

SEWA ACADEMY LEARNING HUB



Exploring SEWA Model



SEWA ACADEMY LEARNING HUB

SEWA Academy has promoted the Learning Hub as a repository of SEWA's experience, knowledge of over 35 years of organizing women workers of the informal economy. The Learning Hub seeks to capture and share SEWA's experience of collective strength; capital formation through access to financial services; capacity building and social security in order to enable its women members by building their voices and to emerge from poverty vulnerability and years of deprivation. The Learning Hub would take the learning's to other organizations and individuals at local, national and international levels.

The Self Employed Women's Association (SEWA), established in 1972 as a trade union of women workers from the informal sector, is a confluence of three movements - the labor movement, the co-operative movement and the women's movement. As of 2010 SEWA have 1.2 million members in 9 states of India working as home based workers, vendors, labor and service providers and producers. SEWA organizes women to become self-reliant and to promote full employment. To achieve these goals, SEWA follows the joint strategies of struggle and development to organize women workers.

STRENGTHS WITH SEWA ACADEMY

Capacity building

- ▶ SEWA Academy has been training members for nearly two decade and has a vast experience in building the capacities of women members and nurturing local leadership.
- ▶ SEWA Academy is also a repository of a large body of knowledge capturing SEWA's experience of organizing women workers and building self reliance.
- ▶ The training resources, both in terms of trainers and teaching material, draws on the lives of SEWA members building a cadre of grassroots trainers and capturing grassroots experience of effectively addressing issues of urban poor.

Communication

- ▶ Video SEWA and Rudi No Radio, embedded within SEWA Academy, have emerged as powerful multimedia communication tools, for ongoing dialogue to build awareness and capacity of the SEWA members and for capturing struggles and development of working poor.

The key role of the international learning hub is to distill SEWA's experience of organizing SEWA workers in the informal economy over 30 years' and take the learnings to other organizations and individuals.

THE VISION OF LEARNING HUB

'To support and build the capacity of membership based organization of the poor and urban working poor in informal economy by producing innovative training resources and addressing capacity building needs and demands of the membership based organization of the poor at local, national and global level.'

ACTIVITIES OF LEARNING HUB

1. Training and Capacity Building

- ▶ To conduct need and demand based training on SEWA's experience of building sustainable organization of women workers in the informal economy.
- ▶ To provide technical support to other institutions at the global level in building MBOPs and in organizing. Based on their needs sending teams of experts from SEWA, conducting trainings with members and staff to meet their needs. In order to share the information, experience and the integrated approach followed by SEWA with the institutions working with informal sector and are interested in forming membership based organization of the poor.
- ▶ To conduct Exposure Dialogue Programme (EDP) for partner organizations and their associates. SEWA Academy to train facilitator for conducting EDP.

An EDP is a unique methodology to sensitize organizers, academicians, senior level technocrats and bureaucrats to the realities of the people whom their policies and programmes might affect, by following systematic steps of immersion, reflection and dialogue.

- ▶ To address the training needs of the sister organizations within SEWA family. For addressing this need SEWA Academy conducts Member Education, SEWA Movement, Advanced Leadership, Members Subscription, SEWA Orientation, Organizing Trainings and EDP by using innovative communication tools like radio, video and mobile education van considering the fact that most of our members are illiterate.
- SEWA Academy Mobile Educational Van is a powerful medium used for awareness generation and knowledge up gradation on issue related women workers in the informal economy of existing and potential SEWA members.

2. Building training resources by analyzing and distilling SEWA's experience

- ▶ To develop an innovative curriculum and training resources capturing SEWA's experience of organizing building grassroots leadership.
- ▶ To develop a core educational team-recruiting new trainers and simultaneously developing capacity of the existing trainers by establishing linkages with similar organizations, institution and training courses.
- ▶ To apply appropriate technology to design and deliver most effective trainings through a host of multimedia products including the electronic media and satellite communication.

TYPES OF TRAINING COURSES IN LEARNING HUB

Training Courses	Description for the SEWA members
Member Education	Imparts a common message of SEWA's Value, understanding of SEWA, its contribution to the informal economy, women empowerment, advantages of organizing.
SEWA Movement	Enables SEWA leaders to understand the organization, its values and Gandhian philosophy as well as to build their capacity and capabilities as leaders.
Advanced Leadership	Gives detailed information about SEWA's different activities to 'A' grade leaders from the SEWA Movement training.
Member's Subscription Training	Leaders are given training on how to strengthen the organization by giving them orientation about importance of subscription fees, demonstration of filling of membership form and SEWA structure.
SEWA Orientation	Helps organizers understand SEWA's history, philosophy and present work.
Organizing Training	Fosters understanding of the importance of organizing and achieves group development of organizers.
Tailor Made Programmes	SEWA Academy offers need and demand based programmes for other organizations such as the Urban, Rural Union, Federation of Co-operatives, Social Security net, Marketing support, SEWA Bank, and SEWA Bharat. During different training programme the training team takes expertise from these units for enriching the training programme.
Exposure Dialogue Programmes (EDPs)	EDP is a special programme, where policy makers and academicians from various countries share the lives of their members for few days. After the exposure with the workers, the participants reflect how the experience touched their lives and especially, how it encourages them to undertake pro poor and pro-women workers' action for change. EDP is undertaken with the help of experienced partners who facilitate the process. The objective is to understand poverty from her perspective and to reflect on their experiences and enter a process of dialogue aimed at analyzing, understanding and changing required policies to make them more focused on the needs and reality of women workers in the informal economy.
MBOP Training	The training aims to educate on the concept of Membership Based Organization of the Poor (MBOP), its characteristics and key features, in the context and experience of SEWA.
Organizing Home-Based Workers	The training aims to educate on organizing strategies of SEWA. It will encompass the challenges and benefits of organizing the home based workers.
SEWA Interventions in Support of Home-Based Workers	The training aims to educate the membership based organization of the poor in SEWA's intervention in support of Home Based Workers: organizing, collective bargaining, campaigns, housing, basic infrastructure services, support for negotiating in and/or moving up the value chain.

Other training programmes of Learning Hub

- Grass Root Research Training
- Documentation
- Reporting
- Video Replay Training
- Research Methodology
- Photography
- Adolescent Girls Training
- TOT (Training of Trainers)
- Social Issues
- Gender
- Training Management

CLIENTELE OF LEARNING HUB

The kinds of client who benefit are:

At Local and National level: At present SEWA Academy offers training to SEWA National Union, SEWA Gujarat Development Cooperative Federation, Gujarat Mahila Housing SEWA Trust (MHT), SEWA Bharat working in other states of India, National Alliance of street vendors (NASVI). In next few years it will offer trainings to groups, organizations and institutions who are working to form MBOP in other countries.

At International level: Currently, Home Net South and South-East Asia, IFWEA, Street Net International can be included as international and collaborators of SEWA who may want to learn from SEWA.

OBJECTIVES OF LEARNING HUB

1. Visibility and sensitization to the issues of the urban poor and knowledge about effective strategies of addressing the issues of urban poverty.
2. Promoting and strengthening organizational efforts of the workers in the informal economy.
3. SEWA's experience shared with host of partners leading to replication and up scaling of the SEWA 'model'.
4. Building and strengthening of local leadership leading to active and effective participation of SEWA members.

"It is a great opportunity for me to come to this workshop. To come to SEWA is worth an experience. We have been trying to work hard for almost 20 years. Everything starts small but can accelerate and gain more success. I invite the trainers to visit and teach us more."

Rosalinda, Regional Coordinator, HNSEA



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