

ANNUAL REPORT OF NIRMANA

2012

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ABOUT US

Nirmana was constituted in 1988 by the core team of the National Campaign Committee for Construction Labour (NCC-CL) to mobilize resources for logistic support to the National Campaign of Construction Workers. Nirmana is a society registered under the Societies Registration Act. It has a Governing Body of fifteen members. The Chief Functionary is a link between the Society and Social Campaign and Welfare work supported by it. Nirmana was given registration under FCRA in 1997.

Mission

“To facilitate a social movement across the country led by the unorganized sector workers towards the proper implementation of the Construction Workers Act, 1996 and to bring into effect a comprehensive central legislation that ensures social security for all the Unorganized Sector Workers”

Vision

“We envisage the kind of Governance which ensures and implements the Fundamental Rights and Social Security measures for all the Unorganized Sector Workers in the Country”

Our Approach

- **Organizing and advocacy**
- **Livelihood support**
- **Skill building, vocational training, and education**
- **Advocacy with State Govt and Central Govt.**
- **Networking with NGOs.**

Where we work

We work in three states for the implementation of MNREGA and RSBY etc (UP,MP and Chhattisgarh)and alternate livelihood for the Returnees tribal girls (in Jharkhand) who have been working as domestic work in Metro Cities and implementation of the Building & Construction Workers Acts,1996 in 35 States & Union Territories of India.

Our Funding Partners:

- Mission Convergence, Govt of Delhi
- Oak Foundation
- PACS
- NACO
- CRY

Our Project:

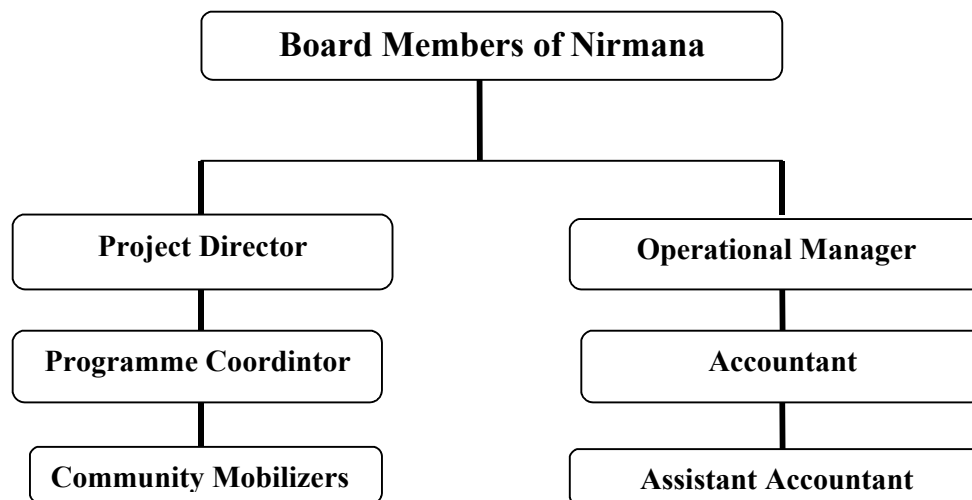
- Gender Resource Centre,
- Extension Centre of Gender Resource Centre,
- Permanent and Temporary Shelter Home for Homeless Citizen,
- Oak Foundation, PACS, CRY, Homeless Resource Center, District Resource Centre, DSACS

LIST OF BOARD MEMBERS

Sr No	Name	Sex	Position Held	Occupation
1	Shri R Venkatramani	M	President	Sr Advocate Supreme Court of india
	Shankra No. 1, Savita Vihar			
	Near Yojana Vihar, Vikas Marg			
	New Delhi -110092			
2	Ms Sujata Madhok	F	Vice President	Journalist
	4/3, Shanti Niketan			
	New Delhi -110021			
3	Prof K P M Sundharam (Retired)	M	General Secretary	Retired Professor & Author
	A-9, Welcome Apartments,			
	Plot No -32, Sec -9, Rohini			
	New Delhi -110085			
4	Shri O.P.Rajput	M	Secretary	Retired from DCM as Dy Manager,Admn
	C-439 Millennium Apartment Sector 18, Rohini,			
	New Delhi -110085			
5	Shri Devendra Upadhyaya	M	Treasurer	Social Worker
	D-18, Ground Floor, Suncity, Sector -54,			
	Gurgaon -122002			
6	Shri Subhash Bhatnagar	M	Chief Functionary & Project Director	Researcher & Social Worker
	B-19, Subhavna Niketan,Pitampura,			
	New Delhi -110034			
7	Shri Philip Jadav	M	Member	Social Worker
	Flat No. C-503, Sanghamitra Appt.			
	Plot No. -20, Sector-4, Dwarka			
	New Delhi -110075			
8	Ms Shivani Bhardwaj	F	Member	Gender and Child Rights Specialist
	E-9, Anand Lok,Mayur Vihar Phase -I			
	New Delhi -110091			
9	Shri Rahul Bhatnagar	M	Member	International Trade, Textile & Computer Expert
	112, Chitra Vihar, Vikas Marg			
	New Delhi -110092			
10	Ms Sudhi Bhatnagar	F	Member	Social Worker
	Village - Jhiri, Post - Banskhedhi			
	Via - Manoharthana, Jhalawad,			
	Rajasthan -326037			

11	Ms Jayashree	F	Member	Media Activist
	101, Dennison Apptt.			
	12, Hall Road, Richard Tower			
	Bangalore -56005			
12	Ms Satyamitra Garg	F	Member	Advocate
	107, Indira Vihar			
	Near Kingsway Camp			
	New Delhi -110009			
13	Dr. Ritu Priya	F	Member	Researcher (Medical), JNU
	Astha Kutir, 197, Old Gupta Cly.			
	New Delhi -110005			
14	Ms Vijayalaxmi	F	Member	Social Worker
	14A/13, W.E.A. Karol Bagh			
	New Delhi -110032			
15	Ms Kavita	F	Member	Asst. Manager
	B-531 Jahangir Puri			
	New Delhi - 110033			
16	Grace Mary Sukanya	F	Member	Student
	B-19, Subhavna Niketan, Pitampura,			
	New Delhi -110034			
17	Ms Chris Mary Kurian	F	Member	Researcher
	Puthenmanayil House, VI/ 998 A, Judgemukku			
	Thrikkakara, Ernakulam-682021			

ORGANIZATIONAL STRUCTURE



INDEPENDENT CAMPAIGNS OF NIRMANA

NCC-CL & Construction Workers Campaign

NCC-CL was constituted in 1985 after realizing that almost all labour legislations in India were designed for the 'Organized Sector' where long term employer-employee relationships and long term 'management teams' exist. NCC-CL developed a suitable legislation with active participation of Construction Workers which was in accordance with working conditions in the unorganised sector and led a campaign for the enactment and implementation of a separate law for Construction Workers. Nirmana's support to this campaign resulted in the enactment of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996. After most of the states failed in implementing the Builders and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, NCC-CL filed a Public Interest Litigation (PIL) in the Supreme Court of India in 2006 which led to the notification of Rules and Formation of Tripartite Boards in all the thirty five States and Union Territories by February, 2012. Nirmana also supported the formation of National Campaign Committee for the Unorganised Sector Workers (NCC-USW) in 2002.

The implementation of the two Acts in the 35 States and Union Territories was rather slow and even ten years after the enactments only ten States/UTs had notified Rules while the majority had not constituted the Tripartite Boards; the collection of Cess, Registration of Workers and disbursement of benefits remained pending not because of inadequate legislation or funds but inadequate implementation machinery and after the direction of Supreme Court on PIL on 18th Jan, 2010 the Supreme Court gave detailed directions to all the State & Union Territory governments to implement the law, to set up Boards, collect Cess and begin the process of disbursement of benefits.

That, it was only by the beginning of 2012 that all the States/UTs formed their Boards. As a result of the monitoring of the implementation of the 1996 Acts of CW all over the country by the Supreme Court of India with reference to the NCC-CL, Petition (CWP No. 318 of 2006) all the 35 States and UTS had constituted the Board and notified the States/UT Rules. Most of these States & UTs were yet to start actual implementation still the Central Government proposed major amendments in the 1996 Acts which were likely to destroy the unique features of these legislations. Enclosed table gives the status of the implementation of the 1996 Acts till the end of the year 2012.

**Number of Construction Workers Registered in the State Construction Worker's Welfare Boards,
Cess collected by the Boards as per their affidavits submitted in the Supreme Court of India in
Response to the PIL of NCC-CL, WP (C) No. 318 of 2006 during 2010-2012 and Estimates submitted by NCC-CL**

NORTH	Estimated		Actual	
	Workers (in lacs)	Annual Cess (in Crore)	Registration (in Lacs)	Cess collected (in Crore)
J & K	5	25	0.1	70
HP	5	50	0.007	50.38
Punjab	10	50	0.45	229
Haryana	10	50	1.75	267.87
Chandigarh	2	10	—	14.52
Uttarakhand	5	25	0.01	9.15
Delhi	10	100	0.4	440.84
U.P.	20	100	1.09	186.28
M.P.	20	100	18.21	543.7
Total	87	510	22.017	1811.74

INDIA	Estimated		Actual	
	Workers (in lacs)	Annual Cess (in Crore)	Registration (in Lacs)	Cess collected (in Crore)
North	87	510	22.017	1811.74
East	13	58	6.32	688.26
North-East	66	302	0.266	151.8
South	93.1	388.1	52.00	2249.76
West	49	339	1.05	502.79
Total	308.1	1597.1	81.653	5404.35

NORTH-EAST	Estimated		Actual	
	Workers (in lacs)	Annual Cess (in Crore)	Registration (in Lacs)	Cess collected (in Crore)
Arunachal Pr.	2	10	0.01	7.16
Assam	5	25	0.09	101.57
Manipur	1	5	0.03	2.7
Meghalaya	1	5	0.003	1.89
Mizoram	1	5	—	1.80
Nagaland	1	5	0.003	0.70
Tripura	2	3	0.13	35.98
Total	13	58	0.266	151.8

EAST	Estimated		Actual	
	Workers (in lacs)	Annual Cess (in Crore)	Registration (in Lacs)	Cess collected (in Crore)
Sikkim	1	2	0.06	10.44
Bihar	15	50	0.2	149
Jharkhand	10	50	0.43	15.16
W. Bengal	15	100	1.33	180
Chhatisgadh	10	50	3.25	140
Odisha	15	50	1.05	193.66
Total	66	302	6.32	688.26

SOUTH	Estimated		Actual	
	Workers (in lacs)	Annual Cess (in Crore)	Registration (in Lacs)	Cess collected (in Crore)
A.P.	15	125	12.34	713
Karnatak	20	100	1.13	575
Kerala	30	50	16.35	447
Tamilnadu	25	100	21.83	469.49
A & N I	2	10	0.01	7.4
Puduchery	1	3	0.34	37.87
Lakshdweep	0.1	0.1	—	—
Total	93.1	388.1	52.00	2249.76

WEST	Estimated		Actual	
	Workers (in lacs)	Annual Cess (in Crore)	Registration (in Lacs)	Cess collected (in Crore)
Rajasthan	15	75	0.12	19.8
Gujarat	10	100	0.37	147.0
Daman & Div	1	2	—	0.22
Dadar & N. Haveli	1	2	0.30	0.17
Maharashtra	20	150	0.26	327.00
Goa	2	10	—	8.6
Total	49	339	1.05	502.79



Nirmala Niketan & Domestic Workers Campaign

Nirmala Niketan was formed as a group in 1998 by tribal girls of Jharkhand working as full-time, in-house domestic workers in Delhi. Since “domestic work” was not an acceptable vocation to be registered as a co-operative society it became part of “Apna Nirman Mazdoor Co-operative Society Ltd”, a registered cooperative society of Construction Workers, and an active partner of the National Campaign Committee for Unorganised Sector Workers (NCC-USW). NIRMANA has been supporting the institutional activities of Nirmala Niketan since its inception. The founders of Nirmala Niketan were well aware that working conditions in domestic work were inhuman. The organization began placement activities to understand the system of recruitment and to explore viable solutions to humanize “domestic work” and make it “decent work” because lakh of families back home depended on the earnings of these migrant domestic workers. We are hopeful that post the adoption of the International Labour Organization (ILO) Convention in June, 2011

When new girls come from villages to Delhi, they need a safe place to stay. They also need some training to get used to Delhi's household work. Nirmala Niketan provides both shelter as well as training to them. It also tries to provide a night shelter for those few women who prefer to come back from the household after working there till evening. Similarly it provides a child care centre for children of some domestic workers who need it. It is in difficult conditions that Nirmala Niketan has emerged as a source of hope for hundreds of these women, particularly those from Jharkhand area.

Although its work is still on a small scale compared to the enormity of problems faced by these women, nevertheless the extent to which this organisation has won their trust and

confidence in short time raises a hope that Nirmala Niketan's role of help and hope can extend to a much larger number of women domestic workers in the near future.

Nirmala Niketan has been arranging medical treatment for its members, supported partly by the contributions made by the members. Nirmala Niketan tries to keep in regular touch with girls for whom it arranges placement with various households. To ensure their welfare, the terms of work and salary etc. are clearly laid down. They are encouraged to come for weekly meetings and literacy classes. Whenever any serious problems develop, Nirmala Niketan activists go personally to rescue the girl and help her to find a placement elsewhere.

Nirmala Niketan also arranges medicare for its members. Loni Indihar fell seriously ill soon after reaching Delhi and at one stage it appeared that she will not survive. But Nirmala Niketan activists not only arranged medicare but also donated blood and provided loving care to save her life. When Vinita Tirki fell from a DTC bus and died, Nirmala Niketan fought for compensation. The compensation money enables her old parents and family to get a monthly payment of Rs. 700 every month in their distant village in Gumla district of Jharkhand.

On a more regular basis Nirmala Niketan arranges for medical check-ups to ensure early detection of any health problems and also arranges for training so that domestic workers can take better care of their health.

Nirmala Niketan has emerged as a forum of solidarity where domestic workers can meet regularly and share their problems and apprehensions, joys and sorrows with each other as well as with social activists.

What is more, Nirmala Niketan has a vision to try and ensure a better future for these girls. They should not remain domestic workers all their life. They can save some money, then go back with enough money to start some self reliant activity in their own village. Giving shape to this vision, very recently Nirmal Niketan has moved its focus more on to the rehabilitation of those domestic workers who want to return back to their homes. Although it is still on a very nascent stage but the effort is to set up weaving looms in their villages from which they can earn their livelihood.

Apart from helping its own members, Nirmala Niketan is increasingly playing a wider role in the mobilisation of domestic workers and to press the case for enactment of suitable legislation for them. The various existing laws for workers also need to be properly used for promoting the welfare of domestic workers. For Nirmala Niketan and its sister organisation Nirmana, this is also part of a wider struggle for improving the working and living conditions of all unorganised workers.

Nirmala Niketan will be one of our principal partners in this Organisation.

DESCRIPTION OF THE PROJECT IMPLEMENTED BY NIRMANA IN THE FINANCIAL YEAR OF 2011-12:

Child Rights & You – (CRY), 2012

Concentration of CRY project has been on organizing Children groups, ensuring functioning of Anganbadi , ensuring their immunization etc. This year 198 Birth were also registered, 2163 immunization done, 942 pregnant women were immunized.

Among children of construction Workers against 1400 applied 100 students received scholarship from Delhi Building & Other Construction Welfare Board.

Besides this sixty students were admitted in regular schools. As an impact of Nirmana – CRY Project, now 100 % births are being registered regularly and about 70 % deliveries are being

done at hospitals.

Homeless Resource Centre – NORTH WEST

During initial period from late evening till post-midnight intensive survey of all homeless persons was done in 44 pockets all over North-West, Delhi. Nirmana HCRC – North West District has the responsibility of covering North West District. Full family background and geographical details of each and every homeless persons were covered in a detailed questioner and photograph of each and every homeless persons was taken along with his enumeration form number. It took more then few months, but in second phase an Beghar identity was given to the homeless at the time of doing their UID enumeration. Simultaneously NPR forms were also filled of all the remaining homeless persons. In selected places Janahar kendra started providing food at Rs 15 per plate.

During winter temporary shelter were provided all around for the homeless persons. Handling two temporary shelters in tent was the first experience for Nirmana team.

Regular doctors visit with medicine were organized which provided relief to a very large number of homeless people.

Livelihood promotion and economic empowerment, training in skill up gradation etc. are important component of our HRC – work for the homeless but due to over work of the follow up of the persons for distributing Beghar cards, conducting UID enumeration, opening bank account, organizing election cards etc. nothing much could be done on this front.

Delhi State Aids Control Society (DSAC)

Basic component of DSAC project for 2012 have not changed from the previous year project of 2010-2011. During this year 246 new Commercial Sex Workers (CSW) were added to the target of **1000** CSW. 571 persons with STI symptoms have been counseled and motivated to take full course of treatment as recommended by doctors. Twelve **new** peers recruited. Other than this regular community events/ community meeting, training programs are being organized.

Both the types of Condom distribution, free and social marketing continues. Outreach workers organize both one to one interaction, group meetings, **condom availability and demonstration are ensured**, advocacy meetings, regular review meetings are being organized regularly. Wherever clients of FSW are among construction workers we reach them and get them registered with Delhi Building & Other Construction Workers Board to ensure their health and other insurances.

ILO Delhi wing working on HIV/AIDS gave an additional support to one of our sister organization to work with Nirmana – DSAC project to work with those clients of FSW who are working as construction worker. This helped in taking one more step to prevent HIV/AIDS among construction worker with awareness, behavioral change and condom promotion etc. and with ensuring all other social securities to these construction workers by registering them with the Delhi Builders & Other Construction Workers Welfare Fund as beneficiaries. However these targets of registration could not be achieved due to overall low functioning of the staff due to non availability of staff at Board Office. Silent unwillingness of the labour department staff to understand Board work, absence of any system of timely registration and timely disbursement of benefits.

In other states timely registration and disbursement of benefits have led to registration of lakhs of workers and disbursement of crores of rupees as benefits under different schemes. But now the time has come when we can achieve these targets at fast pace

District Resource Centres (DRC):

District Resource Center are District Level Structures of Mission Convergence is, also named Samajik Suvidha Sangam.

District Resource Centres are District level structures of Mission Convergence (Samajik Suvidha Sangam) based at the office of the Deputy Commissioners of each district and act as 'front office' of the DC office, it is a single window for the community for welfare entitlement/schemes. They are the lead interfaces between the community and the government departments, and along with the Deputy Commissioners, District nodal officers of the concerned departments and GRC-Suvidha Kendras provide the beneficiaries a platform to discuss their grievances and seek immediate redressal.

These structures also act as a Database of knowledge and information on services, schemes and programmes of the Government. Dissemination of information on various schemes and benefits is carried out through outreach and community mobilization.'

The DRCs are responsible for review and submission of completed forms with the help of GRC-Suvidha Kendras of their respective districts; for verification of the completed forms through the GRC-Suvidha Kendra's: providing access to benefits of the schemes of different departments through single E-entitlement card.

These DRCs also monitor and collate the district level reports on the performance of community based structures of Samajik Suvidha Kendras of their respective districts.

DRC –North-West

Name of the DRC	- Nirmana
Area	- North –West District of Delhi
Total Population(As per 2001 Census)	- 2860869
Population Density	- 6472 Per Sq.Km.
Total Area of NW District	- 440 Sq.Km.
Number of Sub-Divisions	- 3(Narela, Saraswati Vihar & Model Town)
Total Number of GRCs	- 22
Extension Centre	- 3(BNS, Prayas, Mehek)
Number of BPL Ration card holders	- 61250
Number of Antordaya Card holders	- 25425

Progress at a Glance: 31st April, 2011 to 1st December, 2012

Received Scheme Forms from GRCs & Submission to DMU

Old Age Pension	Widow Pension	Disability Pension	Ladli Scheme	BPL Ration Cards	National Family Benefit Scheme	Widow's Daughter's marriage	Destitute women	PCO Booth	Total
1802	630	373	2558	569	23	88	09	01	6053

During the period the team member of DRCs verified and checked 10% of total Schemes forms.

Verification & Checking Of Scheme Forms

Old Age Pension	Widow Pension	Disability Pension	Ladli Scheme	Bpl Ration Cards	National Family Benefit Scheme	Widow's Daughter's Marriage	Destitute Women	Pco Booth	Total
185	65	40	227	60	5	9	1	01	593

Sanctioned cases status of District North-West

S.NO.	NAME OF SCHEME	TOTAL SANCTION	UNDER PROCESS	REJECT
1	Widow pension (NW-I)	36	NIL	NIL
2	Old age pension (NW-I)	216	NIL	5
3	Disability pension (NW-I)	37	NIL	NIL
4	Ladli (NW-I)	1250	1	40
5	Widow Pension NW II	349	NIL	NIL
6	Old age pension NW II	672	NIL	NIL
7	Ladli NW II	551	NIL	NIL
TOTAL		3111	1	45

Verification of Scholarship Forms of the children of Construction Workers

S.NO.	NAME OF THE GRCS	NUMBER OF FORMS VERIFIED
1	Jeet	439
2	Bhartiya Navdeep Samiti	246
3	Efficor	40
4	Dr. Av Baliga Trust	0
5	Ray Welfare Mazara	27
6	Ray Welfare Savda Ghevra	0
7	Aradhya Bhalswa Dairy	293
8	Aradhya Badli	126
9	Navjyoti	0
10	Sampurna	209
11	Prayas	31
12	Anmol	562
13	Child Survival India	3
14	Society For Social Services	4
15	Janhit Scocity For Scocial Welfare	422

16	Pahal	467
17	Jan Utthan Sangh	245
18	Samarth	77
19	Nishulk Mahila Prashishan Samiti	42
20	Mehak	139
21	Ambedker Mission	76
22	Jan Jagrti Education Society	184
Total		3632

Gender Resource Centres (GRC)

GRC is the converging point of all govt. schemes. In order to empower the women and gender mainstreaming under the flagship program Mission Convergence, Delhi Government, Nirmana is running one GRC and one extension centre in North-East and East District of Delhi.

Gender resource Centre (GRC) Suvidha Kendra is an initiative by the Department of Women and Child Development, Govt. of Delhi under its Bhagidari Programmes. The GRC is envisaged as an instrument to bring Social, Economic and Legal Empowerment of women, particularly those belonging to the under privileged sections of society. This programme commenced at Soniya Vihar and GRC-Extension centre at Bhajan Pura

Objectives of the program

1. To act as a catalyst for making Delhi safe for women through social legal and economic empowerment
2. To improve Health of women
3. To impart skill for specific trades and to provide forward and backward linkages enabling women to be a part of productive work force obtain good remuneration.
4. To provide facilities with linkages for school drop outs to return to mainstream and to provide non formal functional literacy
5. To establish a mechanism for linking existing govt. schemes for women and to enable women to access it better
6. To set up a documentation centre which will act as a clearinghouse for information of women and will work towards a system of affiliation of the organization working on the same issue.

The main activities of the project

1. Skill development and vocational training.
2. Weekly Clinics & Monthly Health Camps.
3. Formation and strengthening of SHGs.
4. Non-Formal Education (for women & children).
5. Health & HIV/AIDS Awareness.
6. Nutrition Demonstration programmes.
7. Samajik Suvidha Kendra (Information-cum-facilitation Desk)

8. Legal Awareness & Rights Counselling / Self-Defence Training.
9. Social Empowerment.
10. Economic Empowerment Initiatives- Skill Building, Micro Enterprise and Entrepreneurship Development.
11. Several training programmes have been conducted for the strengthening of the SHG beneficiaries and they have also been taken to the exposure trips to give them an insight of the income-generating activities. The beneficiaries have also been supported through the exhibitions and displays being organised by Nirmana or other organisations

Key Achievements of Gender Resource Centre

S. No	NAME OF THE ACTIVITIES	ACHIEVEMENT
1	EDUCATION	Adult Education 60 N.F.E 60 R.A.C 67 student pass-out & 48 students enrolled in mainstreamed
2	ART & CRAFT	
3	COMPUTER TRAINING	
4	VOCATIONAL TRAINING	102 students in Cutting & Tailoring 113 Students in Beautician Course
5	LEGAL SESSION	48 Group session & 24 Individual session
6	NUTRITION	12 Session and 395 beneficiaries
7	INFORMATION DESK	2575 Person received the information from the Gender Resource Center
8	WASH	24 Sessions Imp.
9	DILLI ANNASHREE YOJNA	
10	S.J.S.R.Y. SCHEME	
11	UID	
12	R.S.B.Y.	
13	SELF HELP GROUP	8 Group have formed
14	HEALTH CAMP	6 Health camp organized in this year in which 1287 person attended the camp
15	D.S.Y.	23
16	NATIONAL FOOD SECURITY	3250

Key Achievements of Extension Centre

S.NO	NAME OF THE ACTIVITIES	ACHIEVEMENT
1	Education	Admission of Total Students Adult-19,NFE-30 Admitted at School-22 and remedial-33
2	Information Desk	2130 per have been facilitated in the Information Desk
3	Opd	744 Individuals have supported for medical Facilities
4	Celebration of Important Days	MEETINGS, RALLY, COMPETIONS PARTICIPATED BY 2500 People
5	Community Meeting	220 Meeting have organised in Community for the awareness, mobilise and organise for access the Govt Schemes
6	Anshri Yojana	
7	UID	
8	RSBY	
9	Ration Form	
10	SHG	3 Groups have formed
11	Sanitation(Training)	4 Training have organised
12	Sanitation (Meeting)	24 Meeting have organised
13	Vocational Training	102 Students have been admitted and after the successful course 88 students pass out and engaged for their livelihood

FINANCIAL OVERVIEW

