

## CURRICULUM VITAE (CV)

<b>Name of Consultant</b>	PLACID GREGORY
<b>Date of Birth</b>	12.11.1953
<b>Country of Citizenship/Residence</b>	India, Kerala ,Trivandrum

### Education:

Institution	Dates attended	Degree/diploma obtained
I. University of Calicut, Kerala	1977-79	MA Economics and Humanities
2.Centre for Adult and Continuing Education, University of Kerala, Kerala	1990-91	Post-Master's Diploma in Adult and Continuing Education

### Professional Training courses Undergone

Institution	Dates attended	Programme attended
GEM Initiative of the Management Institute of Case Western University, USA	May-July, 1999	Global Excellence in Management (GEM) Programme,
Participatory Research in Asia (PRIA), New Delhi	1989-90	Participatory Training of Trainers Programme
PRIA, New Delhi and IDR Sussex, UK	1992	Participatory Research Methodology
PRIA, New Delhi and IDR Sussex, UK	1994	O.D. Facilitation Methodology
PRIA, New Delhi and IDR Sussex, UK	1994	Participatory Development
PRIA, New Delhi and IDR Sussex, UK	1995	Participatory Rural Appraisal and Future Search Conference
<b>Professional training in Safety and Disaster Management</b>		
NIMHANS, Bangalore, India	2006	Participatory Training of Trainers on Psychosocial rehabilitation of Tsunami affected communities
NIMHANS, Bangalore, India	2006	TOT on Counseling
Sahayi Disaster Management Centre, Kollam, Kerala, India	2008	Practical training on swimming, Fire and Safety & First aid and rescue operations

### Employment record

Period	Employing organization and your title/position. Contact information for references	Summary of activities performed relevant to the Assignment
1990 till date	<p>SAHAYI Centre for Collective Learning and Action, Trivandrum, Kerala, India</p> <p><b>Founder and Director</b></p> <p>SAHAYI is a secular Non-Government Voluntary Development legally registered organization started in 1990 and has been functioning as a Regional Support Organization. Its headquarters in Trivandrum (Kerala, India) .</p> <p>Vision of the organization is the realization of a 'self- reliant, self- sustained, peaceful and prosperous society with gender equity'. The missions include: promotion of participatory approaches and methods in learning/training, planning, implementing, monitoring and evaluating development programs; promotion of</p>	<p>The role performed as Director (chief functionary) in the various projects of Sahayi include the following:</p> <p>Planning, designing, implementing, facilitating, monitoring and general administration and management of projects;</p> <p>Promotion and facilitation of participatory training, participatory research, and participatory planning, implementation and monitoring of development interventions;</p> <p>Networking and linkages with partners, government institutions and other stakeholders;</p> <p>Community mobilization and Promotion and strengthening of grass root peoples organizations including Self Help Groups</p>

	<p>increased stakeholder participation in local governance and development, safety, disaster risk reduction and gender equity.</p> <p>Major strategies of the organization comprised of sensitization, education and empowerment of target community, community mobilization and promotion and strengthening of community based organizations, linkage and networking ; policy lobbying and public advocacy.</p> <p>Contact Information: Sahayi Centre for Collective Learning and Action, GC Nagar, Peroorkada P.O, Trivandrum, PIN; 695005, Kerala, India Tel:91 471 234664; 91 9447134664, Email: <a href="mailto:directorsahayi@gmail.com">directorsahayi@gmail.com</a></p>	<p>Facilitating and providing professional support for starting micro enterprises / self employment programmes</p> <p>Organization Management and Development including HR</p>
1985-1989	<p>Research Associate in Centre for Development Studies (CDS), Trivandrum, Kerala. India</p> <p>CDS is a registered Charitable society, Functioning as a renowned academic institution affiliated to Jawaharlal Nehru university, New Delhi and pioneer in offering M phil and PhD. Undertaking Research, Evaluation and monitoring studies is another major area of activities.</p>	<p>Supervision of data collection, compilation and processing and support for analysis and report writing;</p> <p>Major studies during the period included Cattle Holding in Kerala (sponsored by Swiss Development Corporation, Switzerland), Rural Household Savings and Investment: Comparative study of Kerala and Tamil Nadu (sponsored by Govt. of India), Voluntary Organization and Rural Development (sponsored by NOVIB).</p>
1980-84	<p>Program Officer, Adult and Continuing Education Department, Cochin University of Science and Technology, Cochin 22, Kerala , India</p>	<p>The activities performed include development of program designs, preparation of course materials, organizing and conducting classes, teaching, and over all supervision and monitoring of the day to day affairs of the Department including annual examinations and issue of certificates..</p>

## Membership in Professional Association

<ul style="list-style-type: none"> <li>Member CIVICUS, U.S.A – A world Alliance for Citizen Participation</li> </ul>
<ul style="list-style-type: none"> <li>Member, International Forum on Capacity Building of Southern NGOs - an International Forum.</li> </ul>
<ul style="list-style-type: none"> <li>Member, SAARC forum of Capacity Building, Organisations, a South Asia level Forum</li> </ul>
<ul style="list-style-type: none"> <li>Member, ASPBAE - A network organisation of the Asia South Pacific Bureau of Adult Education</li> </ul>
<ul style="list-style-type: none"> <li>Member, PRIA- NCRSOs (Network of Collaborating Regional Support Organisations) in India.</li> </ul>
<ul style="list-style-type: none"> <li>Former working committee member and present member of Voluntary action network India- A national network of NGO's in India</li> </ul>
<ul style="list-style-type: none"> <li>Life Member, Indian Adult Education Association- A national network of Adult Educators in India</li> </ul>
<p>Chairperson and Founder Life Member of Kerala Voluntary Agencies League (KAVAL) – a state level network organization of the secular voluntary organization in Kerala</p>
<ul style="list-style-type: none"> <li>Member Credibility Alliance, New Delhi</li> </ul>
<ul style="list-style-type: none"> <li>Vice Chairperson, Coastal Area Development Agency for Liberation (CADAL), Kerala, India</li> </ul>
<ul style="list-style-type: none"> <li>Patron, Adviser and Consultant of several NGOs in South India</li> </ul>

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## Fellowship

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**Received a fellowship from The Commonwealth Foundation, London, UK.** This was the Foundation's Second NGO documentation Fellowship program, which was held in Asian Region from September to December 1999. I was one among the 4 members selected from among the Asian Countries and the only person from India. The case was published by the SAGE publications, New Delhi, along with the other three case studies with the title "Improving people's Lives - Lessons in Empowerment from Asia" in 2003.

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## Research Studies Conducted and Reports Published as Team Leader

1. Current Status and functioning of Grama/Ward Sabhas in Kerala- 2010
2. NREGS (National Rural Employment Guarantee Schemes in Kerala – Present Status and relevance of capacity building, 2009.
3. Status of Right to Information Act in Kerala, 2007
4. Service Delivery systems in the Local Self Governance Institutions (LSGI's) ,2005
5. Functioning of Grama Sabha in the Panchayath Raj Institutions in Kerala, 2007
6. Stakeholders Participation in Income Generation Programme of MahilaSamajams and DWCRA Group in Kerala, 1995
7. Linkage with Kudumbasree Neighbourhood Groups(NHGs) and Panchayath Raj Institutions, 2007
8. Women in Panchayat-A study of Women Panchayat Presidents and Members in Kerala, 1999
9. Importance of Adult Education in Poverty Reduction Programmes in Kerala- Study Report, 2009
10. Lessons of Urban Governance Strengthening Interventions in Kerala Experience and Learning - A Study, 2002
11. Devolution of Power in Primary Education-A Case Study of Kerala, 2001
12. Status of Panchayat Raj Institutions in Kerala, 2000
13. Panchayat Finance - A case study of Kerala, 1998
14. Case study on people's planning campaign in Kerala,1998
15. Study on functioning of women and men headed panchayats in Kerala,1999
16. Civil Society in the New Millennium - A Case Study of Fisher folks in Kerala, 1999
17. Civil Society in the New Millennium - A Case Study of Gulf Migrants in Kerala, 1999
18. Workers in destitution - A Study of Coir Workers in Kerala,2005
19. Micro Planning Experimentation of SAHAYI in West KalladaGrama Panchayat, Kollam – A Process Study , 1997

### Books Published

- Kerala Panchayat Raj- General Features and Peculiarities, 2005 ( Malayalam)
- Disaster Mitigation Role of Local Governance Institutions in Kerala, 2007( English )
- Integrated Psycho Social Support for Tsunami Affected Community – Experience of SAHAYI in Alappad Panchayat, 2002 (Malayalam)
- Program Planning and Budgeting Manual, 1995 (Malayalam)
- Training of Trainers Manual. 1995 (Malayalam)
- Right to Information Act 2005 – In practice, 2006 (Malayalam)

### Booklets / Leaflets Published and production of Audio/ Video CDs

- Monitoring of Poverty eradication – A guide to voluntary organizations – booklet (Malayalam)
- Voluntary Action and Media - booklet (Malayalam)
- National policy for voluntary sector - booklet (Malayalam)
- Concepts and model of state policy for Voluntary Sector - booklet (Malayalam)
- Natural Disasters and Risk Reduction –a leaflet containing 5 separate themes on tsunami (Malayalam)
- A set of 3 CDs containing 12 episodes of variety entertainments of 25 minutes duration each , for awareness generation on LSGs.
- Governance of Panchayat raj Institutions – Role of Voluntary Organisations: Sahayi's Approach
- AIDS and Health Workers ( Malayalam translated version of study Report PRIA, New Delhi )
- National Rural Employment Guarantee Scheme- Process and procedures
- 2 Audio CDs – one with folk songs on peace and social cohesion and another with folk songs on LSGs
- One video CD of 45 minutes duration containing variety entertainments on Right to Information Act

### Articles Published

- Status of Women in Kerala - ( Malayalam ) published in Sahayi's quarterly News Bulletin "SWAYAMBHARANAM"
- Three tier Panchayat raj system – opportunities for participation in development (Malayalam) published in Jeevanaadam, a Malayalam weekly of KRLCC
- Relevance of representation of women in Governance (Malayalam) published in Jeevanaadam, a Malayalam weekly of KRLCC
- Kerala Panchayat Raj Act - A critical review ( Malayalam) published in Sahayi's quarterly News Bulletin "SWAYAMBHARANAM"
- Eradicate Extreme Poverty and Hunger – Status and programs to achieve the goals in Kerala, SWAYAMBHARANAM
- Implementation of National Rural Employment Guarantee Scheme in Kerala : Study findings and suggestions, SWAYAMBHARANAM
- Role of Local Self Governments in Disaster Management, SWAYAMBHARANAM
- NGOs and Emerging Challenges ( Malayalam ) published in Sahayi's News Bulletin "SWAYAMBHARANAM"
- Decentralized Participatory Program planning at Latin Catholic Church level- Existing Practices, Changing Processes and Perspectives (Malayalam) Published in JEEVANAADAM, on 16<sup>th</sup> and 30<sup>th</sup> of March,2014 , Ernakulam
- XII Five Year Plan: Approaches of State and Central Government ,(Malayalam) , published in January-June 2012 issue of Gramadarshan, Trissur
- Local Self Governments in Kerala- Roles, Opportunities and Challenges (Malayalam), published in MUKHAREKHA Magazine, Alappuzha, November 2010
- Possibilities for Ensuring Peoples participation through Grama/Ward Sabhas – A Critical Outlook, published in JEEVANAADAM, On 14<sup>th</sup> and 21<sup>st</sup> of November,2010
- Possibilities for Development through three tier Panchayat Raj in Kerala, published in JEEVANUM VELICHAVUM Magazine, Trivandrum, October , 2009
- National Food Security Draft Bill – An Analysis , 4 parts (Malayalam), published in JANMADESHAM, A Malayalam daily evening News Paper, Kasaragode on 24,25, 26, and 27 of September, 2010.
- National Food Security Bill 2013- An Analysis of its contents and provisions(Malayalam), published in GRAMADARSHAN ,Trissur, January-December 2013 issue.
- Following are the English articles published in VOLANTARY ACTION- A Quarterly English Journal of SAHAYI :

• Civil Society in India: Status and Development , Vol. 10, No. 2, April- June 2008
• Need to Revitalize GramaSabas for Effective PRIs - vol.6, no.4, Oct-Dec 2004
• Linking Adult Education With Development Programme, vol.6, no.3, Jul-Sept 2004
• Participatory Learning and Social Change , vol. no.3, Jul-Sept, 2002
• Fishermen Struggle Against Mechanised Fishing in Kerala, vol.3, no.2 , Jul-Dec 2001
• Social work: Present Scenario and Challenges of the future, vol.1, no.4, Apr-Jun 1999

### Participation and Paper Presentation - International Learning Exposures and Contributions

i. Attended People's SAARC meeting in Sri Lanka 2008
ii. Attended World Social Forum conference in Nairobi, Kenya in 2007.
iii. Attended ADB High Level Coordination Meeting on Rehabilitation and Reconstruction Assistance to Tsunami affected Countries on 18 March 2005 and presented a paper on Sahayi's Experience in Rehabilitation and Reconstruction of Tsunami affected community in Alappad Panchayath in Kollam District.
iv. Attended an International Conference on 'Adult Education and Poverty Reduction' in Botswana, Africa during June 14-16, 2004 and presented a paper on "the Need for Linking Adult Education with Development programs- Sahayi's Experience".
v. International Conference on Capacity Building of Southern NGOs held at Brussels in May 1998 and presented Asia case study on NCRSOs experiences.
vi. Participation in Third South Asian Workshop of support organisation, Dacca, Bangladesh (May 1999).
vii. Participation in Second South Asian Workshop of support organisations, Nepal, 1995.
viii. participation in several other National and International seminars and conferences.

### Participatory Monitoring and Evaluation

**Name of Assignment:** Rapid assessment of Sexual harassment of women in work places

**Year:** 2013

**Location:** Kerala, India

**Client:** partnership with PRIA, sponsored by ILO (2013)

**Main Project Features :** preparation of a report by assessing instances of sexual harassment of women in work places

**Position Held:** Evaluator

**Activities Performed:** Generation of data through dialogue/ discussion/ focus group discussion from various stakeholders and review of reports and documents , compilation and analysis of data , preparation and submission of the report to the client.

**Name of Assignment:** National Field Verification Under PEAIS,(Kerala),

**Year:** 2013

**Location:** Kerala, India

**Client:** Ministry of Panchati Raj (MoPR), Government of India , New Delhi

**Main Project Features:** Performance assessment for identifying best performing Panchayats in Kerala during the year2012-2013

**Position Held:** Team Leader

**Activities Performed:** Coordinating focus group discussions with Panchayat functionaries, semi structured discussions with other stakeholders, field visits and observations, verification of records and reports, processing and analysis of data and preparation of reports and success stories and submission of it to the Client

**Name of Assignment:** Evaluation of Family Support program of SOS Children's Village India, Cochin, Kerala

**Year:**2011

**Location:** Kerala, India

**Client:** SOS Children's Village India, New Delhi

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**Main Project Features:** Evaluation of the Family Support Programmes of SOS Children's Village India, Cochin, Kerala, ensuring stakeholder participation.

**Position Held:** Team leader

**Activities Performed:** design of participatory evaluation methodology, data generation through participatory methods, data analysis, information sharing with stakeholders and preparation of final report with action plan.

**Name of Assignment:** Evaluation of Family Support program of SOS Children's Village India, Trissur, Kerala

**Year:**2010

**Location:** Kerala, India

**Client:** SOS Children's Village India, New Delhi

**Main Project Features:** Evaluation of the Family Support Programmes of SOS Children's Village India, Thrissur Kerala, ensuring stakeholder participation

**Position Held:** Team leader

**Activities Performed:** design of participatory evaluation methodology, data generation through participatory methods, data analysis, information sharing with stakeholders and preparation of final report with action plan.

**Name of Assignment:** Project Evaluation on Citizen against corruption – South Asia Program ; Evaluation of 3 Projects: A project to "Combat Corruption in Clinical Drug Trials in Kerala" by JANANEETI (Kerala); " community Movement Against Corruption" by Swami Vivekananda Youth Movement (Karnataka); " Monitoring Government Food Schemes for Vulnerable Women Through Community Participation and Action to Create Transparent Government" by Centre for Advocacy and Research, Karnataka.

**Year: 2010**

**Location:** Karnataka and Kerala States, India

**Client( Funding Partner):**Transparency Fund (PTF) USA and Public Affairs Centre (PAC), Bangalur, India

**Main Project Features:** Evaluation of the status, process and outcome of the three projects with stakeholder participation.

**Positions Held:** Evaluator

**Activities Performed:** Data generation using participatory methods, data compilation and analysis , preparation of report and submission to the client.

**Name of Assignment:** Participatory Final Evaluation of Karunya Rural Community Hospital and Outreach Health and Family Welfare Services Under PVOH-II, Coimbatore, Tamil Nadu, India,

**Year:** 1996-97

**Location:** Tamil Nadu, India

**Client :**(partnership with PRIA), sponsored by the Ministry of Health and Family Welfare (MoHFW) and IIMHR, Government of India and USAID

**Main Project Features:** Final evaluation of the project undertaken by Karunya Rural Community Hospital as outreach health and family welfare services under PVOH II, ensuring community participation in the whole process.

**Position Held:** Evaluator

**Activities Performed:** Data generation using participatory methods, compilation and analysis of data, preparation of reports and submission to the client.

**Name of Assignment:** Participatory Final Evaluation of Support to PVOs in Raising an Effective Cadre of Lay First Aiders for Increasing Availability of Primary Health Care in Outreach Areas under PVOH-II project.

**Year:** ( 1996-1997)

**Location:** Tamil Nadu, India

**Client :** ( Partnership with PRIA) sponsored by MoH WF and IIMHR Government of India and USAID

**Main Project Features:** Final evaluation of support to PVOs in raising an effective cadre of Lay First Aiders for increasing availability of primary health care in outreach areas under PVOH- II ,ensuring community participation in the whole process.

**Position Held :** Evaluator

**Activities Performed:** Data generation using participatory methods, compilation and analysis of data , preparation of report and its submission to the Client.

**Name of Assignment:** Participatory Monitoring and Evaluation the World Bank Funded District Primary Education Program (DPEP) of the Government of Kerala

**Year:** 1997

**Location:** Kerala

**Client :**PRIA, New Delhi

**Main Project Features:** Monitoring and evaluation of the level of community participation in the Program through establishment of Village Education Committee, ensuring stakeholder participation

**Position Held:** Evaluator

**Activities Performed:** Data generation using participatory methods, its compilation and analysis, preparation of reports and submission to the client

**Name of Assignment:** Monitoring and Evaluation of 13,CAPART funded Projects- Low cost sanitary latrine projects 9 numbers; low cost housing projects 2 numbers and agriculture nursery project 2 numbers

**Year:** 1996-1997

**Location:** Kerala

**Client :**CAPART, Government of India, New Delhi

**Main Project Features:** Monitoring and evaluation of the quantitative and qualitative outcome of the projects through community participation

**Position Held:** Evaluator

**Activities Performed:** Data generation through field observation, dialogue and discussion with community, processing and analysis of data, preparation report and submission to the client

**Name of Assignment:** Impact Assessment of the Activities (1992 & 1993) of Delith Women's Society

**Year:** 1994

**Location:** Kerala

**Client :**TROCAIRE- The Catholic Agency for World Development

**Main Project Features:** Evaluation of the process and outcome of the activities implemented by the organization during 1992 and 1993 with community participation.

**Position Held :** Evaluator

**Activities Performed:** Data generation using participatory methods, processing and analysis, preparation of report and submission to the client.

## Field Support for executing Participatory Projects and Programs

Period	Summary of activities	Project Partners
<b>1995 till date</b>	<p>Participatory Training support for group formation, team Building, organization development, Participatory Rural Appraisal Methods, project planning , micro planning at at Panchayat level, monitoring and evaluation, budgeting social auditing , financial management, etc.</p> <p>Facilitation and field level handholding technical and Management support for Participatory planning, project Development, Implementation and monitoring community Development projects of partners</p> <p>Undertaking and implementing joint projects and programs. Conducting participatory studies, monitoring and evaluation of National and International projects and program</p>	<p>Several NGOs / VDOs/ CSOs support Organizations, Federations and Network organizations, LSGs Schools / Dept. of Social Work</p> <p>More than two dozens of NGOs/CSOs / CBOs in Kerala</p> <p>PRIA, New Delhi; Voluntary Action Network India; IDR, Sussex; Commonwealth Foundation, UK; Worldvision , India; SoS Childrens village</p>
1997 -1998 onwards	Training and facilitation support for participatory planning and preparation of projects, implementation and monitoring of Panchayat level micro plans	Several Gram Panchayats in the state of Kerala

## PROJECTS UNDERTAKEN AND IMPLEMENTED AS DIRECTOR OF SAHAYI

**1.Name of Assignment:** Project for Strengthening Civil society voices on urban poverty and urban governance in Kerala

**Year:** 2012 to 2015

**Location:** Kerala, India

**Client( Funding Partner):** Participatory Research in Asia (PRIA) , New Delhi; SPARC , Mumbai, India

**Main Project Features:** Sensitization and building awareness among selected slum dwellers in 2 Municipal Corporations in Kerala, Mobilization of the community , formation and strengthening of Slum Improvement Citizen Groups and its linkage and networking, building capacity of the group on GPS mapping of their areas and upload it in to the Google map and help enhance to raise their voices collectively on urban governance and poverty issues.

**Position Held:** Director

**Activities Performed:** Overall Co ordination and facilitation of planning, implementation and monitoring of all activities with stakeholder participation including field level hand holding support to the team members for sensitizing, educating and mobilizing slum community, formation , strengthening , linkage and networking of Slum Improvement Citizen Groups, GPS mapping, documentation, submission of reports and financial statements to partners and project administration including performance appraisal and management of project personnel.

**2.Name of Assignment:** Promotion of Good governance in Local Self Governments in Kerala

**Year:** 2009-15

**Location:** Kerala, India

**Client (Funding Partners):**Participatory Research in Asia (PRIA), New Delhi; Commonwealth Foundation, London, UK; Various NGOs in Kerala, India

**Main Project Features:** Awareness generation, capacity building training on PRA methods , preparation of micro plans with peoples participation; Gram sabha mobilization; Massive campaign on free and fair election to local bodies ( 2010 ), conducting research study on issues of participation; dissemination of study findings and promotion of peoples participation in local governance and local level planning offering field level handholding support to citizen groups and the functionaries of Local Governments.

**Position Held:** Director

**Activities Performed:** . Project administration and personnel management, Overall co ordination and facilitation of the project activities with specific field level support for preparation of micro plans with increased stakeholder participation, organizing intensively and extensively a massive Pre - election voters awareness campaign, Promoting and facilitating partnerships and joint programs, conducting research studies, preparation of its report and sharing it with larger audience with the focus on policy lobbying.

**3.Name of Assignment:** Promotion of Adult Education for Empowerment, Poverty Reduction and sustainable Development

**Year:** 2010-2012

**Location:** Kerala , India

**Client (Funding Partner):** DVV International, Bonn, Germany

**Main Project Features:** Enhancing capacity of leaders of CSOs in participatory training, participatory planning and project development, leadership and communication Group formation and management, NGO management, entrepreneurship development, professional management consultancy for partner organizations and studies on the impact of adult education program.

**Position Held:** : Director

**Activities Performed:** Project administration and management. Development of project with stakeholder participation. Overall coordination of implementation and monitoring of the project activities with specific thrust to design, organize and facilitate a series of participatory trainings such as training of trainers, planning and project development, Entrepreneurship development leadership and communication development, organization management, Self Help Groups (SHG) formation and management and preparation of learning training materials and study reports.

**4. Name of Assignment:** Participatory Disaster Risk Reduction and Safety ( Alappad Gram Panchayat, Kollam, Kerala, India )

**Year:** 2008 – 2009 to 2010- 2011

**Location :** Kollam, Kerala, India

**Client (Funding Partners) :** Malteser International, Germany; One to One Children's Fund UK; St' James School, UK

**Main Project Features:** Promotion and strengthening of 17 children's Assemblies and one Parliament in the operational area; facilitate interfaces between Ministers of Assemblies and parliament and functionaries of the Gram Panchayat for facilitating preparation



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and implementation of Child friendly plans and activities with special focus on disaster risk reduction and safety of children by the concerned Gram Panchayat ; intensive swimming training for children and youth in lake and in sea for six months , training on first aid , fire and safety and rescue operations and life skill training, along with practical application of safety measures in the sea and in the road. Mobilization of the trained youth and children and formation of Disaster Risk Reduction and Safety Team and follow up practical application for ensuring its continuity and sustainability

**Position Held:** Director

**Activities performed:** Project administration and management which includes overall coordination of planning, implementing, monitoring and evaluating project activities with active participation of the tsunami affected community, facilitation and active participation in the disaster risk reduction and safety training and its practical application at the field level. Field level support provided for team building among children and youth and strengthening their capacity to play their role effectively. Facilitate effective task performance of the team members along with providing ample opportunities for their capacity development.

**5. Name of Assignment:** People Centered Relief, Rehabilitation and Reconstruction and psycho Social Rehabilitation of Tsunami Affected Families (Alappad Gram Panchayat, Kollam, Kerala, India)

**Year:** 2004-2005 to 2007-2008

**Location :** Kollam , Kerala, India

**Client (Funding Partners):** CORDAID, Netherlands; Malteser International, Germany; One to One Children's Fund and St' James School, UK; DEEDS and NIMHANS ,Bangalore India

**Main Project Features:** Removal of debris with community participation, planning with affected community and other stakeholders to develop relief and rehabilitation project interventions including psycho social rehabilitation of the tsunami affected families in the intervention area; Participatory methods were intensively and extensively adopted and practiced for implementing, monitoring , and evaluating innovative relief and rehabilitation program to ensure active participation of the affected community to resolve their problem with dignity and ownership which includes active participation of the affected families in the removal of debris, construction of eco friendly thatched houses using bamboo and coconut leaves in their own land with sanitation facilities , Organized Community Mess through Community Kitchen, owned and operated fully by them by forming different task groups, dress made in School with the ownership and responsibility of Parent Teachers Association, Child nutrition program owned and operated by Mothers Forum formed for the purpose, Child Recreation Centers maintained and operated by community volunteers, development of Psycho social volunteer team by choosing women from tsunami affected families and support for psycho social rehabilitation; continuous monitoring and evaluation of the activities by the concerned community groups ( several acknowledged this as a very successful experiments of community participation in a disaster relief, rehabilitation and reconstruction project ); Facilitating mutual learning exposures / opportunities through exposure visits and participation in seminars and consultations both for the project team and National and International practioners, students and researchers ; Recording and documenting the process and outcome of the interventions and sharing it with local, national and international audience ; publication of learning materials in the form of leaflets and articles .

**Position Held:** Director

**Activities Performed:** Overall administration, co ordination and management of the project activities. Formation of different functional groups comprising of project staff and community volunteers and developed them as effective team by providing capacity development support , learning exposures and opportunities for learning from experiences, entrust them different task with adequate authority, frequent review and monitoring of the performance of each team with their participation and offered professional inputs and guidance for improving the effectiveness of the team, whenever it requires. Guiding ,Supervising and Facilitating the whole process of planning, implementation , monitoring and evaluating with community participation. Promote linkage, networking and joint action based on the principles of partnership. Documenting the experiments and sharing it with local, regional, national and international audience.

**6.Name of Assignment:** Capacity Building Intervention for livelihood/ poverty reduction

with Special focus on Women

**Year:** 2003-2004 to 2009-2010

**Location:** Kerala , India

**Client (Funding) Partner:** DVV International, Germany

**Main Project Features:** Developing participants capacity for Promoting Participatory approaches and methods in training /learning and planning, implementing and evaluating development programmes by offering a series of trainings such as Participatory Training of Trainers, Participatory Rural Appraisal, Participatory Planning, project development and Budgeting, Participatory monitoring and Evaluation; Empowering women through sensitization , awareness building, Skill development , improving leadership and communication abilities, mobilizing them and promoting formation of Self Help Groups (SHGs) and improving their capacity to manage their SHGs with linkage, co operation and collaboration with others, facilitation and professional support for strengthening SHGs / Neighbor Hood Groups promoted by other agencies including Kudumbasree Mission, Kerala; Poverty reduction through capacity building to identify and implement income generation programs along with revolving fund support; Ensuring availability and accessibility of relevant learning /training materials on various topics; dissemination of information through Publication of quarterly journal and News Bulletin, seminars

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/ consultations; promotion of linkage and networks; professional support for organization management and development, grass root level / community based planning, implementation and monitoring.

**Position Held:** Director

**Activities Performed:** Overall administration and management of the project activities which includes facilitation of planning, implementing and monitoring of project activities with stakeholder participation; Developing and designing training modules, materials and tools; facilitating training/learning sessions and providing professional support for promoting to undertake feasible and viable Income Generation Program; Provided field level handholding support for the practice of participatory methods in training and development interventions of partner CBOs/ NGOs / CSOs; Offer support for Organization Development, Team building at Organizational level; Promote linkage and networking.

**7.Name of Assignment:** Reforming Governance Institutions in Kerala

**Year:** 2003-2004 to 2008-2009

**Location:** Kerala, India

**Client(Funding Partner):** PRIA, New Delhi, India; FORD Foundation, India; Swedish SIDA, Switzerland; DVV International, Germany

**Main Project Features:** Massive mobilization of community to ensure increased participation of citizen in Grama/ward Sabhas (These are the Constitutional democratic institutions in Local Self Governments in India, popularly called as Peoples Assemblies for promoting people's participation in local governance and development), thereby creating and expanding space for community participation in planning, implementing, monitoring and social auditing of local level plans for Economic Development and Social Justice; Enhancing capacity of Elected Peoples Representatives, Officials, leaders of Civil Society Organizations, citizen leaders with special focus on women and marginalized sections of the society, for preparation of plans, its implementation and monitoring with stakeholder participation and social auditing along with adequate field level handholding support of SAHAYI Team to several Grama Panchayats in Kerala; Organizing State wide Pre- Election Voters Awareness Campaign in connection with Election to Local Governments (2005) to educate and empower the voters for their active participation in the election process, thereby ensure a free and fair election; develop partnership with other organizations and organize joint projects/ programs; Preparation and publication of learning/ training materials; conducting participatory studies / monitoring and evaluation of issues related to local governance and development, preparation and publication of report and sharing it with different stakeholders at the state and National levels for policy lobbying and public advocacy.

**Position Held:** Director

**Activities Performed:** Overall co ordination, supervision and management of the project activities. Organizing and facilitating campaign, capacity building participatory trainings, awareness generation programmes, community mobilization for strengthening Grama/ward Sabhas. Offered regular field level handholding support to LSGs and Civil Society Organizations (CSOs) for planning, implementing and monitoring local development plans with stakeholder participation. Facilitating partnership with other agencies and co ordinating joint programs. Active engagement in conducting participatory research studies, preparation and publication of reports and articles, sharing the outcome for policy lobbying and public advocacy with regional, national and international audience. Administration and management of the Organization, Team building and management and development of Human Resource.

**8. Name of Assignment:** Campaign for Peace and Social Cohesion

**Year:** 2002-2004 and 2006-2008

**Location:** Kerala, India

**Client ( Partners):** PRIA, New Delhi, CBOs & Citizen Groups in Kerala, India

**Main Project Features:** Massive campaign and mobilization of community for promoting peace and social cohesion through a variety of program such as performance of folk art forms in kalajathas, organizing rallies and padhayatras, organizing arts and sports meets for youth and elders, convening corner and public meeting with Partnership and collaboration of CBOs and local citizen groups including joint planning, organizing and implementing the programs and mobilizing local resources.

**Position Held:** Director

**Activities Performed:** Co ordination and facilitation of planning, developing and designing the project activities, supervising and facilitating its implementation and monitoring, developing and maintaining effective partnerships; Preparation and production of campaign materials, recording and documenting the process outcome of the project with partners and other stakeholders.

**9. Name of Assignment:** Building Leadership in women for strengthening Local Self Governance Institutions in Kerala

**Year:** 2000-2003

**Location:** Kerala, India

**Client ( Funding Partner):** Sir Ratan Tata Trust (SRTT), Mumbai, India

**Main Project Features:** Developing capacities of women elected representatives of LSGIs and leaders of women organizations/ groups for playing their roles effectively; promotion of women's active participation in local governance, planning, implementing and monitoring of local development plans through enhanced participation in Gramasabhas, working groups, sectoral committees and

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similar democratic forum ; promotion and strengthening of women groups and a common platform for women elected representatives in Kerala, registered with the name Association of Woman Members in Governance (AWAMIGA).

**Position Held:** Director

**Activities Performed:** Facilitation and co ordination of orientations, capacity building trainings and exposure visits and other empowerment processes; Provide field level handholding technical support for participatory planning , implementing and monitoring of local development projects ; facilitating the process of developing bye-laws , structures and systems for legal establishment of women organizations; documenting and disseminating the process and outcome of the project intervention with partners and other stakeholders.

**10. Name of Assignment:** Strengthening Local Self Governance Institutions ( Urban and Rural ) in Kerala

**Year:** 1994 – 1995to2002-2003

**Location:** Kerala, India

**Client (Funding Partner):** BILANCE, Netherland; Swedish SIDA, Switzerland; FORD Foundation, India; Ministry of Rural Development, Government of India and PRIA, New Delhi, India

**Main Project Features:** Massive mobilization of community to ensure increased participation of citizen in Grama/ward Sabhas (These are the Constitutional democratic institutions in Local Self Governance Institutions (LSGIs)in India, popularly called as Peoples Assemblies, thereby creating and expanding space for community participation in planning, implementing, monitoring and social auditing of local level plans for Economic Development and Social Justice is one of the important features. Enhancing capacity of Elected Peoples Representatives, Officials , leaders of Civil Society Organizations, citizen leaders with special focus on women and marginalized sections of the society, for preparation of plans, its implementation and monitoring with stakeholder participation and social auditing along with adequate field level handholding support of SAHAYI Team to several LSGIs ,who demanded professional support for participatory planning implementation and monitoring of local development plans, is another feature. Organizing State wide Pre-Election Voters Awareness Campaign ( in 1995 & in 2000) in connection with Election to Local Governments to educate and empower the voters for their active participation in the election process, thereby ensure a free and fair election is yet another feature. Preparation and publication of learning training materials , conducting participatory monitoring and evaluation of issues related to local governance and development, preparation and publication of the report for policy lobbying and public advocacy is some other features.

**Position Held:** Director

**Activities Performed:** Overall co ordination , supervision and management of the project activities. Organizing and facilitating campaign, capacity building participatory trainings, awareness generation programmes, community mobilization for strengthening Grama/ward Sabhas. Offered regular field level handholding support to LSGs and Civil Society Organizations (CSOs) for planning, implementing and monitoring local development plans with stakeholder participation. Active engagement in conducting participatory research studies, preparation and publication of reports and articles , sharing the outcome for policy lobbying and public advocacy with regional, national and international audience. Administration and management of the Organization, Team building and management and development of Human Resource. Develop and maintain partnership and collaboration with other CSOs / agencies , academia and media, for participatory planning / implementing / monitoring of joint programs.

**11. Name of Assignment:** Capacity Building Intervention for Strengthening Voluntary Development Sector, CSOs and Civil Society Actors

**Year:** 1990 -1991 to 2002-2003

**Location:** Kerala, India

**Project Partner:** PRIA, New Delhi; The Commonwealth Foundation, London, UK; CEBEMO, Netherlands; OXFAM India, Bangalore

**Main Project Features:** Developing participants capacity for Promoting Participatory approaches and methods in training /learning and planning, implementing and evaluating development programmes by offering a series of trainings such as Participatory Training of Trainers, Participatory Rural Appraisal, Participatory Planning and Budgeting, Participatory monitoring and Evaluation, etc. is one of the features. Empowering women through sensitization, awareness building, Skill development, improving leadership and communication abilities, mobilizing them and promoting formation of Self Help Groups (SHGs) and improving their capacity to manage their SHGs with cooperation and collaboration is another feature .Poverty reduction through capacity building to identify and implement income generation programmes is yet another feature. Organizing joint programs in partnership with other organization / agencies is another feature. Ensuring availability of relevant learning /training materials on various topics, dissemination of information through Publication of quarterly journal and News Bulletin, promotion of linkage and networks, professional support for organization management and development etc. are some other features.

**Position Held:** Director

**Activities Performed:** Overall administration and management of the project activities which includes facilitation of planning, implementing and monitoring of project activities with stakeholder participation, Developing and designing training modules, materials and tools, facilitating training/learning sessions and providing professional support for promoting to undertake feasible and viable Income Generation Program. Provided field level support for the practice of participatory methods in training and development interventions. Offered support for Organization Development, Team building at Organizational level, linkage and networking. Develop

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and maintain partnership with other NGOs/ CBOs/ CSOs for participatory planning , implementation and monitoring of joint projects and programs.

### **Language Skills**

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Excellent skills in Malayalam ( Mother Tongue) and in English, Reading and writing knowledge in Hindi , Tamil – basic knowledge

### **Consultant's contact information:**

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