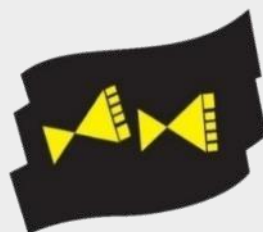


20th ANNUAL REPORT

2017-18

Ibtada the beginning

शुरुआत ... इब्तिदा



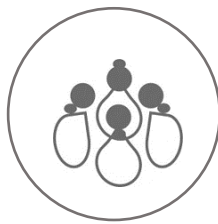


**OF
GRASSROOTS
CIVIC ACTION**

20 Years: At a Glance



121 Taleemshalas
10,000+ girls educated



26500+ women mobilized
2336 SHGs
10 federations



12,000+ families
Enhanced livelihoods



Improved learning
outcomes in 204 govt
schools



3 producer companies
owned by women



Digital literacy to 70,000
women and girl's Functional
literacy to 850 women



3000+ SHG HHs reached for facilitating
access to government schemes and
ensuring accountability



Life Skills Education to 2500 girls
Computer training to 1500+ girls
Career facilitation 500+ girls





Safar e Ibtada

20th Anniversary Celebration

Ibtada marked its 20th anniversary in 2018, with a series of events, activities and exhibitions designed to remind Ibtada members and the general public of what Ibtada has achieved over the past two decades.

The most important takeaway from the past two decades is the spirit of cooperation and trust. When the community is willing to work together, new heights of success have been achieved. Ibtada thanks each and every person who has helped us reach so far and urges to continue the support they have shown in the past.

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CHAIRPERSON'S FOREWORD



“Ibtada has been able to achieve significantly towards realising its mission of empowering women and girls through interventions in multiple sectors in last twenty years”

It gives me immense pleasure to present the Annual Report of Ibtada for the year 2017-18. This year has special significance for us as we completed **“20 Years of Civic Action at the Grassroots”**.

Ibtada has been able to achieve significantly towards realising its mission of empowering women and girls through interventions in multiple sectors in last twenty years. The journey that started with educating first generation learners in *taleemshalas*, particularly from Muslim community in Mewat, has reached a point where thousands of these girls have graduated from college now. Numbers speak for themselves. **9000 plus girls** have been mainstreamed in education and nearly 5000 of them pursued post elementary education. Ibtada has catalysed the formation of Self Help Groups (SHGs) of Women, their clusters and federations. Till now **2336 SHGs** have been formed consisting about **26500 women** members. 207 cluster/village level organisations and **10 federations** have been formed. Ibtada has worked in agriculture, dairy animals and goat rearing ensuring sustainable livelihoods. Three Producer Companies of Women have been formed – one for agriculture, second for goat rearers and third for dairy animals. Ibtada has also worked in the area of functional literacy of women, digital literacy, life skills education and career facilitation for girls in these years. Building a community cadre as a change agent in the community has been an integral part of the strategy for Ibtada. Our *Pashu Sakhi* model has now been adopted by several NGOs and government initiatives.

Ibtada in partnership with APMAS is now working on **Sector Own Control (SOC)** model to “develop SHGs & SHG federations into self-managed, self-reliant, & sustainable institutions”. Ibtada also handed over SHG institutions (1399

SHGs, 125 Village Organisations and five federations) - that it built and trained- to RGAVP last year. Digitization of SHGs is also on progress with 560 SHGs digitized under E-Shakti Project (NABARD).

Ibtada has taken steps towards deepening and broadening its adolescent Girls Empowerment program through opening village Girls Resource Centres, Life Skills Education, Computer Education, Career Facilitation and Transport and Fee support (to nearly 70 girls) under **Shiksha Ki Udaan** program.

After working for nearly two decades Ibtada took a strategic step towards empowering women and women institutions to access entitlements. We started **‘Empowering Women and Women Institutions for Rights and Entitlements’** project last year with support from Edelgive Foundation. 32 Villages (16 villages each in Laxmangarh and Ramgarh block) have already been covered during the year with Villages Rights Committees and *Adhikar Sakhies* as grassroots leaders working to improve access to schemes and spur collective action.

We started a new partnership with Bajaj CSR under our government education programme after IDFC Foundation project ended. Findings from the end line study conducted of the project indicated significant improvements in learning outcomes, enrolment, attendance, SMC functioning, libraries and overall improvement in schools.

This two decade long eventful journey has been made possible with support from our donors, well-wishers, and supporters. Ibtada is grateful towards them for helping to continue serving the community.

Ms. Mamta Kohli
Chairperson, Ibtada



MISSION

Strengthen communities especially women to play an influential role to reduce social and economic poverty and inequality

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

A young girl with dark hair, wearing a blue school uniform, is shown in profile, looking upwards and to the right with a thoughtful expression. The background is a blurred classroom setting with other students in blue uniforms. A yellow rectangular box is overlaid on the top left of the image, containing the text "ORIGIN AND BRIEF HISTORY" in white, bold, uppercase letters.

ORIGIN AND BRIEF HISTORY

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.

The Imperial Gazetteer of 1908 describes Mewat as an ill-defined tract of land lying south of Delhi. The area is part of Indo-Gangetic plain and the Aravali zone. 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 kilometres 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 *Musalman*s 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.

The *Mewaties* were considered as warrior class and were notorious for their turbulence and predatory habits. They were a constant source of trouble to rulers of Delhi. In the revolt of 1857 against the British, the *Mewaties* actively supported the last Mogul emperor, and when the revolt failed the area was severely neglected.

“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”

RATIONALE BEHIND MISSION

While understanding the backwardness in Mewat, it was clear that women and girl child were the worst affected. It was no surprise because it is a harsh reality that this section has to bear the consequence of all discriminations, be it social, political, economic or natural (disasters, droughts etc). Interestingly, 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 THE 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 800 SHGs at present. Building upper tier institutions, there are 68 clusters and 4 federations. Building on the SHG programme, Ibtada started livelihood interventions in the area of agriculture and animal husbandry. Goat rearing is also 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, Shiksha Sakhies and Adhikar Sakhies*.

The girl child education programme started in August 2000 with 7 learning centres and grew by 2011 to 121 learning centres, called *Taleemshalas*. These *Taleemshalas* imparted education to out of school girls till class V, after which they were mainstreamed to govt. Schools. However, after coming of Right to Education (RTE) Ibtada started working with Govt. schools for 'Right to education' to improve their quality and strengthen community's role in functioning of these schools. Currently our Govt. schools programme covers 100 schools in Ramgarh and Kishangarh blocks. Ibtada also runs an Upper Primary School in Gwalda.

In Mewat area, where Ibtada is working with girls since 2000 by running *Taleemshalas* (primary level learning support centres), girls have started completing their elementary education in large numbers. An adequate number of them are perusing secondary and higher education also. But due to lack of facilities, guidance and exposure most of them are inadequately equipped to aspire and choose an appropriate career direction for themselves. Considering this, since July 2013 Ibtada started a package of intervention for these girls, viz., Life School Education, Girls Resource Centre, Supplementary Education, Computer Education and Career Counselling. After working with the community for over two decades, Ibtada started a Rights & Entitlement project in 2017 in collaboration with Edelgive Foundation after the results of a pilot was found encouraging. This project aims to strengthen the community and community-based organisations to access different government benefits and ensures accountability in governance.

Ibtada also enabled the launch of NRLM in Alwar through formation and capacity building of SHG institutions for RGAVP in Ramgarh. Ibtada had entered into an MoU with RGAVP in to form SHG and build 3-tier architecture (SHG, VO and CLF) and their capacity building in Ramgarh Block.

Ibtada has 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 four major themes: Education, Livelihoods, Girls Empowerment and Rights & Entitlements. Three-tier SHG institutions form the base on which all these programmes are facilitated.

TARGET POPULATION

Ibtada targets to work in majority with women and girl child from marginalized communities of Meo Muslims, scheduled castes, schedules 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 works with all school children including boys and girls, and also with the men folk who are part of school management committees. Ibtada also works with young girls providing life skills education, computer training, career counselling and skills training & placement.

SAVINGS AND CREDIT BASED INSTITUTIONS



INTRODUCTION

Promoting community-based institutions for women empowerment 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. Three-tier Institutional architecture (SHGs, Clusters and Federations or *Manch*) forms the base on which different programmes - Financial Inclusion, Livelihoods, Girls Empowerment and Rights & Entitlements- are mounted. Ibtada has promoted four federations Chetna, Kranti, Sangharsh and Savera. Federations are now registered as Trust and working autonomously with handholding support from Ibtada. All federations have their own offices and a Manager and other support staff.

Details of the institutional coverage are below:

S.No	Particulars	Federation				Total
		Chetana	Kranti	Sangharsh	Savera	
1	Village	42	56	26	46	170
2	Gram Panchayat	14	26	13	20	73
3	SHGs	209	239	123	230	801
4	Cluster level Organisation	18	20	11	19	68
	Total members	2449	2799	1394	2224	8866

FINANCIAL INCLUSION

SHGs do regular savings and inter-lending. Federations also help SHGs access credit from banks. Federations themselves also advance two kinds of loans to SHGs - loan for toilet construction and house construction. A Special Saving provision has been kept to meet the consumption expenditure during festivals or special occasions. This provides a cushion and

stops depletion of groups' saving. A fund by the name of '*Rahat Kosh*' has been mobilized to support the family if an SHG member or her spouse meets unforeseen death. This fund also builds solidarity and feeling of fraternity by helping a deceased member's family in the hours of need.

Details of microfinance activities performed during FY 2017-18 are below:

Sr.No.	Particulars	Federations (<i>Manch</i>)				Total
		Chetana	Kranti	Sangharsh	Savera	
1	Bank Loan (No of SHGs)	81	74	108	119	382
2	Bank Loan Amount (Rs. in Crores)	1.17	1.5	0.75	1	4.4
3	Manch Loan (No of SHGs)	28	13	21	24	86
4	Manch Loan Amount (Rs. in Lakhs)	35	20	10	15	80
5	Savings (Rs. in Lakhs)	11	16	19	44	182
6	Rahat Kosh SHGs	118	118	89	97	422
7	Special Saving - Members	1418	2498	892	1047	5855

CAPACITY BUILDING

Strengthening the SHGs, VOs and Federations is a continuous process. Ensuring regular meetings, savings and repayment of loans is the key for the health of SHGs. Federations have come into their own. Regular Manch meetings, monthly Executive Committee meeting and Annual General Body meeting of each federation took place.

FEDERATION ANNUAL GENERAL BODY MEETING

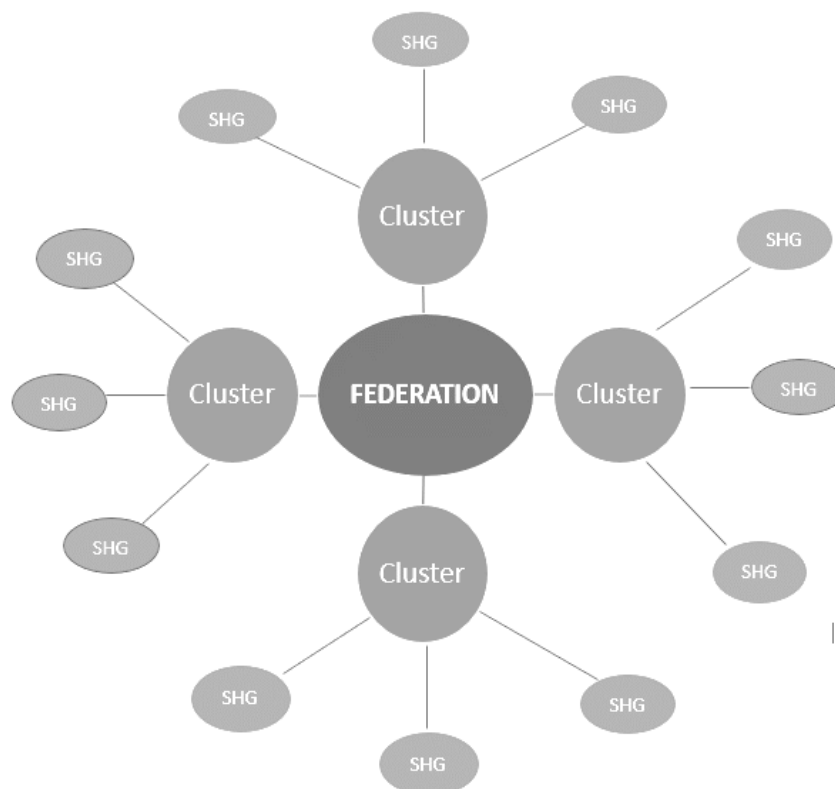
AGBM of Ibtada promoted federations took place in the first quarter in which office bearers from 801 SHGs were expected of which 85% participated. As the SHGs are the members of Federations hence three office bearers (*Badi Mukhiya, Chhoti Mukhiya and Khajanchi*) from each and every SHG are invited to represent their group. The main objective of this meeting is to create a platform for group member and get them to know about the progress & performance of their institutions throughout the year. Meeting focused on following aspects:

- Presentation of the federation's annual work progress before members for the FY 2017-18

- Preparing annual budget and action plan.
- Resolution of policy level decisions
- Sharing the status of income and expenditure of federations in last financial year.
- Approval of annual budget
- Awarding the better performing *Sabhas*

ANNUAL MEETING OF SABHAS

Annual cluster meeting is one-day event, organized every year for all the clusters. Effort is made to integrate all the members of SHGs of a particular cluster. Group evaluation results, progress of cluster activities and all other information about the status of federation are published & presented before the members. The goals and target of a particular cluster for next year are set up in this event. Good and bad experiences of groups are shared by the members. Some resource persons from different departments are invited to create awareness on various social issues. 56 such Clusters annual meeting were organized this year.



SHG - FEDERATION MODEL

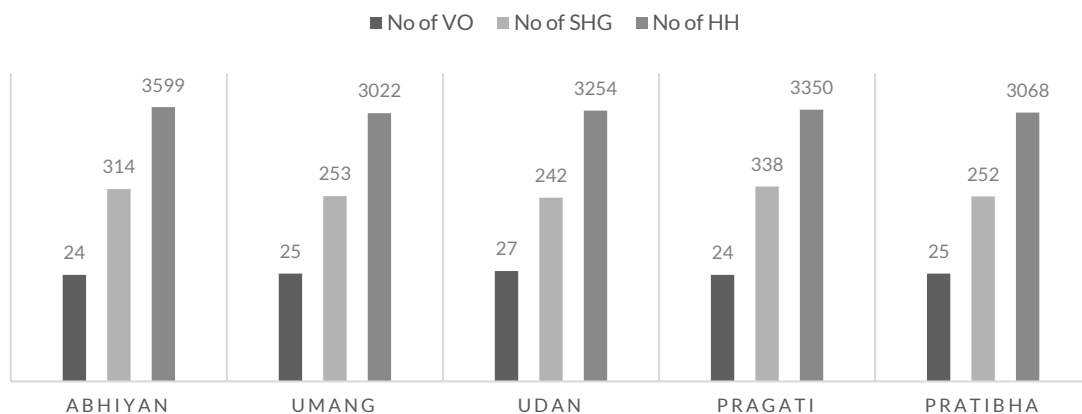
Handing over of SHG institutions to NRLM - RGAVP

Formation and capacity building of SHG institutions for RGAVP in Ramgarh block.

Ibtada entered into an MoU with RGAVP in 2015 to form SHG and 3-tier architecture (SHG, VO and CLF) and their capacity building in Ramgarh Block by 2018. The SHG institutions were handed over to RGAVP on 9th March, 2018. Before handing them over to RGAVP Ibtada performed following tasks:

- Formation of 3-tier of SHG institutions
- Training of all institutions
- Registration of all CLFs and *Aam Sabha* of all CLFs conducted
- Bank linkage of all eligible SHGs with 100% repayment record
- Office set up of all CLFs and staff selection & training
- Community cadre selection and training (Book Keeper, Village Organisation Assistant, *Samooch Sakhi*, *Bank Sakhi*, Convergence Sakhi, Block Resource Team, *Krishi Sakhi*, SHG CRP and SHG Auditor)
- Books of records in all SHGs, VO and CLF with proper book keeping
- Two tranches of fund to SHGs
- Fund rotation started from SHG to VO to CLF and back

Total Coverage Under the MoU from 2015-18



DIGITISATION OF SHGS

E-SHAKTI PROJECT (NABARD)

Under this project SHG data is captured through smartphones by SHG *Munshis* (Animators).

The project aims at digitisation of all the SHG accounts to bring SHG members under the fold of financial inclusion thereby helping them access wider range of financial services together with increasing the bankers' comfort in credit appraisal and linkage by way of:

- Integrating SHG members with the national Financial Inclusion agenda;
- Improving the quality of interface between SHG members and Banks for efficient and hassle-free delivery of banking services by using the available technology;
- Facilitate convergence of delivery system with SHGs using Aadhaar linked identity.



SHG Munshi capturing SHG data

Output and MIS

- Member wise details of SHGs on saving, lending, attendance;
- SHG and member wise credit history;
- Financial statement of SHGs - Balance sheet and Profit and Loss account;
- Grading chart of SHGs;
- Micro Credit Plan of the SHGs;
- Audit report;
- Bank linkage details - savings and credit disbursement
- Other periodical MIS on performance of SHGs

OTHER ACTIVITIES

Opening of Manch office

Sangharsh Mahila Manch and Chetna Mahila Manch shifted to their own offices in 2017-18 in Dadholi Village and Jhiri Village respectively.

Exposure Visit

Staff of Savera Mahila Manch and Sangharsh Mahila Manch went for the exposure visit to PEDO (Dungarpur) to learn the good practices of the SHG federation functioning there. Sangharsh Mahila Manch adopted the practice of meeting at different SHG members on rotation basis.

LIVELIHOODS





INTRODUCTION

Ibtada has introduced interventions in agriculture and animal husbandry to help local women earn additional and increased income through new and improved methods. Along with capacity building for better practices, Ibtada has also facilitated the formation of 3 Producer Companies for Agricultural Produce, Goat Rearing, and Dairy Farming. This year we had two project interventions in our area, one being the RGAVP, CMF and Tata Trust supported 'Livelihood enhancement through agriculture' and 'Promotion of pulses for sustainable livelihood to rural women' supported by Sehgal Foundation.



ABOUT LIVELIHOOD PROJECT

We implemented the project 'Livelihood enhancement through Agriculture' in Ramgarh block (Alwar) in partnership with RGAVP and Tata Trust (Ramgarh is a partnership block between RGAVP and Ibtada for livelihoods promotion) to boost income of SHG members. This livelihood project is being implemented in 5 community level federations promoted by Ibtada in Ramgarh block of Alwar district.

Project aimed to develop local cadre, called Krishi sakhi, to enhance technical soundness of *Krishi Sakhies* and women farmers in agriculture, increase income through cultivation of cash crops, pulses and vegetables crops.

Objective

- To provide additional income through agriculture in the range of Rs. 40,000 to 60,000 in year through backward and forward linkages with technical institutions and market.
- To develop and build capacities of SHG women as community service provider for efficient and sustained delivery of extension servicers in agriculture.
- If needed, formation of community-based livelihood institution, Farmers Producer Company.

Krishi Sakhies

To implement the project activities in field 106 Krishi Sakhies were identified and trained. One krishi sakhi caters 40 to 50 farmers in a village. They conduct village level campaign and select farmers from Self Help Groups with village organization support.

Krishi Pathshalas

After farmers' selection, *Krishi Sakhies* established *krishi pathshalas* in their respective villages. *Krishi Sakhies* conduct monthly review, planning and training programmes for farmers at *krishi pathshalas*. Farmers' meetings were conducted by *Krishi Sakhies* during Kharif season. A total of 106 *krishi pathshalas* were established during the year. *Krishi Sakhies* set up 99 cotton crop demonstration plots, where recommended inputs and improved technical practices were followed. Agri input support was provided to *Krishi Sakhies* for demonstration plots.

PROGRESS TILL MARCH, 2018

4

BLOCKS

99

VILLAGE

145

KRISHI SAKHI
TRAINED

145

KRISHI
PATHSHALA
ESTABLISHED

Kharif Season

Crop wise farmers we worked with in *Kharif* season is as follows:

Sr. No.	Crop	No. of farmers	Area in bigha (0.25 ha)
1	Cotton	3552	4678
2	Pigeon pea	38	54
3	Pulses (Moong, black gram, cluster bean)	155	208
4	Onion	893	986
5	Vegetables (Cauliflower, chilli, carrot, brinjal)	748	709
	Total	5386	6635



Total 4565 farmers trained during Kharif season

Promoting Intercropping

Farmers were suggested to grow summer moong as inter cropping in cotton crop, to generate extra income. **654 farmers grew summer moong in cotton as inter cropping.** 50 to 100 kg. Of moong was produced in these cotton plots.

155 farmers grew moong, black gram, cluster bean and pigeon pea for the first time in their land. Due to erratic and lesser rainfall this year, 3 to 3.5 quintals par bigha of pulses were produced.

Onion Cultivation

Onion is the main vegetable crop of the area but yield is low due to occurrence of diseases, pest attack and lack of INM practices. Krishi Sakhies selected 893 farmers for onion cultivation. Training about improved practices of onion cultivation was provided to Krishi Sakhies, so that preventive measures regarding insect and pest attacks and diseases could be adopted as well as cost of cultivation minimized.

Production of onion crop was good compared to previous year i.e. 50 quintals per bigha.

Vegetable

748 farmers started to grow vegetables like cauliflower, tomato, carrot, brinjal, chilli, coriander in 0.25 bigha to 1 bigha. This year they earned Rs.25000 to 55000 par bigha during 2017 kharif season.



Rabi Season

Crop- wise cultivation details during *rabi* season is as follows:

Sr. No.	Crop name	No. of farmers	Area in beegha (0.25 hec.)
1	Mustard	4385	4385
2	Chick pea	48	48
3	Okra	52	30
4	Cucumber	43	28
5	Onion	37	24.5
Total		4565	4515.5



Total 4565 farmers trained during Kharif season

Crop cutting experiments in mustard crop

Farmers grow mustard as cash crop during *rabi* season. AAO from MPUAT (Udaipur) Mr. Jugal Kishor was called to attend crop cutting experiments. Crop cutting experiments were conducted in 53 mustard crop plots (44 demonstrations, 09 controlled) and one plot in chick pea. Threshing was done in presence of Mr. Jugal Kishor.



Capacity Building of *Krishi Sakhies*

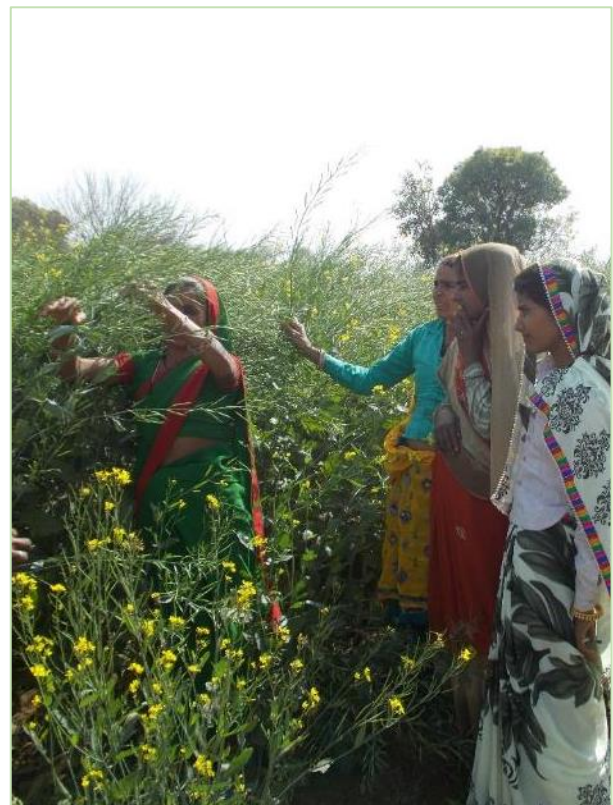
Training of *Krishi Sakhies*

Two days residential training to orient them of project objectives and boost technical knowledge on cash crops and vegetables was conducted in May and June, 2017. Package of practices (POP) printed material were also provided to them.

In Oct. 2017, two days' residential refresher training was conducted at Community Resource Centre, Naugaon to enhance their knowledge on plant protection measures and marketing of produce.

Krishi sakhi exposure visit at Krishi Vigyan Kendra (KVK)

Exposure visit of *Krishi Sakhies* was organized at Krishi Vigyan Kendra, Naugaon (Alwar) during February, 2018. 90 *Krishi Sakhies* were part of this exposure visit. Chief scientist Dr. M.P. Yadav inspired them to do vegetable cultivation. Vikash Arya – scientist animal husbandry trained *Krishi Sakhies* on improved animal husbandry practices. Dr. Suman Lata Khandelwal oriented *Krishi Sakhies* about activities of krishi Vigyan kendra. After that field visit with *Krishi Sakhies* was conducted in the presence of Dr M.P. Yadav and his team to see azola cultivation, vermicomposting and broccoli. Some *Krishi Sakhies* shown interest to cultivate broccoli from next season.



Krishi Sakhi grading

Grading of *Krishi Sakhies* was done in February 2018 of 95 *Krishi Sakhies* who had completed minimum 6 months as *Krishi sakhi*. Panellists were Dr M.P. Yadav, chief scientist KVK-Naugaon (Alwar), Mr. Pradeep Kumar from DPMU (Livelihoods Manager), Rajesh Agarwal (District coordinator livelihoods, Ibtada) and leaders from respective CLF.



Result of grading:

Grade A - 39

Grade B - 38

Grade C - 14

Grade D - 4

ABOUT PULSES PROJECT

A pilot project on pigeon pea cultivation with 100 farmers was implemented from April, 2017 to March, 2018 with support of SM Sehgal Foundation. The project was implemented in 4 blocks Ramgarh, Umren and Pratapgarh location of Thanagazi block.

Objectives of project

- To increase income from diversified crop cultivation
- Improving nutritional security of the families,
- Improving soil health

Results

Average production in pigeon pea was 5.6 quintals per acre, 4.8 quintals per acre in moong as sole crop, moong mix with cotton production was 1.5 quintals. per acre and 4 quintals. per acre from black gram was produced, whereas nutritive fodder for animals was also made available. Farmers earned Rs.17160/per acre by the sale of pigeon pea, Rs.17780 from moong and Rs.16400 per acre from moong as sole crop. Crop rotation has been followed by farmers in Rabi season - wheat crop has sown in pigeon pea plot, crop is good at this stage, which seems to provide better yield.

The total value of income earned by farmers is 34 lakhs which is good compared to bajra crop. Also, intercropping with cotton is liked very much by farmers as this is additional income in addition to cotton. The best part is that this additional income is also supplemented by improvement in soil quality.

YIELD ASSESSMENT

Yield assessment was done by MPUAT (Maharana Pratap University of Agriculture and Technology (Udaipur). Production in demonstration plots were compared with controlled plots and a significant difference in yield was observed. Details of the yield assessment of rabi crops are as follows:

Crop	% increase
Mustard	51
Cotton	57
Green gram	25
Pigeon pea	36

TECHNOLOGY DEMONSTRATION CENTRE

This is a pilot project to demonstrate the best use of existing resources with integrated technologies and crop diversification to maximise the returns from limited land and livestock resources. We worked with selected *Krishi Sakhies* and *Pashu Sakhies* to set up technology demonstration centres (TDC) at their farms in April, 2017. A total 22 farmers agreed to establish TDC in 16 villages of 4 blocks of Alwar. Planning and resource mapping was done with *Krishi/Pashu Sakhies* and their husbands in the month of April, 2017.

Planting of fruits like papaya (Red Lady 786) and pomegranate (Bhagwa – tissue culture), followed by planting tick (agro forestry) plants was done. On an average one bigha of land is used for this intervention. Survival percentage is about 74 in fruit and tick plants.

Farmers were advised to grow vegetable crops like Tomato, onion, chilli and brinjal as inter cropping using minimum chemical pesticides/fertilizers. TDC farmers earned an average of Rs. 30000 to 40000 from their horticulture plot. TDC farmers also grew pulses and cotton in rest of their land.

Mrs. Achraj, pashu sakhi of Prithvipura village, grew tomato in half bigha of land and sold Rs. 90,000 worth of produce, whereas Mrs. Saliman from Harsana village earned Rs. 65,000 from half bigha of land during kharif season.

Monthly meetings at block level were organized with these farmers to share upcoming practices. 3 trainings on pit filling, plantation and aftercare of plants, 2 trainings each of vegetable cultivation and improved animal management was conducted during Oct to Dec 2017. The farmers were also provided support for setting up drip irrigation and solar fencing in their plots. About 10 plots were protected with solar fencing under the project.

NARSISHAKTI AGRICULTURE PRODUCER COMPANY

Narsishakti Agriculture Producer Company Ltd. was incorporated on 6th Feb., 2017. 251 farmers became members of Narishakti APC during the year. Since Narishakti did not have license to sale agriculture inputs initially, it started to provide technical trainings for crop cultivation and support to collective procurement of agriculture inputs. Narishakti APC got license to sale agriculture input like seed, fertilizer and insecticides in March, 2018. After that it started its operations through books. **1754 farmers** got agriculture input and technical services during the year.

CHANGE STORY

Krishi Sakhi enhances her income through vegetable cultivation and inspires others too!



Twenty-six-year-old **Mrs. Rehana** belongs to Chand SHG of Bhuwaka village in Ramgarh block. She was selected as Krishi sakhi on 20th May 2017, supporting 50 farmers in cash crop cultivation. Her family has 2.5 bigha of land.

She used to grow bajra, wheat earlier in her field. After becoming krishi sakhi she got training and encouragement to grow coriander and sugar beet in one bigha of land. In rest of the land she grew cotton (1 bigha) and bajra (half bigha).

She earned Rs.75000 selling coriander leaves and sugar beet. She also earned Rs.32000 and Rs 8000 from cotton and bajra respectively. Her total earning was Rs.115000 during kharif. Encouraged by this she started vegetable cultivation (tomato, onion and coriander) in one bigha of land. She also motivated 55 farmers for cotton and moong cultivation in this zaid season. Farmers of Bhuwaka village respect her as Krishi sakhi and take advice for improved crop cultivation practices from her.



DAIRY BASED LIVELIHOODS

FORWARD LINKAGE

Ibtada is working with dairy farmers since 2009 for productivity enhancement of milk in Ramgarh, Laxmangarh and Umrain block of Alwar district. Ibtada has experienced that there is about 30 percent increase in milk yield due to adoption of improved animal husbandry practices by the farmers. To provide market linkage to farmers 1500 farmers were mobilized to link with **Sakhi Mahila Milk Producer Company Ltd** so that they get better price of milk. During 2017-18, 450000 litres of milk in 150 days (two litres average per day) was sold by SHG members. They earned Rs. 45 lakhs additional income by selling milk to Sakhi Milk Producer Company (Rs.10 per litre extra).



BACKWARD LINKAGE

- Dairy Sahayikas running the MPP (Milk Procurement Point) also sell quality feed to members supplied by dairy producer company
- Promoting green fodder cultivation with model farmers (*barsim, makkhan ghas, jowar* and *azola*) and silage production
- Getting dairy farmers to use mineral mixture and cattle feed
- Organising health camps for treatment, deworming and vaccination, AI
- A community cadre of Pashu Sakhies in a village each selected. They conduct monthly meetings and trainings on PoP with women farmers
- Motivating members to join Sakhi Dairy Producer Company. 1033 members have been added till now.
- Improved cattle shed construction and sanitation
- Dairy Sahayak selected to run Milk Procurement Point (MPP)
- Model farmers' selection to demonstrate best practices





GOAT BASED LIVELIHOODS

By the start of FY 2017 Ibtada was working with 2100 goat rearers families. During the year number of goats and goat rearing families increased by adopting two innovative methods:

- Goat Pass on method
- Goat leasing by Sirohi Bakripalak Mahila producer company

Pashu Sakhies were providing the services and technical inputs throughout the year.

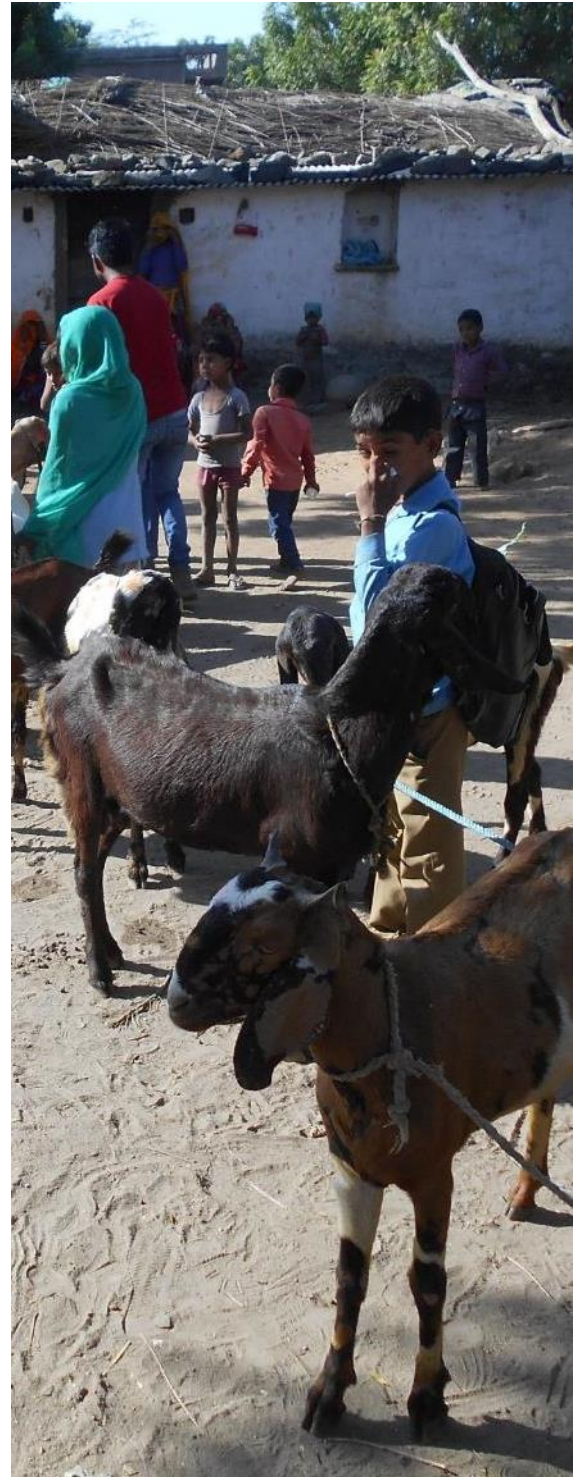
Monthly meetings of *Pashu Sakhies* also took place to take stock of the progress and challenges in the field.

Activities performed and good practices promoted during the year are as follows:

- Use of mineral mix brick local made using local resource. These mineral supplements reduce mineral defiance in animals
- Shed improvement - improving the cleanliness and using manger
- Azola cultivation demonstration,
- Deworming, vaccination and castration
- Cost savings and increased use by production of mineral mix using local resources
- Workshop of goat rearers – experience sharing
- Monthly meeting of sakhis
- Plantation of 5500 saplings (fruit and fodder purpose)



The turnover of Sirohi Bakripalak Mahila Producer Company in the FY 2017-18 was Rs 14 Lakh. Company also tried its hand with spice business and sales figure was Rs 65475 with modest profit of Rs 3082.



CHANGE STORY

“Behind a successful woman there is a man?”



Geeta, 30, lives in Deenar village of Laxmangarh block in Alwar district. She has a daughter and two sons. Her daughter is studying in 9th class and her son's study in class 7th and 3rd. Geeta had studied up to 8th class and is a home maker, her husband Mr. Chandra Ram is a mason. Her family income in 2012 was Rs-35,000 – 40,000. After associating with the Pashu Sakhi programme, her family is earning Rs.1,10,000 per annum.

Geeta joined the Laxmi SHG 10 years back, when there was only one SHG and very few women permitted by their families to go out. Geeta too faced similar plight but her husband Chandra Ram supported her

and took a stand against such norms.

Animal husbandry work had just started in her village and there was an urgent need to find a CRP for the area. Geeta's group suggested her name for the position as they were well aware of her educational qualifications and her supportive husband. She was an ideal candidate for the role and rightly so she accepted the new challenge coming her way. Initially she was sent for a 5-day training on animal management. After which she was able to check animal health; do vaccination and provide first aid care to livestock.

The villagers were sceptical of her knowledge and did not accept her services, but slowly with her guidance to SHG members, people started accepting her. Geeta observed that most people were not aware about feeding and management practices of their animals, which leads to poor health and low production of milk. She then formed animal rearers group and trained them to disseminate information about package of practices – clean water, vaccination, de-worming, shelter, hygiene, seasonal care, fodder and nutrition, mineral mixture and calcium, green fodder, etc. She also opened a shop by taking a loan from SHG to sell animal inputs like feed, fodder, de-oiled cakes seed, calcium, and mineral mixture. She believes that if good services are provided to the community, they would not reject it.

Her initiatives have greatly helped the villagers as well as animal rearers to reduce livestock mortality rate and increase milk productivity. Geeta now serves about than 460 animal rearers in her village. She has become a role model for other women. She now facilitates various training sessions on animal management organized by Ibtada. She has not just worked with the people in her village but also worked with other young aspirational women to create a cadre of young Geeta's in every village.

Her dedication towards work and efforts to serve the community was appreciated by various government departments like veterinary and ICDS. In year 2014 -2015 she was selected as Aanganwadi Sahayika. She got one more platform to explore animal husbandry work.

EDUCATION



INTRODUCTION

Ibtada had evolved out of benchmark survey of Mewat which highlighted the backwardness of girls' education in this region. Girls' education programme was launched in the year 2000 by setting up learning centres for the girls named Taleemshalas. Ibtada was running 121 Taleemshalas by 2011. However, after coming of Right to Education (RTE) the education programme was mainstreamed and now it's running its own school in Gwalda and working along with 144 government schools to improve learning outcomes and educate more girls.

SCHOOL COVERAGE

144 schools

15012 primary students

4309 upper primary students

19,321 total students reached



"52% of total students are girls at both primary and upper primary level schools"

ACADEMIC WORK

The project goes by the name of 'Improving Learning Outcomes and Strengthening School Management Committees in Govt Schools'.

Education programme in government schools has 4 pillars:

- (i) Academic intervention through our teacher motivators,
- (ii) Setting up a library,
- (iii) Bal Sansad (Children parliament), and
- (iv) Strengthening School Management Committees (SMCs)

For class I & II, we work on improving levels of Hindi and Mathematics. For Class III to V, we undertake assessment of learning levels of students and based on results, groups of students are formed and remedial teaching is done. Remedial teaching package is delivered in 20-25 weeks to bring the students up to the level of basic reading writing and arithmetic (three R's). After the student is competent with three R's, s/he is more interested in class and copes up with the teaching in class.

Ensuring the quality of learning through:

- Learning package - Using Sandarshika, exercise book, TLM
- Personal file to track the progress over a period of time
- Monthly tests

Library

To inculcate reading habit and enhance their reading & comprehension, a library is set up in every school where we work. Books and bookshelves have been provided in all schools of intervention. Students are provided books for reading at school during library hours. Besides, they can borrow books and take them to home. Books for different groups/learning levels are arranged accordingly. Reading stories from books, writing the self-read story, making picture based on story, telling story to each other after reading from library books and telling stories in morning assembly are the activities related with library. After our intervention



libraries in 92% of the schools are functional compared to only 13% when we started.

Bal Sansad

A committee of students is created that helps with school management and activities of the school. The Bal Sansad runs like any Parliament where members are elected by vote (of the students, by the students, for the students) who are in office for a term after which new candidates are chosen. This helps the children get involved in school management, develop leadership skills, work in teams, and increase their sense of



responsibility. Two days' training on leadership for Bal Sansad representatives from 60 schools totalling 276 (129 boys & 147 girls)

School Management Committees (SMCs)

Bridging the trust deficit between the school and community of parents is crucial to ensure accountability as well as providing a right environment for children at home for learning. It is done through School Management Committees (SMCs). SMCs, which are often defunct, are activated. They are provided training and exposure to enable them to manage the affairs of school. They conduct monthly meetings and work with teachers. They also motivate the parents to send their wards to school regularly. Regularity of SMC meetings as per end term assessment was 72% and attendance was 71%.

Summer Workshop of Education Motivators

In order to enhance capacity of Education Motivators Ibtada has been organizing training and workshop during vacations in schools. Hence a workshop was facilitated for 30 education motivators and 10 staff in the month of June, 2017. Two consecutive days were spent with renowned psychologist Dr Nitin Saraswat who worked over motivation and self-confidence on 2nd -3rd June. Later a couple of days were scheduled with Vibhuti Pandey and Gautam Goswami from the Animation & multimedia Department of *Birla Prodyogiki Sansthan* on 5th -6th June where the participants learnt creative work with pencil and colourful crayons.

Improvement in school infrastructure

Support for improvement in school infrastructure provided to 40 schools till March 2018. From project a total amount of Rs. 40000 is provided to each SMC and they also collect 20 percent contribution from the community. SMCs needed money to work on renovation of toilets, white wash, BALA (buildings as learning aids), minor repairing of school building and improving drinking water facility.

Motivational Workshop for Head Teachers of phased-out Schools

A project level closing workshop for the head teachers of 44 govt. schools was organized on 28th Oct at Hotel Alwar Inn. The workshop was aimed to sensitize the head teachers to carry on project's initiatives after completion of the project as the IDFC funded programme has been phased out from 24 schools of Ramgarh block and 20 schools of Kishangarhbas block.

Project Inauguration Event (Bajaj CSR project)

It was organized on 27 September 2017 at Mahavar auditorium, Alwar. More than 400 people including Govt teachers of intervention schools, Members of SMCs & PRIs, parents, women of SHG, education motivators and staff participated in the event. OSD to Education Minister Rajasthan Mr. Vishnu Swami inaugurated the program in presence of block education officials, teachers and community members of all project intervention villages.

Capacity Building of SMC Representatives (Training & Exposure Visit)

In order to ensure better involvement of SMC members, six representatives from each village are provided one-day training at the block level. Several activities were facilitated to clear the fundamental of SMC and role & responsibility of the School Management Committee in a school. One small session on Right to Education Act was also conducted in the training. 568 SMC members including 257 women attended the training. SMC members also went for an inter school exposure in Nov-Dec 2017. Visits were planned for our new 84 schools. Two leaders of an SMC participated in the visit. Representatives of 6-8 SMCs jointly visited in the selective school from our last phase schools. Visitors observed holistic involvement of SMC in the school affairs.

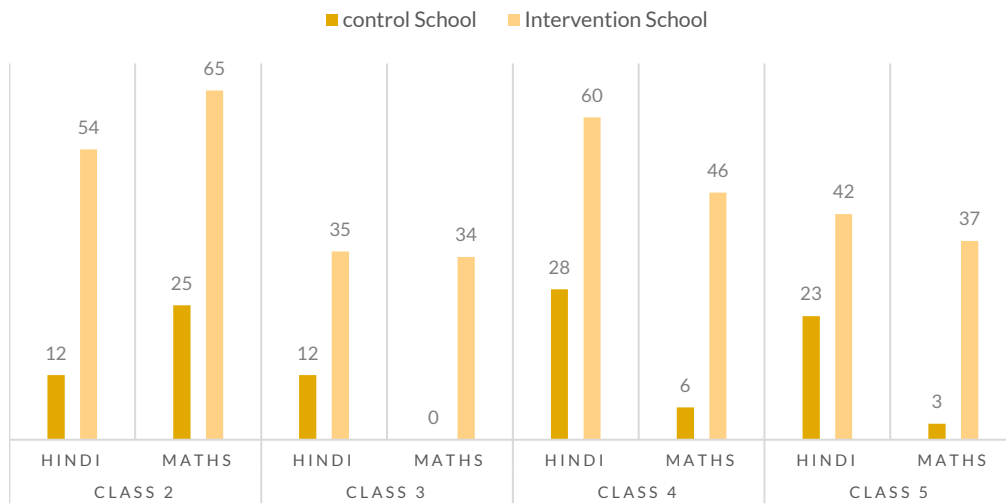
IDFC ENDLINE SURVEY

Ibtada along with support of IDFC Foundation started a project named- ‘Improving Learning Outcomes of Students in the Primary Section in Government Schools in Alwar District of Rajasthan’. It covered 60 government schools (mix of primary and upper primary schools) in two blocks, Ramgarh and Kishangarh Bas, in the Mewat Region of Alwar district, Rajasthan, for a period of three years (October 2014-September 2017).

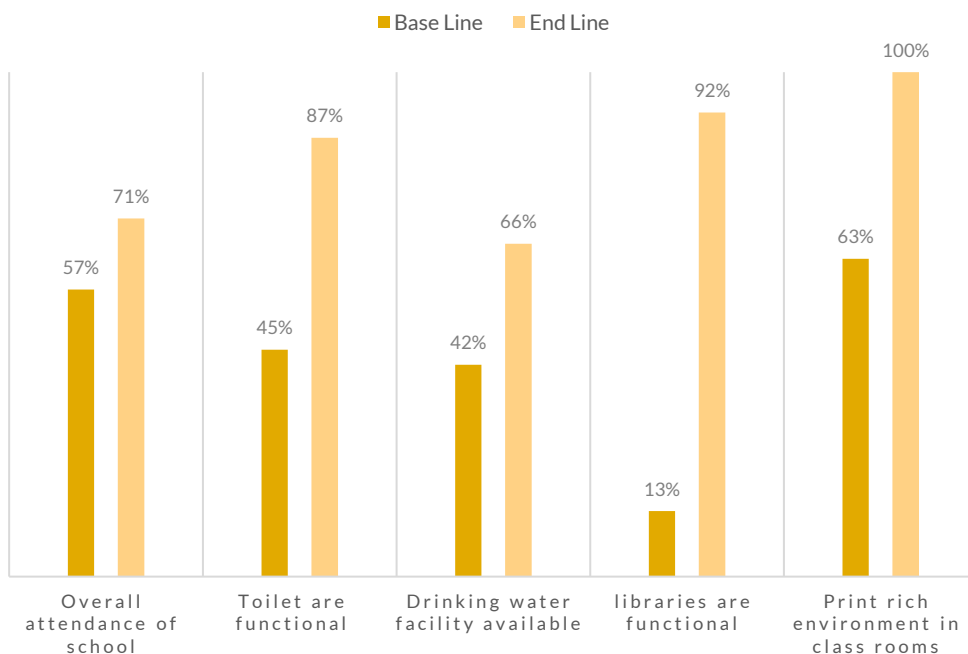
The focus of the program is on improving learning outcomes (primary section), improving school teaching learning environment and strengthening SMCs. It is a motivator led model under which an Education Motivator is placed in 2 schools each who work with primary class students (classes I to V) and also with govt. teachers. Towards the completion of the project an end line study was conducted to gauge the impact of the program.

Some of the key findings are illustrated below:

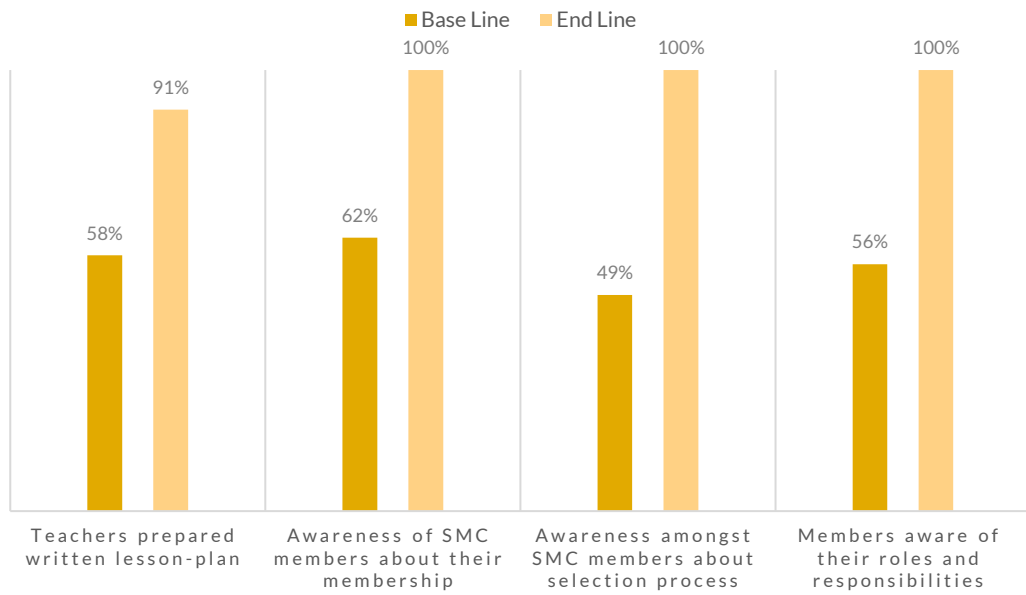
Change in average marks of Hindi and Maths



Change in performance school and SMC's



Change in performance school and SMC's



SHIKSHA MEWAT BALIKA VIDYALAYA, GWALDA

Shiksha Mewat Balika Vidyalaya, an upper primary school in village Gwalda, is a joint initiative of Gillette, Ibtada and Ekta project of Rajasthan government. The school was established in 2012 with the objective to address the issue of girls' access to quality education.

Facilities in School

- Free school dress, bag and stationery
- Morning breakfast and mid-day meal
- Safe potable RO water
- Games and play ground
- Computer lab and rich library
- Regular health checkup
- Educational tour of students

Regular Activities of school

- Subject teaching - Urdu as third language and computer education especially introduced in this school
- Library and Science Demonstrations
- Health Camp and Annual Function
- Capacity Building of Teachers & Educational Visits of Students
- Community Participation - Regular Meetings of SMC and Parents
- Renovation of School Building

A total of 387 girls have enrolled in the school since 2012, out of which 78 girls are pursuing further education after class 8th. This year total enrolment was of 145 girls and 30 girls passed out for further studies.



CHANGE STORY

Ibtada's motivator helps bring changes in the government teacher's working style

Chhailai ka bas is a small village 6-7 km away from Khairthal. There is a primary school in the village where a para teacher Aasha is working. There are around fifty students enrolled in the school but only around 15 students turned up. People of the village were also not happy with her performance. School didn't open on time and closed early too.

Ibtada started its work with the school in August 2017. Motivator teacher, Imran, placed in the school worked with total honesty and diligence. He was able to win the trust of the children and community. Since November 2017, attendance has improved significantly with 40-45 students turning up daily. School also opens and closes on time. People appreciated the work of Imran and SMC persuaded Aasha also to put in extra effort. Her attitude also changed slowly.

In the month of April, Ibtada's Project Coordinator of Kishangarh Bas. Ratti Mohammad met with her and discussed the changes that have happened in the school. She appreciated the support Ibtada provided to the school and talked about the change in her also. When Ratti Mohammad asked Aasha if working with Imran has brought any changes her own style of working; Aasha replied with a laugh, "Yes of course. Previously when students coming to school were few in number, she found it hard to be motivated to come and take interest in the teaching work. Now she has started working with students with renewed interest."

A new teacher, Anil, has also been posted since November 2017. He also works with and supports Imran and has able to win the confidence of community. Currently 71 students are enrolled in school out of which over 60 are present daily.

Today, people have also started appreciating the work of Aasha and she also tries her level best to teach according to the reference material.



GIRLS EMPOWERMENT



INTRODUCTION

In Mewat area, where Ibtada is working with girls since 2000 by running Taleemshalas (primary level learning support centres), girls have started completing their elementary education in large numbers. An adequate number of them are perusing secondary and higher education also. But due to lack of facilities, guidance and exposure most of them are inadequately equipped to aspire and choose an appropriate career direction for themselves.

Considering this, since July 2013 Ibtada started a package of intervention for these girls, viz., Life School Education, Girls Resource Centre, Supplementary Education, Computer Education and Career Counselling.

LIFE SKILL EDUCATION

Our Life Skills Education programme works to build the confidence, articulation, awareness and leadership skills of young girls to negotiate better with the challenges of life. A formal curriculum has been followed by our Life skill educators (Field coordinator) in working with girls to improve the life skills, targeted in the curriculum. The LSE curriculum is based on 5 life skills which we feel are more important in the life of a person like self-identity, communication skill, goal setting, adolescence & reproductive health and gender-based violence. Regarding time frame, a calendar of one-year cycle is also framed to complete the curriculum with in the year.

Topics covered under the life skills curriculum



Self-awareness and identity



Communication Skills



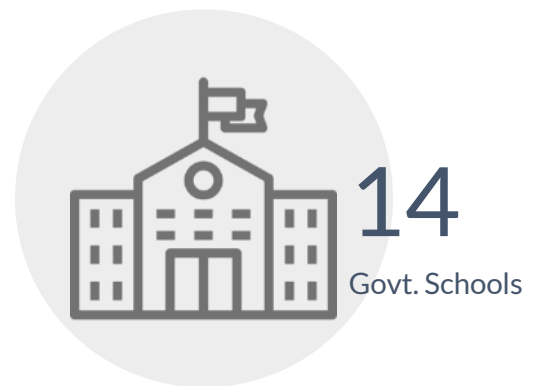
Goal Setting



Adolescence and Reproductive Health



Gender based Violence



GIRLS RESOURCE CENTRES (GRC)

GRC has been envisaged as a space for young girls where they sit and talk with each other, share their problem and also do group studies. Peer group of girls help and support each other in academic matters and help in building social capital.

Objectives of establishing a GRC are as follows:

- Empower the girls through education and skills
- Help them become independent, negotiate life decisions, choose different career options
- Be role models and change agents

231

Girls covered



12

Villages covered

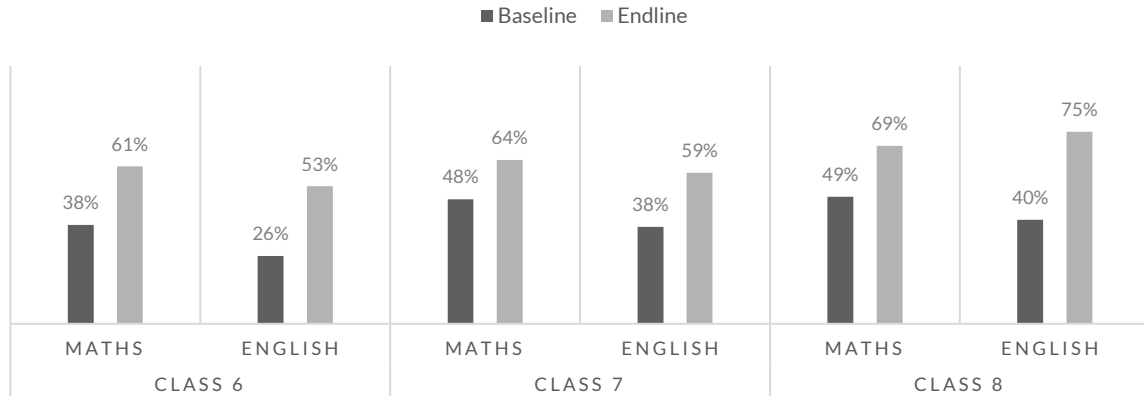


Activities conducted at GRC are: Life skill session, library and tuition for kids (class 1-5), group discussion and counselling are conducted at GRC to improve and develop girls' skill. Girls are also provided information about vacancies, jobs, trainings and other courses by project staff. A **Core Group** of girls have been formed to get their inputs about the needs and direction of the project. 25 active girls from different GRCs have been selected.

SUPPLEMENTARY EDUCATION

To support girls who continue their education beyond 5th class and also to stop drop-out of girls a tuition facility is provided in English and Mathematics subjects. Under this activity **230 girls** were covered during the year. **Mother Meetings** were also conducted to share the improvements in learning level as well as support from the family. Significant improvements were observed in learning level in the end line assessment.

Change in percentage scores of girls in Maths and English after supplementary education

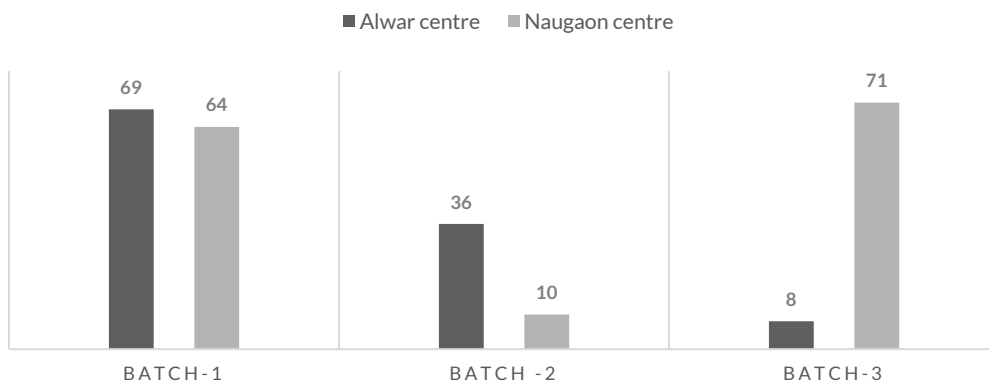



COMPUTER EDUCATION FOR GIRLS



Free computer education is provided to girls who come from rural poor households, mostly from our project area, at GRC Alwar and Naugaon. Two types of courses are run at these centres - One NIIT certified “active basic” course and second basic course. In this year total 198 girls completed their

Number Of Girls In Alwar And Naugaon Computer Education Centres




TOTAL
258 GIRLS

computer course from IBTADA. To support girls 50 percent of the fare is also provided to them. After completion of the course an online and offline assessment is conducted.

CAREER COUNSELLING

To guide and support girls in goal setting, career counselling sessions were conducted in govt. school. (class 9th&10th). A **module on career counselling** was prepared by project team. 17 career counselling sessions were conducted in schools. 3 camps for career counselling and goal setting were also conducted in the summer. In these camps participants were guided to explore new job and new streams. Through these efforts of career counselling 509 girls and 70 boys got benefited.

OTHER ACTIVITIES/EVENTS/ACHIEVEMENTS

Girl Advisory Council

In the Month of April, a girl named Pooja Bai from Kairwajaat village, Alwar a member of our **core group** attended the training of "GIRL ADVISORY COUNCIL". In this training, EMPOWER worked with girls on Goal setting, girl path, and problem solving. Also EMpower worked with them on future plans.

Publication workshop

To nurture creativity of girls, a two days' workshop was conducted at GRC, Alwar on 29th & 30th May, 2017. Total 25 girls from seven villages attended the publication workshop and developed **posters, composed poems and articles** based on their imagination under skilful guidance of facilitator Rajan and project team members.

ToT (training of trainers)

To prepare the girls associated with the GRC as a **trainer to work with other girls of village on life skills education at GRCs**; a group of active members were selected from each GRC. In July 2017, a 5-day residential training of 24 girls was organized to prepare this group as trainers.

Skill development

Two courses – 1) a retail course by HONDA and 2) a COP (certified ophthalmic paramedics) by Shroff Eye Hospital was imparted. 21 girls attended tally and retail classes (pre exam) for course. 12 girls passed this exam and out of 12 girls 5 got placed in reliance retail. In COP course, the interviews were conducted twice. 7 girls cleared the interview and 3 went to Delhi for 6-month training with stipend.

Drama training

To work on public speaking skill and expression of girls, a four-days drama training organized in the month of November 2017 with 25 active members of GRCs. In this training, trainer worked on **expression, voice modulation, story making, gesture & posture and role play** with girls.

After four-days of activities and practice, the girls prepared and staged a play on Ibtada's foundation day. The girls who were shy and hesitated to speak out in front of any one displayed their skills in front of a gathering of 400-500 people.

Coaching classes

Ibtada also supported the girls in preparing for various competitive examinations for government jobs. An assessment was conducted with 82 girls to select the girls for coaching classes. Out of 82 girls, 30 girls were selected for coaching classes with KP campus, an Alwar based coaching institute for competitive

examinations. Apart from this, 100% fare was provided to girls. Girls were preparing for SSC CGL, Rajasthan police and railway group D classes.

Annual day “Goonj” & certificate distribution program

‘Goonj’, the annual function, was successfully organized by the girls at Kala Bharati auditorium, Alwar in the month of February 2018. This function is planned, organized and even named by the girl’s every year. This year they called it *Goonj* – an indication that they wanted people to hear the reverberations of their voice.



SHIKSHA KI UDAAN

Transport Facility and fee support for Girls pursuing secondary, higher secondary and college education



Girls education, especially backward regions like Mewat in Rajasthan, has always been a challenge. When we started in year 2000, even primary education of girls was difficult. But now, girls are attending schools till class V, many of them pursue till class VIII, because primary and upper primary schools are close to settlements. After class VIII, girls start dropping out because firstly the distance to school increases and transport facilities are not available, secondly parents start thinking that girl is grown up and should help her mother, and thirdly inability to bear expenses becomes a hurdle also. Safety of girls is also one of the major concerns.

Considering this Ibtada conceptualized this project and has mobilized the girls and motivated parents to continue their daughter's education till they complete graduation at college. For this, transport facilities from village to school/college have been arranged. Parents are feel assured of girls' safe journey to school/college. For college education, there are expenses involved for fees, books, stationery. Ibtada has arranged to pay the fees and rest is borne by girls.

The expenditure for one girl to provide transport facility is about Rs. 7500 per annum. The college fee is Rs 6000 per annum.

Ibtada is facilitating nearly 70 girls under **Shiksha ki Udaan** program. 32 girls are school going from Classes 9th to 12th and 36 girls are college going from graduation 1st year to 3rd year.

CHANGE STORY

Young girls from Bhajeet ensured supply of sanitary napkins in their school



Bhajeet village is situated 10 km from Alwar in Ramgarh block. Here primary school was merged with upper primary school and the primary school building was used to run Girls Resource Centre by Ibtada for young girls in the village. However, timing of the GRC, from 4 PM to 6 PM, used to clash with the boys play time in the primary school playground. This created a disturbance and distraction for the smooth functioning of GRC and performance of different activities by girls. Situation was

further complicated because of the restriction on mobility of girls due to some elopement cases in the recent past in the village. Girls decided to mend the situation and collectively asked the boys to change their play time or play in a different ground. Boys also saw the point and started using a different ground.

As part of their training on reproductive health, girls came to know about the use of sanitary napkins as well as the information that napkins are supplied in school for adolescent girls. But they didn't get it in school. GRC girls wrote an application requesting from their teachers to distribute the napkins that are supplied to schools. Initially the teacher feigned ignorance that such supply came. Among teachers it was a taboo to discuss about sanitary napkin with girls and distribute them. Undistributed napkins were either used by some lady teachers themselves or used to be eaten away by rats. But girls insisted for the supply and put pressure. From next month, all eligible girls started getting sanitary napkins at the school. Anju, Kavita and Pooja from the GRC were especially active and took the lead and ensuring this. They also got encouragement and support from Ibtada Field Coordinator Pinki Sain.

RIGHTS AND ENTITLEMENTS



INTRODUCTION

Ibtada operates in Alwar district of Rajasthan. Most part of the project area falls under Mewat, a Meo Muslim dominated geography. Years of social alienation and economic deprivation have had a negative impact on the local community, especially among women and girls. The other deprived communities that reside in the area are SCs, STs, and some backward castes. In the **absence of strong civic voice communities have poor access to the government benefits and entitlements**. Women in the area have low social status despite contributing significantly to agriculture and animal husbandry work. Their **voices go unheard within family** as well as in local **governance at Panchayat level** decisions in Gram Sabha.



Goals and objectives of our project are



Increasing the awareness among community about Govt schemes and rights & entitlements



Facilitating the community especially Self-Help Group members by strengthening linkages with Panchayati Raj Institutions and concern Govt functionaries to access Govt schemes and raise the concerns of women and marginalised



Strengthening collective action efforts of community to fight social issues and demand accountability from government



Promote and train a cadre of leaders to negotiate with Govt functionaries and PRIs on issues of community rights and entitlements

MODUS OPERANDI

- Raising awareness among women SHG members about **government programmes and entitlements**
- Women institutions (SHG, Cluster and Federation) are capacitated and supported to **build collective action** and raise their voice at appropriate levels to access government schemes and entitlements.

- Women as **Adhikar Sakhi** are developed as change agents at village level to facilitate access to Govt schemes
- Promotion of Village Rights Committee (VRC) as a forum to raise the issues and put their demand. VRCs will also act as a pressure group to make **PRIs accountable** and prioritise their agenda in the **village development plans**
- Community centeredness - The project is based on participation of community to resolve their issues. The process is grounded at village level by Adhikar Sakhi and Village Right Committee, who are members from the community. The Adhikar Sakhies have a key role to play in mobilising members, provide knowledge and training to members. There is a community contribution system where some fees will charge according to the different government schemes, which will be decided in consultation with the community

COVERAGE & WORK

Awareness among community regarding government schemes, rights and entitlements has increased. About 70 % of SHG members are now aware of them. Non SHG members have also benefitted. 32 *Adhikar Sakhis* and about 60 VRC leaders are now working to put pressure, negotiate and ensure accountability of Government functionaries and PRIs. SHGs and SHG based institutions (Clusters and Federations) have been strengthened for demanding their rights and entitlements. 22 clusters/VOs and 32 VRCs are regularly working on this agenda. Monthly meetings are regularly held. Follow up applications by leaders, their engagements with PRIs have increased. Men have also started approaching VRCs and *Adhikar Sakhis* for various issues. This is a change in gender power equations at village level considering the fact that VRC consists of women.

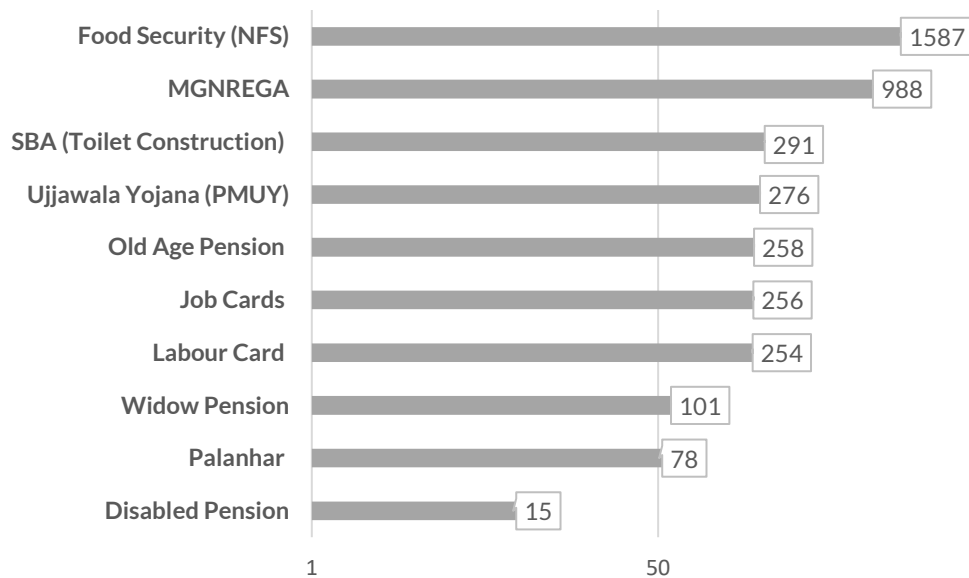
Details of our work are below:

Particular	Number
Blocks	2
Villages	32
Panchayats	20
SHGs	275
No. SHG Members	3187
Population reached	16000
Village Right Committees (VRC)	32
Adhikar Sakhis	32
Total Households	3187



FACILITATED ACCESS TO DIFFERENT GOVERNMENT SCHEMES

Coverage of beneficiaries under various government schemes



MAJOR ACHIEVEMENTS

- Women gained confidence to deal with Panchayats, Panchayat level functionaries and block officials
- Panchayats, officials and functionaries started taking women's issues seriously
- Adhikar Sakhies got trained to work on Govt. schemes and have started dealing with related stakeholders
- Some PRIs - Ward Panches and Sarpanches have started supporting the VRCs and Sakhies
- VRCs and SHG members got awareness about various Govt. schemes and steps to avail benefits
- Women started asking questions from government functionaries - e.g. asking for receipts of applications
- In certain villages, men have started approaching women to address village level issues
- VRCs have started filing grievances at various forums like in district public hearing, BDO and SDM offices and DSO offices.



CHANGE STORY

From a housewife to becoming the change agent of community



Sushma joined an SHG in the year 2009 and worked as Krishi Sakhi during 2013 to 2015. In January 2016, she got selected by Deewali Samiti as Adhikar Sakhi because of her previous influential role in other village level institutions. She participated in several trainings and learnt about the social security schemes of Government like MGNREGA, Food Security Act, Pension scheme, SBM, MDM, Anganwadi etc. She motivates villagers to demand for benefits of government schemes and file complaints to make government and PRIs accountable when Panchayat Secretary does not respond properly.

She has helped 21 widows and 17 old age women access their social security benefits by enrolling them into pension schemes. She also helped 90 members enrol in MGNREGA work.

Working with the community to access their rights and entitlements has helped Sushma build her own identity in the village. Villagers have benefitted by her activism. Sushma continues to fight for the rights of the disadvantaged especially women and poor.

CHANGE STORY

Adhikar Samiti leads collective action in Nangli Megha



The *Adhikar Samiti* of Nangli Megha was formed two years back and comprises of 18 members. However, it took almost 6 months for the *Adhikar Samiti* to start functioning smoothly. The main hurdle was the demotivation of the villagers. About 18 months prior to the formation of the *Adhikar Samiti*, many of the villagers had worked under the MGNREGA scheme but had not received any wages. Hence, there was a feeling of despair and distrust regarding government schemes and it took a lot of coaxing to make them active. To start with, the women did not know that they were required to fill form number 6 for MGNREGA, which would ensure them *berozgari bhatta* (unemployment allowance) if the government was unable to provide them employment under MGNREGA within stipulated time of 15 days.

Later on, when they started filling form 6, they were not issued receipts. Within the SHGs, there are 119 women with job cards who wished to benefit from MGNREGA. Some women were also struggling to get their job cards made. The *Sarpanch* would refuse to entertain the women's demand and taunt them saying, "*tum sab collectorni ban gayi ho kya?*" (do you consider yourselves to be the District Collector?), the *Panchayat* officials would give lame excuses like the forms have been lost. The *Adhikar Samiti* members escalated the matter to BDO after 3 months of not receiving any response from the *Panchayat* office. The BDO also skirted the issue and the *Adhikar Samiti* members then escalated the matter to SDM through a written complaint and requested for *berozgari bhatta* (unemployment allowance). The women received the job cards within 3 days and have started getting MGNREGA work of road repair and bunding of *talaab*.

The women also approached the District Collector in his monthly public hearing and requested for their arrears, which they were successful in getting. Now the women say "*Adhikar Samiti mein judne se saari samajh aa gayi hai mahilaon ko aur gaon se bahar nikal kar kam karane ka bahut anubhav bhi hua hai*" (by being part of the *Adhikar Samiti* we women have become very aware, and we are also now adept at going beyond our village boundary to get our work done). Other than MGNREGA, the *Adhikar Samiti* was also instrumental in delivering the benefits of pension scheme and toilet construction under the *Swachh Bharat Abhiyan*. Now their vision for the future is to ensure 100-day work on each job card and to expand the basket of government schemes they intend to work on.



HR & GOVERNANCE

INTRODUCTION

During the year, one general body meeting and two board meetings were conducted. The first governing board meeting was held on August 5th 2017 in which 7 out of 13 members attended and second board meeting was held on January 20th 2018 in which 6 out of 13 members attended.

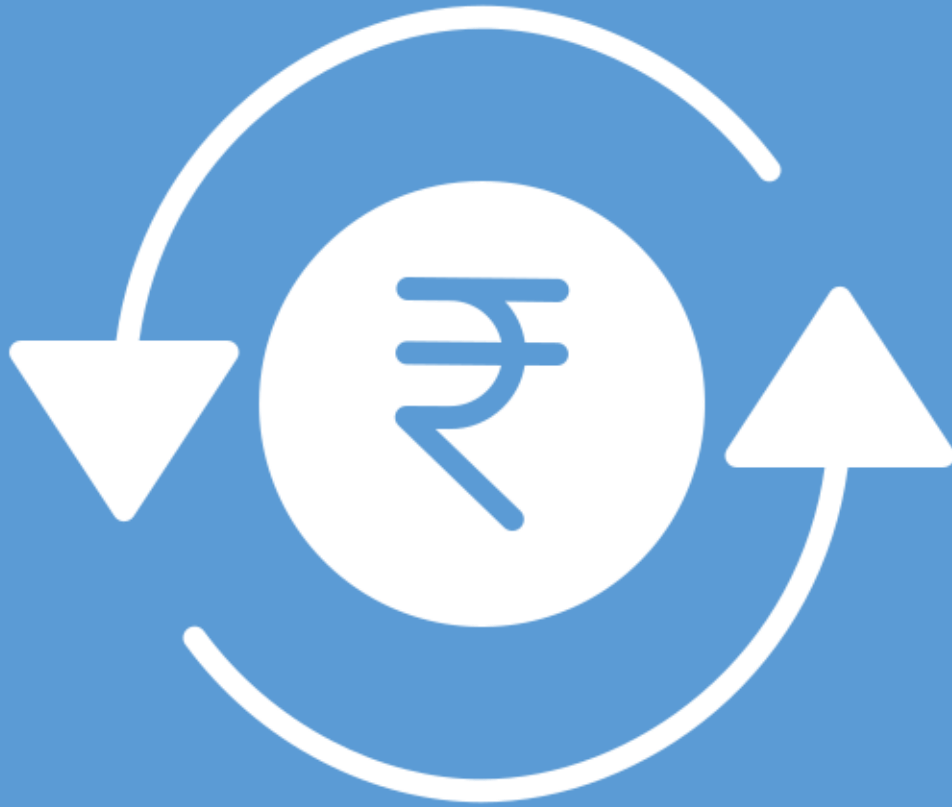
Following is the list of Governing board members at the end of year FY 2017-18.

Governing Board:

Sr. No.	Name	Qualifications	Profession/Occupation
1	Ms. Mamta Kohli, Chair	PG Diploma in Rural Management, IRMA	Development Professional (DFID, UK)
2	Ms. Bharati Joshi, Vice Chair	PG Diploma in Forest Management (IIFM Bhopal)	Development Professional (CARE India)
3	Dr Umesh Agarwal, Treasurer	Bachelors, Veterinary Sciences	Consultant, Rajasthan University of Veterinary Sciences
4	Ms. Tinni Sawhney Chair	PG Diploma in Rural Management, IRMA	Development Professional (AKF, India)
5	Mr. D. Narendranath Treasurer	PG Diploma in Rural Management, IRMA	Development professional (PRADAN)
6	Ms. Aditi Thorat	Masters in Philosophy, Politics and Economics from University of Oxford	Development Professional, (Thomson Reuters Foundation, UK)
7	Mr. Ajay Mehta	B.A (Yale University), M Phil (JNU)	Development Professional
8	Mr. Gautam Pandey	Ph. D	Education professional (Azim Premji Foundation)
9	Mr. Osama Manzar	PG Diploma in Journalism	Development Professional (Digital Empowerment Foundation)
10	Ms. Kanchan Mathur	Ph. D	Researcher, (Institute of Development Studies, Jaipur)
11	Mr. Yatesh Yadav	B. Tech, Agriculture Engineering	Development Professional (Freelance consultant)
12	Ms. Rita Sengupta	Masters in Psychology	Facilitator and Consultant in Development
13	Mr. Rajesh Singhi (ex officio, non-voting)	PG Diploma in Rural Management, IRMA	Secretary cum Executive Director, Ibtada

HUMAN RESOURCES

There are 139 employees working with Ibtada on full-time basis as on 31st March 2018. There are 42 females (30.2%) and 97 (69.8%) are male.



FINANCIALS

Balance Sheet

Balance Sheet as on March 31, 2018 (Amount in Rs)				
Particulars	2018		2017	
SOURCES OF FUNDS				
Corpus Fund		14,000,000		10,000,000
Capital and Other Funds				
Capital Assets Fund	10,117,103		5,971,335	
Un-restricted Funds	4,460,057	14,577,160	4,766,850	10,738,185
Revolving Funds		-		1,383,476
Liabilities				
Restricted Project Funds		7,493,470		6,075,909
Current Liabilities		1,395,351		1,257,953
Total		37,465,981		29,455,523
APPLICATION OF FUNDS				
FIXED ASSETS				
Cost	12,957,569		9,023,041	
Less: Depreciation	2,840,466	10,117,103	3,051,706	5,971,335
CURRENT ASSETS AND ADVANCES				
Cash, Bank Savings and FDs	26,354,717		22,217,330	
Loans & Advances	349,990		264,875	
Other Current Assets	644,171		1,001,983	
		27,348,878		23,484,188
Total		37,465,981		29,455,523

Income & Expenditure Statement

Abridged Income and Expenditure Account for the year ending March 31, 2018 (Amount in Rs)		
	Current Year	Prev. Year
	2018	2017
INCOME		
Contributions/ Grants Received	42,459,826	36,336,129
Income from Interest and Investments	1,905,377	1,346,660
Other Receipts	3,299,485	3,380,756
Total	47,664,688	41,063,545
EXPENDITURE		
Education Programme	20,693,376	16,519,462
Livelihoods Programme	13,125,681	17,066,066
Administration and Overheads	3,919,014	3,947,456
Fixed Assets Acquired	4,815,849	1,388,922
Total	42,553,920	38,921,906
Excess of Income over Expenditure	5,110,768	2,141,639
	47,664,688	41,063,545



ACKNOWLEDGEMENTS

We are thankful for the support of funding agencies:

- Bajaj CSR
- Centre for Micro Finance
- Gillette India Limited
- IDFC Foundation
- PTC Foundation
- SM Sehgal Foundation
- Care India
- EMpower – the Emerging Markets Foundation
- Heifer Project International
- NABARD
- Rajasthan Grameen Ajeevika Vikas Parishad
- Tomorrows Promises Inc., USA

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

We also thank Panchayat, Block and District officials, Scientists at KVK, PRI representatives, Banks operating in our area and larger community for the support.



Ibtada the beginning

शुरुआत ... इब्तिदा



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