

# **FELLOWS FOR EQUALITY**

A Fellowship for Democratizing Leadership

<http://scavenger-movement.com/join>

## **About the Organisation:**

Movement of Scavenger Community (MSC - <http://scavenger-movement.com/>) was founded in 2009 by a group of young social activists and professionals belonging to the scavenger community with the mission to empower the scavenger community through education, organization and economic diversification. MSC is committed to work towards the social and economic empowerment of the scavenger community through the medium of education.

## **Why Fellows for Equality?**

The scavenger community traditionally occupies the lowest place in Indian caste system and is confined to livelihood tasks viewed as deplorable or deemed too menial by higher caste groups. Their caste-designed occupation reinforces the social stigma that they are unclean or "untouchable" and perpetuates widespread discrimination.

Scavenger community is eligible for the most of the welfare schemes by the government of India but due to illiteracy and unawareness they fail to access these welfare schemes. They need some guidance and handholding support to access these welfare schemes, taking advantage of this situation various middle men exploit the innocent community.

The hamlets of scavenger community are excluded by the mainstream in the cities and villages. This leads to social exclusion, which widens the gap of economic disparity.

At least 90 percent of India's estimated 1.3 million manual scavengers are women, according to campaign group Jan Sahas. Although caste-based discrimination has been banned in India in 1955, several laws have been passed, including Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013, to end manual scavenging with government pledges to modernize sanitation and criminalize those who employ manual scavengers. Yet Dalit communities continue to face threats of violence, eviction and withholding of wages if they try to give up the practice. Paid less than a minimum wage, manual scavengers are often forced to borrow money from their higher-caste employers, leading to debt bondage. Due to social discrimination and stigma the members of the community are not able to shift to alternate livelihoods. Imposed social discrimination ensures that the even the future generation is forced to do the unhealthy work of manual scavenging leading the community to fall into the vicious cycle of poverty.

To further this vision MSC has launched Fellows for Equality to build leadership in the youths of the community and empower them to lead the social change. The fellowship would provide the opportunity to the educated youths to serve their own community and pave the way for the empowerment of others too.

**Location:** < Please fill this >

**Duration:** 1 Year

**Compensation:** 5000 /- per month

**Last Date to Apply:** 30<sup>th</sup> November, 2017

### **What is in it for the fellow?**

- The fellows will get the following opportunities to learn and experience as part of fellowship:
- Develop learning and understanding of social and economic development
- Learning to observe the social change from micro and macro perspectives
- Storytelling skill for social change
- Developing leadership and entrepreneurial skills
- Exploring opportunities for social entrepreneurship and career growth
- Learning key skills like Community Mobilization, Capacity Building, Project Management, Project design and development, etc.
- The fellows may take up projects and work towards drafting their experiences and learning –through report writing, case study
- Learning opportunities: Introduction to Dr. BR Ambedkar and his teaching
- Introduction to Scavenger community (past, present and future)

### **Roles and Responsibilities of the Fellows:**

The fellows will work on 2 or 3 of the given projects;

#### **1. Establishment of B R Ambedkar Youth Resource Centre**

- a. Establish a resource centre within the community and develop a plan for sustainability through community led initiatives and local resources

#### **2. Leadership development**

- a. To develop Dalit leaders who work directly at the grassroots level and directly impact the community in their area.
- b. To work with the community and local grassroots organisation/activists and build their capacities in self-governance, organisation and skills for effective impact in their communities.

#### **3. Social Mobilisation and Institution Building**

- a. Facilitate creation of adolescent groups (Boys and Girls) among community and help them to engage and contribute to self and community development work
- b. Facilitate creation/improvement of SHG's of women among community and work towards economic empowerment through improving savings behavior, improved access to credit and moving towards diversified skills.
- c. Enable the SHGs to be change agents for economic empowerment by developing self-sustainable community based livelihood solutions, like activity based producer groups and enabling forward market linkage to sell the products.

To apply click here:

<http://scavenger-movement.com/join>