

# Annual Report 2015-16



Ibtada the beginning

शुरुआत ... इब्तिदा



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A close-up photograph of a woman wearing a vibrant blue headscarf with intricate white floral embroidery. She has a warm, smiling expression and is looking slightly to the right of the camera. She has a small gold nose ring. The background is softly blurred, showing what appears to be a community center or office with posters on the wall. To the left, the shoulder and arm of another person wearing a pink and black garment are partially visible.

## Vision

*Ibtada envisions a society where poor and deprived social groups are economically, socially and politically empowered to take part in development processes and have equal rights and access to resources that abridges poverty, deprivation and discrimination.*

## Mission

*Strengthening communities especially women, in a manner that they themselves raise the issues of their concern and play an influential role in reducing poverty and inequality*

## Origin, Brief History and Context

Ibtada, as the name suggests is the beginning of change, evolved through various community interactions and survey of backward region of Mewat in Rajasthan. Ibtada was founded in 1997 by the present, Executive Director while he was engaged in benchmark survey of Mewat in Rajasthan. Mewat is a backward region that cuts across Haryana and Rajasthan, dominated by Meo Muslims.

Mewat region includes parts of Alwar and Bharatpur districts of Rajasthan and Gurgaon and Faridabad districts of Haryana. Alwar is located at a distance of about 150 kilometers southwest of Delhi.

Mewat is synonymous with Meos, who form the dominant social group in the area. Meos were the majority community in the pre-partition days. They still form more than the 30 percent of the total population of the Mewat region of Rajasthan.

Meos believe to have been converted to Islam in the 14th century and trace their ancestry to Rajputs or Yaduvanshis. Even after their conversion, they remained proud of their ancestry and maintained strong links with their Hindu background. Till few decades ago, they used to be Musalmans in name only and their village deities were the same as those of Hindu cultivators. They too observed several Hindu festivals. The Meo and non-Meo relations is an excellent example of Hindu-Muslim harmony. But this has been weakening during the last 3-4 decades.

### **Rationale Behind Mission**

While understanding the backwardness in Mewat, it was clear that women and girl child were the worst affected. Various

interventions and experiments in the development sector have shown the usefulness and effectiveness to partner with this section towards a sustainable and productive output. The SHG movement is a standing example.

Therefore, promoting institutions for women is the core to Ibtada's mission. While doing this, capacity building of the community in general and that of women leaders in particular becomes utmost important. The institutions are designed to empower women to change power relations in the society, to foster decision-making power among women, to enhance their degree of control over resources and provide them space for visibility and collective action. A girl child of today is a woman in making for tomorrow. She faces discrimination and maltreatment since her birth. Both she and her mother need to be prepared to understand and challenge this bias. The child needs to be equipped with basics like education, life skills, etc. The community institutions must take up these issues. Besides, the institutions are also designed to provide services in areas of women's health, girl child education; women managed livelihoods, savings and credit etc.

### **Ibtada's Journey Over Years**

Ibtada started with its mission to work for women and girl child and continues to do so. Ibtada has grown considerably over the years. The field operations started in the year 1998 with the formation of SHGs. In March 1999 there were 16 SHGs formed. It rose to 142 groups in year 2001 and 700 SHGs at present. Building upper tier institutions, there are 62 clusters and 5 federations. Building on the SHG programme, Ibtada started livelihood interventions in the area of agriculture and animal husbandry. Goat rearing is one of the key interventions where Ibtada is working with 500 plus families now. Ibtada also focused on skill development of women to enable them work as Resource Persons for

their communities. In this process, Ibtada has developed women as pashu sakhies, krishi sakhies, swasthya sakhies and shiksha sakhies.

The girl child education programme started in August 2000 with 7 learning centres and now there are 97 learning centres, called Taleemshalas. These Taleemshalas impart education to out of school girls till class V, after which they are mainstreamed to govt. Schools. Ibtada also started working with Govt. schools for 'Right to education' to improve their quality and strengthen community's role in functioning of these schools; 60 Govt. schools are being covered.

Ibtada has also evolved as resource support organisation for the community based micro finance sector. Even during the initial years of Ibtada, its work in the field of SHGs was recognized by many agencies and Ibtada started giving capacity building inputs to other NGOs and agencies. In the year 2000, first such training was organised for various NGOs of Rajasthan with sponsorship from NABARD. In the same year two trainings were organised for Alwar Milk Union in which all Procurement and Inputs staff of Union was trained. The next training was for bank managers of Grameen bank. Thereafter, Ibtada has conducted numerous such trainings.

Ibtada also hosts exposure visits for various agencies every year to enhance their learning on community based micro finance institutions. Such exposures have been attended by State, National and International visitors.

## **Operations**

Ibtada is working in more than 350 villages in 6 development blocks of Alwar namely: Tijara, Kishangarh Bas, Umren, Ramgarh, Thanagazi and Laxmangarh. Ibtada works on two major themes: Education and SHGs & Livelihoods. Ibtada's education programme

has two major components: Taleemshalas, as learning centres for girl child till class V, and ensuring Right to Education in Govt. schools with community participation. As on 31st March 2013, Ibtada has 77 Taleemshalas and collaboration with 60 govt. schools. In the SHG-livelihoods programme, Ibtada has promoted 796 SHGs and 5 federations. Ibtada strengthens livelihoods of SHG members through intervention in agriculture, dairy animals and goat rearing.

## **Target Population**

Ibtada targets to work in majority with women and girl child from marginalized communities of Meo Muslims, scheduled castes, scheduled tribes and other backward communities. As of now, Ibtada has restricted its work with these communities in Alwar district of Rajasthan. As part of govt. school project, Ibtada also works with all school children including boys and girls, and also with the men folk who are part of school management committees and young girl in Girls Empowerment programme.

# Saving & Credit Based Institutions



## Rajeevika Project

(IN RAMGARH IN PARTNERSHIP WITH RGAVP, RAJASTHAN)

Rajeevika project is a Rajasthan government initiative, under NRLM funded by government of India, which have been going in Ramgarh block in tripartite partnership among RGAVP (Rajasthan Grameen Ajeevika Parishad), IBTADA and Sangharsh Federation regarding the implementation of the project. The Project started in the month of March, 2015.

The objective of the project is to reduce poverty by mobilising women into Self Help Groups, and gradually develop their own capacity to initiate and expand sustainable

livelihoods activities to access gainful self-employment and skilled wage employment opportunities, resulting in appreciable improvement in their livelihoods on a sustainable basis through building strong grassroots institutions of the poor.

### Geographical Coverage and Social Outreach

The team is operating in 51 villages out of the 186 existing villages in the Ramgarh block under the partnership with Rajasthan Grameen Rajeevika Parishad. We are working in the villages with high poverty, relatively higher SC population concentration and higher migration trends i.e. villages and families that are needy in this Mewat region.

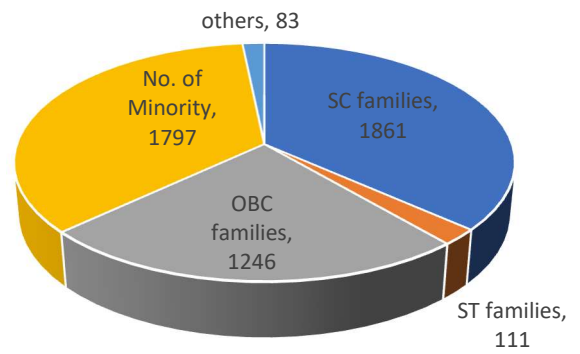


SHG Meeting in the Village

### Rajeevika Coverage

Particular	2015-16
No. of Villages	51
No. of Panchayats	33
No. of SHGs	381
No. SHG Families	5098
SC families	1861
ST families	111
OBC families	1246
Minority	1797
Others	83
BPL SHG Families	1179

### Social Outreach





## Key Achievements

For the FY 2015-16, our achievements have been summarized below:

Particular	2015-16
No of SHGs formed	381
No of SHG Families	5098
Bank account Opening SHG	266
Community Investment Fund (Rs 110000 per SHG)	65
Revolving Fund (Rs 15000 per SHG)	228
Book keeper	381
Selection of SHG Families under Category-4, MGNREGA	876

## Other Activities

Seven days Immersion of staff at Banswada and One-month immersion of 5 PRPs at Banswada have been about the NRLM concept in Banswada resource team. Setting up 5 Cluster Offices in Ramgarh block. The offices are going to be used as the cluster Federation offices. Training of Women CRPs team – 40 have been trained for promoting SHG and awareness drive regarding the Rajeevika projects in the villages.

- 5 Women CRP Rounds of 1 month each completed in which the team have promoted SHG as well as awareness drives regarding the Rajeevika project, to enfold the women in the Rajeevika project.



*Revolving Fund Money Being Distributed*

- Selection of 56 Active Women during CRP rounds
- Seven days Immersion of 32 Active Women completed at Jhalawar and Bhilwada 1 MCLP round (external) have been completed for livelihood Planning
- Revolving fund and CIF disbursed to SHG are being used for the inter lending among members. The SHG members are also using the CIF fund for the vulnerable members of the SHG. The members are using these funds for their small Shops and construction of their home.
- 876 SHG families have registered in category-4 under MGNREGA to develop their land and livelihood. The families will be provided with possible activities like Animal Husbandry, Horticulture development and other mentioned work “Apna Khet Apna Kaam” Yojana under MGNREGA.
- SHGs have started the practice of financial transactions through cheque books
- Positive support from Sarpanches in the village development events and events are organized in self-contribution by SHG women in the same events.
- Engagement of educated women in the community mobilization
- SHG credit linkages with Local nationalized bank have been improved since the commencement of Rajeevika projects. 50 SHG file have submitted loan applications to the banks which are under process

## Impact

- All Community cadre are women like CRPs team, SHG book keeper and SHG sakhies (Active Women).
- Awareness about sanitation, soak pits, toilets construction during CRP Rounds
- Women participating in local governance - attending Gram sabha and registering grievances, demanding rights
- SHGs are started doing weekly meeting with accepting Pancha Sutra norm of SHG as the SHG have been practices of doing meeting monthly.
- SHG women started bargaining about the social assistance programme like drinking water, registering grievances etc. Ex- 876 women have registered in category-4 under MGNREGA

## Ibtada Federations

Apart from the Rajeevika Project, five of the Ibtada promoted federations Sangharsh, Savera, Kranti, Chetna and Jagriti continued with their savings and credit functions. Federations have been running nearly autonomously with handholding from Ibtada. 221 villages in 91 panchayats have been covered.

Details are below:

S. No.	Particulars	Number
1	SHGs	1028
2	Federations	5
3	Members	12129
4	Regular saving (in lakhs)	635.28
5	External credit mobilised during the years (Rs. Crore)	5.70
6	External credit to SHGs - Cumulative (Rs Crore.)	25.55
7	Cumulative Credit Generated for SHG members	49.2 crore



# Livelihoods



## Krishi Chetna Pariyojana

(April, 2015 to March, 2016)

The objective of Krishi Chetna Project is to increase productivity in food and fodder crops in general and especially for pearl millet, mustard and wheat crops, so that overall food and fodder productivity can be enhanced. Pomegranate orchards are established at krishi sakhies plots, so that sustainable income can be assured to krishi sakhies.

### Specific objectives of project are as follows:

- Capacity building of women farmers in agriculture so that they can play influential role in agriculture
- Increase socio-economic status of women farmers
- Identifying & empowering local resource persons & facilitators like 'Krishi Sakhi' to attain long term sustainability of project.
- Creating awareness on soil health and adoption of package of practices for crop cultivation.
- Crop wise requirement and importance of Macro & Micro Nutrients
- Promotion of soil & water conservation for sustainable agriculture
- Production enhancement of identified crops (Pearl Millet, Mustard, Wheat)
- Creating awareness about importance of hygiene & Sanitation
- Introduction of improved Animal Husbandry practices, adoption of

timely vaccination, de-worming, balanced feed & nutrition practices.

- Introduction of integrated model of agriculture and livestock production to enhance per capita production & income.
- Result dissemination through organizing farmers workshop at block level

### Implementation strategy

Orientation meetings

Soil Testing - samples were collected for Soil testing from plots of the identified farmers.

Demonstrations plots

One *Krishi sakhi* from Self Help Group working in village was identified to facilitate the entire project at village level.

Capacity building meetings as well as monthly review meetings

For Soil water conservation & recharging of existing water resources, different structures were created locally. Soak pits were constructed in each village for demonstration by community participation.

One Subject Matter Specialist and two field coordinators

Along with farm inputs, various farm machineries like manual twin weeder were also provided in villages to farmers for decreasing labour cost.

To demonstrate improved practices for animal husbandry for enhance milk productivity, animal health and reduce mortality in calves two livestock farmers were in each village.

## Details of programme activities in the year 2015 - 2016

Sr. No.	Activities	Unit	Achievement
<b>(A) Bajra</b>			
1	Soil testing	Farmers	56
1.1	Orientation and technical training of farmers in 3 batches	Farmers	76
1.2	Demonstration on plots	Plots	90
1.3	Site exposure of farmers	Farmers	261
<b>(B) Mustard</b>			
2	Orientation and technical training of farmers in 3 batches	Farmers	87
2.1	Demonstration on plots	Plots	90
2.2	Site exposure of farmers	Farmers	224
<b>(C) Wheat</b>			
3	Orientation and technical training of farmers in 3 batches	Farmers	87
3.1	Demonstration on plots	Plots	90
3.2	Site exposure of farmers	Farmers	286
<b>(D) Water management</b>			
4	Soak pits	Number	42
<b>4.1 Animal Husbandry</b>			
4.2	Input for animals in the form of nutrients	Farmers	63
4.3	Urea treatment in wheat straw and azola	Farmers	70

## Productivity enhancement

Bajra, Mustard and Wheat crop

(2015 - 2016)

Crop name	Production (Qtls. per hectare)			
	Demonstration	Control	Production increase	% increase
Bajra	34	22.8	11.2	49.1
Mustard	23.92	16.66	7.26	43.6
Wheat	54	37.33	16.67	44.7

There was less and erratic rainfall during kharif 2015 - 2016, which lead to drought and drying of kharif crop. Farmers were motivated to irrigate their bajra crop.

## Mahila Kisan Sashaktikaran Pariyojana (MKSP)

Project Title

*Empowering women farmers through  
agriculture-based livelihoods in Rajasthan*

### Background

The Mahila Kisan Sashaktikaran Pariyojana (MKSP) is a sub-component of the Deendayal Antyodaya Yojana- (DAY-NRLM), of the Ministry of Rural Development (MoRD), Government of India. It aims to enhance the productivity of different crops and income in agriculture and livestock based livelihoods through establishing krishi and Pashu Pathshala, demonstration on improved package of practices, improved animal management techniques, nurturing local social capital as community cadres (Krishi & Pashu Sakhi), capacity building of farmers on critical aspects of crop cultivation and animal rearing and organize farmers into farmer producer organizations.

### Agriculture based livelihood

The agriculture intervention focused on maize, pearl millet, sorghum and black gram in Kharif season and wheat, mustard in Rabi season. Activities were following:

- Capacity building of community cadre (Krishi Sakhis)
- Establishment of Krishi Pathshala
- Agriculture Extension Material Development
- Demonstration of Improved package of practices
- Kisan Mela
- Establishment of Kitchen garden

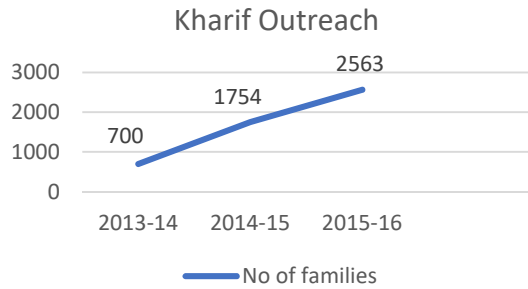
Details are below:

Sr. No.	Description	Number
1.	Blocks	4
2.	Krishi Sakhi	85
3.	Krishi Pathshalas	60
4.	Families Reached	2563



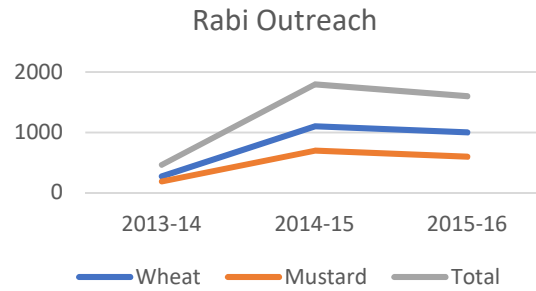
### Kharif Outreach

2563 families were covered in kharif season (Bajra crop) during FY 2015-16.



### Rabi Outreach

1600 families were covered in rabi season (wheat and mustard crops) during FY 2015-16.





## Livestock Based Livelihoods

The livestock intervention was focused on milk productivity enhancement of **large animals**, breed improvement, reducing calf mortality and milk marketing and reducing the mortality and nutrition of **goats**.

Activities were following:

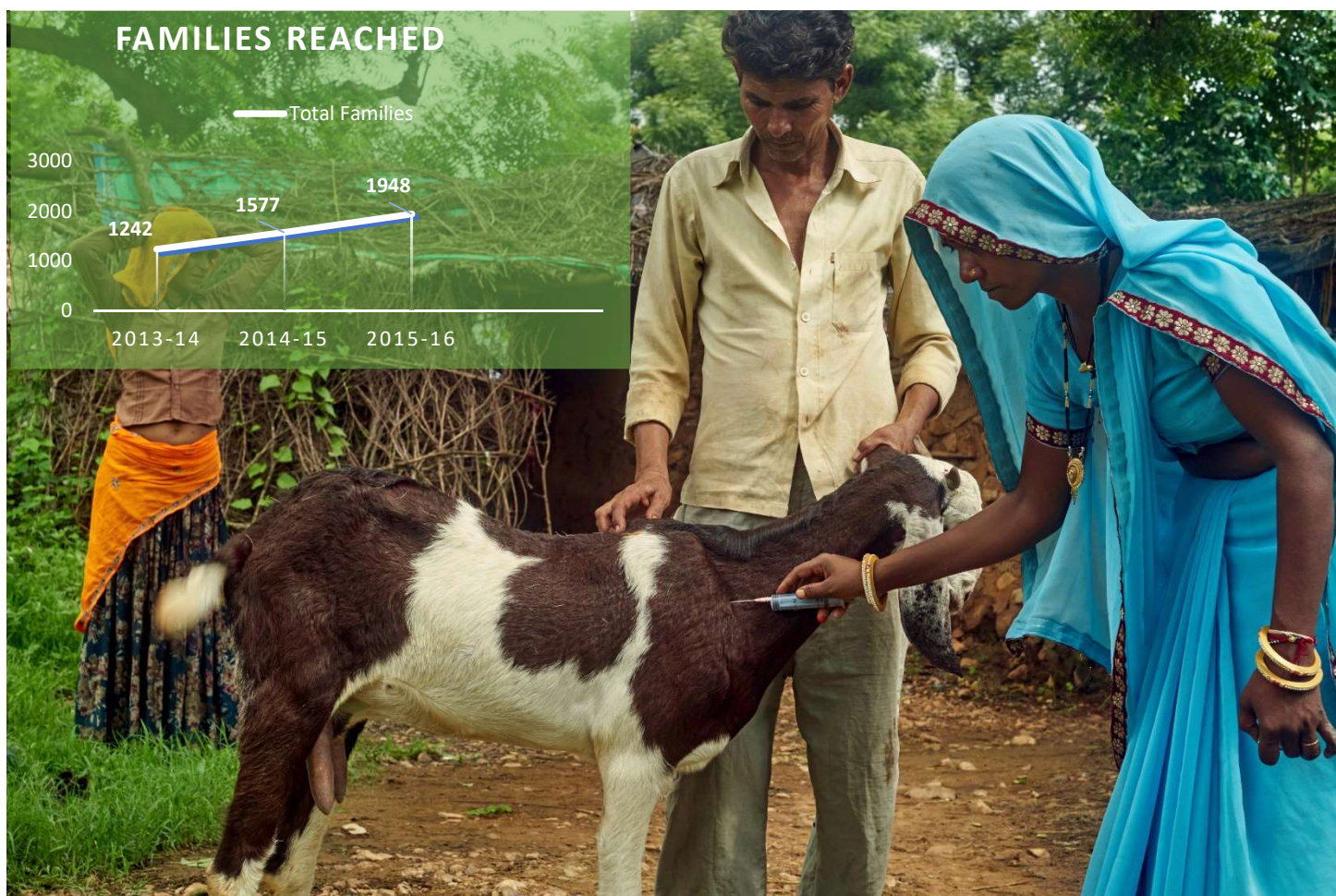
- Promotion of animal rearer group (Pashu Pathshala)
- Capacity building of community cadres (Pashu Sakhies)
- Capacity building of farmers
- Animal Health Camps and Door step services by Pashu Sakhi
- Feed and fodder intervention
- Deworming and vaccination

Details are below:

Sr. No.	Description	Number
1.	Villages Covered	21
2.	Original Groups	21
3.	Pass on Groups	14
4.	Pashu Sakhies	20
5.	Improved Cattle shed	582
6.	New Families Trained	1148

## Outreach

3998 families were provided intensive support for improved animal management practices.



# Internet Saathi



## Internet Saathi Project

### **Facilitating Digital Literacy in Rural India with a Focus on Women**

Internet Saathi project is being implemented by Ibtada with the support of **Tata Trust and Google India** in 3 blocks of Alwar District since Sept.,2015. Total villages covered under this project are 65 in Ramgarh, Umren and Laxmangarh blocks.

Objective of this project is internet literacy of rural women, so that they use internet and get benefitted by various govt. schemes and get exposure to the outer world also.

Orientation about the project was given to federations leaders and members so that they understand the objective of the project. Federation leaders and members spread this message in their villages. 54 villages were

It was decided to select local community cadre cum service provider which are called as Internet Saathi to implement this programme in villages. Total 69 internet Saathies were selected and trained.

### **Achievement**

Sr. No	Particulars/Activity	Achievement till March, 2016
1	Blocks under I-Saathi Programme	3
2	Villages covered	54
3	Internet Saathi Carts	49
4	Internet Saathis Trained	69
5	Families covered	9700
6	Individuals trained	13958
7	Women Trained	10366
8	Number of men Trained	35
9	Number of Girl Children Trained	3537



*Internet Saathi Teaching Internet Use on Smart Phone*

Education



# Government School Programme

## Background and Objective

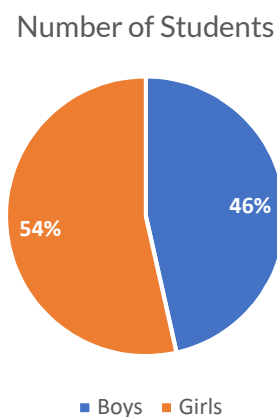
Right to Education Act ensures the free and qualitative elementary education to all children from age of 6 to 14 years. Although overall enrollment of schools has increased over the years, however, quality of education in terms of teaching – learning processes, overall school environment such as functional toilet, portable drinking water, electricity, ramp and participation of SMC in school affairs so far have not been realized as per expectation. Weak classroom processes and boring environment of schools adversely affected the children attendance and learning levels of students.

It is in this context; interventions were designed to improve not only the learning outcomes of students but also to improve overall health of the school through an ‘Education Motivator’ led model.

## Coverage

Schools			Students		
PS	UPS	Total	Boys	Girls	Total
38	22	60	2802	3227	6029

PS: Primary School UPS: Upper Primary School



There are 217 teachers out of which 93 are female.

## Key Activities and Achievements

Learning Package with Class 1 & 2	2401 Students
Remedial Classes with Class 3, 4 and 5	1057 Students
Attendance	68.7%

## Grading of Schools

60 schools were graded on various parameters on grade ‘0’ to grade ‘5’ scale. The grading suggest that maximum no. of schools is in grade 3. There has been an increase in number of schools in grade 4 on number of parameters such as print rich environment in classroom (14 schools), implementation of lesson plan (28 schools), work on practice book (30 schools) and motivator’s way of teaching (in 25 schools).

## Strengthening School Management Committee (SMC)

A training module was prepared that includes not only the roles & responsibilities of SMC members, but also about the RTE Act, gender & leadership. the participation level of SMC members gradually increased and by the end of the academic session, the average participation of members in the meeting is around 65% with significant number of female members participating. The school grant of Rs 30000 under the project has played a greater role in uniting the SMC for improving the school infrastructure. effect the SMC members raised funds from the community to the tune of Rs 50000/- in a school (Bhaktal in Kishangarh Bas). The average contribution from the community in all the schools is about Rs 8,000/-. It may be concluded that SMC are now playing an active role in

various of affairs of the school which was not the case earlier.

### Teachers Training

This workshop was organized for the point teachers of govt. schools of 30 schools from phase I. Both Hindi & Math subjects were dealt with in the two-day workshop. Total 31 teachers participated in this training



Teachers' Training at Alwar

### Bal Sansad

In order to encourage students to participate in various affairs of the schools, Bal Sansad has been formed in every school. Bal Sansad - a student's parliament provides a democratic platform for the students to express their views and to also involve them in the developmental activities of the schools. Two rounds of training of Bal Sansad has been organized so far to improve their leadership & communication skills. 125 selected members of the Bal Sansad participated in the training programme.



Bal Sansad Workshop

### School Library and Reading Promotion Event

Concerted efforts have been made to make the library functional in all the schools. Libraries have been updated in all the 60 schools with addition of 80 new story books from NBT and other publishers in the Month of March. In order to promote reading skills amongst the student, reading promotion events were started in all the schools from January, 2016 onwards



Children using library books during classroom process



Remedial Class Under Progress

## Shiksha Mewat Balika Vidyalaya Project

Shiksha Mewat Balika Vidyalaya, an upper primary school at village Gwalda of block Tijara is the joint initiative of Gillette, Ibtada and Project Ekta, Government of Rajasthan. The objective of the project is to address the issue of girls' access to quality education.

The Shiksha Mewat Balika Vidhyalya covers 98 girls from 7 dhaanis (hamlets) of Gwalda village. All the enrolled girls belong to Meo-Muslim community.



Girls at Computer Lab (Gwalda School)

Class-wise enrolment of girls:

Class	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	Total
No of enrolled girls	33	42	23	98

Key Achievements/Impact:

- Total 126 girls passed out in last four years. 57 girls continuing their studies out of which 38 girls are studying in class 10<sup>th</sup>. 69 girls have dropped-out due to various reasons such as early marriage, distance of secondary /higher Secondary Schools, domestic works etc.
- In the class 8 board examination, one-third children have secured more than 60% marks in subjects Hindi, English & Math. Majority of the children have secured between 50-59% marks in most of the subjects. One-third of the girls have secured A or A+ in Hindi and Urdu
  - The average annual attendance is 85 per cent.
  - Considering the level at which the girls join the school at class 6 level, they have shown significant improvement in the academic level
  - Active role being played by *Bal Sansad* members.

Community participation in the various affairs of the school has helped in improving the school infrastructure, girl's daily attendance in school.



Science Experiment Session at School

# Girls Empowerment





# Girls Rising Project

## Introduction and Background

Save the children started supporting Ibtada in July 2015 for Girl Rising project to mobilize and engage men, women and school youth in the community to actively increase access to quality education for girls in 20 selected villages of Alwar district

## Project Activities

- Regular meetings of youth groups
- Screening of Girl Rising films
- Sports events for social development in schools
- Book Club
- Enrolment of Dropout and Never Enrolled Girls and Boys
- Special Screening and Training of Religious Leaders and PRI's



*Sunita sharing her experiences at the State Level Event in Jaipur*

## Achievements

Sr No	Activity	Number Of Groups	Total Members
1	Adolescent boys' groups	20	385
2	Adolescent girls' groups	20	395
3	Number of adolescent groups (mixed boys & girls)	2	40
4	Schools Received Sports Equipment	2	212 (Students in sport activities)
5	Book Club	20	-



*Dropout Girls who were enrolled back to School*

# Girls Empowerment

## Background

### Project Title

*Supporting Education of Girls along with Life Skills, Computer Education and Career Counselling*

EMpower started supporting Ibtada in July 2013 for supporting girls' education, life skills, computer education and career counselling. This year we started our journey forward to start one more Girls Resource Centre at Nogawan to reach more girls of rural area.

## Project Activities

- Supplementary Education for Girls – 6<sup>th</sup> to 8<sup>th</sup>
- Computer Education for Girls
- Supporting Girls to Visit Computer Centres
- Career Counselling and Guidance
- Coaching Classes for Competitive Examinations
- Life Skills Education



*Computer Education - Class in Session at GRC*

## Achievements

Sr No	Activities	Numbers
1	Regular members at GRC	261
2	Fare Support to Girls to Come to Centres	63
3	Supplementary Education to Girls	211
4	Computer Education	200
5	Career Counselling and Guidance	259
6	Coaching Class	97
7	Life Skills Education	644

## Support to Girls for Fare to Visit s GRC Regularly

This support is provided with the aim to associate more girls from villages with Girl's Resource Centre situated at Alwar. Here the girls can assess facilities to learn computer, career counselling, life skills and coaching classes for competition exams. With this support girl come to GRC from villages and they join the computer classes regularly for a period of three months. We share 50 percent cost of fare and provide support to all girls travelling from village attending computer classes and coaching classes regularly at GRC. For some of the girls we also provide fee support and buying some



Girls at VLCC Beautician Course Class

books and stationary for their education. 63 girls were supported under this during the year. This number would increase in May/June when more girls would come at GRC to attend computer classes in summer vacation.

### Supplementary Education for girls

Supplementary education with girls for studying in grades 6th to 8th is the most promising activity under this project. Villages of last year. In 8 remedial centres 211 girls of class 6th to 8th standard learn Maths and English.

This helps girls continue their education because the quality of teaching in both subjects is very poor in most of gov. schools and facility of coaching and tuition is not available at village level; resulting in drop-outs or low learning levels. When our new girls resource centre at Nogawan opens, we are planning to start 2 remedial centres for the girls in the villages nearby Nogawan.

Before we began our work at remediation centres, we took a base line test to assess the learning levels of girls. Tutors also take weekly test to measure the performance of girls in both subjects.



Annual Celebrations & Certificate Distribution

## Computer Education for Girls

At our Girls Resource Centre computer education is an important activity appreciated by girls from the beginning.

At both GRCs girls completed different levels in computer course (see the table for detail).

Levels	1st	1st and 2nd	1st to 3rd	1st to 4th	1st to 5th	1st to 6th	Total
GRC Alwar	16	23	34	18	7	19	117
GRC Nogawan	0	3	38	15	7	20	83
<b>Total</b>	16	26	72	33	14	39	200

We provide computer education at our both girls resource centres and a total of 200 girls have been covered under computer education and they have passed various levels of certification. Now we are trying to associate with RSCIT and NIIT for certificate course so that the certificate can be more useful for girls to seek other jobs.

## Life Skills Education

The work is running in govt. schools of 10 villages and has just started in 5 new govt. schools of Nogawan from this year. 460 girls from Alwar area and 184 girls for Nogawan area i.e. a total of 644 girls of govt. secondary schools are associated with life skill education.



*LSE Session at our GRC in the Village*

In the beginning of this year, we looked at our curriculum of life skills education and modified this to make it more relevant to our context. Our funding partner Empower also facilitated and guided us to refine the curriculum and capacitated our staff regarding the modification and improvement of curriculum. We decided to focus our LSE curriculum on 5 life skills and complete them within a cycle of one year.

At present we are following this curriculum and working with girls to improve the delivery of life skills targeted in the curriculum. We also plan to distribute the certificate to girls after completing all the life skills themes.

## Career Counselling and Guidance

Career counseling is a regular activity at Girls Resource Centre. During the period of July to December 15 our team conducted 2 career counseling events- 1 at GRC Alwar and other at GRC Nogaawan. About 60 girls have been covered and our team guided them with information related to job opportunities and discussed with them on their profile and future job possibilities.

One counseling event was also conducted at village Shahpur where 29 girls attended the session. This event was organized in govt. secondary school campus for the girls who are associated with us in life skills education.



## Coaching Classes

This initiative was appreciated by girls last year very much so we decided to continue support through coaching classes to prepare them for various competitive exams. The coaching classes started from month of September 2015 this year with first batch of 53 girls. We hired qualified teachers from local coaching institute of Alwar city to teach them Math, English and Reasoning subjects.

## Help the girls apply for jobs, competitive exams, professional and other courses

Personal guidance and motivation are important to encourage girls to apply for jobs and competitive exams. Our team regularly provided individual and group counselling for girls who are regular members of GRC.

Among these, 50 girls applied for the different competitive exams and filled up the application form for different posts viz constable, patwari, LDC grade in SSC and RPSC. All of these girls are also having coaching for these exams.

## Start of a New Girls Resource Centre at Nogawan

In the month of July 2015 one more mile stone added in the project intervention when we started our new local Girls Resource Centre at Nogawan. At this resource centre also all the facilities are available for girls like our GRC at Alwar. In the month of September Ms. Jayanthi Pushkaran from Empower visited the GRC

and met girls associated with different activities at the centre.



*International Women's Day Celebrations: Theme Girls Education*



## Impact Story



Reena and Kavita, from village Cheedva, 40 KM from district headquarters Alwar.

Both dropped out after failing to pass the secondary board examination. Reena is the elder one in the family with four siblings. She shoulders many responsibilities as her mother died some years back. Since family's economic status is very poor, they had to work to support their family after dropping out.

When Vrihaspati, our Field Coordinator visited the village in order to mobilize girls for the computer course, there was a lukewarm response from girls. They reasoned that what would girls do after learning computers. Failing to get any response on her first visit, she went to the village again after some days. This time she was able to meet 8 girls from the village. While discussing about the computer course, other issues came up viz in the absence of any conveyance facility, it would be difficult for them to commute 14 KM daily to attend the course. Only two parents agreed to send their daughters but others refused. Girls also saw no point in doing computer course.

However, the field coordinator persuaded them to come to the GRC for once and see if it was on any benefit to them. All eight girls visited the GRC at Nogawan the very next day but only four of them enrolled for the course. Amongst them, only two girls Reena & Kavita completed the computer course. Despite many odds, they did not quit. They completed the computer course, life skill education session and also had access to resources from GRC's library.

The association with GRC rekindled in them aspirations to do something. They also got career counselling and advice at the centre. Sometime later, Ibtada planned to send some of the selected girls for a beautician course at VLCC, Jaipur branch. Reena and Kavita were also interested and eager to join the course but their parents did not agree to send them to Jaipur saying that what would people say if they agreed to send their girls to Jaipur to stay alone. However, with assurance from Ibtada, they joined the beautician course in VLCC Jaipur. After successful completion of the course, they are now working in a reputed beauty parlour in the industrial township of Bhiwadi. Both of them get boarding and lodging facility besides a monthly salary of Rs 5000/- each.

Now they have become role model for other girls of Cheedva and neighbouring villages who want to have an independent career of her own. Inspired by them, 5 other girls from Cheedva have joined GRC and now wish to pursue fashion designing course at Jodhpur

## Governance & HR

### Governance

Ibtada has a professional governing board which provides strategic direction and counsel to achieve its mission.

During the year, one general body meeting and two board meetings were conducted.

Annual General meeting was held on July 25<sup>th</sup> 2015 and was attended by 5 out of 12 members.

The first governing board meeting was held on July 25<sup>th</sup> 2015 in which 4 out of 10 members attended and second board meeting was held on January 16<sup>th</sup> 2016 in which 8 out of 10 members attended.

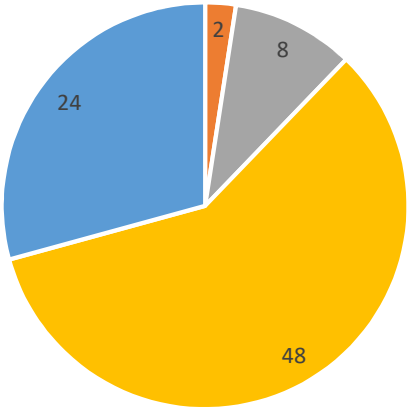
Our board comprises of 10 members including ED, Ibtada.

S. No	Name	Qualifications	Profession/Occupation
1	Ms. Tinni Sawhney <b>Chair</b>	PG Diploma in Rural Management, IRMA	Development Professional (AKF, India)
2	Ms. Mamta Kohli <b>Vice Chair</b>	PG Diploma in Rural Management, IRMA	Development Professional (DFID, UK)
3	Mr. D. Narendranath <b>Treasurer</b>	PG Diploma in Rural Management, IRMA	Development professional (PRADAN)
4	Ms. Bharati Joshi	PG Diploma in Forest Management (IIFM Bhopal)	Development Professional (CARE India)
5	Ms. Aditi Thorat	Masters in Philosophy, Politics and Economics from University of Oxford	Development Professional, (Thomson Reuters Foundation, UK)
6	Mr. Ajay Mehta	B.A (Yale University), M Phil (JNU)	Development Professional
7	Mr. Gautam Pandey	Ph. D	Education professional (Azim Premji Foundation)
8	Mr. Osama Manzer	PG Diploma in Journalism	Development Professional (Digital Empowerment Foundation)
9	Ms. Kanchan Mathur	Ph. D	Researcher, (Institute of Development Studies, Jaipur)
10	Mr. Rajesh Singhi (ex officio, non-voting)	PG Diploma in Rural Management, IRMA	Secretary cum Executive Director, Ibtada

# Human Resources

Ibtada has a committed 82 members team of development professionals with varied experiences. Details of the staff according to their academic qualifications is below:

Academic Qualification



■ Academic Qualification ■ 10th ■ Up to 12th ■ Up to Graduation ■ Post Graduation and Above

# Finances

## Balance Sheet

Rs

Balance Sheet (as on 31 <sup>st</sup> March,2016)	2016	2015
<b><u>SOURCES OF FUNDS</u></b>		
<b>CORPUS FUNDS</b>	50,00,000	30,27,638
<b>CAPITAL AND GENERAL FUND</b>		
Capital Assets Funds	50,20,319	44,78,730
Restricted Project Funds	50,12,749	67,30,251
Un-restricted Funds	86,88,371	1,69,41,603
<b>REVOLVING FUNDS</b>	14,23,143	20,41,548
<b>Total</b>	<b>2,51,44,582</b>	<b>2,20,10,789</b>
<b><u>APPLICATION OF FUNDS</u></b>		
<b>FIXED ASSETS</b>		
Cost	77,73,883	72,89,621
Less: Depreciation	27,53,564	28,10,891
<b>INVESTMENTS</b>	-	53,33,518
<b>CURRENT ASSETS AND ADVANCES (A)</b>		
Cash, Bank Savings and FDs	1,94,94,035	1,38,40,320
Loans & Advances	2,85,918	1,88,270
Other Current Assets	12,03,531	7,01,253
	2,09,83,484	1,47,29,843
Current Liabilities	8,59,221	25,31,302
	8,59,221	25,31,302
<b>NET CURRENT ASSETS (A-B)</b>	<b>2,01,24,263</b>	<b>1,21,98,541</b>
<b>Total</b>	<b>2,51,44,582</b>	<b>2,20,10,789</b>

## Income & Expenditure Statement

	<b>Rs</b>	
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31,2016	2016	2015
<b>INCOME</b>		
Contributions/ Grants Received	3,05,10,324	2,94,92,227
Income from Interest and Investments	14,01,371	14,31,097
Other Receipts	54,28,736	58,25,751
<b>Total</b>	<b>3,73,40,431</b>	<b>3,67,49,075</b>
<b>EXPENDITURE</b>		
Livelihoods Programme	1,67,11,402	2,05,01,221
Education Programme	1,39,58,861	98,36,909
Administration and Overheads	42,93,935	31,09,390
<b>Total</b>	<b>3,49,64,198</b>	<b>3,34,47,520</b>
Excess of Income over Expenditure	23,76,233	33,01,555
	<b>3,73,40,431</b>	<b>3,67,49,075</b>

# Acknowledgements

## **Our Donors and Partners**

We are thankful for the support of following agencies:

EdelGive Foundation

Centre for Micro Finance (MKSP)

Centre for Micro Finance (I-Saathi)

IDFC Foundation

Rajasthan Grameen Ajeevika Vikas Parishad

Gillette India Limited

Sir Dorabji Tata Trust; Care India

Heifer Project International

Save the Children

EMpower, USA

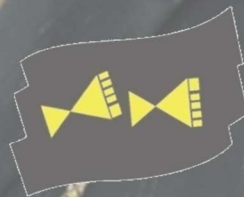
S.M. Sehgal Foundation;

*Apart from these institutional funders we also received individual donations from the well-wishers and friends of Ibtada.*



Ibtada the beginning

शुरुआत ... इब्तिदा



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