

Annual Report for the period of April, 2017 – March, 2018



**Unnati Sansthan
86 Kardhar Complex,
Sector 14, Hiran Magri
Udaipur, Rajasthan**

Forward:

I am pleased to present Unnati Sansthan's Annual Report 2017-18.

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. 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.

Unnati aims to bring about Inclusive development in these communities by adopting an approach that is 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. I would like to take this opportunity to express my sincere thanks to our partners who have placed trust in us and believed in our vision of creating an environment of equity.

As we continue to make significant impact in the lives of marginalized Tribal communities with a focus on women and children through our programmes around education, disabilities, child health, livelihood opportunities, etc., we have also focused on knowledge creation through our intensive research and surveys which was shared with our diverse stakeholders.

The trainings and meetings played a key role in building an enabling environment among the members of the community and children.

I am hopeful that with the continued support and commitment from all our communities, partners, associates and employees we can bring Unnati's vision to life.

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 2017-18.

Thanking you sincerely,

Marjorie Aziz,
Director

About Unnati

Background

Unnati Sansthan is a child focused Non-government Organization (NGO) founded in 2000 by a group of social worker's from Rajasthan with an objective of protecting the rights of the children and creating an enabling environment of social and economic empowerment of rural communities living in India, with a primary focus on tribal children, women and other marginalized groups in the society. Unnati Sansthan is registered as NGO under "Rajasthan Societies Registration Act 1958" September 2000 and Foreign Contribution Regulation Act (FCRA) under registered on 22.08.2013 and eligible for foreign donations/aids.

Geographical Coverage

Currently, Unnati Sansthan is active in over 125 villages of Udaipur District and 50 villages in Dungarpur district in partnership with Central and State Government run schemes/programs, National and International Organizations, Private Corporate, etc.

Objectives

Our mission is to "raise awareness, educate and empower poor and marginalized communities by bringing a sense of mutual respect, justice, equality and sustainability in their community through development missions and programs for the alleviation of poverty among the masses. Our mandate is to organize communities, local level institutions so as to identify the issues and raise voices of the children and other marginalized groups of the communities at the appropriate forums and to bring forward solutions for the advancement and the eradication of issues plaguing them.

Unnati Sansthan seeks to bring about people's conscientisation, their leadership and active participation in advocating for their rights in a democratic manner. With a strong belief in people's courage and capacities, our work aims to build capacities by providing for required assistance and a support system so that they are empowered to fight for their rights and against the injustices faced by them. Through the organization's rights based and community centred strategic approach, the focus is on creating a conducive environment which is free from exploitation of the marginalized groups through emphasis on sensitization, awareness raising, building and strengthening of community based institutions among others.

Organizational Core Competencies

- Community organization and mobilization;
- Capacity building of local level institutions particularly in the area of child rights and Protection of Children from **Child Labour, Child Marriage and Trafficking**.
- Mother and Child Health
- Adolescent reproductive sexual health
- Education with special focus on Girl Child Education.

- Systemic capacity building aimed at improving quality of early childhood education in Aanganwadi Centres.
- Youth Empowerment and Leadership Development
- Community Volunteer's Capacity Building
- HIV/ AIDS prevention
- Hygiene Education

Disability Rights and Action

Promoting Inclusive Education in the schools of Udaipur District

Supported by CBM, Unnati Sansthan has been working alongside persons with disabilities with special focus on Inclusive Education in three blocks of Udaipur District of Southern Rajasthan, since August 2017.

Children with disabilities are less likely to start school and even when they do, their transition to secondary school is very unlikely in most cases. The lack of understanding about their needs, inaccessible school infrastructure which prevents children with physical disabilities from going to school; or lack of accommodating teaching methods and instruction for children with learning difficulties more often than not limits children with disabilities from accessing educational institutions.

Owing to the negative attitude and beliefs towards the capabilities of Children with Disabilities, parents in these communities are not motivated to send their children to school. The RTE Act has ensured and increased enrolment of Children with Disabilities in schools but, recent surveys in the villages has highlighted the exclusion of these children from learning owing to the curriculum which has not been adapted to their needs or teachers do not have the capacity or time to make the necessary adaptations, neither do they have access to assistive devices necessary for their learning needs. Denying Children with Disabilities their rights to education has a lifelong impact on learning, achievement and employment opportunities, hence obstructing their potential economic, social and human development.

Through this project, Unnati Sansthan with the support of CBM aims to create awareness amongst communities, schools and families on the issue of disability and to ensure an enabling environment for persons and children with disabilities.

Unnati with the support of CBM has been creating awareness amongst the communities on the issue of disabilities and creating Enabling environment for people and children with disabilities whereby they can enjoy their basic human rights without discrimination. This mainly applies to the education systems where an inclusive environment will be promoted by ensuring the presence, participation and achievement of all children, including children with disabilities.

The project location comes under the Schedule area comprising of more than 90% Bhil (Schedule tribe) population and majority of families fall in the Below Poverty Line category (around 93% of the total population).

The core objective of the project was to mainstream children with disabilities through an effective education process, working in partnership with the Education department and the Sarva Shiksha Abhiyan ('Education for all') departments in the State of Udaipur, Rajasthan.

Unnati Sansthan will work with the Education Department, the Department of Women and Child Welfare and the Department of Social Welfare and Development in Rajasthan in a collaborative manner to successfully implement the CBM supported project.

Achieved Outcomes and Deliverables of the programme:

- **89 children with disabilities** have been regularized/enrolled in mainstream schools
- **76 children with disabilities** and 1891 children without disabilities have been strengthened and sensitized through Children Clubs in 150 schools and communities on the issue of disabilities
- **1002 children have been strengthened**, promoted and oriented as Child Advocates for bringing about positive change in their communities on the issue of disabilities and inclusive development. 55 advocates are children with disabilities.
- **1633 School teachers, Parents and Staffs have been** sensitized for bringing change in communities on the issue of disabilities, inclusive education and development
- **In 30 Gram Panchayats 2771 members of panchayat have been** oriented on the issue of disabilities and their Rights, through one day orientation in their respective Panchayats.
- **181 Block level officials have been** oriented on the issue of disabilities, CBM and Unnati's work in three blocks of Udaipur with the persons with disabilities.
- **430 teachers and 30 Nodal officers of Government schools have been** oriented on disabilities and also how to include children with disabilities in school activities and classroom learning's.
- **A total of 1780 children with disabilities and without disabilities along with 800 community members have** participated in six block level Bal Melas conducted at six schools of Udaipur district.
- Communities have been aware on the issue of disabilities and the Rights of persons with disabilities, benefits and facilities with disabilities.
- Importance of Education for all children and children with disabilities are the main Focus of project through the Enrollment drives in schools and in communities.
- **96 school rallies have been** organized on awareness of education in schools to motivate the drop out and non-school going children with special focus on children with disabilities.
- Block meeting has been organized in Rishabdev and Girwa to share the data of block on the disabilities. 57 members of our target panchayats, sarpanch and nodal officer attended the meeting.
- A total of 8 Inclusive Sports were organized in the schools of Girwa, Rishabdev and Kherwara where a total of 33 children with disabilities have participated.

Below is an overview of the major activities conducted under the project:

Enrollment drive and support for children with disabilities

During the project period from January to December, the staff of Unnati Sansthan met with the parents of children with disabilities and conducted school visits in the project area. Through these meetings conducted with parents and teachers of children with disabilities, Unnati has been able to ensure that children are involved in every activity at school in order to avoid their isolation and to help them build confidence and self-esteem. These meetings and home visits were conducted with the core objective of motivating and counselling parents to enrol or regularize their children to school. Unnati staff first met with the teachers to get the status of enrolment and retention of children with disabilities in school and on the basis of the data, meetings with parents of children with disabilities was initiated. Counselling sessions were organised for children with disabilities and their parents with the objective of facilitating their enrolment in schools. This year, Unnati has successfully enrolled/regularized 89 children with disabilities. In some schools, teachers have shown immense support by accompanying staff on these home visits to motivate parents of children with disabilities.

As a part of this enrolment drive, Unnati Sansthan has organised a total of 96 school rallies in the villages. These rallies were conducted with the objective of creating awareness on children's Right to Education, to advocate for the education of girl child, children with disabilities, children coming from marginalised background and to motivate the community to come



forward and enrol their children in schools. Children participated in these rallies with enthusiasm and raised slogans to send their message across on the importance of education for all children and its role in building their self-respect and dignity in the society.

Strengthening Children Clubs

As part of the project, Unnati Sansthan has formed and strengthened Children's club in a total of 150 schools. This club serves as a platform where children with disabilities can take an active part in school activities. Currently there are 1891 child members in these children clubs and a total of 76 children with disabilities are active members in them.

School teachers and Unnati Sansthan staff are actively engaged in the formation of these clubs and also in strengthening the level of awareness among the club members on the issues of disabilities and on the importance of



education for each child. The most pressing issues on disabilities were discussed in detail with children and school teachers through these clubs. Children with disabilities have also been included in these clubs to ensure and promote their participation. The club consists of an elected Prime Minister, Vice Prime Minister, and Ministers for Health, Disable help Minister, Hygiene, Water, Education, Forest, Garden, Culture and Sports Minister. These clubs are required to meet every month in each school and discuss on the attendance and retention of children with disabilities, with their other role and responsibility of contributing in the inclusion of each child irrespective of gender, disability, caste, etc., in the school environment by advocating for the otherwise excluded groups and their right to education and through the promotion of their meaningful participation devoid of tokenism in the day to day activities of the school.

Bal Melas in schools and communities

A total of three Bal Melas have been organised in three schools where educational as well as cultural activities were conducted for children. In this one day programme, not only school children but community members from the respective panchayat also participated actively. The core objective of the Bal



Mela was to ensure the participation of children with disabilities in the sphere of education, play, peer interaction, learning and development of friendships in school. The Bal Melas motivated the children with disabilities to actively participate in areas of their interest. It successfully reached out to a total of 1780 children with and without disabilities in six schools of six gram panchayats. At the same time, integrating with children with disabilities through play and other activities allows other children to be comfortable with persons with disabilities and encourages them to befriend and learn about their peers who have a disability.

A range of activities like painting, toy making, art and craft, poem recitation, group skits, simple games like balloon/spoon/sack race were organised for the children where participation of each and every child was ensured. All of this was demonstrated to the community members to highlight the unique abilities and talent in every child.

The Bal Mela was concluded by a motivational speech on disabilities by the representative from the Management team of Unnati Sansthan followed by an awareness raising talk given by the BDO, BEO and the Head Master on the various benefits that exists for persons with disabilities,

with a core focus on the Education sector. The prizes for the winner were distributed post the speech along with distribution of snacks.

Promoting Child Advocates for change

In order to help students with disabilities meet their needs, it is important to have Child Advocates in the community. They also help to bring to notice any injustices happening to children with disabilities in the school and in the community. The aim of promoting child advocates in the community is to enable a safe and healthy environment for children. This also helps the advocates to get an exposure to the issue of disability along with helping them develop a positive attitude towards the issue. These advocates come together to support children with disabilities, hence learning to treat everyone equally since a young age. This year, Unnati Sansthan has successfully established 30 Child Advocacy groups have a total participation of 1002 in the area to work on the issue of disability. 55 of the members are children with disabilities.

Inclusive Sports for Children

Keeping in mind the belief that all children need to have access to play, sport, recreation and cultural activities in order to enrich their experience of childhood and that children with disabilities are entitled to these services required to achieve their full potential, Inclusive Sports for children has been incorporated in the project.

This is a platform whereby, children with disabilities can have access to play and quality physical activity on an equal basis with those of their non-disabled peers. Various sporting activities like khokho, kabbadi, sack race, spoon and balloon race were organized. It was made sure that every child with disability was given an opportunity to participate in the above activities, keeping in consideration the type of disability for example, children with low vision, hearing and speech impairment could participate in all the above



activities but for children with orthopedic impairments, activities like bursting the balloon and throwing the ball were organized. This ensured that the sports meet was inclusive and most importantly, school teachers participate and witness the events which fulfills the purpose of sensitization as well. The Inclusive Sports even has been successful in destroying myths regarding the capabilities of children with disabilities.

In 2017, Unnati Sansthan has organized a total of 8 Inclusive sports event in 8 schools. A total of 33 children with disabilities have enthusiastically participated in the activities, winning many of them.

Increased awareness among staff/community/government on disability and inclusive development

Staff capacity building

The team at Unnati Sansthan were given an intensive training on CBR, inclusive education and disabled people's organisation on BPA, Ahmedabad. This was a 5 day staff capacity building workshop which was organised with the objective of giving the organisation a stronger understanding of disability rights and its various components. Through these sessions, Unnati Sansthan has been sensitised and motivated to take necessary actions for procuring facilities for children with disabilities in schools/communities/families/society, with the objective of avoiding discrimination and bringing about inclusivity in education. The following topics were discussed at the workshop:

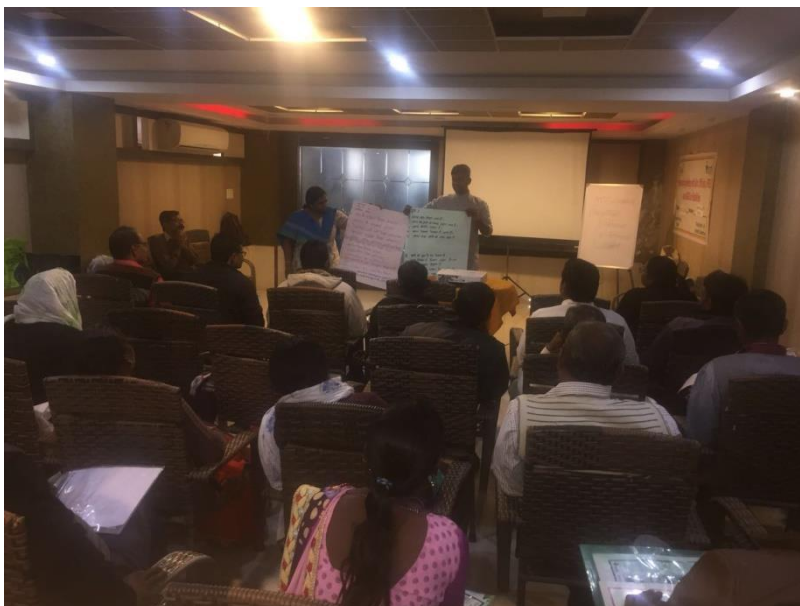
1. Model of Disabilities
2. Understanding of CBR and Evolution of CBR
3. Recent developments in CBR and CBR as a strategy and WHO, CBR guidelines
4. CBR Matrix
5. Importance of community resource mobilization in CBR



6. Journey from special education to Inclusive education
7. Importance of early childhood education and early intervention
8. Education of children with mental retardation and multiple disabilities
9. Importance of pre vocational skills and vocational training for children with disabilities
10. Field visit to Sayla CBR projects
11. Various education programs, schemes for children with disabilities
12. Various schemes and Act of national trust
13. Disabled people's Organization

3 days Training on disability for Unnati Sansthan staff, Government teachers and Anganwadi workers

From the 28th to 30th of December, a 3 day workshop on disability was organised by Unnati Sansthan for its staff, Government school teachers and Anganwadi workers. Mrs. Krupa and Mr. Bharat Joshi from Blind People's Association, having immense expertise in the field of disability were invited to conduct the workshop.



The first day of the workshop was to orient the staff on the issue of disability and the topics covered were the types of disabilities, symptoms, causes and intervention procedures. The session was participatory kept in nature so that everyone could share their personal experiences. Several questions and concerns were raised by the participants such as the one's related to counselling persons or parents of persons with disabilities, on what are the right ways to assist them, etc. Overall, a lot of issues concerning different kinds of disabilities were covered in the session.

The session on the second day was not only for Unnati staff but also for government school teachers and anganwadi workers. This session was more of a practical one with several activities. Sensitisation activities like trust walk, using only one arm to sew, hearing and speech impairment activity were conducted by the resource persons with the participants. This was extremely helpful in pushing the participants to understand the challenges faced by persons with disabilities in their day to day affair and how important it is for us to be more considerate, especially in

public places. The pressing issue of children with disabilities and their lack of access to their right to education were intensely discussed. Every participant especially the school teachers were urged to give their point of view as to why enrolment and retention of children with disabilities in schools was such a daunting task. Their role as stakeholders in the area of education was highlighted during this discussion and the workshop was concluded with an appeal to the stakeholders to ensure that education and learning should be inclusive in nature and that every child should be provided an opportunity to thrive at school.

The third day of the workshop was spent on the field where the resource persons from BPA were taken for home visits to families having children with disabilities and the core agenda of this was that BPA resource persons would practically



guide and support us in using the right techniques while working with children with disabilities. The resource persons guided our team in various ways of counselling and motivating the parents of the children with disabilities. The major takeaways from this field visit were the importance of focussing on rapport building with children and their families over a period of time which would avoid them from feeling stigmatised. At the same time, the team was told that education was not the only means to an end when it came to working with children with disabilities and at times it never is the solution thus, other means and scope of learning had to be created for them, specifically suited to their disabilities. Many ideas were cultivated during the field visit which can be implemented in the years to come.

Training on disability for Government officials

On 29th June, 2017 a Block level training on disabilities was organised for Government officials in Rishabdev Block of Udaipur district. A total of 33 officials have participated in this meeting. At the request of Unnati Sansthan, the Block Development officer and Block Education Officer took the initiative for this meeting and issued letters to all Sarpanches and Nodal Officers requesting them to be present at the training. Two resource persons from BPA, Mr. Vanraj Singh and Mr Ramesh were invited to conduct this training. The new bill for persons with disabilities along with their provisions was discussed. The participants also came up with several queries

regarding the provisions and benefits provided by the new bill for persons with disabilities. The Block Education Officer even asked for the list of children with disabilities who are not enrolled in schools. The aims and objectives of the CBM project were then discussed and the director highlighted the need to strengthen the capacities of children with disabilities so that they could be independent in doing their day to day activities. The Block Development Officer of Rishabdev then asked all the Sarpanches and Sachives to link persons with disabilities with the various benefits and schemes that are being provided by the Government.

Networking Meeting with Government Officials, PRI's and Head Teachers on Disability

On the 13th of December an awareness building session was conducted by Unnati Sansthan in Kherwara block of Udaipur district for Government Officials, PRI's and Head Teachers on the issues of the Rights of Persons with disability. For this purpose, a Resource Person from Blind People's Association, Ahmedabad with expertise in the area of disability was invited to conduct the session.

The session opened with a small speech by the Block Education Officer where he stressed on nondiscrimination, empowerment and respect for the evolving capacities of children and persons with disabilities. A brief overview of the history of Disability laws in India and how the 2016 act on the Rights of the Persons with Disabilities came into being was shared. The paradigm shift in

thinking about disability from a social welfare concern to a human rights issue was highlighted by comparing the previous and current Act. In order to give a clearer understanding, the stakeholder participants were given information on the important definitions given in the Act such as the *role and definition of "care giver"*, *"universal design"*, *"reasonable*



accommodation", *"barriers"*, *"means of communication"*, *"inclusive education, "public building, facilities and services"*, *"guardianship"*, etc. and how the Disability has been defined based on an evolving and dynamic concept. The three levels of disability were discussed which includes, **person with disability**, **person with benchmark disability** and **person with disability having high support needs**, along with the **21 types of disability covered by the Act** as compared to the previous Act which covered only 7.

Post the session on the Rights of Persons with Disabilities, the floor was kept open for discussions. Several questions were raised by the Head Teachers and most of it had to do with the poor levels of implementation and intervention of the Act.

Sensitization workshop for parents

One day workshop with PRI, Persons with disabilities and Parents of children with disabilities at panchayat level:-

Unnati Sansthan has organised a one day orientation programme at the panchayat level with PRI, Persons with disabilities and Parents of children with disabilities, nodal and some effective representatives of the panchayats. The objective of these workshops was to involve Gram Panchayat and PRIs in Inclusive development of their respective panchayats and so that they can understand the whole idea of Inclusion of persons with disabilities.

In this workshop, the new bill of Rights of persons with disabilities was discussed with a core focus on the importance of education and inclusive education and how Unnati Sansthan and the Panchayat can work together for the benefit of persons with disabilities. The Sarpanch and Sachives collected the list of persons with disabilities in their area and they committed to work on procuring certificates and doing the online registration for the benefit of persons with disabilities.

The following Issues were discussed in workshop:

1. Aims and objectives of CBM supported project on disabilities.
2. What is disabilities and why it is important to talk over this issue?
3. Types of disabilities
4. Rights of Person with disabilities and children with disabilities
5. Right to Education and its provisions for children with disabilities
6. Data sharing of Panchayat on persons with disabilities
7. Role of family, school and Panchayat for the education of children with disabilities

Parents Meetings and regular home visits:

Unnati Sansthan successfully organized meetings and home visits with parents of children with disabilities. The objective of the meetings was to orient the parents on the rights of children with disabilities and to help them understand the fact that their children have the right and capability to live a normal life. The urgent need to change our attitude towards children with disabilities was highlighted at the meeting. Parents were motivated to support their children with disabilities in every way possible and most importantly to send their children to school.

As part of the project, Unnati Sansthan also took parents of children with disabilities for an exposure visit to DIET. At DIET, children with disabilities and their parents were given counseling. The objective of this visit was to expose the participants to other children with disabilities and to motivate them to send their children to school regularly. The parents were helped to understand that they shouldn't pity themselves or their children but rather understand that children with disabilities are also capable of living a normal life.

Exposure visit for staff and SMC members

Unnati Sansthan organized a two day exposure visit for the School Management Committee of Girwa, Rishabdev and Kherwara block. Persons with disabilities and CBM project staff from Unnati Sansthan have also participated in this visit. The following centres and schools were selected as the sites for the exposure visit:

- 1) BPA of Ahmadabad
- 2) Disabled Centre of Limdi
- 3) UPS Chud School of Surendra Nagar(Government School)
- 4) Ankur School of Ahmadabad(Private School)
- 5) Blind School, Udaipur
- 6) School for the Deaf, Udaipur

In this visit it was found that government and non-government organization are working for students with disability by using different approaches with the objective of facilitating their personal, social, and economic and health development.

Students with disabilities are given vocational training whereby they are taught to make Lamps, Rakhi, chairs, tables, cupboards, etc. The idea behind it is to equip children with skills and make them employable so that they can earn a living and live a dignified life. Visually challenged women are also cooking at these centres and getting some kind of employment. At these vocational centres, persons with disabilities are provided with a physiotherapist in order to improve and enhance their physical strength. People have different kinds of disabilities like Autism, Low Visions, OH, MR, SP, etc., are engaged in some form of employment or the other at these centres where they are paid a fair amount for their work.



Students with disabilities are provided with motivation and support by the teachers and fellow students for their education at the centre. Tools like flash cards and pictures were being utilized to teach words and numbers which helped in the learning and understanding of students with disabilities.

These exposure visit helped Unnati teams realize that in order to make an impactful change in the lives of persons with disabilities living in the rural part of the country, many and different kinds of facilities will be required which is being provided at these schools and vocational centres by Government and Private sectors. There is an urgent need to link persons and children with disabilities to the existing Government schemes and benefits. Awareness about the issues of disability, their rights along with community and family support are necessary for facilitating the growth and development for persons with disabilities. At the existing health care centre, there needs to one special department of physiotherapy for persons and children with disability. Most importantly, persons with disabilities need to be motivated to come forward and enroll their name to procure the benefits which will allow them to live in the society with dignity and respect. Through this visit, it was realized that in these rural and tribal areas we need to play the role of a facilitator, motivator and counselor to bring about positive changes in the life of persons with disabilities.

Activities conducted to link persons with disabilities with the existing Government schemes and benefits

Device Distribution:

Due to the strong relationship that Unnati Sansthan has forged with the Government department, with their help we were successfully able to organize distribution of hearing devices, tricycles, spectacles and crutches in the community.

Pandit Deen Dayal Upadhyay Camp:

Unnati Sansthan has organized an awareness programme for registering the names of persons and children with disabilities at the Pandit Dil Dayal Upadhyay camp with the help of 30 Panchayats by organizing meetings with persons with disabilities with the objective of getting benefits from the existing Government schemes.

Social Security Scheme:

Unnati Sansthan has helped the community and persons with disabilities to connect with the various Government schemes like MNREGA, toilet construction, Janani Suraksha Yojana, Bus Pass, Railway Concession Pass, Disability Certificate, Bank Loan, Indira Avas Yojna, Palanhar, etc., under the Social Justice and Empowerment Department.

Early Childhood Care and Education

Preparing Parents and Caregivers for Early Childhood Education in Southern Rajasthan

The early childhood years are globally acknowledged to be the most critical years for lifelong development and many neuroscience researches confirms that 90% of brain development takes place during this period. This is the period when several cognitive, social and psychomotor competencies are developed, which significantly contributes to learning in schools and later success in life. But there are still substantial numbers of children who are not enrolled in pre-schools and this leads high rates of drop out at early grades of elementary education. This situation is alarming for the children who are first generation learners. Adequate school readiness through good quality Early Child Education (ECE) programme will not only ensure early education outcomes, but also enable them to make a smooth transition from early years to elementary schooling. Significance of ECE in early learning and development of the child is recognized under Right to Free and Compulsory Education Act, 2009 (RTE) and the state government has been given the responsibility to take necessary steps so as to provide free preschool education for children above three years.

The following activities were conducted as part of the programme:

Orientation of staff on ECE and Positive Parenting, August 2017:

The project initiated on the 8th of August with training for the staff of Unnati Sansthan on ECE and positive parenting. This was a 3-day workshop conducted by resource persons from Parambh and a senior consultant. A total of 15 staff participated in it.

PRA conducted in 11 villages, September, 2017

A team of 8 members along with 4 volunteers were given a 2-day rigorous training on PRA (Participatory Rural Appraisal) tools and methodologies. Keeping in mind the geographical terrain of the research area, social mapping was selected as the most appropriate tool. A total of 11 villages from Tidi and Sishod II sector of Udaipur and Dungarpur district were covered through social mapping.

The PRA was conducted keeping the following objectives in mind:



To get 100% census of the area of the survey which will help in getting an accurate estimate of children who are not enrolled or registered at ECCE centres, between the age group of 0-6.

1. To understand the reasons behind the prevalence of unregistered children and what are the other alternatives that children are enrolled in.
2. To provide an estimate of the number of children in the age group of 3-6 years who are not receiving Early Childhood Education

Community/Parent Meetings on ECE and Positive Parenting, August – October 2017:

Between the month of August and October, a total of 56 meetings were organized with the community/parents to discuss and spread awareness on ECE and positive parenting. In these meetings, Unnati Staff informed parents and community members on major topics like creating positive environment for children, importance of enrolling and going regularly to the anganwadi, requirements for holistic development of the child, etc.

Organising PAM (Parents Anganwadi Meetings)/ECCE at AnganwadiCentres, August – October 2017:

A total of 12 Parent Anganwadi Meetings (PAM) were held in Tidi and Bichiwara sectors of Udaipur and Dungarpur districts of Rajasthan in a span of 3 months. The core objectives of these meetings were:

- I. Motivate parents to enroll their children at the ECE centre through regular meetings and door to door visits.
- II. To make parents aware of the 6 important services provided for children at the anganwadicentres.
- III. Introducing parents to the books, Khilkari, Umang and Tarang, that has been recently introduced for children in the anganwadis and to have discussions over its usage and benefits.



- IV. Inform parents on Early Childhood Development and the importance of sending children regularly to the anganwadis and its role in physical, social, emotional and cognitive development of the child.

On-Site Support to Aanganwadis to Ensure that the ECE Activities Are Conducted Regular:

Unnati staff has constantly provided support to all of the 61 anganwadis with the aim of ensuring that ECE activities are regularly conducted at these centres with the children. For this purpose, the following steps have been taken:

- I. Unnati staff visited 2 anganwadis per day in order to conduct educational activities like singing, coloring, games, story- telling, action songs, etc.
- II. Most importantly, the staff have helped and guided anganwadi workers on using the three books namely, Khilkari, Umang and Tarang which has been introduced by the ICDS department of the Government of Rajasthan for children in the age group of 3-6.

Regular Home Visits and Community Meetings to Ensure Increased Rate of Enrolment at the AnganwadiCentres and to Regularize Drop Outs and Irregular Children, Aug–Oct, 2017:

Between the months of August and October 2017, a total of 101 children who were out of preschool education were enrolled in the anganwadi centre. This was done through regular community/parent meetings by the staff and also through door to door visits with the aim of raising awareness on the importance of Early Childhood Education and its impact on the child's development.

Additionally, in the span of 3 months' home visits were conducted by the Unnati staff targeting families where children had either dropped out of pre-school education or were irregular at the centre. Through these visits, a total of 191 children were regularized at the anganwadi.

Survey on Positive Parenting with Parents, September 2017:

The aim of the survey was to analyze the perception of parents on Early Childhood Development and Parenting in the low income Tribal communities of Southern Rajasthan.

An in-depth questionnaire was designed for the purpose of data collection from the parents. The survey team which consisted of 8 members has undergone rigorous one-day training before initiating the data collection drive. The data collection started on the 19th of September and was completed on the 10th of October.

In these tribal communities, fathers are the breadwinners of the family whereas majority of the mothers stay at home. This made it difficult for the team to get the perception of the fathers hence; an FGD with the fathers was conducted on 27th of October.

The survey was conducted in Girwa and Bichiwada block of Udaipur and Dungarpur district of Southern Rajasthan. A total of 300 parent respondents took the survey in the 61 anganwadis whereby 5 forms were filled in each of its catchment area.

Research questions of the survey were:

- I. Understanding the level of parental awareness on ECE and parenting
- II. Parental perception on stimulation and its importance for child development
- III. What do parents understand by child health and development?
- IV. Support and Responsiveness of parents towards children
- V. What do parents understand by structure and discipline?

The analysis of the survey was completed and presented to the UNICEF team on the 23rd of October during their visit and changes and corrections were made based on their feedbacks. The final report of both the survey and PRA has been submitted to UNICEF.

Anganwadi Workers Training On ECE and Positive Parenting, October 2017:

Capacity Building Workshop for Anganwadi Workers on ECE Syllabus and Positive Parenting

Unnati Sansthan organized a 2 days' workshop for the anganwadi workers of Udaipur and Dungarpur district. This was held on 13th and 14th of October and then again on the 25th and 26th of October. The objective of the workshop was to give basic training to the AWW on the three ECE books (Khilkari, Umang and Tarang) introduced by the ICDS department of Rajasthan Government and also to improve the capacity and teaching skills of AWW. The other objective was to focus on raising awareness on Positive Parenting and regarding its importance and role in positive growth and development of children in the age group of 0-3 and 3-6 years.

DAY 1 (13TH, 25th October)

Objective: To raise awareness among AWW on Early Childhood Education and syllabus training on the books prepared by the ICDS department of Rajasthan Government.

A resource person from Prarambh NGO was invited to introduce the topic of Early Childhood Education and its importance among the Anganwadi workers. Topics like child's physical, emotional, social, cognitive and language developed were discussed in detail during the course of the workshop and information around these topics were given out by the resource person to increase the level of awareness on Early Childhood Development.

The informative sessions were followed by participatory activities whereby anganwadi workers were made to give a group presentation on various domains of child development. There was also a discussion on the various educational and recreational activities that are conducted with the children at the centres and workers were given training on how they could improve these activities and ensure child participation. New games and activities were also taught at the workshop. Most importantly, AWW were given training on how to use the newly introduced books (Khilkari, Umang and Tarang) with children. The resource person gave a brief on the syllabus and its benefits for the holistic development of the child. Later, the AWW were divided into groups and made to go through, discuss and understand the contents and usage of the books.

DAY 2 (14TH, 26TH October)

Objective: Discuss and raise awareness among the AWW on Positive Parenting and its importance for the holistic growth and development of the child.

Marjorie Aziz, the secretary of Unnati Sansthan facilitated the session on positive parenting. Initially, the status of enrolment and reasons for drop out were discussed with the anganwadi workers along with the various challenges faced by them. The role of the anganwadi and their impact on the lives of the child were discussed in detail in order to encourage them to work with dedication and sincerity. Feedback was also taken on the previous day's workshop on ECE and AWW expressed their interest in learning more about physical, social and psychological growth of children and the ways in which the 3 books could be better utilized in their teaching activity.

This was followed by a talk on positive parenting and its crucial role in creating a positive environment for a child which in turn could facilitate their physical, social, emotional and cognitive development. Kavita, the intern at Unnati Sansthan conducted an activity called "Suno, Samjho, Samjavo" which helped in getting the attention of the AWW followed by which they were told about their role in bringing about positive changes in the process of parenting by increasing awareness among parents and by themselves being aware on the following subjects:

- I. Parenting
- II. Birth of Child
- III. Developed Child
- IV. Health and Nutrition
- V. Games in Children's Life
- VI. Different Languages of Children
- VII. Behavior of Children
- VIII. Disabilities in Children
- IX. School

The workshop was kept participatory in nature and AWW were made to divide themselves into groups and discuss the various components of positive parenting as given above and the challenges that they would face on the field while implementing them with parents. This was presented by each group and was an awareness raising activity on the ideas and importance of positive parenting in the society. The role of the father was also explained by the resource person along with the responsibilities of other care givers.



Outcomes:

- I. By keeping the workshop participatory in nature, AWW were able to come forward and voice out their queries and opinions on positive parenting
- II. It helped the AWW to get an understanding of the ECE syllabus through the 3 books and on its usage for early childhood development
- III. It was also a platform for AWW to come forward and express their concerns regarding the challenges they would face on the field.

On-Site Support at Sector Meetings on ECE and Positive Parenting, August – October 2017:

In the months of August – October 2017, 3 sector meetings were held in each of the sectors, i.e., Tidi and Sishod II. In these sector meetings are usually for anganwadi workers and the Lady Supervisors to discuss their day to day activities, progress and future plans. The role of Unnati staff here was to attend these meetings and talk to the members and spread awareness on positive parenting, importance of early childhood education and the need to motivate parents so as to make them enroll their children in the ECE centres. Adding to the above, good practices

followed at different anganwadis were discussed and the workers were motivated to apply them to their centres as well.

These sector meetings, which are usually wasted on filling up forms and registers by the anganwadi workers are now being well utilized to discuss and raise awareness on the various issues around Early Childhood Development, under the supervision and support of Unnati Sansthan staff.

Meetings with Supervisors and CDPO:

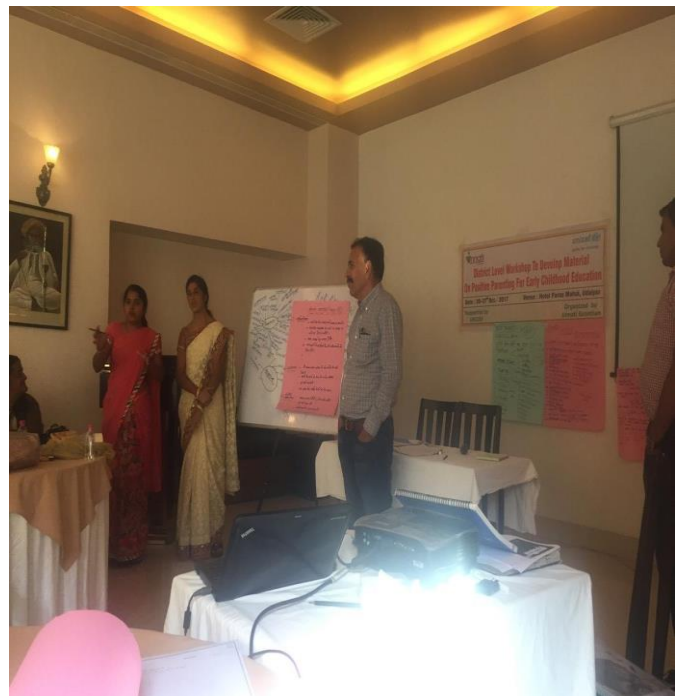
A total of 3 meetings were held with the supervisors and CDPO in this quarter. These meetings enabled UnnatiSansthan to create a dialogue between the important stakeholders regarding the problems being faced in the functioning of the anganwadi centres.

Many problems keep coming up in the management of the anganwadi centres which includes disciplinary issues with anganwadi workers, low levels of growth in children, poor implementation of activities, etc., which were reported to the supervisors and CDPO so that strict measures could be taken up by them to resolve the issue. Not only this, meetings were also held with these authorities to acquire permission for conducting trainings and workshops at the anganwadi centre.

Meeting with Deputy Director, Udaipur and Dungarpur regarding the Project:

In order to ensure the support and co-operation of the Deputy Director of Udaipur and Dungarpur district for the project, the Secretary of UnnatiSansthan scheduled a meeting with the DD of both the districts. In this meeting, the details of the project were given and the letter from UNICEF head office was also presented to the Deputy.

These meetings were conducted to ensure the support of the authorities of ICDS Department and also to get the required permissions to go ahead with the project. This rapport with the ICDS department has helped Unnati run the project uninterruptedly.



District Level Workshop to Develop Materials on Positive Parenting for Early Childhood Education, 30th – 31st October 2017:

Objectives/Agenda:

1. Presenting the findings of the survey on positive parenting to the participants so that they get an insight into the situation and perspective of parents in low income Tribal communities.
2. Presentation and Discussion on Positive Parenting, its major components and its impact on Early Childhood Development.
3. Presentation by URMUL and Parwarish introducing their work in the area of positive parenting. This also included their geographical coverage, strategies, materials, modules, success indicators and challenges faced when working on Positive Parenting.
4. Group work and activities on the various components of positive parenting.
5. At the end of the session, resource persons must have a clear understanding of the geographical area and perspectives of the target population so as to come up with positive parenting materials specific to the situation.

Outcomes of the Workshop:

1. By the end of the session, all of the participants had a clear understanding of Positive Parenting and its implications on the development of the child.
2. Through the group activities, participants were made to work on the five pillars of positive parenting and to come up with solutions and activities that can be implemented at the anganwadi and with parents to spread awareness.
3. Development of games for children
4. Participants were given an understanding of the limitlessness of children and how one can work on building on it.



This workshop is to be followed by another one in the month of November to eventually come up with appropriate materials and tools on positive parenting and early childhood development which will be used in anganwadicentres and in the community.

IKEA/UNICEF team visit and training programme for developing materials on positive parenting:

As a continuation of the workshop held on the 30th-31st October, another training programme was conducted on the 18th of November for anganwadi workers and caregivers of the community with the objective of building on the materials that were previously developed on positive parenting for 3-6 year old children.

Resource persons were invited from URMUL, Parwarish and AWTC and specialists from UNICEF were also present to guide and support the training. In the previous workshop, the five domains of positive parenting were discussed and this time around, the current practices existing in the community and the ideal practices concerning the five domains were discussed in detail. This was done to highlight the current scenario of parenting among caregivers in the concerned community.



After presenting the situational analysis, a group work was conducted whereby the participants were divided into 5 groups and given a domain each of positive parenting. They were then instructed to build on the ideal practices that could easily be adopted by the caregivers in the community for their children. The resource persons were placed in each of the groups to support and guide the team. The rationale behind this group work was to involve caregivers themselves in coming up with solutions for their community since they are most familiar with the local and cultural context. Once the groups were ready, they were asked to present their opinions on what the ideal care giving practices should be.

From the survey and previous workshops, it was found that stimulation for learning with 3-6 year old children is not being adequately practiced by caregivers, mostly owing to the time and

financial constraints. This meant that children were not being provided with enough opportunity to learn through play or through other activities. This led Unnati Sansthan to work on building play and stimulation materials that was cost effective and resources easily available at home could be used to make them. Clay figurines of objects and animals, rag dolls, flash cards, balls, paper masks, etc., were made with the help of caregivers at their community. These materials were put up for display during this workshop and were presented to the IKEA and UNICEF team.

Community meetings with caregivers of 3-6 year old children on the key domains of positive parenting

Based on the information gathered and materials developed after the workshop conducted on the 18th of November, the field staff of Unnati Sansthan were once again given refresher training on the key domains of positive parenting and what are the ideal practices that needs to be urgently communicated to the caregivers of 3-6 year old children.

Post the training, the community meetings were initiated in Udaipur and Dungarpur districts whereby caregivers were given awareness on the key domains of positive parenting like physical care giving, socialization, security, responsive parenting and most importantly emphasis was placed on the need to provide stimulation for learning and development of 3-6 year old children. For this purpose, minor activities like storytelling, object/color identification, communicating with the child while doing day to day activities, etc, were taught to the caregivers during these sessions.

In a span of two months, a total of 67 meetings were successfully conducted, reaching out to 1462 caregivers in the target community.

Anganwadi workers survey:

The survey was conducted in Girwa and Bichiwada block of Udaipur and Dungarpur district of Southern Rajasthan. The sample size was kept as 30 Aanganwadis workers. 3 FGD's were conducted separately with the AWW so as to get a better details and understanding of the caregiving practices in the community.

The entire process was completed in one week, starting from the 11th to 15th of December. The qualitative questionnaire was designed to cover the 5 important domains of positive parenting which includes *Physical Caregiving, Stimulation Practices, Support and Responsiveness, Structure and Socialization*.

Objectives

- To understand the level of awareness of Anganwadis workers on positive caregiving practices
- Getting the perception of Anganwadis workers on the role of parenting and its importance for child development
- Anganwadis workers perspective on the ways in which parents can create the necessary environment at home for enhancing learning in 3-6 year old children.

Chhattisgarh visit for Positive Parenting Programme, 19th-20th December:

On the 19th-20th December, a trip to Chhattisgarh was organized for the major stakeholders in the parenting programme which included Civil Society Organizations, Officials from ICDS, Lady Supervisors and UNICEF Consultant, with the objective of observing Sajag which is an ongoing home and community based parenting programme so as to be able to develop similar strategies for the project in Southern Rajasthan.

The team was divided into two groups where one group visited Sundra village to observe the parenting programme and the other group made a visit to Dhantri village to attend the leadership programme.

Since the positive parenting programme in Southern Rajasthan is at its nascent stage, through this visit our team has had the opportunity to observe and experience an already existing intervention by CLR on improving the quality of home environment and to facilitate the development of children along the key domains through caregivers. Overall, it was a good exposure and helped the team get a clearer perspective by being a part of the process of an ongoing positive parenting programme. Many of the learning's can be incorporated in the positive parenting programme in Rajasthan, for example, the time and cost pictorial demonstration whereby, local and real life images are used to teach activities to caregivers can be very useful in the Tribal villages of Southern Rajasthan where majority of the caregivers are illiterate and neither do they have the time to sit through long oral sessions on parenting. Secondly, the motivation of CLR staff on the field to mobilize caregivers and continuously organize impactful meetings and home visits was the biggest take away as it was due to their strong rapport building and continuous work on the field that the programme had come so far. Home visits which have had great impact can be incorporated in Rajasthan as well through field staff can reach out to caregivers who are otherwise not easily available to attend community meetings.

Leadership Training Programme at Dhantri Village

A module on Leadership training has been formulated with the support of UNICEF & CLR that includes the training content pertaining to the requirements of all functionaries of ICDS from top to down. The purpose of this visit was for the participants to:

1. Understand and observe the leadership training module and how the training is being imparted
2. To strategize how the same can be adapted to the local context in Southern Rajasthan

This particular training was conducted by the CDPO, Mr. Ajay Kumar after which the visiting team from Rajasthan engaged in an interactive session with him where he also addresses doubts and clarifications. This gave the team an opportunity to get an understanding of the CDPO's perspective on the entire leadership programme and the impact it has had. This was followed by more intensive discussions on how can the leadership training module be incorporated and adapted to the ICDS set up in Rajasthan.

The monitoring tool developed by the CDPO's with the support of UNICEF and CLR was also discussed. These monitoring formats were for the CDPO's to monitor Lady Supervisors and then for the Lady Supervisors to monitor the anganwadi workers. The entire process of developing cycles for the leadership module was discussed in this training.

Overall, the visit was one full of learning's. The team from Rajasthan was able to observe a systematic, methodical and well thought of, training sessions which can also be successfully replicated in Rajasthan. One of the major take away was the necessity of smooth coordination amongst all functionaries and for them to be provided with consistent motivation to ensure that ECE activities are conducted without any hindrance. The detailed and clearly defined monitoring tools were also another major learning from this visit.

Community Led Total Sanitation conducted in the 14 villages of Baran District in South-Eastern Rajasthan

Globally 1.1 billion people, including 638 million in India alone, practice open defecation. Poor sanitation is linked to a range of diseases and contributes substantially to child under nutrition and mortality. According to the Census 2011, less than half (46.9%) of households in India have a latrine facility within their premises.

A number of government programmes have sought to increase access to improved sanitation through the provision of subsidies for toilet construction. These approaches are limited in that they fail to engage with the reasons why people practice OD and non-financial barriers to constructing, using and maintaining toilets. Community-Led Total Sanitation (CLTS) is a promising approach that seeks to raise awareness of the fecal-oral contamination route, and capitalizes on human emotions of disgust and shame to bring about community-wide change in defecation practices, the ultimate goal being for entire villages to become ‘open defecation free’ (ODF) . The CLTS manual defines ODF as ‘when no faces are openly exposed to the environment’ therefore covering of faeces or use of/disposal via latrines would be sufficient for a village to be defined as ODF. The basic assumption is that no human being can stay unmoved once they have learned that they are ingesting other people’s faces.

Communities generally react strongly and develop action plans to become open defecation free (ODF) through their own efforts based on different motivations. CLTS focuses on behavior change, triggering the community’s desire for change and encouraging innovation, mutual support and appropriate local solutions, thus leading to greater ownership and sustainability. The CLTS approach is an approach that intends to generate demand and subsequent action at the local level with no direct financial aid. It focuses on empowering the local community and becomes Open Defecation Free (ODF).

CLTS focuses on igniting a change in sanitation behavior rather than constructing latrines. It recognizes that sanitation is a public and a private good, and that individual hygiene behavior can affect the whole community. It therefore involves no subsidy for the construction of latrines and does not prescribe latrine models. It concentrates on the whole community and the collective benefit from stopping open defecation.

For this purpose World vision India engaged with Unnati Sansthan to train participating communities on CLTS facilitation and the implementation of the same in 14 villages of Baran District.

Specific Objectives:

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.
3. 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, mobilising communities to adopt hygiene and sanitation practices through community based approaches.

Strategy adopted to achieve the objective:

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 behavioural 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 to achieve a Nirmal Gram status.

Defining CLTS and its objectives:

Community-Led Total Sanitation (CLTS) focuses on igniting a change in sanitation behavior rather than constructing toilets. It does this through a process of social awakening that is stimulated by facilitators from within or outside the community.

It concentrates on the whole community rather than on individual behaviors. Collective benefit from stopping Open Defecation (OD) can encourage a more cooperative approach. People decide together how they will create a clean and hygienic environment that benefits everyone. It is fundamental that CLTS involves no individual household hardware subsidy and does not prescribe latrine models. Social solidarity, help and cooperation among the households in the community are a common and vital element in CLTS. Other important characteristics are the



emergence of Natural Leaders as a community proceeds towards ODF status; local innovations of low cost toilet models using locally available materials, and community innovate systems of reward, penalty, spread and scaling-up. CLTS encourages the community to take responsibility and to take its own action.

The steps followed for triggering CLTS in the community:

1. Introduction and Rapport Building

Rapport building with the target community is essential to ensure the smooth implementation of the CLTS process and for this reason, it is the first step in the sequence of steps as and when the facilitating team step initiates the process in the particular village.

2. Defecation Area Transect Walk

Once it was made sure that people have gathered at the CLTS meeting site and people are now comfortable, the transect walk was initiated. Transect walks are the single most important motivating tool. The embarrassment experienced during this “walk of disgust” can result in an immediate desire to stop open defecation and get rid of these areas. Even though everyone sees the dirt and shit every day, they only seem to waken to the problem when faced by outsiders to look at and analyze the situation in details.

3. Triggering

Triggering is based on stimulating a collective sense of disgust and shame among community members as they confront the crude facts about mass open defecation and its negative impacts on the entire community. The basic assumption is that no human being can stay unmoved once they have learned that they are ingesting other people's shit. The goal of the facilitator here is purely to help community members see for themselves that OD has disgusting consequences and creates an unpleasant environment. It is then up to community members to decide how to deal with the problem and to take action.



4. Mapping the Defecation Area

In the mapping exercise, all households should be invited to locate themselves on the map, for example by marking the ground, or locating a leaf or stone, and indicate whether they have latrines or not. The areas of open defecation could be marked and lines drawn to connect them to the households that visit them. The map can be used to highlight many things. Draw attention to how far some people have to walk to defecate and at what times of day. Are there any safety issues? Ask people to trace the flow of shit from places of open defecation to ponds and other water bodies, resulting in their contamination.

5. Shit Calculation

Calculating the amount of faeces produced can help to illustrate the magnitude of the sanitation problem. How many human excreta are being generated by each individual or household per day? Households can use their own methods and local measures for calculating how much they

are adding to the problem. The sum of the households then can be added up to produce a figure for the whole community. A daily figure can be multiplied to know how much shit is produced per week, per month or per year. The quantities can add up to a matter of tonnes which may surprise the community.

6. Moment of Ignition

The key point in the process of triggering CLTS is reached when the community arrives at a collective realization that due to open defecation everyone is ingesting each other's faeces, and this will continue unless open defecation is stopped totally. It is precisely at that moment that the facilitators thanked the community and told them that they were not there to advise them to stop their age-old practices and that you are not there to sell toilets or distribute subsidy. The community was told that they were free to continue what they have been doing, i.e. eating each other's shit, and bathing and washing their mouths out with water in which everyone defecates. This ignites a feeling of anger, shame and embarrassment in them.

7. Community Action and Follow Up

Well-ignited CLTS sparks off urgent collective action that reduces open defecation practices very fast and might achieve 100 per cent open defecation-free status within a few weeks to a few months depending on the size of the village. It is usually either instant or never. However, saying this, some follow-up is important, in order to ensure that CLTS is sustained and improvements in latrines are made over the long term. It is important to identify natural leaders and encourage them to take charge of ensuring that action plans are followed through and changes in behavior are sustained.



8. Formation of WASH Committees

WASH Committees or “Nigrani Samiti” was formed in the 14 villages where CLTS has been conducted. Each committee consists of 10 members and has equal representation of men, women, young and the old. There were some villages where unfortunately, men have not participated and only women were present for the programme.

Village leaders and persons of influence were encouraged to become a part of the committee. The functions of the WASH Committee are to ensure regular follow up and monitor their communities so as to ensure that village folks are not practicing open defecation. They are also responsible for talking to the community on the harmful consequences of OD on everyone living in such an area. Through such means, they are required to bring about behavioural change in their community members with the objective of making their villages Open Defecation Free

Balwadi Supported by Manford Alliance, Bangalore

With the generous support of Manford Alliance, Bangalore, Unnati has successfully run a Balwadi from the month of April to December, 2017.

The Balwadi was set up in Peepli B village, block Rishabdev of Udaipur district and through this project Unnati was able to support a total of 30 children from the marginalized community of the area. The Balwadi not only provided nutritious meal to 3-6 year which ranged from Dahlia, multigrain and other healthy meals but the children were also provided with early childhood education.

Celebration of International Day of Persons with Disabilities

The International day of persons with disabilities which is celebrated worldwide on the 3rd of December was observed by Unnati Sansthan with the vital objective of improving the understanding of the community towards issues concerning persons with disabilities as well as



to come together in support to facilitate their self-esteem, well-being and rights in the society. This day is also a reminder for the organization regarding its responsibility of building inclusivity and accessibility for persons with disabilities in the economic, social and cultural facets of life.

In the year 2017, an inclusive cultural event was organized at an Upper Primary School in Kherwara Block. The celebration was postponed to 1st since 3rd was a Sunday. Since Unnati's core intervention group has been children with disabilities, the event was focused around them with invitation being sent out to community members and stakeholders to be a part of it. All the

children from nearby schools were also present along with some of their teachers, head master and caregivers.

Keeping the theme as “full equality and inclusivity in participation”, several activities like art and craft presentation, drama, marble and balloon race, quiz, simple recreational activity and sports have been organized where all children could take an active part. Before initiating the celebration, Unnati addressed the crowd with a small talk emphasizing on the right to participation and equal opportunities for persons with disabilities and urged the children and adults alike to help ensure that none is left behind in the process of development. The platform was also used to impart awareness on the social benefit schemes and entitlements that Unnati has been helping children and persons with disabilities to access.

Along with children, caregivers, teachers and SMC members, the head of the local village governance had joined us in this celebration.

A short skit was performed by the members of the children’s club and child advocates group which was based on motivating girls, persons with disabilities and other vulnerable groups.

The program was concluded with a prize distribution ceremony for all the participants and a short discussion by the Director of Unnati Sansthan on equality of opportunity and need to practice inclusivity at home and public spaces like schools and communities, over tea and snacks.

Celebration of International Women’s Day 2018

On 8th March 2017 International women’s day celebrated in ten villages of Girwa, Rishabdev and Kherwara block. The objective of our programme was to create awareness on the role of women in family and girl child Education. This was short programme where the achievements of many women were discussed to motivate the girls and women in the community. Like the previous year, Malala and her efforts for girl child education were discussed with the objective of creating a sense of pride and motivation among the young girls in our community who are also facing immense hardship in their lives.

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.

Name and Address of the Auditors

M/S. S.D.BAYA & COMPANY, Chartered Accountants, Mosh Marg, Shastri Circle, Udaipur, Rajasthan.

Foreign Fund Received from CBM INR 1276182 & CBM INDIA TRUST INR 1600000 for the period 2017-18

Governance Details of Board Members: (as of March 31st 2018)

S. No.	Name	Name of Father/Husband	Age	Profession	Designation in the Board
1	Prem Kumar Luthra	Late Mr. H.L. Luthra	55	Social Worker	President
2	Dr. Pradeep Kumar Singh	Mr. Avdesh Kumar Singh	52	Professor	Vice President
3	Marjorie Aziz	Mr. Aziz Masih	46	Social Worker	Secretary
4	Mrs. Rama Rajvanshi	Mr. Malkhan Singh	44	Teacher	Information Minister
5	Mr. Laxmi Lal Oad	Mr. Laluji Oad	36	Social Worker	Treasurer
6	Manna lal Parmar	Manaji	34	General Work	Member
7	Dr. Tulsi Ram Ameta	Mr. C.L. Ameta	38	Lecturer	Member
8	Mr. Abdul Rashid	Late Mr. Moti Khan	56	Social Worker	Member
9	Mrs, Jyoti Tomer	Mr. Brijesh Tomer	38	Lecturer	Co-Secretary

S. No.	Name of Body	Meeting Dates	Issues Discussed	No. of attendees
1.	Executive council	31.7.2018	Unicef project budget recommend for GB, Annual report and Audit report recommended for GB, New EC Formation on 12.8.2017, Appointment of Election officer and Prem Kumar Luthra and Ms. Marjorie salaries of Rs. 50000/- for both	5

			recommended for GB.	
2.	General Body Council	31.7.2017	Unicef project budget passed, Annual report and Audit report passed, New EC Formation on 12.8.2017, Appointment of Election officer and Prem Kumar Luthra and Ms. Marjorie salaries of Rs. 50000/- for both passed..	6
3.	General body council	12.08.2017	New Executive council elected.	13
4.	Executive council	30.03.2018	Appointment of External and internal auditors recommended for GB, Unicef project budget recommended for GB, Bye laws compliance for 2017-18 recommended for GB, Policies on Gender, child protection and child safeguarding recommended for GB, Finance Manual and HR Manual recommended for GB.	5
5.	General Body council	30.03.2018	Appointment of External and internal auditors Passed, Unicef project budget Passed, Bye laws	6

			compliance for 2017-18 Passed, Policies on Gender, child protection and child safeguarding Passed, Finance Manual and HR Manual Passed.	
--	--	--	---	--

Details of Board Meetings:- 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.50000/- per month. Ms .Marjorie Aziz , Secretary paid salary 50000/- per month .

2) What reimbursements were made to the board members NA.

3) Highest Paid Staff – Ms. Marjorie, Director Rs.. 50000/- per month

4) The lowest paid staff –Ms.Sangita Bhagora , Field worker, Rs.10000/- per month.

S. No.	Highest Paid Staff		Lowest Paid Staff	
	M	F	M	F
1	4	3	2	2

Salary Bandwidth:

S. No.	Below 5000		Between 5000-10000		Between 10000-15000		Above 15000	
	M	F	M	F	M	F	M	F
1					2	2	4	3

Give details of international travel – if any- No. International Travel Rs.0 National Travel Expenses Rs. 136343/-

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

Donors

1. UNICEF
2. CBM & CBM INDIA TRUST
3. Manford Allianz (CSR)
4. Individual Donors