Grading for the Organisational System

As you all know, Kudumbashree’s organisational system functions at three levels. Neighbourhood Group (NHG) is at the primary level. Area Development Societies (ADS), the federation of NHGs comes in the second level. ADS functions in the ward level. Community Development Societies (CDS) is the federation of ADS which functions in the Local Self Government Institution level. There is one Kudumbashree CDS in each local body; and in bigger corporations, there are more than one CDS. Kudumbashree system has the strength of 2.9 lakh NHGs, 19,489 ADSs and 1064 CDSs. Kudumbashree Mission have the total membership of 43 lakh women.

While, some of our NHGs, ADSs and CDSs make best performances, some of them are not functioning up to the expectations. Kudumbashree Mission’s overall performance and impact would be the best only if
everyone performs well. Understanding this issue, we implemented 'Grading', a new initiative to identify and bring to efficiency those NHGs, ADSs and CDSs who were falling behind. All our 3 tier system are graded based on their own activities and their convergence with the Local Self Government Institutions.

We had done the grading of the CDSs once, during 2016. Following that, in 2019, we conducted a detailed grading of our three tier system. Each NHG, ADS and CDS were graded based on 5 parameters viz. their project implementation, audit, office activities, activities in social sector and convergence with panchayaths. The district teams graded 1,035 CDSs and under the leadership of the training team, the grading of the 19,489 ADS were also completed. The NHGs made self assessments and the training teams cross checked those NHGs who recorded more than 80% marks.

We are planning to handhold those NHGs/ADSs/CDSs who are doing mediocre performance by making the best CDSs/ADSs/NHGs as their mentors. Moreover, we are planning to bring the best performing CDSs to self sustainability and turn them into Centre of Excellence.