



# Madurai Symposium 2015

Localizing Sustainable Development Goals

12-16 September, 2015



Bulletin

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## Conventions

### People Convention on Primary Producers Organisation



“Banks to extend loans to Farmers’ Producer Organisations at low interest rates and not to insist on stringent collateral norms as it would help flourish the Farmers’ Producer Organisations across the country”, said Prof. Trilochan Sastry, Indian Institute of Management, Bangalore. Speaking at the Convention of Farmer Producer Organisations organised on the third day of Madurai Symposium, he said “Mulkanoor Cooperative Rural Bank and Marketing Society Ltd functioning in Andhra Pradesh, stands testimony to the farmers’ collective, which has crossed Rs.200 crores turn over, and each farmer has a savings of Rs. one lakh in their society. The FPOs should emulate this successful model of producer cooperative”.

More than 500 representatives from various Farmers’ Producer Organisations across the country attended the convention. The convention organised for bringing together FPOs from various states to discuss on promoting a collective body at the National level with FPOs.

Mr. T. Dhanabalan, Chief Executive, Kalanjiam Thozhilagam Limited in his introductory note said, “There is a great need for connecting all the FPOs to gain collective strength to further the interests of FPOs in a unified way”. He further added, “Kalanjiam Thozhilagam Limited has promoted the country’s first Producer Company in 2004, after the notification of amendments in

## Events

### Conventions

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- Stakeholders Consultation for Collective Action by Madurai Malli Farmers
- Advancing Community Governance in KDFS
- Workshop on Sustainable Agriculture Development through Demand Management in Tank Irrigation system at Gundar Basin
- Women Empowerment: Towards Accessing Justice with Inclusiveness for Sustainable Development
- Knowledge Building Workshop on Enhancing Livelihoods: From Survival to Entrepreneurship
- Workshop on "Micro Pension – Sustaining Development through Old Age Security"
- Consultation Workshop on Screening and Treatment of Breast and Cervical Cancer
- Workshop on Building New Generation Workplace towards Localizing SDGs

the Companies Act 1956 that facilitated promotion of Producer Companies”.

Recently, the Government of India came out with an ambitious plan of promoting 2000 FPOs in the country through Small Farmers Agri-Business Consortium (SFAC) at the central and state levels, also supported by National Bank for Agricultural and Rural Development.

“Farmers’ Producer Organisations should aim for self-management and should not fall into the culture of subsidy, which will take away the original idea of self-reliance”, said Mr. M.P. Vasimalai, Executive Director, DHAN Foundation. “There is a great potential for promotion of three types of Producer Organisations such as Farmers’ Producer Organisations, organisations for

input supply, and organisations for value addition and marketing. The producer organisations need to work for increasing productivity of individual farmers”, he added.

Ms. Poongothai, Executive Director, SFAC, Tamil Nadu shared the essentials of FPOs. She said “Good governance and professional management are the keys for the success of FPOs and their sustainability”. She further said, “There is a favourable climate for FPOs in the country as the government focus more on promoting FPOs across the country. We need to facilitate sharing of information, embedding scientific approach in production, and proper financial and resource planning. The government extends interest free soft loans up to 40 percent of the financial outlay for production and processing units”.

Mr. Ashish Mondal, Director, ASA from Bhopal shared experiences in promoting FPOs in Madhya Pradesh and Mr. Manoj from Shree Kshetra Dharmasthala Rural Development Project (SKDRDP) presented the experiences of promoting SRI method among farmers through Sri Moogambika Paddy Producers Federation Limited.

Participants discussed in break out groups on the need and potential for promoting a collective body of all the FPOs to gain solidarity and further the interests of the farmers through their FPOs. At the end they adopted a resolution to promote such a consortium of producer companies at the state level and subsequently at the national level.

### People Convention on Advancing Bridge Financing for Financial Inclusion

Affordable banking services to poor with need based comprehensive products are proven to be effective from the experience of Self-Help Group bank linkage experience in the last two decades. But, the gap that prevails in reality is required to be bridged with an alternative short term financing by effective institutional models. Kalanjiam Development Financial Services, a Section 25 Non Banking Financial company focus on addressing two key dimensions of bridge financing namely providing timely credit and offering special products which are not available in the market that fulfils the needs of financially excluded poor.

A convention by involving poor members of women, farmers and fishermen was convened by Kalanjiam Development Financial services. Ms.A.Umarani, Chairperson, KDFS in her remarks called for enrolling more number of Self Help Groups as shareholders so as to meet the growing credit needs of the poor. She also insisted on effective governance with the involvement of Directors of all federations across various states and prompt repayment by the SHGs in order to service the credit needs besides achieving higher turnover. Mr. N. Janakiraman, Chief Executive of KDFS shared the contributions and community driven services by KDFS to the poor households with less cost of capital compared to market.

Mr.C.Kathiresan, former General Manager, Indian Bank in his key note address appreciated the good performance of KDFS and advised to increase community equity within a short span of time. Mr. Babulal, Company Secretary and Mr. Suresh, Statutory auditor also spoke at the convention.

Access to timely credit and special products that are not supported by financial institutions are the two important dimensions in bridge financing. The economic empowerment of women cuts across few Sustainable Development goals and help KDFS in promoting efficient community institutions with inclusive growth. The success of bridge financing comes out of community ownership in financial operations. The unique model adopted by KDFS remain as cost effective, reaching the unreached with community ownership.

### Best Practices of Gender and Development: Challenges and Way Forward in Coastal Ecosystem

Coastal Conservation and Livelihoods programme of DHAN organised this women convention with over 100 participants from Cuddalore, Pondi, Nagai and Ramnad regions of coastal Tamilnadu, which focused on sensitising gender inequality, challenges faced by women in fishery activity, best practices and way forward on empowering fisher women.

Ms. Balasundari, Women activist and lawyer, Madurai spoke on gender inequalities that exist in the coastal community such as female infanticide, early marriage of girls, child labour, sexual harassments, dowry issues, violence at family level, work place sexual harassments and effect of alcoholism.

The SHGs and their networks create a platform to install the agenda of empowering women, which is one of 17 SDGs that advocates accomplishment of gender equality and empower all women and girls. The convention led to adoption of practices that can bring this gender equality within the households facilitated by SHGs and their institutions.

The challenges: Discrimination in wages, multiple work load affecting them physically and mentally, lack of access to social security schemes, inadequate accesses to good quality food, work place and sexual harassment, restrictive social



and cultural norms, high prevalence of dowry and early marriage systems, interference of spouses in performance of women Panchayat presidents, increase in alcoholism and resultant violence.

Way forward: SHG members should be educated on existing acts protecting rights of women; child marriage must be stopped; the groups must encourage its members to go for nutrition garden to nourish them; adolescent girls must be fed well; enhance access to sanitation and safe water to women; ensuring reach of entitlements meant for them; educate the kids on gender equality.

### **Conservation Issues of Palk Bay and Solutions Perceived by the Community**

DHAN Foundation's coastal programme organised this convention with 150 participants representing Palk bay of Ramnad district, Tamilnadu. Mr. Subburaj explained the relevance SDG 14 – Conserve and sustainability use the oceans, seas and marine resources for sustainable development to the issues faced by the local communities in this region.

Dr. Johnson, Researcher, CMFRI, Mandapam, listed out issues in Palk bay like high pressure on fishery resource, diminishing volume of catch and its size, overfishing and livelihood issues of marginal fishers. He also explained about the experiences and economics of various types of sea cage-farming techniques which are technically, operationally and economically viable and the support schemes available with government.

Expert leaders from fishermen community Mr. Arulanantham, Mr. Chelladurai, Mr. Pulavar Jesus, Mr. Nallaiah, Mr. Shanmugavel presented the community perspectives on conservation issues and its solutions, effects of shrimp farming and salt pan, causes of dynamite fishing, effects of using shore seine, pair trawling, purse seine trawling and restricted nets, and ill effects of prawn farming. Mr. Nagadas who is involved in cage farming, shared his experiences to motivate the fishermen to adopt this.

Localising the SDG related to marine conservation in the Palk Bay can be possible with co-management, strengthening the community organisations at village, block and district level through promotion of net works, allowing the spawn back into the sea for improving the fish stock, reducing the trawl net in the Palk Bay, awareness creation on the ill effects of using destructive nets, curbing proliferating shrimp farms, preventing discharge of untreated sewage into the sea.

The fishing holiday shall be increased from 45 days to 3 months. Artificial reefs can be deployed to increase the fish stock. Deep sea fishing and withdrawals of trawlers can be encouraged. Trawling within three nautical miles should be stopped. The acts enacted to conserve the marine resources have to be implemented. Village unity and self regulation has to be strengthened.

## **Conferences, Seminars and Workshops**

### **Our Food Our Biodiversity - An Interactive Workshop**

Rainfed Development Programme of DHAN Foundation convened a workshop on 'Our Food our Biodiversity'. Participants for the programme were from 16 Rainfed and Kalanjiam Federations in Tamil Nadu, Telengana, Odisha, Bihar, Uttar Pradesh, Madhya Pradesh and Karnataka.

Mrs. Salome Yesudas, Food Scientist spoke on Importance of local food system and biodiversity. She expressed concerns on lack of awareness among new generation farmers about indigenous crops and cropping system. There is a disconnect between local ecosystem and food. Elders are not teaching their children to appreciate and respect traditional foods.

The participants deliberated on two important aspects, such as dietary sources, their trends in the local food system and action needed to promote local foods. The documentation of dietary sources, their trends and threats to dietary sources in six locations clearly indicated that there are differences across the locations in terms of food sources. This has clearly indicated how our local biodiversity affects our local food systems. The primacy of food sources varied from location to location. In Kodihalli, Karnataka, it is the rainfed agriculture that is the most important food source. In the case of Gatanji, Maharashtra it was the market oriented crops occupy major area under cultivation. This difference across the location clearly depicts how our decision on the land use affects the local food system.

There is decline in use of uncultivated foods which are of high quality in terms of nutrition. There is an increase in use of foods sourced from the market, which are of dubious quality. The quality of food from cultivated lands have also declined due to indiscriminate use of fertilizer and pesticides. To address these issues to reclaim nutritious and diverse foods, which were our food tradition, there are many possibilities starting from interventions at the farm and homestead level to revitalize the ecosystem. Intensive awareness needs to be created among the public on this issue and individual commitment is the good starting point for change. People should pledge for supporting traditional foods and food systems.

Action point emerged from the workshop was to document local food system and its links to biodiversity of the eco system, strengthen existing activities and initiate new activities that are contributing to local food system and biodiversity.

### **Stakeholders Consultation for Collective Action by Madurai Malli Farmers**

Sustainable development goals call for sustainable agriculture. Echoing the spirit of SDGs, a workshop for

promoting collective action among farmers involved in cultivation of Madurai Malli was organised as part of Madurai Symposium. The purpose of the consultation was to identify the issues in collective action, explore areas of intervention such as growing nursery and plantation, production and marketing. Discussions were around organising them into Producer Company to scale up their operation and to leverage funds for enhancing their livelihoods and marketing initiatives.

Farmers cultivating Madurai Malli from Usilampatti, Chellampatti, Thiruparankundram, Nilakottai and Ramnad areas participated in this workshop. Mr. Madhankumar shared the geographical indicators for Madurai Malli. He presented the SWOT analysis of the Madurai Malli Production and marketing. Then the farmers made into breakout groups to discuss on best practices, scope for collective action in the field of production and marketing and institutionalization of the efforts.

Sri. Palanisamy, Programme Leader, shared the best practices of 'Nachalur Farmers Producer Company' by screening a film about the Company, which was successful in leveraging the subsidy for their production activities and self-management by leaders.

#### Leads for Collective Action

Best practices: Mother plant can be obtained directly from the farmers of Ramnad Farmers Producer company.

Production: Wholesale purchase of Fertilizers and pesticides will give advantage of the scale of operations and dealership can be taken to sell farm inputs.

Marketing: Part of the produce can be sold through Farmers Producer Company, which will in due course of time occupy substantial market share and avoid middlemen.

Institution promotion: Farmers Producer Company will be promoted with committed leaders. Share capital of Rs. 1000/- per member will be collected for 1500 members to form three farmers' producer companies.

#### Advancing Community Governance in KDFS

Kalanjiam Development Financial Services, a community owned Microfinance Bridge funding initiative of women SHG Federations across India convened a workshop with a focus of advancing its community governance. Advancing community governance at KDFS focuses on making SHG leaders and members as owner and contributors not mere beneficiaries. The active participation of leaders in governance assists KDFS in enhancing its operational growth and meeting the timely credit needs of members with less interest rate.

In the workshop, leaders from Tamil Nadu, Karnataka, Odisha, Maharashtra, Rajasthan and Madhya Pradesh participated. Mr. Sundarajan, Programme Officer welcomed the gathering and Mr.P.Srinivasan, General

Manager (Finance) facilitated deliberations of the community on the key operational functions like increasing share capital, improving efficient operations by providing simple and adequate documents and so on.

#### Workshop on Sustainable Agriculture Development through Demand Management in Tank Irrigation system at Gundar Basin

This workshop was organised by DHAN Vayalagam Tank Foundation on the site specific issues of tank irrigation demand management in Gundar basin in Tamil Nadu. Participants for this workshop included community leaders, academicians, representatives from private companies, and staff from department of agriculture. The workshop tried to localise the SDGs such as End hunger, achieve food security and improved nutrition and promote sustainable agriculture, Ensure availability and sustainable management of water and sanitation for all, and Take urgent action to combat climate change and its impacts.

Mr. Kangaraj, Joint Director of Agriculture, Madurai in his inaugural address said "Farmers participation and ownership in management of irrigation system. After care and maintenance of rehabilitated structures can be possible only with the participation of farmers"

Mr.Adhinarayanan in his lead presentation said, "Gross water requirement for the crops in Gundar basin is about 1403 M.cu.M, of which 772 M.cu.M is from Vaigai River. Still the basin faces a deficit of 631.21M.cu.M of water. This demand led to frequent crop losses, conflicts among the farmers in water sharing. Water demand management or improving the irrigation efficiency are the strategies to manage this water deficit".

Dr. Senthurkumaran from Krishi Vigyan Kendra, Sivagangai explained about the status of soil health, soil nutrients, soil moisture, and water holding capacity of the soil. He also spoke on functioning of crop roots in healthy soil and heavy soil.

Dr. Rajamanickam, Professor of KVK, Ramanathapuram, Mr. Lingamoorthi, Agronomist from NETAFIM, Ms. Saraswathi, Assistant Director, Irrigation Management Training Institute, Madurai, Mr.Lakshmanaperumal, President, O.P.R. Farmers federation, Tirunelveli, Mr.Mohankumar, Assistant Executive Engineer PWD presented at the workshop.

System of Rice intensification is a proven technology saving water and achieving high yield in the tank command area. Researches show that under conventional method of paddy cultivation, water requirement is about 1180 mm, whereas under SRI cultivation it is about 885 mm. DHAN took up demonstrations in the fields of 800 farmers in different states confirmed this fact.

Application of tank silt @ 150 m<sup>3</sup>/ha, depending on the texture of the soil, reduced the percolation loss by 20-25

percent. Also it reduced bulk density of the soil from 1.5 to 1.25 g cc<sup>-1</sup>. Ten percent of the pore space of the soil has improved, resulting in improvement in water holding capacity of the soil by 10 percent.

Instead of paddy cultivation the farmers have gone for low water requirement crops like millets, maize, cotton and other crops. Water requirement of paddy crop is about 1250mm, whereas the water requirement for the millets like sorghum is 105mm, Maize needs just 100mm and for finger millet (ragi) 95 mm. This crop diversification helped the farmers prevent income loss during low rainfall years. Some of the farmers in the tank command area have cultivated millets and pulses as second crop by using the residual moisture after the harvest of the first crop. Water saved from the first cropping season is used for irrigating this second crop.

### **Women Empowerment: Towards Accessing Justice with Inclusiveness for Sustainable Development**

“Protection of Women from Domestic Violence Act 2005 tries to address the issues of domestic violence not only through legal course of action; it assures the victims of emergency relief and counselling. The social welfare department has an exclusive arm for addressing cases related to domestic violence” says Ms. S. Vasuki, Protection Officer, Social Welfare Department in Madurai. She interacted with SHG women and field workers at the Workshop organised as part of Madurai Symposium.

She said that violence against women are in different forms such as sexual abuse from husband, father, brothers and in-laws, harassment by mother-in-laws, verbal and emotional violence, economic abuse like retaining salaries and jewels, and so on. She explained the provisions of the act such as relief extended to victims, facilities such as medical support, shelter, and counselling and free legal aid to the victims.

Ms. Parameswari, a victim of Sumangali Contract labour system shared her experiences. She was taken on contract for three years to a mill in Palani, Tamilnadu. She narrated different forms of exploitations like low wage, extended working hours, denial of for availing leave, extension of contract for 6 months to one year even for small issues like availing leave for two-three days. Finally the contract amount was not settled. She said that still there are 650 adolescent girls toiling in that mill.

The workshop focused on imparting knowledge about the basic legal rights, remedies for women related harassments. Experts from legal authorities and service providers working on women related issues participated and shared their experiences. Participants discussed in sub-groups on the issues of women empowerment and root causes for domestic violence, ways and means for strengthening the legal aid clinic and para-legal volunteers’ services.

Ms. Saravana Biju, Advocate and a social activist shared about the need for community mobilisation to tackle the domestic violence. Ms. Anusha, Programme Officer presented a lead paper on advancing micro-justice in community organisations. Legal experts shared about relevant acts, legal rights and remedial process. Field level issues related to domestic violence, dowry, child labour, alcoholism and other issues were discussed very emotionally and in detail.

The fifth goal of SDG says ‘Achieve gender equality and empower all women and girls’. The SHGs and their networks can play an active role in ensuring remedy to the women faced with domestic violence. This requires legal awareness and education on the rights, legal remedies, provisions and support services. Protecting adolescent girls and elderly people, education to children and avoiding child labours should be in the development agenda of the SHGs. Being a member in SHG escalates self-confidence and self-esteem and they envisioned for peaceful and value based life apart from economic growth. Apart from legal course of action, value building among SHG women was felt necessary as they play a role of mother-in-law as well.

### **Knowledge Building Workshop on Enhancing Livelihoods: From Survival to Entrepreneurship**

DHAN Kalanjiam Foundation conducted a workshop eliciting its significant grassroots learning to build knowledge on livelihood enhancement for making poor into social entrepreneurs. The workshop aligned well with SDG 1 to end poverty in all its forms everywhere and Goal 8 for promoting sustained, inclusive economic growth, full and productive employment, and decent work for all. The successful small entrepreneurial efforts of SHG members from Madurai, Theni and Dindigul district shared their successful experience in livelihood enterprises.

Mr. A Ramesh, Programme Leader, DHAN in his lead presentation said, “25 years of Kalanjiam community banking programme has brought changes in the lives of the poor by creating access to capital for investing in potential business such as dairy farming”. He elaborated three models of livelihood interventions. Dairy livelihoods is gaining momentum among Kalanjiam members due to market linkages, providing cattle feed at right time, opportunities for fair price to milk, and facilitation of purchase of good quality hybrid milch animals. Mr.Prabhakaran, Professor, Gandhigram University in his inaugural address insisted on identifying right type of business and quality consciousness in marketing the produce.

Contextualized interventions based on the opportunities exist in a particular area for promoting activity cluster will help build a vibrant local economy, which will help people build sustainable livelihoods. Imparting appropriate skills for production and marketing, facilitation of collective

purchase of inputs like feed and fodder, collective marketing of produce for gaining from scale advantage, getting into branding and value addition will create a lot of livelihood opportunities for the people.

### **Workshop on "Micro Pension – Sustaining Development through Old Age Security"**

Pension solutions were available in our country even during colonial period since 1871, but it was available only for government employees", said Mr. Sivasubramanian, former Executive Director, LIC of India. He added further "Although pension facility was made available to the private sector employees in the form of provident fund, it took quite a long time to reach out to the people from unorganised sector. The Pension Fund Regulatory and Development Authority (PFRDA) should take efforts to develop pension products rather focusing more on regulating it". He cautioned that the PFRDA's idea of investing pension fund in volatile share market is highly risky and LIC-DHAN's micro-pension scheme is an ideal solution as it assures guaranteed returns. He spoke at the Workshop organised at Madurai Symposium by People Mutuals, a social security initiative of DHAN.

Mr. Janakiraman from LIC of India cited operational issues to be handled in administering micro-pension scheme, especially intimating the enrolled members about the growth of their pension contributions on an annual basis.

Mr. Manoj Yadav, Technical Advisor from GIZ said, "Pension and insurance are emotive products rather financial products, therefore, they are complex. It necessitates awareness creation among low income households".

Ms. S.Gayathri, Chief Executive, People Mutuals highlighted the unique design of LIC-DHAN Micro-pension scheme. Pension provides respect and moral support to the people at their old age. Poor people getting enrolled in the micro-pension denotes their enhanced level of financial planning, saving and financial inclusion.

The eighth Sustainable Development Goal says 'Promote sustained, inclusive and sustainable economic growth'. It encompasses social security to people at all ages. Micro-pension is an initiative to ensure dignity of people at their old ages. The LIC-DHAN pension scheme addresses these issues. It relies on the social capital build through people's institutions (like Kalanjams) to ensure that people maintain faith in the institution. Since it is administered through SHG and modified to suit the needs of the particular group; dropout rates and discontinuance is likely to be much lower than in the government counterpart (Atal Pension Yojana-APY). Subscribers can even choose their preferred internal of return, easily exit at any stage of the subscription and additionally subscribe to the Swavalamban Yojana, government-backed pension scheme targeted at the unorganised sector. In contrast the APY does not allow these

options and it only relies on saving with banks to encourage monthly deposits. Banks alone are unlikely to inculcate saving habits and drop outs are projected to be high. Lastly the LIC-DHAN pension scheme announces its savings every quarter which will help develop a sense of trust in the organization and motivate the subscriber.

- Since micro-pension is a long term savings product it requires a widespread education and awareness, necessitates patience and perseverance among the field workers and community leaders, who are promoting this product.
- Segmentation of the people based on their economic status such as survival ( $S_1$ ), subsistence ( $S_2$ ) and self-employed ( $S_3$ ) is a prerequisite.
- The leaders and workers should enrol themselves first in this pension product to play as role modelling.
- State sponsored old age pension schemes pose threat to this micro-pension programme. However continuance of such schemes is uncertain. People, therefore should be motivated to go for micro-pension products.
- Pension provides solidarity for the SHGs, imparts the habit of saving for distant future, increase their trust within their SHGs

### **Consultation Workshop on Screening and Treatment of Breast and Cervical Cancer**

"One percent of 5.10 lakhs women screened for cancer in Madurai district confirmed breast cancer and another 1.2 percent of these women reported cervical cancer, which is a major concern today. Fortunately early detection of these cancers can be cured and this can be avoided if we maintain healthy lifestyle", said Dr. S. Senthilkumar, Deputy Director of Health Services, Madurai. Speaking at the consultative workshop on 'Screening and Treatment of Breast and Cervical Cancer' at the Madurai Symposium he said, "There is need for widespread awareness for screening, follow-up and treatment. Women at the age above 30 years are reluctant to get screened with the needless fear of being diagnosed for cancer. The role of NGOs working on public health should focus on ensuring screening, timely follow-up and continued treatment", he reiterated.

Dr. Krishnakumar Rathnam, Head of Medical Oncology department from Meenakshi Mission Hospital indicated that "factors like sedentary lifestyle, junk food with high fat, consumption of alcohol and tobacco, certain infections like hepatitis B and C, hormonal imbalance and hereditary are the triggers of cancer among people". He further added "Many of these factors can be modified with the changes in healthy behaviours and avoiding marriages within close blood relatives. Consumption of tobacco in any form adds 40 percent of cancer risk among males".

He explained that the first risk factor for breast cancer is avoiding breast feeding to infants. Age, family history,

exposure to radiation, genetic factors, menstrual and reproductive history are the other risk factors to be taken into consideration for screening breast cancer. Self-examination of breasts every month after 20 years and regular clinical screening for once in three years up to 39 years, annual examination after 40 years are the golden rule for screening.

Bleeding in between periods and white discharge are the symptoms of cervical cancer. With Pap smear test we can detect it early. There is a vaccine GARDASSIL for preventing HPV infection, which will prevent cancer from 90 to 95 percent.

Dr. Balamurugan, Surgical Oncologist from Guru hospital said, "Breast cancer is not a recent phenomenon, even the mummies in Egyptian pyramids dating back to 1500 to 3000 B.C showed symptoms of breast tumours. The stigma associated with breast cancer has to be cleared off. NGOs and social organisations have a great role to play. Large scale awareness with the help of medical professionals has to be given to the women. Fifty percent of the cancers are curable and another 25 percent can be provided good palliative care with advancement in cancer treatment".

Dr. P.N. Rajasekaran, HoD, Madurai Medical College, Dr. S.P. Arivarasan, Pathologist, Dr. C. Saravanan, Block Medical Officer, Samayanallur, Mr. A.Elumalai, senior social investigator, CFCHC, Ambilkai, Dr. Rajaratnam Abel, Public Health Expert spoke at the workshop.

Mr. Rajapandian, Chief Executive, SUHAM Trust introduced the theme of the workshop and Ms. Palaneeswari, SUHAM Trust presented a lead paper at the workshop. The participants for this workshop were from NGOs, hospitals, public health workers and community organisations.

The third goal of SDG declare that 'Ensure healthy lives and promoting well-being for all at all ages'. Health of women and children needs a lot more attention as they are highly vulnerable to health issues. Incidence of cancer among women is higher than men, this can be inferred from the crude incidence rate of 56.6 percent among women against 34.4 percent in men in Tamil Nadu. The presence of breast and cervical cancer is 26.2 percent, which is a quite worrisome situation.

Self-Help Groups and their networks provide a platform to address the issues of lack of awareness about risk factors, detection, treatment and follow-up. The role of NGOs is inevitable to tackle this issue. The SHG group meetings will be used as a forum to educate the women about cancer.

The major issues are inadequate access to health services, standards of diagnostic accuracy, alternative system of medicine, failure to seek medical attention, reporting of death due to cancer. We need to create institutional arrangements to tackle these challenges.

SUHAM Trust, a healthcare initiative of DHAN Foundation has taken up a project for comprehensive cancer diagnosis, treatment and follow up in a block at Madurai district, where the SHGs would involve in mass screening of women in the block, facilitating treatment and follow up for identified cancer patients.

### **Workshop on Building New Generation Workplace towards Localizing SDGs**

DHAN Foundation's Human Resources Development Centre conducted a day long workshop with aim to build innovation and new generation workplace in Madurai Symposium. Shri.B.T.Bangera, Managing Director, Hi-Tech Arai Limited, in his inaugural address stressed about the importance of workplace management in dynamic and competitive modern work environment. Designing an enabling work space for individual is necessary for successful organizations.

He also told that Workplace management is not only about skill but it should become more culture-oriented with supportive ambience for self learning. He explained the way of housekeeping with two documentaries that explained the importance of placing everything at right place and in order will reduce the time and cost of searching. He also explained in detail about the Zero Defect outcome from the good workplace. He added that, the Workplace is not only specifies our office, but also our Community to whom we are working with.

Dr. K.Venkatraman shared about the historical perspective and practices of enabling workplace management. He reiterated that everyone has to accumulate wisdom through the workplace. Appreciating feedback in good spirit will strengthen the work place. Moreover, he said that there should be trust among the team members and build a Guru-shisya relationship.

Ms. Shasi Priya, Senior Faculty, LAICO, Aravind Hospital shared her experiences on Best practices in workplace. She pointed out important elements of productive workplace from LAICO experiences as customer focus, team work, individual member's role and responsibility with outcome focus and cost consciousness.

Mr.V.Venkatesan in his presentation on 'Building Attitude, Skills and Knowledge (ASK) of Development Practitioners to transform workplace' highlighted the elements of transformation namely community focus, educative ambience, productivity and high connectivity, effective, gender sensitive and eco-friendly work environment.

In his Valedictory address Mr.M.P.Vasimalai said that the work place should be defined as per context, attitude is the base for the change and there is a need to define new generation workplace. The workshop ended with a note 'we should move from 'textual' norms to 'contextual' workplace norms, which will be more effective in building positive work culture.

### 10<sup>th</sup> Development Film Festival on Sustainable Development

The Festival organised on the sideline of the Symposium received over 90 films from all over the worlds. Twenty films shortlisted from these entries scheduled for screening at the Festival. Five films were screened on the third day of the Festival.

#### Poop on Poverty

Film maker: Vijay S. Jodha

Duration: 09.53 mins

Language: Hindi, English

This film was to generate awareness about various issues relating to poverty and a variety of outreach tools and partnership were used for the purpose.

#### Uyiragam

Film maker: M.Vetri

Duration: 19.05 mins

Language: Tamil

The film is about the birth of agriculture and how it is developed and how it is falling in India and also it covers the future of India's agriculture.

#### Manuel

Film maker: Bruno Carnide

Duration: 06.40 mins

Language: English

The film is about a person named "Manuel", 71 years old who has a wide and broad smile, owner of a coffee lot. He tells a unique story of a country that has forgotten how it was when it produced coffee. He continues cultivating and enjoying it.

#### Haiku

Film maker: Naveen Kumar

Duration: 12.00 mins

Language: Tamil

The film is about creating awareness of blood donation.

#### Right the Glass

Film maker: Biswanath Rath

Duration: 01.58 mins

Language: Silent film

The film is about child labour issues and rights. The child labour is not only in Urban, Rural as well as in all over the country. The Right Glass is an attempt in making every one realize this harsh reality of our society.

### News in Press

