



Empowering People

10th Years

Celebration

Annual Report

2015-16



Life Education and Development Support



***Sincere thanks to the following dignitaries who have supported
us in course of our journey: 2015-16***

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2. **Ms. Aradhana Pattanayak**, Principal Secretary, Minister of HRD, GoJ
3. **Mr. A. K. Singh (Ashok Kumar Singh), Ex. C. S. Govt. of Jharkhand.**
4. **Ms. Neera Yadav**, Minister, Human Resource Development, GoJ
5. **Mr. C. P. Singh**, Minister, Urban Development, Govt. of Jharkhand
6. **Mr. Parotosh Upadhyaya**, C.E.O, JSLPS, Govt. of Jharkhand
7. **Mr. Premchand**, WASH Specialist, UNICEF, Jharkhand
8. **Mr. Sanjeev Vijayvargiya**, Deputy Mayor, Ranchi Municipal Corporation
9. **Mr. Anil Kr. Singh**, Director, SANSAD, Founder Member of WNTA
10. **Mr. Binay Pattanayak**, Education Specialist, UNICEF, Jharkhand
11. **Mr. Madhukar**, Sr. Journalist and Advisor of LEADS
12. **Prof. Ramesh Sharan**, HOD, Dept. of Eco. Ranchi University.
13. **Dr. H. Dayal**, Economist and Director, IHD, Jharkhand, Ranchi
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15. **Prof. M. H. Ansari**, HOD, Dept. of Rural Dev., XISS, Ranchi
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18. **Ms. Yamini Mishra**, UN Women, Delhi
19. **Mr. Ambarish Rai**, National Convener, National Right to Education Forum, Delhi
20. **Mr. B. B. Pandey**, General Secretary, JRPSS
21. **Mr. B. K. Dash**, DGM, NABARD
22. **Mr. Neerad Kumar**, LDM, Latehar
23. **Ms. Madhulika**, State Head, UNICEF, Jharkhand
24. **Mr. Pravind Kumar Praveen**, Regional Manager, Oxfam India, Patna
25. **Mr. Kishore Tirkey**, DDM, NABARD, Palamu
26. **Mr. Amitabh Behar**, Executive Director, NFI, Delhi
27. **Mahadev Hansda**, State Head, Save the Children, Jharkhand.
28. **Mr. Pradeep Kumar Chaubey**, Administrator, JEPEC.
29. **Mr. A. K. Singh**, D.S.E. Khunti.

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Director's Reflection

LEADS is on the march forward making a definite impact in the life of many, especially in the rural areas of Jharkhand, and I am extremely pleased to present before you LEADS's Annual Report 2015-16. The short report speaks volumes about the interventions undertaken by LEADS. I would like to express my gratitude towards LEADS team members for their hard work, support agency and all who have contributed directly or financially. Our donors, partners and associates who have been pivotal to LEADS and we hope to continue sharing this special bond with all of them. LEADS believes in giving voice to vulnerable issues like child education, child rights, livelihood issues, gender sensitivity, women empowerment, State budget related issues in context to Jharkhand, organic farming, SRI, promotion of PRI, etc. LEADS, as forming the pillar of social intervention was successful in organising eminent events during the year 2015-16 such as Release of Gender Responsive Budget In Jharkhand, organising a state level run against violence on women, State level workshop on People's Manifesto, Eastern India Regional Convention on Union Budget 2015-16, State level Stock Taking Conference on RTE Act 2009, SMC Mahasamelan and Stock Taking Conference on RTE Act and State Level Bal Mela. LEADS is extremely grateful to donors who have supported us financially and ethically for all those events.



Working for the enhancement of the Tribals, Dalits, Women and Children LEADS expanded its outreach to 1034 villages from 250 villages directly in the four districts of Jharkhand, and in association with its partners its intervention is in eight districts of Jharkhand. Through research, lobby and advocacy, we covered all 24 districts of Jharkhand.

This Annual Report 2015-16, contains information on different projects running in the organisation, ongoing activities, achievements, case studies, future plans of LEADS and other relevant information.

Referral people: Since its inception, LEADS's prime focus has been in creating a sustainable environment for the Tribals and Children of marginalised communities i.e. ST/SC, Primitive Tribes, Women, Farmers, Youths, CWSN, Child Labour, etc.

LEADS has been succeeded in transforming thousands of lives and is marching ahead in its journey to reach out and create a more sustainable and peaceful environment for all. As we move into this New Year with rays of hope and trust.

We are extremely grateful to our colleagues, LEADS Board members, LEADS entire team for its efforts and endeavours and of course our generous Donors for their constant financial support. LEADS gratefully acknowledge the support of all those who share the same vision as of LEADS and are a part of the struggle for a more sustainable universe. Last but certainly not the least we would like to express our heartfelt thanks to the communities for having faith and confidence on our work and their continuous support.

A. K. Singh
Director, LEADS

1. LEADS : An Introduction and Development Understanding

Backdrop of LEADS

“Life Education and Development Support” (LEADS) is a trust, established by a committed group of professionals on 14 December 2005, for the development and empowerment of poor and unorganized people of rural area and urban slums in Jharkhand and adjacent states like Chhattisgarh, Bihar and Odisha. LEADS has all the legal registrations (including FCRA) required to run the organisation. LEADS was established with the purpose to create some developmental models by unfolding human potentials, which is the core element of sustainability and replicate such models with the support of Govt. and other developmental organizations. To cater the needs of the people, we collectively decided to have the following core values of LEADS, in its organizational management and developmental interventions:

1. *Participation of community in LEADS PME process*
2. *Gender Equity at all levels: Community to Organization*
3. *Justice in its management and developmental operation*
4. *Environment friendly development intervention at all levels*
5. *Honour and Promotion of Child Rights/Protection of Child Rights*

Since its inception, LEADS has planned to intervene at five different levels: **1) Intervention at community level, 2) Networking of likeminded organizations on various issues like Education, Livelihood, Governance, Budget analysis / tracking etc., 3) Issue based lobby and advocacy at Community, District, State and National level, 4) Research and Publication to generate evidences for pro-people policy advocacy, 5) Support, Promotion and consultancy support to other development actors.** The organization is committed towards realizing the following Ideology, Vision and Mission in its course of journey.

Ideology

LEADS, believe in the potential of human being irrespective of caste, creed, religion and sex. Every individual has varieties of inner qualities, which can be promoted and utilized in the greater interest of humanity through appropriate methodology of **Life Education and Development Support**. Ensuring the rights of every individual will provide ample scope for development of all the sections of society, which will further help in unfolding human potential and building confidence of the poor and marginalized community. The organization plans its intervention on the basis of its development understanding and ideology.

Core Guiding Principle

- ❖ *Participatory Decision Making is practiced from Community to Organizational Level*
- ❖ *Decentralized structure for enhancing efficiency and effectiveness of the programme*
- ❖ *Promotion of Leadership both at community and organizational level to ensure sustainability*
- ❖ *Team work within the organization with specific roles and responsibility.*

Vision

“LEADS aspire for a society in which every individual has capacity and authority to take decision for her/him and thereby the members of the society will have freedom to live a dignified life collectively. Values like mutual respect and cooperation, participation, trust and brotherhood, gender equity, peace and justice will prevail and be practiced in the society. Environment will be free from all sorts of pollution.”

Mission

Life Education and Development Support (LEADS) is a non-profit making and secular trust, committed for the development of poor and marginalized people of Jharkhand, emphasizing on the Schedule Castes, Schedule Tribes, Women and Children, by strengthening community based organizations directly and through networking.

LEADS believes in people's knowledge, skills and experience. LEADS is committed to give strategic thrust on the issues like; **Empowering Tribal Community, Providing Life Education to Children and Adolescent, Women Empowerment, Livelihood Support to Poor and Marginalized, Elimination of Child/Bonded Labour, Natural Resource Promotion, Technical Skill, Up-gradation for Employment Generation, Health** etc. to bring appropriate and dignified changes in the life of the poor and marginalized people of the society. Rights based intervention through participatory approach will be the core commitment of LEADS.

General Objectives

- ❖ To build the collective confidence of the poor and marginalized communities through building/promoting their organization at community/cluster level.
- ❖ To create awareness among the referral communities with regard to various issues like Child Rights, RTE Act 2009, Women Rights, Tribal Rights, Government Schemes, Livelihood options, MGNREGA, RTI Act, Roles and Responsibility of PRIs and Gram Sabha etc. to boost their confidence and better convergence.
- ❖ To link the community after building their capacity, for employment and income generation through various appropriate trades/institutions.
- ❖ To build the capacity of grassroots organizations and support them in their development endeavour for policy advocacy at the state level on State Budget, Education, Livelihood/Food security etc.
- ❖ To conduct study for enhancing the quality of developmental interventions.
- ❖ To provide consultancy services to various resource organization, CSO for the ease of their operations.
- ❖ To make thematic linkages with national and international advocacy initiatives on MDGs / SDGs
- ❖ To provide consultancy services to various resource organizations, CSOs for ease of their operation

Our Referral People

Poorest of the poor, vulnerable groups like Scheduled Tribes, Scheduled Caste, Other Backward Caste, Women and Children, Mentally and physically challenged people, Child and Bonded Labour, Farmers, Youths, etc.

Geographical Area of Operation

LEADS is working in more than 1400 villages in each of Murhu & Torpa Block of Khunti district, Bandgaon Block of West Singhbhum district and all villages of Latehar district of Jharkhand, which are the most backward districts of the state and falls under 200 most backward districts of India. In addition LEADS also works in urban slums of Ranchi district. Besides, Lobby and Advocacy is taken up across the state through network interventions.

Assets and Infrastructure

LEADS have 2.61 Acre of land, where three Kindergarten and one Training centre are functioning at different locations of Murhu Block, Khunti district. Organization has a well equipped Head Office at Ranchi with all the required facilities. Organization has one Bolero, 16 two wheelers, required number of Laptops, Computers, Cameras, Furniture and Fixture, LCD projector, Scanner, Wi-Fi enabled office premises, Fax etc. One well equipped meeting hall is attached with the Office at Ranchi. We also have 6 Offices in Mahuadanr, Latehar district and Bandgaon, West Singhbhum district, Murhu and Torpa in Khunti district respectively. LEADS also own a very big training centre at Perka, Khunti where more than 500 people can be accommodated at a time.

Human Resource of LEADS

LEADS have 248 paid staffs (Part time and Full Time) and consultants and more than 400 volunteers to facilitate the programmes at different levels like State, District, Block and Field. Out of 248 paid staffs 80 are having different professional background or higher education. LEADS also has external dignified resource pool, from different sectors like Media, University, Professional Institutions, CSOs, Individual Activists etc. LEADS TEAM has various expertises on Education, Child Rights, Livelihood programme, Budget tracking in context of Jharkhand, Panchayati Raj Institutions and Gram Sabha, Women Rights / Women Emancipation, Agriculture / Horticulture, Health, CBOs like SHG, BAL Sansad, School Management Committee (SMC), Farmers Clubs, etc. The organization can also facilitate National and International events on different issues.

LEADS Intervention at a Glance – 2015-16

Area wise Interventions / Ongoing Programmes

Geographical Area	Thematic Area	Coverage
Dist.- Latehar Block- Mahuadanr	<ol style="list-style-type: none"> 1. CFT and MKSP program 2. Implementation of RTE Act 2009 3. Child Rights 4. SHG and Farmers Club Promotion 5. Mother and Child Health 6. Vocational Education 7. Agriculture 8. Social and Financial Education to Children 9. Early Child Marriage 	113 Villages
Dist.- Latehar, All Blocks	<ol style="list-style-type: none"> 1. Promotion of Women Self Help Groups (WSHG) 	All 734 Villages
Dist.- Khunti Block- Torpa	<ol style="list-style-type: none"> 1. Contribute to the social inclusion and reduce poverty through improved public services and programs, 2. Realization of RTE Act 2009 3. Promotion of School Management Committee 4. Child Rights 5. Promotion of WSHG and Farmers Club 6. Social and Financial Education to Children 7. Smokeless Chullah (Stove) 8. Swachha Bharat Mission (SBM) 	100 Villages
Dist.- Khunti Block- Murhu	<ol style="list-style-type: none"> 1. CFT and MKSP program 2. Promotion of WSHG, Farmers Club 3. Promotion of PRIs and Gram Sabha 	

	<ol style="list-style-type: none"> 4. Livelihood Promotion: Lac Cultivation, Agriculture, Small Business, Vocational Education 5. Natural Resource Promotion: Plantation and Water Conservation 6. Child Right 7. Social and Financial Education to the Children 8. Smokeless Chullah (Stove) 9. Swachha Bharat Mission (SBM) 	75 Villages
Dist.- W. Singhbhum Block- Bandgaon	<ol style="list-style-type: none"> 1. CFT and MKSP program 2. Promotion of WSHG, Farmers Club 3. Promotion of PRIs and Gram Sabha 4. Natural Resource Promotion: Plantation and Water Conservation 5. Livelihood Promotion: Lac Cultivation, Agriculture, Small Business, Vocational Education, MGNREGA 6. Village Level Micro Plan 7. Linkage with Govt. Schemes 8. Forest Dwellers Act 9. Child Rights 10. Social and Financial Education to Children, etc. 	75 Village
Dist.- Ranchi Urban Slums	<ol style="list-style-type: none"> 1. Child Rights 2. Social and Financial Education to School Children, etc. 3. PRAYAG: A Multidimensional Employability Program 	20 Slums in Ranchi
District: Simdega, West Singhbhum, Lohardagga, Saraikela and Latehar	<ol style="list-style-type: none"> 1. Entitlement Realisation in the field of Education, Govt Support System, Linkages with Banks, Micro Plan etc 	50 Villages (10 Villages in each district)
All 24 district	<ol style="list-style-type: none"> 2. Realisation of RTE Act 2009 through Jharkhand Right to Education Forum (JRTEF) 	More than 300 villages

Field Level Activity

- ❖ Promotion of Community Based Organization in the form of SHGs, Gram Sabha, People's Organization, SMC, Farmers Club, Federation, Clusters, Marketing Groups, etc.
- ❖ Promotion of Livelihood activities through Vegetable Cultivation, Lac Cultivation and SRI, Vocational Education, Linkages with Govt. Schemes
- ❖ Promotion of Natural Resources, Horticulture/Afforestation
- ❖ Mother and Child Health
- ❖ Promotion of Child Education, Child Protection, Social & Financial Education
- ❖ Gender Sensitization and Women Empowerment / Violence against women (VAW)
- ❖ Technical Skill Up-gradation for Employment of Rural Youths
- ❖ Rational support to community through Micro Credit/Development Initiatives
- ❖ Bonded Labour programs.
- ❖ CSR Activities as per support and requirement

Pro-People Lobby, Policy Advocacy and Network Promotion

LEADS believes that to create a greater impact in favour of poor and marginalized people, CSOs need to play a role of pro-people policy lobbyist and advocator in Jharkhand on various issues like:

- ❖ Realization of RTE Act 2009 to provide Quality Education to children
- ❖ State Budget Group formation for the analysis of Budget with special reference to Poor/Tribal people and Gender budgeting for women and girls in Jharkhand, State Level Displacement and Rehabilitation Policy
- ❖ Jharkhand Agricultural Policy
- ❖ Panchayati Raj and Gram Sabha in Jharkhand
- ❖ Realization of Millennium Development Goal & National Development Goal
- ❖ Realization of RTI Act for promoting transparency at State level

LEADS is facilitating the networks in Jharkhand like Jharkhand Right to Education Forum, Jharkhand Primary Education Forum, Jharkhand State Budget Group, Jharkhand Livelihood Action Forum, Jharkhand Wada Na Todo Abhiyan by playing key roles.

Research and Publications

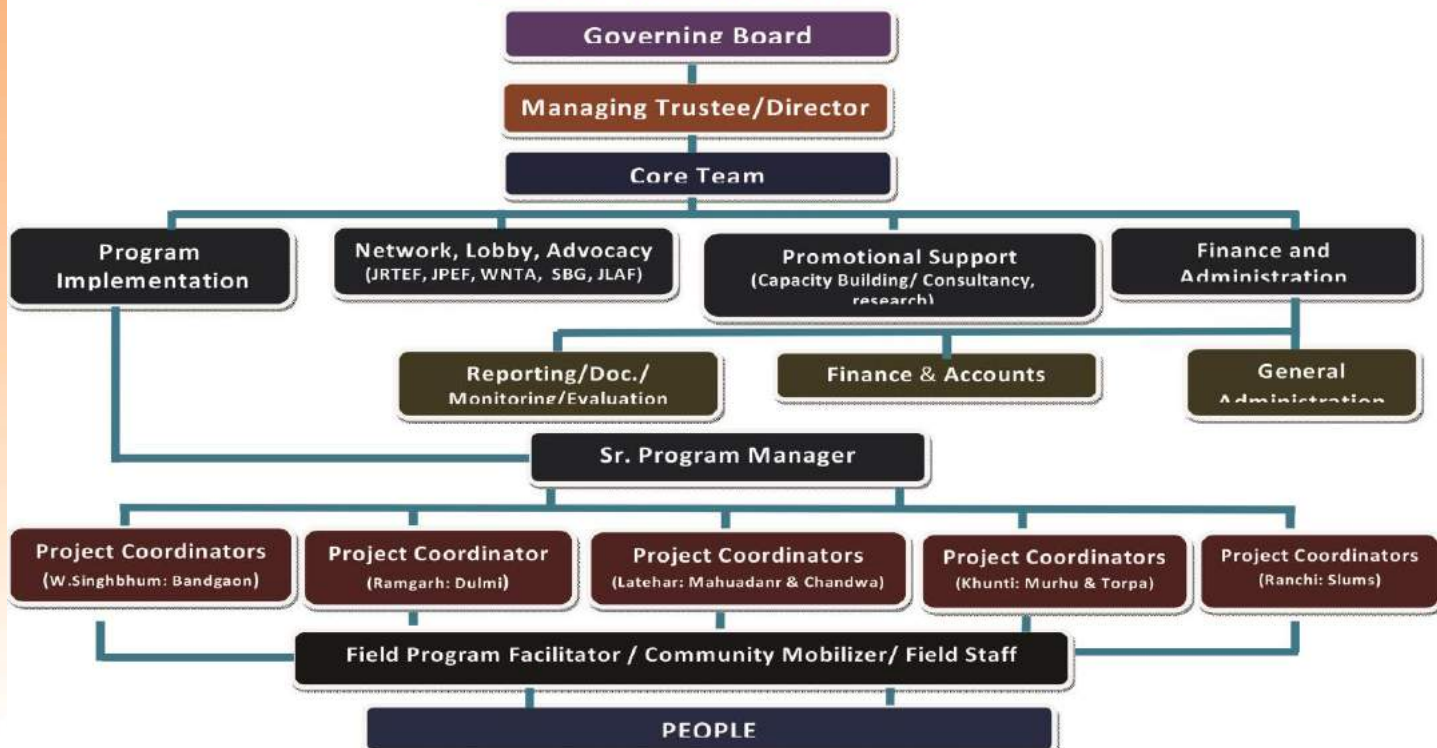
The Human Resources associated with LEADS have been doing research and issue based publications, manual preparation etc. for enriching the development interventions. This work will be further reinforced to utilize the organization's professional qualities and support who need such information.

Promotional and Professional Support

- ❖ Training on various themes like Budget Analysis, Women Empowerment, Gram Sabha and Panchayati Raj, People's Organization and SHGs, Participatory Micro Plan, Proposal Writing, MGNREGA and RTI, RTE Act 2009, Forest Dwellers Act, Organization Development, Participatory Monitoring and Evaluation, Participatory Rural Appraisal (PRA), Participatory Strategic Planning, Fundamental Food Security and Tribal Rights etc. are conducted by LEADS for CSOs.
- ❖ LEADS has professional background and rich experience of providing Consultancy/Professional support to various Civil Society Organizations, Resource Organizations, Training Institutions, Networks etc. in their endeavour.



LEADS ORGANOGRAM



Abbreviation:

arkhand Right to Education
NTA: Wada Na Todo Abhiyan

SBG : State Budget Group
JLAF: Jharkhand Livelihood Action Forum

JPEF: Jharkhand Primary Education Forum

Geographical Presence of LEADS



Network and Promotional Activity in all 24 districts of Jharkhand

Direct Intervention: Ranchi, Khunti, West Singhbhum and Latehar , Ramgarh District

Through Partners: Simdega, Lohardagga, Saraikela and West Singhbhum

Research and Advocacy: Programme of LEADS covers all 24 districts of Jharkhand.

Appeal for Donation

All donations to LEADS are exempted under 80G. LEADS team makes an appeal to all its well wishers, for donation for greater cause of people/children.

2. Brief of Thematic Intervention

2.1 Child Rights and Education

2.1.1. Project Title: Right to Universal, Inclusive and Quality Education

Project Summary

1	Project Location and Intervention Area	<ul style="list-style-type: none">14 schools in Sundari and Jaria Panchayat of Torpa BlockSundari, Baritoli, Semartoli, Nandatoli, Sosotoli, Bishunpur, Korla Dantoli, Nawatoli, Gurgurchuan, Tirla, Sonpurgarh, Paatpur, Rungrutoli, Kutam
2	Theme/Issues	Essential Services- Education
3	Project Duration	February 2015 to January 2016
4	Referral Group	<ul style="list-style-type: none">Children of 6-14 age groupSchool Management Committee membersTeachers, Parents, PRI members and Youths
5	Direct Beneficiaries	1453 (Male-769, Female- 684)
6	No of Indirect Beneficiary	12294 (Male- 5035, Female- 7259)
7	Support Agency	OHK (OXFAM-Hongkong)

Activities Conducted

- District and State Level consultation with stakeholders on RTE
- Evidence based advocacy on Early Child Care and Development on RTE
- Study on status of RTE in the state to identify gaps and take appropriate action
- National and State consultation on strengthening GR mechanism
- Developing IEC material on Grievance Redressal
- Exposure visit of SMC members, exposure visit of Bal-Sansad members
- Workshop with youths on RTE implementation
- Panchayat level RTE Mela, SMC District chapters meet
- Learning document on Model Bal-Sansad and Model SMC
- Enrolment and Retention Drive, training of SMC Members
- School Development Plan formulation in the intervention schools
- Quarterly meeting of SMC Federation and Annual SMC Stock taking
- Workshop on Inclusive Education
- Training of Teachers for Improved classroom transactions
- Model Bal-Sansad and SMC Sammelan.

Impacts/Results

- i. SMC of Tirla and Sundari have successfully advocated with the District Education Department regarding teachers demand. Therefore, six teachers for Tirla and four teachers for Sundari were allotted by the Department.
- ii. School Development Plan was formulated in all the 14 intervened schools with the joint participation of SMC, PRI and community members. A clear cut Action Plan was also prepared for the year 2015-16.
- iii. SMC members of the intervened schools are performing according to their roles and responsibilities. Regular SMC meetings are being conducted and they are also monitoring and reviewing the utilization of the School Development Fund.
- iv. There are 4 middle schools and one high school in the intervened villages. The Bal Sansad members of these middle and high schools are regularly participating in SMC meetings and are discussing their issues.
- v. SMC federation is in place and is managing its affairs on its own. The federation is regularly advocating for school level issues at block and district level.
- vi. During the recently concluded Panchayat elections, Sri Sugarh Samuel Dodrai, President of SMC federation was persuaded by the local community to file candidature as a Mukhiya candidate from Jaria Panchayat. He fought the elections mainly on the agenda of quality education. People supported him and he won the elections which reveals that education is gradually gaining importance and getting into people's consciousness.

Success Story

Sosotoli village is in Sundari Panchayat of Torpa block. This village is located about 2 Kms away from Khunti to Torpa connecting road. The distance of Sosotoli from the block HQ Torpa is around 8 Kms. This village is largely dominated by tribal people. Some Schedule caste families also reside in this village. Most of the people in this village are illiterate. The people in this locality speak Mundari as well as Nagpuri language. The main occupation of the people here is agricultural labour work and selling products made of cane in the 'haat' (local market).



Sosotoli village has a Middle School having a regular teacher and two para teachers. The number of children enrolled in this school is 63. The School Management Committee is in place and its reformation was done in the year 2014. The reformation has seen many changes and most of the members selected in 2014 were new. They lacked motivation towards working for school development and they didn't had any orientation on the entitlements provided under RTE act. In short the SMC members were not performing their roles which were expected from them. LEADS under the project OXFAM, had conducted several trainings and workshops for SMC members on RTE and SMC's roles and responsibilities. The issues concerning SMC's functionality were also shared and discussed during the SMC meetings. They were motivated through regular interactions by the LEADS field facilitators. Gradually the SMC members developed a sense of responsibility towards the school

development. As a result the SMC meetings have become regular in Sosotoli. Issues relating to schools development were being taken up in the SMC meetings. Seeing the activeness of the SMC members the teachers started discussing the school funds and expenditure in the SMC meetings.



During rainy season the school building at Sosotoli was facing a major problem of water seepage in some classrooms due to leakage which needed repairing. The school management has been requesting the Education Department for repairing work fund since last couple of years but it resulted in vain. During SMC meeting in December 2015 this issue was again raised when the teachers shared that the school white washing fund for the year had

arrived. The teachers suggested that if the villagers and SMC members can voluntarily contribute in white-washing of the school then the money saved out of labour payment can be used for roof repairing. The members of SMC agreed to the proposal, hence, 23rd January was fixed for white-washing on the occasion of *Netaji Subhash Chandra Bose's Jayanti*. As planned, people gathered in the school premise and completed the white-washing work; along with that the school campus was also cleaned. The amount saved in lieu of labour payment was taken into account by the management committee for the purpose of roof repairing.

2.1.II. Aflatoun Social and Financial Education

Project Summary

1	Project Location and Intervention Area	200 Schools of 2 Districts of Jharkhand viz. in Ranchi District; (Slums) Namkum and Kanke Block and in Khunti District; Murhu, Torpa, Karra and Khunti Block
2	Theme/Issues	Child Right, Social and Financial Education of Schooling Children
3	Project Duration	January 2016 to December 2016
4	Referral Group	Children of 200 Government and other Schools of 2 Districts of Jharkhand State
5	Direct Beneficiaries	6000
6	No of Indirect Beneficiary	22000
7	Support Agency	MelJol, Mumbai, through (CITI foundation)

Activities Conducted

- Children were made more conscious about social & financial education and environment of school
- Teacher's Training workshops
- Children camps at cluster level
- Staff and volunteer's review

- Material development
- State level Aflatoun Bal Mela cum launching of Aflatoun Program
- Regular school visit
- Formation of Aflatoun Clubs, bank and establishment of Entrepreneurship Lab at schools
- Life Education and Development Support (LEADS) team have intervened to promote the 5 core elements (i.e. Child Rights & Responsibility, Self Exploration, Planning and Budgeting, Saving & Spending and Entrepreneurship Development) under the project at schools
- Aflatoun & Aflatoun Clubs and Banks have been promoted, so that, those children can explore themselves through creativity
- Information on Child Rights have also been shared with the school children to develop a sense of self-confidence about rights & responsibilities

Impacts/Results

- 200 Schools are mobilized under the project and about 22000 children have participated in the social and financial education programme.
- A total of 198 Aflatoun & Aflatoun Clubs and about 175 Aflatoun & Aflatoun Banks have been established at schools which are aptly functional.
- Total 210 teachers were trained on social and financial education programme.
- Almost 800 individual accounts have been opened by the children.
- About 32 Financial Entrepreneurship Activities (Stationary shop, Kitchen garden, poultry, etc.) are in progress.
- 28 Social Entrepreneurship Activities have been undertaken by children across the intervened schools
- Total savings in Aflatoun and Aflatoun Bank by children is about INR 1,10,000
- 22 dropout children have been re-enrolled through initiation of Aflatoun and Aflatoun Club's children.
- Teachers, children as well as community have become more conscious about their rights and responsibilities.
- Awareness campaigns are regularly conducted by the school children on Aflatoun social and financial education.
- Regular meeting of club members are conducted to resolve issues relating to schools and communities.
- School children are being trained on entrepreneurial activities and they are practicing their learning at schools.

Success Story

Anima Gadi is a student of Kalamati School, studying in 8th class having two brothers and sisters including herself. Her father is a farmer and mother mostly a house-wife but she often visits to the nearby market to sale vegetables after finishing her chores. The standard of living is very poor, as many a times they are unable to arrange two times meal a day for themselves.

When the MelJol programme was initiated in the schools, the



children of Kalimati schools were informed about the programme, its activities & different components which included Aflateen Club, Aflateen Bank and Aflateen Entrepreneurship Lab, etc. and the programme also involved establishment of Aflateen Club and Bank in the schools with help of the school children as well as the teachers.

Anima Gadi played a great role in leading the 1st meeting of the Aflateen club in the Kalimati School, hence, she was selected as the president of the Aflateen Club. In the meeting it was decided that children will involve in the money and resources saving process of the school and soon after that children started saving money. In the 2nd meeting the children who were member of the club decided to conduct a programme on budget to establish an entrepreneurship lab in the school. All the children took interest in the programme and Anima Gadi took the decision of making a lamp to be placed in the school lab. She was whole-heartedly appreciated by the teachers for making the lamp and this initiative inspired all the other children. The making cost of the lamp was 40 rupees and the teachers helped her to sell the lamp at 50-60% profit margin.

The results helped in boosting up Anima's spirit and provided her with more confidence, as a result, she got a lot of decorative items aiming to build something beautiful out of them so that she can sell them in the market and earn some more money for the family. She revealed that her aim of life is to become a policeman but she won't mind if till then her handicrafts help her to support the family so that her younger brothers and sisters can get a better future.

Anima Gadi's determination and effort have provided a new hope to her family for a future devoted entrepreneur. She acted as an inspiration for her school-mates and other children in the community to dream big and put in effort to establish themselves.

2.1.III. Bal Sashaktikaran Abhiyan - Ensuring Nutrition and Education Rights of children (0-14 years) in Bandgaon Block of West Singhbhum district

Project Summary

1	Project Location and Intervention Area	<ul style="list-style-type: none"> 40 villages in Bandgaon block of West Singhbhum district 32 Schools and 36 AWCs
2	Theme/Issues	Education and Nutrition
3	Project Duration	1 st April 2015 to 31 st March 2016
4	Referral Group	<ul style="list-style-type: none"> Children in the age group 0-14 years Anganwadi workers SMC, Teachers, Parents, PRI members Mothers Committee (Mata-Samiti)
5	Direct Beneficiaries	5033 (0-14 Year children)
6	No of Indirect Beneficiary	6000
7	Support Agency	India Literacy Project (ILP), Bangalore

Activities Conducted

- Refresher Training of Anganwadi workers on Pre-school Teaching Methodology

- Meeting with community on VHND day, Training of Mata Samiti members
- Play materials distribution to AWCs, Art work on walls of AWCs
- Installation of Flex on Services of ICDS, Immunization etc. in each AWC
- Training of Office bearers of SMC, Panchayat level Children's Day celebrations
- Review and formulation of School Development Plan for the year 2016-17
- Nukkad Nataks/ Shiksha Rath in new villages, Distribution of Play Materials to schools
- Consultation meeting with BEEO, CDPO, Teachers, SMC & PRI
- Learning materials for re-enrolled & tribal children and library support
- Training for Child Right Clubs (Bal Sansad)
- Publication of Shiksha Samvad with SMC and other stakeholders at block level
- Training of newly elected PRI members on RTE at block level

Impacts/Results

- About 54 children were identified who were either drop-out or not going to school; they were re-enrolled to schools and frequently monitored for regularity by the project team.
- School development Plan was prepared in all the 32 intervention schools with the joint participation of SMC members, teachers, parents and community members. The SDPs were submitted to the BEEO of Bandgaon for further action.
- The ILP team organized consultation meetings with the SMC members, community, ICDS staffs and Education department. Issues such as, shortage of teachers in schools and lack of building for AWCs were highlighted during the meetings. As a result, 12 teachers were allocated in 10 intervention schools; out of these 10 schools, 7 schools were earlier being operated by a single teacher.
- Application for construction of AWC buildings were submitted by 12 villages. As of now, allotment and further construction of AWC building were completed in 3 villages.
- The ILP team has developed a good rapport with the ICDS and Education department at block level. The ILP team is conducting joint visits to the field with the Lady Supervisors of ICDS department. LEADS have also being made a member of BRG (Block resource group) by the ICDS department.

Success Story

Meromgutu is a tribal dominated village in Bandgaon block. It is one of the intervention villages under ILP project. Like most of the villages in this block, the issue of alcoholism is also prevalent here. Less awareness amongst the community on their rights and entitlements can be linked with prevalence of alcoholism and low literacy amongst the tribal people.



This village has a Primary school where there is only one lady teacher, the enrolment being 20 in this year's academic session. The SMC (School Management Committee) is also in place.

When LEADS team started visiting this school, the field facilitators mostly found it closed. On interacting with the local people it was revealed that the teacher was residing in Ranchi, which is approximately 70 kilometres from the

school, therefore, the teacher comes only 2 to 3 days a week without adhering to the timetable of the school's opening and closing hours. The ILP team also tried to interact with the SMC president but he was always found drunk so the ILP team tried to get the contact number of the teacher but in vain. The overall observation was that the teacher was not regular, the SMC did not have any interest in school issues and no regular SMC meetings were conducted.

The alternate option available with the project team was making the people of this village and the SMC aware about their rights and entitlements provided under Right to Education Act. The field facilitators frequently visited the village and the also met with the parents of the school going children. The facilitators tried to convince the parents on the need of proper educational facilities in the school as well as on the importance of education for the overall development of the children. The ILP team also met with the SMC members and tried to explicate them afresh about their roles and responsibilities. The SMC members were also invited in training programs of LEADS. These persistent efforts started showing up results and the SMC members and parents talked with the teacher regarding her irregularity, the SMC president also informed the teacher about the presence of LEADS in their village. All these had a message on the teacher that now her happy days are over and within a week of this communication, the teacher was shifted to Bandgaon.

At present, the school is regularly opening all days. The attendance of children also improved to a large extent. SMC meetings have been conducted regularly and the members have decided to continue the process in a regular basis. During SMC training held at Bandgaon, the ILP team informed the SMC members about the importance of preparing plan for school development. Then as a result the SMC members of Meromgutu themselves expressed their interest about preparing a SDP (School Development Plan) for their school. A date of meeting for initiation of SDP preparation was decided. Later the SDP was finalized and submitted to the BEEO of Bandgaon for further action. During interaction with the BEEO and BPO, the SMC members stressed on the need of one more teacher for their school. Within couple of months, an additional teacher was provided to Meromgutu Primary school.



Awareness generation among the SMC and Community members and then the initiatives they undertook for the betterment of the school has made these changes possible.

2.1.IV. Gender Equity Movements in Schools (GEMS)

Project Summary

1	Project Location and Intervention Area	4 blocks of Khunti District-Khunti, Karra, Murhu and Torpa
2	Theme/Issues	School based violence prevention
3	Project Duration	3 years (1 st December 2013-30 th November 2016)
4	Referral Group	Boys and Girls of class 6 th and 7 th , Teachers, SMC Members and Parents
5	Direct Beneficiaries	1792

6	No of Indirect Beneficiary	1902
7	Support Agency	International Center for Research on Women (ICRW)

Activities Conducted

- I. Teacher's Training for two teachers from each 20 intervention schools.
- II. Transaction of Group Education Sessions in 20 intervention schools. The session consists of Gender, Relationships, Emotions, Violence and Conflict Management
- III. Community based campaign in all 20 intervention schools, School- based Campaign in all 20 intervention schools, Session with Bal Sansad in all 20 intervention schools.
- IV. Meeting & Training with SMC members of all 20 intervention schools, State level Dissemination Workshop.
- V. End line survey of the girls and boys of class 7th and 8th in 40 selected schools, In-depth interviewing, a qualitative research technique which was also applied.

Impacts/Results

- I. Children were educated about violence and their different forms.
- II. Teachers supported the work on the issues of gender and violence in school.
- III. Increase in the number of students who shared incidence of violence either experienced or witnessed with the teachers.
- IV. Increase in the number of students attending school regularly.
- V. Increase in number of students who preferred playing with fellow-mates of opposite sex.
- VI. Bal Sansad and School Management Committee (SMC) were made aware about their roles and responsibilities.

Success Stories

Ghamariya School's had total member of eight boys and six girls in their Bal Sansad. Where the prime minister was a boy, the vice president was a girl and in almost all the departments of the sansad the boys acquired the position of the president. The Bal Sansad was not functional before the intervention of the LEADS as the children were not aware about their designation and their roles & responsibilities. The Bal Sansad meetings were not conducted regularly. The ratio between the girls and boys were not maintained. The students were not at all disciplined and fights at the time of the mid-day meal were regular. Along with that the boys & girls did not shared a healthy relation as they were not willing to work together. The environment of the school was dirty and there no dustbins were used.



After the intervention of LEADS under the GEMS project in Ghamariya school. The students were oriented about discipline, hygienic practices, importance about self-cleanliness and a clean school campus. The student of the Bal Sansad were re-selected maintaining a proper ratio between boys & girls and then they were oriented about their designation and the roles and responsibilities of each cabinet members. A work routine was prepared for them and the work was divided among them so

that the student can conduct their work without confusion and commotion. The facilitator used to also capacitate the children about gender equality, ill effect of violence, sanitation & hygienic practices, etc.

The prime minister took initiative to conduct regular meeting of Bal Sansad on each Saturday after completion of the classes. In the meeting the prime minister used to allot work to all the ministers for the next week and enquired about the completion of that weeks work status. Previously there were no separate toilets for boys and girls but after the repeated request made by the Bal Sansad separate toilets were built. The Bal Sansad took the responsibility to take care of the toilets and used to educate their fellow mates about maintenance of the toilet facilities and keeping them clean. They used to spread message about healthy and hygienic practices. Before there were no dustbins in the school to collect the waste, so, the prime minister decided to make a dustbin for the school. All the ministers collectively made a dustbin for dumping waste of the school to keep the school environment clean. Earlier a lot of commotion took place among students during the mid-day meal time; therefore, a proper line system was introduced by the ministers to avoid any confusion. Then again there was a very hostile environment among the boys and girls of the school as they never used to interact or participate in similar works together. But after they were educated about gender equality by the ministers with the help of the facilitators the environment improved and now the girls and the boys play together and also take part in different activities together. The system of Complaint Box for children was introduced in the school which was maintained by the Bal Sansad children and on each Saturday the Prime Minister used to discuss these problems with the teachers. To improve the environment and beautification of the school they started planting flower as well as vegetable plants within the campus of the school.

After the intervention of GEMS project the children became aware about the objective of Bal Sansad and their roles and responsibilities. The discipline and habits of the students also improved with time. The cabinet members started conducting meeting regularly. The student even involved in spreading awareness about sanitation and hygienic practices to their family and the other village people.

2.2 Livelihood, Income Generation and Natural Resource Promotion

2.2.1. Entitlements Realisation of Marginalised Community through Empowerment

Project Summary

1	Project Location and Intervention Area	12 Villages of Murhu Block of Khunti district, Jharkhand
2	Theme/Issues	“Empowering Tribal / Marginalized Community for entitlements realization and food security in referral areas”
3	Project Duration	December 2013 to November 2016
4	Referral Group	Farmers, SHG members, social leaders, PRI members, Gram Pradhan and farmers club
5	No. of Direct Beneficiaries	1500
6	No of Indirect Beneficiary	3000
7	Support Agency	Andheri Hilfe Bonn

Activities Conducted

- SHGs Meeting, Gram Sabha Meeting and Meeting of Social Leaders.
- Sensitization Workshop on Mothers & Child Health Issues (Food and nutrition, Safe delivery, breast feeding, immunization and linkage with Government Schemes).
- Community mobilization campaign through MNREGA Rath and video shows.
- Panchayat Level interface meeting with Government officials, PRI members, health workers, etc.
- Training of SHG office bearers on business plan, management and linkage building.
- Training and Exposure visit of SHG members to Govt. institutions.
- Training Of Traditional Village Headman/Pradhan/Munda/PRI Members.
- Training of SHGs members on MNREGA and Govt. Schemes.
- Training of SHG members on social issues like Gender Discrimination, Domestic Violence, Education, Superstition, Alcoholism, etc.
- Meeting on Promotion of Panchayat level cluster/association of SHG members (Panchayat level).
- Farmers Training On Agriculture (like, Vegetable cultivation, Nursery and plantation, SRI, Compost pit, etc.)
- Promotion Of Kitchen Garden For SHG Member Training Of SHG Members on Live Stock Rearing (like, hen, goat, pig and duck)Rural Water Resource Management and utilization.
- Technical training of Social leaders and youths on mobile repairing, tube well, mason/carpenter, etc Reinforcement of Micro plan formulation

Impacts/Results

- About 419 direct beneficiaries have received source of livelihood from the Government Schemes through MGNREGA convergence program from 12 villages which are- Goat Shelter-58, Farm Pond-12, Backyard Poultry Shed-105, NADEP Compost Pit-20, Vermi-Compost Pit-72, Dug Well-16, Cow Shed-66, Dobha-70
- Almost 30 SHG groups have submitted application for Rs. 15000 subsidy provided by NRJM and 6 SHGs in Hassa and 2 SHGs in Bajigama have applied to DRDA for poultry business.
- About 15 SHG groups have taken loan from bank for income generation activities like Goat Rearing, Piggery & other petty business and members of 26 SHG groups are now actively participating in Gram Sabha meetings.
- Again about 15 SHGs have started Tamarind value chain activity and earned about 40,000/- in 3 months. They have an assets of about 15 lacks (2 de-seeding machine and 4 brick making machine)
- Lastly, 4 Producer Groups have been formed who are looking after marketing part of SA, NTFP and value chain activities

Success Story

The village Hassa falls under Hassa Panchayat in Murhu Block of Khunti District which is predominantly surrounded by thick forest. It is 3 km from Murhu Block and 8 km from Khunti. The people of this village is solely depended on agriculture and live stock. There are 110 families in the village and the villagers' main occupation is agriculture.

Chandmani Devi lives in this village with her husband Manohar Pahan and two sons. Earlier, her economic condition was not good. She had tough time to manage her family as she was the only person to earn money which was neither sufficient for the family nor for the children. She had to go out for daily wages and with a little money she had to look after her family. She was not able to send her children to school.



She attended agricultural trainings provided by LEADS and even she went for the exposure visits to the different agricultural fields in Ranchi district under the Andheri project. She also attended some trainings on animal husbandry.

She took 2000 rupees loan from the self help group by the name Tara Mahila Mandal and started working in her own field throughout the Kharif and Ravi season. She used all her land for cultivation and grew rice, maize, and vegetables. She started cultivating vegetables in her small plot just behind the Hassa Panchayat Bhawan where she never used to cultivate crops previously. She found that the quantity has increased in production. She tried using natural farming techniques as she used natural paste, cow dung, manure, vermin compost, etc. She found that the production has increased from the same land which was considered to be a infertile land before.



She planted 10 gm of **Tomato** seeds in 20 decimal of land and the plants are around 1800. She used natural paste, manure and got the production around 4500 kg. She sold all tomatoes and earned around 45,000/- and her net income was 35,000/-. She also cultivated **Chilli** and got 30,000/- and her net income was 20,000/-. She has planted around 700 **Simiyalata** plants last year. She is planning to cultivate lac seed into Simiyalata plant this year. Today, her annual income is about 50,000. She is practicing mixed crop cultivation as firstly, she planted tomatoes between the simiyalata plants and now she has planted long beans between it.

Now she is able to send his children in good schools. She has no economic crisis in her family. She built a new house and she is planning on purchasing some lands for her sons and also for expanding cultivation.

2.2.II. Promotion of Women Self Help Group

Project Title: Promotion of Women Self Help Group

Project Summary

1	Project Location and Intervention Area	Latehar, West Singhbhum, and Khunti District
2	Theme/Issues	SHG promotion
3	Project Duration	3 years (Sept 2012 - Dec 2015)
4	Referral Group	Women from most marginalised community

5	Intervention Areas	774 villages from all 9 blocks of Latehar District, 50 villages of Khunti District and 30 Villages of West Singhbhum District
	No of Indirect Beneficiary	25000 Women
7	No of Indirect Beneficiary	25000 Women
8	Support Agency	NABARD

Activities Conducted:

- Orientation and capacity building of staffs, Formation of WSHG, Training on WSHG members on credit linkages, Training of Animators, Training of animators on book keeping.
- Training of Bank officials, Training of Volunteers, PIMC and partners network meeting.
- Meeting with WSHGs, Seminars on WSHG, Awareness creation on WSHG through IEC Van

Impacts/Results

- 1430 groups of WSHGs have been formed, 813 WSHGs has been opened in banks
- 77 WSHGs linked with Banks and NRLM/ JSLPs and 55 WSHGs have been involved in social issues and actively participating in Gram Sabhas

2.2.III. Mahila Kisan Sashaktikaran Pariyojna (MKSP)

Project Title: "Promotion of Women Farmers for sustained livelihood"

Theme/Issues	Livelihood, Women Empowerment, Bio-diversity
Project Duration	April 2014 to March 2017
Referral Group	Women Farmers, SHG, Producer Group and Women Federation
No. of Direct Beneficiaries	3030
No of Indirect Beneficiary	5000
Support Agency	NRLM-JSLPS, Govt. of India and Govt. of Jharkhand

Activities : Strengthening of SHGs, Promotion of Producer Groups and Block level federation, Training to CRP and Para Professional, Exposure visit of CRP and Para-Professional to immersion sites, Training to community on various component of agriculture and its production, Training to Leaders and PRI.

Impact/Result

- Promoted 269 SHGs, out of which 182 SHGs are following Panchshutra.
- 80 CRPs and 20 Para Professionals were promoted through various training and exposure with practical demonstration in their field
- 1617 women farmers trained on different components of sustainable agriculture
- 17 producer groups, 9 village organisations and 2 Block federations were promoted
- 121 SHG got revolving fund of NRLM
- 1825 HH are applying INM/NPM method and 678 households are fully practicing INM/NPM technology as per prototype

- Physical Assets Cultivator- 80, Mini Sprayer-90, Marker-10, Weeder- 60, Nursery Tray- 1000, Antivector net- 500 mtr Created through leverage funds.
- Average net Income of the Family increased from Rs 8500/- to Rs. 18000/-
- 680 households (Mahila Kisan) were linked with different schemes like Cow shed, Poultry shed, Goatry shed, Land levelling, Pond, Well construction Toilet, Indira Awas Yojna etc under MGNREGA

Success Story

Bajigama village comes under the Hassa panchayat in Murhu Block of Khunti district. Bajigama is having Burju road in east, Murhu Block in west, Pokla in north, and Ganaloya in south. Bajigama is being blessed with beauty of nature with a small river and 'Sakhua forest' spread in 25 acres of land. There are all together 130 families in the village. There are a large number of Tamarind trees around the village.

LEADS has been working in this village for three years supported by MKSP project. The SHG members of this village are quite active in business activities as they have been doing small income generating activities since last two years. When MKSP team arrived to this village with JSLPS-LEADS convergence programme and shared about the Tamarind value chain programme in the Gram Sabha. To which 3 SHGs by the name Lili Mahila Mandal, Tara Mahila Mandal and Roshni Mahila Mandal showed interest in involving with the business proposition.



After that a seeder machine and one brick making machine was established in the Bajigama village. About 34 SHG members were involved in this programme.

Two trainers had come from Andhra Pradesh and a 4 days training was provided to the SHG members on storing, sorting, de seeding with the machine, brick making, packaging, marketing and also about business planning.

SHG members invested 5000 each from 3 SHGs that is 15000/- for buying raw tamarind. They bought 850 kg raw tamarind at 15 to 24 rupees from the villages and collected it at one place. Then the raw tamarinds were distributed equally among the SHG members for de seeding. A core committee was responsible for taking care of the programme in village. The process included:

- The SHG members who sold raw Tamarind to groups get direct benefit of around 15-24 rupees per kilogram.
 - The same members are also in de seeding group gets 5 rupees per kilogram.
 - They are also in brick making and packaging group earning 2 rupees per kilogram.
 - They are also profit share holder of the business; so, in a sense the business is owned by each and every SHG members. They bought 850 kg raw tamarind and after de seeding and packaging it resulted to 510 kg tamarind bricks which were sold at different prices.
- | | | |
|--------------------------------|---|---------|
| • 80kg was sold @100 Rs per kg | = | 8000/- |
| • 120kg was sold @80 Rs per kg | = | 9600/- |
| • 310kg was sold @60 Rs per kg | = | 18600/- |

They invested 15000/- for purchasing raw tamarind, labour cost was 2550/-, packaging cost was 500/-, transportation cost was 1500/- and other expenses



was 1000/-, therefore, their total investment in the process was 20550/-and they made a total earning of 36200/-. The net profit was 15650/-. The SHG members were very happy with their 1st round of 2 months value chain business. They wanted to take up this business in a large scale next year. It was a pilot phase learning for them this year which provided them with lot of experiences. They were quite satisfied with their performance. As now Reyaren Aajeevika Mahila Sang (Federation Murhu) is looking after whole business.

2.2.IV. MGNREGA-NRLM Convergence CFT Strategy

Project Summary

1	Project Location and Intervention Area	Murhu (Khunti District), Bandgaon (West Singhbhum District) & Mahuadanr (Latehar District)
2	Theme/Issues	<ul style="list-style-type: none"> • Employment Generation • Migration Control • Soil and water conservation • Women participation in MGNREGA
3	Project Duration	Total 3 Years (2014 to 2017) , Sep 2016 to Sep 2017
4	Referral Group	Gram Sabha , SHG
5	Direct Beneficiaries	Active Job Card Holder (30,500)
6	No of Indirect Beneficiary	SHG woman -30000 , Children-55730
7	Support Agency	Jharkhand State Livelihood Promotion Society (GoJ and Gol)

Activities Conducted

- Strengthen Panchayat Secretariate, Sifting PO a/c in Nationalise Bank, Demand Generation
- Ensure Job Cards for all the workers, Awareness among MGNREGA to the community
- Block level PRI orientation programme, Training of SHG Mate, Celebration of Rojgar Diwas
- Panchayat level Sensitization programme as well as Block and District level Sensitization Programme, Functioning of MGNREGA Help Line Centre, BCC meeting as well as DCC meeting

Impacts/Results

- Total 278 SHG mates trained and 22 deployed to work
- Total 168 PRI members Sensitised among CFT Strategy
- Total 4 Panchayat Secretariat has been functional
- 60 schemes completed like (6 Poultry,2 Goat, 5Cow, 2Vermi, 1 L.L completed in Murhu block, about 6 L.L, 10 Mitti Murum Path, 2 Goat, 4 Poultry. 1Pond completed in Mahuwadanr block and 2 Land Levelling complete in Bandgaon block) completed.
- 387 job card made and 266 bank a/c opened.
- MGNREA Help line centres are functioning in all three blocks.
- Block Coordination Committee formed in all three blocks

Success Story

This is a story of Gangira village of Ganaloya panchayat of Muruhu Block in Khunti District, Jharkhand.

The village Gangira is 07 Kms away from Murhu block. The village itself is isolated from the other villages. There aren't any villages nearby. People of this village are fully dependent on Agriculture and Live-stock rearing (hen, goat, pig, and duck). The villagers used to often migrate outside in search of work. There were 12 labours who used to always migrate after paddy cultivation and used to come back before harvesting.



CFT (Cluster Facilitation Team) comes to this village with MGNREGA-NRLM Convergence programme and started sharing the programme in the Gram Sabha. The CFT team members took an initiative to change villager's perception about MGNREGA. The team members showed ample opportunities to the villagers which could be solved through MGNREGA programmes. The CFT team members showed Nukkad Natak in

the village on MGNREGA theme. They organized a Rojger Mela in the village where BDO Smt. Sushma Lakra was the resource person, Mukhya of Ganaloya Smt. Hanna Tiru along with Rojgar Sewaks and Panchayat Sewaks of Ganaloya panchayat were present. It was the turning point for the villagers. The CFT team members helped them to make job cards, open bank accounts, unfreeze post office accounts, in demand generation, 100 days of work demand, etc.

The villagers took initiative and started to collaborate with the CFT members. The villagers had made micro plans which got approved from the Gram Sabha and then finally submitted to block. Many of the beneficiaries got individual scheme as well as community schemes. Firstly, they built a 'Mitty Murum' (mud boulder) road from Ganaloya to Gangira village about 750 meters. In individual schemes: 5 beneficiaries got their land levelled and cultivated vegetables on it. Cow shed, poultry shed, goatry shed, Vermi Compost pit and community scheme: 3 well, 1 farm pond, play ground levelling etc. were also conducted extensively.



Then they took initiative in village development plan through Yojna Banao Abhiyan (YBA) and got approval for 29 Dobha which were of size 30x30x10, all this Dobhas were built in low land and completed within the timeframe. The beneficiaries of the Dobhas have planning for fishing for at least 3 months, they also planned on planting some trees around it and cultivate creepers like long beans, seem and other vegetables. Some of them planned for duck rearing for they had back yard poultry and these Dobhas would be good for the ducks.



Finally, villagers are assuring to generate 100 days of work in the village by themselves which decreased the rate of migration as 15 labours have decided not to migrate again and stay with their family and work in MGNREGA, agriculture and also rearing live stock. All the villagers have sufficient

food and nutrition to live happily with their family. The constant efforts of 15 labours have changed the picture of the whole village and prepared it to be a model village.

2.2.V. Rural Empowerment for Entitlement Realisation (REER)

Project Title: “Rural Empowerment for Entitlement Realisation (REER)”

Project Summary

1	Project Location and Intervention Area	Total 50 villages were covered from 5 districts (Latehar, West Singhbhum, Saraikela, Simdega and Lohardaga) to develop a model on holistic development of marginalised group for better advocacy inputs in the State.
2	Theme/Issues	Integrated Approach
3	Project Duration	July 2014 to June 2017
4	Referral Group	STs, SCs, Women, PWSN, Children, Farmers, etc.
5	Direct Beneficiaries	11,475 marginalised people, mostly Adivasis and Dalits living in 50 selected villages in the above mentioned 5 districts of Jharkhand
6	No of Indirect Beneficiary	The group of indirect beneficiaries includes the other members of the 50 villages, Adivasis and Dalits from neighbouring communities as well as officials of local authorities.
7	Support Agency	BFdW, Germany

Activities Conducted

- Base Line Survey, Gram Sabha Meetings for Community Mobilization, SHG & SMC Meetings
- Workshops for Women Empowerment, Training for Social Leadership Promotion
- Interface meet with Govt Officials for Scheme implementation, Meeting for Participatory Micro-Plan Formulation, Agriculture Training (SRI and Vegetable Cultivation) and Stock taking conference on MGNREGA

Impacts/Results

- In field level, Gram Sabha, SMCs and WSHGs are promoted and strengthened in most of the villages and now they are actively involved in the decision making process.
- Each village have participated in Yojana Banao Abhiyan and the School Development Plans have been submitted in their respective line departments.
- Some of the WSHGs have been already linked with the Bank.
- Each village have selected 3 male and 3 female social leaders who will assist the villagers in their development process. They are working to link the villagers with the different departments for Old Age Pension, Widow Pension, Job Card, Birth Certificate, Death Certificate, etc.
- 175 farmers are trained on different agricultural skill activities.

Success Story

There was a huge gap between the wealthy and the financially weak class in Sasang village of Latehar district and these so called wealthy people tried to dominate the other half using their illiteracy as a

weapon. During emergencies the village people are forced to take money from the moneylenders or pawnbrokers at a high rate of 18% to 20% interest per month. And many times due to the incapability to pay the loan they get burdened up. **Pratigya**, was a Self Help Group among the many other existing self help group in Sasang village. LEADS has been working the last two years with this group on different programmes like formation, opening of bank accounts, training on book keeping, etc. In initial stage it was difficult to motivate women for attending regular group meetings and saving the money leads had a discussion with Gram Sabha and they permitted to proceed ahead. The first meeting was held one morning in an open ground where around 25 women attended the meeting. LEADS tried to initiate dialogue with them as they were very introvert, some among them expressed that they are not used to talk in public; therefore, they will be more comfortable if they were approached in their houses. It took some time to build good rapport with them then they were educated about the concept of SHG to which different reactions were noticed such as some showed willingness, some were hesitant and some were frightened about their husband's reaction. Slowly 13 women were ready to take the group forward, so, LEADS started visiting them after every 15 days to offer them with all necessary guidance. These women started a provision of providing loan for the members of the group to avoid the exploitation of the moneylenders present in the village. The group were empowered by making them aware about their potential and were educated about the different Government schemes. They were given exposure to the different government offices which helped them gradually to recognize their own & village resources as well as the needs of village. These women are now active SHG members taking interest in government schemes to enhance their business.

2.3. Technical Employability / Vocational Education

2.3.1. Providing Grassroot Advancement to Youth Aspiring Growth (PRAYAG)

Project Summary

1	Project Location and Intervention Area	<ul style="list-style-type: none"> Urban Slum of Ranchi
2	Theme/Issues	Skill Development
3	Project Duration	March 2013 - April 2016
4	Referral Group	<ul style="list-style-type: none"> Male / Female of 18-35 age group, Unskilled person, Unemployed person, Youths of urban slums Person from weaker socio economic condition
5	Direct Beneficiaries	160 (Male-98, Female- 62)
6	Support Agency	Reliance Communication

Activities Conducted

- A total of 14 batches had completed their training program under "PRAYAG"
- Total of 160 student being provided training on computer skills, basic English, personality development
- Motivational sessions conducted by the guest lecturers
- Exposure visit to various industrial institutions

Impact / Result

- More than 70% of students got placement in various income generating trades
- Ensuring employability to youth and upgrading skills for potential earnings
- Skill empowerment, livelihood promotion generated through this initiative

Success Story

Ms. Sajiya Parween, daughter of Md. Mumtaj Alam is an intermediate pass student. She has a big family of 9 members including her parents, 5 sisters, 1 brother and herself. His father is a small businessman who is not capable to earn enough money for their household expense and his mother is a housewife. She with her family lives in a rented house in Ranchi. She was facing a lot of problems and therefore she left her education after intermediate because of the marginal earning of her father which was not enough to fulfill the family demands. Thereafter she tried many times to search and join a job which could at least provide her sufficient amount for fulfilling family's demands as well as her basic needs but she couldn't do so and she got hopeless. She joined PRAYAG with a hope to get a job and after completing of the 2 month's training she joined Reliance Trends as a Sales Person where she was getting Rs. 5000 per month. Now she is contributing money for her family expenses and happy with her job. Also she is looking forward for a better perspective which could help her in better livelihood.



2.4. Health and Sanitation Programmes

2.4.1. Project Title: HEALTH CAMP

Project Summary

1	Project Location and Intervention Area	20 villages of Khunti District
2	Theme/Issues	Health, Nutrition and physical hygienic
3	Project Duration	26 th March to 10 th April 2015
4	Referral Group	All villagers especially Women and Child
5	Intervention Areas	20 villages of Khunti District
6	No of Direct Beneficiary	1817
7	No of Indirect Beneficiary	450
7	Support Agency	Mahindra & Mahindra

Activities Conducted

- 20 Health Camps were conducted in 20 villages of Khunti District.

Impacts/Results

- 1817 villagers received direct health check- up and medicines through health camps.
- 450 villagers were provided with awareness on different issues such as, benefits of the healthy & hygienic practices, about roles of AWC, ANM & Sahiya and also about referral services provided by Government hospitals.
- The villagers were educated on the importance of health facilities and its need for the villagers.

- The women of the respective villages were made aware about the mother and child care and facilities were made available with the Health department.

2.4.II. Swachha Bharat Mission:-Wins

Project Summary

1	Project Location and Intervention Area	Dulmi Block 39 villages(67 School)
2	Theme/Issues	Wash In Schools and support in ODF
3	Project Duration	One year
4	Referral Group	School Students, SMC, Teacher, Saraswati Vahini
5	Direct Beneficiaries	7500
6	No of Indirect Beneficiary	15500
7	Support Agency	UNICEF

Activities Conducted

- Bal Sansad, SMC and Community Meeting.
- Demonstration of Hand Wash Steps among the children and community.
- Inspection / Follow up/Bal Sansad and Nigrani Samitee meeting.
- Construction of Group Hand Washing Platform in schools.

Impacts/Results (Five Bulleted Impacts)

- Aware and make sensitise SMC, Teachers and students regarding their responsibilities for maintenances hand washing platform.
- Formed Nigrani samitee of Village natural leaders and BAL Sansad to support for ODF and use of toilets.
- Sensitized school children to make in habit proper hand washing with soap every time before meal and after toilets.
- Make understanding on functioning of BAL SANSAD and roll and responsibilities of each members of cabinet.
- Meeting scheduled in all **schools which** fixed in given time and date by cabinet and teachers.

Success Story

As per project requirement and need UNICEF provided the technical and financial support to make group hand washing platform in the target public schools, and thereby made it possible for children to have access to the facilities that would help them practice better hygiene. 'So we taught the kids a number of different things, such as the need to wash their hands after going to the bathroom and before meal, Then children started to implement those basic messages at home too, and we knew then the change was for good Children started trimming their nails and washing their hands with soap, and insisting that their parents do so as well. Garbage used to be thrown outside the house. Children tell their mothers to wash their hands before cooking and eating, and their mothers do what they say.



For this we construct a HAND WASHING PLATFORM in HMS Kulhi School , Construction is easy, but behavioural change is not. One issue was maintenance: who was going to look after the Hand Washing platform keep them clean and safe? Out of this came the focus on school governance, to combine understanding with a change in parent-teacher-student respect for the whole school environment. We called a combine meeting with parent-teacher-student-SMC to look after hand washing platform.

After few days of construction the hand washing platform's tap and tank was damage and tempered by some disturbing persons. For this issue we again called meeting in school with same and recalled previous meeting agenda and role and responsibilities of every person.

After closed discussion and initiated by kids they repaired it and make fine for entrance in school premises after school time with also formed a watching committee to monitors this.

2.5. Governance Programme

2.5.1. Project title: Initiatives for Transparent and Accountable Governance Systems in Jharkhand

Project Summary

1	Project Location and Intervention Area	50 villages of Torpa Block in Khunti District
2	Theme/Issues	Good Governance
3	Project Duration	2014-2018
4	Referral Group	Women & Child, Adolescents, Students, SMC members, CBOs, CSOs ST/SC, Specially Challenged Person. Institutions Covered - Schools, AWC, PRIs, ICDS, PDS and Pragya Kendra
5	Direct Beneficiaries	24489
6	No of Indirect Beneficiary	93705
7	Support Agency	Welthungerhilfe & European Union

Activities Conducted:

I. Strengthen the Education System: Community Mobilization

- Assessed the achievements of the previous year's SDP which was submitted by us and a format was shared accordingly.
- More intensive formulation of SDP by the SMC members in all intervened schools
- Submission of SDP to respective unit of Education Department
- Facilitating Education Department to integrate this process at Block and District level to have more impact of this plan on performance of the schools and thereby ensuring quality education
- Training of SMC members on Realization of RTE Act 2009
- Under the good governance project leads is providing hand-holding support to 3 partner CSOs directly to implement the program in 188 schools.

II. Ensure Health & Nutrition Among Women and Children

- Project team participated in 'State level Meeting on Right To Food- (RTF)
- Participated in workshops and training seminars on promoting 'Health and Nutrition' by EKJUT
- Conducted 186 PLA meetings covering 5674 targeted beneficiaries

III. Ensuring Participatory Planning Process – MGNREGA

- Participation of project staff in State level workshop on Yojna Banao Abhiyaan
- Selection of 100 youth within community and imparted training on village level micro planning process
- Actively participate with "Panchayat Planning Team" and develop participatory village level micro plan
- Participated in State level workshop on "Developing Flipbook on MGREGA" and shared inputs from the field level.

IV. Capacity Building of Stakeholders

- Training of 40 Barefoot Reporters on developing 'Village Wall News Paper'
- Training of Trainers (ToT) on RTE Act 2009 and role of SDP
- Capacity building of partner organization on 'Social Audit, Budget & Progress Tracking'
- Sensitization workshop on RTE ACT 2009, participants were, BEEO Torpa, 52 teachers, 120 SSMC members.

V. IEC, Visuals & Documentation

- Developed 'Video Clip' covering the condition and the impact of project in targeted area. It is focused on thematic issues like, Education, Health, Rural Employment, NREGA, PDS, Pragya Kendra etc
- Done 100 wall writings based on various slogans and government schemes
- Develop 40 wall news paper with the help of community members, promoting the local news of village
- Conducted 'Annual Information fair' at Block level with an objective of information dissemination to large mass. Information on various government schemes and their forms got filled up there by the beneficiaries

VI. Community Radio-

- LEADS with technical support from Manthan Yuva Sansthan, had developed radio episode for the dissemination of information to rural pockets of Jharkhand
- A total of 24 volunteers were got oriented on different phases of making episodes, like Scripting, Recording, Editing, Tuning etc.
- Developed 10 episode in two languages i.e. Sadri & Santhali.

Impacts/Results

- Reached out to about 11320 (directly) targeted population through regular community meetings
- Assessed the 'Government Service Delivery' which revealed increase in both Education & Health services
- Members regularly participated in SMC, PLA and VHSNC meetings
- Gram Sabha's were strengthened and were capacitated to take decisions

- 23 schools are conducting their own SMC meetings & presenting their demands in Gram Sabha
- Participated in appointment of teachers in schools as well as in construction of boundary walls
- Increase in number of registration of pregnant women in AWC which reveals their inclination towards institutional delivery.

Success Story

SPG P.S. Dorma, is a primary school in Khas Dorma of Dorma panchayat in Torpa block, Khunti district. Earlier the school was having only two rooms of which one classroom was used for teaching where all student used to sit and learn and another room was used as office/staffroom/principal room everything. The lack of staffroom was a big problem for the teachers. All Students from class 1 to 5 (51 students) used to sit in one class room. In such condition the quality of education was endangered as a single teacher was responsible to teach all 51 students which affected the quality. In SMC meetings members mostly discussed about requirement of classrooms and more teachers.



LEADS under the “Good Governance Project” supported by WHH and EU through its good rapport met the community members and interrogated their problems. LEADS staff Mr. Nandlal Manjhi started by conducting regular meetings with the community and then he identified and listed all the active as well as inactive SMC members. Then he started attending the SMC meetings regularly to educate the SMC members on the provisions of RTE Act 2009 like, school development plan (SDP), role and responsibilities of stakeholders, line departments, etc.

This resulted in formulation of a SDP which was submitted to the BEEO, Torpa in January 2015. The outcome of this participatory effort made by SMC, community, LEADS and the regular support provided by WHH and EU was that a decision was taken to build another room to be used as office/staffroom/principal room in SPG P.S Dorma. This initiative developed a sense of ownership and responsibility in SMC members and the entire community was very thankful to WHH and LEADS.

2.6. Environment, Biodiversity and Plantation

We planted 11000 plants of different varieties which includes fruit trees and forest plants. Plants are mostly planted in Murhu and Torpa Block of Khunti district, Bandgaon Block of West Singhbhum district, Mahuadanr Block of Latehar district. The farmers planted fruit trees in nutrition garden. Forest plants are planted around the boundaries of farmers garden and also around small farm ponds.

2.7. Networking, Lobby and Advocacy

LEADS has been playing a role of lobbyist and advocator on people's issue in Eastern Indian States with more focus in Jharkhand, since its inception. Mr. A. K. Singh, Director, LEADS is convener of Jharkhand Right to Education Forum (JRTEF), Secretary of Jharkhand Primary Education Forum (JPEF), Convener of Jharkhand Livelihood Action Forum (JLAF), Convener of Jharkhand State Budget Group (JSBG), Co-convener of Jharkhand Wada Naa Todo Abhiyan, Steering Group Member of National Wada Na Todo

Abhiyan, Organising Committee member of People's Budget Initiative (PBI) and Treasurer of Jharkhand voluntary Action Network (JVAN). LEADS has organized various policy advocacy programme during this year in Jharkhand like Convention on union budget 2015-16, People's Manifesto Sharing at state and national level, Bal Mela, Release of various books and study report etc. Network Details are as follows:

2.7.1. Jharkhand Right to Education forum (JRTEF)

JRTEF is a collective of organizations and networks which are working on education and child issues in Jharkhand and few of them can be named as : **Oxfam India, India Literacy Project, Save the Children, Action Aid, UNICEF, PACS, Development Focus, Plan India, CRY, Jharkhand Primary Education Form (JPEF), WHH, BfDw, Campaign for Rights to Education in Jharkhand (CREJ), Various compatible individual organizations, Teacher's Union, Educationist, Academicians, Social Activists, Representatives of Electronic and Print Media, SMC Representatives, PRI representatives etc.** JRTEF has also association with networks like **National Right to Education Forum and Wada Na Todo Aabhiyan** at National Level. More than 200 organisations are partner of JRTEF.

JRTEF is directly working in alliance with LEADS, which also offers administrative and Operational support. JRTEF office is positioned in the premises of LEADS.

Intervention of JRTEF

- Promoting School Development plans in various schools across Jharkhand
- Conducting study in association with ASER and also separately by it own to know the status of quality education and extent of realization of RTE Act 2009 in the state.
- Promotion of SMC Federation in Jharkhand and building capacity of SMC.
- Preparing Charter of demands and sharing it in state stock taking conference in presence of policy and decision makers
- Greater publicity of the issues related to children through various IEC materials across the state.
- Supporting state campaigns in Jharkhand

Achievements

- JRTEF has be part of various state campaign like Swachha Vidyalaya Swasthya Bachhe Campaign, Pahale Padai Fir Bidai Campaign with govt (JEPC), Plantation Campaign in schools, Documentation of good practices and Video Recording of some cases, Participating in SESM and Reporting Back
- SMC Mobilisation and SDP preparation Meeting on New Education Policy at LEADS office, Campaign during panchayat election through IEC materials, Pre budget consultation and input to state govt, Action 2015 and SDGs
- JRTEF organised a state SMC sammelan covering various issues like Grievance redressal , quality Education, Pre Budget issues, Swachhata Mission in Schools, SMC and its roles in quality education etc. Ms. Aradhana Pattanayak, Principal Secretary, HRD attended the programme and gave her commitment to put GR system in place in response to our demand. We felicitated more than 57 best performer on education in Jharkhand. More than 400 participants from across the state attended the programme. JRTEF prepared a multicolor posture on Grievance Redressal, Balsansad, SMC an shared the documents related to GR Mechanism which has been widely appreciated by all. State is in process and very soon system will be in place.

- JRTEF being part of State Education Support Mission (SESM), is regularly monitoring the Govt Schools. Books and postures on SMC, SDP, Balsansad, Grievance Redressal etc were also released during the programme which drew the attention of people, print and electronic media and govt officials besides civil society.

Members of JRTEF:

SL	District	Organisation
1	Ranchi	MMKK, GJK, CSS, Manthan, SRI, SPAR, JUS,CED, BKS, GJJK, Chetna, Citizen Foundation, UNICEF, Plan India, Save the Children, EKJUT, LOKSWAR, ITDS, ASHA, World Vision
2	Pakur	Lok Kalyan Seva Kendra, Jharkhand Vikas Parisad
3	Sahibganj	Abhiyan, BMVK, HREDS, EFFICORE
4	Godda	Lahanti, Sathee, Setu
5	Dumka	Prerna Niketan, AAA
6	Deoghar	DBRAS, Dalit Vikas Parisad, Lok Deep, Chetana Vikas, LJK, PRAVAH, NEEDS, Samvad
7	Jamtara	LCSS, GI8obal Vision, Dridh Sankalp, Badlao Foundation
8	Dhanbad	Sri Sarvodaya Santhan, Manthan
9	Bokaro	DHARA, Sahayogini
10	Giridih	Jan Sarokar, Gramika India, Abhivyakti Foundation, Prerna Bharti, Vikas Samiti, HOPE, SPS, BVA, Jago Foundation, PYK
11	Koderma	DVV, Vikas Foundation, Savera Foundation, NSVK
12	Hazaribag	Serva Sewa, Jan Sahyog Vindu, SF, MV, Lok Prerna Kendra, NBJK, DARPAN, PF, JSP
13	Ramgarh	Srijan Foundation, Agargati, Samadhan, GSS
14	Latehar	Gramin Bharat, Vedit Society, AGVS, SPK
15	Garhwa	AID, CDF, Jan Chetna Kendra, SMPF, BVN, JSK
16	Daltonganj	GSKVM, Ambedkar Samajik Trust, SGVK, Samridhi Foundation, MSVS, MSUS, BPYP
17	Lohardaga	SPARK, CCDS, LGSS, HOPE
18	Gumla	Vikas Bharti, GNK, CSS, Arouse, CINI, IDAS
19	Simdega	Sahabhagi Vikas, GRAVIS, Vikas Kendra
20	W. Singhbhum	SBMS, SMVM, KMS, ASRA, IDF
21	E. Singhbhum	Space Foundation, ASS, YUVA, Gram Jyoti Kendra, PL
22	Saraikela	TRCSC, THUDA, Sahyogi Mahila, Lokhit
23	Khunti	Dehati, Janmadhyam, Lokswar, SGVV, CWD, Udyogini, Prajwalit Bihar
24	Chatra	GCK, Akhand Jyoti, SRD

2.7.II. Jharkhand State Budget Group (JSBG)

1	Project Location and Intervention Area	Ranchi
2	Theme/Issues	State Annual Budget
3	Project Duration	March 2015 – February 2016
4	Referral Group	ST, PTGs, School Children and Parents, School level stakeholders, Bureaucrats and administrative system, etc.
5	Direct Beneficiaries	ST, PTGs, School Children and parents, School level stakeholders, PRI members and people in general, CSOs and their representatives, beneficiaries and representatives of trade unions/farmer groups, school and college students etc.
6	No. of Indirect	State People
7	Support Agency	National Foundation for India (NFI), New Delhi

Activities Conducted

- Pre Budget Consultation at State level
- Pre Budget Consultation at Commissioner level
- Participatory Planning at Gram Panchayat Level
- Planning with Local Self Governance - Panchayat level launching conference in 3 panchayats
- Validation workshop at Block level to finalize plan
- State Conference to share the best practices
- Panchayat level workshop for validation of SDP of each Panchayat
- Sharing workshop at the State Level
- Planning with School Management Committee - Orientation workshop in 3 Panchayats
- Residential training on Budget Analysis and Budget Tracking of the partner organizations
- Studies on the budget transparency at the district level
- Update the JSBG website with more documents for better understanding about budgetary process and state budget.

Impacts/Results

- Pre Budget Consultation was successfully conducted which was chaired by Shri Raghuvar Das, Chief Minister, Jharkhand with presence of other ministers from different departments, such as, Urban Development & Housing Dept.; Transport Dept.; Water Resources Dept.; Drinking Water & Sanitation Dept.; Welfare Dept.; Women, Child Development and Social Security Dept.; Health, Medical Education & Family Welfare Dept.; etc. and other well known dignitaries. Along with that, representation was also from Academic field, Journalism, National & International level CSOs, Partner Organisations from 24 districts of Jharkhand, PRI members, Trade and Teachers' Union members, Women SHG representatives, Farmer groups, social activists, Jharkhand Chamber of Commerce and many more.
- Charter of Demands for the financial year was presented on behalf of CSOs and other mobilized parties.

- Strengthened relationship with the Finance & Planning department of the State Government, as a result in the year 2015-2016, LEADS was involved in the budget making process of the state.
- Budget group also engaged in preparation of the Budget Speech for the Honourable Chief Minister at the Budget 2015, Vidhan Sabha, Jharkhand.
- Panchayat level people understood the importance of their involvement in the budget making process and took active part in the budget planning process.

Success Story

From the last 15 years many organizations including NGOs as well as JSBG were demanding for a community involved scheme planning process. At last, it was implemented in the year 2015-16 when Government for the first time took the initiative to involve the grass-root level community people in the planning process. As a result schemes were decided as per the requirement of the village people and by the village people which proved to be very helpful to the community in terms of livelihood generation and the utility of the assets.

Similar kind of result was found in the Bichna Panchayat of Murhu Block in Khunti District, Jharkhand and people were much more satisfied with the work done in comparison to the previous years. The whole process was initiated with a 2 days TOT programme organised for master trainers at SIRD, Ranchi by MORD Government of Jharkhand. Then 2 members were selected in each Block to form the State Resource Team (SRT) of the CFT programme and Mr. Deepak Bhaskar and Ms. Anju Devi from LEADS were selected as SRT of for Murhu Block. Then a 5 days training was organised by the Government of Jharkhand for all the SRT members by the master trainers who were trained previously. After that 1 day separate workshops were conducted for the PRI members, SHG members & stakeholders each at Panchayat level to orient them about the planning the utilization of Panchayat fund and the date for the planning procedure was also finalized as per their availability.

On the other hand a 5 member team was selected by the Block officials with the support of the CFT staffs as per the Government of Jharkhand guidelines which also explained that the team will be including 1 rozgar sevak, 1 ward member, 2 SHG women members and 1 representative from any NGO. These teams were named as Panchayat Planning Team (PPT). Total 80 PPTs were selected in Murhu Block and all these selected PPTs were provided with a 5 day residential training in 2 batches on MNREGA.



After that on the pre-finalized date a 3 days meeting was conducted with the PRI, ward and the community members which was facilitated by the PPT along with the JSBG representatives on how the fund of the Panchayat should be utilized for the benefit of the community and even about how to track the proper utilization of the fund. About 36 schemes on soil & water Conservation, shade, compost pit, plantation, road, etc. were decided in the meeting by the community people with help of the PPT members and the whole process was guided and monitored by the SFT members responsible for Bichna Panchayat. Then the decided schemes were presented to the Gram Sabha after their approval it was taken to the Panchayat Karyakarini Samittee for their approval, after assessing the

schemes on the basis of priority the committee sanctioned the schemes and then they were submitted to the BDO for finalization. In the year 2015-2016 about 33 of the 36 decided schemes have been completed and the work of the rest 3 schemes are in ongoing process.

It was the first time that the community people got direct access to take decision about the utilization of the Government fund according to their needs and were also involved in the scheme planning as per the prioritization of the needs. They became aware about the budget allocation and distribution process of the Government along with that they learnt about how to track the expenditure of the Budget. Community people were very happy with the end results as along with the employment they also got to solve some basic problems in their area with convenience.

2.8. Study and Research Programmes of LEADS

LEADS has been able to conduct various research and study programmes in the year 2015-16, like Study of Extent of realization of RTE Act in Jharkhand and the report was shared and released by Ms. Neera Yadav, HRD Minister, GoJ. Study on Assessment of Allocation and Utilization of State Budget at Panchayat Level in Jharkhand and report was released. State budget tracking on education, LEADS also assisted various organization on its study and research programme for the issues related to Jharkhand. NFI has supported for study on Gender budgeting, TSP, SCSP and improving Governance in the process of School Development Plan, Micro Plan at community Level.



2.9. Programm from Local Contribution and Other Support

LEADS has been conducting several other programmes on CWSN, Sharing clothes to weaker section of society, special events for children of Govt Schools, Plantation etc from its local contribution and individual support. LEADS also runs a School with the support of Sanjeet Chaterjee at its Perka, Khunti Centre.

2.10. LEADS Resource Centre:

LEADS has promoted a community resource centre situated in the Perka Village of Maurhu Block of Khunti district. More than 200 participants can be accommodated and trained at a time in this centre.

3. Future Plans of LEADS

A. Direct Intervention

Child Rights and Education : Implementation of RTE Act 2009, Promotion of SMC as a key tool for realization of RTE, Elimination of Child Labour, Health and Nutrition to Children and Early Child marriage etc.

Livelihood : Promotion of livelihood options for the most marginalized communities like Scheduled Tribes, Scheduled Caste, OBC etc. These options will be based on Agriculture, Natural Resources like

Lac, Mahua etc., Linkages with Govt. Schemes, Dissemination about Social and Food Security Schemes etc.

Panchayati Raj Institutions : Promotion of PRI is one of the important parts in Jharkhand, as PRI elections have been conducted and the elected PRI members have poor knowledge about different provisions, & their roles and responsibilities.

Women Empowerment : Women among referral communities will be promoted in the form of SHG and their federation, promotion of income generation activities, awareness about the women rights etc.

Social Leaders : LEADS has planned to promote 4-8 social leaders in each village, so that community can get required information as and when required in their context.

Health : Mother and child health care is one of the prime agenda of LEADS and the organization will remain focused on these issues this year too.

Realization of various Acts: RTE Act 2009, RTI Act 2005, MGNREGA, Forest Dwellers Act 2006, Food Security Bills etc. are the important areas and information related to these Acts/Bills need to be disseminated among community members.

CSR Initiatives: LEADS is proactively working to have association with CSR groups for providing better support to community after getting support from CSR groups.

B. Support to Partners: LEADS has also plan to build capacity of small and grassroots organization and support them financially too so that they can work qualitatively in their respective area. In this process we have plan to focus on women, STs, SCs and Minority headed organizations.

C. Research and Advocacy: State Budget, Child rights, Livelihood, Budget Tracking etc are the main focus.

4. Promotion and Professional Support to Other Organisation During the Year 2015-16

LEADS has been facilitating various capacity building programme for Government and Non-Governmental organizations and institutes. The organizations were Administrative Training Institutes, GoJ. IGSSS, LGSS, ILP, Plan India, Action Aid, NABARD, Oxfam India, Vedic Society, Centre for Women Development etc. during the year 2015-16. This programme is regular for other organizations being conducted by LEADS on request across the country like Bihar, Chhatisgarh, Odisha, Madhya Pradesh, West Bengal etc. Besides, LEADS professionals have facilitated various programmes organized by other support organizations and networks in the Eastern Part of India, Nepal and Bangladesh.

5. Governance of LEADS

5.1. LEADS Policies and Guidelines

LEADS believe in participatory approach of work and it is followed by organization, starting from community to organizations level. We go through community based micro plan for planning and development of the village in each of its programme. Within the organization, we have monthly staff meeting in which we take all functional decisions. Core team has been constituted to take day to day

functional and assets related decisions. LEADS is governed by the manuals and policies like: 1) Financial Policy, 2) Purchase and Procurement Policy, 3) Staff Policy, 4) Gender Policy, 5) Environmental Policy, 6) Work Place Sexual Harassment Policy, 7) Child Right Promotion and Protection Policy, 8) Work Place HIV/AIDS Policy, 9) Code of Conduct for All Staff, 10) Manual of Roles and Responsibility for All Staff and 11) Whistle Blower Policy.

5.II. Profile of Board Members

SL	Name	Designation	Sex	Academic	Occupation Background	Thematic Specialization	Experience
1	Mr. Anil Kumar Singh	President	M	PG in Regional Dev. JNU	Social Service	National/International Lobby and Advocacy, Livelihood, Education etc.	32Years
2	Mr. Awadh Kishore Singh	Managing Trustee & Director	M	PGDRD	Social Service	Child issues, Livelihood, Planning Process, Lobby & Advocacy, RTE-2009, RTI-2005, MGNREGA, PRI, OD etc.	21Years
3	Mr. Mahendra Kumar	Member	M	PGDRD	Social Service	Livelihood, Child Rights, Micro Plan, Govt. Schemes	21 Years
4	Ms. Nauri Nag	Treasurer	F	PG in Mundari	Social Service	Mundari, Child issues, Tribal issues	14 Years
5	Ms. Tara Yadav	Member	F	PG in Political Science	Social Service	Child issue, Quality Education in Govt. Schools etc.	8 Years
6	Mr. Banwari Sahu	Member	M	PG in Maths	Teacher in DAV, Ranchi	Mathematics, Science, Quality Education etc.	23 Years

Note: Mr. A K Singh, Managing Trustee and Director has received Rs. 632460 and Mr. Mahendra Kumar, Board Member has received Rs. 440100/- in the year 2015-16 as honorarium because both of them are full time engaged in organisational work.

5.III. Board Meetings and Attendants

As per the By Laws of LEADS, Annually two Board Meetings are mandatory but more meetings can be organized considering the needs of the organization. In the year 2015-16, we have organized three Boards Meeting in which participation of the board members was more than 90%.

5.IV. Benefits Taken by Board Members

There are seven board members of LEADS. Managing Trustee is also full time Director of LEADS, so his honorarium has been passed by Board along with Mahendra Kumar, another board member who has also full time engagements in LEADS. Paid amount has been reflected in the board meeting sheet for greater transparency.

5.V. Declaration of Engagements of Relatives of Board Members

No such employee has been engaged as employee who are blood relatives of board members of LEADS.

5.VI. Women Composition in the organisation

Sex Ratio in the Organisation:

Prog and Administrative Staffs	Male	Female	Total
Number of Full-Time Staffs	98	92	190
Number of Part-Time Staffs	38	26	64
Number of Consultant	6	4	10
Total	142	122	264

5.VII. Participation of Board Members in International events

A K Singh, Director/Managing Trustee, LEADS participated in the Preparatory meeting of BRICS Summit at Jakarta, Indonesia from 11th to 14th Dec 2015.



6. Our Publications



7. LEADS in MEDIA

The collage features several newspaper clippings with the following headlines and content:

- सन्मार्ग** (04): **लक्ष्य प्राप्ति का लिया संकल्प** (Resolution taken for target achievement). **दैनिक भास्कर** (04): **शिक्षा को मिलकर बनाएं बेहतर** (Make education better together).
- सन्मार्ग** (05): **रही निकाल किया पर्यावरण के प्रति जागरूक** (Awareness about environment). **दैनिक जागरण** (05): **विकास योजना पर हुआ कार्यक्रम** (Program on development plan).
- सन्मार्ग** (05): **हाईस्कूलों में 18 हजार पढ़ाई पर शिक्षकों की नियुक्ति शीघ्र: शिक्षा मंत्री** (Recruitment of 18,000 teachers for high schools soon: Education Minister).
- दैनिक भास्कर** (05): **जल्दया परिवर्तन पर अंकुश लग के लिए निकासा मया जमलकता** (Restrictions on quick changes for better planning).
- The Telegraph** (05): **Magic of eight works in rural schools** (Magical curriculum makes sweeping social change).
- सन्मार्ग** (05): **विद्यालय प्रबंधन समिति का राज्य स्तरीय समीक्षा बैठक** (State-level review meeting for school management committees).
- आज** (05): **एसडीसी में स्थायी विकास लक्ष्य महामसा का आयोजन** (Organization of Sustainable Development Goals Mahasa).
- दैनिक जागरण** (05): **41 दैनिक जागरण नहीं चलेगी निजी स्कूलों की मनमर्जी: विद्यालय प्रबंधन समिति सम्मेलन में बोली मंत्री** (Minister's speech at school management committee meeting: Private schools won't run on their own terms).
- The Telegraph** (05): **State part of global crusade to stop drain of public funds** (State part of global crusade to stop drain of public funds). **Light the way, show up waste** (Light the way, show up waste).
- दैनिक जागरण** (05): **शौचालय बनने से स्कूलों में घटा ड्राप आउट** (Drop-out rate in schools reduced after toilet construction).
- दैनिक जागरण** (05): **18 हजार शिक्षकों की जल्द होगी नियुक्ति: शिक्षा मंत्री** (18,000 teachers will be recruited soon: Education Minister).
- दैनिक जागरण** (05): **विद्यालय प्रबंधन समिति के विस्तार पर केंद्रित** (Focus on expansion of school management committees).
- दैनिक जागरण** (05): **हैं महिलाएं: लुईस मराठी** (They are women: Luis Marathi).



ADITYA SHAH & ASSOCIATES
CHARTERED ACCOUNTANTS

AUDIT REPORT

We have examined the Balance Sheet as at 31st March, 2016, Receipt and Payments Account & Income & Expenditure A/c for the year ended of **Life Education And Development Support**, Behind Old Sadar Thana, Tiril Road Kokar, Ranchi, Jharkhand.

We certify that the Balance Sheet, Receipt and Payments Account & Income & Expenditure A/c are in agreement with the books of account maintained by the Trust.

We report the following observations/comments/discrepancies/inconsistencies; if any;

1. These financial statements are the responsibility of the Management. Our responsibility is to express an opinion on these financial statements based on our Audit.
2. We conducted the Audit in accordance with Auditing Standards generally accepted in India. Those standards require that we plan and perform the Audit to obtain reasonable assurance about whether the financial statements are free of any material misstatements. An audit also includes examining on test basis evidence supporting the amounts and disclosures in the Financial Statements. An audit also includes assessing the accounting principles used and significant estimates made by the management as well as evaluating the overall financial statements presentation. We believe that our Audit provides a reasonable basis for our opinion.

Subject to above -

- (A) We have obtained all the information and explanations which, to the best of our knowledge and belief were necessary for the purpose of the audit.
- (B) In our opinion, proper books of account have been kept by the Trust so far as appears from our examination of the books.
- (C) In our opinion and to the best of our information and according to the explanations given to us, the said accounts, read with notes thereon, if any, give a true and fair view:
 - (i) in the case of the Balance Sheet, of the state of affairs of the assessee as at 31st March 2016 and
 - (ii) In the case of income & expenditure A/c, of the Deficit for year ended on that date.
 - (iii) In the case of Receipts & Payment A/c, of the Receipts and Payments for the year ended on that date.

Place: Ranchi
Date : 12/09/16

ADITYA SHAH & ASSOCIATES
CHARTERED ACCOUNTANTS

Harender Bharti
Name Harender Bharti
Status Partner
Mem. No. 422216
FRN: 016257C
Address: Court Road,

Life Education and Development Support(LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
(GLOBAL ACCOUNT)
Balance Sheet As at (F.C. & N.F.C) 31st March 2016

CAPITAL & LIABILITIES	Sch.No.	Amount (₹)	Total (₹)
Corpus Fund			11,000.00
General Fund:			
As Per Last Account		6,774,998.34	
Lee: Deficit for the Year		2,246,453.63	4,528,544.71
Liabilities for Payment	1		3,499,529.00
GRAND TOTAL:			<u>8,039,073.71</u>
ASSETS			
Net Fixed Assets	2		3,835,858.00
<u>Current Asset</u>	3		77,098.00
Loans & Advances			
<u>Closing Balance:</u>	4		4,126,117.71
Cash in Hand		25,410.00	
Cash at Bank:		4,100,707.71	
(In savings account with Indian Overseas Bank, Purulia Road Ranchi, Branch Ranchi.)			
GRAND TOTAL:			<u>8,039,073.71</u>

In terms of our report of even date

Place: Ranchi
Date: 12/04/16



For Aditya Shah & Associates
Chartered Accountants

Harender Bharti

(CA Harender Bharti)

Partner

FRN:- 016257C

M.No. 422216

Life Education and Development Support(LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
(GLOBAL ACCOUNT)
Income & Expenditure Account of (F.C. & N.F.C) for the Period from
1st April,2015 to 31st March,2016

<u>INCOME:</u>	Sch. No.	Total (₹)
<u>GRANT IN AID:</u>		
Foreign Contribution:	6	16,881,298.91
<u>GRANT IN AID:</u>	7	9,325,540.00
<u>Non F.C Project</u>		
<u>Other Income</u>	8	1,217,447.00
<u>Deficit : (Being the excess of Expenditure over income is transferred to General Fund)</u>		2,246,453.63
Grand Total :		29,670,739.54

<u>EXPENDITURE:</u>	Sch. No.	Total (₹)
<u>PROJECT (F.C) :-</u>		
<u>1.LGSS PROJECT:</u>		
<u>Child Marriage Program Implementation</u>	9	170,144.00
<u>2. ANDHERI HILFE BONN PROJECT:</u>		
<u>Entitlement Realization of Marginalized Community Through Empowerment</u>	10	781,902.00
<u>3.OXFAM INDIA PROJECT:</u>		
<u>To facilitate monitoring effective implementation of the Right to Education Act and government programmes; and engaged in intensive budget tracking of financial investments, in select intervention areas</u>	11	1,743,795.00
<u>4. MELJOL PROJECT:</u>		
<u>Aflatoun Social and Financial Education Program:</u>	12	413,579.00
<u>5. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN(ICRW) PROJECT:</u>		
<u>Gender Equity Movement in School(GEMS)</u>	13	1,863,937.62
<u>6.NATIONAL FOUNDATION FOR INDIA (NFI) PROJECT:</u>		
<u>Promoting Inclusive Governance in Jharkhand through Budget Work</u>	14	1,899,560.03
<u>7.INDIA LITERACY PROJECT (ILP) PROJECT:</u>		
<u>A. Promotion and Strengthening the JRTEF for Regulation of Free and Compulsory Education (RTE 2009) in Jharkhand</u>	15	1,717,563.56
<u>B.Bal Sashaktikaran Abhiyan: Ensuring Nutrition and Education Right of Children</u>		
<u>08. BfW PROJECT:</u>		
<u>Rural Empowerment for Entitlement Realisation (REER)</u>	16	3,398,533.23
C/F		11,989,014.44

Life Education and Development Support(Global Account)
Income & Expenditure Account of (F.C. & N.F.C) for the Period from
1st April,2015 to 31st March,2016

	B/F	11,989,014.44
09. WELTHHUNGERHILFE PROJECT:		
Initiative for Transparent and Accountable Governance System in Jharkhand	17	3,132,653.60
10. LEADS F.C GENERAL ACCOUNT:	18	614,508.00
11. NABARD PROJECT:	19	661,739.00
12. MKSP PROJECT:	20	3,563,242.00
13. UNICEF PROJECT:	21	580,559.00
Achieving Health and Education Outcomes Through Wash in School		
14.NRLM MGNREGA -CFT PROJECT:	22	5,884,677.84
15. RELIANCE PROJECT:	23	392,643.00
16. LEADS GENERAL FUND:	24	2,338,693.66
Depreciation :	2	513,009.00
Sub Total		29,670,739.54
Grand Total:		<u>29,670,739.54</u>

In terms of our report of even date

Place: Ranchi

Date: 12/09/16



For Aditya Shah & Associates

Chartered Accountants

Harender Bharti
RANCHI
(CA Harender Bharti)
Partner

FRN:- 016257C

M.No. 422216

Life Education and Development Support(LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
(GLOBAL ACCOUNT)
Receipts and Payments Account of (F.C. & N.F.C)for the Period from
1st April,2015 to 31st March,2016

RECEIPTS:	Sch. No.	Amount (₹)	Total (₹)
OPENING BALANCE:	5		4,625,109.34
GRANT IN AID:	6		16,889,433.91
Foreign Contribution Received:			
GRANT IN AID:	7		9,325,540.00
Non F.C Project			
Other Receipts :	8		1,225,184.00
GRAND TOTAL :			32,065,267.25

PAYMENTS:		Amount (₹)	Total (₹)
PROJECT (F.C) :-			
1.LGSS PROJECT:			
<u>Child Marriage Program Implementation</u>	9		193,138.00
Program cost		177,952.00	
Administration Cost		15,186.00	
2. ANDHERI HILFE BONN PROJECT:			
<u>Entitlement Realization of Marginalized Community Through Empowerment</u>	10		942,048.00
Program cost		611,862.00	
Personnel Cost		237,220.00	
Administrative Cost		92,966.00	
3.OXFAM INDIA PROJECT:			
<u>Outcome 1: To facilitate monitoring effective implementation of the Right to Education Act and government programmes; and engaged in intensive budget tracking of financial investments, in select intervention areas</u>	11		1,751,205.00
Program cost		1,178,717.00	
Personnel Cost		428,016.00	
Administrative Cost		144,472.00	
4. MELJOL PROJECT:			
<u>Aflatoun Social and Financial Education Program:</u>	12		408,858.00
Program cost		70,572.00	
Personnel Cost		309,000.00	
Administrative Cost		29,286.00	
5. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN(ICRW) PROJECT:			
<u>Gender Equity Movement in School(GEMS)</u>	13		1,978,152.62
Program cost		625,241.00	
Personnel Cost		1,100,720.00	
Administrative Cost		252,191.62	
Balance C/f			5,273,401.62



Life Education and Development Support(Global Account)
Receipts and Payments Account of (F.C. & N.F.C)for the Period from
1st April,2015 to 31st March,2016

Balance B/f			5,273,401.62
6.NATIONAL FOUNDATION FOR INDIA (NFI) PROJECT:			
Promoting Inclusive Governance in Jharkhand through Budget Work	14		1,920,771.03
Program cost		719,034.00	
Personnel Cost		1,005,680.00	
Administrative Cost		196,057.03	
7.INDIA LITERACY PROJECT (ILP) PROJECT:			
A. Promotion and Strengthening the JRTEF for Regulation of Free and Compulsory Education (RTE 2009) in Jharkhand	15		1,723,061.56
Program Cost:		580,879.00	
Administrative Cost		126980.00	
B.Bal Sashaktikaran Abhiyan: Ensuring Nutrition and Education Right of Children			
Program cost		907,439.00	
Administrative Cost		107,763.56	
08. BftW PROJECT:			
Rural Empowerment for Entitlement Realisation (REER)	16		3,398,533.23
Program cost		2,545,407.00	
Personnel Cost		667,659.00	
Administrative Cost		185,467.23	
09. WELTHHUNGERHILFE PROJECT:			
Initiative for Transparent and Accountable Governance System in Jharkhand	17		3,134,881.60
Program cost		1,639,383.60	
Personnel Cost		1,495,498.00	
10. LEADS F.C GENERAL ACCOUNT:			
	18		
Program cost		649,579.00	814,799.00
Administrative Cost		49,925.00	
Capital Cost		115,295.00	
Sub Total (F.C Projects)			16,265,448.04
PROJECT (NON F.C):-			
11. NABARD PROJECT:			
	19		685,612.00
Program Cost:		318,416.00	
Personnel Cost		162,000.00	
Administrative Cost		205,196.00	
12. MKSP PROJECT:			
	20		1,140,772.00
Program Cost:		1,006,963.00	
Administrative Cost		133,809.00	
13. UNICEF PROJECT:			
	21		573,902.00
Achieving Health and Education Outcomes Through Wash in School			
Program Cost:		573,902.00	
	C/F		18,665,734.04



Life Education and Development Support(Global Account)
 Receipts and Payments Account of (F.C. & N.F.C)for the Period from
1st April,2015 to 31st March,2016

	B/F		18,665,734.04
14.NRLM MGNREGA -CFT PROJECT:			
CFT COST	22		6,049,468.84
Program cost		594,708.00	
Personnel Cost		4,692,923.00	
Administrative Cost		657,527.84	
Capital Cost		104,310.00	
15. RELIANCE PROJECT:	23		555,277.00
Program Cost:		555,277.00	
16. LEADS GENERAL FUND:	24		2,668,669.66
Program cost		2,073,640.00	
Administrative Cost		373,741.66	
Capital Cost		221,288.00	
CLOSING BALANCE:	4	4,126,117.71	4,126,117.71
GRAND TOTAL :			<u>32,065,267.25</u>

In the terms of our report of even date

Place: Ranchi

Date: 12/09/16



For Aditya Shah & Associates
 Chartered Accountants

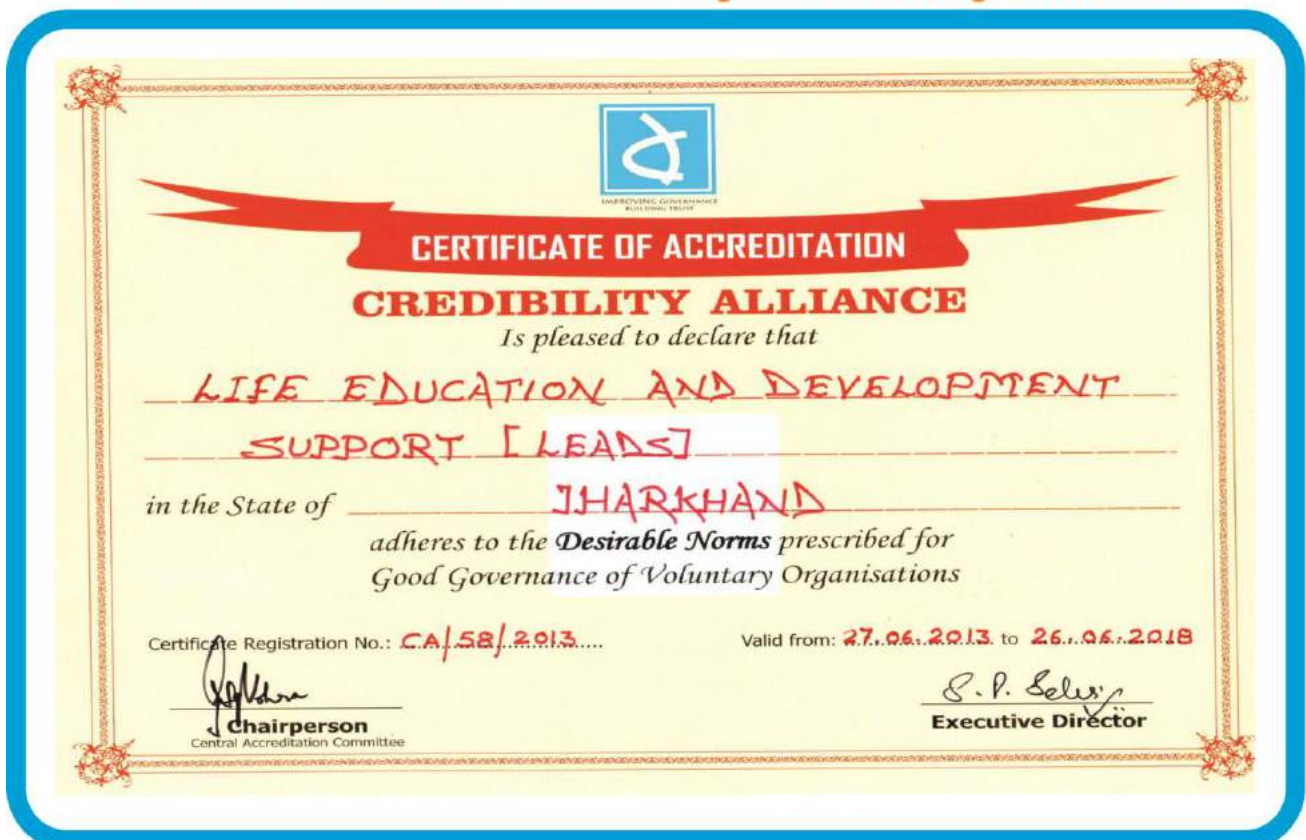
Harender Bharti
 (CA Harender Bharti)
 Partner

FRN:- 016257C
 M.No. 422216

9. Our Development Partners



10. Accreditation of LEADS by Credibility Alliance



11. Milestones

2004-2005: Inception of organisation and thematic rooting in Mahuadanr, Bandgaon & Murhu.

2005-2006 : Focus on Child Right and Livelihood, Lobby and Advocacy on a very small scale.

2006-2007: Generating local resources, contribution from members and entering into the community

2007-2008 : Strengthening CBOs in its referral area by its own sources and local contributions.

2008-2009 : Registered under 12A and 80G and took initiative to have better organisational structure to function democratically.

2009-2010 : Registered under FCRA, 2.81 acre land was registered and construction of the school building started in the name of LEADS, Meljol, Andheri Trust, Oxfam India

2010-2011 : Strategic Planning followed by LEADS and refocused its intervention towards Child Rights, Education, Livelihood, Health, Women Empowerment etc.

2011-2012 : Extension in its development understanding, Revisiting its roles and Lobby and Advocacy on different theme added with existing roles and organisation got various moral ,thematic and financial support from different organisation. Total 38 staffs were in pay role. Expansion of thematic issues, roles, geographical area, human resource, etc. as per need and the requirement of LEADS.

2012-2013 : LEADS has partnership with NABARD and National Child Labour Prog., Jharkhand and entered into partnership with the State Govt. and Central Govt. for the development of the people of Jharkhand Staff's strength went up to 56.

2013-2014 : LEADS has entered into an agreement with JSLPS for promotion of Mahila Kisan and we also signed agreement for promotion of Cluster Facilitation Team (CFT).

2014-2015: MKSP and CFT both project started in three districts viz Latehar, Khunti and West Singhbhum with its staff strength of 140. LEADS extended its intervention towards Transparent and Accountable Governance System in Jharkhand. LEADS is implementing the project "Rural Empowerment for Entitlement Realization" directly in West Singhbhum, Saraikela, Simdega and Lohardaga through partners. All together staff strength came to 265.

2015-2016: LEADS entered broadly in the promotion of skill of youths under different Projects



Capacity Building Programme of LEADS

important roles in budget work and gender budgeting in Jharkhand.

LEADS OFFERS FOLLOWING TRAININGS

SL	Training Programme	Who can participate	Duration	Total Part.
01	Lobby and Advocacy: Concept, Process and Approach	Senior Activist/staff	3 days	15-25
02	Organisational Development (OD)	Senior Mgt staff	3 days	15-20
03	Participatory Strategic Planning (PSP)	Prog and Mgt Staff	4 days	20-30
04	Participatory Micro Planning	Prog and Mgt Staff	4 days	20-30
05	Participatory Rural Appraisal (PRA)	Prog and Mgt Staff	4 days	20-30
06	Gender Sensitivity and women empowerment	Prog staff	3 days	20-30
07	MNREGA - 2005	Prog staff	2 days	30-50
08	Right to Information Act - 2005	Prog staff	1 day	30-50
09	Right to Education - 2009	Prog staff	1 day	30-50
10	People's Organisation and Self Help Group	Prog staff	4 days	20-30
11	Panchayati Raj Institution and Gram Sabha	Prog staff/PRI members	3 days	30-50
12	Tribal Development / Rights	Prog staff	3 days	20-30
13	Government Schemes	Prog staff	3 days	25-35
14	Child Rights	Prog staff	1 day	30-50
15	Social audits of various programmes	Field activist/staff	3 days	20-30
16	Concept and processes of Rights Based Approach	Prog staff	2 days	20-30

Important Note :

LEADS organizes above mentioned all programmes on regular basis and participants from various organizations participates in the program from different parts of the country. LEADS also organizes all programmes on request of support agencies/networks/ individual organizations.

REGISTERED OFFICES

Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001

COORDINATION OFFICE

Shree Maa Apartment, Flat No. 203 & 401, P. N Bose Compound
Purulia Road, Ranchi-834001

Tel & Fax: 91-0651-2532304, Email: leadsindiajh@gmail.com

web : www.leadindiajh.org

FIELD OFFICES & RESOURCE CENTRE

LEADS Perka, Block- Murhu, Dist.-: Khunti	LEADS Bimla Niwas, Behind Loyla School, Girja Toli, Khunti	LEADS, Near Check Naka, Bandgaon, Dist.-: W. Singhbhum	LEADS 1. Daltenganj Road, Mahuadanr, 2. Village: Bamhani Block-Chadwa, Dist.-: Latehar	LEADS Village- Kulhi, Block- Dulmi. Dist: Ramgarh
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