



Sahbhagi Shikshan
Kendra

Empowering Minds for Change

ORGANIZATIONAL PROFILE

SAHBHAGI SHIKSHAN KENDRA



Origin of Sahbhagi Shikshan Kendra

A brief history of innovation, Dedication, and Progress

Sahbhagi Shikshan Kendra (SSK), established in 1990, is committed to fulfilling the needs of institutional support and systematic program management for Civil Society Organizations (CSOs) working at the grassroot level in Hindi-speaking belts of India. It aims to empower people and upgrade the capacities of organizations involved in social change by providing them access to skills, knowledge and information. This idea took root from a vision to see these grassroots organizations work more effectively for a society based on equity and justice. A collective approach was emphasized to promote effective humanitarian work that puts people at the centre of all development.

For this reason, in its early years, SSK focused intensively on capacity building and training programs for CSOs and other stakeholders. The quality of training delivered and ever-growing network of CSOs added immensely to SSK's image and it became one of the leading organizations in participatory training methodology and the promotion of the philosophy of participatory development. Teams from various parts of India came to SSK for training on various subjects related to developmental work.

The success of initial years of training and capacity building led SSK to formulate a future plan to institutionalize its whole training and capacity building initiative. After a considerable time spent on brainstorming, analysis and planning it came up with a well-equipped training centre of its own.

SSK's inherent quality of innovation through introspection and analysis led to a strategic diversification of its operation in the late 90's. It started working directly in the field at the grassroot level on various themes related to social development in order to gain hands-on experience and enrich its learning and knowledge.



Mission

The mission of SSK is to build and strengthen capacity of civil society organizations through an approach where people are placed at the centre of all development initiatives. Partnership and mutual sharing of ideas and information with the target groups are its core values.

Vision

SSK strives for a society which is based on equity and justice. It intervenes to enable the poor, marginalized women and excluded sections of the society by encouraging, strengthening and organizing them to enhance their participation in the process of their own development. In order to promote the philosophy of development, SSK is trying to build the capacity of CSOs , change making groups, CBOs and other stakeholders to play an active role in positively impacting the lives of the poor and marginalized communities.

Organizational Data and Geographical Outreach

Registered name of the organization	Sahbhagi Shikshan Kendra
Address	Sahbhagi Road, Chhatha Meel (Behind Police Fire Station), Sitapur Road, Lucknow (U.P) – 226 201
Year of Establishment	1990
Telephone number	+91-9452293783, 9616231499, 9935302536
Email Id	Info@sahbhagi.org
Website Address	www.sahbhagi.org
Society Registration number	Society, Registration No. S/21024,1990
PAN Card number	AAATS1768H
Tax Exemption Certificate	12A(A) and 80G
FCRA Registrtration	136550047
Darpan (Niti Ayog) Registration	UP/2017/0165477

Coverage (Field Experimentation)



Uttar Pradesh

Varanasi, Sitapur, Ghaziabad,
Gorakhpur, Siddharth Nagar and
Bahraich District



Jharkhand

Palamu District



Bihar

Saharsa District



Our Core Values

Participatory Approach



Gender Equality & Social Inclusion



Innovation and Adaptability



Transparency and Accountability



Professional Integrity



Knowledge Promotion



Achievements and Recognition

SSK is recognized as a leading organization devoted for promoting the culture of participatory training and research amongst Civil Society Organizations in Uttar Pradesh, Jharkhand and Bihar. It has established itself as a state level Resource Centre for capacity building of Civil Society Organizations as well as research and advocacy on issues related to Good Governance, Disaster Management, Women Empowerment, and Migration.

SSK has also gained popularity as an effective image builder of Civil Society Organizations in Uttar Pradesh/ Jharkhand.

Recently, SSK has intensively focused on the skill development of youth and has established a separate department called Sahbhagi Vocational Training Centre which is engaged in various employability enhancement training programs especially for youths.



Sahbhagi Shikshan Kendra has been accredited by Credibility Alliance & Charities Aid Foundation for overall organizational effectiveness and transparency. It is also ISO 2015 certified



Membership & Associations



Governance and Management

The Board

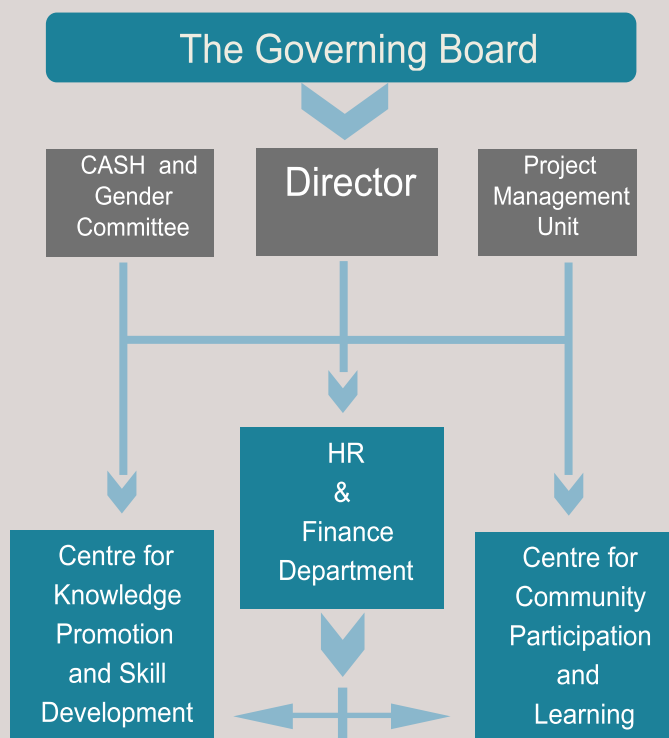
The Board consists of a General Body and an Executive Body. The General Body consists of founder members and ordinary members. The General Body selects the members of the Executive Body. The affairs of the society are managed and administered by members of the Executive Body.

Functions of the Executive Body

- Overall program direction.
- Governance system.
- Appointment of Director and board members.
- Financial management and strategic support for financial control.
- Developing organizational strategy and review of performance.
- Appointment of auditors, approval of audited financial statements and ensuring organization's compliance with laws and regulations.
- Review of Directors performance and compensation package.

To carry out all the mentioned functions, a minimum of two meetings are held in a year. Additional meetings can also be called at any point by the Director in specific cases.

Management Structure



The Director is authorized to manage the organization with support from the board. Under the Director, there are two committees at the organizational level. The Program Management Unit, which provides guidance and support to all the projects, and the Gender Committee, which looks into gender related issues. For program implementation, there are two centers, CCPL (Centre for Community Participation and Learning), which is responsible for field level interventions, and CKPSD (Centre for Knowledge Promotion and Skill Development), whose function is skill development and knowledge promotion on various developmental issues. To manage all the work at the organizational level there is an administrative unit consisting of HR and the Finance department.

Program Centres

SSK follows a two-way approach to fulfill its vision and mission.

On the one hand, it works as a support organization and is involved in the capacity building of civil society organizations, community-based organizations and other stakeholders through training and knowledge support. On the other hand, it works directly with communities on various developmental issues in the field. To carry forward processes as per the strategy, SSK has two separate program centres.

Centre for Knowledge Promotion and Skill Development

This centre encompasses two basic functions. Firstly, it works on capacity building programs of CSOs and other stakeholders through training on various thematic subjects and knowledge support. Secondly, it is involved in various Livelihood Enhancement and Skill Development programs especially for youths.

Centre for Community Participation and Learning

This centre manages direct field level interventions at different locations (experimentation sites) on various developmental issues. The idea behind it is to develop an understanding on particular issues and consolidate learning and experiences in order to share it with other CSOs and stakeholders and initiate a process of advocacy with the government for a systemic change.

Strategic Intent for Field Level Interventions

We believe in a people-centric approach, recognizing that people are capable of their own development if they are provided with adequate knowledge and support to build their capacities. As a CSO, we want to build a model through our intensive efforts and come up with a solution for the existing developmental issues through targeted intervention, people's consultation and research. We intend to use our experience and learning for advocacy with the government so that they can replicate the model that we have developed and bring positive change to the lives of the poor and marginalized.

Impact through Field Experimentation

Deepening insights and impact on Various Developmental issues Through Innovative and systematic Interventions designed to bring sustainable and visible change in the Lives of the Target Population

Replication and Model Building

Developing a model through our intensive efforts and coming up with a solution for existing developmental issues through people's consultation and research. Strong focus is on replication and adoption of the successful model.

Systemic Change

We aim for a systemic change through:

- 1- Investing in and continuously building evidence of the impact of our interventions on various developmental issues.
- 2- Movement building through a model of preparing champions, influencers and change-makers in all our projects in order to give voice to the people and promote a participatory approach to problem solving.
- 3- Building an eco-system of practitioners, organizations and stakeholders through consultations, workshops and information dissemination.

Framework Change

Transforming society by influencing policy, changing knowledge and skill paradigms, and re-imagining change through a multi-stakeholder approach using evidence-based research and advocacy.

Intervention Philosophy



Thematic Expertise

Capacity Building of Civil Society Organizations and Other Stakeholders

The capacity building programs of SSK caters to the need of strengthening organizational development aspects of CSOs that are engaged in bringing about social change and believe in people-centered development with due regard to gender mainstreaming. SSK conducts a number of short and long duration training programmes on themes such as Participatory Monitoring & Evaluation, Process Documentation, Field Workers' Development, Leadership Development, Training of Trainers (TOT) on Participatory Training Methodology, PRA, SHG Facilitation etc. Some trainings are for chief functionaries, some are for middle management level, while others cater to the needs of community level facilitators and workers.



Thematic Expertise

Women Empowerment

Women empowerment is one of the most important themes on which SSK has been working for a long time. In fact, all the different developmental projects taken up by SSK contain a component of gender mainstreaming and inclusion. Our strategy always includes a focus on capacity building of women and adolescent girls so that they can raise their voices and actively take part in women-centric development and decision-making processes.



Thematic Expertise

Disaster Management (Flood Resilience)

Disaster (especially floods) management has been an important theme on which SSK has worked intensively. The main objective of this thematic focus is to fill gaps in knowledge and resources for better coordination and implementation of disaster management and relief work by various government and non-government institutions. It also aims to create an environment where information is exchanged freely by various government, non-government and public bodies during complex emergency situations and disasters. In addition, SSK addresses disaster management in a complete and integrated manner through field level interventions. It has taken the initiative to mainstream disaster management within community preparation practices and wider development ideas.



Thematic Expertise

Skill Development for Youth

SSK has independently developed a vocational training centre named Sahbhagi Vocational Training Centre. The idea behind this centre is to enhance employability skills of youth who come from marginalized sections of society, in order to and provide them with alternative livelihood opportunities. More specifically, SVTC targets adolescent girls, school dropouts and women from marginalized sections by designing special vocational and employability skill enhancement courses.



Thematic Expertise

Strengthening Local Self Governance

SSK promotes local initiatives for strengthening local self-governance. Its main objective is to empower Panchayats through training and capacity building and developing, collecting and disseminating resource materials on the issues of rural and urban self-governance. SSK has also been working intensively on promoting effective GPDP (Gram Panchayat Development Plan) process for many years.



Thematic Expertise

Migration (Rural to Urban temporary Migration)

One of SSK's most important thematic intervention area has been Migration (Rural to Urban temporary Migration). Through this intervention, SSK strives to promote and ensure safe migration by following a holistic approach in order to address multidimensional issues associated with this widespread phenomenon. The intervention framework includes a strategy where SSK works at both the source (origin of migrants) and the destination (working place of migrants).



Thematic Expertise

Integrated Rural Development

SSK has recently started working on projects designed to improve the condition of people residing in rural areas. These projects focus on various aspects of development, such as empowerment (social, educational and financial), health, and infrastructure. Overall objective is to work on all dimensions of development and develop model villages for continuous learning and future replication of best practices.



Programs and Experiences



Organisational Development

One of the main areas of SSK's work is building the capacities of Civil Society Organization and other stakeholders. Development support for these organizations takes place at three different levels: knowledge, awareness and skills. The idea behind this is to prepare strong and effective voluntary organizations, women's groups, Community Based Organizations and other networks which will play a vital role in the development scenario so as to bring about a gradual positive change in the society especially among marginalized sections.

OD's intervention strategies are comprised of four aspects, which are:

1. Training and Workshops
2. Intensive Support
3. Organization Development Support
4. Information Support

The efforts to strengthen capacities of the CSOs have been taken up as a major programme in OD. Under Capacity Building, various types of training are designed and organized in order to build and improve the knowledge and skill base of the personnel at different levels working in those CSOs.



Major Types of Training For OD

- Field Workers Development Training Course
- Women Workers Leadership Development Program
- Participatory Training of Trainers program
- Leadership Development Training for Heads of NGOs
- Financial Management Training
- SHG Facilitators Training
- Participatory Monitoring and Evaluation Training

Intensive Support to selected CSOs

Apart from organizing training programs and workshops for the capacity building of CSOs.

Selected organizations are given intensive support through inputs on strategic management, operational management, internal organizational management, financial management, project proposal writing, etc.

Information Support

Information generation and documentation has been an integral part of SSK's work culture. SSK has published a number of booklets, manuals, handouts, and quarterly periodicals etc on various issues and themes. These publication are disseminated to numbers of government agencies, individuals and other Institutions.



SSK has a well-equipped training centre of its own, furnished with all the necessary facilities. The residential facility can accommodate 200 persons.

It also has a pool of experts on various themes related to different Developmental issues and Organizational development.



Holistic Rural Development Program

SUPPORTED BY:

HDFC Bank

ABOUT THE PROJECT:

The project is implemented in 20 villages of Varanasi District focusing on marginalized sections of communities like SC/ST, minorities, women and children. The program plans to accomplish integrated village development by focusing on the key parameters of development like health, education, livelihoods, women empowerment, skill building, and WASH. Through this holistic approach, meaningful change is being brought about in the lives of those residing in the targeted villages.

OBJECTIVE:

To develop a model village by working on all dimensions of development like health, education, WASH, livelihoods etc. and to influence government policy on village development.

Major initiatives

- Promotion of quality education
- Promotion of livelihood opportunities through innovative agricultural practices
 - Livelihood promotion through SHGs
- Promotion of safe pregnancy and early childcare.
- Promotion better menstrual health management
 - Development of WASH infrastructure
 - Strengthening of *anganwadi*
- Development of schools through intensive support.
- Employability skill enhancement of youths



Koshi River Project

SUPPORTED BY:

Malteser International and
German Cooperation
Deutsche Zusammenarbeit

ABOUT THE PROJECT:

The project is implemented
in 13 revenue villages of 3
panchayats of Mahishi block
of Saharsa district in Bihar.

The project works to
support the most
impoverished and
marginalized communities
affected by annual flood
along the Kosi River.

OBJECTIVE:

To strengthen the resilience of communities residing
in flood-affected areas by providing support and
knowledge regarding disaster preparedness as well
as through working on related issues such as WASH,
health and livelihood enhancement.

Major Initiatives

- Construction of flood resilient infrastructure like
raised hand pumps and toilets.
- Improving flood resilience among communities
through the formation of Village Task Forces and
Gram Vikas Samitis.
- Training of community members on DRR planning
process.
 - Distribution of boats and life saving kits.
- Training of women/GVS members on boat sailing
and usage of life saving kit.
 - Livelihood Enhancement trainings
 - Menstrual Hygiene Management
- Livelihood enhancement training for youth



Functional Literacy for Dignity and Entitlement

SUPPORTED BY:

Korean National Commission For
UNESCO

ABOUT THE PROJECT:

This project is implemented in 15 Gram Panchayats of Khairabad block, Sitapur district, Uttar Pradesh. Its overall aim is to empower illiterate Muslim and SC women through functional literacy skills while creating an enabling environment for gender equality.

OBJECTIVES:

- To enhance the literacy capabilities of illiterate rural women from marginalized communities.
- To increase social participation of marginalized women through life skill education.
- To create an enabling environment for girl child education through mass level campaigns and mobilization strategies.
- To increase awareness of rural women on their rights and entitlements and promote gender Justice.



Reducing Vulnerability of Migrants in Ghaziabad with due focus on their rights, entitlements and access to Services towards sustainability

SUPPORTED BY:

TATA Trusts

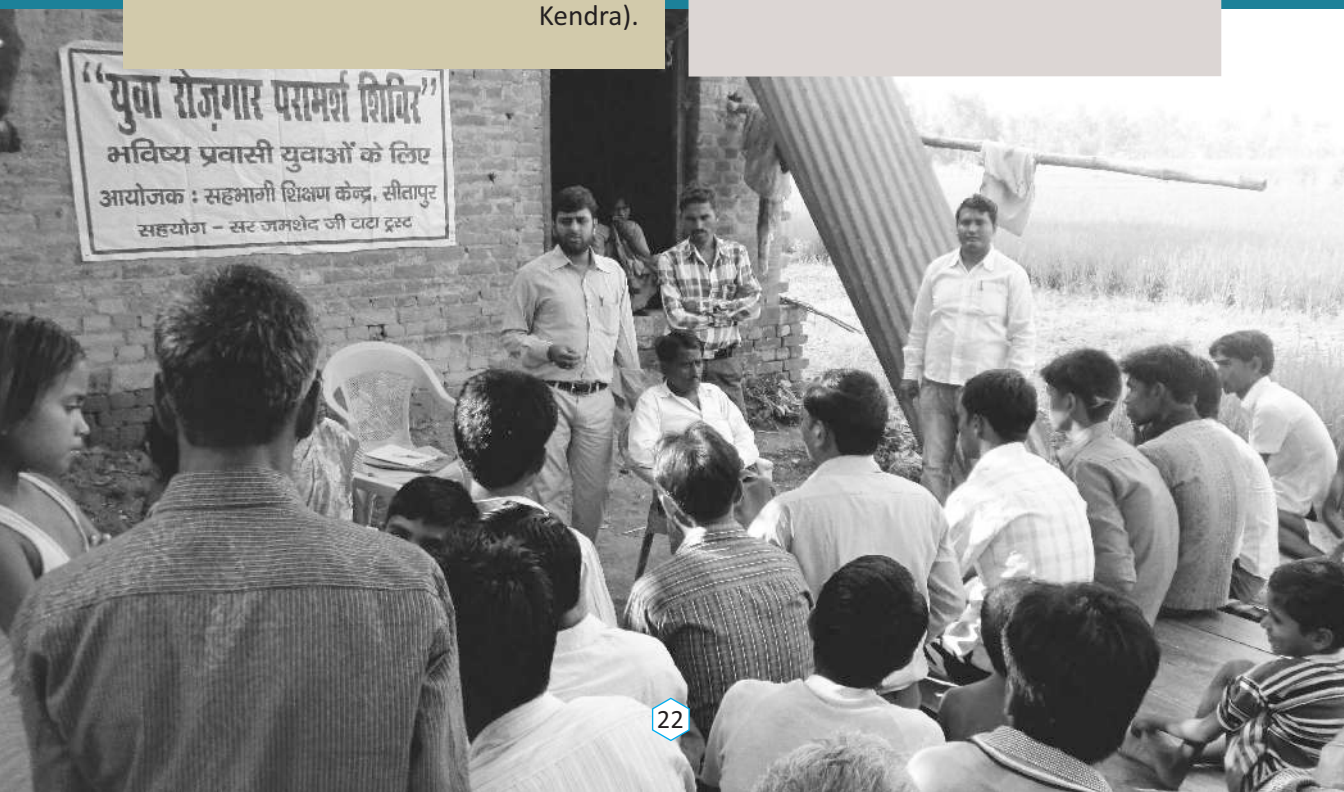
ABOUT THE PROJECT:

The project "Service delivery for construction workers" is been implemented by Sahbhagi Shikshan Kendra and supported by The Tata Trusts, Mumbai. At destination level Ghaziabad the coverage area is 5 labour Chowks, 12 labour settlements areas and 01 construction site.

It aims to Improve Social and Economic status of Migrants by equipping them with necessary communication facilities and information related to migrant's welfare and legal rights through Migration Resource Centre(Apna Sewa Kendra).

OBJECTIVES:

- To establish a self-reliant service delivery platform named Apna Sewa Kendra(ASK) for Migrants
- To build the capacities of migrants through the ASK
- To sensitize migrants towards their social, economic and legal rights
 - To sensitize urban local bodies towards the rights of migrants and their families.
 - To design innovations and technology for housing and WATSAN



Building Opportunities for Economic Empowerment and Better Health (BOFEBH)

SUPPORTED BY:

Rizwan Adatia Foundation

ABOUT THE PROJECT:

The project is implemented in 5 Gram Panchayats of Hussainabad block, Palamu district, Jharkhand.

Under the project, a women-led enterprise has been established to produce low cost sanitary napkins for the promotion of healthy menstrual hygiene practices. Women from local communities act as a distributors and seller which gives them an alternative livelihood opportunity.

OBJECTIVES:

- To establish an enterprise and start manufacturing low cost/hygienic sanitary napkins in a scientific way for better health and hygiene among rural women and girls.
- To engage unemployed rural women and girls in production and marketing thus providing an alternative livelihood opportunity for them.
- To provide and supply low cost and quality sanitary napkins for rural women at a comparatively low price compared to market rates
- To popularize and sensitize the use of sanitary napkins among rural women and girls to prevent them from contracting vaginal diseases and ensure better health.



Kadam Badhate Chalo

SUPPORTED BY:

Martha Farrell Foundation

ABOUT THE PROJECT:

The project is implemented in Hussainabad block of Palamu district, Jharkhand and Varanasi District of Uttar Pradesh. The aim of the project is to initiate a youth-led campaign to end violence against women. It develops and support youth leadership and provide them with knowledge and skill to initiate a change in their surroundings.

OBJECTIVE:

- To sensitize and train a group of about 50 young men and women (14-25 years old) from target population on how to tackle violence against women
- To sensitize and mobilize community members to raise their demands and create community structures to act against VAW
- To coordinate and liason with key officers/structures/PRI's to continuously coordinate with the community on VAW and efficiently address community demands by providing required services.



Navparivartan – Promoting inclusive village development through sustainable interventions

SUPPORTED BY:

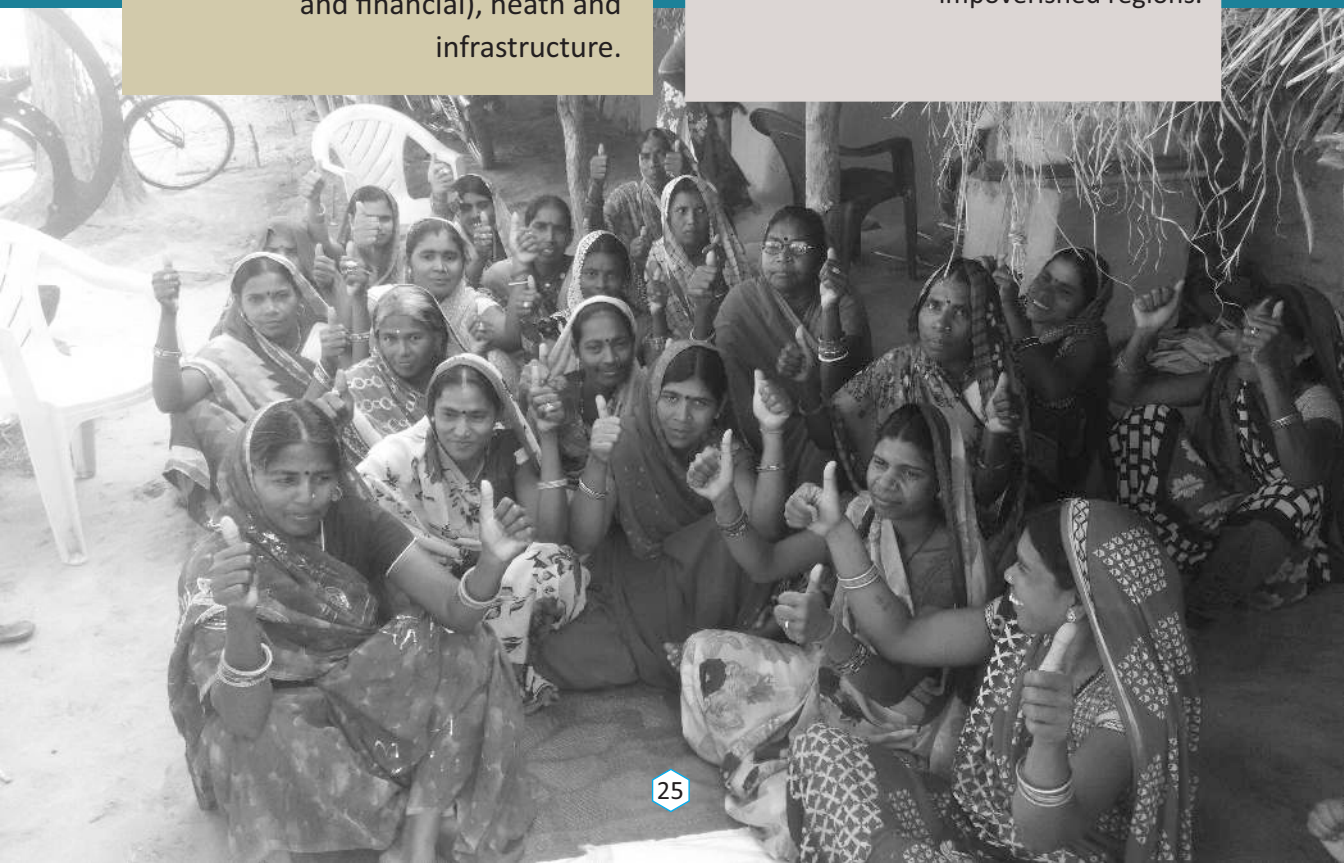
LIC Housing Finance Limited (CSR)

ABOUT THE PROJECT:

This project is being implemented by Sahbhagi Shikshan Kendra in 5 selected villages of Mahuari Panchayat of Hussainabad (Japla) block of Palamu district in Jharkhand. The project is designed to improve the condition of people residing in the different villages by focusing on different aspects of development related to empowerment (social, educational and financial), health and infrastructure.

OBJECTIVE:

The project plans to accomplish integrated and inclusive village development by focusing on the key parameters of development like health, education, livelihood, women empowerment, skill building, natural resource management, WASH and youth development in order to improve the lives of people of the targeted populations. This comprehensive approach to development will serve as a model which can be replicated in different villages, accelerating development and change in the most impoverished regions.



Skill Enhancement Programme for Teachers (SEPT)

SUPPORTED BY:

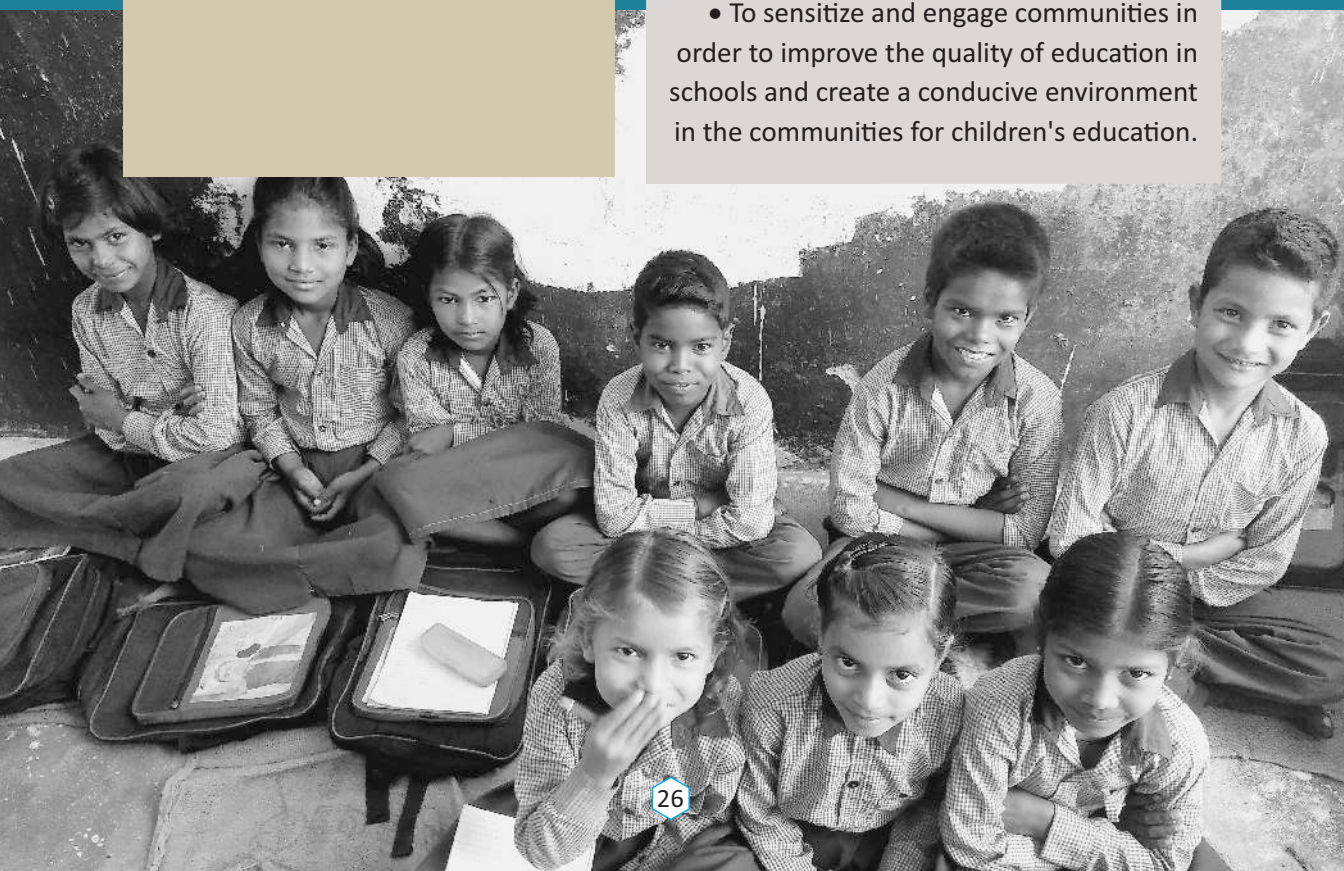
Give India & ICICI Foundation

ABOUT THE PROJECT:

SSK has initiated a project titled “Skill Enhancement Programme for Teachers (SEPT)” in the districts of Gorakhpur and Siddharth Nagar. Its aim is to promote quality education in government schools through capacity building of teachers in innovative and effective teaching methods, mobilising community participation and strengthening School Management Committees.

OBJECTIVE:

- To enhance pedagogical skills in 300 teachers by providing training and handholding support.
- To benefit around 10,000 students as eventual beneficiaries by achieving teaching learning outcomes.
- To sensitize and strengthen School Management Committees (SMCs) and make them active and aware about their roles and responsibilities.
- To provide technical and handholding support to SMCs in preparing School Development Plan (SDPs) of selected schools.
- To sensitize and engage communities in order to improve the quality of education in schools and create a conducive environment in the communities for children's education.



Engaging Civil Society Organisations to Expand Access to Improved & Quality Family Planning in the State of Uttar Pradesh

SUPPORTED BY:

Global Health Strategies

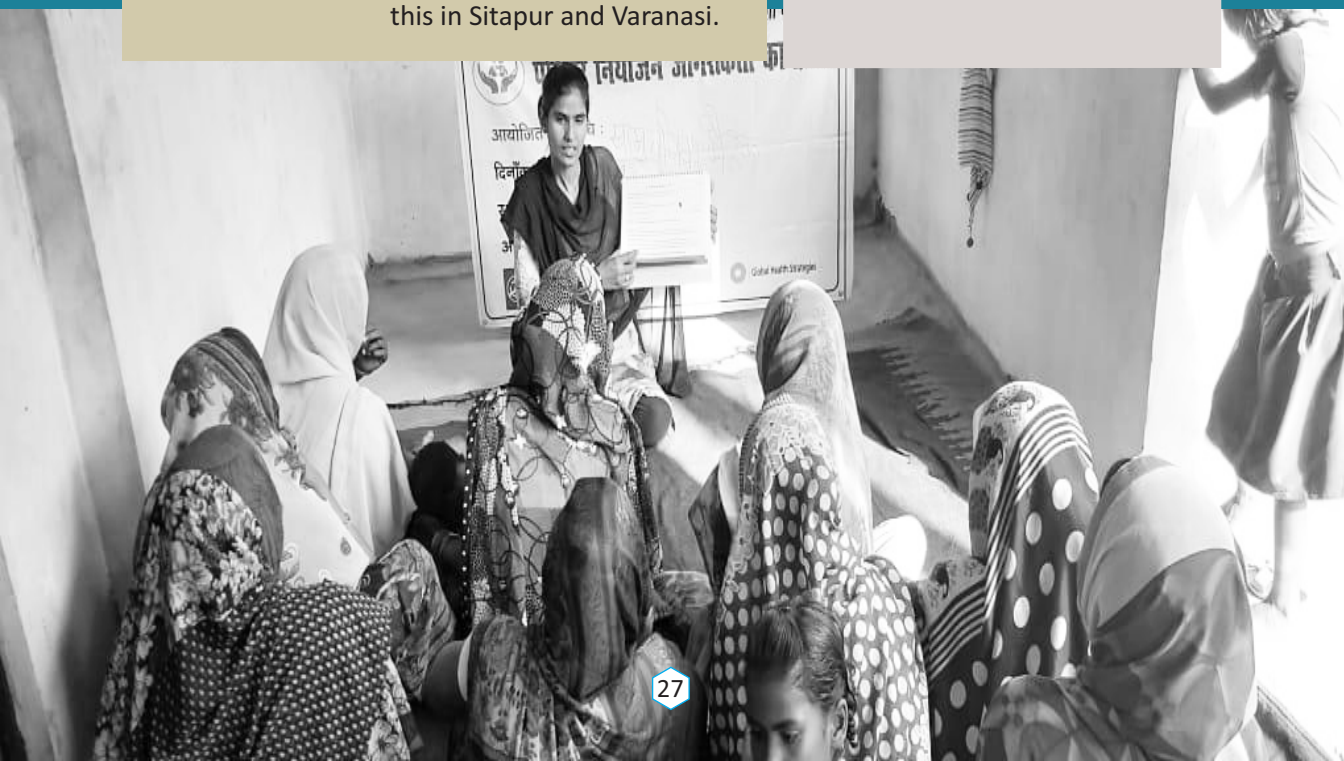
ABOUT THE PROJECT:

Global Health Strategies (GHS) has endeavored to create a conducive environment for improved access to informed and expanded contraceptive choices through the voices of credible CSOs, informed community champions and other key stakeholders. GHS envisages an intensified engagement with select CSOs to influence demand for family planning services and strengthen the feedback mechanism with government bodies to improve supplies and services.

SSK has been selected as a partner to work on this in Sitapur and Varanasi.

OBJECTIVE:

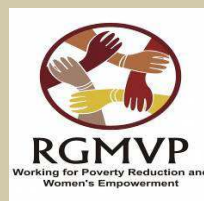
- Create a pool of 20 Community Champions to be advocates for family planning.
- Strengthen linkages and advocate for family planning with government officials to address implementation challenges.
- Utilize media platforms for dissemination of success stories and key community champion initiatives.



Our Partners



For a world without hunger



Field Offices

Sahbhagi Shikshan Kendra (Sitapur)

Arjunpur, Near Union Bank of India,
BMC Road, Khairabad, Sitapur - 261131
E-mail: sitapur@sahbhagi.org

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