Nestled on the fringes of forested Sarigam, a powerful transformation quietly unfolded. Forty young tribal women and adolescent girls stepped into a training center with curiosity and hope—and emerged as entrepreneurial leaders.

Under Saath Gramin Trust's skill-building program, these women received comprehensive training in advanced tailoring techniques, including:

- Machine control (both Regular and Juki machines)
- Female garment design: theory, cutting, and stitching of blouses and salwar suits
- Male garment production: aprons, including medical wear
- Value-added items: bags and pillow covers

Their enthusiasm was remarkable. With **zero dropouts** and over **95% daily attendance**, the women's commitment was unwavering. Although the sessions were originally scheduled from **12 PM to 2 PM**, most participants arrived by **10 AM** and stayed beyond **3 PM**—eager to practice, bond, and grow together. Recognizing their dedication, the training hours were extended to **five hours per day**, enabling the completion of a robust, gender-inclusive tailoring curriculum within three months.

But the true impact of this program goes far beyond mastering stitching techniques.

Time Birth of a Cooperative: Sarigam Nari Pahal

Fueled by their collective energy and guided by Saath Gramin Trust, the women came together to form a **self-managed cooperative—Sarigam Nari Pahal**. What began as a training initiative soon blossomed into a thriving women-led enterprise.



3. Financial Literacy: Equipping Women to Own Their Finances

Understanding that economic empowerment is incomplete without financial control, Saath Gramin Trust introduced a **structured financial literacy module** for over **300 women**. The sessions were integrated into training batches as well as delivered independently in community groups.

Topics Covered:

- Understanding income vs. expenses
- Household budgeting & emergency fund planning
- Benefits of formal banking and digital payments
- Saving instruments: PPF, Sukanya Samriddhi Yojana, RD/FD schemes
- Navigating government schemes (e.g., Jan Dhan, insurance, pensions)

Outcomes Observed:

- Women began saving consistently and opened their first bank accounts.
- Several participants started using **digital wallets and UPI apps** for small business transactions.
- Participants shared success stories of **avoiding high-interest debt** and taking informed financial decisions for home repairs, education, and health emergencies.

"I never thought I'd be the one teaching my husband how to make a budget. Now I manage all our expenses and save every month." — Financial Literacy Beneficiary

4. Training Centers: Safe Spaces for Learning, Healing, and Celebration

Beyond skill-building, the training centers became **transformational spaces**—safe environments where women **felt respected**, **heard**, **and free**. For many participants, these spaces offered their **first taste of independence**, a sense of belonging, and a network of peer support.

• Cultural Celebrations

- (i) International Women's Day (March 8, 2023): Women organized and hosted their own event, shared their stories, and celebrated their journeys.
- (ii) Holi Festival: The celebration symbolized color, joy, and unity among trainees, staff, and community members.

Skill Advancement

- (i) Women were trained on **Juki (computerized) machines**, expanding their exposure to modern garment industry equipment.
- (ii) Special sessions were held to teach **finishing**, **overlocking**, **and custom tailoring**, enhancing employability in export units and factories.

Exposure and Recognition

(i) School children visited the center, sparking inspiration among young girls to pursue vocational education.

(ii) Corporate Exposure Visit: Indo Count Company visited the center, interacted with participants, and invited them to tour their plant. This visit resulted in a direct job exploration opportunity, and several women were considered for future recruitment.

"We came here to learn sewing, but we found something much bigger—sisterhood, confidence, and recognition." – Participant Reflection



5. Research & Knowledge Creation:

Saath Gramin Trust is involved in various research and knowledge-creation processes across the country:

- Conducted Stakeholder Perception Evaluation. This evaluation aimed to gather
 perceptions, insights, and knowledge from stakeholders in the residential,
 commercial, and transport sectors across various districts of Gujarat. Saath Gramin
 Trust surveyed more than 25,000 people to capture a diverse range of perspectives
 and experiences comprehensively.
- As part of the development of family-based micro-plans, household surveys and
 consultations were conducted with 7500 Project Affected Households (PAHs)
 from Kanpur, Auirya, and Etawah districts of Uttar Pradesh to apprise them of
 available livelihood support options and to develop micro-plans. This initiative
 aimed to engage directly with the affected households, providing information
 and assistance to create customized plans that address their specific needs and
 challenges, ultimately fostering sustainable livelihoods within their
 communities.

As part of a Need Assessment, surveyed 848 households from 30 villages in Singrauli district, Madhya Pradesh, and Nagpur district, Maharashtra. This survey aimed to gather data on various aspects, including demographics, socioeconomic status, infrastructure, access to services, and specific needs of the communities in these areas. The findings from the survey were instrumental in informing development programs, policy-making, and resource allocation to address the identified needs and improve the quality of life in these regions.