

Entrepreneurship Development among Tribal Grape Farm Workers in Nasik District



Proposal Submitted by Disha Foundation, Nasik

for

CSR Support

Background

Nasik district of Maharashtra is world famous for grapes cultivation and exports of Grapes to various countries. It is the biggest cluster of grapes cultivation in India.

Nashik district accounts for 78 percent of grape acreage and 80 percent of production of grapes in the state. It also contributes 55 percent of India's and 75 percent of Maharashtra's grape exports (NCAP n.d.). The region has a fairly well- established marketing infrastructure.

Nearly 65,000-acre agriculture is under grape farming in Nasik district, 2.5 lakh farmers are engaged in grape cultivation. It is highly labour intensive industry, required 10 workers per acre, with the ratio of 8:2 skilled to unskilled Labourers. Currently nearly 7 lakh workers are engaged in grape farming with the ration 9:1 skilled and unskilled, out of this, tribals accounts 3 lakhs, largest portion of labour force. They are mostly unskilled workers, but engaged in grape industry for long time. They have acquired the skills by working in the sector for at least last 2-5 years. If this workforce is trained, it can maximize their earning from Rs. 250 to Rs. 500 per day or more if they are trained to take professional contracts of grape farm management round the year.

Need of Skill Up-gradation of Grape Farm Workers:

Nasik makes significant contribution of almost 55% grape export every year compared to national average of India. If the large tribal labour workforce already engaged in grape industry is trained, can be very beneficial for grape industry to improve overall quantity and quality of the product. It can provide boost to grape economy, and also improve economic status of tribal workforce engaged into it.

Training existing tribal human resource working in the grape farms: Currently tribal youth has their informal groups in villages who largely migrate to work in grape farms either on daily wage/contract basis. Disha's has generated household level baseline data of migrants in 20 villages of two blocks of Nasik district to identify the key reasons of migration, socio-economic profile of migrants, key challenges at village and destination levels. Household level study has been conducted in 20 Panchayat of Peth and Trymbakeshwar block which are major migration prone villages. Key findings of the survey are as below

II. Migration Rate:

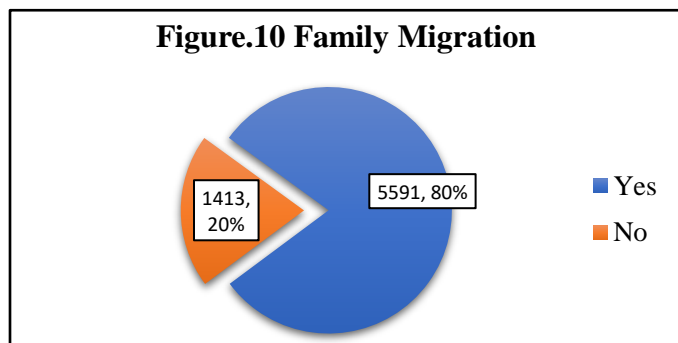


Figure.10 shows that almost 80 percent (N-5591) families migrate from 20 Panchayat of Peth and Trimbak Taluka in Nashik District. More Families migrates to Nashik, Dindori Girnare and Niphad to work in grape farms as semi skilled or unskilled workers. few percent family migrates to Thane, Sinner, Trimbak, mohadi, peth, Ozar, janori, pimpalgaon etc. places of Nashik district for Agriculture

and Construction Labour.

This survey has revealed that more than two third households (5591 out of 7004) that moves out of Panchayat temporarily. The magnitude of migration differs widely depending on the season. Migration survey indicates that 4 percent individuals move away during Monsoon season. Panchayat experiences a greater exodus during winter and summer, with relocation of 46 and 50 percent people respectively (figure 11)

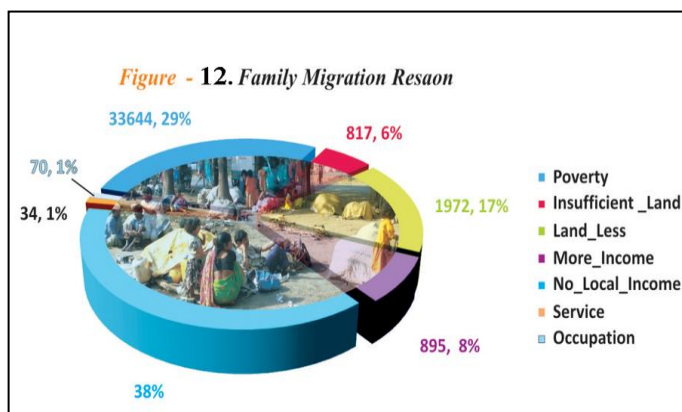
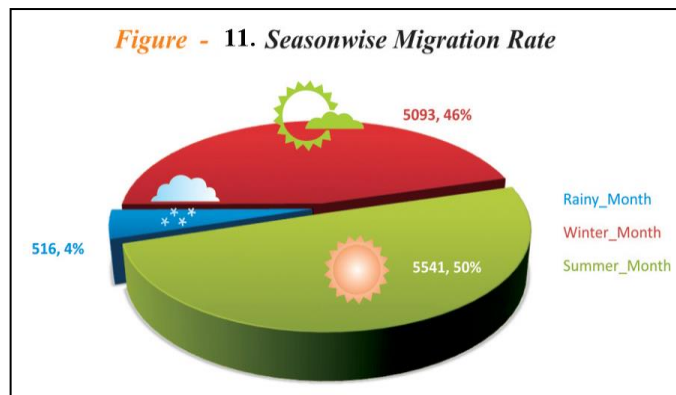


Figure.12 shows reasons of migration. The need for more income is clearly the predominant driver behind the migration in these panchayat's. It is important to clarify that a person may migrate due to more than one reason. 29 percent migrates due to poverty, while 17 percent landless people migrate in search of livelihood for better wages. 6 percent farmers migrate due to insufficient land for agriculture, mainly due to joint family. Nearly 38 percent family heads pointed that their family members

migrates because of no local income.

Concluding Remarks on Migration Survey in Nasik Region:

Migration survey data shows that nearly 80% study population is migrating for livelihood in absence of local employment opportunities, and agriculture development. Major migrants are involved in grape farm as semi or unskilled workers. Migration is major livelihood source for study population, and remittance out of migration is utilized for various developments at village level such as agriculture development, education, health and other personal expenses. It is clear that migration is helping the study population to escape from the financial crises.

Penetration of tribal development z schemes is poor in study area. Awareness building about the existing government schemes, and implementation in targeted manner for migrating families would be crucial. Local level employment generation, and market driven vocational training for youth is also critical.

Survey reveals that migrants face multiple problems at destination during migration period, such as shelter, food security, and wages exploitation and regular employment. Migration at destinations seems unattended by local government authorities; there is no social security coverage for migrants at city level. Overall, migration has become major livelihood support for study population. Hence migration management and governance is important. Positive facilitation for migration is crucial

at village as well at city level, such as market driven vocational trainings, linkages to labour market, improving access to existing government schemes, and social security programs.

Post-lockdown due to Covid19, economic downturn has been massive and the most vulnerable have again been on farm workers in the unorganized sector since they do not have the means to weather the storm caused due to lack of employment, slowing down of businesses and low spending by people. They have either lost their livelihood in destination cities or are without any work in their source locations and there hardly seems to be an end in sight.

On the job trainings: Disha proposes to work in the medium and long term to mitigate some of these unique issues faced by migrant workers due to the sudden crisis caused by Covid19 pandemic. Disha will motivate workers for formal training in grape farm management. On the job Trainings will be conducted to avoid daily wage loss. Trainings will be conducted in the farms in collaboration with farmers. Basic theory will be taught in the available training room.

Objectives:

Key objectives of the project are

1. To upgrade and alleviate tribal youth's skill in grape farm management
2. To provide sustainable employment opportunities for tribal youth round the year

Project period:

The Pilot phase is proposed for 6 months from January 2021- July 2021 and can be extended in consensus with donor agency.

Geographical coverage:

The pilot project proposes to train 1000 tribal youth in grape farm management in Peth and Trymbakeshwar, Peth and Surgana block of Nasik district. Tentative list of villages in Trymbak and Peth blocks.

Villages of Peth Block		Villages of Trymbakeshwar Block	
1.	At. Pimpalh Post Malhegaon	13.	At Kaulpouda, Post Berval
2.	At. Jamulhpada Post Mhasgan	14.	At Kaulpoda, Post Borval
3.	At. Bhoyepada Post Hanumantpada	15.	At Post Jategaon
4.	At. Post Nirgunde.	16.	At Saraste Post Aamloan
5.	At. Post Hanumant Pada	17.	At Devdongari, Post Dev Dongra
6.	At. Kandholhpada , Post Hatrundi	18.	At Kathvadpada Post Devdongara
7.	At. Junoti Post Hatrundi	19.	At Devohel Post Chinchovhal
8.	At. Vakharpada Post Malhegaon	20.	At Post Jategaon Bd
9.	At. Post Khohar	21.	At Manipad (Bafanavihir) Post Devdongara
10.	At. Shinde Post Nirgude	22.	At Adkhu, Post Kohor

11.	At. Post Jahule	23.	At Hanpada Post Chinchoval
12.	At . Post Jhale,	24.	At Umbarhad Post Kulwandi
		25.	At Post Chinchvad

Target group and eligibility:

The proposed project will focus on tribal youth who have 8th pass and/or drop out and have entered into agriculture labour market as unskilled workers mainly in grape farms in Nasik district.

Eligibility criterion will be- Person should be tribal youth (men/women), migrating for livelihood in grape farms, with experience of at least 2 years.

Course Material Development:

Training modules / course material will be prepared with technical support of Agriculture department, Grape Growers Association, Agriculture division of Maharashtra Chambers of Commerce. Courses will be focused on four aspects of grape farming. Please see detail syllabus attached.

- I. Fertilizer management for grape farming :
- II. pesticides Management for Grape Farming
- III. Seasonal Types of Grape plant cutting and Management
- IV. Grape Harvesting & Packing (domestic and export quality)

1. **Assessments and certification** will be done by Maharashtra Chambers of Commerce, Agriculture division.

2. Job placement and entrepreneurship support:

Post training support will be provided in three ways-

1. Handholding assistance will be provided to trained tribal youth for job placement as well for taking small and big contracts in grape farms. Once tribal youth is skilled in grape cultivation and farming, they can get better wages and sustainable employment opportunities round the year.
2. Disha will also provide post-placement support for the beneficiaries for job placement in tie up with employer – Nasik grape farmers association.
3. Disha will also promote opportunities of grape processing in the form of raisins for skilled grape workers.

3. **Safety kit** : Disha will provide safety kit to trained grape workers. Some contribution will also be sought from grape farmers, details are explained in below table

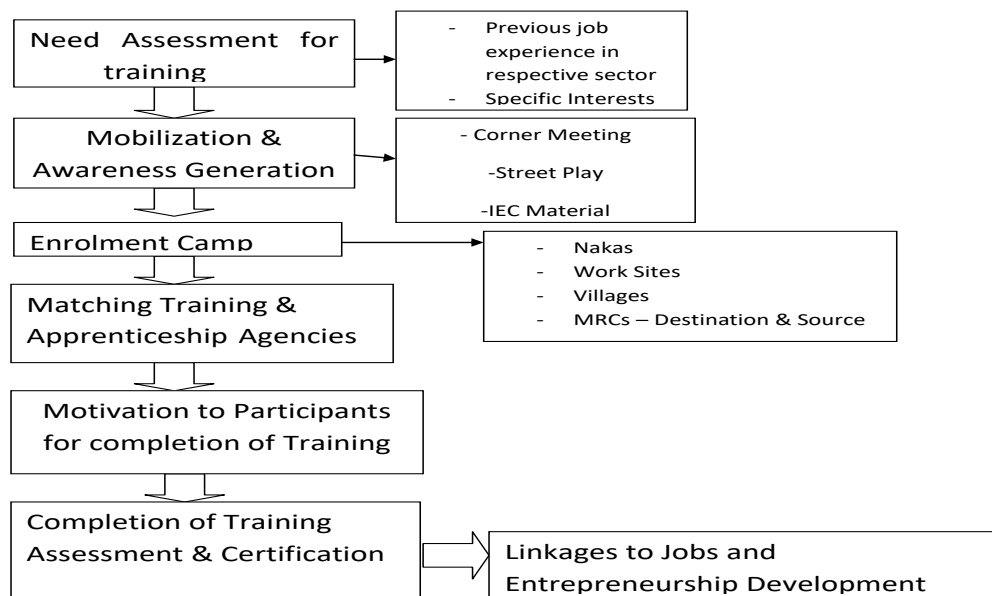
Safety kit items	Provided by proposed Project	Provided by farmer
Mask	√	
Gloves	√	
Gumboot	√	
Gloves	√	
Farm Equipment		√

4. **Creating data base and app development:**

Disha will compile database of tribal workers and their contractors/group leaders, and also of grape farmers in Nasik district. The data base will be useful for further matching of skilled workforce with the farmers (employers). This data base will be linked with the mobile app for creating labour market information system (LMIS). The app will be useful to bridge demand and supply gap of skilled workers and grape farmers .

Disha has already developed mobile app ‘ShramGaurav’ for migrant workers, active skill mapping and job linkages support will be provided through the app. Disha has requested partial cost of mobile app for grape workers registration and job linkages support.

Mobilization strategy for candidates & selection process (Attach documents like application form, information brochures, e-media/p-media utilized etc.):



Disha plans to mobilize the workers by engaging Disha's existing cadre of shramik mitras who are volunteers from the tribal community itself. Shramik mitras will further mobilize the workers through building awareness about the usefulness and benefits of the training process. It will begin the enrolment process which it will be done through enrolment camps at various places such as nakas, work sites, villages and the MIRC's established at destination and source. This will allow access to many migrants and give them an opportunity to enroll at various locations. Disha would then endeavor to link these participants to grape farm training, followed by post training support for job linkages and entrepreneurship support

Conduct of training and Session wise time table:

Detail schedule of training and training syllabus is attached

Partnership:

Disha have formed linkages with various grape farm owners, Nasik Grape Growers Association, and export companies for providing On-job Training to tribal youth and employment after training.

Proposed outcomes of the training

Proposed training will provide skill upgradation opportunity for tribals youth in grape industry. The proposed project will provide end to end handholding support to these youth for skill upgrades, value addition in their existing jobs, and entrepreneurship support. A Mobile application will also be developed which can bridge the gap in demand and supply of skilled workers in grape industry. Data base of skilled workers and grape farmers will be developed.

Key outcomes of the Project will be -

1. 1000 candidates will be trained for better job opportunities and will increase their income by 30-50%
2. 1000 candidates will be benefitted by training and placement.
3. Safety kit will be provided to trained workers after the training to ensure occupational safety
4. 300 candidates will be supported for entrepreneurship support in raisin processing
5. 500 candidates will be supported for taking small/big contract in grape farm management
6. Data base of skilled workers and grape farmers will be developed, and will be linked with the app to bridge existing gaps in demand and supply among grape workers and grape farmers
8. Systematic Grape Labour market information System will be promoted through database and app of grape workers and farmers, which will be significant resource for various government bodies in the grape industry, private bodies like Grape growers association, Chamber of commerce etc.

Budget for the Proposed Proposal:

Total Project Cost is Rupees 79 lakhs 80 thousands only.
Breakdown of the budget is given below.

Disha Foundation - Budget for Promoting Skilled Service Providing Agencies of Tribal Grape Farm Workers							
Budget Items						Total Cost (INR) 1 Year	Justification
Heads		Program	Unit cost per month	Unit	Freq uency		
1. Professional Charges	1.1	Professional charges of Disha for overall execution of the project	20,00,000	1	1	20,00,000	This cost includes - Need assessment of tribal grape workers and farmers Mobilisation of tribal workers for training partnership formation with various bodies in grape industry Actual execution for training Post training support - job linkages and entrepreneurship development Creating Data base of grape workers and farmers.
Total Professional Charges(A)						20,00,000	
2. Training Operation Cost	2.1	Hall Rent	10000	4	12	4,80,000	This cost is for rent of 2 hall, We will conduct training of 25 trainees batch in hall. So we will give training to 100 candidate in 4 baches in a Center. (25000 * 2 * 12 = 600000)
	2.2	Set up of Center	50000	4	1	2,00,000	This cost includes Table, chair, cctv, biomatrix, and other maintenance etc for 25 candidate batch in each Center. 20 batches of 25 candidate will be conducted in each center. (100000 * 2 * 1 = 200000)
	2.3	IEC Material (reprinting training material)	200000	1	1	2,00,000	This cost is for Developing IEC Material, Developing Material for Entrepreneur support and Developing Training kit for 1000 trainee.
	2.4	Trainer Fees	1500	10	40	6,00,000	This cost is for Trainer we will recruit Professional Trainer - Professional in Grape farm management training. We will give to them Professional charges of Rs 2500/- Per day for 1 training program of 10 days (Total 2500 * 10 = 25000 per training program). professional trainer given training to 1000 trainee in 40 Batches in 25 trainee's each batch.
	2.5	Refreshment for Trainees, Trainer & Staff	100	1000	10	10,00,000	This cost is for refreshment of Trainee, Trainer and NGO staff. Rs 150/- per for 1000 candidate for 10 days training program. Which include as Morning Tea & Breakfast, Lunch and Evening Tea & Breakfast. (150* 1000 * 10 = 1500000)
	2.6	Honorarium for Trainees	500	1000	1	5,00,000	This cost is for Honorarium paid to each candidate during his / her training.
	2.7	Travel of Trainees	500	1000	1	5,00,000	This is travel cost of Rs 500/- for each candidate. The trainee will visiting to grape agriculture farm to attend practical session of training an this cost use for their traveling during the practical session. This is one time cost of given to trainee's at the time of training duration.
Total Travel (B)						34,80,000	
3. App development	3.1	App development & Portal	500000	1	1	5,00,000	This cost is for App Development & Portal maintenance
Total Programme Costs (C)						5,00,000	
TOTAL(A+B+C)						59,80,000	
4. Training Kit	4.1	Training and safety Kit	2000	1000	1	20,00,000	Training and safety kit for Per candidate during training program
Total Programme Costs (C)						20,00,000	
Total Project Cost						79,80,000	

You can access information regarding Disha Foundation at our website:

www.dishafoundation.ngo

Mission of Disha Foundation

Disha's core mission is:

To provide a conducive environment to marginalized communities for their sustainable development by improving their quality of life and well-being, and to provide them with opportunities to become more productive assets of the society.

Main Principle of Disha Foundation

Disha Foundation is a non-profit working in areas of migration, livelihood, health, and legal aid for various vulnerable sections of Indian population since 2002 via direct intervention, research, advocacy and policy dialogue with state and national government of India since 2002.

Technical Competency of Disha Foundation in Migration

Disha Foundation is working to with rural and tribal population since 2002 to ensure Safe Labour Migration in Maharashtra region. The project is extended in NCR Delhi, and Goa recently. Disha's has implemented its migration support activities from village, Panchayat, block level at source Districts of migrant workers. Facilitation for positive migration through Migration Information and Resource Centers (MIRC) is core of all activities of Disha. Issues that Disha addresses include Identity, Education, Livelihood skill building and job linkages, financial inclusion Improving living conditions and access to public services.

Disha Foundation is national advocacy partner of DWSSC since 2019. We are recently declared as Centre of Excellence in Migration, Health and Development by Ministry of Tribal Affairs, as a CoE we will be closely working with state and national governments in 27 states for execution of national migration data repository and empowerment of migrant workers including domestic workers to access government social security programs before and during the migration for livelihood. Disha is also invited as a member by NiTi Aayog in newly established sub-committee for migrant workers for their inclusion in national policies.

Disha has worked on empowerment of rural and tribal population to access available livelihood and social security schemes in rural and tribal areas. Facilitation for access to local livelihood, technical support to local government department for creation of local livelihood such as MNERGA, setting up panchayat level migration support centers to register outmigration data, pre-departure training for out migrants on safe migration, set up migration support centres at panchayat level and capacity building of panchayats for the same are some of key activities Disha has conducted in past few years at rural and tribal areas.

Main Partners of Disha Foundation in Migration

Long years of experience of working with migrant communities on ground in both rural and urban areas, conducting research in various parts of India and world on migration, constant engagement with various stakeholders – NGOs, corporate, government (central, state and local) and global bodies such as World Health Organization (WHO), International Labour Organization (ILO) and

International Organization on Migration (IOM) is what makes Disha Foundation a domain expert on migration and one of the pioneer bodies to address the issue of migration in India.

Disha has established successful working models to address various issues of migrant workers, which are now ready to be scaled up other parts of India. Through our intervention models, research and advocacy, Disha has engaged the government in recognizing that labor migration is a development issue and should be addressed via inclusion of migrants into programs and policies related to livelihood, education, health and other social security programs. Disha has brought various government departments on board for this cause, mainly Tribal development, Education, Labor, Health and Women and Child Welfare. These departments have formed an inter-sectoral co-ordination to address labour migration in Nasik region. This was a major win for Disha.

Following this, Disha has made strong efforts for the recognition of this model by various state and central government and has had some wins with regards to Ministry of Tribal Affairs and some major migration source states. Disha will continue to work in the area of migration through its multipronged approach with efforts via interventions, research and advocacy. It is this multipronged approach of Disha in addressing migration which makes Disha so effective.

Disha Foundation have a long-standing experience and expertise in migration support programs for 18 years. Main projects can be viewed in below table.

Migration Projects in Recent past

Migration project	Key activities	Duration	Geography	Funder
Facilitation of positive livelihood migration in Nasik district	Set up of migration support centers at source/destination of migrants, pre departure training, awareness and linkages to livelihood and social protection schemes. Reached 600,000+ migrant workers in past 10+ years	2004-2007 2010-2016 2016-2020 2018-2020	80 villages in 5 blocks of Nasik District Panjim, Goa Gurgaon, Delhi	Indo-German Global Service Society Action Aid Tata Trust Azim Premji Philanthropy Initiatives, Sinochem India Ltd Tribal Department, Maharashtra
Community Cadre development for migrant workers support (50 shramik mitras)	‘Shramik Mitra’ cadre development at source and destination in Nasik district to provide handholding	2018-20	40 villages of 2 blocks in Nasik district	Tribal Research and Training Institute, Pune Tribal Development

	support among migrant youth.			Department, Maharashtra
Mapping of- <ul style="list-style-type: none"> • livelihood/skill development schemes and • social protection schemes and legal support schemes for tribals 	Rigorous mapping was done of livelihood and social protection schemes for tribals Consultation of government & NGOs in Jharkhand for creating consortium to address tribal migration	2016-17	Jharkhand and Odisha state	UNDP/MoTA
National action research study on Tribal Livelihood Migration	Qualitative study of Situational analysis, review of existing policies and scheme for tribal migrants in major source and destination states of India Action plan developed based on study findings for -state level migration support programs -advocacy with key line ministries for pro-migrant programs	2017-20	Source states- Jharkhand, Madhya Pradesh, Rajasthan, Odisha, Chhattisgarh. Destination States- Maharashtra, Gujarat, Kerala, Punjab, NCR Delhi, Goa, Telangana	Ministry of Tribal Affairs, GOI
National Centre of excellence (CoE) in Migration, Health & Development	Ministry of Tribal affairs has declared Disha as a CoE for technical support to national and state governments for execution of migration data repository, training of front line workers and convergent	August 2020 onwards	27 states of India	Ministry of Tribal Affairs, GOI

	action within departments for migrant support programs			
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MIRC – a Special Initiative by Disha Foundation

In MIRC (Migration information Resource centre), Disha has formed a cadre of community leaders – ‘Shramik Mitra’ that enabled and will help in sustainability of the project. These community leaders are present at both source level (in villages of Nasik, Nagpur districts) and at destination (Nasik, Goa, Gurgaon, Noida city). Through this unique model developed by Disha to support migration, Disha has been able to provide registration, skill training, job linkages, financial support, legal support, increase access to social security and health etc. These activities have been further supported and enhanced by research, advocacy and other interventions at local & national level.

Since past 18 years, Disha Foundation has implemented multiple service-based projects for migrants through MIRC. Key services are:

1. Out Migration Registration
2. Pre-Departure trainings at Panchayat level
3. Formation and Strengthening of Labor bank
4. Legal support through Grievance Handling Cell
5. Financial Inclusion services
6. Health awareness, health camps and referrals to government health services
7. Livelihood support services – skilling and job linkages
8. Awareness and linkages with social security schemes
9. Awareness and basic services on Tuberculosis screening, treatment support, nutrition support in rural and urban areas.
10. Special assistance for obtaining documents such as -
 - Caste certificate
 - Birth certificate
 - Ration card
 - Aadhar card
 - PAN card
 - 7/12 certificate of land

Our Impact... Reached to More than Migrant Workers till 2020

Financial inclusion	Social Security	Health	Capacity Building and empowerment	Legal Support	Livelihood and skilling
<ul style="list-style-type: none"> •46650 Bank Account Opened •181400 Workers Enrolled in Health & Life Insurance 	<ul style="list-style-type: none"> •435000 migrants made aware on social security •14724 workers linked to social security schemes 	<ul style="list-style-type: none"> •5,60,000 Workers screened for Tuberculosis & other health problems •18824 Patients Treated 	<ul style="list-style-type: none"> •150 Shramik Mitra- •35 Para Legals trained 	<ul style="list-style-type: none"> •21135 Cases registered worth of Rs. 3.5 Crores for wages non-payment & Fraud with Migrant workers •21120 Cases Successfully Resolved •Rs. 1,50,16,000 Compensation Recovered 	<ul style="list-style-type: none"> •33383 Workers Received Livelihood Training •15535 Workers Received •On-the-Job Training •32110 Workers Received Life Skills Training