

JANVIKAS

A Quest for 'Just'
Human Development



ANNUAL REPORT

2021-'22





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.”

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* List of abbreviations

- APSK - Adhikar Prapti Seva Kendra
- BRC - Block Resource Centre
- CBO - Community Based Organization
- CEO - Chief Executive Officer
- CRC - Cluster Resource Centre
- CSOs - Civil Society Organizations
- FICCI- Federation of Indian Chambers of Commerce & Industry
- GDA - General Duty Assistant
- GFS - Governance and Financial Services
- HDRC- Human Development and Research Center
- HID - Human and Institutional Development
- HIDRC - Human and Institutional Development Resource Centre
- HSSC - Healthcare Sector Skill Council
- JCHE - Janvikas Centre for Health Education
- JCI - Joint Commission Accreditation
- MS ACT - Manual Scavengers and their Rehabilitation Act
- MSNM - Mahila Samajik Nyay Manch
- NABH - National Accreditation Board for Hospitals & Healthcare Providers
- NSDC - National Skill Development Corporation
- NTL - Non Traditional Livelihood
- OD - Organizational Development
- PDS - Public Distribution System
- PO - People's Organization
- SMC - School Management Committee
- U-Live - Youth Livelihood and Empowerment
- WASSAN- Watershed Support Services and Activities Network
- YUVA- Youth for Unity and Voluntary Action

Note from Chairperson's desk



Janvikas completes its 35 years of commitment to building leadership in Civil Society in conjunction with strengthening their formal and informal organizations. It continues its legacy of incubation and support. All this when Civil Society is facing challenges of shrinking space and over regulation; as also a subtle diversion to becoming projectized & techno- managerial rather than deeply human/e and holistic. The Annual Report is a snapshot of our achievements and struggles.

Its flagship initiative of Human & Institutional Development Resource Centre (HIDRC) has now been focusing on building grass root champions and their organizations which work on underserved causes and discriminated communities, like eradication of manual scavenging, access to basic education and healthcare. It continues to receive requests from large and medium size organizations to re-imagine their raison d'etre and negotiate their institutional architecture in the new turbulent world order. Thus, its not about OD services but a regenerative leadership in re-imagined organizations' that HIDRC helps organizations connect with themselves and their ecosystem. HIDRC has specialized in anchoring and supporting Networks and Coalitions including offering them perspectives in managing their own Governance.

The Post Pandemic has seen Janvikas focus on strengthening its thematic of training grass root health care professionals as also bridging and skilling urban resource poor women in non-traditional livelihoods. The Driverben program has now rooted itself with Dalit, Muslim women occupying spaces where they were excluded. The challenge remains of convincing donors that learning to drive and becoming a commercial driver is not a skill building project but is about fighting patriarchy on the streets. It includes seeing whether adequate infrastructure on the streets like functional public toilets exist for women.

I must congratulate the staff and leadership who continue to walk the talk in terms of the values we uphold, of fighting discrimination and injustice and upholding a collective and participatory culture

The person on the ground knows best what needs to be done and their empowered leadership supported and are not made into gig workers or delivery boys/girls in projects.

The Board of Janvikas continues to ask the difficult questions as also demand accountability while appreciating the work being done. Lastly, we thank our donors, many who support us from decades and newer ones who we bring into our fold as partners in our struggle for a just, compassionate, and less unequal world.

Gagan Sethi

Chairperson

Foreword by Managing Trustee



As we pass each year, we are faced with newer and more difficult challenges specially for civil society organizations (CSOs). Janvikas over its 35 years has built institutional capacities to deal with such challenges through its changing strategic roles. We have realized that as CSO, we need to reach out the CBOs who are struggling at their community level in addressing issues of their access to their rights and justice. In the most difficult times, these CBOs stand with their communities and reach out to them. This has been realized by us in many difficult situations including COVID. In this context, in last few years, one of the strategic roles, it has evolved is to strengthen community-based organizations (CBOs) who are the most important and key actors in social change process. Some of the CBOs are promoted by Human and Institutional Development Resource Center (HIDRC), a strategic arm of Janvikas and others across Gujarat are provided HID support. Most of these CBOs are membership-based organizations of the marginalized communities. One of the challenges, each CBO faces is to evolve, develop and practice collective leadership. Without collective value based effective leadership, the CBO can no longer remain relevant and effective. The collective leadership has to practice democracy then only it works. This has become possible now with few of the CBOs promoted and /or supported by HIDRC. Second aspect related to it, is to evolve culture of mutual accountability among these leaders. Initially norms for mutual accountability have been evolved and the practiced in their daily life of CBO and slowly it has become a culture. Based on

HIDRC's experience of engaging with CBOs, it has also designed a year long leadership development programme which will commence from next year.

Janvikas also as part of its empowerment approach and to sustain its community level work, promotes and develops voluntary community leadership which is value based, 100 % voluntary and effective. This is practiced by three programmes – Udaan , Garima and Urban Initiative. In spite of many challenges faced, the programme teams have made it work. Today, these programmes together have developed and capacitated more than 1000 voluntary community leaders who are active and taking leadership at community/village/slum level. Realizing the need that at each village/slum level, there is a need to develop leaders with critical thinking who can raise critical questions in various statutory and informal fora, the programme teams are capacitated to facilitate the critical thinking capacities among the community leaders. This we hope will contribute in strengthening civil society at a very community level and also slowly strengthen thinking societies. Lastly as Managing Trustee , I thank our CEO and leadership team along with all staff and all those CBOs and community leaders contributing to a larger goal of building society and nation as more just, democratic and secular.

Vijay Parmar

Managing Trustee

Chief Executive's Review



Today civil society organizations are confronted with a deluge of problems like COVID and compliance with changing norms and policies to name a few. These challenges have cascading effects on peoples' lives and the communities we work with. It is therefore urgently required to address basic needs like food, shelter and dignified livelihood for the most marginalised. For this to succeed, it is important to address the deeply ingrained inequality of incomes and opportunity as we cannot solve one without the other. Therefore, at Janvikas we build capacities and empower youth, community leaders and practitioners who serve their own communities. Most importantly, we

prioritize the voices of communities and individuals who have been historically marginalized such as women.

The year's report shares activities and impact of each program. I hope this will give you a glimpse of the depth and range of our engagements through which we stayed true to our commitments. Our team and community volunteers worked tirelessly to bridge the divide at grass root level by implementing various program activities for generating equitable outcomes. I take this opportunity to thank our program teams led by Jitendra, Janisar and Sayani as well as GFS-Governance and Finance team, led by Hemali and Smita for their consistent efforts to make a difference each day.

I am always grateful for the constant support we receive from our governing board under the leadership of Mr. Gagan Sethi, and Mr. Vijay Parmar whose guidance and commitment has been a consistent source of strength. Most importantly we are indebted to our donors and supporters who inspire us each day and make our work possible.

Kirti Joshi

CEO-Janvikas





HUMAN AND INSTITUTIONAL DEVELOPMENT RESOURCE CENTRE

Since its inception Janvikas has been providing Human and Institutional Development (HID) support to Civil Society Organizations across the country. From 1999 HIDRC became a strategic unit of Janvikas with a small team of HID professionals.

Vision

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

Role

- Initiate, setup and spin off issue-based institutions (incubating role).
- Strengthening civil society organizations (issue-based networks, CBOs and NGOs).

- Motivate and support young professionals, social-activists, and community leaders to strengthen their leadership on the issues they want to act upon.
- Institutional response to emerging reality.
- HID support to Janvikas' institutional field including Janvikas programs.
- Knowledge Building on HID practices and themes.

Impact

Support to CBOs and Issue-based Networks

Mahila Samajik Nyay Manch (MSNM) Modasa & Himmatnagar, Women's forum for social justice addressing issues of violence against women in their respective towns and nearby villages and facilitate their access to justice. HIDRC supports in handholding, facilitate monthly meetings, communication and travel support, linkages of women leaders with Gender Resource Centre, women police station and district superintendent of police. MSNM-Modasa reached out to 18 women victims of domestic violence and facilitated out of court resolutions for 11 women. MSNM-Himmatnagar took up 21 cases of domestic violence and 17 were resolved by women leaders.

Sanand Mahila Vikas Sangathan (SMVS), a membership-based women's organization of 2800 members of Dalit and OBC women in Sanand Block of Ahmedabad District reaches out to 45 villages to create awareness on women's land ownership, entitlements meant for women farmers, organic farming, towards increasing their access to credit, land ownership and access to government schemes.

Bavla Mahila Vikas Sangathan (BMVS) works in Bavla block of Ahmedabad district in 60 villages and additionally addresses domestic violence and women's access to justice. BMVS reached out to women to claim their land ownership in 60 villages and supported many women farmers to access their entitlements. Both SMVS and BMVS have initiated a process of registration of women's savings and credit cooperative. HIDRC strengthens these initiatives on women land ownership and capacitate women leaders to work effectively on this issue.

[Jagrut Mahila Bachat ane Dhiran Sahkari Mandali](#) (Multi-district level women's savings and credit cooperative) promoted by HIDRC, has members from Ahmedabad, Anand, Panchmahal, Sabarkantha, Dahod, Vadodara and Chhota Udepar districts. HIDRC facilitates committee meetings, build capacities of women leaders from all districts and strengthens cooperative systems for good governance. The cooperative has been able to raise savings of Rs. 58,47,611/- given loans to 359 members and provided special financial support to most vulnerable women during covid pandemic. The cooperative committee with 8 active diverse members from marginalized communities, takes leadership of cooperative functions and is financially self-reliant.

[Block Level Women's Cooperative, Bhiloda and Dholka](#) Bhiloda cooperative has 6200 Adivasi women members and Dholka cooperative has Dalit and OBC 400 women members. HIDRC capacitates women leaders, develop system of savings and credit in the current context of women's needs and financial management. Bhiloda cooperative now has 6 staff, established systems, rules and regulations for staff, providing loans to Adivasi women members at half the rate of interest compared to other cooperatives. The Dholka cooperative has evolved its next 3-year strategic plan, and developed a system to execute its growth.

[Jambusar taluka women's federation](#), setup by women leaders of 58 villages of Jambusar taluka. These women leaders represent their respective village level self-help groups. HIDRC supports them in shaping their social perspective around women's social issues and enable a legal form towards registration. The federation with a cadre of active social women leaders has developed its plan to take up women's issues, influence traditional leaders of their respective communities to evolve their norms of marriage rituals, enable women's participation and stop anti-women customs.

[Rajpipla Social Service Society \(RSSS\)](#) with 12000 plus members and 10 active women leaders for every centre in 14 centres. HIDRC helps conceptualize the model of a women's cooperative and in its registration through support to all 14 centres, training staff and its women leaders covering 1453 villages with a decentralized governance system and a committee managing activities at each centre level.

Adivasi women's organization, Narukot, Panchmahal district, Jambughoda taluka is a group of 40 Adivasi women leaders who have come together to manage income generation activity to strengthen their livelihood security through Mahuva seeds collection from the forest, extract oil and further process them to make products to sell in the local area. HIDRC supports them to develop an appropriate form of organization, business plan and management capacities for organizational sustainability. The constitution of the organization is drafted and prepared for registration. 11 women leaders are further trained as committee members to manage their organization.

Peoplesj is a network of 7 Social Centres working on rights of marginalized communities. HIDRC capacitates community level workers into community leaders and facilitate learning. 84 community level workers are by now capacitated with nearly 1800 community leaders reaching out to 625 villages, 100 slum pockets and document their learning journey of the last 10 years.

Lok Manch, a national level platform of community leaders of 98 grass-root level organizations across 13 states working for the rights of marginalized. HIDRC develops capacities of staff, their MIS for reporting and monitoring with guidance of the Lok Manch Forum. Lok Manch has moved towards sustainability of its community-level leadership by initiating a community convergence facilitating forum (CCFF) to empower the community to be aware of and be climate change resilient.

Revitalizing Rainfed Agriculture Network (RRAN): has moved successfully into its next phase and continues its role as a network effectively reaching out to 30 districts of 12 states covering 4.38 lakh farm households through partner's interventions. HIDRC supports RRAN as a secretariat, in financial management, strategic planning and program development.

Working group for women and land ownership (WGWLO), A 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 supports in conceptualizing studies related to women's land ownership,

developing concept notes and training modules. It is effectively functioning as per its plan with a full-fledged team at the secretariat.

Activities

Human and Institutional Development Support to NGOs

- **DEHAT, Bahraich, U.P:** OD process facilitation on leadership development, governance and capacity building of staff.
- **Vaagdhara:** OD process to strengthen their leadership and their CBOs.

Support to strategic partners

- **Utthaan:** Governance, Strategic Planning and strengthening Organizational Systems.
- **KMVS:** Governance, Program Development and support to KMVS leadership.
- **ANANDI:** OD process and support in legal compliance aspects.
- **Centre for Social Justice:** Negotiated and led the Social Compact - a multi-stakeholder forum to bring together corporates, worker collectives and experts - into a co-solutioning relationship to ensure greater dignity for industry-employed informal workers in the Rule of Law context. Meetings were held along with DASRA and Aajeevika Bureau to collaborate and activate FICCI membership into the Social Compact.

Strengthening Governance through Governance Role on Boards

- **Strategic Partners:** Governance Role on Boards of RRAN, WASSAN, YUVA, SAATH, AATAPI Seva Foundation, UTHAAN, HDRC, Jeevan Jyothi, Drishti, EcoNet, National Campaign for Dalit Human Rights (NCDHR), Sahjeevan, Swadhikar and Dalit Shakti Kendra.
- **Feminist Organizations:** Governance Role on Boards of Nirantar, Akshara, South Asia Women's Fund (India) and Muslim Women's Forum.

- **Resource Support Organizations:** Governance Role on Boards of Swissaid, Oxfam India, Dalit Foundation, National Foundation for India and Solidarity Foundation.

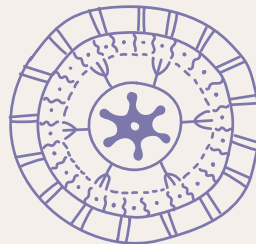
Human and Institutional Development support to Janvikas' own Programs

- **Udaan:** Develop a strategic plan, proposal and capacitate team to implement program.
- **Garima:** Mentoring support to Program Leader, Team building and capacitating community leaders, documentation support, donor coordination and program related communications.
- **Buniyaad:** Supported in strategic realignment, planning and capacity building support of 7 CBOs.
- **Janvikas Centre for Health Education (JCHE):** Mentoring and Hand-holding support.

Other HIDRC Support

- Individual Consultations for Leaders of Civil Society Organizations of Vikas-SAVE, Saath, Human Rights Advocacy Foundation, Senior Corporate Professional for mentoring Civil Society and Anandi.
- Consultation both online and offline with senior staff to design an Indian identity for TraidCraft Trade Exchange, a London-based organization in India.
- Leadership course design for LJ University, Ahmedabad and as guest speaker on Leadership in Social Sector at Ananth University, MICA, Ahmedabad University and speaking on Migrant workers at DASRA's Sankalp Global Summit.

To Know More [Click here](#)





YOUTH, LIVELIHOOD AND EMPOWERMENT – U LIVE

U-Live aims to build employable, secular, gender balanced and aware marginalised 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. So far 12224 youth have been trained under Vocational and Non-Traditional Livelihood (NTL).

In 2016 the skill-based Non-Traditional Livelihood (NTL) program “Driverben-Ek Nayi Pehchan” began in response to the quest towards gender inequality. It endeavours to empower resource poor women to become professional drivers and give them their right to express their identity and live with dignity breaking through barriers of livelihood options that are traditionally held by men. Till date, 412 women were enrolled, out of which 154 women obtained a permanent driving licence and placed in remunerative employment. Besides imparting driving skills, women are trained on empowerment modules with a focus on building a social perspective and a critical thinking ability to help them make their own decisions.

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.

Impact

- 100 women enrolled in the program out of which 50 women obtained permanent license for four-wheeler during the year. Trained women drivers were placed with high-net-worth individuals, cab companies, schools, hotels, hospitality industries and companies like Swiggy, Zomato and Big Basket with monthly salary in the range of Rs.12,000/- to Rs 15,000/-.
- 15 women were enrolled in the first batch of 2-wheeler driving training out of which 12 women obtained permanent license and some of them found work with a food delivery aggregator platform with salary between Rs. 8,000/- to Rs. 12,000/- and weekly incentives.
- 230 out of 289 trained youth secured employment with a monthly salary in the range of Rs. 9,000/- to Rs. 12,000/- through the 'Skill to Succeed' vocational program.

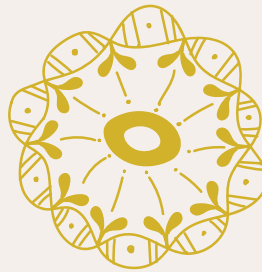
Activities

- Organised training on technical and empowerment sessions. The technical training modules covered practice for Learning license and Permanent License, On road practice, Self-drive, Car care and Map reading. The empowerment modules covered sessions on understanding Gender, Sexual and Reproductive Health (SRH), Banking and budgeting, First aid, Basic English, Women's legal rights, Effective communication, Personal grooming and Workplace readiness. Also, Driverbens participated in a workshop on "Freedom of Religion and Belief" to build social perspective.
- All the enrolled Driverbens underwent preventive healthcare screening using an innovative

non-invasive technology on parameters such as Haemoglobin, Bilirubin, Creatine, Blood Oxygen Level and Estimated Blood Sugar in order to maintain digital health records of their health status.

- 60 women participated in the Women's Day event for Driverbens comprising group activities to enhance their engagement and motivation.
- 5 women drivers were encouraged to complete their schooling through the National Institute of Open Schooling (NIOS).
- Driverbens took part in "Constitution Day" rally to raise awareness on the importance of Indian Constitution.
- Women participants were also given exposure to other local CBOs, & NGOs working on women empowerment to develop their perspective.

To Know More [Click here](#)





UDAAN

Janvikas addresses the issue of access, quality and inclusion of marginalized children in government primary education system since 2004. The Udaan program began with 50 schools in Panchmahal district and now reaches out to 800 schools in 7 Districts - Kutch, Panchmahal, Anand, Aravali, Sabarkantha, Chhota Udepur and Ahmedabad.

A key aspect of Udaan involves developing and supporting local voluntary 'Edu-Leaders' to work with Government Primary Schools at the village / town level and capacitate the School Management Committee (SMC) members to effectively engage with communities in raising awareness on the significance of quality education right from the formative years of a child. Udaan program seeks continual collaboration with the block and district level government education authorities to ensure that the schools are running effectively.

Impact

- 800 Edu-leaders, 1477 SMC members and 160 educators are consistently providing leadership support to 800 Government schools of 7 districts.
- Ensured 61 Class 1-5 teachers and 48 class 6 -8 subject teachers were appointed by State

Government through continuous requisitions and follow-ups by Udaan Team.

- Ensured 100 new classrooms were constructed by State Government.
- New toilets for boys and girls separately were constructed in 39 schools.
- Separate toilets for girls and boys in 40 schools was ensured through regular monitoring
- Ensured 13 schools have ramps constructed for physically challenged children with access to drinking water in 9 schools.
- Ensured sports facilities were made available to children in 56 schools and access of sports equipment in 49 schools.

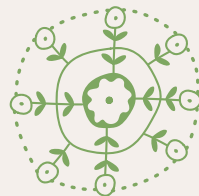
Activities

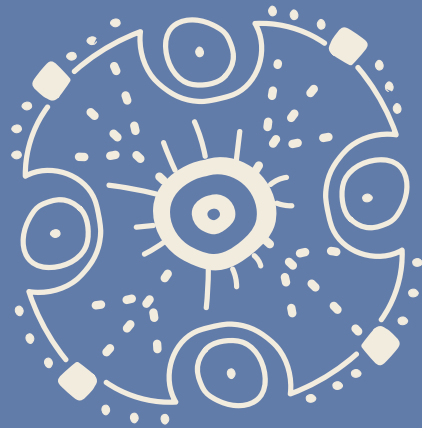
- Regular meetings are held and capacity-building support given to 800 voluntary Edu-leaders, 1477 SMC members and 160 educators of 800 Government primary schools. Edu-Facilitators are capacitated on aspects of values-oriented leadership, National Education Policy, Govt Schemes for children and underprivileged community, use of Technology and Social-Media, Updates of Education Department of any Rules, Circulars and Notifications.
- 231 Cluster Level Meetings held by 800 Edu-Leaders (participation of 3536 community members) and 237 SMC meetings (participation of 2216 SMC members). 5342 parents and local people participated in 374 community meetings held to enhance their awareness on various aspects of RTE.
- 3022 community members comprising parents and SMC members from 206 villages participated in Community meetings held to discuss improvements in quality of education.
- 27 Primary Education Awareness Committee meetings at Panchmahal, Kutch, Anand and Chhota Udepur Districts were held with participation of 212 committee members.
- 7 District Level Education Awareness Sangathans in 5 Districts - Kutch, Panchmahal, Chhota Udepur, Anand, Aravalli, Sabarkantha and Ahmedabad - are being capacitated and empowered to act upon aspects related to RTE and redressal of school improvements, rapport building with Block and District level authorities.
- Regular Meetings are held with CRC, BRC and Taluka Education Officer of each taluka every month and with District Primary Education Officer every 3 months. Written and oral requisitions related to school concerns are submitted followed by coordination with these

Departments.

- Based on a sample survey conducted by the team requisitions were made to district and state level authorities:
 - To persuade them against school mergers that is adversely affecting children
 - To facilitate foster care scheme for children that have lost a parent in covid
 - To address shortage of teachers and other basic facilities in schools
- 102 Education Support Centres are currently operational with 3570 Class 1-5 children. 42 centers are running in Government private schools. Reading-writing materials and work-books for classes 1-5 were prepared and distributed to children of Education support centres on activity-based math learning, science experiments, Gujarati-Hindi-English alphabets. 111 meetings were held for volunteer educators facilitating Education Support Centres with participation of 813 educators.
- 3 studies were carried out in Schools of Udaan project area viz.,
 - Udaan Efforts to improve Quality of Education
 - A Study on Learning Level Improvement
 - A Knowledge document on Discrimination in Schools (in progress). Focus Group Discussions in 91 villages and experiences gathered of 79 Edu-Facilitators in schools as part of a survey for a Baseline Study on Discrimination in Schools
- 1119 Class 1-5 children from 51 schools were assessed on their learning levels according to their classes and value-based understanding of their respective curriculum.
- 1330 Class 1-8 children from 26 selected government primary schools participated in Balmelas organized to creatively engage children in educational activities.
- A scholarship awareness campaign was conducted and information booklet for children from underprivileged communities distributed among all Udaan project villages.
- Constitution Day was observed in 362 villages and Children's Day in 26 schools. 120 women participated on Women's Day celebrations in Godhra and Ghoghamba.

To Know More [Click here](#)





URBAN INITIATIVE

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

◆ Objectives

- Urban Poor have access to their entitlements to basic civic facilities and services, access to adequate housing.
- Collective leadership among CBOs of Urban Poor addresses 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.

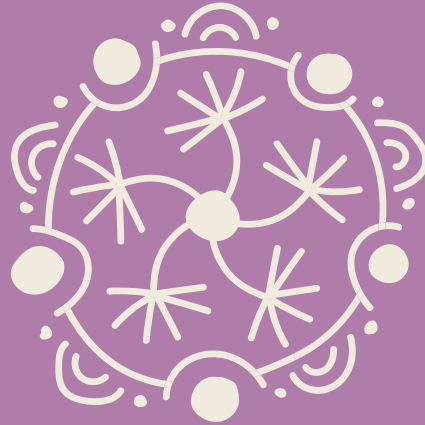
◆ Impact

- 12 People's Organizations (POs) in slums areas of Ahmedabad city have improved capacities to serve the urban poor having membership of 5902 with 740 new members joining this year.
- 11 Community-based Adhikar Prapti Seva Kendras (APSKs) effective in facilitating access to entitlements for urban poor.
- 29570 individuals received guidance on entitlements, another 2871 individuals accessed them and 2002 individuals received help in filling forms.
- 13879 households benefitted in securing civic facilities in their residential areas.
- Rs. 1,24,080/- raised by the POs as community contribution towards financial self-reliance
- Financial Assistance of more than Rs. 60 Lacs from GiveIndia and other Government Sources ensured as Covid financial assistance for more than 150 households.

◆ Activities

- Community and local leaders of POs engaged with more than 429 local government agencies such as the government school system, public distribution system, urban health centres, councillors for effective service delivery.
- 120 local leaders motivated to initiate collective and individual initiatives through consistent handholding support.
- 497 community meetings held with local leaders on issues related to slum evictions, housing rights, entitlements, various government schemes, Covid-19 awareness and vaccination, PDS, health services and basic civic facilities.
- 491 activities related to health check-up camps, accessing government schemes for self-employment of women and health cards were organized at APSKs.
- 20790 persons underwent basic health screening during Covid-19 pandemic along-with awareness on Covid-19 variant and vaccination camps during community meetings.

To Know More [Click here](#)



GARIMA

The program addresses issue of manual scavenging and development of the communities who are engaged in sweeping, sewerage cleaning and manual scavenging.

Objectives

- Prohibition of Employment as Manual Scavengers and their Rehabilitation Act (MS Act) is implemented.
- Promote and strengthen community's own organizations, systems and leadership.
- Improvement in quality of life of scavenging community with access to rights and entitlements, housing, living conditions, education, and healthcare.
- Making 'sweeping' work safe and dignified.
- Integration of technological innovations in order to completely eradicate manual scavenging in different forms.
- Encourage scavenging community youth to take up alternative livelihood options.

Impact

- A booklet of photographic evidence of 36 spots of open defecation which ensured that 36 print and electronic media covered prevalence of open defecation, manual scavenging practices, hazardous cleaning of septic tanks and sewerage. This has enabled a dialogue with civic bodies and State Human Rights Commission for effective implementation of the MS Act.
- 5265 households of scavenging community were covered in a baseline survey to understand their socio-economic, educational and health status resulting in a Status Report on the scavenging community.
- Rs. 1.39 crores compensation was ensured for 12 dependent families that lost their only earning member while cleaning septic tank and overflowing sewers.
- Legal support was ensured for 9 cases of death occurring due to hazardous cleaning activity
- Rs. 38 lacs compensation ensured for 53 affected households of Suryanagar slum fire accident.
- Rs. 5.10 lacs from GiveIndia and Rs. 8 lacs from government sources for 33 families was ensured as Covid relief support.

Activities

- 304 sanitation workers received safety equipment and another 616 sanitation workers identified as a step towards inculcating occupational safety practice among sanitation workers.
- 5 Adhikar Prapti Seva Kendras (APSKs) are fully functional and provided entitlement support services to the community. 4479 persons including 692 households benefitted in receiving support in accessing entitlements and basic facilities in their residential areas.
- 53 members of the community were capacitated as voluntary leaders of the Garima program through a sequence of regular meetings, training, and handholding support.
- Community members have increased awareness of the Covid-19 variant, importance of vaccination through regular awareness meetings.
- Efforts are ongoing for an appropriate technology to reduce human intervention to clean septic tanks, overflowing sewerage lines.



JANVIKAS CENTRE 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

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

Impact

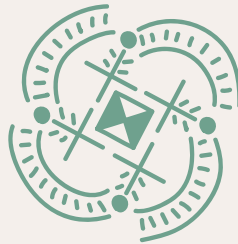
- Contributed towards promoting and strengthening a resilient and inclusive health eco system through healthcare skill development, screening and access to entitlements for the most vulnerable population through technological interventions.
- Enhanced supply and accessibility of trained healthcare human resource in selected locations in Gujarat.
- Organised screening for early detection and prevention in Janvikas program areas through non-invasive point of care device for five parameters Haemoglobin, Bilirubin, Creatine, oxygen level and estimated blood sugar for timely diagnostics and higher care referrals with creation of digital health records.

Activities

- 5 healthcare skill laboratories for skill development and health-care services established in Ahmedabad, Aravali, Anand, Panchmahal and Kutch districts.
- 1625 youth lacking opportunity for formal education after primary schooling were motivated to enrol for the General Duty Assistant (GDA) Course.
- 669 youth from 11 districts across Gujarat and Chhattisgarh enrolled for GDA Course of a hybrid model of online and offline modes.
- Bridged a skill-gap in the healthcare sector and created access to quality training for 640 unemployed youth from marginalised communities.
- 529 youth underwent classroom and internship/on-the-job training as per the Healthcare Sector Skill Council (HSSC) specified curriculum.
- 93% of the trainees belonged to underprivileged and marginalised communities and women comprised of 68% of the total trainees.
- 14 batches of NSDC assessment conducted for trainees out of which 444 unemployed underprivileged youth has been certified as General Duty Assistant under National Skill Development Corporation.

- 310 certified GDAs gained employment with an increase in their respective family incomes in the range of Rs. 5,000/- to 18,000/-.
- 250 trainees were supported for entitlement facilitation for PAN cards made for their first job.
- The certified GDAs were placed in 73 JCI & NABH accredited health facilities including government and private hospitals, private clinics, and other health centers.
- 69 trained GDAs were motivated to pursue higher education in healthcare (ANM and GNM) post certification.
- 264 paramedical professionals inculcated value-based leadership as part of certification as GDAs.
- 80 community leaders belonging to various CBOs, NGOs, and schools were capacitated to be first responders for health emergencies in Community Based First Aid.
- 1050 individuals, mostly women and adolescent girls from the communities are provided primary health screening for five parameters; Haemoglobin, Creatinine, Bilirubin and Estimated blood sugar and oxygen level at their doorstep.

To Know More [Click here](#)



* 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 2021-22, GFS organized two meetings of the Janvikas Board of Trustees and three meetings of its Finance and Monitoring Committee. The following legal compliances were fulfilled:

Compliance

- 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 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 66 members as of 31st March, 2022. The unaudited financial details as on that date are as follows: -

Particulars	Amount (in Rs.)
Savings in members' Contribution Accounts	30,75,193.98/-
Outstanding in members' Loan Accounts	20,09,481.92/-
Bank Balance	13,42,511.33/-

Diversity profile of staff as on 31st March 2022:

Religion	Female				Male				Total
	General	OBC	SC	ST	General	OBC	SC	ST	
Christian	--	--	--	--	2	1	--	--	3
Hindu	9	2	5	5	6	3	21	5	56
Muslim	3	7	--	--	8	10	--	--	28
No religion	1	--	--	--	2	1	1	--	5
TOTAL	13	9	5	5	18	15	22	5	92

Distribution of staff (according to Remuneration levels & gender break-up) as on 31st March 2022:

Slab of Staff Remuneration per month (in Rs.)	Male Staff			Female Staff			Total Full time/Part Time Staff		Total Staff
	Part Time	Full Time	Total	Part Time	Full Time	Total	Part Time	Full Time	
Up to 10,000/-	5	17	22	4	8	12	9	25	34
10,001/- to 25,000/-	4	24	28	--	11	11	4	35	39
25,001/- to 50,000/-	1	5	6	3	3	6	4	8	12
50,001 to 1,00,000/-	2	2	4	1	1	2	3	3	6
Greater than 1,00,001/-	--	--	0	--	1	1	0	1	1
TOTAL	12	48	60	8	24	32	20	72	92

List of Trustees as on 31st March 2022:

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 2021-22: Nil

Total cost of national travel by board members / staff / volunteers on behalf of organization for the year 2021-22 (excluding local conveyance): Rs. 19,79,347/-

Staff Remuneration (Gross yearly income) for the year 2021-22 in Rupees:

Head of the Organization	15,60,000/-
Highest paid full time Employee	7,20,000/-
Lowest paid full time Employee	1,38,000/-

Accreditation



Balance Sheet

Name of Public Trust : J A N V I K A S

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 31.03.2022
Bank Account No. Of Trust for transaction of Foreign contribution 40043988558
F.C.R.A No. 041910132 Dated : 9th October, 1986

PARTICULARS	INDIAN	FOREIGN	31.03.2022	31.03.2021
FUNDS AND LIABILITIES				
TRUST FUNDS	5,12,91,608	74,91,216	5,87,82,824	5,65,44,311
EARMARKED FUNDS	1,57,51,636	66,39,054	2,23,90,690	2,13,16,090
INCOME AND EXPENDITURE ACCOUNT	55,46,509	63,017	56,09,526	48,73,926
UNUTILIZED GRANTS / DONATIONS	55,97,276	1,18,21,293	1,74,18,569	1,11,41,832
	7,81,87,029	2,60,14,580	10,42,01,609	9,38,76,159
ASSETS AND PROPERTIES				
NET BLOCK OF FIXED ASSETS	67,25,035	74,91,217	1,42,16,252	1,31,02,918
INVESTMENTS	5,11,52,305	47,24,611	5,58,76,916	5,58,26,836
CURRENT ASSETS, LOANS & ADVANCES	2,03,09,689	1,33,82,649	3,36,92,338	2,45,33,871
RECEIVABLE GRANTS / DONATIONS	-	4,16,103	4,16,103	4,12,534
	7,81,87,029	2,60,14,580	10,42,01,609	9,38,76,159
NOTES FORMING PART OF ACCOUNTS AND ACCOUNTING POLICIES				

FOR J A N V I K A S



(Vijay Parmar)
Managing Trustee

PLACE : AHMEDABAD
Date : 5th September, 2022

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



(Aslam Shaikh)
Proprietor
Membership No. 162345
PLACE : AHMEDABAD
Date : 5th September, 2022
UDIN : 22162345ARTMYS7253

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



(HRD DALAL)
Proprietor
Membership No. 31368
PLACE : AHMEDABAD
Date : 5th September, 2022
UDIN : 22031368ARSETJ8554

Income & Expenditure

Name of Public Trust : J A N V I K A S
 Trust No. : E/19527/ Ahmedabad Date of Registration : 22/03/2011
 Address of the Truste' Office :105 Royal Chinmay Nr. Simandhar Tower, Judges Bunglow Road, Bodakdev, Ahmedabad-380054.
 Phone No. : (079) 26857745
 Income & Expenditure Account for the period 01.04.2021 To 31.03.2022
 Bank Account No. of Trust for transaction of Foreign contribution 40043988558
 F.C.R.A No. 041910132 Dated : 9th October, 1988
 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	INDIAN	FOREIGN	31.03.2022	31.03.2021
INCOME				
GRANTS ,DONATIONS AND CONTRIBUTIONS	2,62,78,432	3,99,87,242	6,62,65,674	4,87,28,361
DONATIONS IN KIND		74,46,250	74,46,250	
INTEREST INCOME	49,71,159	6,64,180	56,35,339	54,10,825
OTHER INCOME	6,75,525	-	6,75,525	5,00,660
PROFIT ON SALE OF ASSET	9,60,210	-	9,60,210	(6,80,004)
EXPENDITURE	3,28,85,326	4,80,97,672	8,09,82,998	5,39,59,842
EXPENDITURE ON OBJECTS OF THE TRUST	2,56,57,931	4,00,19,915	6,56,77,846	4,30,11,365
ADMINISTRATION EXPENSES	20,42,833	50,54,469	70,97,302	55,56,720
AUDIT FEES	25,000	2,89,830	3,14,830	2,83,900
CHARITY COMMISSIONER CONTRIBUTION	1,00,000		1,00,000	
REMUNERATION TO TRUSTEES	13,29,000	60,000	13,89,000	15,40,000
DEPRECIATION	9,21,965	14,33,342	23,55,307	16,02,078
EXCESS OF INCOME OVER EXPENDITURE	28,08,597	12,40,116	40,48,713	19,65,779
NOTES FORMING PART OF ACCOUNTS AND ACCOUNTING POLICIES	3,28,85,326	4,80,97,672	8,09,82,998	5,39,59,842

FOR J A N V I K A S

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

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



(Vijay Parmar)
Managing Trustee

PLACE : AHMEDABAD
Date : 5th September, 2022



(Aslam Shaikh)
Proprietor

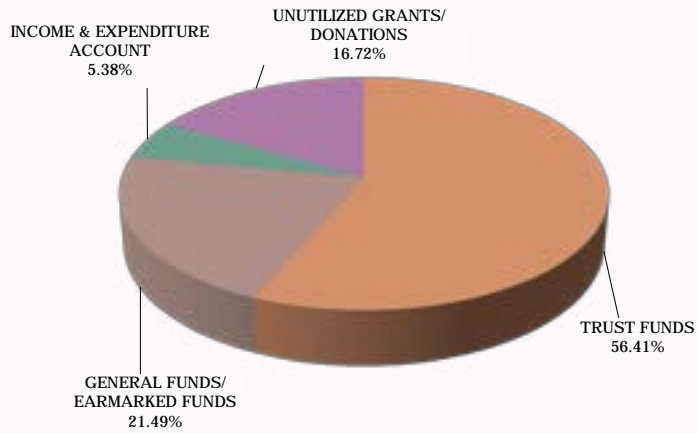
Membership No. 162345
PLACE : AHMEDABAD
Date : 5th September, 2022
UDIN : 22162345ARTMYS7253



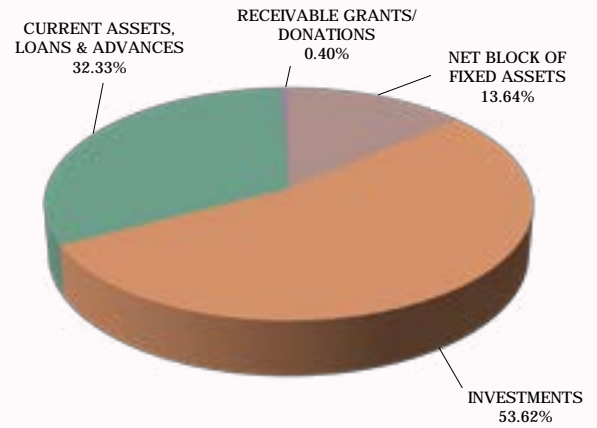
(HRD DALAL)
Proprietor

Membership No. 31368
PLACE : AHMEDABAD
Date : 5th September, 2022
UDIN : 22031368ARSETJ8554

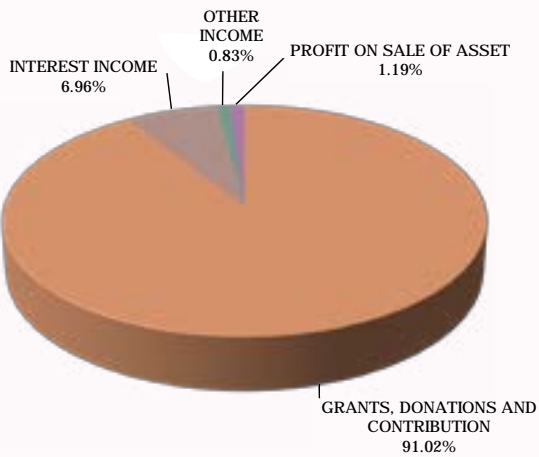
Fund Liabilities



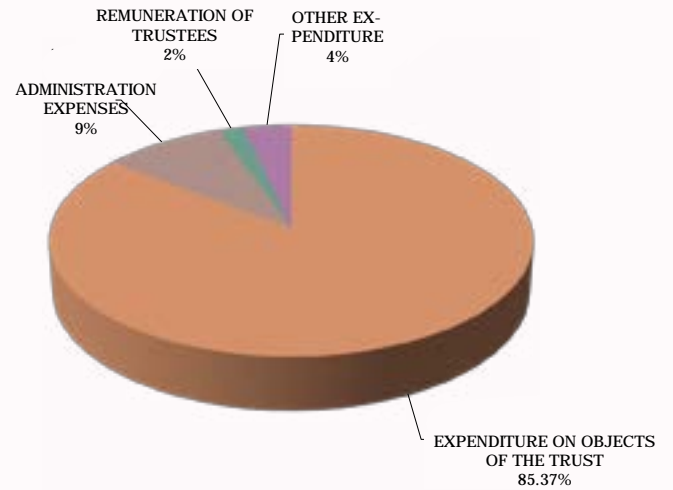
Assets and Properties



Janvikas Income



Janvikas Expense



* In gratitude

- Action Aid India (AAI)
- Agrocel Industries Ltd.
- Anu Aga Family Discretionary Trust
- Azim Premji Philanthropic Initiatives (APPI)
- Bread For The World | Brot Für Die Welt (BFTW), Germany
- Capital Business Machines Pvt. Ltd.
- DASRA
- Dinesh Kantilal Charitable Trust
- Dr. Bettina Diem
- Give Foundation
- Godrej Agrovvet Limited
- Godrej Consumer Products Limited
- Help India Breathe (Rajeev Nandan & Chakshu Saha)
- I Soft Technologies Pvt. Ltd
- Indians for Collective Actions
- Indostar Capital Finance Ltd
- Lions Club
- Misereor (Katholische Zentralstelle Fur Entwicklungshilfe e.v.- Germany)
- Omidyar Network India Advisors Private Limited
- Quest Alliance
- Quick Sand Design Studio Pvt Ltd
- Rohini Nandan Nilekani
- Sumitomo Chemical India
- Tech Mahindra Foundation
- The Ford Foundation
- Unitarian Universalist Holdeen India Program (UUHIP, USA)
- Vikram Lal
- Wagh Bakri Foundation
- Zerodha Broking Ltd.





JANVIKAS

A Quest for 'Just'
Human Development

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