

CHANGING LIVES

ANNUAL REPORT
2018 -19

21 OF
YEARS GRASSROOTS
1997 - 2019 ACTION

Ibtada the beginning
शुरुआत... इब्तिदा





Photo by Brigitte Lacombe

Annual Report Designed by Ibtada
*Cover Photograph by Sriram Sabhapathy

“

KOFI ANNAN:

*Gender equality is more than a goal in itself.
It is a precondition for meeting the challenge of
reducing poverty, promoting sustainable development
and building good governance.*

”

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21 YEARS OF IBTADA



Photo: Brigitte Lacombe

IBTADA IS MARKING IT'S 21 YEARS OF WORKING FOR THE UNDERPRIVILEGED THIS YEAR.

Ibtada was founded in 1997 by the present, Executive Director while he was in benchmark survey of Mewat in Rajasthan. As the name suggests it is the beginning of change, evolved through various community interactions and survey of backward region of Mewat in Alwar.

MISSION

Empower 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

OUR WORK

1



Savings and Credit Based Institutions

2



Women led Livelihoods

3



Rights and Entitlements

4



Girls' Education and Empowerment

5



Education

CHAIRPERSON'S FOREWORD



“

We're dedicated to helping women and girls break the cycle of poverty by overcoming gender discrimination and assuming leadership roles in their communities

”

It gives me immense pleasure to present to you Ibtada's Annual Report for the year 2018-19. During the year, most of our work focussed on reaching the unreached communities and deepening our work. Our programmes continued to reach out to women and girls, to bring a positive change in their lives. We worked in 6 blocks, 426 villages to directly reach out to more than 37,000 women and girls through self-help groups, federations, livelihood, rights, education and adolescent girls' empowerment interventions.

We're dedicated to helping women and girls break the cycle of poverty by overcoming gender discrimination and assuming leadership roles in their communities. One of the steps in that direction was our collaboration with APMAS on 'Sector Own Control' to make our SHGs and Federations "self-managed, self-reliant, & sustainable institutions" which has started to show significant improvements. Ibtada, as a resource organization, has continued its work towards capacity building of other non-profits and SRLMs. This year 238 persons came for exposure visit to Ibtada and Federations. We also provided training to Centre for Microfinance and AKRSP (India) staff and communities on various themes related to SHG, livelihoods and leadership development.

This was also the year where we started our 'Women Entrepreneurship' program with support from PTC Foundation by enabling women to acquire entrepreneurial skills and assist them in setting up micro enterprises. It supports women to become economically self-sufficient so that they, their families and future generations can have better opportunities in life. Ibtada's work in the past year around inclusive governance through 'Rights and Entitlement' project, which holds duty bearers accountable to project beneficiaries on the ground, is an attempt to bring about a more meaningful and long-term change. Community-based collective actions which encourage women and girls to hold authorities responsible and accountable to deliver services, are reaping a rich dividend. Worth mentioning here is that there has been 36% increase in average man days in our project area under MGNREGA compared to the district. PDS scheme, which has been notorious for leakages, has seen a significant improvement with 93% families accessing regular and accurate quantity of ration.

This is the second year of our crowdfunding initiative 'Shiksha ki Udaan' which supports girls with transport and college fees to go to schools and colleges. We have reached out to over 134 girls to schools and colleges in these two years and plan on expanding this further so that no girl is left behind. Several other milestones were achieved during the year and the report outlines some of our key achievements and how we got there. I would like to take this opportunity to thank our partners and donors for their strong and consistent support, without which we would not have been able to achieve so much.

*Mamta Kohli,
Chairperson*

OUR MILESTONES



1997

Founding of Ibtada



1998

SHG program started



2000

Established first Taleemshala for girl education



2002

First field office setup in Naugaon



2004

Evolution of Federations; Ibtada Training Centre Constructed



2006

Federations - Savera and Sangharsh registered



2007

First Livelihoods intervention through Goatery started



2009

Started working with Government Schools for Education



2011

Women Literacy program



2012

Started Adolescent Girls' empowerment program & Ibtada Office own building



2014

First Goat Producer Company setup



2015

Started Rights and Entitlement Program



2016

Dairy Producer Company setup



2017

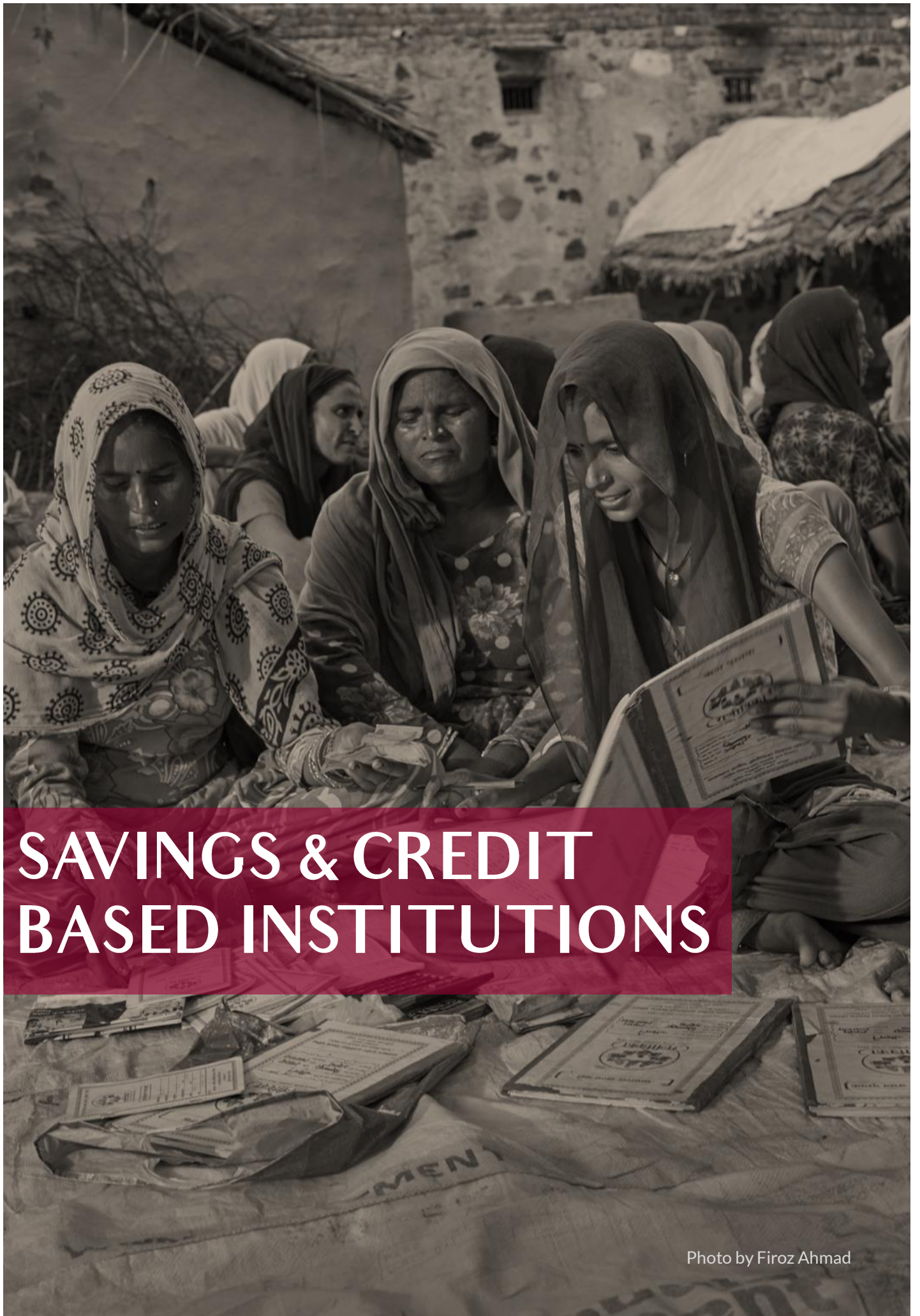
Started 'Shiksha ki Udaan' program for girls' education



2017

Agriculture Producer Company setup





SAVINGS & CREDIT BASED INSTITUTIONS

Photo by Firoz Ahmad



“Augmenting community capacity, building self-reliant institutions and promoting financial inclusion”

IBTADA’S REACH



10,855

Total women members



209

Village and hamlets

Context

Ibtada envisions a world where women and girls gain power over every aspect of their lives, and influence the institutions that affect them. We’re dedicated to helping women break the cycle of poverty by overcoming gender discrimination and assuming leadership roles in their communities.

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.

Formation of SHGs and Clusters

In the beginning of 2018-19 there were 788 self-help groups in total and during the year we formed 199 new groups. By year end, 38 groups got dissolved and hence the total number of groups at the end of the year is 949, which has 10855 members. This year major efforts were made to form new clusters (Sabha). 9 new clusters were formed this year making the total number of clusters to 75.

Table 1 Number of SHGs - Federation wise

Federation name	No. of SHGs (as on 1st April, 2018)	New Groups formed	No. of SHGs Dissolved	No. of SHGs (as on 31st March, 2019)
Sangharsh	123	40	7	156
Savera	218	40	7	251
Kranti	239	63	10	292
Chetna	208	56	14	250
Total	788	199	38	949

Selection of New Leaders

Efforts were made to give chance to new leaders at group, Sabha, and federation level. Selection of new leaders for 161 groups was done and in other 67 groups leaders were rotated from their position. 19 board members of the four federations were changed. New leaders/mukhiya were appointed in 7 Sabhas. The major improvement in the selection process of leaders this year was that they were chosen by voting instead of nomination.

Institutional Strengthening

To improve the quality of groups and Sabhas we undertook various training programmes in which they learn about working of the groups. This year we trained 165 SHGs and 9 Sabhas and conducted refresher trainings of 23 Sabhas.

We also conducted special training sessions for the executive members of the federation which will help them work lot more efficiently. There was a non-residential training conducted on leadership for 69 women in which they were trained about the qualities of best leaders and to not just take initiatives in their lives but also in her community.

Exposure visits were also organised for the newly formed 155 SHGs in which they interacted with old ones, its major purpose was to understand about the working of SHGs, book keeping, conducting meetings etc.

Partnership with APMAS on 'Sector Own Control'

We entered into a three-year non-financial partnership with Mahila Abhivruddhi Society, Andhra Pradesh (APMAS) to work on self-regulation of SHGs and SHG Federations called the 'Sector Own Control' concept. It aims to strengthen the SHG movement and inculcate ownership amongst the members and leaders.

The federation leaders and other staff were taken for a 5-day training cum workshop on the Sector Own Control (SOC) concept in Kamareddy, Telangana. The leaders and staff of Federations conducted a two-day meeting in Naugaon to plan on the strategy of implementing the SOC concept.

Key results:

- 737 SHGs started having fixed agenda-based meetings following the new processes.
- 69 Sabhas formed Sub committees—Loan, SHG quality, Social Action, Livelihoods
- Sabha Leaders take lead in conducting Meetings rather than Federation staff (50 Sabhas)
- Increased Role of Federation Executive Committee
- Strengthening the role of SHG leaders in conducting meetings
- All Chairpersons have their seat allotted in Federation Office

Bank Linkage and Credit

SHGs do regular savings and inter-loaning. Federations also help SHGs access credit from banks. 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.

This year the SHG members had total compulsory savings of Rs. 99 Lakh and special savings of Rs.37 Lakh. Total Rs. 14 Crore credit has been generated in this financial year period. Rs. 6 Crore credit disbursed in this financial year of 2018-19 through

bank only; the rest being disbursed by federations and previous savings in the groups.

Rahat Kosh

Rahat Kosh is a distress relief fund mobilized by the SHGs itself to provide financial support to the family if an SHG member or her spouse meets unforeseen death. This helps in building solidarity and feeling of fraternity by helping a deceased member's family in the hour of need. This year 43 members received Rahat Kosh and the total amount disbursed was Rs.18 Lakhs.

Table 2 Federation wise detail of microfinance activities in FY 2018-19

Sr. No.	Particulars	Federations (Manch)				Total
		Chetana	Kranti	Sangharsh	Savera	
1	Bank Loan (No. of SHGs)	59	56	70	80	265
2	Bank Loan Amount (in Rs. Crores)	1.4	1.3	1.2	2.1	6.0
3	Manch Loan (No. of SHGs)	32	13	10	11	66
4	Manch Loan Amount (in Rs. Lakhs)	44	25	30	20	119
5	Savings (in Rs. Lakhs)	15	30	26	27	99
8	Rahat Kosh Disbursed (in Rs. Lakhs)	6.00	2.00	6.03	4.25	18.28

Annual Evaluation of groups

Keeping track of the quality of SHGs and their work is an important aspect of our programme. These evaluations for quality are conducted annually. The evaluations are done in the month of Nov – Jan every year. Teams of 5-7 women are made at cluster level who then attend the SHG and Sabha meetings and grade them based on pre-decided indicators set by the federations. A total of 761 SHGs and 69 Sabha's were evaluated and 839 SHGs were audited this year.

This year 28% of our SHGs were in Grade A as compared to last financial year's (2017-18) 44% in Grade A. The reason for this steep was because the indicators and format for evaluation was reviewed and updated with new activities and practices and increased weightage to some of the already existing ones.

The following updates were made in the format for evaluation:

- SHG leaders and members organising SHG meetings on their own was not considered before, now has 21% weightage in the updated system.
- Women actively participating in meetings, training, local governance related activities e.g. panchayats, aanganwadi meeting, panchayat meeting, school and other local institutions weightage earlier was 10% now increased to 25%.

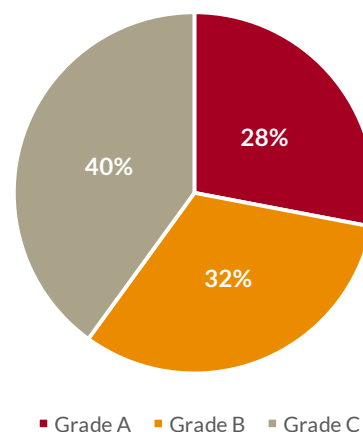


Figure 1 Grade-wise Result of Annual SHG Evaluation

Table 3 Institutional Coverage

S.No	Particulars (No. of)	Federation				Total
		Chetana	Kranti	Sangharsh	Savera	
1	Village	42	60	26	48	176
2	Gram Panchayat	14	31	14	20	79
3	SHGs	250	292	156	251	949
4	Cluster level Organisation	20	22	14	19	75
5	Members	2939	3426	1862	2628	10855

Annual General Body Meeting (AGBM)

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 2018-19
- Preparing annual budget and action plan.
- Resolution of policy level decisions
- Sharing the status of income and expenditure of federations in last financial year.

Awarding the better performing *Sabhas*

- Approval of annual budget

Annual Meeting of Sabhas

Annual Sabha meeting is one-day event, organized every year for all the sabhas/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. 70 such Sabha Annual meetings were organized this year.



Photo: Brigitte Lacombe

#Changinglives - SHGs save Saalpuri village



“earlier we were afraid of the police, we would hide inside our homes if we saw a uniformed officer, all of that changed as we wanted to put an end to this evil.”

Saalpuri was one of the first few villages we started working. The condition of the village was really bad with rampant alcoholism and no proper source of income, people were forced to live a poverty-stricken life. They took loans from the Bawariya caste men, who charged high interest rates up to 10% per month leading them to continue the endless cycle of poverty.

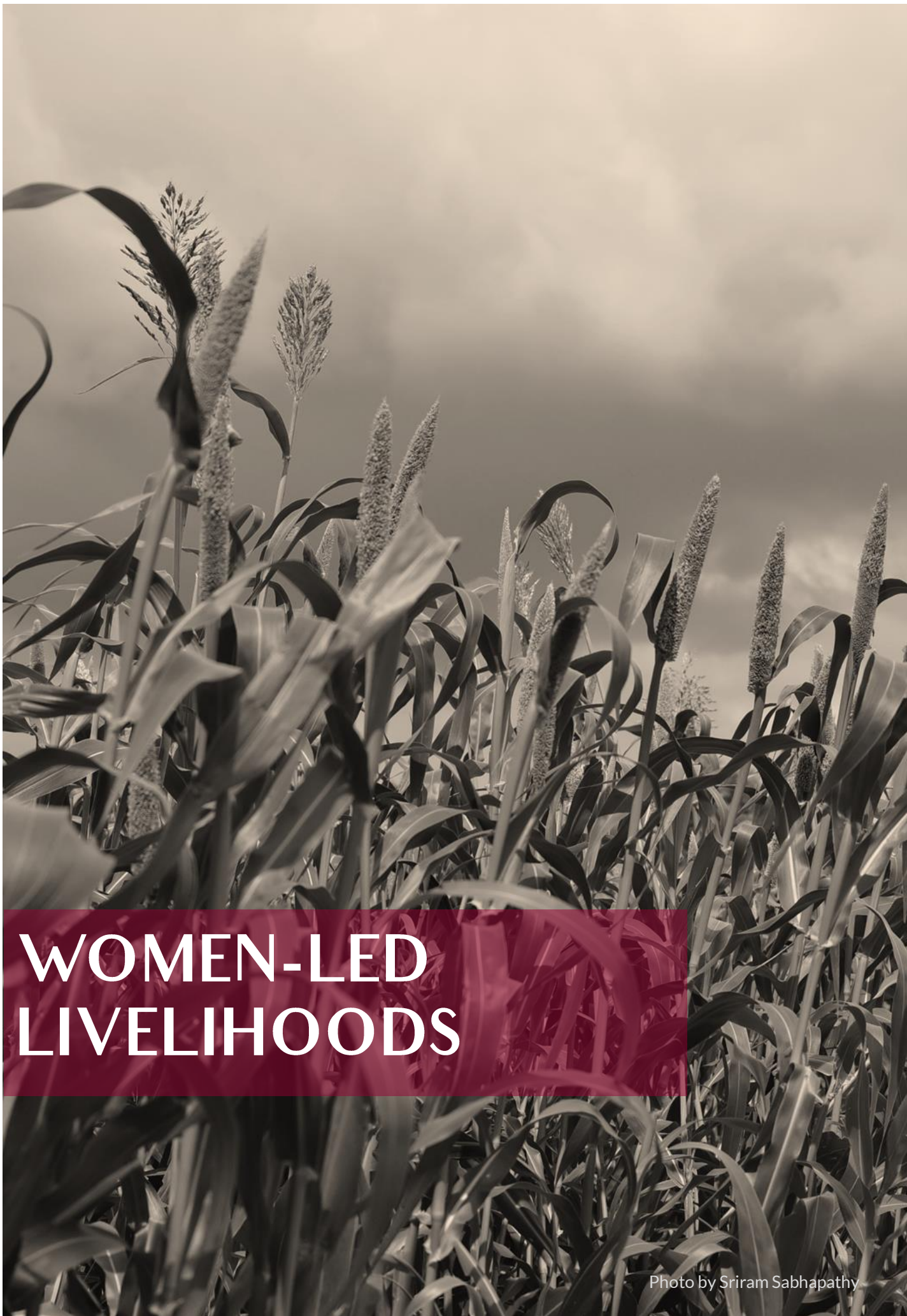
That’s when we approached Sonbai convincing her to form groups and start by saving Rs.10 every 8 days. Slowly but steadily saving became a habit for them and they were able to break the cycle of poverty. Soon the SHGs became a space for the women of village to not just save and lend money but also to talk about village issues and problems.

In 2004 fed-up by the growing addiction and alcoholism in the village the women decided to take action against it. They started off by lodging a police complaint against the local who made and sold illegal liquor in the village. They recollect, “earlier we were afraid of the police, we would hide inside our homes if we saw a uniformed officer, all of that changed as we wanted to put an end to this evil.”

To catch them red handed the women hatched a plan. They knew the time around which the liquor was delivered. They paid a child to watch the road for them, informed them immediately when the man arrived and 35 – 40 women surrounded him, took over his bike, broke all the bottles of liquor. The police arrested the man but wanted to see the liquor as proof. Sonabai says “We never thought of keeping a bottle as proof, we were very angry, those bottles were the cause of our suffering. What was I to do then? I took a handful of liquor-soaked soil and held it up to the police officer’s nose. Here is your proof I told him!”

The police officer was shocked that these village women were no longer scared of him. Since then the women of Saalpuri have learnt the power of collective action. They’ve worked against countless social evils like domestic violence, child marriage etc.

Today these same women have established a federation called Sangharsh Mahila Manch with over 1900 members. The ones who were once reluctant to save 10 rupees a week, today provide employment to six people. The Self-Help Group has given them a sense of identity, helping them exercise power through collective action, something that women have been structurally denied for centuries.



WOMEN-LED LIVELIHOODS

Photo by Sriram Sabhapathy



“Land and livestock based livelihoods, women-owned producer companies and women entrepreneurship”

IBTADA'S REACH



7,000+

Total women members / Household



213

Village and hamlets

Context

Our livelihoods programs have the sole focus of driving poverty reduction. We have introduced various interventions over the years in agriculture, dairy, goatery and entrepreneurship to help local women earn additional and increased income through new and improved methods. We have also facilitated the formation of three producer companies for agricultural inputs, goat rearing, and dairy farming. This year we had two project interventions in our area under agriculture, one being the Rajasthan Grameen Aajeevika Vikas Parishad (RGAVP), Centre for Microfinance (CMF) and Tata Trust supported 'Livelihood enhancement through cash crop in agriculture' and other one being 'Promotion of pulses for sustainable livelihood to rural women' supported by Sehgal Foundation.

Another intervention that promoted income enhancement was, "Women led livelihood project for Economic Empowerment of poor women through Capacity building and Collectives".



Photo: Sriram Sabhapathy

AGRICULTURE

This was the second year of 'Livelihood enhancement through cash crop in agriculture' and 'Promotion of pulses for sustainable livelihood to rural women' intervention implementation. These projects were implemented in 4 blocks of Alwar i.e., Ramgarh, Umrain, Thanagazi and Laxmangarh.

Our approach is to carry out crop productivity enhancement by helping the women farmers to identify and analyse their crop production problems, and become aware about the opportunities for improving.

The main focus under this intervention is on awareness generation and purposive transfer of skills.

To do this we identify and build a local cadre of women, called Krishi Sakhies, to help us implement our programme at the village level.

Objectives

- Increased income from diversified crop cultivation through backward and forward linkages with technical institutions and market
- Improved nutritional security of the families
- Building a cadre of Krishi Sakhies - community agriculture extension service providers.



<h1>4</h1> <p>Blocks</p>	<h1>186</h1> <p>Villages and Hamlets</p>	 <h1>161</h1> <p>Krishi Sakhi</p>	 <h1>7526</h1> <p>Farmers</p>
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Photo: Sriram Sabhpathy



Coverage and Outreach

We have reached 7526 farmers spread over 186 villages and hamlets. Our interventions in agriculture are aimed at developing local cadre of women, called Krishi Sakhi, who are community-based extension agents in the village. They ensure that the model becomes sustainable even after project completion. The Krishi Sakhi helps in enhancing technical knowledge and skills of women farmers in agriculture resulting in increased income through cultivation of cash crops, pulses and vegetables crops.

This year we had 161 Krishi Sakhies working in 157 intervention villages. A Krishi Sakhi caters 40 to 50 farmers in a village.

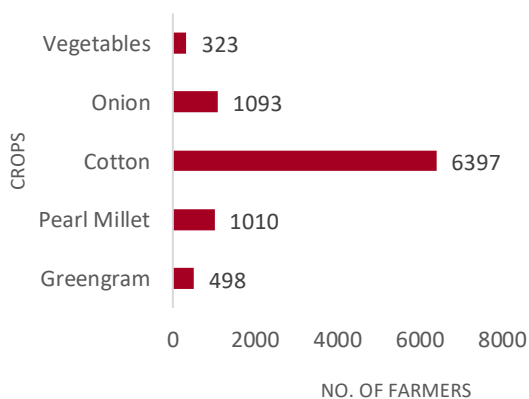


Figure 2 Crop Wise Farmers Outreach in Kharif

They're responsible for setting up Krishi Pathshalas in the villages and conduct monthly review, planning and training programmes for farmers at Krishi Pathshalas.

Kharif and Rabi Progress

During the Kharif season the major crops i.e. pulses (Green gram), bajra, cotton, and onion were grown. The area specific crops and vegetables package of practices (PoPs) were disseminated from time to time by the Krishi Sakhies to the farmers.

In Rabi season we facilitated major cash crops including wheat, mustard and vegetables i.e. gram, chilly, tomato, eggplants, bhindi, cauliflower, carrot and peas etc.

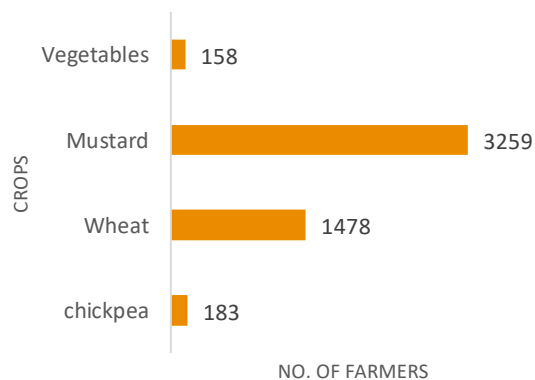


Figure 3 Crop Wise Farmers Outreach in Rabi

Major Activities in the year

Capacity Building of Krishi Sakhies

Training of Krishi Sakhies

The community cadre of Krishi Sakhies in support with our team have played a very instrumental role in building the capacity of 7526 farmers in crops and vegetables. The farmers were provided training on various Kharif/Rabi crops and vegetables. These trainings have been imparted through the Krishi Pathshalas established at the village level. The farmers have been provided on and off field training support on various critical practices starting like agri-input supply and usage of technical inputs (field preparation, timely sowing, nursery preparation, seed selection, spacing, integrated pest management, critical irrigation, weeding, post-harvest etc).

Krishi Sakhi exposure visit at Krishi Vigyan Kendra (KVK)

Exposure visit of *Krishi Sakhies* was organized at Krishi Vigyan Kendra, Naugaon (Alwar) during February, 2019. 90 *Krishi Sakhies* were part of this exposure visit. Chief scientist Dr. M.P. Yadav and Dr. Subhash 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.



Photo: Sriram Sabhpathy

Strengthening Krishi Pathshala

This year the process of strengthening of these promoted 161 Krishi Pathshalas. Krishi Pathshala being a platform of leaning by doing concept. The meeting of that Krishi Pathshala is being facilitated by Krishi Sakhis promoted from that local village. She is groomed around the facilitation and capacity building of farmers around the area specific crops and vegetable Package of Practices of that particular region. She has been given intensive training by agriculture subject matter specialist and field coordinator supports on regular basis in field. In developed Pathshala platform where farmers of that particular villages comes together and discuss their plot specific issue and get solutions. The monthly Pathshala having PoPs specific discussion with inbuilt agenda on critical stages of crops/vegetable followed by field support visit on regular basic. In Pathshala the specific intervention starting from field preparation, seed selection, nursery raising, seed treatment, weeding, critical irrigation, integrated pest management, transplanting of seedling in main field etc. agenda have been discussed on regular interval of time in monthly meeting.

Use of area specific improved seed variety

In both Kharif & Rabi season the suggested advance variety of seeds in Green Gram (IPM 2-14), Mustard (Pioneer 45S46, HY-tech 7701), Wheat (Raj 4037, 3765, 711; PB 343, 502) and vegetables were ensured. Pioneer in Mustard, was promoted and farmers have adopted it. The farmers were also provided support in selection of good variety of seeds in Tomato, Chilly & Brinjal.



Photo: Sriram Sabhpathy

Promotion of Vermicomposting

With the objective of promoting organic cultivation practices at the farmer level, we encouraged farmers to start producing organic manure in their fields. During the year we have promoted 20 vermicompost unit in 3*6 feet model across the district. This unit has helped the farmers to use this eco- friendly manure at very minimal cost of Rs. 500-2000 per unit. This demonstration has promoted the message to establish among other farmers as well.

Yield Assessment

Production in our demonstration plots were compared with traditional plots and a significant difference in yield was observed. The size of demonstration plot was 1 bigha (1600 to 2500 m²). Out of this as per the standard methodology 5 m x 5m (25m²) area from south west corner of the demonstration plot was taken to assess the yield. The crop was harvested and threshing was done in the presence of Ibtada staff. 1 % sample from each crop outreach has been taken on random basis to assess the yield on per hectare basis followed by 0.5 % of control plot.

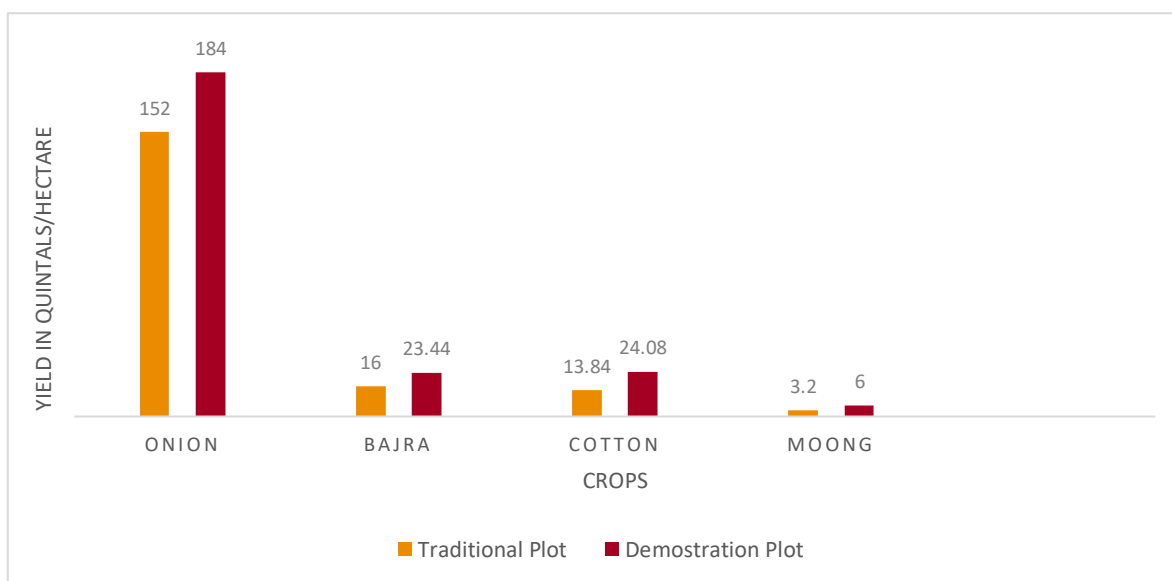


Figure 4 Traditional vs. Demonstration - Yield Assessment





Photo: Sriram Sabhapathy

Technology Demonstration Centre

This is a pilot project which started last year aiming 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 farmers to set up technology demonstration centres (TDC) at their farms. 22 farmers established TDC in 20 villages of 4 blocks of Alwar.

Planting of fruits like papaya (Red Lady 786) and pomegranate (Bhagwa - tissue culture), followed by planting tick (agro forestry) plants was done last year and now they are in vegetative growth stage. Farmers were advised to grow vegetable crops like Tomato, onion, chilli and brinjal as inter cropping using minimum chemical pesticides/fertilizers.

Three trainings on aftercare (training, pruning, plant protection and biopesticides of plants), were conducted during the period. The farmers were also provided support for setting up drip irrigation systems and solar fencing in their plots. About 10 plots were protected with solar fencing and 10 plots were installed with drip irrigation system during the year.

Narsishakti Agriculture Producer Company

Narsishakti Agriculture Producer Company Ltd. was setup on 6th Feb., 2017. 2151 (shareholders) farmers became members of Narishakti APC till the year end. Narishakti got license to sale agriculture inputs, 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. The total turnover this year for the producer company was Rs.58 Lakhs



Photo: Sriram Sabhapathy



DAIRY

Context

Ibtada started its livestock intervention in 2002 with a model around biogas. Although women do the major work in animal rearing, their work is often underestimated and unrecognised. They aren't given any ownership over the income earned from the livestock, despite being the sole care takers of the livestock. Along with that knowledge of rearing practices is poor and the veterinary services are non-existent, and market linkage even though present doesn't help the farmers as it is dominated by local milk vendors and other players. These local vendors and milk suppliers siphon the money in the supply chain thus the farmers never get fair price for the milk. We aim to reduce that gap by bringing in

better-quality breeds, veterinary care, good rearing practices and marketing system. For market linkage we expanded our programme by facilitating the setting up of women owned milk Company named Sakhi Mahila Milk Producer Company.

Our Approach

Ibtada's approach is to empower dairy farmers with productivity enhancement skills and link them to markets wherever possible. In the whole process, Pashu Sakhi plays an important role. Pashu Sakhi is a local community cadre, providing extension services to SHG and other members in the village. Animal rearing groups are formed by Pashu Sakhies. Pashu Sakhi is also engaged in deworming, vaccination, organising animal health camps, wheat straw urea treatment, azolla pit installation, mineral

brick preparation, input sale to animal rearers.

Reach in 2018-19

2

Blocks

44

Villages

25

Pashu Sakhies

2200

Members

Progress during the year

In the current year, the project is implemented in 55 villages. Pashu Sakhies are promoting improved animal rearing practices with the farmers and linking them to Sakhi Milk Company. 100 model farmers have been identified for promotion of best practices. These farmers are also being motivated to purchase cows; 72 such farmers have purchased cows. Such, farmers are being given incentive of Rs. 5000 for purchase of cow, so that more and more cows are inducted. Total of 25 pashu palak groups have been formed during project period. These groups are doing a monthly meeting to discuss about the dairying practices and sharing experiences with each other.

Linking women farmers with Sakhi dairy for milk sale

When milk farmers sell their milk to local milk man, they generally do not get a fair price. They would get a better price by selling milk through the women owned company. Women cattle farmers are mobilized by Pashu Sakhi through group meetings with farmers and individual visits. 1130 new women were linked during the year totalling 2200 women. Farmers were mobilised and oriented about the benefits of selling their milk to dairy.

Benefits are fair price based on fat in milk, getting their amount directly to their bank account, animal health camp, cattle feed, mineral mixture, AI facility etc.

Promotion of Best Practises

The project selected 100 Model farmers for promotion of best practices, such as artificial insemination in animals, support in animal nutrition through feed additive, cattle shed improvement (Water arrangement, pakka floor, manger, cross ventilation, white wash on side walls up to 3 feet), ration Balance through green fodder such as azola, barseem, Makhan grass, Silage Making etc. This resulted in many farmers getting interested in learning some of these practises and adopting at their own level.

Cow Induction

Compared to buffalo, cows are more beneficial for a farmer since daily feeding cost of cow is lesser compared with buffalo. Cow's lactation period is also more when compared with buffalo. To motivate farmers for inducting more cows, a grant of Rs 5000 was given for cow purchasing that resulted in induction of 72 cows by the farmers.

Training on package of practises

Training of women farmers on improved animal rearing practises is a regular practise in the programme.

During the year, 1137 farmers are trained on improved practices such as use of mineral mixture, calcium, vaccination, de-worming, housing, clean water, feeding, breeding and artificial insemination, and seasonal care.

Impact



Rs. 44.4 Lakhs

Additional Income due to increased Milk Production by members



Rs. 55.6 Lakhs

Additional Sale Value* by selling in Sakhi Mahila Producer Company



Rs. 2.8 Crore

Total value of milk sold by members of Sakhi Mahila Milk Producer Company

* Additional sale value generated by selling milk to Sakhi Mahila Milk Producer Company. 23% extra price paid per litre to farmer when compared to market price (local milk vendor)



GOAT BASED LIVELIHOODS

Context

Small livestock, like goat, sheep and poultry is a critical source of livelihoods for rural poor, especially for women. Small livestock are perceived to have several benefits. They serve as a source of income, as assets which could be encashed in times of emergency, as source of nutrition (milk and meat), as a source of medicine (milk), and as gifts during ceremonies.

One of the many problems that the livestock farmers have been facing is high mortality and morbidity of animals which leads to economic, social and mental stress, making rural households highly vulnerable. Women are the worst sufferers of such tragedies owing to their

high involvement with small livestock. Also, they take care of ailing animals, which consumes significant time and energy. Several other challenges for livestock farmers are genetic degradation of goats, feed scarcity, seasonal stress, absence of transparent system of price estimation of goats, inefficient trading, high costs of aggregation and low adoption of information technology. Besides, lack of access to timely, low cost, door step livestock health care, first aid and knowledge support has been a key constraint in livestock production. To overcome such situation, an alternative community led livestock extension service mechanism has been developed called the

'Pashu Sakhi Model'. Through this community based approach, women are empowered through technical training and hand holding support to take lead in generating demand for inputs and provide services to livestock farmers. By building their capacities and providing hand holding support, over Pashu *Sakhis* have been promoted in Laxmangarh and Thanagazi area.

Activities during the year

Capacity Building

Refresher training was provided to 15 pashu sakhies. They were delivered the topics on pregnancy management and after care, seasonal care, nutritive feeds and moringa

Table 4 Change in Awareness levels before vs after intervention

Topics/Practices	Before intervention	After intervention
Mineral Mixture Powder	32.0%	71.0%
Azola Awareness	7.0%	41.0%
Manger	52.0%	61.0%
Shed	30.0%	75.0%
De-worming	60.0%	85.0%
Vaccination	59.0%	83.0%

plantation, preparation for vaccination. They were also revised the topics of shed management, cleanliness, buck rearing and breeding. The Sakhies committed that they will continue to deliver their services to women goat rearers even after the project period. Along with the Pashu Sakhies, trainings for the goat rearers were also organised from time to time. Initial training was organised for 412 goat rearers during the year. Again during the mid-year, refresher training of 405 goat rearers was given during the year. Here, they were motivated to get vaccination and deworming on time and manage their sheds well. They were also reminded about the importance of weight-based goat/buck selling and through the women owned Sirohi Bakripalak Mahila Producer Co. Goat Rearers Workshop

Goat Rearers Workshop

Workshop of goat rearers was conducted at Jhiri, Pratapgarh in which 232 women participated. They shared their experiences about the PTC project interventions. The members were very happily sharing the benefits they have derived during the one year, how they have learnt new practises of housing feeding and management, mineral brick making, its benefits and increase in their herd size and income. Members showed their confidence that this will strengthen their goat based livelihoods for many more years to come.

Vaccination & De-worming

Vaccination and de-worming continued during the period. Vaccination was done by Pashu sakhi with a minimal charge of

Rs. 5/- per goat. A total of 7107 vaccinations happened during the year and 5921 de-worming was done by Pashu sakhi with a charge of Rs. 10/- per goat.

Visit to Model Goat Farm, Risani, Chomu

Pashu sakhies were taken for an exposure visit to model goat farm, Risani, Chomu. This is an individual owned farmer where 800 bucks and 50 goats are being reared. The main business is preparing bucks for Eid market. The Sakhies learnt the concept of stall fed goat/buck rearing and how nutrition is important. He owner is feeding soyabean choori, sodium bicarbonate, loom and green fodder.

Table 5 Economic benefit accrued to 499 members - Goatery

	Year before intervention	During intervention year	Additional economic benefit
Sales Value	3231900	4279960	1048060
Stock value of herd	8178049	9608867	1430818
Benefit due to reduction in mortality	9.7%	8.2%	146750
		Total	2625628
Per family economic benefit			5262



WOMEN ENTREPRENEURSHIP

Context

Most of the rural households are resource-poor. A vast majority of them are from socially marginalised groups of the SC's, ST's, the minorities, women and persons with disability and those engaged in low productivity occupations. Today women constitute only 14 percent of the total entrepreneurs in the country. Women face multiple barriers in pursuing income-generating activities, with patriarchal family and societal norms being the primary hurdle. Other issues include lack of awareness about opportunities, difficulty in accessing formal financing and poor customer management skills. It is clear that providing opportunities isn't enough - women need to be made aware

and guided through the process to ensure they are successful. Through the entrepreneurship programme we aim to improve the lives of underprivileged women by enabling them to acquire entrepreneurial skills and assist them in setting up micro and nano enterprises of different nature. It supports women to become economically self-sufficient so that they, their families and future generations can have better opportunities in life. This contributes directly to the 2030 Agenda and Sustainable Development Goals (SDGs).

Reach in 2018-19



55

Women entrepreneurs



Rs. 6600

Average monthly income of a Women Entrepreneur



29

Villages covered



Objectives

- To increase income of women so that they are financially independent
- To develop entrepreneurial skills and attitude among women
- To provide and enhance access to finance and credit by women
- To build a community/cadre of women entrepreneurs in the area
- To facilitate participation in exhibitions, trade fairs, seminars and symposia, to help women entrepreneurs gain exposure to latest business environment and opportunities

Advanced training for Entrepreneurs

Thirty-three women attended a two days advanced training on entrepreneurship. The women

were trained on stocking, documentation, savings, marketing, building customer relationship and profit loss estimation.

Market exposure visit

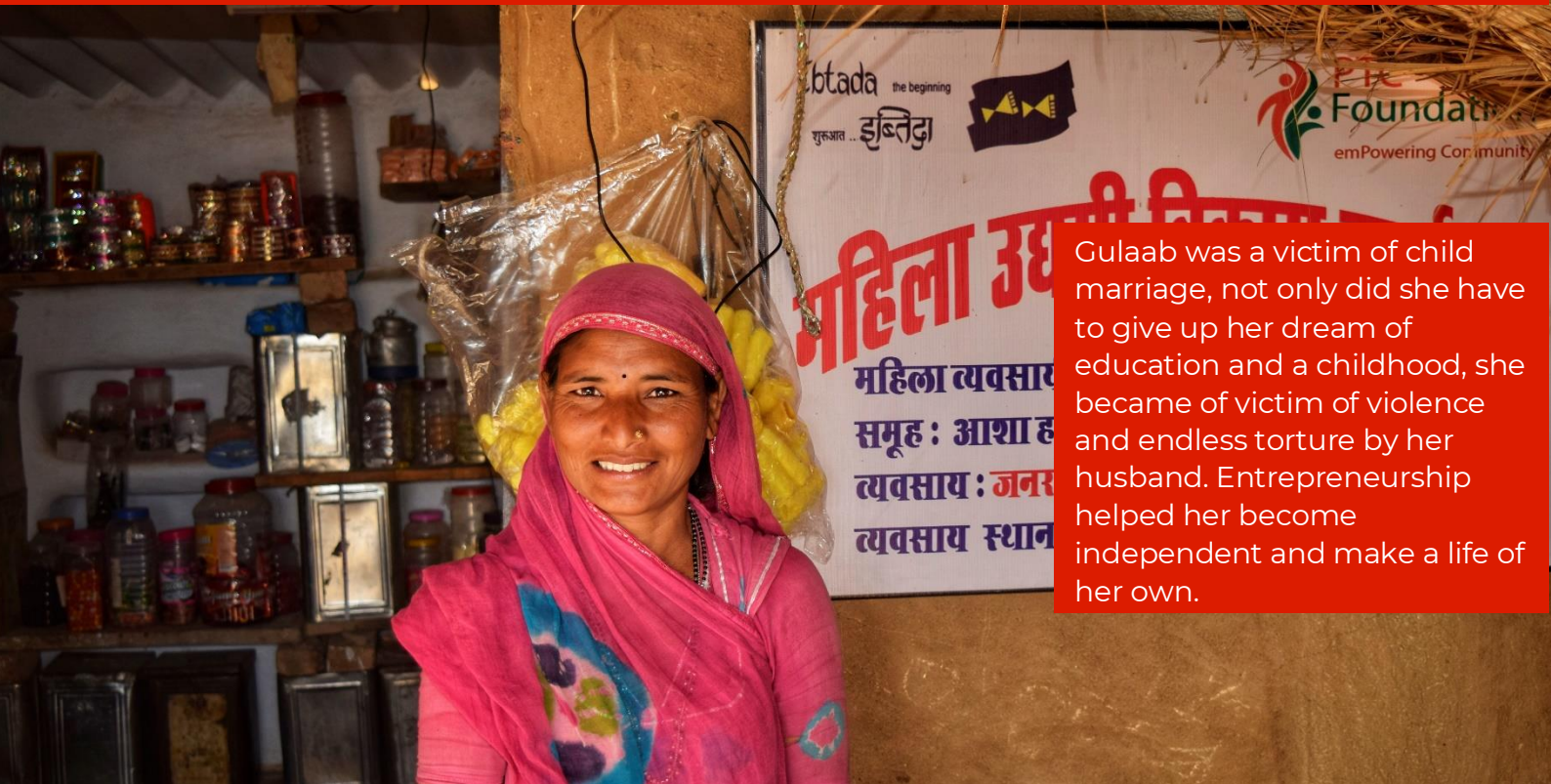
Two exposure visits were conducted during the quarter. 22 women went to Hindaun city in Karauli district of Rajasthan to explore the lakh chooda market. These women also purchased materials worth Rs 85000 and also developed relations with the wholesalers who agreed to supply them chooda in future. Second exposure visit was conducted at Aadhar wholesale centre at Alwar in which 13 women participated. This wholesale centre is operated by subsidiary of Future group. The women understood the products available at the centre and did some purchases.



Before joining the women entrepreneurship program, I worked as a labour and my earnings were irregular. I had the skill of stitching and tailoring but I did not think that it could be my permanent source of income. PTC foundation and Ibtada motivated me to run my own microenterprise. Training and exposures changed my attitude, my confidence increased and I set up a tailoring shop in my village. Currently I earn about Rs. 7000 per month. Now my future plan is to scale up it with 4 sewing machines and generate employment for more women in my village

**RAMBHUTERI
WOMAN ENTREPRENEUR**





Gulaab was a victim of child marriage, not only did she have to give up her dream of education and a childhood, she became a victim of violence and endless torture by her husband. Entrepreneurship helped her become independent and make a life of her own.

Gulaab Devi is an independent 37-year-old woman entrepreneur. She is a resident of Naharpur, a small village in Ramgarh Tehsil about 9 kms away from Alwar, Rajasthan. Today, she's raising 4 kids, one girl and 3 boys. She belongs to the Banjara community and lives on the outskirts on an illegally acquired government land in a *kaccha* mud house that she built with her own hands! She's the proud owner of a small general store that she has set up with the help of her Self Help Group "Asha Hafiz Swayam Sahayata Samuh" and Ibtada.

But just like a rose has its thorns, Gulaab has experienced a fair share of difficulties in her life. Married early, at the young age of about 16 years, Gulaab's married life was full of physical abuse and violence. On one hand, her husband, an alcoholic, often beat her up and abused her physically and on the other hand, the village people kept on normalising the abuse and asking her to adjust and obey. They would say how it was completely normal and that it was her duty to tolerate it. Things got slightly better after she gave birth to her second child, but only for a short while. Her husband would get drunk and would ill-treat the children and Gulaab, until the day it got too much. One day, in a state of complete intoxication, her husband attempted to take her life by hitting her on the head with a large rock and that was the day she decided to turn her life around. She filed a police complaint and made up her mind about leaving her husband once and for all despite everything.

She along with her kids moved into her parents' home where her mother introduced her to Ibtada's Self Help groups and from that day on, there was no going back. She toiled hard for some years doing manual work as a labourer to gather funds and make a living. She didn't pay much heed to what people said about her and kept on working hard. After working this way for a few years, she slowly developed her own identity and moved away to live where she is now. It is not the most decent dwelling and she has to steal electricity every now and then. But with her new shop, for which she pays Rs. 2400 as a monthly instalment to the SHG, Gulaab has emerged as a strong headed woman entrepreneur who can be independent and take care of her family. "Apan ko khud apne aap ko sambhaalana zaroori hota hai," (We need to take care of ourselves), says Gulaab as she puts up a brave face and continues to strive for a better life for herself and her children.

भारत निर्माण राजीव गाँधी से

ग्रा.पं. पिपरोली पं.स.रामगढ़ (अलवर) राज.

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की पाल ई-मित्र
राज्य स्तरीय टोल फ्री नंबर : 1800-180-6127



RIGHTS & ENTITLEMENTS

Photo by Sriram Sabhapathy



Photo: Sriram Sabhapathy

“Empowering citizens to hold their governments accountable”

IBTADA’S REACH



15,456

Total women members



160

Village and hamlets

Context

Poverty is about more than lack of resources. It's about an unequal distribution of power and information. Years of social alienation and economic deprivation have had a negative impact on the local community, especially among women and girls. Women 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.

We started the rights and entitlement program to fight this inequality and make sure that the unheard voices are heard. When communities know what money should be available to them and have the freedom to speak their minds, they can make decisions about how to use resources to avail essential services.

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.

Coverage & Work

We started the rights and entitlement project as a pilot with support from EdelGive Foundation in 32 villages in two blocks of Alwar. About 60 Leaders of Village Rights Committees and 32 Adhikar Sakhies have been trained in these villages who have negotiated with Government system for their rights. The encouraging experience of this pilot project helped us expand the project in 2 more blocks Thanagazi and Umrain covering 160 villages overall.

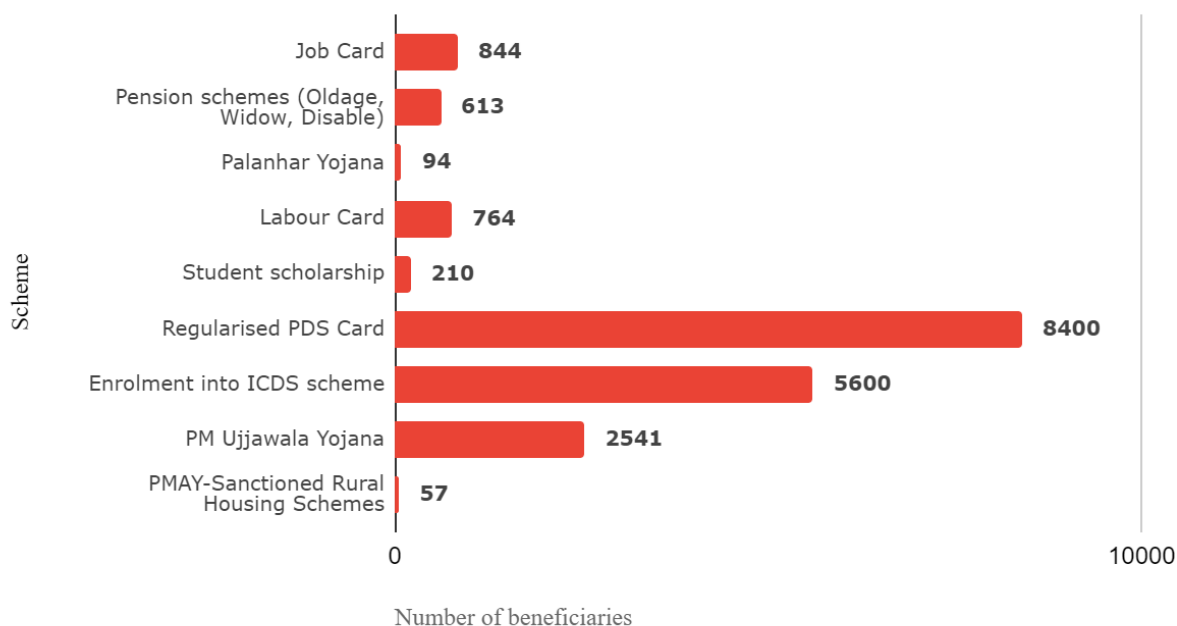
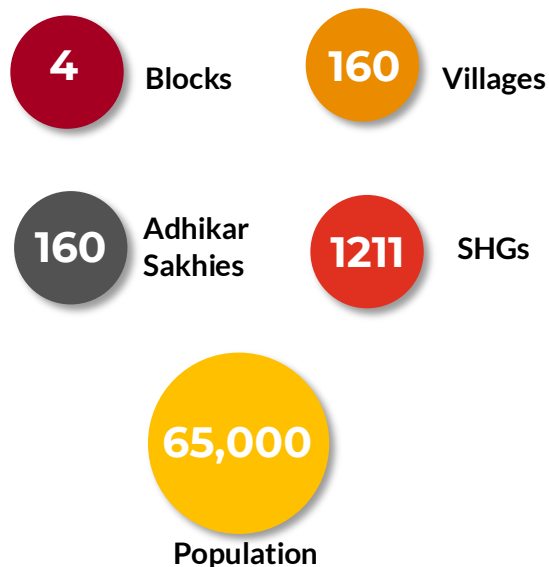


Figure 5 Coverage through various Govt. Schemes -FY 2018-19


Achievement during the year


36% Increase in average man days compared to district average (MGNREGA)

17% PRI members actively engaged in rural good governance

93% Families ensured access to regular and real quantity of ration.

30% Village Right Committee actively engaged in rural good governance

 Increased awareness on government schemes

 Increased Confidence of women

राष्ट्रीय खाद्य सुरक्षा कानून, 2013 में गारंटी और जवाबदेहिता

गारंटी
 पौष्टिक से जुड़े सभी दस्तावेज और वास्तविकता को ध्यान में रखी जायेगी और 14 दस्तावेज लोगों के विविधता के लिए सुरक्षित होंगे।
 किसानों द्वारा उत्पादित अनाज और अन्य कृषि उत्पादों को जमा करके अनाज सुरक्षित होगा।

गारंटी और जवाबदेहिता
 सभी पंचायतों में खाद्य सुरक्षा के अन्तर्गत सभी परिवारों को खाद्य सुरक्षा के अन्तर्गत शामिल किया जायेगा।
 खाद्य सुरक्षा के अन्तर्गत सभी परिवारों को खाद्य सुरक्षा के अन्तर्गत शामिल किया जायेगा।

क्या है खाद्य सुरक्षा के अधिकार ?

राज्य नैतिक विचारणा प्रणाली

राज्य नैतिक विचारणा प्रणाली	खाद्य सुरक्षा प्रणाली	विविधता प्रणाली
खाद्य सुरक्षा के अधिकार	खाद्य सुरक्षा के अधिकार	खाद्य सुरक्षा के अधिकार
खाद्य सुरक्षा के अधिकार	खाद्य सुरक्षा के अधिकार	खाद्य सुरक्षा के अधिकार

खाद्य सुरक्षा के अधिकार

खाद्य सुरक्षा के अधिकार



#Changinglives Barfina – from Housewife to Change Agent



Barfina has helped 151 Job card holders to get work under MGNREGA, enrolled many households with ration cards in the village and facilitated construction of Toilets under SBM. She also has benefited 21 widows, their children and 17 old age women by enrolling them into pension schemes. She helps the needy women get access.

Decision making, agency of women are quite rare traits in a country like India especially in rural areas. Barfina, a 26-year-old woman of Piproli village in Ramgarh block of Alwar district was one of those few women, who decided to fight for her agency paving the way forward for many others like her.

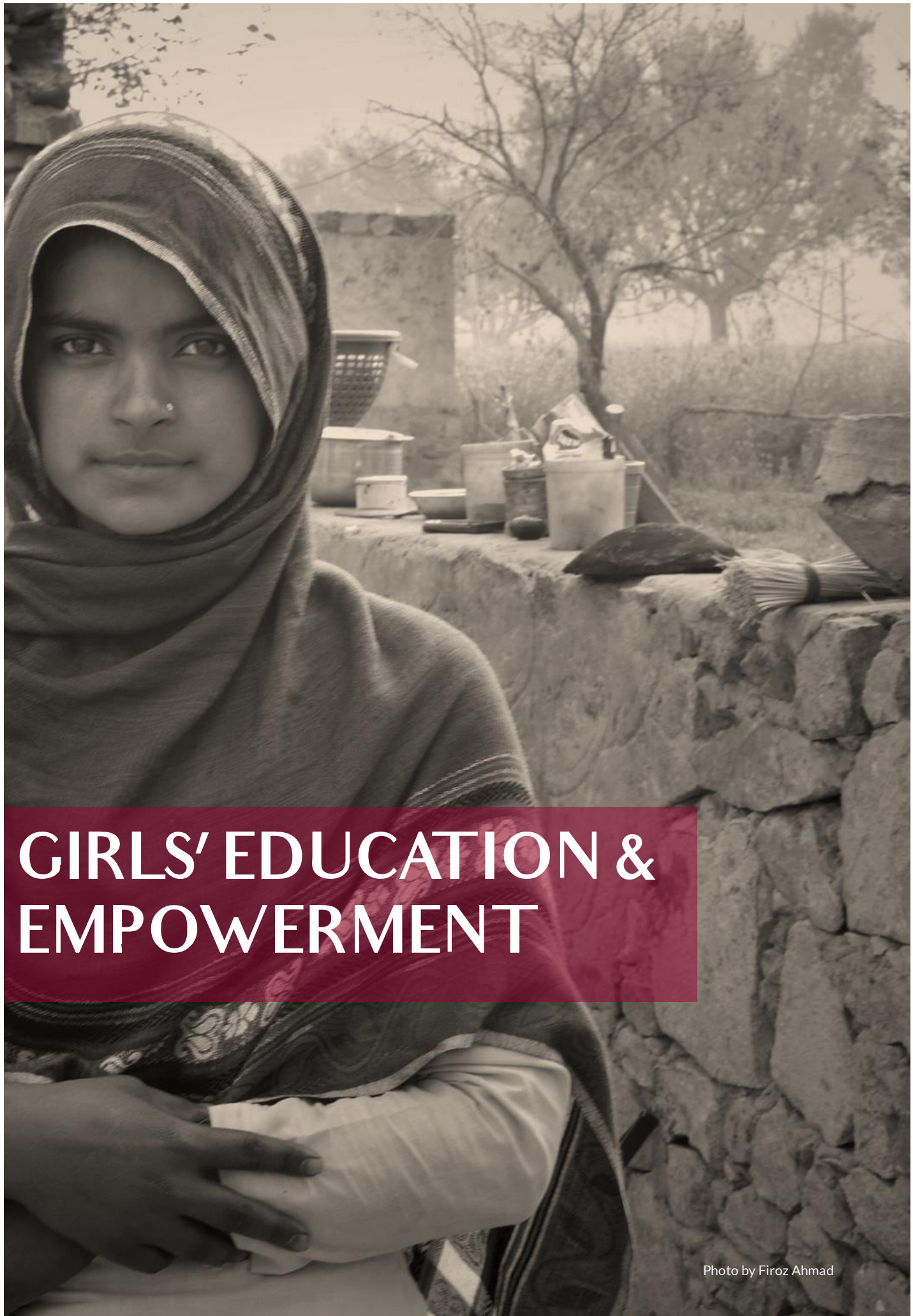
She was initially involved in our SHG program which brought her a step closer to be financially independent. She then joined our rights programme supported by EdelGive Foundation in the village, as a community level change agent called '*Adhikar Sakhi*'. She learnt about the social security schemes, Panchayat Raj Act, different provisional guidelines and laws scheduled for poor and needy people by the Government like MGNAREGA, Food Security, Pension scheme, SBM, MDM, Anganwadi etc.

As an Adhikar Sakhi, Barfina started to create awareness among women especially the members of VRC (Village Rights Committee) regarding various schemes. She motivated them to demand for getting benefits of schemes and file complaints to resolve non response from the Panchayat Secretary.

Meanwhile an incident occurred when her household was removed from the food security scheme. She took initiative and visited Panchayat Samiti (Block administration office). She has personally interacted with block level officials and discuss about their village level issues along with some active village women and participating the gram sabha and panchayat level meeting; influencing PRI members in village development planning. So now-a day's women are calling Barfina as change agent for the villagers.

She helped 151 Job card holders to get work under MGNREGA, enrolled many households with ration cards in the village and facilitated construction of Toilets under Swachha Bharat Mission. She also has benefited 21 widows, their children and 17 old age women by enrolling them into pension schemes. She has facilitated 20 women to continue their pension whose pension was discontinued. She helps the needy women with their documentation to ensure successful submission of their applications. She continues to guide and remind them for continued follow-up at different offices.

Today, Barfina has her own identity in her village and is deeply involved in educating women and villagers. She feels that she has a long way to change the perception about women in our society but is confident that the change will come soon.



GIRLS' EDUCATION & EMPOWERMENT

Photo by Firoz Ahmad



Photo: Sriram Sabhapathy

“Empowering adolescent girls through creating safe spaces, continued education, life skills and collective action”

IBTADA'S REACH



Total girls

1,217



32

Village and hamlets

Context

The state of Rajasthan has 9 of India's 26 worst gender gap districts in education, where 68% of girls are married below the legal age of 18. Of the girls who are enrolled in school in Rajasthan, 40% leave class before class 5. Due to the disappointing status of women and girls in rural Rajasthan, especially in the Meo Muslim dominated area, their participation in education is extremely low. In Mewat blocks of Alwar, there is a huge gap in male-female literacy: male literacy stands as 83.7%, and female 56.2%, per the 2011 census. This region is also notorious for crime and gender-based violence which means that girls' mobility is severely curtailed. The scarcity of secondary schools combined with conservative local attitudes toward females has terrible consequences for adolescent girls. In Alwar district, the sex ratio is abysmal: 895 girls for every 1,000 boys which are even lower than Rajasthan's average of 928 girls for every 1,000 boys. The state government records for district Alwar, show that only 40% of girls enroll in secondary school

education in grades XI and only 39% of girls in class XII. The reasons for dropout are the poor quality of school education leading to failure in exams, distance to schools, parents' inability to bear school fees, girls getting married early, and reduced mobility of girls once they reach puberty.

Our Approach to Adolescent Girls' Empowerment

To address this, we have been working with adolescent girls from poor and disadvantaged communities to prioritise their education and wellbeing so that they can achieve economic and social empowerment. Our approach to adolescent girls' empowerment is five-pronged comprising of life skills education, girls resource centre, supplementary education, computer education and career counselling.

Key Activities

Life Skill Education in School

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 curriculum is based on five life skills which are more important in the life of a person like self-identity, communication skill, goal setting, adolescence & reproductive health and gender-based violence. This year we have covered 547 girls in 15 school of Ramgarh and Umrain block.

Girl Resource Centre (GRC) in Villages

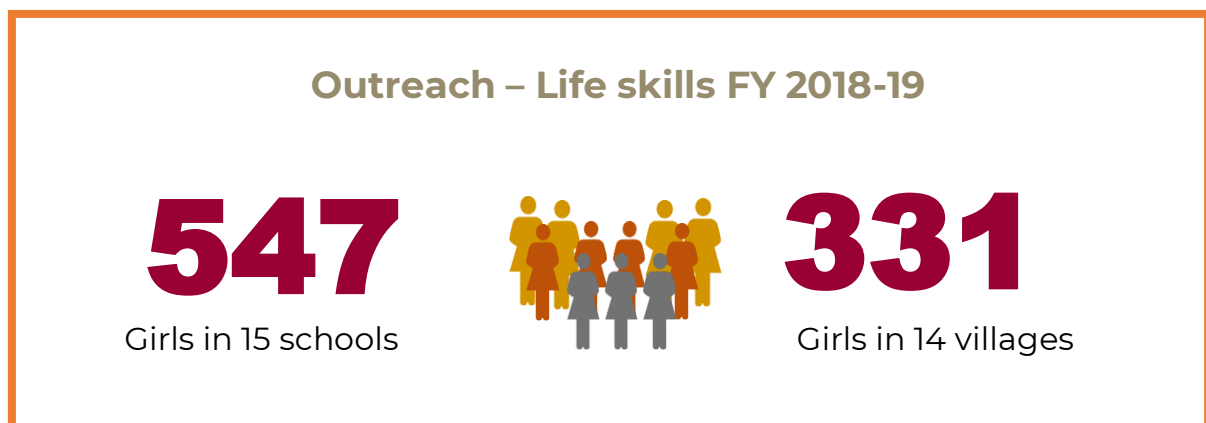
The GRC is a safe space exclusively created for young girls where they sit and talk with each other, share their problems and also participate in other activities. Peer group of girls help and support each other in academic matters and help in building social capital.

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

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.

Presently the field coordinators conduct life skill session on GRCs with girls through different activities. After the session's girls are able to articulate by themselves, making charts and writing on the issues which they learn. In absence of field coordinators girls open the GRCs and sit together two or three days in a week at most of GRCs. This indicates of ownership of GRC among the girls. Trained girls in life skills education deliver various topics of life skills education to newly joined girls. The girls are also handling and operating the library in GRC.



Baseline and End line of Life Skill Education

Baseline and end line data can be analysed in two parameters one is grade wise and second one is theme wise grading and performance of girls. Out of 547 girls 94 girls did not attended the life skills classes regularly and not join end line assessment.

Grade wise performance of girls

The data shows a large shift from grade D to grade A, B and C in below table. In base line 86% were in grade D and did not have understanding on themes of life skills. After working with them for one year 51% girls achieve grade A in end line. Rest of the girls also perform good in end line assessment.

Table 6 Gradewise performance of school LSE girls

	Baseline	Endline
Grade A	0	233
Grade B	3	104
Grade C	13	55
Grade D	474	61

Supplementary Education

For supporting to girls in English and Mathematics subjects, tuition facilities provided to girls of class 6 to 8 in 10 villages of Umrain and Ramgarh block. Through this activity, it aims to stop drop out of girls because the faculties of English and Maths are not available at rural area schools. Under this activity 254 girls covered during the year. Before started work at tuition centres a baseline took place with these girls after that work started with girls according to their level. Tutors monthly sharing meetings were conducted every month to plan for improving girl’s level and review of previous work. For strengthening this program

and find support from community there were 50 mothers meeting organized at 10 tuition centre during the reporting period to share girls’ improvements and learning levels. Tutors and project staff take discussion on issues faced by mothers to continue their girls study during the meeting and provide them suggestions to overcome them.

Computer Education

Free computer education is provided to girls who come from rural poor households, mostly from our project area, at GRC Alwar and Naugaon. Knowing and working with computers makes girls feel confident and leads to an improvement in their self-esteem. Girls coming from rural area after completing the computer course feel a sense of achievement which they can use in future for exploring the job.

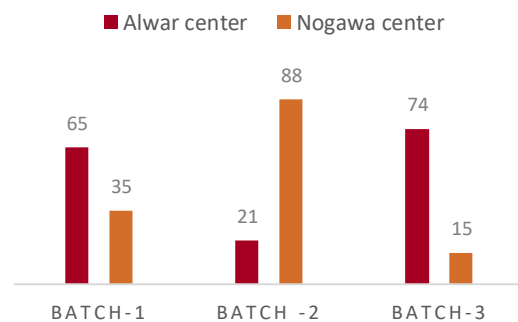


Figure 6 Area wise and batch wise outreach of girls

Courses on MS-office, In this year total 298 girls completed their computer course. To enable smooth completion of the course during the year girls are provided with 50 percent of fare. After completion of the course an online and offline assessment was conducted to check their learning level.

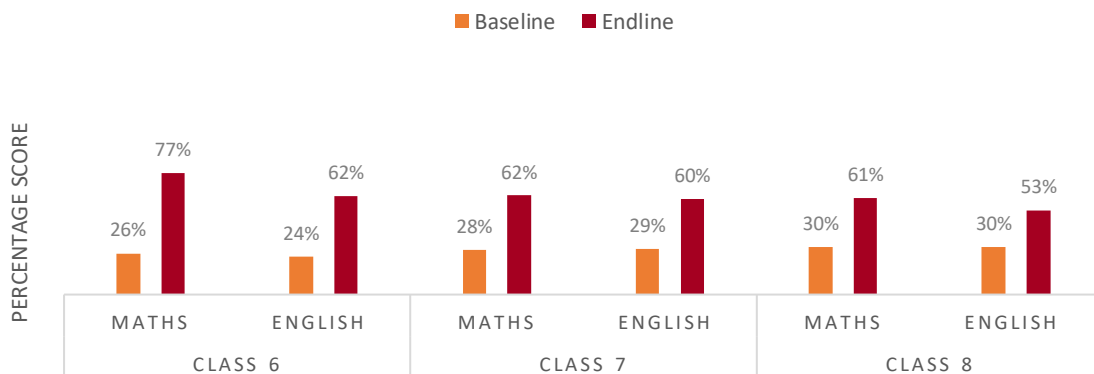


Figure 7 Class-wise change in performance of tuition centre girls



Photo: Sriram Sabhapathy



Career Counselling

To guide and support girls for future goal setting, career counselling session conducted in govt. school with class 9th&10th. During the reporting period 7 career counselling sessions were conducted in schools with 254 girls. In these sessions' participants were guided to explore job in different streams as per their profile and interest without any fear or constraint.

Other Activities/Events

Session on Eve Teasing

Eve teasing is a problem that has been often generalized in our society, but this affects adolescent girls intensively. A session on eve teasing was conducted by coordinator of Mahila Suraksha Kendra with girls of GRCs in four villages Mohabbatpur, Mahua Kala, Sahdoli and Bhajeet. In this session she talked about eve teasing, cybercrime and domestic violence. She also provided information about different helpdesk or helpline to report this kind of crime.

Girl Resource Centre Orientation with Parents

A proper orientation of beneficiaries and stakeholders is necessary to find belief of community and to continue the sustainability of our work. To share the objectives and activities of programme with parents of girl's orientations was organized in 14 villages of Girls Resource Centre. In these orientations, 215 parents participated and tried understanding the need and work of Girls Resource Centres. As a result, parents agreed to

send their daughters at GRC's and were also ready to help to provide space and other facilities to run GRCs.

Community Meeting/Male Meeting

When we work with young adolescent girls the main resistance comes from elder brothers and fathers regarding freedom of girls. The acceptance and awareness of male members of the family of girls is necessary to overcome the situation. To create awareness and sensitize the male community towards girls and also about the activities within the GRC itself, there were 4 meetings held with male members of girls' family. The meeting was organized at village Mohabbatpur, Mahua Khurd, Neekach and Kota Kala. Around 103 male members participated in these meetings

Annual day "GOONJ" & certificate distribution program

Goonj' the annual function was successfully organized by the girls at Kala Bharati auditorium, Alwar. This function is planned, organized and named by the girl's every year. Girls started preparations few weeks ago, prepared a plan for the day of the event. As per plan they wrote their experiences and got practise to communicate properly on the day of function. Songs, dance and speech were also prepared by girls for performing on the day of event. They send invitation to EMpower, officials of education department from Alwar, School principal and NGO representatives and some mothers from community as guest of the function.

On the day of function, a group of girls hosted the programme. They welcomed all the guest and programme started with lightning. One representative of girls presented introductory speech. After that girls shared their experiences and presented poem, dance, song, play and enjoyed the event with great enthusiasm. Guests of the event also addressed the girls and motivated them to work hard and be successful in future. On the occasion of this day certificates distributed to girls who passed out various learning levels in computer and life skills education. 290 girls and 50 community members participated in this event.

Training and Placement

Apart of career counseling we also arranged for different trainings of the girls with association of other organizations and institute. This year 20 girls were linked with retail course; five girls have opportunity of placement for Reliance Fresh and 3 girls have already accepted the job. At present 67 continuing the job in which the total girl facilitated during the past years.

Staff Capacity Building

To capacitate the staff and find new ideas to improve girl's empowerment programme capacity building events and exposures were organized during the period.

In order to learn the best practices from organisations who've done it right in this same field, our senior staff visited Voice For Girls Hyderabad to understand their model and see how they organized residential camps with girls and boys. The team members and girls also participated in GIRLS NOT BRIDE sharing meeting at Jaipur, sharing meeting of PANKH from ICRW Jaipur.

External Exposure Visit (RHEST and Voice for Girls)

A group of 20 members from RHEST, Nepal visited Ibtada to see and understand the Girls Empowerment programme. During this exposure the team visited Girls Resource Centre at village

Bhajeet. The team members interacted with girls and know their experiences after associated with Girls Resource Centre and also understand the structure and work of GRCs. A team from VOICE 4 GIRLS visited Ibtada to understand the model of Girls Empowerment programme. The team of both organisations took discussion on possible new interventions of Ibtada's Girls Empowerment programme.

Girl Advisory Council

One of our girls, Pooja Bai from Kairwajaat village participated in the "GIRL ADVISORY COUNCIL" meeting representing Ibtada. Girl leaders from different states participated in the event discussing their struggles, challenges and the different ways in which they're trying to overcome that problem. This helped the girl leaders gain a different perspective of different issues and get inspired by each other's stories.

International Girl Child Day

On the occasion of International Girl Child Day, 300 girls and 67 community members participated in the celebration of the Day. In the beginning of programme girls organized a rally which crossed the main roads of village creating awareness on the importance of gender equality and girls' rights.

National Girl Child Day

The girls of 3 GRCs i.e., in the villages Kota Kala, Sahdoli and Bhajeet celebrated the Girl Child Day. Total 122 girls from GRC and tuition centres participated in this event. Sports events and cultural programme were also conducted by girls at village level.

Women's Day

On the occasion of International Women's Day 95 girls of Girls Resource Centres took part in district level celebration which was organized by Mahila Suraksha or Salah Kendra Alwar. Girls participate in different activities like Mehendi competition and dance competition.

Shiksha Ki Udaan



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. We have facilitated 99 girls under **Shiksha ki Udaan** program this year. 46 girls are school going from Classes 9th to 12th and 53 girls are college going from graduation 1st year to 3rd year.

LSE Camp with Girls - Shiksha ki Udaan and Upper Primary School, Gwalda

Project team also supported Ibtada's other interventions provide support to girl's education during the reporting period. Shiksha Ki Udaan through this intervention Ibtada provides transport and fee support to girls for higher education the team of girls empower programme organized a one-day camp to build understanding on communication and presentation skills with 25 girls. In addition to this "Shiksha Mewat Balika Vidhyalya" Gwalda an upper primary school running for girls also supported by the team. A 3 days camp on Health & hygiene, menstruation and communication skills was organized with 53 girls of class 7th and 8th.

Progress



99 Girls received transport support



53 Girls received college fee support



28% Of girls supported are from minority

Shiksha Mewat Balika Vidyalaya, Gwalda



Shiksha Mewat Balika Vidyalaya, an upper primary school in village Gwalda, is a joint initiative of Gillette, Ibtada and Project EKTA an initiative of district administration to work in the field of education. 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 check-up
- 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

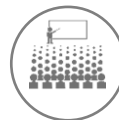
Progress



395 Girls enrolled in school since 2012



78 Girls pursuing further education after class 8th



142 total enrolled girls in 2018-19



43 girls appearing for class 8th exam this year

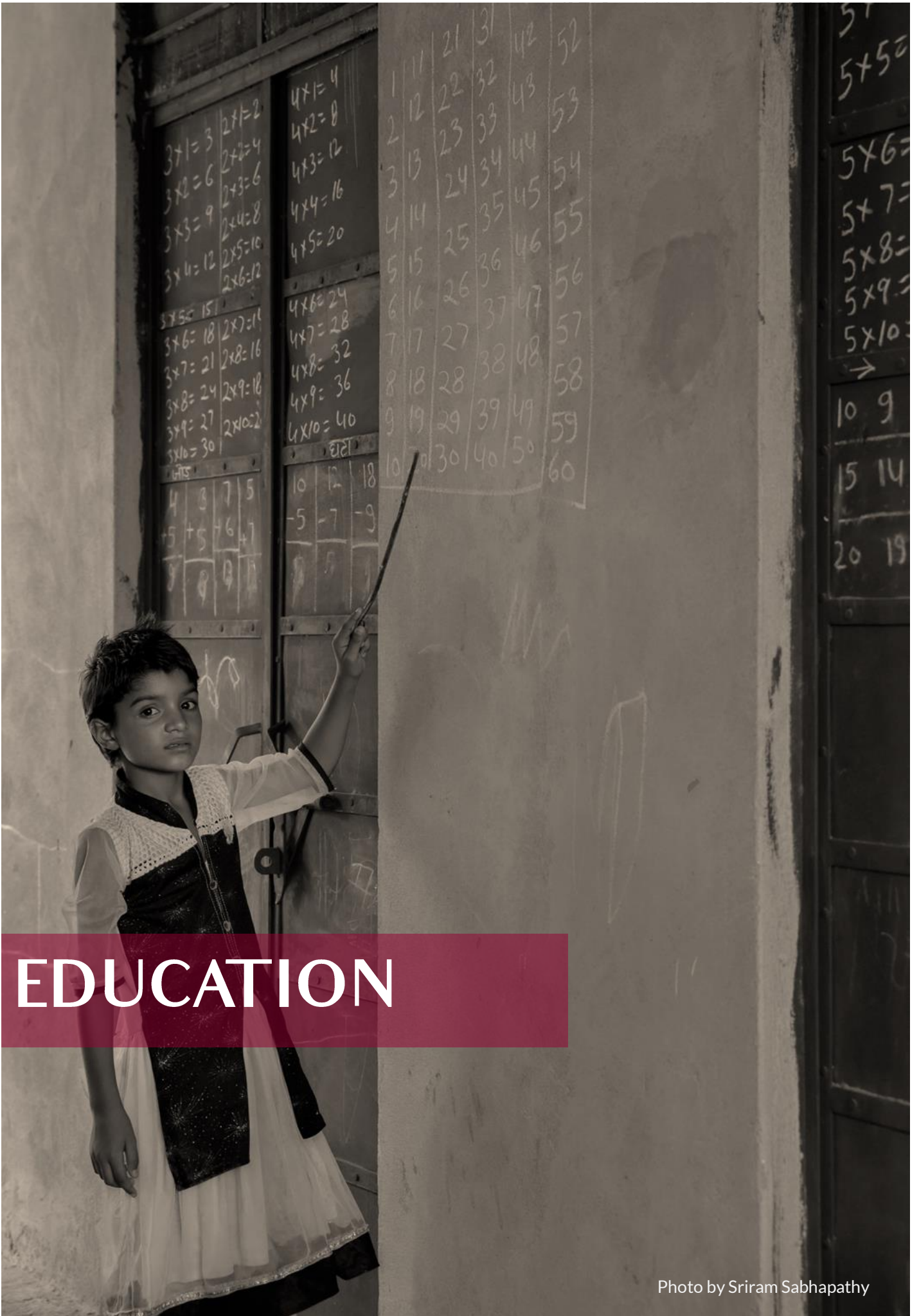


Shabba persisted despite the opposition from society and she has cleared SSC GD exam becoming the first girl from the Meo community in her village to get a government job.

Shabba has been associated with Ibtada since childhood when Ibtada ran Taleemshala for girls in primary classes in her village Mahua Khurd. She received Life Skills training in secondary schools by Ibtada staff. Shabba also joined the GRC in the village. She got to know about the computer course there and enrolled herself. After that she joined the coaching classes which Ibtada sponsored for some of the girls who were preparing for competitive examination but could not attend for variety of reasons including affordability and lack of support from parents.

Shabba worked hard to prepare for different examinations. She continued with her coaching even after a year of support from Ibtada by persuading her parents to provide the fee. Shabba persisted even after many failures in tough competitive examination for government jobs. Her efforts paid off and she has cleared SSC GD exam and became the first girl from the Meo community in her village to get a government job.

This was possible because she was able to aspire for bigger goals, negotiate for her demands in the family and felt confident of coming to Alwar on her own to attend coaching classes. Story of Shabba shows that young girls from even a conservative family would be able to scale greater heights if they get right opportunities, handholding, encouragement and support.



EDUCATION

Photo: Sriram Sabhapathy



“Improving school learning environment and strengthening school management committees”

IBTADA'S REACH

 **12,273**

Total students



100

Government Schools

Context

Ibtada's Education programme is committed to transforming the lives of marginalised children, especially girls. In our country, communities facing poverty and social exclusion have the lowest literacy rate. While the national average for female literacy rate is 65.46%, Alwar has a female literacy rate of 56.25% (Census 2011). To bring about sustainable change in the education landscape, we work with primary and upper primary schools and out-of-school girls, to facilitate a learner-friendly and enabling environment so that dreams and aspirations can take flight.


The programme was launched in the year 2000 by setting up learning centres for the girls named Taleemshalas. We have run 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 100 government schools to improve learning outcomes and educate more girls.

Modus Operandi

Education programme in government schools has 4 pillars:

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

It's an Education Motivator led model. Ibtada places one Education Motivator among two schools. The motivator works in both, the school on teaching learning processes and also mobilizes the community and works with the SMC. S/he spends 3 days in a school in one week. S/he also forms the *Baal Sansad*, promotes activities in the morning assembly, arts and crafts work and use of library with all students. The motivator engages with the school teacher in planning the academic work and other school activities. S/he is supported by Field Coordinator. Each field coordinator works with 6-8 schools and supports them, and also engages with school teacher and SMCs.



2.9 % improvement
in overall attendance
compared to 2018

School Environment

In most of the schools associated to the project, morning assembly is being organized in better manner. Different type of attractive activities is organized every day, from which the morning assembly has been entertaining and the interest of the children has also increased.

With the efforts of education motivator appointed under the project, work has been done in the classroom along with entertaining methods. Children from this kind of interesting work remain energetic throughout the day. Overall, the school environment is conducive to the children and attracts them.

Academic Work

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.

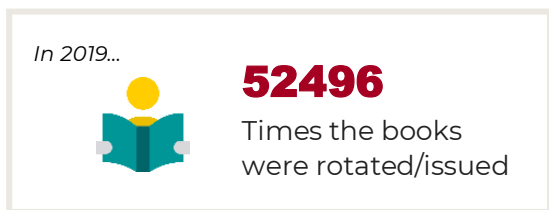
In terms of academic interventions, Ibtada has developed teaching learning packages for class I and II. Government teachers are provided training on these packages and both teacher and Motivator impart this package for improved learning.

IMPROVEMENT IN LEARNING LEVELS				
		Remedial	Class 1	Class 2
Subject	Hindi	69.5 % point improvement	62 % point improvement	53 % point improvement
	Math	72% point improvement	56 % point improvement	54% point improvement

Library setup and functioning

For the establishment of the library in schools about 470 books, Amirah, durries and pin board etc. was provided.

After the establishment of the library, the members of the Bal Sansad and the government teachers were prepared for its better operation. Currently all the libraries are operating well. The members of the Bal Sansad are operating the library better with the help of education motivator and government teacher.

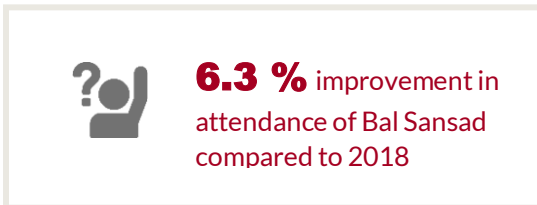


Books are in the reach of children and each class attend library once a week. The periods for each class have been decided. Children read books in school and take home too. On the basis of access of books by children, regular visits at library, etc. can be said that now the library is being operated better in schools. The training of Ibtada staff has also been done by the Room to Read with the view of expanding the library activities and improving quality. Through training, we have been able to understand how the effect of the work of the library is done in the assessment. It may be expected that in future, the work of library in schools will also be effective.

Bal Sansad

Bal Sansad aims to form a group with some active students of school to support the teachers in daily functioning of school. In regular meetings of Bal Sansad all the members prepare a plan to support in regular activities and they review the progress of pervious plan because the work and achievements are also discussed in the session of morning assembly time to time in schools. Work of Prime Minister, Health Minister, Midday Meal Minister, Cultural Minister and Education Minister has started to seen in daily functioning of school and it is mostly discussed in morning assembly.

Regular meetings of Bal Sansad initiated from the beginning of formation by our staff and education motivators. Govt. teachers started attend and participated in these meetings. Total 1018 meetings were organized in the reporting period.



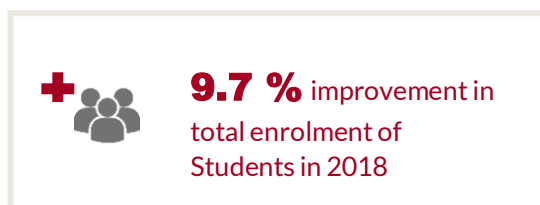
School Management Committee

SMCs are become functional gradually. It is the result of inputs provided in past. Training and exposures are the timely given inputs to capacitate members and helping them how they use effectively this platform to overcome the problems of school. In the meeting, head teacher presents data related progress and attendance of school. Review of plan, progress of motivator and teachers plan, attendance of school are the issues mostly discussed in the meetings. Total 957 meetings were organized in the reporting period. There was an improvement of 3.6% in attendance of SMC members in the meetings which shows that the members are becoming more aware and responsive.

Improvement in School Infrastructure

Support for improvement in school infrastructure provided to 46 schools. From project support total Rs. 40,000 provided to each SMC and they also collect 20 percent collection form community. SMCs need money to work on renovation of toilets, white wash, BALA (buildings as learning aids), minor repairing of school building and provide facility of drinking water etc.

During the period SMCs collected Rs. 5,14,071 for minor repairing and BALA work. Rs. 3,92,905 was collected for regular activities of school. The total collection made by SMCs is Rs. 9,06,976.



Activities/Events

Capacity building events for SMC members

Regular efforts were taken to capacitate the school management committees in the last project period. Under these efforts, members of the school management committees were trained and visited the old school management committees whose members were did good work on their SMCs, so that members of the new school management committees could learn to manage their committees better.

Under the efforts of capacity building, 568 members of 99 School Management Committees were trained. 177 members of 85 School Management Committees were visited in old school management committees and 215 members of 99 School Management Committees were trained on leadership development. Training on leadership development was done by a very competent resource person. Through all these efforts the School Management Committees become functional and are helping the school teachers in the better management of the school.

SMC Review

A review of SMCs was initiated to strengthen the SMCs and get more people to involve in the regular affairs of schools. During the process of SMC review the members should know about the current position of SMC and prepare a plan to improve the quality of work in future. Main objective of this activity is that the SMC members can self-evaluate the present situation and prepared a plan to become active and strong SMC in future. (take from Oct-Dec report)

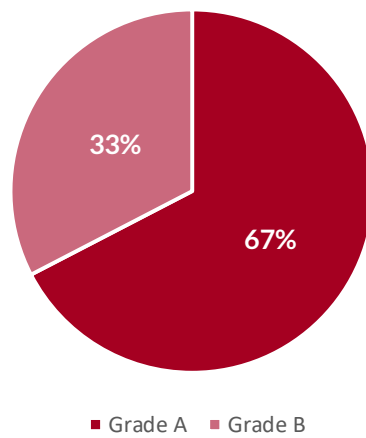


Figure 8 SMC Grading - Results



Staff capacity building event – Training on library by Room to Read

Better functioning of libraries in schools is an important part of project supported by Bajaj. To improve the understanding on functioning of library 3 days training was organized for project staff from 18 to 20 June 2018 at Naugaon resource centre. This training was facilitated by Room to Read Mr. Jitendra and Shiv Kant were work together with participants on various aspects of library functioning. They shared how Room to Read working on library functioning at schools and help the group to pick the relevant practices for Bajaj supported project.

Sadharan Sabha

The meeting of general body of SMC called **Sadharan Sabha** is organized once in a quarter. Meeting of Sadharan Sabha were organized as per need in villages during the reporting period. The general body includes all the parents of students, teachers of school, members of PRI and other influential person of the village. This is the platform to make a better executive body called SMC for school with proper support and acceptance of community and school teachers.

During the period 92 SMCs were re-formed in the meetings of Sadharan Sabha. Sharing of progress and attendance of students discussed in meetings of Sadharan Sabha. Make the proposal for renovation of school facilities, monitoring and planning of physical infrastructure improvement work are also hands on Sadharan Sabha.

Summer workshop of education motivators

Refresher work shop of education motivators organized in the month of June 2019. It was a 11 days' workshop. The work on remedial and class 1,2 package was planned in such a way that the old peers would repeat and get to learn new motivators, so that they could do better by going to schools in July. We also provide some inputs to organize students in multi grade class system so that they can handle the sub groups of class 1 and 2 during the teaching. Under the other efforts of capacity building we worked with education motivators on communication skills, leadership and motivation.

Capacity building events for Bal Sansad members

Efforts were made to enhance the capacity of the members of the Bal Sansad during the year. Under these efforts, 2 members were trained from all 100 Child Parliament. In these trainings, the members of the Bal Sansad got to know the purpose of formation and their responsibilities as a member.

Enrolment Drives



To increase awareness on education and mobilizing community to improve enrolment in school. Department of Education organizes enrolment drives in all schools every year in beginning of new academic secession mostly in the month of May and July. In our intervention schools we added our inputs to make this an enthusiastic movement for students, school and community.

In each school student, teachers, education motivator and our team members prepare a plan for the event two or three days in advance.

On the route of the drive, school teachers pick all new enrolled children from their house with a warm welcome. The drive ends at school campus where a short programme is held to welcome the fresher's and school teachers by giving them books and stationery to improve their motivation. During the period of April to June enrolment drives were organized in 65 schools under the project in 32 schools of Ramgarh and 33 schools of Kishangarh Bas block.

Orientation of PEEOs

Orientation workshop for PEEOs of both the blocks was organized in 2018. 48 PEEOs out of 55 participated in the orientation and the Chief Block Education Officer of the respective blocks also participated and appreciated the work of Ibtada.

Mr. Vishnu Swami Deputy Director Elementary Education and OSD Education Minister Rajasthan invited as main resource person in this orientation. Mr. Swami conducted secession on motivation and also mentioned the work of Ibtada and a brief of project activities.

Point Teachers Training – Maths & Hindi

To provide more effective inputs to teachers for teaching Maths and Hindi to class 1 and 2 we decided to organize two days non-residential training this year. The planning of training was made by Ibtada Education Resource team in guidance of resource person Mr. Ajay Gupta.

This training was based on govt. text books of class 1 & 2 and improved package for both the subjects developed by Ibtada. The trainers succeeded to establish a relation between govt. text books and Ibtada's improved package of Math and Hindi teaching. The process of training was participatory to provide a platform and freedom that teachers can also share their ideas freely on various issues during group work and discussion. 184 teachers out of 200, attended the training. The high attendance of teachers in training shows their faith in quality of Ibtada's teachers training.

“Shiksha Ki Lahar” a Sharing Event of School Management Committee Members

Under the Rajkiya Vidyalaya Pariyojna, a meeting of the members of school management committees of Kishangarh Baas and Ramgarh block was conducted on February 29 and March 2 respectively. The meeting for Kishangarh block was conducted in Dadar Heda, Govt. Primary School. Kishangarh Bas MLA Deepanchandra Khairya was the chief guest for the event. The Block Chief Education Officer, District Education Officer were also in attendance. The teachers of the 50 schools where the project was being implemented and the headmasters of the Higher Secondary Schools also took part in the meeting. Including the members of the school management committees and teachers, a total of 578 individuals participated in the meeting. The Ramgarh block event was conducted at Ibtada Sandarbh Kendra, Naugaon. Mr Arvind Srivastav who represented the CSR division of Bajaj was the chief guest. Teachers of the 50 schools under the project, Principals of the higher secondary schools, and representatives of the education department participated in the meeting. Along the members of the school management committees and teachers, a total attendance of 792 was recorded. In both the events, the school management committee members shared their experience of being empowered after being associated with the project. They also told of the various activities they undertook for the better management of the schools under them. The government school teachers also recounted the change brought about in their methodologies due to the project.





Photo by Prageet Goel

An old store room was transformed into a well organised library at the school.

Interactive library sessions along with poem recitals, storytelling, summary writing as well as doing pictorial representation of stories were conducted to increase interest of students.

“*Jungle me thi garmi bhaari, paani ka tha sankat jaari,*” (“It was really hot in the forest, the water crisis continued,”) Laxmi Kant Ji narrated as he went on telling a story titled ‘*Haathi ka bukhaar*’ (‘Elephant’s fever’) to a bunch of students at Rajkiya Prathamik Vidyalaya, Raisikh Bas, Ramgarh. It is a government school with a current enrollment of about 133 students in grades one to five and three-four teachers. The walls of the school that look brand new with bright colors and visual information for students were not the same two years ago. Laxmi Kant joined the school as a motivator almost 2 years ago when Ibtada started working with them in 2017 and has since been an essential catalyst of change there. Before Mr. Kant and Ibtada’s education modules that comprises of 6 components including the library, the students lacked discipline, responsibility as well as a will to read. But, thanks to the brilliant motivator that Mr. Laxmi is, that has drastically changed over time.

With Laxmi Kant’s efforts along with the students’ help, an old store room containing garbage, wood chunks and more was transformed into a well organised library at the school. Together, they cleaned, painted and set up the library with a little over 350 books at first. Kant looked after the entire process from the arrangement and segregation of books as per GROWBY, to the conduction of reading sessions and storytelling activities. The number of books has doubled over the 2 years and the library is still being run smoothly by the ‘*Bal Pustakalaya Samiti*’ (Child Library Management Committee) of the school. The CLMC consisting of 2-3 students from each class overlook the library functioning as per their duties. The ‘*Pustakalaya Mantri,*’ Kamlesh makes sure that all books are returned on time.

The Library system introduced after a training from 'Room to Read' staff through their motivators in about 100 government schools is an effective means of inculcating the reading habit in young ones. It follows a GROWBY approach to mark the books as per their picture: text ratio. It uses Green, Red, Orange, White, Blue and Yellow coloured tags to mark each book. For example, a book in the G section will include 90% images and only 10% text whereas that in the Y section will hardly feature any images. Each student has his/her own level and can issue a book of that level alone, the levels are assessed regularly and can change overtime. The students keep a track of the issuing of books by themselves and engage in related discussions and activities.

Earlier, students lacked an interest in reading and didn't have the opportunity to take a book home but with the advent of the library, they have developed a keen interest in reading, have become responsible and can easily issue books of their choice for up to 5 days. They read as many as 4 books in Hindi a month, of which mostly are by publishers like *Pratham* and *Eklavya*. The major share of the credit for this transformation goes to the motivator teacher, Laxmi Kant. He made certain that the children have interactive library sessions complete with poem recitals, storytelling, summary writing as well as doing pictorial representation of stories. He often took them outdoors for action games and worked with utter sincerity and diligence to improve the standard of the school in every aspect.

It is motivators like him that make our educational programs effective. After making Raisikh Bas reach its potential, Laxmi Kant is off to make other schools reach their potentials.





HR & GOVERNANCE

Ibtada's Board

At the core of Ibtada's governance practices, is the board, which ensures that the objectives of the organisation are met. It facilitates and exercises due diligence on how the management serves and protects long-term interests of stakeholders, at the same time, ensuring the highest standards of governance. The Board comprises of Chairperson and is supported by a sub-committee, namely, the Finance and Audit Committee.

Board Meeting Dates and Agenda

Dates for the Board meetings are decided in advance. The Executive Director after consulting with other members, drafts the agenda for each meeting and prior to its finalisation circulates it to all members. The Board meets a minimum of two times in a calendar year. No business is transacted at any meeting, unless a quorum exists. All statutory business is carried out in the Annual General Meeting which is held once in a financial year. This year, one general body meeting and two board meetings were conducted. The first governing board meeting was held on August 18th 2018 in which 7 out of 13 members attended and second board meeting was held on March 16th 2019 in which 5 out of 12 members attended.

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	PG Diploma in Rural Management, IRMA	Development Professional (AKF, India)
5	Mr. D. Narendranath	PG Diploma in Rural Management, IRMA	Development professional (PRADAN)
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 Manzar	PG Diploma in Journalism	Development Professional (Digital Empowerment Foundation)
9	Ms. Kanchan Mathur	Ph. D	Researcher, (Institute of Development Studies, Jaipur)
10	Mr. Yatesh Yadav	B. Tech, Agriculture Engineering	Development Professional (Freelance consultant)
11	Ms. Rita Sengupta	Masters in Psychology	Facilitator and Consultant in Development
12	Mr. Rajesh Singhi (ex officio, non-voting)	PG Diploma in Rural Management, IRMA	Secretary cum Executive Director, Ibtada

Board Members



Mamta Kohli, Chair

Mamta Kohli took over as the chairperson of Ibatda board in 2018 . She is working as Senior Social Development Specialist with DFID in India. Mamta is a rural management graduate from IRMA. She has about 30 years' experience in development sector. She has earlier worked with USAID.



Bharati Joshi, Vice Chair

Bharati Joshi is currently the MD & CEO of Indian Grameen Services, based in Kolkata. In her development sector career spanning ~20 years, she has worked with diverse institutions. She had earlier worked with CARE India for more than 6 years, as the Technical Director of Economic Development Unit. Her core competencies are in the areas of livelihoods sector strategizing and program development, team development and capacity enhancement, action research and instructional design.



Dr. Umesh Aggarwal, Treasurer

Doctor Umesh Aggarwal is a veterinary doctor and has worked with Govt of Rajasthan for most of his career. In addition to serving in the animal husbandry department, he has also served with Department of Rural Development as Block Development Officer. It is during this stint that he got motivated with the work of PRADAN and joined PRADAN and served as Team Leader for three years. Doctor Umesh is now retired and provides voluntary services to NGOs.



Rita Sengupta

Rita Sengupta has 36 years of Experience in Training, Research and Consultancy. She has wide experience working with Government, Corporate and Developmental organizations. Rita served as Director with NIESBUD for more than 22 years. Also worked with MDI, Gurgaon. Currently she is the chairperson of Udyogini and consultant to PRADAN and several other organizations.



Osama Manzar

Osama Manzar is a global leader on the mission of eradicating information poverty from India and global south using digital tools through Digital Empowerment Foundation. He sits on several government and policy committees in India and on international organisations working in the areas of Internet, access, and digital inclusion.



Tinni Sawhney

Tinni Sawhney is the CEO of the Aga Khan Foundation (India). She is a post graduate in rural management from IRMA and has over 30 years of experience in the development sector. She has previously worked with the UN Food and Agriculture Organisation, the Danish International Development Assistance (DANIDA) and the World Wide Fund for Nature (WWF India).



Narendranath

Narendranath is the Executive Director of PRADAN. As the Programme Director in the Resource and Research Centre in PRADAN he had been involved in a number of national and international research and documentation efforts to build knowledge from practice and make it available in the public domain. Later Narendranath set up the National Resource Centre for Livelihoods in PRADAN for influencing and informing the design and implementation of the flagship development initiatives of the Government such as the NRLM and MGNREGA and facilitate policy dialoguing.



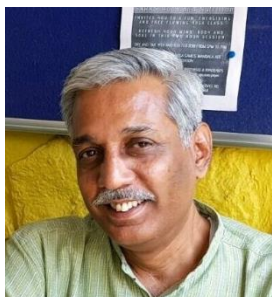
Kanchan Mathur

Kanchan Mathur is Professor (Hon.) at the Institute of Development Studies, Jaipur. She superannuated as the Officiating Director of the Institute in 2018. She was coordinator of the Women’s/Gender Studies Unit. She has wide-ranging experience of applied research, policy analysis and advocacy in the field of social and rural development, especially focusing on gender issues in India and South Asia.



Yatesh Yadav

Yatesh Yadav is a rural development professional with more than 25 years of experience in India and abroad largely in Afghanistan and Kenya on the livelihoods of the poor communities that includes community led microfinance community institutions, agriculture and livestock-based livelihoods, integrated natural resource management, watershed development and rural enterprises. He has worked with nationals and international teams, on the projects funded by the World Bank, UNDP and Government. Currently, he is heading Financial Inclusion, Aga Khan Foundation Afghanistan.



Gautam Pandey

Gautam Pandey is an educationist and has started his career in education sector with Eklavya. He is currently State Head of Rajasthan with Azim Premji Foundation. He holds doctorate degree in History.



Ajay Mehta

Shri Ajay S. Mehta is currently the President of Vidya Bhawan Society – an educational institution based in Udaipur. He was also the President of Seva Mandir for about 15 years till August, 2018. Ajay has graduated from Yale University in 1976, and did his M.Phil (Economics) from Jawaharlal Nehru University in 1978. He was a Bell fellow at the Centre for Population and Development Studies (1993-94), Harvard University.



Rajesh Singhi

Rajesh is a Rural Management graduate from IRMA. After starting his career in 1992 with PRADAN, he set up Ibtada in 1997. He has vast experience in designing and managing community development programmes; promoting community institutions; SHG based micro finance, livelihoods and women's empowerment; programmes for education and empowerment of girls. He has been actively involved in SHG-livelihoods movement in Rajasthan, also providing inputs to many organisations through Ibtada. He has served as Treasurer on the Board of Sa-dhan (an association of community development financial institutions) and Board of Centre for Micro Finance, Jaipur. He is also a founder Trustee of The Goat Trust, Lucknow.

Human Resources

There are 132 employees working with Ibtada on full-time basis as on 31st March 2019. There are 43 females (32.5%) and 89 (67.5%) are male. In our continuous effort to make Ibtada better workplace, we keep looking for various ways in which our human resources stay engaged and motivated to improve productivity.

New initiatives undertaken by the team in the year 2018-19

1. Gender Sensitisation Training: Gender sensitisation training for all staff of Ibtada was conducted by our Senior Expert in Gender Ms. Seema Kabra. This training was conducted twice and has now become a compulsory part of employee induction program at Ibtada.
2. Facilitation Training: This 2-day training was organised once in December, 2018 and then in March, 2019 to improve communication and facilitation skills of staff especially those who have to interact with community directly. This training too was conducted by our senior staff and training expert Ms. Seema Kabra.
3. Training on Self: This training was organised for all staff by expert Mahendra Rokde on 27th March, 2019.



FINANCE

Balance Sheet

Balance Sheet as on March 31, 2019 (Amount in Rs)			
Particulars	2019		2018
SOURCES OF FUNDS			
Corpus Fund		20,000,000	14,000,000
Capital and Other Funds			
Capital Assets Fund	11,415,726		10,117,103
Un-restricted Funds	2,956,358	14,372,084	4,460,057
			14,577,160
Revolving Funds			-
Liabilities			
Restricted Project Funds		5,563,919	7,493,470
Current Liabilities		1,668,541	1,395,351
Total		41,604,544	37,465,981
APPLICATION OF FUNDS			
FIXED ASSETS			
Cost	14,587,038		12,957,569
Less: Depreciation	3,171,312	11,415,726	2,840,466
CURRENT ASSETS AND ADVANCES			
Cash, Bank Savings and FDs	29,238,789		26,354,717
Loans & Advances	408,563		349,990
Other Current Assets	541,466		644,171
		30,188,818	27,348,878
Total		41,604,544	37,465,981

Income & Expenditure Statement

Abridged Income and Expenditure Account for the year ending March 31, 2019 (Amount in Rs)		
	Current Year	Previous Year
	2019	2018
INCOME		
Contributions/ Grants Received	42,182,644	42,459,826
Income from Interest and Investments	1,764,535	1,905,377
Other Receipts	3,012,287	3,299,485
Total	46,959,466	47,664,688
EXPENDITURE		
Education Programme	20,843,287	20,693,376
Livelihoods Programme	18,062,090	13,125,681
Administration and Overheads	3,843,270	3,919,014
Fixed Assets Acquired	1,644,069	4,815,849
Total	44,392,716	42,553,920
Excess of Income over Expenditure	2,566,750	5,110,768
	46,959,466	47,664,688

OUR PARTNERS

We are grateful to all our partners for their continued support to help advance our mission of empowering women and girl children.



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ADDRESS

Near Itarana Circle, Rajgarh Road,
200 feet Bypass, Alwar - 301001
Rajasthan, INDIA

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