



Empowering People

Annual Report

2016-17



Life Education and Development Support

*Our sincere thanks to the following dignitaries who have supported us in course of our journey:
2016-17*

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2. **Ms. Neera Yadav**, Minister, Human Resource Development, GoJ
3. **Mr. C. P. Singh**, Minister, Urban Development, Govt. of Jharkhand
4. **Ms. Aradhana Pattanayak**, Principal Secretary, Minister of HRD, GoJ
5. **Mr. A. K. Singh**, Ex. C. S. Govt. of Jharkhand.
6. **Mr. Paritosh Upadhyaya**, C.E.O, JSLPS, Government of Jharkhand
7. **Mr. Kumar Premchand**, WASH Specialist, UNICEF, Jharkhand
8. **Mr. Sanjeev Vijayvargiya**, Deputy Mayor, Ranchi Municipal Corporation
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11. **Mr. Madhukar**, Sr. Journalist and Advisor of LEADS
12. **Prof. Ramesh Sharan**, Vice Chancellor, Binova Bhave University
13. **Dr. H. Dayal**, Economist and Director, IHD, Ranchi, Jharkhand
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24. **Mr. Amitabh Behar**, Executive Director, NFI, Delhi
25. **Mr. Mahadev Hansda**, State Head, Save the Children, Jharkhand
26. **Mr. Pradeep Kumar Chaubey**, Administrator, JEPC
27. **Mr. A. K. Singh**, D.S.E. Khunti

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Director's Reflection

“The year 2016-17 had been a remarkable one in terms of growing partnership, networking, advocacy, outreach and coverage through the programs”



I share a deep sense of satisfaction and pride to present the LEADS's Annual Report 2016-17. The brief report highlights the major intervention-area focused projects of LEADS detailing about the activities conducted, achievements, case studies and future plans. LEADS strengthened its pillars of intervention into social issues by successfully conducting eminent events during the year 2016-17 such as State Level Pre-Budget Consultation, SDP Campaign, State Level Conference on School Development Plan and Quality Education, Quality Education in Jharkhand, State Level Stock Taking Conference, State SMC/SDP Meeting, State SMC Conference and SDP Mela Planning Meeting, Lecture on Right to Education Act 2009 and many more. Along with that, some documents were published like 'Aapna Adhikar Jano', 'A Handbook on Government Schemes', 'Flip Book on RTE Act 2009', 'Aflatoun Manual', 'Aflateen Manual', 'Flip Book on Lac Cultivation', 'Manual on SRI Cultivation', 'Manual on Goat Farming' and 'Manual on Producer Group'.

LEADS is emerging as a strong player in the development sector across the state of Jharkhand, making a worthwhile impact in the lives of many, especially those from the rural areas. LEADS believes in giving voice to vulnerable issues like child education, child rights, livelihood issues, gender sensitivity, women empowerment, organic farming, SRI, promotion of PRI, State Budget related issues in context to Jharkhand, etc. Since its inception, LEADS's prime focus has been on creating a sustainable environment for the Tribal's, PVTGs, Children, Women, Farmers, Youths, CWSN, Disables, etc.

LEADS has been successful 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 the new year with rays of hope and trust.

I am extremely grateful to our colleagues, LEADS Board members, LEADS' entire team for its efforts and endeavors and of course, our generous Donors for their constant financial support. LEADS gratefully acknowledges the support of all those who share the same vision as that 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 in our work and for their continuous support.

A. K. Singh
Director, LEADS

1. LEADS: An Introduction and Development Understanding

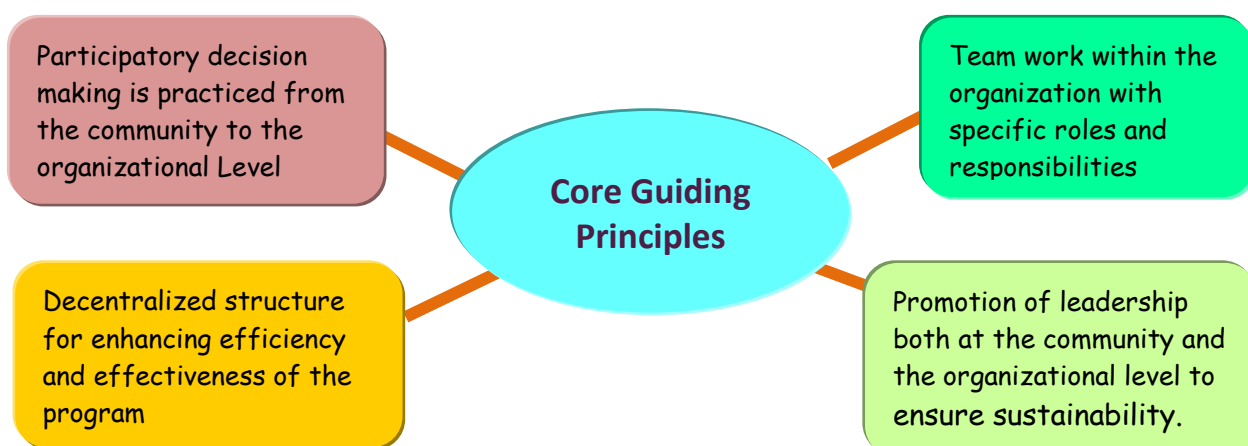
Backdrop of LEADS

Life Education and Development Support” (LEADS) is a voluntary non-profit organization registered under the Indian Trust Act (1882) in 2005. Our aim is to promote social inclusion and democratic governance so that the vulnerable sections of the society are empowered to effectively and decisively participate in the mainstream development and decision making processes. LEADS has all legal registration (including FCRA) required for the functioning of an organization. LEADS was established with the purpose to create some developmental model by unfolding human potentials, which is the core element of sustainability and replicate such models with the support of Govt. and other developmental organizations. LEADS works at the field level in partnership with local civil society and people’s organizations. The collective experience, learning and insight enable us to work on knowledge building, training and advocacy. All initiatives are executed in a framework of collaboration and partnership to empower people for demanding their entitlements and enable the service providers, including the government, to deliver in a transparent and accountable manner. Since its inception, LEADS has planned to intervene at five levels:

- **Intervention at the community level**
- **Networking of like-minded organizations on issues like, Education, Livelihood, Governance, Budget Tracking, Health and Nutrition, Social Security etc.**
- **Issue based lobby and advocacy at the community, block, district, state and national level platforms**
- **Research and Publication to generate evidences for pro-people policy advocacy**
- **Promotional and consultancy support to other developmental actors**

Ideology

LEADS believes 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 life education and development support. Ensuring rights of every individual will provide ample scope for development of all sections of society, which will further help in unfolding human potentials and building confidence of the poor and the marginalized communities. The organization plans its intervention on the basis of its development understanding and ideology.



Vision

“To create an inclusive society where all the stakeholders, particularly the vulnerable, participate with full empowerment and gain equal access and control over services, resources and institutions. The values like mutual respect and cooperation, participation, trust and brotherhood, gender equity, peace and justice shall prevail and be practiced in the society. Environment shall be free from all sorts of pollution.”

Mission

Our mission is to materialize the idea of a society consisting of free and equal citizens who are able to come together to solve the problems that affect them in their particular contexts. The commitment is to work for a paradigm of development and governance that is democratic and polyarchic. We seek to institutionalize the idea that development and governance should not just be left to the State and its formal bodies, such as the legislature and the bureaucracy, but the citizens and their associations should also engage separately and as well as jointly with the State.

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

General Objectives

- ❖ To build collective confidence of the poor and the marginalized community through building/promoting the 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, Roles and Responsibility of PRIs and Gram Sabha etc. and thereby to build their confidence.
- ❖ To link the community after building their capacity for employment and income generation through various appropriate trades/institutions.
- ❖ To build the capacity of grassroot organizations 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 publish issue based publications, manuals, booklets, postures, handbill, etc. for assisting the development actors in their interventions.
- ❖ To provide consultancy services to various resource organization and the CSO for ease of their operations.
- ❖ To make thematic linkages with national and international advocacy initiatives.
- ❖ To strengthen the local self governance at the community level.

Our Referral People

Ultra Poor, Vulnerable groups like Scheduled Tribes, Scheduled Caste, Other Backward Caste, Women and Children, Disable people, etc.

Geographical Area of Operation

LEADS is directly working in more than 1600 villages of Jharkhand, covering the districts of Khunti, West Singhbhum, Latehar, Ramgarh, Hazaribahg, Ranchi, Lohardagga, Simdega, Seraikela Kharsawan. In addition to that, Lobby and Advocacy are taken up across the State through network interventions.

Field Level Activity

- ❖ Promotion of Community Based Organization (CBO) in the form of SHGs, Gram Sabha, SMC, Farmers Club 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, Tools developed for the assessment of Anganwadi Centers for its service delivery
- ❖ Promotion of Child Education, Child Protection, Social & Financial Education
- ❖ Promotion of Swachh Bharat Mission (WASH)
- ❖ Promotion of SHGs and linkage of Ultra Poor to the Social Security Schemes
- ❖ Gender Sensitization and Women Empowerment
- ❖ Technical Skill Up gradation for Employment of Rural Youths
- ❖ Rational support to community through Micro Credit/Development Initiatives

Pro People Lobby, Policy Advocacy and Network Promotion

LEADS is facilitating a few networks in Jharkhand like Jharkhand Right to Education Forum (JRTEF), Jharkhand Primary Education Forum (JPEF), Jharkhand State Budget Group (JSBG), Jharkhand Livelihood Action Forum (JLAF), Jharkhand Wada Na Todo Abhiyan (JWNTA) by playing key roles.

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

- ❖ Realization of the 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.
- ❖ State Level Displacement and Rehabilitation Policy

- ❖ Jharkhand Agricultural Policy
- ❖ Panchayati Raj and Gram Sabha in Jharkhand
- ❖ Realization of Sustainable Development Goal
- ❖ Realization of the RTI Act 2009 at for promoting transparency at state level

Research & Publication

The human resources associated with LEADS have been doing research and issue based publications, manual preparation, etc. for enriching the development interventions. This work shall be further reinforced to utilize the organization's professional qualities. In LEADS, there is a Publication Committee that looks after the overall publication materials with strong content. Our publications are in the form of newsletters, books, manuals, leaflets, pamphlets, posters, audio and video visuals etc.

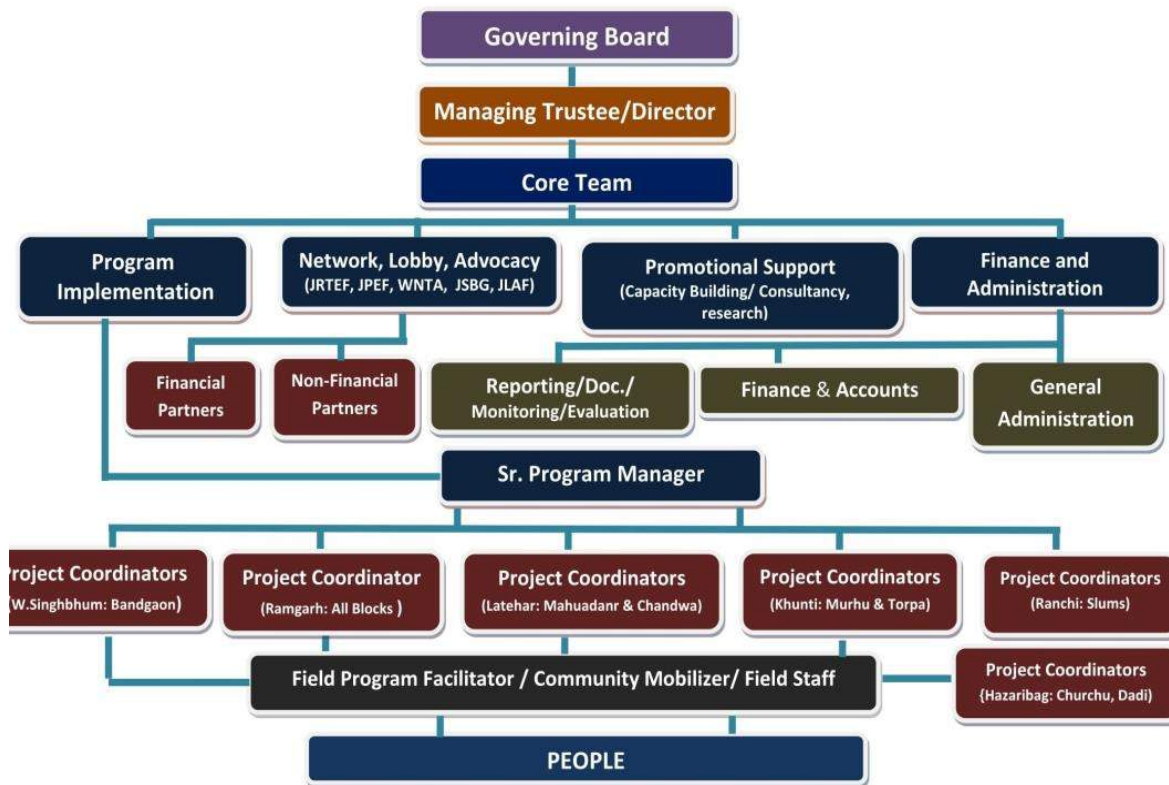
Promotional & Professional Support

- ❖ Training on various themes like Women Empowerment, Gram Sabha and Panchayati Raj, People's Organization and SHGs, Participatory Micro Plan, Proposal Writing, MGNREGA and RTI, WASH and SBM, RTE Act 2009, Forest Dwellers Act, Organization Development, Participatory Monitoring and Evaluation, Participatory Rural Appraisal (PRA), Participatory Strategic Planning, Fundamental Food and Tribal Rights, etc. are conducted by LEADS for the different Stakeholders and CSOs.
- ❖ LEADS has a professional background and a rich experience of providing consultancy/professional support to various civil society organizations, resource organizations, training institutions, networks, etc. in their endeavours.

Assets and Infrastructure

LEADS has 2.61 Acre of land, where three kindergartens and one residential training centre are functioning at different locations of Murhu Block of Khunti district. Organization has well equipped head office at Ranchi with all the required facilities. Organization has one Bolero, 12 two wheeler, Required number of Laptops, Computers, Camera, Furniture and Fixture, LCD projector, Scanner, Wi-Fi enabled office premises, Fax, etc. One well equipped meeting hall is attached with the main office at Ranchi. We also have 6 offices, one each in Mahudanr of Latehar, Badngaon of West Singhbhum, Murhu and Torpa in Khunti districts, Mandu in Ramgarh, Dulmi in Ramgarh districts.

LEADS Organogram



Intervention Area of LEADS



NETWORK AND PROMOTIONAL ACTIVITY IN ALL 24 DISTRICTS OF JHARKHAND.

LEADS Intervention at a Glance – 2016-17

Geographical Area	Thematic Area	Coverage
Dist: Latehar Block: Mahuadanr and All blocks	Implementation of the RTE Act 2009, Protection of Child Rights, Vocational Education, Farmers Club, Agriculture, Social and Financial Education	111 Villages + 750 villages
Dist: Khunti Block: Murhu	Livelihood: Lac Cultivation, Agriculture, SHG Promotion, Credit Linkage, Small Business, Livestock development, NTFP, RTE Act 2009	141 Villages
Dist: Khunti Block: Torpa	Realization of RTE Act 2009: Promotion of SMC, Child Cabinet, Institutional Building, Maternal and Child Health, Capacity Building of Stakeholders, Strengthening of Pragya Kendra, PDS, Capacity Building of Local Self Governance Institutions etc	95 Villages
Dist: West Singhbhum Block: Bandgaon	Livelihood, MGNREGA, SHG promotion, Forest Dwellers Act, Participatory Planning by Community, Realization of RTE Act 2009	214 Villages
Dist: Ramgarh Block: Dulmi	Water Sanitation and Hygiene (WASH), Strengthening the Capacity Building of Child Cabinet, Teachers, Parents, Community members	40 Villages
Dist: Ramgarh Block: Mandu	Streamlining the Ultra Poor's with Social Security Schemes, promotion of SHGs, Credit Linkage,	13 Villages
Dist: Hazaribag Block: Dadi , Churchu	Poverty Assessment Tool, Community Mobilization	15 Villages
Dist: Ranchi Local Slums	Vocational training on different subjects like, Retail, Electrical, Automobile, Beautician, Fabrication, etc.	30 Slums
Dist: Khunti Local Slums	Lead the rural unemployed youth to different Income generating Activities (IGA), Skill Development	12 Slums

Human Resource of LEADS

LEADS has 105 paid staffs and more than 150 frontline paid volunteers to facilitate the programs at different levels like state, district, block and field level. Out of 105 paid staffs, 50 have different professional backgrounds of higher education like, MBA, Civil Engineer, different professional backgrounds. LEADS also has external resource pool of different higher capacity people from Media, University, Professional Institutes, CSOs, Individual Activists, etc. LEADS TEAM has various types of expertise on Education/Child Rights, WASH, Food Security, Livelihood Program, 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, Farmers clubs etc. The organization also has the capacity to facilitate National and International events on different issues.

2.1 A Brief on Thematic Intervention

2.1. Child Rights and Education

I. Right to Universal, Inclusive and Quality Education Target Group: 6 to 14 years Children

LEADS is working for the realization of the RTE Act 2009 in 14 schools of Torpa Block in Khunti District. These 14 schools are under 10 villages in 2 Panchayats, namely Sundari and Jaria. Since the initiation of project, the team has been regularly capacitating the School Management Committee to take the complete ownership of the schools. Parents and teachers are considered the important stake holders for ensuring proper functioning of schools and quality education to children. The project team has been successful in disseminating the message of RTE to the stakeholders. For this regular home contact, trainings, workshops, exposure visits, village level meetings, etc. were done over the past years. Involvement of women in educational matters is promoted through motivating them. The effort made so far has been able to bring out positive changes. The SMCs have been empowered and are advocating with the Block and District level officials on school issues. A federation of SMC is in place. PRI members have become sensitive on educational issues and contributing for its betterment. Regular monitoring of the schools by ward members and Mukhiyas is in practice.

Support Agency: OXFAM India, Patna

Activities Conducted:

Several activities were conducted under the project to develop the Education service system such as:

- State level stocktaking conference with stakeholders on the RTE
- Quarterly meeting of the RTE forum and Public hearing on the RTE
- Development of IEC materials, evidence based advocacy on ECCD and the RTE
- Panchayat level RTE seminar and workshops with the SMC, PRI and local traditional leaders on child rights and the RTE
- Support in the preparation of School Development Plan and exposure visit for SMC & Bal Sansad member
- Supporting SMC and schools to promote child friendly environment in schools
- Training of children and adolescents on Child Rights and Education as well as development of resource materials on Inclusive Education
- Workshops on Inclusive Education, enrolment and retention of children from socially excluded groups in Torpa block and supporting the children groups (Bal Sansad) and Training of Teachers for improved classroom transactions.

Achievements:

- The team took part in the drive “Vidyalaya Chale Chalayen Abhiyan” which resulted in **100% enrolment** and **re-enrolment of 75 children** of 6-14 years to schools in 45 villages

- The School Development Plans for the academic session 2016-17 were formulated in all the 14 intervention schools
- A total of 12 teachers were appointed in the intervention schools and four intervention schools recruited additional teachers
- During the SDP campaign, LEADS supported the preparation of 110 School Development Plans in Torpa Block with community participation
- 20 hand washing units were installed in some primary schools, 2 units were provided to a middle school and 3 units were handed over to one high school
- The JRTEF team visited Hazaribagh, Dhanbad, Chaibasa, Latehar, Khunti, West Singhum and Ramgarh schools to assess the performance under the (SESM) State Education Support Mission (that is a joint collaboration of JEPC and JRTEF) and a report regarding the lacunas in providing quality education was shared with the Principle Secretary, (HRD, Gol) for further improvement.
- About 161 children and adolescents from the intervention villages were provided with trainings on Child Rights and Education.
- 4 Teachers Training Workshops (TTW) were organized for all the schools in Torpa Block and more than 60 teachers were capacitated on their roles, responsibilities and classroom transactions, and along with that the teachers were made aware about creating a barrier-free environment in school, promoting entrepreneurship development in children, gender sensitiveness, health and hygiene practices in schools was also discussed.
- Project team took initiatives for promoting entrepreneurship skills among the children of the intervention middle schools by encouraging them to prepare handicrafts, wall hangings, cane work, paper art works, etc.
- PRI members of the intervention villages took initiatives to address some of the issues of schools as they incorporated issues of boundary construction, toilet repairing, septic tank repairing, etc. in the Yojna Banao Abhiyan plan
- Women participation in the programmes has been overwhelming and the children of Bal Sansad of the Middle schools have become active enough to keep the track of long absentee and dropout students under PRAYAS programme, as the students are graded in Red, Yellow and Green colour as per their attendance in schools. The Bal Sansad members of Kutam, Tirla and Sundari have been conducting home visits to bring back the long absentee children to school.

Case Study

Sundari village comes under Sundari panchayat of Torpa block. It is situated around 15 kilometres from the Torpa headquarter. There is a middle school in Sundari village. There are total 155 in school. Previously, there was a single teacher in this middle school. After continuous efforts of the SMC and the community, the school received 5 additional teachers last year. The teachers and the SMC share a good relationship and are working



together for the school development. The Bal Sansad is also in place and its meetings are being conducted regularly on a monthly basis. LEADS facilitators also attend these meetings and provide guidance for the development of the school. Accordingly, the children prepare their action plans and work.

In the month of July, extensive plantation campaign was going on in the entire Khunti district. LEADS being a part of this campaign, motivated the SMC, the community and the Bal Sansad to involve in the plantation activities in schools. In Sundari village, the spirit of SMC and parents were enormous due to the recent appointment of 5 teachers in their school. They arranged a



meeting in the school and decided not only to complete the plantation, but also kitchen gardening within the school campus. This will make the school look more attractive and also the produce from the kitchen garden can be used in MDM and supplement in nutrition intake of school children. A suitable day was chosen to carry out the planned activities. The parents, school children and SMC members gathered on the day and prepared the land for plantation and kitchen

gardening. Mango, Jackfruit, Guava and Neem were planted. Vegetables were also planted in kitchen garden. Moreover, the community members have cleaned the school campus too. Thus, community participation has made the school more attractive and also developed a sense of ownership among them for the development of school.

II. Aflatoun Social and Financial Education

The Aflatoun Social and Financial Education aims to inculcate positive attitude, entrepreneurship ability and development of Leadership quality among children for the creation of a healthy society based on social values and its inner strength. Life Education and Development Support (LEADS) has intervened to promote the five core elements (such as, Child Rights and Responsibility; Self Exploration; Planning and Budgeting; Saving and Spending; and Entrepreneurship Development) under the project in 200 Schools of 2 Districts of Jharkhand, i.e. in Ranchi District – Slums of Namkum and Kanke Block and in Khunti District - Murhu, Torpa, Karra and Khunti Block under the support of MelJol, Mumbai). The Aflatoun programme was implemented to provide children with the building blocks of life, encouraging them to save their resources and start social and financial micro enterprises while learning. The Aftatoun is a fictional character that is the centre of Meljol program. The Aflatoun program is built on the core principles of Child Social & Financial Education. The Aflatoun teaching methodology encourages “learning by doing” through fun games, activities, songs, workbooks, etc. Hence, children are encouraged to develop qualities like Aflatoun to be independent and successful in their lives.

Support Agency: MelJol, Mumbai, through (CITI foundation)

Activities Conducted:

- The major activities conducted in the year 2016-17 in the Aflatoun Social and Financial Education were organizing Aflatoun launching event.

- Making children more conscious about the social and the financial education.
- Formation of Aflatoun Clubs and Banks and opening of formal bank accounts.
- Establishment of Entrepreneurship Lab at schools.
- Total 189 teachers were trained on social and financial education programme.
- Organizing staff and volunteer's review meetings.
- Arranging enterprise visit and exposure sessions.
- Material development and conducting regular school visits and building a positive environment in the schools.

Achievements:

- About 200 schools were mobilized in which 98000 children participated in the social and the financial education programme.
- A total of 182 Aflatoun and Aflateen Clubs are operating and 180 Aflatoun and Aflateen Banks have been established at the intervention schools this year where the total saving in the Aflatoun and the Aflateen Bank by children has been INR 1,30,000.
- About 16820 children learned the concept of saving, spending, planned budgeting, self right and responsibility.
- At present, 1746 Individual bank accounts have been opened up by the children.
- 43 financial entrepreneurship activities (which includes, stationary shop, Kitchen garden, poultry, etc.) are in progress.
- 26 Social Entrepreneurship Activities have been undertaken by children across the intervention schools.
- Teachers, children as well as the community have become more conscious about their rights and responsibilities.
- Awareness campaigns are being regularly organized by the school children on Aflatoun social and financial education and 2120 youth demonstrated new entrepreneurship and employability skills.
- Regular meetings of Aflatoun club members are held to resolve issues related to the school and community.
- 1130 number of individuals (students) demonstrated financial knowledge and skill and 812 students used entrepreneurship skills to improve their financial stability.
- And lastly, a case study of Anita Guria, a student of class 8th from Kalamati school, Khunti, visited a programme in Delhi where she presented her Aflatoun work and experience and she was awarded too.

Case Study

A Budding Initiative Can Inspire Others:

Sanika Munda, a 12 years old studying in 7th grade at GUMS Dudri. The Government Upgraded Middle School is situated on the road side at Dudri village of Murhu Block in Khunti district. There are around two hundred students in this school having 4 government teachers who are providing the students with their best performances in quality education as well as in extra curriculum activities in school.

Sanika Munda has four sisters and a brother. He belongs to a destitute family. His father is a farmer and works on daily wages.

Aflatoun Social and Financial Education was introduced in this school by one of the LEADS staffs. It is focused on the entrepreneurship among teenagers that children can do easily and happily. The activities are designed in such a way where child labour is not involved. Children are involved in the activities during their free time. Sanika Munda expressed his keen interest in saving money in the Aflatoun bank. He is a member of the Roshni Aflatoun Club. When his savings amounted to Rs. 1800 in the Aflatoun bank, he became more confident and decided to buy a kid (a young goat). His father was quite impressed by his idea. His father helped him in buying a Black Bengal kid. Sanika took interest in rearing that young goat for eight months. He sold the goat in the market and earned about Rs. 6000. His mother was quite inspired and decided to buy few more kids.



They have bought three kids of Black Bengal variety and also started rearing back yard poultry at home. He has become a role model for other students in the school.

III. Seva School- Shri Shri Anandmaye Vidyapith, Perka

It is one of its kind of initiative taken by LEADS in promotion of “Free and Compulsory Education to All” under RTE Act 2009. A total of 30 children from Perka village are benefiting in Seva School which is functioning at Perka Training Centre, Murhu.

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

LEADS is working for the realization of the RTE Act 2009 in the schools of 40 villages in Bandgaon Block from West Singhbhum District. The project team has been successfully disseminating the messages of RTE Act to the stakeholders like 0-14 Year children, parents, teachers, School Management Committee members, PRI members, Mata Samiti members, Anganwadi workers and local traditional leaders through regular home contact, trainings, workshops, exposure visits, village level meetings, etc. The project aims at capacitating the School Management Committee to take complete ownership of the school. In the year 2015-16, the direct beneficiaries of the project were 5381 children (of age group 0-14 Year).

Support Agency: India Literacy Program (ILP)

Activities Conducted

- This year, a two way inter-phase for intervention was adopted. The first was ‘pre-school intervention’ under which various activities were conducted, such as refresher training for the Anganwadi workers and Mata Samiti members, sensitization meeting with community on services of ICDS with focus on nutrition and preschool education at AWC level, Block level consultation meeting with ICDS officials, CBOs and community

members; distribution of hand washing units to intervention AWCs and wall writing on grievance redressal in AWCs, etc.

- Whereas, the second was 'school level intervention' and the activities conducted were, training of Bal Sansad members on their roles and responsibilities, refresher training of SMC members on RTE Act, exposure visit for SMC members, School Development Plan formulation and review, consultation meeting with the Education department, SMCs and community at the block level, learning level assessment of school children, awareness campaigns on the RTE and entitlements of communities, sensitization meeting with parents, teachers and community at school level, distribution of hand washing units to intervention schools, support to re-enrolled and regularized children and providing para-teacher support to difficult schools and many more.

Achievements:

- Regular school activities were conducted in all the 38 intervention AWCs, out of which 32 centers have been operating regularly on time and the average attendance of children has improved to 60-80%.
- Daily breakfast and freshly prepared meals have been provided in all the centers. To promote health and hygienic practices in the schools as well as in the Anganwadi centers, hand washing units have also been provided.
- The project team extended its support to 47 intervention schools for SDP preparation which were prepared through community participation and were submitted to BRC by the respective SMC members. The project team also joined hands with the Education Department for the "School Chalein Chalayein Abhiyan", a drive for enrolment, in the intervention villages and with the support of the SMC members and teachers, the drop-out students were identified and a total of 73 children were re-enrolled to schools.
- Under the project, 3 Para teachers were provided to schools that were under staffed. The Mata Samiti members have been empowered as they have developed understanding about their roles and responsibilities due to regular capacity building and interaction. The AWCs have regularised the weighing and growth tracking activities. Awareness level of the SMC members has also increased. And as a result, they are taking interest in the school condition and the quality of MDM, they even pay random visits to assess the functioning of the school and sharing school issues with Block education officials.
- The SMCs are conducting regular meetings in almost 70% intervention schools. Regular co-curricular activities are being conducted for children like songs, dance, games, etc. in the intervention schools and the CCA activities are organized weekly, preferably on a Saturday.
- The violence against children in the schools has remarkably reduced, as no case of corporal punishment, verbal and physical abuse; gender discrimination has been observed or reported in the intervention schools.
- The ILP team has developed a good rapport with the ICDS and the Education Department at the Block level and many a time the team accompanies the ICDS supervisors in a visit. LEADS has also been made a member of the BRG (Block Resource Group) by the ICDS Department.

Case Study

Hatnada village comes under Meromgutu Panchayat of Bandgaon block. It is situated around 8 kilometers from the Block Headquarter. The majority of the population is tribal in this village. The community is engaged in agriculture as the primary source of income generation. Apart from the agricultural work, people also engage in labour-force work and some even migrate to other states as labourers during non-agricultural seasons.

There is a primary school in the village named Aka Primary School Kita. The school is situated on the periphery of the village boundary. The total enrolment of the school is 38, including 19 boys and 19 girls. There are 2 teachers in this school.



With the support of ILP, LEADS is working in this school since 2014. Due to continuous intervention and efforts of the organization, awareness of SMC members as well as community towards education helped in improvement of quality education. The SMC members are taking interest in the school. The school building had been constructed long ago, but the building condition is extremely poor. The ceilings have become weak due to plaster falling. In order to avoid any accidents, the classes are going on in the veranda. The building was supposed to be reconstructed long ago, but due to the indifferent attitude of the Department, this situation persisted for long. After LEADS started intervening in the school, the field facilitators urged the SMC members to raise the matter in front of the Department officials, but the SMCs were reluctant in doing so because of the past experiences. In 2014, Patras Mundu was selected as the SMC president. Being a young and an educated man, he started interacting with the ILP project



team. The project team took him to the BRC several times, but due to the absence of any action taken by the Department, the situation remained as it is. In 2016, the new BEEO took charge of BRC. The ILP team met him and after frequent visits to BRC, he established a good rapport within the Department. During consultation meetings with BRC officials, this issue was repeatedly raised by the SMC president. The new BEEO and the BPO took note of the matter and forwarded the matter to the district. Subsequent follow up visits resulted in the sanction

of a new school building for the village. During the next half of 2016, construction work finally started off. The new building is almost completed, and the students are waiting to visit the new building. Persistent effort of the SMC yielded good results at last.

V. Gender Equity Movements in Schools (GEMS)

In 2008, the International Centre for Research on Women (ICRW) and other partners developed and implemented GEMS, a program to promote gender equality and denounce the use of violence among girls and boys aged 11-14 years enrolled in public schools across Mumbai, India which was led by trained facilitators from CORO and TISS. Later, the project was implemented in other States of India. The project aims to reduce gender-based violence through enhancing gender equitable attitudes and behaviors among school going adolescents. LEADS has been executing this project in 40 schools where, 20 are intervened and 20 are controlled schools in the 4 blocks of Khunti District, i.e. Khunti, Karra, Murhu and Torpa Block. The sole objective of the project is prevention of school-based violence involving boys and girls of class VI and VII, teachers, SMC members and parents. GEMS works with the school girls and boys using Randomized Control Trials. The project has directly affected about 1792 and indirectly 1902 individuals.

Support Agency: International Center for Research on Women (ICRW)

Activities Conducted:

Among the various activities some important activities conducted under this project have been:

- Teacher's training was conducted for two teachers from each of 20 intervention schools.
- Meetings and trainings were provided to the SMC members of the intervention schools for execution of Group Education Sessions (like, gender, body changes, relationships, emotions, violence, communication & conflict resolution).
- Organizing State Level Dissemination Workshop.
- Conducting regular monthly meetings with the teachers.
- Quarterly meetings were held from time to time with the District and the Block officials.
- Community and school-based Campaigns were organised in the intervention schools
- Sessions were organized for the Bal Sansads in all the intervention schools.
- End-line survey was conducted as a part of a qualitative research with similar girls and boys of class VII and VIII in 40 selected schools and conducted sessions with students of class VII and VIII in control schools.

Achievements:

- The major achievements under these project in the year 2016-17 are positive and significant shift in attitude with respect to gender and violence among students in schools
- Teachers supported the work on the issues of gender and violence in the schools.
- Decline in acceptance of peer-based violence; succeeded in breaking the gender segregation to some extent.
- Increase in students for reporting to teachers regarding incidences of violence either experienced or witnessed.
- Enhanced communication between student and teachers.
- Increase in students attending school regularly.

- Enhanced recognition of violence and increase in positive intervention for different forms of violence among students.
- Increase in students playing with students of opposite sex.
- Bal Sansad and School Management Committee (SMC) have become more aware about their roles and responsibilities.

Case Study

Teachers shared their journeys about the relationships at home with their wives and children. The female teachers talked about understanding the implication of gender in their professional and personal lives, while the male teachers mainly talked about the changes they had made in their personal lives with their wives and children.

Male teacher of Tungaon, Mr. Omprakash, shared how GEMS has encouraged him to be aware and confront his own behaviours. Earlier, back at home, he used to argue with his wife. But now, after attending GEMS training and conducting the sessions on his own, he tries to talk his wife properly, and they also received proper counselling. If the children have committed some mistakes, it is much better to talk and explain their mistakes to them instead of shouting and getting physically violent. Now, the way of his speaking tone has changed not only at home, but it in the school too.



2.2 Livelihood, Income Generation and Natural Resource Promotion

I. Empowering Tribal / Marginalized Community for Entitlements Realization and Food Security in Referral Areas

The project of “Empowering Tribal/Marginalized Community for entitlements realization and food security in referral areas” is being implemented in the Khunti District by LEADS in collaboration with Andheri Hilfe Bonn. The project aimed at strengthening community based organization (like, SHGs, Gram Sabhas and farmers club) in 12 villages of Murhu Block in Khunti District. The project seeks at empowering PRI members of the area to further reinforce and strengthen 96 social leaders (50% female and 50% male i.e. 8 Social Leaders from each village) and build their capacity on Human Rights/Fundamental Rights, Women and Child Rights, NREGA, PRIs, government schemes, structure and function of Block and linkages opportunities for rural youths, etc. The project has been developed to focus on helping people in developing micro plans in the villages, considering the overall development of agriculture, water shed, MGNREGA, etc., reinforcing the kitchen garden to families to increase their income levels to a substantial level for better livelihood and ensure their food and nutrition, empower women for their entitlements realization and participation in Gram Sabha and strengthen farmers for vegetable cultivation, and thereby increasing their income level to a substantial level for a better livelihood.

Support Agency: Andheri Hilfe Bonn

Activities Conducted:

Many activities have been conducted by the project, but a few activities require some special mention such as:-

- To empower the stakeholders and develop social leaders, they were involved in the SHG meetings, Gram Sabha meetings, social leaders meetings, etc.
- Sensitization workshop on mothers & child health issues (like, food and nutrition, safe delivery, breast feeding, immunization and linkage with govt. schemes).
- Community mobilization campaign through MGNREGA Rath and video shows and Panchayat level interface meeting with Govt. officials, PRI members and health workers.
- Trainings were conducted for SHGs office bearers, traditional village Headman, Pradhan, Munda, PRI members, SHG members, Youths and farmers on different topics such as, MGNREGA, Government schemes, social issues (like gender discrimination, education, superstitions, alcoholism, etc.), business plan, management, agriculture, livestock rearing, electronic gadget repairing, etc.
- And along with that, refresher trainings were conducted for the social leaders. The SHG members and farmers were taken for exposure visit to acquire more skills.

Achievements:

- Through this project, the villagers were facilitated and empowered, and as a result, about 351 beneficiaries from 12 villages received benefits from different Government schemes through MGNREGA convergence program such as cow shelter, goat shelter, farm pond, backyard poultry shed, NADEP compost pit, vermi compost pit, well, dobha, mango plantation, etc.
- A total of 45 SHG groups have received a fund of Rs. 10000 subsidy under NRLM and 6 SHGs have received Pradhan Mantri Mudra Loan of Rs. 50,000/- each. Another loan from a bank was granted to 12 SHG groups for income generation activities like goat rearing, piggery and other petty businesses. At present, 15 SHGs have become independent entrepreneurs by starting a Tamarind value chain activity which earns about 40,000/- in 3 months and they have acquired asset of 15 lakhs (consisting of 4 de-seeding machines and 4 tamarind brick making machines).
- Thereafter, 12 Producer Groups have been formed that are responsible for marketing of livestock, NTFP and other value chain activities. The members of 26 SHGs have started taking interest in the enhancement of the group, and as a result, they are now actively and regularly participating in the Gram Sabha meetings.

Case Study

New Techniques Leading to New Beginnings

Balamdina Topno lives with her husband at Ghagra village of Ganaloya Panchayat in Murhu Block. She was completely dependent on agriculture. She has 3 children and two of them are studying in schools. Her eldest daughter is



studying in a college in the Khunti district. Her earnings were not sufficient for her children's fees and to look after her family. The only the source of income was the agriculture and livestock. Earlier, the concept of agriculture was based on traditional practices in which she used to farm potato, radish, beans etc and that too using chemical fertilizer. She was trapped in a situation where there was a lack of production.

She has joined the Shanti SHG with regular help and support provided by the LEADS Andheri team. The meetings and training programs were provided on regular basis to the farmers on organic farming and practicing new methodology and techniques in farming like, vermin-compost, Nadep, Azola tank for soil nutrition, Nimastra, Jeewamrit, Hadicath for pest management, SRI method for upscale in rice production through organic farming, Annapurna model, 36 x 36 model of nutrition garden and also about livestock like goat rearing, back yard poultry in vaccination and de- warming and disease management through herbal medicine, Soil fertility, reduce the soil erosion, seed treatment, method of local seed storage etc. Training on program on convergence program like MNGREGA, MKSP(Mahila Kisan Sashaktikaran Pariyojana), SBM (Swachh Bharat Mission), Water shed program, etc. She has attended many exposure visits in Ranchi and other fields.

She had received Rs. 10000 as loan from the SHG and planted Simialata plant in 1 acre of land for lac cultivation. The cost comes around 950/- plants. The lac production was around 285 kg. She sold it at Rs. 180 per kg and earned about Rs. 51300/-. She has spent around Rs. 15,000/- during cultivation. Her net income was Rs. 36300/-. She has developed Annapurna Model in 50 decimal of land and planted fruits, cultivates different types of vegetables throughout the year. She has Vermin Compost pit and Nadep compost pit. She uses organic manure and natural pest in her field. She was able to sell it in the near-by market and earned around Rs. 10,000 in the last Kharif season. She is involved in the paddy cultivation in SRI method. She has received poultry shed and small farm pond from MGNREGA scheme and toilet construction materials from Swachh Bharat Mission. She has also received LPG connection through Pradhan Mantri Ujjala yojna (PMUY). She also received an award for the best farmer by Reliance Communication in State level. She is able to pay the school fee of her children and provide her family a better life. She has become a role model for the community and is inspiring others to practice the new techniques in the field.

II. Mahila Kisan Shashaktikaran Pariyojna (MKSP)

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

"Mahila Kisan Sashaktikaran Pariyojana" (MKSP) is a sub component of the National Rural Livelihood Mission (NRLM) of MoRD, Govt. of India. With the support of Jharkhand State Livelihood Promotion Sociey (JSLPS) LEADS is implementing this project in 75 villages (25 villages in each Block) of 3 blocks namely Mahuadanr of Latehar district, Murhu Block of Khunti district and Bandgaon block of West Singhbhum district since April 2014.

The project aims to create promote sustainable agriculture based livelihood opportunity to 3030 women farmers in project villages with their incremental income of Rs 25000/- per year. Strengthening of 250 SHGs, Promotion of 130 Producer Groups, 3 block level federation, promoting 80 best practicing women farmers as Community Resource Person, promotion of 20 Para Professionals for Agriculture, Animal Husbandry, forestry, NRM to facilitate the whole

process are the key components of the project. Use of NPM/INM and women drudgery reduction is the non-negotiable of this project.

During the period we have covered 75 villages in three district, promoted 80 CRPs and 20 Para Professionals through various training and exposure with practical demonstration in their field. As the result we abled to implement the project smoothly in project villages. We have trained 2200 women farmers on different components of sustainable agriculture, Livestock Development, Lac cultivation. We have reached 1980 households through different livelihood activities like tomato, potato, brinjal, chilly, ladies finger, cabbage, SRI, backyard poultry, Annapurna, 36x36, cripers etc. We have promoted 269 SHGs and 182 SHGs are following Panchshutra. Total saving of SHGs is Rs. 5355583/-. Till date 22 producer groups, 9 VO's and 2 Block federations have been promoted. 89 SHG have got revolving fund of NRLM and they are utilizing this fund in different livelihood activities. All 1980 HH are applying INM/NPM method and 1178 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 leveraged funds. Increased Rs 8500/ to 18000/.

782 households (Mahila Kisan) have been linked with different schemes like Cow shed, Poultry shed, Goatry shed, Land levelling, Pond, well construction Toilet, Indira Awas Yojna etc under MGNREGA.

Community and Individual assets such as 24 Annapurna Model, 236 36x36 kitchen garden, 6 Farmers Field Schools (Mahila Kisan Pathshala), 860 Vermi Compost pit, 760 Ajola tank, 380 Goat machan etc created during the period.

Case Study

Name- Bahalen Bodra, Husband- Premchand Bodra, Age- 35 yrs, Name of group- Jyoti self help group, Village- Sitiburu, Panchayat- Meromgutu, Block: Bandgaon, Dist.- West Singhbhum, Jharkhand.

The village sitiburu is 15km from Bandgaon block. There are 24 households and population is 135. Only schedule tribes live in this village. The village itself is isolated from other villages. There are no proper road, no connectivity with other villages, very few government schemes have reached to this village. The village is surrounded by thick forest. Most of the dwellers are counted as landless family. Their main occupation is collect and sale minor forest produce and also rearing livestock like goat, backyard poultry and piggery.



About the Beneficiary: Bahalen Bodra, Husband- Premchand Bodra, Age- 35 yrs lives in this village. There are five members in the family. She was not able to provide better education to her children due to financial crises. Children have started working as child labour or house maid in city. She has 2 4 goats, 33 poultry and 2 piggeries but no land for paddy cultivation.

With the intervention of LEADS supported by MKSP project, she is trained and oriented on new methodology in livestock rearing. She has attended livestock trainings where better food, housing, timely vaccination and de-worming and also the concept of Integrated Livestock Development Centre (ILDC) has been shared with her.



She has made a separate shed for goats where MKSP team has helped in making machan in goatry shed. A proper house for goats with ventilators for air circulation has been made. A fodder stand along with stand for drinking water has been made. She is trained to avail vet services to villagers. LEADS provided sufficient help to her for revenue generating. She has sold 4 goats and did daughter's marriage. She has established ILDC in her front yard where villagers bring their goats for vet

services. She charges Rs.5 per goats for providing vaccination and de-worming or other herbal medicine. She has sold 3 goats and provided all requirements to her children to go to school. Now, children are regular in school. She has earned 1500/- from poultry this year. She and her husband are involved in collecting and sale minor forest produce, provide vet services to villager, collective wise marketing through producer group which is initiated by her. Her annual income is around 45000/- which is kept in her bank account. She has started small savings for her son and little daughter.

She has become a model person for villagers. She says that she can see a positive change in her life and in the family through LEADS intervention supported by MKSP project. She wants to upscale her knowledge in vet services and trained farmers for better livestock rearing. She wants to increase goats in the family as well as in the village by providing better buck to villagers.

III. MGNREGA-NRLM Convergence CFT Strategy

The programme is an initiative of the Government to ensure 100 days job to people every year in the rural areas to support them and decrease the rate of migration. LEADS is working in this convergence programme in 3 Blocks, i.e. Murhu, Bandgaon and Mahuadanr of Khunti, West Singhbhum and Latehar Districts respectively which covers about 467 villages. The project aims at awareness creation, work demand generation, ensuring 100 days employment through MGNREGA, to make sure to create asset for sustainable livelihood and ensure Water Conservation and Natural Resource Management. The few processes involved in the execution of the programme are identification and planning for works that converge with the livelihood plans, then worksite execution and measurement, thereafter, ensuring the payment of wages to MGNREGA workers that can be done through a revolving fund, then making a provision of capacity building and training for all stakeholders involved, including the PRIs and finally community monitoring. The stakeholders of the project are Labour Groups, SHG groups and SHG Women Federation, MGNREGA Help Line Centres, Barefoot Engineers, Village Resource Person, SHG Mate, Block Coordination Committee, District Coordination Committee and many others at the community level.

Support Agency: NRLM and MGNREGA, Government of Jharkhand, Ministry of Rural Development Government of India

Activities Conducted

- Provided support in the complete cycle of the MGNREGA process from the job card creation to the opening of bank accounts and demand generation for the program.
- Project team worked for strengthening the Gram Sabhas, PRI members, SHG, SHG mates, etc.
- Special attention was given on organizing the Block and the District coordination meeting and regularizing Rozgar Diwas. GPDP workshops have also been conducted at the Block and the District level to strengthen the planning processes in the villages. Hand-holding support has also been provided to the PRI members, SGH mates and labour groups in the villages.

Achievements

- There have been improvements in most of the indicators of the MGNREGA in the project area as more than 90% bank account coverage has been achieved in all the three intervention Blocks.
- The Gram Sabhas are being conducted regularly with increase in women participation, and along with that, Rozgar Diwas has been regularised in the Murhu Block.
- Increase in asset creation and ownership has also been noticed.
- Monthly meeting of PRI members and SHG mates are being conducted regularly. Beneficiary selection for the convergence schemes such as, mango plantation, VERMIN/NADEP compost pit construction and many more have been completed in all the three Blocks.
- Total 36.7 Acre land has been selected for Mango plantation and 6110 beneficiaries have been registered for compost pit. Apart from this, around about 1042 job cards have been generated as a part of work generation activities.
- Total 1017 new SHG mates have been trained. The PRI representatives have been strengthened and helped to conduct their roles and responsibilities smoothly, whereas, they were also oriented on GPDP to successfully conduct the village planning processes in which they were provided hand holding support by the LEADS staff.

Case Study

Voice of Women: Stopped work through Machine in MGNREGA

Gamharia Village is situated at about 13 KM from Khunti district head quarter towards Khunti-Simdega Road. The village comes under Bichna Panchayat of Murhu Block in Khunti district of



Jharkhand. There are 160 families residing in the village and 7 SHGs are functioning properly.

Process of community mobilization and formulation of village development plan initiated from November 2014 by LEADS under CFT strategy. In earlier stage CFT team faced so many challenges

to mobilize the community. Middlemen always created problems during mobilization and planning process. We focused more on SHG mobilization in planning process. Finally we able to formulate village development plan with full support of SHG women.

Plan to construct 9 Dobhas approved and work started. Middlemen mobilized Rojgar Sewak and Panchayat Sewak and started dobha work through ZCB machine. In leadership of Pratima Devi of Ekta Mahila Mandal, Kunti Devi of Jyoti Mahila Mandal, Meena Devi of Tiraj Mahila Mandal, all SHGs women came forward and stopped the work, made a call to BDO Murhu



Block, told about work started by machine in their village. Immediate action was taken by BDO and she requested SHG members to work in group and finish Dobha work as early as possible. 5 Mahila mates have been selected in this village and trained by LEADS. Mahila mate Prabha Devi and Rekha Devi along with SHG members filled up work demand and submitted next day to Rojgar Sewak and they started work in Dobha construction. They fulfilled all norms of MGNREGA. They deployed a woman with special needs for taking care of small children. Finally, they completed construction of 4 dobhas manually.



As the result each woman got 40-50 days employment, timely payment ensured, women got more confidence. Rojgar Sewak and middlemen are alert for this village. When dobha work completed, all women were engaged in Check dam construction in same village. Hope that they will get 100 days employment in this financial year. Other village women are also being influenced by Gamaharia village women initiative.

IV. Rural Empowerment and Entitlement Realisation

The programme “Rural Empowerment and Entitlement Realisation (REER)” is operating in 10 villages of respective five Districts, namely Latehar, Lohardaga, Simdega, West Singhbhum and Saraikela in Jharkhand. Total 50 villages shall be covered from 5 Districts to develop a model on holistic development of marginalised group with better advocacy inputs in the State with support of BFdW, Germany. The programme constitutes an integrated approach to all issues prevalent in the community and aims at linking the community human resource i.e. the SMC members, Gram Sabha members, SHG members, etc. with the Government schemes through different motivating and awareness generation activities. Through this project social leaders are also encouraged from among the community to sustain the chain of delivery mechanism in the community.

Support Agency: BFdW, Germany

Activities Conducted:

Some of the main activities of the project have been pointed-out which require special mention are:

- Regular SHG and SMC meetings.
- Gram Sabha meetings for community mobilization.
- Meeting for participatory micro-plan formulation.

- Workshops for women empowerment; training for Social Leadership Promotion
- Quarterly meeting with Block Watch Committee.
- Interface meet with the Government officials for scheme implementation
- Formulation of School Development Plan.
- Seminar on RTE Act-2009 and formulation of School Development Plan, wall writing for information discrimination, stock-taking conference on MGNREGA and monitoring visit to project implementation field.

Achievements

The significant achievements of the project can be outlined as:

- After promoting and strengthening the Gram Sabhas, SMCs and WSHGs in the intervention villages, they have actively involved in the decision making process.
- Strengthened the existing SHGs and social leaders, and then connected them with more linkages towards Government schemes and programs.
- 75 SHG groups have been linked with JSLPS programme for involving them in small businesses and group farming.
- Meeting with CBOs have become regular in all intervention villages.
- Some SHG group members along with community are initiating other sources of income through activities like, piggery, poultry, soap making and indigo making, etc.
- Women participation has increased as they have become aware about their rights and entitlements and they are actively taking part in decision making process.
- The SMC members of intervention villages were strengthened and provided training on the RTE Act 2009, and as a result more than 60% of schools are functioning properly due to their regular meetings and monitoring visits.
- Along with that, the SMCs are also monitoring the MDM quality and lastly, each village has selected 3 male and 3 female social leaders who will assist the villagers in their development processes. Hence, these social leaders are working to link the villagers with the different schemes and facilities like Old Age Pension, Widow Pension, Job Card, Birth Certificate, Death Certificate, etc.

Case Study

The Village Sikni is situated 18 KM away from the Block Office, Chandwa . People residing in this village belong to mixed community. The villagers are mainly dependent on Agriculture for their livelihood. Before the intervention of REER project, the situation of village was not good. People were not aware of any Government Scheme and moreover, Gram Sabha meeting were not conducted regularly, SMCs were not aware of their roles and responsibilities, etc. But nowadays, we can see so many changes like Gram Sabha having regular meetings, increased women participation in Gram Sabha, SMCs know their role and responsibilities and also trained on the RTE Act 2009 and work for strengthening of school. Villagers have fixed a place for Gram Sabha meeting having it on regularly basis. We can see so many positive change in Sikni Village after the intervention of REER Program.



V. Community Engagement for Sustainable Livelihoods and Financial Inclusion of the Ultra Poor

The project of “*Community Engagement for Sustainable Livelihoods and Financial Inclusion of the Ultra Poor in Ramgarh and Hazaribag District in Jharkhand*” is to support the most vulnerable populations to create a sustainable pathway out of extreme poverty through livelihood development programme through the *Graduation Approach* which focuses on helping ultra-poor families to become financially efficient in a sustainable and time-bound process and further integrate them into a formal financial system. As a roll-out of the program, 1000 ultra poor women and 3000 poor women shall be provided with sustainable livelihood options in 20 Gram Panchayats of 3 Blocks (namely, Mandu, Churchu and Dadi) in Ramgarh and Hazaribag District of Jharkhand. Women from ultra-poor households will be identified and organized into Self-Help Groups (SHGs) to promote women solidarity and empowerment to further integrate into the financial system to enable them to gain access to Government programs and gain benefit from its financial support schemes.

Support Agency: Trickle Up

Activities Conducted

- After the launch of the project, various trainings were provided to the project staffs on ‘Poverty Assessment Tool’ and Participatory Rural Appraisal.
- Later, the project work was initiated which involved identification of the Ultra Poor in the project area through the PRA tools, which was followed by household verification and livelihood planning of the identified ultra poor families.
- Then the source of livelihood was planned with the community, which involved activities like, opening a small shop, chickens or goats rearing, farming, etc. After that, livelihood training was provided to all the field staffs and CRPs to conduct the project competently.

Achievements

- In 27 villages, about 1000 families were identified as ultra poor. From the identified Ultra Poor families 449 members were linked with the SHGs.
- And at present, a total of 871 members of ultra poor families are actively taking part in the SHG activities.

Case Study

A 23 years age Muskan Devi resides in the Jodakaram village. Living with her husband, sister-in-law and two daughters, she is the sole bread earner in her family. Her husband is a disabled person, while her sister-in-law is suffering from an acute mental illness. Among all the family members, she was the only one who could attend school, but could not even complete her primary education.

Fig- Mud House that Muskan Devi recently constructed by mortgaging her land to the moneylender. (The one sitting on the ground is her sister-in-law).

On the part of livelihood, she works as a wage labourer in the construction work and hardly gets work even for seven days in a month. In her case, correlation exist between food scarcity and

work availability, means whenever the condition of food shortage becomes severe, she goes in the search of work. Working as a labourer by leaving two toddlers at home is not bearable to her, but she does it anyhow with a heavy heart. Somehow, Public Distribution System (PDS) acts as a social safety net but she gets only 30 kilograms of rice grains in spite of 35 Kilograms. She and others reported malpractices of PDS dealer in the distribution of goods to villagers, but no action was taken.



Suffering from an acute and intergenerational form of poverty, she did not have enough money to cover her mud roof in the rainy season. And eventually, she had to mortgage her 6 kathas of land to ensure a cosy home for her children and other family members. Also, she faces gender discrimination at her workplace. In the same work and capacity, the wage of her male counterpart is 200 rupees and but in contrast to it, she only gets 140 rupees.

After being selected as a project participant (PP) with the help of Trickle Up, a part of Met life 2016-19 project, she became a member of Self Help group (SHG) in her village. For her, it was a milestone to come out of the vacuum of social isolation. Apart from saving money, now she attends SHG meetings on a regular basis and shares her own problems with other group members. Adding to it, regular coaching from the field staffs and community resource person (CRP) in terms of enhancing her family livelihood, built her confidence and her ability to do it.

Muskan Devi laughs and says, “Hum log to zarur aage badhenge Sir, ab lagta hai ki kuch rasta khula hai. Pehle chup raha karte the aur sochte the ki kuch karenge. Lekin Didi log ke sahare lagta hai ki ab humlog apne jeevan me parivartan layenge”

With great excitement, she says that with the seed grants and training, she will start rearing goat nursery at home. By doing so, she can get rid her mortgaged land from the moneylender. With having a broad smile, she says that her husband can utilize his time in raising goat nursery at home. It will give her some sort of economic and mental relief. Through the Met Life project 2016-19, Trickle Up is on the expedition of creating such a many insightful and inspirational trasformation stories at the rural grassroot. Creating grassroots leaders among the ultra poor, once who were outcast from the mainstream society are now becoming change agents and Muskan Devi is one of them.

“Indeed, we will go ahead Sir. Now it seems that ways are open to proceed further. Earlier we used to stay silent and only thought of doing something better. But with the support of Didi (CRPs), it seems, we shall definitely change our lives in the better manner.”

2.3 Technical Employability / Vocational Education

I. Dindayal Antodaya Yojna: National Urban Livelihood Mission Skill Development

DAY-NULM Skill Development Program is an ambitious program of the Hon'ble Prime Minister which aims to produce a large number of skilled labour-force in the country. Under skill development schemes, Government imparts skill training to citizens by enabling them to access gainful self employment and skilled wage employment opportunities to reduce poverty and vulnerability of the urban poor households, resulting in an appreciable improvement in their livelihoods on a sustainable basis, through building strong grass-root level institutions of the poor. In this initiative, LEADS is supporting the Government as an implementing agency to capacitate people with skills so that they can grow to support themselves and their household.

LEADS is providing skill development training to 400 students in both Khunti and Ranchi district in five trades, i.e. Beauty Culture and Hair Dressing, Retail Departmental Manager, Electrical, Electronics and Fabrication under the NULM project supported by Ranchi Municipal Corporation & Khunti Nagar Panchayat. The duration of the trades was approximately 6 months. In addition trainings were provided on basic soft skills improvement such as English language and fundamentals of computer. Along with regular classes of respective trade the students were provided with classes on group discussion, personality development and time management to prepare themselves as competent individuals for the professional world.

Support Agency: Ranchi Municipal Corporation and Khunti Nagar Panchayat

Activities Conducted:

- Under this project, about 120 students were provided with training in beauty culture and hair dressing, 80 student were trained in Electrician Course including repairing home application, wiring, etc., another 80 student were trained in Automotive Repair course which included four wheeler repairing work, then 40 student were trained under Retail Departmental Manager course including sales management, communication, personality development, 40 student were trained in fabrication which included activities like sheet metal welding, etc. and lastly, 40 student were trained as electricians to perform domestic electrical work.
- Apart from that the students along with the trainers and LEADS team took part in various other activities such as, participating in 'RUN FOR UNITY', cloth distribution in a slum area on the eve of Jharkhand Sthapna Diwas, study material distribution in Ranchi by Deputy Mayor, Mr. Sanjeev Vijayvargiya and in Khunti By Ms. Kiran Gloriya, CMM, Khunti Nagar Panchayat.
- On the occasion of Republic Day, a tabloid was prepared by the NULM Khunti students to be presented in the District parade and won the second place and from time to time motivational classes were also arranged for the students.

Achievements:

- After the completion of the training programme, many students were facilitated in the placement process and in total 25 students have been placed from Ranchi batches and 12 students have been placed from Khunti batches.
- Among them, 19 students in Ranchi from Retail have been placed in different malls, shopping complex and stores and 6 students from Beauty Culture have been placed as

assistant in Salons and Parlours. 2 students from Ranchi and 1 student from Khunti have opened their own Beauty Parlours.

- Whereas, 1 Retail student from Ranchi has opened his own primary school till class V in Hariharganj, Jharkhand.

Case Study

Take Courage and Leap to Success with Confidence

Israr Alam is a graduate in Economics from Ranchi University. He wanted to do something new, but due to lack of self confidence he didn't take any steps. Moreover, his family's economic condition was not strong enough to support the whole family. So, his first priority was to earn money and serve his family and also contribute something to the Society.



When he joined NULM Skill development Program, he was very confused about his Goal. But NULM Skill Development Course has helped him a lot in improving his self confidence and understanding his personal capabilities that were unknown to him until then. Earlier, he was not at all comfortable with computer system and English language.

He attended all classes sincerely. Now, he speaks fluent English. After the completion of the course, he opened his own school namely "**Indian Public School**" in his native place Hariharganj, Palamu. Approximately, 500 students are studying in this school. He always thanks NULM skill Development Training and LEADS for providing him with such an opportunity which played an important role in development of his career.



2.4 Health and Sanitation Programmes

I. Health Camps

In order to address the healthcare needs of the underprivileged population, LEADS has intervened and organized health camps in different districts of Jharkhand. The project is being implemented in partnership with Mahindra & Mahindra. The project seeks to address problems of mobility, accessibility and availability of primary health care with a special focus on children and women in the urban slums and villages of Ranchi district. After identifying the locations and a detailed study on the need assessment, the project was launched and set off for operations. The Smile on Wheels team constitutes Project Coordinator, Doctor, Nurse, Pharmacist, Driver and a Community Mobilizer. General Diseases (fever, cough and cold), blood pressure and diabetes, eye infection, weakness, itching, antenatal care (ANC), gastroenteritis, hypertension, body pain and skin diseases are the top ten diseases in the descending order which are being treated on a regular basis. In addition to these, community awareness sessions are being conducted on vital issues pertaining to child, mother and family health.

LEADS has been organizing Health Camp in the urban slums as well as villages since the last 4 years in District of Ranchi, Khunti, Ramgarh, Latehar & West Singhbhum of Jharkhand. Health

camps were organised in Ranchi, Khunti and Ramgarh slums and villages and till 2017 more than 5000 people have been benefited through this programme. Through this programme, free check up and medicine from three days to one month as per doctors' advice were provided to the patients. Through this programme LEADS also tries to spread awareness regarding issues on nutrition and personal hygiene, especially for women and children. LEADS also works to promote preventive measure among the community so that they will be conscious about their health and link the community with Government health facilities.

II. Water and Sanitation in Schools (Hand Washing Practices in Schools)

LEADS is working on promotion of WASH in about 66 schools) and 113 Anganwadi centres in Dulmi Block of Ramgarh District with focus on extending the work in the entire district. The stakeholders of the project are Child Parliament members, Panchayat Representatives, School Management Committee members, Parents, Teachers and Community. The sole objective of the project is to promote water, sanitation and hygienic practices among the school children along with the intention of making the Block ODF. The project involves capacity building of the stakeholders on WASH in schools. It also involves installation of hand washing platforms in the schools and the Anganwadis, sharing information for awareness generation through wall writing and flex, using audio devices to share information and input and also providing maintenance support to a few schools for toilets and water facilities. Along with that, at the community level generating awareness among people and promoting toilet usage to counter open defecation.

Support Agency: UNICEF India

Activities Conducted:

In the project WASH in Schools among the activities conducted throughout the year some need special mention such as:

- Meetings and trainings for the Bal Sansad members.
- Meetings and capacity building programmes are conducted for the PRI members, SMC members, community, teachers, PRI members, SMC members, Teachers, Parents, Villagers, Mata Samiti (Saraswati Vahini) members, Jal Sahiya, VHSNC and AWC workers on WASH in schools and its components.
- Workshops on ODF, Block level Workshops for teachers and SMC members.
- Morning and evening follow-up for toilets usage, cleanliness and open defecation by the school children and Child Cabinet members involving Mukhiya, Ward Members, Jal Sahiya, active leaders of the villages.
- Distribution of hand washing unit and its installation.
- Rewarding Ceremony for schools' best in cleanliness and Child Cabinet.
- Programmes like 'Beech Bahas Mein' programme on WASH.
- Celebrating World Hand Washing Day.
- Participating in 'School Chalo Abhiyan', 'Cleanliness Drive' and bike rally.
- Organizing drawing competitions and plantation of saplings and audio devices were distributed for generating awareness.

Achievements:

The achievements of the water and sanitation programme in school project can be outlined as:

- Child Parliament has been formed in all the intervention schools and they have realised their roles and responsibilities.
- The community and the schools were made aware about the healthy sanitation practices through flex and books written by children of the Children Parliament.
- All the schools and the Anganwadi centres were provided with hand washing tank, buckets, hand pumps and in some cases, facilities were mended to provide water for drinking and hand washing.
- Support was provided for construction of cemented tanks, some schools were supported for toilet repairing and self made water tanks were provided for clean water supply in many schools, Anganwadi centres and community.
- Children took part in rallies and street plays to advocate against open defecation, School children along with Child Cabinet members took part in the morning and evening follow up with community to monitor toilet usage, open defecation, etc.
- 3 schools in the whole District were selected for “Clean School Award” at the National level for cleanliness.
- The drop-out rates in the intervention schools have highly decreased, and as a result, the Block was declared as ‘zero drop-out’ by the District.
- The SMCs, teachers and students have become aware regarding their roles and responsibilities for maintenance of the WASH facilities and a healthy school environment;
- A ‘Nigrani Samiti’ was formed to regularly follow-up with village spokespersons and Bal Sansad members to support the ODF and use of toilets.
- Now the teachers and SMC are taking interest in all the school related activities.
- The Bal Sansad members discuss and decide the dates with the teachers for meetings in the schools and the Bal Sansad conduct their meetings on their own and share the responsibilities of all the cabinet ministers with the rest of the school.

Case Study

Name of Student: Ashok Manjhi, Father: Lakho manjhi, Class: 7th std.

Name of Student: Hemant Munda, Father: Suresh Munda, Class: 8th std.

Name of school: Utkarmit Middle School, Rola, Block: Gola, Dist.: Ramgarh

Ashok and Hemant were unable to continue their schooling due to poor family background. Parents were taking them to work in the brick kiln along with them. These children had left the School and started working in brick kiln. They had been working in brick kiln for 3 months. Teachers and students of Bal Sansad have raised this issue in Bal Sansad meeting and decided to bring them to school again. Students from Bal Sansad went to house and requested their parents for sending Ashok and Hemant back to school. Parents got agreed after frequent visit to their house by students of Bal Sansad. Once Ashok and Hemant were back to school all children of that school had welcome them in Bal Sansad meeting and made them realise that education is must for their bright future. Now, there are regular in school and taking part in all extra curriculum activity in school. They also help in Maintenance of their hand washing tank. They take care of the tank. Their studies have improved with the support of



teachers and Bal Sansad. They have recovered all previous chapters. Now, both of them are doing good in class as well as showing activeness in school.

2.5 Governance Programme

I. Initiatives for Transparent and Accountable Governance Systems in Jharkhand

To address the gaps of Government schemes and services the 'Initiative for Transparent and Accountable Governance Systems in Jharkhand' project has been implemented by LEADS joining hands with the European Union and the Welthungerhilfe. The initiative targets 381,000 direct beneficiaries as well as service providers and self-governance bodies in Torpa Block of Khunti District in Jharkhand. It aims at improving quality, coverage and access to information regarding public services in education, health, nutrition and rural employment as well as successfully standardizing, demonstrating and replicating innovative processes and the best practices that address key constraints in information delivery, service provision and empowerment of self-governance bodies by the State and the District level authorities or service providers. The targeted groups of the project are Service Providers which includes the teachers, headmasters, Health Activist (ASHAs), Auxiliary Nurses Midwives (ANM) , Rozgar Sevak, Panchayat Sevak, etc. and the Self Governance Bodies includes like, PRI members, Standing Committee members; School Management Committee (SMCs), Village Health Sanitation Committees members and Women Self Help Group, etc.

Support Agency: European Union and Welthungerhilfe

Activities Conducted:

Mentioned are the some of the important activities conducted throughout the year such as:

- In Education, major activities were assessing the achievements of the previous year's SDP and sharing the report, facilitating preparation of SDP of 110 schools and its implementation by the SMC members, ensuring implementation of quality education with Block and District level officials, training of the SMC members on realization of the RTE Act 2009, hand-holding support to 3 partner CSOs to implement the program in 779 schools and participated in appointment of new school teachers.
- In Health and Nutrition, important activities conducted were training of Village Health Sanitation and Nutrition Committee (VHSNC) on their roles and responsibilities, preparing Village Health Action Plan, etc., training of ICDS workers and ASHA on their assigned services, nutrition, neo natal care, pre and post natal care, etc. and conducting meeting to sensitize WSHG women on maternal and child health issues, etc.
- The activities conducted under livelihood were ensuring generation of more demand for work, preparation of more job cards, minimize delay payment of MGNREGA job card holder and training of Rozgar Sevak, Panchayat Sevak and Mate, etc. Some important capacity building activities were, training of Government school teachers on provisions of the RTE Act 2009, Training of Trainers (ToT) on the RTE Act 2009 and role of SDP, training on Social Audit, Budget & Progress Tracking.

- Capacity Building VHSNC on performance monitoring of ICDS, VHND and Health Centres, etc. Several IEC materials have been published such as RTE Act 2009 (Folder), SMC (Pocket Book), Apna Adhikar Jane (Pocket Book) and Sarkari Yojnaya.

Achievements:

The achievements of the project in the year 2016-17 were the services that directly influenced about 19969 targeted populations through regular community meetings. Some of them are:

- School Development Plans were prepared in 110 schools and those plans were submitted in the Education department.
- 27 schools are conducting their own SMC meetings, presenting their demands in Gram Sabha and SMCs are working as a cadre of monitoring to check the overall grievances of government schools.
- After the efforts of the SMC members, 12 school teachers were recruited.
- About 46 dropout school children were identified and enrolled back in schools under the 'Vidyalaya Chale Chalayen Abhiyan'.
- 10 VHSNC prepared their Village Health Action Plans and implemented them.
- 142 Women Self Help Group participated regularly in PLA meetings, 38 VHSNC are monitoring health services during VHND through Pictorial Monitoring Tool.
- Active participation at the village level Gram Sabha meeting to make plan with the participation of the community to implement MGNREGA at the grass root level in the intervention villages and regular Gram Sabha meeting are being conducted in 36 villages.
- 35 Bal Sansad are conducting meetings on a regular basis.
- Women participation has also increased in Gram Sabha meetings.
- Assessment of the 'Government Service Delivery' revealed increase in both Education & Health services.
- Regular participation insured by SMC members in the PLA and the VHSNC meetings;
- Gram Sabhas have been strengthened and capacitated to take decisions.
- Project team participated in the appointment process of teachers in schools.
- There has been increase in the number of registration of pregnant women in AWC which reveals their inclination towards institutional delivery.
- Increase in the number of participants and beneficiary on Village Health and Nutrition Day and through Bal Samagam, the hidden talents among children are being identified and promoted.

Case Study

The 59-year-old, who belongs to the Munda tribe, strives for justice for her community and stands for the rights of her village's women. Known for being fearless, Agatha was the people's choice in 2015 Panchayat (village council) election in Jharkhand. Today she works as the head of the Panchayat in Dorma.



Under the 'Initiative for Transparent and Accountable Governance Systems in Jharkhand', Agatha's capacity has been built in areas such as micro planning, budget tracking and on roles

"I have a dream to make my Panchayat a model Panchayat," says Mrs. Agatha Bhengra, a citizen leader and champion of women's rights in the village of Dorma in Khunti district (Jharkhand)."

and responsibilities of Panchayat leaders.

"The trainings have been immensely helpful," she says. "I now make sure that all eligible residents of my Panchayat are enlisted and receive benefits under the pension schemes. I also monitor the performance of the service providing centers in my village."

Her interest, however, lies in the community level micro-planning under MGNREGA (rural employment guarantee scheme). "Because this

"The trainings have been immensely helpful," she says. "I now make sure that all eligible residents of my Panchayat are enlisted and receive benefits under the pension schemes. I also monitor the performance of the service providing centers in my village."

is directly linked to people's livelihood and asset creation in the community for future sustainability," says Agatha. She closely monitors the sanctioned work under the scheme and makes sure that it's been

implemented smoothly.



In the last one and half years of her stint as a Panchayat leader, she has also ensured that all the standing committees under her village's Panchayat (such as finance committee, development committee and sanitation committee) are in place and are functioning properly. Her aim is to make Dorma a model Panchayat

and serve the community. "I've never felt restricted for being a woman from a rural background. I always encourage women from my village to cross the barriers and achieve their goals," she says.

Some of her major achievements include:

- Linking of 150 widows to the social security scheme Pensions for 68 disabled people of her community
- Successful completion of 130 dobha (water structure on farm) and 60 wells under MGNREGA
- Linking 208 people to the Public Distribution System under the National Food Security Act.
- She has recently been awarded from the district administration for no 'out-of-school' children or 'drop-out' children.

2.6 Environment, Biodiversity and Plantation

LEADS has policy to promote all measures for protecting environmental degradation. LEADS has promoted large scale plantation in almost 33 acres of Mango plants in Mahuadanr, Murhu and Bandgaon Blocks of Latehar, Khunti and West Singhbhum districts respectively. Besides Mahindra and Mahindra also supported us for plantation in rural schools, communities etc under which more than 10000 plants have been planted across the khunti, Ramarh and Latehar.

2.7 Networking, Lobby and Advocacy

I. Jharkhand Right to Education Forum (JRTEF)

JRTEF is a collection of organizations and networks that is working on education and child issues in Jharkhand and a 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 Forum (JPEF), WHH, BfW, 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 also has association with networks like **National Right to Education Forum** and **Wada Na Todo Aabhiyan** at the National Level. More than 200 organisations are partners 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 individually to know the status of quality education and extent of realization of the 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 the state stock taking conference in the 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 been a part of various state campaigns 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 government, 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 assured to put the GR (Grievance Redressal Mechanism system) in place in response to our demand. We felicitated more than 57 best performers on education in Jharkhand. More than 400 participants from across the state attended the programme.

JRTEF prepared a multicolour posture on Grievance Redressal, Bal Sansad, SMC an shared the documents related to GR Mechanism which has been widely appreciated by all. State is in process and very soon system shall also be in place

- JRTEF, being a part of the State Education Support Mission (SESM), is regularly monitoring the Govt Schools. Books and postures on SMC, SDP, Bal Sansad, 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, 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, Vedik 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

II. Jharkhand State Budget Group (JSBG)

“Jharkhand State Budget Group” (JSBG) was formed on 6th March 2010 with an aim to analyse the Jharkhand budget to address the needs of the poorest of the poor people in Jharkhand through proper allocation of fund in the State Budget and its appropriation for development. The main purpose of JSBG was to make the State Budget more transparent, outcome oriented, participatory and marginalized people centric. JSBG acts as a common platform for the civil society organizations, academicians, different institution and individuals who can discuss and take up the relevant issues related to pro-people budget in Jharkhand which has not been so effective since the formation of the State. Jharkhand State Budget Group is working with some departments in Jharkhand like Finance, Planning, Education, Women & Child Development, Tribal Affairs, Health and Rural Development. The project intervention area focused on Livelihood were Ganaloya, Meromgutu and Parhatoli Panchayat of Murhu, Bandgaon and Mahuadarn Block in Khunti, West Singhbhum and Latehar District respectively and then again 3 different Panchayats were Education focused intervention areas such as, Diyankel, Bandgaon and Regai Panchayat of Torpa, Bandgaon and Mahuadarn Block in Khunti, West Singhbhum and Latehar District.

Support Agency: National Foundation of India (NFI)

Activities Conducted:

Among many activities conducted in the budget project in the year 2016-17, a few noteworthy activities were:

- Pre Budget Consultation at State level.
- Participatory Planning at Gram Panchayat Level; training on budget tracking, analysis and community participation.
- Preparation of Policy Brief on gender budget and TSP.
- Preparation of Charter of Demands for 2017-18.
- Workshops for Comprehensive Yojna Banao Abhiyan in 3 Panchayats.
- Training on Implementation of Yojna Banao Abhiyan in 3 Panchayats.
- Facilitated preparation of Panchayat Plan; preparation of SDP and Budget in 5 schools of 3 Panchayats each.
- Training of SMC on School Development Plan.
- Awareness Generation and Mobilization Programme in Ranchi College.
- Research findings have been done on Gender, TSP and Education and sharing all documents and research findings with the Finance Department, Planning Department,

Minority Welfare, Social Welfare and Women & Child Development Department and Human Resource Department.

Achievements:

The established major achievements of the Budget work in Jharkhand can be stated as:

- The considered demands or suggestions provided to the State Government during the preparation of the 2017-18 Budget which are the current financial year's department wise as well as head wise budget details as allocation, expenditure, etc. are available in the website.
- In the budget portal, scheme wise allocation, expenditure and utilization details are also available.
- The fund allocations for education, technical education, agriculture, health, etc. have been increased.
- Separate allocations for Gender Budget have been announced.
- Separate allocation for the PVTGs (Primitively Vulnerable Tribal Groups) and special schemes like Umbrella and Dakiya schemes have been launched for them and emphasis was laid on the adaptation of local medicines to control the cost of increasing medicine market.

2.8 Study and Research Programmes of LEADS

LEADS has been able to conduct various research and study programmes in the year 2016-17, like Study of Extent of realization of the RTE Act 2009 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 has also been released. State budget tracking on education, LEADS also assisted various organizations on its study and research programme for the issues related to Jharkhand. NFI has supported for the study on Gender budgeting, TSP, SCSP and improving Governance in the process of School Development Plan and Micro Plan at the community Level.

2.9 Programmes from Local Contribution and Others Support

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

LEADS has promoted a community resource centre situated in the Perka Village of Murhu 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 the RTE Act 2009, Promotion of SMC as a key tool for realization of the 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.

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

Social Leaders: LEADS has planned to promote 4-8 social leaders in each village, so that the 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 shall remain focused on these issues this year too.

Security Bills and a few other 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 the CSR groups for providing better support to community after getting support from CSR groups

B. Support to Partners

LEADS has also planned to build capacity of small and grassroots organizations and support them financially as well so that they can work qualitatively in their respective areas. In this process, we have planned to focus on women, STs, SCs and Minority headed organizations.

C. Research and Advocacy

State Budget, Child rights, Livelihood, Budget Tracking, etc. shall remain the main focus.

4. Promotion and Professional Support to Other Organizations during the Year 2016-17

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 has been regular for other organizations that is 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

I. LEADS Policies and Guidelines

LEADS believes in participatory approach of work and it is followed by organization, starting from community to organizational 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 the 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. Standard Operating Procedure for partnership project,

4. Staff Policy

5. Gender Policy

6. Environmental Policy

7. Work Place Sexual Harassment Policy

8. Child Right Promotion and Protection Policy

9. Work Place HIV/AIDS Policy

10. Whistle Blower Policy

11. Manual of Roles and Responsibility for All Staff

12. Code of Conduct for All Staff

II. Profile of Board Members

Sl. No.	Name	Designation	Sex	Academic Qualification	Occupation	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.	33 Years
2	Mr.	Managing	M	PGDRD	Social	Child issues, Livelihood,	23

	Awadh Kishore Singh	Trustee & Director			Service	Planning Process, Lobby & Advocacy, RTE- 2009, RTI- 2005, MGNREGA, PRI, OD etc	Years
3	Mr. Mahendra Kumar	Member	M	PGDRD	Social Service	Livelihood, Child Rights, Micro Plan, Govt. Schemes, etc.	23 Years
4	Ms. Nauri Nag	Treasurer	F	PG in Mundari	Social Service	Mundari, Child issues and Tribal issues	15 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 School, Ranchi	Mathematics, Science, Quality Education, etc.	25 Years

III. Board Meetings and Attendants

As per the By-Laws of LEADS, annually two Board Meetings are mandatory, but extra number of meetings can be organized considering the needs of the organization. In the year 2016-17, we have organized 3 Boards Meeting in which the participation of the board members has been more than 90%.

IV. Benefits taken by Board Members

There are six board members of LEADS. Managing Trustee is also the full time Director of LEADS, so his honorarium has been passed by the Board along with Mr. Mahendra Kumar, (Senior Program Manager), another board member who also has full time engagements in LEADS.

V. Declaration of Engagements of Relatives of Board Members

No such person has been engaged as an employee who is the blood relative of the board members of LEADS.

VI. Women Composition in the Organization

Programme and Administrative Staff	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

VII. Participation of Board members in International Events: A K Singh, Director/Managing

No such foreign visit happened during the year by any Board Member

7. Our Publications



महिलाएं शिक्षित होंगी, तथा दश आ

महिलाएं जितनी शिक्षित होंगी, उतना ही देश आगे राज्यापाल झोपडी मुरमु ने दुलमी प्रखंड के चटाक



महोत्सव में कही. उन्होंने बढ़ाने के लिए पूर्व प्रध ने कई कार्यक्रम चला विद्यालय छात्राओं की सकता है. उन्होंने कह खुले में शौच मुक्त के अममाल ने कहा कि है. दूसरे जिला के लो का व्यवसायीकरण रजरणा में की पू के लिए पीसी रज्युलेशन मुरमु पूर्व निर्धारित रजरणा में आगामी जेडर बजट के

झारखंड में त्वरता से लागू हो अ कानून जरूरी

प्रधान करने का प्रस्ताव पास

रांची : झारखंड सरकार की अगामी बजट को लेकर अभी से ही तैयारी शुरू हो गई है। मुख्यमंत्री बुद्ध प्रेमचंद भारतीय समाजवादी दल 'जसद' के नेतृत्व में राज्यपाल की शेष कार्य करने के लिए आगे बढ़ेंगे। इसी क्रम में राज्यपाल की ओर से प्रो. सुधीर शर्मा ने प्रस्ताव पारित करने का प्रस्ताव पास किया है।

गागरूक हाकर लं याजनाओं क

राज्यपाल बी.टी. दुलमी प्रखंड खुले में शौच से मुक्त की दिशा में बनना प्रेरणा स्रोत



अधिकारों का सदुपयोग करें। उन्होंने कहा कि में काम कर रहे हैं। समयसमयों कि समय किंचित जा रहा है। आज संसद में जो भी बिल आगे बढ़ाएंगे। इसके साथ ही पोलि उन्होंने कहा कि आज राज्य सरकार में और देशक उत्साहक करवा रही है। तभी और परेशानी नहीं हो। सरकार शिक्षा सागतात काम कर रही है। मौके पर प्र. मनोज कुमार ने कहा कि शिक्षा को लेकर एक प्रयोजन बनाया गया जायेगा कि सरकार इस प्रयत्नवा और दुलमी ने बाल संसद के के लिए बेक फलाने

4000 महिलाएं बनेंगी आत्मा

रांची : झारखंड में हर साल कुपोषण से लगभग 20 हजार बच्चों की मौत हो जाती है। इससे निवारण के लिए सरकार ने 4000 महिलाओं को प्रशिक्षित करने का प्रयास करेगा।



उत्पादन में वृद्धि जरूरी : मधुकर सिंह प्रखर मधुकर ने कहा कि मुख्य मिदान के लिए वृद्धि जरूरी है। सरकार की योजनाओं के तहत राज्य सरकार को सुनिश्चित होना चाहिए। अनाजों के लिए किसानों को समर्थक उनकी गति के अर्थव्यवस्था में रमेश शरण ने कहा कि मुंडा कि कुपि उत्पादों को बढ़ाने के साथ-साथ सरकार एक पहलूना होगा। कुपोषण दूर करने कुपोषण परिवारों का सर्व होना चाहिए। कार्ड उनके ही मिले, जो वास्तविक रूप में में पैदाजल समस्या है, उद्योगों में प्रदुषित रचिर्चा में कुपि सूर्या, बुधवार 28 अक्टूबर को



राज्य आपूर्ति मंत्री लक्ष्मी देवी ने कहा कि समानता के लिए हमें मिल कर भुख को खत्म करने का प्रयास करना है। पीडीएम के प्रवक्ता एच.ए. सिंह ने कहा कि राज्य सरकार द्वारा लक्ष्य पर को प्रयास करने का प्रयास करेंगे।

पर्यावरण संरक्षण की प

डोभा के किनारे लगाए जाएंगे फलदार पौधे



रांची : झारखंड की खनिज प्रसाय स्वयंसेवी संस्था लीड्स एवं मॉडर्न एंड मॉडर्न के संयुक्त तत्वबंधन में शुरू कर को वृक्षारोपण कार्यक्रम का शुभारंभ किया गया। यह कार्यक्रम राज्य के चार जिलों बुंदी, परियोगी सिंहपुर, लातेहार एवं में शुरू किया गया।

झारखंड जा

रांची : लीड्स संस्था, सिटिजन फाउंडेशन, झारखंड फाउंडेशन की से आयोजित प्री बजट कंसल्टेशन कार्यक्रम में वक्ताओं ने इस बारी में झंडर बजट और सभी विभागों के बजट में महिलाओं के लिए प्राप्ति है। मौके पर डिप्टी राशि का प्रावधान करने का प्रस्ताव पारित किया।



रांची : लीड्स संस्था, सिटिजन फाउंडेशन, झारखंड फाउंडेशन की से आयोजित प्री बजट कंसल्टेशन कार्यक्रम में वक्ताओं ने इस बारी में झंडर बजट और सभी विभागों के बजट में महिलाओं के लिए प्राप्ति है। मौके पर डिप्टी राशि का प्रावधान करने का प्रस्ताव पारित किया।

महिलाओं के लिए बड़ी

रांची : लीड्स संस्था, सिटिजन फाउंडेशन, झारखंड फाउंडेशन की से आयोजित प्री बजट कंसल्टेशन कार्यक्रम में वक्ताओं ने इस बारी में झंडर बजट और सभी विभागों के बजट में महिलाओं के लिए प्राप्ति है। मौके पर डिप्टी राशि का प्रावधान करने का प्रस्ताव पारित किया।



ADITYA SHAH & ASSOCIATES

CHARTERED ACCOUNTANTS

AUDIT REPORT

We have examined the Balance Sheet as at 31st March, 2017, 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 2017 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: 20/09/17

ADITYA SHAH & ASSOCIATES
CHARTERED ACCOUNTANTS

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

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 2017

CAPITAL & LIABILITIES	Sch.No.	Amount (₹)	Total (₹)
Corpus Fund			11,000.00
General Fund:			
As Per Last Account		4,528,544.71	
Less: Deficit for the Year		<u>1,233,769.13</u>	3,294,775.58
Liabilities for Payment	1		5,485,738.00
GRAND TOTAL:			<u>8,791,513.58</u>
ASSETS			
Net Fixed Assets	2		4,064,167.00
Current Asset	3		121,698.00
Loans & Advances			
Closing Balance:	4		4,605,648.58
Cash in Hand		2,521.00	
Cash at Bank:		<u>4,603,127.58</u>	
(In savings account with Indian Overseas Bank, Purulia Road Ranchi, Branch Ranchi.)			
GRAND TOTAL:			<u>8,791,513.58</u>

In terms of our report of even date

Place: Ranchi

Date: 20/09/17



For Aditya Shah & Associates
Chartered Accountants



(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,2016 to 31st March,2017

INCOME:	Sch. No.	Total (₹)
GRANT IN AID:		
Foreign Contribution:	6	18,693,320.08
GRANT IN AID:	7	11,259,054.00
Non F.C Project		
Other Income	8	1,170,892.00
Deficit: (Being the excess of Expenditure over Income is transferred to General Fund)		1,233,769.13
Grand Total :		32,357,035.21

EXPENDITURE:	Sch. No.	Total (₹)
PROJECT (F.C) :-		
1.OXFAM INDIA PROJECT:		
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	9	2,010,850.20
2. MELJOL PROJECT:		
Aflatoun Social and Financial Education Program:	10	1,426,548.90
3.ANDHERI HILFE BONN PROJECT:		
Entitlement Realization of Marginalized Community Through Empowerment	11	597,809.02
4.Trickle UP PROJECT:		
	12	459,760.36
5. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN(ICRW) PROJECT:		
Gender Equity Movement in School(GEMS)	13	1,214,590.57
6.INDIA LITERACY PROJECT (ILP) PROJECT:	14	3,049,156.28
A. Promotion and Strengthening the IRTEF for Regulation of Free and Compulsory Education (RTE 2009) in Jharkhand		
B.Bal Sashaktikaran Abhiyan: Ensuring Nutrition and Education Right of Children		
7.NATIONAL FOUNDATION FOR INDIA (NFI) PROJECT:	15	1,754,228.90
Promoting Inclusive Governance in Jharkhand through Budget Work		
08. BfW PROJECT:		
Rural Empowerment for Entitlement Realisation (REER)	16	4,331,586.05
		14,844,530.28



C/E

		14,844,530.28
Rural Empowerment for Entitlement Realisation (REER)	16	4,331,586.05
08. BfW PROJECT		

Life Education and Development Support(Global Account)
Income & Expenditure Account of (F.C. & N.F.C) for the Period from
1st April,2016 to 31st March,2017

	B/F	
		14,844,530.28
09. WELTHHUNGERHILFE PROJECT:		
<u>Initiative for Transparent and Accountable Governance System in Jharkhand</u>	17	3,569,579.12
10. LEADS F.C GENERAL ACCOUNT:		
	18	298,156.20
11. NULM PROJECT:		
	19	2,921,660.82
12. MKSP PROJECT:		
	20	681,614.21
13. UNICEF PROJECT:		
<u>Achieving Health and Education Outcomes Through Wash in School</u>	21	2,454,502.23
14.NRLM MGNREGA -CFT PROJECT:		
	22	6,308,243.34
15. LEADS GENERAL FUND:		
	23	879,738.01
16.Reliance Project:		
	24	80,000.00
Depreciation :		
	2	319,011.00
Sub Total		32,357,035.21
Grand Total:		32,357,035.21

In terms of our report of even date

Place: Ranchi

Date: 20/09/17



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)
Receipts and Payments Account of (F.C. & N.F.C)for the Period from
1st April,2016 to 31st March,2017

<u>RECEIPTS:</u>	Sch. No.	Amount (₹)	Total (₹)
<u>OPENING BALANCE:</u>	5		4,126,117.71
<u>GRANT IN AID:</u>	6		18,693,320.08
Foreign Contribution Received:			
<u>GRANT IN AID:</u>	7		11,454,677.00
Non F.C Project			
Other Receipts :	8		1,256,852.00
GRAND TOTAL :			35,530,966.79

<u>PAYMENTS:</u>		Amount (₹)	Total (₹)
<u>PROJECT (F.C):-</u>			
<u>1.OXFAM INDIA PROJECT:</u>			
Program Cost:	9	1,101,183.00	2,006,194.20
Personnel Cost :		726,221.00	
Administrative Cost:		178,790.20	
<u>2. MELJOL PROJECT:</u>			
<u>Aflatoun Social and Financial Education Program:</u>	10		1,431,548.90
Program cost		733,534.00	
Personnel Cost		648,000.00	
Administrative Cost		50,014.90	
<u>3.ANDBHERI HILFE BONN PROJECT:</u>	11		603,209.02
Entitlement Realization of Marginalized Community Through Empowerment		322,557.00	
Program Cost:		186,345.00	
Personnel Cost :		94,307.02	
Administrative Cost:			
<u>4.Trickle UP PROJECT:</u>	12		397,774.36
Program Cost:		38,400.00	
Personnel Cost :		278,600.00	
Administrative Cost:		80,774.36	
<u>5. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN(ICRW) PROJECT:</u>			
<u>Gender Equity Movement in School(GEMS)</u>	13		1,208,604.57
Program cost		281,033.00	
Personnel Cost		828,085.00	
Administrative Cost		99,486.57	
Balance C/f			5,647,331.05



Life Education and Development Support(Global Account)
 Receipts and Payments Account of (F.C. & N.F.C)for the Period from
 1st April,2016 to 31st March,2017

Balance B/f			5,647,331.05
6.INDIA LITERACY PROJECT (ILP) PROJECT:	14		2,976,031.28
A. Promotion and Strengthening the JRTEF for Regulation of Free and Compulsory Education (RTE 2009) in Jharkhand			
Program Cost:		942,887.36	
Personnel Cost		504,000.00	
Administrative Cost		253,580.64	
B.Bal Sashaktikaran Abhiyan: Ensuring Nutrition and Education Right of Children			
Program cost		1,140,382.00	
Administrative Cost		135,181.28	
7.NATIONAL FOUNDATION FOR INDIA (NFI) PROJECT:	15		1,692,608.90
Promoting Inclusive Governance in Jharkhand through Budget Work			
Program cost		769,173.00	
Personnel Cost		780,500.00	
Administrative Cost		142,935.90	
08. BftW PROJECT:			
Rural Empowerment for Entitlement Realisation (REER)	16		4,332,230.05
Program cost		3,200,722.00	
Personnel Cost		952,054.00	
Administrative Cost		179,454.05	
09. WELTHHUNGERHILFE PROJECT:			
Initiative for Transparent and Accountable Governance System in Jharkhand	17		3,571,011.12
Program cost		1,534,673.12	
Personnel Cost		2,036,338.00	
10. LEADS F.C GENERAL ACCOUNT:	18		
Program cost		176,586.00	390,364.20
Administrative Cost		158,867.20	
Capital Cost		54,911.00	
Sub Total (F.C Projects)			18,609,576.60
PROJECT (NON F.C) :-			
11. NULM PROJECT:	19		1,004,988.82
Program Cost:		801,261.00	
Administrative Cost:		123,926.82	
Infrastructure/Equipments:		79,801.00	
12. MKSP PROJECT:	20		1,368,728.21
Program Cost:		1,222,635.00	
Administrative Cost		146,093.21	
13. UNICEF PROJECT:	21		2,679,176.23
Achieving Health and Education Outcomes Through Wash in School			
Program Cost:		2,679,176.23	
			23,662,469.86



Life Education and Development Support(Global Account)
 Receipts and Payments Account of (F.C. & N.F.C)for the Period from
1st April,2016 to 31st March,2017

	B/F		
			23,662,469.86
14.NRLM MGNREGA -CFT PROJECT:			
CFT COST	22		5,808,920.34
Program cost		734,616.00	
Personnel Cost		4,315,564.00	
Administrative Cost		758,740.34	
15. LEADS GENERAL FUND:			
Program cost	24	650,297.00	1,453,928.01
Administrative Cost		465,656.01	
Capital Cost		337,975.00	
Sub Total (Non F.C Projects)			12,315,741.61
CLOSING BALANCE:			
	4	4,605,648.58	4,605,648.58
GRAND TOTAL :			35,530,966.79

In the terms of our report of even date

Place: Ranchi

Date: 20/09/17



For Aditya Shah & Associates
 Chartered Accountants

Harender Bharti
 (CA Harender Bharti)

Partner

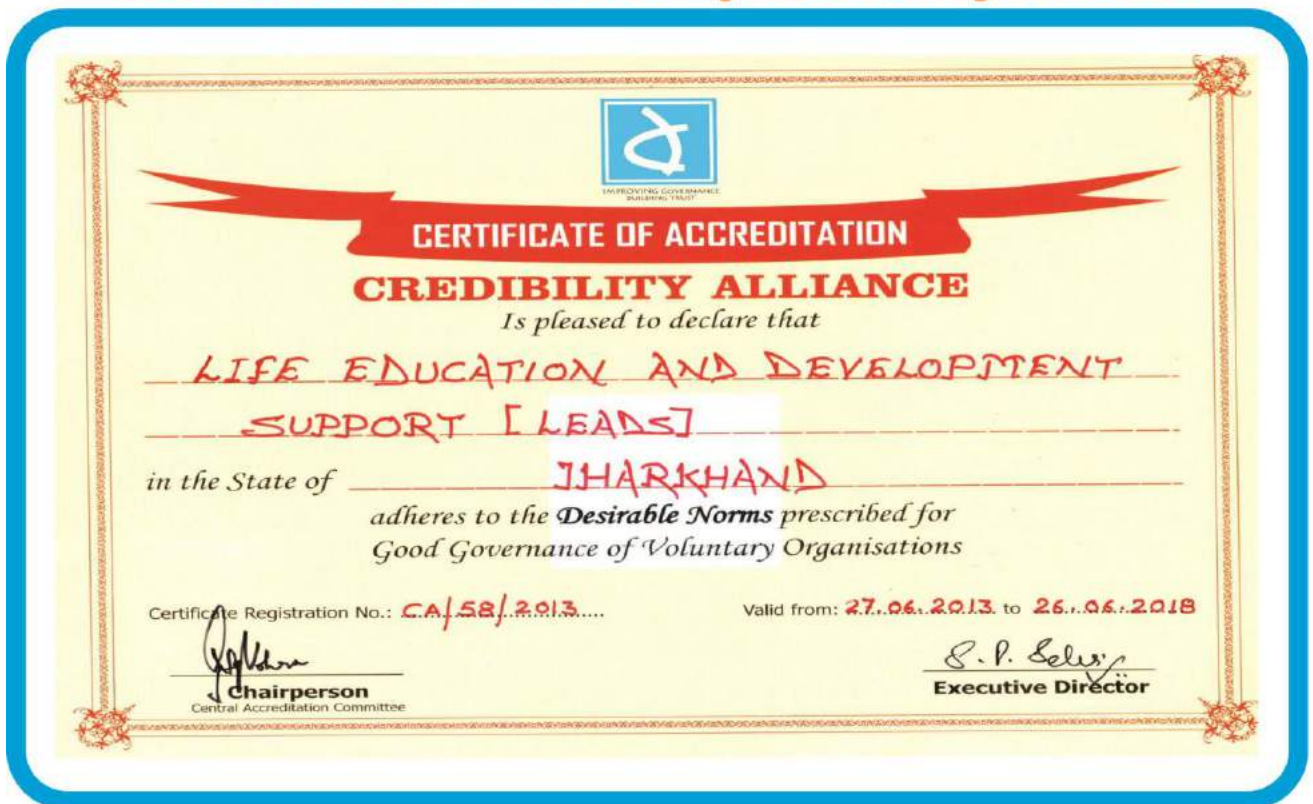
FRN:- 016257C

M.No. 422216

10. Our Development Partners



11. Accreditation of LEADS by Credibility Alliance



12. Milestones

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 owner's sources and local contributions.

2008-2009: Registered under 12A and 80G and took initiative to have a 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 the organisation received various moral, thematic and financial support from different organisations. Total 38 staffs were in pay role. Expansion of thematic issues, roles, geographical area, human resource, etc. as per the needs and requirements of LEADS.

2012-2013: LEADS has a partnership with NABARD and National Child Labour Program, Jharkhand and entered into a partnership with the State Government and Central Government 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 an agreement was signed for the promotion of Cluster Facilitation Team (CFT).

2014-2015: MKSP and CFT, both the projects 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 the partners. All together, the staff strength accounts to 265.

2015-2016: LEADS entered broadly in the promotion of youth skills under different Projects

2016-2017: LEADS has entered in promotion of livelihood among the Ultra Poor women in Ramgarh & Hazaribag district. LEADS, in support with UNICEF has proficiently worked in creating mass awareness on WASH in Schools (WINS) in Ramgarh district. Supporting the vision of GoI, LEADS has trained 400 youths on different skills and competencies under DAY-NULM in Ranchi & Khunti district of Jharkhand.

13. Capacity Building Programs of LEADS

Important roles in budget work and gender budgeting in Jharkhand.

LEADS OFFERS FOLLOWING TRAININGS

SL	Training Programme	Who can participate	Duration	Participants
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 all the above mentioned programmes on a regular basis and participants from various organizations participate in the program from different parts of the country. LEADS also organizes programmes on special request of support agencies/networks/ individual organizations.

LEADS PROJECT OFFICES					
LEADS Behind Neel factory, Perka, Block–Murhu, Dist.:- Khunti	LEADS C/o S. Kejriwal, Torpa Road, Near Behind Loyla School, Khunti	LEADS, Near Check Naka, Meromgutu, Bandgaon, Dist.:- W. Singhbhum	LEADS Rampur, Daltonganj Road, Mahuadanr, Latehar	LEADS Main Road, Chandwa, Dist- Latehar	LEADS Main Road Kujju, Near Bharatb Petrol Pump, Ramgarh

दुलमी/रजण्या | हिन्दुस्तान टाइम्स

पूर्व प्रधानमंत्री अटल बिहारी वाजपेयी ने देश को स्वच्छ बनाने का सपना देखा था और वह काम वर्तमान प्रधानमंत्री नरेंद्र मोदी आगे बढ़ा रहे हैं। हमें प्रधानमंत्री के सपनों को पूरा करने की जरूरत है। हम अपने स्तर पर स्वच्छता अभियान का हिस्सा बन कर भारत को स्वच्छ बना रहे हैं।



रजण्या में पूजा

• स्वच्छता अभियान बन कर भारत को...
• दुलमी प्रखंड...
• प्रखंड...

4000 गरीब परिवारों को बनाया

मेंटलाईफ फाउंडेशन और टिकरल अप संस्था दोनों प्रखंडों मांडू, हजारीबाग जिला के चतुर्थ और डाढ़ी में करीब काम



आपका विश्व ओपन सेंटर फॉर एडवेंस हाइटेक क्विज के 4000 गरीब परिवारों को अर्थिक रूप से सहायता बनाया जाएगा। इसके लिए नरेंद्र मोदी सरकार ने एक कार्यक्रम शुरू किया है। इस कार्यक्रम के अंतर्गत देश भर में अर्थिक रूप से कमजोर लोगों को सहायता देने का काम किया जाएगा।

महिलाओं की लज्जा

महिलाएं जागरूक हुईं तो देश विकसित होगा। महिलाओं की लज्जा को दूर करने के लिए सरकार ने एक योजना शुरू की है। इस योजना के अंतर्गत महिलाओं को जागरूक करने का काम किया जाएगा।

राज्यपाल श्री प्रदीप मुर्मू ने

को दुलमी के उल्लिखित उच्च न्यायालय में स्वच्छता कार्यक्रम के

बाल संसद में बेहतर करने

बाल संसद में बेहतर करने के लिए सरकार ने एक योजना शुरू की है। इस योजना के अंतर्गत बाल संसदों को बेहतर बनाने का काम किया जाएगा।

हाई स्कूलों में बिजली

हाई स्कूलों में बिजली के लिए सरकार ने एक योजना शुरू की है। इस योजना के अंतर्गत हाई स्कूलों को बिजली से जोड़ने का काम किया जाएगा।

आत्मनिर्भर बनाने

आत्मनिर्भर बनाने के लिए सरकार ने एक योजना शुरू की है। इस योजना के अंतर्गत आत्मनिर्भर बनाने का काम किया जाएगा।

महिलाओं को प्रसस्ती पत्र

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महिलाएं जागरूक हुईं तो देश विकसित होगा

महिलाओं की लज्जा को दूर करने के लिए सरकार ने एक योजना शुरू की है। इस योजना के अंतर्गत महिलाओं को जागरूक करने का काम किया जाएगा।

राज्यपाल श्री प्रदीप मुर्मू ने

को दुलमी के उल्लिखित उच्च न्यायालय में स्वच्छता कार्यक्रम के

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Learning gives creativity, creativity leads to thinking,
thinking provides knowledge, knowledge makes you great

A.P.J. Abdul Kalam

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