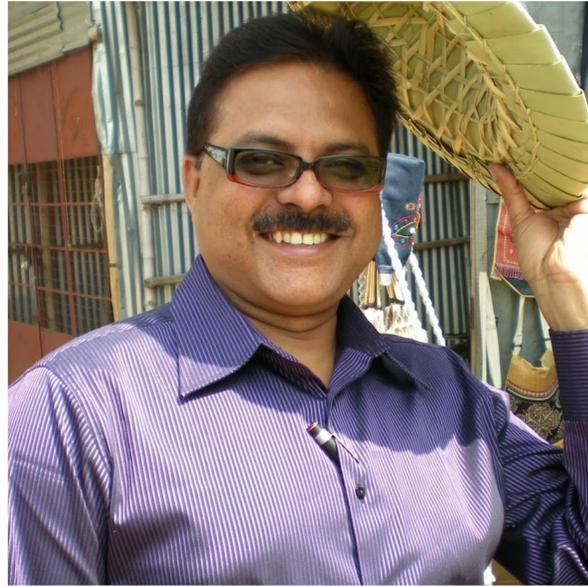


ANNUAL REPORT 2015-16



Network for Enterprise Enhancement and Development Support



Message from the Executive Director

I am pleased to present the activity report card of the financial year 2015-16 for your information.

This is 18th Annual Report of NEEDS and this journey of 18 years took us to review our accomplishments and plan for next level of our positioning.

At this point of time I must acknowledge the contribution of all the stakeholders and specifically to mention the board of trustees for their contribution in the growth of NEEDS, Team NEEDS for their tireless work for the mission and active participation of the community in the change making process.

Drivers of our change making are women in the community and our team continuously worked and explored strategies to position women at the helm of transformation and change.

We are looking forward to expand our development cluster in the following year and strengthen our position further in Santhal Paragana region with integrated approach.

We appeal the readers of this annual activity report to please be with us and support us to help continue our good work reaching out to people needs it.

Thank you and regards

Murari M Choudhury

Secretary

NEEDS, at a glance

Established in late 1998 as trust, NEEDS [Network for Enterprise Enhancement and Development Support] have started intervention in selected poverty stricken pockets of Bihar and Jharkhand and brought about a significant change in the life of women and children in terms of food security, livelihood, Reproductive health and hygiene and child development and protection outcome beside constitution and strengthening various institutional arrangements for sustainability.

One of our important focuses is institutional arrangements in self-help collectives and their skill building while creating a shared vision for change. While creating shared vision, community shares a holistic approach towards development that includes improved health service access by women and children in particular, child protection and rights that includes girls child education and early child marriage issues, financial inclusion has been ensured of families through mainstream financial institutions as an graduation criteria for withdrawal by NEEDS.

NEEDS has been awarded India NGO award 2009 and India NGO award 2013 by resource alliance and Rockfield Foundation/UK for transparency, good Governance and impact of its work on community.

NEEDS have also had been finalist South Asia mBillionth Award 2011 for its use and innovations of mobile technology in health sector.

Mission and Vision

Vision statement:

Create Value based communities of dignified and informed citizens comprising the erstwhile marginalized and the oppressed from the perennially underserved regions in place with pride.

Mission statement:

Secure sustainable livelihood & wellbeing of households living under poverty and “graduate them to next level of development paradigm” while ensuring an enabling environment for sustained growth, gender justice and human rights.

Core Values

- **Integrity**
- **Respect**
- **Commitment**
- **Learning**
- **Perseverance**
- **Self-governance**

Livelihood/Food and Nutrition Security



Mission Statement:

People living in poverty develop the necessary human, social, and economic capital to exit extreme poverty, while increasing participation of women in important decision making

Theory of Change:

If families living in poverty are mobilized in collectives and their knowledge/information access and skills are enhanced, including of acquiring new skills, their ability to access resources gets enhanced i.e. to take up improved practice or take new livelihood initiatives, market exposures, and then they are able to impact on poverty.

Lakshpati Kissan Smart Village Mission-2020

Duration of the Project: April 2015 to March 2020.

Total Budget: Rs. 77000000/-

Budget for April'15 - March'16: Rs. 1,38,10,296.00/-

Expenditure during April'15 -March'16: Rs. 93,37,115.00/-

Target Group: 2360 HH out of 7000 HH (SHG women members)

Location of the Project: 19 panchayats of Palajori Block, Deoghar District, Jharkhand



Overview of the project:

The program will ensure that Self Help Groups (SHG), Village Organizations (VO) and Federation will be at the centre for implementing different activities and anchoring demand creation, family based planning and community based review of implementation. Apart from impacting poverty levels, context specific interventions are designed in Palajori PIP (Project Implementation Plan) to significantly improve nutrition status of targeted households through consumption of vegetables and pulses. Thus the main result areas of the project are as follows:

Goal

Building Palajori block in Jharkhand as a driver for regional growth while transforming quality of life of 7000 households by making sustainable and irriversable annual income of Rs. 120000.00.

Objectives:

- Focus on irreversibility of the impact, with increased resilience of the communities: Capacity building of the community (Visioning & leadership), creating the sustainable option – CMF training to SHG, Agriculture Training to SHG, and Involvement of Federation in Review process.
- SHG federation and secondary tiers spearheading the development processes in the area: ANNUAL ACTION PLAN development of LKSV Mission 2020.
- Market Oriented Intervention : Rabi crop harvesting and production mapping. Summer Planning, Chilli wokshop was organized.
- Demand Led intervention: Summer Crop mainly creeper was ensured with Agri - Hi tech intervention.
- Innovation – Drip irrigation with mulching planning and layout. Solar Pump installation process.,Polyhouse nursery entrepreneur has been finalized with exposure.



Major Activities:

- Institution Development : SHG / VO / Federation development : Strengthening the CBO and formation of VO and Federation.
- Farm Based Agriculture development: Kharif agriculture / Rabi crop cultivation / Summer crop cultivation.: Orientation on POP and strategies for project implementation. And Crop cultivation was done with 2360HH.
- Floriculture development : Floriculture was done with 31 HH.
- Jharibari plantation: Lemon, Drumstick, Creepers, Papaya.
- Goatry Development : Reducing the mortality rate of Goat through health treatment and Feed management (Azola) with 400 HH

Results:

- **Institution Development:** 542 total SHGs formed and 7000 HH has covered, 47 VO and 2 Federation was formed.
- **Farm Based Agriculture development**
 - Final Paddy HHs reported in MIS is 2360.
 - Kharif vegetable farmers reported 2300 HHs.
 - Rabi Crop : Potato, Chilli, Tomato, Mustard.
 - Summer Crop cultivation: Chilli, Maize, Okra, Bitter gourd, Bottle gourd, Green Moong, Ridge Gourd.
- **Floriculture:** 31 HHs has received plants and transplantation has been done (Flower : Marigold, rose, Gladiolus).
- **Skill Development:** Training on 6 batch of 3 prototypes fishery, Floriculture and Goatry has been done each

prototypes taking entrepreneur building training through Green College under ASCI.

- **Goatry Development:** The goatry development was done with 400 HH with the objective to reduce motarality. Thus the goat health cam was conducted along with service at door step by GSP.
- In 1st year (2015-16) total Lakpati kisan achieved is 512 HH and 800 HH is above Rs. 90000.00 per annual income.



Challenges:

- Motivating the VO to bring them in Federation fold.
- Involving CBOs in the Planning process.
- Community action initiation.
- Opening of the Bank account.
- Loan from the Bank to the SHG/VO.
- Crop variety trial has been done on Chilli and Bitter gourd.
- Vertical machan has been done.
- POP maintain every step for all targeted farmers with layering maintain.
- Strengthen community review.
- Land for Horticulture with water resource.



Women Leading Development Process

Nunurainawadih is primarily tribal (santhals) and schedule caste people based village where prime occupation is agriculture. It comes under Jivanabandh panhayat of Palojori block. Initially the village was basically backward in terms of life style, earning capacity and savings. The households have marginal and small agricultural land.

The village comprises 4 SHGs formed by NEEDS. The intervention started in April 2015 with focus on usage of agricultural mechanism, land patterns, systematic changes in agricultural practice for enhancement of productivity and quality positively through SHG members.

Mainly the women were shown the path for proper package of practice of agriculture with other modes of intervention on land levelling, method of sowing and usage of irrigation crop wise with on field demonstrations and further monitoring support through LRPs of NEEDS.

The result was very pleasing for the villagers they clearly found the change in product quality and quantity. This brought interest within the villagers. They realised their technical errors which were in practice before interventions like land preparation, sowing techniques, harvesting process and irrigation.

The high yield and multi crops are mostly sold in nearby markets and the villagers have to engage 3 to 4 days a week in market for selling their product. Initially their yield used to be so low that they used to face food security crisis, they didn't had much option for livelihood apart from seasonal migration of male members.

The women speak that whatever they have achieved by learning and healthy practices they would continue to practice through VOs and federations. They feel empowered as their lifestyle changed and dependency is no more towards external help. Some women of Nunurainawadih say "Hum aaurat log gaaon ka vikas jyada karte hai, gents log hum logon ka baat ab sunta hai. Ab yahan rukna nahi hai aur age jaana hai, kheti bari ab bahut achcha lagta hai.

Integrated Watershed management Programme (IWMP)

Duration of the Project: 2013-14 to 2020.

Total Budget:Rs. 6.21.42,370.00/-

Budget for April'15 - March'16: Rs. 9,12,000/-

Expenditure during April'15 -March'16:Rs. 2,81,312/-

Target Group: Marginal farmers

Location of the Project: The IWMP Micro Watershed Project Area (MWS) is situated in the Palojori&Sarath Block of the Deoghar District, Jharkhand covering 111 villages under 17 panchayats. The watershed cluster consists of 12 micro watersheds covering area 5178.53hec.

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Overview of the Project:

The Integrated Watershed management Program (IWMP) denotes encouraging restoration and ecological balance and improving economic and social condition of the poor and disadvantage section of the watershed community. This is done through enhancing and diversifying the livelihood options and improves the potential of the rainfed watershed area. On completion of the watershed project, cultivable fallow and wasteland is brought into productive use. The project improves

the quality of life by improvement of nutritional security, reducing distressed migration, reducing drudgery of women, empowering women in decision making process. Promote collective action through community based institution. Increase in convergence with other line departments, to increase income generating opportunities.

The IWMP components are Capacity Building, Monitoring-evaluation and learning, Entry Point activity, Watershed development work for Natural Resource Management, Livelihood activity for Asset less person, Production system and micro enterprise.

The project area is a part of Chhotonagpur plateau (Santhal Pargana) which is undulating in nature and cut across by rivers. No major river is flowing through the block. The tributaries of the Ajay River flow through the project area and create the dendritic drainage pattern. According to the drainage map it has been depicted that the drainage density is very good and the drainage system.

Objectives:

- To control damaging runoff
- To moderate floods in the down-stream area
- To protect, conserve and improve the land resources for efficient and sustained production
- To protect and enhance water resources, reduce silting up of tanks and conserving rain water.
- To increase the ground water recharge through in-situ conservation measures and water harvesting structures.
- To utilize the natural local resources for improving agriculture and allied occupation so as to improve the socio-economic condition of the beneficiaries



Challenges:

- Development of the watershed committee.
- Preparation of the DPR.
- Building Awareness through need based activity implementation in the project area for implementation of the rest project activities.

Innovation:

Net planning was done in DPR preparation as per GIS map. Use of GPS in planning process.

Major Activities

- Detailed Project Planning Preparation

Results

- PRA done
- Livelihood Planning
- Net Planning
- Awareness Program
- Capacity building on watershed management

SHEKHAR NAWADIH WATERSHED Development Project

Duration of the Project: 2012-2017.

Total Budget: Rs. 9400000.00/-

Budget for April'15 - March'16:Rs. 7205000.00 (Balance Budget)

Expenditure during April'15 -March'16: 36,46,000.00/-

Target Group: Marginal Farmers and SHG Women.

Location of the Project: The project watershed extends to an area of 943.75 ha comprising of lands from 12 villages



Overview of the Project:

People and their environment are interdependent. Any change in the surrounding environment directly affects the people living therein. A degraded environment results in a degraded quality of life of the people. Thus efforts to reduce poverty and improve the standard of living of the

people must aim at improving the environment they live in.

Watersheds provide many of us with our drinking water supply, plus recreational opportunities and aesthetic beauty. Unfortunately, the replacement of vegetation by impervious surfaces like roads, parking lots and rooftops has a negative impact on watersheds. This increases the velocity and amount of runoff flowing into surface waters and causes erosion, turbidity and degraded wildlife habitats. Not only that, but this runoff carries pollutants such as oil, bacteria, nutrients, sediment and metals into surface waters along with it. The plant cover and leaf litter absorb moisture and help maintain soil structure, while root masses keep soil permeable and stable so moisture can move into it for storage. This is more desirable, because it allows water to be filtered and released slowly into the stream system rather than rapidly running overland.

Thus in the Shekher Nawadih Watershed all these are taken into consideration and the work is in progress.

Goal

To conserve soil and increase the water storage in the watershed area to increase productivity and recharge (Ridge) and discharge (Valley fill).

Objectives

- To conserve soil and water through development of suitable treatment measures for reducing soil erosion and increase in area under irrigation
- To improve the ground water through construction of water storage structures
- To increase in agriculture production and productivity
- To improve the ecology and environmental degradation
- To enhance the capacity of watershed communities through trainings and demonstrations
- To reduce the migration by creating employment opportunities in the area

- To improve and develop institutions like SHGs, Farmers club, JLGs and VWC and linkage them with different financial institutions
- To improve the quality of life through awareness about Health & Hygiene, Education etc.
- To develop the VWC as an organization capable of implementing various programs supported by different Governmental and Non-Governmental Institutions/organizations

Major Activities

- Field Bunding – 40 Ha.
- Plantation: 30 Ha.
- Horticulture Plantation : 35 Ha.
- Adhar Renovation : 4 Nos.
- New Pond : 8 Nos.
- Pond Renovation: 4 Nos.
- Seepage Tank : 9 Nos.
- Renovation of Earthen Check Dam : 3 Nos.
- New Earthen Check Dam: 3 Nos.
- Loose Boulder Check : 12 Nos.
- SHG formation and awareness program.

Results:

The Soil conservation has been done in the upper reaches and the water storage has been increased with increase in irrigation coverage.

Capacity building of the Community on land and water management has been developed.

Challenges:

- Identification of the suitable sites with community involvement.
- Proper execution as per recommended engineering estimate.
- Ownership development with the community.

Innovation:

Seepage tank, earthen check bund, LBC, Field bunding & plantation has been integrated and executed in a ridge to valley approach, in village Nakti in watershed area.



**Sexual Reproductive
Health and Rights**

Mission Statement:

Improving access to information and services and impacting quality of SRH services.

Theory of change:

If young people have access to timely and targeted health related information, it would lead them in making better choice for themselves, If they make better choice, they would demand for quality of services, this would then contribute to reduce risk because of informed choices and also impact on maternal and infant mortality and morbidity because of better access and quality of services.

Stories of Life (Phase-I)

Duration of the Project: July '14-Deceber '15

Total Budget: 54,07,000/-

Budget for April'15 - March'16: 27,03,500/-

Expenditure during April'15 -March'16:33,97,029/-

Target Group: Adolescents between 13-19 years of age

Location of the Project: Deoghar, Jharkhand



Overview of the Project

Adolescent sexuality is still a taboo in many societies. Teenagers are still hungry for accurate, adequate information about sex and sexuality and yearn to hear about it openly and honestly. There is increase in the prevalence of adolescent sexual problems due to lack of knowledge in them.

“Stories of Life” is commonly known as Mobisodes in our team. The idea of the program is to introduce concept like episodes or small informative video clippings explaining identified areas like gender discrimination, misconceptions related to puberty, body rights, sexuality, peer pressure, decision making and early marriage; the social issues that governs an adolescent sex and sexuality, through tablets, private mobile screen, micro SD- cards and pico projectors. Mobisodes is a venture to reach out to the young people at their most vulnerable time i.e. between ages 13-19.

Goal

The idea of this program is to build a generation of rural India with informed knowledge on sex and sexuality.

Objectives

“Stories of life” aimed to adolescents SRHR information through short informative videos that are tailor to their needs and relevant to improve their SRHR skills and practices. Young people can refer to this practical source of information in a private screen of their mobile handsets which help them to answers their unasked questions related to sex and sexuality, rights and their health. Use of private screen is almost like an interpersonal communication and much effective while working with adolescents.

This program also aims in circulating the videos through mobile SD

cards and having a set of frequently asked questions developed based on gender and sexuality.

Major Activities:

- Formative study on the SRHR knowledge and views among 360 adolescents of Palajori Block across caste and gender.
- Training of Team leaders
- Regular sessions with adolescent groups
- Celebration for Independence Day'15 on Palajori Sanitary Park
- Developing Communication tools
- Reflective workshop on 'Stories of Life'
- Involving the Pragya Kendra with the 'Stories of Life' program.



Results:

- Developed an animation movie named “Badlav” (Change) with a poetic narration on a village named Chalbali
- There are 5 short interactive videos shot in local language with the Frequently Asked Questions (FAQs) on Sex and Gender, Puberty, HIV Aids, Menstruation and Sexual Abuse.
- *Creating a pool of 10 young resource persons and 2 social workers trained extensively on gender and sexuality.*
- *A space of 40 adolescent groups with approx strength of 600 boys and girls spread across 28 villages from two blocks of Palajori and Sarwan.*
- *Outreached 200 adolescents of around 37 villages through SD cards, most of which are migrant adolescents.*
- NEEDS won the “Mobile for Good” award under the Not for Profit category of the Health sector for “Stories of Life” acknowledging it as a Innovative mobile driven solution. With the prize money of One million two hundred thousand rupees NEEDS had scaled up the project for another 1 year.



Challenges:

Gender disparity is deep-rooted in the community; hence it was challenging to instil an idea of equal society.

Though the project focussed on reaching migrant adolescents through SD cards, it was difficult to measure its effectiveness

on them.

Parental involvement is required as the adolescents are still under guardianship.

She revolted and it brought revolution....!!!

Basanti, one of the ARIs says that she climbed up the roof of her hut to thatch it . A big hulla bo was created about it as girls in tribal community are strongly instructed not to do so. Thereafter many of the villagers elders prophesied that there would be no rainfall in the village after this. Basanti says she too was quite apprehensive and scared initially but at the same time was determined to challenge the stigma. That season the rainfall did occur and it was better than the average downpour in earlier monsoon, which brought revolution in the thought process of the community.

Innovation:

- Video as a tool of communicating the messages and supporting information.
- Adopting the model of ARI cum Peer Leader for knowledge sharing among adolescents.

Launching of a website to impact a larger number of adolescents. It has an interactive page where adolescents can shoot their unanswered questions if not answered from the website. For more information log into www.storiesoflife.needsngo.in

White Ribbon Alliance (Advocacy Project for Quality of Care in Maternal and Newborn Health for Jharkhand)

Duration of the Project: 1st October 2015- 31st July 2017

Total Budget: 7,67,808/-

Budget for April'15 - March'16: 1,86,620/-

Expenditure during April'15 -March'16: 1,14,160/-

Target Group: Women and Newborn

Location of the Project: Jamtara, Jharkhand



Overview of the Project

The White Ribbon Alliance for Safe Motherhood Jharkhand (WRAJ) is a new chapter led by its secretariat at the Centre for Catalyzing Change from its state office at Ranchi Jharkhand. Since the beginning in

August 2013 along with its members-partner organizations, WRAJ has been implementing its accountability program in the state. WRAJ also worked with government, with communities, health facilities and health providers from both private and public sector for advocacy and execution of accountability program in the state of Jharkhand.

Goal

To gather evidence on quality of care protocol being rolled out in the state of Jharkhand through primary and secondary analysis of data demonstrating the shortfall in provision of Quality of Care in Maternal and New born Health in the state of Jharkhand around HR, infrastructure, allocation and utilization of funds, and the impact that these barrier to quality care on the lives of women and children.

Objectives

- Increase availability of evidences on gaps in HR, infrastructure and allocation and utilization of budget and availability of good practices for engaging KIs at state.
- Create a roadmap of actionable steps, towards improving QOC-MCH, through reducing gaps in HR, infrastructure and funds and share with Government officials at the state level to solicit their commitment to act
- Identify, build capacities and leverage Key Influencers (KIs) in order to help them advocate on QOC-MCH at the state level
- Formulate state level advocacy strategy to reach out to identified KIs and other stakeholders
- Increase the knowledge on advocacy asks on QOC-MNH and advocacy skills among KIs in WRA members of Jharkhand state.
- Build knowledge and insight about the advocacy landscape and engagement of KIs among state WRA members.

Major Activities

- Conducted meeting with the Civil Surgeon, Jamtara and District Program Coordinator .
- Conducted networking meeting with 10 NGOs to strengthen the alliance.
- An interface meeting was conducted with DC, Jamtara.
Assessment of District Hospital, Nala CHC and 1 HSC is done using the checklist.



Results:

- The Government officials recognize the presence of WRA in the district.
- A supportive working environment is established in the district.
- 10 NGOs became the member of the alliance.
- Gaps and good practices of Jamtara health facilities are identified with the use of checklist.

Challenges

- Lining up with the government officials as there is a frequent changes in the district authorities
- Identification of the KIs who are concern with the issues of maternal and newb



Child Protection

Mission Statement:

All children will learn, grow & develop to realize their full potential in a joyful learning environment and free from any form of threat and abuse.

Theory of Change:

If communities and schools are engaged and educated about child rights and protection, the scope for protection of every child from any form of threat and abuse would substantially reduce and opportunities for children get enhanced for joyful living.

Theory of change for Girl child education and campaign against early marriage:

If out of school girls from marginalized communities are educated in a supportive environment, they can be integrated in to the mainstream formal schooling systems, If they can be thus mainstreamed along with active community engagement with some vocational inputs, then they will be positively impacted as they grow into economically empowered young adults, breaking the cycle of illiteracy and early marriage conditions.

SMS Story

Duration of the Project: 1 year

Total Budget: 10,42,600/-

Budget for April'15 - March'16: 10,42,600/-

Expenditure during April'15 -March'16: 10,42,642/-

Target Group: Children from class 3-7

Location of the Project: Deoghar district



Overview of the Project

The growing potential of mobile phone use in development, and the increased uptake of mobile phones in the modern era, creates an opportunity to explore the use of mobile phones in education.

The concept of SMS Story project is a controlled trial of the impact of using daily mobile phone text messages to send English lesson plans and stories to elementary teachers. One teacher from each active school was trained on the methodology of SMS class under the project. A story along with the lesson plan is sent to the trained teachers on daily basis and the teacher takes the classes based on those stories. There were field workers to assist the teachers in conducting the classes and a toll free number was provided to the teachers for any further assistance if they require. The teachers were also encouraged to use different TLM such as Flash Cards along with the lesson plans; those were helpful in enhancing the reading ability of the children.

Goal

The aim of the SMS Story intervention is to enhance the English reading ability of the students using daily text messages.

Objectives

- To enhance the reading ability of the children
- To decrease the dropout rate



Major Activities

- Teacher's training on SMS Story
- Implementing the project in the active schools
- Use of TLM and TLA

Results:

The English reading of the children (class 3-7) of 150 schools are enhanced

Challenges:

- One of the major challenges faced in implementing the project is the irregularity of the students.
- Scarcity of teachers in the schools and their busy schedule with regular routine is a major challenge for the SMS Story to be implemented in the schools.
- Inefficient knowledge of teachers on English language to run the SMS Story classes.
- In some of the schools the lackadaisical attitude of the teachers is the main obstacle in the implementation of the project.
- Desire for getting remuneration for the services of SMS Story classes leads to the hesitation of teachers in conducting the classes with commitment and dedication.

Innovation:

The use of text messages as a tool for enhancing the reading ability of children

The tale of success...

Sweety Kumari is a student of UMS Barakola, Studying in class 7. She is 13 years old. There are 6 members in her family. Her father works in a Rice Mill and mother is a housewife.

Sweety said that earlier she did not like the English subject. Though she could identify the letters and some of the words, she did not know their meanings. But now after the SMS story intervention she has learnt many new words and their meanings. It is also helping her in reading the English textbooks. Even she can also read the short sentences now. Sweety also said that the SMS story classes have built her self confidence. It has instilled a positive attitude in her. Now she believes that she can read English.

Sweety's teacher Mr. Nand Kishore Jhaa said, "*Pehle to English se bhagti thi, avi to aram se SMS Stories parh leti hai aur man laga ke class bhi karti hai*".

Aryan Kumar is a student of UHS Narengi, studying in class 5. He is a 10 years old. There are 8 members in his family, his father is a teacher and mother is a housewife.

Aryan said that prior to the SMS story classes he found it very difficult to read the English words. but after the implementation of SMS story project in his school he has learnt many new English words and simple sentences. The SMS story classes have brought an effective change in his reading ability. Now he knows to form simple English sentences also. It is helping him a lot in his school curriculum.

Aryan's teacher said, "I have seen a lot of improvement in the reading ability of this child. Such improvement among student also motivates us to take the classes enthusiastically".

Go Girl Go

Duration of the Project: July 2014-June 2017

Total Budget: 56,61520, DKA/KFB Grant 38,05280

Budget for April'15 - March'16: 15,33,000/-

Expenditure during April'15 -March'16: 13,14,647.25/-

Target Group: Girl child in the age of 8-18 yaers

Location of the Project: Deoghar District



Overview of the Project

Go Girl Go is a program run by NEEDS that works among girls aged 8 to 18 years who has Never been to School (NBS) and School Drop outs to mainstream to school education. For ensuring quality of education the project will involve the SMC members, school teachers, PRI members and private tutors in its implementing approach. To identify the changes during the project period the School Grading Format and RTE tools also will be implemented and it will be conducted as a formative study in

every six months. At present the program is implemented in Deoghar district in two blocks: Sarwan and Sonarithadi. To run the program centres are formed in both the blocks. 22 centre are actively engaged in the program. The total enrolled students are 683. The different components of the program are Remedial classes, Karate classes, computer and spoken English.

Goal

The main objectives of the program is to ensure Right to Education (RTE) realized by all girls, where all girls of 10+ and up to 18 years would continue in school [beyond RTE framework of India] and acquire life skills to ascertain their rights for life of dignity. The project also aims towards reduced gender discrimination, gender violence at home, school and community level, and the Child Protection Committee (CPC), School Management Committee (SMC), the PRIs and community is sensitized and capacitated towards RTE.

Objectives

276 government schools would have impact on 9621 children through qualitative education inputs in 36 months of intervention with special attainment among girls children i.e. all girls of 6-14 age group would be enrolled in school and retained.

All girls of 10+ and up to 18 years would continue in school [beyond RTE framework of India] and acquire life skills to ascertain their rights for life of dignity i.e. 7021 girls of 14+ age groups till 18 age group.

Reduced gender discrimination, gender violence at home, school and community level, Child Protection Committee [CPC] are proactive in monitoring any form of abuse and violation and record protest and secure protection, while making every girl accretive.

Major Activities

- 1 days training and workshop on TLM and TLA for staff members
- Intervention with the tuition teachers in Sonarathadi
- Mass campaign on united against child Marriage and United for girl education
- Mass campaign on sanitation and basic hygieneA tie with a school in Deoghar for visually impaired children to provide them education aid
- To conduct Regular Class activity in Sarwan and Sonarithadi block
- To conduct VLCPC meeting in Sarwan and Sonarithadi
- To organize Mass Campaign in the village and 24 model schools
- Formation of BLCPC
- To conduct Chariot Campaign in Sarwa and Sonarathadi block

Challenges

- Most of the girls are engaged in household chores and are not readily available for the regular classes of the remedial classes.
- Poverty is another challenge for these girls. The economic conditions of the girls are very bad and so they have to be engaged in economic activity to sustain the family. Hence the girls are not able to devote cent percent for the remedial classes.
- Instilling interest and self confidence among the NBS and Drop out girl students is a great challenge.
- Because of the Life cycle celebration of festivals it is difficult to engage the regularity of the students in the remedial classes.

Results

- 473 NBS and dropout girl students are enrolled in GO GIRL GO
- 22 Remedial centre for Never Been School (NBS) and School dropouts have been actively working with 473 girl students in 2 Blocks
- 215 NBS and drop out girl students are enrolled in Karate class in 8 centre in two blocks of Sarwa and Sonarathadi
- 112 NBS and Drop out girl students are enrolled in 15 centre for Computer and Spoken class in Sarwa and Sonarithadi block
- 86 villages have been covered in Mass campaign against child marriage under Beti bachou and beti Padhou and advocating for girls education with Nukkud Natak in 18 panchayat
- 11 Mass campaign on Sanitation and basic hygiene in 75 schools and other 41 target school in the Sarwan and Sonarithadi

Challenges

- Most of the girls are engaged in household chores and are not readily available for the regular classes of the remedial classes.
- Poverty is another challenge for these girls. The economic conditions of the girls are very bad and so they have to be engaged in economic activity to sustain the family. Hence the girls are not able to devote cent percent for the remedial classes.
- Instilling interest and self confidence among the NBS and Drop out girl students is a great challenge.
- Because of the Life cycle celebration of festivals it is difficult to engage the regularity of the students in the remedial classes.

Chase your dream if you want...

Rabina kumari is a student of class VIII of Middle School, Lakhoriya. She is elder among four siblings of her parents. She has two brothers and one sister. Her father is a farmer.

When we went to her village to open remedial center we came to know that she rarely used to attend classes in school as it is far away from her home. In community meeting it was found that many girls of this village were practicing the same behavior towards education. All community heads stressed upon opening remedial center to help those girls in bridging gap in their studies. Many girls including Rabina were enrolled in remedial centre but she was still irregular in center. Later on, her parents were counselled regarding her regularity in center and school.

Our continuous intervention had started bearing good result. They understood our point and helped us in making her regular to school and centre. Gradually, her hesitation in involving herself with studies and environment of school and centre cleared. Now she is one of the regular students of both institutions. She is more confident and positive than earlier towards life. She is determined to continue her studies and wants to become a doctor.

CHILDLINE

Duration of the Project: September 2012-continue

Total Budget: 22,80,988/-

Budget for April'15 - March'16: 60,3000/-

Expenditure during April'15 -March'16: 4,10,169/-

Target Group: Children in need of care and protection

Location of the Project: Deoghar District, Jharkhand



Overview of the project:

CHILDLINE stands for a friendly 'didi' or a sympathetic 'bhaiya' who is always there for vulnerable children 24 hours of the day, 365 days of the year a phone call away. In 1996, CHILDLINE India Foundation (CIF) launched CHILDLINE, the country's first toll-free tele-helpline for street children in distress. As of March 2015, total of 36 Million calls since inception have been serviced by CHILDLINE service and operates in **366** cities/districts in **34** States/UTs through its network of over **700** partner organizations across India where NEEDS is one of them partnering with Child line in Deoghar since September 2012. CHILDLINE is India's first 24-hour, free, emergency phone service for children in need of aid and assistance. CHILDLINE not only respond to the emergency needs of children but also link them to services for their long-term care and rehabilitation. CHILDLINE has the vision to build a child-friendly nation that guarantees the rights and protection of all children.

Goal

Creating a child friendly nation that guarantees the rights and protection of all children.

Major Objectives

The major objective of CHILDLINE is to reach out to every child in need of care and protection by responding to emergencies on 1098. To create awareness about CHILDLINE 1098 amongst every Indian child as a reliable source in need is also another objective of CHILDLINE. This program also advocates services for children those are inaccessible or nonexistent.

Major Activities:

- Case Intervention
- Childline Group Formation
- Awareness Program
- Conducting Open house program
- Outreach Activity with Children and Concerned adults
- Gramin Police Meeting

Result:

- 124 Case Intervention
- 15 Childline groups were formed
- 250 outreach program
- 12 Open house programs
- Block Level Workshop in Sarwan and Sonaraitthadi
- Celebrated Childline Dosti Week
- Conducted 4 weekly meeting

Back to Family

On 12/3/16 Deoghar childline team and collab got information from Kolkata Childline about a missing child. NEEDS childline team went for the home verification of Ashish Poddar (the child).

The child line team found out Ashish's family. Ashish's father told that he was missing from 4 years and his family was searching home. Ashis's parents wanted him to come back home. During the verification the childline team came to know that Ashish's father is a cycle mechanic. He also owns agricultural land, from which they get grains for the whole year. His elder brother works in private company in Tata. The information provided by Ashish's family is verified and found to be true.

After sharing the verification report the childline team brought Ashish to Deoghar and produced in CWC. The chairperson of CWC interrogated Ashish's and his family as well. His parents gave words on written that they will take care of the child. After all the processes Ashish was handed over to his family, where he is living with his happily

After all the processes

Entitlements, Sanitation and Hygiene



Mission Statement:

Advocate and facilitate access to Safe water, Sanitation and Hygiene to everyone in need, everywhere and always to impact of malnutrition, maternal and child health in particular and community health at large.

Theory of change:

If community is mobilized and triggered this helps individual and collective to change their behavior on water and hygiene practice outcome that helps generating demands and improve their ability to access resources and technology, this creates scope for improved access to potable water and sustainable hygiene infrastructure, then it creates sustained change in sanitation outcome that impacts on malnutrition, reduces new born and maternal deaths and also attributes to economic enhancement of the households.

Promoting Sustainable Sanitation & hygiene

Behavior in Banka

Duration : July 2013-June 2017

Total Budget: 1,87,03,140/-

Budget April 15- March 2016 -: 41,91,000/-

Target Group- All SC, ST, Poor, Vulnerable families in the district

Location of Project 8 Block Chandan,Katoria,Barahat,Banka, Fulidumar,Dhoraiya,Rajaun, Belhar 131 Gram Panchyat



Overview of Project:

In Bihar state Banka is one of the Back ward district. GSF seek to involve Rural communities in planning constructing and maintaining the Sanitation facilities where NEEDS will act as catalysts in this process. In GSF programme NEEDS identify the local needs on sanitation & hygiene Identify the activities to respond the programme. Build Partnership,implement the programme to achieve the goal. Basically to promote open defecation free village. Support community for demand generation and promote adoption of improved hygiene Behaviour.

Goal

To promote sanitation in Sustainable manner resulting in improved health of the communities & quality life 8 Blocks in Banka district

Objective

- Awareness generation and demand creation
- Sustainable Community structure
- Adoption of Safe Sanitary Practice
- Improved quality and access to service

Activities

- GP level Sensitization
- Community Triggering
- Village Level Micro Planning
- Women and Adolescent training
- School Awareness Programme
- Community Awareness through wall writing and Street Play



Result

- Actively engagement of key Stake holders including elected PRIs members
- Engagement of SHG and CBOs in the process
- Increased coordination between community and Administration
- Strengthening Village Nigrani Samities
- Covered 146 GP in 9 Block
- Submit ODEP for targeted 11 GP
- Triggering done in 231 villages
- Wall painting done in 550 villages
- Increase School awareness
- Celebration of ODF Status, 44 villages/Habitation of Banka Dist has been declared ODF
- Increased awareness and increased use of toilet and making village Open defecation free

Challenges:

- Delayed in fund disbursement
- Lack of trained Mason
- Error in Baseline
- Confusion between NBA & NREGS convergence at various level
- Less availability of "Rural Pan"
- During TSC & NBA intervention, constructed number of toilets, which is either technically not sound or defunct & create a negative impact in SBM G program implementation

Barrier Became Step to Success...



Gadi village of Dumaria gram panchayat in Belhar Block of Banka District had a target to build 103 IHHL under SBM (G). Construction started in self construction mode by the villagers and 20% construction was completed by them . But the beneficiaries were not using the IHHLs and it seemed that the toilets were build only to get the subsidy.

After completion of construction of 20% IHHLs the construction work came to a standstill due to some demotivation and few influential people of the village about subsidy . To resolve the issue NEEDS team had several round of meeting with these people and explained them the multiple benefits of have having an IHHL and using them. They were also told stories of the GP which have already achieved ODF status and were shown the pictures of the same.

Simultaneously NEEDS team also advocated for financial support from block for the marginalized community for construction of IHHL. As a result this advocacy, Block supported the SC/ST community financially for construction of IHHLs.

As a result of continuous meeting, orientation and follow-up with the influential people of the village, they also realized the importance of IHHL and started contributing as Natural Leaders and soon Gadi village achieved ODF status not only on the basis of completed construction of IHHL but also on the basis of usage.

Sukhania, SHG carrying the Yardstick ...Another snapshot of Women Empoerment!!!

Sukhania is a tribal village of Siljori panchayat. Due to its geographical isolation, this village was searching the light of development in the sphere of economy, education & health. Bounding by the traditional rituals and taboos coupled with some unavoidable social evils like early marriage, domestic violence was pushing villagers constantly in the gloomy state. Lack of govt. facilities in health, education created pessimism among villagers and resulting low institutional delivery and high dropouts in immunization and education sector. Children were mostly engaged in bidi making for supporting their families. Out of 35H.H, no toilet was constructed under TSC or NBA supervision. In schools, Sub-Center & AWC, no difference was seen up to August'13, when NEEDS started to promote sanitation & safe hygiene in that village.

Before penetrating in the village, a GP level orientation was conducted in presence of Mukhiya, Health & nutrition service providers, teachers, SHGs and ward members from each revenue village where essentialities of toilet & hygiene were well demonstrated by NEEDS facilitators. Some gender based issues were highlighted which motivated SHG members to take the baton for individual toilet construction. But, non availability of financial resources hindered the entire initiative. Some movement was planned to block office and bank by SHG members for monetary support. It was noticed that construction of H.H toilet became their prime agenda and participation was also appreciable. Keeping it in the mind, NEEDS conducted another meeting with SHG members who were associated with the organization from 2010 in livelihood program. After receiving a small orientation, they have conducted community level meeting and made a ranking of households as per their economic condition and provided portion amount of RS. 36,000 to most needy households and motivated others to build toilets by their own effort. NEEDS supervised total procedure and facilitated in demand generation process. All the toilets were constructed under the NBA & MGNREGS convergence scheme.

In the auspicious occasion of world toilet day, Sukhania has been declared as first ODF village in Banka District. SHG members were awarded by block MOIC, member of ZP & Mukhiya on that day. A recent survey has been conducted to measure the practice level, that shows 99% of uses.

Integrated Water and Sanitation for Rural India

Duration: January 2015-June 2016

Total Budget: 45,44,000 /-

Budget April 15- March 2016 : 18,17,760/-

Expenditure April 15-March 16: 22,34,581/-

Target Group: All SC, ST, Poor, Vulnerable families

Location of Project: Palajori, Deogarh



Overview of Project

Water sanitation and hygiene challenges are a burning issue now a day all over India. There is a need to re-focus on stopping open defecation rather than the building of facilities alone, investing heavily in hygiene promotion and social intermediation, particularly at household level, and providing improved and affordable design options for the poor. To

date the focus has been on BPL families. But there are huge numbers of families above poverty line who does not have clean drinking water and don't follow adequate or any sanitation and hygiene practices. The project impact on overall health. In other hand to providing the adequate sanitation condition are due to lack of trained personnel, lack of knowledge, improper need based area specific planning to disseminate information and constantly monitor the changes. Keeping it in the mind and depending upon the present situation this program aim and focused to be achieved only developing collaboration with different stakeholders for convergence of funds and up-scaling of learning.

Objective

- Achieving open defecation free (ODF) status in selected hamlets
- Access to round the year safe water in the intervention hamlets
- Promote school sanitation and hygiene activities to cover adolescent girls
- Strengthen women's representation in decision - making committees like the village water and
- sanitation committee (VWSC) /Swachata samithi(SS) and at the PRI level
- Strengthen social audit process to monitor quality and timeliness of government scheme deliverables.

Activities

- Involvement of Govt. Dept. for water and Sanitation and submitted DPR
- People to be aware of safe hygiene practices (personal & Menstrual hygiene).
- ODEP plan and Open defecation free village
- Formation of Tola Samity and Strengthening of VWSC and SHGs
- Capacity build up of Women and adolescents on

MHM Campaign for School Sanitation

- Clean Drive : Swachh Gram Swachh Gramin
- Exposure visit of Tola Samiti to understand The applied mechanism of sanitation behaviour.
- Support to VWSC for Technical Design of Toilets
- SLWM and construction of Soak pits

Result

- 62 Household completed construction of Toilet
- Work initiated in 17 habitation
- 17 DPR prepared and submitted for approval
- 15 Compost pit,10 Soak pit constructed
- Village wise Panisamity formed in 17 villages
- Demand generation and triggering activities done in 17 habitation
- Visit of Mission Director, shown cooperation to the program and give positive feedback to District .



Challenges

- 1-Delay the fund flow by government dept to construct toilets and water scheme.
- 2-less priority of community for the issues and lack of ownership.
- 3-Lack of knowledge & willingness both Mukhias and jalsahiya about their responsibility for wate , sanitation and hygiene.

UNNAYAN a Technical Assistance Program for Quality Assurance in Swacha Bharat Mission

Duration : January 2016 –March 2016

Total Budget: 16,55,000/-

Budget April 15- March 2016 – 16,55,000/-

Expenditure April 15- March 2016- 1,705,000/-

Target Group- The project will focus the realisation of entitlements of the most vulnerable and excluded community groups in these panchayats. particularly vulnerable tribal groups, schedule castes, muslim minorities, person with disabilities, children with special needs, women and adolescent.

Location of Project : Kundahit, Block 5 Gram Panchyat, Naranpur Block 5 Panchyat,Nala, Jamtara, Karmatarn, Fatepur one GP each



Overview of Project

NEEDS Water Aid partnership arrangements developed to implementation of SBM (Rural) & demonstrate a Process of implementation of SBM and accelerated the process of Sanitation to making Jamtara dis-

trict ODF by 2019 in association with Administration and Water Aid. By investing our Previous Learning's and experience of ODF in Palojori Deoghar,Chandan Block .

Goal

The long-term Goal or aim of the project is to make the district Jamtara ODF by 2019.

Objective

Technical support to the Department of Drinking Water & Sanitation, thus demonstrate the effective implementation of SBM (Gramin)





Activities

- Consultation cum Project Lunching Workshop
- VWSC orientation 16 batches
- Community Sensitization on Sanitation 40 villages
- Mason Training 3 batches with 136 Participants.

Result

- VWSC strengthened and actively engaged in village
- Self IHHL construction demand increased
- 136 Mason trained and engaged for IHHL construction
- 20 Women Mason trained and engaged to ensure quality construction
- 4 Gram Panchyat declared ODF
- Nigrani Samities are functional in ODF declared GPs
- Families are motivated and participate in quality IHHL construction

Challenges:

Irregular fund flow.

New elected Mukhia and PRIs

BRC dissolved new BRC formation is on Process.

Error in Base line report 2012

Innovation

Introduce Women Mason training Motivated beneficiary to contribute money for RCC Roof and Bath room in our operational areas During 2015-16 Fund sanction for 2 Block of 10 Gps

Initiative for Transparent and Accountable Governance System in Jharkhand

Duration of the Project: 60 Months (1st Jan 2104 to 31st Dec 2018)

Total Budget: Rs.16213750/-

Budget for April'15 - March'16: Rs.2497533.79/-

Expenditure during April'15 -March'16: Rs. 2585863.50/-

Target Group: 1st direct target group are 76500 households in four blocks, which has been selected in accordance to the backward district list, remoteness, vulnerability and low access to services.

2nd direct target group are service providers, including teachers, headmasters, ASHAs, ANMs, AWWs as well as employees of line departments.

3rd direct target group are the PRI members, members of SMCs and VHSNCs.

Final beneficiaries are all 3.8 million citizens of four blocks, who benefit from improved capacities of civil society networks and service providers in relation to information and services.

Location of the Project: Littipara, Jama, Barhait and Torpa Blocks in Jharkhand



Overview of the Project

Good Governance project is being implemented in Littipara, Barhait, Jama and Torpa block of Pakur , Sahebgunj, Dumka and Khunti districts of Jharkhand. The project is supported by Welthungerhilfe and European Union. The project works towards improving governance and community action related to food, income, nutrition and primary education in four blocks of Jharkhand. The action addresses some of the most critical needs and constraints. The action focuses on to make decentralized systems work by capacity building, empowerment, Community participation and multi sector coordination.

Goal

To contribute to social inclusion and reduced poverty through improved public service programs in Pakur district of Jharkhand India.

Objectives

Improved quality, coverage and accesses to information regarding public services in education, health & nutrition and rural employment in four block of Jharkhand

Innovative processes and best practices that address key constrains in information delivery, service provision, and empowerment of self-governance bodies are successfully standardized, demonstrate and replicate by state and district-level authorities of service provider



- Gram Panchyat Development Plan
- SMC training on SDP
- Facilitate local planning and implementation of Village Health and Nutrition Days
- Training of 50 VHSNCs through a 2 days village level training program
- Training of PRI on RTI Act and community monitoring system

Major Activities:

- Facility audit of Schools
- Community Radio Program
- To support of Pilot Pragya Kendras
- Refresher training of 91 Sahiya son text massages
- Capacity building on social audit, Progress tracking and budget tracking
- Support annual information fair at block level
- Wall writing on MGNREGA in 50 villages
- Mainstreaming best practices in Pragya Kendra
- Capacity building and support of Bharat Niraman Volunteers
- Rolling out of the PLA on health and nutrition- 25 villages of each block
- Training of 49 AWW on plotting of Growth Monitoring Chart
- Training of Rozgar Sevak
- Conducting Nukkad Natak
- Yojna Banao Abhiyan



Results

Strengthening Education System

- Outreached to 38 schools out of 40, who filled up the formats
- 456 SMC members were sensitized on facilities to be

- available in schools
- 9734 people were outreached through the community radio program
- 80 SMC members of 40 schools were trained on the format of SDP.

Strengthening Livelihood

- Information dissemination by MGNAREGA Seva Kendra on the available services of Prgya Kendra.
- The concept of **DEKH BHAI** was inculcated in wall writing for MGNREGA campaign in 50 villages of Littipara block

Strengthening Health System

- Training of 91 Sahiyaa on Mobile for Mother
- 100 PLA meetings were conducted
- 13 AWC in this Panchayat had started plotting the GMC
- 146 VHNDs were attended by project team to facilitate the sahiyaa, 462 women were registered in the VHNDs out of which 357 were in first trimester. 337 pregnant women received 3 or more ANCs and has received 100 IFA tablets. 404 pregnant women received 2 TT injections. 575 children had their growth monitored during VHND. 13 children were identified as SAM on VHNDs and referred to MTC for treatment.
- Training of 35 VHSNCs



Establishing grassroots Governance

- 33 PRI members were sensitized on Panchayat annual planning and budget tracking.
- The Information Fair outreached to 3682 people and 506 applications from the community on their grievances
- VLEs of 17 PKs got a vision to expand the services as per the community needs identified through needs assessment.
- 4580 people were sensitized through Nukkad Natak conducted during YBA and Block Level Information Fair
- Micro planning was done in participatory mode in 50 villages
- 29624 people were outreached through Gram sabha during GPDP.



Challenges:

- Poor infrastructure at Health centers was a hurdle in motivating the community to access the services.
- Remoteness of the project area and lackof connectivity are major constraints to access to information and services.

Innovation:

- Introduction of E-Samadhan as a tool of Grievance redressal mechanism
- Mobile for mother- a mobile based application to help ASHA workers track mother & Child health & provide information as successfully piloted by NEEDS , has been launched in Littipara block. 270 ASHA workers would be trained on Mobile based application to track mother and child health. This has been adopted by HRHM for scale up in one more block
- Generate Business Development Plan of Pragma Kendra in Littipara Block

NETWORK FOR ENTERPRISE ENHANCEMENT AND DEVELOPMENT SUPPORT

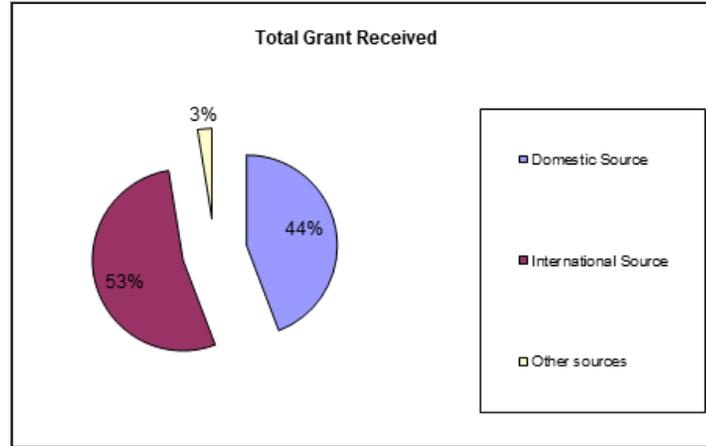
Tapowan Road, Deoghar, Jharkhand - 814 143

ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2016

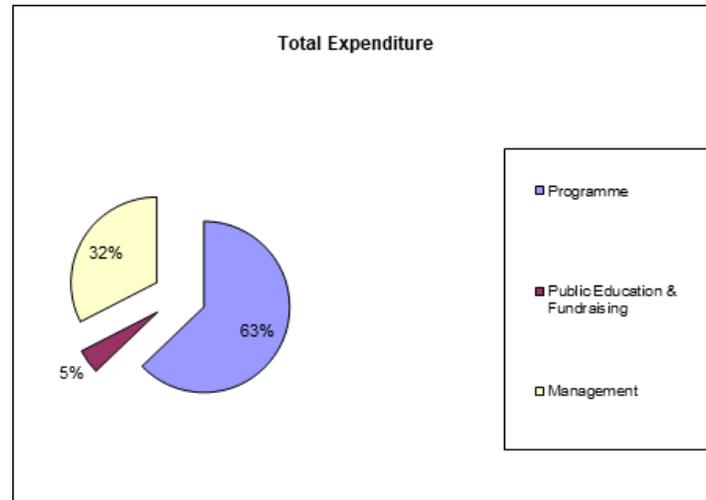
ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2016

Particulars	Current Financial Year		Previous Financial Year	
	Amount	%	Amount	%
Assets				
Fixed Assets	7,235,125.00	33	6,425,305.00	26
Investments	811,354.00	4	4,507,777.00	18
Deposit and Advances	12,840,352.00	58	14,221,595.00	57
Income & Expenditure A/c Balance	1347741	6		0.00
Total	22,234,572.00	100.00	25154677.00	100.00
Liabilities				
Corpus / Endowment Fund	7,956,933.00	35.79	7,541,987.00	29.98
Loan / Borrowings	811,281.00	3.65	1,059,932.00	4.21
Current Liabilities and Provisions	13,466,358.00	60.56	16,008,866.00	63.64
Income & Expenditure A/c Balance		0	543,892.00	2
Total	22234572.00	100.00	25,154,677.00	100.00

Total Grant Received



Total Expenditure



ABRIDGED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31ST MARCH 2016

Particulars	Current Financial Year		Previous Financial Year	
	Amount	%	Amount	%
Income				
Self Generated Income	1,453,800.00	2.55	2,466,363.00	4.11
Indian Source	25,230,693	44.23	29,039,705.00	48.40
International Source	30,358,683.00	53.22	28,488,012.00	47.48
Total	57,043,176	100.00	59,994,080.00	100.00
Expenditure				
Programme	30509709.00	53.49	38402881.00	64.76
Public Education & Fundraising	2641690.00	4.63	1612147.00	2.72
Management	18565490.00	32.55	19191622.00	32.36
Others	5326287.00	9.34	93278.00	0.16
Total	57043176.00	100.00	59299928.00	100.00
Deficit / Surplus	-		694152.00	

TRANSPARENT PROFILE

IDENTITY

Network for Enterprise Enhancement and development Support [NEEDS] is a not for profit organization registered under Indian trust act 1882 vide trust registration number SL#3017 D#IV175 dated 07/11/1998

- NEEDS is registered u/s 12A of the Income Tax Act, 1961,
- NEEDS is registered under section 4(1) (b) of the Foreign Contribution (Regulation) Act, 1976 (FCRA Reg. No. 337680017).
- PAN # : **AAATN3482B** and TAN # **RCHN00143D**

MAIN BANKERS:

1. NAME: Axis Bank Ltd.
BRANCH: Deoghar
2. NAME: Indian Bank
BARNCH: Deoghar

AUDITORS:

NAME: P. M. Bavishi & Co., Chartered Accountant

ADDRESS: 7, Round Building, 3rd Floor, R. S. Sapre Marg, Kalbadevi, Mumbai- 400002

GOVERNANCE – DETAILS OF BOARD MEMBERS (as at March 31, 2016)

Name	Age	Sex	Position on Board	Occupation	Area of Competency	Meetings attended
Murari Mohan Choudhury	53	Male	Secretary	Executive Director of NEEDS	Food and nutrition security/ Natural resource management	2
Dr. Abani Kumar Nag	54	Male	Member	Medical Practitioner & Director of "Vivekanand International Health Centre" in Kolkata	Expert in AIDS/HIV	2
Dr. Chandni Chran Sarkar	80	Male	Vice President	Horticulture and Food Processing consultant, former director horticulture/ GoB	Horticulture/ Food processing	2
Ms Chitra Pal	45	Female	Member	M. Com and professor	Chartered Accountant	2
Krishnendu Sarkar	49	Male	Member	Director of Knowledge Management in Business School	Electrical Engineering & IT	1
Ms. Smriti Kana Bose	59	Female	Member	Social Work	Graduate in Arts	2

Ms. Abha Kumari	44	Female	Member	Social Worker	Community Mobilisation & Training, Water & Sanitation	1
Sudeep Das	39	Male	Member	Social Work	P.G. in Sociology	0
Riti Kumar	37	Female	Member	Social Work	P.G. in Pol. Science	2

- The NEEDS Board met 2 times in the FY 2015-16 on 18/04/2015 & 26/12/2015. Minutes of Board meetings are documented and circulated.
- A Board Rotation Policy exists and is practiced.
- The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organization's compliance with laws and regulations.
- Annual Gross Remuneration paid to members of your Statutory Governing Body by this organisation (in case of no remuneration please write "ZERO"). Please fill in name of each Board Member and against the same mention remuneration if any or ZERO as the case may be.)

NO.	NAME	Gross Remuneration PER ANNUM (Rs.)
1	Murari Mohan Choudhury	14,88,060/-
2	Dr. Abani Kumar Nag	Zero
3	Dr. Chandi Chran Sarkar	Zero
4	Ms Chitra Pal	Zero
5	Krishnendu Sarkar	Zero
6	Ms. Smriti Kana Bose	Zero
7	Ms. Abha Kumari	Zero
8	Sudeep Das	Zero
9	Riti Kumar	Zero

• **Amount Reimbursed to ALL Board Members:**

International Travel	1,40,951/-
Domestic Travel	2,12,320/-
Local Conveyance	34,109/-
Entertainment Expenses	Zero
Others	Zero

No other reimbursements have been made to any Board member, trustee or shareholder.

ACCOUNTABILITY AND TRANSPARENCY:

• **Highest paid Salary and lowest paid salary in the organization:**

Head of the Organisation:	14,88,060/-
Highest Paid:	5,37,360/-
Lowest Paid:	1,01,502/-

• **STAFF DETAILS: (as at March 31, 2016)**

Gender	Paid full time	Paid part time	Paid Consultants	Unpaid Volunteers
Male	18	127	15	500+
Female	02	62	04	800+

• **DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS (as March 31, 2016)**

Slab of gross salary (in Rs.)	Male	Female	Total
Plus benefits paid to staff			
< 5,000	42	21	63
5,000 – 10,000	69	34	103
10,001 – 25,000	19	5	24
25,000 – 50,000	14	4	18
50,001 – 1,00,000	0	0	0
1,00,000 >	1	0	1
TOTAL	145	64	209

• **TOTAL COST OF NATIONAL TRAVEL BY ALL BOARD MEMBERS/ STAFFS/ VOLUNTEERS DURING THE YEAR : 9,60,041/-**

• **TOTAL COST OF INTERNATIONAL TRAVEL BY ALL BOARD MEMBERS/ STAFFS/ VOLUNTEERS DURING THE YEAR:**

Name	Murari M. Choudhury
Designation	Executive Director
Places of visit	Bali, Indonesia
Purpose	Global Conference on Mobile Application
Gross Expense (Rs)	1,40,951/-
Sponsored by External Organisation	SIMAVI

