

Annual Report 2022-23



Empowering People

Life Education and Development Support

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Director's Message



LEADS is a not-for-profit trust dedicated for the development of underprivileged people of Jharkhand, Bihar, Rajasthan, Andhra Pradesh, Telangana, and Odisha. We believe in unfolding of human potential so that the human resource becomes self-reliant and contributes to the GDP of our country. In the fast-changing context, LEADS has accordingly customized its system, process and build competent human resource to make it vibrant and effective organization. The major focus of thematic issues in the FY 2022-23 were child related issues (protection, survival, development, and participation), Livelihood, Clean Energy Promotion, Environment and carbon reduction, health, education, women empowerment, promotion of natural/organic farming, migrant laborer etc.

LEADS has been working with major 5 strategies to reach out to the communities and make effective and sustainable changes in their life. 1) Directly working with community through Government, CSR and Foreign donor support 2) Building capacity and providing handholding support to grassroots organization, 3) Research and publication, 4) Promotional support to other organization working across the country 5) National/International alliance in and around promotion of SDGs.

LEADS reached out to more than 5 lacs people through its different projects. We believe in impacting the community by bringing change from within and hence all development interventions are based on building capacity and facilitating empowerment process of the communities.

LEADS has incorporated a lot of changes within the organization as it started working with CSR groups with intensified scale of intervention. Post Covid era has been challenging for LEADS too, but competent human resource within LEADS effectively managed the challenges and growth in all spheres of its intervention has been remarkable in the FY 2022-23.

LEADS has gone through the evaluation process of its programme and finance along with overall review. Accordingly, changes have been initiated and will be completed by September 2023. This process has also built our capacity. We are now strictly following suggestions and recommendation that emerged out of the evaluation process. We have also formulated strategic plan 2024-2029 for 5 years. The core values for 5 years strategic plan formulation was participatory process starting from community and going up to the LEADS Board of Trustees. In this process, we analyzed the context, developed the vision, mission, objectives and major programme for five years and accordingly undertook the process of developing the organizational capacities.

We extend sincere thanks to all our support agencies like Government of Jharkhand, Government of India, HDFC Bank Ltd, MCKS, BFDW, AHB, ILP, UNICEF, UNDP, LIC (HFL), Welspun, Mobile Creches, TDH-Germany, Ford Foundation and various resource persons and well-wishers who supported us remarkably and contributed in the realization of mission of LEADS. We hope LEADS innovations will continue further and benefit various marginalized communities and bring happiness in their life.




A K Singh

Managing Trustee and Director

Chapter 1: INTRODUCTION OF LEADS

1.1 LEADS Backdrop

A group of rural development professionals joined hands to establish an organization, which can professionally respond to issues which are affecting the lives of poor and marginalized people of Jharkhand. As an outcome “Life Education and Development Support” (LEADS) came into existence on 14th Dec 2005. LEADS is a not for profit, development organization registered under Trust Act (1882) on 14th Dec 2005 at Ranchi, Jharkhand having all legal registrations to work for development. LEADS works directly in more than 3000 villages across 17 districts of Jharkhand on various issues and provide professional services to various government, non-government and donors in our country. Major referral group are children, women, Youths, single women, STs, SCs, adolescent, farmers, Dibyangjan etc. At present LEADS is working to realize various SDGs in Jharkhand.

1.2 LEADS IDEOLOGY

LEADS is ideologically driven organization which takes side of the people in their sustainable development.

“LEADS firmly believes that every individual has immense inner potential. So, we work for unfolding the human potential for sustainable development irrespective of caste, creed, religion, and sex. All LEADS interventions are centered to this ideology”.

1.3 CORE VALUES

LEADS integrates various values in its intervention and some of the major value we practice and propagate are as follows:

- Participatory decision making is practiced from the community to the organizational level.
- Decentralized structure for enhancing efficiency and effectiveness of the program.
- Teamwork within the organization with specific roles and responsibilities.
- Promotion of leadership both at the community and the organizational level to ensure sustainability.
- Promotion of peace, justice, respect to its beneficiaries/stakeholders, cooperation, respect to women in all sphere of its intervention etc.
- Gender Equity
- No child labor
- Create an inclusive environment where individuals belonging various marginalized sections of the society can participate, learn and grow in professional capacity

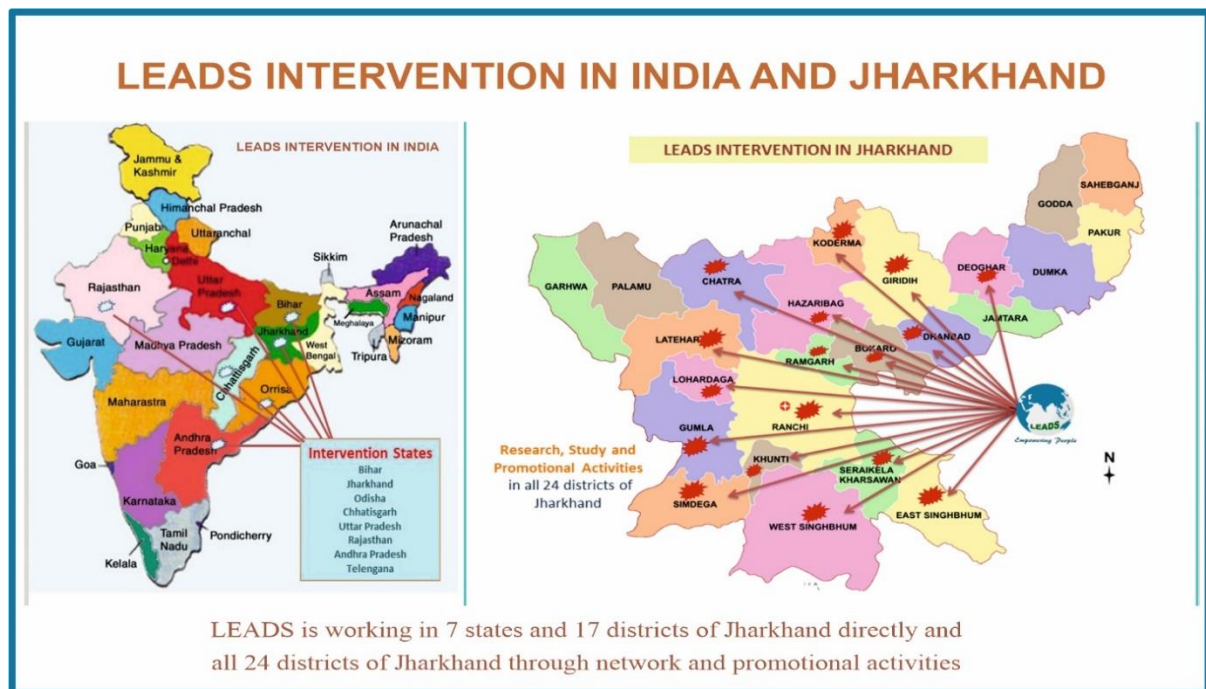
1.4 MAJOR THEMATIC ISSUES OF INTERVENTION FOR 2022-23

LEADS has given strategic thrust on following issues in its intervention to empower people.

- Promotion and Realization of Child Rights (Survival, Protection, Development and Participation)
- Livelihood
- Skill Promotion (On Farm and Off Farm) besides different regular trades
- Women Empowerment
- Natural Resource Promotion; Sustainable Utilization and Conservation

- Clean Energy, Climate Change and Environment
- WASH and MHM promotion in Schools
- Organic Farming, Plantation and Intercropping for sustainable livelihood
- Migrant laborer rehabilitation during post covid intervention
- Convergence with State and Central welfare schemes
- Study, Research and Publication

1.5 GEOGRAPHICAL AREAS OF INTERVENTION



1.6 REFERRAL GROUP AND MAJOR BENEFICIARIES

- Children of age group 0-18 years
- Adolescent and youth
- Migrant laborer
- Producer Group
- Lactating and pregnant mothers
- Scheduled tribes, scheduled castes, women, farmers
- Person with disability (Divyang)
- Ultra-poor of all communities
- Other economically backward groups

1.7 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 entitlements. Values like mutual respect and cooperation, participation, trust and brotherhood, gender equity, peace and justices will prevail and will be practiced in society. The environment will be free from all sorts of pollution.

1.8 MISSION

LEADS' mission is to realize 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 people must participate in the development and governance process of the state. LEADS believes in people's knowledge, skills, and experiences. LEADS is committed to provide strategic thrust on the issues of empowering tribal community, providing life education to children and adolescent, women empowerment, and livelihood support to poor and marginalized, natural resource promotion, technical skill up gradation for employment generation, health, governance etc. to bring appropriate changes and promote dignified life to the poor and the marginalized people of the society.

1.9 GENERAL OBJECTIVES

- To build collective self-confidence of the poor and the marginalized community through building/promoting their own organization at community/cluster level.
- To strengthen the local governance and PRIs for better support to community and realization of state schemes and other resources.
- To create awareness among the referral communities with regard to various issues, schemes and entitlements like Child issues, NEP-2020, RTE Act 2009, tribal development, government schemes and entitlements, livelihood options, MGNREGA, RTI, roles and responsibility of PRIs and gram sabha etc. and thereby to contribute to their development process.
- To link the community after building their capacity/skill for employment and income generation through various appropriate trades/institutions.
- To build the capacity of grassroot organizations to improve their governance and enhance their effectiveness in the field intervention.
- To conduct study for enhancing the quality of developmental interventions.
- To publish issue-based printed and digital publications, manuals, booklets, postures, handbill/ videos etc. for assisting the development actors in their interventions.
- To provide consultancy services to various resource organization and the CSO for ease of their operation.
- To make thematic linkages with national and international initiatives related to SDGs.

1.10 ROLE OF LEADS

- **Mobiliser:** We mobilize people, grassroots organizations, resource agencies, and government departments to make their intervention more people centric.
- **Facilitator:** We facilitate the process of intervention to bring quality changes in the life of people by intervening at direct action level and at policy level.
- **Implementor:** LEADS directly implements various projects and programmes supported by Government, CSR, Foreign donors, own fund etc. in villages and slums to provide required benefits to the marginalized section of the society.
- **Motivator:** LEADS believes that unless we motivate people **and inspire the larger society**, positive changes in everyday life may not take place. So, we motivate all referral people, LEADS staff and stakeholders for qualitative implementation of programmes.

1.11 GENERAL STRATEGIES

- **Building Awareness:** To create awareness among the referral communities to unfold their potentials and ensure realization of Government schemes and entitlements, RTE Act 2009, Livelihood opportunities available for communities and other communities rights.
- **Building Self Confidence of Community:** To promote self- confidence of various Community Based Organizations such as Gram Sabhas, SHGs, SMC, Bal Sansad, Mata Samiti, Farmers Club, Producer Group etc. across the intervention areas for sustainability of impacts is one of the major strategy of LEADS.
- **Convergence:** To ensure community convergence with state schemes, entitlements, livelihood opportunities, natural resources, agricultural activities, SDGs etc. as livelihood options.
- **Model Creation:** To create development models on various themes like education, health, livelihood, natural resource promotion, water conservation, WASH in schools, plantation etc. and facilitate its replication with various agencies.
- **Building Capacity of Small and Grassroots Organization:** To build capacity of small and grassroots organization for quality intervention in the communities and advocacy at state level for improvements in government services and community participation in availing those services.
- **Study and Research:** To conduct issue-based survey, research and study to improve the quality of development interventions.
- **Publication and information dissemination:** To publish issue-based research reports, publications, manuals, booklets, postures, handbills etc. to support quality development interventions.
- **Support Services to Others:** To provide consultancy services / professional support and issue based human resource to other organizations, networks, resource agencies, Govt agencies etc. as per need to enhance the quality of intervention.
- **Linkages and Networking with thematic groups:** To make thematic linkages with national and international development agencies to improve quality of intervention of LEADS and its partners focusing more on SDGs.



Chapter 2: LEADS PROFILE, LEGAL REGISTRATION AND COMPLIANCES

SL	Contents	Response
2.1	Organisation Address and Contact Details	
	Name of the organisation	Life Education and Development Support (LEADS)
	Address of Registered Office	Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-1
	Address of State Coordination Office	Flat: 203 & 401, Shree Maa Apartment, P. N. Bose Compound, Purulia Road, Ranchi-1
	LEADS Training Centre (<i>Residential training capacity of 150</i>)	Perka, Behind Neel Factory, Khunti, Jharkhand. 07 Km from Khunti district headquarters on Khunti-Murhu Road.
	Telephone No	Landline: 91-0651-2532304, 3551132, Mobile: 09431356092, 8210322226
	Fax	91-0651-2532304
	Email ID	leadsindiajh@gmail.com
	Website	www.leadsindiajh.org
2.2	Legal Registrations and required compliances	
	Trust Registration No	19526/1716/2005 dated 14.12.2005
	Type of Organisation	Registered under Indian Trust Act 1882
	FCRA Registration No /Renewal Date	337800182 dated 09.06.2009 Renewal Date 3 rd Aug 2016: Renewed on 3/3/2022
	12A No	AAATL5119ME20214 (Renewed)
	80G No	AAATL5119MF20214 (Renewed)
	PAN	AAATL5119M
	TAN	RCHL00267B
	ESI Registration	60001577220000999
	PF Registration No	JHRAN1573518000
	DARPAN Registration No	JH/2011/0039596
	Professional Tax	20410313104
	CSR Registration number	CSR00000579
	Legal Compliances with Date : FY 2022-23	
	FC-4 Return	Date of filing return 29/12/2022
	ITR 2019-20	Date of filing return 22/10/2022
	TDS	TDS as per schedule
	Professional Tax	PT as per schedule
	PF and ESI	As per schedule
2.3	Auditing Protocol of LEADS and Appointed Auditors	
	LEADS appoints Internal Audit firm for quarterly audit of books of accounts within 20 days of completion of each quarter. LEADS also appoint statutory auditors to fulfill all legal compliances in its Board meeting at the end of March every year. Project based auditors is also appointed, if any project agreement has any such relevant clause and requirement. Besides tax auditor, auditor for Provident fund, Professional/Consultant for Tax and ESI are also appointed for smooth legal compliances	
	Following Auditors/Finance Consultant have been appointed for FY 2022-23 in its Board meeting at the end of March 2022 for FY 2022-23.	
	<ol style="list-style-type: none"> Appointment of Statutory Auditor: Board of Trustees Appointed K. C. Tak and Co., Chartered Accountants, 1 - New Anantpur, Ranchi-834002 as a statutory auditor for the FY 2022-23. Board appointed NRSM and Associates, Chartered Accountants, Old Usha Co, Godown Campus, Buxi Bazar, Cuttack-753001, to conduct audit of RACE project supported by EU. This audit firm is also nationally known and has all sorts of capacity like legal support, income tax related matters, 	

audit of NGOs and policies formulation for betterment of organization. This firm will continue to conduct audit of BFDW supported project for the FY 2022-23.

3. **Appointment of Internal Auditor:** Board Appointed: **SDR and Associates**, Chartered Accountants, Jhanavi Bhawan, Plot No 7MC/60, Sector 7CDA, Cuttack-753014 for the FY 2022-23.
4. **Board Appointed EPF & ESIC Consultant:** SKUB Consultants, Address: 19, Radha Govind Street, Tharpakhna, Ranchi for FY 2022-23
5. **Boar Appointed Professional Tax Consultant:** Namely Sandip and Associates, Sukhdeonagar, Ratu Road, Ranchi for FY 2022-23
6. **Board Appointed TDS Deposit & Return Consultant:** Namely H B Consultancy, Shop no.-1, First Floor, Gayatri Tower, Dr. Camil Bulke Path, Puruliya Road, Ranchi for the FY 2022-23
7. Board also appointed **Bharti and Bharti Co** for audit of LIC project and any other UC required on urgent basis for the FY 2022-23.



Chapter 3: LEADS RESOURCES

3.1 Human Resources

<ol style="list-style-type: none"> 1. 45 Post graduate in Rural Development from XISS, TISS, Ranchi University, IGNOU etc. 2. 18 MA, Mass Communication, MBA etc 3. 4 Civil Engineer and 4 GIS Expert 4. 5 Agriculture/Horticulture expert 5. 2 Electrical and Electronics/Electronics and Communication 6. 3 Agriculturists 7. 1 OD and Strategic Planning Expert 	<ol style="list-style-type: none"> 8. 2 Gender Specialists 9. 2 Plantation and Environmental Experts 10. 22 Livelihood Experts 11. 2 Health Experts 12. 10 Anganwadi and Education Experts 13. 40 Women SHGs and Producer Group Experts 14. 124 Frontline Workers 15. 100 Social Leaders/CRP/Animal husbandry experts 16. 2 Animal Husbandry Experts/Doctors
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Foot Note: 63% of staffs are female and not less then 33% are female staffs across the various positions in LEADS in the organizational structure starting from Board of Trustees.

3.2. Land, Assets and Major Infrastructure

3.2	Land, Assets and Major Infrastructure	
	<ol style="list-style-type: none"> 1. Well equipped state office in Ranchi in 5 flats having meeting hall, wi-fi connections and adequate infrastructure with guest house 2. Well equipped Registered office in Kokar, Ranchi 3. Land: 2.81 Acres in Murhu Block of Khunti District. 4. Residential training center having capacity of 150 persons with all amenities/facilities. 5. Agricultural Demonstration Plot for organic farming and Mango Plantation. 	<ol style="list-style-type: none"> 6. 6 Four wheelers 7. 30 Motor Bikes, 2 Scooty, 30 Laptops and 22 Desktops other required office equipment like Camera, LCD, Pico Projector, Scanner, Photo copier etc. 8. We also have 11 regional offices one each in different district of Jharkhand with adequate resources 9. Assets of Rs. 14,368,386.90 As per balance sheet of FY 2022-23. 10. Insurance of assets and cash is done as per requirement. 11. Assets inventory is validated by auditor on annual basis.

3.3. Training Centre

LEADS Perka Resource Centre is a trg centre situated in a very picturesque area near Perka Village of Hassa Panchayat of Murhu Block in Khunti. 250 persons can be imparted trg at a time in 3 meeting halls in the campus. More than 150 participants can stay with all facilities. Trg halls are equipped with all modern equipment and amenities.

3.4. Demonstration Plots

LEADS has demonstration plots in 3 location covering 2.25 acres of land in Murhu Block. We promote high value crops, vegetable cultivation, mango plantation with intercropping and various other types of plantations have been demonstrated to motivate the farmers who usually come to participate in the trg prog of LEADS.

3.5 Community Green College

LEADS has community green college for imparting trg to youths, farmers, SHG members, producer group etc.



Chapter 4: THEMATIC PROJECT INTERVENTION

4.1 Project Summary Table

SI	Name of Project	Name of Donor	Major Purpose	Beneficiary
1.	Advancing the rights of children and contributing to ending the worst forms of child labor in Jharkhand, India	TDH, Germany	Working for reducing Child Labour working in Jharkhand	900 children and 450 Youths, 300 Women, 450 School Management committee Members, MGNREGA Labourers
2.	Bal Sashaktikaran Abhiyan - Ensuring Nutrition and Education Rights of children (0-14 years) in Bandgaon Block of West Singhbhum district.	India Literacy Project	Promotion of Education and learning	10171 (8787 children + 1384 SMC, PRI & Mata Samiti)
3.	Adivasi Education Project	BFdW, Germany	To work for restoration and preservation of Adivasi Culture along with developing a sense of pride and belongingness among the Adivasi youth by increasing interaction between the old and new generation. It also emphasises of proving quality primary education to Adivasi children.	15 Adivasi Communities in 5 states namely; Jharkhand, Odisha, Rajasthan, Telangana and Andhra Pradesh.
4.	Improving WASH standards in schools and AWCs of 4 districts (Chatra, Latehar, Dhanbad, and Hazaribagh).	UNICEF	Improving WASH standards among infants and children in AWCs and schools	148800 Children
5.	Foundational Learning Support to children through establishing Village Learning Centres.	MCKS Trust Fund	Education and learning of children in grade 1-5 or 6-11 age group children	636 children
6.	Strengthen the ecosystem for better ECD laws, policies, and programs to ensure that all young children access to quality comprehensive rights	Mobile Creches	Sensitizing PRI-CBO members about the importance of early childhood development (ECD) and encouraging their involvement in ECD service improvements at the village level, Early Childhood Development (ECD)	3787 Children, Anganwadi workers, Mothers Group PRI members, Traditional Gram Sabha members, CBOs- SHG VHSNC members etc.
7.	Enhancing CSOs capacities in response to socio-economic impact of COVID 19 in India	WeltHungerhilfe	Empowering and up skilling Migrant and potential migrant workers in the Farming Sector for Improved Opportunities, Access to Government Programs, and Policy Advocacy.	65,150 Migrant and Potential Migrant Workers
8.	Realizing Basic Entitlements of 20 Villages of Tribal Community of Bandgaon Block of West Singhbhum, Jharkhand.	Andheri Hilfe Bonn (AHB)	Integrated development of farming communities by promotion of sustainable agriculture education and practices through promotion of orchard development, organic patches, mixed fruit plantation and intercropping.	Farmers, SMC, SHG, PRIs Members, Gram Pradhan, Mata Samiti
9.	LIFE (LIC - HFL)	LIC-HFL	Promoting holistic development of farming communities by promoting sustainable agricultural and allied activities with major focus on women empowerment through demonstration, education, training, capacity building and establishing community seed bank.	2300 Women farmers
10.	Enhancing Farmers' Income and Reducing Public Space Violence Against Women by Supporting MGNREGA Women 'Mates' & Workers in Jharkhand	Ford Foundation	Women 'mates' and women-led community institutions, enabling safe public spaces and enhanced incomes for women farmers and agricultural workers	556 Women Mates, 5659 MGNREGA workers, 337 Mango Plantation Beneficiaries.
11.	WelNetrutva and WelSwasthya (Women Health and Livelihood Initiative)	WELSPUN	Gender, Nutrition and Anaemia, Menstrual hygiene management, RTI and STI, Cancer, Counselling and health	2000 women and young girls/adolescents

			screening, farm and non-farm livelihood activities.	
12.	Undertaking activities in selected Blocks of Jharkhand for implementing the Cluster Facilitation Project (CFP) under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).	Rural Development Department (MGNREGA), Government of Jharkhand	Securing livelihood through effective implementation of MNREGA	7395 farmers
13.	Rural Access to Clean Energy (RACE)	European Union	Promotion of clean energy and protection of environment along with improving health, Conduct situational analysis of clean energy policies, programs, and schemes in tribal areas to identify gaps and limitations followed by developing strategic plans to enhance access to clean energy, Use programs, street plays, and wall-writings to educate and engage communities.	50,000 Panchayati Raj representatives, Govt. officials, CSOs, Schools, Private sector organizations, Media people, Youth and Entrepreneurs
14.	Rural Empowerment and Entitlement Realization (REER)	BFdW, Germany	Empowering rural communities by promoting education and training in the field of agriculture and community based organization along with convergence of government schemes to ensure sustainable livelihood.	21585 rural population including farmers, women, members of community, children
15.	Strengthening Adivasi and Dalit Communities by promoting organic farming and improving the educational situation in Simdega district in Jharkhand.	Andheri Hilfe Bonn (AHB)	Mainstreaming of the community through major focus on promotion of sustainable agriculture practices, development of farmer field school, organic patches etc. and strengthening of community based organization for realizing quality school education.	Farmers, Livestock beneficiary, SHG members, CRP, PRI members, Gram Pradhan, VHSNC, SMC, children, Mata Samity members
16.	Holistic Rural Development Program (HRDP)	HDFC Bank Ltd.	Holistic development of tribal and economically weaker sections by promoting agriculture through farmer field school, organic patches and strengthening community based organizations for the benefit of larger community, especially the weaker section.	3263 rural population including farmers, women, members of community, children
17.	Evaluation of Pre-Matric Scholarship for Scheduled Tribes of Jharkhand.	Tribal Research Institute, GoJ	Pre-matric scholarship of Scheduled Tribes of Jharkhand including children, principals/teachers, department of education and welfare, banks	Study of 1000 Children
18.	COVID-19 Community based Monitoring and Social Mobilization.	Centre for Social Equity and Inclusion CSEI and UNICEF	Tracking the Govt Schemes and analysing and providing input to make these schemes for effective and reduce the bottlenecks in implementation	Jharkhand, Bihar and Chattisgarh beneficiary of state schemes



4.2 Promotion and Realization of Child Rights: Survival, Protection (Child Labour), Development and Participation

4.2.1 Advancing the rights of children and contributing to ending the worst forms of child labor in Jharkhand, India

A. Project Summary

Project Intervention area	Koderma: 10 villages in Koderma Block, Giridih: 15 villages of Tisri Block and 5 villages of Gawan Block.
Theme/Issues	Child Labour working in Mica Mines
Project Duration	1 st April 2022 to 31 st March 2023
Referral Group	Children, Women, Youths and Farmers
Direct Beneficiaries	*900 children and 450 Youths, *300 Women, *450 School Management committee Members, *MGNREGA Labourers
Support Agency	TDH, Germany

B. Intervention Strategies – Step 1: Sensitizing community about child rights and building awareness about rights and importance of the children and their development. **Step 2:** Organising community in the form of VLCPC, SMC, Bal Sansad, SHGs, Youth Groups etc. **Step 3:** Training of CBOs like VLCPC, SMC, Bal Sansad, SHGs, Youth Groups etc. **Step 4:** Running Education center for children of age group 6-14, Facilitating AWCs for better services, Skill training of youths, Training of Farmers, Linkages with state schemes etc. **Step 5:** Supporting the families, educating children and enrolling them in schools and reducing number of child labours. **Step 6:** Documentation and reporting to different stakeholders for wellbeing of children and reduction of child labour in the intervention villages.

C. Activities Conducted: **1.** Regular meeting with Children groups, Youth groups, VLCPC, VHSNCs, SHGs, Mothers Groups, SMCs, etc. **2.** Re-establishment of Bridge Centres, **3.** Meeting with Parents and Government School Teachers, **4.** Training of SMC Members, **5.** Formulation of School Development Plans (SDPs), **6.** Strengthening of VLCPCs, **7.** Observation of Global Action Month, **8.** Strengthening of VHSNCs, **9.** Observation of VHNDs, **10.** Interface workshop with children and local government bodies, **11.** Promotion of MGNREGA, **12.** Convergence with government schemes.

D. Achievements (Quantitatively & Qualitatively)

- 13 bridge course centers are run by community tutors in which 457 children are studying and further they were enrolled in Government schools to further continue their education.
- Because of increased sensitivity, children and youths are conducting environment day, cleanliness drive, afforestation and elderly children / child labor facilitating other children to attend the schools and do not go for collection of mica.
- VLCPC members have become active and they are taking actions to stop child trafficking and have stopped two cases of child trafficking by their own. VLCPCs are further taking actions on early marriage, child labor, child trafficking etc.
- Each village has one Youth group. So, 30 groups having 50% of female representation are regularly conducting their own meeting and discussing the issues like child labor, child trafficking and future course of action to reduce child labor in the villages. They also plan activities on special day like celebrating environment day, bal diwas, Independence Day, Republic Day and plan to engage with PRIs for better work in their respective villages. They also plan to attend district, state and national level youth conferences. Local employment opportunity have been created and in the process in which 60 youth were trained on repairing of mobile and LED bulb and 23 youth started small shop.

- Women Empowerment: 60 women were trained in manual skill in stitching and tailoring and started their own entrepreneurship. 300 women from the intervention village started different income generation activities like leaf plate making and agricultural activities.
- 457 families were facilitated to apply for job card and the card was issued to all and in the next phase we again applied for job card and also raised awareness on work demand.

E. Case Story

Suniti a story of joy

Meet the always smiling Suniti (name changed) from Koderma district in Jharkhand. Her district was once known as the mica capital of India but the enactment of the Forest Act imposed restrictions on mining in forest areas. Mica production soon became an underground economic activity leading to the development of a black market for the same, where thousands of children like Suniti work under exploitative and harmful conditions to generate some additional income for their families. As she started earning as a child, she lost her interest in education and had stopped going to school. The situation further worsened during the pandemic as the schools were closed. Her regular life involved going to the mines with her family to collect mica straps.



LEADS team sensitized her family, about the importance of education in securing a bright future for the child. Consequently, she started coming to the bridge classes regularly, which aims at improving the learning standards of dropout and irregular students which aids them in joining regular school.

Here, she also got an opportunity to play many sports and took part in several activities. She loves being a part of all the activities in the bridge classes. She is a very active member of children's group formed in her village. She aspires to become a teacher and has started sharing her learning in class. She was a very shy and quiet girl during the initial months. Now she has been actively participating in all the activities along with voicing her concerns. She believes that Education is a fundamental right and all should be entitled to it.

She said thank you to everyone for bringing back the joy in her life. In her journey she continues to inspire others to pursue education and secure a happy present and bright future.

4.2.2 Bal Sashaktikaran Abhiyan-Ensuring Nutrition and Education Rights of Children (0-14yrs)

A. Project Title: Bal Sashaktikaran Abhiyan - Ensuring Nutrition and Education Rights of children (0-14 years) in Bandgaon Block of West Singhbhum district.

B. Project Summary:

Project Intervention area	63 Villages in Bandgaon block of West Singhbhum district.
Theme/Issues	Education and learning
Project Duration	April 2022 to March 2023
Referral Group	*Infants and young children *adolescent children *Mata Samiti members *Anganwadi workers *School Management Committee members *Teachers *Parents *PRI members *Local traditional leaders
Direct Beneficiaries	10171 (8787 children + 1384 SMC, PRI & Mata Samiti)
Support Agency	India Literacy Project

C. Intervention Strategies: – **Step 1:** Identification of schools and Anganwadi centers for intervention under the project, **Step 2:** The intervention sites, including 52 schools, 54 Anganwadi centers, and 30 Village Learning Centers, were divided among the 04 Field Facilitators to ensure the smooth operation of the project. **Step 3:** The work under the project was primarily divided into three main parts: Intervention with Anganwadi's, schools and village learning centers. **Step 4:** Regular visits to Anganwadi Centers (AWCs) to monitor and ensure quality service delivery and capacity building. **Step 5:** Enhancing enrolment, attendance, and retention of children in schools, ensure that schools operate for full operational hours, providing learning support to needy schools to improve educational outcomes such as Mid-Day Meals (MDM) and textbooks, engaging SMCs, and conducting career guidance sessions for high school students. **Step 6:** Establishing Village Learning Centers in 30 villages and engaging volunteers known as Vidya Saathi's to facilitate learning in these centers.

D. Activities Conducted: - **1.** Facilitated 97 Mother Group meetings involving 958 mothers. **2.** Participated in 115 Village Health and Nutrition Day (VHND) sessions, reaching 1158 beneficiaries, and linking 37 with VHND services. **3.** Celebrated National Nutrition Month in 11 AWCs, involving 237 mothers. **4.** Provided refresher training to 54 AW workers on ICDS services. **5.** Supported 54 AW centers with Teaching Learning Materials (TLM) and Play Materials and Shishu Panji updating in 40 villages and enrolled 40 new and 13 dropout children in schools. **6.** Participated in official School Management Committee (SMC) meetings in 31 schools, involving 537 SMC members and parents. **7.** Conducted 6 SMC-PRI orientation sessions at the Panchayat level, with 213 participants (130 male and 83 female). **8.** Provided support to 6 needy schools with 06 Project-supported Para-Teachers and Teaching Learning Materials (TLM). **9.** Conducted school-level Learning Level Assessments (LLA) for Class V and VIII students in 11 schools. **10.** Held school-level meetings with children in 10 middle schools on child rights and protection issues, involving 401 students (204 girls). **11.** Conducted 10 Career Guidance sessions, with 304 students participating (171 boys and 133 girls). **12.** Operated 30 VLCs, providing education to 1019 Grade I-V students. **13.** Organized 4 capacity-building trainings for 30 VLC volunteers (Vidya Saathi). **14.** Conducted baseline and end-line learning level assessments for Std. III, IV & V children in the 30 VLCs.

E. Achievements (Quantitatively & Qualitatively): -

- Approximately 90% of the 54 intervention Anganwadi centers are operating according to the official schedule, providing all 6 Integrated Child Development Services (ICDS) to children aged 0-6 which has helped in improving the nutritional status in infants and children.
- Around 85% of these centers organize 6-8 Mother Group meetings annually, while the remaining 15% hold them on a monthly basis.
- Regular Village Health and Nutrition Day (VHND) activities include immunization, health check-ups, blood pressure monitoring, hemoglobin tests, weighing, and providing iron and folic acid (IFA) supplements leading to better nutritional status among adolescent girls, pregnant and lactating mothers.

- Growth tracking, including weight, height, and mid-upper arm circumference (MUAC) measurements, is consistently reported online by Anganwadi workers that have helped in creating a database regarding the nutritional status of children.
- More than 80% of the intervention Anganwadi centers conduct daily pre-school activities with an average daily attendance of 65-70%, which is accordance with NEP 2020 guidelines and will help in building the cognitive abilities of children along with improving learning outcomes.
- All 52 intervention schools are operational and follow the official timetable and nearly 80% of these schools maintain a daily average attendance of more than 80%, while the remaining schools have an attendance rate between 70-80%.
- Services such as Mid-day meals and textbook distribution are consistently provided to students in all 52 intervention schools.
- Learning Level assessments indicate that all 30 Village Learning Centers (VLCs) have shown grade-appropriate improvement in learning outcomes for Grade 3-5 children.
- School Management Committee (SMC)-PRI interventions have led to infrastructural improvements and enhanced facilities in 6 schools.

F. Case Studies: -

Christopher gets back to school.

Christopher Mundu, a 08-year boy from Adivasi, Munda community lives in Tokad village of Bandgaon block, West Singhbhum. He comes from a family with a poor economic background. In 2021, he was admitted to Grade 01 in UMS Timda. However, he was irregular from the beginning and soon dropped out of the school. His parents, hailing from a poor and uneducated background were little aware about the benefits of education and did not show any interest in getting him back to school.

During enrollment campaign, the project team of LEADS got to know about the drop out case of Christopher from the school. As a part of the program, the project staff visited his home and counseled his parents over a period of one year to send Christopher back to school.



After a gap of one-year he rejoined the school but felt out of place as he lagged behind in learning levels compared to his other classmates. He was further assisted in bridging the knowledge gap and learning levels in relation to other children in the school. This allowed him to come at par with his classmates and gave

him the self-confidence to attend the school regularly. He now wants to study further as he wants to become a police officer in the future.

The story of Christopher is a beacon of hope for many other children who drop out school at a young age due to lack of knowledge about the importance of education in securing a bright, respectable and prosperous future.

4.2.3 Adivasi Education Project

A. Project Title: Adivasi Education Project

B. Project Summary:

Project Intervention Area	Jharkhand: 5 villages in Murhu block, Khunti district and 4 other states of Andhra Pradesh, Telangana, Odisha and Rajasthan
Theme/Issues	Enabling the Adivasi communities to maintain their culture & traditions and prepare for the future in the changing external environment.
Project Duration	April 2022 to June 2023
Referral Group	Adivasi
Direct Beneficiaries	15 Adivasi communities in 5 States
Support Agency	BFdW (Bread for the World)

C. Intervention Strategy: **Step 1-** Identification of vulnerable Adivasi communities, **Step 2-** Sensitizing community, especially children, about tribal culture and building awareness about rights and importance of their culture, **Step 3-** Organising community in the form of SMC, Bal Sansad, etc. **Step 4-** Training of CBOs like SMCs, AWCs, PRIs, Bal Sansad, Youth Groups and teachers, farmers etc. **Step 5-** organizing interface meeting, celebrating Adivasi festivals to facilitate cultural exchange and rejuvenate pride in tribal culture, **Step 6-** Facilitate education among tribal youth, **Step 7-** Documentation and reporting to different stakeholders at local national level for protection and promotion of Adivasi culture.

D. Activities: 1. Gathering details of each village through PRA Exercises, Village Meeting, Study of documents, discussion with older people etc. and making it printable to share with new generation 2. Training of teachers, SMC members, AWCs and PRIs about NEP-2020 and Area of Convergence 3. Exchange of Knowledge from older people to new generation 4. Training of 10 youths, 5 boys and 5 girls, from each village 6. National Learning and Capacity Building Workshop.

E. Achievements (Quantitatively & Qualitatively):

- i) 5 PRA exercise have been conducted involving 250 participants in 5 intervention villages helped in identifying and addressing the challenges faced by the community and work towards the sustainable development of the villages.
- ii) Trainings of SMCs, AWCs, PRIs, Bal Sansad and teachers have been conducted to generate awareness about new education policy to ensure a deeper understanding of its key principles, objectives, and implications. Similarly, training on convergence has created awareness about the concept of "Area of Convergence" as outlined in NEP-2020. The training also ensured the importance of incorporating Adivasi relevant content in teaching practices that helped the participants develop an appreciation for the diversity of cultural backgrounds and heritage within the Adivasi community and its importance of making education culturally inclusive.
- iii) 100 trained youths, including 50 boys and 50 girls have taken initiative to organize local level village wise celebration where different forms of Adivasi dance, food and talents are showcased resulting in increased knowledge and awareness, Cultural preservation, Empowerment, and self-confidence.
- iv) Interface meeting i.e. Exchange of Knowledge from older people to new generation has been conducted involving 300 participants for providing a platform for the community for knowledge exchange and learning from each other facilitating preservation of cultural heritage, intergenerational bonding, increased appreciation for traditions, and transfer of practical skills
- v) Enriching Birsa Munda Resource Center by adding new equipment representing the traditions and culture of the Adivasi community to make it more resourceful and promote greater understanding for the younger and older generation about the integral aspect of their culture and tradition.

F. Case Story

Acquainting the children with Adivasi culture and tradition

Kuda Panchayat is in the Murhu block. Kuda village belongs to this panchayat having 7 villages in total. The village is located 30 km from the main road and the major population belongs to Munda community, an Adivasi group. The village has one school in which the enrolment rate is 39. The school has only two teachers. Anu Kumari who comes from an Adivasi family studies in class 3 of this school. On interaction with her it came to the notice of LEADS team that she had very little knowledge about her tradition and culture. Moreover, in the era of rapid globalization the existing cultural values were getting lost, especially among the younger generation and children, as they saw their own culture as inferior and outdated.

LEADS under the Adivasi project is undertaking activities to generate awareness about various aspects of tribal traditions and culture such as food, clothes, ornaments etc. among the children to acquaint them with their culture and develop a sense of pride and belongingness in them.

Anu Kumari through this intervention has not only learned about her culture but has also emerged as leader, sharing her learnings with other children and community members. This has generated a genuine interest in the community in learning about the Adivasi culture creating a sense of pride and belongingness along with facilitating the restoration and preservation of Adivasi culture.



4.2.4 Improving WASH standards in schools and AWCs

A. Project Title: Improving WASH standards in schools and AWCs of 4 districts (Chatra, Latehar, Dhanbad, and Hazaribagh).

B. Project Summary:

Project Intervention Area	Charta, Latehar, Dhanbad, and Hazaribagh districts of Jharkhand.
Theme	Improving WASH standards among infants and children in AWCs and

	schools
Project Duration	1st March, 2022 to 30 th November, 2022 (9 Months)
Referral Group	*Infants*Pregnant and lactating mothers*children*adolescent girls
Direct Beneficiaries	-
Support Agency	UNICEF

- C. Intervention Strategy:** **Step 1:** Sensitizing community about health and hygiene and spreading awareness about WASH and MHM. **Step 2:** Training of CBOs like Bal Sansad, SHGs and other women groups, BRP/CRP and education department official and other stakeholders at village, block and district level. **Step 3:** Setting up Soap Bank, Pad Bank, Hand wash Unit, MHM Lab, Incinerator in AWCs and government schools **Step 4:** Setting up model gram Panchayat, WASH complaint AWCs and Schools. **Step 5:** Documentation and reporting to different stakeholders along with monitoring and course correction to ensure sustainability of the initiative in the intervention districts.
- D. Activities:** 1.Support stakeholders in the end line survey of schools under "Swachh Vidhyala Puraskar" (SVP), 2.Capacity building of stakeholders at district, block and schools on WASH in accordance with module developed at national level, 3. Impart training to nodal teachers, BRP/ CRP, SMCs, Child cabinets on WASH in Schools with separate module on safety measures during COVID 19 and MHM, 4. Work with key stakeholders at state level for creating a supportive and enabling environment for improving 1 & 2-star schools to at least 3-star schools, 5. Establishing DPMU for WASH with representatives from Education department, WCD and district administration to monitor and take regular follow-up of the on-going activities and ensure required resource support, 6. Facilitate creation of new hand washing stations and incinerators in schools and AWCs by leveraging funds from 15th finance commission, CSRs, Rotary and government flagship program 7. Strengthening Bal Sansad to conduct regular meetings and trainings on WASH and MHM, 8. Ensure safe MHM practices among girls by promoting peer groups for exposure visit and knowledge exchange and establishing MHM labs in middle schools, high school and KGBV, 9. Capacity building of SHGs or other women groups in the village on sanitary pad production centres, 10. Water quality will be tested in schools as per the standards of Jal Jeevan Mission, 11. Regular meeting with PRI members on WASH & MHM for strengthening the PRIS and developing Model GPS, 12. Support 400 anganwadis of selected districts to develop them as WASH compliant Anganwadis and develop 80 schools as model school equipped with WASH and MHM compliances
- E. Achievements (Quantitatively & Qualitatively).**
- 807 Soap Bank, 574 Pad Bank, 73 Hand wash Unit, 68 MHM Lab, 69 Incinerator, and Solid-Liquid Waste is being managed promoting health and hygiene among infants and children.
 - Master Trainer trained in workshop is training other teachers, students and community which has into improved awareness and importance of MHM lab in the intended beneficiaries.
 - LEADS staff oriented Sahiya and Sevikas at AWCs to practice MHM components in their respective centres, which resulted in improved WASH care.
 - District level workshop has resulted into selection of GP for creation of model GPs. 25 Model GPs were facilitated for implementing WASH compliances in 4 districts namely 14 in Hazaribagh, 5 in Latehar, 2 in Chatra and 2 Dhanbad
 - Through our intervention, a letter has been released by district education department in Latehar and Chatra district to establish MHM Lab in all KGBV; high schools and middle schools. This will

promote menstruation hygiene in school going girls, reduce associated health issues and the stigma associated with menstruation and sanitary napkins.

- f) There have been major improvements in the number of 5 star ratings of schools such as in Hazaribagh 140 schools were named as 5 stars. Similarly, Latehar it has increased by 173, in Dhanbad by 177 & in Chatra by 82.
- g) MHM lab developed through budgetary and CSR support in 70 schools of latehar district will promote menstruation hygiene in school going girls, reduce associated health issues and the stigma associated with menstruation and sanitary napkins.
- h) Celebration of Swachhata Divas, MHM day, Hand washing Day and other related campaigns has helped increase awareness and educated people about WASH initiative and its associated benefits.
- i) Achievements of LEADS in WASH were published in district newsletter of Latehar "Anant Udaan".

F. Case Story

"No more absence from school during periods – UMS, Nagnagar"

"Where there is a will, there is a way."

The journey of MHM Lab in Upgraded Middle School, Nagnagar of Govindpur block in Dhanbad district started with routine discussion in school on menstrual hygiene management with the teachers and students by UNICEF supported LEADS team. Through the discussions, it was apparent that girls were hesitant towards discussion about menstruation. Nevertheless, the team continued the discussion with them so that they open up more. Further, through these awareness sessions, students learnt about MHM Lab and how it can help them during menstruation. Upon learning about it, they also shared about their challenges during period and how some girls don't come to school for 3-4 days during their periods as there is no proper facility concerning menstruation. Learning about how MHM Lab can help them overcome these challenges, they anonymously agreed that there is a need for this in the school campus and also talked about it with school management. Teachers were also supportive to this idea and they agreed to develop the MHM Lab.



UMS, Nagnagar has strength of 232 students with 7 teachers. Since all the rooms were occupied, some students suggested that Library is big enough and MHM Lab can be created in the library through separation. The school management liked the idea and moved forward with this. The MHM lab was developed in the said space through school fund. The MHM Lab has been developed to ensure that girls do not miss out on school during their periods and get adequate sanitation facility in school itself. Added to some basic facilities, the MHM lab is equipped with a Bed to take rest, a Hot water bag to get relief during menstrual cramp, and general medicines (only prescribed by a certified doctor) to relieve menstrual pain & Pad vending machine. A query box has also been installed to address MHM questions of students every month. The walls of the Lab have been painted with innovative and useful messages which are assisted by girls and boys of the school. Apart from this, some IEC material has been put in the room for the students to learn more about it. Peer group has been formed who will facilitate regular discussions amongst other students.



Kaushal Kumar, School in charge says it the students who have motivated us to develop the MHM Lab. We thought we do not have enough space for this but they somehow found a way for it. Raushan Aara (Pradhan Mantri) from std. 8 says “When we started discussing on MHM lab, it was instant anonymous

decision amongst us that we want this lab to be developed in our school. Now we don’t have to miss our school during our periods. We also don’t feel hesitant about discussing menstruation at our school as well as home.

It was the will of the students and the support from the management that MHM lab of this nature was developed with limited resources. This will definitely address the issue of absenteeism. Other schools will also be motivated and replicate it in their respective schools.

4.2.5 Foundational Learning Support to Children through establishing Village Learning Centres

A. Project Title: Foundational Learning Support to children through establishing Village Learning Centers.

B. Project Summary: -

1.	Project Intervention Area	25 villages in Kolebira block of Simdega district.
2.	Theme/Issues	Education and learning
3.	Project Duration	October 2022 to March 2023
4.	Referral Group	Children in Grade 1-5 or 6-11 age group children
5.	Direct Beneficiaries	636 children
6.	Support Agency	MCKS Trust Fund

C. Intervention Strategies: – Step 1: Identify and select 25 villages as locations for VLCs. **Step 2:** Conduct baseline/first Learning Level Assessments (LLA) to measure the initial learning levels of VLC children. Conduct second LLAs in March 2023 to assess improvements in foundational literacy and numeracy.

Step 3: Recruit 25 volunteers known as Vidya Saathi for each VLC and provide appropriate training to these volunteers in foundational literacy and numeracy (FLN) methodologies. **Step 4:** Enroll primary grade children from Grade 1 to 5 in the 25 VLCs. **Step 5:** Implement foundational learning support programs in Hindi and English languages as well as numeracy within the VLCs. **Step 6:** Ensure that the 25 VLCs receive the necessary resources and materials to facilitate effective learning. **Step 7:** Assign three VLC supervisors for daily monitoring, smooth operations and timely reporting along with supporting the VLCs.

D. Activities Conducted: - **1.** Three-day Training to Village level volunteers / Vidya Saathi (VS) on Teaching methodologies & LLA was done. **2.** VLC supervisors were given a three-day introductory orientation and capacity building on project deliverables, FLN concept and functioning of VLCs. **3.** Resources were provided for VLCs setup and effective learning transactions. **4.** Learning Level assessment (LLA) conducted with VLC children. **5.** Regular Child centered Co-curricular activities were organized in VLCs.

E. Achievements (Quantitatively & Qualitatively): -

- **Numeracy Improvement (Maths):** Through the Learning Level Assessment covering 335 children, it was found that an impressive 87% of Grade 3, 4, and 5 children enrolled in Village Learning Centers (VLCs) demonstrated significant improvement in their foundational numeracy skills in mathematics. This highlights the effectiveness of the intervention in enhancing mathematical proficiency among these students.
- **English Literacy Improvement:** The assessment revealed that 74% of children attending VLCs exhibited notable progress in their foundational literacy skills in the English language. This achievement underscores the positive impact of the intervention on enhancing English language proficiency among primary grade students.
- **Hindi Literacy Improvement:** A substantial 82% of children in VLCs demonstrated improved foundational literacy skills in the Hindi language. This outcome reflects the successful efforts made in enhancing Hindi language proficiency among primary grade children through the intervention in Village Learning Centers.

F. Case Studies: -

Providing Fundamental Learning Support to Tribal children

COVID 19 severely impacted the lives and livelihoods of majority of Indians, especially the rural population. One such region is the Kolebira Block in Simdega District. Children going to school in these areas were virtually forced to quit education due to closure of schools during lockdown. Many poor tribal families did not have the resources to ensure that their children could continue with online education. Thus, the learning gap between rich and poor, and rural and urban population increased manyfold due to the digital divide during COVID-19 lockdown. As a result, once the schools reopened, the children in Kolebira were found to be lagging behind in learning skills. It was difficult for them to catch up with age-appropriate learning outcomes and many started losing interest in formal education.



In this situation, LEADS initiated setting up of learning centers with the support of MCKS Trust for class 1-5 children in 25 villages of Kolebira block. Educated youth from villages were identified and engaged as education volunteers also called VIDYA SAATHI. These Vidya Saathi's were trained on teaching

methodologies in foundational literacy and numeracy. Different learning resources were provided to the Village Learning Centres. Learning level assessments were done with children to assess improvement & gaps in language and numeracy.

During 2022-23, these 25 Village learning centres reached to more than 700 children with foundational learning support. Analysis of learning assessment conducted showed that more than 80 percent children in these Village Learning Centres have shown improvement in foundational numeracy and language.

The children have now redeveloped their lost interest in education and are willing to go back to school. Vidhya Saathi has now developed as a model and beacon of hope for reducing the learning gap between rich and poor, and in rural and urban areas.

4.2.6 Strengthen the ecosystem for better ECD laws, policies and programs to ensure that all young children access quality comprehensive rights.

A. Project Title: Strengthen the ecosystem for better ECD laws, policies, and programs to ensure that all young children access to quality comprehensive rights.

B. Project Summary:

1.	Project Intervention Area	35 Villages of 10 Gram panchayats in Murhu block of Khunti district.
2.	Theme/Issues	Early Childhood Development (ECD)
3.	Project Duration	April 2022 to March 2023
4.	Referral Group	*Children *Anganwadi workers *Mothers Group *PRI members *Traditional Gram Sabha members *CBOs- SHG *VHSNC members etc.
5.	Direct Beneficiaries	3787
6.	Support Agency	Mobile Creches

C. Intervention Strategies: – **Step 1:** Regularly visiting Anganwadi centers. **Step 2:** Providing training and guidance to Anganwadi workers for improved service delivery. **Step 3:** Conducting meetings with mother groups to promote better childcare practices at home. **Step 4:** Sensitizing PRI-CBO members about the importance of early childhood development (ECD) and encouraging their involvement in ECD service improvements at the village level.

D. Activities Conducted: - **1.** Village level meetings with CBOs such as Gram Sabha and SHG groups on ECD. **2.** Meetings with Mothers Group members on Early Childhood Development (ECD). **3.** Participation in VHND session. **4.** Community level campaigns such as Breast-feeding week, National Nutrition Week and Baal-Mela. **5.** Panchayat level orientation of PRI members on ECD. **6.** District level consultation on ECD at Khunti. **7.** ICDS assessment survey in the intervention villages.

E. Achievements (Quantitatively & Qualitatively): -

- Integration into Panchayat Plans: Early Childhood Development (ECD) was successfully integrated into the Gram Panchayat Development Plan (GPDP) process in 8 panchayats, and it was officially included in the plans of 2 panchayats, Goratoli and Kodakel.
- Nutritional Support for Malnourished Children: A "Wajan Tyohar" event was organized in 20 Anganwadi centers, providing 50 identified malnourished children with an egg each day for 6 months, significantly improving their nutritional status.

- **Community Monitoring and Referrals:** Community monitoring of Anganwadi Centers (AWCs) led to the identification and referral of 12 children to Malnourishment Treatment Centers (MTCs), ensuring they received the necessary care and support for healthy development.
- **Linkage to PMMVY:** The project successfully linked 83 mothers with the benefits of the Pradhan Mantri Matru Vandana Yojana (PMMVY), providing them with crucial financial assistance during their pregnancies, which indirectly supports early childhood development.
- **Effective Awareness Campaigns:** Community-level campaigns like Poshan Maah and Breast-feeding Week reached over 500 mothers in the intervention villages, delivering important messages on ECD, and promoting practices that contribute to the healthy development of young children.

F. Case Studies: -

Solving the Drinking Water Problem at Bande Village's Anganwadi Center

In Bande Village, located in the Panchayat Kodakel of Murhu block in the Khunti district, there existed a significant issue related to drinking water supply. The village is merely 1 kilometer away from the block headquarters, making this issue particularly pressing.

The primary cause of the problem lay with a water pump located near the Anganwadi center, which was consistently in poor condition. Despite numerous attempts at repairing the water pipe, the problem persisted, causing immense inconvenience to the Anganwadi service providers and the children who relied on this center for their drinking water needs. Recognizing the gravity of the situation, the project staff decided to act.



They contacted Jal Sahiya, a local water resource expert, seeking a solution. Jal Sahiya promptly acknowledged the issue and reached out to the contractor responsible for overseeing the Jal Jeevan Mission, a government initiative focused on providing clean drinking water. Upon contacting the contractor, it was revealed that obtaining a water connection for the center required the consent of the Gram Sabha, the village's local governing body. Consequently, a Gram Sabha meeting was organized with the facilitation of the project staff, involving Jal Sahiya, Health Sahiya, and Anganwadi workers.

In the meeting, it was collectively decided to pursue the installation of a water connection at the Anganwadi center under the Jal Jeevan Mission scheme. Subsequently, following the Gram Sabha's consent, a water connection was successfully provided to the center through the Jal Jeevan Mission initiative. This development has had a significant positive impact on Bande Village's Anganwadi center, ensuring that the Anganwadi workers and children now have access to clean drinking water for their daily needs.

4.3 Livelihood

4.3.1 Enhancing CSOs capacities in response to socio-economic impact of Covid-19 in India

A. Project Title: "Enhancing CSOs capacities in response to socio-economic impact of COVID 19 in India"

B. Project Summary: -

Project Intervention area	Simdega: 60 villages of Thetaitanger block, Khunti: 39 villages of Murhu block & 26 villages of Karra block, Ramgarh: 5 villages of Patratu block & 32 villages of Mandu block
Theme/Issues	Empowering and Up skilling Migrant Workers in the Farming Sector for Improved Opportunities, Access to Government Programs, and Policy Advocacy.
Project Duration	1 st January'2022 to 31 December'2025
Referral Group	Migrant and Potential Migrant Workers
Direct Beneficiaries	65,150
No of Indirect Beneficiary	437,290
Support Agency	WeltHungerhilfe

C. Intervention Strategy: - **Step 1:** Identification: Identify migrant and potential migrant workers through Gram Sabhas. **Step 2:** Skill Development: Engage them in skill-building programs at skill centers to boost their earning potential. **Step 3:** Awareness: Map government programs and entitlements, making workers aware of them about maximizing the reach, accessibility and availability in close coordination with the government agencies. **Step 4:** Coordination: Collaborate closely with government institutions to maximize program reach and accessibility.

D. Activities Conducted: - **1.** Stakeholder Engagement for Skill Training, **2.** Capacity Building for Project Staff, **3.** Inception Conference at Block Level, **4.** Rural Social Volunteer Training, **5.** Government Program Mapping, **6.** Migrant Worker Skill Training, **7.** Post-Training Support, **8.** Nagarik Sahayata Kendra Setup, **9.** IEC Materials Distribution, **10.** Public Information Campaign, **11.** Community Scheme Connection, **12.** Household Survey, **13.** Gram Sabhas & SHG Engagement, **14.** Monthly Project Review, **15.** Quarterly Monitoring & Reporting

E. Achievements (Quantitatively & Qualitatively)

- Identified 39 Skill Centers to empower the target group through skill training and successfully enhanced the skills along with post training support for 613 community members in various trades to provide local employment opportunities and reduce migration.
- Elevated the knowledge of 74 social volunteers and project staff on crucial government schemes related to employment, skill development, agriculture etc. enabling them in proving these benefits to the targeted beneficiaries effectively.
- Identified and prioritized 13 vital government programs in collaboration with block officials, PRI members, and the community.
- Established 2 Nagarik Sahayata Kendras at the Block level to facilitate access to government services for village members.
- Effectively raised awareness among 7,000 village members regarding key government schemes such as E-Shram, Ayushman Bharat Card, and MGNREGA through wall writings, pamphlet distribution, and public information campaigns.
- Successfully facilitated 430 village members in accessing and benefiting from various government schemes with the support of DFs.
- Maintained project integrity through the organization of 12 monthly project review meetings.
- Ensured transparency and progress tracking through the completion of 4 quarterly monitoring and reporting sessions.
- Conducted 310 household surveys to assess the availability and accessibility of government schemes and services within the community.

F. Success Story

From Margins to Mainstream



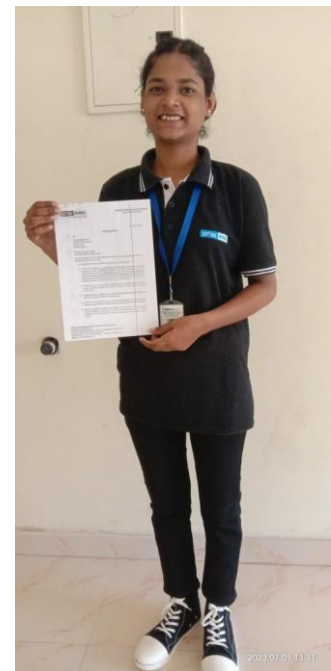
Anugrahit Mundu, aged 20 years comes from Godatoli village of Godatoli Panchayat of Khunti district. There are seven family members in her family. Her father is a farmer and mother sells vegetables. Their financial condition was not very good as there were seven members in the family. It was very difficult for her parents to manage the family needs.

The District Facilitator (DF) of LEADS attended the 'Gram Sabhas' in various communities in Panchayats of Khunti to orient the community on project and its

deliverables. In this meeting the details about various govt. schemes, skill trainings and support provided by LEADS was shared. After the meeting Anugrahit contacted the DF to get more information on the skill trainings. The DF visited her and explained her about the courses, duration etc. Knowing this Anugrahit decided to go for 60 Days training of Machine Operator conducted by 'Kalyan Gurukul' and got the admission.

After the completion of the course, Anugrahit is now employed in Minda Company. Prior to starting her education, she used to assist with home chores and work with family members on farm and household projects. Now she can support her family financially and sends money for her family every month. Her smile tells her change story.

She receives honoraria beginning at ₹12,581/month. Today, Anugrahit and her family members are very happy to share about the support received from LEADS & its staffs who educated her about the skill training which she was unaware of. This has motivated other youths in the village to learn employable skills which can help in improving their income and standard of living.



4.3.2 Realising Basic Entitlements of 20 Villages of Tribal Community

A. Project Title: Realizing Basic Entitlements of 20 Villages of Tribal Community of Bandgaon Block of West Singhbhum, Jharkhand.

B. Project Summary: -

Intervention Area (Name of Blocks & Districts) and (No. of Villages)	West Singhbhum: 20 Villages of Bandgaon block
Theme	Empowering Tribal Community for Basic realization entitlements
Project Duration	1 January 2022 to 31 December 2024
Referral Group	Farmer, SHG, SMC, AWCs, Gram Sabha, Social Leaders
Direct Beneficiaries	Farmers, SMC, SHG, PRIs Members, Gram Pradhan, Mata Samiti
Support Agency	Andheri Hilfe Bonn

C. Intervention Strategy: Step 1- Identifying the stakeholders and establishing rapport with the intervention community. **Step 2-** Interacting and organizing the community through Mukhiya, Up-

Mukhiya, Gram Pradhan, Ward Member, Rojgar Sevak, and Panchayat Sevak by explaining the objective and target of the project. **Step 3-** Holding meeting with the stakeholders to make them aware of their duties and responsibilities. **Step 4-** Identification, selection, and training of beneficiaries. **Step 5-** Ensuring that benefits of various government schemes reach the beneficiaries through their cooperation. **Step 6-** Among the selected beneficiaries, farmers related to the cultivation of seeds and advanced technology as well as with government schemes. The women of SHG Group were linked with the bank.

- D. Activities:** 1. Multiple trainings of Newly Elected PRIs members and Traditional Gram Pradhan, SHGs, CRPs, SMCs, Lac Cultivators, Mata Samiti on service delivery and model farmers on organic and natural farming of vegetable including both men and women, 2. Two Interface meeting having 108 participants with block officials and PRIs members, 3. Seminar on Natural farming, Government schemes, MGNRGA, RTE-2009, Gram Sabha, and various agricultural methods, 4. Promotion of one school and one AWC as a model, 5. SRI Promotion with 300 farmers for paddy and Ragi, 5. Setting up of 2 farmer field schools and integrated livestock development sector, 6. Formulating SDP in 14 school and annual plans in 14 AWCs.

E. Achievements (Quantitatively & Qualitatively):

- Through capacity building exercise 38 PRI members have been trained which has enabled them to better execute their roles and responsibilities.
- 186 SHG members have been trained and linked to banks which have helped increase their income generating capacity through better access to credit.
- 96 SMC members have been trained in their roles and responsibility which has led to better monitoring of daily attendance, enrollment, drop out, infrastructure etc. related to school.
- 47 CRPs have been trained which has enhanced their skill and leadership capacity, leading to better realization of government schemes.
- 4 damaged chuan have been repaired creating better drinking water facility for the community.
- In model AWC and School alphabets have been painted on the wall and toys have been provided to make learning fun and interactive, improving the learning outcomes.
- 2 Farm Field Schools (FFS) have been setup to educate the farmers about farming equipment's and techniques. The farmers were also trained in organic farming, taken for exposure visits, and provided with seeds to help them increase farming output and earnings.
- 2 Integrated Livestock Development Center has been setup to help increase the earning of farmers, especially the small and marginal farmers and agricultural laborer.
- Annapurna model, based of mulching, was provided to 50 farmers and 8 types of saplings were distributed to 20 farmers for undertaking mixed farming to improve output and income.
- 300 farmers were trained on SRI cultivation of paddy to educate them about its benefits.
- 2 interface meeting were conducted with block officials and Panchayat members for acquainting them with the project and bringing out better convergence.
- Seminar on Natural farming, Government schemes, MGNRGA, RTE-2009, and Gram Sabha etc. was conducted in which 110 beneficiaries were trained and educated on MGNREGA and RTE-2009 to ensure better realization of benefits under the scheme for the community.

F. Case Study:

Drinking Water Solution through Chuan Renovation

Karu village is situated in Champawa Panchayat Bandgaon Block West Singhbhum. It is home to 40 families. The members of the village are dependent on a community chuan for meeting their water needs for drinking and domestic purpose.

Overtime the chuan had become dilapidated with use and no maintenance. Since the surroundings of the chuan is dirty, during monsoon water flowing into the chuan contaminated the water stored in the chuan. Also, the two hand pumps that have been installed in the village are dysfunctional leaving the community depended upon chuan for meeting their everyday need of water.

As a result, the residents of Karu village became vulnerable to various water borne diseases. The Gram Sabha initiated a meeting under the leadership of the Gram Pradhan, where it was decided that an application requesting the repair of chuan should be given to LEADS. After receiving the application from the gram sabha, LEADS undertook restoration of Chuan with the help of community itself. After restoration, the community gained access to clean drinking water. Also, their vulnerability to water borne diseases has reduced. Also, the women don't have to travel long distances for fetching water. The community expressed their gratitude and their trust in LEADS as an organization has increased. The gram sabha feels empowered and has expressed their interest in taking up other developmental matters for the benefit of the community.



4.3.3 Livelihood Initiative for Financial Empowerment (LIFE)

A. Project Title: Livelihood Initiative for Financial Empowerment (LIFE)

A. Project Summary-

Project intervention area	50 villages of 9 Panchayats of Katkamsandi Block in Hazaribagh District, Jharkhand
Theme/Issues	Livelihood & livestock
Project Duration	1 st April 2022 to 31 st march 2025
Referral Group	Women farmers
Direct Beneficiaries	2300
No of Indirect Beneficiary	9000
Support Agency	LIC-HFL

B. Intervention Strategies –

Step 1: Survey of Women Farmers: Conducted project awareness survey for women farmers and introduced LEADS and the LIFE project, outlining tasks. **Step 2:** Capacity Building for SHG Leadership: Trained SHG leaders in bookkeeping and group management and enhanced their skills for effective SHG operation. **Step 3:** Livelihood and Livestock Training: Provided livelihood training on SRI and organic farming. Educated livestock beneficiaries on health practices. **Step 4:** Integrated Livestock Development Centres: Opened five centres to support livestock activities. Likely acted as hubs for livestock initiatives. **Step 5:** Visionary Boards for Brand Promotion: Established ten boards to promote project mission and goods and raising awareness about project products and services.

C. Activities Conducted- 1.Worked with 253 out of 200 groups, 2. Trained 1,100 women farmers, with 1,128 successfully completing the training, 3.Provided livestock training to 900 women farmers, with

1,034 trained, 4. Distributed revolving funds to 1,353 women farmers 5. Operated five integrated livestock development centres for animal healthcare 6. Installed 10 visionary branding boards along the roadside

D. Achievements (Quantitatively & Qualitatively)

- 283 women farmers are engaged in cultivating high-value crops, 298 women farmers are involved in Shree Vidhi horticulture and 15 women farmers are dedicated to orchard farming which has helped in increasing the income capacity of the families and diversifying the sources of income.
- 243 women farmers are participating in poultry farming, 136 women farmers are raising goats as part of their farming activities and 139 women farmers are engaged in duck farming practices which will provide additional income specially for families with no or small landholdings.

E. Success Story Two case study and its photo

"Empowering Agricultural Transformation: Pushpa Devi's Journey from Traditional Farming to Sustainable Success"

Pushpa Devi, the wife of Mr. Basudeo Yadav, comes from a low-income household with limited access to education, healthcare, and treatment. As a stay-at-home wife, she relies on borrowing money from her SHG to cover her family's minor needs. She struggles to use her farm land for cultivation due to her lack of knowledge in contemporary agricultural methods.

Pushpa attended LIFE project at the LEADS organization, where she learned about the LIFE project and its facilities, such as the revolving fund, SRI method, and their advantages and so on. She also participated in bookkeeping training and livelihood training, learning about new technology in farming and the distinction between chemical and organic fertilizers. Due to her family's low income, she needed to increase the family's income generation capacity and hoped to expand her agricultural knowledge. She needed assistance in marketing to maximize market share for her farm and generate greater income.



The organization educated recipients about tools for managing crops more effectively, including spades and water pumps, and offered training sessions on using contemporary methods. Field trips and interactions with other local farmers helped beneficiaries learn from one another and advance their farming practices. She was also granted a Rs. 750/- revolving fund to help her with operations along with a library of literature on sustainable farming and advanced agricultural approaches. Pushpa can now provide a bigger and more consistent crop production.

This has encouraged other women in the village to take up modern farming practices which will help them increase their income and secure better livelihood.

4.4 Women Empowerment

4.4.1 Enhancing Farmers Income and Reducing Public Space Violence Against Women by Supporting MGNREGA Women Mates & Workers in Jharkhand

A. Project Title: Enhancing Farmers' Income and Reducing Public Space Violence Against Women by Supporting MGNREGA Women 'Mates' & Workers in Jharkhand

B. Project Summary

Project Location	Total villages: 141 in Murhu block of Khunti , 216 villages in Bandgaon block of West Singhbhum , and 106 villages in Mahuadanr block of Latehar
Theme/Issues	Women 'mates' and women-led community institutions, enabling safe public spaces and enhanced incomes for women farmers and agricultural workers
Project Duration	1 st March 2021 to 28 th Feb 2024
Referral Group	*PRI members *SHG members *Women Mate and *MGNREGS workers.
Direct Beneficiaries	556 Women Mates, 5659 MGNREGA workers, 337 Mango Plantation Beneficiaries.
Support Agency	Ford Foundation

C. Intervention Strategy: - **Step 1:** Identify and register active women participants in MGNREGA across all 3 Blocks. **Step 2:** Engage in discussions with officials at all levels to explain project objectives and convergence efforts. **Step 3:** Provide ID cards to women participants for visibility and recognition. **Step 4:** Conduct meetings to introduce project objectives and interventions to women participants. **Step 5:** Organize training sessions, workshops, and conferences with government authorities to enhance women's capacity and awareness on gender issues. **Step 6:** Support women participants with IEC materials and tools for capacity building. **Step 7:** Form clusters of women participants from 3-4 Panchayats to strengthen their collective voice. **Step 8:** Create Block-wise WhatsApp groups for efficient communication. **Step 9:** Identify and showcase best-performing women participants and laborers for replication. **Step 10:** Collaborate with District and Block administrations to facilitate women participants' engagement. **Step 11:** Share challenges and issues with the MGNREGA Commissioner and conduct meetings. **Step 12:** Include messages from officials in audio-visual training materials for women participants.

D. Activities Conducted: - **1.** 18 training of Mate on schemes and Measurement, Gender issues. **2.** 6 exposures of Mates to model working site and 150 issuance of ID-Card. **3.** 15 refresher meet/handholding meet in the location where mates need support. **4.** 3 Training of Women PRI members on VAW/GBV and strategies to response at community level and training of Block Federation of Women Mates focusing more on GBV/VAW and other structural issues and strategies to respond by promoting women leadership, strategies to promote women labor groups etc. **5.** 86 mate meeting at Panchayat level with PRIs and 12 women mate federation meeting at Block Level as well as half yearly mate conference at Block level. **6.** Community Interface with Mate and PRIs members. **7.** District and state level Conference to share the learning and experience on reduction of inequality/Success.

E. Achievements (Quantitatively & Qualitatively) :-

- A total of 670 women participants have been registered on the MGNREGA portal and have received comprehensive training and exposure, out of these, 478 women participants have been assigned to various schemes to provide support to laborers at work sites.

- Additionally, 455 women participants have registered on the National Mobile Monitoring System (NMMS) to record daily attendance and upload work progress online.
- Four cluster-level Mahila Mate forums, each covering 3-4 Panchayats, have been established and furthermore, three Block-level Mahila Mate Federations have been formed across three Blocks.
- To enhance visibility, 150 women mates have been issued Identity Cards.
- Selected and trained women mates are now visiting Panchayats and Blocks to handle work demand, release payments, address NMMS app-related issues, issue labor job cards, and resolve grievances, which was not the case previously.
- These manila mates are also actively involved in raising awareness about MGNREGA-related issues among beneficiaries and laborers due to their increased confidence and knowledge.
- 5 Information, Education, and Communication (IEC) materials have been developed, including a Mate Training Manual, a folder on MGNREGA regulations and the roles and responsibilities of women mates, a poster on Gender Inequality, achievements and success stories of women mates, and an MGNREGA Sahayata Kendra booklet, which are being extensively used to support their efforts.
- A platform has been created for women mates to communicate their issues and concerns with government officials, and the administration is now responsive to their needs.
- Recognition has been given to 150 Mahila mates for their outstanding work, along with 200 women laborers who have completed 100 days of work in MGNREGA, at the district and state levels.
- As a result of timely and regular payments, more women are expressing their willingness to work as Mates in MGNREGA.
- Various small schemes, such as Didi Badi Yojana, nadeb tank, vermicomposting, soak pit, Mango plantation, Mitti Murum Road, Trench cum Bund, irrigation well, Talab/Farm Pond, PMAY, etc., are gradually being entrusted to women mates due to their enhanced confidence and technical capabilities.
- Change in the attitude of male family members who were previously reluctant to allow women mates to work, but now they are more accepting, after the training provided by LEADS.
- Rojgar Diwas (Employment Day) is gaining momentum, with more dynamic and content-rich discussions taking place.
- The Federations are actively communicating with Blocks, and they have successfully resolved 75 cases in collaboration with Block administration and the officials such as BDO, BPO, JE, Rojgar Sewak, Mukhiya, and Panchayat secretaries regularly participate in capacity-building programs for women mates.
- Three MGNREGA help centers in the three blocks are operating regularly to address grievances at the block level.

F. Case Story:-

Recognition and respect in society after becoming Women Mate

Name: Santoshi Devi, Husband: Rajendra Nayak, Age: 32, Vill & GP: Hassa, Toli: Harijan Toli Block: Murhu, Dist.: Khunti, Jharkhand, Reg. No: JH-01-012-007-002/117300, Mob. No: 7857924426.

Santoshi Devi is a resident of Harijan toli of Hassa Village. She belongs to Schedule Caste. The village is near to Hassa Panchayat Bhawan 2 km from Nile factory in Khunti, Murhu road. She was residing in a joint family after marriage. The family comprises of 8 persons. She was a homemaker and the husband was a laborer. The financial condition of the family was awful. Unable to endure domestic violence, Santoshi Devi decided to leave her in-laws' house and return to her parents' home. She planned to start working so that she could support her 2 children.



During SHG meeting she met LEADS staff who acquainted her with MGNREGA, women mate program that is implemented in her village and women can work as mate in MGNREGA. With the willingness of SHG members she was selected to work as mate. After that she was registered in MGNREGA portal, is having job a card of her, along with that ID card was provided to her. She attended the mate trainings exposure and after that she wrote an application to

Rojgar Sewak for work demand as mate. Soon she was allotted work as a mate for supervising the work in didi badi Yojana, trench cum and bund and irrigational well construction schemes.

Till now she has completed 35 Didi Bari Yojana, 5 Irrigation well and 12 Trench cum Bund where more than 30 labors were engaged regularly at sites. Her aim is to take individual schemes to every household of her village so that they can avail the benefits under MGNREGA. She has received a payment of Rs 33,570/- after working as a mate. She mentioned that being women and belonging to the downtrodden section of the society she was finding difficulties in working. With the intervention of LEADS she was able to work in MGNREGA as mate. She is the president of Block level women Mate federation. She is motivating the other women of the village to work as mate. She is being recognized in her village for her good work and has met Ms. Rajeshwari B, MGNREGA Commissioner of Jharkhand along with other mates to share achievement, concern, issues and challenges of women mates faced at work site.

4.4.2 WelNetrutva and WelSwasthya(Women Health and Livelihood Initiative)

A. Project Title: WelNetrutva and WelSwasthya (Women Health and Livelihood Initiative)

B. Project Summary:

Project Intervention Area	Rohtas: 5 villages in Sasaram block and 1village in Shivsagar block.
Theme/Issues	Gender, Nutrition and Anaemia, Menstrual hygiene management, RTI and STI, Cancer, Counselling and health screening, farm and non-farm livelihood activities.
Project Duration	1st October2022 to 30 th September2023
Referral Group	*Adolescent girls *women
Direct Beneficiaries	2000 women and young girls
Support Agency	Welspun

C. Intervention Strategies: **Step 1-** Sensitizing community about health and livelihood issues of adolescent girls and women. **Step 2-** Selection of 2000 beneficiaries and organising them into groups of 80. **Step 3-** Developing leaders, organising health camps, conducting and **counselling** and awareness drive session for the identified beneficiaries and the larger community. **Step 4-** Identifying beneficiaries for entrepreneurial opportunity and provide them training and support. **Step 5-**

Documentation and reporting to different stakeholders for wellbeing of adolescent girls and women in the intervention villages.

- D. Activities:** 1. Organising 400 Behaviour Change Communication, 20 mass awareness drive, 15 focused awareness drives and celebration of 5 awareness days on the 5 issues to create awareness, education and nudge behaviour change in the target group and larger beneficiary group, 2. Organising one to one counselling session for beneficiaries with professionals on BCC issues, 3. Organising 5 health camps for pre testing of anaemia and 20 OPDs for health screening of beneficiaries, 4. Selection of 100 women for starting their entrepreneurship and providing them skill training and Entrepreneurship Development Training (EDP) out of which 35 will be further shortlisted for trade based training and support to start their entrepreneurship, 5. Monthly monitoring and review of activities.

E. Achievements (Quantitatively & Qualitatively)

- 2000 beneficiaries have been organised in group of 80 to provide them with intended benefits under the project.
- 20 peer leaders have been selected from within the group who will act as agents of change by spreading awareness and influencing behaviour change
- Mass awareness drives through street plays, film show and magic show have been successful in creating awareness in the larger community about the 5 health issues related to women.
- Through behaviour change communication, focused awareness drives and one to one counselling, the target group beneficiaries have shown a change in attitude and behaviour towards women related health issues. As a result of this adolescent girls and women have participated in pretesting for anaemia.
- 100 women have been selected for life skill training and Entrepreneurship Development Program. The women have shown active participation and this will help improve their income capacity and standard of living.

F. Case Story:-

"Empowering Dreams: Sarita Devi's Journey from a Village to a Blossoming Entrepreneur"

Today, we are discussing the empowerment of women- their strive to match up to men's expectations and walk hand in hand with them. Let's delve into the story of a named Sarita Devi, residing in the small village of Medanipur Panchayat, Sasaram District, Rohtas, and Bihar. Despite hailing from an underprivileged family, Sarita refused to let go of her aspirations for education. Even after her marriage to Dharmaraj Singh, aged 35, she pursued her dream of completing her graduation.

Her family was not insisting her to work anywhere. This constant struggle left her disheartened. However, when the LEADS organization learned of her situation, they immediately recommended her for a project sponsored by Welspun. The project aimed to involve her as a leader in their community development initiative. Sarita eagerly embraced the opportunity. Under the guidance of LEADS and Welspun, she underwent her first Life Skills Training, equipping her with essential life skills. Following this, she was enrolled in an Entrepreneurship Development Program (EDP). The program assessed her ability to manage a business and her understanding of business-related facts. Eventually, she took the Trade Bar exam, where she gained insights into her preferred trades – beauty parlors and cosmetic shops. With training

completed, LEADS, with support from Welspun, provided her with funds through their initiative "Well Leadership" to help her initiate her business journey.



LEADS further assisted Sarita by conducting site visits to identify an appropriate location for her chosen business. They also guided her through market linkages, facilitating her access to information about procuring and selling products. A crucial piece of advice was to set up her shop on the main road for better customer convenience. Following their advice, she inaugurated her dream venture – a cosmetic shop. Initially, she faced challenges, but with perseverance, she overcame them and today, her shop thrives.

Sarita expressed her gratitude towards LEADS and Welspun, acknowledging their pivotal role in realizing her aspiration to earn her own income. She summed up her journey by saying, "Thanks to LEADS and Welspun, today I am earning for myself." Sarita's story epitomizes the potential of determined women to overcome obstacles, seek knowledge, and become self-reliant entrepreneurs, all while striving to stand tall beside their male counterparts.

4.5 Natural Resource Promotion

4.5.1 Undertaking activities in selected Blocks of Jharkhand for implementing the Cluster Facilitation Project (CFP) under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

A. Project Title: Undertaking activities in selected Blocks of Jharkhand for implementing the Cluster Facilitation Project (CFP) under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).

B. Project Summary:

1	Project Intervention Area	141 villages at 16 GP of Murhu Block, Khunti , 106 villages at 14 GP of Mahuadanr Block, Latehar , 62 villages at 13 GP of Nimdih Block, Saraikela Kharsawan , 137 villages at 17 GP of Gawan Block, Giridih
2	Theme/Issues	Securing livelihood through effective implementation of MNREGA
3	Project Duration	7 th June 2022 to 6 th June 2025
4	Referral Group	*SHG *PG *Gram Sabha *Bal Sansad *Farmers group * SC, ST & PVTG household * PRI members * Children
5	Direct Beneficiaries	7395
6	Support Agency	Rural Development Department (MGNREGA), Government of Jharkhand

C. Intervention Strategies: - **Step 1:** Conduct needs assessment at GP level. **Step 2:** Engage stakeholders and gather input. **Step 3:** Prepare Detailed Project Reports (DPRs). **Step 4:** Promote model panchayat and build capacity of beneficiaries and stakeholders. **Step 6:** Support sustainable livelihoods and project systems. **Step 7:** Manage administrative functions efficiently and implement robust monitoring and evaluation. **Step 8:** Maintain comprehensive documentation. **Step 9:** Empower community participation and explore scaling up successful interventions. **Step 10:** Advocate for supportive policies.

D. Activities Conducted: - **1.** INRM based 21 Detailed Project Reports (DPR) have been prepared at GP level, **2.** Promotion of 4 Model Panchayat in 4 blocks **3.** 56 training for capacity building of individual beneficiaries and MGNREGA stakeholders, **4.** 36 trainings of women to setup nutritional gardens to promote nutrition security at community level, **5.** 287 farmers selected under Bisra Harit Gram Yojna

for developing mango orchard to promotion of sustainable livelihoods and system strengthening, 6. Promoting transparency and accountability through proper documentation, social audits and ombudsperson,

E. Achievements (Quantitatively & Qualitatively)

- 22 Community Facilitators (CFP) engaged to prepare 40 village-specific Detailed Project Reports (DPRs) through GIS-based INRM planning at the Gram Panchayat level to facilitate effective and efficient utilization of natural resources.
- 43 participatory exercises (e-PRA) conducted in villages, focusing on water, agriculture, plantation, and allied work.
- A total of 1,127 MGNREGA schemes proposed and successfully implemented based on GIS-based plans which will help in generating income opportunities and reduce distressed migration.
- Facilitation of 53 capacity-building trainings at GP/block levels, covering individual schemes, water scenarios, GIS-based NRM planning, and map reading.
- Conducted 40 training sessions for convergence initiatives at the GP level which has helped the community to get better benefits of various government schemes that has improved their livelihood status.
- Implemented 282 schemes under the Didi Badi Yojna at the community level which has helped in promoting food and nutritional security.
- Selected 412 farmers for plantation under Birsa Harit Gram Yojna, covering 324 acres with 36,288 mixed fruit plants and 25,916 timber plants which has helped in generating additional income, reducing distressed migration and promoting carbon reduction.
- Registered 53 cases in MGNREGA Sahayata Kendra, achieving an 80% grievance resolution rate.
- Facilitated 88 Rojgar Diwas events at Panchayats to enhance the implementation of MGNREGA.

4.6 Clean Energy and Environment

4.6.1 Rural Access to Clean Energy(RACE)

A. Project Title : Rural Access to Clean Energy (RACE)

B. Project Summary:

Project intervention area	Ranchi: 82 villages Namkum Block Khunti: 141 villages in Khunti District Gumla: 68 villages in Bishunpur Block Simdega: 52 villages in Kalebira Block.
Theme	Promotion of clean energy and protection of environment along with improving health
Project Duration	1 st April 2019 to 31 st march 2024
Referral Group	500 Government officials, *464 Panchayati Raj representatives, *50 CSOs, *343 Schools, *100 Private sector organizations, *50 Media people, *2000 youth, *33 Entrepreneurs.
Direct Beneficiaries	50,000
Support Agency	European Union

- C. Intervention Strategies:** **Step 1-** Conduct situational analysis of clean energy policies, programs, and schemes in tribal areas to identify gaps and limitations followed by developing strategic plans to enhance access to clean energy. **Step 2-** Create and disseminate Situational Analysis Reports (SAR) to relevant stakeholders and authorities by organizing workshops, seminars, and meetings to raise awareness about clean energy solutions. Use programs, street plays, and wall-writings to educate and engage communities. **Step 3-** Establish training centres to provide skill development training in assembling solar equipment, biogas digesters, and other clean energy technologies and train master trainers to ensure sustained knowledge dissemination at the grassroots level. **Step 4-** Form Village Level Clean Energy Solution Committees (VCECs) and engage schools, PRIs, and CSOs to promote CES and organize block, district, and state-level forums for collaboration and information sharing. **Step 5-** Support entrepreneurs through seed funding and training to develop businesses focused on CES and

foster economic growth and job creation in rural areas. **Step 6-** Develop and showcase clean energy products and technologies through exhibitions and summits and foster partnerships with government bodies, industry associations, and private sector entities. **Step 7-** Collect data on clean energy adoption, entrepreneurship, and community engagement followed by regular monitoring visits to assess project progress and impact and make necessary adjustments. **Step 8-** Develop and maintain a website and mobile app for project information dissemination and data recording and use ICT tools to track activities, engage stakeholders, and ensure transparency. **Step 9-** Collaborate with government agencies, NGOs, CSOs, and media partners through workshops, meetings, and forums for broader reach and impact. **Step10-** Continuously assess the project's outcomes, outputs, and challenges to ensure continuous learning and improvement throughout the project lifecycle

D. Activities Conducted: 1.Steering Committee Meeting, 2.Accessible IEC material development, 3.Organize wall-writings and school events on CES issues in Extensive and intensive intervention villages, 4. Capacity building trainings for project staff, 5.Formation & Strengthening of CES Forum at village, block, district and state level, 6. Organize CES Summit cum Exhibition, 7.Conduct Panchayat Level Networking workshop with PRI Members, 8.Create and award Media Fellowship, 9.Organize Skill Training for youth, 10.Providing Seed Funding Support, 11.Organize Mobile Van for CES Demonstration.

E. Achievements (Quantitatively & Qualitatively)

- CES forum have been established at village, block, district and state level where regular meetings are held and attended by both men and women, generally with higher female participation. The forum allows for sharing of government schemes related to clean energy with the target group, increases awareness and acceptance for clean energy, sensitizes government officials and promotes sustainability of the project.
- Over 2000 youths have been trained under the project, along with 43 master trainers who in turn have trained 2290 youths on the subjects of manufacturing & assembly of energy efficient cook stoves, access to finance and enterprise financing for CES, marketing & selling of solar lights and rural spark energy kits. This will provide employment opportunities for youth in areas of clean energy and make the project sustainable.
- Through intervention the community was empowered to make demands for construction and maintenance of assets based on clean energy which was then undertaken by relevant government departments resulting in the following outcomes:119 Maintenance of Solar Street Light, 112 Maintenance of Solar Water Tank, 876 Ujjwala Gas Connection, 51 Demand of Electrical Connection, 171 Demand of New Solar Water Tank, 410 Demand of Solar Integrated Efficient Cooking Stove, 854 Use of Solar Lamp, 330 Construction of Smokeless Chulha, 835 KUSUM scheme, 368 Drip irrigation
- 4 Solar and LED Assembling Unit, 4 Biogas Digester Plant, 7 Solarized Common Service Centre, 2 Mushroom production units ,1 Spice Processing Unit, 2 Ragi Processing Unit, and 2 Xerox Machine Centre have been setup to provide employment opportunities, additional income and promote clean energy.
- Through seed funding and support, 33 entrepreneurs have launched successful ventures, contributing to sustainable clean energy adoption and economic growth with monthly income ranging from Rs. 3,000 to Rs. 15,000 and have also promoted adoption of clean energy in the local area.

- 122 street play, 116 wall-writings, 240 times radio jingles was broad casted, and a Mobile Van initiative was used to spread information and show demonstration to communities, about the project's objectives and government schemes.
- Creation of media platform allowed dissemination of information and increased awareness and acceptance about clean energy in rural areas along with increased research work in clean energy through media fellowship.
- Convergence with government schemes like Sarkar Aapke Dwar, under which more 2000 applications have been submitted and Kusum Scheme, under which 837 applications have been submitted. This promotes greater adoption of CES in rural areas and reduces expenditure burden on households.

F. Case Stories

Solar Powered Cold Storage Installed at Kharsidag adding value to the life

Kharsida is a village located in Lalkhatanga Panchayat of Namkum district in Ranchi.

Most of the residents in this village are dependent upon agriculture as a means of livelihood. After the availability of drip irrigation and implementation of KUSUM scheme, the local farmers have been able to cultivate crops successfully, especially perishable items like vegetables, resulting in higher yields.

However, despite the higher yields the farmers failed to secure fair prices for their produce due to distress selling. Additionally, there were instances when surplus vegetables produced was stored for extended periods, leading to spoilage.

Thus the absence of proper storage facility led to significant losses for the farmers despite increased produce.

LEADS, under RACE project held the meeting with the VCEC Members, Mukhiya and Gram sabha to discuss the above-mentioned issue. Accordingly, it

was decided to set –up cold storage facility in the village with the help of JSLPS. Albina Ekka, members of VCEC took the initiative of writing an application to JSLPS regarding the establishment of cold storage and conducted regular follow ups.

After a period of 6 months a solar powered cold storage was setup in the village with the assistance of VCEC. The vegetables can now be stored for 3 months without getting spoiled. This has led to an increase in the income of the farmers by reducing wastage along with better realization of price based on market demand.



The intervention will help achieving SDG 1: No Poverty, SDG 2: Zero Hunger, and SDG 6: Clean Water and Sanitation. Thus, strong, vigilant and functional Community Based Organizations can act as agents of change and help in realization of UN Sustainable Development Goals for the most poor and marginalized.

4.7 Integrated Project (Livelihood, Education, Health, Clean Energy, Organic Farming, Plantation, Drinking Water and Irrigation)

4.7.1 Rural Empowerment and Entitlement Realization (REER)

A. Project Title: Rural Empowerment and Entitlement Realization (REER)

B. Project Summary :-

Project Intervention Area	1. Latehar -10 villages each in Chandwa and Mahuadanr 2. Lohardaga - 20 villages in Kuru 3. Simdega - 20 villages in Jaldega 4. West Singhbhum - 20 villages in Chakradharpur 5. Saraikela - Kharsawan - 20 villages in Nimdih
Theme/Issues	Indigenous and other marginalized communities are organized and empowered by effectively claiming their rights and entitlements from local authorities to improve their income and livelihood opportunities.
Project Duration	July 2020 to June 2023
Referral Group	Scheduled Tribes* Scheduled Castes * Women *SHG *Farmers* Children *Villagers etc.
Direct Beneficiaries	21585 marginalised people, mostly Adivasis and Dalits living in 100 selected villages of 6 blocks.
Support Agency	BFdW, Germany

C. Intervention Strategy: **Step 1:** Strengthening the CBOs in the village, **Step 2:** Convergence and linkages with different government department, **Step 3:** Supporting Panchayati Raj institutions in selection of beneficiaries, **Step 4:** Follow-up and handholding support to model farmers to increase their income, **Step 5:** Identification of Social leader and strengthen them to support community in getting benefits of various government schemes in the village, **Step 6:** Supporting different ultra-poor/marginalized women in entrepreneurship development, **Step 7:** Policy discussion with different government stakeholder on the respective issues.

D. Activities: 1. Training for Social Leader, SHGs, Anganwadi Workers, Gram Pradhans on Gram Panchayat Development plan, SMC training on SDP/ NEP/SDG -4 and SDP formulation, Bal Sansad and Model Male Farmers (Male and Female) on Farm and Non-Farm Activities with seed support, 2. Linkage Seminar for SHGs and other functionaries, MGNREGA, Food and social security- schemes, Bank support, JSLPS support, 3. Regular meeting with Gram Sabha, Standing committees, SHGs for understanding and prioritizing the developmental issues of ultra-poor, 4. SRI Cultivation with 50 farmers in each block, 5. SMC meeting for participatory SDP formulation and its follow-up, 6. Sports Materials support to AWC and schools, 7. Model Mango Plantation with intercropping, 8. Interface meet with the Government officials for scheme implementation, 9. Child Centered Event 10. Seminar on convergence in Chandwa, RTE Act-2009 and formulation of School Development Plan, wall writing for information discrimination, stock-taking conference on MGNREGA and monitoring visit in project intervention area.

E. Achievements (Quantitatively & Qualitatively) :-

- In 118 Gram Sabha all 8 standing committees have been constituted and the members of are present and discuss their issues. Gram Sabha plays an active role in resolving the disputes in the community as well within the family. Further, 9 Gram Sabha Kosh (emergency fund/food

bank) have been established in intervention villages which was used in emergency for education, health, and disaster related issues.

- 94 SMCs were newly constituted as per the RTE act 2009 with 50% women and after training have been playing an active role by monitoring to ensure quality education, teaching timetable, timely opening and closing of school, 100% enrolment and reducing drop out in around 60% of the total schools. Moreover, 23 SMCs have planted different plants in the schools and promoted nutrition garden within the school campus.
- 198 SHG groups have been trained in financial literacy and are conducting regular meetings. 184 SHGs were linked with Cash credit and have setup their entrepreneurship ventures like tent house, hotel, flour mill, vegetable cropping and selling, livestock development, mushroom cultivation, soap making etc. 75 SHG groups have been linked with JSLPS program for involving them in small businesses and group farming and 204 SHG have received revolving fund. Members of SHG have also been promoted to setup Nutrition Garden in their wasteland.
- 300 social leaders, including both men and women, were supporting community through identification of beneficiaries and facilitating linkages towards Government schemes and programs.
- Convergence and linkages with various government schemes of nearly Rs 25 Crore have been achieved under the project which has provided employment opportunities and additional income to ultra-poor from the most marginalized communities in the state.

F. Case Story

With the support of SMC, a nutrition garden was setup in school campus

Tangiya - Nutrition Garden was set up with the support of School Management committee at Government Primary school, Tangiya

Initiative taken by the School Management Committee With the recognition of the members of the school management committee, the village board of education and parents, all students in the village attend school regularly. At school management committee meetings, members discuss about school development plans, quality education, inclusive education, mid day meal, nutritious meals and children's issues. As a result, students attend school regularly and receive quality education.

SMC president Mr. Paulush Barjo said that post intervention of Sahbhagi Vikas Gram Sabha, School Management committee and SHGs are strengthened and are being aware about their basic rights, the activities which has taken place for livelihood enhancement, the community has been empowered with the help of training provided to them. Women of the village are currently doing agriculture practices on their field to generate income as well as they are also inclined towards goat/sheep rearing.



The SMC members, teachers along with students of the primary school are extremely happy with developed nutrition garden. Mr. Nawal Kishore Singh, Principal of the school, says that they will add on

more facilities in coming years in the nutrition garden model which is developed with support of Sahbhagi Vikas so that children can also get nutritious food from their school.

Similarly, getting inspired from the case, the school management committee of Savanajara, Baldega and Mayomdega schools are aware and developed nutrition garden in their school campus.

4.7.2 Strengthening Adivasi and Dalit Communities by Promoting Organic Farming and Improving the educational situation in Simdega district of Jharkhand

A. Project Title: Strengthening Adivasi and Dalit Communities by promoting organic farming and improving the educational situation in Simdega district in Jharkhand.

B. Project Summary: -

1	Project Intervention Area	36 hamlets of 5 villages from 2 Panchayats in Kersai block of Simdega , Jharkhand.
2	Theme/Issues	Strengthening of CBOs, promotion of model schools and AWCs, agriculture for income and nutrition, livestock, wasteland development by promoting mango orchard with Intercropping, youth and community for employment, health camp
3	Project Duration	1 st October 2022 to 31 st March 2026
4	Referral Group	SHG, Gram sabha, CRP, VHSNC, SMC, Bal sansad, Mata Samity and farmers club
5	Direct Beneficiaries	Farmers, Livestock beneficiary, SHG members, CRP, PRI members, Gram Pradhan, VHSNC, SMC, children, Mata Samity members,
6	Support Agency	Andheri Hilfe Bonn (AHB)

C. Intervention Strategy: - **Step 1:** Strengthening Community Based Organizations for better implementation of Project. **Step 2:** Promotion of 5 Schools as Model. **Step 3:** Promotion of Model Anganwadi Centers. **Step 4:** Wasteland development by promoting Mango Orchard with intercropping. **Step 5:** Promotion of Agriculture for income and nutrition. **Step 6:** Integrated Live Stock Promotion. **Step 7:** Youth for Community and employment. **Step 8:** Conducting Health Camps. **Step 9:** Project review and quality enhancement.

D. Activities Conducted: - **1.** 6 Block Resource Centres were established. **2.** Technical training of SHG members, School management committee members, Gram Sabhas and standing committee members, Mata samiti and Anganwadi workers for better nutrition and preschool education. **3.** 9 SDP Formulation of 5 schools in the 5 referral villages. **4.** Training with Seeds support to 25 Model Farmers, nutrition garden to 20 household, 40 progressive farmers on high value crops with seed support, cattle rearing. **5.** Setting up ILDC in villages. **6.** Promotion of VHSNC/VHND and smart class. **7.** Repairing and Bala painting in schools and AWCs. **8.** Sports and Learning corners in schools. **9.** 4 Bench-Desk, play materials, learning corners, fencing, and gardening etc. in AWC. **10.** Wall writing for greater visibility and transparency. **11.** IEC Materials on Agriculture, animal husbandry, ILDC.

E. Achievements (Quantitatively & Qualitatively): -

- In the planning process led by Gram Sabha, a comprehensive micro plan was crafted and implemented across 5 villages encompassing 36 hamlets.

- A remarkable 32 Self-Help Groups (SHGs) were established, fully complying with NRLM regulations, bolstering economic empowerment.
- Through collaborative efforts of School Management Committees (SMC), teachers, and Bal Sansad members, 9 Skill Development Programs (SDPs) were devised and submitted to BEEO, Kersai.
- 25 Model farmers successfully adopted mixed farming systems, augmenting their income through diversified agriculture practices.
- 20 households established Nutrition Gardens, promoting daily consumption of wholesome, nutritious foods.
- In a concerted effort across 05 acres, 40 farmers cultivated high-value crops, boosting agricultural productivity.
- Four Model schools and two smart classrooms were established in high schools, enhancing educational infrastructure.
- Four Model Anganwadi centres were developed, equipped with desk-bench setups and engaging play materials.
- Learning corners were introduced in four schools and four Anganwadi centres, fostering interactive and engaging learning environments.
- Project information was effectively disseminated through wall writings at 25 strategic locations, ensuring widespread awareness and participation.

F. Success Stories

Subhodra Devi became a role model for women farmers

Name: Subhodra Devi, Husband Name: Jugeshwar Manjhi, Village: Konaskeli, G.P: Baghdega, Block: Kersai, District: Simdega, State: Jharkhand

Subhodra Devi and Jugeshwar Manjhi live in Konaskeli village along with their young daughter. After marriage both of them were forced to take up farming as means livelihood as they owned land. However, they had no irrigation facilities and were forced to lead a life of poverty facing many bitter experiences.

In this situation, Subhodra became a member of SHG and borrowed Rs. 2000/- from SHG for starting her own business. However, she was unable to invest this money in productive activities due to lack of idea and opportunities. She met a member of the LEADS in SHG meeting and expressed her interest in farming activities.

In accordance with her interest she was suggested to use perineal source of water for agricultural activities. Subhodra dug a small pond in her piece of land with help



of fellow SHG members and undertook natural farming over a small patch of land. Further, her husband was encouraged to fence around their farm. After some convincing, Joegeshwar agreed to cooperate with the ideas, and they planted variety of vegetables. She used her Rs 2000/- for purchasing seeds from Krishi Vigyan Kendra with assistance from LEADS and put nylon net around 2 acres of land. They also attended

various training program conducted by LEADS on natural farming, preparing organic manure, pesticides, insecticides etc.

Subhodra has cultivated bottle guard, cabbage, green peas in 60 decimal land and earned around Rs. 28000/- which further helped them in scaling up their farming activities and increase income. This has provided better life opportunities to their daughter and has allowed them to construct a small house in field.

The project has supported them with seeds, modern techniques of farming, convergence support with line departments etc. Subhodra has emerged a women model farmer in the village and is now a role model for many other women engaged in farming sector.

4.7.3 Holistic Rural Development Program

A. Project Title: Holistic rural development program

B. Project Summary

Project Location	Petarwar
Intervention Area (Name of Blocks & Districts) and (No. of Villages)	Petarwar: 15 Villages
Theme/Issues	Holistic development of Tribal and Economically Weaker sections.
Project Duration	2021-2024
Referral Group	Farmer, Women, Children and ST/SC/others tribes.
Direct Beneficiaries	3263
Support Agency	HDFC BANK, Parivartan

C. Intervention Strategy : **Step 1-** Community mobilization and capacity building, **Step 2-** Community and individual assetization, **Step 3-** Sustained use of community assets such as irrigation system, solar energy, school and AWCs, overhead water tank etc. for ensuring livelihood and improved standard of living, **Step 4-** Creating sustainable impact for the betterment of the community **Step 5-** Systematic withdrawal after empowering the community and ensuring sustained use of community and individual assets.

D. Activities Conducted: 1. Training of 100 Model Farmers and high-value crop value farmers on using modern agriculture implements organic fertilizers. The farmers have also been given training in preparing organic pesticides and insecticides. 2. 10 farmers have been selected to grow high-value crops and are given training on new kinds of high-value crops like Dragon-fruit, sweet corn, strawberry, banana, etc. and the use of new methods and technology of farming. 3. Training of school management committee on their roles and responsibilities and teachers have been trained on NEP to bring them at par with the modern standards. 4. Training to marginal and landless farmers on livestock management.

E. Achievements qualitative and quantitative

- a) Two solar irrigation systems were installed in two villages supporting more than 40 farmers will be benefit and more than 40 acres of land will be irrigated. This will provide waters security to farmers, create awareness about clean energy and reduce expenditure on fossil fuels.
- b) Training of 150 farmers in natural/organic farming and its process and technique which has aided farmers in ensuring better health, chemical-free agriculture produce, rejuvenating soil health, etc.

- c) Selection of 5 farmers and providing them seeds and saplings of various varieties of (HVC) like G-9 bananas have provided benefit to the farmers, as they get higher prices for their produce in the market as compared to the previous sale, increasing their income and reducing forced migration.
- d) 2 fully equipped ILDC has been setup which will provide training and act as treatment center for the livestock farmers. The farmers will also be provided with medicines, regular treatments, trainings, information sharing, business ideas regarding income enhancement from livestock.
- e) 30 marginal, small & landless farmers in 15 villages have been provided support through animal husbandry (goatery and piggery) which has increased their income generation capacity.
- f) IEC materials has been made available to the community which is helping them in enhancing their understanding of the program that covers Livestock, Environment, Health & Hygiene, Sanitation, Agriculture, ILDC, Education, AWCs, Livelihood Models, High-Value Crops, Water management.
- g) Renovation and Upgradation of 5 AWCs and 3 middle schools have been undertaken. The improved and upgraded infrastructure has allowed these institutions to better perform their work.
- h) Two teachers' training and SMC training was conducted where the participants were informed about the various points and indicators as to how to conduct themselves and their roles and responsibilities in tandem with the New Education Policy 2020 and Right To Education (RTE) Act 2009.
- i) 5 Bori bandhs and 2 check dams have been constructed through community contribution in five villages which will reduce water distress through conservation and ensure availability of water for irrigation, especially during the summer season.
- j) 15 health camp events have been conducted in all 15 villages. More than 500 ultra-poor were given free medicines and consultation. Further, those high blood pressure are also advised to go to the nearest government hospital.
- k) Five Solar Community Water tanks (Solar *Jal Minar*) have been constructed that provides clean drinking water using clean energy. The water tanks have been installed at locations to ensure that women and children do not have to travel too far to fetch potable water.
- l) Three VHND events were organized for awareness generation among the parents of toddlers and new mothers regarding nutritional food, proper care of babies, and pregnant, and lactating mothers
- m) One SHG training was conducted to educate the members about the functioning and roles and responsibilities of SHG members for improving the income generation capacity of its members.
- n) Promotion of Rural Enterprises in group by setting up one flour mill to create avenues for income generation for the members of the group. They are running the flour mill successfully and are motivated to expand their business.
- o) Training of 15-member women's group in operating and conducting business by grinding spices and wheat in the flour mill that has opened the way for income generation as a way towards financial independence.

F. Case story:-

"From Village Talent to Limelight: Prabha Kumari's Inspiring Journey"

Prabha Kumari from Katamkulhi village under the Petarwar block. Along with her studies, Prabha has a special interest in



folk singing and regional music. She is a 10th graduate from Katkamkulhi High School and is in the limelight these days due to her folk singing talent. Due to the lack of a platform for her talent, Prabha's abilities were not reaching the audience until recently. However, under the joint efforts of LEADS and HDFC Bank Limited, the holistic village development program was undertaken. As part of this initiative, the school underwent renovation and modernization, including the construction of a theater stage to promote cultural activities alongside academics.



In this regard, Republic Day 2023 provided an opportunity for Prabha to showcase her talent. She not only displayed her skills in front of the entire village but also received praise from the villagers. Her talent quickly gained popularity in the Katamkulhi region through digital media, and her singing style and talent were recognized. Seeing her talent, respected individuals from the village began to approach her with gifts and encouragement.



Now, Prabha aspires to prepare for a future in the field of folk singing. Prabha mentions that performing on stage initially made her hesitant, but continuous performances with her fellow students gradually removed her inhibitions. She is now invited to perform on many occasions, where she receives some monetary rewards that help her purchase educational materials.

The principal of the school, Mr. Shahir Ansari, mentions that the facilities provided by LEADS have contributed significantly to the all-round development of children in the school. Children are excelling not only in academics but also in the field of art.

4.8 Study, Research and Publication

4.8.1 Evaluation of Pre-Matric Scholarship for Scheduled Tribes of Jharkhand

A. Project Title: Evaluation of Pre-Matric Scholarship for Scheduled Tribes of Jharkhand.

B. Project Summary

Project Intervention area	10 districts, 2 each from 5 commissionaires of Jharkhand
Theme/Issues	Pre-matric scholarship of Scheduled Tribes of Jharkhand
Project Duration	1 st April 2022 to 31 st March 2023
Referral Group	Children, Principals/teachers, Department of Education and Welfare, Banks.
Direct Beneficiaries	Children
Support Agency	Tribal Research Institute

- C. Intervention Strategies – Step 1:** Designing of questionnaires for the referral groups to conduct primary surveys. **Step 2:** Pilot study in one of the intervention districts to assess the relevancy of the questionnaires **Step 3:** Conducting primary surveys in all the intervention districts **Step 4:** Analysis of the data and insights

gathered from the field **Step 5:** Report of the evaluation study with respect to fulfilling the objectives of the study.

D. Activities Conducted: 1. Primary survey for pilot study with referral groups at Khunti. 2. Report writing of the pilot study. 3. Primary survey in all the intervention districts for evaluation of the study. 4. Analysis of the data for final report presentation to Tribal Research Institute.

E. Achievements (Quantitatively & Qualitatively)

- Pilot study with 100 students, principals and teachers of different schools, lead bank and Department of Welfare and Department of Education conducted.
- Analysis of the data and insights gathered and its report submission to Tribal Research Institute, Ranchi.
- Final approval of the questionnaires from Tribal Research Institute, Ranchi.
- Primary surveys with all the referral groups are going on in all the intervention districts.
- 100 tribal children from standard 1 to 10 are surveyed along with other referral groups to understand the grass root situation of the scheme.
- After the study is concluded it will help in assessing the ease of access to Pre-matric scholarship for Adivasi children and help the government in taking remedial action for any shortcomings in the scheme with respect to identification of beneficiaries, distribution of scholarship etc.

4.8.2 Covid-19 Community Based Monitoring and Social Mobilization(2.0)Round2

A. Project Title: COVID-19 Community Based Monitoring and Social Mobilization (2.0) Round 2

B. Project Summary

1.	Project Location	Chhattisgarh, Bihar, Jharkhand
2.	Intervention Area (Name of Blocks & Districts) and (No. of Villages)	1. Chhattisgarh – Bastar, Raipur 2. Bihar – Sitamarhi, Mujaffarpur 3. Jharkhand – Ranchi, West singhbhum
3.	Theme/Issues	COVID-19 Community Based Monitoring and Social Mobilization (2.0) Round 2
4.	Project Duration	June 2022- 29 th September 2022
5.	Referral Group	STs, SCs, Women, SHG, Farmers, Children, Villagers etc.
6.	Direct Beneficiaries	vulnerable populations on a broad range of issues – employment, incomes, livelihoods, access to essential goods, basic services, awareness on critical health and hygiene.
7.	No of Indirect Beneficiary	The group of indirect beneficiaries includes the other members of the villages, Adivasis and Dalits from neighbouring communities as well as officials of local authorities.
8.	Support Agency	Centre for Social Equity and Inclusion (CSEI)

C. Intervention Strategy: Questionnaire based interview of beneficiary and preparing of reports.

D. Activities Conducted: 1.Designate Anchor Person. 2.Updating CSV volunteer base for round 2 of data enumeration and social mobilization processes. 3.Verify and update the cohort of respondents incorporating the corrections noted in the first round of data collection. 4.District anchor to facilitate and coordinating macro and micro assessment for round two. 5.Capacity-building and supportive supervision of volunteers. 6.Ensure that financial protocols are maintained and reported timely manner. 7. Oversee the CBM implementation of data enumeration and social mobilization, keep track of drop outs, challenges and replace CSVs whenever needed.

E. Achievements (Quantitatively & Qualitatively)

- Provided evidence and quick analysis for policy making on the impact of COVID 19 pandemic on vulnerable populations on a broad range of issues – employment, incomes, livelihoods, access to essential goods, basic services, awareness on critical health and hygiene.
- Understand the community access to direct benefit transfers and allied social protection measures.
- Shared COVID-sensitive information through structured interpersonal communication with families in the community through trained community volunteers.
- Measure the knowledge and practice of COVID-appropriate behaviour (CAB) in the community as well as the reasons for not following these measures.
- Enhanced awareness about a selected set of social protection services that are directly or indirectly affected by pandemic through structured IEC material.

4.9 Convergence with State and Central Schemes

LEADS as an organization believes that meaningful and sustainable development can come to the people, especially the most vulnerable and marginalized only when the various organs of the society work in cooperation with each other for realizing this goal. In the pursuit of this vision LEADS has been collaborating with the government, which by constitution is bound to work for the people of the country, particularly, the weaker sections.

This relationship has blossomed as symbiotic in nature. The organization has got the active support of the Union and State government in implementing the developmental projects and has been simultaneously aiding and augmenting the state capacity in realizing the constitutional goals of development for the poor, vulnerable and marginalized in the new paradigm of development.

Our collaboration with government in the year 2022-23 can be categorized into three broad categories, which are as follows:

1. DIRECT GOVERNMENT SUPPORT

The organization has implemented two projects in the year 2022-23 with the direct support of the government. They are:

- Evaluation of Pre-Matric Scholarship for Scheduled Tribes of Jharkhand supported by the Tribal Research Institute. The project is being carried out in 10 districts of Jharkhand. Under this project a detailed questionnaire is being presented to various stakeholders involved in distribution of pre matric scholarship to students. The answered questionnaire will be evaluated quantitatively as well as qualitatively and the results will be shared with the Tribal Research Institute. It will help the government in taking remedial action for any shortcomings in the scheme with respect to identification of beneficiaries, distribution of scholarship etc.
- Undertaking activities in selected Blocks of Jharkhand for implementing the Cluster Facilitation Project (CFP) under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), supported by Government of Jharkhand. The projects aims at securing livelihood through effective implementation of MNREGA for SC, ST & PVTG household and strengthening community based organisation such as Self Help Groups, Producer Groups, Gram Sabha, Bal Sansad, Farmers group and Panchayati Raj Institutions.

2. CONVERGENCE AND COOPERATION

The organisation also implements the various projects funded through foreign donors and CSR initiatives by facilitating convergence and cooperation with the Block and District level administration. This mutual cooperation between the organisation and administration has enabled the creation of a resources base for sustainable livelihood for the vulnerable and marginalised section of the society.

3. EXTENDING SUPPORT TO THE GOVERNMENT

The organization has also extended need based support to various organisation of the state that is involved in directly working with/for the people.

- **Jharkhand Education Project Council (JEPC):** The organisation directly works with JEPC for improving the enrolment ratio in government schools, strengthening School Management Committee and regularising the formulation of School Development Plan etc.
- **Other State organs:** The organisation also works closely with various other state organisations such as Panchayati Raj Institutions and its members, Village level Child Protection Committee, Village Level Health and Sanitation Committee etc for improving their capacity and realizing their full value.

Thus, LEADS as an organisation envisions an ecosystem where various stakeholders working for the people can come together, augment each other's capacity and work in cooperation for realizing the larger goal of peoples centric inclusive development

4.10 Promotional and Consultancy Support to other organizations

LEADS provides services to various organisations, networks, donor and resource sharing agencies, CSR groups etc, related to training facilitation, project proposal formulation, monitoring and evaluation etc. to be more relevant in the developmental context.

4.11 LEADS Collaboration with Government and International Association for quality intervention

A. LEADS networking with various platforms such as:-

- Jharkhand Right to Education Forum:** A K Singh, Director, LEADS is convener of Jharkhand Right to Education Forum (JRTEF), which empowers school management committee for proper implementation of Right to Education Act 2009. This network works with education department for enrollment and retention of school dropouts, formulation of school development plan and facilitation of its implementation. Now, this network also work for proper implementation of National Education Policy 2020. Child survival, protection, development and participation are the major focus of this network.
- Jharkhand SDG Alliance:** A K Singh also convenes this network for proper implementation of SDGs in Jharkhand. This network works for capacity building of various stakeholders on SDGs, its targets and indicators to facilitate the stakeholders to work for realization of SDGs in Jharkhand.
- Jharkhand State Budget:** This network works for pro people budget making which integrates all needs of people of Jharkhand to make the state schemes more women and children friendly.

- iv) **State Clean Energy Solution Forum:** This network works for building awareness amongst larger community about importance of clean energy namely solar energy, biogas, cooking gas, smokeless chullah, solar stoves and other equipment etc.

B. LEADS association with national and international organizations

- i) **VANI:** LEADS is network member of VANI to upgrade the governance of civil society organization and update civil society organization about changes in state policy, FCRA, Income tax and other legal compliances to improve the governance.
- ii) **GCAP Asia:** To facilitate SDG and its implementation, we integrate information related to SDGs, its implementation across Asia and how we can improve its implementation in Jharkhand. We also create models in our working areas for its replication with the support of other agencies.
- iii) **CACL:** This network helps **eradication of child labor** as standard national practices in association with labor department and provide opportunities to such children for further education.
- iv) **Millet Mission:** LEADS is an integral part of national and state millet mission to promote Ragi, Jowar and Bajra in Jharkhand and facilitate its utilization as good food practices in Jharkhand
- v) **Girls Count Network:** This network also provide opportunities to girls child for better learning environment and raising voices against any discrimination within society and availing all rights and opportunities meant for them.
- vi) **Girls Not Brides:** This network also relates to stop early child marriage and provide space to girls for further education to girls and integrating them with various livelihood opportunities and providing them better environment for their growth.
- vii) **Jharkhand Forces:** Focusing on preschool education and creating space for children of Anganwadi centres for better food, nutrition, vaccination and preschool education.

C. LEADS intervention on Environment, Biodiversity and Carbon Reduction.

LEADS has planted over 5 lakh trees in different districts of Jharkhand with the support of,

- i) Government: CFT and MKSP with the support of GOI and GOJ
- ii) Foreign Donors: AHB, BFDW, WHH, Ford Foundation
- iii) CSR: Mahindra Rise, LIC HFL Ltd. and HDFC
- iv) Promotion of clean energy to reduce carbon under European Union Supported Project.

Chapter 5: GOVERNANCE OF LEADS AND DISCLOSURES

LEADS is one of the fastest growing not for profit making organization in development sectors because of its professional management and introduction of various policies relevant to smoothly run the organization as per law. We have following policies in place within the organization.

5.1 Operational Policies of LEADS

Policy Compliance for Governance	
<ol style="list-style-type: none"> Human Resource Policy Gender Policy Finance Policy Purchase and Procurement Policy Work Place Sexual Harassment Policy HIV/AIDS Policy Child Protection Policy Whistle Blower Policy Environment Policy 	<ol style="list-style-type: none"> Conflict of Interest Policy Standard Operating Procedure (SOP) Code of Conduct for Each Staff Roles and Responsibilities Manual for Governance of Team Transgender Policy Common Cost Policy Zero Tolerance on Financial Corruption Policy

5.2 LEADS Board of Trustees

5.2.1 Profile of LEADS Board Members

Sl	Name	Sex	Designation	Academic Background	Occupation	Thematic Expert	Association with LEADS
1	Banwari Sahu	M	President/Chairperson	PG in Maths, Teacher in DAV. Teaching Science, Maths upto 10+2 in DAV, Ranchi. Expert of quality education.	Teacher in DAV School, Ranchi	Mathematics, Science, Quality Education, etc.	12 Years
2	Awadh Kishore Singh	M	Managing Trustee and Director	PGDRD From XISS, Best Award Winner from XISS. Nationally known facilitator on various developmental issues. National Steering Group Members of RTE Forum and People's Budget Initiative (PBI) and State Convener of Jharkhand Right to Education, State Budget Group and VANI, Global Award Winner for the work on education in Jharkhand with Govt Schools	Social Service	Child issues, Livelihood, Planning Process, Lobby & Advocacy, RTE- 2009, RTI-2005, MGNREGA, PRI, OD etc	18 Years
3	Mahendra Kumar	M	Treasurer	PGDRD. State level resource person on Child Rights, RTE Act 2009, School Development Plan, SMC etc working with LEADS since inception	Social Service	Livelihood, Child Rights, Micro Plan, Govt. Schemes, etc.	18 Years
4	Tara Kumari	F	Member	PG in Political Science. Employee of Jharkhand Academic Council and well conversed with state education system and providing input to LEADS on education	Jharkhand Academic Council, GoJ	Child issue, Quality Education in Govt. Schools etc.	12 Years
5	Nauri Nag	F	Member	PG in Mundari. Social worker and engaged with tribal community and tier empowerment	Social Service	Mundari, Child issues and Tribal issues	

5.2.2 Board Meetings and Attendants During FY 2022-23

As per by laws two meetings are mandatory in a financial year

Date of Meeting	Members Present	Members Absent	Remarks
3 rd Aug 2022	All Five Members were present	0	New President was elected
30 th Sept 2022	--do--	0	Half yearly statutory Meeting
31 st March 2023	--do--	0	Yearly statutory meeting

Note: Special meeting was organized on 3rd Aug 2022 to change the President / Chairperson of LEADS after death of Anil Kr. Singh on 13th July 2022

5.2.3 Benefits taken by Board Members

- Awadh Kishore Singh, Managing Trustee and Director is full time Director of LEADS and his honorarium has been approved in the board meeting of 31st March 2022.
- Mahendra Kumar, Treasurer is also full-time program staff of LEADS and his honorarium has been approved in the Board meeting on 31st March 2023
- No other Board members have taken any benefits except travel to field.

5.2.4 International Visits by Board Members

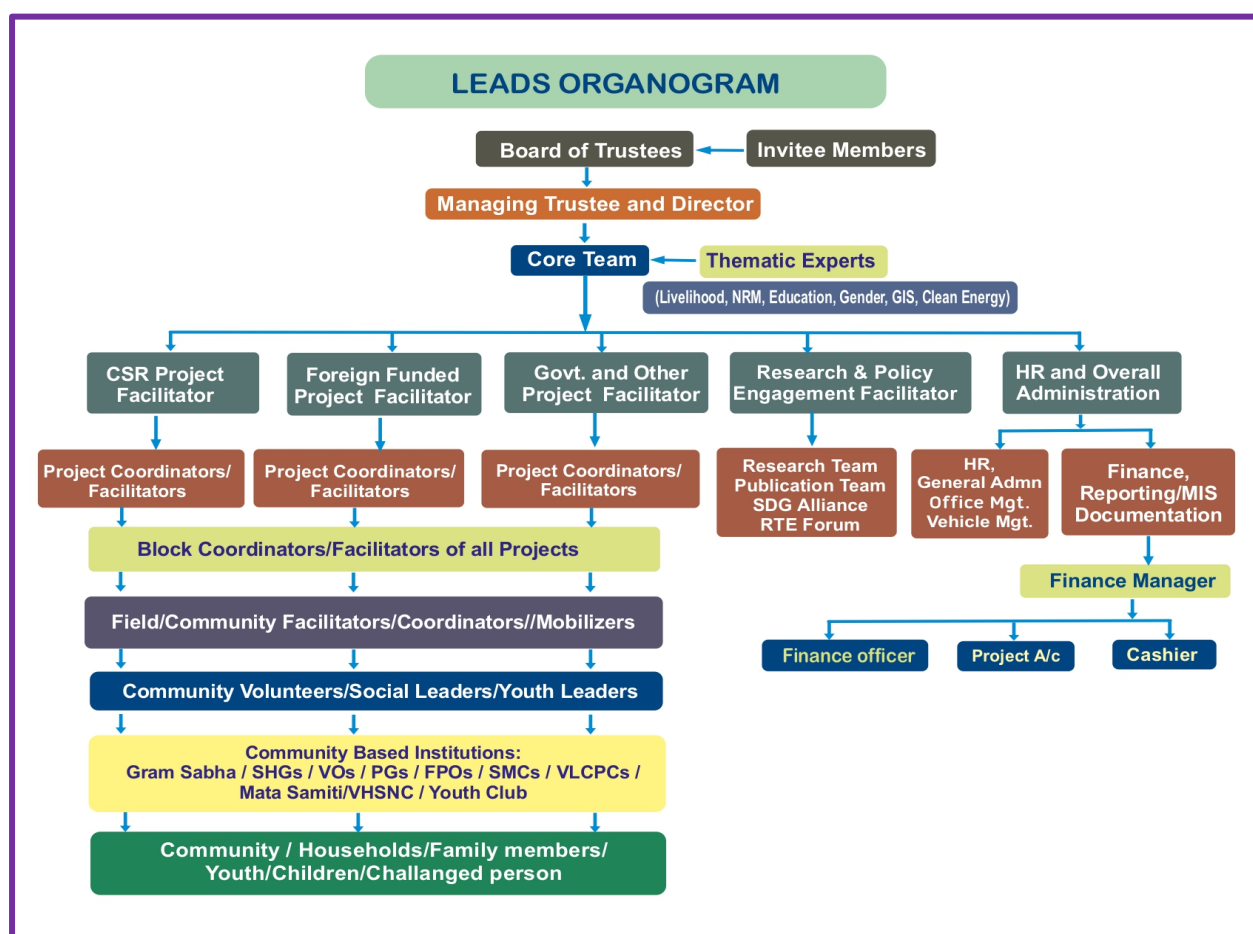
- Awadh Kishore Singh and Mahendra Kumar visited Bali, Indonesia from 4th to 10th Oct 2022 to attend C20 meeting in Bali approved by Board on 30th Sept 2023

5.2.5 Declaration of Engagement of relatives of Board Members in Key Decision Making

Non of the relatives of board members are regular staffs or any decision making post within LEADS.

5.3 LEADS Organogram and Its Description

LEADS has well articulated organogram to depicts its structure vividly to its stakeholders with different roles and responsibilities and assignment/involvement starting from Board to community members. Organogram is as follows:



5.4 Role and Responsibilities of LEADS Board Members and Core Committee

i. Roles and responsibilities of different decision-making body of LEADS

Board of Trustees: The board of Trustees is the highest decision-making body of LEADS. Following decisions are being taken by Board of Trustees in its half yearly statutory board meeting i.e. End of March and End of September. More meetings of Board of trustees are also being undertaken as per the need.

- All Policy decisions are taken by Board
- Appointment of project based, statutory and internal auditor
- Approval of annual audit and annual report
- Provisions of engagement of Board members and related payments
- Deciding about acceptance of Fund from different sources
- Approval of project extension to new areas
- Giving responsibilities to Managing Trustee cum Director
- Fixation of honorarium of full time engaged board members
- Major financial transactions
- New project and programmes
- Response to Management letter for follow up
- Consent for major appointment

Core Committee (Weekly and Fortnightly meeting or need based meeting is conducted): Core committee comprised of 7 members having different capacity and involvement within LEADS. All functional decisions are being taken by core committee which provides space to promote collective leadership. Functions are as follows:

- Core committee comprised of core staffs (representing male, female to ensure inclusivity)
- This committee takes care of day-to-day functional decisions related to implementation.
- Recruitment and release of staffs at different level
- Project wise plan review and implementation
- Developing proposals for different donors
- Handholding support
- Monitoring and support to project evaluation
- Project visits and report in the staff meeting
- Counselling to staffs as and when needed
- Ensuring inclusive process within the organization
- Taking all functional decisions to maintain the decentralized decision making organizational ethics.

ii. **Monthly Staff Meeting:** All Project coordinators, Project Managers, Project facilitators, Finance Team, Board representative, Block prog facilitators, some invitee etc attend the monthly staff meeting. Following agenda taken up for the staff meeting.

- Review of progress/implementation of projects during previous month and planning for the next month
- Cross project learning, sharing and plan for improvement
- Sharing of LEADS policies
- Sharing of financial and administrative concerns

- Planning for capacity building and thematic discussion by using internal human resources
- Sharing of best practices
- Developing an internal system of checks and balances and ensuring accountability across various projects.

5.5 Committees of LEADS for Organizational Governance and Grievance Redressal

- Core Committee to look after day to day affairs of LEADS
- Sexual Harassment at Work Place Committee
- Purchase and Procurement Committee
- RTI Act 2005 Compliance Committee
- Child Protection and Safeguard Policy (Committee)

5.6 Women Participation in Governance

Gender equality issues: As far as number and quality is concerned, we have 2 women in Board out of 5 board members. In core team out of 6 members 2 are female and 4 are male. **Out of 82 regular staff 47 are male and 35 are female. Overall, 62% staffs are female out of 400 staffs within LEADS.** The organisation is being governed by its various policies, gender policy and sexual harassment policy at workplace are two important policies which ensures safety and security to female colleagues at workplace. Besides, adequate opportunities are given to female staff to perform better and undertake all such activities which male staff usually do and break the inertia of being women. LEADS provides required facilities to female staff for field visits, vehicles, accompaniment to female staff etc, so that they can perform in a better way and to their fullest capacity. Promotion and support are also given on priority basis to increase the representation of women at senior level within the organization. We also promote female staff from community and few of them have become important colleagues at present. They are from community but are currently holding position at senior level within the organization.

Steps for inclusive process for ensuring gender equality in LEADS

1. We give priority to women in the recruitment process and women are also part of the recruitment committee.
2. Better support during induction is provided by core team to ensure the continuity of recruited female colleagues.
3. Promotions are given with priority to female colleagues to break the invisible glass ceiling.
4. No discrimination at the level of honorarium. Female gets salary at par with men in the organization.
5. Female colleagues are adequately represented by numbers in Board, Core team, Staff forum. Moreover, they are given space to actively participate and influence the decisions.
6. In regular major activity implementation at state and districts level, female staffs are given opportunity to speak on the dais and facilitate the session and take responsibilities to organize the programme as per their design. This provides ample scope for women to perform and get promoted on the basis of their built confidence.
7. At national level programmes, LEADS send female staff to participate on priority basis. In this way at multiple levels, we are in process of promoting female staff so that in future they can also come up and lead the organization and projects without any hesitation.

8. The organization has been taking all the preventive and promotional steps to create a conducive environment workplace where everybody feels comfortable.

5.7 Operational Policies of LEADS

Policy Compliance for Governance	
2. Human Resource Policy 3. Gender Policy 4. Finance Policy 5. Purchase and Procurement Policy 6. Work Place Sexual Harassment Policy 7. HIV/AIDS Policy 8. Child Protection and Safeguard Policy 9. Whistle Blower Policy 10. Environment Policy	11. Conflict of Interest Policy 12. Standard Operating Procedure (SOP) 13. Code of Conduct for Each Staff 14. Roles and Responsibilities Manual for Governance of Team 15. Transgender Policy 16. Common Cost Policy 17. Zero Tolerance on Financial Corruption Policy

Chapter 6: DISCLOSURE

6.1. LEADS Partners in Development

Our Development Partners



6.2 Last 3 Years Transaction

Last 3 Year's Financial Transactions						
Year	Receipt		Total	Payment		Total
	FC	Non FC		FC	Non FC	
2022-23	43353133.27	33788491.74	77141625.01	5564399.90	32944234.55	88508634.54
2021-22	59430792.52	24681408.00	84112200.52	50597886.83	25355337.21	75953224.04
2020-21	39906232.82	11465861.38	51392094.20	24860593.88	11372957.26	36233551.14

6.3 Audit Report

K. C. TAK & CO.
CHARTERED ACCOUNTANTS

Ph : 7004115187
1, New Anantpur
Ranchi - 834002 (India)
E-mail : kcto@yahoo.co.uk

Audit Report

We have examined the Balance sheet as at 31st March 2023, Receipt and Payment Account & Income & Expenditure Account 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 Payment Account & Income & Expenditure Account are in agreement with the books of account maintained by the Trust.

We report the following observations/comments/discrepancies/inconsistencies, if Any, NIL

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 have 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 used and significant estimates made by the managements 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 assessors as at 31st March 2023 and

(ii) In the case of Income & Expenditure Account, of the Deficit for year ended on that date.

(iii) In the case of Receipts & Payment Account, of the Receipts and Payments for the year ended on that date.

Place: Ranchi
Date: 21/09/2023

FOR K.C. TAK & CO.
CHARTERED ACCOUNTANTS


(RAJIV TAK)
Partner
Mem. No.: 073716
Firm Reg. No: 00216C
UDIN: 230737168G5TUT8996

Life Education and Development Support (LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
(GLOBAL ACCOUNT)

Balance Sheet As at 31st March 2023

CAPITAL & LIABILITIES	Sch. No.	Amount (Rs)	Total (Rs)
Corpus Fund			11,000.00
General Fund:			
Opening Balance		40,177,167.75	
Less: Deficit for the Year		9,919,756.44	
Less: Asset Written Off		513.00	30,256,898.31
Liabilities for Payment	1		1,480,824.72
Other Fund			
Ford Foundation Fund		5,500,000.00	
Less: Utilised		5,500,000.00	
GRAND TOTAL:			31,746,723.03
ASSETS			
Fixed Assets	2	14,368,386.90	14,368,386.90
Current Asset	3		157,697.72
Loans & Advances			
Closing Balance:	4		17,222,638.41
Restricted Fund (F.C)		14,527,708.60	
Unrestricted Fund (F.C)		174,573.62	
Restricted Fund (N.F.C)		1,312,205.82	
Unrestricted Fund (N.F.C)		1,208,150.37	
(In savings account with State Bank on India, New Delhi)			
(In savings account with Indian Overseas Bank, Porulua Road Ranchi.)			
(Donor Wise Fund Balance Details Attached with Schedule)			
GRAND TOTAL:			31,746,723.03

As per our report of even date annexed here with

FOR K.C. TAK & CO.
CHARTERED ACCOUNTANTS

Place: Ranchi
Date: 21/09/2023


(RAJIV TAK)
Partner
Mem. No. 073716
Firm Reg. No. 00216C
UDIN: 230737168G5TUT8996

Life Education and Development Support (LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
(GLOBAL ACCOUNT)
Income & Expenditure Account for the Period from
1st April 2022 to 31st March 2023

INCOME	Sch. No.	Amount (Rs)	Total (Rs)
GRANT IN AID:	6		43,313,533.27
F.C. PROJECTS		42,687,894.27	
Bank Interest F.C. Projects		625,639.00	
N.F.C. PROJECTS		4,853,424.00	
CSR Projects		28,356,717.58	
Other Receipts		482,666.16	
Bank Interest N.F.C. Projects		98,440.00	33,771,287.74
Add: TDS Receivable (Mobile Creches)		140.00	
Add: TDS Receivable (Welpun Project)		33,900.00	34,040.00
Deficit for the Year			9,919,756.44
Grand Total:			87,088,577.45

EXPENDITURE	Sch. No.	Amount (Rs)	Total (Rs)
F.C. Projects	7		3,551,577.16
Enlightenment Realization of Marginalized Community Through Empowerment		2,738,274.00	
Program Cost:		304,500.00	
Personnel Cost:		518,803.16	
Administrative Cost:			
GRANDHERI HILFE BONN PROJECT ACCOUNT: II (A)	8		1,169,823.28
Promoting Holistic Development of Tribal and Economically weaker section.		628,941.00	
Program Cost:		324,000.00	
Personnel Cost:		216,682.28	
Administrative Cost:			
GRANDHERI HILFE BONN PROJECT ACCOUNT: II (B)	9		3,893,590.54
Promoting Holistic Development of Tribal and Economically weaker section.		3,229,402.00	
Program Cost:		663,988.54	
Administrative Cost:			
INDIA LITERACY PROJECT (ILP) PROJECT ACCOUNT:	10		2,047,333.12
Bal Sashikaran Abhyam: Ensuring Nutrition and Education Right of Children			
Program Cost:		1,759,329.00	
Administrative Cost:		288,004.12	
GRANDHERI HILFE BONN PROJECT ACCOUNT: III (A)	11		3,222,418.24
Pilot Project to end the worst forms of child labour in mica mining in Bihar & Jharkhand, India			
Program Cost:		2,149,712.00	
Personnel Cost:		384,000.00	
Administrative Cost:		688,706.24	
Balance C/f			13,884,342.34

Life Education and Development Support (LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
Income & Expenditure Account (I.C.) for the Period from
1st April 2022 to 31st March 2023

Balance B/f		13,884,342.34
GRANDHERI HILFE BONN PROJECT ACCOUNT:	12	
Advancing the rights of children and contributing to ending the worst forms of child labour in mica mining in Bihar & Jharkhand, India		1,187,172.30
Program Cost:		929,477.00
Administrative Cost:		257,700.30
GRANDHERI HILFE BONN PROJECT ACCOUNT:	13	5,333,125.18
Enhancing Farmers' Income and Reducing Public Space Violence Against Women by Supporting MGNREGA Women 'Mites & Workers in Jharkhand'		
Program Cost:		2,007,102.00
Personnel Cost:		2,427,607.00
Administrative Cost:		898,416.18
GRANDHERI HILFE BONN PROJECT ACCOUNT:	14	3,814,368.46
Enhancing Civil Society Organisations' Capacities in response to Socio-Economic Impact of COVID-19 in INDIA		
Program Cost:		2,171,380.00
Personnel Cost:		1,052,700.00
Administrative Cost:		590,288.46
GRANDHERI HILFE BONN PROJECT ACCOUNT:	15	10,671,389.34
Rural Empowerment for Enlightenment Realisation (REER)		
Program Cost:		5,265,359.00
Personnel Cost:		3,760,021.00
Administrative Cost:		1,646,009.34
GRANDHERI HILFE BONN PROJECT ACCOUNT:	16	5,899,046.48
Model projects for Advast Communities to maintain their culture and prepare for the future and networking 5 states of India		
Program Cost:		3,370,850.00
Personnel Cost:		1,915,865.00
Administrative Cost:		612,328.48
GRANDHERI HILFE BONN PROJECT ACCOUNT:	17	12,374,217.50
Rural Access to Clean Energy (RACE)		
Program Cost:		8,065,525.00
Personnel Cost:		641,000.00
Administrative Cost:		3,667,692.50
GRANDHERI HILFE BONN PROJECT ACCOUNT:	18	351,256.30
LEADS F.C. GENERAL PROJECT ACCOUNT:		
Program cost:		88,675.00
Administrative Cost:		262,581.30
Sub Total F.C. Projects		53,514,917.90

Life Education and Development Support(LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
Income & Expenditure Account (F.C) for the Period from
1st April,2022 to 31st March,2023

N.F.C Projects	Amount (Rs)	Total (Rs)
13.UNICEF PROJECT ACCOUNT (DE)	19	2,765,987.94
Improving WASH standards in Schools and AWCs of 4 Districts (Chaitra, Lohar, Dhanbad and Hazaribag)		
Program Cost:	2,640,644.00	
Administrative Cost:	125,343.94	
14.Centre for Social Equity and Inclusion (CSEI) PROJECT ACCOUNT:	20	955,408.48
COVID-19 Community Based Monitoring and Social Mobilization (2.0)		
Program Cost:	955,200.00	
Administrative Cost:	208.48	
15.LEADS/TRI PROJECT ACCOUNT:	21	21,559.00
Evaluation Study of Pre-matric Scholarship program among the Scheduled Tribes		
Program Cost:	21,465.00	
Administrative Cost:	94.00	
16.CEP PROJECT ACCOUNT:	22	1,564,538.17
Implementation of the Cluster Facilitation Project at Block Level Under MCNREGA		
Personnel Cost:	1,495,483.00	
Administrative Cost:	69,055.17	
17.MCKS TRUST FUND PROJECT ACCOUNT:	23	668,732.54
Strengthen 25 Anganwadi Centres and 28 Schools for quality improvement in service delivery and quality / inclusive education		
Program Cost:	298,067.00	
Personnel Cost:	301,500.00	
Administrative Cost:	69,165.54	
18.LEADS/WELSPUN WelNeruva & WelSwasathya PROJECT ACCOUNT:	24	912,331.70
Wel Nerusva & Wel Swasathya Women Health and Livelihood Initiative		
Program Cost:	178,524.00	
Administrative Cost:	733,807.70	
19.MOBILE CRECHES PROJECT ACCOUNT:	25	146,038.72
Strengthening the Ecosystem for Better ECD Law, Policies and Program to Ensure That all Young Children Access to Quality Comprehensive Right		
Program Cost:	141,674.00	
Administrative Cost:	4,364.72	
20.B6W Project Local PROJECT ACCOUNT:	26	183,422.00
Rural Empowerment for Enitment Realisation Continuation (RIER)		
Program Cost:	183,422.00	
21.HDFC Bank Parivartan PROJECT ACCOUNT:	27	15,998,003.00
Promoting Holistic Development of Tribal and Economically Weaker Section of Paurwar Block of Bokaro District in Jharkhand		
Program Cost:	12,430,157.00	
Administrative Cost:	3,467,846.00	
Balance CF		23,116,021.55

Life Education and Development Support(LEADS)
Behind Old Sadar Thana, Tiril Road, Kokar, Ranchi-834001
Income & Expenditure Account (F.C) for the Period from
1st April,2022 to 31st March,2023

181 ADH/140222 TO 31st March/2023	Balance B/f			23,116,021.55
	22.LEADS/ LIC LIFE PROJECT ACCOUNT:	28		8,594,189.56
	Livelihood Initiative for Financial Empowerment (LIFE)			
	Program Cost:		6,623,203.00	
	Personnel Cost:		1,452,000.00	
	Administrative Cost		488,986.56	
	23.LEADS GENERAL FUND PROJECT ACCOUNT:	29		753,453.44
	Program Cost:		255,231.00	
	Administrative Cost		498,222.44	
	Sub Total N.F.C Projects:			32,433,664.55
	Depreciation			1,089,995.00
	Grand Total:			87,038,577.45

As per our report of even date annexed here with

Place: Ranchi
Date: 21-09-2022

FOR K.C. TAK & CO.
CHARTERED ACCOUNTANTS

(Signature)
Partner

Mem. No. 073716
Firm Reg. No. 000216C
UDIN:23073716RCSTUT19996

Life Education and Development Support (LEADS)
Behind Oil Salar Thana, Tiril Road, Kokar, Ranchi-834001
(GLOBAL ACCOUNT)
Receipts and Payments Account for the Period from
1st April, 2022 to 31st March, 2023

RECEIPTS:	Sch. No.	Amount (Rs)	Total (Rs)
OPENING BALANCE:	5	28,589,647.85	
GRANT IN AID	6	43,353,133.27	
F.C. PROJECTS:		42,687,894.27	
BANK INTEREST F.C. Project		625,639.00	
Loan Received from LEADS F.C. to Advaita Project		39,600.00	
GRANT IN AID		33,788,491.74	
N.F.C. PROJECTS:		4,853,424.00	
CSR PROJECTS:		28,336,717.58	
OTHERS RECEIPTS:		487,933.16	
BANK INTEREST N.F.C. Project		110,417.00	
GRAND TOTAL :			108,731,272.86

PAYMENTS:	Sch. No.	Amount (Rs)	Total (Rs)
01. ANDHERI HILE RONN PROJECT:	7	3,555,025.16	
Empowerment		2,732,915.00	
Program Cost:		304,500.00	
Personnel Cost:		517,610.16	
02. ANDHERI HILE RONN PROJECT ACCOUNT: II (A)	8	1,163,068.28	
Promoting Holistic Development of Tribal and Economically weaker section			
Program Cost:		647,126.00	
Personnel Cost:		324,000.00	
Administrative Cost:		191,942.28	
03. ANDHERI HILE RONN PROJECT ACCOUNT: II (B)	9	5,470,852.54	
Promoting Holistic Development of Tribal and Economically weaker section			
Program Cost:		3,204,850.00	
Administrative Cost:		663,924.54	
Infrastructure/Equipment:		1,601,578.00	
04. INDIA LITERACY PROJECT (ILP) PROJECT ACCOUNT:	10	2,082,881.12	
Bal Sakshikaram Abhiyan: Ensuring Nutrition and Education Right of Children			
Program Cost:		1,795,318.00	
Administrative Cost:		287,063.12	
05. TERRE DES HOMMES (TDH) PROJECT ACCOUNT:	11	3,225,844.24	
Pilot Project to end the worst forms of child labour mica mining in Bihar & Jharkhand, India			
Program Cost:		2,150,535.00	
Personnel Cost:		384,000.00	
Administrative Cost:		690,831.24	
Balance C/f			15,486,191.34

Balance B/f		15,486,191.34
06. TERRE DES HOMMES (TDH) - II PROJECT ACCOUNT:	12	1,166,543.30
Advancing the rights of children and contributing to ending the worst forms of child labour in mica mining in Bihar & Jharkhand, India		
Program Cost:		924,045.00
Administrative Cost:		242,498.30
07. FORD FOUNDATION PROJECT ACCOUNT:	13	5,612,893.18
Enhancing Farmers' Income and Reducing Public-Space Violence Against Women by Supporting MGNREGA Women 'Mates' & Workers in Jharkhand		
Program Cost:		1,983,751.00
Personnel Cost:		2,639,057.00
Administrative Cost:		990,085.18
08. WHI PROJECT ACCOUNT:	14	3,860,420.46
Enhancing Civil Society Organisations Capacities in response to Socio-Economic Impact of COVID-19 in INDIA		
Program Cost:		2,171,610.00
Personnel Cost:		1,052,700.00
Administrative Cost:		990,330.46
09. BFDW PROJECT ACCOUNT:	15	10,701,501.34
Rural Empowerment for Entitlement Realization (REER)		
Program Cost:		5,256,212.00
Personnel Cost:		3,779,352.00
Administrative Cost:		1,665,737.34
10. BFDW PROJECT ACCOUNT:	16	5,758,396.48
Model projects for Advaita Communities to maintain their culture and prepare for the future and networking 5 states of India		
Program Cost:		3,214,037.00
Personnel Cost:		1,949,031.00
Administrative Cost:		590,328.48
11. EUROPEAN UNION PROJECT ACCOUNT:	17	12,524,538.50
Rural Access to Clean Energy (RACE)		
Program Cost:		8,105,747.00
Personnel Cost:		641,000.00
Administrative Cost:		3,754,491.50
12. LEADS F.C. GENERAL PROJECT ACCOUNT:	18	446,715.30
Infrastructure/Equipment:		23,300.00
Program Cost:		139,034.00
Administrative Cost:		309,681.30
Sub Total F.C. Projects		55,564,399.90
N.F.C. Projects:-		
13. UNICEF PROJECT ACCOUNT (II)	19	2,781,210.94
Improving WASH standards in Schools and AVCs of 4 Districts (Chitra, ...)		
Program Cost:		2,643,890.00
Administrative Cost:		137,320.94
Balance C/f		2,781,210.94

Life Education and Development Support(LEADS)
Behind Old Sadar Thana, Tiri Road, Kokar, Ranchi-834001
(FC ACCOUNT)
Receipts and Payments Account for the Period from
1st April, 2022 to 31st March, 2023

Balance B/f			2,781,210.94
14. Centre for Social Equity and Inclusion (CSEI) PROJECT ACCOUNT: (COVID-19 Community Based Monitoring and Social Mobilization (2.0))	20		955,406.48
Program Cost:		955,200.00	
Administrative Cost:		208.48	
15. LEADS/TRI PROJECT ACCOUNT: Evaluation Study of Pre-matric Scholarship program among the Scheduled Tribes	21		21,550.00
Program Cost:		21,465.00	
Administrative Cost:		94.00	
16. CFP PROJECT ACCOUNT: Implementation of the Cluster Facilitation Project at Block Level Under MGNREGA	22		1,564,534.17
Program Cost:		1,495,483.00	
Administrative Cost:		69,055.17	
17. NCKS TRUST FUND PROJECT ACCOUNT: Strengthen 25 Anganwadi Centres and 25 Schools for quality improvement in service delivery and quality / inclusive education	23		688,732.54
Program Cost:		288,067.00	
Personnel Cost:		301,500.00	
Administrative Cost:		69,165.54	
18. LEADS/SELF-HELP GROUPS & WEBSAATHYA PROJECT ACCOUNT: Wej Netruva & Wej Swasthya Women Health and Livelihood Initiative	24		928,861.70
Program Cost:		176,554.00	
Administrative Cost:		733,807.70	
Infrastructure/Equipments:		18,500.00	
19. MOBILE CRCHS PROJECT ACCOUNT: Strengthening the ecosystem for better EC D Law, Policies and Program. To Ensure That all Young Children Access to Quality Comprehensive	25		147,413.72
Program Cost:		143,049.00	
Administrative Cost:		4,364.72	
20. Bidw Project (Local) PROJECT ACCOUNT: Rural Empowerment for Entitlement Realisation Continuation (REEP)	26		143,285.00
Program Cost:		143,285.00	
21. HDPC Bank Patravartan Project Account: Promoting Holistic Development of Tribal and Economically Weaker Section of Patravartan Block of Bokaro District in Jharkhand	27		15,966,264.00
Program Cost:		12,452,118.00	
Administrative Cost:		3,514,146.00	
Balance C/f			23,217,273.55

Balance B/f			23,217,273.55
22. LEADS/LIC LIFE PROJECT ACCOUNT: Livelihood Initiative for Financial Empowerment (LIFE)	28		8,564,189.56
Program Cost:		6,623,203.00	
Personnel Cost:		1,452,000.00	
Administrative Cost:		488,986.56	
23. LEADS GENERAL FUND ACCOUNT: Program Cost:	29		1,126,488.44
Administrative Cost:		42,831.00	
Infrastructure/Equipments:		692,272.44	
24. UNICEF PROJECT ACCOUNT (III): WASH & COVID 19 Emergency Response at Institutions and Communities	30		34,283.00
Program Cost:		34,283.00	
Construction of pits / safety pits			
Sub Total N.F.C Projects			32,944,234.55
Total F.C & N.F.C Projects Payments			88,508,634.45
CLOSING BALANCE:	4		17,222,638.41
F.C Restricted Fund		14,527,708.60	
F.C. Unrestricted Fund		174,575.62	
N.F.C Restricted Fund		1,312,206.82	
N.F.C. Unrestricted Fund		1,208,150.37	
(Donor Wise Fund Balance Details Attached with Schedule)			
GRAND TOTAL:			105,731,272.86

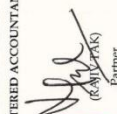
As per our report of even date annexed here with.

Place: Ranchi

Date: 21-09-2022

FOR: K.C. TAK & CO.

CHARTERED ACCOUNTANTS


(K.C. TAK)
Partner

Mem. No. 073716

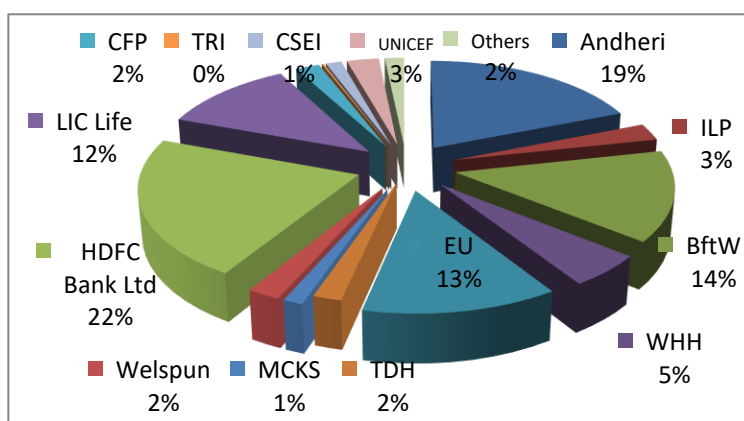
Firm Reg. No. 000216C

UDIN:22073716RGSTU18996

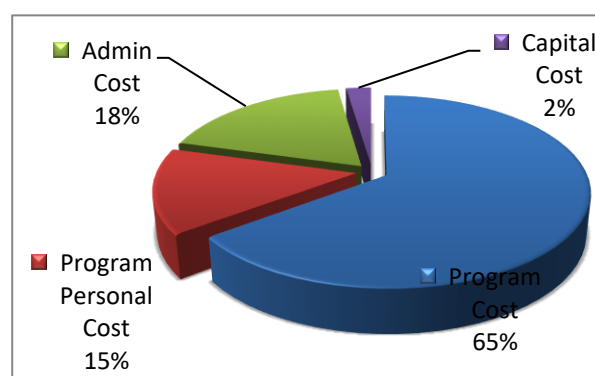
6.4 Graphic Presentation of Financial Source of LEADS

Opening Balance	2,85,89,647.85
Total Received During The Year:- 2022-23	
GRANT IN AID (F.C PROJECTS):	
Andheri	1,46,28,110.00
ILP	20,47,145.00
BftW	1,08,74,008.00
WHH	39,13,863.59
EU	97,83,704.00
TDH	14,41,063.68
MCKS	10,00,000.00
Welspun	16,61,061.00
HDFC Bank Ltd	1,68,03,656.58
LIC Life	88,72,000.00
CFP	15,64,224.00
TRI	1,44,000.00
CSEI	10,39,200.00
UNICEF	21,06,000.00
Others	12,63,589.16
Total Receipts for the Year	7,71,41,625.01
Total Fund Available for Utilization	10,57,31,272.86

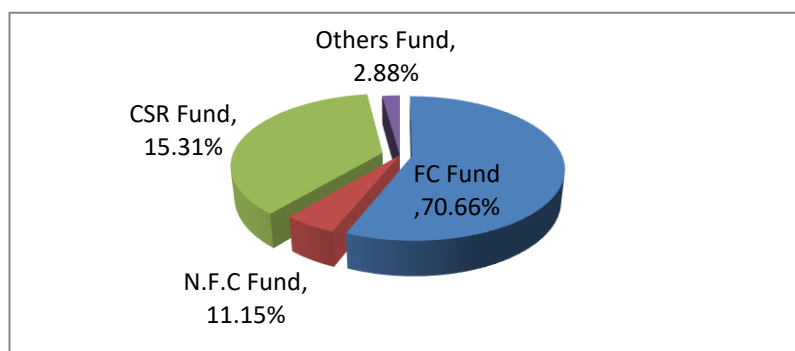
Receipts of Financial Recourse



Utilization of Financial Resource



Percentage of Fund Received



6.5 AWARDS, Recognition and Certificate:-

- Education Excellence Award 2017 was given to LEADS at Bangkok for implementation of provisions of RTE Act 2019 in Govt Schools.
- Hand Washing Day Celebrations: Handwashing of 1.96 lacs children of Ramgarh district on Hand Washing day in 2016.
- Mango plantation: State awarded LEADS for promoting a women farmer, Mrs. Manorama Tuti, Ethe village, Khunti district in 2019
- Best Organic Farmers award given to Balamdina Topno and Suman Tiru by Reliance Communication
- Ms. Roseline Purty, selected as best cadre at national level to share experiences with national representatives by Ministry of Rural Development 2019 out of 4000 representatives.
- Corona Warriors Award by Red Cross Society in 2020.



Chapter 7: LEADS IN MEDIA

विश्व पर्यावरण दिवस के अवसर पर पौधारोपण कार्यक्रम का हुआ आयोजन

ग्लोबल वार्मिंग, प्रदूषण जैसी समस्याओं का बड़ा कारण पेड़ों की व्यापक पैमाने पर कटाई करना है : शालिनी गुप्ता



शालिनी गुप्ता : विश्व पर्यावरण दिवस को ले कोयला प्रदूषण के जीवजीव के अवसर संस्था टीएनपी सेटल परिसर में टीएनपी की ओर से पौधारोपण कार्यक्रम के दौरान प्रखंड परिसर कोयला प्रखंड परिसर में, 26 मार्च, 2022

विश्व पर्यावरण दिवस को ले कोयला प्रदूषण के जीवजीव के अवसर संस्था टीएनपी सेटल परिसर में टीएनपी की ओर से पौधारोपण कार्यक्रम के दौरान प्रखंड परिसर कोयला प्रखंड परिसर में, 26 मार्च, 2022

विश्व पर्यावरण दिवस को ले कोयला प्रदूषण के जीवजीव के अवसर संस्था टीएनपी सेटल परिसर में टीएनपी की ओर से पौधारोपण कार्यक्रम के दौरान प्रखंड परिसर कोयला प्रखंड परिसर में, 26 मार्च, 2022

लीड्स संस्था ने महिलाओं संग मनाया अंतर्राष्ट्रीय महिला दिवस, रैली निकालकर लोगों को किया जागरूक

नवीन मेल संवाददाता

जलडिगगा। जलडिगगा पंचायत भवन में लीड्स संस्था ने महिलाओं के सम्मान देने हेतु अंतर्राष्ट्रीय महिला दिवस मनाया। इस दौरान महिलाओं को उनसे जुड़े अधिकारों को याद दिलाया गया और एक अधिकार प्रज्ञापन के लिए लड़ाई लड़ने और आजीविका युद्ध के लिए प्रेरित किया गया। यहाँ कार्यक्रम के अंत में महिलाओं ने, महिला उपाययोजना बंद करो, हम नारी नहीं चिंगारी हैं, शिक्षित नारी शिक्षित समाज है, योग्य होना देश विकास, को करे अमान्य - उस पशु सामान अद्वि नारा सहित अतिरिक्तों के साथ लीड्स संस्था द्वारा



अंतर्राष्ट्रीय महिला दिवस के अवसर पर हुए कार्यक्रम में मुख्य अतिथि के रूप में उपस्थित जलडिगगा अंचल अधिकारी खुशने माहलो ने महिलाओं को संबोधित किया।

के साथ कंधे से कंधा मिलाकर भारीदारी दे रही है। इससे ये साबित हो गया है कि महिलाओं को सही शिक्षा मार्गदर्शन मिल जाए तो वो किसी भी क्षेत्र में अपनी भूमिका को निभा सकती हैं।

वाल्मिका विद्यालय के एसएमसी अध्यक्ष सुरेशा लुगुन, गनी मिर्झा मोयनेन राय, बाहोबंगा की महिला वार्ड सदस्य कनोनिया कुंदलना, झरखंड के लोकसभा लोकसभा

व्यवहार परिवर्तन सत्र आयोजित कर महिलाओं एवं किशोरियों को किया गया जागरूक



मीडिया दर्शन/सासाराम शहर। लीड्स संस्था द्वारा वेलस्पन के सहयोग से कुल चयनित पाँच ग्रामीनों में क्रमशः ताराचण्डी, मेदनीपुर, भदोखरा, मोर और महारानियों में कुल 2000 परिवारों में एवं महिलाओं को स्वास्थ्य के प्रति सजग एवं जागरूक बनाने के

किसान श्रीविधि से करें धान की खेती, बढ़ेगी पैदावार

(सिमडेगा) : प्रखंड के लीड्स संस्था ने एक सौ महिला एवं तीनों की श्रीविधि से खेती देने के लिए किसानों के स्तरीय प्रशिक्षण शिविर किया गया। शिविर के किसानों को कम खर्च में अधिक पैदावार कैसे प्राप्त करें, सफाई की गई प्रशिक्षण के बाद किसानों को बताया कि किसान धान की खेती करें तो लाभ में अधिक मुनाफा मिलेगी की कमी से भी नहीं डरना है।

प्रखंड के लीड्स संस्था ने एक सौ महिला एवं तीनों की श्रीविधि से खेती देने के लिए किसानों के स्तरीय प्रशिक्षण शिविर किया गया। शिविर के किसानों को कम खर्च में अधिक पैदावार कैसे प्राप्त करें, सफाई की गई प्रशिक्षण के बाद किसानों को बताया कि किसान धान की खेती करें तो लाभ में अधिक मुनाफा मिलेगी की कमी से भी नहीं डरना है।

प्रशिक्षण लेते किसान : जागरण

बच्चों से मिल प्रभावित हुए जर्मन राजदूत एनजीओ के कार्यों की ली जानकारी, मेघावती पंचायत के ग्राम

जलडिगगा प्रखंड, कोयला प्रखंड परिसर में जर्मन राजदूत एनजीओ के कार्यों की ली जानकारी, मेघावती पंचायत के ग्राम में बच्चों का जाना हाल

जलडिगगा प्रखंड, कोयला प्रखंड परिसर में जर्मन राजदूत एनजीओ के कार्यों की ली जानकारी, मेघावती पंचायत के ग्राम में बच्चों का जाना हाल

सोलर जलमीनार को दुरुस्त किया गया, पानी के संकट से मिली मुक्ति



रांची। जिले के नामकुम प्रखण्ड के हहाप पंचायत के सपारोम ग्राम के नीचे टोला में करीब 30 परिवार के 200 की जनसंख्या निवास करती है और उस ग्राम में स्वच्छ पेय जल के लिए 2 जल मीनार उपलब्ध हैं जो 6 महीनों से खराब पड़ी हुई थी और ग्रामीणों को स्वच्छ पानी मिलना मुश्किल हो रहा था महिलाएं पीने का पानी के लिए सुदूर ग्राम के इलाकों से संघर्ष कर लाना पड़ता था जिससे उनके स्वास्थ्य पर बुरा प्रभाव पड़ता था। जल मीनार को दुरुस्त किया गया।

की बैठक की गई। बैठक में समस्या की चर्चा करते हुए उसके सहमति से पेय जल विभाग एवं प्रखंड विकास पदाधिकारी को उ में बिल्वन होने पर ग्रामीणी से चंदा दकड़ा करना शरु किया ग्रामीणी

प्रखंड स्तरीय कार्यशाला का आयोजन

रांची। प्रखण्ड नामकुम के प्रखण्ड कार्यलय में संस्था लीड्स द्वारा रस परियोजना के तहत प्रखण्ड स्तरीय कार्यशाला का आयोजन किया गया कार्यक्रम का आरंभ कम्युनिटी मोबिलाइजर शैलेषा मिज के द्वारा किया गया। इस कार्यक्रम को आगे बढ़ाते हुए स्वच्छ उर्जा एक्सपर्ट सौर लाल के द्वारा लीड्स संस्था के कार्यों की पूरी जानकारी दी। बायोगैस एक्सपर्ट अक्वेश झा ने बायोगैस की जानकारी दिया। स्वच्छ उर्जा एक्सपर्ट कुलदीप मेहता ने रस परियोजना की पूरी जानकारी दी। इस कार्यक्रम के मुख्य अतिथि के रूप में जिला परिसर विपिन टोपा एवं समावतार केरकेटा द्वारा स्वच्छता एवं सौर को अपनाने के लिए ग्रामीणी से अपील किया और रस परियोजना के कार्यों को सहरा। पंचायत हहाप के मुखिया नन्दे कच्छप एवं महिलाओं पंचायत के मुखिया सदीप ने लीड्स संस्था को उनके कार्यों को सराहा। साथ ही गणन जीय तिर्की ने बैंक के द्वारा लोन की योजना की चर्चा किया गया धन्यवाद ज्ञापन अभिषेक के द्वारा कार्यक्रम को समाप्त किया गया। इस कार्यशाला में रस की पूरी टीम डीपीएम शालिनी लकड़ा शैलेषा मिज अभिषेक राहुल धर्मद टोपा एवं सरील लकड़ा उपस्थित थे।



लीड्स संस्था ने 9.10 एकड़ जमीन पर करेगी पौधारोपण

कोनमेरला मुखिया ने पौधा लगाकर किया पौधारोपण का शुभारंभ

लीड्स संस्था ने 9.10 एकड़ जमीन पर करेगी पौधारोपण

लीड्स संस्था ने 9.10 एकड़ जमीन पर करेगी पौधारोपण

लीड्स संस्था ने 9.10 एकड़ जमीन पर करेगी पौधारोपण



दैनिक
भास्कर

बोकारो 13-09-2023

रसायनिक खाद्य से मिट्टी व स्वास्थ्य में नकारात्मक प्रभाव पड़ रहा : आर भेंगार

भास्कर न्यूज़/पेटवार

पेटवार प्रखंड क्षेत्र अंतर्गत एचडीएससी बैंक एवं लीडस संस्था के संयुक्त तत्वाधान में 'कलर' जा रहे रसायन प्रभावित किसानों के तहत रसायन पंचायत के तहत रसायन किसान पंचायत में संलग्न कर के क्षेत्र के किसानों को जैविक खाद्य पर प्रशिक्षण दिया गया। प्रशिक्षण में जैविक खाद्य के फायदे और नुकसान के बारे में बताया कि खाने के पदार्थों में खेती-उत्पादों को जोड़ना नहीं चाहिए। इसका मुख्य कारण खेती में अत्यधिक रासायनिक खाद्य का प्रयोग है। रासायनिक खाद्य के प्रयोग से उपज में अंतर का प्रभाव पड़ने से लोगों के स्वास्थ्य में नकारात्मक प्रभाव पड़ने का खतरा है। लोगों में रसायनिक खाद्य का खतरा है जो किताब का विषय है। इसके लिए आवश्यक है हम सभी अपने अपने पद्धति से खेती पुनः करना शुरू करें, तब मिट्टी के स्वास्थ्य के साथ मनुष्य का भी स्वास्थ्य बना रहे। प्रशिक्षण में किसानों को रबी और खरीफ



कार्यक्रम के दौरान उपस्थित अधिकारी एवं किसान।

फसल को जैविक विधि से उपजाने के लिए बीज उपचार, मिट्टी की देखभाल, रोपण की विधि, सिंचाई प्रणाली, फसल एवं रोग से बचाव, रबी की तुलना पर जानकारी दी गई। गेहूं के प्रयोग पर प्रशिक्षण भी दिया कि गेहूं में जमीन के लिए 30 प्रकार का पौधा तब मौजूद रहता है। इसके प्रयोग के बारे में उन्होंने विस्तार से बताया तथा रबी उत्तमों के फायदे बताए।

खेत में प्रयोग नहीं करना चाहिए, इसके सुझाव के अनुसार ही प्रयोग किया जाना चाहिए। रबी गेहूं मिट्टी के स्वास्थ्य के लिए अति महत्वपूर्ण है। उपस्थित किसानों को जैविक एवं नकली की विधि बताई गई। प्रशिक्षण में बताया कि जैविक खाद्य जीवन एक प्रकार के जीवनदाता है, इसके प्रयोग से मिट्टी में सहजता एवं मित्र जीवन को जीवित रहने है।

आम की बागवानी का जायजा लिया

भास्कर न्यूज़/जहनेबा

जहनेबा प्रखंड के बनलोगा, बरहबेड़ा एवं बड़कीटार ग्राम में स्थित परियोजना के तहत लगाने जा रहे आम बागवानी योजना का निरीक्षण लीडस के प्रशिक्षण मैनेजर नीरझनी राय ने मुख्य रूप से किया। इस दौरान प्रशिक्षण मैनेजर ने उपस्थित आम बागवानी के लाभ एवं ग्रामीणों से कहा कि लीडस संस्था द्वारा स्थित परियोजना के तहत संचालित आम बागवानी प्रशिक्षण लाभार्थी को फल उत्पादन के साथ साथ आर्थिक लाभ देता है। जिसका लाभ योजना के लाभार्थी किसान उठाए। साथ ही बागवानी में लागू करने वाले पौधों के समुचित देखभाल



पौधा लगाने के उपरान्त घेरबंदी अवश्य करें। इस दौरान गांव की लंबाई चौड़ाई और गहराई के साथ एक पौधे से दूसरे पौधे की निश्चित दूरी के अनुसार छोटे गड्ढे की माफ़ी भी की गयी और गांव किसानों

लम्बेगा मुखिया विपिन बहिन, सभा अध्यक्ष महेन्द्र तामोनी, लीडस के संतोष कुमार, का समन्वयक अलोक कुमार, जे ललु, करिंद प्रभु, जोसेफ संहिता आम बागवानी योजना

मरकार द्वारा चलाए जा रहे विभिन्न योजनाओं को ले किया गया जागरूक

भास्कर न्यूज़/संवाददाता

संवाददाता लीडस संस्था और लीडस के तत्वाधान में लीडस के प्रशिक्षण कार्यक्रम में लीडस के प्रशिक्षण मैनेजर नीरझनी राय ने मुख्य रूप से किया। इस दौरान प्रशिक्षण मैनेजर ने उपस्थित आम बागवानी के लाभ एवं ग्रामीणों से कहा कि लीडस संस्था द्वारा स्थित परियोजना के तहत संचालित आम बागवानी प्रशिक्षण लाभार्थी को फल उत्पादन के साथ साथ आर्थिक लाभ देता है। जिसका लाभ योजना के लाभार्थी किसान उठाए। साथ ही बागवानी में लागू करने वाले पौधों के समुचित देखभाल



लीडस के प्रशिक्षण मैनेजर नीरझनी राय ने मुख्य रूप से किया। इस दौरान प्रशिक्षण मैनेजर ने उपस्थित आम बागवानी के लाभ एवं ग्रामीणों से कहा कि लीडस संस्था द्वारा स्थित परियोजना के तहत संचालित आम बागवानी प्रशिक्षण लाभार्थी को फल उत्पादन के साथ साथ आर्थिक लाभ देता है। जिसका लाभ योजना के लाभार्थी किसान उठाए। साथ ही बागवानी में लागू करने वाले पौधों के समुचित देखभाल

लीडस संस्था द्वारा केसम के सहजता से चलाई जा रहे ग्राम में लीडस के प्रशिक्षण मैनेजर नीरझनी राय ने मुख्य रूप से किया। इस दौरान प्रशिक्षण मैनेजर ने उपस्थित आम बागवानी के लाभ एवं ग्रामीणों से कहा कि लीडस संस्था द्वारा स्थित परियोजना के तहत संचालित आम बागवानी प्रशिक्षण लाभार्थी को फल उत्पादन के साथ साथ आर्थिक लाभ देता है। जिसका लाभ योजना के लाभार्थी किसान उठाए। साथ ही बागवानी में लागू करने वाले पौधों के समुचित देखभाल

सई के किसानों को हाई यू क्रॉप पर मिला प्रशिक्षण



प्रशिक्षण कर रहे किसान।

भास्कर न्यूज़/केरसई

ग्रामांच के 40 प्रशिक्षण कार्यकर्ता हाई यू क्रॉप पर लीडस संस्था के द्वारा प्रशिक्षण में 14 से 16 तक दिया जा रहा है। इस दौरान प्रशिक्षण मैनेजर नीरझनी राय ने मुख्य रूप से किया। इस दौरान प्रशिक्षण मैनेजर ने उपस्थित आम बागवानी के लाभ एवं ग्रामीणों से कहा कि लीडस संस्था द्वारा स्थित परियोजना के तहत संचालित आम बागवानी प्रशिक्षण लाभार्थी को फल उत्पादन के साथ साथ आर्थिक लाभ देता है। जिसका लाभ योजना के लाभार्थी किसान उठाए। साथ ही बागवानी में लागू करने वाले पौधों के समुचित देखभाल

28 किसानों के 9.10 एकड़ में किया पौधरोपण

प्रशिक्षण, जहनेबा

किसानों की आजीवनिका संरक्षण व पर्यावरण संरक्षण को लेकर प्रखंड में लीडस संस्था 28 किसानों के बीच 9.10 एकड़ में पौधरोपण किया, इसकी शुरुआत कोनमेलना पंचायत के बड़कीटार गांव में की गयी, किसान अजय लोहरा की जमीन पर मुख्य रूप से जैविक खाद्य पंचायत के तहत



पौधरोपण करते जनार्दनसिंह।

कोतलू एकड़ कि हर खाई पेड़ जल्द लगवें। लीडस संस्था के परियोजना समन्वयक अलोक कुमार ने बताया कि लीडस संस्था स्थित परियोजना के

केरसई में 30 किसानों में बांटी गई उन्नत नस्ल की बकरियां



बकरी देते अतिथि।

भास्कर न्यूज़/केरसई

लीडस संस्था के सहयोग से परियोजना के तहत कोनमेलनी गांव के समेकित पशुधन विकास केंद्र में कोनमेलना पंचायत के कोरकोटनोर, गोरनलोर, पाकटोली और बाघडेगा पंचायत के 30 किसानों के बीच उन्नत नस्ल के दो-दो बकरियों का निशुल्क वितरण किया गया। मौके पर जिला परिषद सदस्य प्रेम बाबा पंचायत प्रमुख तरण भोग, कोनमेलना पंचायत के मुखिया मूस खेस व बाघडेगा पंचायत के मुखिया राहुल रोहित तिमना के हाथों बकरी का

नस्ल के बकरियों का उन्नत करना और कैसे किसान जिनका खेती के लिए जमीन बहुत कम है या नहीं है उनको पशुपालन के क्षेत्र में आजीवनिका से जोड़ कर उनके आप में जुड़ कर और उन्हें आम निर्भर बनाना है। कार्यक्रम में लीडस संस्था के परा विशेष सटीप कुमार के द्वारा बकरियों का रख रखाव, टीकाकरण व बकरियों को होने वाली बीमारियों का पहचान करना आदि के बारे जानकारी दी गई। कार्यक्रम में लीडस संस्था के सटीप कुमार, मोहम्मद इब्राहिम, प्रदीप टोप्यो, विवेक लकड़ा, सुनील लकड़ा व ग्रामीण

पशुपालन को ले किसानों को दिया गया प्रशिक्षण



प्रशिक्षण में उपस्थित लोग।

पेटवार | पेटवार के चरगी पंचायत स्थित एटके गांव के दानू बाथ टोला में लीडस व एचडीएससी बैंक के संयुक्त तत्वाधान में मंगलवार को पशुपालकों को पशुपालन की जानकारी दी गई। शिविर में लीडस संस्था के पशुधन विशेषज्ञ रविंद्र नाथ प्रमाणिक ने बकरी पालन के महत्व, नस्ल, नस्ल सुधार, आवास प्रबंधन, मचान व्यवस्था, भोजन प्रबंधन, स्वास्थ्य व पोषण बकरियों में होने

किशोरियों एवं महिलाओं को स्वास्थ्य के प्रति किया गया जागरूक

व्यवहार परिवर्तन सत्र का किया गया आयोजन, दी गई कई जानकारी

भास्कर न्यूज़/ताला

लीडस संस्था द्वारा केसम के सहजता से चलाई जा रहे ग्राम में लीडस के प्रशिक्षण मैनेजर नीरझनी राय ने मुख्य रूप से किया। इस दौरान प्रशिक्षण मैनेजर ने उपस्थित आम बागवानी के लाभ एवं ग्रामीणों से कहा कि लीडस संस्था द्वारा स्थित परियोजना के तहत संचालित आम बागवानी प्रशिक्षण लाभार्थी को फल उत्पादन के साथ साथ आर्थिक लाभ देता है। जिसका लाभ योजना के लाभार्थी किसान उठाए। साथ ही बागवानी में लागू करने वाले पौधों के समुचित देखभाल



स्वास्थ्य के बारे में जानकारी दे रहे प्रशिक्षण

जो हर घर के अंगण के परियोजना 100 महिलाओं के बीच दी गई थी। बकरी और को आजीवनिका से संबंध

किसानों को दी गई श्री विधि से खेती करने की जानकारी

नवीन मेल संवाददाता

जहनेबा प्रखंड के केरसई और बलडेगा में लीडस संस्था के तत्वाधान में एक सौ महिला एवं पुरुष किसानों को श्री विधि से खेती की बढावा देने के लिए किसानों के बीच ग्राम स्तरीय प्रशिक्षण शिविर का आयोजन किया गया। शिविर के माध्यम से किसानों को कम खर्च में अच्छे पैदावार कैसे प्राप्त करें, इसकी जानकारी दी गई। प्रशिक्षक नरेंद्र बड़ईक ने बताया कि धान के कटोरे के किसान श्री विधि से धान को खेती करें तो उन्हें कम लागत में अधिक मुनाफा होगा। उन्हें पानी की कमी से भी नहीं जुझना पड़ेगा। इतना की नहीं खाद व बीज की मात्रा भी कम लगेगी। दरअसल कृषि प्रधान जिले में सामान्य 20 से 25 दिन में तैयार होने वाली धान की नर्सरी की सामान्य तरीके से खेती

एक सौ महिला एवं पुरुष किसान कार्यक्रम में थे मौजूद

में रोपाई की जानी है। जहाँ पानी की कमी होती है, वहाँ किसान पानी के अभाव में खेती से बाँझ रह जाते हैं। ऊपर से उनके बच्चे व खाद की मात्रा भी अधिक लगानी पड़ती है। इसके मद्देन कृषि विभाग, आत्मा के अलावा लीडस संस्था की ओर से कृषि क्षेत्र में बढावा देने के लिए, विधि को अपनाने पर बल दिया जा रहा है, ताकि इस विधि अपनाते से छोटे व मझोले किसान कम भूमि में अधिक उत्पादन कर सकें। इस दौरान लीडस संस्था जोसेफ ललुगुन और करिंद प्रभु सहित महिला पुरुष किसान उपस्थित थे।

जिलास्तरीय स्वच्छ ऊर्जा समिति का हुआ गठन



द कार्यलय संस्था लीडस द्वारा रस परियोजना के तहत जिला स्तरीय स्वच्छ ऊर्जा एवं सुदृढ़ीकरण का कार्यक्रम का आयोजन किया गया। कार्यक्रम का आरंभ जिला द्वारा किया गया। इस कार्यक्रम का संचालन सीएम शैलेश मिंज के द्वारा किया महेंद्र कुमार के द्वारा क्लीन एनर्जी के कार्यों की जानकारी दिया। क्लीन एनर्जी द्वारा 5 साल का सरकारी सोलर एनर्जी योजना की जानकारी दी। तकनीकी ज्ञान के रूप में जिला परिषद मध्य रामावतार केरकेट्टा एवं जिला परिषद पूर्वी थे। नामकुम प्रखंड के पंचायत बराम के मुखिया कृष्णा लोहरा एवं महिलाओं ने अपने अपने पंचायत की जानकारी दी। रस परियोजना की पूरी टीम संचालन डीपीएम शालिनी लकड़ा बीसी अजय कच्छप, सीएम शैलेश मिंज धर्मेन्द्र टोप्यो सहयोग रहा।



Chapter 9: LEADS MILESTONE

Milestones of LEADS

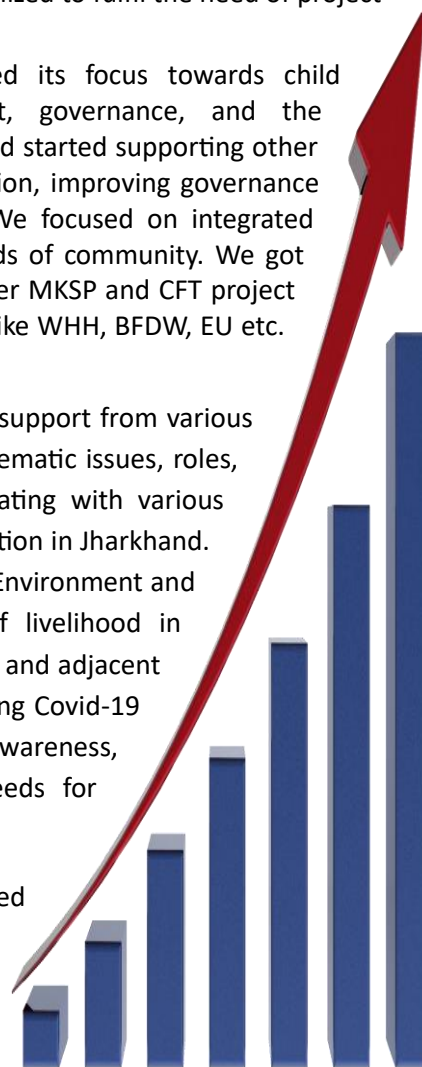
2005-2008: LEADS was incepted on 14th Dec 2005 by a group of rural development professionals in Ranchi, registered under **Trust Act 1882**. LEADS started its work on child issues and livelihood in Khunti, Latehar and West Singhbhum districts with support of its members. Various registrations like 12A, 80G, PAN, Application for FCRA were materialized. Land was purchased in Khunti to start preschool and elementary education in Khunti district. Preschool education center was started in 3 locations in Murhu Block involving local teachers with the support of Seva Network Foundation. Besides, we promoted model farmers for sustained livelihood by using local contribution with local support and members contribution.

2009-2012: LEADS got registered under FCRA on 9th June 2009. Meljol, SIDBI, AHB-Germany, Oxfam India, Development Focus-Educans Foundation came forward to support LEADS on child related issues, Livelihood, health and promotion of panchayats, Promotion of Farmers etc. Team increased and had 5 offices in different location of Jharkhand. Infrastructure was also rationalized to fulfil the need of project implementation.

2013-2016: LEADS implemented strategic planning and integrated its focus towards child protection, education, livelihood, health, women empowerment, governance, and the environment. We expanded our reach over 10 districts in Jharkhand and started supporting other organizations to respond to child development and livelihood promotion, improving governance and state budget analysis for better programme implementation. We focused on integrated development as we realized the need to respond to the holistic needs of community. We got support from Government of India and Government of Jharkhand under MKSP and CFT project supported through JSLPS besides other reputed interventional donors like WHH, BFDW, EU etc. Skill promotion became one of the priority areas for LEADS.

2017-2020: LEADS extended its development understanding, received support from various organizations, and increased its staff to 175. We also expanded our thematic issues, roles, geographic coverage, and human resources. We also started integrating with various national, international agencies to respond to SDGs and its implementation in Jharkhand. Partnership project closed from 29th Sept 2020 because of FCRA 2020. Environment and clean energy became major theme while responding to issues of livelihood in Jharkhand. We intervened in more than 3000 villages across Jharkhand and adjacent states. LEADS responded and reached to more than 5 lacs people during Covid-19 with the support of our donors. We provided food kit, cooked food, awareness, supply to state community kitchen, vaccination, cloths, masks, seeds for continuing agricultural activities etc.

2021-2023: LEADS strategically prioritized various issues and started responding Child development, livelihood, Organic farming, clean energy, animal husbandry, women empowerment, promotion of non timber forest produces, skill promotion, child labor, migrant labor etc. Since 2021, LEADS has received support from different donor agencies and expanded its operations to more than six states, focusing on child education for Adivasi and Dalit children through direct efforts and partnerships. The staff strength has gone up to 400 within and outside Jharkhand, and they have also started addressing other pressing issues in more than 4000 villages in its intervention areas. **Covid - 19** affected the intervention of LEADS throughout this period.



Chapter 10: LEADS TRAINING PROGRAM ON REQUEST

LEADS OFFERS FOLLOWING TRAININGS

SL	Training Programme	Who can participate	Duration	Total Part.
01	Lobby and Advocacy: Concept, Process and Approach	Senior Activist/staff	3 days	15-25
02	Organizational 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 Organization and Self Help Group	Prog staff	4 days	20-30
11	Panchayati Raj Institution and Gram Sabha	Prog staff/PRI members	3 days	30-50
12	Tribal Development / Rights	Prog staff	3 days	20-30
13	Government Schemes	Prog staff	3 days	25-35
14	Child Rights	Prog staff	1 day	30-50
15	Social audits of various programmes	Field activist/staff	3 days	20-30
16	Concept and processes of Rights Based Approach	Prog staff	2 days	20-30

Important Note :

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

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