



DIGNITY



INCLUSIVITY



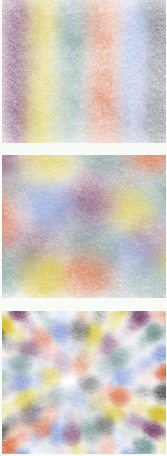
UNITY

JANVIKAS

A Quest for 'Just' Human Development

Annual Report

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About Janvikas

Janvikas is a Public Charitable Trust, registered with the Office of The Charity Commissioner in December 1985. It became operational in 1987 and is recognized as a leading 'Civil Society Organization'. It has been at the cutting edge in its pursuit of Social Justice and Human Rights for the discriminated and marginalized. Since its inception, it has created a vast institutional reach across India enhancing the power of collective response to advance democratic thought and practice. It incubates and nurtures civil society through Human and Institutional Development.

OUR VISION

Janvikas envisions an equitable society, free of discrimination and injustice, where all have equal rights and opportunities for their development leading a life of dignity and respect.

VALUES

- Human dignity, equality and non-discrimination
- Diversity and inclusion
- Participation and democracy

GOALS

"To contribute towards building and strengthening a just, democratic and secular society for bringing about concrete and sustainable changes in the lives of poor, marginalized and disadvantaged communities (SC, ST, OBC, minorities, women, urban poor), so that they lead a life with dignity and social justice."

MISSION

"To empower and capacitate change agents who are empowered to serve their communities, leaders in these communities, Community Based Organisations (CBOs) besides NGOs that work with these communities along with their network organisations."



Content

• List of abbreviations - - - - -	06
• Foreword - - - - -	07
• Human and Institutional Development Research Centre - - - - -	09
• Udaan - - - - -	14
• The Urban Initiative - - - - -	18
• The Garima Program - - - - -	22
• Janvikas Centre for Health Education - - - - -	26
• Youth Livelihood, and Empowerment - U Live - - - - -	28
• Socio-Economic Empowerment of Marginalized Communities in Kutch - - -	32
• Governance and Financial Services - - - - -	35



List of abbreviations

- AMC- Ahmedabad Municipal Corporation
- APSK - Adhikar Prapti Seva Kendra
- BMVS- Bavla Mahila Vikas Sangathan
- CBO - Community Based Organization
- CEO - Chief Executive Officer
- CRC - Cluster Resource Centre
- CSOs - Civil Society Organizations
- CYL- Community Young Leader
- GDA - General Duty Assistant
- GFS - Governance and Financial Services
- HID - Human and Institutional Development
- HIDRC - Human and Institutional Development Resource Center
- HSSC - Healthcare Sector Skill Council
- JCHE - Janvikas Centre for Health Education
- MS ACT - Manual Scavengers and their Rehabilitation Act
- MSNM - Mahila Samajik Nyay Manch
- NSDC - National Skill Development Corporation
- NTL - Non Traditional Livelihood
- PO - People's Organization
- RRAN- Revitalizing Rainfed Agriculture Network
- RTE- Right to Education
- SMC - School Management Committee
- U-Live - Youth Livelihood and Empowerment
- GWLO - Working group for women and land ownership



Foreword

We present to you our annual report 2022-23 to share how we as an institution has contributed in bringing about concrete & sustainable changes in the lives of the marginalised, poor communities as well as in strengthening the civil society organizations and their leadership. Current community level programmes: Garima, U-Live, Udaan and Urban Initiative have significantly contributed in bringing about concrete changes in the lives of their respective constituency of communities. This report gives all details of concrete achievements, impacts created and challenges faced.

Garima has made a major breakthrough in contributing towards eradication of manual scavenging as well as improving community's educational, health and economic status through concrete interventions. Garima has also been able to provide legal support to the families of deceased underground drainage workers and as a result, these families have got a compensation of Rs. 10 lakhs each.

U-Live has focused on non-traditional livelihoods (NTL) for resource poor women from underprivileged communities. One of the programs that has made significant progress this year and received acknowledgement from all across is "DriverBen". The U-Live team's ability to network and create an encouraging and empowering environment for women has made this feasible. U-Live's NTL initiatives included teaching young women how to fix smartphones. Our work during the COVID-19 epidemic led to the development of another program, General Duty Assistant (GDA) training for youth. This resulted in prospects for meaningful employment in the health industry and young people without jobs have also benefited.

Udaan programme has been focusing on increasing marginalised children's access to inclusive quality education in 800 government primary schools across 7 districts. This programme has been able to ensure that the majority of these 800 schools comply with RTE norms and have inclusive practices. The village level voluntary Edu-leaders have played a very important role in engaging with SMC members and with school teachers. Udaan team has provided training and handholding support to the edu-leaders. Apart from this, Udaan has also promoted and supported community education support centres in more than 150 villages.

Urban Initiative programme has been running for the past more than 10 years and it has focused in slum pockets of Ahmedabad. The programme has focused on increasing urban poor people's access to their entitlements and access to adequate housing rights. Its unique approach of promoting & strengthening CBOs in each slum area and supporting these CBOs to run entitlement facilitation centres has worked well. The issues of slum evictions has been a major challenge but the programme has been able to address it in most cases by providing legal support and/or capacitating community leaders to engage effectively with authorities. The issue of climate change and its impact on urban poor has been raised and discussed in various community forum but a concrete action plan not yet evolved.

Human & Institutional Development Resource Centre (HIDRC) has continued to provide HID support to CBOs, NGOs and issue-based networks across India with a primary objective of contributing to strengthening civil society and its leadership so that; the sector remains relevant and effective in the given context. Some key areas of HID support are: leadership building in CBOs and NGOs (second line leadership), strengthening internal governance, facilitating strategic planning. Apart from this, HIDRC responds to any specific needs of organizations for HID support.

We thank our Board of Trustees, staff and all community level voluntary leaders. We would also like to thank all our collaborators, donors and well-wishers for their meaningful contributions.

Kirti Joshi
CEO, Janvikas

Vijay Parmar
Managing Trustee, Janvikas



Human and Institutional Development Resource Centre (HIDRC)

HIDRC is a strategic unit of Janvikas with a small team of professionals that supports the Human and Institutional Development needs of Civil Society Organizations across the country.

Vision

Civil society organizations and leaders are able to stage a systemic movement against inequalities, injustice and oppression towards a more humane, just and secular society.

Role of HIDRC

- Human and Institutional Development support to grass-root organizations, individuals and issue-based networks
- Setting up and spinning off issue-based organizations led by committed young professionals
- Promoting and strengthening CBOs working towards addressing their issues and needs
- Enhancing capacities of different levels of personnel in development organizations
- Developing and capacitating leadership in CSOs with a focus on second-line leadership

Key Highlights

1. Human and Institutional Development support to CBOs and issue-based networks

- **Mahila Samajik Nyay Manch (MSNM)** is a women's forum addressing issues of violence against women in Modasa and Himmatnagar towns and nearby villages. HIDRC builds their capacities through regular handholding support in monthly meetings and guidance, and facilitate linkages of the women leaders with legal and government agencies to effectively manage their issues.
- **Bavla Mahila Vikas Sangathan (BMVS)** BMVS support this year has been to set up a

cooperative for its savings and credit program and develop internal capacities to manage it effectively. HIDRC helped install a cooperative-based software program. Regular guidance is provided on cooperative management and legal compliance.

- For the **Jagrut Mahila Bachat ane Dhiran Sahkari Mandali**, HIDRC facilitates monthly meetings of central committee and handholding support to one community facilitator is provided to strengthen the cooperative. Marginalized women from diverse caste and religious background have learnt to work together and a strong alliance is built strengthening livelihood security of more than 500 women. HIDRC has also provided space for the cooperative accounts related work. The progress made so far by the cooperative is as follows:
 - Members: 2359
 - Total active members (saving): 2043
 - Total loans given: 628
 - Total amount of loans given: 8238350
 - Net profit of 2022-23: 231418
- For the **Block-level Women's Cooperative of Bhiloda and Dholka**, HIDRC capacitates women leaders to develop a system of savings and credit in the current context of women's needs and financial management.
- HIDRC provides support to the **Jambusar taluka Women's Federation** in developing their social perspective and to help them take up women's social issues through a federation in its legal form. Their perspective plan is now converted into a concrete work plan through a workshop facilitated by HIDRC. Since the promoting NGO is moving out, a clear sustainability plan is also developed.
- HIDRC is supporting the **Rajpipla Social Service Society (RSSS)** in promoting and setting up a women's savings and credit cooperative covering 1453 villages. The proposed cooperative has a decentralized governance system. At each center level, women's committee is managing their activities. The support provided is in conceptualizing the model of cooperative, training the staff of RSSS, capacity building of women leaders and in registration process. The plan for training village level women leader / representative is developed and cooperative savings and credit systems is being set up.
- In Narukot, Jambughoda Taluka of Panchmahal district, a group of 40 Adivasi women leaders has come together to strengthen their livelihood security through an income-generation activity. They collect Mahuva seeds from the forest, extract oil, process it, and produce various products for sale in the local area. With support, they have developed a business plan to manage this activity sustainably and formed an appropriate organization structure. Additionally, they have adopted a new technology sourced from Rajasthan to enhance their production process.

2. Human and Institutional Development support provided to issue-based networks

- HID support was provided to Lok Manch in developing capacities of staff involved in this platform, an internal MIS for effective reporting, monitoring and overall guidance. A two-day workshop on social protection was facilitated to evolve a policy draft.
- HID support was provided to PeopleSJ in building capacities of community leaders and a roadmap for working on Right to Education and an 18-month leadership development program for second-line leaders. A 3-module leadership development course was conducted for 33 staff of 8 Centres and contributed in documenting the journey of last 10 years, titled 'learning systems in local networks' and translated in Gujarati for local use.
- HID support to the Revitalizing Rainfed Agriculture Network continues in hosting the RRAN secretariat for financial management, strategic planning, program development and capacity building support of network partners.
- HIDRC supports the Working group for women and land ownership (WGWLO) in conceptualizing studies related to women's land ownership, concept notes and in designing some specific training modules. WGWLO is a Gujarat state-level network of NGOs and CBOs working on women's land ownership, recognizing women as farmers and supporting them with training on organic farming and increasing access to agriculture-related entitlements.

HIDRC carried out a Leadership School for CBOs - a 10-month long leadership development process for those in leadership roles of CBOs who want to learn and practice collective leadership and sustain their CBO on core principles of democracy, participation and good governance. The program comprised 4 residential learning events of 4 days in 4 different locations across the country, interspersed with assignments and handholding support. 22 participants - 15 women and 7 men - representing 12 CBOs from 4 States - UP, MP, Gujarat and Maharashtra participated in the program. These CBOs support marginalized communities viz., Musahar Dalit community, Pardhi and Garasiya tribals, Pasmada muslims, youth from urban slums and address issues of access to right to health, education, occupational safety, violence against women, farm-labor and informal workers' rights and youth development.

3. Human and Institutional Development support to Janvikas' own programs

- **Udaan:** HIDRC helped design a baseline study to understand the status of schools supported through the project. It regularly provides mentoring and handholding support in review of program implementation and team capacity building requirements.
- **Garima:** HIDRC provides mentoring support to the program leader of the Garima Team, documentation, donor coordination and program-related communications.

- **Urban Initiatives:** HIDRC guides the program leader to integrate climate change perspective into its program strategy and implementation.
- **U-Live and Health Initiative:** HIDRC mentors the program leader on an ongoing basis in resource mobilization.

4. Human and Institutional Development support to Civil Society Organizations

- Human and Institutional Development support to Civil Society Organizations
- For Civil Society Organizations the HID support provided during the reporting period are as follows:
 - An ongoing OD process for DEHAT in UP on overall visioning and program strategies and to build their internal leadership capacities
 - A 3-day workshop was held for Vaagdhara on their strategic planning as part of an OD process to strengthen internal leadership and to strengthen the capacities of the CBOs promoted by them.
 - Ongoing support is provided to the Kutch Mahila Vikas Sangathan on strengthening their Governance, internal leadership and program development and in facilitating the performance appraisal of their senior management
 - Two OD workshops of 3 days each were designed and facilitated to support 20 women-led grassroots organizations from marginalized communities across 3 states – Chhatisgarh, Madhya Pradesh and Odisha. These organizations are supported by the National Foundation for India on their institutional growth towards enhancing social inclusion and deepening democracy.
 - A 3-day OD workshop for Mahavan, a collective of voluntary development organisations in Maharashtra and evolve their perspective and the strategy needed to empower second-line leaders in the network.
 - OD workshops for a meta-governance visioning and strategy for the Kashtakari Panchayat, a Pune-based organization and its associated organizations engaged in empowerment, advocacy and mainstreaming of marginalized urban poor waste-pickers.
 - A workshop to facilitate the formation of a society of the Halari donkey-breeders association supported by Sahjeevan and to get them acquainted to the basic institutional norms and protocols required for making a breeders' association. HIDRC helped in preparing the Memorandum of Association towards registration of the association.
 - HIDRC continues to provide regular handholding and mentoring support in the organizational development and strategic direction of Drishti

- A 3-day leadership transition workshop was carried out for AKRSP at IRMA
- OD process for leadership transition in Centre for Learning Resources, Pune and subsequently helped in drafting policies for their board sub-committees
- A 3-day gender workshop was held for PRADAN in West Bengal in the month of August
- A 1-day retreat and reflection process for DASRA staff
- Three 3-workshops on strengthening internal leadership, strengthening capacities of partners and in developing a strategic plan were carried out for Quest Alliance
- A 3-day strategic planning workshop was held for the Terres des Hommes at Goa
- A review for the Tata Trust Special Cell was facilitated in January
- An OD process was facilitated to smoothly enable a leadership transition for Samvaada
- Two workshops of 3 days each were held for the students of Anant University on understanding Paulo Friere's critical pedagogy as a dialogic process between teacher, student, and society.
- Three workshops of RECULP, which are structured conversations and dialogues with civil society organizations, various citizens forums, members and the likeminded people to converse on reimagining the civil society, were held in Mumbai, Udaipur and Jaipur in the months from October to December.

5. Strengthening Governance in a Governance role

- Strategic Partner Organizations: Revitalizing Rainfed Area Network, Watershed Support Services and Activities Network, Youth for Voluntary Action (YUVA), Saath, Aatapi Seva Foundation, Uthaan, Human Development and Research Centre, Jeevan Jyothi, Drishti, EcoNet, National Campaign for Dalit Human Rights (NCDHR), Swadhikar and Dalit Shakti Kendra, Human and Institutional Development Forum
- Feminist organizations: Nirantar, Akshara, South Asia Women's Fund (India) and Muslim Women's Forum
- Resource Support Organizations: Swissaid, Dalit Foundation, National Foundation for India and Solidarity Foundation



Udaan

Janvikas addresses the issue of access, quality and discrimination of marginalized children in government primary education system since 2004. Currently the Udaan program reaches out to 800 schools in 7 districts and involves developing and supporting local voluntary ‘Edu-Leaders’ to work with Government Primary Schools at the village and town level to develop capacities of School Management Committee (SMC) members. The program engages with block and district-level Government Authorities and it raises community awareness on the need for and importance of education.

Vision

Government primary schools integrate values of democracy, secularism and equality and that a value based local leadership evolves and children of marginalised communities have access to quality and discrimination-free education.

Objectives

- To increase access of marginalized children to education in 800 schools in 7 districts
- To improve children’s access to quality and non-discriminatory education through implementation of the RTE Act.
- To develop constitutional value-based leadership among marginalized communities.

The Udaan team consistently provides capacity building support at the community level to 800 Edu-leaders, 1600 SMC members, 400 7 district-level committee members and 150 educators in 7 districts. This support as an intervention has resulted in several key achievements that are reported here.

Key Highlights

- Ensured 63 new classrooms were constructed in 39 schools, 170 dilapidated classrooms decommissioned and work is in progress to construct these new classrooms. New toilets were constructed in 35 schools and drinking water facility made available in 13 schools. Merger of 29 schools of classes 1-8 was prevented and transportation facilities were made available in 9 schools and regular provision of textbooks in 6 schools
- Ensured sufficient, quality mid-day meals and breakfast served as per the menu in 47 Anganwadis
- Ensured 113 teachers in 95 schools of class 1-8 recruited, thereby reducing shortage and teachers in 440 schools were regularized
- Ensured non-discriminatory seating in prayer meetings and mid-day meals in 45 schools
- The practice of cleaning toilets assigned to children of underprivileged communities in 4 schools was discontinued
- Healthy friendships among children of different castes and religion was ensured through consistent value-based activities in 209 schools
- Increased inclusion and participation of children of disadvantaged communities in prayer meetings, musical instruments, sports and other competitions was ensured in 109 schools
- Women's participation in SMCs increased to 50% in 24 schools and members of underprivileged communities were taking decisions in 30 schools, with increased participation in 21 more schools
- Ensured 1200 students (50% girls) were prevented from drop-out between classes, 1522 students (452 girls) that had dropped-out were re-admitted and another regularity in attendance was ensured of 1500 (50% girls). 97 secondary and higher secondary schools were tracked to reduce drop-out and increase enrolment. Counselling non-achieving students along with their parents was a helpful approach to retain their regularity and admissions.
- 1266 Edu-leaders and 332 district-level SMC committee members participated in 53 training programs organized to build their capacities. A consistent capacity upgrade of the cadre of Edu-facilitators continues on aspects of value-oriented leadership, NEP, government schemes for children and underprivileged community, use of tech. and social media, daily circulars, resolutions and letters on amendments in education.
- 205 educators of the education support centre facilitators received training to upgrade their skills
- 2357 SMC members participated in 308 SMC meetings. More than 100 school-related concerns raised by SMC members and district-level committee members to Block / District-level officials

- Nearly 4000 children, teachers, SMC members and Edu-leaders joined enrolment drive rallies in 114 villages and was followed-up by meetings with parents of children eligible for admission and door to door visits and distribution of admission leaflets in all program villages.
- More than 250 community meetings with parents and SMC members were held to increase enrolment, regularity and reduce drop-outs
- Nearly 7000 individual guardian visits and more than 5000 one-to-one meetings with principals, teachers and parents were held to address concerns of enrolment, irregularity and drop-out children
- 3175 children of class 1-5 took part in more than 100 support classes conducted for them.
- A leaflet on RTE and NEP and a ready reference compilation of all RTE-related resolutions was distributed with Edu-leaders and SMC members. More than 5500 parents and local community members were educated on provisions of RTE and NEP
- More than 200 community meetings with parents and community members and another 455 meetings with SMCs, principals and CRCs in order to make schools more inclusive
- Community members in 700 villages and slum-areas were provided guidance on accessing entitlements related to School Education such as child-scholarship, parent-guardian scheme and other social security schemes such as widow-aid, ration cards and ayushman card.
- More than 16000 class 1-8 children from 339 schools participated in educational fairs and awareness programs on child-rights on Children's Day and Constitution Day held in 55 schools

Ensuring school regularity: Dharmishthaben, an SMC member of the Boriya village primary school in Petlad Taluka, Anand district found that 10 children (including 3 girl children) are not coming regularly to school. She made a list of the children, made home visits, counselled the parents and children to understand the long-term significance of Education. With consistent counselling she brought a change in the mindset of children and ensured their regular attendance.

A case of preventing a school merger: Jellie Primary School

Jellie primary school located in Kalol Taluka of Panchmahal District has 30 children of class 1-5. A verbal recommendation from the Education Department according to the new rules of a possible school merger, Parvatbhai, an Edu-leader associated with Jelli school realized that this would mean, the children would have to travel to distant Hamirpuri school about a kilometre away from their home. With the help of the parents in the School Management Committee (SMC) they made efforts to increase the number of children in the school while submitting a request for non-merger to the authorities and continual follow-ups. The school's merger / closure now stands pending with class attendance increased to 34 children.

Ensuring free transportation for children: Klodara village primary school in Khambhat Taluka of Anand district has 309 children. 58 children walk to school every day nearly two kilometres away through farm areas. Rameshbhai, an Edu-leader associated with Udaan understands that these children are eligible for free transportation according to the RTE. So, he consulted the Principal with a list of these children. When the Principal was not convinced due to the procedures involved. So with the help of SMC members formal written requests to the Cluster Resource Coordinator (CRC) and follow-ups has finally ensured the children have free transportation to reach their school.

Navigating lack of documentary proof for school admission: Chandrikaben Makwana was married for 17 years with 4 children. To earn a living, working at a brick kiln at Bhavnagar, she left Khambhat and neglected registering the birth of three of her children. After the death of her husband in an accident, she returned to her village in Khambhat. Due to a lack of proof of birth the school could not give admission. Induben, an Eduleader and Shehzad from the Udaan team visited the family and with the help of Manishbhai, a Block Resource Coordinator, gained age-appropriate admission to respective classes based on an affidavit of the guardian. Ensuring all eligible children gain admission to the nearest government school, especially the most deprived, requires proactive participation of SMC and local community leaders and members.



INCLUSIVITY

The Urban
Initiative



The Urban Initiative

Vision

Marginalized communities in Urban areas live with dignity and sufficient basic facilities, access their due rights without any discrimination and urban governance becomes inclusive.

The change envisioned is that:

- Urban Poor have access to their entitlements to basic civic facilities and services, access to adequate housing and manual scavenging practice completely eradicated
- Collective leadership among CBOs of the Urban Poor address collective actions of local issues with collaborative relationships among diverse social groups
- Urban governance at local level and city level is more inclusive and the voice of the urban poor is heard, their participation in development planning included and elected ward members and officials are accountable in their duties.

Strategies

- Awareness among urban poor informal settlements on entitlements, schemes, health, and urban governance
- Strengthen People`s Organizations (POs) at slum level to take collective leadership and support them in supporting APSKs (Adhikar Prapti Seva Kendras) and strengthen leadership of community fellows
- Facilitate planning processes, increase people`s participation in urban governance and provide legal support as and when required
- Facilitate city and state level advocacy processes on policies related to slum evictions, slum redevelopment, housing, and efficient utilization of allocated budgets

Key Highlights

- POs of the program located in slums and informal settlements of Ahmedabad city

are continually strengthened through a consistent capacity building and handholding process.

- The program continues to strengthen leadership of its 120 local leaders in facilitating their monthly meetings, encouraging them to initiate and carry out collective and individual initiatives with handholding support provided to their initiatives. One workshop on the salient features of Impact Fee Act (Regularization of Unauthorized Development) was organized with PO leaders.
- Dialogues have been initiated to promote an Ahmedabad city-level Sangathan of all these POs to address various issues affecting the urban poor communities. A one-day workshop was organized with the leaders of these POs to initiate this process.
- 11 community-based Adhikar Prapti Seva Kendras (APSKs) are becoming increasingly effective in facilitating access to entitlements to urban poor communities in their respective areas.
- 382 new members joined these POs during the reporting period. The total present membership is 6271, 75% of whom are women. These POs are gradually becoming more and more self-reliant with a total community contribution of ₹ 9.74 lacs of which ₹ 1,1 lacs was received in the current annual period.
- Communities dwelling in slums are supported to file Public Interest Litigations (PIL) and Special Civil Application (SCA) against slum eviction notices in Gujarat High Court. So far, two PILs and one SCA were filed and have received favorable orders.
- 30148 individuals received guidance on entitlements through APSKs and initiatives of local leaders. 2105 individuals received support in filling forms of entitlements. 2894 individuals accessed entitlements and 19391 households benefitted through basic civic amenities in their areas.
- 527 community meetings were organized along with local leaders on issues of slum evictions, housing rights, entitlements, various government schemes, PDS, health services and basic civic facilities.
- 531 activities were organized through Adhikar Prapti Seva Kendras that include - health check-up camps, accessing government schemes for self-employment of women and health cards.
- Senior Fellows along with local leaders of POs have engaged with more than 416 local government agencies such as government schools, public distribution system, urban health centres and urban local councillors to ensure improved functioning in services of 236 such agencies
- A process to integrate climate change concerns of communities dwelling in slums was initiated with a workshop on climate change organized for the team members. The team then initiated dialogues on climate change with local leaders and the community. Two of the team members regularly participate in monthly meetings of the Urban

Transformation Platform initiated and facilitated by Misereor.

- The proposed Saath-Janvikas Multi-Purpose Credit Society Ltd. was supported in its registration and enrolment of members. Active participation with the Vatva Area Development for All (VADA) network continues.
- A dehydrator to dry vegetables and fruits was tried and tested as an innovation to promote local enterprise by one of the People's Organization



DIGNITY

The Garima
Program



The Garima Program

The Context

Janvikas started working with the scavenging community, also known as Valmikis in the year 2002 with an objective of empowering the community to access its own rights and entitlements and bring about change internally. Over the years, we have promoted and strengthened community-based leadership among the Valmiki community, a community-based organization called Manav Garima and a savings and credit cooperative of the community called Shri Valmiki Vikas Bachat ane Dhiran Sahakari Mandali Ltd. Manav Garima is known state-wide as an organization of the community which takes up issues of sewer cleaning workers' deaths, open defecation, non-implementation of the 'Prohibition of Employment as Manual Scavengers and their Rehabilitation Act 2013' and community's access to housing and other rights.

HIDRC has also supported more than 15 Community Based Organizations (CBOs) since 2011 across the country who are working with the scavenging community mainly for eradication of manual scavenging and community empowerment.

Since 2020, the Garima program has focussed its work in Ahmedabad city, Petlad and Khambhat towns with an objective to introduce use of technology / machinery and safety equipment in sewer cleaning (both underground and septic tanks), 1. To experiment with the use of appropriate technical solution; 2. To demonstrate it to the state government and all 3 municipal bodies of Ahmedabad, Petlad and Khambhat and influence them so that use of technology becomes a mandatory practice across the state.

Other strategies include advocating with Ahmedabad Municipal Corporation (AMC) for demolition of open defecation sites and constructing water-based community & household toilets, bringing about mind-set change and influencing all 3 municipal bodies for provision of safety equipment to sweepers, promoting leadership in the community and helping it access rights & entitlements through Adhikar Prapti Seva Kendra (APSKs) and promoting education, alternate livelihood & healthcare in the community.

Objectives

- Implementation of Prohibition of Employment as Manual Scavengers and their Rehabilitation Act (MS Act) and integration of technological innovations for complete eradication of manual scavenging in different forms.
- Promoting and strengthening community's own organizations, systems and leadership.
- Quality of life of scavenging community improves in terms of access to rights & entitlements, housing & living conditions, education and healthcare.
- Making 'sweeping' work safe and dignified.
- Encourage scavenging community youth to take up alternate, unconventional livelihood options.

Key Highlights

- Janvikas through the Garima program, collaborated with the Indian Institute of Technology, Madras (IITM) and Solinas Integrity Limited, a deep-tech IITM start-up, on a technology to clean septic tanks. Two HomoSep robots free of cost were given. 9 sanitation workers were trained in the use of this robotic technology.
- 12 dependent families accessed compensation of Rs. 1.33 crores, whose earning family members died while cleaning septic tank and under-ground drainage.
- 36 open defecation sites were re-verified and measures taken to stop the practice in 17 spots. A report on minimum necessary sanitation facilities was prepared and submitted to the AMC.
- 14 print and electronic media highlighted prevalence of the continued practice of open defecation sites, manual scavenging and hazardous cleaning of septic tanks and sewerage.
- Legal interventions in cases of deaths and hazardous cleaning were taken up in Gujarat.
- 61 dialogues were held with civic bodies and the state for effective implementation of the MS Act.
- 527 sanitation workers were identified and have been distributed safety equipment for use in their workplace. 59 of them were identified as change leaders and educated on the importance of use of safety equipment. These change leaders play an important role in encouraging sweepers in the monitoring and use of safety equipment. 32 representations were made to local civic bodies, state departments and elected representatives on use of safety equipment by the change leaders and their team members.
- 5 Adhikar Prapti Seva Kendras (APSKs) are operational and provide various entitlement services to the community. As part of this initiative, 6692 persons received guidance on entitlements, 2171 persons received support in filling forms for their entitlements, 1689 persons accessed individual entitlements and 351 households in slum areas accessed basic civic facilities worth 1.2 crore monetary value of services.

- A Status Report of 5265 households of scavenging community was prepared in Gujarati and a Leaflet on the use of Emergency Response Sanitation Unit (ERSU) was prepared and disseminated among sanitation workers, community and government officers.
- 53 voluntary leaders undergo a capacity building process through consistent meetings, training activities and handholding support.
- 43 youth have enrolled and are undergoing a 3-month vocational training program to learn 4-wheeler driving skills and acquire a license
- 1 Education Support Centre for students of Grade-10, and 4 other centres for children of primary school of Grades 1-8 was operationalized.
- 8 health check-up camps were organized in collaboration with Urban Health Centres, civic bodies and trust-run hospitals
- 7 interface dialogues of government officials with community members of the Garima program were organized on issues related to health and their access to entitlements.



Janvikas Center for Health Education

Janvikas Centre for Health Education (JCHE) encompasses many health interventions envisioned at Janvikas which includes healthcare skill development, livelihood generation, health screening, capacity building of community leaders to tackle health crisis and facilitating health entitlements to the most marginalized sections of the society for providing access to primary and preventive healthcare services.

Objectives

- Train and equip youth from marginalized communities with latest knowledge on health delivery systems and develop them as front-line caregivers and health volunteers.
- Enhance primary healthcare screening availability and accessibility for vulnerable populations through innovative technology solutions.
- Facilitate government Healthcare entitlements to the most marginalized.

Key Highlights

- 2 healthcare skill laboratories for skill development and health-care services established in Ahmedabad and Aravali districts.
- 153 youth drop-outs from formal education enrolled for the General Duty Assistant (GDA) Course.
- 144 youth underwent classroom internship and on-the-job training as per the curriculum specified by the Healthcare Sector Skill Council (HSSC)
- 98 unemployed underprivileged youth were assessed and certified as General Duty Assistant under HSSC and NSDC
- 144 unemployed youth from marginalised communities were trained and 93 were placed

in the salary range of ₹ 10K to 21K in an effort to bridge a skill-gap in the healthcare sector.

- 60 GDAs trained by JCHE were facilitated for higher studies in healthcare (ANM/GNM), 81% of whom belong to marginalised communities and women comprised 85%.
- Till date, 1229 youth from 11 districts of Gujarat enrolled for GDA course through a hybrid model of online and offline learning.
- 2808 individuals mostly women were screened for primary healthcare on five key parameters at their doorstep. 1813 cases were found abnormal and 935 patients were referred to PHCs, UHCs and Civil Hospitals for higher healthcare services.
- 150 most marginalized individuals received Ayushman Bharat entitlements with JCHE support

As a result, the JCHE program enhances supply and accessibility of trained healthcare human resource in selected locations in Gujarat contributing towards a resilient and inclusive health eco-system through healthcare skill development, screening and access to entitlements for the most vulnerable population through technological intervention and organised screening for early detection and prevention.



UNITY

U-Live



DRIVERBEN

An initiative by JANYIKAS

Vehicle Donated by

DRIVERBEN

100% RENEWABLE

Youth Livelihood, and Empowerment - U Live

U-Live aims to build employable, secular, gender balanced and aware marginalized youth citizens, with special focus on women to unite and challenge power structures in their own spheres and enabling the supportive ecosystem through vocational and non-traditional skills for employability.

Objectives

- To train and support resource poor youth for their sustainable livelihoods.
- To orient youth towards the values of democracy, secularism and equality.
- To enable ecosystem for livelihood of marginalized youth.

About “Driverben” – A Non-traditional livelihood program

“Driverben” envisions gender equality as its cornerstone and offers non-traditional livelihoods for women such as professional driving as an alternative to gendered notions of work and skilling, creates mobility, remunerative incomes and a sense of identity and dignity. In a community where women are denied social spaces and opportunities, they require to invest in additional skill-training as it helps in bolstering women’s self- worth, thereby leading to creation of better employment opportunities for other women and a challenge to structural gendered norms. Through this program women from weaker socio-economic backgrounds are selected, professionally trained, and placed as drivers. A majority of women participants are either separated, widowed and divorced. By preparing and placing women as professional drivers, the program enables socially-excluded female members of the society to move from the margins to mainstream economy

Training is based on adult learning principles and hence it helps to create an encouraging and fun learning environment. It also includes the empowerment modules such as understanding Gender, Self-defense, Sexual and Reproductive Health (SRH), banking and budgeting, map-

reading, Basic English, women's legal rights, effective communication, personal grooming and workplace readiness. These modules are built for deeper engagement with trainees and their families and create an environment to build a cadre of women drivers. Since its inception Driverben has played a major role in transforming lives of resource poor women in Ahmedabad and the initiative not only helps many women to climb out of poverty but also empowers them to break the glass-ceiling and transform their lives in numerous ways.

Key Highlights

- U live trained and supported marginalized youth through Nontraditional Livelihood and Vocational training programs. NTL "Driverben" comprises of four-wheeler, two-wheeler, truck driving and Vocational programs comprises of mobile repair, fitter and electrician this year.
- 333 youth were trained this year on NTL (168) and vocational program (165) and 127 secured their livelihoods in driving and other occupations. Trained women drivers were placed with High Net-worth Individuals, private cab companies, schools, hotels, hospitality industry, driving schools and food delivery companies like Swiggy, Zomato and Big Basket with monthly salary in the range of Rs.12000/- to Rs 15000/-.
- 58 youth underwent a training on mobile repairing. 6 of them were placed in 'QuarmaTec' - Jio regional service center with monthly salary Rs.15000/- and another 15 are self-employed with average monthly earning of Rs.13000/-.
- 53 Driverbens received entitlement benefits of Aadhar card, PAN card, Income certificate, Vidhva Sahay Yojana, E-Shram card and Ration card.
- 50 alumni Driverbens have initiated a 'Sangathan' for collectively addressing their common issues. Support groups created among the Driverben communities to help each other in time of need.
- 50 women drivers were trained and certified as 'First-aid' professional in collaboration with the Indian Red Cross
- 40 youth were trained as part of a 'Placement Readiness Program' and placed in packaging and garment industries, security services, call centers and healthcare sector.
- 40 community meetings were held and mobilized 4523 youth directly
- 31 youth received NSDC certification as fitter and electrician and 17 of them were placed in Vatva industries with a salary range of Rs.13000/- to Rs.20000/- per month.
- 15 women were enrolled in the first batch of 2-wheeler driving training out of which 12 women obtained permanent license and placed with a food delivery aggregator platform with salary range of Rs. 8000/- to Rs. 12000/- plus weekly incentives.
- 15 women have taken up higher studies through NIOS
- First ever women driver completed a course on Industrial Safety and fire fighting

organized by Raksha Shakti University and has become a Fire Fighter personnel.

- NTL practitioners has initiated efforts with the Government Departments to promote an inclusive ecosystem for basic infrastructure like Street Lights, Public toilets and reliable day care for women.
- Women enrolled in NTL also underwent preventive healthcare screening using an innovative non-invasive technology on five parameters such as Hemoglobin, Bilirubin, Creatine, Blood Oxygen Level and Estimated Blood Sugar to maintain digital health records of their health status.
- The program collaborates and networks with 19 CBOs and NGOs in Ahmedabad.
- The Driverben women participated in the following events to enhance their social perspective
 - A workshop on ‘Freedom of religion and belief’ to understand on communal and caste conflicts and the need to develop mutual respect and friendship among them.
 - Women’s Day event with group activities to enhance their engagement and motivation
 - ‘Constitution Day’ rally to raise awareness on importance of Indian Constitution

A survey carried out on sanitation facilities for women in selected fuel stations within AUDA limits showed that only 13.87% (19 out of 137) women toilets were found fully functional.

6 Women Drivers have undergone rigorous non-traditional livelihood training and obtained Heavy Motor Vehicle license and are set to embark on a historic journey as truck trailer drivers for the Baton Company in Europe (Hungary). This is part of a program by the Baton Company called ‘Trucking for Equality’ in collaboration with Azad foundation and Vega group of Consultancy. Their dedication, skill, and unwavering resolve has earned them the opportunity to represent themselves and to move toward gender parity in an otherwise male-dominated profession. It was a challenging journey for the women drivers to go through negotiations with themselves and their families to take this journey in life ahead.



Socio-Economic Empowerment of Marginalized Communities in Kutch

This program addresses key issues on Health, Education and Women's safety and security in the Kutch region.

The health component of this program is an extension of the existing JCHE program implemented by Janvikas in Kutch and addresses the need for health awareness among rural population in Kutch, neglect of women's health issues and gaps in accessibility of government healthcare services and entitlements.

The women's safety and security component of this program addresses the increasing incidence of domestic violence and lack of safety in public places for women and girls.

The Education component as an extension of the Udaan program addresses the compliance in primary schools to the right to education norms, to ensure quality of education and reduction in drop-outs in 35 Government primary schools of Bhuj-Khavda and Nakhatrana talukas. The Udaan Program report includes the progress of Education component of this program.

Strategies

- Develop and capacitate young leaders from the community who have initiated various activities at the village community level on health, education, women safety, and security issues
- Created awareness at the community level through mass media, awareness campaigns and IEC material

- Engage with government system of education, health and access to justice for making institutions more accountable and effective
- Each community young leader (CYL) engages with 6-7 villages and have developed capacities on thematic issues and are able to effectively plan and implement programs for the targeted villages and households.

Women's Safety and Security

This program is implemented in collaboration with the Socio-Legal Cell of Kutch Mahila Vikas Sangathan. The centre has developed a cadre of women paralegals called Community Young Leaders working on issues of women's safety responsible to create awareness regarding women safety and provide counselling to women and their family.

Efforts have been made to raise awareness on women and girls' safety issues. 'Hello Sakhi' is a 24x7 helpline - a joint effort by CYLs with the Kutch police that provides immediate response to women seeking support on issues of domestic violence. The anonymity factor plays a critical role in building women's confidence to seek help without the fear of disclosure. Awareness materials were developed and distributed to about 17,000 people in 30 villages, 2 wards, and 8 urban slum areas 1540 cases related to violence, safety, and security of women and adolescent girls were identified. 196 cases have been registered who receive counselling to address their concerns in counselling centers. Another 95 single women have benefited from government welfare schemes.

Health - Community health screening contributing to community wellness

The community health screening conducted by CYLs aims to enhance access of health screening in the remote rural areas of 36 villages of Kutch focusing women. For effective outcomes at community level, CYLs have also identified Village Health volunteers in their targeted villages who have been instrumental at local level. Linkages have been established with government system of health in Nakhatrana and Khavda with 2 CHCs, 8 PHCs, 15 Sub Centres, ICDS functionaries and ASHA workers for better health outcomes.

Using a non-invasive device 3452 individuals were screened on 5 vital health parameters in 36 villages and digital health records were created, enabling better management of health information. Digital health records of individuals having abnormal health conditions were shared with Primary Health Centers (PHCs) for appropriate follow-up and treatment with informed consent. Post-screening, 408 individuals received necessary medicines immediately from PHC staff, ensuring prompt treatment. Additionally, 662 individuals with borderline abnormal health results were counselled and encouraged to undergo regular health screenings quarterly, collaborating with Community Youth Leaders (CYLs) and nearby health centers.

For those requiring specialized care, 280 cases were referred to Community Health Centres and other healthcare facilities. Continued follow-up was prioritized, with 510 individuals being

monitored for their health conditions to ensure their well-being. 233 community meetings were held for preventive care covering various health topics such as health screening, nutrition, vaccination, adolescent girl's health, flu epidemics, and Non-Communicable Diseases (NCDs) like Diabetes, Cardiovascular disease, Cancer, and respiratory disease.

463 individuals received Ayushman cards, Abha cards, and Sandarbh cards, to access appropriate healthcare services and benefits. The CYLs also provided guidance and support in obtaining qualifying entitlement documents such as income proof, caste proof, Aadhaar card, ration card corrections etc.

276 individuals with various health issues were benefitted through health camps carried out in collaboration with local hospitals and trusts. These camps were made possible through partnerships with organizations such as ICICI Foundation, Kutch Lai Care Hospital, Agrocell, Andhajan Mandal, Aiya Trust, Bhojai Sarvodaya Trust, Shroff Foundation, and Adani Hospital-Bhuj, ensuring comprehensive healthcare services for the community.

To enhance the capacity of Village Health Volunteers a two-day training was organized in Khavda and Nakhtrana. This training aimed to equip volunteers with the necessary knowledge and skills to serve their communities effectively.





Governance and Financial Services

The Governance and Finance Department of Janvikas is run by a unit called Governance and Financial Services (GFS). This unit provides a range of Governance and Finance related services to Janvikas.

During the year 2022-23, GFS organized two meetings of the Janvikas Board of Trustees and two meeting of its Finance and Monitoring Committee. The following legal compliances were fulfilled:-

Compliances

- There was no change in the Board of Trustees;
- Statutory Audit was completed on time and all queries answered to the satisfaction of the Auditors;
- Income Tax and FCRA Returns for the previous Financial Year were filed on or before the due dates;
- Provident Fund Contributions were deposited with the Office of the Regional Provident Fund Commissioner and all necessary Returns filed before due dates;
- Income Tax (TDS) and Professional Tax was deducted, as per rules, and deposited with the respective authorities;
- Staff Mediclaim and Personal Accident Insurance Policies were renewed and updated from time to time, as required;
- Employees Group Gratuity Scheme was renewed.
- No POSH case was filed during this period.

GFS also oversees the functioning of the Janvikas Credit Co-operative, known as JCC Staff Credit and Supply Co-operative Society Ltd (JCC).

JCC Staff Credit & Supply Co-operative Society

The JCC Staff Credit & Supply Co-operative Society (JCC) provides a means of small savings (minimum Rs. 200/- per month @ 7% pa interest) and also gives financial assistance in the form of small Loans (maximum Rs. 1, 50,000/-) at an affordable rate of interest (11% pa) to Janvikas staff members.

JCC had 70 members as on 31st March, 2023. The unaudited financial details as on that date are as follows:-

Particulars	Amount (in Rs.)
• Savings in members' Contribution Accounts	32,81,073.19
• Outstanding in members' Loan Accounts	23,25,509.01
• Bank Balance	8,44,038.85

Diversity profile of staff as on 31st March, 2023:

Religion	Female				Male				Total
	General	OBC	SC	ST	General	OBC	SC	ST	
Christian					2	1			3
Hindu	6	4	4	3	4	1	26	4	52
Muslim	3	8			6	10			27
No religion	1				2	1	1		5
Total	10	12	4	3	14	13	27	4	87

Distribution of staff (according to Remuneration levels & gender break-up) as on 31st March, 2023:

Slab of staff remuneration/month	Male Staff			Female Staff			Total		Total Staff
	Part time	Full time	Total	Part time	Full time	Total	Part time	Full time	
Upto 10,000/-	13		13	10		10	23		23
10,001/- to 25,000/-	9	22	31	5	8	14	30	44	44
25,001/- to 50,000/-	2	7	9	3	1	4	5	8	13
50,001/- to 1,00,000/-	2	3	5	1		1	3	3	6
Greater than 1,00,001/-					1	1		1	1
Total	26	32	58	19	10	29	45	42	87

List of Trustees as on 31st March, 2023:

Sr. No	Name	Designation/Position
1	Mr. Gagan Sethi	Chairperson
2	Dr. (Ms) Syeda Hameed	Trustee
3	Mr. Tushar Dayal	Trustee
4	Mr. PGJ Nampoothiri	Trustee
5	Ms. Farah Naqvi	Trustee
6	Mr. Vijay Parmar	Managing Trustee

Total cost of international travel of all personnel, including volunteers and board members, for the year 2022-23: Rs. 1,28,277/-

Total cost of national travel by board members / staff / volunteers on behalf of organization for the year 2022-23 (excluding local conveyance): Rs. Rs. 30,77,145/-

Staff Remuneration (Gross yearly income) for the year 2022-23 in Rupees:

	Amount (in Rs.)
• Head of Organization	17,46,000/-
• Highest paid full time Employee	7,65,468/-
• Lowest paid full time Employee	1,35,432/-



Accreditation



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Ask for our Due Diligence Report for details.

GuideStar India Certifications: Gold, FY 2019-20, FY 2020-21
Subject to validity of registration under IT, FCRA and registration as NPO





*Certificate Of Accreditation
Under Desirable Norms*



CREDIBILITY ALLIANCE

Is Pleased To Declare That

JANVIKAS

in the State of

GUJARAT

Adheres To The **Desirable Norms**

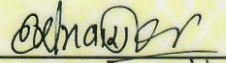
Prescribed For Good Governance Of Voluntary Organisations

Certificate Registration No. **CA/31/2022**

Valid From: **15.01.2023 To 14.01.2028**


CHAIRPERSON
Central Accreditation Committee




EXECUTIVE DIRECTOR

CREDIBILITY ALLIANCE





Balance Sheet

Name of Public Trust : JANVIKAS

Trust No. : E/19527/ Ahmedabad Date of Registration : 22/03/2011

Address of the Trusts' Office : 105 Royal Chinmay Nr. Simandhar Tower, Judges Bunglow Road, Bodakdev, Ahmedabad-380054.
Phone No. (079) 26857745

Balance sheet as at 31.03.2023
Bank Account No. Of Trust for transaction of Foreign contribution 40043988558
F.C.R.A No. 041910132 Dated : 9th October, 1986

PARTICULARS	SCHEDULE	INDIAN	FOREIGN	31.03.2023
FUNDS AND LIABILITIES				
TRUST FUNDS	A	5,35,79,151	79,87,905	6,15,67,056
GENERAL RESERVE FUNDS	C2	70,95,223	21,53,618	92,48,841
EARMARKED FUNDS	C1	1,79,79,278	11,67,940	1,91,47,218
INCOME AND EXPENDITURE ACCOUNT	D	27,97,665	0	27,97,665
UNUTILIZED GRANTS / DONATIONS	N	72,27,829	43,22,722	1,15,50,551
		8,86,79,146	1,56,32,185	10,43,11,331
ASSETS AND PROPERTIES				
NET BLOCK OF FIXED ASSETS	B	56,47,003	79,87,904	1,36,34,907
INVESTMENTS	E	6,69,62,059	19,74,505	6,89,36,564
CURRENT ASSETS, LOANS & ADVANCES	F	1,60,70,084	52,53,673	2,13,23,757
RECEIVABLE GRANTS / DONATIONS	N	-	4,16,103	4,16,103
		8,86,79,146	1,56,32,185	10,43,11,331
NOTES FORMING PART OF ACCOUNTS AND ACCOUNTING POLICIES	P			

<p>FOR JANVIKAS</p> <p>(Vijay Parmar) Managing Trustee</p> <p>PLACE : AHMEDABAD Date : 27th August, 2023</p>	<p>For A S Shaikh & Co. Chartered Accountants Firm Registration No. - 139775W</p> <p>(Aslam Shaikh) Proprietor Membership No. 162345 PLACE : AHMEDABAD Date : 27th August, 2023</p>	<p>For H.RUSTOM & CO. Chartered Accountants Firm Registration No. - 108908 W</p> <p>(HRD DALAL) Proprietor Membership No. 31368 PLACE : AHMEDABAD Date : 27th August, 2023</p>
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Income & Expenditure

Name of Public Trust : JANVIKAS
 Trust No. : E/19527/ Ahmedabad Date of Registration : 22/03/2011
 Address of the Trusts' Office : 105 Royal Chinmay Nr. Simandhar Tower, Judges Bungalow Road, Bodakdev, Ahmedabad-380054.
 Phone No. : (079) 26857745
 Income & Expenditure Account for the period 01.04.2022 To 31.03.2023
 Bank Account No. of Trust for transaction of Foreign contribution 40043988558
 F.C.R.A No. 041910132 Dated : 9th October, 1986
 Bank Address : State Bank of India, FCRA Cell, 4th Floor, State Bank of India, New Delhi Main Branch, 11, Sansad Marg, New Delhi - 110001

(In Rupees)				
PARTICULARS	SCHEDULE	INDIAN	FOREIGN	31.03.2023
INCOME				
GRANTS ,DONATIONS AND CONTRIBUTIONS	G & G1	79,81,784	2,89,78,413	3,69,60,197
INTEREST INCOME	H	49,87,878	3,91,120	53,78,998
OTHER INCOME	I	9,85,796	-	9,85,796
PROFIT ON SALE OF ASSETS		69,03,129		69,03,129
		2,08,58,587	2,93,69,534	5,02,28,121
EXPENDITURE				
EXPENDITURE ON OBJECTS OF THE TRUST	J	75,17,371	2,66,52,694	3,41,70,065
ADMINISTRATION EXPENSES	K	19,14,566	36,16,313	55,30,879
AUDIT FEES	L	1,10,000	2,94,200	4,04,200
CHARITY COMMISSIONER CONTRIBUTION		50,000		50,000
REMUNERATION TO TRUSTEES	M	15,87,300	1,20,000	17,07,300
DEPRECIATION	B	8,17,787	15,70,148	23,87,935
EXCESS OF INCOME OVER EXPENDITURE		88,61,563	(28,83,822)	59,77,741
		2,08,58,587	2,93,69,534	5,02,28,121
NOTES FORMING PART OF ACCOUNTS AND ACCOUNTING POLICIES	P			

FOR JANVIKAS

(Vijay Parmar)
Managing Trustee

PLACE : AHMEDABAD
Date : 27th August, 2023

For A S Shaikh & Co.
Chartered Accountants
Firm Registration No. - 139775W

(Aslam Shaikh)
Proprietor
Membership No. 162345
PLACE : AHMEDABAD
Date : 27th August, 2023

For H.RUSTOM & CO.
Chartered Accountants
Firm Registration No. 108908 W

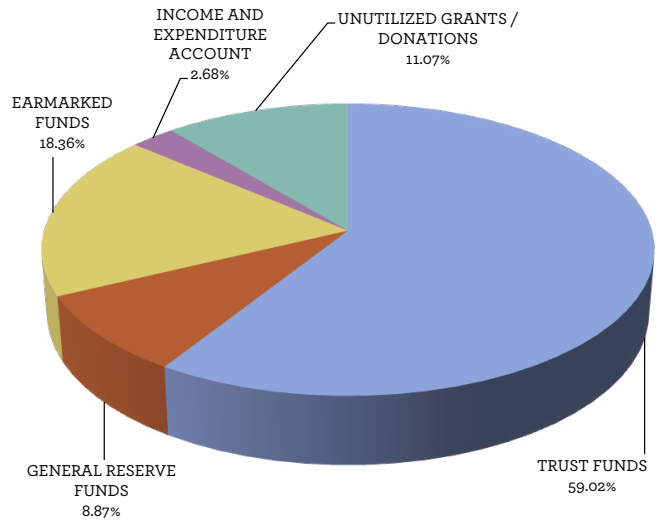
(H.R. DALAL)
Proprietor
Membership No. 31368
PLACE : AHMEDABAD
Date : 27th August, 2023

UDIN 23162345BGPEMC4440

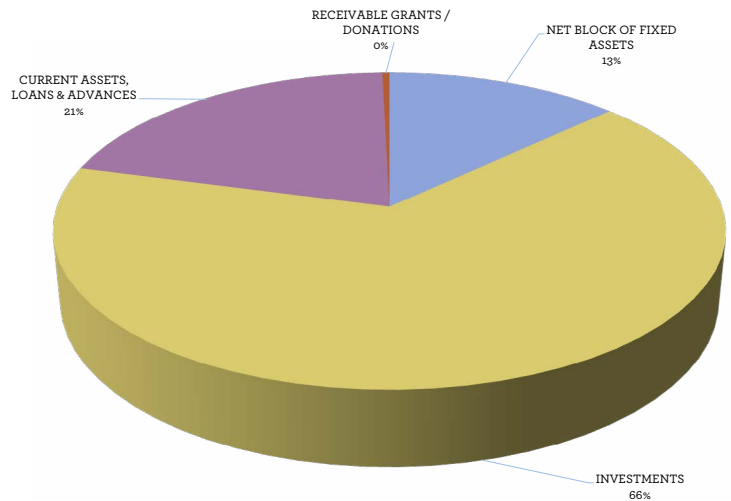
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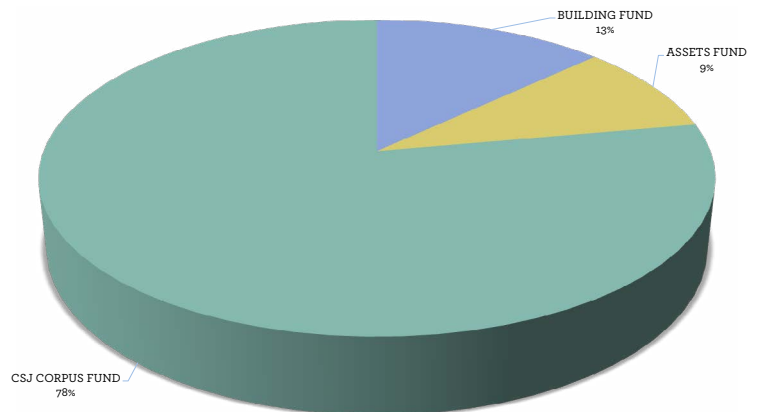
Fund Liabilities



Assets & Properties

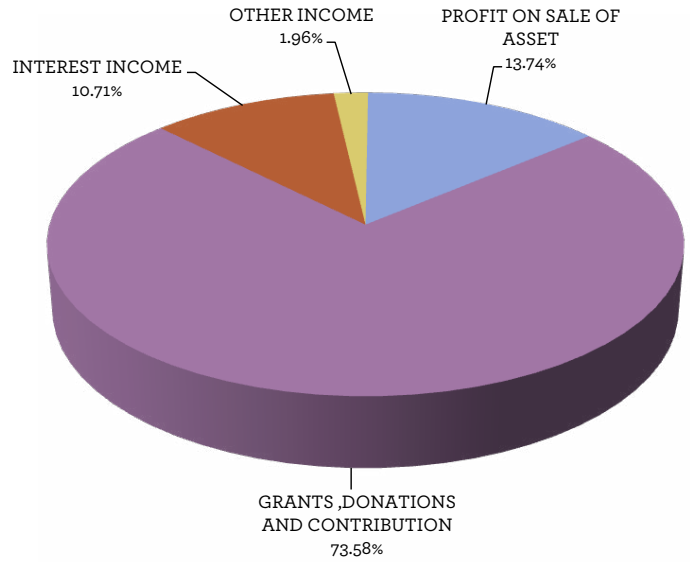


Trust Funds

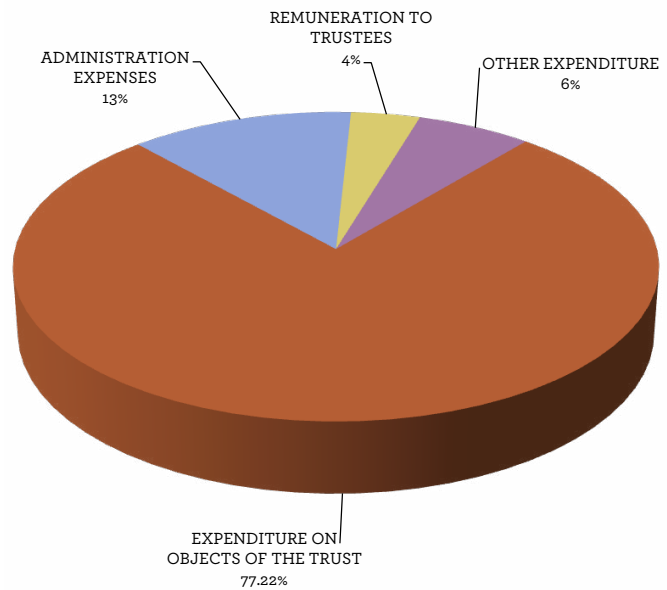




Janvikas Income



Janvikas Expense



JANVIKAS

A Quest for 'Just' Human Development

P: 079-26856685 | **W:** www.janvikas.in

A: C/105-106, Royal Chinmay, Off. Judges Bungalow Road
Bodakdev, Vastrapur, Ahmedabad, Gujarat 380054

