

# Alegalu

Issue 9



## President's Message

Empowering marginal had an Indispensable Link between Gender Equality and Sustainable Development"

In the implementation of the empowerment project for more than two decades, an undeniable truth has emerged: gender equality is not just a moral imperative but a cornerstone for achieving sustainable development. An intricate connection between gender equality and development has emerged. Moreover, our experience shedding light on how empowering all individuals, irrespective of gender, fuels societal advancement.

Closing the gender gap in the community is not just about fairness; it's an economic imperative. A diverse and inclusive people led action enhances innovation and productivity. Efforts to break down barriers that hinder women's participation in the workforce contribute to economic growth and poverty reduction, creating a more robust and resilient economy.

Our experience with the people who live in peripheral has taught us that Gender equality is intrinsically linked to health outcomes. When women have control over their reproductive health and well-being, families and communities thrive. Ensuring access to healthcare services and addressing gender-based violence are crucial steps towards achieving equality and fostering a healthier society.

A truly equitable society requires the active participation of all individuals in decision-making processes. Empowering women politically not only strengthens democratic values but also leads to more comprehensive and effective policies that address the diverse needs of a population.



# WEP- Cluster level training on Panchayat Raj



The Panchayat Raj training program was held at different clusters aiming at strengthening local governance and empowering rural communities.

The training was attended by the members of the Women Federation and staff members from different partner organizations.

The key takeaways of the program were Empowering local communities, strengthening governance and leveraging technology.

The two-day Panchayat Raj training at different clusters provided participants with valuable knowledge and skills to effectively contribute to local governance. It encouraged collaborative efforts towards sustainable development and reinforced the role of Panchayats in addressing the needs of rural communities.

# le Safeguarding

In the heartlands of Karnataka, where the aspirations of communities intertwine with the promise of a brighter future, KROSS stands as a beacon of hope. As a social service organization collaborating with 14 Diocesan Social Service Societies (DSSSs) across the state, KROSS is committed to uplifting lives through programs s unwavering commitment to the safety and well-being of every individual it touches. KROSS recognizes that true empowerment begins with a foundation of safety and security.

The organization's safeguarding policy encompasses a holistic approach, addressing various dimensions of well-being to create an environment where women, children, and vulnerable populations can flourish. In its pursuit of woman empowerment, and child protection KROSS ensures that women and children participating in its programs are not only equipped with skills and resources but are also shielded from any form of harm. The safeguarding policy emphasizes the creation of safe spaces, free from harassment and discrimination, allowing women and children to explore their potential with confidence.



To fortify the communities it serves, KROSS invests in capacity building. This includes training sessions on safeguarding principles for its staff, partners, and community leaders, fostering a collective commitment to creating a protective environment.

In the pursuit of social transformation, KROSS understands that every journey towards empowerment must be underpinned by safety and dignity. Through its comprehensive safeguarding policy, KROSS not only safeguards the vulnerable but also nurtures an environment where individuals can realize their full potential.



stay safe !

# Misereor Visit

The strategic visit of the Misereor to KROSS and its partner CMSSS held on 19th October 2023. Mr Lino Kennet and Mrs Barbara Schirmal comprised the team of Misereor.

The purpose of the visit was to assess the current progress of the project in the field area. They interacted with the Director Rev Fr Shanthraj, the staff and the Jeevan Jyothi DLF members. It was evident that the implementation of the project is impressive. They were excited to visit a self-help group (Doddamma and Apporva) in Gandhinagar Hassan, who have brought impacted result and streamlined gender, right based issues in their community. Their interaction was extended to a Grass Root Federation (Prema Jyothi) in Gardenahalli, Hassan.

The visit was a great learning and quite safeguarding to the visitors.

Rev Fr Richard Pais, Director KROSS, Sr Nancy Chief Program Coordinator- WEP, Br Anil Sebastian accompanied Mr Lino and Mrs Barbara to the field.



# Cluster level training on Constitutional Rights



The cluster level training on the Constitutional Rights conducted at 4 different clusters with 160 participants aimed to empower participants with a comprehensive understanding of fundamental constitutional rights and their implications. The training included an overview of the legal framework surrounding constitutional rights, exploring relevant cases and historical context to deepen participants knowledge. Feedback from participants was overwhelmingly positive. The Constitutional Rights training successfully achieved its objectives by providing participants with a solid understanding and practical applications.



# Orientation on SAMRUDI- Bethany Sisters

The half-day Orientation Programme held on 25th September 2023, on Samrudi - Women in Micro Enterprises in Bangalore. Over 39 participants attended the event. Fr. Richard Pais the director of KROSS presented with the Samrudi's Goal, Objectives and an Overview of the Project. Fr also explained about the Digital Marketing of IGP's process- how it works, value chain and its benefits. Mr. Chinnappa Program Coordinator described the Process of Samrudi- Its individual loan applications and consolidated applications, grading and upgrading formats and monthly repayment methods. At the end of the session, there was a room for discussions and clarifications.



## Field Visit



# Governing Body Meeting

Governing Body Meeting of KROSS was held at Seva Samsthe, Hassan on 04 th December 2023, bringing together its 14 partners under the presidency of Bishop Most Rev. Francis Serrao SJ, the meeting was attended by 14 directors representing 14 Diocesan Social Service Societies (DSSSs). The meeting commenced with the reading of the minutes of the previous Governing Board Meeting by Fr. Richard Pais Director-KROSS.

KROSS team presented a brief reports detailing their accomplishments, challenges faced, and lessons learned. This included updates on ongoing projects, community engagement initiatives.



# WEP- One Day Gender Training

The one-day gender training was conducted on 17th October 2023 at KROSS, Bangalore with the aim of raising awareness and promoting understanding on gender related issues, fostering inclusivity, and promoting gender equality in various aspects of life. The program gathered participants from various DSSSs including the animators, coordinators and members of the federations.

The training commenced with an introduction by Rev Fr Richard Pais, Director Kross followed by interactive sessions conducted by Sr Nancy, the Chief Program Coordinator of WEP.

The main objectives of the program are to enhance awareness about gender related concepts and their significance, to promote a more inclusive and gender-sensitive environment and to equip participants with tools and strategies to address gender biases and stereotypes.

The first session began with an introduction and an icebreaker, the participants introduced themselves and shared their expectations from the training, followed by understanding gender- interactive discussions on the importance of respective diverse gender identities.

The second session focused on gender and workplace and gender-based violence, the participants were divided into small groups and discussions were made on how intersectionality plays out in various contexts. Participants set personal and collective goals to promote gender equality teams in their respective DSSSs.

The one-day gender training provided to be a valuable platform for fostering awareness and understanding of gender related issues. Participants left with a heightened sense of responsibility and commitment towards promoting gender equality in their respective DSSSs.



## One Day Webinar on Safeguarding

On 10th October 2023, Karl Kubel Foundation for child and family (KKF/ Misereor) hosted a one-day webinar focused on Safeguarding Policy.

The event aimed to provide participants with a comprehensive understanding of safeguarding policies and procedures, emphasizing their importance in various organizational settings. The webinar featured expert speaker's Dr T K Nathan: Chairman KKF / ED KKID, India, Dr K Naina and Rev Fr Richard Pais, Director Kross.

The webinar consisted of 3 active sessions with a diverse audience, including representatives from various NGO's educational institutions, healthcare providers, etc. The participants actively engaged in discussions and contributed to the interactive sessions.

The one-day webinar on Safeguarding Policy proved to be a valuable and informative event, addressing a critical aspect of organizational governance. The knowledge shared during the sessions will undoubtedly contribute to the development and enhancement of safeguarding policies across various sectors.







# Season's Greetings

**Merry Christmas and Happy  
New Year !**

Wishing you a season full of light  
and laughter for you and your  
family !

The President, Vice President,  
Members of the Board, the Director  
and KROSS Staff