



Sahbhagi Shikshan
Kendra

Empowering Minds for Change

ANNUAL REPORT

2018 - 2019



THERE IS NO EXERCISE BETTER FOR THE HEART
THAN REACHING DOWN AND LIFTING PEOPLE UP



We Acknowledge our Sincere Tribute to our Resource Partners

1. Malteser Internmational, Germany
2. Korean National Commission For Unesco(kncu), South Korea
3. HDFC Bank Csr-mumbai
4. ICICI Foundation, Mumbai
5. L.I.C. Housing Finance Limited, Mumbai
6. Martha Farrell Foundation, New Delhi
7. PRIA, New Delhi
8. Rizwan Adatia Foundation, Mumbai
9. The TATA Trust, Mumbai
10. UNICEF, Lucknow
11. Reliance Foundation, Mumbai
12. NRLM CELL, Hyderabad
13. Jharkhand State Livelihood Promotional Society, (J.S.L.P.S.)
Jharkhand
14. HCL Foundation, Hardoi
15. Civil Society Academy (C.S.A), New Delhi
16. Child Fund India, New Delhi
17. USHA International, Lucknow
18. Welthungerhilfe (WHH), New Delhi



Contents

4	Origin of Sahbhagi Shikshan Kendra
5	Governance and Management
7	Geographical Coverage
8	Center for Knowledge Promotion and Skill Development
9	• Capacity Building Trainings and Workshops
10	• Developing models of GPDG including DRR and UNICEF support to aspiration districts (SANSAD GPs)
11	• Development of IECs on Early Child Marriage and Conducting awareness Campaign in 10 GPs of Jharkhand.
12	• Capacity Building of Panchayat Functionaries in two blocks of Hardoi District, Uttar Pradesh
13	• Developing IECs on Social Skills for Extension Functionaries
14	Center for Community Participation and Learning
15	• Service Delivery for Construction Workers
18	• Strengthening the Resilience of Vulnerable Communities
21	• Functional Literacy for Dignity and Entilement for Women Through a Holistic Functional Literacy Program
23	• Functional Literacy for Dignity and Entilement for Women Through Better School Governance
25	• Coalition on Child Rigjht and Development (CCRD)
26	• Family Planning Project Sitapur
28	• Holistic Rural Development Program (HRDP)
32	• Skill Enhancement Programme for Teachers (SEPT)
34	• URMI : Waves of Change
37	• Integrated Rural Development Program
38	• Community Development and Women Empowerment Program
44	Internal Management System of SSK
44	• General Body Members
47	• SSK Committees
48	• SSK Team
51	Financial Management
52	• FCRA Account
53	• Resource Providers
54	SSK Campus
55	Journey of Laxmi
56	SSK in Media

Chairperson's Message

I feel enchanted to present you the Annual Report for the FY 2018-2019. As this year SSK is stepping in its 29th years of their commendable work underneath of their vision and mission. It's a great gratification that SSK over the years have laudable attain over large diversified domains starting from engaging with the local governance to livelihood, focusing over the importance and implementation of WaSH and health comprehensiveness. Sustainable development is the pathway to the future we want for all. It offers a framework to generate economic growth, achieve social justice, and exercise environmental stewardship. SSK has incorporated with other areas, domain sector with along with the engagement of the community, with the major themes promoting health, education, livelihood, healthy migration, skill building for employment for youths, capacity building of civil society organization likeminded NGOs, knowledge development and strengthening of Panchayat Raj Institution.

SSK priority forced over the comprehensive approach. Over the competence of the employees, it has also refined and enhanced time to time.

I would extend my sincere gratitude to the entire members of the SSK who have been exhibiting great commitment, motivation and integrity. The director Mr. Ashok Singh truly deserves our appreciation for providing a clear vision and



direction through his extensive engagement and support throughout the journey of SSK.

I am grateful to the fellow members of the Governing Council for extending their full-fledge support in various activities. I believe many ideas grow better with engagement of other mind than one where they sprang up.

Dr. Neelam Singh
Chairperson

Director's Message

Our country is characterised by intensive poverty and social backwardness, despite governments hysterical chase for 5 trillion dollar economy in over the next few years. Social sector development is considered to be imperative for growth of economy and sustained human development.

It is being increasingly realised that even for human capital to contribute to economy growth, it is essential to ensure a minimum level of human development. By means of enhancing basic capacities of marginalised section of the society through its people-centric human development approach, SSK is contributing in building economic self-reliance at grass root level.

We all are experiencing the tremors of economic slowdown which is evident from the abysmal GDP rate. Marginalised low-income rural poor and farmers are the worst affected lot. In this scenario the task of achieving development objectives becomes even more challenging. Team SSK fought all odds throughout the year with insatiable will and worked ceaselessly to further the mission of the organisation.

SSK conducted sets of coherent and integrated activities that took the organisation to next level of growth trajectory. Giving fair share to critical social issues, education, health, livelihood, environment, water, sanitation and hygiene in its key programs, team SSK assiduously worked in pre-defined locations and intervention areas in Uttar Pradesh, Bihar and Jharkhand.

Literacy plays an important role in process of innovation and human capital accumulation. Functional literacy for dignity and entitlement of women has always been at centre stage of our preferences. Miscellaneous programs aiming to promote women education, leadership, advocacy and community mobilization were conducted at



village level by our team.

A holistic rural development program carried out with a view to promote skill development and livelihood enhancement at twenty selected villages of Varanasi district, needs a special mention as it covered a vast population of about seventy five thousand people of around fourteen thousand households.

Sustaining success is more challenging than achieving it, hence I reiterate to continue to promote innovative, effective and sustainable ways to work towards SSK's goal of positively impacting the lives of poor and marginalised communities and promoting shared prosperity.

I feel duty-bound to express my heartfelt gratitude to partners, stakeholders members of team SSK and well wishers for their unflinching support in helping SSK to translate its vision into a tangible reality.

Best wishes
Ashok Singh

Origin of Sahbhagi Shikshan Kendra

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 grassroots 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. 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 grassroots level on various themes related to social development in order to gain hands-on experience and enrich its learning and knowledge.

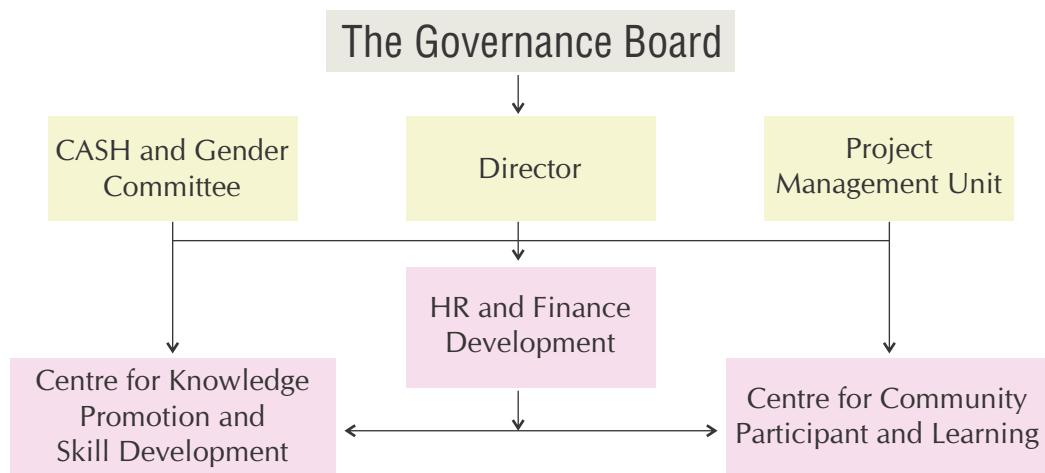
VISION

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.

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

Governance and Management



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 centres, 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.

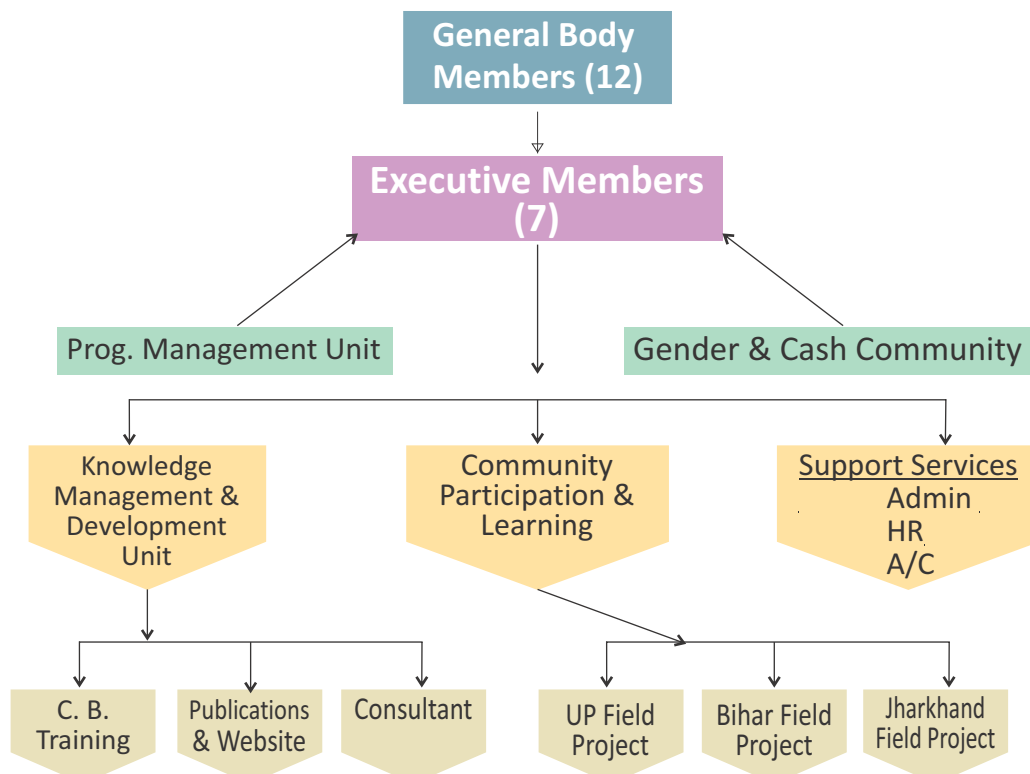
The Board

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 organization are managed and Administered by members of the Executive Body.

Functions of the Executive Body

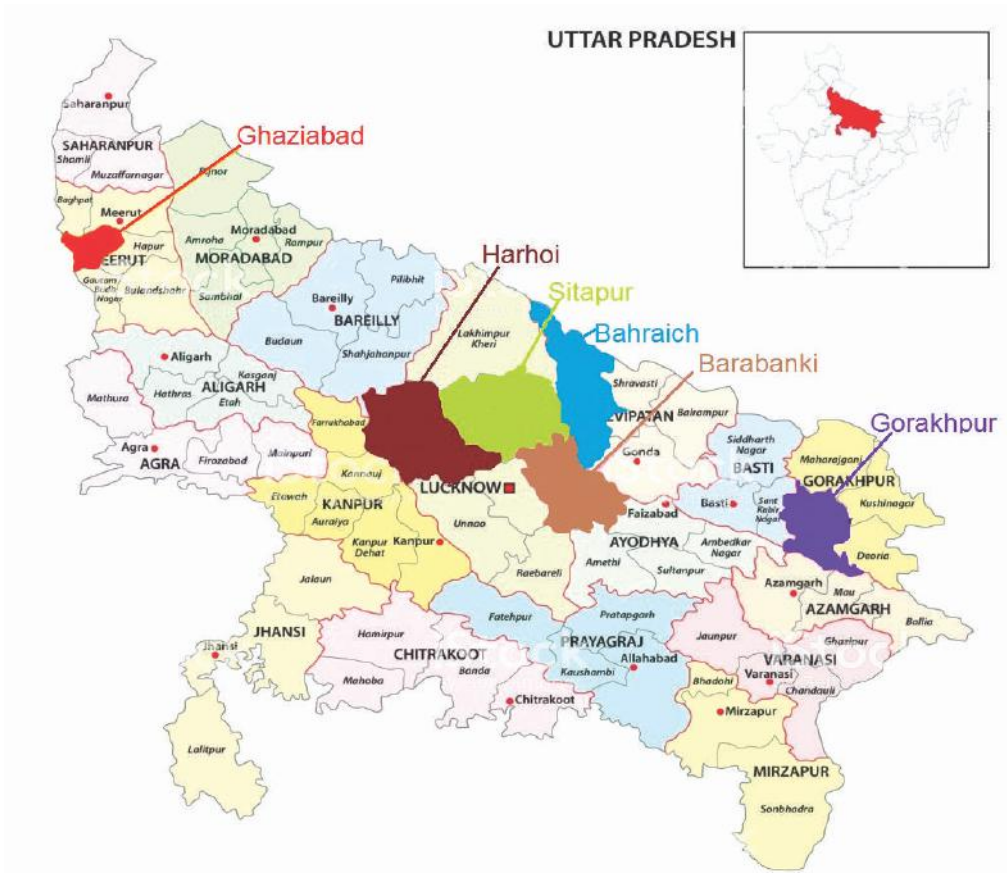
- Overall program direction. Governance system.
- Appointment of Director and board members.
- Financial management and strategic support for financial control.
- Developing organizational strategy and review of performance.
- Appointment of auditors, approval of audited financial statements and ensuring 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.

Organogram





Geographical Coverage



Center 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 involved in various Livelihood Enhancement and Skill Development programs especially for youths from marginalized and excluded community



Capacity Building Trainings and Workshops

S.N.	Name of Training	Org/Project	No. of days	No. of participants		
				Male	Female	Total
1.	Training on Logical Framework, Proposal Development & report Writing	Supported by – Sahbhagi Shikshan Kendra, Lucknow.	2	12	8	20
2.	Training on Advocacy for RGMVP Staff	Supported by–RGMVP, Raebareli	5	31	5	36
3.	Training Program for SHG Women on Catering	Supported by- HDFC Bank CSR Project	8	0	73	73
4.	Intensive Capacity Building & Leadership Training of tutors	Supported by– Korean National Commission for UNESCO	5	0	36	36
5.	Training of trainers on panchayat raj, GPDP and facilitation Skills	Supported by– HCL Foundation Hardoi	4	32	4	36
6.	Training of Gram Panchayat Representatives	Supported by– HCL Foundation Hardoi	2			147
7.	Training of Gram Panchayat Member & CSOs	Supported by– HCL Foundation Hardoi	9			698
8.	Training of Task Force Members on Understanding Processes For Preparation of GPDP (10 blocks in 8 district)	Supported by– UNICEF, Lucknow	3	254	123	377
9.	Planning Management of Social Work & Effective Team Building	Supported by– The Hunger Project, Rajasthan	4	13	12	25
10.	Training of community leadership & coaching (CSA)	Supported by – ICICI Bank & GIVE India Foundation.	5	8	10	18
11.	Training on Participatory Training Methodology	Supported by– SSK, PRIA, JSLPS, PCI, Sehgal Foundation & JSLPS	8	10	15	25

Diploma in tailoring

Male	Female	Total
2	44	46



Certificate Course on Computer Concept (CCC)

Male	Female	Total
65	40	105





Developing models of GPDP including DRR and UNICEF support to aspiration districts (SANSAD GPs)

About the Assignment

UNICEF has partnered with SSK for creating model GPDP in the 10 GPs of Masuali block of Barabanki district in 2016. In 2017, the partnership was extended to support for the finalization of the training module on GPDP, training of resource groups at state and district divisions of Lucknow and Saharanpur. Prior to this, SSK has been a pioneer in the state on capacity building on PRA and planning press in panchayat. The interventions aim to support the sansad grams in the Aspirational districts (one sansad GP from each of the eight) through building models of GPDP.

The key outputs of the assignment were –

- (a) Completed training of Task force members at GP level on GPDP and DRR
- (b) Developed social registry in 10 GPs
- (c) Prepared GPDP with integrated DRR (activities identified and coasted for drought and flood mitigation)
- (d) Prepared model health budget at GP level



Supported by



Assignments and Consultancies

As of previous year, SSK was engaged in various assignments and consultancies for other prominent organizations working in the development sector.



Development of IECs on Early Child Marriage and Conducting Wwareness Campaign in 10 GPs of Jharkhand.

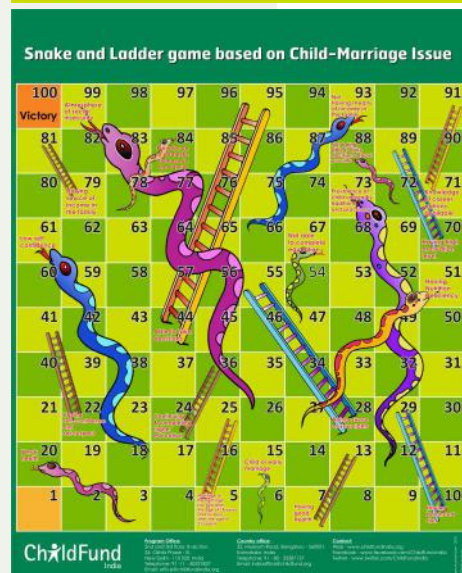
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About the Assignment

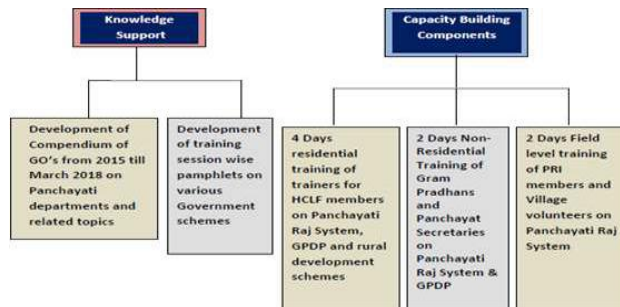
The duration of the assignment was of 6 months in which the following activities were completed successfully –

- Awareness building campaign for prevention of child marriage in 25 villages of Satbarwa Block (Latehar - District) and 25 villages of Madhupur block (Deoghar – District), Jharkhand.
- A film on child marriage – UNMUKT (Minds without fear) which highlights the ill-practices of child marriage.
- 2 types of radio jingles.
- Snake and ladder game based on child protection policy (In Hindi & English).
- Jigsaw puzzle game based on child marriage theme.



Capacity Building of Panchayat Functionaries in two blocks of Hardoi District, Uttar Pradesh

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Target		
S. No.	Particulars	Count
1	Gram Panchayats	110
2	Gram Pradhans and Panchayat Secretaries	100
3	PRI Members	1200
4	Village volunteers	200
5	HCLF Members (TOT)	25

About the Assignment

- To understand the learning needs of the elected representatives
- To understand region specific needs of the elected representatives so as to improve their functioning & effectiveness.
- To develop IEC materials such as compendium of GOs and pamphlets on Government schemes in local and easy language, which can be used during training of elected representatives for strengthening PRIs.
- To develop cadre of trained human resource at the field level on the issue of local self-governance and political participation elected representatives.
- To promote and develop capacity and performance elected representatives through structured training program





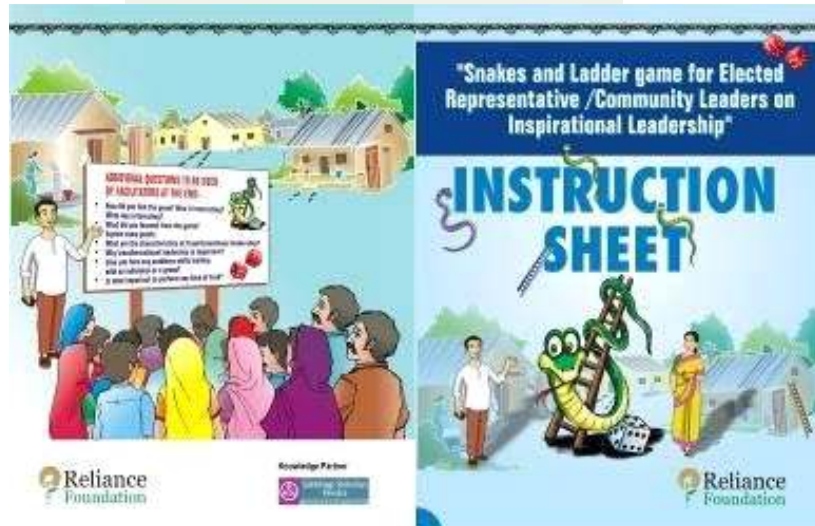
Developing IECs on Social Skills for Extension Functionaries

Supported by

About the Assignment

The following were the deliverables :

- Snake & Ladder on Transformational Leadership – A game which highlights the important traits on transformational leadership.
- Handbook on Convergence Planning in Gram Panchayat for Rural Transformation
- Guide Book for Trainers on Convergence planning in Gram Panchayat for Rural transformation





Center 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.





Service Delivery for Construction Workers

Major Activities

- **Interface meeting with PhC Doctors, Aanganwadi workers and Migrants-** Total 63 migrants participated in the meetings 21 migrant's families were linked with Aanganwadi centers after the meeting and 110 migrant's families were linked Aayushman Bharat Yojana.
- **Interface meeting with Parshad and migrants-** Total 78 migrants and members of community from Labour settlement directly interacted with the Prashad of Nagar Nigam and discussed over the issues related to drainage, roads, safe and clean drinking



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TATA TRUSTS

Location and Intervention Area

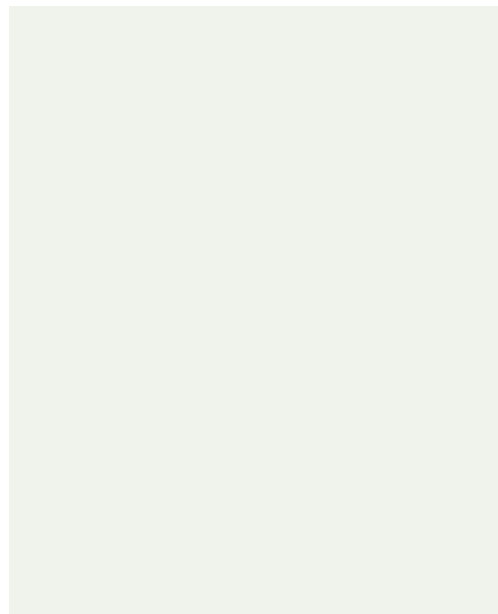
5 Labour Chowks and
12 Labour Settlements,
Ghaziabad

Project Objectives

- Establishment of self reliant service delivery platform named Migration Resource Centre (Apna Sewa Kehdra).
- To build capacities of migrants through Apna Sewa Kehdra
- To sensitize migrants towards social, economic and legal rights
- To sensitize Urban local bodies towards rights of migrants and their families
- Address the primary health and nutrition related issues
- To Linkages Migrants to Govt. Schemes.
- To design innovations and technology for WATSAN.

water available and education.

- **Legal clinic/counselling day-** Every month at Apna Sewa Kendra Ghaziabad office, Legal counseling and legal clinic were organized to settle the migrants through counseling and meditation process. Previous year 12 counseling sessions were organized and 299 cases were heard from the migrants by advocates from the labour department Successful mediation process was carried out in which amount of Rs.1,41,250/- were recovered.
- **Financial literacy meeting-**Total 12 financial meeting were conducted at labor settlement areas, in which 427 migrants participated and major discussions were on account opening and developing saving habits. New 108 Bank Accounts were opened for Migrants.
- **Mobilization meeting-** Total 160 mobilization meetings were held at labour settlement areas and labor chowk, in which 4000 migrants participated and discussed over migrant's rights, service of Apna Sewa Kendra. During the financial year 3183 migrants labour visited **Apna Sewa Kendra** and availed services and information regarding government schemes.



Construction Labour, Govindpuram, Ghaziabad

A 22-Year-old Halli Devi is a construction worker who migrated to Ghaziabad from Chattapur, M.P. along with her husband. She got married at a very young age and her life was very tough in the beginning due to poor economic background and lack of any sustainable livelihood. This situation led them to migrate and work as a daily wage labourer. She narrates her story in her own words as – **“We both faced the most difficult time and I decided to accompany my husband to his construction site, he agreed as it was the only ray of hope to improve our living condition. After a year I conceived and delivered baby boy due to which I was unable to make financial contribution to my family”**.

While staying at home and looking after her son, she attended a meeting in her community organized by the representatives of Apna Sewa Kendra. Through the discussion in the meeting she got aware about the rights and entitlement of labourers. She started attending the meetings regularly and got know about BOCW registration which increased her curiosity to visit the centre and avail the services, later her husband visited ASK and got registered under BOCW. After sometime she re-joined her work as a construction labourer and got her BOCW registration done as well. The BOCW card served as a lifeline for the family. She benefitted under **Shishu Hith Labh Yojana** and got a total amount of Rs 37,600/- as a benefit.

She spreads word about BOCW benefits to other migrants and also assists them to visit



the centre and avail the services. The BOCW is an identity for her existence as a construction labourer. Now she regularly visits ASK and enquire about the new schemes and services which she can avail. She shares her experience about ASK as - “The representatives of ASK are very cooperative in assisting us in availing new schemes and services at minimal and reasonable cost. I feel connected to this centre as this our kendra and we as migrants look forward a dignified life after the establishment of this centre”. **18The case story of Halli Devi is a lesson for us that we only need to make the beneficiaries aware about the available schemes, their rights and duties, they will fight rest of the battle themselves and lead life with respect and dignity.**

Strengthening the Resilience of Vulnerable Communities

Major Activities

1. Livelihood

Livelihood based skill training

- 143 Youths were trained in “Sales and Marketing and Personality Development Training”, "Mobile repairing training", "Domestic Electric Wiring training and Hand Pump Repairing Training.
- More than 50 youths are earning an average amount of Rs.6000-8000/- Per month.
- 330 adolescent girls/women were trained in "Basic Tailoring Training". About 80% of them are earning around Rs.2000/- on average bases.
- 30 adolescent girls and women are trained in "Basic Beautician Course".
Alternate and resilient farming facilities.
- 718 farmers were trained in alternative and resilience farming practices, and yearly income of these 718 trained farmers is increased by 20-30% on an average.

2. Strengthening Village development communities (VDCs)

- In order to improve preparedness and resilience among communities total 18 Gram Vikas Samitiers (community

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Location and Intervention area

3 Panchayats of Saharsa district in Bihar

Project Objectives

The overall objective of the project is to improve the resilience of the communities through, providing better livelihood and WASH condition and enhanced response capacities.



based organization) were fixed. These GVS are responsible for Disaster preparedness (flood), rescue operations maintenance of community toilets and platform raised hand pumps installation.

- 30 wooden boats with life –saving kits were handed over to GVS member in order to provide safe and rescue operations during the time of flood.

3. Wash

- About 22 WASH campaigns were organized in various schools at village level in which approx. 2500 people participated including children, teachers, members of GPs and community members.
- Total 37 training on Menstrual Health and Hygiene were provided covering more than 1300 girls and women. To cater the behavior change and promote hygiene practices, low cost sanitary napkins (URMI based) were distributed free of cost to the girls/women.
- Total 30 elevated hand pumps and 20 elevated flood resistant community toilets were constructed and handover to the respective G.V.S.

4. Cross border experiential sharing activates between India and Nepal

- The annual coordination meeting was held in Saharsa on 30-31st October, 2018 in which 12 representatives from MI, RSDC and SSK participated.
- Total 16 GVS (05 Female and 11 Male) included SSK Staff went to RSDC Nepal for exposure visit.



- Two cross border exchange visits for staff, CBOs and 21 community members were also held in 2018. RSDC, Nepal visited SSK and then SSK visited RSDC, Nepal and shared experiences, achievements and challenges.



5. Coherence and coordination with other development initiatives

- During 2018, a meaningful relationship with different stakeholders has been developed. The project staff visited government official such as Block Development Officer (BDO), Circle Officer (CO), Executive Engineer Kosi River Project, DDMC, and engineers of West Kosi embankment and Red Cross and share the project progress and invite them in the project activities.





Functional Literacy for Dignity and Entitlement for Women Through a Holistic Functional Literacy Program

Major activities

15 functional literacy centres were established in different intervening areas of the village. Batch of 20 women were registered in the centre for four months for functional literacy classes. During the span of four months basic literary and sessions related to health, hygiene household budgets, government schemes, legal rights and entitlements are covered with these women. Exposure visits to various important places like Block office, Tehsil, Government Hospitals, Banks, Police station are parts of their functional literary classes.

- **Intensive Capacity Building and Leadership Training of Tutors** - Here two rounds of residential training on the methodologies of adult learning and intensive training were provided to 15 tutors to generate leadership competencies.
- **Advocacy for Influencing Government** - Regular meeting were conducted with District- level authorities and block level authorities for rapport building.
- **Promoting Women Leadership at the village Level** - Regular orientation on various social issues such as Panchayati Raj, promoting girl's child education, Gender, Domestic violence, MHM and Sensitization session targeting women representative on their roles and responsibilities were conducted

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Location and Intervention area

15 Gram Panchayats of Khairabad Block of Sitapur District

Project Objective

To empower illiterate rural women of marginalized communities through a holistic functional literacy program.



with the community women.

- **Community Mobilization** - Sensitization meeting with the male family member was conducted and celebrated International Literacy Day and Mass block level campaign in interventional area in order to mobilize the community.

Case Study

NAINA, 21 year old belongs to marginalized section of society and is a victim of child marriage due to which she wasn't able to avail education and realize her true self. Early child marriage took away her dreams of a bright future.

SSK has been implementing “Functional Literacy for Dignity and Entitlements” programme in Sitapur since last 2 years. Under this, Functional Literary Centres (FLCS) are run for literacy and capacity building of illiterate women. One of the Tutors of a FLC reached her and explained that how it could transform her life. Initially she was hesitant to go to the FLC and study but later when she saw other women in the FLC studying with full zest and enthusiasm. She realized the worth of education and enrolled herself in the centres. Apart from traditional teaching concept of literacy, she also got the opportunity to learn life skill sessions which are key components for building perspective on social issues and transforming life into better tomorrow.





Functional Literacy for Dignity and Entitlement for Women Through Better School Governance

Major Activities

- **Meeting with the school management committee (SMC)** - Regular monthly meeting was conducted between SMC members and Teachers for Rapport Building.
- **Meeting with Community Member** - Regular monthly meeting was conducted with the community members to strengthen the SMC to generate awareness towards quality education, and construction of school.

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Location and Intervention Area

5 Primary schools in 5 Gram Panchayats of Khairabad block, Sitapur District.

Project Objective

Enhancing the quality of education through better School Governance.



- District level interface meeting and workshop with officials and Education Department** - District level Interface meeting was organized with the officials of the educational department, PRI members and Pradhan on RTE, District Level Workshop (**Jan Sunvai**) was organized with the official bodies of educational department along with the students and parents in which students

actively participated and shared their issues related to education.

Many extra-curriculum activities were conducted with the students such as – celebrating special days like **Girl Child Day**, etc and **Literary Day** etc.

10 year old Riyaz is an elder child amongst his siblings, from taking care of his younger siblings to helping his father at selling vegetables at market in evening. Riyaz was irregular at school, and when someone asks him about it, he never uttered a single word.

School headmaster Mr. Rajesh called his parents once in the school, and after discussion, his parents told that he often complain about his classmates and teachers teasing him for standing at the market and selling vegetables with his father.

Headmaster then confront this issue with his teachers and found that once he scolds him for not coming regular to school and going with his father at work every time. Riyaz problem was considered seriously and his



parents were suggested not to involve him any work which would impact his study or engaged him in child labour activities. This year after the SMC elections Riyaz's mother also becomes an SMC member of this school and participating in enhancing school's overall quality and by the mutual motivational efforts Riyaz is now regular school going student.



Coalition on Child Right and Development (CCRD)

Major Activities

- **Ensuring enhanced of drop out school students** - Conducted District level workshop about focusing on enrollment of children with the strategic planning on School Chalo Abhiyaan.
- **Ensuring Retention of enrolled Children** - Meeting conducted on facilitation review with the education department and network partners/SMCs for effective development plan in proper implementation of RTE provisions and school requirements.
- **Establishing Mechanisms for Grievance Redressed** - Settling Grievances of school through Tehsil Divas and active tracking of issues registered under this activity.



Location and Intervention Area

5 Primary School In 5 Gram Panchayat of Khairabad Block of Sitapur District.

Project Objective

To improve the quality of Education and Ensuring the Enrolments in school of drop out students.



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Family Planning Project Sitapur

Major Activities

- **Community – level Awareness**
Activities conducted on community level meetings with PRI and Saas-Bahu Sammelan.
- **Workshop for Awareness on family planning**
Three types of workshop were conducted at Village, Block, and District level.

Supported by



Location and Intervention Area

15 Gram Panchayats of Khairabad Block of Sitapur District.

Project Objective

- To create a healthy environment on family planning.
- Enhancing the demand and supply in society upon family planning.
- To reduce the misconception upon family planning
- To develop the community ownership on it.



Case Study

Shahnaz belongs to impoverished traditional family of Muslim community from Choolapur district. Her husband's earning is insufficient to make ends meet. She was looking for opportunities to boost her family income. Shahnaz's keen interest was to raise her voice against evil activities prevailing in the society. She was more concerned about women's health. To reel off her calls she became champion of Family planning Awareness program to make the community aware of means and services of family planning.

Earlier she wasn't having any knowledge regarding FP schemes, difference between mother's health and child's birth therefore she attended two days trial on the above concern subject for better understanding she felt a change in her personal as well as in the community outlook. Due to which today she made her mark as a secretary



in – charge of Primary Health Centre and Resources and Services in Panchayat. Shahnaz always had an attachment towards society and its betterment.

Now she has overcome her shyness and hesitant nature and confident enough to spread awareness related to sterilization, FP women and child health etc. Besides, she also gives information to men/women who approach her for more information and clarification.

Holistic Rural Development Program (HRDP)

Major Activities

Theme:

Skill Development & Livelihood Enhancement

Interventions carried out under the themes are:

- Promotion of Innovative Agricultural Practices**

160 Farmers were trained in SRI Wheat cultivation technique, 160 Demonstration plot (80 acre) was developed under SRI Wheat cultivation.

16 Farmers group were formed. Farmer's kit was distributed to 16 farmers Group consisting farming machine and equipment.

492 farmers were trained on Trellis method of Vegetable Cultivation and 492 Demonstration fields (9.91 acre) were developed in 18 villages.

161 farmers were trained and supported for promoting flower cultivation
- Livelihood promotion for SHG**

80 SHGs (1200 women) are formed and its members were undergone various capacity building trainings.

Members of 40 SHGs (600 women) were provided with training and support to start goat rearing as a means of livelihood

Women of 5 SHGs (75 women) were provided with training and material support to start catering and tent business.

Women of 5 SHG (75 women) were provided with training and support to start Honey bee farming.

Supported by



Location and Intervention Area

20 Selected Villages of Varanasi

Project Objectives

The Objective of the Program is to Goal of the project is to improve the condition of the people residing in the targeted village through systematic effort focusing on different aspect of development related to empowerment (social, educational and financial), health and infrastructure.



Coverage Area

75000 populations and 14000 household (approx)

5 Blocks

Cholapur Harahua Kashi Vidyapeeth Pindra Arajiline

20 Villages

- | | |
|-------------------|----------------------|
| 1. Cholapur | 11. Tewar |
| 2. Nagepur | 12. Dasepur |
| 3. Munari | 13. Soyepur |
| 4. Tadi | 14. Suswahi |
| 5. Kohasi | 15. Amrakhaira |
| 6. Chhittampur | 16. Paschampur Ahrak |
| 7. Gadsara | 17. Kohasi |
| 8. Gosaipur Mohav | 18. Indrakhapur |
| 9. Raunakhurd | 19. Jagdishpur |
| 10. Raunakalan | 20. Rajapur |

Theme:

Education

Interventions carried out under the themes are:

School Infrastructure Development

- School Infrastructure Development program was carried in 29 school TLM were installed in each class of Selected schools
- 5 Science lab were established in 5 selected schools
- 37 AWW centre renovation were done in which 13 were covered intensively and 24 extensively.
- Functional Literacy Centre in each of the 20 villages provided function and financial literacy to illiterate women. Total 2000 women were trained under the program.

- Remedial coaching in each of the selected 20 villages provided benefit to 587 students.





Theme:

Health & Sanitation

- Interventions carried out under the themes are:
- Promoting safe pregnancy and Early Child Care – under 535 pregnant women were trained on the issues of safe pregnancy and early child care and 40 Health Check-up Camps and Haemoglobin check-up were organized.
- 2500 adolescent girls were trained on the issues of safe Menstrual Health Practices.
- 100 Units of Waste disposal units were installed
- Awareness campaign for waste management was organized in each village
- 290 hand pump platforms and water discharge systems were constructed.
- 24 new hand pumps with soak pit and water discharge system were constructed

- 40 community bathrooms for women were construction.
- 15 units of solar powered drinking water stations were constructed.

Theme:

Natural Resources Management

- Interventions carried out under the themes are: 200 Solar street lights were installed
- 4200 Smokeless challahs were distributed 950 fruits Plants were distributed 600 Solar home lighting systems were distributed.



Sky is not the limit

Sher Bahadur Singh from Paschimpur is a 16 years old talented boy, who help his father in farming after his school hours. In spite of being involved in traditional agricultural work and belonging to a very poor family, he aspires to get educated. When he came to know about Sahbhagi Shikshan Kendra's remedial coaching classes (which was initiated under Holistic rural development program, supported by HDFC Bank in Varanasi) he didn't wasted a single moment and enrolled himself in the class.

According to Sher Bahadur, earlier he was an average student who used to work most of the time with his father on farm. After joining the remedial classes, he learned about the time management and changed his daily routine. He started devoting most of the time in his studies. He used to practice every day all that was taught in school as well as in the coaching classes. After all his hard work, he secured 91% in his 10th examination. In class IX he secured only



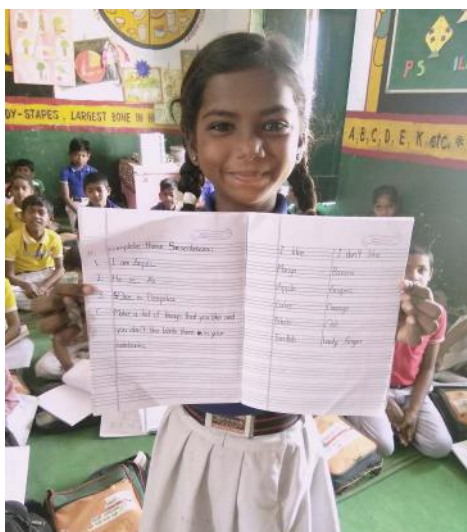
56 % marks. This improvement in his performance clearly depicts a huge improvement. He is one of the highest scorers in his region.

His result has been a source of motivation for other aspiring students in the village. He desires to join Indian Institute of technology for his career. He extended his gratitude to HDFC Bank and SSK for the initiative.

Skill Enhancement Programme for Teachers (SEPT)

Major activities

- **Establishment of PIU (Project Implementation Unit) at Gorakhpur-** To carry out project related activities.
- **Liasioning with Government officials-** Support from B.S.A, Gorakhpur Education Department and other important stakeholders were received.
- **Sensitization activities-** Community meetings and SMC meetings on monthly basis have been organized that has helped in spreading awareness about RTE Act 2009 and SMC. Door to door contact to improve attendance and regularity of students has been a regular activity.
- **School based intensive and innovative support-** Baseline surveys of 30 identified



Supported by



Location and Intervention area

Sardarnagar block of Gorakhpur & Naugarh block of Siddharthnagar.

Project Objectives

- To enhance pedagogical skills in 300 teachers by providing training and handholding support.
- To benefit around 10,000 students as end beneficiaries by achieving teaching learning outcomes.
- To sensitize and strengthen school Management Committee (SMCs) and make them active towards their roles and responsibilities.
- To provide technical and handholding support to SMCs in preparing school Development Plan (SDPs) of selected school.
- To sensitize and engage community for improving the quality of education in school and create conducive environment in the community for children's education.

schools were done which brought out the need required to create an enabling environment

- **Celebration at mass level-** Celebration of important days and festivals was done in schools and communities on numerous occasions.
- **Handholding support to teachers-** The project staff demonstrated the use of TLMs facilitating greater learning among children. Sports sessions, storytelling, book reading, poem recitation, drawing etc. were also conducted in schools.



Case Study

Ashish is a student of class 2. He lives in Shatrughan village with his family of 6 members. His father is a daily wage labour and mother is a home maker. They belong to SC community. They are poor and father does not get work on regular basis which worsens their condition. Ashish and his brother Nitin, both got enrolled in primary school of their village. But they got dropped out after April 2018. One day, when the project staff was going to Shatrughan primary school they met with Ashish in school uniform who was roaming around on the roads. Upon asking he told that he did not go to the school. It was found from school records that he had dropped out. Then the project staff, Ms. Supriya and Mr Pawan visited his house and met with his parents. When interacted with them it was clear that they were least bothered about getting their children educated as they had

no idea about the importance of education.

The project staff visited their home for around 9-10 times and made them aware about RTE and how education could change their sons' lives? They also took support of Mrs. Kamlesh (Prinipal) by requesting her to visit communities and interact with parents. Upon continuous sensitisation, she started making community visits. She met with Ashish's parents and convinced them to send him and his brother to the school. Now with their joint efforts, the situation has changed as Ashish and his brother Nitin have become regular from December. They are happy to be with their friends and teachers also pay a lot of attention on students so that they do not get dropped out.

URMI Waves of Change

Major Activities

- Urmi Enterprises Promotion**
 The sanitary napkin, Urmi gained popularity in the intervention area. The existing users and **Urmi Vikray Kendras** (UVKs) were key players in propelling the product making it a household name. Production of Urmi sanitary napkin was done in order to meet the increasing demand.
- Awareness and sensitization building**
 Awareness and sensitization activities were conducted at schools and colleges which were quite successful as both the faculty and students emphasized on organizing similar activities. At community level- group



Supported by



Location and Intervention Area

Mahuari and Lotania Gram Panchayats of Hussainabad Block, Palamau District.

Project Objectives

- To generate the habit of using sanitary napkins with safe disposal amongst females of the intervention area.
- To widen the market of Urmi sanitary napkins by opening new Urmi Vikray Kendra's and other channels.
- To improve community awareness, behavior, practices and attitudes and acceptance on MHM and WASH.
- To develop kishori and mahila Preraks who would continue the awareness and sensitization process of the community level.
- To onset personality development and marketing skills in unit worker for leading the enterprise towards a self-sustainable model in future.
- To empower groups of women of the community by engaging them in livelihood and economic development as indulging them in production of URMI.

meetings, open discussions etc played a pivotal role in spreading awareness and sensitization building on MHM. The wall of shyness, hesitation, myths and patriarchal setup of society began to break down.

i. Community development

To promote awareness and behavioural change in the people campaigns on MHM and WASH were carried out. Celebration of important days was a huge hit amongst the community people. It was also a great way to bring them into the mainstream society. Samudayik Vikas Sammelan was organised in the month of February that saw presence of more than 700 community people.

ii. Personality development & marketing skill building training

The project staff was given personality development and marketing skill

building training which included topics like grooming, communication, presentation skills, smart phone handling etc. This made them confident and enabled them to take up marketing of Urmi sanitary napkins for self-income generation.

iii. Publicity and branding

Visibility of the project in the intervention area and nearby areas was done with the help of banners, posters, print materials etc. Online portals and media were also used.



Shahana Parveen is a resident of Lotaniya village. She got married at a tender age of 19 years with a driver. But destiny had something else on her part as her husband died an untimely death in an accident. After his sudden demise, she was ill treated by her in laws. She is survived by 2 daughters. When things got out of her hands, she decided to move to her parent's house. Presently she is living with her father, mother, 2 daughters and 2 younger sisters. Her father does farming and has a very small earning.

With more members added into the family, it added more burdens on his shoulders. She is 8th pass and has big dreams but due to poverty her family got her married off early. But she does not want the same thing to happen with her daughters and siblings. Therefore, she was looking for opportunity to change her destiny.

Last year, she was approached by Panchayat Sakhi and Sahayika who motivated her for overcoming her present situation. Earlier she was hesitant as she had never taken up any sort of work in her entire life. But when she saw other UVK Sanchalikas doing well she thought of giving a try. To develop her understanding on MHM she attended many Mahila samuh meetings. Gradually her fear of



interacting with people vanished and she was confident to speak in front of many people. Financial independency was what she was aiming at. She expressed her desire to open UVK at her house. She started spreading awareness in her neighborhood on MHM and disseminated information which she had got from meetings. Because of her humble nature and hard work she received positive response from all. Today, she sells as many as 35 sanitary packets a month and has created a database of users who are her regular customers. She says with a smile ***“agar Urmi nahi hota to main aaj bhi usi halat me hoti.***

Integrated Rural Development Program

NAVPARIVARTANA

Major Activities

A multi thematic pilot project, for 5 villages in Mahuari Gram Panchayat, Hussainabad, Palamau, Jharkhand, was signed between LIC HFL's CSR wing and Sahbhagi Shikshan Kendra. The duration for this project was 6 months as initiation phase subject to be extended for 3 to 4 years.



Supported by



Location and Intervention Area

Selected 5 villages in Mahuari Panchayat of Hussainabad (Japla) Block, Palamau District in Jharkhand.

Project Objectives

- Better educational scenario in the target areas. People will be sensitized about the importance of quality education. Community will be engaged in ensuring and monitoring govt school functioning.
- Awareness related to health and hygiene will improve. The area will see lesser number of health issues post intervention.
- Livelihood in the region will improve as people will look alternative forms of income. Involvement of women in economic activities will also improve.
- Positive impact on youth employability will be seen.

Community Development and Women Empowerment Program

AWARENESS

Awareness Among Adolescence Girls For Education

Addressing the community regarding education in village in Gram Panchayat Mahuari and Lotaniya by conducting awareness campaign among adolescence regarding importance and usability of education. Basically the campaign started in some selected rural areas so that the adolescent girls, who are dropout, must get enrolled and complete their education, besides this one of the prior duty of the institution is to raise awareness among parents that they should understand the importance of education so their ward shouldn't be deprived from education.

Location and Intervention Area

Lotaniya and Mahuary Gram Panchayat Hussainabad (Japla) Block of Palamu Disitric in Jharkhand.



Worlds Environment Day

One of the most important lessons one can glean from the environmental movement is to **'think globally and act locally.**

On 5th June- 300 farmers were provided with fruitful plants, so it can be planted in their nearby fields and household area.

Wash: Water, Sanitation and Hygiene

Organizations efforts prolonged towards water, sanitation and hygiene with both the Panchayat, and with the group of women, adolescent girls and school children.

Regular meetings held over the subject cleanliness and hygiene. Both the Panchayats jointly spring with 6 government school and held awareness program improving WASH practices in their day to day life.



EDUCATION

Balwari Kendra

- The centre is running from past 5 year seamlessly. Along with in formal education, more emphasis is been laid on sacrament, behaviour change, efforts towards inherit good moral values.
- Free informal education is been provided to children belongs to Maha Dalits and Mushar community (Nomadic Tribe).
- Approx 1000 children have taken education from Balwari Kendra.

The Balwari is now shifted to a new building constructed in the village of Mahuari, Hussainabad district of Jharkhand.

Distribution of School Bags, Sweaters and Wash Kit

Like every year this year republic day was celebrated following with flag hosting to other cultural activities in the organization's premises, the chief guest of the program were M.L.A, and B.D.O. Therefore, Around 185 children of Balwari Kendra which is operated by trust distributed sweaters to prevent them from cold and WASH kit and school bags to the children.

Startup of Super 30

Sahbhagi Shikshan Kendra started free remedial coaching classes in year 2018 at their training centre, with an objective to provide remedial coaching classes to those adolescent girls of 10th standard who were unable to afford their school or any remedial coaching classes due to long distance from their place. In which 30 girls availed education in the first batch of the remedial class where 20 girls resulted passed with first division and rest with second division.





HEALTH CHECKUP

- Mental and physical Health both are equally important keeping this in sight, organization arranges free health checkup camp for both children and parents twice a year Presently around 345 people's health checkup have been tested.
- Regular orientation program on roles and responsibilities of Aanganvadi to the subject of health and clean waters- Discussion over roles and responsibilities of Gram Panchayat Mahura and Lautaniya's Swast Sahiya, Jal Sahiya and Aanganwadi and also over the community development in which 24 participants participated.



COMMUNITY EMPOWERMENT THROUGH SKILL DEVELOPMENT

Village Development Comitty

Formation of Village development committee was done with the objective to look at the developmental work done by the organization in the village and give suggestions for better progress by evaluating the ongoing work done by Government and Panchayats. Meeting held's every month and cooperation among organization and Government work were provided.



Leadership Vevolment Training

PRI LEASERS

Regular training of community panchayat representatives are to build the leadership quality of the elected PRI representatives of Mahuary and Lotaniya Gram panchayat issues such as GPDP/Govt. Scheme Gram Sabha strengthening etc. are also discussed during these leadership development trainings being organised regulatig.

Late. Ram Bilash Singh Public Library

The purpose behind establishing public library was to enhancing people's mental growth and development regarding what's happening in worldwide and they seek knowledge towards all sector and they will think about their family's better future.

The Library has been started in a old Panchayat building in the village of Mahuary. News papers, books, TV etc. are available in the Library. It is now being Managed by the local community member.



COMMUNITY EMPOWERMENT THROUGH SKILL DEVELOPMENT

Domestic Wiring Training

Organization is bridging the gap to connect unemployed youth to employment. This year basic domestic wiring training was provided to 10 youth and presently they are capable of earning their bread.



Basic Computer Training

In Basic Computer currently the 20th batch running and approx almost 400 youths have acquired the knowledge of computer and in every batch 20 youths are being trained.



Mobile Repairing Training

Some educated youth of village were linked to employment in which about 8 youth availed basic computer training in Lucknow and some indulged in their own small scale business.

Beautician Course

About 4 batches of Beautician course have been completed and approx 40 adolescent girls/women are now helping hands of generating their family income.

Sewing and Embroidery

Approx 340 adolescent girls in 17 batches have learnt sewing and embroidery these adolescent girls comes from the poorest families of the village. To increase their source of income and earn their livelihood, organizations have donated the sewing machine to the poorest woman/adolescent girls from the centre.



Internal Management System of SSK

GENERAL BODY MEMBERS

Dr. Neelam Singh

Dr. Neelam Singh is a reputed gynaecologist associated with Vatsalya, a state level resource centre for women's causes and was also EX-Chairperson of UPVAN-Lucknow and is deeply concerned for eradicating female foeticides.



Dr. Rajesh Tandon

Dr. Tandon is the co-founder and President of PRIA, since 1982. He has nearly four decades of work in articulating, elaborating and facilitating philosophical and methodological issues of participatory research and popular participation in India, South Asia and across the world. He has written extensively on participatory research and participatory development. He has also championed the cause of strengthening civil society organizations and capacities of the marginalized through the twin process of learning and organizing.

Currently he is also UNESCO chairperson community based research in higher education.



Mr. Binoy Acharya

Mr. Binoy Acharya is the founder Director of a support organization called Unnati based at Ahmedabad, Gujarat which is also working in western part of Rajasthan. He has long experience in Voluntary sector and has contributed a lot in research, training, documentation, DRR etc.



Mr. Bajrang Singh

Mr. Bajrang Singh is a reputed person, social activist and Founder of Badlao Foundation, a well known organization of Jharkhand working in remote tribal areas for last 30 years.



Dr. Yogesh Kumar

Dr. Yogesh Kumar well known development economist and activist for making civil society watch the manners of governance-partner in National Social Watch movement-Bhopal. He is Founder- Director of Samarthan, a reputed voluntary organisation active in the states of M.P. and Chattisgarh.



Dr. Ashok Kumar

Dr. Ashok Kumar was a professor and head of the HR area in the Amity Business School, Lucknow. Dr. Ashok Kumar has received professional education in Demography and FP Communication & Action Research at International Institute of Population Sciences, Mumbai. He had specialized Training Techniques and Processes at Ashorne Hill college of Management, UK. He holds Ph. D. degree in Social work from Lucknow University



Dr. Atul Pratap Singh

Dr. Atul Singh is a renowned Professor in the Department of Social Work, Bhim Rao Ambedkar College, University of Delhi and had encouraged and motivated students in developing professional skills through application of theoretical knowledge in different real life situations. He has written a number of books on issues related to Social Work.



Dr. Mukta Sharma

Dr. Mukta Sharma has an enriching work experience of 15 years. Over the period of her engagement in social sector, she has particularly contributed to health issues. Dr. Mukta was the State head for PFI. Currently, she is a guest lecturer at LU and runs a pre preparatory school named 'Sanskar' where she is doing a number of innovations on children learning.



Dr. Kumkum Tripathi

Dr. Kumkum Tripathi is Former Associate Director of Mahila Samakhya (2000-2010) and also former Director of Devi Sansthan, Lucknow and also worked for women human rights in UP and participated in several campaigns to protect women from atrocities, domestic violence and generating awareness about their social, economic and civil rights.



Mr. Prabhat Jha

[Mr. Prabhat Jha is Executive Director and Secretary of Nalanda-resource centre for education innovation, Lucnkow& has working experience in the field of Elementary Education of more than fourteen years. He has written many children books in Hindi. He also has been a member of book development committee of Jan Shiksha Nideshalay, Patna. Mr. Jha has also exposure in Bihar Education Project \(BEP\) and District Resource Unit \(DRU\).](#)



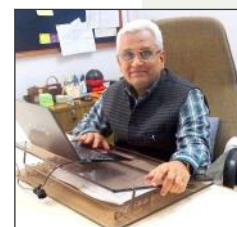
Ms. Sunita Sharma

Ms. Sunita Sharma has worked with social sector from passing 15 years. She was working as state head in Population foundation of India. Now a days she is working as a guest lecturer in Lucknow University & running a school named as SANASKAAR. Institute of International Education and CARE amongst others as India Country Director, Country Representative and National Coordinator for a considerable number of years.



Mr. Ashok Singh

Mr. Ashok Singh a well-known champion for the cause of institution – building in the domain of Civil Society at national and regional level, engaged in providing momentum to civil society movement in Uttar Pradesh, Bihar and Jharkhand Founder Member of UPVAN, and a state level network of NGOs of Uttar Pradesh. He is very popular trainer on participatory training. He is engaged in supporting CSOs in U.P, Bihar and Jharkhand. He founded SSK in the year 1990 and currently he is the Founder Director of SSK.



SSK Committees

SSK's committee is a group of people who take on the responsibility of managing the affairs of the organization that are too complicated to be handled by the larger group to which they belong. It is to manage the regular ongoing issues of the organization. The committee functions effectively and regular meetings are also held to discuss the issues.

Following are the committees existing in the organization:

1. Project Management committee (PMC)

The committee is responsible for the overall management of the all the projects being implemented by Sahbhagi Shikshan Kendra in different intervention area.

(Mr. Ashok Singh, Mr. Ahmad Faraz, Mr. Rajeev Ranjan, Mr. Amit Kumar)

2. Financial Management committee

The committee is held responsible for the finance and accounts related work as budget allocation, salary of the human resource and procurement regarding the project requirement.

(Mr. Ashok Singh, Mr. Rajeev Ranjan, Mr. Amit Kumar, Mr. S.B. Pathak)

3. CASH Committee (Internal complaint committee against sexual harassment at workplace)

There are six members in the committee who are responsible for gender sensitive work attitude. It is to make field visits and ensure the implementation of gender policies. They will organize Gender sensitive training programmes for the human resource to safe guard the interest of the staff members and treat them with respect and dignity.

(Dr. Rubee Ariya, Mr. D.N. Singh, Mrs. Jaya Bisht, Mr. Amit Kumar, Mrs. Suneeta Sharma, Mr. Manish Kumar Singh)

4. Purchase Committee

The committee is responsible for fulfilling the material requirement of the organization. The requirement is send by field staff after which market survey is conducted. The quotations are analyzed by doing comparative bid analysis. In the follow up the best quality product is purchased to use in the organization.

(Mr. Amit Kumar Shahi, Mrs. Anita Nigam, Mr. Mayank Kumar, Mr. Amit Kumar)

SSK Team

S.N Name

1. Mr. Ashok Kumar
2. Mr. Deena Nath Singh
3. Mr. Rajeev Ranjan Singh
4. Mr. Saroj Singh
5. Mr. Sunil Km Chaurasia
6. Ms. Shabeena Khatoon
7. Mr. Kumar Mayank
8. Mr. Ramakant Diwedi
9. Mr. S.P.Singh Rawat
10. Ms. Uttra Lalit
11. Mr. Ravi Prakash
12. Mr. Ahamad Faraz
13. Mr. Rajeev Shanker Pathak
14. Mr. Ashok Kumar
15. Mr. Manikant Roy
16. Mr. Amit Kumar Singh
17. Ms. Priya Dhawan
18. Ms. Keerti Sombhavi
19. Mr. Krishna Kumar Gupta
20. Mr. Sanjeev Chakravorty
21. Mr. Syed Mohmad Abid
22. Mr. Saroj Kumar Rai
23. Ms. Bhawna Rai
24. Mr. Abdul Qayum
25. Ms. Disha Rajan
26. Mr. Brahma Deo
27. Mr. Bajrangi Maurya
28. Mr. Chandresh Azad Singh
29. Mr. Raj Kumar
30. Mr. Namit Kumar

Designation

SinghDirector
 Programme coordinator
 Finance Officer
 Programme Associate
 Programme officer
 programme assistant
 Administrative Associate
 Programme Officer
 Administrative Associate
 MIS Associate
 Programme Associate
 Programme Manager
 Programme Officer
 Programme Coordinator
 Programme Assistant
 Admin. Account Assistant.
 Programme Officer
 Program Officer
 Program Assistant
 Programme Associate
 Admin. Account Assistant
 Driver
 Programme Officer
 Programme Manager.
 Programme Associate
 Program Associate
 Program Associate
 Program Associate
 Program Associate
 Program Associate

S.N Name

31. Mr. Amendra Yadav
32. Mr. Rameshwar Singh
33. Ms. Supriya Pathak
34. Mr. Pawan K. Upadhyay
35. Ms. Sakshi Mani Pandey
36. Ms. Shruti Kirti
37. Mr. Zubin Miller

Designation

Administrative assistant
 Administrative assistant
 Programme Associate
 Programme Associate
 Programme Associate
 Programme Associate
 Program Officer

Staff Turnover During Financial Year 2018-19**New Joinee**

1.	Mr. Namit Kumar	Prog. Associate	11.6.2018	M.Sc.	03 Years.
2.	Mr. Raj Kumar	Prog. Associate	18.6.2018	Inter Mediate	16 years
3.	Mr. Amendra Yadav	Admin. Assistant	2.7.2018	Bachelor of Art	01 years
4.	Mr. Rameshwar Singh	Prog. Assistant	16.7.2018	M.Sc. Agri. Economics.	27 years
5.	Ms. Supriya Pathak	Prog. Associate	01.08.2018	BBA	02 Years
6.	Mr. Pawan K. Upadhyay	Prog. Associate	01.08.2018	Ph. D.	09 Years
7.	Ms. Sakshi Mani Pandey	Prog. Associate	21.08.2018	M.A (MCJ)	06 Years
8.	Ms. Shruti Kirti	Prog. Associate	4.10.2018	PGDM	06 month
9.	Mr. Zubin Miller	Prog. Officer	01.11.2018	M.Sc.	08 month

Staff Salary Overview (Financial Year 2018-19)

SALARIES	MALE	FEMALE	TOTAL
<5000	-	14	14 (Part Time FLC tutors)
5000 – 10000	09	07	16
10001 – 20000	11	01	12
20001 – 30000	04	04	08
30001 – 40000	07	01	08
40001 – 50000	02	-	02
>50001	02	-	02
TOTAL	35	27	62
M/F RATIO			

STAFF DEVELOPMENT

Training/Workshop/ conferences Attendances by SSK Staff

S. N.	Name	Designation	Place	Programme Name / Purpose	Sponsor Organization
1.	Ashok singh	Director	Trivandrum- (N) New Delhi YANGOON (MAYANMAR)	National Meet on PRI Partners conference/meet To ATTEND ANNUAL MEETING OF MALTESAR INTERNATIONAL	Government of INDIA Civil Society Academy (CSA), New Delhi. MALTESAR INTERNATIONAL,YANIGOON,MYANMAR
2.	Deena Nath Singh	Program Coordinator	Nehru Memorial Auditorium, Teen Murti Bhawan, New Delhi SSK Lucknow	Martha Farrell Award Ceremony Attend the Documentation and LFA Training	PRIA New Delhi & Rizwan Adatia Foundation SSK Lucknow
			SSK Lucknow	Attend the CSO's Consultation on Urban Sanitation Services in UP	PRIA New Delhi & SSK Lucknow
			Lucknow	Attend the workshop on partnership to scale up innovative solutions for urban sanitation	PRIA, New Delhi
			SSK Lucknow	Attend the Financial Management Training	Tata Trusts, Lucknow
			Tata Trusts Office R.K.Puram, New Delhi	Tata Trusts Office R.K.Puram, New Delhi	Tata Trusts, Lucknow
3.	Bhawna Rai	Program Officer	New Delhi New Delhi New Delhi New Delhi	Leadership & team management training Kick off on power to community leader Synthesis & ideation workshop on CBO leadership Community leaders training design workshop	CSA CSA CSA CSA
			Lucknow, U.P. Bhubaneshwar	Badisi Asha/ SSK representation ALHP	Breakthrough ISABS
4.	Priya Dhawan	Program officer	Seoul, South Korea	KNCU Partners Training Workshop	Korean National Commission for UNESCO.
5.	Amit Kumar Singh	Managing Coordinator	Seoul, South Korea	KNCU Partners Training Workshop	Korean National Commission for UNESCO.

Financial Management

Treasure's Report

The audited accounts of Sahbhagi Shikshan Kendra (SSK), together with the audit report have been circulated. A summary of the financial performance and statement of affairs is provided below:-

INCOME AND EXPENDITURE ACCOUNT

Year ended on 31.03.2018	Income	Year ended on 31.03.2019
5,52,17,552	Grants	5,60,08,371
40,98,012	Others	18,99,738
5,93,15,564	Total	5,79,08,109
	Expenditure	
5,00,21,026	Programme Expenses	5,21,11,497
39,93,674	Administrative Expenses	51,92,580
2,48,782	Other Non-Cash Expenses	1,97,343
5,42,63,482	Total	5,75,01,420
50,52,082	Excess/(Deficit) of Income Over Expenditure	4,06,689

BALANCE SHEET (AS ON 31 MARCH 2019)

Previous Year (17-18)	Particulars	Current Year (18-19)
Source of Funds		
1,50,98,125	Capital Fund	1,55,04,811
1,50,98,125	Total	1,55,04,811
Assets		
11,60,799	Fixed Assets	10,43,636
72,96,552	Investments	94,52,633
1,40,93,328	Current Assets (A)	2,10,35,987
74,52,555	Current Liabilities (B)	1,60,27,444
66,40,773	Net Current Assets (A-B)	50,08,543
1,50,98,125	Total	1,55,04,811

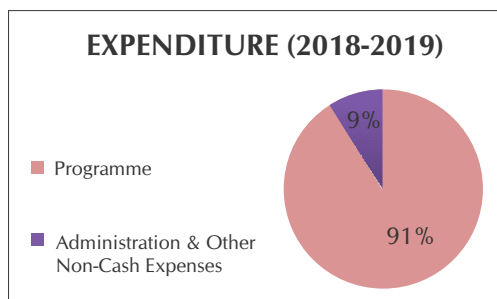
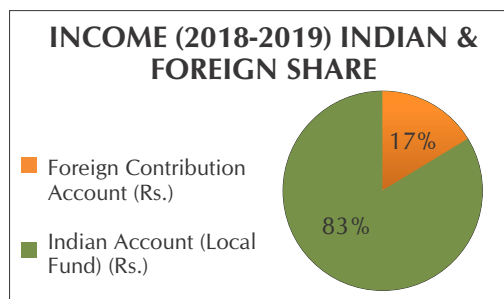
The Society continues to follow the guidelines suggested by the Institute of Chartered Accountants of India for 'Not-For-Profit Organisation' in preparation of financial statements of wherever feasible.

The Management Audit Report for the year has been discussed with the governing board

Yours Sincerely
Prabhat Jha Treasurer,
SSK

Statutory Auditor
CA. Arun Bhatia Partner
Charnalia Bhatia & Gandhi
Chartered Accountant, New Delhi

Internal Auditor
CA. Shiv Bhushana Pathak
Proprietor
S B Pathak & Associates
Chartered Accountant, Allahabad





FCRA Account

Rule 12 of FCRA Act provides that if the contributions received during the year exceed Rs. 1 crore, then organization has to keep in the public domain all data of receipts and utilization during year.

Particulars	Schedule	Amount (Rs.)	EXPENDITURE		
INCOME			Programme Expenses	9	80,11,999.00
Research and Training Grants	7	94,74,458.00	Administrative Expenses	10	13,88,223.00
Other Income	8	1,67,106.00	Depreciation	2	1,18,430.00
TOTAL		96,41,564.00	TOTAL		95,18,652.00
			EXCESS OF EXPENDITURE OVER INCOME		1,22,912.00
			TOTAL		96,41,564.00

List of Projects

Project	Funder
Strengthening of Flood Resilience of Communities in Vulnerable Areas in Bahraich and Barabanki Districts of Uttar Pradesh, India and Bardiya District, Nepal	Malteser International, Germany
Functional Literacy for Dignity and Entitlement	Korean National Commission for UNESCO
Holistic Rural Development Programme in 20 Villages of Varanasi District of Uttar Pradesh	HDFC Bank Ltd.
Service Delivery for Construction Workers	The Tata Trusts, Mumbai
Navparivartan - Promoting Inclusive village development through Sustainable interventions	LIC Housing Finance Limited
Skill Enhancement Program for Teachers	ICICI Bank Foundation
Building Opportunities for Economic Empowerment and Better health (BOFEBH)	Rizwan Adatia Foundation
Developing models of GPDP through integration of sector specific inputs including DRR UNICEF support to Aspirational districts (Sansad GPs)	UNICEF Lucknow
Skill Enhancement Program for Teachers	ICICI Foundation
Community Leadership Development Program	Welt Hunger Hilfe, Germany
Engaging Civil Society Organisations (CSOs) to Expand Access to Improved and Quality Family Planning in Sitapur and Varanasi, Uttar Pradesh	Global Health Strategies Emerging Economics Pvt. Ltd.
Coalition of Child Rights and Development	Partnering Hope into Action Foundation (PHIA)

Resource Providers*

Resource Provider	Foreign Contribution Account (Rs.)	Indian Account (Local Fund) RS.	Total (as on 31 March 2019) (Rs.)
MI-BMZ : 2477-NIN-14 (Koshi River Project)	8,277,491.00	-	8,277,491.00
Functional Literacy for Dignity and Entitlement	2,088,454.00	-	2,088,454.00
Community Leadership Development Program	282,639.00	-	282,639.00
Engaging Civil Society Organisations (CSOs) to Expand Access to Improved and Quality Family Planning in Sitapur & Varanasi, Uttar Pradesh	4,79,225.00	-	4,79,225.00
Mr. Arno Coerver - Medical treatment and Education Support to Ms. Laxmi	80,772.00	-	80,772.00
HDFC Bank Ltd.	-	3,87,55,971.00	3,87,55,971.00
The Tata Trusts	-	15,30,000.00	15,30,000.00
LIC Housing Finance Ltd	-	36,24,950.00	36,24,950.00
Rizwan Adatia Foundation, Mumbai	-	7,72,077.00	7,72,077.00
UNICEF	-	24,41,146.00	24,41,146.00
Partnering Hope into Action Foundation	-	78,822.00	78,822.00
Total	1,12,08,581.00	4,72,02,966.00	5,84,11,547.00

* Schedule 15 forming part of Receipt & Payment Account

SSK Campus

Campus:

The campus is situated in a calm and peaceful location for learning and it is away from the noise and pollution. We have Open space for group discussion etc., and also there is a beautiful lawn for aesthetic pleasure as well as for sports or other outdoor recreational use inside the campus. We provide pickup and drop services on a nominal fee. Our training centre is also accessible for people with different abilities.



Library:

A library which has a unique collection of nearly 2700 books and 100s of periodicals, audio and visual collection, which cater all the information to enhance the training process. The Library is having a spacious reading hall, which can be accessed by the trainers and trainees during their training period.

I.T. and Communication:

We have Printers, scanners and copiers, with free wireless high- speed Internet access around the campus. There is a continuous IT maintenance and support such as data feeding, video recording and editing, etc.



Accommodation:

Our campus has comfortable accommodation facilities with meeting all basic needs for a stay. Accommodation for the participants can be provided in single, double, triple bedded rooms and dormitory rooms. All the rooms are comfortable and fully air conditioned. In case of any medical emergency special security arrangements during the night time is available.



JOURNEY OF LAXMI

DIS ABILITY CREATES CHANGE!

Laxmi, 15 year old girl along with her family resides in a peripheral area of Brabanki and belongs to the marginalized section. At the very young age she lost her left lower limb due to unfortunate incident in 2010. Her family was unable to bear her treatment because of their financial crux.

During a field visit whilst working under the project **"Food Resilience Project"**, Mr. Ashok Singh, Director SSK and Mr. Arno Cover, Consultant, Malteser International met her. Both of them very exhilarate to see her gusty perspective towards life and education. After acknowledging they mutually call a shot to sponsor her treatment and plastic surgery of her lower limb in the King George Medical University (KDMC), Lucknow. Post Surgery she was given crutches to support her independence to perform her daily chores. All medical cost were sponsored by Mr. Arno Cover through SSK.

Laxmi is presently studying in class 8th in one the private English medium school named **'Narayan Singh Inter College'** and she's overwhelmed towards the great deed of two glorified souls who took initiative towards her transformation. According to her school teachers she is doing excellence in her academics, and also she indulges in co-curricular activities and competitions. Now she started giving home tuition to small children of her community. Mr. Cover decided to aid her education till her intermediate, by which she can lead a better way of living. Also one toilet has also been



constructed at her residence in order to improve health and hygiene of her at her place and its surroundings. One solar electric system has been planted at her residence to make reliable energy and providing her better accessibility of electricity which help her in availing education off sun set. SSK is the handhold supports to Laxmi in order to meet her educational and basic requirement, facilitating her pick and drop services of school van and regular health check-ups at (KGMC), Lucknow.

"There is no exercise better for the heart than reaching down and lifting people up." Mr. Arno Cover has truly proved by his action as he keeps a regular assessment of Laxmi. She justified - **"I don't have dis-ability, I have a different-ability."**

Our Offices

**Sahbhagi Shikshan Kendra,
(Field Office Gorakhpur)**

HIG-C-324, Siddhartha Enclave,
Taramandal Road,
Gorakhpur-273017
Email: sskseptgkp@sahbhagi.org

**Sahbhagi Shikshan Kendra,
(Field Office Sitapur)**

Arjunpur, Near Union Bank of India,
BMC Road, Khairabad, Sitapur-261131
Contact No: 9794489299
E-mail: sitapur@sahbhagi.org

**Sahbhagi shikshan Kendra
(Field Office Siddharth Nagar)**

Mohalla Shekh Nagar, Post Tetri
Bazar, Near Forest Office, Oposite
Canara Bank, Uska Road, Naugarh,
Distt- Siddharth Nagar, 272207
Contact No. 8052163601

**Sahbhagi Shikshan Kendra,
(Field Office Ghaziabad)**

SA-98, 1st Floor, A Block (Near Saint
Mary School) Shastrinagar, Ghaziabad-
201002 Uttar Pradesh, India
Contact No: 91-9911837989,
0120-4140154
Email: ghaziabad@sahbhagi.org

**Sahbhagi Shikshan Kendra,
(Field Office Varanasi)**

SA-17/144-35, Agrasen Nagar,
Pahadiya Mandi, Varanasi - 221007
Uttar Pradesh, India
Contact No: 0542-2586287,
9580681385
E-mail: varanasi@sahbhagi.org

**Sahbhagi Shikshan Kendra,
(Field Office Saharsa)**

Viswanath Yadav Ward no 5
Kahra road
Saharsa (Bihar) 852202
Contact No:
Email: saharsa@sahbhagi.org

**Sahbhagi Shikshan Kendra,
(Field Office Japla)**

Sidhnath Nagar, Hussainabad, Japla,
District Palamau - 822116, Jharkhand.
Contact No: 7033554048
Email: japla@sahbhagi.org

**Sahbhagi Shikshan Kendra,
(Field Office Tikerpar)**

Village Tikerpar Panchayat – Mahuary,
Post & Block – Hussainabad (Japla)
District Palamau - 822116, Jharkhand.
Contact No: 7033554048
Email: japla@sahbhagi.org

Sahbhagi Shikshan Kendra (Head Office)

Sahbhagi Road, Chhatha Meel (Behind Police Fire Station),
Sitapur Road, Lucknow – 226201 Uttar Pradesh, India
Contact Us: 9935302536 www.info@sahbhagi.org



Sahbhagi Road, Chhatha Meel (Behind Police Fire Station)
Sitapur Road, Lucknow - 226 201 (U.P.)

Phone : 9452293783, 9935302536

Email : info@sahbhagi.org Website : www.sahbhagi.org