

Forward

Dear friends, I am happy to share with you the annual activity report of the year 2015-16. I feel immense pleasure of sharing with you the recent progress that we have been able to make during last year. Overall, last year has been a year of significant achievements and learning's.

Unnati Sansthan Udaipur is dedicated to work for development of rural communities of Girwa, Kherwara and Rishabhdev Blocks of Udaipur. For past ten years Unnati has been actively working with tribal children, rural women, adolescents and communities of Udaipur District to enhance their understanding of Child Rights, significance of Right to Education , behavior change on water ,sanitation and personal hygiene and strengthening Panchayat and village level local institutions. The aim is to create an environment of empowerment among rural communities so that they are able to take responsibilities of their own development.

The approach Unnati adopts to do development work in these communities is that of participatory and right-based in nature. Unnati believes that once people are made to realize their rights and that they learn to include everyone in collective decision making, the empowerment that results is inevitable.

During the reporting period, the biggest achievement has been seen in the behavior of school going children , who are the main agents of Change in communities, they have begun to respond on issues of water , sanitation and Hygiene. Unnati has been talking about over the years in its awareness meetings and trainings in schools as well as in communities.

In the field of education last year we were able to conduct a significant survey with parents and school Management committees on their Role and

Responsibility. In this survey the active participation of community is commendable. In addition, the awareness campaigns and liaison with a number of Government officials to improve education conditions in the schools is another biggest achievement for Unnati last year.

The trainings and meetings played a key role in building an enabling environment among the members of the community and children. Unnati is growing in its knowledge and learning year by year and this has all been possible because of support from many of our friends, well-wishers, National Coalition for Education, Malala Fund, World Vision India and UNICEF.

I am also thankful to Team Unnati Sansthan the important pillars of organization, who have put their sincere efforts and hard work in communities to achieve the best result for 2015-16.

Last but not least, I personally would like to convey my sincere gratitude to UNICEF team Rajasthan who kept trust on Unnati's work in field and supporting us to accomplish all these activities on time through their monetary and technical support. Last but not least I also thanks to Unnati staff, our friends, well-wishers and community members for being a part of this wonderful journey. Thank you.

Sincerely,

Marjorie Aziz
Director

Overview

Unnati has been operational in Udaipur District of Rajasthan since 2007, with seventy Panchayats in Girwa, Rishabdev and Kherwada Blocks in Udaipur District. Unnati focuses on Child Protection Issues with special focus on children's education, Water and Sanitation, women's empowerment, health, Pre-school care and strengthening Panchayat and village Level local Units. Unnati has extended and expanded its work on Strengthening of School Management Committee's in Udaipur and Dungarpur Districts in 2015-16.

Vision

To create a self-reliant organization for bringing about over-all development of the people so that they can take the responsibility of their own and their community development.

Mission

To organize people, increase their level of awareness and capacity, so that people participate in decision-making process and exercise their Rights to control over their lives and natural resources through collective Actions.

Area Profile

Udaipur District is located in the southern part of Rajasthan. Semi-arid climate and an undulating terrain characterize the area. The average annual rainfall is 625mm including 90% of the total rainfall occurs between June-September every year. The temperature varies between 4°C to 48°C in winters and summers respectively. The average humidity is around 70%. The settlement is scattered and living conditions are poor. Migration to nearby State is highly common and a large number of people in rural areas are dependent on agriculture and animal husbandry.

WASH Program

In September 2014, Unnati Sansthan commenced work as a project partner on a UNICEF India-led project introducing water, sanitation and hygiene (WASH) facilities and concepts into. Based on the 'Fit for School' approach that was developed by GIZ, the German enterprise for international development, UNICEF has partnered with Unnati Sansthan working with 150 schools in Girwa, Kherwara and Rishabhdev Blocks. The project will operate until November 2016.

Activities

The initial phase of this project has been immensely exciting, filled with conceptualization, building connectivity and striking collaborations. Activities have focused on the following areas; baseline survey, installing hand-washing facilities, meetings, trainings and IEC material development. Other than, these activities were all carried out in 78 selected schools. They are described in detail below.

Child Cabinets meetings:

Child Cabinets are formed (or made functional) in 78 schools. Members of the Child Cabinets are selected by teachers from different classes, and these members then elected a Prime Minister, Vice PM, and Ministers for Health, Hygiene, Water, Education, Forest, Garden, Culture and Sports. These cabinets met every month in each school and were provided with training on their tasks and responsibilities, particularly surrounding WASH. There were 2107 participants in total. During the meetings, basic information related to the use of toilets, Group hand-washing before the Mid-Day-Meal and hygiene practices was provided.



Child cabinet trainings:

Training is also provided to each Cabinet once with in the year. The main objective of the training is to make members aware of their roles and responsibilities. As a member of the Child Cabinet, they are motivated to engage in regular WASH monitoring and promotion of GHWWS practices within their schools and families. Child cabinets were training in 78 schools and there were 2370 participants in total.



School Management Committees Meetings on WASH

Unnati staff organized meetings with members of SMCs at 78 schools, acquainting them with proper hand-washing practices, the availability of safe drinking water and the use of toilets in schools. In total, 580 members participated in these meetings.



School management committees training

Trainings were also organized with members of SMCs at 78 schools, in which 2389 members participated. During these trainings, the facilitator provided general information related to the WASH project.



Block Meetings on WASH in schools

Unnati Sansthan is having a regular meeting with Block-level Education Officers in all three Blocks. During these meetings, data, Problems, and Status of WASH in school are discussed. Unnati submitted written requests to each block officer for FLPs to be installed in schools, so that Group Hand-Washing Units can be installed.



Gram Panchayat Meetings on WASH

With the collaboration with UNICEF Jaipur, Unnati has started WASH programme on 1st September 2014, in three blocks of Udaipur district. The aim of project has been discussed with PRIs at panchayat. During the panchayat meetings Community let total sanitation programme was discussed and formed has been filled up for construction of toilets in community. Unnati is doing work on it with coordination of panchayat. Unnati attended 36 Gran Panchayat meetings at Panchayats.



School Led total Sanitation (SLTS) and Community led total sanitation (CLTS):

Unnati Encourage and link host communities to the Nirmal Bharat Abhiyan programme for enhanced toilet use and a move towards Open Defecation Free (ODF) environments through Community Approaches to Total Sanitation (CATS). Unnati SLTS and CLTS activities have been conducted in catchment area of 78 schools and 78 villages in 37 Gram panchayat (GP). During this meeting Unnati increased demand for toilet in host communities of



1560 toilets generated through

Community led Total sanitation (CLTS).

Reward & Recognition:

Unnati is organizing quiz competition, games competition, drawing competition, and best student award, Best sanitation student Award and Bal-Veer and Bala-Veer Awards for the best students of schools who are practicing all the best practices of WASH.



Group Hand-Washing Unit Installation

During this year, Unnati has installed Group hand washing units in government schools where 12 children can wash their hands at one time. We are working to promote Group hand washing practices, water sanitation and hygiene practices amongst children. Unnati installed 78 Group hand-washing units till March 2016.



Water Quality Test

One of the greatest challenges in ensuring safe drinking water in Girwa, Rishabdev and Kherwara has been the lack of convergence of the, PHED and the Health department. Unnati has done water quality testing in 78 schools. This is another Wash project aims to facilitate that convergence for the



effective management of safe drinking water at the schools. Given this situation, Unnati Sansthan will undertake process mapping and identify the gaps in water quality-related activities, water testing, re-engineering the process based on this analysis. It will return application of PHED to improve management of water quality, including planning, implementation, supervision, monitoring, O&M, and evaluation. Data collection methods will also be improved. Problems will be identified and appropriate solutions will be developed, using innovative approaches and technologies.

International Hand Washing Day Celebrations 2015

Unnati celebrated International Hand-Washing Day on 15th October 2015 in 20 schools, where quizzes and games based on Group hand washing were organized. SMC members and mothers were invited to attend at each school. Children and mothers were taken to hand pumps and asked to wash their hands with soap in order to create awareness within communities and not only schools.



Celebration of Swachh (Clean) Bharat Abhiyan in schools on 2nd Oct. and 14th November

On 2nd October, Unnati has organized programmes to celebrate Swachh (Clean) Bharat Abhiyan. This programme was organized for whole week to clean the schools. On 2nd October ten schools organized programme with SMCs members while others schools organized programmes on other days of the week. This was followed on 14th November with School Swachh Week in 20 schools. During this week, school premises were cleaned and programmes were organized for WASH activities. Children organized rallies and slogans were written on banners to create awareness on uses of



toilets, safe drinking water and Group hand-washing before meals and after using toilets.

CLTS (Community Led Total Sanitation) Programme

In 2015-16, Unnati Sansthan commenced work as a project partner on a World vision India project introducing CLTS (Community led total sanitation facilities and concepts into, World vision India has partnered with Unnati Sansthan. Trainings of trainers (TOT) were organized with members of 155 participants from 40 different Villages had participated in the three days workshop with class room sessions and field work in Udaipur and Dungarpur Blocks.



Trainings were also organized at 40 Villages, in which 2278 members participated. Whereas for this purpose World vision India intends to engage with Unnati Sansthan to conduct Training/workshop on CLTS, interpersonal communication, mass media communication and outcome monitoring in the locations of its targeted villages.



Unnati Sansthan, Udaipur (hereinafter referred to as the “Consultant/Technical agency”) has provided a profile and represented to world vision India that he/it has the expertise and experience to take forward the CLTS methodology. Based on these representations, through the CLTS approach training/workshop to be carried out by the consultant/Technical agency, world vision India intends to achieve

ODF environment in the villages falling under its operational area.

PART A: Training of trainers for CLTS approach: Objective

To guide and enable participants of the CLTS Trainers workshop to be able to on their own select and/or design appropriate training and learning activities and facilitate small group discussion and activity by presenting the activity done by the small group to the larger group.

1. Workshop Objective

The three days CLTS workshop had the following objectives, which were set-out in consultation with the Unnati Sansthan staff and other senior staff of world vision.

It was agreed that by the end of the workshop all the participants will have:

1. Shared knowledge and experience of sanitation programmes (with community participation) being implemented by different villages in Dungarpur.
2. Learnt and understood the Community Led Total Sanitation approach without subsidy
3. Gained skills of facilitating CLTS in villages and trigger local actions
4. Developed institutional plans of actions for next six months to follow-up and introduce CLTS in their respective areas.

PART B: Conducting CLTS triggering events in selected communities:

Achievement of objective will be done by;

1. Mobilization of community to demand sanitary services including adopting hygiene practices i.e. use of toilet, hand washing with soap at critical times (before meals and after defecation),source protection and safe use of water, and safe disposal of child's excreta.
2. Bringing about behavioral changes in the community for improved water sanitation and hygiene (WASH) practice through involving communities.
3. Accelerating the sanitation coverage and usage in the identified GRAM PANCHAYAT (GP) of selected GPs of block by building local capacities for toilet demand and supply to achieve ODF environment.

4. Making community own the program by ensuring participation through existing or new village level sanitation committee.
5. Supporting GPs for preparing solid and liquid waste management plans for a Achieve a Nirmal Gram status.

Achievement of Specific Objective will be done by:

1. Target is to achieve a minimum of 2 villages to volunteer for ODF village.
2. The villages volunteering for ODF should have at the end of the program achieved ODF status as evidenced in the village environment and hygiene practices followed by the community in the village.



Implementation plan; Strategic focus and activities to be carried out in accordance with World vision implementation strategy that would focus on supporting the Government's national Flagship programme- SWACH BHARAT MISSION, with the goal of

strengthening key building blocks of the program through bottleneck analysis, mobilizing communities to adopt hygiene and sanitation practices through community based approaches.

Education:

Education is the backbone of any society. Education being one of the decisive factors for a development, it is important for all children to be educated in order to participate and contribute towards development in the long run. In order to do so it becomes imperative that there is quality education which is inclusive, with good infrastructure at schools which are accessible for all children including children with disabilities and Girl Child?



Girl Child Education Supported by Malala Fund” He Named Me Malala”

In January 2016 Unnati got an opportunity to work on Girl Child Education with the collaboration of National Coalition for Education supported by Malala Fund. Malala Fund's aim is to raise girls' voices and ensure every girl has access to 12 years of free, safe, quality primary and secondary education

Objective:

- Creating Awareness in communities’ towards Girl child Education.
- To create a one platform for girls where they can raise their voices.

- Strengthen and Empowering Girl Child In society
- All Girls should be in schools.

Activities:

1. Selection of Schools:

In the month of February Unnati sansthan selected ten schools of four Gram panchyats of Girwa block of Udaipur. We have taken PS, UPS, Secondary and Senior Secondary Schools.

Names of schools (Girwa Block of Udaipur District of Rajasthan)

| | | |
|-----------------|-----------------|---------------------------------------|
| 1.PS Naya Talab | 4.UPS Kharpeena | 7.UPS Borikuwan |
| 2.UPS jogitalab | 5.UPS Jogiwara | 8.Govt.Girls Senior School Hadhiahora |
| 3.UPS Upla Was | 6.UPS Amarpura | 9.Senior Secondary school Barapal |
| | | 10.Senior Secondary school Tidi |

2. Community/ Parents Meetings:

In the reporting year unnati staff has organized community meetings to introduce Malala project in their area. Unnati has explained the objectives of this project and also ensure that all girls of our area will in schools .Ms. Lalita focused on



be

Enrollment and retention of girls in schools. She has also explained that we will form girls group in the villages.

3. School Meetings:

Unnati staff visited all the ten schools and organized meeting with Head teacher and Teachers and given introduction of Malala project and its objectives. It is also focused that after ninth standard, girls are drop out and our effort is to counsel them and bring them back to schools. It has ensured that through this project Unnati will support girl's enrolment Retention and attendance in school.



4. Panchayat Meetings:

He Named Me Malala project is being implemented in two panchayats of Girwa block by Unnati Sansthan We have meeting with panchayaat members and introduced this project to PRIs so that in future we can take help and benefits for girl child education.

5. Formation of Girls Group:

- Unnati has formed ten girls group in ten schools. The objective of the group formation has been explained and also the story of Malala has told

to girls. It has told that how did Malala one of the simple girl taken initiative for Girl child Education and still she is doing her efforts for all those girls who are in difficult conditions and are not able to schools. The story of Malala is inspiring girls in our area. They are getting motivated for their Education. Issues are being discussed in meetings:

- Importance of Education
- Future benefits of Education
- Reasons and solutions of girl child drop out.
- Harms of non-school going
- Harms of child Labour
- Harms of Child Marriage
- Personal hygiene during menstruation time.
- Safe and clean toilets for girls.
- Discuss the school problems with teachers and Sarpanch.
- Selection of one Girl Leader.

6. Base line:

In this project Unnati has conducted survey with parents and these parents were selected who are residing 1 to 2 km near by the schools .Unnati had interview with 253 parents whose girls are 14 to 18 years old. In this survey many reasons have come up which lead to girl child drop out in schools.

Issues come out from Survey:

- Parents are illiterate
- Elder girls are taking care of their siblings and parents go for daily wages.
- Under RTE, children will be promoting next class, not any provision of fail.
- In ninth standard most of the girls get fail and they sit at home stop going school.
- Some parents say girls will get marry she will go another house so no need to go school or education.
- Some parents told that till viii is enough for girl education.
- Security is one of the issues which lead to girl child drop out. Parents shown the concerns.

7. Selection of Girl Leader:

From each school two girls have been selected with the discussion of girls group. It has been ensured that these two girls will take care of their groups. During these meetings discussions were done on Child Rights , POCSO , JJ Act, Child Marriage Act and Child labour Act.

“Enrollment Drive (Campaign) in July 2015”

With an objective to enroll children between 6-14 years of



age group in schools, the “chalo chalo school chalo” campaign was continued in all the Panchayats during the reporting period. The campaign focused on creating awareness on children’s rights, motivate parents to send their children to school and provide the community with a support structure to encourage children’s attendance in schools. Following activities were undertaken -

- a) Creating awareness for education;
- b) Ensuring enrollment for out of school children and
- c) Ensuring retention for children already in schools.

Unnati participated and hosted a variety of events to encourage enrollment and retention in schools. During meetings with all government mandated bodies, Unnati focused on importance of enrollment and retention. In 30 panchayats, Unnati organized enrollment drives and rally’s in which parents and teachers and students marched through the village to promote enrollment. Unnati worked with parents, teachers, PLCPC and SMC to collect data on enrollment and track children.

Strengthening of School management Committees on Monitoring tool against the progress on School Development Plan

SMC Meetings: - 100 SMC meetings have been organized with the facilitation



of school authorities and Unnati staff, in Girwa , Rishabhdev and Kherwara block of Udaipur district, 2859 members attended. In all 100 schools regular meetings were held to encourage parents to enhance their participation in school management and towards the Education of their children. The main focus has been on attendance to SMC meetings and also having the confidence to speak up in

meetings. Encouraging discussion between teachers and SMC members was also raised. In some schools, SMCs have prepared proposals for local Panchayat or block education officer as appropriate authorities.

SMCs Trainings-: During the period from April 2015 to March 2016, Unnati Sansthan has organised 100 School Management Committee trainings in all 100 schools a total 7345 members attended. The main focus of these Trainings was to discuss over SMC role and responsibilities, Monitoring framework, RTE Act and its legal Provisions, Child Friendly Schooling, How SMCs can best track children, SMC monitoring skills. In each training School development plan of each



school has been reviewed to see the progress of schools through the monitoring tool. SMCs members were divided into sub groups to see the school activities, which have given good results in favor of schools and children.

Standing Committee on Education Training- A one-day training was held with PRIs in ten panchayats with standing Committees , to inform Standing Committee members on the following:-

- o The role and responsibilities of the Standing Committee
- o The monitoring framework was highlighted to highlight how SC

Members can effectively monitor the progress of schools

- o How SCs can support SMCs
- o Establishing an effective tracking system for non-school-going children
- o Methods for coordinating CFS in partnership with SMCs
- o Ensuring teacher attendance
- o Building capacity of the SDP



Creating Child Friendly Schools

During the year 2015-16, WASH and Education project Implementation, Unnati has encouraged, supported the schools and given tools to promote child friendly schools. Unnati staff is continuously helping schools and children in the development of child friendly activities in PS and UPS schools. These activities have included Aj Ka Gulab, Happy Birthday Wala, Morning Prayer, daily news, general knowledge questions, reading of poems, regular meetings of child cabinets and regular practicing WASH.

Unnati is regularly sharing with community and village authorities the importance of creating a child friendly school. Unnati staff has gone to schools all over Kherwara, Rishabhdev and Girva schools, played games with the children and explained to the teachers the value of joyful learning. Unnati also worked with Child Cabinets and helped children gain leadership skills and express their emotions. In all meetings that Unnati takes part in within the project area, a point is made to repeat the indicators of child-friendly schools. This way, it becomes engrained in the people's minds and they can determine whether their local schools are striving to be child-friendly.

Child protection Program

Unnati's response and continue efforts

By working at a grassroots level and immersing staff into these communities, Unnati was able to gain respect and trust among the community. Community members and village level government officials learned not only the importance of protecting children's rights and creating a safe environment, but also *how* to protect rights and *how* to build safe environments. Through strong community mobilization, Unnati has been able to bring all children involved in child labor back home and motivate parents to send their children to school.

The government is very serious about children's issues. The two acts that are specifically important to this cause include – the Rajasthan Government's order to create child protection structures at Block and Panchayat level and the Right to Education Act, which aims at ensuring education to each child by strengthening the existing education bodies and improving the infrastructure for it. Both of these acts in combination with the work that Unnati has done with the local communities have provided a sound base for building a strong and protective environment for children in these regions.

Celebration of International Day against Child Labour on 12th June 2015

Unnati Sansthan has organized Programmes in ten panchayats of Girwa, Rishabhdev and Kherwara blocks, with Panchayats Level Child Protection Committees on the issue of Child Labour on 12th June. All the members of PLCPC have taken part under the chairmanship of Sarpanch. In the meeting, messages on child rights, the importance of education, and various schemes were also related through folk songs by Unnati Sansthan staff. The objective of the day was to spread awareness in villages on the harm of child labour and on how to identify vulnerable children and out of school children. The Sarpanch has given responsibility to Ward panch to motivate parents to send their children to school. Moreover, out of school children are identified and enrolled in school. Vulnerable families also are identified, information on various schemes was given to them and eligible families were linked to social protection schemes by filling out the necessary documents.

Information on Child line Number 1098

To track all children in Kherwara, Reshabhdev and Girwa block Unnati has delivered messages in communities, schools and PRI on child line number 1098. In 2015-16 all the Child Cabinet Members were trained and given then the responsibility. It has learnt to children that if you find any child in difficult conditions, immediately call 1098. Unnati has also prepared slogans on 1098 number so that children and communities can easily remember this number and contact to child line. Through community meetings it is discussed that if you find any child in difficult conditions then immediately make call on 1098.

Formation and strengthen of Child Rights Clubs/Child Resource Centre

In May 2015 Unnati with the collaboration of Child Rights Department Govt. of Rajasthan has established 20 Child Rights Clubs in schools of Kherwara, Rishabhdev and Girwa blocks of Udaipur district. 60 Child Resource Centers are being run by Unnati and respective SMCs. Unnati is giving hand holding support to these child resource centers. This is one of the platforms where we can gather children and make them understand on the issues of their Rights and importance of education and harms of child labour special focus on BT COTTON FIELD, construction work in Udaipur, hotels and mines. To enhance the capacity of leadership, enhance their participation

so that children can realize their worth as children and envision their roles in the society. The most important objective is to enhance their understanding on Child Protection.

Objectives:

- To ensure that all the children 6-14 yrs should go school.
- To stop children going for child labour
- To track children who are not in village by children and give names to VCPC for action.
- To create platform for increasing their participation in community
- To create feelings of co-operation among children
- To build their understanding and capacity on child rights
- Discussion on good habits, sanitation and on adolescent's health issues.

Celebration of International Women's Day 2016

On 8th March 2016 International women's day celebrated in ten villages of Girva block. The objective of our programme was to create awareness on the role of women in family and girl child Education. Malala and her efforts were discussed with women. One of the movies on Malala "He Named Me Malala" has been shown in community.

Credibility Alliance Report Identity-

1. Unnati Sansthan is a voluntary organization registered under the Rajasthan Society Registration Act, 1958 (Reg. No 127/2000-2001 dated 18th September 2000)
2. Unnati Sansthan is registered under FCRA No. 125690113 on 22.08.2013
3. Unnati Sansthan constitution is available on request.

4. Unnati Sansthan is registered under Section 12 A of the Income Tax Act, 1961 No. 178/35 dated 21st May 2008.
5. Unnati Sansthan is registered under Income Tax Act 1961 Section 80 G dated 21st May 2008.

Name and Address of the Banker-

1. Oriental Bank of Commerce, Sector 11, Udaipur 313002 Rajasthan.
2. Mewar Anchlick Gramin Bank, Branch Gogunda, District Udaipur.

Name and Address of the Auditors

M/S Anjani & Rakesh Associates, Chartered Accountants, Custom Road, Banswara, Rajasthan.

Governance Details of Board Members: (as of March 31st 2016)

| S. No. | Name | Name of Father/Husband | Age | Profession | Designation in the Board |
|--------|-------------------------|------------------------|-----|---------------|--------------------------|
| 1 | Prem Kumar Luthra | Late Mr. H.L. Luthra | 46 | Social Worker | President |
| 2 | Dr. Pradeep Kumar Singh | Mr. Avdesh Kumar Singh | 46 | Professor | Vice President |
| 3 | Marjorie Aziz | Mr. Aziz Masih | 36 | Social Worker | Secretary |

| | | | | | |
|---|---------------------|-------------------------|----|---------------|----------------------|
| 4 | Mrs. Rama Rajvanshi | Mr. Malkhan Singh | 36 | Teacher | Information Minister |
| 5 | Mr. Laxmi Lal Oad | Mr. Laluji Oad | 31 | Social Worker | Treasurer |
| 6 | Mrs. Jyoti Tomer | Mr. Brijesh Singh Tomer | 33 | Lecturer | Member |
| 7 | Manna lal Parmar | Manaji | 35 | General work | Member |
| 8 | Dr. Tulsi Ram Ameta | Mr. C.L. Ameta | 33 | Lecturer | Co-Secretary |
| 9 | Mr. Abdul Rashid | Late Mr. Moti Khan | 46 | Social Worker | Member |

Details of Board Meetings:-

| S.No | Name of Body | Meeting Dates | Issues Discussed | No. of Attendees |
|------|------------------------------|---------------|---|------------------|
| 1. | General Body Meeting | 21.05.2015 | Proposal passed on to change registered office of Unnati Sansthan at 86, Kardhar complex, Sector-14 Udaipur, working area whole India for further actions. Election | 11 Members |
| 2. | General body meeting | 14.08.2015 | Executive committee on 14.8.15 Election of new Executive committee | 12 Members |
| 3. | General body meeting | 31.03.2016 | Bye laws compliance, external and internal auditor, appointments. External audit report and annual report passed for 2014-15 | 6 members |
| 1. | Executive Committee Meetings | 21.05.2015 | Proposal passed on to change registered office of Unnati Sansthan at 86, Kardhar complex, Sector-14 Udaipur, working area whole India for further actions. Election | 8 Members |
| 2. | Executive Committee Meetings | 31.03.2016 | Executive committee on 14.8.15 Bye laws compliance, external and internal auditor, appointments. External audit report and annual report passed for 2014-15 | 5 Members |

The minutes of the meetings have been recorded and are circulated

Accountability and Transparency

- 1) Whether any fee/remuneration was paid to any board members/shareholders
Prem Kumar Luthra, as board President and Program Director(Finance and Administration full time total salary passed in board meeting Rs.25000/- per month.
Ms .Marjorie Aziz , Secretary paid salary 22000/- per month .
- 2) What reimbursements were made to the board members
NA.
- 3) Highest Paid Staff – Mr. Prem Kumar Luthra, Program Director (Finance and Administration), Rs. 25000/- per month
- 4) The lowest paid staff –Ms.Lalita Kunwar , Field worker, Rs.10000/- per month..

| S.No. | Highest paid staff | | Lowest paid staff | |
|-------|--------------------|---|-------------------|---|
| | M | F | M | F |
| 1 | 8 | 2 | - | 1 |
| 2 | | | | |

Salary bandwidth –

| S.No. | Below 5000 | | Between 5000-10000 | | Between 10000-15000 | | Above 15000 | |
|-------|------------|---|--------------------|---|---------------------|---|-------------|---|
| | M | F | M | F | M | F | M | F |
| 1 | 0 | 0 | 1 | 1 | 6 | 0 | 1 | 1 |
| 2 | | | | | | | | |

Give details of international travel – if any- No. International Travel Rs.0
National Travel Rs. 159858/-

Committees

Finance committee (Purchase Committee): Mr. Prem Kumar Luthra, Ms. Marjorie Aziz and Mr. Laxmi lal Aod.

Donors

1. UNICEF
2. NATIONAL COALITION FOR EDUCATION
3. MALALA FUND
4. INDIVIDUAL DONORS

