

**Revisiting Journey for Future Plan
Shramajivi Mahila Samity Strategic Plan
2023-2027**



Addressing Gender & Ecological Justice

**Strategic Planning with a Gender Perspective
2023-2027**

The report presents the major issues and recommendations of the Workshop on Strategic Planning with a Gender Perspective held from 2 to 4 December, 2022 at Jamshedpur, Jharkhand. It outlines is based on a summary of Background, Vision, Mission, SWOT Analysis, Values, Approach, Strategic Interventions, Risk Analysis and Strategic Action Plan actions.

SMS draws on the main challenges and experiences of board members and old and new staff for the advancement of women, and provides some recommendations for the way forward to address gender inequalities in society and labor.

2020 was an important year for gender equality and empowerment of women, and also an opportune time to consider how to advance gender equality more broadly.

The widespread and growing impact of the COVID-19 pandemic in which women and girls face many more intersecting forms of discrimination threatens to erode long-standing barriers to the full enjoyment of women's human rights, including loss of livelihood and job security. Increasingly the unequal burden of caregiving, a dramatic jump in gender-based violence cases has been reported as millions of women were locked up with their abusers.

SMS Executive Board in full consultation with the Executive for the next Strategic Plan, 2023 -2027 carved out a roadmap for the planning consultation process including the Strategy Plan presentation. In the above context and the objectives and design principles for the strategic plan development process, SMS's Strategic Plan for 2023 - 2027 developed, which clearly defines the organization's direction in the next five years.

Workshop Aims and Objectives

The workshop was designed to contribute towards strengthening the institutional capacity, Governing Board/staff members, towards achieving fair action and to advance effective gender mainstreaming in policies and programs.

The specific objectives of the workshop were:

- To build awareness and skills for gender mainstreaming with the organization and its personnel for the advancement of women and underprivileged;

- Identifying approaches to strategically integrate gender perspectives in the organization and society in the context of civilized work structures;
- Creating indicators that can be used by the organization to monitor progress in gender mainstreaming; and
- Improving inter-sectoral coordination at donor, corporate, government and sub-regional levels.

Workshop Methodology

While planning for the workshop, participants were asked to review the document, which provided background knowledge on the current status of gender mainstreaming within the civilized work framework.

A workshop questionnaire was prepared to collect information about the participants' roles and recent initiatives, under which sessions were conducted with the participants.

Information pertaining to gender mainstreaming in the country was also referred in developing activities for the three-day workshop.

Several examples were shared during the workshop on Gender Mainstreaming to advance gender equality and non-discrimination. The workshop adopted a participatory and interactive approach consisting of small and large group sessions and activities, which contributed to an understanding of the concepts of gender mainstreaming within the strategic planning process and decent work. The participants were able to explore the challenges and approaches to institutionalizing gender in the organization. The approach encouraged the institutional framework for the advancement of women and the sharing of best practices and stronger relationships among board representatives.

Introduction

Shramajivi Mahila Samity (SMS) traces its foundation towards the cause of marginalized and vulnerable single women during mid 90s. SMS was formally registered in Jamshedpur in 1995 though it had gained its foot-hold amongst communities way back in 1987. It is since then the pioneer organization formed by women, efficiently run and managed by women professionals and grass-root functionaries. Since its inception, the organization is on its constant endeavor and pursuit to achieve excellence in the field of development.

SMS extended unconditional support to helpless and underprivileged women. It firmly believes to empower the rural and marginalized women and help them overcome all hurdles on the path of self reliance. Until recently, SMS has been sole voice to the

voiceless in one of the most challenging, geographically difficult and economically backward states of India.

Nevertheless, SMS has supported number of women-led community-based organizations around the issues of gender-based discrimination and violence. “Empower Single Women Association” (Ekal Nari Swashakti Sanghathan, ENSS) is a state-level collective platform collectivising 40,000 single women across 27 blocks in 12 districts of districts have been promoted and strengthened to 27 block-level federations.

The journey so far

SMS highlighted the issues of single women in the State Women Policy Document, organized 3000 single women and assisted them in obtaining collective and individual land titles, campaigned against gender violence occurring in the name of witch-hunting and other superstitions, and strengthened women's forum (Mahila Sabha) to promote women's participation in Gram Sabha.

SMS is assisting migrant workers who have been denied worker recognition. It advocated for migrant workers' issues and rights. As a result of collective advocacy by CSOs in the state, the labour department recently issued an order to issue labour cards to the migrant workers which will help the excluded migrant families to access welfare schemes and entitlements.

SMS is collaborating with the Global Alliance Against Traffic in Women in implementing a project focusing on Women, Work, and Migration, which addresses issues of women's work and female labour migration in distress. SMS is represented in a variety of district, state, and national forums. State Inspection & Monitoring Committee for regular inspection PC & PNDDT, Member of Women Cell, East Singhbhum; POSH ICC Committee of Districts Court, and Advisory Committee of Unorganized Sectors Karmakar of Districts Labour Department are among these.

The organization partnered with Plan International (India Chapter) as a co-applicant to implement an EC project during 2014-2016 in two districts of Jharkhand under the call for proposal European Instrument for Democracy and Human Rights aimed at Combating Discrimination Against Girl Children.

DESIRED FUTURE

VISION – TO CREATE A JUST AND HUMANE SOCIETY

Explanation: Envisioning a gender-just and environment-friendly society where everyone (every individual including) can get equal opportunities and live with dignity.

MISSION- ENSURE AN INCLUSIVE, EQUITABLE, AND ECO-FRIENDLY SOCIETY.

Explanation: To enhance the participation of all rural and urban excluded communities in socio-economic and educational fields, enabling them to be a part of decision-making and local governance. Ensuring participation of all genders in development process and providing eco-friendly land, water, forest management and sustainable development of the region. (Through mobilizing, creating platform, organizing community, capacity building and leadership building.)

Values

SMS stands by its four key values:

- a. **Commitment:** The organization is committed towards the target audiences and communities it serves under all circumstances. Thus the selected staff or the team will also have a sense of commitment in the interest of the organization and shall abide by the rules and regulation (both external or internal);
- b. **Equity:** It firmly believes in equitable allocation of resources and creating employment opportunities irrespective of caste, creed, gender, language, or region etc.;



- c. **Passion:** SMS functionaries and staff members are passionate towards the realization of mission and vision of the organization besides the roles and responsibilities assigned. (external aspect to be mentioned)
- d. **Innovation:** SMS in tandem with rapid technological advancements aims to foster innovation in its action towards the fulfillment of desired outcomes.
- e. **Justice:** SMS refers to the perception of justice and fairness in the treatment of individuals within the organization and rights holders. Justice in organizations includes issues related to the perception of fair pay, equal opportunities for promotion, and personnel selection processes.
- f. **FRATERNITY/DIGNITY** - SMS is taking the organization forward with a feeling of fraternity and solidarity among the people. Advancing fraternity and dignity by preserving and respecting the dignity of every individual.

Approach

SMS virtues to unfold its approach into four distinct realms of intervention

- a. **Inclusion to end most:** It opines to reach the unreached thereby including the hard-to-reach geographies and tough to reach communities abandoned to usher on them on fate. SMS echoes the philosophy of rationalism and realism. It believes that the course of fate can be changed to endless and planned efforts;
- b. **Participatory Approach:** SMS since its inception has been ardent advocate of involving communities in its very action and decision-making process. To SMS, communities are not alone recipient of support and services but they are indeed one of the key stakeholders and thus it involves them at every stage of evolution, progress or organizational growth;
- c. **Eco-friendly Action:** SMS is determined to undertake environment-conscious action



while performing its each and every action in order to minimize the chances of harm caused to natural ecosystem to promote sustainable means of livelihood and existence.

- d. **Uphold Feminism:** Most significantly, SMS since its inception is devoted towards the cause of single women hence it is committed to uphold feminism in its approach to operation and expansion. SMS is committed to foster the true spirit of feminism in all possible manners.

SWOT Analysis

During a detailed session during the workshop, participants assessed SMS's strengths, limitations, opportunities and challenges analysis to gain an insightful understanding of its borders and beyond while inching towards the realization of its mission and vision.

Strengths

Against all odds, SMS is flourishing on the following four crucial pillars: -

- a. **Recognition:** It is one of the most trusted identities across social development landscape of India. It's opinion, ideas and innovative approach to deal with some of the pressing social problem makes it as the reference organization for policy makers and government stakeholders;
- b. **Community Strengthening:** SMS another most important aspect is that it has stronghold presence amongst other community-based organizations, self help groups and other cultural bodies.
- c. **Diversified and remote outreach:** SMS can be found across hard to reach hamlets of Jharkhand whether it may be a village inhabited by primitive tribe groups or other tribal communities. It has incubated numerous traditional affiliates especially led by women and adolescent girls across blocks and district of Jharkhand;
- d. **Intensive networking:** SMS believes in collaboration and knowledge sharing. It often collaborates with likeminded other organizations to reach some common agenda. It has partnered with various government stakeholders, international aid agencies and CSR bodies to implement socially relevant models at grass-root levels.

Opportunities

- **Potential for creative work environment with right balance of field experts and professionals:** SMS has long journey to on the field and community level interventions since more than two decades now. The level of field exposure is unparalleled in SMS which efficiently caters the opportunity to creative work space with right balance of field expertise;
- **Access to utilization of technologies to explore potential donors be it crowd funding:** SMS is rigorously exploring all possible avenues to on-board emerging talents to enhance resource generation initiatives by relying on new models and scope of funding like crowdfunding, online funding, funding initiatives and campaign etc;
- **Diversified Target Group:** Another most crucial strength of SMS is that it caters services and support to diversified target group which significantly makes it an unique organization with apparently large base across Jharkhand;
- **Possibility to enrich the tribal group & other groups and their culture:** SMS is well aware of tribal, primitive tribe groups and other communities of Jharkhand. Hence, it encompasses tremendous opportunity to enrich and contribute towards these groups and promote their tradition and customs; and
- **Protecting the forest and enhancing the natural resources:** SMS has been the forerunner of safeguarding and implementing rights of forest dwellers by acting as the pressure group for the enforcement of Forest Rights Act. SMS reinforces its commitment towards protecting the forest and enhancing the natural resources.

Challenges

- **Changing statutory, external and legal requirements:** SMS alike all other non-government organization is facing resistance in wake of much often changes in statutory, external and legal requisites. It is affecting daily operations and program implementation;
- **Natural, Pandemic and Global Changes:** The situations like unprecedented COVID-19 pandemic and nationwide lockdown negatively impacted our intervention on-ground and shattered the pace of our advancement towards larger goals and objectives; and

- **Fund Continuity:** Lastly, the dearth of unhindered funding opportunities leading us to restructure the team and resources which in turn drastically impacting the pace of our overall progress.

Strategic Interventions

Mobilizing: SMS is very much anchored within the community ecosystem which enables it to mobilize youth, women, tribal and excluded communities. SMS has been ardent champion of community ownership which provides it upper hand in connecting with disadvantaged ones of the community in a very small span of time;

Capacity building: SMS since its inception has devoted its attention towards handholding, fostering leadership, cater entitlement opportunities and serve as the platform for convergence for skill enhancement and technology upgradation;

Conserve, Protect & Promote: SMS has spearheaded concerted effort on scale across Jharkhand to preserve, protect and promote Forest Rights Act and its enforcement wherever desired to safe guard the interest of forest dwellers and their traditional customs and practices;



Livelihood promotion: SMS has long track record of promoting vocational skills, land and forest as well as non-farm based livelihood opportunities to vast network of women SHGs in Jharkhand;

Networking: SMS has excelled in networking of Local Self Governance, Civil Society Organisations (CSOs), Community Based Organisations and extending support to thematic and mutual cause campaigns like MAKAM, WWF etc;

Partnership: SMS has constantly remained engaged in exploring partnership opportunities to gain CSR funding besides contributing across the policy making and government stakeholder engagement;

Strengthening: SMS is dedicated to strengthening its associate organizations, CBOs and other partners in the best interest of target audience and communities it serves.

Strategic Focus Areas:

- 1) Creating empowered spaces for women and girls
- 2) Influencing Policy formation and implementation
- 3) Networking and Allyship
- 4) Youth leadership for enhancing social change
- 5) Promoting inclusive Governance
- 6) Enhancing natural resource rights and sustainable management of Land, Water and Forest

Intervention Plan Year 2023 - 2027

SI No	PARTICULAR	Y1 (2023)	Y2 (2024)	Y3 (2025)	Y4 (2026)	Y5 (2027)
1	Stakeholder	<ul style="list-style-type: none"> • Single women workers women, and all other women • Excluded Community • Migrants & PVTGs • Children • Youth and Adolescents • Transgender Person • Local & elected representatives and Institutions (NABARD, Banks, etc.) • Government & Policymakers 	<ul style="list-style-type: none"> • Single women, Informal workers women, and all low-income group women. • Excluded Community (ST/DALIT/DISABLE//PVTGs/ land less/ Forest dwellers) • Migrants women workers • Children • Youth and Adolescents • Transgender Person • Local Governance & elected representatives and Institutions (DLSA, NABARD, Banks, Collage & University, etc.) • Government & Policymakers 	<ul style="list-style-type: none"> Single women, Informal workers women, and all low-income group women. • Excluded Community (ST/DALIT/DISABLE / PVTGs/ land less/ Forest dwellers) • Migrants women workers • Children • Youth and Adolescents • Transgender Person • Local Governance & elected representatives and Institutions (DLSA, NABARD, Banks, Collage & University, etc.) • Government & Policymakers 	<ul style="list-style-type: none"> Single women, Informal workers women, and all low-income group women. • Excluded Community (ST/DALIT/DISABLE//PVTGs/ land less/ Forest dwellers) • Migrants women workers • Children • Youth and Adolescents • Transgender Person • Local Governance • Elected representatives • Front Line workers • Institutions (DLSA, NABARD, Banks, Collage & Universities) • Government & Policymakers 	<ul style="list-style-type: none"> Single women, Informal workers women, and all low-income group women. • Excluded Community (ST/DALIT/DISABLE//PVTGs/ land less/ Forest dwellers) • Migrants women workers • Children • Youth and Adolescents • Transgender Person • Local Governance • Elected representatives • Front Line workers • Institutions (DLSA, NABARD, Banks, Collage & University, etc.) • Government & Policymakers\

2	Thematic Area	<ul style="list-style-type: none"> • Governance, • Natural resource • Livelihood promotions and IGP • Women's rights and violence • Social security (Entitlements and convergence) • Migrants & Workers Rights • Child Rights • Gender, Culture and career • Research & Study and Enlargement (Incorporation) 	<ul style="list-style-type: none"> • Youth & Environment • Gender & Governance, • Forest protection & Climate Change • Livelihood promotions and Economic Inclusion • Gender violence, women's safety & security – workplace, Public Place • Social security (Entitlements and convergence) • Migrants & Women Workers Rights • LGBTQ+ Rights & Entitlements • Indigenous Culture, and Diversity • Research & Study and Enlargement (Incorporation) 	<ul style="list-style-type: none"> • Youth & Environment • Gender & Governance, • Forest protection & Climate Change • Livelihood promotions and Economic Inclusion • Gender violence, women's safety & security – workplace, Public Place • Social security (Entitlements and convergence) • Migrants & Women Workers Rights • LGBTQ+ Rights, Entitlements, Social & economic inclusion • Indigenous Culture, and Diversity • Research & Study and Enlargement (Incorporation) 	<ul style="list-style-type: none"> • Youth & Environment • Gender & Governance, • Forest protection & Climate Change • Livelihood promotions and Economic Inclusion • Gender violence, women's safety & security – workplace, Public Place • Social security (Entitlements and convergence) • Migrants & Women Workers Rights • LGBTQ+ Rights, Social & economic inclusion • Indigenous Culture, and Diversity • Research & Study and Enlargement (Incorporation) 	<ul style="list-style-type: none"> • Youth & Environment • Gender & Governance, • Forest protection & Climate Change • Livelihood promotions and Economic Inclusion • Gender violence, women's safety & security – workplace, Public Place • Social security (Entitlements and convergence) • Migrants & Women Workers Rights • LGBTQ+ Rights, Social & economic inclusion • Indigenous Culture, and Diversity • Research & Study and Enlargement (Incorporation)
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SI No	PARTICULAR	Y1 (2023)	Y2 (2024)	Y3 (2025)	Y4 (2026)	Y5 (2027)
3.	Intervention Plan	<ul style="list-style-type: none"> • Orientation and Capacity building of SMS team and field team in all the organizational Themes • Organize women's Safety Audits in public places. • Organize Women's Sabha before GS • Training on Gender base violence among Workers Women and single women • Inclusion and convergence of the Govt schemes, other partners program • Ensuring rights and federation building of informal sector workers women • Dialogue exchange and 	<ul style="list-style-type: none"> • Orientation and Capacity building of SMS team and field team on CRA in 6 districts • Gender planning under GPDP • Women worker rights and 4 labour code • Organize women's & Adolescent Safety Audits in public places. • Formation Panchayat Action group for reducing the women violence at panchayat and Block level • Training on Gender justice & Gender violence among Workers Women and single women and Youth. • Inclusion and convergence of the Govt schemes, other partners program • Ensuring rights and federation building of informal sector workers women in 6 districts of Jharkhand 	<ul style="list-style-type: none"> • Orientation and Capacity building of SMS team and field team on WWF, LGVTQ, Youth and Env in 6 districts • Gender Budget planning under GPDP. • Workers Women collectivization for their work profile. • Workshop on review the youth policy, women policy and state act and provision. with CSO and labour union. • Expansion of Women's & Adolescent Safety Audits in public places of 6 districts • Strengthen Panchayat Action group to reduce sexual violence in the workplace. • Enhance leadership and decision makers to Workers Women, single women, and Youth. • Convergence and leverage among various institutions, WWF, ENSS and youth. • Ensuring rights and 	<ul style="list-style-type: none"> • Skill and Capacity building of SMS team and field team indigenous food sovereignty, value added NTFT product, in 6 districts • Gender Budget planning under GPDP. • Workers Women collectivization & strengthen for their work profile. • Consultation on recommendation of finding gaps in Youth Policy, Women's Policy, and State Labor Acts and Laws and provisions • Action taken for findings of Safety Audits in public places of 6 district • Strengthen Panchayat Action group to reduce sexual violence in the workplace. • Enhance Feminine leadership and decision makers to Workers Women, single women, and Youth. • Convergence and leverage among various institutions, WWF, ENSS and youth. • To ensure self- 	<ul style="list-style-type: none"> • Skill and Capacity building of SMS team and field team indigenous food sovereignty, value added NTFT product, in 6 districts • Gender Budget planning under GPDP. • Workers Women collectivization & strengthen for their work profile. • Consultation on recommendation of finding gaps in Youth Policy, Women's Policy, and State Labor Acts and Laws and provisions • Action taken for findings of Safety Audits in public places of 6 district • Strengthen Panchayat Action group to reduce sexual violence in the workplace.

		<p>inclusion program with CSR and other institutions</p> <ul style="list-style-type: none"> Promotions of climate-resilient farming and a balanced ecosystem. 	<ul style="list-style-type: none"> Dialogue exchange and inclusion program with CSR and other institutions Promotions of climate-resilient farming and a balanced ecosystem. Working on FRA & NEFT Value addition Research and study on Status of LGBTQ+ in Jharkhand 	<p>Strengthen the federation of informal sector workers women in 6 districts of Jharkhand</p> <ul style="list-style-type: none"> Dialogue exchange and inclusion program with CSR and other institutions Piloting of climate-resilient farming in 6 districts Working on FRA & NEFT Value addition. Mobilization and Support to organization building among the LGBTQ community •Network building of GS towards the protection of Jal Jangal Jamin and indigenous culture. 	<p>facilitation rights under their informal sector work rights in 6 districts of Jharkhand.</p> <ul style="list-style-type: none"> Dialogue exchange and inclusion program with CSR and other institutions. To motivate the community for practicing climate-resilient farming Working on FRA & NEFT Value addition. Mobilization and Support to organization building among the LGBTQ community Network building of GS towards the protection of Jal Jangal Jamin and indigenous culture. 	<ul style="list-style-type: none"> Enhance Feminine leadership and decision makers to Workers Women, single women, and Youth. Convergence and leverage among various institutions, WWF, ENSS and youth. To ensure self-facilitation rights under their informal sector work rights in 6 districts of Jharkhand. Dialogue exchange and inclusion program with CSR and other institutions. To motivate the community for practicing climate-resilient farming Working on FRA & NEFT Value addition. Mobilization and Support to organization building among the
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						<p>LGBTQ community</p> <ul style="list-style-type: none"> • Network building of GS towards the protection of Jal Jangal Jamin and indigenous culture.
4.	Outreach	<ul style="list-style-type: none"> • Expansion to larger forums • Capacity Building • Highlighting issues on a larger domain 	<ul style="list-style-type: none"> • Mobilize • Capacity Building • Highlighting issues on a larger domain • Campaign and innovations 	<ul style="list-style-type: none"> •Mobilize •Capacity Building and Skill training •Highlighting issues on a larger domain •Campaign and innovations 	<ul style="list-style-type: none"> •Mobilize •Capacity Building and skill training • Alliances building with National and State level network •Highlighting issues on a larger domain • Campaign and innovations 	<ul style="list-style-type: none"> • Mobilize • Capacity Building and skill training •Alliances building with National and State level network • Highlighting issues on a larger domain •Campaign and innovations
5.	Communication and sharing	<ul style="list-style-type: none"> • Press and Print Media • Digital and Press Media • Written Document 	<ul style="list-style-type: none"> • Blogs • E-Newspaper & magazines. • Video shots 	<ul style="list-style-type: none"> •Blogs •E-Newspaper & magazines. 	<p>Blogs</p> <p>E-Newspaper & magazines.</p>	<ul style="list-style-type: none"> • Social Media • Blogs • E-newspapers and magazines • Video Shots

SMS's approach to outreach will largely focus on expansion to larger forums, capacity enhancement and underlining issues in larger public domain to kick start discourse around neglected but crucial issues.

We will adopt conventional media strategy accommodating press and media besides digital platforms to voice our opinion and program execution.



Communication Strategy/Policy (in brief): We are in the process of drafting communication strategy and communication policy which will be available very soon after detailed brainstorming and validation process.

DECLARATION

This is the Strategic Plan of Shramajivi Mahila Samity for the year 2023-2027. The strategic planning process involves the all Governing Board members and this is the brief finalized document.

Purabi Paul
Chief Functionary
Shramajivi Mahila Samity