



Non-Traditional Livelihoods (NTL) Network Charter

Women have been systematically excluded from higher education, vocational trainings and as a result remunerative work and employment. Families and households give greater priority to the education and training of boys and men, creating a vicious cycle whereby girls and women are consistently denied bettering of their work and employment prospects, their access and capacity for decision-making and the possibility of determining the course of their own lives. The last decade has seen a percentage increase of women in higher education, but a steep decline in the women workforce participation rate.

Gender division of labour, gender pay gap and gender discrimination across all areas of life has been a phenomenon that is steeped in 'tradition', taken advantage of by the economy and society at the expense of women and overall health of the society. Government bodies and other organizations may have schemes and policies that are gender sensitive, but these have not been translated effectively. At the family level, the community, socially, politically, in the economy, this discrimination takes on newer forms when the earlier forms are seriously challenged by women. This vicious cycle has to break. It has to be broken. Continuing in the same manner is illogical, irrational and against the idea of betterment of people and of society.

One of the ways to break this vicious cycle of denying women their rights is creating the training and development opportunities for resource poor women in non-traditional skills and increasing their access to them. Even within the growing agenda of skilling in India, non-traditional occupations for women have not been prioritized as viable livelihood options.

It is from this understanding that the Network was formed, when individuals and organisations (those who formed part of the learning journeys undertaken by Azad Foundation in 2014-15 and others) met for a national Workshop on Non Traditional Livelihoods (NTL) organised by Azad Foundation from 6-8 April 2016 in New Delhi. A second meeting was held in September 2017 where new members were added. All the organisations that are or were part of the Network are involved with facilitating or organising skill development and/or adult education programmes for generating livelihoods in general, and non-traditional livelihoods in particular, for socially and economically marginalised women in urban and rural India and advocating for gender equality.

The Network defines non-traditional livelihoods as in the box below:

Non-traditional Livelihoods refer to livelihood practices that help women break stereotypes and challenge the gender division of labour emerging from the intersections of gender, caste, class, religion, sexual orientation, disability and other marginalities and oppressive structures, within a dynamic context of space and time. NTL increases the set of viable livelihood choices available to women and give them access and control over skills, technology, market, mobility and resources. It creates economic stability along with psychological, social and political empowerment.



Objectives of the NTL Network

- To share challenges and learnings of organizations in NTL
- To identify areas of collaboration, capacity building and build synergies in promoting NTL, including engagement/advocacy with the state and other stakeholders
- To work towards building a collective to project and give visibility to the need of mainstreaming NTL within the policy discourse of government and non-government sectors.
- To advocate for enabling social structures and infrastructure which facilitate women's participation and retention in NTL.
- To create a body of knowledge on new avenues of NTL and strategies to access them.

Key Strategies

The NTL Network seeks to connect organisations in order to support the development of the NTL sector through:

- Capacity building of member organizations
- Creating and sharing knowledge through evidence based research.
- Influencing policy based on evidence to articulate the potential of non-traditional livelihoods in promoting women's empowerment
- Promoting and strengthening NTL as a distinct approach in challenging gendered division of labour in society.

Values/Principles

The Network believes in gender equality and in eliminating the gendered division of labour. We believe in:

1. **Social justice & Inclusion:** The Network believes in equal distribution of opportunities and privileges in society. The network will be open and welcoming to people/institutions that work in or are interested in NTL irrespective of their sex, religion, caste, class or sexual orientation. The Network will knowingly not indulge in behaviour which degrades the sentiments or dignity of people belonging to any of the above groups.
2. **Personal, Social & Professional Dignity:** The Network will respect and maintain the dignity of any organization, individual or group, personally or professionally.
3. **Authenticity:** The Network will only publish data/research/statements which are authentic to its work and its members.
4. **Transparency:** The Network will ensure that all its activities- financial and otherwise – are accessible on demand for all members. The same will be available on the Network website as well.

Structure



- The Network is a collective of organizations and individuals consisting of full and affiliate members.
- The Network has a secretariat on a three-year rotation basis. The Secretariat can hold a maximum of two tenures.
- The Network is overseen by the Steering Group (SG) which is formed from among the full members of the Network and is on a two-year rotation basis. 50% of the members of the SG will continue for two terms. Not more than 30% of the members of the SG will be individuals.
- The Network General Body will meet once a year and the Steering Group will hold meetings three times a year.

Membership

All the organizations that are part of this Network have worked extensively and intensively in the field of livelihoods and/or gender rights. They have vast experiences of working with communities, with Government as well as the private sector. Their histories and current work are proof of their commitment and capacity to survive and grow, their inclusion in the network is a consequence of their commitment to advancing NTL in India for women

Both individuals and organizations can apply for membership to the Network. Those applying for membership must have a stated commitment to gender rights. The network offers two kinds of membership:

1. **Full** - Organizations or individuals who are NTL practitioners or help in creating an enabling environment for the furthering NTL for women. This will include NGOs, CSOs research organizations, social enterprises, other Networks and marginalized women in the practice of NTL.
2. **Affiliate**- Organizations or individuals who have an interest in pursuing NTL for women or furthering the idea of NTL. This will include government organizations, government affiliated organizations, funding organizations, corporates and media organizations.

Eligibility criteria:

1. The members will subscribe to the core values of the Network and their values will not contradict those of the Network.
2. The members will have an expressed interest in NTL for women or will be willing to strengthen the work of NTL for women.
3. Only those members who have been referred by an existing member will be considered as eligible.
4. The members should have paid the membership fee at the time of joining and at the beginning of every year hence.
5. The individual members must be over 18 years of age, should fulfil the above criteria and should be involved in the practice of NTL.



Fee structure:

The fee structure will be revised every 3 years. The current fee structure is as follows:

1. Individual: INR 500.00/- per person per year
2. Organizations with an annual turnover of less than Rs. 1.5 crore will pay Rs. 3000 valid for 2 years as the membership fee
3. Organizations with an annual turnover of Rs. 1.5 crore or more will pay Rs. 5000 valid for 2 years as the membership fee

Annual turnover will be through self- declaration by the concerned organisation

Rights Extended to Full Members

- Right to participate and represent the Network.
- The right to vote during elections
- The right to contest elections
- Receive the Minutes of General Body Meetings
- Receive communication and documents from the NTL Network Secretariat and members
- Will be part of the knowledge building activities of the Network
- Right to information on Network functions and Finance

Rights Extended to Affiliate members

- Right to participate in Network activities
- Receive the Minutes of General Body Meetings
- Receive communication and documents from the NTL Network Secretariat and members
- Be part of the knowledge building activities of the Network
- Right to information on Network functions and Finance

***the Affiliate members will not have the right to vote or have a say in the decision-making processes of the NTL Network.**

Role of the Members

- Participate in at least one of the activities of the Network per year
- Share useful information with the Network
- Attend all General Body Meetings of the Network
- Work actively to fulfil the objectives of the Network
- Work towards the expansion of the Network by encouraging more relevant organizations to apply for membership
- Any member raising funds in the name of the Network is obliged to inform the Secretariat and the Steering Group.



- Any member using the Network identity for an event/publication and the like is obliged to inform the Secretariat about it and give a synopsis of the activity.

Details of members who form the base of reference for all other organizations to be henceforth included in the Network are given in Annexure 2.