

To Study Factors Responsible for Building leadership in SHG women in Dholpur District of Rajasthan



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About the Organization

Manjari Foundation, a registered non- profit organization establish in May 2015, is committed to help women from marginalized communities overcome social injustice, poverty and exclusion. Manjari support rural women initiative at grass-root level to facilitate empowerment so that they can lead a dignified life. Manjari come up with an effective and easily adaptable Manjari model which is capable of bringing in social and economic changes in adverse conditions.

Program-



Objective of the Study

- To understand the factor responsible for building leadership among women
- To examine challenges faced by SHG women as leader.

Methodology

The method of study is based on descriptive and explorative study involving primary data collected through semi structure questionnaire by doing in-depth interview and field observation.

No. of respondent- 10 SHG leader

Research Design- Case study Method

time period of study- 45 days

Common Factors responsible for building leadership skills

Various factors responsible for building leadership skills among women like, to learn from others, field exposure, trainings, meeting, family support, and group etc.

- **Group-** in order to develop leadership skills in any women, it is most important to keep them in a group with different background people it including caste, education, family background etc. because if they live in a group and work together and talk to each other. It's removed their hesitation and increases their confidence.
- **Meetings-** if they attend meetings on different places and meet with many people their hesitation is removed slowly they learn from to see other members like, how to speak, how to resolve conflict, how to take decision.
- **Family support-** developing leadership skills is the most important to motivating her and provide family support at each and every support, Involving in decision making and do not restrict for doing any work.
- **Training-** after attending various kind of training their leadership skills build their risk taking capabilities, decision making capabilities increase, and they learn how to resolve conflict, and they learn how to do bank related work and they make their own budget of family income.
- **Field exposure-** SHG members are going outside in other states; district and some women are going in other countries for field exposure and to see how the women empowered and how they run group. And learn many things like decision making, conflict resolution, roles and responsibilities etc.

Factors responsible for building leadership skills

First step-

- **Personal traits-** some women have few personal traits like they are Punctual, honest, responsible, accountable, educated, treat in same way with every member of the group and people oriented personality. On the basis of these traits they are selected as a group leader.

Second step-

- **Trainings-** Different types of Trainings are provided to the group leaders for their capacity building. After attending various kind of training their leadership skills build their risk taking capabilities, decision making capabilities increase, and they learn how to resolve conflict, and they learn how to do bank related work and they make their own budget of family income.
- How should the leader be? - Punctual, honest, responsible, accountable, treat in same way with every member of the group.
- Training of (Punch Sutra)- conducting monthly meeting, savings, regular internal borrowing, repayment of money on time, book record.
- Training of Active women- how to handle the group, and provide all necessary information to group members.
- Training of Accountant- Provide information about all activities related to the bank, how to open the accounts in bank, how to take loan from banks etc.

Third step-

Field exposure- when they go outside for field exposure they learn different culture and talk with every people without hesitation. They adopt mix culture and get experience and knowledge with different people. They learn from other people that how they are running their group successful. Meeting with different women and sharing their experience and learning from that experience. They also learn how to deal with people.

Fourth step-

Social awareness: when SHG member do collective action for the welfare of the community. Group member feel more active and motivated and become more accountable toward their responsibility. And people don't have to concern so much issue related like domestic violence, gender issue, health issue and other social issue.

Challenges

- to attend the meeting of VO and CLF they have to go to another village at least five times and there is a lot of problem due to lack of transportation facility.
- One main challenge in women's participation is shortage of time household works responsibility.
- Some group members are not paying the loan amount on time, and its responsibility of leader to repay the whole amount of loan with interest in banks.
- Upper caste people not allow their women to go outside for field exposure in other states or districts.

Suggestion and Recommendation

Assistance should be given on the behalf of the organization or special training should be given to start a small business at group level or individual level.

Madhu Devi

Name - Madhu Devi

Age - 40 years

Qualification – 8th

SHG Name – Radha Mohan SHG

Designation in SHG- Treasurer

VO name – Nari Shiksha gram sangthan

Designation in VO – Treasurer

CLF name – Saheli Pragati

Designation in CLF – President



Personal traits

Initiatives

Influencing nature

Polite

People oriented

Responsible

Accountable

Socially active

Helpful

Good communication

Rani

Name – Rani Devi

Age – 29

Qualification – 8th

Caste – Jatav (sc)

SHG Name – Shree Krishna Mahila Bachat Samuh

Designation – President, Senior CRP , Internet Sakhi and book keeper.

Personal Traits-

Active

Nurturing nature

Self Motivated

Fast learner

Good communication

Sashi

Name – Sashi Devi

Age – 30

Qualification – B.Ed

Caste – jatav

SHG Name – Shree Sakar Mahila Bachat Samuh

Designation – President

Personal traits –

Risk taking capabilities

Honest

Punctual

Responsible

Kind

Active

Findings

- After connecting with SHG, their financial condition is improved and totally repays the amount of money taken to the money lenders.
- Women empowerment through SHG, women herself do work like bank related work.
- Women take participation in decision making and village level development work.
- They generate employment in their village and increase the income generation
- Caste- upper caste people do not allow women to go outside for doing any kind of job related to income generation. But lower caste people do not restrict women to go outside and doing work related to income generation.
- In group meetings they solve the domestic violence issues of the group members.
- Capacity building and continuous handholding have changes lives.
- Through SHG women empowered they find their identity, and live with dignity and independent. Their confidence is increase and they are self motivated.
- Building their leadership skills by provided various trainings and field exposure through organizational support.
- Women are now visiting outside for their work and for field exposure.

Conclusion and learning

This study was conducted to determine the impact of leadership and their roles and responsibilities in SHG and find out the factors responsible for building leadership skills. The result show that organizational support and family support is playing an important role for empowering women. They learn through various trainings, attending meetings and field exposure. Leader plays a very important role in sustaining group. Social issues create problems in women life like caste, gender and people perception about them. But after connecting with SHG their life is completely changed they find their identity and live their life with dignity and income generation is increase through livelihood activities doing by SHG and also they are participated in decision making at household level and participated in village level development work. Now the people perception change about them they are getting lot of respect.

THANK YOU