

# ANNUAL REPORT

2019-2020

JANVIKAS

A Quest for 'Just' Human Development



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# List of Abbreviations

<b>CBO</b>	<b>Community Based Organization</b>
<b>CEO</b>	<b>Chief Executive Officer</b>
<b>CPI</b>	<b>Civic Participation Initiative</b>
<b>CrPC</b>	<b>Code of Criminal Procedure</b>
<b>CSJ</b>	<b>Center for Social Justice</b>
<b>CSOs</b>	<b>Civil Society Organizations</b>
<b>DV Act</b>	<b>Protection of Women from Domestic Violence Act, 2005</b>
<b>GFS</b>	<b>Governance and Financial Services</b>
<b>GPMC Act</b>	<b>The Gujarat Provincial Municipal Corporation (GPMC) Act 1949</b>
<b>HIDRC</b>	<b>Human and Institutional Development Resource Center</b>
<b>IDPs</b>	<b>Internally Displaced Persons</b>
<b>IDEAL</b>	<b>Institute for Development Education and Learning</b>
<b>IST</b>	<b>Institute for Studies and Transformations</b>
<b>KMVS</b>	<b>Kutch Mahila Vikas Sangathan</b>
<b>LA</b>	<b>Leadership Academy</b>
<b>MSNM</b>	<b>Mahila Samajik Nyay Manch</b>
<b>NCDHR</b>	<b>National Campaign on Dalit Human Rights</b>
<b>OD</b>	<b>Organizational Development</b>
<b>PEMSR Act</b>	<b>The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013</b>
<b>PO</b>	<b>People's Organization</b>
<b>POCSO Act</b>	<b>Protection of Children from Sexual Offences Act, 2012</b>
<b>POSH Act</b>	<b>Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013</b>
<b>RTE Act</b>	<b>Right of Children to Free and Compulsory Education Act, 2009</b>
<b>SMC</b>	<b>School Management Committee</b>
<b>UFC</b>	<b>Urban Facilitation Center</b>
<b>U-Live</b>	<b>Youth Livelihood and Empowerment</b>



It is my pleasure to present the annual report of Janvikas for the year 2019-20, detailing various programmes / interventions towards fulfilling our vision and mission. Let me start by giving an overview of the year. This report has been written during post lockdown period. By this time from 1st June 2020, Janvikas has appointed Ms. Kirti Joshi as CEO. She has been with Janvikas since December 2018 and has been leading U-live programme. As programme director of U-live, in last one and half year, she developed and strengthened DriverBen programme (training women as professional drivers). She also played very important role during our response to COVID-19 pandemic situation.

During the year, Janvikas initiated a meaningful interaction with Azim Premji Philanthropic Initiative (APPI) to develop a long term programme for eradication of manual scavenging and empowerment of scavenging community. APPI has been very kind in supporting a five year project on this issue. This programme has been initiated in Ahmedabad city and two small towns Khambhat and Petlad. Through this programme, appropriate technology will be demonstrated for cleaning of underground drainage and local civic bodies will be convinced to use this technology so that no death of any manhole workers takes place.

DriverBen programme of U-live underwent major strategic changes to make it more effective and viable. The leadership of this programme made a major breakthrough in getting permanent licence for women which was a major challenge earlier.

Udaan programme has been able to make public primary education system functioning as per RTE norms. In all 800 targeted government primary schools, the pupil teacher ratio (PTR), classroom teacher ratio (CTR), infrastructure etc. has improved. The issue of quality still remains a major challenge. Udaan team through its voluntary edu-leaders has also been able to address issues of discrimination / exclusion in the schools.

To improve quality of education, Udaan initiated education centres in which the local educators have been conducting classes using child centric pedagogy and content. The team has developed very useful workbooks, science experiment book for teachers. Currently 132 education centres are run with support of voluntary educators. The teaching learning material developed by the team is also used by other organisations.

Urban initiative continues with its unique approach of promoting and strengthening people's organisations (POs) in slum pockets of Ahmedabad city. These POs run urban facilitation centres called 'Adhikar Prapti Kenra' to facilitate people's access to entitlements.

HIDRC as a strategic unit of Janvikas has continued its efforts towards strengthening civil society organisations and leadership. During the year, it collaborated with civic participation initiative (CPI) to build capacities of leaders at various levels. CPI supports 75 civil society leaders across 6 states. The leadership academy (LA) was concluded in December 2019. Now each participant NGO has taken responsibility of running LA in their own respective organisations for their own staff as well as leaders from the community. HIDRC every year provides HID support to about 35 NGOs including issue based networks and about 20 CBOs. Other than this, it also supports young professionals and community leaders through fellowships and capacity building.

During COVID-19 pandemic situation which impacted the marginalised / poor and migrant workers most adversely, Janvikas, IDEAL-CSJ and IST together responded through relief work, facilitating access to entitlements, support in transport to migrant workers, setting up community kitchens for migrant workers stranded in the city etc. The chairperson of Janvikas Mr. Gagan Sethi has given details of our institutional response.

On behalf of Janvikas, I want to thank our donors for supporting us in our journey. These donors includes: MISEREOR – Germany, Bread for the World – Germany, Gala Freudenberg - Germany, Unitarian Universalist Holdeen India Programme- USA, Quest Alliance – Bangalore, , Azaad Foundation – Delhi, Gruh Finance- Ahmedabad, Indostar Capital Finance Ltd. – Mumbai, Dalit Foundation – Delhi and few individuals.

I would also like to thank our Trustees for their meaningful role in governance, finance and programmes. We also thank our individual supporters, partner organisations and well wishers who have contributed in many ways to Janvikas. Special thanks to all our programme leaders, programme staff, governance and finance team and more than 1200 community leaders with their efforts, Janvikas has been able to move towards its journey of meaningful engagement with the communities and with civil society organisations.

**Mr. Vijay Parmar**  
Managing Trustee



How We

handled

COVID-19,

Migration,

and Crisis

# Institutional Response to COVID-19

Janvikas and its institutional field has always responded to calamities both natural and manmade. The basic tenets that drive our engagement in disasters are SPEED, SENSITIVITY & SELF RESPECT.

The key to respond in the pandemic was fighting fear. Thus if you want the frontline workers to move in the field, the leadership has to demonstrate it.

The humongous task that we got into was possible because the entire institutional field of Janvikas, Centre for Social Justice, Institute for Studies and Transformation and the CBO's and volunteers got their act together in quick time.

Speed means that while keeping protocols of needs assessment, purchases, donor engagement, documentation as a system has to be put in place with simultaneity.

Sensitivity & Self Respect is how we assess the needs whether it is supplying footwear to walking migrants or setting up self-managed community kitchens, or including in kits sanitary pads. Helping people get home by buying bus tickets and so on. Not just distributing goods as couriers but engaging and listening to them.

This pandemic like most disasters whether it was the earthquake or the communal violence in Gujarat forced us to relook at who and why we are, what have we missed out as a civil society.

Definitely we missed out on the invisible issues like migrant workers that lie in the underbelly of Indian society wrought with extreme inequality and discrimination. So as we resolve to reposition and reorganise ourselves we have to keep the following aspects in our programming.

- ❖ Focus on decentralizing Governance: truly the "will of people by the people"
- ❖ Migrants and their due entitlements as citizens
- ❖ Focus on food and agriculture-based economy
- ❖ Re-imagine Health based infrastructure at PHC and sub center level in terms of public and community investment.
- ❖ Enabling technologies and not subjugating technologies for e.g. looking at telemedicine and training health care workers.
- ❖ Primary and vocational education based on sub-regional markets and value-based leadership
- ❖ Reduce inequality by creative decentralized taxation
- ❖ Human hands includes crafts-persons, artists' valued more than white collared middlemen...
- ❖ Slow down: speed and time are not commodities for subjugation

Thus again and again we learn the lessons by following our basic tenets:  
*Listen, Respect  
Empower,  
Trust,  
Decentralize...*



Mr. Gagan Sethi  
Chair, Janvikas

# Special Mentions: Response to COVID-19

The Government of India imposed lockdown on March 25, 2020, throughout the country, which continued until three months, to break the chain of coronavirus transmission resulted into loss of livelihoods & income, aggravated food & nutrition insecurities and reach & access to the basic health care facilities. The intra-state and inter-state migrants at different migration destinations stayed unfed due to no food/grains at their end and the extended lockdown period forced these migrants to move back to their home towns with no transportation facilities. In such circumstances, many migrants walked down or cycled to a very long distance and suffered awfully through the journey. The situation of the urban poor was also no good; due to a sudden halt in their earning, the family members underwent depression, tension and there were reported cases of increased domestic violence, specifically on women.



Janvikas, together with its associates, Institute for Transformation Studies (IST) and Centre for Social Justice (CSJ) responded immediately in the states of Gujarat, Jharkhand, Chhatisgarh and Delhi as the Covid-19 related lockdown was announced. The organizations helped in distributing ration to the vulnerable families (urban poor and migrants), coordinated with the local administration and initiated community kitchens to support families get cooked meals, transferred cash in the accounts of families help them purchase daily requirements to make a living, facilitated migrants through ticket booking reach their homes, and supplied packed dry snacks, necessary medicines, footwear to the traveling migrants. CSJ initiated information desk to provide with the relevant information for migrants' commutation, the entitlements announced by the central and state govt. during the lock down period, and other coordination related matters for migrants' safe travel.



## Highlights the relief and the rehabilitation work:

- ❖ Distribution of food, ration and hygiene kits to 45804 individuals in the state of Gujarat and Delhi
- ❖ Food packets distribution to 42540 migrants
- ❖ Cash transfer to 426 individuals
- ❖ Legal support to 6428 individuals for food, shelter and compensation related issues and activation of DLSA
- ❖ Sending of 10,000 messages pertaining to welfare schemes and entitlements for awareness raising

# Organization's Reach: COVID-19 Relief Work

Distributed Ration Kits to

**300**

Individuals

Supported

**512**

Migrants

Legal Service Support to

**518**

Individuals

Relief Cash Transfer to

**416**

Individuals

Distributed Ration and Hygiene Kits to

**37255**

Individuals

Supported

**1438**

Migrants

Provided Legal Service to

**1852**

Individuals

Activated

**841**

DLSA

Distributed Food Packets to

**42450**

Migrants

Distributed PPF kit to

**809**

Health Workers

Legal Service Support to

**3120**

Individuals

Training Support to

**1600**

Individuals

**5**





## NGO serves meals to 5k migrants

THREE NEWS NETWORK

**Ahmedabad:** As the Covid-19 pandemic rages around, a city-based non-government organization (NGO) has been providing meals to nearly 5,000 migrants every day.

The Institute of Social Studies and Transformation (IST), an initiative of city-based NGO Janvikas, is working in close co-ordination with deputy commissioner of police, Zone 5, to provide food to migrants twice a day through 15 self-run kitchens, a media statement said. Since the nationwide lockdown began on March 24, there have been several reports of panic and insecurity among migrant labourers



In the last three weeks, several local NGOs have been distributing food packets to feed these workers by raising funds through local contributions. Besides this, community kitchens were initiated.

The team and volunteers of IST have been supplying food in localities such as Contapur, Rokhial and Saraspur, where many of these migrant workers are located. "Our team conducted a mapping exercise to identify the number of workers in various clusters. So far we have mapped some 5,000 workers and helped them get connected to nearby community groups to access daily food packs," the statement said. "During this period, we have been able to successfully link them all to one community group or another."

working in several sectors as well as casual and contract workers. This is also true of Ahmedabad and its hinterland.

Many migrant workers belonging to distant states such as UP, Bihar, Odisha, Jharkhand and West Bengal have been stuck at their work sites.



જોરોનાના કારણેને વચ્ચે સમગ્ર દેશમાં લોકડાઉન કરવામાં આવ્યું છે. ત્યારે અમદાવાદ શહેરના ગોમતીપુર, રબિયાલ, ખોખરા વિસ્તારમાં પર્યાયનિય મજૂરો અને પર વિદ્યોજા લોકો માટે જોજીવવસ્થા પોલીસ અને સામાજિક કાર્યકરો દ્વારા કરવામાં આવી હતી. અમદાવાદ ઝોન પાંચના પીસીપી રવીનેશ અને ગોમતીપુર પીઆઈ વિરાગ દેડેલ દ્વારા આ મામલે સહયોગ આપવામાં આવત સામાજિક કાર્યકર એજન્ટ સેન સહિતના કાર્યકરો એ આભાર માન્યો હતો.

## Public Charitable Trust Janvikas Helping Migrant Labor In Gujarat Displaced By COVID-19

By Bha Durr

Janvikas, a public charitable trust founded in India in 1983, is actively engaged in bringing relief to migrant workers most affected by the COVID-19 lockdown. Thousands if not millions around the country but only last their jobs but were forced to their homes which in many cases were hundreds of miles away.

Its goal is to contribute to building and strengthening democratic and secular society and to bring concrete and sustainable changes in the lives of Americans who are in the thick of assisting disaffected autonomous institutions, hundreds of leaders, to work with those most affected by COVID-19. In this case - migrant workers, especially in Gujarat.

Janvikas has just returned from a 300 kilometer round trip (Gujarat - Ahmedabad to Rajasthan border). It was in a mission from India May 10, 2020. Well known for its work in organizational development and building, Janvikas is in the thick of assisting disaffected autonomous institutions, hundreds of leaders, to work with those most affected by COVID-19. In this case - migrant workers, especially in Gujarat.

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Founder of Janvikas, Gagan Sethi, seated front left, talks with his team in Ahmedabad about the needs of migrant workers.

state settlements to government support schemes.

- Tracking migrants using volunteer teams.
- Using its community radio 'Naxtra' to broadcast educational messages and helping local police to use our sound recording facility.
- Sixteen hundred community leaders across Gujarat will be trained online for Covid-19 and beyond in collaboration with Indian Institute of Public Health (IIPH), Gandhinagar.

Some of the District Collectors have begun to work alongside Janvikas to implement the latest recommendations from Janvikas, according to Sethi and Joshi. Another key person in Janvikas working to alleviate the situation is Vign Parmar, managing trustee, who since he was a student, has been an activist for basic human rights of the underprivileged, Joshi said.

For the long term, Janvikas hopes to build preparedness and preventive steps against the Covid-19 virus and similar threats.

Given the organization's strong bonds with the community and commitment to work for them, Janvikas is reaching out to potential donors in the U.S. and interesting them of actual needs at this moment on the ground.

Its Community Leaders are active at the grassroots educating the most vulnerable families and warning the communities to face the virus.



Janvikas has taken care to provide materials for self-managed community kitchens regarding the death and the dignity of migrant workers suffering greatly with lockdown during COVID-19.



Janvikas team members put together hundreds of food kits for migrant workers displaced in COVID-19, containing food, soap, hand sanitizer, etc.

Janvikas has advised who can help, to visit [janvikas.org](http://janvikas.org). Janvikas says it is to fill the gap in reaching out to those in dire "Human needs are huge and leave lots of room for us to contribute to bring respect, hope and faith in food," says Janvikas in a press release.

Sethi to Sethi, there are an estimated 20 lakhs to 30 lakhs of migrant workers just in the big cities of India. It is needed right now is speed," Sethi emphasizes. We need to help them and yet keep their dignity intact," he added.

Sethi said on one week with migrant workers who are on roads, we submitted this recommendation: stranded migrant laborers and those on roads, movement of Gujarat and they accepted the same model will be implemented shortly. "Kati Joshi, an American who is the chief operating officer of Janvikas, said via text. The recommendations include they assistance to support food and livelihood, kit items for cooking and health and life support in a hygiene kit, and community mobilization for being suspicious among shop owners and creating awareness about symptoms, and finally, helping get to government entitlements.

In the midst of this chaotic and uncertain time the Government especially the city of Ahmedabad has declared a ban on the transmission of the virus, it notes.

Janvikas is facing the challenges to meet are not just immediate relief, but also what happens in the future and end of these migrant laborers social economic recovery, Gagan notes. "We still have to create new health systems where people can control their health in a self-managed system. "Indians-Americans or non-Americans or NGOs who understand the complexity of the situation with the largest number of poor people, could be this crucial part-time and in the future, Sethi said, moved in shares where social distancing is practical, while, the possibility of a COVID-19 outbreak are now Janvikas.

Janvikas has to be functional and come up with alternative to these challenges," Sethi says.

Along with its associates, Centre For Social Justice (CSJ), and Institute for Studies and Transformation (IST), and the infrastructure built in four states of Gujarat, Madhya Pradesh, Jharkhand and Chhattisgarh, Janvikas has so far worked to alleviate the plight of migrant workers in the following ways:

- 10,000 dry food packets distributed to migrant workers
- Two self-managed community kitchens for 4,500 migrants/homeless on request of DCP zone 5 Ahmedabad
- 5,831 cotton kits & hygiene kits distributed across Gujarat
- 3,740 food packets distributed in Ahmedabad with help of local donors and community support
- 500 safety gears provided to 'Safai Karamchari' Cash transfer/lifehood support to the most vulnerable.
- Activated district legal services authority to implement the disaster victim legal services scheme
- 800 Paragid and other community leaders to facilitate these challenges," Sethi says.

Program Leaders/Activists have prepared the list of district donors/homeless.

Janvikas estimates about 10,000 households from Ahmedabad, Khamhat, Petlad, Himmatnagar and Kutch are in dire straits.

The organization continues to prepare kits for food and hygiene. The kit contains wheat flour, rice, pulses, sugar, tea, spices, soaps, sanitary pads. These kits last for one month and costs around 2,000/-.

For areas other than Ahmedabad, Janvikas has ensured the material is procured locally through advocacy at top level with secretariat of civil supply and police.

The local staff/leader at community level take responsibility of distribution of the ration to families identified as per the list. The team responsible for delivering the kits in different locations get curfew passes.

It also ensures donors that it has a system in place for accountability and transparency to prevent misappropriation of funds, establishing checks and balances. For more information and to donate, please visit [www.janvikas.org](http://www.janvikas.org).

Gujarat Exclusive > Gujarat > NGO, police join hands to start cluster kitchens for migrants

## NGO, police join hands to start cluster kitchens for migrants

By Exclusive Author - April 22, 2020 220



## Front Lines

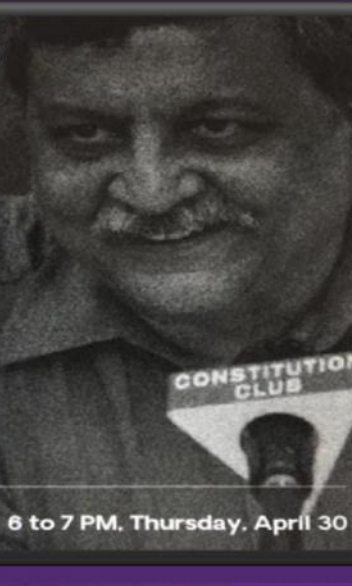
in partnership with Rishabh Lalani

Breaking Point: The Fragility of Civil Liberties in India

Gagan Sethi  
Janvikas

LIVE YouTube

[bit.ly/OTFLS](http://bit.ly/OTFLS)



6 to 7 PM, Thursday, April 30

# Development in Pictures



# About Janvikas

**JANVIKAS** 'Janvikas' means people's development; Janvikas is a Civil Society Organization in Gujarat, functions as a training and support organization for the past 33 years and works with a human rights approach for the all-round development of the most marginalized communities. Janvikas is inspired by the ideology of Paulo Freire, Mahatma Gandhi & B R Ambedkar and born out of a quest for justice.

Janvikas nurtures volunteers at the grass-roots, promotes Community Based Organizations & Civil Society Organizations and develops leadership of aspiring young professionals and trains them for taking actions against identified issues. Over the years, Janvikas has promoted more than 15 national and state level organizations, 16 Community Based Organizations working on different issues, and built leadership capacity of 2940 community based voluntary leaders who are actively engaged in raising issues of concern to them. Janvikas has also supported 304 CBOs promoted by other NGOs by building CBOs' capacities. On an average, Janvikas supports 35 organizations, networks and other CSOs annually in building their perspective, systems, structures and programmes.

**GOALS** Janvikas' goal is to contribute to building / strengthening a just, democratic and secular society and to bring about concrete and sustainable changes in the lives of the poor, marginalized and disadvantaged communities. Janvikas upholds core values such as human dignity, equality and non-discrimination, secularism and diversity, and participation and democracy; and ensures that the programmes designed have inbuilt implementation strategy which demonstrates these core values.

- STRATEGIC ROLES**
- ❖ Human and Institutional Development (HID) support to grassroots organizations, individuals and issue-based networks.
  - ❖ Setting up and spinning off issue-based institutions led by committed young professionals and/or community leaders to work with the marginalized.
  - ❖ Promoting and strengthening CBOs and People's Organizations (POs).
  - ❖ Developing and capacitating leadership in civil society organizations.
  - ❖ Initiating and strengthening grassroots interventions in response to the emerging reality.
  - ❖ Institutional response to natural disasters and to structural violent conflicts.

- INTERVENTIONS**
- ❖ Human and institutional development facilitation with civil society organizations to enhance internal governance, develop leadership at various levels and be more effective and relevant.
  - ❖ Enhancing employability of marginalised youth.
  - ❖ Strengthening democratic and accessible urban governance by involving marginalised communities and creating their organisations.
  - ❖ Fighting caste based discrimination with specific focus on manual scavenging.
  - ❖ Monitoring and advocacy for proper implementation of Right of Children to Free and Compulsory Education Act (RTE) 2009 and to achieve quality education in government primary schools.

# Constituencies



WOMEN



CHILDREN



DALITS, AADIVASIS and VALMIKIS



YOUTH



MUSLIMS and IDPs



URBAN POOR

Janvikas in its direct interventions has always worked with marginalized communities across all age groups – children, youth, adult men and women. Janvikas' intensive work is with the following constituencies.

As a group, women face more discrimination and violence within and outside the family in comparison with men. The women from the marginalized communities face triple disadvantages of – gender, caste/religion and poverty further increasing their vulnerabilities. Working on issues of women has evolved over years and become integral to all programs of Janvikas.

Focus of Janvikas' direct interventions with children emerged from its long term strategic work with marginalized communities like IDPs, Manual Scavengers, Dalits, Adivasis, OBCs etc. The challenge lies in accessing quality education from the government and addressing issues of discrimination toward children based on caste and religion. The focus of all direct interventions is to ensure rights and holistic development of children from the marginalized communities.

The communities considered and treated as untouchables in the Indian caste system are known as Dalits. Under the Indian Constitution, these communities are listed as Scheduled Castes (SCs). For thousands of years they have been the victims of discrimination and often are unable to access their rights and government schemes, facing exclusion from the overall development process. Janvikas intensively and strategically works with Valmiki community, most marginalized among Dalits and traditionally engaged in cleaning work.

The youth in the age group of 18-25 years forms 30% of the country's population. However, there is little attention given to the needs of this age cohort. During communal violence 2002, it was observed that large number of youth belonging to marginalized communities were instrumentalized and victimized at the same time. Janvikas aims to address the issues of youth, to develop leadership among them.

After the communal violence in 2002, a significant number of people, particularly from the Muslim community, were compelled to leave their homes and seek refuge in relief camps. Even now, after 17 years, many of them continue to live in resettlement colonies as Internally Displaced Persons. Several of their rights are violated consequently viz. housing, livelihood, education, development, access to services of health, sanitation etc., because of this forced displacement.

Urbanization brings to the fore several issues as the disparity keeps increasing between the rich and the poor. The poor and marginalized communities living in slums in Gujarat are experiencing exclusion, discrimination and insecurity. There are many serious issues affecting urban poor. Janvikas works for the socio-economic rights of urban poor by promoting and strengthening People's Organizations (POs).

**HUMAN AND INSTITUTIONAL DEVELOPMENT RESOURCE CENTRE (HIDRC)** is strategic unit of Janvikas and its role is to initiate, support and nurture grass-root initiatives of marginalized groups. HIDRC also provides organizational development support to organizations.

## Vision

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

## Objectives of HIDRC:

- A. Initiate, setup and spin off issue-based institutions/CBOs (incubating role)
- B. Strengthen civil society organizations (issue based networks, CBOs/ POs and NGOs)
- C. Motivate and support young professionals, social activists and community leaders to strengthen their leadership on issues they want to act upon
- D. Institutional response to emerging reality
- E. HID support to Janvikas' institutional field partners
- F. Knowledge building on HID practices and/or themes
- G. All of HIDRC's work during the year was in accordance with the objectives it has set for itself.

## OBJECTIVES

- ❖ Initiate, setup and spin off issue-based institutions/CBOs (incubating role)
- ❖ Strengthen civil society organizations (issue based networks, CBOs/ POs and NGOs)
- ❖ Motivate and support young professionals, social activists and community leaders to strengthen their leadership on issues they want to act upon
- ❖ Institutional response to emerging reality
- ❖ HID support to Janvikas' institutional field partners
- ❖ Knowledge building on HID practices and/or themes
- ❖ All of HIDRC's work during the year was in accordance with the objectives it has set for itself. Key work done by HIDRC in past year is mentioned below:

## Objective 1: Initiate, setup and spin off issue-based institutions/CBOs (incubating role)

### A.1) Swasthalyaya: Building Resilient and Inclusive Healthcare System

Janvikas - HIDRC has responded to COVID-19 and in this context, has conceptualised a health Initiative called "Swasthalyaya: Building Resilient and Inclusive Healthcare System" in collaboration with IIT Kharagpur – JSV Schools: Allied health Sciences with Dr. Saha, which is envisaged into three phases, as mentioned here -

Phase - I: Skill Development Training for unemployed youth from program areas of Janvikas as Frontline Health Workers / General Duty Assistant (120 students)

Phase - II: Swasthalyaya – Introducing Telemedicine / EHR (Electronic Health Record)

Phase – III: Livelihood creation by self-employment and job employment.

## A.2) State level women's savings and credit cooperative:

This cooperative with the name "Jagrut Mahila Bachat ane Dhiran Sahkari Madali Ltd." was registered in 2017 with operational area of five districts viz. Ahmedabad, Anand, Dahod, Panchmahal and Sabarkantha in Gujarat. As on 31st March 2020 the financial details is given below:

Particulars	Amount	Numbers
Membership	-	1612
No of Districts	-	7
Share-capital	2,79,200/-	-
Member's savings	22,78,585/-	-
Member's fixed deposit 2018-2019 2019-2020	85000/-	05
Credit beneficiaries (April 2019-March 2020)	-	207
Outstanding Credit	1,09,0847/-	-
Member's Social Welfare Fund	99300/-	-

During the reporting period, HID support was provided to cooperative in the following areas:

**Expansion to new geographical areas:** The Cooperative started its operation from five districts of Gujarat viz. Ahmedabad; Anand; Dahod; Panchmahal and Sabarkantha. There have been demands from women of rural areas of Vadodara and Chotta Udaipur districts to become members of cooperative. However due to restriction in operational area of cooperative, it was not possible for women from these districts to become members. HID support was provided to the Cooperative in terms of advocacy efforts in inclusion of two new districts. Efforts included educating the Committee regarding the procedures for inclusion of new districts, preparing documents for the same. HIDRC also facilitated the process of networking with District and State level Cooperative Department for seeking approval of inclusion of these districts. This resulted in State Registrar giving permission to the Cooperative to work in Chotta-Udaipur and Vadodara districts. The permission was given by the State Registrar to work in these two districts on 23 August 2019.

**Capacity building of Managing Committee members:** Sustained support is given to the Managing Committee in terms of developing their skills viz. decision making, constantly evolving rules benefitting women members; conflict management; networking with other primary women savings and credit cooperatives for learning and advocacy.

**Capacity Building of District level leaders:** To strengthen decentralized governance and autonomy, HIDRC facilitated one day training for women leaders from Panchmahal, Ahmedabad and Sabarkantha. 16 women leaders from these districts participated. Inputs were given on objectives of the cooperative; values of the cooperative; structural understanding of the cooperative; roles and responsibilities of leaders.

This resulted in women leaders owning up various responsibilities at block and district levels. It was also decided that simple financial systems (Savings /Share capital /Credit disbursed /Interest received /Credit received /localized planning) would be evolved at local level and leaders would be given training at local level. This would be made operational from 1st April 2020.

**Developing Computerized Management System:** Savings and credit cooperative which has vast operational area, with members from different corners of Gujarat, it is essential that the cooperative has sound and transparent financial systems responding to various needs of the cooperative.

This involves data compiling, analysis and decision making processes. It is in this context, a decision was taken by the Managing Committee to computerize the financial system. HID support was given to cooperative in terms of installing a special computer programme specific to cooperative administration and appointing one fellow for managing the Cooperative financial system. The training of the fellow has also been initiated.

**Production of information leaflet:** “Stree Sandesh” quarterly information leaflet is disseminated to every member. During the reporting period four leaflets were disseminated to 1000 members. The leaflet gives information regarding financial information, other activities conducted by the cooperative. It also gives information regarding various laws concerning women’s rights. This leaflet also disseminates information regarding cooperative’s intervention in improving the lives of women members through case studies.

It has resulted in members contacting the Managing Committee directly; asking queries regarding credit norms and regulations. In some areas like Sabarkantha, it has become a platform for discussion between the Managing Committee and non-members. This has resulted in good will/trust amongst the non-members, who have assured support in increasing the membership base of the cooperative.

**Facilitating the process of linkages with other primary level savings and credit cooperative:** HID facilitated the process of organizing workshop in July 2019 in Ahmedabad in which over 26 women primary level savings and credit cooperative from different parts of Gujarat participated. This workshop provided platform for cooperative to develop linkages, develop collaboration with other cooperatives and prepare action plan for working together for mutual benefit.

Following this workshop, North Gujarat cooperatives from Bhiloda, Himmatnagar, Meghraj promoted by Human Development and Resource Centre (HDRC) and cooperative organized a joint meeting in November in which common minimum programmes were decided. These programmes were:

- Quarterly meeting of cooperatives to share successful strategies.
- Mass level programmes for awareness and advocacy.

## Future Planning

The Cooperative has focused on three main intervention areas:

1. Building capacities of Management Committee of the Cooperative.
2. Identification and strengthening of 20 block level leaders for cooperative management.
3. Strengthening Management information systems of the Cooperative.

### A.3) Support to strengthen Mahila Samajik Nyay Manch (MSNM)

HID Support is also provided to women leadership collective – MSNM in Modasa and Himmatnagar which was initiated in 2014 to address issues of domestic violence on women. The women leaders work on voluntary basis. HID support was given to MSNM as mentioned below:

**Hand-holding support:** Hand-holding support is constantly provided to the Forum in terms of institutionalizing linkages with government machinery (police /Gender Resource Centre /schools /District Protection Officers); mediation process in some of the cases. This has led to women leaders making Government agencies accountable on one hand and on the other hand creating awareness amongst victims to become more vocal about the violence meted out to them and report their cases to Government machinery.

**International Women’s Day:** Support was given to MSNM leaders in terms of designing International Women’s day celebration. This involved facilitation of collaboration with local agencies like Gender Resource Centre; Abhayam Help line; local women’s groups. Support was also provided in designing contents; various methods

like songs to articulate the message of the event. This resulted in organizing events at community level in Himmatnagar and Modasa. The representatives of the Government machinery at District level also attended events organized by MSNM. Women leaders of MSNM were also invited by different local groups and Gender Resource Centre to give inputs regarding International Women's Day and share experiences of the Forum's intervention in addressing issues of Domestic violence.

**Awareness programmes at school level:** Awareness programmes were conducted by MSNM leaders at school level to create awareness regarding POCSO Act, 2015. Eight schools (four in Modasa and four in Himmatnagar) were selected for awareness programmes. Awareness was done regarding Understanding of "Bad touch"; "Good touch"; main provisions of the POCSO Act. This was done through canvass posters/skits. These programmes were organized in joint collaboration of MSNM leaders and representatives from District Child Protection Unit. All these led to school authorities requesting MSNM leaders to educate the staff and children regarding the Act.

## Common Programmes of cooperative and MSNM

### Review and Reflection

HIDRC also facilitated the process of "Review and Planning" exercise with the Managing Committee of cooperative and women leaders of MSNM at Neembadi, Nani Devti on 21st - 22nd December 2019.

### Cooperative - Major Highlights and the areas of concern of review of cooperative

- The pace of mobilizing new women to the cooperative has been slow compared to the set target. This is due to atmosphere of mistrust among people towards other financial institutions as they have experienced financial frauds by such institutions.
- Efforts need to be stepped up for identifying village/area level leaders for decentralized management.
- Credit limit needs to be raised for members of the cooperative from the present limit of Rs.40,000/- to Rs.1,00,000/-

### MSNM - Highlights of review of MSNM

Women leaders shared their experiences that over the past one year the focus has been to make the government agencies accountable and pressurize them to take up the cases of domestic violence which includes proper investigation by authorities; filing of F.I.R; proper charge-sheets. In some of the cases MSNM leaders are called by the police authorities for mediation purpose. During the year, 13 cases were solved by MSNM and another 32 cases were referred to Gender Resource Centre.

During reflection exercises women leaders felt, that it is necessary to address Health aspects of women. This is because women do not address their Personal Health issues leading to chronic illness. Importance for one's own health is least priority for women, largely due to gender socialization.





# STORIES OF CHANGE

## Women from Bhanupura and Simaliya villages

Women from Bhanpura and Simaliya villages of Ghoghamba taluka of Panchmahal district, were members of finance group operating in Panchmahal district. They used to access credit @ 30-36% rate of interest from one of local finance groups. They came to know about the cooperative; its objectives and its activities through a meeting organized by one of the Committee members of the Cooperative. This led to women thinking about joining the cooperative. Women realized that the cooperative does not restrict its activities to savings and credit. It is a means to for furthering various women rights. One of the women said that “the interest rate charged by the local finance company is very high than the cooperative”. One of the members said that the cooperative provides platform for women involved in many activities which hitherto was not possible. They decided to pay up the remaining dues of the group and become member of the cooperative. Initially 12 women joined the cooperative. Later on 86 women joined the cooperative in different stages. Now they have become spokesperson of the Cooperative. They talk about cooperative in every gathering.

## Taking control of family’s responsibility

Shabnamben is a member of cooperative, residing in Bombay Hotel area, Ahmedabad whose husband is a tailor. She has four kids, two daughters and 2 sons. Her husband had to give up his tailoring job after being diagnosed with kidney stones. He now finds it difficult to pursue tailoring and had to leave the occupation. Shabnamben was forced in a situation where she had to take up responsibility of earning and looking after the family. The Managing Committee member of the Cooperative advised her to start petty shop at her home selling daily essentials like condiments, toffees, scrolls etc. She took loan of Rs.20,000/ from the cooperative and started the business. She started earning 500 Rs. /day which helped her to take control of life.

## Challenges /Learning

1. The cooperative has created an identity amongst its members as an organization which gives credit at affordable rate of interest. Creative methods need to be designed to address various other needs of the members viz. health needs; asset building; education of children, livelihood alternatives which focuses on independence and increasing her decision making power at household level
2. MSNM is a forum of leaders who work for addressing issues of domestic violence on voluntary basis. Therefore, it is essential that these leaders are motivated by various non-monetary incentives so that their passion & commitment for working on issues doesn’t get faltered. It is also essential that these leaders are supported in taking up livelihood alternatives.
3. MSNM is a forum of Muslim and Hindu women leaders of Himmatnagar and Modasa town addressing issue of violence on women irrespective of caste /class /religion /ethnicity. However, in the recent past, the external environment has become very hostile and have created cultural divide on the basis of religion. A narrative of hate is propagated constantly that affects every individual and institution. This has impacted MSNM also. There is a sense of divide among leaders based on religious perceptions.
4. At present the collaboration between MSNM and various government agencies is event specific and not on long term basis. This needs to be changed.

## Objective 2 – Strengthening civil society organizations (issue based networks, CBOs / POs, NGOs)

During the reporting period, the following CSOs / POs and issue based networks / platforms were provided HID support.

1. Lok Manch - A platform of CSOs and community leaders working for accessing individual and community entitlements. Facilitated for the recruitment of a National Coordinator and provided mentoring support. Facilitated meetings of the core team at Pune and national team.
2. Vaagdhara - A 4 day gender training for the staff of Vaagdhara was conducted. Long term institutional development support is provided to Vaagdhara.
3. Support to taluka level Adivasi people's organisations – Facilitated planning workshops to analyse current situations and future plans at Santrampur, Naswadi, PaviJetpur, Dharampur and Kaprada talukas of different districts in Gujarat.
4. Swadhikar - Facilitated core team meeting and also supported in resolving financial matters.
5. Sanand Mahila Vikas Sangathan and Bavla Mahila Vikas Sangathan - Facilitated discussion and dialogues with the executive committee members of both the sangathans for initiating processes of re-envisioning and re-structuring of the sangathan structures. And prepared a plan of actions with both the sangathans in the same direction.
6. Valmiki Credit Cooperative Society - Support in finalizing accounts and audit.
7. Prepared session wise modules for CBOs/POs/PIs to conduct trainings on social perspectives- Social perspectives such as caste, religion, gender, constitution, value based leadership and cooperative governance and administration.
8. Hand holding, institutional development, organizational development commitments –
  - a. Vaagdhara
  - b. Saath
  - c. Quest Alliance
  - d. NF
  - e. Akshara
9. Two large network steering processes:
  - a. RRAN
  - b. Civic Participation Initiative
10. Co-constructing a social compact on migrants
  - a. CSR related advocacy with DASRA and other networks
11. Co-facilitated a 5 day workshop on participatory methods on impact assessment and monitoring at Bangalore for partners of Andheri Hilfe, contributed in planning another workshop to be held in Bhubaneswar, which was cancelled due to Covid.
12. Facilitated village level participatory processes in 7 villages of Jhabua district for village level planning to address issues of farm based livelihoods and malnutrition. This was done for SUPOSHAN project of IGSSS.
13. Conducted Impact Assessment of farmer producer organisation (FPO) promoted by DSC in Gujarat. Looked at governance aspects of FPO.

14. **Gender Audit:** To initiate gender audit process to contribute towards generation of Gender Policy in FES (Foundation for Ecological Securities) Organization, a team was identified, tools were prepared and visits were made to FES' Anand office, East (Odisha) office and South (Andhra-Karnataka) office, interviews were held with the organizational staff members including senior, mid-level as well as focus group discussions were held with field staffs; detailed interactions were held with the Community members (Village Institutions members, village folks, Village leaders, PRI members), as mentioned below:

Organization level		Community level	
Block/Cluster Team	12 members	Community women	35
Regional Team	14 members	Community men	15
Senior Management Team	12 members	PRI members	4
		VI members	21
		VI Leaders	39

A report has been submitted and presentations were prepared for FES board however, the interaction session on report of the gender audit could not take place due to COVID 19 pandemic. The board has accepted the report and look forward to prepare a gender policy of the organization however decision is pending due to COVID 19 effects.

15. External expert on ASH committee of Cohesion Foundation Trust – 2 meetings were held and relevant materials were shared with the team members.

16. Conducted a session on gender with the RRAN fellows

17. **WGWLO:**

- a. Case studies were developed for the network's legal institutional mechanisms.
- b. Inputs for the generation of the audio spots content to be used during the agriculture based virtual campaign before kharif season
- c. Meetings and dialogue on promoting a multi-district state level women farmers' collective – principally agreed, it was decided to promote women farmers' collective
- d. Promotion of state level seed group by WGWLO in collaboration with RRAN, SajjataSangh and Sristi – discussion held and decision taken. Sejal Dave to take lead in the same.

18. Expand the scope of HID work by engaging with Associates:

- a. Note has been prepared and sent to HID professionals in different domains
- b. Around 13 professionals showed interest

19. Teaching commitments with three organizations, occasional speaking and writing assignments with Anhad, ISDM, APPI

20. Board engagements to ensure good governance standards, feedback and re-strategizing given the new normal:

Janvikas Institutional Fields	Feminist Organizations	Resource Support Organizations	Strategic Partners
Janvikas	Nirantar	Swiss Aid	RRAN
IDEAL-CSJ	Akshara	Oxfam India	WASSAN
IST	South Asia Women's Fund (India)	Dalit Foundation (Volunteer)	JTMF
Navsarjan-Dalit Shakti Kendra	Muslim Woman's Forum	National Foundation for India	YUVA
ECONET		Solidarity Foundation	SAATH

## Objective 3: Motivate and support young professionals, social activists and community leaders to strengthen their leadership on the issues they want to act upon

Fellowship support to following young professionals and community leaders have been provided to strengthen their leadership to take up community issues and/or issues of larger concerns.

Parsottam Vaghela – He is supported for the past many years in taking up issues of manual scavenging, housing rights for the community and facilitating access to entitlements for the scavenging community.

Other fellows (4) are supported through civic participation initiative through Econet. This support is provided to strengthen civil society leadership in response to the current context.

## Objective 4: Institutional response to emerging reality

### Responding to the Corona Pandemic

- ❖ Initiated a core team to respond, developed MIS formats for monitoring and accountability systems, facilitated data exchanges for identifying the needy within and outside Ahmedabad, coordination with the board members
- ❖ On-line team meetings for updates and their response to the pandemic
- ❖ Strategic interventions – started community kitchen for the migrants, ration kits distribution, distribution of ready-to-eat food packets
- ❖ Fund raising for the initiative – prepared notes for the relief work and negotiated with APPI, Bread for the World, Oxfam, Misereor
- ❖ Presentations and zoom meets with different donors and civil society for constant updates and follow up on the situation
- ❖ Policy engagement with the govt.
- ❖ Module generation on COVID-19 in Gujarati and English languages in collaboration with IIPH-Gandhinagar
- ❖ Trainings of COVID-19 modules with Janvikas and CSJ programme and community leaders

## Objective 5: HID support to Janvikas' institutional fields

### 1. Programme on Eradication of Manual Scavenging supported by APPI:

- With APPI: Completed all legal formalities for agreement with APPI, timely compliance for documents required by APPI, coordinated quarterly meetings with APPI Program Manager and Janvikas program team for working on the project.
- For the implementation of the programme:
  - a. Team identification, recruitment and mentoring the team;
  - b. Team's capacity building by facilitating sessions in Zoom calls to understand the gravity of issue of manual scavenging, Janvikas' perspective and 5 years plan, one-year plan and translated 5 year planning, 1 year planning from English to Gujarati for the benefit of team members. Program implementation planning with team - deciding geographical coverage, setting targets, role sharing, strategy & activities, etc.
  - c. Contributed in preparing baseline survey format and trained staff on how to conduct household survey.
  - d. Developed 7 different forms pertaining to project objectives. Set up easy MIS for team for reporting.
  - e. Support in identification of appropriate technology for underground drainage cleaning, coordinated with vendors for supply of machines for manhole and septic tank cleaning.
  - f. Sounding board to Program Manager (Jitendra) for planning and decisions related to recruitment, program management and team capacity building & engagement.
  - g. Prepared 2 reports for APPI in May and August 2020.

### 2. Udaan - Education Programme:

- Finalised report for donor and overall donor management support.
- Initiated handing over of Meghdhanush School to Kalol community and facilitated meetings with staff, coordinated with the school principal on further follow up.
- 6 trainings on tool kits to make the community leaders aware of the govt. entitlements were conducted during the lock down and follow up was done.
- Case study editing and finalizing a booklet on the same

### 3. U-Live Programme:

- Revised note and module on self-employment. This was prepared for developing program on self-employment.

### 4. DriverBen:

- 3 training sessions with around 20 driver ben on gender were conducted

### 5. Urban Initiative Programme:

- Mentoring support to the programme leader

## 6. Center for Social Justice:

- Largely strategic management, networking, IJR
- Fundraising support provided and reached out to new donors both institutional and individuals.
- Finding new relevance
- Designing online programs for CSJ with APU University

## 7. IST (Neembaadi/ Conflictorium)

- Neembaadi: Setting quality standards, marketing of premises, debugging
- Buniyaad: Rekindling process

## 8. Fund Raising Unit (a common unit of Janvikas, IDEAL-CSJ and IST)

- Online Donations
- Brochure developed – MeghDhanush school to raise funds
- Website enhanced to enable donations via payment gateway integration through CCAvenue payment gateway
- MeghDhanush School
- Education Support Centre
- Women Empowerment
- Support during Covid-19 Lockdown
- Website content changed to align with COVID-19 relief work for accepting online donations.
- Submitted Call for Proposal to HCL Foundation for COVID-19 Relief
- Mail Acknowledgement to donors for donations received via payment gateway on Janvikas website – 47 donors acknowledged.
- Prepared detailed reports on COVID-19 relief work
- Report sent to all donors
- Submitted report on APPI portal
- Call for Proposals & Donor Engagement
- Proposals developed
- Restoration of Livelihoods for the most vulnerable population who have lost livelihood during the pandemic to contain COVID-19
- Swasthalay :Developing Resilient and Inclusive Healthcare Systems through skill development
- Applied to Call for Proposal
- HCL Foundation Grant – Health Category for Swasthalay
- Give India Foundation – Restoration of Livelihood for the most vulnerable population.
- Engaged with CSRs and Foundations
- Submitted Due-Diligence for Bandhan Bank to comply for onboarding to release the remaining funds.
- Submitted Proposal Briefs of restoration of livelihoods and healthcare to EdelGive, Paul Hamlyn Foundation.
- Contacted Pidilite CSR, Shell Hazira for developing new linkages
- Contacted 34 Ahmedabad based companies for engagement of CSR work.
- CIMS Foundation, Lemon Tree Premier, Novotel Hotels, Symphony, AIA have shown Interest
- Engaging Volunteers
- Volunteers engaged from ConnectFor
- Designing of Reports – 2 reports designed
- Web site development – not fruitful
- Learning Aid development – One video on Cash Flow developed
- Phone Counselling - Youths counselled on communication skills and confidence building

U-Live addresses the issue of livelihood for youth with a team of 21 enthusiasts in more than 20 blocks of Gujarat. It has trained more than 11,315 youth in various vocationally linked courses and has successfully placed more than 9,249 youth till date. Focus group of U-Live has always been Dalits, Adivasis, Minorities and OBC.

U-Live Vocational training emphasises on developing vocational skills among young men and women from marginalized communities to enhance their employability and interface with the community with a focus of an overall development of the youth. The content and pedagogy in trainings ensure developing social perspectives, integration of values and work skills. U-Live runs two main programmes - 1) Trains women in driving, a Non-Traditional Livelihood (NTL) sector through "DriverBen programme" and 2) Develop skills of youth through "Vocational Training Programme" for employment in service sector.

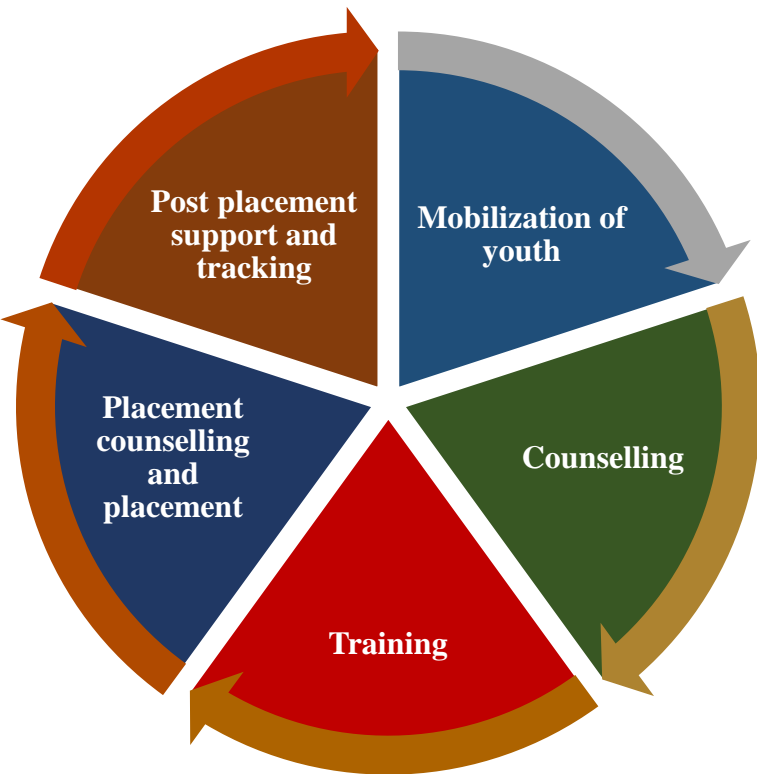


### Vision

To contribute towards building 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.

### Objectives

- ❖ Preparing the youths from marginalized community as a human power resource for world markets through skills training
- ❖ Preparing youth to imbibe the values of democracy, secularism and equality for their greater involvement in secular society
- ❖ Enabling an ecosystem for life-long learning and growth.



Mobilization and Development Process of U-LIVE Programme





### Technical training

The objectives of the technical trainings are to train women become professional chauffeurs by imparting key skills necessary to become a defensive driver, enhance their ability to handle road emergencies, change the conventional image of drivers through discipline and skills and enable women to become visible in public transport as drivers and occupy gendered spaces. For this, below mentioned technical trainings are imparted like Simulator training at Maruti Driving School and Driving practice at Riverfront and Gandhinagar Track Practice.



### Empowerment Modules:

Studies show that solely skill training is not enough to provide sustainable livelihoods. Resource poor communities, especially women are denied social spaces and opportunities and therefore require other investments in addition to skill training that includes confidence and self-respect building, networking and increasing social capital. Empowerment modules include trainings on Communication, Gender Equality, Self-defence by police department, Legal rights, First Aid and Sexual and Reproductive Health rights.

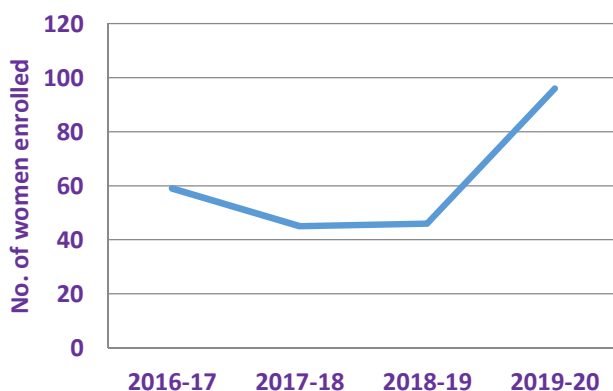


### Badlav ka Safarnama:

BKS is a powerful strategy to map the journey of the participants in DriverBen programme on technical and empowerment modules and facilitate sharing-learning laterally. It facilitates bridge gaps between the participants and builds better rapport among the Driver Ben.

Sessions were conducted, one on March 28, 2019 and other on May 11, 2019. The stories, struggles and the willingness to prove themselves were very heart rendering. Participants shared their defining moments along with empowerment indicators after joining DriverBen Program, which also inspired and motivated other participants. It was interesting and amazing for all women participants to know and discuss socio-cultural challenges and success stories of women in non-traditional livelihood training.

— No. of Enrollment



Since its inception, 246 women have been enrolled and trained in Driverben program as professional driver. The figure below indicates no. of women enrolled each year since 2016.

## Driverben Programme

“Driverben” offers non-traditional livelihood opportunities to women that help them to break stereotypes that emerge from the intersections of gender, caste, class, religion, sexual orientation, disabilities or any other marginalities within a dynamic context of space and time.

This programme empowers marginalized resource-poor women to become a professional driver that enables them to get well-paying and dignified employment, while reclaiming their freedom. The program offers blend of skill building along with personal empowerment and growth which is important for transformative livelihood training. The training helps these women to get employed as cab drivers and chauffeurs. It not only aims at breaking the patriarchal boundary for a good remunerative job, but also makes safer travels for women, senior citizens and children.

### Unique Value Proposition

- ❖ Helps women to break barriers
- ❖ Empowers women economically, socially and politically
- ❖ Reduces violence against women by providing safe driving



## Outputs

- Beneficiaries trained
- Non-traditional livelihood opportunities to women
- Awareness on various ranges of issues needing empowerment
- Safe travel to women in the city
- Socio-economic outreach

## Outcome

- Creating gender sensitive market
- Women empowerment
- Social inclusion
- Employability
- Entrepreneurship

## Impact

- Creating systemic social change through scaling and replication
- Women security by reducing risk associated with women travel
- Providing services that are simpler, safe and socially less costly

## Accomplishments during the year (2019-2020):

Training	Number of women
Total women enrolled	96
Women trained	57
Women undergoing training	39
Post training	
Permanent License attained	32
Total women employed	30

## Challenges:

Internal	External
<ul style="list-style-type: none"> <li>• Patriarchy – a vicious circle</li> <li>• Restricted mobility</li> <li>• Low level of education</li> <li>• No decision making authority</li> <li>• Domestic violence</li> </ul>	<ul style="list-style-type: none"> <li>• Challenging to occupy space in men's professional world</li> <li>• Apprehensions around driving</li> <li>• Violence and women security</li> </ul>

## Way Forward

The unpredicted strike of pandemic COVID- 19 had forced a pause on the program and was on stand-still for the period of 2 months. However, this gave us an opportunity to rework on the program and engage with the beneficiaries. Certain activities can be taken over by online sessions which could decrease time on commuting and increase the session time. The learning lesson from pandemic was to work with different alternatives keeping in consideration such conditions.

## Vocational Training Program

It functions to provide skills and knowledge to the youth of marginalized communities for making them self-reliant and earn their livelihood. It works for the vision of Janvikas in contributing towards the just, democratic and secular society by enabling and accelerating marginalized communities to challenge their seclusion in the overall development by linking the available opportunities and handholding the communities Vocational training set up by JANVIKAS facilitates the underprivileged sections of the society to provide skill development training and helps in placement for the youth. The special focus is on youth belonging to SC, ST, OBC and minority communities.

### Outcome and impact:

Currently, we undertake skill development programs in 7 districts of Gujarat i.e. Sabarkatha, Panchmahal, Arvali, Surat, Anand, Kheda and Ahmedabad. A total number of batches completed during the reporting period is 41 in which 1108 youth were trained. Out of which 831 trained youth were placed in companies like Flipkart, Team Lease, Vodafone, Airtel and Tech Mahindra. Vocational training tries to work in the same geographical constituencies resulting in larger impact for the communities. Accomplishment during the reporting year

No. of batches	41
Total no. of youth trained	1108
Total no. of youth employed	831

## Programme features:

### Engage youth for 3 months

Engaging youth for 3 months gives an immense opportunity to build social perspective and instilling values which contributes in creating just democratic and secular society. It gives a platform to work with the youth and create more responsible and aware citizens which strengthens democracy. These youth are either unemployed ones, students completing their college or other education and other youth wish to pursue skills for enhancing employability.

### Introducing technology

Enabling more and more technological and virtual presence of marginalized youth where they are heard and technology doesn't remain the rich man's privilege is one of motto of the programme and hence, they are well taught digital media use for the market and for their carrier development.

### Enable Sustainable livelihoods

We try to conquer current trends of treating youth as a herd of sheep and taking them all to feed the neo liberalistic lions of economy by enabling and handholding for sustainable livelihoods. By sustainable livelihoods we mean creating self-employment in rural areas where we address distressed migration, employing youth in sustainable paying jobs and sectors where there is a possibility of their growth and career guidance of the youth.

### Unique value preposition

Apart from imparting technical trainings of various skills, different human rights perspectives and different approaches based trainings are imparted with these youth, as mentioned below:

- Training on Gender – patriarchy and its diverse impacts on the society, checking violence against women, laws etc.
- Training on Human Rights,
- Training on social perspectives like discrimination based on caste, class, religion, ethnicity, etc.,
- The Sustainable Youth Empowerment Livelihood Approach
- Self-employment related training and support.
- The technical trainings include enhancing digital skills, retail market skills, communication and personality development

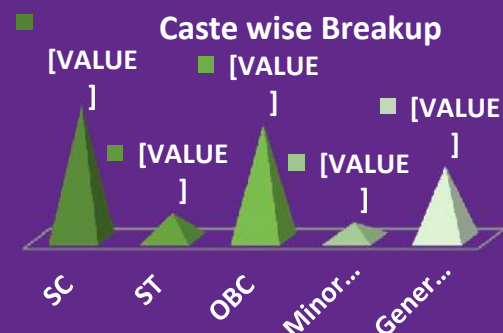
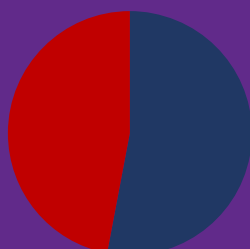
### Breakup of the participants of U-Live programme under Skilled to Succeed

The sex wise participants of S2S programme is as mentioned in the pie chart below, more male students (53%) than female students (47%) participated.

Second graph shows that the participating students are very high in number from the scheduled caste (406) compared with scheduled tribe (79), indicates that the youth from STs are poorly educated and inclined towards unskilled occupations such as mason work and so on.

■ Male ■ Female

Gender wise Breakup



## Challenges

- High attrition rate of field staff working in the program.
- The participants face caste discrimination during employment.
- Low wages offered to the participants
- Companies demand Government Certified program certificate to employ participants.
- Participants do not work at awkward time and during day off on a weekday.

## Way Forward

The new initiative of the program is encouraging participants into self-employment through various trainings and hand holding. They will be provided different trainings as per the field of choice. Through this initiative we would also be taking the opportunity of starting pilot projects in different sectors.

Promoting self-employment and providing guidance for the right business opportunity will be a major part of the trainings. Giving an opportunity to build a venture of their own may motivate them to go further in scaling up the business or initiating something new.



## IMPACT

- At least 70% of trained youth get sustainable livelihood
- Youth become independent decision makers.
- Youth Trained in the Program do not participate or promote any violence
- 41 batches of youth got trained with 1108 participants out of which 831 youth got employed; minimum wages are ensured and the monthly pay they get is around rs. 9500/-.

# Urban Initiative

## Vision

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

## Changes Envisioned

- ❖ Urban Poor have access to entitlements and basic facilities/civic services.
- ❖ They have access to adequate housing.
- ❖ Practice of manual scavenging is eradicated.
- ❖ Collective leadership of organizations of poor people take collective actions to address their local issues.
- ❖ Urban governance at local level and at city level becomes more inclusive in terms of- voice of urban poor heard, their participation in development planning is included and elected ward members and officials become accountable.
- ❖ Healthy relationship between different social groups is developed and strengthened.



## Key Strategies

- ❖ During the reporting period, following key strategies were adopted in Urban Initiative of Janvikas:
- ❖ Awareness creation in urban poor informal settlements on various issues, entitlements and urban governance.
- ❖ To promote and strengthen People`s Organizations (POs) at slum level.
- ❖ To develop and strengthen collective leadership of each of these POs.
- ❖ To support these POs in setting up Urban Facilitation Centres and other community development systems.
- ❖ To facilitate local development planning processes to increase people`s participation in urban governance.
- ❖ To facilitate city level and/or state level advocacy processes on common policy issues of slum evictions, slum redevelopment, housing, budget etc.
- ❖ To provide legal support as and when required.

# Urban Initiative

- ❖ During the reporting period, Janvikas continued to strengthen area level membership based 12 People's Organizations (POs) in Ahmedabad city. 11 Urban Facilitation Centres (UFCs) are operational to provide various services to the members and non-members in the areas. There are 4376 life time members largely women from Muslim and Dalit communities in these 12 POs as on March, 2020. 723 new members have joined these POs during the reporting period.
- ❖ Janvikas continued to strengthen leadership of 245 voluntary leaders of these 12 POs. Each PO has in range of 20 to 25 active leaders who take actions/initiatives on various community issues and community development. Monthly meetings were facilitated for these leaders at PO level. 102 such monthly meetings were facilitated for local leaders. In addition to that, 143 meetings on various issues/themes were organized for local leaders during the reporting period. They are provided handholding support by Janvikas in their actions/initiatives at area level.
- ❖ 5 senior leaders from the marginalized communities are provided fellowship to take leadership on issues of urban poor and strengthening POs during the reporting period. They were provided handholding support on regular bases by program leader. Monthly review and planning meetings of fellows are organized. Inputs are given on strengthening POs, acts and schemes, perspective building, current socio-political realities etc. in these meetings. One day training for fellows was organized on understanding theory of change in context of urban poor and drafting stories of change. They have become more effective in their leadership.
- ❖ 12 community based education support centers for students between 6 to 15 years are operationalized. These centers are fully run through community contribution (each child contribute INR.50/- per month). Janvikas provides support in facilitating monthly meetings of parents, building capacity of para-teachers.
- ❖ Organized 354 community meetings on issues of slum evictions, housing rights, various government schemes for welfare, cleanliness, basic services in the areas, education and health services etc. These meetings were meant for awareness and preparing action plans.
- ❖ Organized 46 programs/activities at Urban Facilitation Centers on health check-up camps, access of government schemes for self-employment of women, health cards etc.
- ❖ Senior fellows along with local leaders of POs engaged with more than 105 local government institutes/agencies such as government school, school management committee, urban health centers, city civic centres, councillors etc. during the reporting period. As a result, 33 agencies/institutes improved their functioning. Participation of local leaders in local urban governance has increased. Their actions/initiatives have contributed in making local urban governance more accountable, democratic and pro-poor.
- ❖ 223 volunteer leaders of 12 POs were felicitated for their leadership through trophy and appreciation certificate by Janvikas on 7th April, 2019.

Details of these POs and UFCs are as following:

No	Name of PO	(UFCs) Functional	Name of Area
1	Parivartan Sangathan	Yes	Vejalpur
2	Udaan Sangathan	Yes	Fatehwadi
3	Lokhit Sangathan	No	Kaamdar Maidan
4	Vishvas Sangathan	Yes	Gomtipur
5	Janhit Sangathan	Yes	Bhaipura
6	Sumel Sangathan	Yes	Amraiwadi
7	Shakti Sangathan	Yes	Kkodiarnagar
8	Avaz Sangathan	Yes	Danilimda
9	Deep Sangathan	Yes	Bombay Hotel
10	Ekta Sangathan	Yes	Chistiypark
11	Manav Vikas Sangathan	Yes	Sadbhavna
12	Safal Sangathan	Yes	Vatwa Crossing

## Quantitative Achievements of POs in the period of April-2019 to March-2020

Key Result Area	Result
Total People`s Organization (POs) strengthened	12 POs
Total members as on March, 2020 (who paid life time contribution of Rs.100/-)	4376 Members
New members in reporting period	723 Members
Operationalizing UFCs	11 UFCs
Peoples total contribution in terms of membership fee of PO and service charge of UFCs on March, 2020	INR. 8,42, 210
People`s contribution in terms of membership fee of PO and service charge of UFCs in reporting period	INR. 1,86,617
Active leaders of PO developed	245 women and men
<b>TYPES OF SERVICES PROVIDED</b>	
<b>EDUCATION</b>	
Running community based education centres	250 children in 12 centres
Students supported in submitting forms for scholarships	37
Children enrolled in hostels/Schools	40
<b>SUPPORT SERVICES</b>	
Persons provided information regarding government schemes	19,036
Persons supported in filling forms for government schemes	423
Persons supported in filling forms for accessing entitlements	699
Persons supported in preparing documents, affidavits, petition, complaints	151
Youth enrolled in technical/vocational courses	22
Facilitating youths for opting alternate livelihood options	39
Helping families in having legal documents of their property	163
<b>INFRASTRUCTURE DEVELOPMENT</b>	
Water facilities accessed.	1647 families
Street facility in the area.	1237 families benefitted
Drainage connection	1942 families benefitted
Internal road	1575 families benefitted
Individual toilets	18
<b>ENTITLEMENTS AND SOCIAL SECURITY</b>	
Access to aadhar cards, election cards, ration cards, birth certificate, death certificate, income certificate, cards for unorganized sector labourers	549 benefitted
Access to widow pension scheme/old age pension scheme	72 individuals
Access to health cards –Maa Amrutam Yojna, ESI, AABY	414 individuals
Access of income certificate	120 individuals
Access of loan/credit	22 individuals
Access to scholarship	57 individuals



# Urban Initiative



# Urban Initiative

## Housing rights for urban poor

- Followed up Public Interest Litigation (PIL) in Gujarat High Court on housing rights of 30 families of Nadia community in slum eviction notice in Bhaipura area of Ahmedabad. Stay on slum demolition is already received and hearings are held.
- 352 families of Vraj Vihar are supported in redevelopment processes.

## Eradication of manual scavenging practice

- Janvikas continued to support Manav Garima, a CBO of Valmiki community to eradicate practices of manual scavenging, legal interventions in deaths of manhole workers, housing rights and community development.
- Followed up Public Interest Litigation (PIL) on issue of manual scavenging in Gujarat High Court. During the reporting period, High Court took matter seriously and asked government to file action taken report on implementation of The Prohibition of Employment as Manual Scavengers and Their Rehabilitation Act-2013 (MS Act). As a result, Gujarat Government passed resolution to appoint Nodal Officers in all municipal corporations and municipalities of Gujarat state for effective implementation of the MS Act.
- Awareness among leaders and community at large on provisions of The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act-2013 (MS Act) through pamphlets and community meetings.
- Advocacy efforts with Ahmedabad Municipal Corporation (AMC) to stop open defecation in Nagariwad, Sarkiwad, Mirzapur, Shankarbhuvan, Shahpur and Vadaj areas of Ahmedabad city. As a result, dry latrines at Old Vadaj is demolished and new public toilet is constructed by AMC.
- Ensuring FIRs with proper sections of IPCs, MS Act and PoA Act in 7 incidents of death of 19 manhole workers while cleaning underground drainage and septic tanks in Gujarat state.
- 17 dependent families of deceased manhole workers received compensation of INR. 1.73 crore.
- Janvikas explored best technology available in India for mechanized cleaning of drainage and septic tanks. We studied such 3 innovations in India and how these technology can be used in Gujarat context.
- Baseline survey on socio-economic condition of 6000 families of scavenging community of Ahmedabad city, Khambhat and Petlad towns of Anand district started. So far 460 families are surveyed.
- Credit Society of Valmiki Community is provided support in audit preparation.

## Workshops & Visits

- Workshop on climate justice: Jitendra Rathod, Leader of Urban participated in Workshop on Climate Justice organized by Misereor on 20th and 21st November, 2019 at New Delhi.
- Convention on Understanding Constitution and Our Constitutional Rights was organized at Ahmedabad on 11th January, 2020. More than 300 community leaders from youth, urban, education, CBOs participated.
- Misereor, Germany has visited Janvikas on 28th November, 2019. The visit was for Misereor supported projects on youth, urban and HIDRC of Janvikas. Urban Initiative had organized field visits at Bombay Hotel.
- Jitendra Rathod has participated in Round Table Discussion on Urban Informal Settlements at Bangalore on 28th January 2020 organized by Azim Premji Philanthropic Initiatives (APPI). Jitendra had presented intervention of urban in the round table. APPI will visit Janvikas on 5th February, 2020 as a follow up of the round table. Additionally, Janvikas-Leadership Academy (LA) conducted 2 modules of training on transformatory leadership for 18 leaders of the various programs of Janvikas. First module was of five days on understanding self and second module was of 3 days on design thinking. The modules were designed and facilitated by Avni Sethi, Nayan Patel and Jitendra Rathod.

## Key Strategies and Activities

- **Monthly meetings of cluster level Eduleaders:** Total 269 meetings were conducted in the reporting period with a participation of 3279 participants.
- **Educators' meetings:** Educators who are the volunteers and who run the Udaan support centre meet regularly, total 101 meetings got organized and 905 educators participated in the meetings.
- **Educators' trainings:** Block wise 13 trainings were held with 277 educators who were from around 155 schools.
- **Community meetings:** To create awareness on the RTE act, 537 community meetings were held in which 7474 parents and others participated. Issues such as facilities at the schools, problems in schools, irregularities of children at the school, issues of discrimination, transportation, government schemes, etc. were discussed. 334 separate community meetings were held to discuss about the quality education, 5569 parents and other SMC members participated in the meetings. Issues like regularity of children in the school and the support centre, planning of children fairs, responsibilities regarding monitoring of the support centre, teaching learning materials such as workbooks, calendars, etc. were discussed.
- **SMC training:** 239 trainings of SMC members were conducted discussing about monitoring of quality education at the schools, learning levels of the children, grants to the schools, maintaining of the registers regarding administrative matters, etc.
- **Primary Education Awareness Committee Meetings:** 13 meetings were held in which 117 committee members from 4 districts (Panchmhal, Kutch, Aanand, Chhota Udepur) participated, discussed issues like merging of schools, basic school facilities-shortage of teachers, classrooms and other facilities, problem of selling of tobacco around school premise, etc.
- **Children's Fairs:** Children's fairs were held with the students of government primary schools that got selected for quality education component, 10472 children from grade 1 to 8 took part in it.
- **Meeting with religious leaders (in Kutch):** A meeting with 71 Maulanas from 49 villages was held to discuss the issues of school dropout children and how they influence their parents to send their children to school and be regular. The meeting was effective and regularity of the dropout children back to the school has been noted.
- **Meeting with women:** To enhance women's participation in the meetings, 8 separate meetings with women held in which 92 women participated from Khavda and Nakhatrana.
- **Coordination with the local administration:** 46 visits and meetings were held with CRCs, BRCs of all blocks and with the block level Education Officer and District Education Officers; the issues presented and discussed were merging of the schools, shortage of teachers and lack of facilities.
- **Survey on the sale of tobacco around government schools:** Survey of 266 schools was conducted in 7 districts to check the practice of tobacco eating among school children.
- **Pre-test:** In baseline, out of 160 targeted schools, we conducted pre-test of 1636 children of grade 1 to 5 in 35 schools from 7 districts. In pre-test it was found that 521 children are in the category of good, 372 in average and 743 in poor with regard to different learning levels.
- **District level conferences:** 6 district level conferences were held in Kutch, Panchmahal, Chhota Udepur, Aanand, Arvalli – Sabarkantha and Ahmedabad; 740 Eduleaders, SMC members, Educators, teachers, CRC, BRC and Taluka Education Officers were honoured and their experiences were shared.
- **State level conference:** 100 leaders of Udaan programme participated in discussion and understanding of CAA and NRC organized at Ahmedabad Management Association on the constitution and the constitutional rights.

# UDAAN in Pictures



## Achievements

- 785 Edu-leaders and 1526 SMC members have been capacitated through various trainings.
- 135 teachers are appointed against a shortage of 305 teachers in 163 schools of grade 1 to 5 and 48 subject teachers are appointed against a shortage of 326 subject teachers in 163 schools of grade 6 to 8.
- 200 new classrooms are constructed against a shortage of/dilapidated 450 classrooms in 258 schools.
- Out of 160 primary schools, selected for quality education, Udaan support centers were made functional through voluntary educators for the children of grade 1 - 5 in 132 primary schools and 3622 children regularly attend the center. 64 centers are functional in classrooms of government primary schools and 68 are functional outside the school.
- In 234 schools quality and sufficient mid-day meal was not available. The situation has improved in 196 schools now.
- Separate toilets for girls and boys were either not available or not used in 80 schools, now in 40 schools they are in use.
- In 65 schools discrimination was noticed in sitting arrangement and plates distribution in mid-day meal. At present discrimination has reduced in 57 schools. 76 schools did not have ramp and lacked facility of drinking water for physically disabled children due to improper access; now 44 schools have an access of ramp and assessable drinking water facility for the physically disabled children.
- There were no sports equipment available for girls and boys in 324 schools; now it is provided and used in 112 schools. Transportation facility is available in 10 schools.
- 7 new classes have started under Special Training Programme (STP) for drop-out children. Information about drop-out children has been collected from schools and through visits we are successful in converting them as regular students and we continuously do a follow-up on the drop-out children.
- A survey about sale of tobacco and its product around government schools has been conducted and its findings have been submitted to concerned department to take action. Government departments have issued circulars in this regard to prohibit sale tobacco near schools.
- In 152 government schools a computer software for math-science subjects for 6 - 8 grades have been provided in collaboration with Pratham Foundation. It is being used by the schools.
- Under Pratham's Vodafone Idea Teachers Award and students' scholarship, online forms were filled up and submitted by 32 teachers and 96 students from Kutch and 16 teachers and 9 students from Panchmahal areas.
- Pre-test was conducted for 1625 students of grade 1 - 5 in 35 schools.
- Workbooks for students of grade 1 - 3, Teacher's Guide and Children's Games Booklet for Educators were prepared and sent to all Support Centers. Alongside, calendars were also sent to the centers for children.
- From the available videos, handed over as part of this program, in the schools, selected videos based on 12 points and relevant in the present context were shown to the students.
- For promoting enrolment of children in the government schools, advertisements showing the available school facilities and the quality education the children would get were developed and got printed and displayed at public places in collaboration with the school principals in all blocks. The printed ads were also distributed door-to-door in each Taluka.
- Children's fair were organized for all the students of 136 government primary schools, with a participation of 10472 children and teachers.
- Educators conducted 26 special classes on reading, calculations and writing skills for std.2 students during April-July Vacation.

## Way Forward

- Make the Euleaders, SMC members and Educators more competent and stronger and sustain such voluntary leaders for longer duration.
- Increase strength and competence of 4 district level organizations for advocacy and strengthen advocacy efforts at the state level through programme as well as by connecting with networks, organizations, CBOs, POs and intellectuals.
- Develop a model support centre out of the existing Udaan support centers in all the districts of the programme.
- Form an advisory committee to develop Teaching Learning Material (TLM) for promoting quality education with a child-centric approach.
- Promote effective community participation for running the Udaan support center efficiently.
- Capacitate SMC members of 160 schools for an enhanced understanding of quality education and appropriate monitoring of the quality education.
- Establish rapport and communication among the government school alumni and the present students in the school.
- Initiate an awareness campaign on the formation of SMCs as per the rules, with the voluntary leaders and awakened parents joining the committee and retain those who are already in the committee.

## Challenges

- There is a great acceptance of the Udaan support center within the community, parents and teachers and such support centers can run through the voluntary educators and by the community partnership and community processes.
- Children find learning interesting if appropriate individual attention is given.
- Children enjoy learning with the help of TLM, videos, games and new activities, which improves their level of learning.
- With a better rapport with the teachers and the government departments, government resources such as halls, school class rooms can be effectively used to run the Support Center.
- Periodic coordination and timely updates with the education department helps in seeking appropriate communication for the programme related processes and involving all stakeholders and sharing updates seeks better results, for example, presentation on merging of govt. schools
- Constant monitoring is required to deal with the issues such as discrimination in mid-day meals; proper guidance, support and handholding is critical for eduleaders and SMC members in this regard.
- Efficient use of the social media for spreading of the messages quickly is critical.
- Creative activities can be taught to the children through children fair. Moreover, it provide opportunity to connect with the teachers closely.

## STORIES OF CHANGE

### Hansaben, a dedicated leader to promote education among children

Pandoli village of Petlad Taluka has a peri-urban area called Shankarpura, which is 3 kms away from Pandoli village. Shankarpura is inhabited by OBC community. This area has a Primary School, called Shankarpura Primary School, with grades 1 to 5 in which 35 children study.

Hansaben Vasantbhai Solanki works as an SMC member for the last 5 years. She has keen interest in educating children of her village and shows readiness to work pertaining to this issues. Hansaben has voluntarily joined Janvikas Organisation for last 4 years and ensures that provisions of Right to Education Act are properly enforced. With her increasing interest in the issue, she is now working with 40 government primary schools in Petlad block; engaging with the SMCs of all these schools, she builds capacity of the members in school management and for the access of quality education to the children. She undertakes training of SMCs to develop an understanding about their responsibilities and power. As a responsive SMC member, she addresses the problems and needs of schools, meets the guardians of the village and reminds them to give proper attention to the children and ensures the regularity of the children in the schools.

During July-August 2019 since number of students in Sahnkarpura Primary School were less than 100, there were chances of it being merged with some other school. As soon as this matter came to the notice of Hansaben, she immediately contacted SMC members and submitted written application to the Dist. Primary Education Officer requesting not to merge the school. In Sept 2019 she personally met the Dist. Primary Education Officer and gave memorandum describing geographical condition of the area.

In 2019 Udaan Programme Janvikas has started support classes in 13 selected schools of Petlad Taluka with a view to enhance interest for education among the children and to bring out inherent potentials of the students. These classes run during spare time of the school. Hansaben teach students of grade 1 to 5 in Shankarpura area between 9.30am to 11.00 am. She plans and prepares for most of the activities as she owns special skill and interest. She has become a role model for other women of that area because of her initiatives in the field of education and leadership qualities.

### Motivating Adivasi Children in Formal Education

Ratanpur village is located in Nasavadi block of Chhota Udepur district in Gujarat. This village has a primary school facility with 1-8 grades and has 3 teachers teaching 200 children. This is a story of one Narendrabhai Bhil, who is always concerned for enhancing the level of education in these tribal villages. Narendrabhai has studied up to 12th grade and earns his living from agriculture on his small farm. Due to his keen interest in promoting education among children, he voluntarily takes sessions for an hour or two with the children in his hamlet and educates and engages these children using different activities.

Narendrabhai got information about Udaan Support Centre through one of neighbouring Eduleader, Sukhrambhai, in one of trainings of Eduleaders. Narendrabhai participated in one of trainings on Education. He was quite motivated and excited that on the issue of education, such work was happening. He showed interest in starting Udaan Support Center in his village and becoming Eduleader and for this he called a meeting in his house, inviting village Sarpanch, parents and other community members, around 25 people participated and having discussed this idea, parents became happier with their deep faith in Narendrabhai for educating their children. Dialoguing with the school principal, things got settled to open a support center in Ratanpur village. And now many children participates in the center activities and attends school regularly.

Having motivated with this center in his village, Narendrabhai also intervened in the neighbouring villages, identified volunteers and promoted Udaan Support centres in 10 neighbouring villages and prepared 10 Eduleaders. He now conducts periodic trainings of these Eduleaders and works towards engaging every child with the formal education system in these villages.

## STORIES OF CHANGE

### The Curious Case of Ramilaben Chenva and Dungari Village

Dungari village is situated in Idar Taluka. This village is surrounded by small hills and that is why it is called as Dungari. This village is located on the road between Himmatnagar and Idar. The village consist of mainly general, Patel, minority, OBC and SC populations.

Their main occupation is farming and animal husbandry. Ramilaben Chenva of the village is a SMC member. She attend every trainings and meetings organized by our organization and performs her duty as an awakened SMC member and also raises issues regarding children's education.

Here is the detail of her successful performance. Since there is a large population of OBC in the village, they were insisting on having a woman cook belonging to OBC class for mid-day meal programme. However, our Bhavnaven opposed that attitude and with the support of teachers appointed a Dalit widow for preparing mid-day meal. OBC community opposed the decision at the school that their children will not have the meals prepared by the woman. So Ramilaben along with other SMC members met the eduleader, visited the school and asked the school children regarding the food prepared by that lady. All students responded that it is good. Ramilaben met Sarpanch also and got a resolution confirming the woman for that job.

Thus Ramilaben with the help of her successful leadership brought out the issue of discrimination and stopped injustice being meted out to that woman. She has started taking up many such issues. She helps children to attend the school regularly who were irregular by visiting and explaining their parents. She is always ready to address any issue of the school and achieves success.

### Animal Husbandry in Vandh Village

Vandh is situated in remote area in Nakhatrana Taluka of Dist. Kutch, which is also known as Bhambharvandh. It was lacking even some basic facilities. It has population of Jat, OBC and Muslims. Population of about 300 is engaged in animal husbandry. Shri Bhambharvandh Primary School of Bhambharvandh village has about 60 students who study in std. 1 to 7.

Jat Indishbhai serves as eduleader in Vandh village. He regularly attends meetings and training organized by Janvikas and receives guidance. Jat Indishbhai and Jat Motibhai joined as SMC members and became aware under guidance of Janvikas.

Last year they had submitted applications and passed the resolution for shortage of the teacher in SMC meetings and approached at Taluka and District level. They succeeded and got posted teachers in the school.

Another success was construction of the school compound wall. After constant application and resolutions in June 2019 he ultimately got sanction for compound wall and in July construction work of compound wall was successfully finished. In their opinion "constant efforts makes you succeed".

This year they have decided to build a good garden in the school compound and for that they have planted trees and regularly take care. He is not highly educated but together with SMC members he get guidance regarding the same.



# Governance and Finance

The Governance and Finance Department of Janvikas is run by a unit called Governance and Financial Services (GFS). This is an autonomous unit, which provides a range of Governance and Finance related services to Janvikas as well as other organizations.

During the year 2019-20, GFS organized two meetings of the Janvikas Board of Trustees and three meeting of its Finance and Monitoring Committee. The following legal compliances were fulfilled:-

## Compliances

1. There were no change in the Board of Trustees;
2. There were no new Properties purchased, and hence no Change Reports needed to be filed with the office of The Dy. Charity Commissioner, Ahmedabad in this regard;
3. An application was made to the Office of the Charity Commissioner, seeking permission for sale of 4 properties (Flat No. C/906, Royal Chinmay, Ahmedabad, Plot No. 7, Khedbrahma Dist- Sabarkantha, First Floor, Thakrani Complex, Samlaji Road, Modasa, Dist- Sabarkantha, Flat No. 7 & Narayan Chambers, Station Road, Bharuch) and were rejected by the Office of the Charity Commissioner.
4. Statutory Audit was completed on time and all queries answered to the satisfaction of the Auditors;
5. Income Tax and FCRA Returns for the previous Financial Year were filed on or before the due dates;
6. Provident Fund Contributions were deposited with the Office of the Regional Provident Fund Commissioner and all necessary Returns filed before due dates;
7. Income Tax (TDS) and Professional Tax was deducted, as per rules, and deposited with the respective authorities;
8. Staff Mediclaim and Personal Accident Insurance Policies were renewed and updated from time to time, as required;
9. Employees Group Gratuity Scheme was renewed.

GFS also oversees the functioning of a Women's Hostel / Crèche and the Janvikas Credit Co-operative, known as JCC Staff Credit and Supply Co-operative Society Ltd (JCC).

## Women's Hostel / Crèche

The Women's Hostel for women staff members of Janvikas and its sister organizations and a Crèche for the children of all its staff members (male and female) is managed by GFS. An average of 4 women staff members and 4 children benefit from the Women's Hostel and Crèche facilities, respectively.

## 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. 1,00,000/-) at an affordable rate of interest (11% pa) to Janvikas and IDEAL-CSJ staff members.

JCC had 61 members as on 31<sup>st</sup> March, 2020. The unaudited financial details as on that date are as follows:-

Particulars	Amount (in Rs.)
Savings in members' Contribution Accounts	22,85,576.20
Outstanding in members' Loan Accounts	13,06,335.60
Advance Received from Janvikas	1,00,000.00
Bank Balance	14,18,778.62

# Governance and Finance

## Diversity Profile

Religion	Female				Male				Total
	General	OBC	SC	ST	General	OBC	SC	ST	
Christian	2	2			1	2			7
Hindu	5		1	1	1	4	4	1	17
Muslim		6			1	4			11
No religion	1				1	1	1		4
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>39</b>

Note: No staff has declared to be belonging to LGBT

## Staff Distribution (Salary and Gender)

Slab of gross salary per month (in Rs.) plus benefits paid to staff (including consultants)	Male staff	Female staff	Total staff
Less than 5,000/-	--	--	--
5,000/- to 10,000/-	2	3	5
10,000/- to 25,000/-	12	9	21
25,000/- to 50,000/-	5	2	7
50,000/- to 1,00,000/-	2	4	6
Greater than 1,00,000/-	--	--	--
<b>Total</b>	<b>21</b>	<b>18</b>	<b>39</b>

## List of Trustees

Name	Designation / Position
Mr. Gagan Sethi	Chairperson
Dr. (Ms) Syeda Hameed	Trustee
Mr. Martin Macwan	Trustee
Mr. Tushar Dayal	Trustee
Mr. PGJ Nampoothiri	Trustee
Ms. Farah Naqvi	Trustee
Ms. Nishi Vasudeva	Trustee
Mr. Vijay Parmar	Managing Trustee

## Staff Remuneration (Gross Yearly Income and Benefits)

Head of Organization (including Honorarium)	8,00,000/-
Highest paid full time regular staff	8,00,000/-
Lowest paid full time regular staff	96,732/-

# Governance and Finance

"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 31.03.2020

Bank Account No. 200110100009687

Trust for transaction of Foreign contribution F.C.R.A No. 041910132

Dated : 9th October, 1986 "

PARTICULARS	INDIAN	FOREIGN	31.03.2020	31.03.2019
<u>FUNDS AND LIABILITIES</u>	-	-	-	-
TRUST FUNDS	47,346,648	7,233,106	54,579,754	49,753,751
GENERAL FUNDS	13,699,573	6,577,191	20,276,764	25,309,171
INCOME AND EXPENDITURE ACCOUNT	5,912,033	0	5,912,033	2,509,176
UNUTILIZED GRANTS / DONATIONS	12,408,908	4,302,145	16,711,053	5,527,841
	79,367,162	18,112,442	97,479,604	83,099,939
<u>ASSETS AND PROPERTIES</u>				-
NET BLOCK OF FIXED ASSETS	2,528,237	7,233,107	9,761,344	5,809,733
INVESTMENTS	40,726,476	5,214,905	45,941,381	58,098,635
CURRENT ASSETS, LOANS & ADVANCES	35,773,539	5,664,430	41,437,969	17,802,388
RECEIVABLE GRANTS / DONATIONS	338,910	-	338,910	1,389,183
	79,367,162	18,112,442	97,479,604	83,099,939
NOTES FORMING PART OF ACCOUNTS				

# Governance and Finance

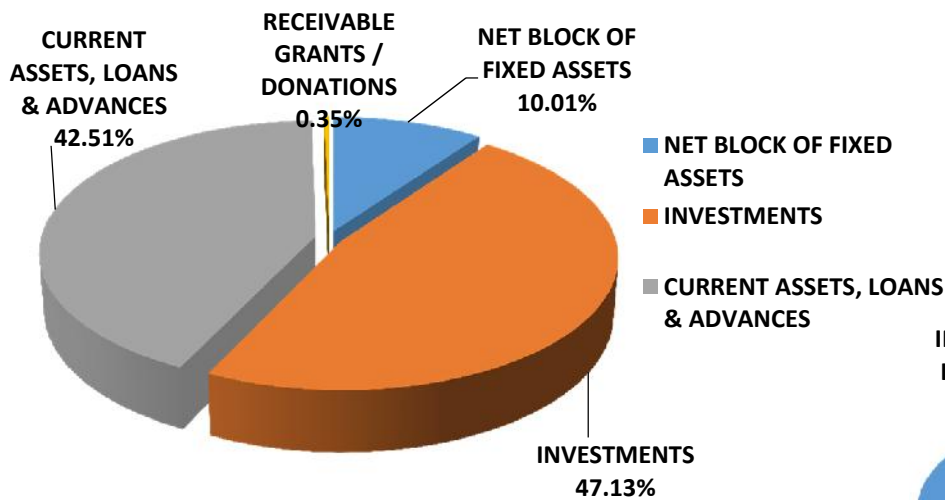
**Name of Public Trust :** JANVIKAS  
**Trust No. :** E/19527/ Ahmedabad **Date of Registration :** 22/03/2011  
**Address of the Trusts' Office :** 105 Royal Chinmay Nr. Simandhar Tower, Judges Bunglow Road, Bodakdev, Ahmedabad-380054.  
**Phone No. :** (079) 26857745  
**Income & Expenditure Account for the period** 01.04.2019 To 31.03.2020  
**Bank Account No. of Trust for transaction of Foreign contribution** 200110100009687  
**F.C.R.A No.** 041910132 **Dated :** 9th October, 1986  
**Bank Address :** Bank of India, Panchvati Branch, Ellisbridge, Ahmedabad, 380006

PARTICULARS	INDIAN	FOREIGN	31.03.2020	31.03.2019
<b>INCOME</b>	-	-	-	-
GRANTS ,DONATIONS AND CONTRIBUTIONS	14,673,762	29,250,624	43,924,386	37,819,020
INTEREST INCOME	4,824,999	814,203	5,639,202	6,108,099
OTHER INCOME	1,380,533	-	1,380,533	277,116
TRANSFER FROM SPECIFIC FUNDS	(2,865,049)	3,071,452	206,403	6,255,654
	18,014,245	33,136,279	51,150,524	50,459,889
<b>EXPENDITURE</b>				-
EXPENDITURE ON OBJECTS OF THE TRUST	12,054,717	25,884,352	37,939,069	39,774,358
ADMINISTRATION EXPENSES	2,123,986	4,999,557	7,123,543	7,778,475
AUDIT FEES	-	298,400	298,400	329,550
LOSS/ ( PROFIT) ON SALE OF ASSETS	-	8,535	8,535	194,990
EXPENDITURE WRITTEN OFF	45,364	-	45,364	-
CHARITY COMMISSIONER CONTRIBUTION	30,000	20,000	50,000	50,000
REMUNERATION TO TRUSTEES	-	1,340,000	1,340,000	1,482,000
DEPRECIATION	357,322	585,435	942,757	1,002,352
EXCESS OF INCOME OVER EXPENDITURE	3,402,856	0	3,402,856	(151,836)
	18,014,245	33,136,279	51,150,524	50,459,889
NOTES FORMING PART OF ACCOUNTS				

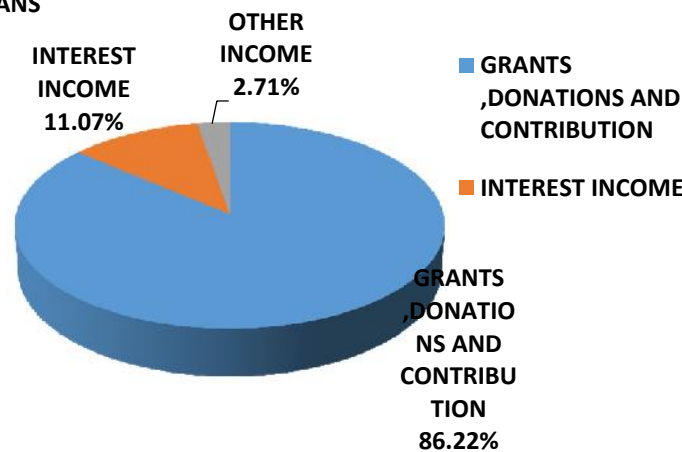
\* Administrative expenses above are as per the FCRA guide lines which includes Central Office Administration cost, Programme Admin Cost, Accounts Admin and Management H R Cost

# Governance and Finance

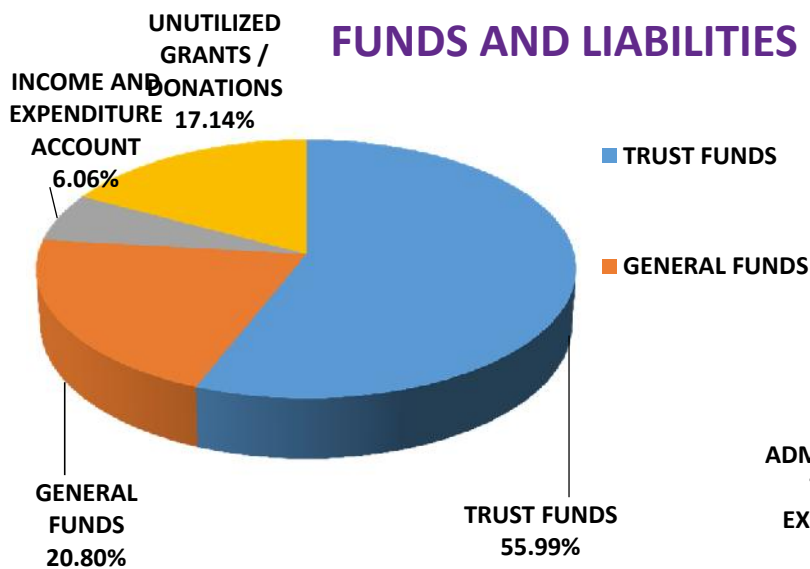
## ASSETS AND PROPERTIES



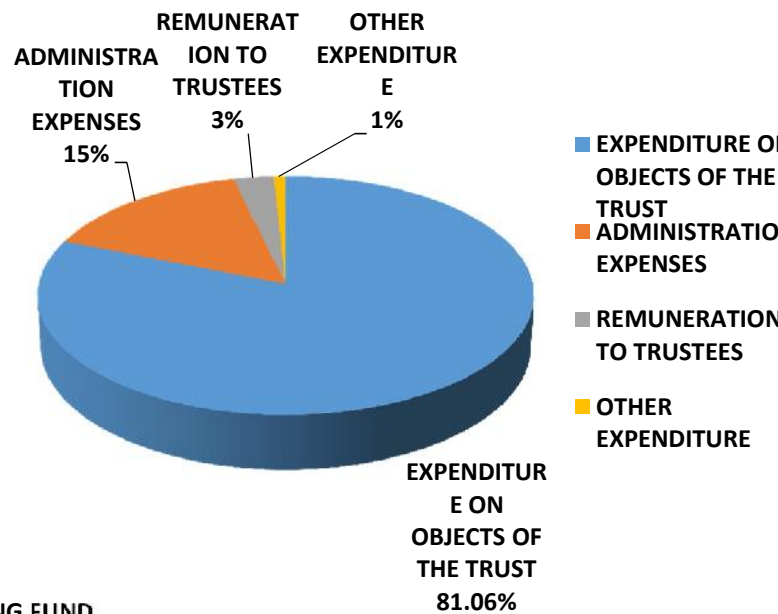
## INCOME



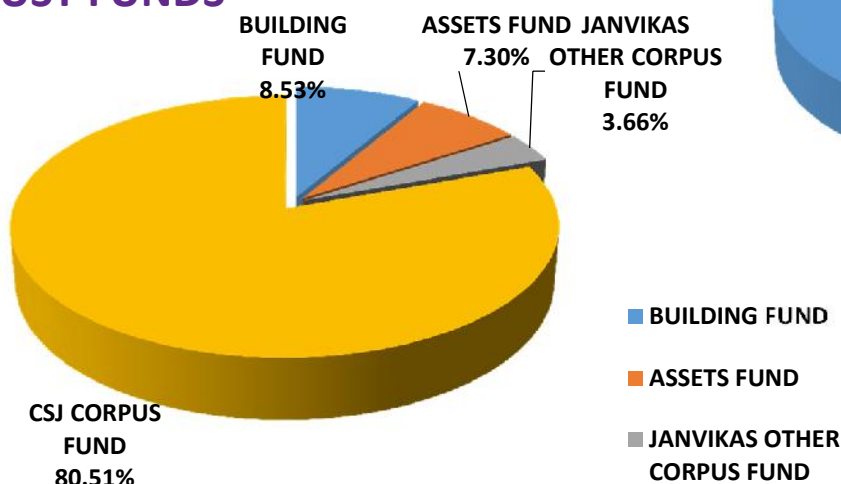
## FUNDS AND LIABILITIES

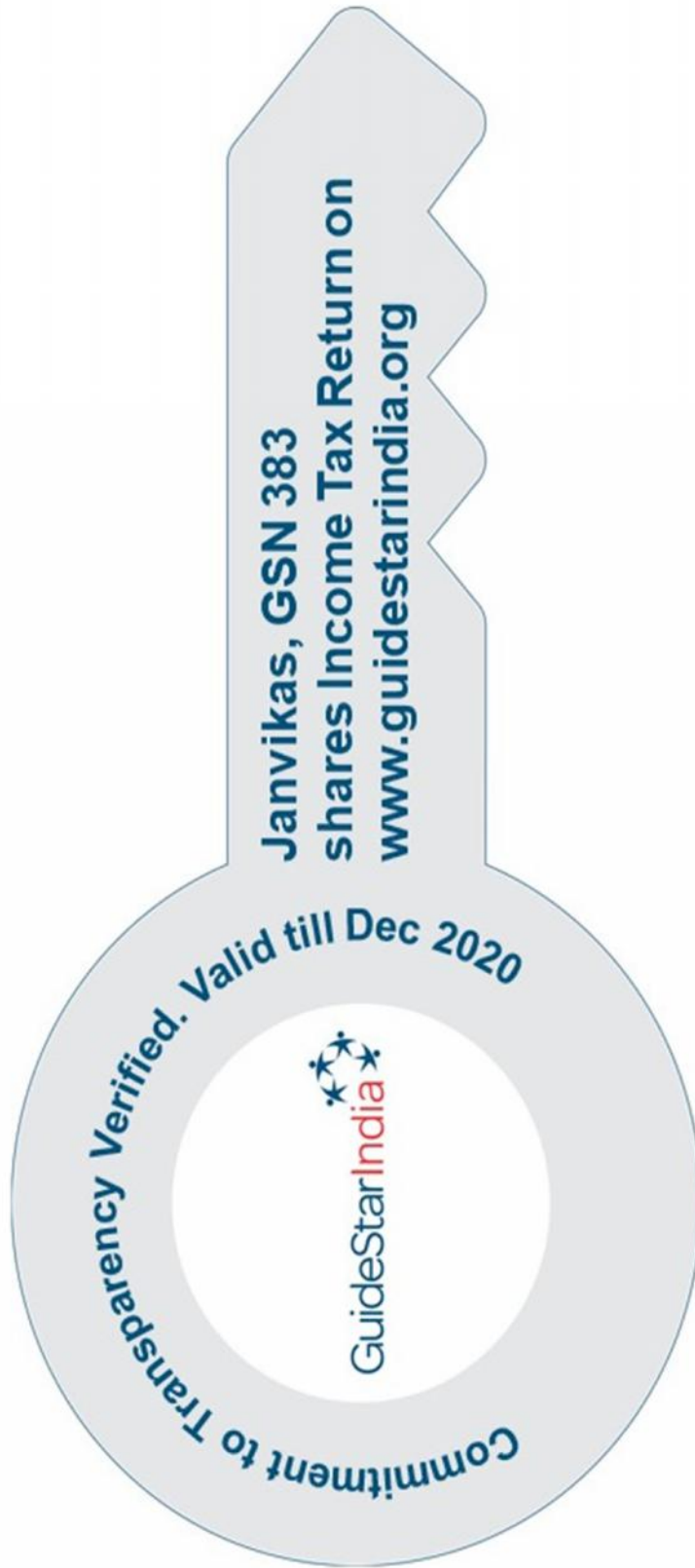


## EXPENDITURE



## TRUST FUNDS









## JANVIKAS

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**Website: [www.janvikas.in](http://www.janvikas.in)**

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Bungalow Road, Bodakdev,  
Vastrapur, Ahmedabad,  
Gujarat 380054**

