

A CLINICAL REPORT ON

SAATH Charitable Trust

(AHMEDABAD)

By

NASRINBANU SOLAPURI

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ACKNOWLEDGEMENT

When we do something for someone without any expectations which gives us imminence feeling of “piece of mind”. The small but timely help can prove to be a milestone in one’s life. Every human being has such kind of an experience. Being human, I also have the same feeling of gratitude as today I have achieved an important milestone in my life.

The project is dedicated to all the people, who have guided me and I have learned so many things from this project. On this occasion, I want to grab this opportunity, to acknowledge my sincere thanks to all of them while submitting this report.

I would also like thank my project guide Ms.Paromita Sarkar who is working with SAATH, who constantly helped me and guided me about the smallest detail in my project; which became helpful to me to prepare this project.

I would also like to thank the other co-coordinators who helped me by giving information. Someone has rightly said that God is always keeping his eyes on your acts and helps you in your work. I always have felt that invisible help from the almighty. Without the blessings of the almighty, I may not have succeeded.

❖ PREFACE:

Study plays a vital role in the field of education. It has been introduced for the students to get particular knowledge along with the theoretical knowledge, only knowledge of book is not the right way of learning anything as especially for the LLM students. How law and principles are implemented in society only can be known through practical study, students can be very well aware about social environment like social problems, opportunity, as well as different situation etc. this will help the students to have a better understanding and also give them a chance to show their skills and ability.

In my project I got knowledge of different type of people and their life style. The SAATH plays an important role for the child education, slum development, and different programmers for vocational training for youth and also micro finance and Urmila Home Manager gives opportunity to women to became a self dependant by giving them employment and training. In this project I have gone through every sector in which NGO is working and looking forward too.

Saath Institutional Partners



Saath Livelihood Services (SLS) is registered under Section 25 of the Companies' Act 1956(No.1 of 1956) and the company is limited (not- for-profit). The main objective is to improve the quality of life of vulnerable urban and rural population. SLS's vision is to enhance livelihood skills; to promote, conceptualize, encourage, aid, organize, assist and undertake or to do or cause to be done, various aspects of livelihood creation by training, supporting, aiding and facilitating vulnerable urban and rural population. SLS has partnerships with Ashray Incubation cell, Entrepreneurship Development Institute of India, Ashoka and Incube Ventures Pvt. Ltd. for promoting social enterprises.



Saath Savings and Credit Cooperative Society Ltd.

Initiated in 1994, Saath first started facilitating and providing services for savings in a community-based model. In 1999, Saath expanded its services with small loans. As demand grew, Saath established its operations in a more formal manner, with the establishment of Community Based Organizations

(CBO's). In 2002, two new CBO's were formed to work in two different areas of Ahmedabad. In March 2010, all the three CBO's came together to form, The Saath Savings and Credit Co-operative Society Ltd. Recently the cooperative has got the permission of further expansion in complete Ahmedabad district



Saath Mahila Saving and Credit Cooperative Society Ltd. Saath started working in Dholka and Viramgam district in the year 2009 under Child Rights for Change programmers. One major component of the programmers was women empowerment. After working in one and half year in 2011, Saath decided to start its own initiative called “Saath Mahila Saving and Credit Cooperative Ltd”. The independent and legal identity provided us scope and opportunity to work on both the components of savings and credit as well as concentrate on overall development of women. The rural cooperative has also recently got the permission of further expansion in Ahmedabad district.

❖ INTRODUCTION:

- ❖ Saath is a NGO based in Ahmedabad, India, registered as a Public Charitable Trust since 1989. Saath aims to empower the socially excluded through strengthening their livelihood options by facilitating them in availing their basic rights and amenities. In Gujarati the word Saath means, “together, co-operation, a collective or support.'
- ❖ Saath's one-stop, integrated services reached out to over 5,03,597 individuals in states of Gujarat, Rajasthan and Maharashtra. Since 1989, Saath has facilitated participatory processes that improve the quality of life for the socially excluded urban and rural people.
- ❖ Vision: Saath envisions inclusive and empowered communities and individuals.
- ❖ Mission: To make human settlements equitable living environments where all residents and vulnerable people have access to health, education, essential infrastructure services and livelihood options, irrespective of their economic and social status.
- ❖
- ❖ Approach: The organisation started the Integrated Community Development Programme, an approach that seeks to turn slums into vibrant neighbourhoods. It caters to the multiple needs of the socio-economically vulnerable with one-stop solutions, through which slum residents have access to basic services for a better life. Saath invests in human capacity of individuals for managing programmes in the communities. Communities co-invest with Saath and donors for the program implementation and scaling-up. Saath engages institutions, corporates and individuals from all around India and the globally as partners and supporters. Saath

works with slum residents, children, women, youth and vulnerable people in urban and rural areas.



About SAATH Charitable Trust

SAATH is a non-government organization registered as a Public Charitable Trust in Gujarat, India. In Gujarati the word SAATH means, “Together, Co-operation, a

Collective or Support.” SAATH’s one-stop, integrated services have reached over 4,60,576 individuals in Gujarat, Rajasthan and Maharashtra (Mumbai). Since 1989, SAATH has facilitated participatory process that improves the quality of life for the urban and rural poor.

SAATH was started by Mr. Rajendra Joshi in 1989 to enhance the quality of life of the urban poor through an integrated approach to increase access to services such as health, education, employment, micro finance and affordable housing. SAATH engages institutions, corporate and individuals to fulfil its mission.

Rajendra Joshi is the founder and now Trustee of SAATH. He has initiated and developed the Integrated Slum Development Program, written and published papers on recycling of construction material, pro-poor accountability in WATSAN and on Integrated Slum Development. He has received the Schwab Social Entrepreneur of the Year Award for 2009, *Nagrikt Puraskar* in 2004 by the Ahmedabad Management Association, has been a finalist for Social Entrepreneur of the Year Award 2007 by the UNDP, CII, Schwab and Khemka Foundation; Listed amongst 50 “Pioneers of Change” by India Today in July 2008; is an Ashoka Fellow, September 2008; and was awarded the *Karmaveer Puraskar*, by iCONGO, as a Real Wealth Creator for the communities on the 26th November, 2008. He currently is a member of Saath board and is also the founding member and Managing Director of Saath Livelihoods, a section 25 company started for promoting social enterprises.

Rajendra Joshi is closely associated with Saath Livelihood Services which is involved in vocational training and employment in the BOP (Bottom of Pyramid) segment. He holds the Directorship of DBS Communities and Yuva India, Mumbai. He is also a part of the Management Board of Ashray Incubation Cell, which is a joint initiative of Incube Ventures Pvt.Ltd. and Saath Livelihoods in association with Entrepreneurship Development Institute of India and Ashoka Innovators for the Public have set up Aashray as a Techno Social Business Incubator Platform at Ahmedabad for promotion of innovations, setting up of social enterprises and scaling up innovative ventures and grassroots technologies.

Awards and Recognition

Over the years SAATH has won numerous awards and recognitions for work and contribution for the vulnerable section of the society. Given below is the list of some of the awards won by SAATH over the years:

- Rweaves won the 8th **Yellow Ribbon NGO award** in 2015 for innovation and product quality at Pune's Yellow Ribbon NGO Fair.
- Saath won the **India NGO awards 2014-15** in the medium category for best practices in transparency, resource mobilization and sustainability.
- Citi Micro Enterprise Award **2013** in the category of '**Innovative Livelihood Promoter of the Year**'
- **India NGO award, 2011 and 2010** for Western Region
- **Edelgive Social Innovation Honors 2011** for the Urmila Home Manager Program
- Accenture South Asian Network's **Charity of the Year 2010-11**
- **Indian Social Entrepreneur 2009** by Schwab Foundation, UNDP and CII
- Udaan supported by Microsoft (India) Corporation Pvt. Ltd. awarded **E-Rajasthan Awards 2009**, Digital Learning – Private Sector Initiative of the Year
- Recognized and Profiled in **2009** by CII as **one of the 50 NGOs in Gujarat to collaborate with**
- **Ashoka Fellowship**, September, **2008**.
- Listed amongst **50 "Pioneers of Change"** by India Today in **July 2008**
- **Finalist for Social Entrepreneur of the Year Award – 2007** Constituted by UNDP, CII, Schwab and Khemka Foundation
- Awarded **The Nagrikta Puraskar in 2004** by the Ahmedabad Management Association

SAATH is a certified member of Credibility Alliance, is a member of Give India, World Charity Alliance, Global Giving, Guide Star India as well.

Geographical Coverage

Saath works with slum residents, migrants, minorities, children, women, youth and vulnerable people in urban and rural areas. In the last **27 years** Saath has expanded into **Gujarat** (6 districts: Ahmedabad, Gandhinagar, Rajkot, Surat, Vadodara and Nadiad), and **Maharashtra** (Mumbai). Saath used to work in **Rajasthan** (6 Districts: Jaipur, Jodhpur, Barmer, Nagaur, Pali and Banswara)

Impact

Through its livelihoods centers SAATH has **trained 53775 youth** from 2 States with placements for 39986 out of them, linkages with over 500 companies and retention tracking of every student placed over the past 3 years. Over **2,155 youth** have joined in 2 years in 5 different cities in our youth programme and **9,754 livelihood linkages** have been provided to the youth through the programme. Through its informal sector trainings programme SAATH has trained over 1695 **people** in the construction sector including **173 women** and there has been an increase of 10-30% in their incomes after six months of completion of training. Through its Urban Resource Centres (URC) which work as information kiosks for urban slum dwellers SAATH has provided over 29807 **linkages** and because it is a good model, Rajkot Corporation has set up 1 URC in 2012. In 2015, another 2 URCs have been started in Ahmedabad with the support of Geneva Global. SAATH also set up the first slum Housing Facilitation Cell in India and already have **1338 members of which 862 home buyers**, 64693 footfalls to the centre. Through its education programmes, Balghars (preschools) and Child Friendly Spaces, Saath has reached out to over 6,437 **vulnerable children and child laborers** in urban slums and provided education and nutrition support to them. SAATH through its microfinance cooperatives has reached out to over **20,000 people** in urban slums and over **2,500 rural women**. This entire urban cooperative is run by 90% women in their staff, the COO, all branch managers, some accountants and the MIS coordinator, the Chairperson of the Cooperative are all women.

CSR Support

At SAATH, they value corporate engagement in our programmers and recognize the role that business can, and does play in meeting societal needs. Our inclusive approach to

partnerships means that we value input from the private sector in ensuring that their activities are meeting all stakeholder needs. The following are some of the major corporate who have supported SAATH in its initiatives over the past few years:

- **Women on Wheels:** - The proposed project is to be carried out in partnership between 3 institutions namely Saath Charitable Trust, Azad Foundation¹ and Janvikas². The proposed project is about replicating the model of Sakha Cabs³ run by Sakha and Azad Foundation together in Ahmedabad. Through the project women from weak socio-economic backgrounds will be selected and provided training in driving of cars and auto-rickshaw and after the training place them as professional chauffeurs. In the first year of the project 80 women (In 2 batches of 40 each) will be training and placement of 80% of them will be done through the project. Recently two vulnerable women were identified from Ahmedabad slums and placed with clients for the work of Cab driving.
- **Godrej Salon- (i) Beauty Parlour Project** supported by Godrej is currently imparting beauty parlour training to vulnerable women from the urban slums in partnership with 5 like-minded NGOs in Ahmedabad and Baroda. Saath is the Nodal agency for this project and each batch has 30 trainees and on an average 90 women would be trained by each of the partners in a year. The first phase aims to train and place 450 women for jobs in the beauty parlour sector and for second phase the project will be expanded to other parts of Gujarat and other neighbouring states.
- **Nivea** is a CSR initiative of Nivea through which it is supporting mothers from vulnerable background trying to educate their children. They are lending a helping hand to mothers by providing ration support, so that they can focus more on their

children's education rather than venture out for work and also stop them from dropping out of school. Currently Nivea is supporting 1 school in Ahmedabad, where 90 children are benefitted.

- **HSBC Bank** is currently the major funder of our Youth Empowerment programme called Youth Force working in 4 cities of Gujarat and Mumbai, Maharashtra. Over 2,155 youth are part of this youth platform and through the platform we aim to provide 25,000 livelihood linkages in 3 years.
- **KMPG** has been providing nutrition support to the children of our education programmes since past 2 years and has conducted over 20+ employee engagement activities with the children.
- **Ford Motors** has partnered with us to provide access to clean and safe drinking water to children of rural villages of Sanand block of Ahmedabad and the programme has currently reached to over 1,000 preschool and school going rural children.
- **IGATE** is currently supporting 1 livelihood centre of SAATH in Gandhinagar through which employability training is provided to the youth.
- **HDFC Bank** provides support for career counselling to the youth coming at SAATH livelihood training centres across 6 cities of Gujarat.

- **Shivia Microfinance and Bosch India Foundation** supported SAATH for over 2 years for its informal training sector programme Nirman reaching out to construction workers.
- **IKEA** in collaboration with **Save the Children India**, partnered with SAATH for eradication of child labour from the cotton fields of villages of Dholka and Viramgam blocks of Ahmedabad. The programme reached out over 84,000 child labourers in over 120 villages and in 5 years 9,005 children were released from labour work through the project.
- **Coca-Cola, NDTV and Charities Aid Foundation** in the year 2011-12 worked with SAATH for improving infrastructure of 9 rural and urban schools.
- **INTAS Pharmaceuticals** is currently supporting girl child education by providing support to vulnerable girls of the rural villages around its plant with the help of SAATH
- .
- **ACTIVITIES OF THE ORGANISATION:**
- SAATH is engaged with the many activities and is playing an important role in the development of the society and for the empowerment of the women and child education. This organization is working 360 Celsius for all over development of society. The motto of this organization is working every sector of society and development

Programmers of Saath Charitable Trust

I. Youth Development: Creating Livelihoods & Employability for the Urban Poor

Udaan: Up skilling Youth



Retail Management batch under Udaan

trainee: 4000 to 9000 rupees/month

Udaan training centers are run to provide livelihood and vocational training to youth from vulnerable backgrounds and link them with employment, jobs, improving or setting up their own micro-enterprises.

Impact

Trained: 52,132; Placed: 38,998;

Placement: 75%

- The average income of



Youth force: Creating Youth Change Makers

Youth Force's Social Impact

1	Youth Leaders	50
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2	Youth Members	2,155
3	Livelihood Linkages	9,754
4	Micro Entrepreneurs	451
5	Financial Linkages	3,525
6	Total groups	24
7	Job Fair Linkages	2,605

Youth Force was started with a vision of empowering the urban slum youth to initiate a positive change in their own lives and become a more responsible citizen. It acts as a great platform for the youth from the slums to hone their innate talents and grow as individuals. It is instrumental in holistic development of youth and lays emphasis on the importance of team building, team work and leadership skill development. This program focuses on forming youth groups where the youth gather discusses upon issues of concern, plan and execute activities, drives and cultural programs forming a doorway to leisure activities as well as empowering them with confidence and problem solving practice.

Impact

Total 24 youth groups,

Total number of youth members- 3,288.

Total Reach- Ahmedabad, Baroda, Rajkot, Surat and Mumbai with HSBC support

Informal Sector Skill Building:



Nirman: Saath started off imparting skills to the informal sector workers, with a program called Nirman. Nirman addresses the training needs of people in the construction industry like carpentry, plumbing, masonry and electricals. Practical and theoretical training is provided

which mould their skills and capabilities to get better wages and more wage days.

Trained: 800 Male; 100 Female

Trades: Mason, Carpenter, Electrician, Plumber

Impact

- Increase in income of trainees by 10% to 30%
- Increase in wage days: -20-25+ days of monthly work availability after completion of training. Increase in female trainee's income by 10 to 30 and also enabling them to balance their work and motherhood.



Women hired for petrol pump service

Women@work was started for imparting micro-entrepreneurship and non-conventional trade training to young women from slums in the age group of 18-26 years in 4 cities of Gujarat. The aim of the project is to not only make these young women become financially empowered, but moreover to make the society

ponder and introspect about their views about gender equality and women's ability to take up unconventional non- traditional trades, which are generally stereotyped as meant for men per se.

Micro entrepreneurship training was provided to girls in 4 cities while training in non-traditional trades of electrician, sewing machine repairing, mobile repairing was provided to girls of Ahmedabad. Currently the project is going on in Ahmedabad and nearby areas, where women are imparted training of electricians, masonry, mobile repairing and petrol pump service.

Impact

Trained: 173

Job Placements:26 **No of self-employed/ micro-entrepreneurs:** 69

- **Children Programmers – Balghars, Child Friendly Spaces**

Balghars: Improving Early Child Development



Saath initiated Balghar in 2004, with the main objective of catering to the educational and developmental needs of toddlers between the age group of 3 to 5 years belonging to the socio-economically vulnerable section of society. The curriculum is designed by child psychologists with the assistance

of the teachers and other experts. The Montessori approach of teaching, provides every child a friendly classroom environment with complete emphasis on giving freedom within limits. The teachers are regularly keep abreast with the latest trends through refresher courses. They conduct home visits for understanding the background of the child and updating parents on the progress of their children. The focus on the basic concepts and fundamentals of education through activity based learning. The initiative is supported by KPMG.

Special features

Weekly and monthly parent teacher meetings and updates of each child
Regular monitoring of child on physical, mental and social development

Impact

7 Centres reached to 2226 children between provided preschool education and nutrition support

Child Friendly Spaces (CFS): Mainstreaming Vulnerable Children Back to Schools



Children going back to schools

SAATH designed Child-Friendly Spaces (CFS) - a unique, informal education course with an aim to develop interest towards education among child laborers, children of construction laborers and at later stage enroll them in formal education set-up. With a steady influx of migrating families to urban settlements and poor quality of education, creating alternative education spaces for quality education has become the need of the hour. CFS centers are supported through Individual donations and donations through Give India and Global Giving online portals.

Impact

- 11 Centers currently – 3 in slums and 8 on construction sites
- 4211 child laborers and children of laborers enrolled in classes and 372 children enrolled back to formal schooling system.



this initiative.

II. Safe Drinking Water for Children: Creating a Healthier Tomorrow

The aim of the project is to provide safe drinking water to the 193 Aanganwadi children of the Sanand District through installation of RO systems at these Aanganwadi's. Ford Motors is supporting

Impact

- RO Water systems have been installed in 30 preschools and 5 village schools
450 preschools and 750 school going children now have access to pure drinking water

- Basic infrastructure at the preschools has increased after the installation of RO units
- Attendance level of children at the preschools has increased after the installation and regular monitoring of RO Units.
-

III. Urban Resource Centers: One-Stop Shop for Accessing Services



Urban Resource Centers (URCs) are one-stop centers in communities which facilitate knowledge exchange between communities (service users) and service providers. The Urban Resource Centre (URC) serves as a knowledge and information bank for the slum community, where people can avail details

about different social security schemes by the government and other benefits meant for them. There are grass-root workers at the URC, facilitates the information seeker in acquiring the benefits by guiding and facilitating them in the whole process. Other services of URC are need assessment Skill Assessment of individual URC members, counselling and facilitation in acquiring need based training, Entrepreneurship development / linking micro enterprises with production chain. At present there are 3 URC's in Ahmedabad and 1 URC in Rajkot.

Impact

- Outreach: 27,697 households (1,38,485 individuals)
- Inquiries: 1,60,286
- Linkages: 27,057
- Providing over 40+ different services to the urban poor
- A primary health centre has been constructed in Juhapura through the advocacy work of URC
- Winner of Innovative Livelihood Promoter of the year award 2013 by City Microenterprise.



Gender Resource Center: - Recently another component of Gender Resource Center has been added to the existing URC set up, which has books on Gender issues specifically and women oriented activities are conducted by guest faculties for creating awareness. The Gender Resource Center is supported by Godrej.

Impact

36 different activities have been organised by the Gender Resource centre along with the URC for community awareness and 2,226 people participated. The theme of the activities were women right, consumer rights and financial literacy etc.

Activities of the URC and GRC in 2015-16

Urban Resource Centre (2015-16)	Linkages for Certification	801
	Linkages with Government Schemes & Services	215
	Livelihood Linkages	1,781
	Financial inclusion and Literacy	874
	Activities	36
	Participants	2,226

Social Enterprises Promoted by Saath Livelihoods Services (SLS)

SAATH Livelihood Resource Centre

SAATH has been providing vocational training to vulnerable and needy candidates in multiple vocational streams, for their livelihood enhancement. In order to ensure true end benefits and relevance of these trainings programs, there is a need for maintaining continuous contact with market and through the market insights thus gained, to

continuously improve the training programs. As a result, training programs will lead to sustainable and meaningful livelihood opportunities for the candidates. Hence to actively engage with market, understand market dynamics and accordingly provide market linked inputs to improve internal processes and their outputs, SAATH proposes to create a Livelihood Resource Center (LRC). The objective of LRC is to become a self sustainable, market linked, single window service provider to livelihood/employment seekers and livelihood promoters/employers.

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I. Rweaves: Reviving Traditional Crafts



Saath has been working with Patola, Tangaliya and cotton weaving artisans from Surendranagar since 2006 through the Snehal project supported by CARE India, just after the Gujarat Earthquake. When Saath started the work, the rural artisans were not getting the right price for their finished products, lacking financial and marketing support for selling

their products. Today the artisans have better linkages for availing raw material, credit facility and marketing support provided by Rweaves, an Initiative of Saath Livelihoods for supporting these rural artisans.

Impact

- 37 Artisans linked with the programme
- Increase of 25% in their profit margins
- 3 Artisans have become entrepreneurs, who have employed junior artisans under them.
- 5 artisans working under them thus providing livelihoods to more families and sustaining the art form
- The new generation of the weaver families have started taking interest in their ancestral occupation and some have started weaving along with their studies

II. GrihaPravesh: One stop facilitation center for Affordable Housing



Griha Pravesh Promotions

Griha Pravesh (GP) is a novel social entrepreneurship initiated for facilitating in the process of availing affordable homes to those who are unable to buy house from the formal market. They are also counselled for managing the margin money and down payment and facilitate integration of community development initiatives with housing. It started with one centre in

Ahmedabad, now has two centres in the city, along with that it has geographically expanded to Surat and a similar model has been replicated in Mumbai. It has been envisaged as a Pan-India initiative. The diversification of the activity helped us to steer the model towards sustainability and make it more appealing to the prospective buyers and builders. GP now plans of expansion even further into different geographical areas.

Impact

- Database of more than 66,209 people from target income groups
- 1,854 Griha Pravesh Members, keen to buy home (Paid fees)

- 853 Home buyers in three cities
- Tie up with 18 affordable Housing Developers and 24 Housing Schemes at Ahmedabad and Surat
- Linkages with 6 Housing Finance Institutions
- Expertize in launch and pre-launch activities for affordable housing

Urmila Home Managers: A New Identity for the Domestic workers



Urmila Home Managers was initiated with an objective to remove the stigma of housemaid to the marginalized women working as domestic help in Ahmedabad and give them a professional identity as Home Managers. It envisioned to give them a better professional life, by imparting them structured training pertaining to home management, which includes cooking, cleaning, child care, geriatric care, bank transactions along with client, shopping, attending

Kits distributed to Home Managers after course completion

guests and calls etc. The Urmila Home Manager Project attempts to bridge the gap between domestic servants and urban households. On one hand, it helps client to hire a reliable, efficient and professional home manager. Saath aims to develop a fair and a formal platform to train and place the domestic help.

Impact

Bridged the demand and supply for home managers

Urmila Data: - Trained 300 women and job placement for 105 as home managers in past 2 years

Home managers: Improved standard of life, job security, Increased savings for home managers, supporting their children for Education, acquired dignity of work and a professional status.

- LAWS RELATING TO THIS ORGANISATION:

Indian Non-governmental organizations can be set up under various Indian laws. The different legal entities under which a civil society organizations can register themselves under Societies Registration Act, 1980, Indian Trusts Act of 1882, Companies Act 2013, The Cooperative act 1912, and The Multi-state Co-operative Societies Act 2002.

This organization is registered under the Public Charitable Trust Act of 1882. A private trust created under and governed by the Indian trusts act of 1882 aims at managing assigned trust properties for private or religious purpose. A private trust does not enjoy the privileges and tax benefits that are available for public trusts or NGOs. As well as ‘association of limratech social development’ “ALSD India” are registered under the act as per BT act. As a catalyst to bring changes in the lives of millions of children, youth and women, who are not privileged by addressing the real need at the grassroots level and also enabling the civil society across the world to engage proactively in the change process following the philosophy of Civic Driven Change and adopting the highest standard of governance.

Conferring of corporate personality to associations that promote cultural and charitable objectives, but exempting them from the operation of some cumbersome requirements which are essentially for regulation of business bodies but are difficult for compliance by non-profit companies are the noteworthy features that are provided under the companies act, 2013.

Trade union means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employer or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more trade unions.

Working women have rights guaranteed under article 14, 19 and 21 of the constitution of India. Working women are the employees and therefore they have rights which are guaranteed to them under the trade union act. In April 2015, the government of India shared a list of over 42,000 NGOs with Financial Intelligence Unit (FIU) to check suspicious foreign funding amid the crackdown on some top international donors for

flouting the foreign contribution regulation act (FCRA) 2011. These 42273 NGOs were put under watch after intelligence reports claimed that several charity organizations are diverting funds for purposes other than the permitted use of foreign contribution. The list includes NGOs operating in religious, cultural, economic, social and educational fields. For the first time, the government has clearly defined the sectors in which it has listed Christian missionaries, hindu, Sikh and muslim religious groups receiving foreign contribution besides other activities of NGOs in which funds are claimed to be utilized. There is also suspicion that money launderers could use the legitimate route to wire illicit money. Many of them are Christian missionaries and other religious groups who are found to evade taxes.

Working women have rights guaranteed under article 14, 19 and 21 of the constitution of India. Working women are the employees and therefore they have rights which are guaranteed to them under the trade union act.

❖ DIFFICULTIES TO THE ORGANIZATION :

I visited the organization and personally met the officials of the organization and asked them about the difficulties to the organization. I asked them following questions:

- I. Is this organization is facing any difficulties?
- II. Whether any suit or case has been filed against the organization?
- III. Whether this organization has filed any suit or case against any person of institution?
- IV. If organization is facing any difficulties than what kind of difficulties they are facing?

All the answers of the above questions were answered in negative and the officials said that there are no problems in the organization and organization is performing its duties well and without failing.

Even I also personally felt that organizing is performing well and doing a marvelous job for the betterment of the society, for the women and for the children and youth. They are not facing any kind of difficulties in fund or in work or even in management.

❖ RECOMMENDATIONS OF WORK:

SAATH is working in all sectors of the society. Like betterment of society, empowerment of women and betterment of the Child education, and in abolishment of the rigid tradition of the society. There is no such work or field in which this organization has no roots. And as per my experienced with the organization, this organization always willing to help the person who is really in need of assistance and if any work or assistance demanded or recommended by the person or the organization, this organization will always be ready to do work for the betterment of the society, for the empowerment of the women and for any other work.

From the year 1989, SAATH constantly working for the betterment of the society and gradually developing and increases its branches of work in the various other fields.

❖ SUGGESTIONS:

It will be wrong to say that this organization has some loopholes in its work or management. SAATH is working in all sectors. SAATH is engaged with the many activities and is playing an important role in the development of the society, Child education, youth vocational training, Grih pravesh and for the MEGA Project.

Here I have some suggestions for the organization by which organization can extend its area of working. Suggestions are as follows:

- I. For the betterment of the women and child education and make them aware about the present scenario of the society, we can arrange the lectures of the legal experts to give legal education to all. Legal factors which are necessary to know for the society that we can arrange for the all beneficiary people. so that they may get aware about legal knowledge. We can organize one lecture in a month for the legal knowledge.
- II. Sometimes it happens that women working in the organization may not complain if she has any problem. So for that we can keep one complain box or suggestion box in the premises of the organization so that women working with the organization and any other employee can easily express her or his views without the fear of anybody. And by that organization can also get the views of the employee and any suggestion is there organization can know.
- III. Organization can also arrange interaction lecture with the employees of the organization so that views of the employees can be known. If employees will that they are free to express their views than they can perform their work with a great strength and energy. And it is good for the organization, by this way management will come to know about the views of the employees.

Above suggestions do not mean that SAATH has some loopholes or has some deficiency. It does not also mean that I have felt some deficiency in the work, activity or management of the organization. This suggestions are with a view to strengthen the relation between the employer and employee and women can also express their views and suggestions without having any fear of anyone. But I also feel that my views will be taken in a good faith not criticism. I have also felt a friendly environment while working with the organization and by the views of the women working over there we can see that how much they love and respect this organization.

❖ CONCLUSION:

Overall very few non – governmental organization are there in the state which are working in the all fields which are necessary for the betterment of the society.SAATH has played an important role in abolishing rigid traditions in the society

This organization is the perfect example of women empowerment because this Urmila Home Manager is run by the women, for the women and from the women. The head and manager of this Kendra is women and all the workers of this Kendra are also women.

SAATH works for the betterment of the society and for abolishing rigid traditions which are hazardous for the society. This organization does not only work for the women and child but it also works for the society for the nation and for the people of all religions.

An organization like SAATH can change the picture of the society and society really in need of the organization like “SAATH”.