

## Annual Report 2010-11



# JANVIKAS

# CONTENTS

Foreword.....	02
Youth Resource Centre.....	05
Udaan.....	08
Paryavaran Mitra.....	11
Work with Internally Displaced Persons.....	14
Human & Institutional Development Resource Centre (HIDRC).....	18
Governance & Finance Department.....	24

# FOREWORD

Janvikas since its inception in 1987 has been responding to emerging realities through setting up and spinning off issue based organizations. In response to the communal violence 2002, Janvikas initiated and set up three major programmes:

1. Youth Development & Conflict Transformation.
2. Udaan – Diversity based Education Programme in Panchmahal district.
3. Work with Internally Displaced Persons (IDPs) due to communal violence, 2002.

The above three initiatives are aimed at addressing issues of communal conflict through long term engagement with youth & children and working for the rights of the victims specially the IDPs. The mainstream development process of Gujarat continues to discriminate/exclude the Muslims. Our experience of work with IDPs proves this as government of Gujarat has made no efforts for their proper rehabilitation. The IDPs continue to live in 83 colonies in very pathetic subhuman conditions.

Overall goal of Youth Development and Conflict Transformation programme is to contribute to promotion of “culture of conflict transformation and prevention” through strengthening and promoting local youth initiatives working for their own development while fostering democracy and celebrating diversity of thought, religion, identity within themselves and the society they live in. This programme reaches out to more than 7000 youth across 20 talukas in 7 districts. The programme now is well grounded and shows clear indication of conflict transformation processes. The focus now would be to strengthen key strategies of conflict transformation.

During the year, Udaan – Education Resource Centre conducted action research on the ‘Impact of Emotional Resilience Curriculum on Wellbeing of Children’. The research was conducted in Panchmahal where education centres are run. The research proved that the emotional resilience curriculum and the pedagogy developed contributed on the well being of

the children. The present education system does not address the issues of children affected by violence in the curriculum. Janvikas in collaboration with NEG Fire plans to take this up for policy level change at national level. In Panchmahal district, from this year itself we have initiated monitoring of government primary schools with the use of Right to Education Act to ensure that these schools become fully functional and no discrimination takes place in the schools. Similar efforts have been initiated in Kutch district where Jivan Talim programme is run. In 21 villages where Jivan Talim centres are run, 9 villages have government schools but they are not functioning at all while the remaining 12 villages have no government school. The focus of Jivan Talim programme towards the end of the year has been to make state government accountable to ensure that each village has a government school and it functions properly.

Paryavaran Mitra which was initiated as enviro-legal cell in 1997 has contributed very significantly in raising issues of human rights violations caused by industrial and government development projects. Paryavaran Mitra will become independent organization in the coming year for which the process was initiated during this year.

The role of HIDRC has been to support existing programmes of Janvikas and also to provide HID support to other NGOs, CBOs, issue based networks and individuals. One of the programmes of HIDRC, Centre for Governance Studies in Non-profits (CGS) continued to develop capacities of NGOs to improve their internal governance. CGS also supported organizations in developing their governance manual, performance appraisal system etc. CGS based on its experience has initiated preparation of a manual on “Developing Capacities for Governance in Non-profits”.

During the year, we initiated a process of developing synergies between all programmes/ units of Janvikas. As part of this, annual review and planning process of entire Janvikas was held towards the end of the year. A system of mutual accountability and sharing of programme plans & reports has also been developed. As part of this, the Leadership Forum consisting of CEO and programme leaders has also been set up and operationalized.

The annual report of Janvikas covers the activities of five programmes of Janvikas mainly Youth Resource Centre, Udaan, Paryavaran Mitra, Work with Internally Displaced Persons due to Communal Violence 2002 and Human & Institutional Development Resource Centre (HIDRC). It also covers the report by the Governance and Finance department of Janvikas.

The programme activities of Janvikas contribute to the twin objectives of:

- ✍ Contributing to building/strengthening just, democratic and secular society.
- ✍ Bringing about concrete and sustainable changes in the lives of poor/marginalized/ disadvantaged communities.

I take this opportunity to thank our Board of Trustees who provided support through their critical inputs and feedback. I also thank our donors – Misereor, Sir Ratan Tata Trust, Christian Aid, Oxfam, NEG-Fire, Wipro and International Youth Foundation with whose support our work was strengthened. I also thank our individual supporters, partner organizations and well wishers for their support and solidarity.

*Vijay Parmar,  
CEO, Janvikas*

# YOUTH RESOURCE CENTER – YOUTH DEVELOPMENT & CONFLICT TRANSFORMATION INITIATIVE

The youth development and conflict transformation program was conceived and developed as an institutional response to the 2002 Gujarat communal violence. Youth from marginalized communities were involved as both instruments and victims of the large scale violence. Janvikas' pre-2002 focus shifted from 'youth for development or social action', to 'need to engage with youth in long-term conflict transformation processes'. In 2007, the learning and experiences from the Yuvshakti process was consolidated to develop partnerships with local rights-based organizations to work on youth development and conflict transformation. Currently, the outreach of this program is in 7 districts across 20 talukas, reaching out to more than 7000 youth.

The overall objective of this intervention is to promote a 'culture of conflict transformation and prevention' through development of youth



(vocational & life skills development, perspective development, fun & recreation, and building youth opinion around issues of dissent) to foster democracy and celebrate diversity of thought, religion & identity within themselves and the society they live in. Other objectives include initiating advocacy, campaigns for issues affecting youth

by young people and creating secular space and opportunities for youth development and creative youth expression.

*Perspective Development Camps* bring youth from different geographical and social backgrounds of Gujarat at one place, offer space to know one another, develop certain perspectives (secularism, equality, citizenship, etc.), know about youth development activities happening in other areas, and motivate them to come to *Youth Development Centres (YDCs) located at*

**20 taluka places.** Last year, 1164 youth participated in 24 perspective development camps at the Ravdapura youth campsite in Anand.

So far 20 YDCs have been set up across 7 districts of Gujarat as physical secular spaces for youth to engage in fun and recreational activities, youth development and non-violent protest related activities. Through monthly activities so far, 14667 youth participated in around 200 activities across all the YDCs with an average participation of up to 75 youth each month. Profiles (capturing socio-economic, educational background, areas of interest, aspirations, etc) of 300 youth who regularly come to each of the YDCs have been prepared by youth facilitators. Intensive work with 330 volunteer leaders across 20 talukas contributes to the running of YDCs, enrollment of youth and organizing monthly events.



As part of the ***livelihood related intervention with youth***, 346 youth were imparted training on basic computer skills, tally, spoken English,



personality development, tailoring, etc. More than 1000 youth received career guidance and information from District Industrial Centres on loans available for self-employment and 200 youth placed in jobs with the help of youth facilitators. More than 250 youth were coached and sent for interviews. The number of goats being reared by Adivasi

youth has reached 5942 with 326 families engaged in goat rearing as livelihood activity. Goat traders were helped to acquire licenses to procure goats from the area and trade without much difficulty.

A ***football tournament*** engaging more than 3000 youth from across 7 districts was organized during the monsoon of 2010. 26 teams from 20 YDCs were coached and matches were organized. Playing the game during the monsoon was a special experience and the game that requires interdependence, physical touch, coordination and strategy helped develop relationships among youth from diverse backgrounds. Youth have started playing football in their villages.



The media team ***produced films*** on football tournament, climate change series of events and stories of personal change in youth. The first two films were screened at most of the YDCs and the response of youth and their eagerness to participate in these events has increased to a great extent.

A 7 member ***core committee*** from among 22 youth facilitators is being developed as second line leadership of the program. They support other youth facilitators in enrolling youth for monthly events and integrating messages of diversity, equality and democracy through planning and facilitation of events. The core committee members also play the role of trainers during perspective development camps at Youth Campsite, Ravdapura.

# UDAAN – EDUCATION RESOURCE CENTRE

Udaan was initiated as an education program to respond to the issue of communal conflict in Panchmahal district. It is a resource center on primary education with a specific focus on integrating values of diversity, democracy and equality, in content as well as pedagogy of primary education.

Udaan's *Meghdhanush* (education program in Panchmahal) was initiated in response to the 2002 communal riots in Gujarat where the Muslim community was subjected to violence and injustice. The need for quality primary education expressed by the community resulted in the intervention aimed to address quality of education with an emphasis on values and make inroads to develop more rational individuals and communities enabling conflict transformation. Udaan uses video and computer technology for enhancing quality of education. It also initiated Jivan Talim program in collaboration with Jamiat-Ulema-e-Hind in Kutch district, running 21 centres.

Udaan ran 2 schools for children in the colonies of internally displaced persons from Muslim community at Halol and Kalol and education support classes in 11 villages of Panchmahal district, reaching out to 640 children (248 girls and 392 boys). It also ran a mobile computer lab that offered basic computer training to 408 children. The children learnt to paint and use the mouse and keyboard in computer education. 10% children from other religious backgrounds also study at Kalol School, which is an indicator of reducing communal tension between Muslim and Hindu communities. Udaan also facilitated admission of 42 children from Muslim community to nearby government and private schools in Grade 6. 200 government teachers were given training on activity-based methods of learning by Udaan team with permission of DPEO.



*Jivan Talim* program aims at integrating formal education into religious education offered at Makatibs in remote villages of Kutch, where Muslim children otherwise have no access to formal education. Udaan ran 21 education centers in these remote villages with the help of 17 educators trained by Udaan reaching out to 225 girl students and 197 boy students



(including 17 children from Hindu community). *Jivan Talim* program also facilitated admission of 127 children to mainstream government schools according to their level of education. 6 parents from 8 villages were included in School Management Committee (SMC) formed in accordance with the Right to Education Act for management and monitoring of government schools in the area which is advocating with the District Education Officer to resume government schools in the 8 villages.

*Videoshala* is an initiative aimed at strengthening the quality of elementary education through community participation in educational processes for holistic development of the child, by linking education with the local context. The content is in the form of video kits, comprising of video on subjects and themes based on existing curriculum, activity manual for teachers and activity sheets for children. 3 educational videos were prepared and screened in 52 villages to 1554 children. 4 parents were inspired to take part in school management committee after viewing a screening of a film on the Right to Education Act. Government officials responded well by allowing the screening of films in many schools of Panchmahal.



An *action research on the 'Impact of emotional resilience curriculum on well-being of children'* was conducted with the support of NEG FIRE. The research covered children studying at Udaan schools and centres. The research studied the Protective and Resilient factors that contribute towards building emotional resilience for the study. The curriculum has contributed to all the major outcomes that the study sought to observe. Following were major findings:

- a. **Increase in level of optimism and self esteem:** Overall the self esteem of children has improved. The responses to the question regarding being satisfied with oneself indicate need for improvement. The responses to having positive attitude towards oneself and feeling worthy of oneself have increased. The responses towards feeling not good at all, feeling useless and feeling that one does not have much to be proud of have considerably decreased. Similar responses can be seen while children share about meaningful engagement in schools and family.
- b. **Increased sense of belonging and social connection/ Protective factors:** An aggregate positive move in these supportive factors is seen: a) caring relationships and high expectation in home, b) meaningful participation in home, c) caring relationships and high expectations in the school and d) meaningful participation in the schools
- c. **Increase in internal locus of control:** An overall positive change in the following resilience factors is seen through a) cooperation communication and self efficacy, b) problem solving and c) self awareness
- d. **Decrease in levels of stress and anxiety:** Considerably less number of children reported experiencing anger, higher percentages of children have reported experiencing feeling of pleasure and amusement. Overall maximum children reported experiencing love, pleasure and amusement.
- e. **Identifying own strengths:** Children shared 'loving others and fearlessness' as their strengths which did not get a mention in the baseline test. Similarly almost 100% increase is noticed in number of children expressing hard work as their strength.

## **PARYAVARAN MITRA**

Paryavaran Mitra, the enviro-legal unit of Janvikas was initiated in 1997 on environmental issues that have an impact on the human rights of people, especially marginalized communities. Towards this, Paryavaran Mitra's approach has been to monitor implementation of environmental laws meant for industries and take up issues of human rights violation and injustice caused by industrial and government development projects. It also engages itself in policy advocacy and creating awareness & building capacities of local organizations & community-based leaders.

Paryavaran Mitra strategically intervenes in the mandatory Environmental Public Hearing (EPH) process for industrial development projects by educating and empowering people to raise their concerns so that people can negotiate in the process of development and thereby influence both government and industry to formulate development plans and projects that are sensitive to the poor. During the year Paryavaran Mitra intervened in 73 EPHs by sending its own comments, mobilizing 37 local NGOs and preparing local people in 53 areas to raise concerns of adverse impacts due to the projects. This has resulted in 3164 people participating and raising questions in EPHs. Paryavaran Mitra's intervention with the Gujarat Pollution Control Board (GPCB) and the Ministry of Environment and Forests (MoEF) enabled 6 EPHs to be rescheduled which were organized on a single day in 2 talukas. Paryavaran Mitra's lobbying made the GPCB issue a circular ordering companies not to organize EPHs at any religious place.

Paryavaran Mitra regularly sends comments on Clean Development Mechanism (CDM) projects at their validation stage to UNFCCC to monitor irregularities if any. This year, it sent comments on 18 CDM projects (both government and private industrial projects) exposing facts on non-adherence to norms of UNFCCC by parties binding to the contract. A study of 8 industries was taken up with the help of students of School of Social Work, to understand the kind of pollution, problems due to pollution, social development works by the industry in the respective area and observations of conditions surrounding the industry.

In monitoring the violation of environmental laws Paryavaran Mitra proactively engaged with the print and electronic media, legislators, and the judiciary. Paryavaran Mitra wrote to the Ministry of Environment and Forests on lack of environmental clearance for the Sabarmati Riverfront Project in Ahmedabad. This issue was taken note of in the Gujarat Legislative Assembly during the budget session. When it received information under RTI application about pastoral land given to industries in Jamnagar, Paryavaran Mitra initiated a process for receiving compensation money - 30% of market price.



To engage with civil society, monthly lectures were organized by Paryavaran Mitra inviting prominent people on subjects related to climate change like food security, effects of agriculture, forest conservation, gender, biodiversity, impact on birds, Maldharis, etc. It offered inputs in 18 academic institutions and

published 6 issues of Paryavaran Mitra newsletter during the year. As a partner in the Millet Network of India, Paryavaran Mitra coordinated the publication of the Gujarati version of the book on millets “Adbhut Anaj”. Training, guidance and handholding support was offered to para-legal workers and leaders of Padra taluka of Vadodara district.

Enviro-para legal workers trained and accompanied by Paryavaran Mitra in Padra taluka of Vadodara district could help a person avail compensation for release of toxic gas by an industry affecting agricultural yield and influenced the Gramsabha in Mujpur village to take up issues of grazing land encroachment, pollution, local employment and social development work by industry and got the Gram Panchayat revisit their resolutions taking cognizance of these issues. Para-



legal workers in Rajula taluka of Amreli district were supported to stop re-allocation of land acquired by Gujarat Power Corporation Limited (GPCL) in 1999 to Torrent Power. Due to consistent follow-up and advocacy efforts with the Executive Magistrate of Amreli district, Gujarat Energy Transmission Corporation Limited (GETCO) had to stop installation of electric poles in agricultural land in 4 villages. Para-legal workers in Jhagadia were supported in raising issue of quarrying before the District Collector, Bharuch for damage to agriculture land due to quarries. They are also being helped to take up the issue of land acquisition by GIDC for a ceramic SEZ in Jhagadia.

Paryavaran Mitra collaborated with the Deccan Development Society-Hyderabad, the Millet Network of India, KRAPAVIS-Rajasthan and Academy of Development Sciences (ADS) - Maharashtra to organize a western region consultation on Millets at Ahmedabad. 103 people representing the media, doctors, NGOs, farmers, citizens, and academicians participated in the consultation. The key issues discussed included a policy for minimum price support for millets, millet subsidies & bonuses, inclusion of millets in PDS & midday meal schemes & ICDS, storage of the indigenous variety of millets by farmers to avoid buying hybrid varieties and a suggestion of storage facilities & seed banks, policy for fodder banks. The need for documentation, research, awareness building through media and agriculture universities were also highlighted.



## **WORK WITH INTERNALLY DISPLACED PERSONS DUE TO COMMUNAL VIOLENCE, 2002**

The communal violence of Gujarat in 2002 permanently displaced more than 5000 families from the Muslim community, who now live in 83 relief colonies and scattered localities. The process of organizing the Internally Displaced Persons (IDPs) started in 2005 culminating in the form of a state level convention held in February 2006. The state level convention took the form of an issue-based people's organization called Antarik Visthapit Hakk Rakshak Samiti (AVHRS). As AVHRS, the issue of IDPs was raised with the National Commission for Minorities for proper rehabilitation and for access to basic facilities in the colonies, with the Election Commission of India for providing Voter ID cards and with the Central Government for a rehabilitation package. A public hearing to visibilize the issues of IDPs was organized in Delhi in April 2006. As a result the Government of India announced the package for the riot affected people in May 2008 amounting to ₹330 crore for families of 1169 people who were killed and for 2548 who were injured and whose residence and property was destroyed. The package also mentioned steps to be taken to ensure recruitment of affected victims in the paramilitary forces, Public Sector Units and other services.

The Government of India had not released the fund to the State Government for further disbursement to the affected. In this regard, a Public Interest Litigation (PIL) was filed in 2008 in the High Court of Gujarat. As a result of the PIL, the Government of India disbursed the fund to the State Government, which was distributed by the District Collector Offices across the state. This was monitored by a team of community workers. Later on, the PIL also managed to get an additional ₹85 Crore fund from the Central Government for the uninsured commercial properties which were left out in the earlier package. The latest order dated 17<sup>th</sup> March 2011 has instructed Government of Gujarat to identify affected people who lost their property but were not included in government list and so did not receive any compensation. The court also advised the government to take the help of a petitioner in identifying the affected who did not receive any compensation. We will need to organize this and will need support of many organizations.

Janvikas initiated a survey to understand the present status of all colonies. The survey focuses on the legal status of land, legal holders in the colony, basic facilities provided by the government and developed individuals and organizations. The survey to be completed by the end of April 2011 will enable the victims to demand from the state government to regularize the construction and transfer the ownership of the houses in the name of the beneficiary with consent from the organizations who have helped build the colonies.

This initiative took up issues related to basic amenities viz., education, healthcare, roads, drainage, electricity, food security, access to social security schemes of the government, credit and employment opportunities for the Muslims living in and around relief colonies. Four PDS shops were



made functional by constant monitoring of community based voluntary leaders. 37 families of Khanpur area started getting regular quota of kerosene. A High Court order based on a PIL enabled 48 families to receive land for constructing houses near the Chandola talav in Ahmedabad city. Children in 6 schools started receiving midday meals with regular monitoring and scrutiny by community leaders. Parents voiced their dissent when children were not given their midday meals. 14 women benefitted from widow pension scheme and 20 persons received their old age pension. 111 persons received subsidy from the District Industrial Center (DIC) for self-employment, 36 persons received loan for auto rickshaws, and 3 persons received subsidized loan for self-employment. 25 persons received job cards under the National Rural Employment Guarantee Act (NREGA). 540 persons from Halol, Kalol, Anand and Baroda received a health check and treatment from a health camp organized in collaboration with the Indian Muslim Relief and Charities (IMRC) and Faizan Hospital, Anand.

The programme also facilitated enrolment of 247 children in grade 1, 7 children in grade 5, 25 children in grade 8 and 3 children in grade 10, thus



being able to access government education system. Quality supplementary education was offered to 231 children through 7 education support centers in colonies located in Sabarkantha, Panchmahal and Vadodara districts. In all these colonies, parents' committees were formed to monitor quality of education and basic facilities in schools. This initiative is supported by Udaan team.

616 persons in colonies were made aware about the Right to Education Act, its provisions, monitoring primary schools to make them functional in imparting quality education to children. 348 students were provided career counseling through 8 career guidance camps. More than 2000 children participated in 12 balmelas and engaged in extracurricular activities like drawing, singing, painting, sports, etc. In Akhbarnagar colony in Anand district, government school in the vicinity was conducting classes from grade 1 to 7 in 2 class rooms. The parents' committee of the colony took up the issue with the Taluka Education Officer. The officer has made arrangements to run the school in 2 shifts and assured proposing for budget allocation for construction of more class rooms. In Imdadnagar colony, parents could pressurize ICDS department and get sanction for 1 Anganwadi so that their children do not have to go to other anganwadis in other colonies. 54 women and 5 men were taken on an exposure visit to the Kutch Mahila Vikas Sangathan to understand women's issues, their organization and ability to advocate on issues of discrimination and injustice. 23 women from Akbarpur, Anand went on an exposure visit to the Legislative Assembly of Gujarat. They met the Chief Minister of Gujarat and complained about depleted infrastructure of government primary schools in their area and improper infrastructure. The Chief Minister told them to give a written complaint so that the matter can be taken forward. The women leaders gave the complaint immediately in writing to the chief minister but so far no action has been taken. 50



women from colonies of Halol, Mehsana, Modasa and Baroda participated in a state-level convention on International Women's Day organized by 6 organizations at Ahmedabad. An area-level organization of women from Dalit, Muslim, OBC and Adivasi communities is being formed with a membership of more than 258

women in Halol taluka. 30 women and 5 men leaders of Imdadnagar colony in Kheda district firmly represented the issue of overflowing soak pits before the District Collector and got them cleaned. 378 women and 132 men underwent training on issues of constitutional rights, legislation such as RTI, RTE and Domestic Violence Act, gender and caste perspectives and on government schemes for women and the marginalized.



## **HUMAN & INSTITUTIONAL DEVELOPMENT RESOURCE CENTER (HIDRC)**

Human and Institutional Development Resource Center (HIDRC) is an operational arm of Janvikas. Its primary role is to initiate, promote and strengthen grass root initiatives working towards fighting discrimination and protection of human rights of the marginalized. Through its organizational development interventions, HIDRC develops capacities, perspectives of staff and develops systems and programs in small, medium and large organizations and networks. HIDRC also provides strategic support to programs of Janvikas.

HIDRC's work is focused around four thematic areas:

- a. Developing perspective, collaboration and initiating/ strengthening initiatives for conflict transformation and promoting peace and justice.**

Manav Garima is an organization represented by members of the scavenging community in Ahmedabad and works on issues of safety, security and dignity of sweepers, manual scavengers and manhole workers mainly employed in the unorganized sector. During the reporting period, HIDRC helped strengthen the financial systems of the Valmiki Vikas Savings and Credit Cooperative Society Ltd, an offshoot of Manav Garima. It also supported Manav Garima in its interventions on housing rights, linkages with government departments and in follow up of a PIL in the High Court of Gujarat. Mentoring support to staff and leaders associated with Manav Garima was quite intensive in the reporting period.

The initiative in Kandhamal, Orissa helped build a strategic alliance with the Indian People's Tribunal, a national level campaign network to address issues of communal violence and claim justice for the victims and played the role of key strategic partner to the campaign.

HIDRC, in collaboration with Dalit Foundation and Sir Dorabji Tata Trust initiated a process of bringing together Community Based Organizations (CBOs) in five states of India to take up the issue of eradication of manual scavenging and initiate action for overall

development of scavenging community. A workshop was facilitated by HIDRC which developed common perspective of the scavenging community among participating CBOs. They also identified key issues affecting the community and potential strategies to address those issues. HIDRC culminated the learning and developed & submitted proposal and followed up with Sir Dorabji Tata Trust for the same.

HIDRC's intensive support to Janvikas' key programs Youth Development and Conflict Transformation, enhancing access to quality and value based education for children from marginalized communities (Udaan) and work with Internally Displaced Persons (IDPs) due to communal violence 2002 were largely into this thematic arena. HIDRC offered overall leadership, strategic planning & direction support, donor management, perspective & capacity development of teams, mentoring to leaders of these programs and created linkages with other organizations working on these issues.

**b. Developing/creating models & alternatives, collaborating and advocating, strategizing for social security of the poor - both urban and rural.**

In 2007, HIDRC initiated employability training for urban youth - Umeed program - in Vadodara in collaboration with Saath. Between April and July 2010, under Umeed program, 310 youth were placed in jobs out of 437 who had enrolled for the training. After July 2010, Saath did not continue the partnership with Janvikas, and the centers were discontinued. The Government of Gujarat invited applications from NGOs to become partners for Umeed to which Janvikas submitted its application. While the Vadodara Municipal Commissioner shared a good opinion and track record of Janvikas' work on the programme, the proposal was however, not approved. HIDRC then collaborated with the Ministry of Labor & Employment, Government of India for Modular Employability Skills (MES) program. As a training institute, 50 youth were trained in MS office, D.T.P. and Tally accounting. Under Swarna Jayanti Swarojgar Yojana, run by DRDA, Vadodara, HIDRC conducted training on Enterprise Development and Rural Marketing with 99 young persons completing the training. Training on Sales and Marketing in collaboration with IL&FS was initiated with a group of 28 youth.

The manually driven pedal rickshaw promoted since 2007 as an eco-friendly, energy-efficient employment opportunity for youth underwent several trials in urban and rural settings without much success. The initiative was decided to be closed in June 2010.

HIDRC promoted a state level forum of area-level women's savings and credit organizations to facilitate linkages with banks and financial institutions to enable necessary capital for savings and credit organizations of women. As part of this activity, a linkage between Vimo Seva, a micro insurance institution promoted by SEWA and these organizations was initiated for insurance services related to life, health and assets for its members. 3 organizations came forward to promote these schemes to its members.

### c. Strengthening governance in Civil Society Organizations.

Janvikas, in collaboration with EDII promoted Center for Governance Studies in Non-profits (CGS) in 2007. Since 2008, HIDRC is incubating CGS. Key activities of CGS were as follows:

- ✍ Anchored second capacity building program on NGO governance in collaboration with HID Forum, Bangalore and Econet, Pune. 12 organizations nominated their key finance and administrative functionaries for the programme. Such collaborative work is envisaged as part of CGS's strategy to take the good governance agenda as a collective for wider outreach.
- ✍ CGS partnered with the Governance Counts and CSO partners, both based in Chennai to launch an *Ahmedabad Citizens Forum for Voluntary Initiatives* as a local mechanism to engage prominent citizens of the city to be available as volunteer mentors for feedback and raise local support for local grass root organizations' work.
- ✍ CGS planned and organized a public hearing on the Sabarkantha District unit of Centre for Social Justice with its stakeholders in the district as a test



case to develop a methodology of public accountability mechanisms in the nonprofit sector.

- ✍ The sixth issue of the news magazine Sushasan – a 24-page bilingual quarterly in English and Hindi - was printed and circulated to 1000 NGOs across the country in May.
- ✍ Some of the key accompaniment and handholding activities facilitated with organizations related to governance during the year are as follows:
  - Facilitated a 3-year strategic plan process for Drishti resulting in a strategic plan, operational plan and roles and responsibilities of staff accordingly.
  - A 360-degree competency feedback assessment was developed (based on 18 managerial competencies) as a staff appraisal methodology for Utthan and later for Drishti. A process to develop Key Result Areas (KRAs) of staff as a basis of personnel assessment was also developed.
  - A governance manual for NEG-FIRE and Dalit Foundation using the 33 ethical principles and practice of good governance was developed. On similar lines reviewed personnel policies for Drishti.
- ✍ Academic inputs on NGO governance and organizational assessment for students of the PGDMN course and participants of the “International Program on NGO Governance and Management” in EDI.

The senior staff members of HIDRC also contributed in board meetings of Mahiti, Mahila Swaraj Abhiyan (MSA), Khabar Lahariya, Kutch Mahila Vikas Sangathan (KMVS), Sanand and Bavda Mahila Vikas Sangathan playing strategic role in strengthening governance in these organizations.

**d. Facilitate/ integrate aspects of protest, innovation & delivery of services in CSOs through interventions in leadership building, OD/ID and HID services.**

### **Leadership Academy:**

Responding to paucity of efficient & value driven second line leaders, Janvikas initiated an 18 month Leadership Academy as a space where young, second line leaders come & learn in an environment of facilitated mutual learning about themselves as individuals & leaders, build skills of leadership and develop/reinforce values relevant to development sector.

First of four modules was organized in November 2010 with 21 participants from 10 organizations including Janvikas. Mr. Josef Imfeld and Mr. Kurt Voegelé, both from Switzerland, renowned HID professionals and trainers who have offered tremendous support to Janvikas in its interventions after Earth Quake 2001 and Communal Violence 2002 and presently providing their professional services free of cost and at their own travel expenses to Leadership Academy as part of Core Group. Mr. Gagan Sethi, Chair Person, Janvikas and Ms. Nupur Sinha, Executive Director, Center for Social Justice are other two Core Group members. We acknowledge and appreciate all Core Group members in facilitating this process.

Some of the key accompaniment and handholding activities facilitated with organizations and initiatives are:

- ✍ With Sanand Mahila Vikas Sangathan and Bavda Mahila Vikas Sangathan: facilitated fund raising, donor management, streamlining financial systems, capacity building of staff & leaders and in strategizing programs.
- ✍ With Working Group on Women and Land Ownership (WGWLO): facilitated a 2 day review and planning process; design of fellowship program & setting it up; facilitated two batches of Talati trainings, etc. Helped in setting up secretariat of WGWLO in Janvikas.
- ✍ With Human and Institutional Development Forum (HIDF) handholding support offered to Raza Foundation, a partner of HIDF in developing extra-curricular and perspective related training as part of vocational trainings. Coordinated a learning event on 'Advanced Multi-stakeholder Planning System (AMPS) organized by HIDF.
- ✍ With National Campaign on Dalit Human Rights (NCDHR) regular support in strengthening the coalition of four movements as Convener and specific support in initiating fund raising unit, organizing & contributing to fund raising and internal reflection event. Represented NCDHR in the International Dalit Solidarity Network (IDSN) meeting.
- ✍ With Manav Vikas Sanstha, in donor management and fund raising, staff capacity building through internal program evaluation process, linkages with Kutch Ekal Nari Shakti Manch and monthly reflection, planning meetings.

- ✍ Facilitated selection of new partners and capacity building of existing partners of Dalit Foundation through 8 process-oriented workshops and facilitated the young professionals' capacity building program within Dalit Foundation.
- ✍ Strengthening governance and building capacities of the staff of Mahila Swaraj Abhiyan.
- ✍ Conducted two workshops with partner organizations of ICCO on grass root advocacy and developing caste perspective.
- ✍ Supported the Jan Swaraj Trust in conducting community meetings for awareness generation on savings and credit activity and supporting its leaders in programmatic engagements.
- ✍ Facilitated a 4-day annual review and planning meeting of all the units of Utthan and offered support to the People's Learning Center of Coastal Area set up by Utthan.
- ✍ Facilitated a capacity building workshop for staff on "facilitating processes in people's organizations" for St. Xavier's Social Service Society.
- ✍ Undertook a review of the Samvedan cultural program for Darshan, Ahmedabad.
- ✍ Contributed to the Executive Committee meeting and a state level tribunal on the status of Dalit, Adivasi and Muslim women organized by the Mahila Adhikar Abhiyan and the Mahila Swaraj Abhiyan supported by the Wada Na Todo Abhiyan.
- ✍ Consolidated and concluded the process of support for training centers of Jagruti Trust in Kalol.

Fellows and individuals that continued to receive regular mentoring and on-call field level and programmatic support include Wahida, Parsottam Parmar, Dhirubhai Valodara, Sumitraben Patel, Sayraben, and Safik Ansari. On-call programmatic support has also been provided to 2 dalit activists in Karnataka through HIDEF.

## **GOVERNANCE & FINANCE DEPARTMENT**

All Compliances such as Board Meetings, Finance & Monitoring Committee Meetings, Statutory and Internal Audit, Change Reports to Charity Commissioner, Foreign Contributions Regulation Act (FCRA), Provident Fund Contributions, TDS/Income Tax, Professional Tax, Service Tax Returns, Renewal of 80G, Renewal of Group Gratuity Scheme, Mediclaim and Personal Accident Insurance Policies, etc. have been met. Families of all staff members have also been covered under “Family Floater” Group Mediclaim policy from this year.

Janvikas, which was registered with the Charity Commissioner’s Office at Vadodara, had applied for transfer of the registration to Ahmedabad. This was to make it easier to file Change Reports and update the Public Trust Register, in future. The transfer came through in March, 2011. A new Registration No. (E/19527/Ahd) has been allotted.

Feedback reports have been sent to respective Donors.

Listing with Give India and Credibility Alliance Certificate have been obtained, for the year 2010-11.

Governance and Finance (GF) department carried out following activities during the year.

### **Setting up education fund**

Payroll donations were encouraged from Janvikas staff to set up an education fund to support higher education of children of Safai Kamdars. A committee to promote this fund is constituted and HIDRC is proactively supporting GF towards this.

## Janvikas Training Centre

The Janvikas Training Centre (JTC) functions under the supervision of the Governance & Finance Department. The facilities offered by JTC include 3 AC Rooms, 6 Non-AC Rooms and 7 Dormitory Beds, a Training Hall, a Recreation-cum-Dining Hall and a full-fledged Kitchen. The occupancy ratio for 2010-11 was 35 % for Accommodation and 34 % for the Training Hall. JTC manages Training Programmes and Meetings for various Units of Janvikas and allied organizations, a Lunch Club for staff members, a Ladies' Hostel



and a Crèche for the children of staff members. An average of 5 Lady Staff Members and 5 Children benefit from the Ladies' Hostel and Crèche facilities. JTC earned revenue of ₹25,53,485/- and incurred an expenditure of ₹23,59,695/-, resulting in a profit of ₹1,93,790/- during the year ended 31<sup>st</sup> March, 2011.

## Janvikas Staff Credit & Supply Co-operative Society

Janvikas Staff Credit & Supply Co-operative Society (JCC) is also managed by the Governance & Finance Department. It provides a means of small savings (minimum ₹200/- per month @ 5.5% pa interest) and also gives financial assistance in the form of small Loans (maximum ₹75,000/-) at an affordable rate of interest (9.5% pa in most cases and 11.5% pa for "Personal No-questions-asked Loans" of upto ₹15,000/-) to Janvikas staff members. It had a total of 66 members whose accumulated savings was ₹5,62,519.89 and the loans availed by them amounted to ₹9,93,778.48 as

on 31<sup>st</sup> March, 2011. JCC had been given a special loan of ₹4,00,000/- by Janvikas. Of this, ₹1,00,000/- was refunded during the previous year and a further ₹50,000/- was refunded during 2009-10. The unaudited Gross Profit earned by JCC during the year was ₹52,752.02, while the accumulated profit, as on 31<sup>st</sup> March, 2011 was ₹1,74,638.99.

### Diversity profile of staff as on 31<sup>st</sup> March, 2011

<b>Social Group</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
General	15	12	27
Religious Minorities	18	14	32
Other Backward Classes (OBCs)	9	9	18
Scheduled Castes (SCs)	17	1	18
Scheduled Tribes (STs)	1	2	3
<b>Total</b>	<b>60</b>	<b>38</b>	<b>98</b>

### Distribution of staff according to salary levels & gender break-up as on 31<sup>st</sup> March, 2011

<b>Slab of gross salary per month (in ₹) plus benefits paid to staff (including consultants)</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Less than 5,000/-	31	28	59
5,000/- to 10,000/-	18	4	22
10,000/- to 25,000/-	8	5	13
25,000/- to 50,000/-	2	1	3
50,000/- to 1,00,000/-	1	0	1
Greater than 1,00,000/-	0	0	0
<b>Total</b>	<b>60</b>	<b>38</b>	<b>98</b>

## List of Trustees as on 31<sup>st</sup> March, 2011

There has been no change in the Board of Trustees during the year 2010-11.

Name	Designation	Gross Remuneration per annum (₹)	Date of Appointment on the Board
Mr. Gagan Sethi	Chairperson	Zero	12/10/2009
Ms Sushma Iyengar	Vice Chairperson	Zero	25/03/1995
Dr. (Ms) Syeda Hameed	Trustee	Zero	14/09/1992
Ms Annie Prasad	Trustee	Zero	14/08/1999
Dr. (Ms) Kalpana Shah	Trustee	Zero	28/01/2010
Mr. Martin Macwan	Trustee	₹ 6,13,313/-	14/08/1997
Mr. Tushar Dayal	Trustee	Zero	28/01/2010
Mr. Srinivasa Rajagopal	Trustee	Zero	28/01/2010
Mr. Vijay Parmar	Trustee / CEO	₹ 6,69,748/-	12/10/2009

**Total cost of international travel of all personnel, including volunteers and board members, for the year 2010-11:**

Name	None
Designation	N/A
Destination	N/A
Purpose	N/A
Gross Expense (₹)	Nil
Sponsored by external organization	N/A

Total cost of national travel by board members/staff /volunteers on behalf of organization for the year 2010-11 (excluding local conveyance):  
₹17,40,041/-

**Staff Remuneration (Gross yearly income + benefits) in Rupees**

Head of Organization (including Honorarium)	₹7,50,750.00 per year
Highest paid full time regular staff	₹7,50,750.00 per year
Lowest paid full time regular staff	₹41,400.00 per year

## AUDITOR'S REPORT

NAME OF THE PUBLIC CHARITABLE TRUST : JANVIKAS  
REGISTRATION NO. : E / 19527 / AHMEDABAD

We have audited the attached Balance Sheet of Janvikas Trust as at March 31, 2011 and also the Income and Expenditure Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management of the Trust. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management as well as evaluating the overall financial statements presentation. We believe that our audit provides reasonable basis for our opinion.

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We report that:

- ✍ We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
- ✍ In our opinion proper books of account as required by law have been kept by Ideal Trust so far as it appears from our examination of those books.
- ✍ The Balance Sheet and Income and Expenditure Account dealt with by this Report are in agreement with the books of account.
- ✍ The Balance Sheet and Income and Expenditure account dealt with by this Report are prepared in accordance with the Accounting standards issued by the Institute of Chartered Accountants of India.
- ✍ In our opinion and to the best of our information and according to the explanations given to us, the said accounts give the information required by the Bombay Public Trusts Act, 1950, in the manner so required and give a true and fair view in conformity with,

- in the case of Balance Sheet, of the state of affairs of Janvikas Trust as at March 31, 2011 and
- in the case of the Income and Expenditure Account, of the excess of expenditure over income for the year ended on that date.

In addition there to, we have to further report that:

1	The accounts are maintained regularly and in accordance with the provision of the Act and the Rules.	Yes
2	The Receipts and disbursements are properly and correctly shown in the Account.	Yes
3	The cash Balance and vouchers are in the custody of the manager or Trustee on the date of audit and are in agreement with the accounts.	Yes
4	Books, Deeds, Accounts, vouchers and other documents and records required by us were produced before us.	Yes
5	The inventory, certified by the Trustees of the moveable properties of the Trust has been maintained.	Yes
6	The manager / Trustee appeared before us and furnished the necessary information required by us.	Yes
7	The property of Funds of the Trust were not applied for any object or purpose other than the objects or purpose of the Trust.	Yes
8	The amounts outstanding for more than one year are ₹ NIL and the amounts written off are ₹ NIL	
9	Tenders were invited for repairs & construction as the expenditure involved is more than ₹5000/-	
10	No money of public Trust has been invested contrary to the provisions of section 35	Yes
11	No alienation of immovable property has been made contrary to the provisions of section 36	Yes

FOR JANVIKAS



*[Signature]*

( VIJAY PARMAR )  
CHIEF EXECUTIVE OFFICER  
PLACE : AHMEDABAD  
DATE : 4th August 2011

FOR H. RUSTOM & CO.  
CHARTERED ACCOUNTANTS  
FIRM REGN. NO. - 108908W



(HRD DALAL)  
PROPRIETOR  
MEMBERSHIP NO. 31368  
PLACE : AHMEDABAD  
DATE : 4th August 2011

## BALANCE SHEET AS AT 31<sup>ST</sup> MARCH 2011

Particulars	31.03.2011	31.03.2010
<b>Funds and Liabilities</b>		
Trust Funds	40,502,924	57,921,617
General Funds	45,644,973	41,240,335
Income and Expenditure Account	2,802,199	1,267,817
Unutilized Grants	6,687,567	7,982,795
<b>Total</b>	<b>95,637,663</b>	<b>108,412,564</b>
<b>Assets and Properties</b>		
Net Block of Fixed Assets	10,592,831	12,039,642
Investments	44,828,221	65,407,357
Current Assets, Loans & Advances	40,216,610	30,965,565
<b>Total</b>	<b>95,637,663</b>	<b>108,412,564</b>
Notes Forming Parts of Accounts		

FOR JANVIKAS



*[Signature]*

( VIJAY PARMAR )  
CHIEF EXECUTIVE OFFICER  
PLACE : AHMEDABAD  
DATE : 4th August 2011

FOR H. RUSTOM & CO.  
CHARTERED ACCOUNTANTS  
FIRM REGN. NO. - 108908W



*[Signature]*

(HRD DALAL)  
PROPRIETOR  
MEMBERSHIP NO. 31368  
PLACE : AHMEDABAD  
DATE : 4th August 2011

# INCOME & EXPENDITURE ACCOUNT

## FOR THE PERIOD 1<sup>ST</sup> APRIL 2010 TO 31<sup>ST</sup> MARCH 2011

Particulars	31.03.2011	31.03.2010
<b>Income</b>		
Grants And Donations **	25,077,041	43,252,298
Interest Income	6,653,848	9,643,710
Other Income	3,078,540	3,620,970
<b>Total</b>	<b>34,809,429</b>	<b>56,516,978</b>
<b>Expenditure</b>		
Expenditure on Objects of the Trust	42,118,313	75,615,247
Establishment Expenses	1,768,595	2,497,165
Audit Fees	116,286	159,556
Loss on Sale/ Transfer of Assets	44,404	5,583
Charity Commissioner Contribution	-	50,000
Remuneration to Managing Trustee	669,748	
Depreciation	1,571,755	1,929,367
Transfers to Specific Funds	(13,014,055)	(23,865,437)
Excess of Income over Expenditure	1,534,382	125,497
<b>Total</b>	<b>34,809,429</b>	<b>56,516,978</b>
Notes Forming Parts of Accounts		

*\*\*The Trust follows the Cash basis of Accounting. However, the Trust has adopted the following policy regarding Income Recognition. Donations / Grants / Contribution in respect of which no restrictions are placed regarding utilization, are recognized as Income on Receipt. Restricted Donation/Grants/Contributions are recognized as Income only to the extent that the conditions have been met and utilized. Expenditure are recorded when the related payments take place.*

FOR JANVIKAS



*[Signature]*

( VIJAY PARMAR )  
CHIEF EXECUTIVE OFFICER  
PLACE : AHMEDABAD  
DATE : 4th August 2011

FOR H. RUSTOM & CO.  
CHARTERED ACCOUNTANTS  
FIRM REGN. NO. - 108908W



*[Signature]*

(HRD DALAL)  
PROPRIETOR  
MEMBERSHIP NO. 31368  
PLACE : AHMEDABAD  
DATE : 4th August 2011

# CONSOLIDATED RECEIPT & PAYMENT STATEMENT FOR THE PERIOD OF 1<sup>ST</sup> APRIL 2010 TO 31<sup>ST</sup> MARCH 2011

Payment		Amount	Receipt	Amount
Expenditure towards objects of the Trust		42,118,313.00	Opening Balance	97,494,421.45
Programme Cost	31,892,091.00			
Programme Staff Cost	8,110,605.00			
Programme Admin Cost	2,115,617.00		Grant	23,781,813.00
Establishment Expenses		1,768,595.00	Interest on Investment	6,653,848.00
Capital Expense		170,850.00	Income From Other Sources	3,078,540.00
Remuneration to Managing Trustee		669,748.00	Sale of Vehicle	1,500.00
Audit Fees		116,286.00		
Total Expenditure		44,843,792.00		
Closing Balance		86,166,330.45		
<b>Grand Total</b>		<b>131,010,122.45</b>	<b>Grand Total</b>	<b>131,010,122.45</b>

FOR JANVIKAS



*[Signature]*

( VIJAY PARMAR )  
CHIEF EXECUTIVE OFFICER  
PLACE : AHMEDABAD  
DATE : 4th August 2011

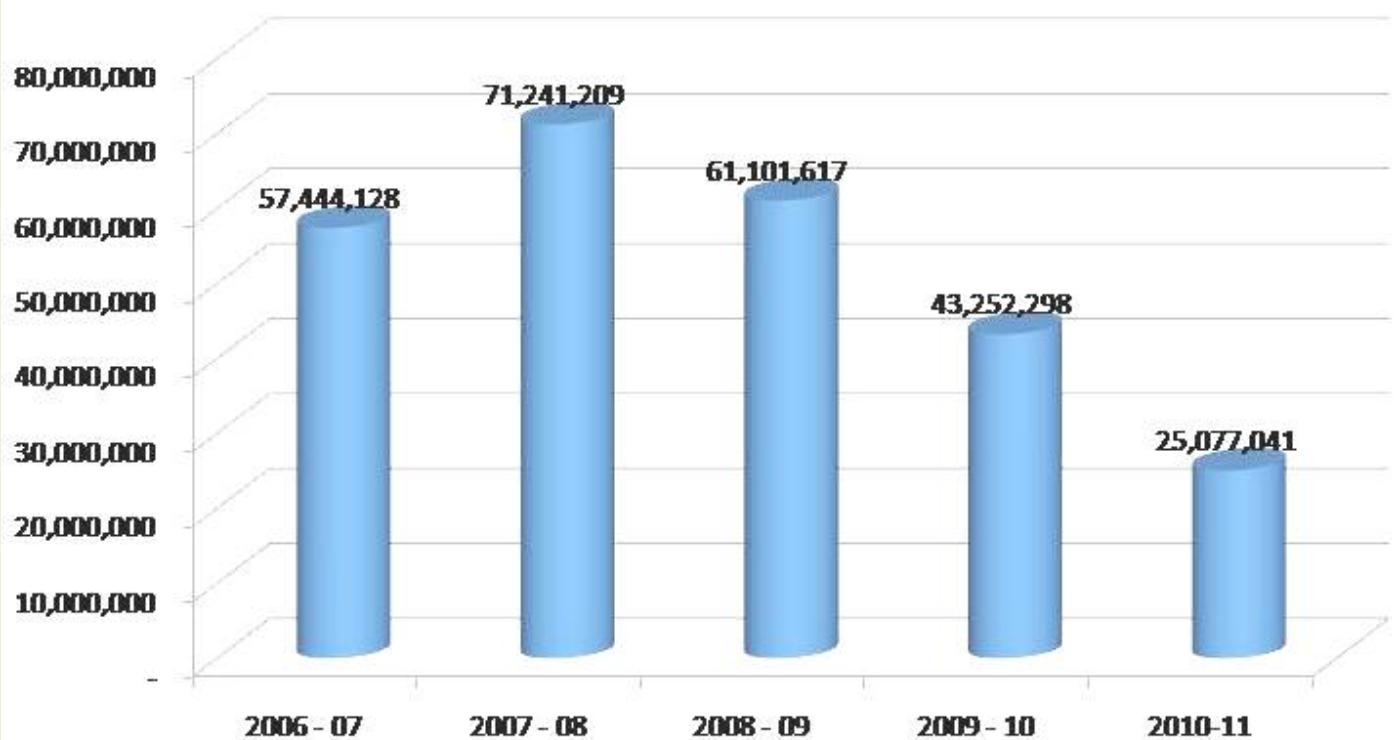
FOR H. RUSTOM & CO.  
CHARTERED ACCOUNTANTS  
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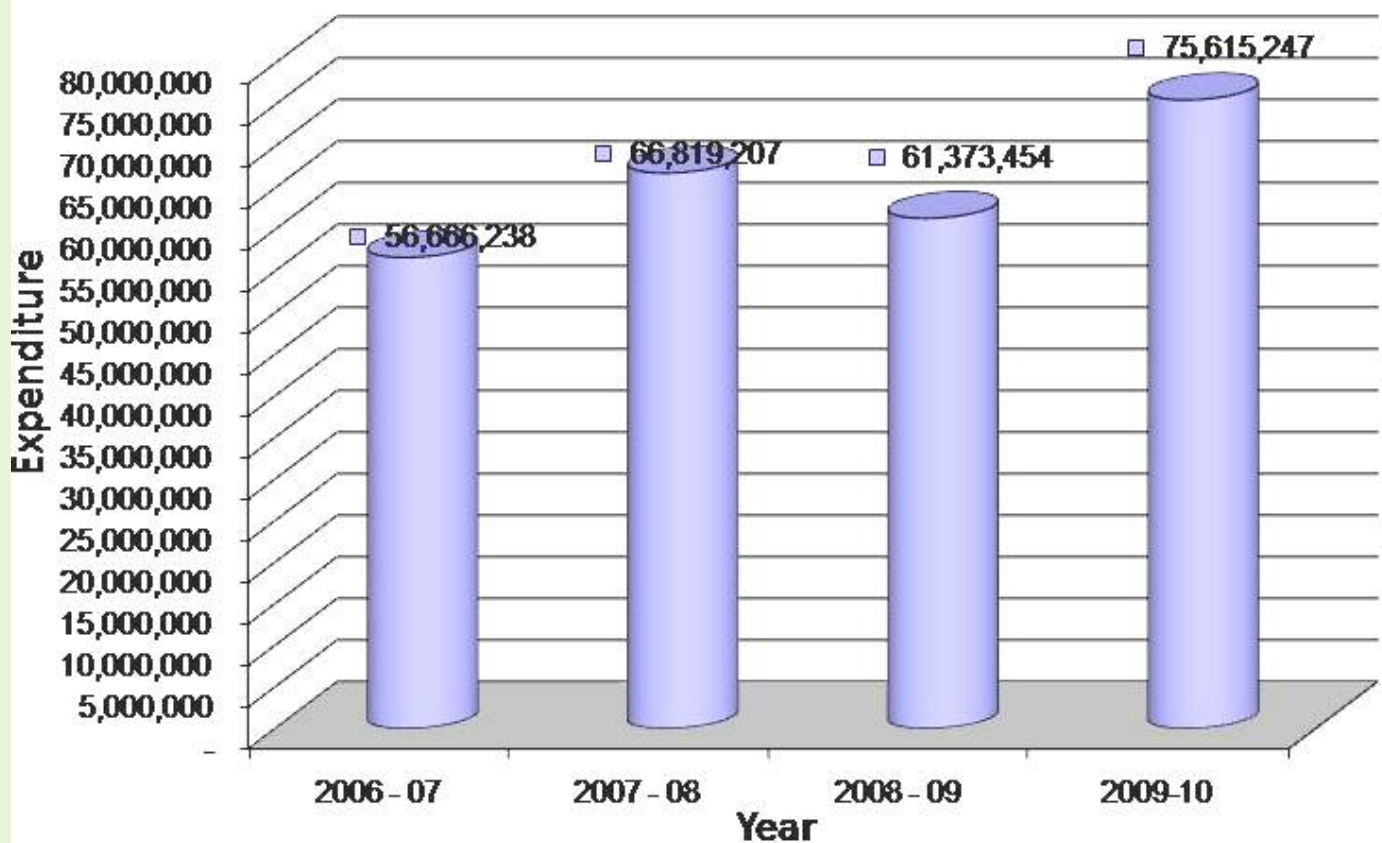
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(HRD DALAL)  
PROPRIETOR  
MEMBERSHIP NO. 31368  
PLACE : AHMEDABAD  
DATE : 4th August 2011

### Grants (2006-07 to 2010-11)



### Expenditure towards objects of the Trust ( 2005-06 to 2009-10 )



## **CONTACT DETAILS**

### **Youth Resource Centre**

17-C, Vimal Colony,  
Opp. Vimal School,  
St. Xavier's Road, Anand – 388001  
Phone: 02692-266452

### **Udaan**

C/105-106, Royal Chinmay,  
Off Judges Bungalows Road,  
Boadakdev, Ahmedabad 380015, Gujarat

### **Paryavaran Mitra**

502, Raj Avenue, Near Bhaikakanagar  
Thaltej, Ahmedabad 380054 Gujarat  
Phone/Fax : 079-26851801  
Email: [paryavanmitra@yahoo.com](mailto:paryavanmitra@yahoo.com)  
Website: [www.paryavaranmitra.org.in](http://www.paryavaranmitra.org.in)

### **HIDRC**

C/105-106, Royal Chinmay,  
Off Judges Bungalows Road,  
Boadakdev, Ahmedabad 380015, Gujarat



## JANVIKAS

C-105, Royal Chinmay, Off. Judges Bungalow Road, Bodakdev, Vastrapur,  
Ahmedabad – 380054, Gujarat, India

Ph: +91-79-26856685/ 26857445, Fax: +91-79-26857443,

Email: [janvikas@janvikas.in](mailto:janvikas@janvikas.in)/ [janvikas\\_ahm@vsnl.net](mailto:janvikas_ahm@vsnl.net), Website: [www.janvilas.in](http://www.janvilas.in)