

JANARTH ADIVASI VIKAS SANSTHA (JAVS)

SHAHADA, Dist. Nandurbar

ANNUAL REPORT 2018-19

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GENESIS OF THE ORGANIZATION

In the past, Vikram Kanhere and Ranjana Kanhere (who are The Director and The Exe Director respectively), were actively involved in an Adivasi Labourers' Organisation (Shramik Sanghatana) working in this area during 70's and 80's. It was one of the most important movements in Maharashtra state involving the rights and identity of the Adivasi people. It was working for the Adivasi landless labourers and marginal farmers in the then Dhule district.

Later from 1996, we started working in this area through this organization, which in the beginning came into existence as an initiative of Janarth, Aurangabad with the Adivasi communities in the then Dhule District (which was initially named Janarth Tribal Development Project). Dhule district is in northern part of Maharashtra. Nandurbar district was carved out of Dhule district in 1998.

The organization started working independently from 2003 under the name 'Janarth Adivasi Vikas Sanstha' (JAVS). JAVS works in Shahada, Nandurbar and Dhadgaon Talukas of Nandurbar district. Main office of the organisation is located in Shahada. The organization also has branch offices in Nandurbar and Dhadgaon. Dhadgaon is approximately 100 Kilometres and Shahada is approximately 35 kilometres from the district headquarters at Nandurbar, which, in turn, is about 400 kilometres north of Mumbai. Dhadgaon block is situated in the Satpuda ranges.

JAVS is working primarily with the Bhil and Pawara Adivasi communities in Shahada, Nandurbar and Dhadgaon blocks of Nandurbar District. As is the case in other regions of India, Adivasi communities in this region also have remained economically backward. But we may add here that culturally they are some steps ahead of the non-Adivasi communities.

OUR VISION AND MISSION:

- **Vision of the Organization:**

The world society is a complex structure comprised of various layers of inequality, of rich-poor, of so-called higher-lower castes, of Adivasis-Non adivasis, and of men-women. The organization visions a society where all these sections will experience equal status in society. They will behave with each other with respect and love in a non-exploitative world that will give equal opportunities to every person to shape their lives.

- **Mission of the Organization:**

To undertake various socio-economic and educational activities and action research for addressing the issues affecting the deprived and disadvantaged groups, with an objective that the deprived social sections – Adivasis, Dalits,

Women, Disabled persons, poor persons, children---- be more capable, more confident, more aware of their rights and responsibilities.

OUR CORE VALUES:

The values we uphold in personal life and in organizational and social activities are:

- *Solidarity with the marginalized,*
- *Respect for Human Rights,*
- *Integrity,*
- *Gender Equality,*
- *Social Equality,*
- *Non-violence,*
- *Democracy,*
- *Self-governance, and*
- *Transparency.*

ORGANIZATIONAL PROFILE:

Legal Status	Registered Organization
Society Registration No.	Maharashtra/ 5350/ Dhule from December 1999
Trust Registration No.	F /5263/ Dhule from April 2000
12 A Registration No.	12A/26/72/1919
80 G Registration No.	Na/CIT-1/80-G/2008-2009/2943 dated 22/10/2008
FCRA Registration No.	084100003 from 15 April 2005
PAN No.	AAATJ 3986 E
Credibility Alliance Registration No.	CA/67/2013 from 7 August 2013 (for Minimum Norms)
Registered Office Address	C/o: Rupsing Supa Shevale, At Bhute, Po. Javada T.Bo., Tal: Shahada, Dist. Nandurbar, Maharashtra
Head Office Address	Plot No.8, Ramagiri, Vijay Nagar, Shahada 425 409, Dist. Nandurbar, Maharashtra State
Branch Office Address	1) JAVS, Laxmi Nagar, Tigar Pavara's Building, Dhadgaon, Dist. Nandurbar, Maharashtra State, pincode 425 414 2) JAVS, Jagatapvadi, Nandurbar, Maharashtra State, pincode – 425 412
Auditors	M/s. S.R. Rahalkar & Associates, 667, Rahalkar Building, Ravivar Peth, Nashik-422 001, Dist. Nashik, Maharashtra State

Bankers	State Bank of India, Dondaicha Road, Shahada, Dist. Nandurbar, Maharashtra State
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In the following pages, we are briefly narrating the activities undertaken for the above mentioned projects during 2018-19.

A) Project Name:
COMMUNITY BASED MONITORING AND PLANNING PROJECT (CBMP) under NRHM:

Background: The pilot project namely 'Community Based Monitoring and Planning Process' (CBMP) under NHM started in the year 2007-08 in nine states and Maharashtra is one among them.

In Maharashtra the project is being implemented in 14 districts, Nandurbar district is one among them. This year, Janarth Adivasi Vikas Sanstha is working as District coordinating organisation for Nandurbar district and also Block coordinating organization in Shahada and Nandurbar blocks. The total villages covered under CBMP (with Sathi, Pune) are 5 villages each from 3 PHCs, i.e. 15 villages in Nandubar block and under the Transition-CBMP project (with SHSRC, Pune) total villages in Shahada block were to be covered.

Health Monitoring and Planning committees have been formed at village, PHC, block and district level. Trainings for the committee members about the health services guaranteed under NHM were organized. The committees have organized regular meetings and are monitoring government health services. The data is then presented in the Jan-Sunavais. In these Jansunavais the problems and gaps in the health services are put forth before a panel (of honourable doctors, activists, journalists, and elected representatives from the taluka). The process has increased people's awareness about health services and health issues. The data collected in these years, has reflected in the improvement of health services at village and PHC level.

A state level culmination workshop every year organized by the state coordinating organisation, Sathi, Pune brought all the policy level issues before Government Health Department. For the last 3 years these issues are being discussed through video conferencing. The major policy level issues like 1) infrastructure, 2) insufficient personnel (staff and officers), 3) regular supply of medicines, 4) reallocation of work-area of PHCs, and other issues were raised, which needed policy level intervention at state level.

THE PROCESS OF CBMP IN THE YEAR 2018-19:

Block level Activities:

As decided in last year's State level meeting with NHM, CBMP project in Shahada block was to be coordinated by SHSRC (State Health Systems Resource Centre). The programme in Nandurbar block was to be coordinated at state level by Sathi, Pune as before. Along with these programmes, a process for Decentralised Health Planning also was initiated.

In all these three initiatives, JAVS was the coordinating organization at block and district level.

CBMP Transition programme in Shahada Block:

In Shahada block under the guidance of SHSRC, a transition process was initiated. This year the villages in the whole block was to be covered for capacity building, as the CBMP process was to be institutionalized through block level health department.

Therefore, to carry over the process further, ASHA workers were given the responsibility to take over the village level process as she was also the Secretary of VHSNC. ASHA facilitators were to take responsibility to carry over the further process at PHC level. So, trainings of ASHA workers, ASHA facilitators, VHSNC members were organized to build their capacities for monitoring village level and PHC level health services. The village level data about health services status was collected through ASHA workers.

CBMP process in Nandurbar Block

VHSNC Meetings: Village Health-Sanitation-Nutrition Committee (VHSNC) meetings were regularly organized. The committee members have attended Village-Health-Nutrition Day (VHND) to monitor the Anganwadi services as well as the vaccination and ANC check-up. The gaps found in services were discussed with the Medical Officer and PHC staff during PHC monitoring and planning committee meetings at PHCs.

PHC CBMP Committee meetings: PHC CBMP Committee meetings were organized in the months of June 2018 and January 2019. During the monitoring of village level health services, the VHSNCs had found gaps in village level health services such as 1) HB tests, weight, BP and abdominal checkup of ANC women in some villages, 2) Repairs to be done in sub-centres, 3) ANM not residing at sub-centre and 4) benefits of schemes to ANC /PNC women were discussed with the Medical Officer and other staff of the PHCs. The Medical Officer promised to look into the issues and improve the services accordingly.

Block level CBMP committee Meeting: Meeting of Block level CBMP committee was organized on 25th January 2019. The issues discussed were 1) TT Injections for ANC women, 2) ANM not residing at sub-centre, 3) Need of Sickie Cell Anemia kits, 4) Insufficient supply of Iron Sucrose dose to anemic ANC women, etc. The Taluka Health

Officer discussed the matter and promised to follow up the same to improve health services.

Awareness Campaign: Awareness campaign was organized from 3rd January to 29th January 2019 in the field area. The issues of ANC-PNC care, information about various schemes for ANC/ PNC women, and nutritional issues were illustrated with the people. A film on ANC care was shown and discussed. Slogans related to health awareness were painted on walls. In all, 1883 men and women participated in the awareness campaign and took interest in the issues discussed.



VHSNC meeting



Awareness Campaign



Block CBMP Committee meeting



Dhekavad PHC CBMP committee meeting

Workshop for NGOs in Nandurbar: In order to communicate the process of CBMP and to involve other NGOs in improving the government health services, a workshop was organized on 28 March 2019. The objectives and related activities of the CBMP process were presented. The participant NGOs appreciated the importance of the work that to address the health problems of people the government health machinery should be strong and people-oriented.

Workshop for Stakeholders: As the area covered by the project in current year was whole of the block, to give information of the ongoing project to newly added PHCs, a workshop for the stakeholders in the Nandurbar block was organized. The response

was overwhelming, as 128 PHC-staff members attended the workshop and also participated attentively.

R.K.S. Social Audit: Rugn Kalyan Samitis at PHC-RH-SDH-CH level are given funds to be used for betterment of the patients coming to the respective health centres. Details of the funds received and the expenses incurred during earlier financial year 2017-18 were sought from all the PHCs. Evaluation of the expenses was made in the joint meeting of CBMP committee and RKS members. The committee members also monitored the PHCs and recorded the needs required in the health centres to serve patients. A joint presentation of the social audit of RKS funds of all PHCs was put forth on 16th March 2019. The meeting was attended by 66 participants from all PHCs. The guidelines for proper use of RKS funds were discussed with them. The participants also expressed that the flow of funds should be regular and in time.

B) PROJECT NAME:
BIODIVERSITY ENHANCE AND ECO-RESTORATION OF COMMUNITY FOREST RESOURCE LANDS EMPLOYING A DIVERSITY OF LIFE SUSTAINING AND ECONOMIC PLANT SPECIES

Background: The project is a part of Maharashtra Gene Bank project, which aims at protecting and nurturing various species of plants, birds and animals which are being extinct or rare due to the harmful measures disturbing the environmental balance. Maharashtra Gene Bank project is a unification of various projects covering different parts of Maharashtra State.

One of the projects under MGB Project is the present one which aims at 1) restoring and enhancing biodiversity in community forest lands with participation of local people, 2) linking this work with various schemes of government, such as watershed development, employment guarantee scheme, social forestry etc., 3) creating opportunities of employment for the deprived social sections such as women and landless labourers, 4) initiating various processes for value addition of minor forest produce and related production process which can generate more employment opportunities, 5) using biomass for energy production, 6) benefitting farmers through watershed development, 7) linking school going children in study and development of their skills by initiating activities concerned with the issue. This project covers four districts (Nandurbar, Amaravati, Gadchiroli and Aurangabad) in Maharashtra State, involving group of four organizations. In Nandurbar district JAVS is implementing this project in Virpur village, which has protected community forest land for the last 15 years and is making efforts to link the eco-restoration with the day-to-day life of people for sustenance.

The activities during 2018-19 are as follows:

World Environment Day: The World Environment Day was celebrated in Virpur village on 5/6/2018. The need to sustain and conserve the biodiversity, the age-old relation of Adivasi communities with forest was illustrated and discussed with people.

Ranbhaji Mahotsav: The forest vegetables are becoming rare. Therefore JAVS has been organizing Ranbhaji Mahotsav (festival). This year the Mahotsav was organized in Virpur village on 3rd Oct., 2018.

Meetings of women and youth: To encourage and get involvement of women and youth in the protection and conservation of forest, meetings were organized in Kotbandhani and Nagziri villages.

Activities for Soil and Water Conservation: The following activities were carried out in Virpur, Kotbandhani and Nagziri villages for conservation of soil and water. The activities are taken through the coordination with Forest Department.

1. Farm Bunding
2. Stone Bunding
3. Vanrai Bandhara
4. Nursery of various local and fruit plants
5. Digging pits and planting saplings
6. Watering the saplings in dry days

Advocacy for community forest right: People from Virpur village were constantly following up the issue of community forest right with Forest Department officials, Revenue Department officials, The Sub-Divisional Officer and The Collector, Nandurbar dist. The sustained efforts at last were fruitful and Virpur village received rights over community forest land on 25th May 2018.

C) PROJECT NAME:

RETENTION AND IMPROVEMENT IN QUALITY OF EDUCATION IN GOVERNMENT SCHOOLS

Background: Nandurbar district is one of the tribal districts in Maharashtra State and Dhadgaon block is situated in the northern region of Nandurbar district and in the Satpuda ranges. The habitation of the tribal communities (Bhil and Pavara) is scattered in hamlets. In Dhadgaon block the major problems are: Seasonal Migration of tribal families, high dropout rates, difficult inaccessible terrain, poor school infrastructure, poor classroom interaction, and apathetic teachers. There is a dire need to equip these children and to motivate teachers with additional educational input so that quality education is integrated in the system. There is also need to create pro-educational atmosphere in villages, so that the SMCs and parents will be active in the venture of improving quality of education.

The children do not get pre-primary education in Anganwadis and are not prepared for school education. The language of the tribal communities (Bhil and Pavara) living here is quite different from Marathi, which is as good as a foreign language to the children. (Ignoring this factor, now English language is also added in the primary education.) When the Adivasi child enters school for the first time, he / she has to confront triple difficulties: 1) the unfamiliar school atmosphere, 2) to hear and get acquainted with an unfamiliar language and try to relate it to his/her home language and 3) to learn reading and writing in this unfamiliar language.

The Balbhavans for children learning in 20 ZP/Ashram schools in 20 villages of Dhadgaon Block have established a method for enhancing the elementary education. The Balmitras were working part time in Phase I. Now under phase II the Balmitras are working full time and the added activities to the Balbhavans are: Teaching Marathi and Maths up to 5th standard and sessions on science toys. All these activities of Balbhavans are strengthened through following strategies:

- 1) To organise programme planning and preparation workshop for the team for clarity about values and objectives of Organization and about the programme under this project,
- 2) Dialogue with Anganwadi Sevika and to get list of eligible AWC children to get enrolled in schools,
- 3) Home visits to motivate parents,
- 4) Capacity building trainings of Balmitras for school preparedness activities such as locomotor and hand-eye coordination, Marathi and maths preparedness,
- 5) Marathi and Maths trainings of Balmitras for 1st to 5th standards. As 5th standard is added to Balbhavan, new responsibility of developing the training on curriculum of 5th standard is an added task.
- 6) TLM workshop to prepare material for all standards in Balbhavans.
- 7) Training to Balmitras about RTE Act and role of SMC,
- 8) Shivar Feris and Field visits for children,
- 9) Reading corner activity with colourful books
- 10) Pre-test and Post-tests for standards from 1st to 5th and also for the children for school preparedness programme

Records of attendance and unit-wise progress have been maintained. Regular monitoring, review and planning meetings (fortnightly meetings, monthly review meetings and meetings with partners) have trimmed the process.

To improve upon the attendance, when a child is absent, his/ her parents are visited. For improving attendance, support from parents and SMC members is sought through home visits and SMC meetings. Involvement of SMC necessitated awareness of SMC adult members (and parents) and student members about educational issues, their rights and responsibilities as SMC member, SDP and RTE through capacity building training. So, the trainings of adult and student SMC members were organized.

SMC Members Trainings: -

The trainings of adult SMC members and student SMC members were organized. The sessions included were: 1) Rights and Responsibilities of SMC members, 2) School Development Plan, 3) Right to Education Act, 2009 and 4) Child Rights. The SMC members' training also was focused on the above mentioned points which were discussed in Balmitra training. As per our expectations, it helped in developing the confidence of parents in having dialogue with teachers.

SMC village level Meetings: -

In meetings it was observed that members have realised their role and were more vocal and decided to take initiative in having dialogue with teachers and organise meetings of SMC regularly.

Trainings of Balmitras and Supervisors:

- **Language and Math Curriculum Trainings:** - The Balmitras had been trained to teach language and mathematics to children for teaching upto 5th standard.
- **Orientation Training of Balmitras on SMC:** - The relations between village members and teachers were major hurdle in SMC functioning. So we decided to concentrate on three factors in the training: 1) Role of villagers as parents of children and their contribution in developing children up to age of 6. 2) Understanding rights of children 3) Understanding rights and duties of SMC members and parents.

Monitoring and Planning of Balbhavans:

Balbhavans have been regularly monitored by Supervisors, Coordinator and Director. The records of Balbhavans, the teaching skills of Balmitra are observed. Assistance for improving skills was provided by Supervisors and Coordinators. The issues / difficulties were shared, reviewed and solved during fortnightly meetings. Along with review of activities, regular planning of activities also has been done in fortnightly meetings.

For guidance and monitoring of the project, monthly review meetings have been organized with The Director of the organization. In these meetings the evaluation and the lessons learnt were shared for furtherance of the activities.

There is a regular coordination with the Headmaster and classroom teachers to elicit their support and cooperation in the running of Balbhavans. Various records like attendance register, stock register and supervisor's visit register are maintained.

D) PROJECT NAME: COMMUNITY MENTAL HEALTH AND DEVELOPMENT PROGRAMME

Background: This was the 8th year of Community Mental Health and Development Program, which is supported by Basic Needs India, Bangalore. The program ran continuously from 2009 to 2012. However afterwards there was gap of two years (from 2012 to 2014). In those two years Janarth Sanstha continued the work of community mental health and development program by attending monthly OPD at Shahada, where PWMIs and their families came for diagnosis and medicines and had constant communication with them. This second phase started from 2014 and is continued during 2019.

This year the CMHD project area has been changed from Shahada to Nandurbar block. So, the process was initiated in Nandurbar block with the selection of Coordinator, Field Worker and 10 Volunteers.

Training of Coordinator and Volunteers: Training included sessions on 1) mental health, 2) various types of mental illness and their treatment, 3) Misunderstandings and superstitions related to mental illness, 4) the need of support from family and community, 5) awareness at village level and initiating a family support group at village level.

World Mental Health Day

In the month of October, the Coordinator visited Civil Hospital, Nandurbar and discussed about World Mental Health Day and the programme was organized jointly with Civil Hospital.

Monthly team meetings-

For regular evaluation and planning of the activities, monthly meetings of the director, the coordinator and the volunteers were held regularly.

E) PROJECT NAME: IMPROVING NUTRITION OF CHILDREN AND WOMEN PROGRAMME

Background: Nandurbar district is one of the tribal districts in Maharashtra. For the last many decades, Nandurbar district is facing the dire problems of malnutrition and deaths of children. In order to reduce the problem at least to some extent, this project aims at improving nutrition of children and women in 50 villages of Nandurbar block of Nandurbar district. The project has been funded by Bajaj Holdings and Investment Ltd. It started in December 2017. Village workers named as 'Poshan Sakhi' were selected in the village meetings, wherein the Sarpanch, The Anganwadi Worker, the ASHA and other well-known persons from village participated. The Block Coordinator and Field

Facilitators explained the aims and objectives of the project, the roles and responsibilities of the person to be selected as Poshan Sakhi.

During the first year, meetings of VHSNCs have been regularly organized. Village-wise meetings of women and adolescent girls also have been organized regularly to give and discuss with them information about health and nutrition. VHSNC members have started visiting Anganwadis to see and monitor the health and nutrition services.

Monitoring on Anganwadi Centre and Amrut Ahar Yojana

The VHSNC members found that the food given to the children and the Amrut Ahar given to children and ANC/PNC women was insufficient and of poor quality. The children rarely sat and played in Anganwadi centres. No songs or games were taught to the children.

They also found other issues related to the Anganwadi centres, such as the construction of Anganwadis was incomplete. Some Anganwadis had no construction and therefore the children of two Anganwadis sat together. Some Anganwadis did not have play material. The post of Helper in some Anganwadis had remained vacant. These were issues that required be taking further and following up with Block and District level officers.

During these visits the difficulties faced by Anganwadi Workers were discussed. The solutions at village level were also discussed, such as 1) Gram Panchayat can use PESA funds for purchasing play material for the children, 2) The incomplete construction can be completed with Gram Panchayat funds, and 3) Neighbouring people dump their wastages before some Anganwadis. The Gram Panchayat can remove the wastage dumped and make the surroundings clean.

After a consistent monitoring by the activists and VHSNC members, the scenario is changing. In some villages VHSNC members are also suggesting and demonstrating new nutritious recipes in Anganwadi Centres.

Monitoring on Village Health and Nutrition Day (VHND)

After the training of VHSNC members, they also started attending VHND and pointed the gaps in the ANC checkup. The gaps found by VHSNC members were further discussed in the VHSNC meetings and efforts for related improvements were followed up:

To make villagers, especially VHSNC members, women and adolescent girls aware about nutrition and health issues

- **VHSNC Meetings**

The VHSNC members are encouraged by the changes brought in by their monitoring on Anganwadi services and health services. VHSNCs have helped Anganwadi Centres wherever possible. They are now aiming at pre-primary education from Anganwadis and other village level issues. Some examples of the improvements in village level issues through intervention of VHSNCs are as under:

- **Women's Group Meetings**

Meetings of village women were organized every month. Till then no woman had received any information about health and nutrition issues related to children and women. As during these meetings information about women's health issues was shared with them, the menstrual cycle and related information was explained to them, they began to discuss the health problems faced by them. They shared the problems related to menstruation cycle, uterus, white discharge and also mental stress suffered.

It was also discussed with them that the services given by ICDS and Health Departments are the rights of the children and women. The importance of vaccination and ANC check up was illustrated in the meetings and the women were encouraged to attend the VHND to get these services. Anganwadi Workers and ASHAs from the villages also join these meetings and also share some information with the women.



Village level women's meetings

- **Kishori Group Meetings**

The malnutrition among women begins at the age of adolescence. Therefore, to make the adolescent girls (Kishori) aware of nutritional and health issues, monthly meetings have been organized to have a dialogue with them and give information as well as discuss various issues related to health and nutrition.

Kishori group meetings provided them their own space for getting information. During these meetings information about women's health, especially menstruation cycle and related sanitation is shared with them. They use this space also to play, sing songs and

try to identify and develop their skills in these meetings. In case they feel embarrassed to ask questions, they give it in writing and demand required information.



Village level Kishori Group meetings

- **Awareness Campaign**

During the month of November and December 2018, in the meetings of women and adolescent girls, CDs on 1) Importance of ANC check up for the safety of child and mother and 2) The effects of child marriage on health of women were shown, which was followed by discussions.

F) PROJECT NAME: COMMUNITY ACTION FOR NUTRITION

Background: Anganwadi centres are very crucial for the development of children in the 0-6 age group. The project has been initiated by Tribal Development Department as pilot project. The state Coordinating organization is coordinating the project for 10 tribal blocks in Maharashtra State. Shahada and Dhadgaon blocks in Nandurbar district have been selected under this project, which aims at improving health and nutrition of the children through Anganwadi services and thereby reducing the SAM and MAM children. It also focuses on the health and nutrition of ANC /PNC women.

Tribal Development Department has started A.P.J, Abdul Kalam Amrut Ahar scheme, to provide nutrition to Anganwadi children and ANC / PNC women. This scheme is implemented through Anganwadi Centres in Tribal districts. This project aims at proper implementation of this scheme to fulfill the objective.

In Shahada and Dhadgaon blocks, 40 villages each are selected under this project.

Orientation Training of Coordinators and Facilitators:

The State coordinating organisation, Sathi organized orientation training of the coordinators and facilitators. The objectives of the project were illustrated and discussed

in detail. The concept of malnutrition and the factors which give rise to malnutrition were explained. The other sessions were: 1) The ingredients of a balanced diet, 2) Scientific way of taking weight and height of child, 3) To determine the grade of children, 4) Anganwadi Services, 5) To monitor Anganwadi services, 6) to build capacities of VHSNCs to monitor Anganwadi services, 7) To make the people aware of nutrition and health of children and ANC / PNC women.

District level Workshop

District level workshop was organized inviting the concerned departments i.e. Tribal Development Department, Women and Children Development and Health Department. The workshop was presided by The Collector of Nandurbar District. After Sathi's presentation on the project, all the departments discussed and agreed that the problem of malnutrition is severe and all should jointly work towards reducing the same.

Awareness Campaign:

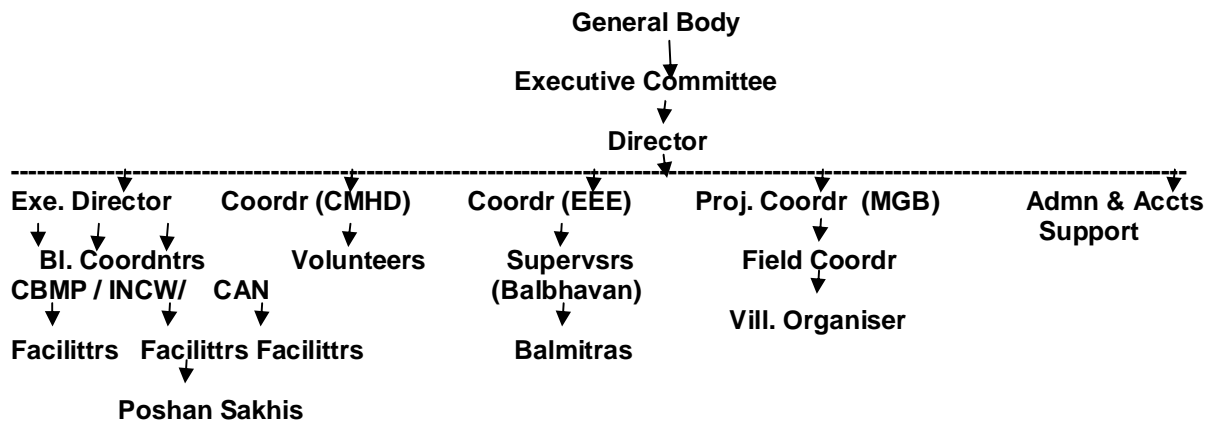
In both the blocks, to organize awareness campaigns, volunteers were selected who would help facilitators in the campaign. Training of these volunteers was organized, wherein the objectives and related issues of nutrition, Anganwadi services were illustrated and discussed. Small skits which would help to reach the awareness message to people were planned and practiced.

The schedule of the awareness campaign was planned and the team performed skits, gave messages about nutrition in village level meetings.

Training of ASHA workers:

In this project, ASHA workers have been given the responsibility of village level activities. So, training of ASHA workers in the project villages was organized. The objectives of the project were illustrated and discussed in detail. The concept of malnutrition and the factors which give rise to malnutrition were explained. The other sessions were: 1) The ingredients of a balanced diet, 2) Scientific way of taking weight and height of child, 3) To determine the grade of children, 4) Anganwadi Services, 5) To monitor Anganwadi services, 6) to build capacities of VHSNCs to monitor Anganwadi services, 7) To make the people aware of nutrition and health of children and ANC / PNC women.

The Team (Organogram)



The team of organization (Full time Activists: 38 men and 8 women and Part time Activists: 8 men and 52 women) has regular team meetings so that we can report and share each others work experience as well as plan further activities. Songs on social issues are a part of our meetings. Majority of the team members are Adivasis, who (and the non-Adivasi activists also) are well acquainted with the local life and languages. Trainings for the team are organised to develop their skills and knowledge. We try to keep the hierarchy at minimal level.

Finance:

As regards the financial activities, we would like to state as under:

- We have maintained the accounts as per legal statutes of India.
- During day to day operations, ethical accountability, value of money, transparency and environmental concern are the highest priority.
- Our auditors have performed their task in an independent manner.
- Only one Board Member, Mr. Vikram Kanhere gets honorarium from the organization.
- No part of the income of the organization has been directly used or applied for the benefits of any person / relative of Board member / donor.

THANK YOU!

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