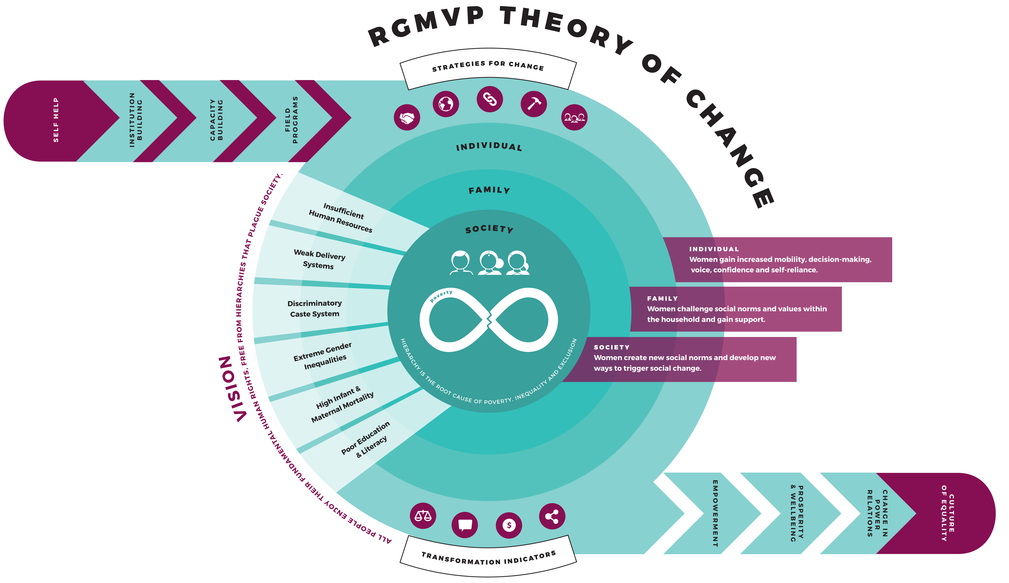

VISION

All people enjoy their fundamental human rights, free from rigid hierarchies that plague society.
Rationale: Hierarchy is the root cause of poverty, inequality and discrimination.

MISSION

Deep norms and unequal power relations that hinder women' sempowerment and perpetuate the cycle of poverty are transformed

CORE VALUES

SELF-HELP

The key principles of "self-help" are restored to go beyond availing loans to unlocking the innate desire and potential of the poor to overcome poverty.

UNITY

Collective unity among women with strong bonds of mutual concern can cut across rigid caste and class lines with deep hierarchies to transform society.

INCLUSIVENESS

Inclusive platforms provide women from various backgrounds with the space, opportunity and support to come together to tackle issues as one voice.

SUPPORT

Sensitive support for institution and capacity building are essential to ensure that women have the resources and skills to make sustained life changes.

VOLUNTEERISM

We embrace the spirit of volunteerism to be a powerful channel to reach the poorest of the poor and also serve as a lifeline to spread vital information.

STRATEGIES

FOCUS AREAS

Institution Building / Capacity Building / Field Programs

STRATEGIC STEPS

UNITE

Unite women in SHGs to collectively break barriers and plan for their futures.

STRENGTHEN

Strengthen SHG members through capacity building and focused training.

LINK

Link SHGs and their families to existing structures of service delivery, facilities and resources.

BUILD

Build social capital by harnessing new information and creating community support networks.

GROW

Grow the SHG network by encouraging innovation and embracing the spirit of volunteerism.

OUTCOMES

1. **Individual –** women gain increased mobility, decision-making, voice, self-confidence and self-reliance.
2. **Family –** women challenge rigid social norms and values within the household and gain family support.
3. **Society –** women create new social norms and develop new ways to take action and trigger change.

INDIVIDUAL

- Women are untied by strong bonds of mutual concern and organize themselves into self-sustaining and strategically placed institutions (SHG's, VO's and BO's) to tackle issues most important to them.
- Women learn from and support one another despite social or cultural differences to gain access to knowledge and resources, demand rights & entitlements and create new norms.

FAMILY

- Male family members model new expressions about women's roles and positive behaviors that support and value the capabilities and human rights of women.
- Women are actively involved in family decision-making regarding livelihoods, finances, health and education using "self-help" values, resources and lessons learned.

SOCIETY

- Community Resource Persons are identified, nurtured and equipped to take action and SHG members gain respect and support from community leaders .
- Social issues are prioritized in local government agendas on a sustained basis and delivery systems and institutions promptly and effectively respond to women's demands .

TRANSFORMATION INDICATORS

1. **Legal –** the ability to access and benefit from knowledge, resources, rights and entitlements
2. **Political –** the ability to occupy political spaces and participate in decision-making processes
3. **Economic –** the ability to escape "debt trap", create livelihoods and explore income opportunities
4. **Social –** the ability to influence the direction of social change toward the creation of new norms

LEGAL

Improvement of information and service delivery systems; access to vital human resources and health facilities; knowledge, demand and issuance of government rights and entitlements; use of informal and formal justice systems to handle disputes.

POLITICAL

Active participation in local government (Panchayati Raj Institutions); female leadership in decision-making processes in local government; participation in public protests and political campaigning, registration as voters and participation in elections.

ECONOMIC

Escape from the clutches of moneylenders; participation in range of income-generating activities, creation and improvement of livelihoods (agriculture, dairy & non-farm sector); transition from subsistence agriculture to sustainable agriculture.

SOCIAL

Purdah removal; delayed marriage; control over fertility decisions; prioritized girls' education; access to new knowledge about best practices in health and nutrition; improved training and networking among local women; mobility beyond the community; demonstration of initiative and innovation for social change.