

Network for Enterprise Enhancement  
and Development Support (NEEDS)

2018-2019

# Annual Report



## About NEEDS

Network for Enterprise Enhancement and Development Support (NEEDS), a trust established in 1998, intervenes in the selected poverty - stricken pockets of Bihar and Jharkhand to bring a significant change in the life of women, children and the community through food security, livelihood interventions, reproductive health and hygiene and child protection.

### **Mission**

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.

### **Values**

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.

### **Strategy**

- Program quality assurance
- Communication and Marketing
- Reporting and documentation
- Developing exist policies

## Vision

**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.**

## Livelihood and Food Security



To help the populace come out from this cycle of poverty, NEEDS has created a 'poverty-free' model block in each district where it is working with the strategies of enhancing enterprise and non-agriculture services. We believe in the aid of 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.

### **Projects initiated under the livelihood sector**

#### **Holistic Rural Development Program (HRDP)**

The “Holistic Rural Development Programme” is designed to bring dignified and healthy living among the rural communities and strengthen community self-governance. This will be achieved through simultaneous intervention in 15 selected villages in Jhinkpani block of West Singhbhum district and 16 selected villages in Khunti district of Jharkhand. The project was initiated in the year 2017. The intervention includes natural resource management, agricultural development, and livelihood enhancement, nutrition management, ensuring education and improving sanitary conditions.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
HRDP (Chaibasa)	3000 HH spread in a cluster of 15 villages of Jhinkpani block	HD HDFC Bank Parivartan	Sep 2017- Mar 2020	7,15,61,374	3,08,48,980	3,08,48,980
HRDP (Khunti)	2400 HH spread in a cluster of 16 villages of Khunti	HD HDFC Bank Parivartan	April 2018- Mar 2020	5,49,04,802	2,52,67,458	2,52,67,458

### Major Activities

- Strengthen 338 women self-help groups and their collectives in 31 villages in convergence with JSLPS
- Increased access to irrigation facilities by 1230 farm households for increased production and productivity by over 40% and improved agriculture practice adopted by 535 farm households ensuring increased productivity by at least 30%
- Livelihood enhancement of 3052 under privileged households of 16 targeted villages through on farm and off-farm interventions.
- To make 34 AWC child friendly and ensure increased participation of Children to have right to development and better place as play school.

## Mission 2020 - Lakhpati Kisan Smart Village Project

Lakhpati Kisan ensures that Self Help Groups (SHG), Village Organizations (VO) and Federation will be at the center 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 Palojori PIP (Project Implementation Plan) to significantly improve the nutrition status of targeted households through the consumption of vegetables and pulses. The project started in the year 2017 and is currently working with 7000 households.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
Lakhpati Kisan Smart Village Project	7000 households	CInI-TATA TRUST, BRLF and Infosys	1 <sup>st</sup> Apr 2015 - 31 <sup>st</sup> Mar 2020	9,11,48,690	1,78,23,845	1,49,80,061
Smart Village Lakhpati-Farmers Open Source Fisheries	7000 households	CInI	July 2018- June 2019	3,62,000	3,02,000	1,95,519

### Major Activities

- Women leadership: 548 self-help groups were trained on leadership, Sum of Rs 16,65,903 repaid through federation with respect to different types of loan such as Polyhouse loan, soilless loans, etc
- Started business in Raddish, Paddy and chilly and sold 3137 Kg radish, 3200 Kg chilly and 4200 Kg paddy.
- Drip and Mulching was covered across 20.05 acres at Palojori through Agri and Allied enterprises and 20.93 Acre by Nimbus. Azola Pit has been constructed in 1749 HHs.
- Azola Pit has been constructed in 1749 HHs. Kharf, Rabi and summer crop monitoring system was executed through LRP and LRP tejus . 12 Acre mango plantation completed benefitting 14 HH.
- 17138 goat deworming has been completed and PPR vaccination for 6231 goats.
- 3287 goats were sold. New ponds selection was completed for undertaking fishery for 1043 HHs.
- 5 entrepreneurs for nursery ponds were selected and 92 kg fish were stocked in the 5 ponds.

## NABARD- Rural Infrastructure Development Fund (RIDF)

The Project is implemented in Deoghar and Devipur Block with an aim to saturate the possible NRM activities in the project area which is planned under this Program. Soil Conservation/ Irrigation Deptt and other line departments. Major activities are TCB, WAT, ECD, DCD, MCD, LBS, and WHS etc. The project was initiated in the year 2015 and is working in 63 villages. The project also included agriculture activities for which convergence process is taken place for enhancement of daily livelihood.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
RIDF-NABARD-1/2015-16	1748 HH of marginalised sections	(SLNA-JSWM), RDD, Govt. of Jharkhand	April 2017-March-2020	10,00,76,464	3,33,33,333	1,55,84,906

### Major Activities

- Crop cultivation was done with 200 HH in Kharif, 175 in Rabi and 150 in summer.
- **Change in landuse pattern:** There is positive change in land use pattern noticed in most watershed areas across all villages

## Promoting Rural Livelihoods through transformative Financial Inclusion

The project ensures social and financial inclusion of the marginalised communities by promoting livelihood through financial based knowledge products. It builds structured partner alliance and resource community for the economic and the financial inclusion of the poorest. The project aims to build capacity of the partner alliance to monitor, evaluate and learn to ensure continuous contribution to the economic and financial inclusion knowledge base.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilised
Promoting Rural Livelihoods through transformative Financial Inclusion	Marginalised communities from 58 villages of 9 Panchayats	Trickle Up India	Sep 2016- Nov 2018	4,35,481	3,56,292	3,56,292

### Major Activities

- 272 SHG formed. (New formations including inclusion in old SHG)
- 3265 VP PPs enrolled in SHGs
- Active Women (AW) Selection within the SHGs- 16
- SHG Bank a/c Opening - 199
- SHG Bank linkage - 174
- Individual PP Bank Account Opening-1778
- Insurance Linkage of PP-1256
- Pension linkage of PP-202
- Capacity building programmes and Financial Literacy Training conducted and 3200 participants attended: out of which majority stakeholders were women.

## Green College Initiative

The Project is implemented to stimulate the rural economy, contribute to inclusive growth and mitigate migration by developing entrepreneurship and employment in the green sector in remote, tribal areas of India. Project offers modular skill training opportunities to rural youths including farmers and farm women based on local need. It also promotes development of village level entrepreneurs with earning an incremental income of Rs.18000 per annum.

Project Title	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilised
The Green College Initiative	Welthungerhilfe	Jan 2016-Jun 2019	1,67,66,256	56,26,038	41,44,672

### Major Activities

- 175 trainees trained in Farm Pond Fish Farming
- 72 trainees trained in Floriculturist (Open Cultivation)
- 195 trainees trained in Organic Kitchen Garden
- 106 trainees trained in Small Ruminant and Goat Farming
- 88 trainees trained in Intensive Vegetable Grower
- 78 trainees trained on Sustainable Integrated Farming System
- 35 trainees trained High potential rural youth(HPRY)
- 4 trainees trained in Polynursery management
- 3 trainees trained Dairy development and management.

# Sanitation and Hygiene



Sanitation and hygiene are critical to health, survival, and development. Many countries are challenged in providing adequate sanitation for their entire populations, leaving people at risk for water, sanitation, and hygiene (WASH)-related diseases. Our mission is to advocate and facilitate access to safe water, sanitation and hygiene to intervene to everyone in need.

## **Projects initiated under the livelihood sector**

### **Ensuring Behaviour Change and access to safe drinking water and sanitation**

The project aims to achieve improvement in quality of life in the livelihood clusters through facilitating provision of hygienic sanitation facilities, safe drinking water and behaviour change in the communities with regard to personal hygiene and cleanliness in around 4000 families in 8 gram panchyats of Palojori block of Deoghar district.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
Ensuring Behaviour Change and access to safe drinking water and sanitation	8 gram panchayats & 79 villages - Palajori Block	CInI	Feb 2018 - Mar 2019	33,91,000	32,47,682	19,29,962

### Major Activities

- 26 villages are declared ODF according to 100% toilets use which is made by the government support.
- 2401 individual toilets are being used
- 33 shoakpit constructed for solid liquid waste management.
- KHULE ME MUKHTI HETU GRAMIN IK JUTATA ABHIYAN was organized.
- District level ODF sustainability programme was organized in one block
- System set for maintaining water tank and monthly fee is collected by nal jal sammittees.

## School Sanitation Program

The project ensures access to toilet for girls and boys of 80 schools, in Khunti and Chaibasa district. All students and teaching and non-teaching staff of 80 Schools are using school toilet and open field defecation is stopped. Girls get privacy and drop out rate of girls are checked.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
School Sanitation Program	80 schools	HDFC Bank Parivartan	Feb 2018 - Jan 2019	2,72,00,000	2,71,92,419	2,71,92,419

### Major Activities:

- 80 Toilets with hand wash facility was constructed
- School children were oriented on hygiene behaviour and use of toilet through Nukked natak and other activities
- BalSnasads were trained on school sanitation
- SMCs were oriented for monitoring, toilet management and involved in monitoring of toilet construction
- All toilets were handed over to the respective schools.

## Improving Water and Sanitation Facilities in 20 Government School

The project ensures renovation of infrastructure in government / government aided schools in Palajori block. It engage extensively at the gram panchayat levels by creating a demand for sanitation and safe drinking water and access to clean drinking water and aims to achieve open defecation free and inculcate functional and hygienic toilet usage habits.

Project Title	Project outreach	Grant Support ed by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
Improving Water and Sanitation Facilities in 20 Government School	20 Government schools In Palajori block	CInI	Apr 2018 - Dec 2018	17,38,000	13,86,139	13,86,139

### Major Activities:

- 20 school toilets renovated in Palajori block.
- 20 schools were distributed with Purifiers and 17 schools got units for handwashing purposes.

## Child Protection and Education



The child protection sector begins with identifying child labour and out of school children across the state and initiates innovative approaches to encourage them to pursue their studies further. Needs deliberately works with these children, so that they can learn, grow & develop to realize their full potential in a joyful learning environment and free from any form of threat and abuse. Over the past 20 years, NEEDS has impacted over one lack of forty-two thousand children and adolescents in Jharkhand through its passionate intervention. Our mission is for all children to learn, grow and develop to realize their full potential in a joyful learning environment and free from any form of threat or abuse.

### **Projects initiated under the Child protection and Education sector**

#### **More than Brides: Marriage No Child's Play**

The project is to combat with the issue of child marriage, girl's education and reduce the no of child marriage cases in the intervention area and also aim to drag adolescent girl's attention into sports, skill activity (sewing classes, computer classes etc) by which they can earn by themselves and become self-independent. The project was initiated in the year 2016.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget Year 2018	Budget utilised
Marriage No Child's Play	201 villages of Sarwan block	SIMAVI	Jan 2016 – Dec - 2020	4,51,87,502	1,41,17,575	1,23,94,338

## Major Activities

- VLCPCs were strengthened and linkages with ChildLine established.
- Adolescent Friendly Health Clinics and Information Dissemination Centre for adolescents were established.
- 3405 adolescents had sessions on financial literacy addressing life skill issue such as Child Right and responsibilities, Planning and Budgeting, Savings and Spending.
- 162 VLCPCs strengthened to actively monitor Child Marriage Cases and school drop-out children
- 423 adolescents were trained on self-defence and leadership by imparting karate training.
- Advocacy meeting, events were conducted with Government officials for policy change leading to decrease in barrier.
- Conducted consultation meetings with religious leaders to promote formal education of adolescents and prevent Child Marriage.
- Orientation sessions were held with PRI members in 9 Panchayats on their responsibility on ban of child marriages and other related issues, POCSO Act, Child Marriage Act.
- 869 meetings( VLCPC & VHSNC) were regularized in core villages to increase awareness of rights of girls

## Go Girl Go - II

The main objectives of the program is to ensure all girls under the age of 18 years have access to quality education and is free from any kind of sexual abuse and is not being discriminated on the basis of gender.

### *Project aims to -*

- **Right to Education (RTE)** to be realized by all girls and continue their education in school [beyond RTE framework of India] and acquire life skills to ascertain their rights for life of dignity
- **Reduced gender discrimination**, gender violence at home, and school and community level.
- **Sensitisation and Capacity Building:** The Child Protection Committee (CPC), School Management Committee (SMC), the PRIs and community is sensitized and capacitated towards RTE
- **Empowerment of girls** for protection from any form of gender and sexual abuse.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
Go Girl Go -II	Sarwan and Sonarithadi blocks Deoghar	DKA Austria	Jul 2014 - Oct 2019	56,88,730	14,83,971	8,16,433

### **Major Activities:**

- 2422 adolescent were linked to quality education in 22 schools.
- Nukkad natak were organized in 10 villages in catchment area of school Intervention.
- Mainstreaming all the NBS/DO/IR girls in 8 running schools through TLM/TLA to improve quality of education.

- 108 adolescent drop out were mainstreamed in school. Conducted karate sessions at 6 centres involving 120 adolescents at Sonarthadi and 6 open House were organized at community.
- VLCPC, Balsansad & SMC's in the catchment area of school intervention were strengthened.
- Workshop was organized for orientation of PRI, VLCPC& Gatekeeper. International Girl Child day, International women's day, Beti Padhao, Beti bachao was organized at Block level for the promotion of girl child.

## Integrated Child Protection scheme

The major objective of CHILDLINE is to reach out to every child in need of care and protection by responding to emergencies on 1098. The scheme creates awareness about CHILDLINE 1098 amongst every Indian child as a reliable source in need is also another objective of CHILDLINE.

Project Title	Project outreach	Grant Supported by	Project Duration	Yearly Budget	Budget utilized
Integrated Child Protection Scheme	3 blocks of Deoghar	Childline India Foundation	Sep 2012 -Mar 2019	6,03,000	4,63,824

### Major Activities

- 272 cases of medical, missing children, sponsorship, and protection from abuse has been tracked and resolved.
- 4 child marriages were stopped during this reporting period
- 7 cases related to missing children were solved
- **Protection from Abuse:** 55 children were protected from some form of abuse during this period
- **Awareness and Impact:** CHILDLINE team was able to create a massive impact in society through various awareness programmes through meeting with community, SHG, PRI,

Health Workers, Teachers, Anganwadi- Sevikas. In this process block officials and police station in charge along with CPC members were also involved.

- **Strengthening Community Networks and Support Systems:**

- 862 meetings were organized at community level to address and identify the issues related to child labour, early child marriage and promoting the role of CHILDLINE in solving them.
- 2064 meeting was organized for enhancing awareness among the community through meeting with PRI, VLCPC monthly meeting, movie show, and open house.
- 65 children were provided benefits of protection using various services and legal support
- 346 meetings at school were organized comprising Balsansad, PTA & SMC meeting to improve quality of education in school.
- Community has been acquainted with Health service through meetings held with health worker. 381 VHND meeting, cluster meeting were held to build awareness amongst children on health aspects.
- Special emphasis has been taken to educate community through organising events on Child Line se Dosti week, Child Line Birthday, world against Child Labour Day, Sarwani mela events
- Children are encouraged to create a friendly relation with government officials and police through friendship bands during celebration of CHILDLINE se Dosti week in November.

## **Anandshala**

The Anandshala program helps make school joyful learning spaces by enabling students teachers to think and express themselves freely. Anandshala enhances language abilities ownership for schooling by building stronger relationships between students, teachers parents. The project primarily aims at completion of secondary education and building the ag of adolescent's girls between 10-19 years and prevents early marriage and early pregnac Initiated in 2018 and , reaching out to 22046 children.

Project Title	Project outreach	Grant Support ed by	Project Duration	Total budget	Budget 2018-2019	Budget utilized
Anandshala	<ul style="list-style-type: none"> <li>In school - 188 school, 22046 Children</li> <li>Out school - Youth Center 98, 1700 Adolescent Girl</li> </ul>	Quest Alliance	June 2018 -Mar 2020	1,54,58,034	51,36,390	44,84,196

### Major Activities

- 95 boot camps organized at Palojori, reached out to 821 adolescent girls (11years - 19 years) and 4960 community members along with parents
- FCI completed at 15 High School and 65 Middle School, total students enrolled in the process is 10205.
- Youth Centre inaugurated, total enrolment 1100 adolescent girls (Regular school going- 594 and Dropout/irregular/ never been to school- 506).
- 28142 adolescent girls age group 8 years - 19 years were identified during the Child mapping survey of 3 blocks (Palojori, Devipur and Sonaraitadi).
- 50 **Girl Champions** were Identified
- Project approval from the district authority
- Out reached 80 school for enrichment activity
- Conducted 58 open schools.

## eVidyaloka

eVidyaloka is an educational social enterprise, with a vision to enable quality in education for children of rural India. It is realized by connecting passionate individuals as volunteer teachers from across the world with the Govt elementary schools in remote and rural villages of India leveraging technology. It is focused on the children in the age group of 10-14 (5th to 8th grade).

Project Title	Project outreach	Grant Supported by	Project Duration	Budget 2018-2019	Budget utilized
eVidyaloka eClassroom offer	1335 Students in this year in Seven KGBV School in Deoghar District	Evidyaloka	June 2017 -Mar 2020	5,04,000	3,10,988

### Major Activities

- Average 45 % of classes were held with average 92% attendance of children in each session.
- 1400 School children performance increased over 75 to 90% against pre session tests of 1400 children participating in sessions

## Reproductive Health and Rights



A way into comprehensive sexual and reproductive health and rights is a basic human right. However, the global status of women's and girls' sexual and reproductive health and rights is disturbing. Women and girls around the world, especially those living in poverty, face restricted or no access to information and services about their reproductive health and rights. NEEDS believes If young people have access to timely and targeted health-related information, it would lead them to make a better choice for themselves. this would then contribute to reducing risk because informed choices also impact maternal and infant mortality and morbidity because of better access and quality of services.

### **Projects initiated under Reproductive Health and Rights**

#### **AmplifyChange**

This project is built on a current AmplifyChange Network grant through which the Alliance is working towards CSO strengthening for an inclusive movement against child marriage and expand it to a stronger, broader campaign for YSRHR led by young people themselves. The

project was initiated in the year 2016. It aims at measurably improving the organizational capacity and leadership of 150 CSOs and 200 youth leaders to reach out to a wide range of stakeholders resulting in a strong, inclusive movement for comprehensive YSRHR and reducing barriers at individual, family, social and systemic level.

Project Title	Project outreach	Grant Supported by	Project Duration	Total budget	Budget 2018-2019	Budget utilised
Amplifying change	150 CSOs and 200 youth leaders	BVHA	Nov 2016 - Dec 2020	73,72,800	25,20,412	17,29,779

### Major Activities

- Training of CSO partners was held on PMLE App tool. This is an android based app through which real time data of a particular event is uploaded with their photos and videos.
- Workshop on Sexual Reproductive Health Rights and Gender Equality for CSO Partners of SRHR Alliance was organized on 20<sup>th</sup> April -21st April 2018.
- Conducted meeting with SRHR alliance members, allied with White Ribbon Alliance secretariat, Chairperson SCPCR, Women Commission Chairperson and decided to work together on advocacy issues under the banner of SCPCR
- Government set up Sahiyya supported SRHR information and service initiatives as model in Sarwa block of Deoghar district.
- Developed 8 Gram Panchaiayat Plan of action engaging grassroots agencies i.e. VLCPCs, SMCs, VHNCs and PRIs in one sub district of Deoghar, resulting in SRHR alliance Jharkhand taking up the model for 100 GP. Consultations were held and plan of action developed to end child marriage, as a process leading to development of the State plan of action to end child marriage.

# Transparency 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 exempt from u/s 12A of the Income Tax Act, 1961 (12A Reg. No. CIT/DHN/TECH/12A-17/99-2000)
- NEEDS is registered u/s 80G of the Income Tax Act, 1961 (80G Reg. No. AAATN3482B/13/14-15/T-0006/80G)
- NEEDS is registered under Foreign Contribution (Regulation) Act, 2010 (FCRA Reg. No. 337680017)
- PAN # : **AAATN3482B** TAN # : **RCHN00143D** DARPAN ID # : **JH/2009/0018890**

## MAIN BANKERS:

1. NAME: Axis Bank  
BRANCH: Deoghar

2. NAME: Indian Bank  
BRANCH: Deoghar

3. NAME: HDFC Bank  
BRANCH: Deoghar

## AUDITORS:

N NAME: M/s. P. M. Bavishi & Co., Chartered Accountants

ADDRESS: Room No. 7, 3rd Floor, Round Building,  
R. S. Sapre Marg, Mumbai – 400002

## GOVERNANCE – DETAILS OF BOARD MEMBERS (as at March 31, 2019)

Name	Age	Sex	Position in Board	Occupation	Active From	Area of Competency	Meetings Attended
Murari Mohan Choudhury	58	Male	Secretary/ Executive Director	Executive Director of NEEDS	07.11.1998	Food and nutrition security/Natural resource management	2
Dr. Krishnendu Sarkar	53	Male	President	Director of Knowledge Management in Business School	09.03.2008	Electrical Engineering & IT School	2
Ms. Chitra Paul	60	Female	Vice President	M.com and Professor	12.05.2002	Chartered Accountant	2
Ms. Abha	49	Female	Member	Social Worker	07.11.1998	Community Mobilisation & Training, Water & Sanitation	2
Sudip Das	54	Male	Member	Working with CARE & Field Officer	07.11.1998	P.G. in Sociology	0
Dr. Abanindra Kr Nag	59	Male	Member	Medical Practitioner & Director of " Vivekanand International Health Centre" In Kolkata	12.05.2002	Expert in AIDS/HIV	2
Rini Sinha	45	Female	Member	Consultant on SRHR	10.01.2018	PG, Consultant on SRHR	2
Urmi Ray	53	Female	Member	Associate Director at New Light Kolkata	10.01.2018	PG, Journalism	2

- The NEEDS Board met 2 times in the FY 2018-19 on 02.04.2018 and 23.01.2019. 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	20,32,996/-
2	Dr. Krishnendu Sarkar	Zero
3	Ms. Chitra Paul	Zero
4	Ms. Abha	Zero
5	Sudip Das	Zero
6	Dr. Abanindra Kr Nag	Zero
7	Rini Sinha	Zero
8	Urmi Ray	Zero

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

International Travel	9,481/-
Domestic Travel	4,58,264/-
Local Conveyance	1,23,697/-
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: 20,32,996/- per year
Highest Paid: Rs. 7,98,600/- per year
Lowest Paid: Rs. 1,20,000/- per year

• **STAFF DETAILS: (as at March 31, 2019)**

Gender	Paid full time	Paid part time	Paid Consultants	Unpaid Volunteers
Male	98	68	5	500+
Female	50	50	1	1200+

• **DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS (as March 31, 2019)**

Slab of gross salary (in Rs.) Plus benefits paid to staff	Male	Female	Total
< 5,000	22	21	43
5,000 – 10,000	61	34	95
10,001 – 25,000	58	38	96
25,001 – 50,000	20	7	27
50,001 – 1,00,000	4	0	4
1,00,000 >	1	0	1
<b>TOTAL</b>	<b>166</b>	<b>100</b>	<b>266</b>

• **TOTAL COST OF NATIONAL TRAVEL BY ALL BOARD MEMBERS/ STAFFS/ VOLUNTEERS DURING THE YEAR : Rs. 9,54,209/-**

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

Name	Murari M Choudhury
Designation	Executive Director
Places of visit	The Netherlands
Purpose	MTBA Global Conference
Gross Expense (Rs)	9,481/-
Sponsored by external organisation	SIMAVI

**NETWORK FOR ENTERPRISE ENHANCEMENT AND DEVELOPMENT SUPPORT**

Regd. Office: Behind SBI Training Centre, Williams Town, B.Deoghar-814112 (Jharkhand)

Admin. Office: Tapowan Road, Deoghar, Jharkhand -814 143

**ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2019**

Particulars	Current Financial Year		Previous Financial Year	
	Amount	%	Amount	%
<b>Assets</b>				
Fixed Assets	90,80,567.63	31.04	74,27,429.38	21.59
Investments	70,76,432.00	24.19	16,92,999.00	4.92
Deposits and Advances	1,30,93,862.00	44.76	2,52,86,654.59	73.49
<b>Total</b>	<b>2,92,50,861.63</b>	<b>100.00</b>	<b>3,44,07,082.97</b>	<b>100.00</b>
<b>Liabilities</b>				
Corpus / Endowment Fund	84,92,189.05	29.03	80,78,347.10	23.48
Loan / Borrowings	17,67,101.00	6.04	6,80,354.63	1.98
Current Liabilities and Provisions	1,67,62,442.37	57.31	2,45,25,187.61	71.28
Income & Expenditure A/c	22,29,129.21	7.62	11,23,193.63	3.26
<b>Total</b>	<b>2,92,50,861.63</b>	<b>100.00</b>	<b>3,44,07,082.97</b>	<b>100.00</b>

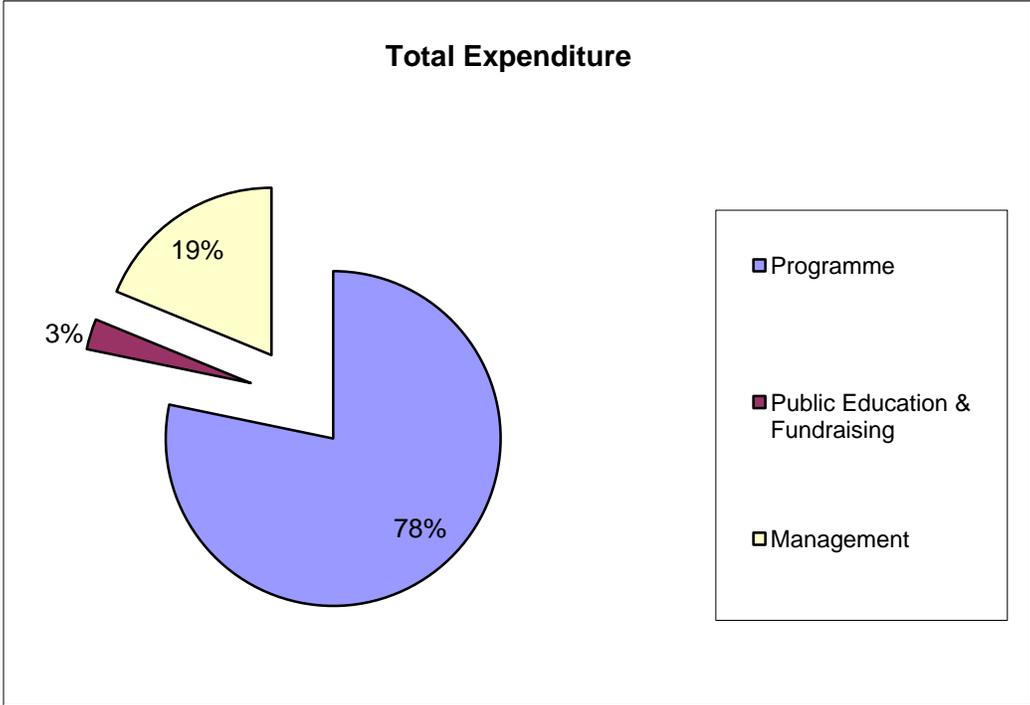
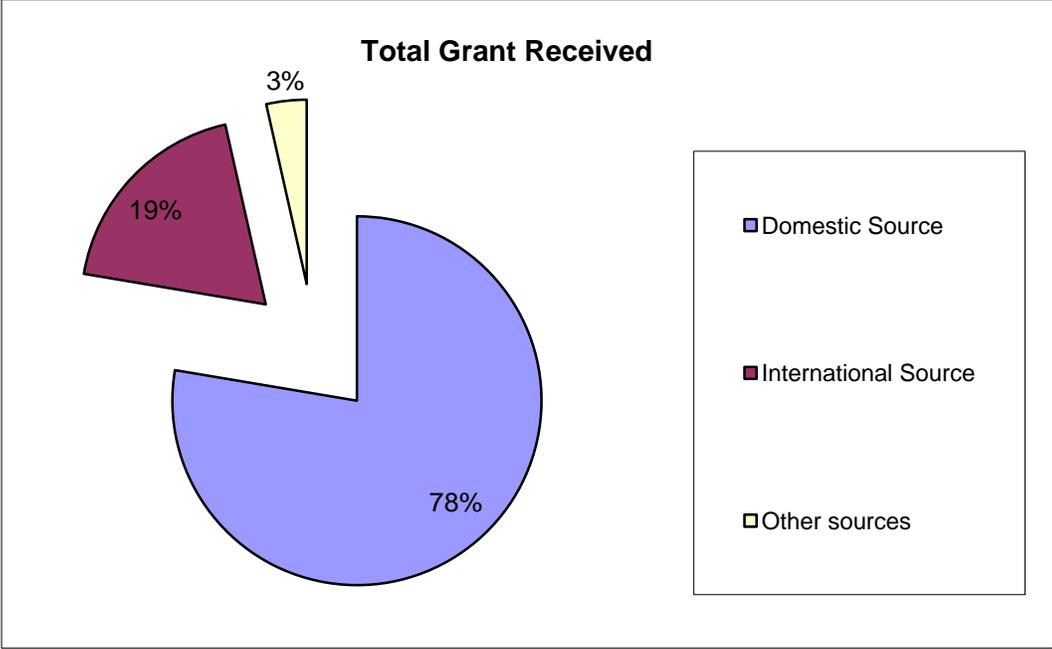
**NETWORK FOR ENTERPRISE ENHANCEMENT AND DEVELOPMENT SUPPORT**

Regd. Office: Behind SBI Training Centre, Williams Town, B.Deoghar-814112 (Jharkhand)

Admin. Office: Tapowan Road, Deoghar, Jharkhand -814 143

**ABRIDGED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31ST MARCH 2019**

Particulars	Current Financial Year		Previous Financial Year	
	Amount	%	Amount	%
<b>Income</b>				
Self Generated Income	53,65,957.76	3.52	28,55,822.08	3.53
Indian Source	11,82,21,318.44	77.65	4,88,29,310.86	60.44
Foreign Source	2,86,58,940.85	18.82	2,91,09,336.59	36.03
<b>Total</b>	<b>15,22,46,217.05</b>	<b>100.00</b>	<b>8,07,94,469.53</b>	<b>100.00</b>
<b>Expenditure</b>				
Programme	11,68,68,646.53	77.32	5,61,57,957.86	70.06
Public Education & Fundraising	44,60,259.00	2.95	22,04,037.00	2.75
Management	2,84,09,258.71	18.80	1,97,65,439.07	24.66
Others	14,02,117.23	0.93	20,34,310.45	2.54
<b>Total</b>	<b>15,11,40,281.47</b>	<b>100.00</b>	<b>8,01,61,744.38</b>	<b>100.00</b>
<b>Deficit / Surplus</b>	<b>11,05,935.58</b>		<b>6,32,725.51</b>	



**NETWORK FOR ENTERPRISE ENHANCEMENT AND DEVELOPMENT SUPPORT**

Regd. Office: Behind SBI Training Centre, Williams Town, B.Deoghar-814112 (Jharkhand)  
Admin. Office: Tapowan Road, Deoghar, Jharkhand-814143

**CONSOLIDATED RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019**

PARTICULARS	Schedule	As on 31.03.2019	As on 31.03.2018
		Amount (Rs.)	Amount (Rs.)
<b>I. RECEIPTS</b>			
<b>Opening Balance</b>			
Cash at Bank		1,52,18,945.44	55,18,205.79
Short Term Deposit with Banks (Auto Sweep Account)		16,92,999.00	31,62,030.00
Grant received during the year		11,85,92,203.20	7,82,01,143.71
Receivable Grant Received during the Year		11,41,484.34	12,35,690.25
Interest Received		9,81,021.00	7,34,703.91
Donation		1,49,443.00	2,24,130.00
Membership Fee		1,000.00	1,600.00
Received in FC-Sub Account		15,98,497.00	46,25,603.84
Advance Recovered		2,23,40,199.29	2,20,48,527.02
NGO Management cost receipt		29,63,792.00	4,00,000.00
TDS Refunded		-	4,11,020.00
Others Receipts		41,50,923.21	13,19,183.82
<b>TOTAL</b>		<b>16,88,30,507.48</b>	<b>11,78,81,838.34</b>
<b>II. PAYMENTS</b>			
Programme Payments		13,12,51,301.71	7,18,96,867.95
Programme Advances		2,29,99,314.73	2,25,92,906.07
Payments from FC-Sub Account		14,28,627.00	46,50,801.84
Fixed Deposits		17,05,000.00	-
TDS Paid		1,23,349.40	1,44,600.00
Fixed Asset Purchased		24,17,499.00	3,17,300.00
Gratuity Fund with LIC		1,40,618.02	11,145.45
Other Payments		7,96,098.63	8,60,336.00
Grant Refunded	O	12,338.23	4,95,936.59
Liabilities Paid		5,39,591.00	-
<b>Closing Balance</b>			
Cash at Bank	F	20,45,337.76	1,52,18,945.44
Short Term Deposit with Banks (Auto Sweep Account)		53,71,432.00	16,92,999.00
<b>TOTAL</b>		<b>16,88,30,507.48</b>	<b>11,78,81,838.34</b>

Schedules referred above form an integral part of the Receipts and Payments Account.

AS PER OUR REPORT OF EVEN DATE ATTACHED

For P.M. BAVISHI & CO.  
CHARTERED ACCOUNTANTS  
FRN: 124997W



P.M. BAVISHI  
PARTNER  
M.NO. 037558  
UDIN : 19037558AAAAAZ6887  
PLACE : DEOGHAR  
DATE: 8<sup>TH</sup> AUGUST 2019

FOR NETWORK FOR ENTERPRISE  
ENHANCEMENT AND DEVELOPMENT  
SUPPORT (NEEDS)



MURARI MOHAN CHOUDHURY  
EXECUTIVE DIRECTOR