

SOCIO ECONOMIC AND EDUCATION DEVELOPMENT SOCIETY



ANNUAL REPORT 2019 – 20



YEARS IN COMMUNITY SERVICE



About



VISION

A society where equality and justice prevail and where the underprivileged can harness their potential for achieving and sustaining a better quality of life.

MISSION

Building an enabling environment for strengthening the capacity of the grass root people leading to their empowerment.

ORGANIZATION

SEEDS, a legal entity, complies with all statutory obligations. It is registered ...

- as a society under Societies Registration Act, XXI, 1860 vide No. 306/2018-19 (Jharkhand); 907/95-96 (Bihar)
- with NITI Aayog bearing UID No. JH/2017/0160454
- under FCRA vide No. 337820033 (2016); 031260048 (1998)
- with the Income Tax Department under section 12A vide no. 8-35/97-98/643-45
- under section 80G of the Income Tax Act, 1961 bearing no. 80/G/2009-10/1086
- with Income Tax Department having Permanent Account No. AAAAS0890H; Tax Deduction Account No. RCHS01202F

Third time in a row, SEEDS has been granted a Certificate of Accreditation for the period 2019-2024 by the Credibility Alliance for adhering to the Desirable Norms prescribed for good governance of Voluntary Organisations in India.

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From the President



It is a proud and happy moment for all of us as I present before you the **25th Annual Report** of SEEDS for the year 2019-20. This remarkable milestone for the Organization has been achieved through relentless efforts in building the capabilities of the marginalized rural communities and its team members for the past two and half decades. Learning constantly from its experiences, trials, errors, tribulations and sharing, SEEDS has moved ahead steadily in the community service domain.

In September 2019, for the third time, SEEDS was granted **Certificate of Accreditation** for adhering to the Desirable Norms prescribed for good governance of voluntary organizations, for a period of five years, up to September 2024, by the Credibility Alliance.

During the year three projects have completed their three year tenure - viz. 1. Empowerment of Rural Women's Forum; 2. Integrated Development of Adolescent Tribal Girls (both supported by KFB Austria) and 3. *Sugram* - Shaping of Model Villages (supported by XLRI). We are thankful to KFB for sanctioning two more projects for the period 2019 - 2022. The women's forum empowerment project will continue with a wider coverage after having earned an encouraging review from KFB. The second project is new, both in terms of geographical extent as well as the programmes. It deals with promoting the rights and well-being of indigenous children in conflict areas of Jharkhand. We are covering about 1200 children in two backward and extremist affected Blocks of Gurabandha and Dumaria in the East Singhbhum District. Regarding the model villages project, an Impact Study has been submitted in early March and we are hopeful of getting further support from XLRI for taking up new interventions for the greater good.

SEEDS continues to sustain at least three of its projects which have culminated between 2009 - 2018, by focussing on local resource mobilization and the spirit of voluntarism among the community as well as the staff members. This includes the women's literacy project supported by Tata Trusts, the livelihood project by IGSSS and the solar project by SWRC.

Amidst all this we are faced with the grave challenge of the widespread pandemic across the globe. In India a nation-wide lockdown was clamped in the last week of March. The year 2020-2021 may be faced with serious repercussions in the socio-economic fields. Our project plans and work processes may have to be revisited though the work would have to go on.

In this 25th year of SEEDS I take the opportunity to compliment the commitment and selfless service of the Organization Head - Dr Shubhra Dwivedy with all her team members, particularly Mr Jagabandhu Sanda, Mr Maha Nand Jha and Mr Hemanta Kumar Mahato who have been with SEEDS for nearly two decades. All team members serving far and wide have worked tirelessly to reach this milestone. At the same time I would like to thank all our donors and the community for their generous support. We are indebted to our early pioneering benefactors, partners, friends and Members of the Governing Board and the General Body for their unstinted support and encouragement. I am more than convinced that the joint efforts of all will enable SEEDS to scale greater heights in the years to come.

B. D. Bodhanwala
President
Board of Governors

August 2020

OUR WAYS AND MEANS

The Way We Work

- At SEEDS we utilize the knowledge and experience for enhancing skills and values and improving lives of the less advantaged.
- We have local people as our animators, coordinators and volunteers.
- Nearly all the programmes are carried out through community based organizations.

- Full support to the process of democratization and due respect to different points of view.
- No discrimination on the basis of religion, creed, caste, sex or any other ground.
- Encouraging and nurturing individuals to realize their potential and bloom towards excellence and in reaching the organizational goals.
- High regard for efficiency, quality and innovation resulting in openness and flexibility.
- Honesty, integrity, accountability and transparency in functioning at all levels.
- Placing the interests of the lesser privileged before self without sacrificing organizational goals and values

Lives We Touch

We reach out to nearly 0.17 million people belonging to the under privileged segments of society such as the scheduled tribes and backward communities, particularly their women, youth and children. The indigenous communities that help us in our work comprises of the Santal, Ho, Munda, Bhumij, Mahali, Birhor, Sabar and Paharia. The latter three are among the nine particularly vulnerable tribal groups of Jharkhand, living in nearly inaccessible forest areas.

Space Where We Work



SEEDS has touched people living in 687 villages and hamlets in five districts of the eastern State of Jharkhand (literally meaning Land of Forests). The districts of West Singhbhum, Saraikela-Kharsawan, East Singhbhum, Khunti and Ranchi constitute the south-eastern tip of the State.

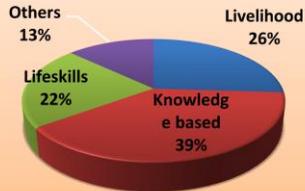
FACILITATING PEOPLE'S ORGANIZATION & BUILDING CAPACITIES

We constitute and strengthen community based organizations and develop multiple skills among the marginalized, enabling them to transform their lives.

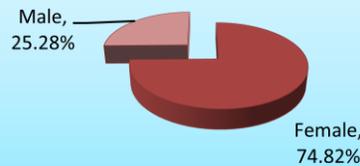
We ignited action....

- The community based organizations (CBO), numbering 432, comprises of women's self - help groups, farmers groups, youth groups, people's forum, children's groups. village solar energy committees, village education committees and cooperative societies.
- We conducted customized quality training, orientation programmes and workshops for the members of CBOs, community leaders, teachers, students, elected representatives of *Panchayati Raj* Institutions (PRI), traditional village headmen, and staff members. The themes included education methodologies, life skills, basic computer, vocational and livelihood skills, human rights, legal literacy, advocacy, governance, local resource mobilization and role reversal processes.
- There were **933** participants in **23** programmes mentioned above. Female participants accounted for **75%** of the total trainees. Those belonging to the **scheduled tribes** constituted **66.50%** of the total participants and those belonging to **other backward caste** (OBC) accounted for about **32%** of the total trainees and the remaining 01.50% belonged to the scheduled caste and other communities.

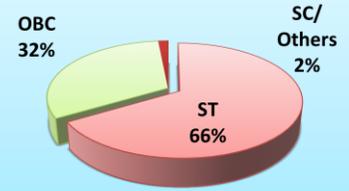
Training by Theme



Training on Gender



Training by Community



- In October a Legal Workshop focusing on violence against women and its legal implications, was conducted by Prof. Paramjyot Singh of XLRI. Ten core group members from five blocks participated.
- Legal Awareness Training was organized at the Block level for 255 women leaders from different panchayats of Arki, Potka, Dumaria, Musabani and Ghatsila Blocks.
- Ten leaders of the Women's Forum from the above – mentioned Blocks were resource persons at a two days residential Workshop for 30 SHG leaders in the very interior forest villages of Saranda in West Singhbhum District. They discussed the status of women and their rights – they gave inputs on the steps to improve the lives of women in Saranda.
- For the first time in their life 108 active villagers (including 94 women), in five batches, went for exposure visits to various District Offices and the Court in Saraikela and to Chandil & Musabani Block. They were welcomed in all the offices and had good interaction with those officers who were available at the time of their visit.
- Three Block-level workshops with elected *Panchayat* representatives were organized at Arki, Ghatsila and Potka. The discussions focused on access of the poor to government entitlements, schemes and services. - Four orientation workshops on Dry Land Farming were conducted in September in which 121 farmers participated. The main input was

regarding the types of crops to be cultivated in the rabi season. A plan was drawn up regarding the area to be cultivated, crops to be grown and the required seed quantity.

- Keeping in mind the last few months of the model village project, four Workshops on Withdrawal of Project and Role Reversal were conducted in September, October and November. The total number of trainees were 68 in Khuchidih and 38 in Shwaspur village. The main discussion focused on reversal of roles, i.e. the withdrawal of SEEDS as the project implementing agency and the take-over processes by the community.

- Life skill training was conducted at Khuchidih in which 45 students of the remedial learning centre participated. The main topics were-Communication, Writing, Team Building, Time Management and routine for home study.

Two vocational counseling workshops were conducted for 34 high school students in September and October.

Basic Computer training for 38 school children in Gangda panchayat of Manoharpur Block in the Saranda region was conducted at the SEEDS resource centre.

- Twelve issues of *Parivartan ki Khabar* newsletter, focusing on rural women's stories of change and for dissemination of knowledge and information, were published. Four issues of bimonthly community newsletter in Hindi, *Susamvad*, was printed for circulation in the two model villages.

A Life Time Experience for Lata Manki

Lata's association with SEEDS as a teacher of Jamshol literacy centre in Musabani Block, dates back to the year 2000. Thereafter she became a member of the village self- help group and subsequently of the Block-level Women' Forum. Currently she is the Secretary of the *Mahila Sashakti Manch* – the voice of nearly 3000 poor rural women.

Lata heads the sanitary napkin production unit '*Sahaj Sakhi*' since March 2018, where 10 women work on machines in two shifts. She ably plays the role of a guide, monitor, community motivator and salesperson. In December 2019 Lata was selected to participate in the Livelihoods Summit India at New Delhi where she shared her experience of the sanitary napkin enterprise, amidst an august gathering. Lata was thrilled all along, right from her maiden flight experience (Ranchi – Delhi), her stay at a five star hotel, the Summit venue, sharing her journey, confident responses to questions posed to her and the accolades which she received. Back home she is the cynosure of all eyes and of course she never gets tired of sharing her fantastic experiences with the village folk.

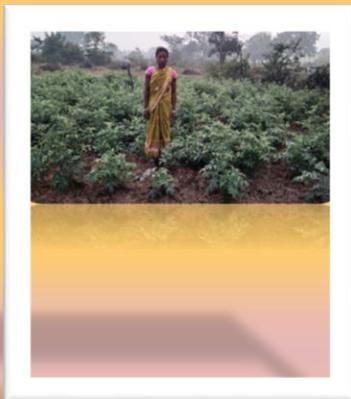


We enabled change.....

- An in – house team of trainers and facilitators is available for capability building programmes and for post-programme guidance and follow-up at the grass root level.

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- Trained villagers, particularly women and youth, are in place in almost all the 240 revenue villages where SEEDS is present.
- Capacity enhancement – be it in the sphere of life skills (better time management, leadership, communication, decision –making), better livelihood, advocacy for ascertaining human rights- is being reflected among the marginalized beneficiaries.
- The core group of trained women leaders function as para-legal functionaries in their cluster of villages. During their village visits they not only create awareness among women but also register cases and do regular follow up until the cases are resolve (details given ahead in the Women’s Empowerment section).
- Following the exposure visit to government offices, and gaining knowledge about government services, the villagers succeeded in forcing the *aanganwadi sevika* to double the nutrition supply to children than what she was giving earlier.
- After the orientation on Dry Land Farming, 32 small farmers in Khuchidih were given seeds of *kulthi* (local pulse), mustard, tomato, brinjal and chilli. They had sown these on 17 acres of land and the total production was 60 quintals.
- All the 79 children who have undergone training in life skills and have participated in vocational counselling, have prepared a daily routine from dawn to dusk. They have pasted this on the wall of their home for ready reference of self and siblings. Visitors coming to their homes have also replicated this practice for their own children.



Training in Goat Rearing Changes Suru Singh’s Life

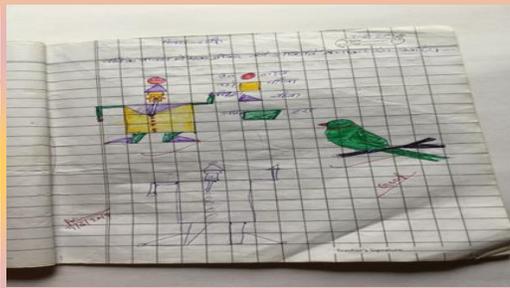
The Bhumij tribes are one of the poorest among all the scheduled tribes in Jharkhand. And Suru Singh was no exception either. Both husband and wife were daily wage earners and it was difficult for them to make both ends meet. Their two sons could continue with their school studies, thanks to the remedial learning centres conducted by the Project. Suru opted for goat rearing at the post –training workshop and was overjoyed to receive a sum of Rs 4000 to start his business. He purchased two medium-sized goats in 2015 which multiplied twofold in 2016. Two years later he sold two male goats which fetched him Rs 18000. He utilized the money to replace the thatched roof of his house with asbestos - a long pending necessity. Having a plan to expand his goat business, he also made a shed for the goats. Now Suru Singh is the proud owner of 14 goats worth over Rs 50000. Suru’s wife is no longer a contract worker. She devotes time to goat rearing. In 2019 Suru Singh purchased a motorbike and a television. Both the children are studying in high school. They are now leading a happy life.

EDUCATION

We customize life related basic education and skills for dropout and illiterate women, nurture weak children in our remedial classes and enforce the Right to Education in rural schools.

We ignited action....

- There are 21 remedial learning centres functioning in 23 villages, catering to the learning needs of nearly 510 marginalized school children. About 80% children belong to the scheduled tribes. About 200 study in classes VII-X for whom focus is on three subjects, viz. Maths, Science and English. The remaining children are those who are enrolled in classes 1-VI in government schools but their achievement level is very low. Being located in very interior areas, schools barely function. Ten centers are functioning in 10 villages of Saranda in West Singhbhum District having strength of 263 Ho tribal children. Six remedial centres are functioning in five remote villages of Arki Block in Khunti district, having a strength of 150 students.
- The digital bridge school in Lowahatu village of Tantanagar Block in West Singhbhum district functions with 30 Ho tribal children (drop outs/irregular at school). The centre has 11 I-pads for smart learning which is facilitated by three local tribal teachers who create visual media for instruction with the help of apps. This has largely helped in further strengthening the quality of teaching/learning.
- There are 29 literacy centres functioning with about 400 neo literate women. It is commendable that these self-sustaining centres continue to run for the last two years after the Tata Trusts project completed its three year tenure.

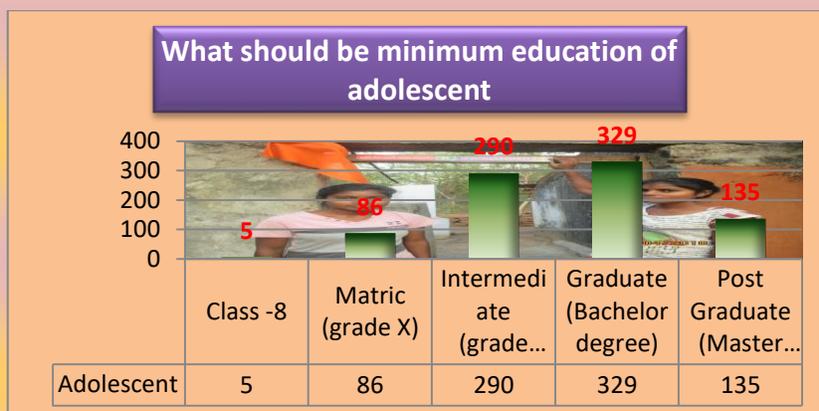


We enabled change.....

- All the School Managing Committees hold regular meetings (once every month) and the attendance stands at 80-90% of the total 16 members. The women members are no longer silent spectators.
- The remedial classes have played an important role in enhancing the number of successful students in the class X State Board exams. This year out of the 32 students who appeared in the examination, 16 passed in First division; 14 in Second division and two in third division. The success rate has motivated the younger children to do their studies very earnestly. Nearly all the successful students have got enrolled for the Plus Two level. For the first time class V111 board exam was held and all the children of the remedial centre have passed out with flying colours.

Children studying in Classes 1-V come to the centres regularly, their interest to study is perceptible. As a result of malfunctioning of formal schools, parents are happy to send their children to the remedial centres. The learning outcomes of all the 30 children in the digital bridge school in Lowahatu village has transformed their parents who no longer make children do home and agricultural work.

-A perceptible change is evident among the parents, family and society regarding educating adolescent girls. Earlier the general attitude was that it is not necessary to educate girls. A study conducted by SEEDS in one of its work areas - 20 villages of Musabani Block, shows an encouraging change in attitude. The graphic below shows the details.



It is heartening to know that out of the 845 adolescent girls covered, a huge 95% knew that the minimum age at marriage was 18 years for girls. What is still better is that they want to adhere to this and continue with their studies.



- The women in the literacy centres are now fully literate. After Hindi, many of them are learning English. They are confidently managing their income, expenses, savings and insurance. One thing is certain that they are never going to relapse into illiteracy.

Budhni Attains Literacy and Money Simultaneously

Three years back, one fine day Roboni Aunty visited me to know if I was interested in joining the literacy class. Not having had the chance to study in my childhood, I was elated at this opportunity. I became a regular student at the night class. I was lucky to be a participant at the training on Animal Husbandry conducted by SEEDS. Equipped with the knowledge of goat rearing I felt confident to give it a try. I received Rs 3000 as seed money. I bought a goat and the very first time she gave birth to two male kids. Subsequently I sold them for Rs 15000 and bought a pair of bullocks. Currently the bullocks are worth Rs 36000.

WOMEN'S EMPOWERMENT

We encourage women to envision alternate roles and responsibilities leading to the improvement of their social, economic, health and political status.

We ignited action....

*A three year extension project was sanctioned by Kfb Austria from 1st November 2019. In addition to the 135 existing villages, 16 new villages in the Gurabandha and Dumaria Blocks, have been taken up for new interventions.

* This year the focus was twofold, viz. 1) Creating comfortable access for women and girls to safe and adequate services to end violence against women and girls (VAW); 2) Improving prevention of VAW through changes in knowledge, behaviour, attitudes and practices.

*Five legal camps were conducted at *panchayat* level to provide easy access to village women in need of legal aid. A lady advocate provided legal assistance to the distressed women. There were 124 participants in these camps. Most cases were regarding domestic violence and polygamy.

* The Women's Forum leaders are working through the SEEDS supported resource centre for legal assistance which serves as a platform for village women for accessing information and knowledge, counselling as well as redressal for attaining justice. This year 224 cases were registered by the Centre, of which 83.5% related to domestic violence and 10% to polygamy. One case came from the neighbouring State of Odisha.

*For the first time legal awareness publicity campaign was organized at five major local weekly markets (*haat*). This programme was organized in Jadugoda, Musabani, Ghatsila, Dumaria and Potka. This initiative gave a good opportunity to interact with the rural folks who visited the *haat*. Women's Forum leaders gained new experience. They succeeded in contacting 1288 persons, 80% being women who came to know about women's rights and about the redressal platform to seek help in case of rights violation. Women's Forum members assured them of support and guidance to the victim to resolve the matter. During the campaign 17 women came forward with their problem. Forum members guided them and ensured all possible help to solve their problem.



*Block and Panchayat women leaders conducted a study to find out the change in knowledge, attitude and practice of women after the legal awareness and human rights campaigns. They covered 80 villages and 4538 women.

*The total number of self-help groups (SHGs) stands at 307. The total membership stands at 3658 women. Their total saving amounts to nearly Rs. 1.14 crores.

* Women's Forum members have toiled tirelessly to assist and support poor families in registering them for getting entitlement cards and thereafter accessing various government entitlements.

*Like every year, this year too Women's Day was celebrated on 8th of March in which around 500 women participated despite rains.

We enabled change.....

*Forty women leaders in four Blocks have gained basic knowledge about human rights and law and the redressal mechanism. They are able to function as para legal assistants in a cluster of villages. At the second level 303 women in 74 villages/hamlets have gained legal literacy, i.e. each village has 3-4 women trained in human rights and law for lay persons.

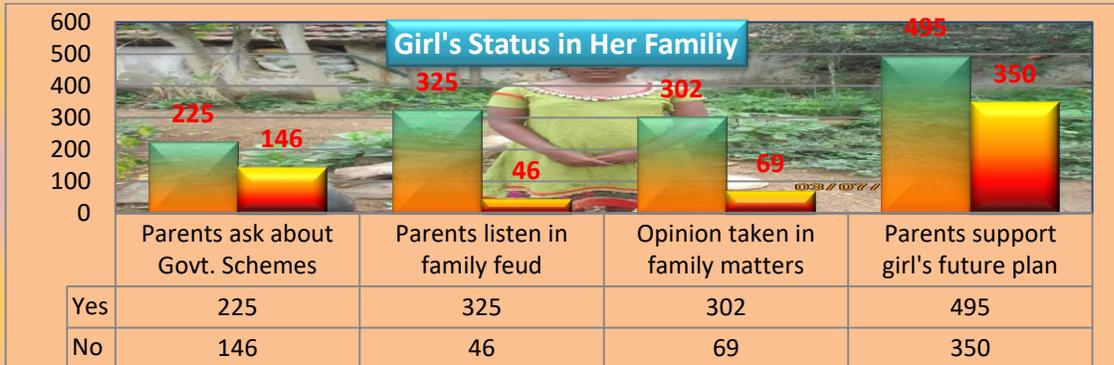
*The resource centre for legal assistance has been instrumental in **resolving 96%** of the cases. Of these 37% (83) were resolved jointly by the Women’s Forum Leaders and the Village Headmen ; 30% (66) by the community under the leadership of the Village Headman; 17% (39) by the family members themselves; 12% (27) by women’s group/forum members; 07 cases are pending in the court; 02 are not sorted out.

* The results of the study covering 4538 women across 80 villages have shown significant changes in the knowledge, attitude and practices especially with regard to domestic violence, polygamy and child marriage.

*Forum members have been instrumental in connecting the poor families with their entitlements through various government schemes, especially the newly introduced schemes. They have facilitated the submission of **30666** applications (from 125 villages), out of which **98%** have been redressed. The total value of all these entitlements amounts to **Rs 21.46 crores**.

*A variety of income generating activities (mushroom cultivation, oil processing, animal husbandry, vegetable cultivation, food processing, bamboo work, collection and sale of minor forest produce, incense stick making, snack making, tent house services) has generated an income of Rs 3.34 to the women.

*A major change has been recorded in the perception of the society regarding the status of adolescent girls in 20 villages where the programme of tribal adolescent was implemented for nearly six years.



LIVELIHOOD

We endeavour to enhance food and nutrition security by increasing household income through various livelihood options and augmenting food production.

We ignited action....

- Training was imparted to nearly 220 villagers for promoting their livelihood. It included vegetable and mushroom cultivation, dairy farming, goat and cow rearing, food processing, making pressed leaf plates and phenyl.
- Seeds of garlic, onion, beans, carrot and beetroot were given to 29 farmers of Bhalukpahari and Panarol village. In Purtu village of Arki Block, women's self- help groups were provided seeds of tomato, spinach, eggplants, coriander to cover nearly two acres of land.
- The orientation on cattle rearing has motivated small farmers to expand their cattle rearing business after an initial take-off. Post – training, the practice of immunization of goats and cows has improved the health of the cattle.
- In Saranda and Arki 30 women have been given training on *siyali/sal* leaf plate stitching and pressing.
- In six villages of Tantt Nagar about 450 families have taken seeds from the seed banks (eggplant, spinach, chilly, flat beans snake gourd, maize and traditional millet seeds) and cultivated the same on small patches of land.



We enabled change.....

- In the two model villages our impact study shows a significant hike (2013-2019) in income for nearly 98% families. There is a drastic decline in the number of families which were earning less than Rs 5000 per month. Nearly 55% families are earning Rs 5000 to Rs 10000 per month in 2019 as compared to a meager 3.85% in 2013. The significant development seen in 2019 are the 38 families who have started earning above Rs 15000 per month. Of these 50% families are now earning above Rs 20000 per month. This rise in income is reflected in the rise in family assets like motorbike, mobile phone, television, fan, paddy thresher, refrigerator and air cooler.
- As a result of training in the last few years the cropping pattern is undergoing a change in many villages. In the Saranda area, the use of dry land has increased from about 100 acres to 240 acres in three years. Number of farmers engaged in dry land farming (*goda dhan, ragi, bajra, gundli, kulthi, urad, sarguja* and maize) has increased from 897 to 1700. Farmers are now adding nutrient inputs and growing crops which give higher yield. In Tantt Nagar panchayat, the farmers of six villages are harvesting at least two crops. Besides paddy they have grown wheat, mustard, peas, tomatoes, carrots, beans and beetroot. They have a good market in Chaibasa – the West Singhbhum District headquarter.
- In Khuchidih over 140 quintals of puffed rice (*moorhi*) has been produced and sold worth Rs 5.32 lakhs. About 490 kg of spices (cumin seed, coriander, turmeric, chili, pepper) have been ground and sold worth Rs one lakh. Both the enterprises managed by the Sugram Co-operative Society, have become self -sustaining.

Goat Rearing Brings Prosperity to Parvati's Family

It was difficult to make both ends meet with her seasonal income as a daily wage earner. Tired of her subsistence living, young Parvati Singh belonging to the Bhumij tribe took a loan of Rs.4000 which she decisively invested in buying two goats. This number multiplied six fold in about two years. In 2018 she made a profitable deal by selling five male goats, fetching Rs.20000 which was optimally utilized in buying a second bicycle and a calf, which has now grown into a cow. Now Parvati is a proud owner of 17 goats (worth about Rs 50000). She sends both her children for taking tuition after school hours. And of course she no longer is a daily wage earner.

SANITATION AND HEALTH

We try to address sanitation and health – related causes of poverty among the poor communities

We ignited action....

-A medical camp conducted in February at the tribal village Kalajhor (located in the Saraikela Block of Saraikela-Kharsawan District in Jharkhand) focused on the detection, cure and prevention of malaria and diarrhea. Thirty blood samples were taken. The age of the 127 patients ranged from four months to 80 years. Most women and children showed signs of iron deficiency anemia and were given medicines for the same.

-In March a workshop was organized in remote Hatnadah village to create awareness regarding healthy practices, safe disposal of domestic waste and low cost nutrition available locally. The 80 participants from four neighbouring villages. developed an understanding about basic health, hygiene and nutrition aspects which they can adapt on a daily basis to lead a healthy life. A demonstration of Terafil water filter for domestic use (product of CSIR- Institute of Minerals and Materials Technology Bhubaneswar and Central Institute of Plastics Engineering and Technology) was done.

-The sanitary napkin manufacturing unit in Musabani is functional for the second year. Women's forum members and trained women of the Kelabagan self-help group of Musabani operate the machines and do the marketing. Irregular supply of electricity was an issue which affected production.

-Two health check-up camps were organized first time in Gurabandha at Kasiabera and Kurian government schools covering 178 children. In both the model villages four camps were organized where 167 villagers and 230 students were examined. An acupuncture camp was organized voluntarily by Dr Burman of Kandra who gave tips as well as medicines to patients, for knee joint/back pain, gastric problem, weakness, skin ailments and headache.

-At the Adolescent Knowledge Fair organized on 24th November at the Musabani Block, doctors and health personnel from Kendadih CHC, Musabani set up a camp. Over 300 school girls participated and benefitted from the camp.

-Publicity of *Ayushman Bharat*, the largest national health service support for the poor, was done through wall paintings, publishing the details in the newsletters and through all other meetings, training and workshops.



We enabled change.....

-Most people have become aware about their health after conducting health awareness and medical check-up camps. About 70% villagers go to government hospital even if it is far from their village. Institutional delivery is nearly 100% except in the villages of Saranda.- Production of sanitary pads locally is paving the ground for a drastic change in menstrual hygiene. Most of the sanitary pads are sold locally. The unit women have made nearly 34000 napkins and marketed the same. However production was hampered due to long power shutdowns, erratic electricity and delay in raw material supply.

ADVOCACY

We facilitate community based organizations and grass root leadership to redress the collective concerns of the poor and seek accountability from the government.

We ignited action....

- Right holders meetings were conducted in 16 project villages where a new project - Promoting Rights and Well-being of Indigenous Children in Conflict Areas of Jharkhand, was launched in July 2019. The total number of parents and the older children who participated were nearly 700. They were apprised about the project and discussions were held regarding the education, health and rights of children. The participants were ignorant about these issues.

-In eight villages of Potka, Dumaria, Ghatsila and Musabani Blocks, 411 active villagers participated, for continuing intensive action against alcohol consumption .A target was set to declare them alcohol- free by December 2019.

-Panchayat level legal sensitization campaign was done by 358 women, covering 24 villages.

-Members in the nine forums in four districts have spread awareness about government entitlements among the community and filed large number of applications at the Panchayat/Block Office (see details on next page).

-In all the areas, people's forums made concerted efforts to spread awareness among the marginalized families about the various government entitlements. They facilitated their access to *panchayat* and government offices and ensured that no money was taken from the beneficiaries for rendering services.



We enabled change.....

-Forum members have been instrumental in connecting the poor families with their entitlements through various government schemes, especially the newly introduced schemes. They have facilitated the submission of nearly **30666** applications (from 122 villages), out of which **98%** have been redressed. The total value of these entitlements amounts to **Rs 21.46 crore**.

-Anti-liquor campaigns have met with good success with support coming both from the community as well as the police. Anti-liquor campaigns have resulted in eight villages/tolas becoming liquor free this year.

Parents Bow Down to Their Daughters

Parents had fixed the marriage of 14 years old Santal tribal **Salho Mardi** of Raipahari village. Brave little Salho immediately protested against it and told her father that she will not marry for next five years, till she completed 12 years of education. If the boy's family is ready to accept this then they can wait. Her parents had to relent. Similar cases happened with **Preeti Behra** in Dungridih village and with **Nani Murmu** in Kakdoha village. Nani Murmu studies in 8th grade and is the head of her Kishori group. Her father called the boy's family and Nani refused to get married before she attained 18 years of age. She vehemently stated that if the boy wants to marry her, he will have to wait till she turns 18 or else she'll run away from the house. Considering his daughter's decision to be right, the marriage was called off. The impact of continual awareness creation is perceptible now and there are many instances of adolescent girls themselves stopping early marriage or dialing 1098 for state help.

Status of Applications Submitted by Peoples's Forum to Panchayat/Block Offices

April 2019 – March 2020

S.No.	Application Category	Number of Applications	Number Redressed	Value (Rs)
1	P.M. Awaas Yojana	901	870	130500000
2	Ambedkar Awaas Yojana	122	109	7085000
3	PM Kisan Samman Nidhi	4132	4027	8054000
4	Mukhyamantri Krishi Ashirvad Yojana	1245	1238	6190000
5	P.M. Shramyogi Mandhan Pension	3092	3092	-
6	Widow Pension	500	468	5616000
7	Old Age Pension	607	570	6840000
	Divyang Pension	07	06	7200
8	Ayushman Bharat	6203	6162	30810000
9	Kanyadan Yojana	178	145	4161000
10	Ujjwala Yojana	7063	6930	4158000
11	Sowbhagaya Yojana	625	611	-
12	Samajik Suraksha	178	172	5160000
13	K.C.C. Loan	557	477	2385000
14	Vanbhumi Patta	14	04	100000
15	Sukanya Yojna	821	809	-
16	Caste Certificate	687	685	20550
17	Residential Certificate	502	496	14880
18	Income Certificate	655	650	19500
19	Birth certificate	17	17	510
20	Death Certificate	12	12	360
21	Crop insurance	79	51	255000
22	MNREGS work	2156	2123	3184500
23	Job card	112	96	-
24	Kaam Mango	201	201	-
	Total	30666	30021	214561500

CITIZENS & INSTITUTIONAL INITIATIVES

We inculcate the spirit of service and raise consciousness among the youth and others.

- In early September a two days assessment exercise by New Delhi based Credibility Alliance , was conducted. The Assessor did an assessment of the systems of governance , accounting, programme planning and implementation, impact of field programmes. He also visited two villages and spoke to the referral groups. A Certificate of Accreditation was granted to SEEDS for a period of five years, i.e. 20.09.2019 - 20.09.2024.
- For the first time SEEDS collaborated with the Jharkhand chapter of the National Academy of Sciences India (NASI) and CSIR National Metallurgical Laboratory (NML) through two initiatives under NASI's national programme -Tribal Empowerment Programme through Science &Technology interventions.
- As a spread effect of good education being provided at the eight learning centres, two more remedial centres for 65 Ho tribal children were started in Timra and Soda villages by two young volunteers, taking the total number to 10 centres in 10 very interior villages of Saranda Forests in West Singhbhum District. The six centres in Arki and Tamar Blocks, having about 140 students, continue to function with support from the octogenarian philanthropist Mrs Patricia Marshall.
- Seeds of garlic, onion, beans, carrot and beetroot were given to 29 farmers of Bhalukpahari and Panarol village. The support provided by Mr S.K. Dhawan helped the poor farmers to generate an income ranging from Rs 3000 to Rs 10000.
- SEEDS facilitated 3 rural projects at Hatnadah village in Saraikela Block for 16 students under the aegis of the Young Leaders Fellowship programme sponsored by Tarapore School. These students studying in class X – XII in different schools of Jamshedpur visited the village four times. They developed a low cost bamboo drip irrigation technique for vegetable cultivation; enabled women to learn cooking nutritious food; created awareness and understanding among women and children regarding health, menstrual hygiene and sanitation.
- SEEDS has facilitated the higher studies of three topper students in the Jharkhand Board tenth class examinations in the East Singhbhum District. Three topper students (Xth State Board Exam) from Potka and Chakulia, were granted support provided by Shrikant Gupte Foundation, to continue their studies at the Plus Two level.
- As part of the Village Immersion Programme, 20 batches of 113 newly-admitted students of XLRI visited 95 villages in Manoharpur, Potka, Ghatsila, Musabani, Dumaria and Gurabandha Blocks of East and West Singhbhum Districts. They got an opportunity to know about the socio-economic-cultural and political scenario of rural Jharkhand.



- Three hundred blankets contributed by Mr B.D. Bodhanwala were distributed to the people in five forest villages of Lapaibera, Sardabera, Kalajhor, Hatnadah and Udaipur.
- A team of ten youth volunteers from Gyan Prabodhini, Pune conducted Science Awareness Workshops for 631 students of nine government middle and high schools of Gurabandha and Dumaria Blocks. The Loyola School Alumni Association supported the honorarium of two community teachers who are teaching at the remedial learning centre set up for 28 poor tribal students (class VIII-X) from 5 villages. Located at Bhalukpahari, the centre aims at improving learning in Maths, Science and English as well as in life skills.

- All the 30 children who are studying at the Bhalukpahari centre were provided with teaching/learning materials such as Hindi-English dictionary, calculator, geometry box and stationery by UV Associates .
- In November, 68 students of Xavier Institute of Tribal Education visited Khuchidih model village to gain first-hand knowledge of socio-economic cultural aspects. Among other things, they also learnt about the functioning of two rural enterprises (puffed rice machine and spice grinding machine) and interacted with the members of the cooperative society.
- Six students (3 from Delhi University colleges, one each from Carmel College Bengaluru, TISS Hyderabad; XISS Ranchi) did their internship with SEEDS.



KURUMUTU

Promoting traditional handicrafts



THE YEAR AHEAD

- MOBILIZING RESOURCES FOR SUSTENANCE OF THE ORGANIZATION
- COLLABORATING WITH NEW DEVELOPMENT AGENCIES
- FOCUS ON KNOWLEDGE ENHANCEMENT AND SKILL DEVELOPMENT INITIATIVES
- STRENGTHENING THE ONGOING PROGRAMMES

Transparency Counts for US

In the spirit of accountability and transparency, we provide information pertaining to minimum and desirable norms of the Credibility Alliance

- No remuneration or sitting fee or reimbursements in any form have been made to any Board Member.
- The Secretary who also is a full timer and coordinator of several projects receives honorarium as per project norms.
- The President is not related to any member of the Governing Body.
- No members of the Governing Body are related by blood.
- The Board Rotation Policy exists and is practised.

The Governing Body has met twice in the year with requisite quorum. Minutes of the Meeting are documented. The third Meeting was cancelled due to the declaration of country-wide lockdown in the wake of Corona pandemic

- Annual Report and audited financial statement has been approved by the General Body of the Society.
- No expense was incurred on national/international travel.
- The Internal Complaints Committee of SEEDS has not received any complaint of sexual harassment during the year.

SEEDS Bankers State Bank of India XLRI Branch, Jamshedpur ICICI Bank Main Branch, Jamshedpur	SEEDS Statutory Auditor SDY & Co. Jharkhand State Co-operative Bank Building 1 st Floor, Bistupur, Jamshedpur-831001
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Cost of Travel

1. International travel: Nil
2. National travel : No rail/air travel cost was incurred by the Organization.

Gross Annual Remuneration Highest three INR 3,28,075 INR 3,17,495 INR 2,30,000 Lowest paid INR 72,000	Staff Details : <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full time</td> <td>3</td> <td>4</td> <td>7</td> </tr> <tr> <td>Part time</td> <td>23</td> <td>15</td> <td>48</td> </tr> <tr> <td>Volunteers</td> <td>92</td> <td>36</td> <td>128</td> </tr> <tr> <td colspan="4">Payment break up of staff</td> </tr> <tr> <td>2000-4000</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>4001-8000</td> <td>1</td> <td>1</td> <td>2</td> </tr> <tr> <td>8001-16000</td> <td>1</td> <td>1</td> <td>2</td> </tr> <tr> <td>Above 16000</td> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table>		Female	Male	Total	Full time	3	4	7	Part time	23	15	48	Volunteers	92	36	128	Payment break up of staff				2000-4000	0	0	0	4001-8000	1	1	2	8001-16000	1	1	2	Above 16000	1	2	3
	Female	Male	Total																																		
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Socio Economic and Education Development Society

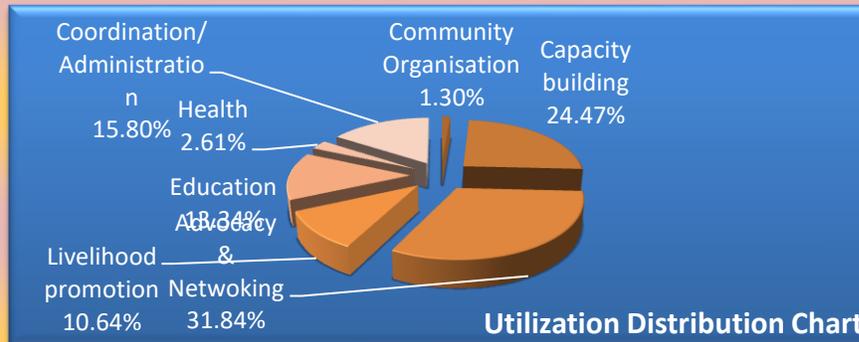
ABRIDGED INCOME AND EXPENDITURE A/C FOR THE YEAR ENDED 31ST MARCH 2020

Particulars	Financial year 2019-20		Financial year 2018-19	
	Amount (Rs.)	Percentage	Amount (Rs.)	Percentage
Income				
Self generated Income	2,65,573.00	4.84	2,59,573.50	4.69
Indian source	21,53,034.67	39.21	32,00,070.00	57.81
International sources	30,72,934.14	55.96	20,75,968.21	37.50
Total	54,91,541.81	100.00	55,35,611.71	100.00
Expenditure				
Programme	39,94,448.30	84.20	57,00,551.70	87.51
Public Education for fundrising	-	-	-	-
Management	6,76,521.80	14.26	7,27,036.27	11.16
Others	72,992.00	1.54	86,548.00	1.33
Total	47,43,962.10	100.00	65,14,135.97	100.00
Deficit/Surplus	7,47,579.71	13.61	(9,78,524.26)	(17.68)

Socio Economic and Education Development Society

ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2020

Particulars	Schedule	Financial year 2019-20		Financial year 2018-19	
		Amount (Rs.)	Percentage	Amount (Rs.)	Percentage
Assets					
Fixed assets		4,23,002.00	12.40	4,95,994.00	18.86
Investments		7,13,525.04	20.91	6,67,322.36	25.37
Loans disbursed		-	-	-	-
Deposits and advances		18,417.93	0.54	45,182.93	1.72
Current assets		22,56,973.01	66.15	14,21,562.11	54.05
Income & Expenditure A/c balance		-	-	-	-
Total		34,11,917.98	100.00	26,30,061.40	100.00
Liabilities					
Corpus/Endowment fund(s)		19,76,548.98	57.93	5,88,745.06	22.39
Earmarked Funds		14,35,369.00	42.07	20,41,316.34	77.61
Loans/Borrowings		-	-	-	-
Current liabilities and provisions		-	-	-	-
Income & Expenditure A/c balance		-	-	-	-
Total		34,11,917.98	100.00	26,30,061.40	100.00



The SEEDS Team

Mr. Anil Mahato*
 Mr Ashok Shaw*
 Ms Balika Patro*
 Mr. Budheswar Mahato*
 Mr Dilip Gope
 Mrs Doli Besra*
 Mrs Dulari Hembrom*
 Mr Dusru Samad*
 Ms. Emleena Tiru
 Mr Ghanshyam Samad*
 Mr. Hemant Kr. Mahato
 Mr Inda Jamuda*
 Mr. Jagabandhu Sanda
 Mrs Jaleshwari Soren*
 Ms Jano Cherowa*

Mrs Jiren Barwa*
 Mr Khetramohan Munda*
 Mrs Lakshmi Kisku*
 Mrs Lata Manki*
 Mr. Mahanand Jha
 Mr Parmeshwar Mahato*
 Mrs Prabha Thakur
 Mrs Punta Hansda*
 Mr Rohit Kanchan Tirkey
 Ms Sandgi Purti*
 Mrs Sohagi Sabarin*
 Dr. Ms Shubhra Dwivedy
 Mrs Sonali Munda*
 Mrs Yamuna Mardi*

* Part Time

And all our Teachers of the Learning /Remedial Centre, Community leaders and the invaluable volunteers

ZERO TOLERANCE

- SEEDS has adopted a **Child Safeguarding Policy** for providing a conducive and safe environment for all children and prevention and response to child abuse, exploitation and neglect in line with the National Child Protection Policy
- SEEDS has adopted a **Policy on Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace** in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for prevention and redressal of complaints.

Supporters

Thank you to all our supporters for your compassion, generosity and dedication to our mission. The success of our interventions were made possible by you!

Dr Anita Sarkar	Barefoot College
Fr. Augustine Ezhakunnel SJ	CSIR - National Metallurgical Laboratory*
Mr B.D. Bodhanwala	Jamshedpur Jesuit Society
Dr Chandra Pathak	KFB / DKA
Fr Jerome Cutinha SJ	Loyola School Alumni Association
Mr Mahanand Jha	National Academy of Sciences India – Jamshedpur Chapter
Mrs Patricia Marshall	Shrikant Gupte Foundation
Mrs Vijaya Lakshmi Chaturvedi	Social Work and Research Centre
Mrs Prabha Thakur	UV Associates
Mr Jagabandhu Sanda	Vikas Bharti
Mrs Kalyani Gupte	Xavier Labour Relations Institute
Mr S.K. Dhawan	
Dr Sanjay Patro	
Mrs Sasmita Patro	
Dr Shubhra Dwivedy	

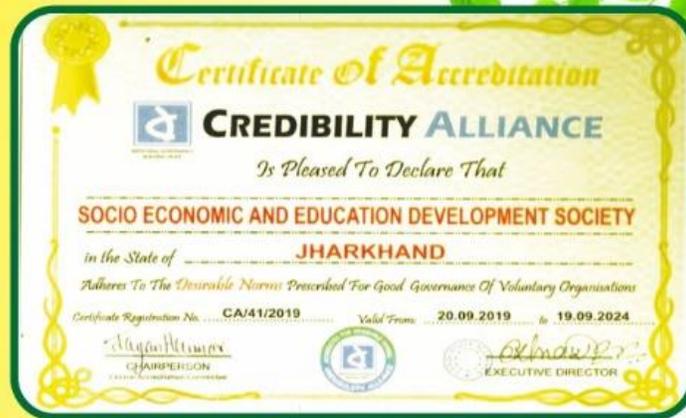


GOVERNING BOARD MEMBERS

Name	Gender	Designation	Occupation	Meeting Attended
Mr. B.D. Bodhanwala	M	President	CMD, Tarapore & Co	02
Dr. P. Christie *	M	Vice President	Director XLRI	01
Dr. Shubhra Dwivedy	F	Secretary	CEO , SEEDS	02
Fr. Augustine Ezhakunnel SJ	M	Treasurer	Director, XITE	02
Mrs. Ruchi Narendran	F	Member	Management Professional	0
Ms. Sabita Rani Lenka	F	Member	Director, JSS	02
Mr. Ronald D'Costa	M	Member	Hospitality Professional	0
Mr. Tushar Kanti Kabi	M	Member	Agriculturist	02
Mr. Sunil Verughese	M	Member	CB & S Officer ,XLRI	01

GENERAL BODY MEMBERS

Name	Gender	Designation
Dr. Rashne Tata	F	Medical Practitioner and Social Worker
Dr. Mrs. Bini Sarangi	F	Medical Practitioner and Social Worker
Mr. Jagabandhu Sanda	M	Social Worker
Prof. Madhukar Shukla	M	Professor, XLRI
Dr. Ms. Arti Beena Ekka	F	Agriculture Scientist
Mr. Vishal Agarwalla	M	Industrialist
Dr. Pushpa Tiwari	F	Medical Practitioner



Work Hard in Silence and Let Success be the Noise



OFFICE

XLRI Campus, Circuit House Area, Jamshedpur 831 001
 Phone : 91 657 2221817/3983296 | Email : seeds@xlri.ac.in
 Website : www.seedsjsr.org | Facebook : SEEDS,Jamshedpur

RESOURCE CENTRES

11 CH Area(NE) Jamshedpur – 831001 Dist. East Singhbhum	Near Musabani Forest Office (Musabani – Dumaria Road) Dist. East Singhbhum	Mamar Manoharpur Block Dist. West Singhbhum	Dumaria Arki Block Dist. Khunti
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