

Ibtada the beginning
शुरुआत .. इब्तिदा



ANNUAL REPORT
2022-2023

*Advancing Self-
reliance by Harnessing
Capabilities*

25 Years of Creating Pathways to Women's and Girls' Empowerment

“I measure the progress of a community by the degree of progress which women have achieved.”

B R AMBEDKAR



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LIST OF ACRONYMS

| | |
|---------|--------------------------------------------------------|
| AGM | Annual General Meeting |
| GRCs | Girls' Resource Centers |
| ICDS | Integrated Child Development Scheme |
| IEC | Information, Education, and Communication |
| INM | Integrated Nutrient Management |
| IPM | Integrated Pest Management |
| MGNREGA | Mahatma Gandhi National Rural Employment Guarantee Act |
| MKSS | Mazdoor Kisan Shakti Sangathan |
| MSME | Micro, Small & Medium Enterprises |
| NGO | Non-Governmental Organization |
| PRIs | Panchayati Raj Institutions |
| PMKVY | Pradhan Mantri Kaushal Vikas Yojana |
| PoSH | Prevention of Sexual Harassment |
| PDS | Public Distribution System |
| SHGs | Self-Help Groups |
| STEM | Science, Technology, Engineering, and Mathematics |
| SCs | Scheduled Castes |
| STs | Scheduled Tribes |
| SOHARD | Social Action for Human Resource Development |
| SDM | Sub-Divisional Magistrate |
| SDGs | Sustainable Development Goals |
| VRCs | Village Rights Committees |



FROM THE CHAIRPERSON'S DESK



“The main aspect in achieving the desired outcomes during this journey has been identifying, nurturing, and empowering the right program staff alongside involving the community-based cadre. They shall remain integral to our operations.”

A quarter-century presence for an organization is an ideal juncture to take stock of its journey. Over the years, we worked continuously to elevate young girls and women, providing them with self-sufficiency and respect. We consider this journey as a crucible, a true test of our character and abilities. Through this time, we not only held our own but have always emerged more determined to work unceasingly for gender inclusivity. Consequently, we have been able to effectively employ community organization, strong local connections, awareness-building, and related efforts for significant and productive transitions for womenfolk within deep traditional societal structures.

The main aspect in achieving the desired outcomes during this journey has been identifying, nurturing, and empowering the right program staff alongside involving the community-based cadre. They shall remain integral to our operations. Over the years, we have placed a high emphasis on operational efficiency which created an environment that thrives solely on effectiveness alone. While we are pleased with our achievements, we have been keenly aware of the necessity to extend our presence into other regions where our services are

directly needed. This we actualized during the year as we spread our work in Rajasthan and expanded to the Bundelkhand region in Uttar Pradesh. In the extended operational area, we shall fully harness our collective experience and knowledge to generate an equalizing effect for females across different age groups.

The demanding nature of the tasks that we implement has been assuaged by the persistent support offered to us by our funding partners, collaborators, and supporters. We sincerely express our appreciation and gratitude to all of them for their faith and help. The goodwill and backing have only filled us with greater commitment to achieve even higher levels of development impact over a greater geography.

As we take our vision, and mission, and work ahead for many more years to come, we reiterate our unwavering commitment to the cause of gender justice and continual work for a better quality of life for several young girls and women.

Warm wishes,
Umesh Chandra



EXECUTIVE DIRECTOR'S NOTE



I feel immense delight and pride as I present to you this year's annual report which coincides with the completion of 25 years of our existence. In the 25 eventful years, what we have been able to do with our fellow citizens, evokes a plethora of emotions. These include joy, satisfaction, and self-belief. We experienced these sentiments in the rural areas of the Alwar district, our predominant work setting. This region, which comprises Aravalli hill ranges, is marked by semi-arid terrains, a lack of a perennial river, and diminishing groundwater that presents its own set of challenges. More concerningly, the area is marked by traditional societal constraints that drastically curtail the lives and growth of young girls and women.

Hence, they end up managing household chores and, in many cases, handling farming-related responsibilities while being deprived of education, career, or decision-making opportunities. The unequal position of womenfolk became the very reason for our being as well as our motivation to reverse the status of women in the rural areas of the district. We soon realized to elevate the status of women and girls in this background, we needed to enhance the communities' capabilities and develop self-sustaining community institutions. We also developed a group of local women leaders and

collaborated with the government and other like-minded civil society groups to attain effectiveness in our work.

This approach has held us in good stead over the years. In 25 years, over 125,000 people mainly women and young girls progressed in their lives through our work. The accumulated experience and strides we were able to make convinced us that the time was ripe to deliver the goods beyond the Alwar district and bring newer areas and citizens under the fold of our development initiatives. Hence, we expanded our footprints to the Dausa district in Rajasthan and beyond it to the Bundelkhand region of Uttar Pradesh by entering Jhansi and Chitrakoot districts during the year.

Consequently, this year turned out to be a historic milestone for us as we were able to set up new teams in three new districts in a single year with three teams being in the new state of Uttar Pradesh to scale up our interventions. In the coming years, our focus will be on establishing and enhancing these locations by developing programs that cultivate strong engagement with the communities. In another significant initiative, we started construction of a new floor in our Head Office at Alwar to meet our team's growing space needs.

During the year 2022-2023, we broadened our work to improve the life quality of women and children from 54,720 households. The year involved the expansion of the women's institutions component with the formation of 101 new women's groups. Ibtada collaborated with 1,778 SHGs comprising 20,030 women members during the year. The girls' empowerment program

further expanded its wings with the creation of 57 new girls' resource centers taking their total number to 127, which reached out to 3,554 girls.

The focus on expanding the livelihoods program was maintained, with around 27,000 women farmers benefiting from a combination of initiatives, comprising agriculture (including climate-resilient practices), dairy, goat rearing, backyard poultry-based livelihoods, and women's entrepreneurship. In education, supplementary assistance in Math, Science, and English was made available to 545 girls through 20 Shikshashalas (Remedial Education Centers). In the industrial hub of Bhiwadi in the Khairthal-Tijara district, two learning centers were established to assist children of migrants in accessing uninterrupted education. The persistent work to assist people in accessing entitlements enabled 50,748 families to get linked with various government schemes.

While we fondly reminisce about our quarter century of memorable life, we approach the path to a new financial year with greater resolve to further intensify our endeavours along with expanding our outreach to other geographies. Our deepest thanks to our donors, partners, and supporters, who have played an indispensable role in enabling our attempts to come to fruition. With their and our well-wishers' continued support, we are sure to unravel the latent capabilities of numerous young girls and women and facilitate their upliftment.

Best wishes,
Yatesh Yadav



ABOUT IBTADA

Ibtada is a not-for-profit, non-governmental development organization working in four districts of Rajasthan in and around the Mewat area and two districts of the Bundelkhand region of Uttar Pradesh. It is a small endeavor to mainstream the deprived women and girls of these regions by organizing, educating, and empowering them. Ibtada is an Urdu word that means 'the beginning'.

It was founded in 1997 to work on the findings of the Benchmark Survey of Mewat. The survey unveiled the scale of backwardness in this area. Ibtada works with rural poor households, especially women and girls from underprivileged and vulnerable families, the Scheduled Castes (SCs) and Scheduled Tribes (STs) communities, and Meo-Muslims. The organization's programmatic interventions evolved over two and half decades of working intensively with the community. Ibtada works in various areas to keep women and girls at the forefront of their empowerment. The programs are: i) Women and Girls' Empowerment Initiatives comprising Women's Institutions (self-help groups, their clusters, and federations) focused on financial inclusion and collective actions, Women-led Livelihoods including farm and non-farm initiatives including climate resilience and women entrepreneurship, and Access to Entitlements, ii) Girls' Empowerment, and iii) Girls' Education.

Ibtada works in over 597 villages across Alwar, Deeg, Dausa, and Khairthal-Tijara districts of Rajasthan and Jhansi and Chitrakoot districts of Uttar Pradesh in the Bundelkhand region. Both regions suffer extreme social and economic underdevelopment due to a lack of resources, awareness, education, and health services, and on account of poor gender status.

Major Programmatic Areas

- Women's Institutions
- Women-led Livelihoods
- Access to Entitlements
- Girls' Empowerment
- Girls' Education

Women Cadre: A Team of Vital Change Agents

In the context of women-specific development work, local women facilitators can play a pivotal role. In light of this, Ibtada has created a group of local women called "Sakhies", who mobilize and facilitate people through its various programs. This is followed by linking interested individuals and groups with relevant interventions, closely monitoring the progress, and promptly resolving any issues that arise, thus, ensuring sustainability. The presence of Sakhies in the villages ensures that the communities have access to the necessary knowledge and skills at all



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 abridge poverty, deprivation, and discrimination.



Mission

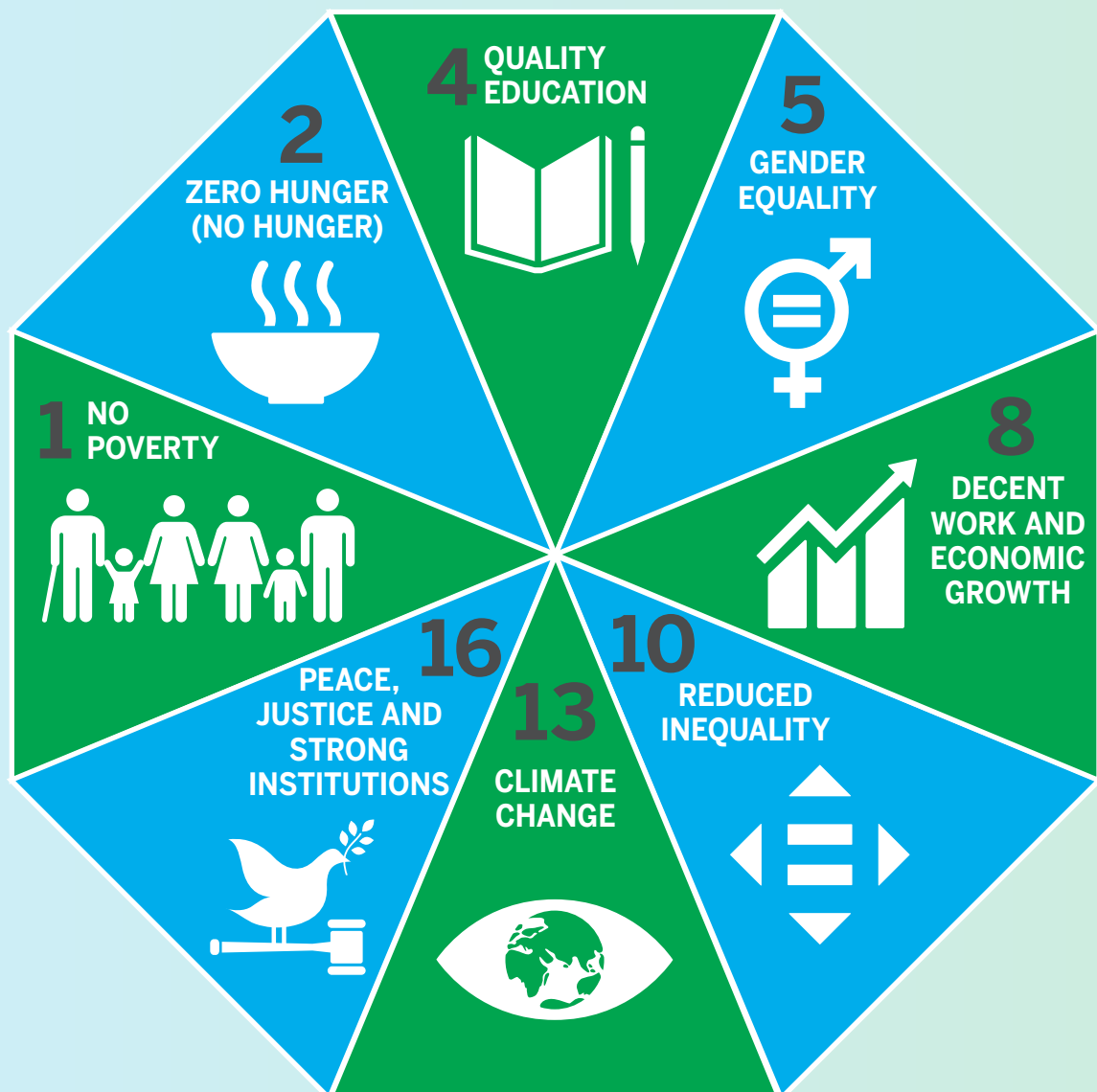
Empower communities especially women to play an influential role to reduce social and economic poverty and inequality.



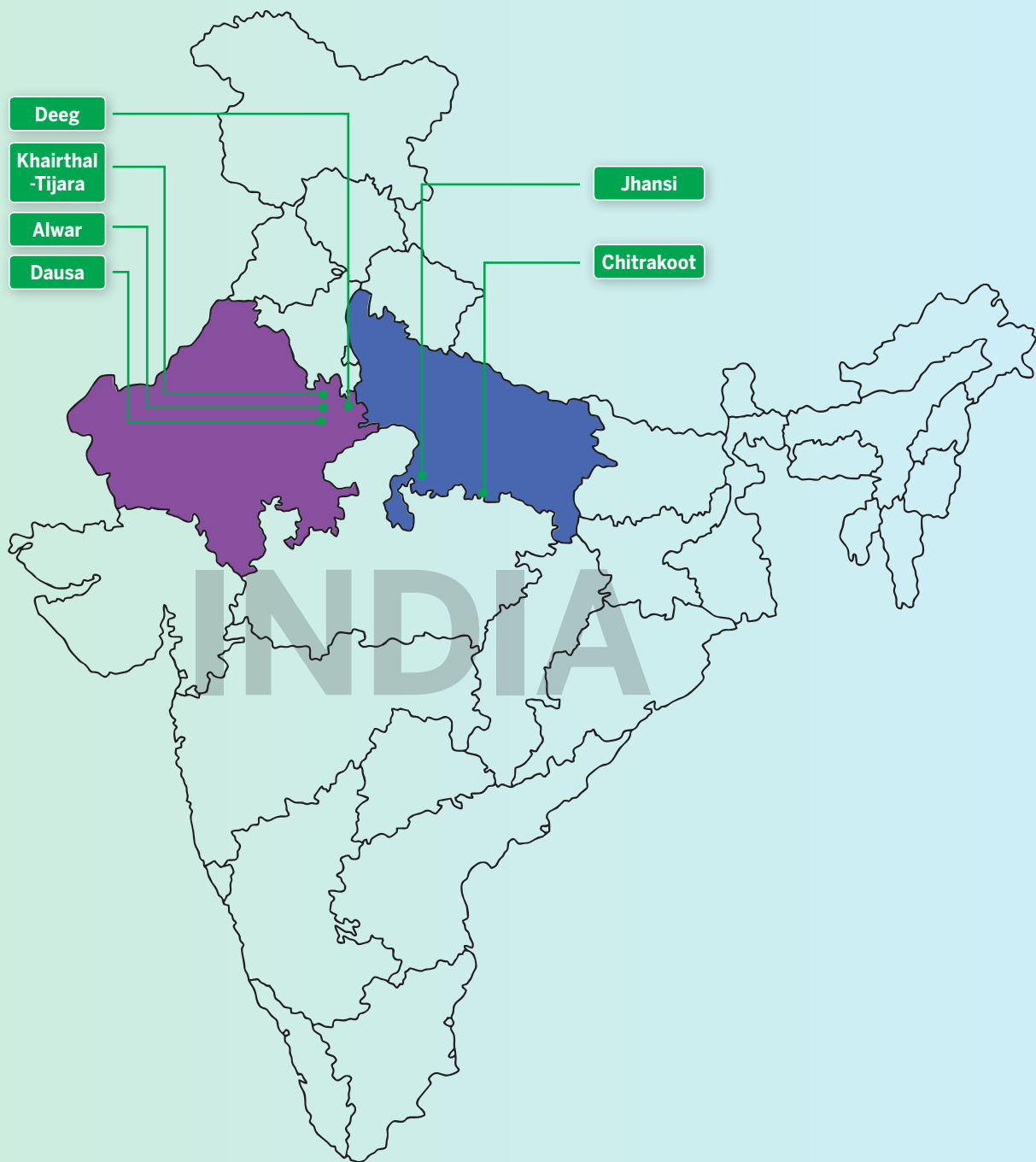
times. They also spread the word about the organization's work among various communities. The team of Sakhies comprises 'Krishi Sakhies' who assist with agriculture-related services, 'Pashu Sakhies' who provide animal husbandry services, 'Ajeevika Sakhies' who facilitate the community to enhance livelihoods, and 'Adhikar Sakhies' who assist the community to access government schemes. Over the past few years, Ajeevika Sakhies' role has been broadened on an experimental basis and they have been executing works performed by other Sakhies effectively. With the successful implementation of the multiple roles by Ajeevika Sakhies, a unified cohort of 'Ajeevika Sakhies' is being envisaged to discharge the various responsibilities mentioned above.

Linkage with Sustainable Development Goals

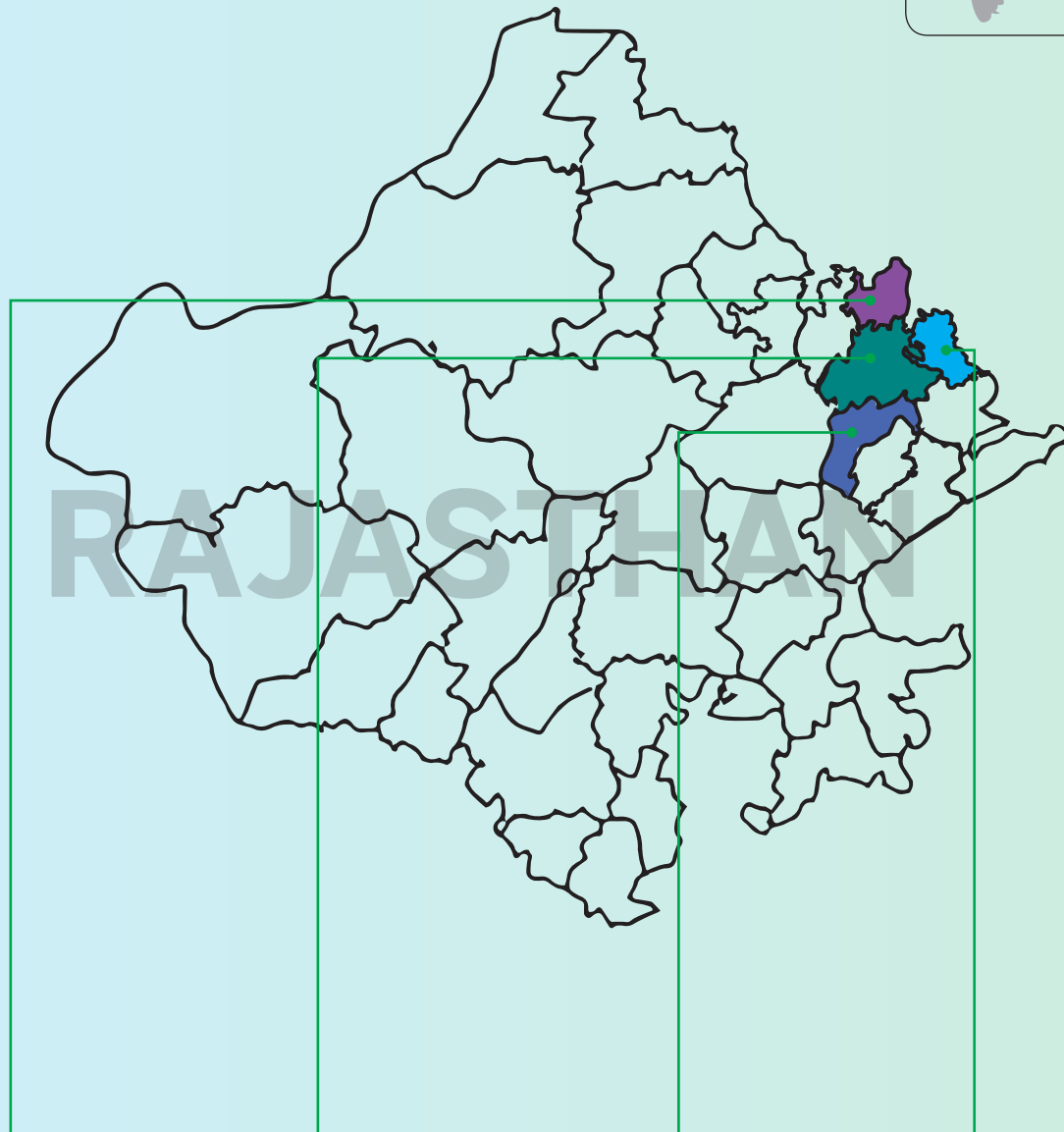
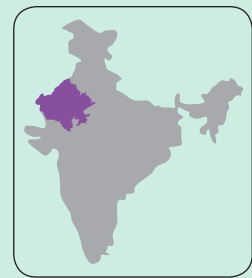
A close observation of the programmatic areas of Ibtada brings out a major alignment between its work and several Sustainable Development Goals (SDGs). The SDGs which Ibtada's work contributes to achieving, are depicted below.



IBTADA'S PRESENCE



Rajasthan



Blocks of Khairthal -Tijara

- Kishangarh
- Tijara

Blocks of Alwar

- Ramgarh
- Laxmangarh
- Thanagazi
- Govindgarh
- Umren
- Malakhera

Blocks of Dausa

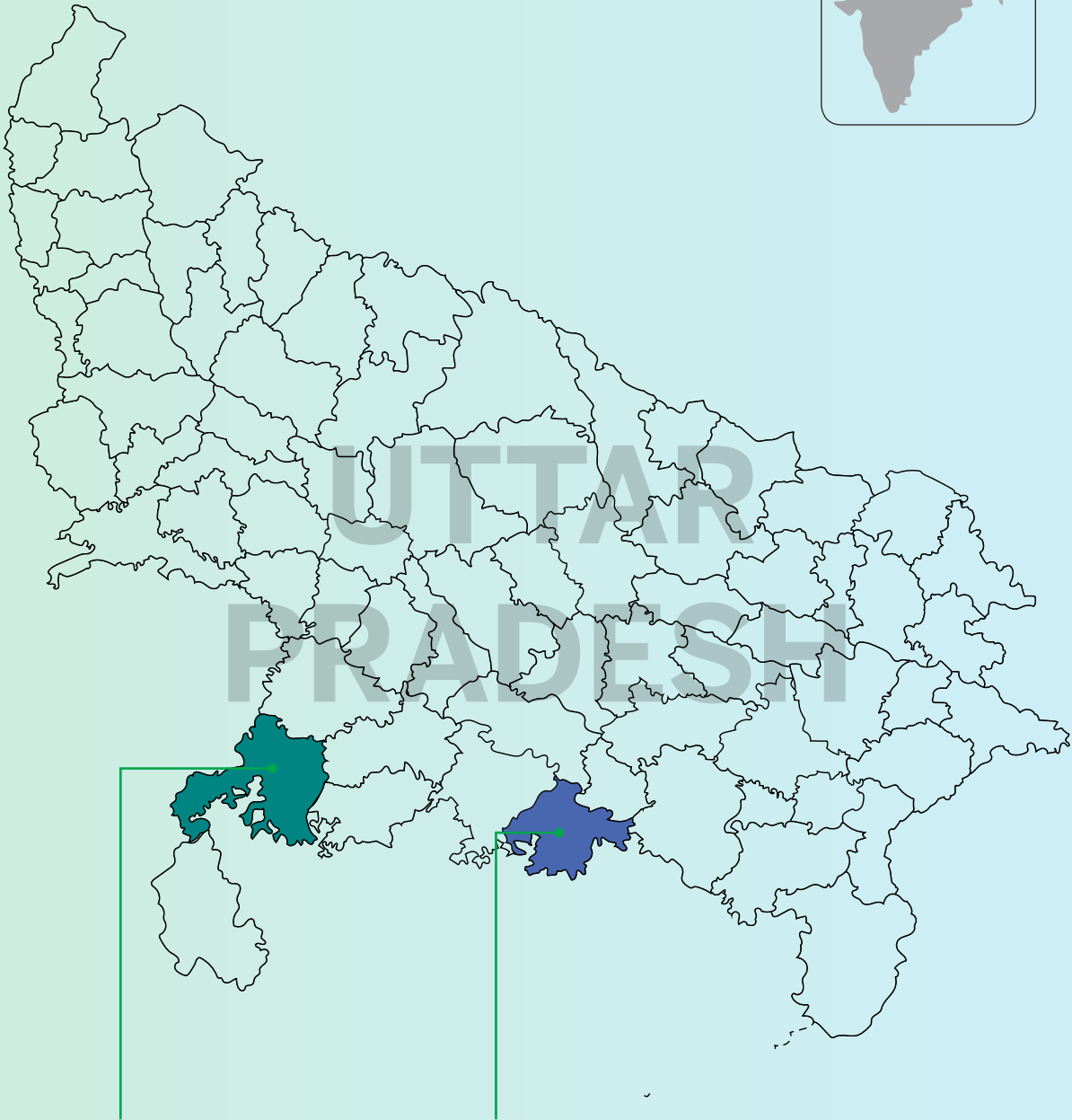
- Dausa
- Sainthal
- Lawan
- Nangal
- Rajawatan

Block of Deeg

- Nagar



Uttar Pradesh



Blocks of Jhansi

- Babina
- Bangra

Block of Chitrakoot

- Manikpur



SIGNIFICANT MILESTONES ATTAINED IN 25 YEARS

125,000

People Benefitted through
Ibtada's Work

7,429

Youth Enriched through Girls'
Empowerment Program

2,891

Village-level Institutions Created

30,000

Students &

200

Schools Progressed through
Education

35,000

Women Farmers Secured
Livelihoods Gains

2,112

Community Leaders Developed

50,748

People Got Access to Various
Entitlements

20,030

Women Collectivized in

1,778

SHGs

KEY FIGURES FOR THE FINANCIAL YEAR 2022-2023

OVERALL

54,720

Households

597

Villages and Hamlets

16

Blocks

4

Districts in
Rajasthan

2

Districts in
Uttar Pradesh

PROGRAMMATIC-WISE

WOMEN'S INSTITUTIONS

389

Villages and Hamlets

Rs. **20.19** Crores
Cumulative Savings

8

Blocks

Rs. **14.91**
Crores of Loans

20,030

Women SHG members

1,778

SHGs

6

Women Federations
(Mahila Manches)



WOMEN-LED LIVELIHOODS

26,926
Households

355
Villages

376
Women Enterprises

343
Ajeevika Paathshalas

395
Ajeevika Sakhies

2
Women-Led Producer
Companies

ACCESS TO ENTITLEMENTS

50,748
Households

342
Villages

9
Blocks

2,264
SHGs Covered including
SHGs of Other Agencies

342
Adhikar Sakhies Trained and
Nurtured

Rs. **38.20** Crores
Worth of Cumulative
Entitlements

GIRLS' EMPOWERMENT

127
Villages Reached

3,554
Girls in

127
Girls' Resource Centers

1,892
Boys in

82
Boys' Resource Centers

679
Young Women in

45
Young Married
Women's Groups

GIRLS' EDUCATION

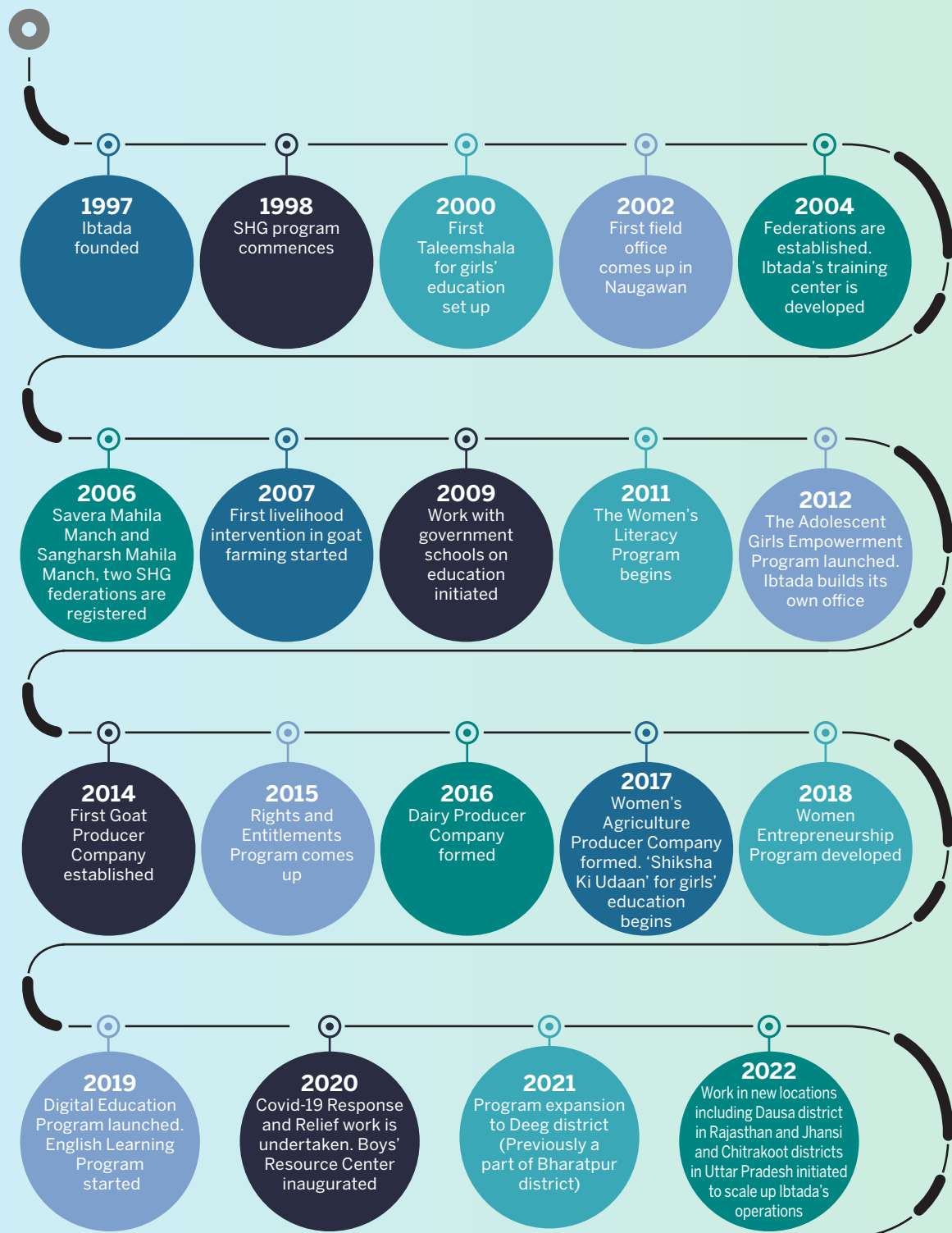
156
Villages

13,172
Students

95
Schools



LANDMARKS IN IBTADA'S JOURNEY



PROGRAM HIGHLIGHTS



WOMEN'S INSTITUTIONS

To attain the greater goal of women empowerment through self-help groups, their clusters, and federations led by women for higher access to finance, collective actions for strengthened livelihoods, and enhanced quality of life.



The genesis of Ibtada 25 years ago was marked by the evolution of self-help groups (SHGs) as the first programmatic element. From 16 SHGs in 1999, the Women's Institutions program has come a long way with 1,778 comprising 20,030 women members operating at the end of the current fiscal year. These SHGs offer women a means to achieve their financial aims, driven by activities such as savings, internal lending, banking ties, and efficient group administration. The SHGs also act as safe platforms for women members to strengthen their livelihoods, gain access to entitlements, share their personal and social concerns, find collective solutions, and so on. Building on the collective strength of SHGs, Ibtada developed higher-level institutions comprising the 'Sabhas' or clusters and 'Manches' or federations.

Today, 159 Sabhas comprising members from different SHGs offer valuable support to smaller groups of SHGs. Six federations, consisting of Sabha representatives, discharge diverse roles at a larger scale. They assist in establishing new groups, perform evaluations and audits, and offer crucial backing to the SHGs. Ibtada also attaches high significance to raising the capacities of group members. It has developed a group of women trainers, who deliver training to SHG members providing crucial skills. Efforts to make federations self-reliant and engage with social challenges have also begun. Over the years, the program has successfully created supportive environments for women, enabling their progress and participation in decision-making processes at various levels. As a result, women feel valued and optimistic with a sense of achievement.

PROGRESS

Key Achievements

101 SHGs formed

24 Sabhas formed

54 women trained and deployed as auditors

Rs. **3.91** crores of savings mobilized by women

Rs. **14.91** crores of loans accessed from the banks





CREATION OF WOMEN'S GROUPS

SHGs, comprising 10 to 20 women as members, are the primary units of organizing women under this component. The program has adopted a pyramid structure with SHGs called 'Samoochs' forming the foundation at the village level. These Samoochs are then followed by 'Sabhas' at the cluster level, which include representatives from various Samoochs. At the top of the pyramid are 'Manches' or federations, comprised of representatives from different Sabhas.

The reporting period witnessed 101 SHGs getting established, bringing the total number of SHGs to 1,778. The SHG members made a saving of Rs. 3.91 crores, increasing the cumulative savings to Rs. 20.19 crores. With 24 Sabhas being established, the number of Sabhas at reporting year-end touched 159. Under the support of Ibtada, six federations including two new federations, extended their work as they assisted in starting new groups. They also undertook evaluations of 1,090 groups and performed 1,318 group audits besides accomplishing various other works.

A major highlight of the year was an Adhiveshan/Sammelan organized for the federations in Alwar in which more than 1,000 women participated. The occasion brought together members to mark and share their accomplishments and learnings, enabling collaboration and growth. The discussions also focussed on the barriers they confront and possible solutions to overcome them.

INSTITUTIONAL ADVANCEMENT

To maximize the benefits for the members of groups, Ibtada designs and implements an annual training calendar. These trainings focus on various

topics including group management, financial norms and literacy, credit planning, leadership, and bookkeeping. By participating in these trainings, women members are equipped to attain self-reliance, desired efficiency, and success in their work within women's institutions.

The program provided financial literacy training to 781 SHGs covering more than 7,000 women, which improved the performance of the groups in terms of enhanced savings, proper utilization of loans, income enhancement, curbs on unnecessary expenditure as well as adherence to rules and regulations. A major aspect of institutional advancement is the development of a team of women to act as on-the-ground facilitators for Ibtada while augmenting the competencies of women. In this regard, 54 women were trained to conduct group audits and to deliver financial literacy training. Additionally, 109 women were trained to inform women members about their roles and responsibilities contributing to developing their leadership skills.

Ibtada engaged with the federations to facilitate them to work on their mission, vision, and long-term plan enabling them towards self-sustainability, and financial sustainability. Ibtada also worked with the SHG federations to increase their involvement in



raising and addressing various social and community issues along with exploring and capitalizing on livelihood opportunities. This exercise started manifesting results as the federations highlighted different social issues such as girls' education, advocating against child marriage, and death feasts.

ACCESS TO FINANCE

To improve the availability of safe financial services to women members, Ibtada connects them with banks by opening accounts and assisting in securing loans. Ibtada acquaints the women with the banking system and its

Hod-ki-Dhani Women Take a Stand Against Expensive and Burdensome Death Feasts

Ibtada has formed a village rights committee and appointed a local female facilitator, 'Sakhi' to inform women about village concerns, social issues, and government schemes in Alwar's Hod-ki-Dhani village. During a monthly meeting of the committee, attended by many women including members of different SHGs, issues such as death feasts and child marriages came up. The women expressed their concern regarding the financial strain death feasts placed on less fortunate families and vowed neither to organize nor attend such events. When an elderly woman of an SHG passed away, her family wanted to take a loan from the SHG for the feast. However, the rights committee and the group members stepped in and dissuaded the family from taking the loan and informed them about their stance. The family was concerned about the community's reaction if they did not hold the feast.

Ibtada's promoted Chetna Mahila Manch (Chetna Women Federation) has been extensively working in Hod-ki-Dhani village. With the support of the Manch, the matter was taken to Sarpanch and a local influential leader and it was decided that a village meeting should be held to address this. During the meeting, the women from the SHG and rights committee reiterated their opposition to death feasts and providing loans for them. They emphasized the difficulties the deceased woman's family would face in repaying the loan. The women presented a compelling case leading to a collective decision to do away with the ritual. Instead, it was decided that the last rites would be performed simply and food would be offered to few girls in the village. Thus, the women of Hod-ki-Dhani collectively ended the practice of needless expenses on a ritual driven by social pressure, particularly affecting financially disadvantaged families.



Women's Institutions Enable Radha to Unravel Her Potential for a Better Life and Community

Radha, a resident of Nangli Megha village in Alwar district was married off at a very young age. Her conservative household and her husband's meagre income made the going very tough for her. The only saving grace was the unwavering support of her husband. When Radha wanted to join an SHG in her village called 'Bhagwan Mahila Samooh', she faced tough opposition from her in-laws but joined it with her husband's backing. From then on, she never looked back. She kept increasing her savings and accumulated Rs 18,000 in personal savings in no time. With the support of the SHG, Radha secured loans for her children's education, a sanitation unit, and house construction. She helped her husband establish an auto repair business, significantly increasing his monthly income to Rs. 15,000. She soon became a member of the cluster-level body, actively mobilizing women to join SHGs. Thanks to her untiring endeavours, today, 10 SHGs are thriving in Nangli Megha.

During the association with her SHG, she underwent extensive training in leadership development, improved animal management, health awareness, and federation accounting. She also trained to become a Pashu Sakhi and provides animal healthcare services to her village and neighbouring communities. Radha's contributions got her elected as the



Chairperson of the Sangharsh Mahila Manch, a women's federation at Bahala village, Ramgarh block, Alwar, where she played a central role in constructing the federation's office. Although she stepped down some time back from her position, she continues to serve the federation in her personal capacity. For a 45-year-old today, Radha has not only grown individually but has been instrumental in the development of her area.



operations. This linkage enables them to get loans of higher amounts, boosting their self-confidence. The period saw Rs. 14.91 crores of loans being accessed by the SHGs from the banks, raising the total outstanding loan amount to Rs. 30.4 crores during the year.

IMPACTS

- A grading exercise of 1,378 SHGs and 140 clusters revealed that more than 42 percent of SHGs attained the 'A' category and 48 percent of clusters made it to the 'A' category. An audit of 1,318 SHGs was conducted to assess their financial health and records to assist them in improving their operations.
- Exercises were undertaken with federations to revisit vision, and mission, and draw long-term plans for attaining self-sustainability.
- federations are raising relevant social issues and contributing to addressing them.
- SHG women are positively contributing towards household consumption.
- There is a reduction in gender disparity through women's institutions.



WOMEN-LED LIVELIHOODS

Enhancing economic capabilities of deprived women-led households and collectives for sustainable livelihoods, better incomes, and life quality.



The livelihoods program commenced during the early stages of Ibtada's 25 years of operations with the introduction of agriculture and animal husbandry endeavours. The agriculture work has expanded over time with support extended to an increasing number of farmers. In 2022-2023 alone, 26,926 women farmers were engaged. Starting from cereals, the program has assisted farmers in diversifying into cash crops, floriculture, vegetable cultivation, and spice cultivation. Through the years, Ibtada has strengthened farming by providing improved techniques, micro-irrigation systems, demonstrations, and capacity-building measures.

Animal husbandry has evolved from dairy and goat-based livelihoods to backyard poultry

farming. Currently, the farmers receive support in the form of animal provision to launch livestock activity, veterinary services, training and exposure visits, artificial insemination services, assistance for animal shelters, and water provision for livestock. Additionally, Ibtada has formed producer companies and developed on-ground functionaries called Krishi and Pashu Sakhies, who provide essential support to women farmers. Ibtada has also broadened off-farm livelihood opportunities by enabling 376 women to set up micro-enterprises so far. By creating these livelihood opportunities, Ibtada ensures that women receive fair recognition for their work, attain financial independence, and improve their social standing.

PROGRESS

Key Achievements

6,216 new households added

395 Ajeevika Sakhies trained

2,730 households assisted with productivity

enhancement in agriculture and dairy to develop them as model farmers

49 new enterprises started by women entrepreneurs



AGRICULTURAL AND ALLIED LIVELIHOODS

Since women already work extensively in farm-based and related fields, Ibtada strives to make their presence stronger in this domain and provide them more control over their work. It achieves this by supplying different modern farming equipment such as micro-irrigation devices including drip and sprinkler systems along with laser spray technology. In 2022-2023, irrigation efficient devices were provided to 38 farmers (302 cumulative farmers). Ibtada also augments the skills and knowledge of women farmers through improved practices such as Integrated Pest Management (IPM), Integrated Nutrient Management (INM), crop demonstrations, improved cultivation practices, and other such measures.

Conducting field demonstrations is an essential component of its work. Farmers, who are engaged in field demonstrations, are referred to as 'Model Farmers' since they pass on the knowledge, they acquired from these demonstrations to fellow farmers. Diversification is accorded great prominence to augment farm incomes. Floriculture, vegetable cultivation, and spice production are major elements in crop diversification work. The reference period bore witness to 1,510 small and marginal women farmers coming on board in terms of commercial vegetable farming. This was previously being practiced at a very limited scale. The vegetable farming area grew to 707 acres, which yielded yearly incomes between Rs. 47,000 to Rs. 2,23,000 to farmers.



The farm and non-farm interventions spanned 26,926 farmers during the year. This included undertaking cereals, cash crops, floriculture, vegetables, and spices cultivation with the farmers. 24,665 farmers benefitted by receiving relevant training of different kinds, while 3,026 farmers were taken on exposure visits. The average monetary gain derived by a farmer, as a result, came to Rs. 71,000 annually per acre for two seasonal crops. The hi-tech agricultural practices taken up in the period comprised vegetable farming using drip irrigation systems and mulching with tunnels with 87 farmers. Besides, 126 farmers were assisted in growing bottle gourds on trellis, tomatoes on staking, and wheat and mustard production through the provision of rain guns for irrigation.



Babli's Transition from Conventional to Progressive Farming

Hailing from Naugawan village in Alwar district, 37-year-old Babli has around 1.5 acres of farmland. Her husband is employed as a teacher in a private school. The predominant mode of income in her village is farming but it is largely practiced by employing conventional techniques. The farm practices are diminishing the fertility of the soil and resulting in lower nutritive quality of the produce. Babli joined the Ibtada's Aajeevika Paathshala in November 2022, where she was taught modern techniques of INM and IPM and was provided with kits to deploy these methods. She employed her newly acquired knowledge to grow chilies and earned around Rs. 1,08,000 from around 0.6 acres of land. This income is expected to touch Rs. 2,00,000, which is multiple times the average farm income in her village.

Many farmers visited her field to see an abundant amount of chili production. She shared with them about the practices used, which involved the chemical-free application of yellow sticky traps and neem oil for pest control. Inspired, 14



farmers took up chili cultivation along with okra by using the recommended nutrient quantities and pest control methods. The farmers ended up earning Rs.56,000 to Rs. 80,000 on their 0.6-acre plots. Babli is delighted that besides profiting from the Aajeevika Paathshala, she could also help her fellow farmers. This has set the ground for raising the agricultural productivity and income in her village.

The allied activities taken up with farmers involved dairy, goat, and backyard poultry farming. 392 households were allocated milch animals and nine households commenced goat farming as they were provided with goats. 64 new families were added to the backyard poultry initiative, taking the total number of such families to 425. To further enhance animal management, selected dairy and goat farmers received training along with services such as deworming, vaccination, artificial insemination, and shelter provision for their animals.

The green fodder coverage area was further enlarged, thereby ensuring its year-long availability, even during summer. 674 acres were set aside for



green fodder cultivation during the year. Ibtada has so far benefited 2,500 farmers through this activity. Capacity-building exercises were undertaken with 9,626 dairy farmers in the form of training, awareness, and guidance on improved methods of animal rearing and management. To further broaden their knowledge, they were also taken on field trips. In turn, the farmers reported an average increase of 1.5 to 3.5 litres in milk production and two to three percent growth in fat content. Krishi and Pashu Sakhies linked with Ibtada and located within the communities, remained in the thick of things at the execution level. They continued to augment the expertise of women farmers through regular workshops, meetings, and visits and by offering appropriate solutions to their concerns.

CLIMATE RESILIENT INITIATIVES

The year witnessed 1,137 women farmers including 194 new farmers, receiving training and on-field support for climate-resilient initiatives that are a major part of the agriculture-based livelihoods as highlighted in the above section. These initiatives included the use and installation of micro-irrigation





systems, IPM, low tunnels, and hi-tech nurseries. A group of 302 women farmers including 38 new farmers, as previously stated, have so far been provided with training and support to install and utilize water-saving devices in their fields. These devices are being used by farmers in orchards, vegetable farming, as well as wheat and mustard crops.

In addition, rainwater harvesting systems comprising 10 structures were constructed or revived during the year. These included seven Paals/Johads and three gully plugs. Farmers were also assisted in building 240 meters of field bunding. These structures are benefiting 552 families in four villages. Overall, 14 rainwater harvesting structures have been developed and are being maintained in six villages.

DRINKING WATER PROVISION

Ensuring the availability and proper functioning of pipelines and storage tanks is indispensable for safe drinking water provision to people. However, the absence of these assets or their inadequate performance can create challenges, especially for women, as they make efforts to arrange for drinking water or face disruptions in the water supply due to avoidable water losses and contamination. Ibtada, over the year, addressed functionality issues in storage tanks at a few schools and constructed new tanks where necessary. It also laid pipeline

networks to supply water to selected villages. The effort covered 15 villages and is providing safe drinking water to over 1,000 people.

WOMEN ENTERPRISES

Ibtada works intensively to stimulate the spirit of entrepreneurship among women to widen their income generation options. They receive loans through their SHGs to establish micro-enterprises that strengthen their financial and social status. Women have set up various ventures such as multi-utility stores, beauty parlors, grocery stores, tailoring businesses, and food and vegetable shops. A standardized operating procedure has been developed to ensure programmatic efficiency. Training on marketing, record-keeping, and financial management is also delivered to women entrepreneurs. 49 new micro-enterprises were rolled out across the year taking their number to 376. These include eight digital service



providers facilitating bill payments, applications for government schemes, and so on.

A stitching center was established in Barodameo village in Alwar's Laxmangarh block in the reporting year. This center aims to meet the growing demand for advanced stitching skills and scale up the women's entrepreneurship program in a collective mode. 105 women underwent training in the center, learning nuances of professional stitching such as precise measurement, designing, pattern making, layout and fabric estimation, finishing, and so on. 48 of the trained women set up their boutique businesses and are making steady progress. 15 ladies were assisted in developing market linkages and received commercial orders for school dress and ladies' kurtis production.

Young Sundari Stitches Her Way to Her Aspiration

Sundari, a 26-year-old woman from Chidwai village, located 37 kilometres away from Alwar city, discovered her passion for sewing at the young age of 13. She began learning needlework from her relatives and continued to pursue it alongside her studies. At 18, she got married, but she did not let go of her passion for stitching. She wanted to improve her skills and start her own clothes shop. With Ibtada's assistance, Sundari relocated 25 kilometres away from her village to receive one-month advanced tailoring training. This enabled her to produce women's clothes as per the latest fashion trends, which increased the work orders. Ibtada also provided her with financial support allowing her to realize her dream of establishing a cloth shop in her home.



She invested Rs 40,000 to purchase clothing material and offered a single-point of cloth purchase and stitching service to local women and girls. Ibtada also provided her women's entrepreneurship development training. Over time, Sundari's desire to expand her business grew. Utilizing the entrepreneurship training she received and through the District Industries Center, she prepared a proposal for a tailoring micro-project and secured a bank loan of Rs 1,25,000 to expand her business. Today, Sundari's effort and confidence are highly applauded by her family and villagers. Enthused by her example, 15 local girls learned sewing from her. She clocks a monthly sale of Rs 40,000 to Rs. 50,000, earning a profit of Rs 14,000 to Rs. 16,000. Her goal is to transform her micro-enterprise into a medium enterprise.

WOMEN FARMERS' PRODUCER ORGANIZATIONS

Ibtada builds on the power of women's collective strength to raise their income by creating producer companies. The approach entails training women members of these companies on aspects such as assigning and fulfilling different roles, evaluating market needs, managing value and supply chains, supervising processes, and improving sales to boost earnings. Links are also formed to procure high-quality inputs at cost-effective prices.

IMPACTS

- Micro-irrigation systems adopted by more than 200 farmers during the year, who are realizing better yields and cost savings.
- Vegetable farming scaled up, enabling farmers to earn between Rs. 44,000 to 2,23,000 annually from 0.6-acre plots.
- Backyard poultry farming has become a good source of income for marginal farmers and landless with them receiving chickens of the 'Crawler' breed in batches of 25, 40, or 100 birds.
- Calf mortality reduced to 5 percent from 8 percent. Farmers are deriving a monthly income gain of Rs. 7,000 to Rs. 9,000 per animal.
- Artificial insemination was adopted by 63 percent of farmers and improved livestock progeny.
- Women entrepreneurs earn an average of Rs. 4,000 to Rs. 12,500 per month.



ACCESS TO ENTITLEMENTS

Improved access to entitlements for better livelihoods and social security, enhanced capability of women and their institutions to negotiate their space and play a significant role in society.



Introduced in 2015, Access to Entitlement is Ibtada's latest program, which is built upon the encouraging results of a pilot initiative. The program seeks to strengthen women and women's institutions through improved access to public benefits and better accountability in governance. The program enabled more than 50,000 people to access government schemes in 2022-2023, which is a testimony to its remarkable growth. One of the primary components of this program is awareness generation, which equips women to secure their rights and access government programs, by employing various awareness-raising techniques. Simultaneously, Ibtada facilitates women's participation in local governance, ensuring that their concerns are raised at appropriate forums and

their needs are prioritized.

Training women members of various women institutions on accessing different public schemes is a key focus. It assists them to navigate and avail of government schemes while also overcoming any challenges in doing so. The women are encouraged to resort to joint action to avail government benefits and sort community matters. Members of federations also bring up social concerns and demand their resolution. Efforts have been initiated, lately, to encourage women's institutions to achieve self-sufficiency and own up the program. The effort is productively shaping the lives of many women as they tap into social schemes, demand accountability, and take it upon themselves to resolve neighbourhoods' issues.

PROGRESS

Key Achievements

50,748 people received benefits under government schemes

6,082 Sakhies/VRC/SHG women participated in monthly Panchayat and Gram

Sabha meetings

12,322 women got work under MGNREGA

48,036 women were given the training to make them aware of various government schemes





AWARENESS GENERATION

It is well-acknowledged and reinforced in Ibtada's work with women that they are unable to secure their rights, government programs, and entitlements, as they have limited awareness of these aspects. To fill this informational void, Ibtada employs a range of tools such as campaigns, rallies, community training, group meetings, learning trips, and wall paintings for knowledge growth in these facets. Stimulating awareness also entails assisting in the comprehension of fundamental rights as outlined in the Indian Constitution alongside the fundamental duties.

ENGAGING IN LOCAL GOVERNANCE

Ibtada's staff members maintain constant interactions with local women to inspire them to proactively raise urgent local concerns on platforms such as Village Rights Committees (VRCs), Gram Sabha, Ward Sabha, and Cluster Annual meetings. Over the reporting cycle, 6,082 Sakhies/VRC/SHG women actively participated in monthly Panchayat and Gram Sabha meetings.

They brought up numerous concerns and pressed for their settlement. With meaningful participation in the village development plan, the women end up bolstering linkages with local bodies such as Panchayati Raj Institutions (PRIs).

AUGMENTING CAPABILITIES

After creating awareness, the next step involves focused learning sessions for SHGs, clusters, and federation members. These sessions equip them to access various government schemes. They also learn how to notify authorities in case they find it difficult to avail of public schemes. In 2022-2023, 48,036 women were trained on welfare programs such as the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Public Distribution System (PDS), the Pradhan Mantri Awas Yojana (PMAY)-Gramin, Integrated Child Development Scheme (ICDS), different pension schemes, and more. Ibtada-trained Adhikar Sakhies are an important part of the implementation and act as facilitators in assisting women to register and derive benefits from various public programs.



COLLECTIVE ACTION

Women coming together for joint action has resulted in many of them successfully accessing the benefits of programs such as MGNREGA, PDS, and various others. The scope of collective action has been expanded to address matters related to health, education, and village-level infrastructure, advocating for their resolution. To further consolidate this endeavour, partnerships have been developed with other like-minded organizations such as Mazdoor Kisan Shakti Sangathan (MKSS), CORO India, which works on the progress of marginalized communities, and



Social Action for Human Resource Development (SOHARD), an organization focused on raising and resolving social issues.

As a result of the above pursuits, the people were able to derive monetary benefits worth Rs. 11 crores during the year. The cumulative benefits, consequently, reached Rs. 38.2 crores by the end of the year.

RAISING SOCIAL CONCERNS

A significant highlight of the year was the active participation of women from different federations in raising awareness and tackling urgent social



Collective Persistence by Gurjarpur Village Women Enables Them to Secure Livelihood

The landless women of Gurjarpur village in the Ramgarh block of Alwar district were facing extreme hardship as they were left without work. Rekha, an Adhikar Sakhi, and other women came together and decided to remedy this situation. In a VRC meeting, they arrived at a decision to demand MGNREGA work from the gram panchayat. Rekha galvanized the support of the community and VRC members, which led to 117 women filling out form number 6 to request



MGNREGA work. The efforts came to naught as the women did not get any receipt from the panchayat secretary who did not come good on his promise of providing work.

Resolute in their intention, the women got together to visit the block office in this regard. There, they met with the Sub-Divisional Magistrate (SDM) and put forth their demand as well as share their predicament. Taking note of their situation, he immediately acted on their request and the community received permission for the MGNREGA work within two days. However, this gain was short-lived as the women found their attendance was not recorded online. This prompted the women to return to the SDM office to apprise him about it. They continued following up on the matter until their persistence paid off. Finally, 110 women were provided work under MGNREGA. Riding on the power of collective action, the women found strength in their resolve and they were able to secure what was rightfully due to them.

issues such as pressing for girl child education and prohibition, and discontinuation of social ills like death feasts and child marriages. To accomplish this, the women made use of effective tools such as Information, Education, and Communication (IEC) materials, rallies, public gatherings, and meetings.

SELF-RELIANCE AMONG WOMEN'S INSTITUTIONS

The effort during the year was on reiterating and motivating the women's institutions including federations, clusters, and SHGs to gradually become self-sufficient and drive the program. Hence, there was an added emphasis on raising the capacities of the women through workshops, exposure visits, and training sessions. Besides, social concerns, women themselves effectively settled many matters linked with roads, drainage, water, MGNREGA, and so on. This is creating a favorable environment and elicits support for the women's institutions as community members are also driven to participate in civic issues.



IMPACTS

- 30 percent of PRIs, in the implementation area, collaborated with the community to get access to government schemes.
- 36 percent VRC/Mahila Sabhas emerged as pressure groups to ensure the accountability of local governments.
- 32 percent of PRIs improved services offered by the panchayats and became more accountable.
- Rs. 11 crores worth of monetary benefits accrued to the community, taking the cumulative benefits to Rs. 38.2 crores by March 2023.

VRC and Community Drive Successful Resolution of Drinking Water Issue

Ibtada has a long presence of six years in the Bagar Rajpoot village of Ramgarh block in Alwar district. The VRC and Adhikar Sakhi play a crucial role in helping the community secure their entitlements. During one VRC meeting, led by the Sabha leader, Pushpa, the issue of drinking water scarcity in the village was highlighted by her. The VRC and Sabha members instantly approached the Sarpanch for its resolution. They brought to his notice the burnt borewell wire and motor pump and urged him to get them repaired immediately as the villagers struggled daily to arrange for drinking water. However, the meeting did not elicit any positive response from the Sarpanch, who rather ignored their requests.

This prompted the VRC members to approach the Pradhan of Panchayat Samiti, Ramgarh in this regard. They also took up their concern with the CEO of Zila Parishad, Alwar. With responses not coming by easily, the community called for another meeting and decided to meet the District Collector of Alwar and bring up their concern during the Jan Sunwai program in October 2022. This did the trick as the Sarpanch sprung to action



and bought a new motor pump and wire promptly. Pushpa and the women leaders also met up with a cabinet minister of the state government and requested that the electricity transformer to which the borewell was linked be changed. The minister responded affirmatively and asked the concerned officials to change the transformer without delay. With the subject getting addressed, the community got the much-needed relief. The women are appreciative of Ibtada for having made them capable and independent enough to take care of their village concerns.



GIRLS' EMPOWERMENT

To provide an array of platforms, and safe spaces for adolescent girls and young women for mutual sharing, learning, support, and joint action as well as building their leadership skills for empowerment and agency.



The girls' empowerment program emerged out of Ibtada's realization that there was a major need for proper guidance and resources to help young girls make informed career choices and effectively manage the phase of adolescence. Thus, a comprehensive program was launched in 2013, which comprised Girls' Resource Centers, Life Skills Education, Computer Education, Career Assistance, and Supplementary Education with the steady expansion of the program since then. The Girls' Resource Centers resolve any predicament that young girls may face during their teens along with other beneficial activities. Today, 3,554 girls are accruing benefits through 127 such centers.

The centers offer Life Skills Education to provide essential skills including decision-making,

communication, and so on. Ibtada also provides supplementary education to girls in Math and Science, computer classes for digital literacy, various job-oriented training, sports activities, and health guidance. The year 2020 witnessed the launch of Boys' Resource Centers aimed at inculcating gender sensitivity among young boys. In 2021, Young Married Women's groups were introduced to assist young women in successfully transitioning to married lives. One of the recent efforts focuses on the advancement of adolescent girls through an endeavour led by a group of young girls. An entrepreneurship pilot project has also been introduced for young girls. The program through diverse and expanding endeavours is enabling young girls to unlock their potential, succeed, and evolve into self-assured individuals.

PROGRESS

Key Achievements

3,554 new girls associated with the Life Skills Training initiative

1,169 girls supported for supplementary

education from 6th to 10th grades

632 girls participated in various sports events





LIFE SKILLS DEVELOPMENT

Life skills training offers a myriad of positive outcomes for individuals in their early years. These skills support the major development of social, emotional, and cognitive aspects in a person. In consequence, these skills confer the adolescents with vital abilities of decision-making, imaginative thinking, emotional intelligence, responsibility, and self-assurance.

Ibtada cultivates the growth of young people in the aforementioned aspects by delivering training on a wide range of life skills. The life skills imparted include self-identity, goal setting, communication, critical thinking and problem-solving, adolescence, health awareness (sexual, reproductive, and nutrition), gender-based violence, time management and ownership, and leadership development. 5,446 adolescents were provided life skills training over the reporting timeframe through the forums of Girls' and Boys' Resource Centers, dedicated to the assistance and development of adolescents.

MANAGING GIRLS' RESOURCE CENTERS

The phase of adolescence comes with its own unique set of experiences. It is a time when young people undergo many physical, emotional, and behavioural transformations. This makes it particularly significant for young girls to have a trustworthy person or place for guidance to effectively handle this phase.

In this respect, Ibtada has formed Girls' Resource Centers (GRCs), also known as 'Umang Kishori

Sandarbh Kendras', where the girls present their dilemmas and queries without any reservations and find effective solutions. The centers follow a gender-responsive approach, patiently providing satisfactory explanations to all their questions, and clarifying any misunderstanding that they might have. This is complemented by various other meaningful activities including career counselling. In 2022-2023, 57 GRCs were set up taking their number to 127 GRCs which were engaging with 3,554 girls.

A notable pursuit in the year was that of 60 girls from the GRCs surveying school dropout girls and their experiences with menstruation and hygiene. Ibtada partnered with a Mumbai-based non-governmental organization (NGO) Pukaar for a data workshop, where girls were trained to convert the collected data into useful findings. Ibtada is using these findings to make evidence-based decisions to respond to school dropout and menstrual hygiene issues among young girls.



Girls' Resource Center Propels Young Kavita Towards Her Career Goal

Growing up in an environment of societal bias against young girls and a dearth of career guidance and skills enhancement opportunities, young Kavita Prajapat from Machadi village in Alwar district found her aspiration of a successful career falling apart. Adding to her woes was her inability to attend college regularly due to household and agricultural responsibilities. This was until a GRC was established by Ibtada in her village, which she joined after convincing her parents. The GRC provided an ideal backdrop for her personal development as she got access to career counselling, life skills education, a library, sports activities, and improved health guidance.



The biggest contribution of GRC was to rekindle Kavita's dream of having a fulfilling profession. She discovered Himachal Pradesh's Sajhe Sapne, which offers skill-building programs and job placements to young girls. She was captivated by the possibilities the endeavor held and wanted to join it. Predictably, there was an initial reluctance from her family, which Kavita and an Ibtada staff member prevailed against by explaining the value of the course. This cleared the decks for her to go to Himachal Pradesh to pursue the one-year management program in rural development. Armed with her newfound knowledge after the course, she secured a job as an Assistant Program Manager at "The Goat Trust" in Lucknow, Uttar Pradesh, where she is making significant headway.

ESTABLISHING AND OPERATING BOYS' RESOURCE CENTERS

For a meaningful societal change, the active involvement of all members is vital. When it comes to gender inclusivity, the role of male members including young boys cannot be discounted. Recognizing this, Ibtada develops Boys' Resource Centers, also known as 'Sankalp Kishore Sandarbh



Kendras', where a well-designed series of measures are implemented to turn young boys into gender-conscious individuals. Ibtada has found that boys attending these centers exhibit greater awareness and respect towards gender equity through their words and actions. Work on this aspect was carried out with 1,892 boys through 82 Boys' Resource Centers with 32 new centers being set up.

YOUNG MARRIED WOMEN'S GROUPS

The process of transition after marriage to a new home and environment can be a period of adjustment for many young women. Many wish that they had some support to steer through this stage of life. Fulfilling this requirement, Ibtada has come up with young married women's groups, which are led by women facilitators, who provide useful advice on nutrition, reproductive health, hygiene, women's rights, and decision-making skills.

The facilitators also introduce and deepen the understanding of gender parity among them, their spouses, and family members. An important area of discussion is domestic violence and the recurring emphasis on its prevention. 679 young women from



45 groups were engaged in 2022-2023. 20 women were trained to provide academic support in Math and Science to students in grades 3 to 5, while also generating income through tutoring.

Maintaining good health in the young married women's groups and Girls' and Boys' Resource Centers is accorded a high priority. In this context, 912 anemia tests were conducted in 2022-2023. Another common aspect among the young married women's groups and Girls' and Boys' Resource Centers is the selection of dedicated individuals, who play an important role in these undertakings. Called 'Peer Leaders' in the case of young married women's groups and Girls' Resource Centers, and 'Badlav Ke Raahi' for Boys' Resource Centers, they undergo regular training, participate in meetings, and work together to find practical solutions to their concerns.

EDUCATIONAL AND CAREER ASSISTANCE

Acknowledging that many young girls in grades 8th to 10th grapple with the concepts of Math and Science, Ibtada offers supplementary classes in these disciplines. These classes are offered through 'Remedial Education Centers' referred to as 'Shikshashalas'. During the year, 436 girls were assisted through 18 Shikshashalas. Besides, these classes are also offered in online mode through the medium of 'Remote Learning Centers', which were attended by 145 girls over the year. As a further step in this direction, Ibtada has joined hands with 'Avishkar', a Science, Technology, Engineering, and Mathematics (STEM) focused organization. Computer classes are also offered to girls so that they can develop digital skills.

Ibtada also conducts job-oriented training in various fields including software development, Math education, rural development, nursing, and paramedic courses. Many girls have found work opportunities through this effort. Work is also underway to provide more career options so that many more girls can benefit and attain financial independence through a career in their field of interest.

Ibtada commenced a project, in the reporting phase, with 10 girls and one female mentor to further girls' rights. Through the 'Adolescent Girls Learning Community' initiative, they were supported to plan and execute a gender-responsive endeavour. The selected girls under the guidance of the mentor work with local young girls by counselling dropouts and training peer leaders. The girls carried out a survey of 130 dropouts and got them re-enrolled in schools. Girls with an interest in vocational courses such as beauty parlour, nursing, and computer training were identified and linked with a Pradhan Mantri Kaushal Vikas Yojana (PMKVY) center. 28 girls were pursuing these courses alongside their education at the year's end.

An entrepreneurship pilot project for young girls kicked off with an introductory workshop attended by 17 girls from Alwar in the year. They learned about entrepreneurship, Micro, Small & Medium Enterprises (MSME), and attaining self-sufficiency through entrepreneurship. A follow-up workshop was conducted which was focused on budgeting, financial planning, and marketing. The girls gained practical business knowledge by visiting markets in Alwar and Delhi. The selected entrepreneurs are operating profitable businesses. The people's perspectives



A Story of Personal Growth and Educational Advocacy among Kesroli Village Girls

Saloni, who lives in Kesroli village of Ramgarh block in Alwar district has been associated with the 'Adolescent Girls Learning Community' project for the past few months. During this duration, she experienced considerable personal development. As part of her association with the effort, she undertook an assessment in her village and found that many girls had discontinued their studies. As she approached them and enquired their reason for this step, they made a rather incisive remark by saying that first, she must complete her studies and then point this out to them. This drove home a crucial point as Saloni reflected on the previous three years, the period during which she had not been enrolled in an educational institution.



This spurred her to apply and successfully join a B.A. course. Thereafter, she met the girls again and insisted that they rejoin formal education. Though they were willing but were held back due to lack of approval from their families. Saloni had continual discussions with their families and managed to get five girls into 10th grade and 15 girls into nursing and beauty parlour courses. Saloni also encountered many other older girls who could not rejoin school due to age-related restrictions but longed to study. Giving a thought about this situation, she decided to take it upon herself to teach them. Today, she teaches a group of 16 young girls and women. The resolution and enthusiasm with which the girls are studying, Saloni says, is the most satisfying achievement in her life. This, she states, came about due to the support of Ibtada.

are changing with increased support to their daughters to take up entrepreneurial endeavours.

including children and adults came together to witness the event.

SPORTS AS A DRIVER OF GIRLS' EMPOWERMENT

To provide multiple benefits of sports to young girls including teamwork, resilience, and gender equality, Ibtada organizes various sports activities including kabaddi, volleyball, handball, cricket, football, and kho-kho. Sports activities that enable the participation of both boys and girls are also held as they further equalize gender relations. This is gradually bringing about an attitudinal shift among community members who are more accepting of girls' participation in sports activities. During the year, one sports meet was held with the participation of 632 girls and 275 boys. 240 community members

IMPACTS

- Girls are taking a more active role in meetings and conversations within their families, which signals a shift towards increased gender equality.
- This is raising self-esteem in girls.
- are actively working to spread awareness about menstrual hygiene and break down the stigma and misinformation.
- Awareness around health and nutrition has also increased substantially among young girls.
- Girls are standing up against violence and showing solidarity with those affected, thus helping to create a safer and more inclusive community for everyone.



GIRLS' EDUCATION

Enabling girls to access education, and equal opportunities, assert their presence, and play a vital role in the mainstream.



The Girls' Education program traces its origin to educational centers called 'Taleemshalas', started in 2000, which taught dropout girls till grade 5 and were subsequently readmitted to government schools. Over time, the program expanded and transitioned from Taleemshalas to launching diverse educational projects. In 2012, Ibtada started running an upper primary school in Gwalda village of Alwar district, offering education from grades 6th to 8th for girls from Gwalda and neighbouring hamlets. In the same year, it started setting up 'Remedial Education Centers' called 'Shikshashalas' locally to provide supplementary classes in Math, Science, and English for girls at the level of 6th to 8th grades. To augment the English language skills of government school students, Ibtada tied up with LeapForWord, an expert organization in this field.

It worked with more than 13,172 students in 2022-2023 under this initiative.

To enable young girls, to reach schools and colleges safely and conveniently, Ibtada commenced Shiksha Ki Udaan, wherein reliable transportation facilities are provided. Girls from disadvantaged households receive monetary support to cover college fees. The organization actively engages with school students, teachers, parents, and community members to raise consciousness on gender equity through a structured curriculum, film screenings, and discussions. Ibtada also improves the learning environment in government schools by developing smart schools. The entire gamut of educational activities is geared toward raising the learning standards and equipping students with a strong academic foundation so that they can have successful careers in the future.

PROGRESS

Key Achievements

13,172 students covered under the English Learning Project

7,595 students reached under the Girl Rising Initiative Program on gender sensitization

545 girls received supplementary classes in Math, Science, and English

209 girls supported through Shiksha Ki Udaan

1,400 students benefited from schools' upgradation





ENGLISH LANGUAGE DEVELOPMENT

To enable government school children in the Alwar district to acquire English language skills, Ibtada has collaborated with LeapForWord, a Mumbai-based non-profit organization that specializes in English literacy projects. Launched in 2019, the project is aimed at students in grades 2nd to 8th. In 2022-2023, 102 new teachers received training alongside the existing teachers to implement the project. The teachers receive regular support from the project team, who deliver lessons in basic reading skills for grades 2nd to 5th and basic and advanced reading with comprehension for grades 6th to 8th. 13,172 students from 95 schools benefited from the project during the reporting period.

SUPPLEMENTARY EDUCATION FOR GIRLS

Ibtada proactively supports the educational journey of many young girls by providing focused assistance in Math, Science, and English, who find them complex to understand. It does so by creating and operating Shikshashalas (Remedial Education Centers), aimed at girls in grades 6th to 8th. Since 2012, these centers have offered supplementary assistance to 3,000 girls, who benefitted from the initiative. In 2022-2023, 545 girls received academic assistance through 20 centers in the Alwar district. An assessment revealed that their

performance improved by an average of 33 percent in English and 31 percent in their mathematical capabilities.

In Bhiwadi, a major industrial hub, neighbouring Alwar district, many poor migrants settle in slums without access to schools for their children. To ensure that these children receive at least primary-level education, Ibtada has established two learning centers there, enrolling 67 children comprising 28 boys and 39 girls during the year. Ibtada selected the teachers and oriented them for work in the slums. A survey identified eligible children aged 6 to 14 years. Other activities undertaken include conducting baseline tests, regular studies, parent outreach, and monthly review meetings to improve teaching quality.



UPPER PRIMARY SCHOOL FOR GIRLS

To make quality education available to girls in grades 6th to 8th, Ibtada has been running 'Shiksha Mewat Balika Vidyalaya', a day boarding upper primary school in Gwalda village in Alwar district since 2012. The girls in the school had given up studies earlier and hence to raise their academic level to grade 6th or 7th, they undergo an accelerated learning program. During the year, 73 new girls were admitted, bringing the total enrolment to 198. So far, 433 girls have completed grade 8th, with 168 continuing their education.



SHIKSHA KI UDAAN

The education of many rural adolescent girls is constrained by financial stress and a paucity of dependable transportation facilities to reach educational institutions, located far from their villages. Therefore, Ibtada makes available reliable transportation services for the girls to travel to secondary schools and colleges conveniently. It also extends financial assistance to households facing financial constraints to fund the college fees of their daughters. This initiative called 'Shiksha Ki Udaan' covered 209 girls in 2022-2023 with 98 attending school and 111 studying in college.



Quality Education Triggers a Zeal in Her to Become an Educationist

Sania, a grade 12th student from Gwalda village developed a strong affinity for studies from an early age. She completed grade 8th at the 'Shiksha Mewat Balika Vidyalaya' and continued her studies after leaving the school. She credits the school for her academic and personal growth through numerous relevant opportunities. She was introduced to computers and became digitally literate. Her love for reading received a great boost as she got access to a library full of interesting books. She also got a chance to participate in different sports activities such as cricket and basketball, which taught her coordination and adaptability as well as improved her fitness and agility.



During the summer vacation, the school held stitching classes for the students, thus enabling them to learn a new skill. Sania is appreciative of the efforts that the teachers in the school put in and made her a good human being. Sania shares that after having gained so much from the school, she now nurtures a desire to become an educationist herself. She wants to become a school principal and provide quality education to students. She is determined to not only create an excellent environment in the school she would join but also change the face of her village. She attributes her aspirations to her school teachers who taught her to dream big and reach for the stars.

EVOLVING REGULAR SCHOOLS TO SMART SCHOOLS

A vital element in enabling rural school students to study efficiently is smart school infrastructure complemented by academic interest-stimulating tools such as engaging wall paintings. They raise student and teacher engagement in class and attendance. For this reason, Ibtada undertakes this key investment. As part of the effort to convert regular schools to smart schools, smart



Shiksha Ki Udaan Provides Poonam a Fresh Start on Her Educational Pursuit

Young Poonam lives in Gurjarpur Khurd village of Ramgarh block in the Alwar district in a family of four sisters and a younger brother along with her parents. Her father, the sole breadwinner, works hard to provide food and meet the basic needs of the family. However, there was no surplus to pay for the Poonam's education. This prevented her from pursuing education after grade 12th, leaving her dismayed. As challenges persisted for Poonam, she crossed paths with Ibtada and learned about its Shiksha Ki Udaan.

Recognizing Poonam's situation and potential, Ibtada selected her and provided funding for college fees and transportation, enabling her to enrol for B.A. Today she is in her final year, well on a

promising path towards her academic and professional goals. Ibtada's backing has not just provided her education but also acted as a catalyst for her personal growth. No longer feeling encumbered by her circumstances, she exudes confidence today. She acknowledges that if not for Ibtada's support, she may have been married off early, contending with a life of domestic duties and unmet dreams. She is appreciative of Ibtada's timely assistance in helping her study further and enabling her to stand tall on her feet.



classrooms, smart panels, CCTV cameras, solar panels, inverters, and RO water purifiers for safe drinking water are installed. The school walls are adorned with captivating Bala paintings that ignite the inquisitiveness of children, making it easier for them to learn and remember. Ibtada engages with the school management, staff, and communities to motivate them to carry out regular maintenance of the schools for their efficient functioning. Ibtada upgraded the infrastructure in nine schools with 1,400 students in 2022-2023.

GENDER SENSITIZATION

Ibtada implements a project to raise gender awareness and equality among government school students, teachers, parents, and community members in two blocks of Alwar district. The project involved training 72 teachers and implementing a specially designed curriculum in 30 schools, benefitting 5,800 students. The curriculum included storytelling and discussions to shape perspectives on gender parity. Short movies on gender sensitization were screened once a week to help them relate better to their learning and

reinforce the concept of gender equity among them. Film screenings and discussions were also held in 30 villages with parents to promote gender responsiveness and sensitivity towards the needs of girls.

IMPACTS

- The community is more sensitive towards the girls' education, careers, and appropriate age for marriage.
- As a result, parents are sending girls beyond middle school to secondary schools and colleges.
- Families with monetary constraints are being assisted with college fees and transportation for girls, thus easing the financial and safety concerns of the parents.
- The grades of girls are consistently improving in Science, Math, and English due to supplementary classes.
- The standard of English language has improved among the government school students.
- The students find the learning environment to be more comfortable and focus better after the upgradation of their schools.



AWARDS & ACCOLADES



DONORS & PARTNERS

(PRESENT AND IN 25 YEARS' GLORIOUS JOURNEY OF IBTADA)

We sincerely thank all the donors and partners whose support has enabled us to enhance our efforts, achieve our objectives, and create a meaningful difference within our communities.



HR & GOVERNANCE

Ibtada constantly deploys measures to create a conducive work environment for the staff members, where they feel driven, engaged, and contribute optimally. This effort paid off during the reporting duration as Ibtada got certified by 'Great Place To Work' in January 2023. An integral part of the organization's culture is the continual development of the team's capacity and skills. Various training programs are held annually for the staff members. An in-depth training program on the Prevention of Sexual Harassment (PoSH) was held during the year to deepen the values of gender sensitization and inclusivity. The training instilled awareness among the team members on the prevailing laws on harassment at the workplace while conveying to them their rights as well as responsibilities.

In another step on building emphasis on gender equality in Ibtada, work commenced on increasing the number of women staff members in leadership roles. This is in recognition of the significance of different perspectives and experiences needed to grow an organization that comes with gender equity in the leadership team.

Ibtada had 158 full-time employees comprising 104 male employees and 54 female employees as of the 31st of March 2023. The growing operations of Ibtada have demanded a bigger team to carry out the work. This has necessitated more space for the staff members to perform their roles efficiently and comfortably. Hence, Ibtada is adding another floor to its head office building in Alwar, which currently has two floors.



IBTADA'S BOARD

The Board, entrusted to ensure that the organization's goals are met, occupies a central role in Ibtada's governance framework. Through continual engagement, oversight, and guidance, it makes sure that the highest standards of governance are adhered to and the long-term interests of the stakeholders remain paramount. A subcommittee called the 'Finance Committee' headed by the Treasurer supports the Board.

All the meetings of the board are planned well in advance. The board members receive the agenda before the meeting, which is finalized by the Executive Director in consultation with them. The Board meets at least twice a year, ensuring that the quorum is attained for effectively conducting business. The Annual General Meeting (AGM), held once every financial year, performs all necessary statutory functions. In 2022–2023, one AGM and three board meetings took place.

BOARD MEMBERS



Dr. Umesh Chandra
Chairperson

Dr. Umesh is a veterinarian and has spent most of his career working with the Government of Rajasthan. During his stint as a Block Development Officer in the Department of Rural Development, Dr. Umesh was impressed with Professional Assistance for Development Action's (PRADAN) work. He later joined PRADAN as a Team Leader. He currently provides voluntary services to various NGOs.



Kanchan Mathur
Vice Chairperson

Kanchan Mathur was a Professor (Hon.) at the Institute of Development Studies, Jaipur. She superannuated as the Officiating Director of the Institute in 2018. She was the coordinator of the Women's/ Gender Studies Unit. She has wide-ranging experience in applied research, policy analysis, and advocacy in the field of social and rural development. She currently works independently in the above areas.



Aparna Sahay
Treasurer

Aparna Sahay is a retired civil servant advocating the cause of gender equality and sustainable development. She had a long career in civil services in the Government of Rajasthan (Rajasthan Accounts Services). Her major assignments include Member Secretary-Rajasthan State Women's Commission, Director of the Lok Jumbish Project, and Head of SANDHAN, an NGO working on education. She serves on the governing boards of many NGOs.



Arjun Sanyal
Member

Arjun Sanyal is the Senior Program Officer-Education at the Aga Khan Foundation. He is an IIM Ahmedabad Alumnus, with diverse experiences of working in the corporate banking sector and then in the social sector space. Before joining Aga Khan, Mr. Sanyal worked at NEEV and the American India Foundation.





D. Narendranath

Member

D. Narendranath is associated with PRADAN as an Integrator. He previously served as the Executive Director at PRADAN. As the Programme Director at the Resource and Research Centre in PRADAN, he was involved in several research and documentation projects, aiming to build knowledge from practice and make it available in the public domain. He also set up the National Resource Centre for Livelihoods in PRADAN.



Dr. Goutam Sadhu

Member

Dr. Sadhu has three decades of experience in water, sanitation, hygiene, nutrition, rural development, community participation, and management of NGOs. He has worked with UNESCO, the Ministry of Rural Development (Government of India), and UNICEF, and consulted for JICA and World Bank projects. He is a professor at IIHMR University, Jaipur, and an Adjunct Faculty at the School of International Health, John Hopkins University, USA.



Neelu Choudhary

Member

Neelu Choudhary has over 25 years of experience in the social development sector. She served as the Director of Doosra Dashak in Rajasthan and has worked with organizations such as Seva Mandir, and Chetna. She has also acted as a technical resource person supporting 13 partner organizations across seven Indian states. Currently, she works as a consultant specializing in research on health, education, children, youth, and women empowerment.



Rita Sengupta

Member

Rita Sengupta has 36 years of experience in training, research, and consultancy. She worked on consultancy assignments with PRADAN and several other organizations. She has wide experience working with the Government, as well as with corporate and development organizations. Ms. Sengupta served as Director at the National Institute for Entrepreneurship and Small Business Development for more than 22 years. She also held the position of the Chairperson of Udyogini.





Sushmita Parai
Member

Sushmita Parai is a master's in veterinary sciences, serving in the development sector for the past 20 years. She has worked in organizations such as PRADAN, the Donkey Sanctuary, the Brooke India, and Heifer International, before joining the Tata Trusts. She supports diverse teams in developing the livestock portfolio and institution building for marginalized farmers, particularly women, to increase income and food security, especially for those in difficult geographies.



Yatesh Yadav
Secretary & Executive Director

Yatesh Yadav has over 30 years of experience in India and abroad in Afghanistan and Kenya on livelihoods, women-led SHG institutions, and natural resource management. He has worked with the Aga Khan Foundation, Afghanistan, the Afghanistan Rural Enterprise Development Program, Ministry of Rural Rehabilitation and Development, Afghanistan, and served as Executive Director of the Centre for microFinance (CmF) and worked for around one and a half decade with PRADAN.



FINANCE

| BALANCE SHEET AS AT MARCH 31, | | 2023 | 2022 | |
|------------------------------------|---|---------------------|-------------|--------------------|
| Sch. | | | | |
| SOURCES OF FUNDS | | | | |
| Corpus Fund | 1 | 26,74,14,100 | | 2,50,00,000 |
| Capital and Other Funds | 2 | | | |
| Capital Assets Fund | | 1,27,70,412 | 1,12,97,385 | |
| Un-restricted Funds | | 1,62,83,625 | 2,90,54,037 | 2,07,92,247 |
| Liabilities | | | | |
| Restricted Project Funds | 3 | 6,19,37,136 | | 2,11,33,899 |
| Current Liabilities | 4 | 31,69,820 | | 27,38,769 |
| Total | | 36,15,75,093 | | 6,96,64,915 |
| APPLICATION OF FUNDS | | | | |
| FIXED ASSETS | | | | |
| Cost | 5 | 2,09,67,423 | 1,80,21,027 | |
| Less : Depreciation | | 81,97,011 | 67,23,642 | 1,12,97,385 |
| CURRENT ASSETS AND ADVANCES | | | | |
| Cash, Bank Savings and FDs | 6 | 34,77,18,002 | 5,73,59,070 | |
| Loans & Advances | 7 | 2,70,183 | 4,17,475 | |
| Other Current Assets | 8 | 8,16,496 | 5,90,985 | |
| Total | | 34,88,04,681 | | 5,83,67,530 |
| Total | | 36,15,75,093 | | 6,96,64,915 |

Fund Based Receipts and Payments 14
Accounts
Accounting Policies and Notes on 15
Accounts

As per our Report of even date
for **Rahul M Agarwal & Co.**

Chartered Accountants

Alwar
16/09/2023

(Rahul M Agarwal)
Partner
M. No. 416206



(Signature)
Chairperson
(Umesh Chandra)

(Signature)
Treasurer
(Aparna Sahay)

(Signature)
Executive Director
(Yatesh Yadav)



Rs

**INCOME AND EXPENDITURE ACCOUNT FOR THE
YEAR ENDED MARCH 31,**

| | | 2023 | 2022 |
|--------------------------------------|--------------|---------------------|---------------------|
| INCOME | | | |
| | <i>Sch.</i> | | |
| Contributions and Grant Received | 14 | 16,14,05,715 | 9,83,75,832 |
| Income from Interest and Investments | | 72,80,000 | 29,28,262 |
| Other Receipts | 9 | 35,09,181 | 33,15,665 |
| | Total | 17,21,94,896 | 10,46,19,759 |
| EXPENDITURE | | | |
| Education Programme | 10 | 1,11,33,289 | 59,58,607 |
| Livelihoods Programme | 11 | 8,56,81,338 | 6,57,78,404 |
| Girls Empowerment Programme | 12 | 1,60,39,633 | 1,37,95,364 |
| Covid Relief Work | | - | 84,53,011 |
| Administration and Overheads | 13 | 88,02,240 | 62,54,400 |
| Fixed Assets Acquired | 5 | 14,18,826 | 15,87,371 |
| Work in Progress - Buildings | 5 | 15,27,570 | - |
| | Total | 12,46,02,896 | 10,18,27,157 |
| Excess of Income over Expenditure | | 4,75,92,000 | 27,92,602 |
| | | 17,21,94,896 | 10,46,19,759 |

Fund Based Receipts and Payments Accounts 14
Accounting Policies and Notes on Accounts 15

As per our Report of even date
for **Rahul M Agarwal & Co.**
Chartered Accountants

Alwar
16/09/2023

(Rahul M Agarwal)
Partner
M. No. 416206



Umesh Chandra
Chairperson
(Umesh Chandra)

Apama Sahay
Treasurer
(Apama Sahay)

Yatesh Yadav
Executive Director
(Yatesh Yadav)

MEDIA COVERAGE



अलवर जिला 24-08-2022

महिलाओं ने विकास अधिकारी को ज्ञापन सौंपा

गोविंदगढ़। निकटवर्ती ग्राम जहानपुर व मुंडपुरी खुर्द की महिलाओं को मनरेगा के तहत काम नहीं मिलने व पानी की समस्या को लेकर विकास अधिकारी को ज्ञापन सौंपकर समस्या समाधान कराने की मांग की है। ज्ञापन देने पहुंची करीब 40 महिलाओं ने बताया कि उनके गांवों में पेयजल समस्या के साथ मनरेगा कार्य ठप है। जिससे उन्हें जीवन यापन में कठिनाई आ रही है। विकास अधिकारी यशवंत शर्मा ने शीघ्र ही मनरेगा के तहत कार्य दिलाने व पेयजल समस्या को लेकर विधायक को पत्र लिखकर अवगत कराने का आश्वासन दिया।

पंचायतीराज जनप्रतिनिधियों की कार्यशाला

नौगावां, 26 सितंबर (निसं)। रविवार को इसीदा संदर्भ केंद्र नौगावां में जनप्रतिनिधियों की कार्यशाला का आयोजन किया गया। कार्यशाला में रामगढ़ व नौगावां तहसील के 46 जनप्रतिनिधियों ने भाग लिया। कार्यशाला में सरकारी विभागों द्वारा संचालित विभिन्न विकास योजनाओं को जानकारी प्रदान की गई।

इसीदा संस्था के कार्यक्रम समन्वयक अमर दीप व ब्लॉक कॉर्डिनेटर साहब सिंह ने कार्यशाला में आए वार्ड पंचों को अपने वार्ड में वार्ड सभा करवाने व अपने वार्ड के लोगों की समस्याएं जानने व उनकी समस्याओं का समाधान करने के लिए जागरूक किया। उन्होंने बताया कि वार्ड पंचों की पंचायत में क्या भूमिका है। कुछ पंचायत जैसे नाखनोल बरामदा में वार्ड पंचों के सहयोग से वार्ड सभाओं का आयोजन भी किया गया है। इसीदा के कार्यक्रम समन्वयक अमरदीप सिंह ने बताया कि कार्यशाला का आयोजन रामगढ़ क्षेत्र के जनप्रतिनिधियों के साथ किया गया है।



इस कार्यशाला का मुख्य उद्देश्य सरकार द्वारा चलाई जा रही विभिन्न योजनाओं की जागरूकता व महिलाओं व जन सामान्य की ग्राम पंचायत में भागीदारी से अवगत कराना है। वार्ड पंच ज्यादा से ज्यादा अपने वार्डों में आम सभा का आयोजन करें। विकास के एजेंडों को लेकर ग्राम पंचायत क विकास प्लान बनावे। कार्यशाला में इसीदा कार्यक्रम समन्वयक अमरदीप सिंह, ब्लॉक कॉर्डिनेटर साहब सिंह, मुकेश राठी, आशा, भाग्य श्री सैनी सहित रामगढ़ क्षेत्र के जनप्रतिनिधियों ने भाग लिया।



मानव अधिकार सप्ताह का किया आयोजन

इत्तिदा संस्था के तहत चलने वाले किशोरी शिक्षा एवं सशक्तिकरण कार्यक्रम के सालपुर बास गांव में अंतर्गत मानवाधिकार सप्ताह का आयोजन किया गया। इस आयोजन पर सांस्कृतिक कार्यक्रम, रैली, मेहंदी प्रतियोगिता, पोस्टर प्रतियोगिता, रंगोली प्रतियोगिता एवं फुटबॉल मैच का आयोजन किया गया। इस आयोजन पर "गरिमा स्वतंत्रता एवं सभी के लिए न्याय थीम के तहत" समाज में सभी तबकों के लिए समान अवसर मुहैया कराने एवं समान अधिकार के अवसर बनाने का संदेश दिया गया। आयोजन में 9 गांव के 320 किशोर किशोरियों एवं ग्रामीणों ने शिरकत की। कार्यक्रम में इमरान सरपंच, अध्यापिका सुशीला, परियोजना समन्वयक खुशीदा, वारिस, भावना राजबाला गीता, आशि व फैलोज ने भाग लिया। प्रतियोगिता में मेहंदी में राजेश ने रंगोली प्रतियोगिता में आसदिन में एवं पोस्टर में हितेश ने प्रथम स्थान प्राप्त किया।



किशोरियों ने निकाली जागरूकता रैली एवं मनाया राष्ट्रीय बालिका दिवस

अलवर (मृदुल पत्रिका)। इब्तदा संस्था के तत्वाधान में चल रहे



किशोरी शिक्षा व सशक्तिकरण कार्यक्रम के अंतर्गत उमरैण व रामगढ़ ब्लाक के 14 गांव में उमंग किशोरी संदर्भ केंद्रों पर राष्ट्रीय बालिका दिवस के अवसर पर राष्ट्रीय बालिका दिवस सप्ताह का आयोजन किया गया,

जिसके अंतर्गत विभिन्न कार्यक्रमों का आयोजन किया गया। संस्था द्वारा ग्राम स्तर पर बाल विवाह की रोकथाम, बालिका शिक्षा को बढ़ावा देने के संदर्भ में एवं किशोरियों को शिक्षा एवं रोजगार के क्षेत्र में अवसर देने के उद्देश्य से हमारा अधिकार हमारा भविष्य की थीम पर गांवों में रैली, पोस्टर, सांस्कृतिक कार्यक्रम, अनुभव शेयरिंग एवं नुकड़ नाटकों एवं विभिन्न प्रतियोगिताओं का आयोजन किया गया एवं किशोरियों द्वारा के ककटिंग किया गया। इस कार्यक्रम में 472 किशोरियां, 140 किशोरों व 739 समुदाय के लोगो ने भाग लिया। इस अवसर पर समुदाय से जन प्रतिनिधियों एवं समुदाय के लोगो ने बच्चो को प्रोत्साहित किया। संस्था से कार्यकर्ता व सावित्रीबाई फुले गर्ल लीडर फेलोज ने भाग लिया।

सामाजिक, धार्मिक लीडर व युवाओं की कार्यशाला

अलवर | इब्तदा संस्था व एडिलगिव फाउंडेशन की ओर से महिला अधिकार कार्यक्रम के तहत इब्तदा संदर्भ केन्द्र नौगांवा में सामाजिक एवं धार्मिक लीडर व युवाओं की कार्यशाला आयोजित की गई। महिला अधिकार कार्यक्रम की प्रोग्राम कोऑर्डिनेटर सुभाश्री प्रधान ने बताया कि कार्यशाला में 57 गांवों से 86 सदस्यों ने भाग लिया। कार्यशाला का उद्देश्य सामाजिक-धार्मिक लीडर व युवाओं की गांवों के विकास में भूमिका है। एडवोकेट अमरदीप सैनी ने जनकल्याणकारी योजनाओं की जानकारी दी। इस मौके पर कत्री खां नेवाडा, इब्तदा की कार्यक्रम समन्वयक सुभाश्री प्रधान, मुकेश राठी, भाग्यश्री सैनी, आशा जांगिड़, जगराम चौधरी, आनंद सैनी, सोमा, मुकेश, मंजीत कौर आदि मौजूद रहे।

मनरेगा कर्मियों ने उपखंड कार्यालय पर किया प्रदर्शन

पैसे नहीं देने पर मैट को किया ब्लैक लिस्ट

पत्रिका न्यूज़ नेटवर्क
patrika.com

गोविन्दगढ़. पंचायत समिति के विकास अधिकारी पर लगातार अवैध वसूली के मामले बढ़ते जा रहे हैं। शुक्रवार को ग्राम पंचायत खेड़ला के नरेगा कर्मियों ने मैट पूनम वर्मा के नेतृत्व में प्रदर्शन कर उनके खिलाफ नारेबाजी की। लगातार लग रहे आरोपों से विकास अधिकारी की भूमिका संदिग्ध प्रतीत हो रही है।

खेड़ला की मैट पूनम वर्मा ने बताया कि हाल ही में विकास अधिकारी प्रहलाद ने उनको ब्लैक लिस्ट कर दिया, जबकि उन्हें ब्लैक लिस्ट करने से पूर्व ना तो कोई सूचना दी ना ही नोटिस दिया गया। उन्होंने बताया कि विकास अधिकारी द्वारा उनसे बार-बार फोन पर पैसे मांगे गए। मांग पूरी ना होने पर उन्हें ब्लैक



गोविन्दगढ़. उपखंड कार्यालय पर प्रदर्शन करती नरेगा कर्मी।

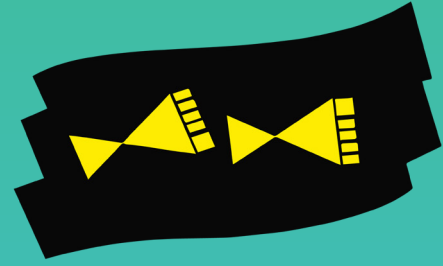
लिस्ट होना पड़ा। जिसको लेकर उन्होंने उपखंड अधिकारी गोविंदगढ़ को भी ज्ञापन सौंपा। उपखंड अधिकारी ने उन्हें जांच कर दोषियों पर कार्यवाही का भरोसा दिलाया। गौरतलब है कि विकास अधिकारी के द्वारा 5 अप्रैल को खेड़ला में नरेगा कार्यो का निरीक्षण किया था। निरीक्षण के दौरान मैट सहित नरेगा कर्मी अनुपस्थित मिले थे जिसके चलते उन्होंने ग्राम विकास अधिकारी

को कारण बताओ नोटिस तथा नेट को ब्लैक लिस्ट करने के निर्देश जारी किए थे। वहीं इससे पूर्व पंचायत समिति की प्रधान रसमन ने विकास अधिकारी पर सरपंचों से अवैध वसूली का आरोप लगाया था। मैट ने बताया कि 5 अप्रैल को गांव में किसी की मौत हो गई थी जिसके बाद सरपंच से अनुमति ली। सरपंच से अनुमति लेने के बाद नरेगा कर्मी कार्य स्थल को छोड़ कर गए थे।

कार्यशाला में बदलाव पर चर्चा की गई

अलवर | इब्तदा संस्था व एडिलगिव फाउंडेशन की ओर से महिला अधिकार कार्यक्रम के तहत सामाजिक कार्यकर्ताओं की कार्यशाला हुई। संस्था से अधिकार कार्यक्रम समन्वयक सुभाश्री प्रधान ने बताया कि कार्यशाला में सामाजिक कार्यकर्ता व युवा समाज में कैसे बदलाव ला सकते हैं, विषय पर चर्चा की गई। एडवोकेट अमरदीप सैनी ने बताया कि गांव के विकास का बड़ा जिम्मा युवाओं पर है। अक्टूबर में ग्राम सभाएं होंगी। उससे पहले क्षेत्रों में महिला सभाएं होंगी। कार्यशाला में 54 गांवों के 83 सामाजिक कार्यकर्ताओं ने भाग लिया। इस अवसर पर इब्तदा संस्था से सुभाषचन्द्र, जीतराम, बरफना, अनिता, आनंद सैनी, चन्द्रकान्त जैन, मंजूरानी, सोनबाई, हरीसिंह, अंजना आदि मौजूद रहे।

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शुरुआत .. इब्तिदा



Near Itarana Circle, Rajgarh Road
200 Feet Bypass, Alwar
Rajasthan – 301001
www.ibtada.in • info@ibtada.in

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