

A Quest for 'Just' Human Development



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# List of Abbreviations

- **AABY** - Aam Aadmi Bima Yojana
- **AMC** - Ahmedabad Municipal Corporation
- **ANANDI** - Area Networking and Development Initiative
- **APSK** - Adhikar Prapti Seva Kendra
- **BMVS** - Bavla Mahila Vikas Sangathan
- **BRC** - Block Resource Center
- **CBO** - Community Based Organization
- **CRC** - Cluster Resource Center
- **CSJ** - Center for Social Justice
- **CSOs** - Civil Society Organizations
- **CSR** - Corporate Social Responsibility
- **DV Act** - The Protection of Women from Domestic Violence Act, 2005
- **ECCE** - Early Childhood Care and Education
- **ESIC** - Employees State Insurance Corporation
- **FCRA** - The Foreign Contribution (Regulations) Act, 2010
- **FICCI** - Federation of Indian Chambers of Commerce & Industry
- **FIR** - First Information Report
- **GFS** - Governance and Financial Services
- **GIFT City** - Gujarat International Finance Tech City
- **HIDRC** - Human and Institutional Development Resource Center
- **IIT** - Indian Institute of Technology
- **ISC** - India Sanitation Coalition
- **KMVS** - Kutch Mahila Vikas Sangathan
- **MS Act** - The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013
- **MSNM** - Mahila Samajik Nyay Manch
- **NEP** - National Education Policy, 2020
- **NGO** - Non-Government Organization
- **NTL** - Non-Traditional Livelihood
- **PESA** - The Panchayats (Extension to the Scheduled Areas) Act, 1996
- **PIL** - Public Interest Litigation
- **PO** - People's Organization
- **POCSO Act** - Protection of Children from Sexual Offences Act, 2012
- **POSH** - The Protection of Women from Sexual Harassment Act, 2013
- **RRRN** - Revitalizing Rainfed Agriculture Network
- **RSSS** - Rajpipla Social Service Society
- **RTE Act** - The Right of Children to Free and Compulsory Education Act, 2009
- **SCA** - Special Civil Application
- **SCMC** - School Complex Management Committee
- **SMC** - School Management Committee
- **SMVS** - Sanand Mahila Vikas Sangathan
- **TLM** - Teaching Learning Material
- **ToT** - Training of Trainers
- **UFC** - Urban Facilitation Center
- **U-Live** - Youth Livelihood and Empowerment
- **VADA** - Vatva Area Development Action
- **WGWLO** - Working Group for Women and Land Ownership

# Foreword



It gives me immense pride and privilege to present the Janvikas Annual Report for 2023-24. As we reflect on another year of meaningful engagement with marginalized communities, I am reminded of the spirit of resilience and hope that drives our mission. Over the past year, we have deepened our commitment to equity, justice and empowerment, building on more than three decades of steadfast service.

This year, Janvikas has continued to focus on transformative programs that address systemic inequalities and create sustainable change. Our Urban Initiative has empowered slum communities to **assert** their rights and **access** vital civic entitlements. The Garima Program has achieved significant milestones in **advocating** for the dignity and safety of sanitation workers, a historically oppressed community. Meanwhile, the Udaan Program has advanced our efforts to ensure **inclusive**, quality education for children from disadvantaged backgrounds.

We have also made strides in **expanding** livelihood opportunities for youth, especially young women, through our U-Live initiative. By promoting non-traditional livelihoods, we are **challenging** entrenched gender norms and opening doors to economic independence and self-empowerment. Additionally, our Human and Institutional Development Resource Center (HIDRC) has provided vital capacity-building support to civil society organizations across India, **nurturing** leadership and fostering collective action.

As we look ahead, I am filled with optimism about the future. The challenges of climate change, socio-economic disparities, and structural injustice continue to be formidable, but our work over the past year demonstrates the power of communities to come together, overcome obstacles, and drive systemic change. At Janvikas, we remain committed to nurturing leadership, advocating for rights, and building a more equitable and just society.

Towards the beginning of 2024, we received a shocking news that our FCRA renewal has been refused by Ministry of Home Affairs. We had to close all our foreign funded programmes/projects. This has forced us to reimagine ourselves in the current context. We completed process of reconstituting our Board of Trustees as well as reducing all our

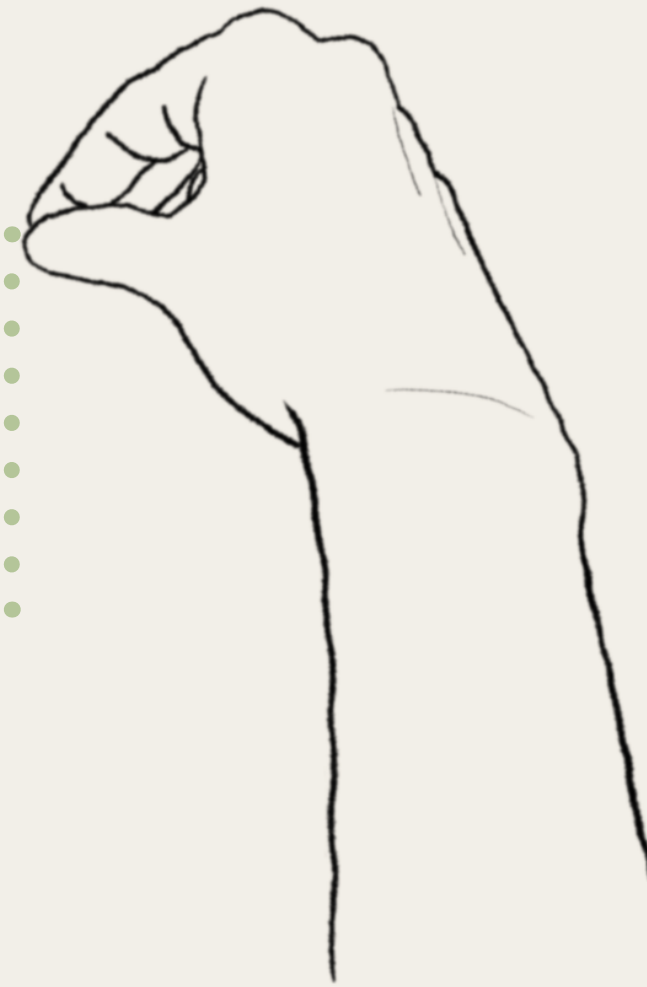
staff supported by foreign funded programmes/projects. This also led to change in our structure of staffing.

I want to express my heartfelt gratitude to our team, partners, community leaders, and supporters. It is your unwavering commitment and collaboration that enable us to make a difference. Together, we will continue to push boundaries and work towards a future where every individual has the opportunity to live with dignity, equality, and hope.

**Vijay Parmar**

Managing Trustee, Janvikas

# The Urban Initiative



The Urban Initiative spans across 17 slum areas within the Ahmedabad Municipal Corporation (AMC) jurisdiction, where we have successfully promoted 15 membership based People's Organizations (POs) and 14 Urban Facilitation Centers (UFCs), commonly known as Adhikar Prapti Seva Kendras (APSK). These organizations reach out to over 10,000 households, facilitating access to entitlements while also raising awareness about climate change and its impacts on health and livelihoods. In addition, a city-wide civic forum has been promoted to address citizens' concerns, engage in the municipal budget-making process, and monitor AMC activities.

## ● Key Strategies and Achievements

• **Community Awareness and Education:** Community awareness and education are central to our approach. Over the past year, we held 814 community-level meetings and 105 PO-level meetings to educate members about laws, entitlements, health, and education. Additionally, PO leaders engaged with 285 local institutions, including Urban Health Centers, ward offices, primary schools, the solid waste management department, and social welfare offices. Through these engagements, 147 civic officers became more responsive, leading to improved service delivery.



• **Democratic Practices and Accountability:** To ensure transparency and promote accountability, we encouraged POs to follow democratic processes. Monthly meetings were facilitated for the committee members of all 15 POs to plan, report, and share learnings. Moreover, general assemblies were organized for 11 POs, where members reviewed annual activities, discussed community issues, and devised future action plans.

• **Sustainability through Community Ownership:** Urban Facilitation Centers (UFCs) are partially self-sustained through nominal fees set by the community, fostering a sense of ownership among PO members. Last year, the community's contributions amounted to Rs. 40,480, which formed a local corpus fund to help run the centers.

• **Access to Services and Entitlements:** The UFCs played a critical role in providing over 20,000 persons with information, guidance, and support to access government schemes. Key impacts include:

- 4141 households gained access to drinking water facilities.
- 1886 households benefited from streetlight installations.
- 9665 households received drainage connections, improving overall sanitation.
- 4641 households benefited from the construction and repair of internal roads.
- 715 persons obtained essential identity documents such as Aadhar cards, voter IDs, and ration cards.
- 55 individuals accessed social schemes, including widow and old-age pensions.
- 240 families enrolled in government health schemes like ESIC, AABY, and Ma Amrutam to avoid debt traps caused by medical emergencies.
- 95 marginalized children were enrolled in government and private schools, fostering a culture of education within these communities.
- 201 individuals accessed credit and financial assistance to start self-employment initiatives, encouraging economic empowerment.
- Through these efforts, community members gained financial assistance totaling Rs. 17,89,304.

• **Leadership Development:** The initiative continues to strengthen the leadership of 130 active voluntary leaders from existing POs. These leaders participated in monthly meetings at APSKs, where they identified and addressed local community issues through both individual and collective actions. They received ongoing guidance and support from community facilitators, including regular visits and handholding support from senior facilitators.



• **Workshops and Reflection:** In addition, various learning and reflection workshops were conducted to address key topics such as the regularization of unauthorized developments in urban areas, the promotion of a city-level organization to tackle broader civic issues, and the impacts of climate change on the health and livelihoods of urban communities.

• **Legal Support:** In response to eviction notices issued to two slum communities in Ahmedabad, Janvikas also took legal action by filing Public Interest Litigation (PIL) and Special Civil Applications (SCA) in the Gujarat High Court.

• **Integrating perspective of climate change:** Janvikas actively participated in the Urban Transformation Platform on Climate Justice-India, initiated by Misereor, with senior members attending monthly platform meetings. The urban initiative programme is currently undergoing strategic changes in the context of climate change. A new plan is being developed to address issues of climate change and its adverse impact on urban poor.



# Garima



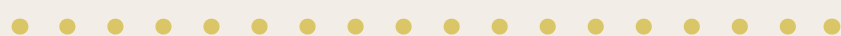
Janvikas' work with the Valmiki community in Ahmedabad began in 2003 with the award of a fellowship to a young community leader. Gradually, the HIDRC team, working closely with community leaders, expanded this initiative and established Manav Garima, a people's organization representing the scavenging community. The Garima Program addresses several critical issues, including advocacy for the use of technology in sewage cleaning, the complete abolition of open defecation,

ensuring the safety and dignity of sanitation workers employed by municipal bodies, and facilitating access to essential entitlements. Additionally, the program places a strong emphasis on promoting education and skill development within the scavenging community.

Over the past 20 years, the Garima Program has created a profound impact not just within the Valmiki community but also on the broader society, including influencing bureaucratic processes, judicial decisions, and public awareness. Operational in Ahmedabad city, as well as in Khambhat and Petlad towns in Anand district, the Garima Program now reaches more than 6,000 households, most of whom are engaged in sanitation work.

Over the past year, the program has achieved notable milestones in sanitation technology, legal advocacy, community leadership, and livelihood development. Its ongoing efforts focus on the full eradication of manual scavenging while promoting safe and dignified livelihoods for the community.

## ● Key Strategies and Achievements



- **Nationwide Recognition:** ISC-FICCI Sanitation Award 2023 for Best Non-Profit Engagement Model in Sanitation

(Urban) recognized Garima Program's significant contributions.

- **Technological Integration in Sanitation:**

Collaboration with IIT Madras and Solinas Integrity Limited to introduce HomoSep robots for cleaning septic tanks. Trials conducted across 51 septic tanks in Khambhat and Petlad were successful. Engagement with 12 sanitation workers from rural areas for robot usage, safety training, and sensitization on hazardous cleaning. Explored new innovations: Sewer Croc and Sani Preneur technology for safer cleaning methods.



- **Compensation and Legal Victories:** Successfully

ensured compensation of Rs. 5.24 crore for 35

dependents of sanitation workers who lost their lives in unsafe cleaning incidents. Seven favorable orders from Gujarat High Court on issues related to unsafe cleaning practices, compensation, and legal responsibilities of municipal bodies. Registered FIRs in five unsafe cleaning incidents, ensuring accountability for deaths and hazardous conditions.

- **Community Advocacy and Engagement:** Conducted 67 representations to civic bodies and government departments advocating for the eradication of open defecation, enforcement of the MS Act, and registration of FIRs. Supported 103 slum dwellers in Thaltej in filing a Public Interest Litigation (PIL) resulting in a favorable stay order.

- **Media and Public Awareness:** Gained coverage from 72 times from print and electronic media outlets, highlighting issues of manual scavenging, open defecation, and technological interventions in sanitation.

- **Adhikar Prapti Seva Kendras (APSKs):** Operationalized 5 APSKs, assisting 4606 individuals in accessing entitlements, and supported 744 households in securing basic civic facilities.

- **Community Leadership and Capacity Building:** Trained 55 voluntary leaders through capacity-building programs. Held 117 community meetings on entitlements, health, education, and livelihood issues and organized 16 entitlement

camps benefiting 695 individuals and 19 health check-up camps with participation from 2142 community members.

- **Educational Support:** Operated one community education center for 10th-grade students and four centers for primary school children. 133 children regularly attended, with 17 of 23 students passing the 10th-grade board exams. Held residential camps and exposure visits for primary school students, assessing and improving learning levels.
- **Vocational Training and Livelihood Development:** 51 youth completed 4-wheeler driving training, with 13 already taking it up as a profession. Facilitated 186 young women in beautician training, with 68 women starting self-employment in the field. Encouraged micro-entrepreneurship, with 50 beautician trainees joining the state level women's savings and credit cooperative society and 12 accessing loans to establish their businesses.



The Udaan program aims to increase access for disadvantaged children in Gujarat to quality and inclusive government primary education, as prescribed by the RTE Act and NEP. Alongside the privatization of education, the COVID-19 pandemic, which led to unemployment and reduced income, has caused children from marginalized communities to



# Udaan

return to government primary schools. Although the state government is investing in setting up model schools at the block level, the quality of education in most rural and urban schools is deteriorating. Infrastructure development, teacher recruitment, and improving the quality of education remain significant challenges. In this context, Udaan works with 700 pre-primary, primary, and secondary schools across seven districts of Gujarat.

• **Educational Access and Retention:** The Udaan program has significantly improved educational access and retention for children across 700 pre-primary, primary, and secondary schools across seven districts of Gujarat. Currently, 182,000 children aged 6-18 are studying in 700 schools, boasting a retention rate of 93%. Enrolment in Anganwadis, or pre-primary centers, has also risen by 5.5%, reaching over 12,000 children aged 2-6.

• **Addressing Discriminatory Practices:** A key focus of Udaan has been tackling discriminatory practices in government schools. Edu-leaders, village-level volunteers, have monitored and intervened in 20 discriminatory practices. Notably, discrimination against Dalit cooks in the Mid-day Meal scheme has



been eliminated. Previously, Dalit children were often seated separately during prayer assemblies, but now 16 out of 18 schools allow all children to sit together. Despite these successes, challenges remain, including caste-based practices like assigning cleaning duties to Dalit children and providing separate drinking water pots. Edu-leaders are committed to engaging with various stakeholders to eradicate these issues.

• **Advocacy for Educational Norms:** Udaan is advocating for the adoption of norms from the Right to Education (RTE) Act and the National Education Policy (NEP) in six districts. Currently, 37% of targeted government primary and secondary schools have implemented at least 8 norms of RTE act for easy access, quality of education, inclusion and participatory governance. These include the following norms:

- Appointment of qualified teachers
- Appropriate and adequate TLM provided to teachers and children
- Infrastructure availability and utilization of Classrooms
- Infrastructure availability and utilization of Toilets and Drinking water facility
- Promotion and implementation of equality-diversity related activities
- Functional SMCs as per RTE rules and guidelines
- Prevention of school merging
- Primary schools / ECCE – Regular and Quality Meals ensured

While there is 100% availability of TLM in all the schools, parameters like appointment of qualified teachers, increase in number of classrooms, toilets and drinking water facilities are still far-fetched. SMCs becoming functional and proactive is another success of our intervention and monitoring.

• **Ongoing Efforts:** Udaan operates 150 Education Support Centers, providing educational support to 2,440 children in Grades 1-5, with local youth volunteering as educators. Regular awareness sessions help students and parents access essential entitlements related to education, health, and social security.

• **School Mergers:** The program addresses administrative challenges, such as the government's practice of merging low-enrolment schools, which often misinterprets RTE rules. Edu-leaders are collecting documents to prevent these mergers and assisting students without identity proof in preparing affidavits for school admissions.

• **Teacher Availability Concerns:** Teacher availability is a concern, especially due to transfers affecting remote areas like Khavda in Kutch and Naswadi in Chhota-Udepur. Many teachers prefer urban assignments, leading to shortages in rural schools. Additionally, the state's Gyan Setu Day School scheme encourages students to transfer to private schools, which has drawn criticism for promoting privatization over investment in government education.

• **Policy and Community Engagement:** To bolster advocacy, Udaan's leadership team creates short video clips on RTE and NEP provisions for social media platforms like YouTube, Instagram, and Facebook. These videos have gained significant attention, especially in remote areas. A special event on the National Education Policy gathered Edu-leaders, SMCs, CRCs, BRCs, and civil society organizations to clarify provisions and draft recommendations for the School Complex Management Committee (SCMC) to submit to the State Education Department.

• **Infrastructure Enhancements:** Udaan collaborated with the NGO "We All Are Human" to equip two high schools with science lab facilities, enabling outreach support to nearby government schools. An email campaign advocating for better school facilities has also been initiated, training edu-leaders in drafting letters and engaging with authorities.

• **Rights Education:** Udaan utilizes events like Children's Day and Human Rights Day to educate children about their rights through interactive methods. Local media shares stories about educational issues, keeping communities informed. Regular meetings with edu-leaders enhance their awareness of women's rights, children's rights (such as the POCSO Act), and rights for persons with disabilities, including guidance on accessing these rights from the government.







Equality program. This collaboration equips women with skills and resources to become professional truck drivers, offering them higher wages and international exposure. Four women from the DriverBen initiative, residing in Ahmedabad slums, were given the opportunity to work across Europe.

- **Public-Private Partnership for E-Auto Training:** U-Live established a public-private partnership with Ahmedabad Municipal Corporation (AMC) to train 100 women in e-auto driving. This initiative will enable women to enter the male-dominated field of auto-rickshaw driving. The goal is to eventually train 1,000 women for this profession.

- **Women for Women Initiative:** This program placed 10 DriverBen drivers in the corporate driving fleet for Bank of America at GIFT City. This gave women valuable exposure to interacting with and driving for female employees, including senior management.

**NTL Participation Summary:**

Vehicle Type	Enrolled	Permanent License Received	Employment Started
Two-Wheeler	11	5	5
Auto Rickshaw	32	28	-
Four-Wheeler	102	35	35
Truck	10	4	-
<b>Total</b>	<b>155</b>	<b>72</b>	<b>40</b>

- **Personal Impact:** Beyond tangible benefits like increased income and mobility, participants experienced significant shifts in their personal lives. They are now challenging domestic violence, asserting their identity in social circles, participating in financial decision-making, embracing diversity, and pursuing non-formal education.

- **Community Outreach:** The Driverben team reached over 5,000 women in slum communities through 50 meetings, educating them on the program's potential to transform their lives.

- **Support Services:** Fifty Driverben participants received assistance in obtaining Aadhar cards, PAN cards, income certificates, scholarships, labour identity cards, and ration cards.

• **Training Programs:** Each trainee underwent sessions on various topics, including

- Gender and gender-based discrimination
- Violence against women and the Protection of Women from Domestic Violence Act
- Self-defense
- Banking and finance
- Effective communication
- First aid
- Workplace readiness and basic vehicle repairs

These inputs comprehensively prepared participants for the driving profession.

• **Celebrating Women Drivers:** As part of International Women's Day, Driverben participants welcomed a drive organized by Akshara, an NGO from Mumbai. Over 100

women from the two-wheeler, three-wheeler, four-wheeler, and truck driving programs participated, highlighting solidarity and the growing network of empowered women.

• **Journey of Change Event:** Held at IIM, this event celebrated the local-to-global success of the Driverben program. It showcased the transformative journeys of the women enrolled in the Baton Transport Trucking for Equality program, recognizing their achievements and celebrating their promising futures.

• **US Consul General Visit:** Mr. Mike Hankey, the US Consul General, visited the Driverben office and interacted with participants. The visit concluded with a city tour in one of the Driverben-driven e-rickshaws.

• **General Duty Assistant (GDA) Training:** The GDA training program, another vital component of U-Live, prepares young women and men to work as para-health workers assisting nursing and medical staff. In the past year, 157 young individuals enrolled in the two-month GDA training program. Most of the participants have since secured employment in private clinics and hospitals, earning competitive wages and contributing to the healthcare sector.





# Human and Institutional Development Resource Center

HIDRC is a strategic unit of Janvikas, staffed by a dedicated team of professionals. It focuses on addressing the Human and Institutional Development needs of Civil Society Organizations (CSOs) across India. The vision of HIDRC is to empower CSOs and their leaders to drive systemic change against inequalities, injustice, and oppression, aiming towards a more humane, just, and secular society.

## ● The key roles of HIDRC are:

- Providing support to grassroots organizations, individuals, and issue-based networks in enhancing their human and institutional capacities.
- Establishing and facilitating the growth of issue-based organizations led by committed young professionals.
- Enhancing the effectiveness of Community-Based Organizations (CBOs) working to address their specific issues and needs.
- Developing the skills and capabilities of personnel at different levels within development organizations.
- Focusing on building leadership within CSOs, with particular emphasis on nurturing second-line leadership

## ● Support to Community-Based Organizations (CBOs)

HIDRC conducted a one-year Leadership School for 22 leaders (15 women, 7 men) from 12 CBOs from 5 States

representing Dalit, Adivasi, Muslim and youth from urban slums. Held across four cities, it covered subjects like leadership, advocacy, governance, and financial self-reliance. Post-program, HIDRC explored further support with Musahar Manch in Uttar Pradesh.

- **Mahila Samajik Nyay Manch (MSNM), Modasa & Himmat Nagar:** MSNM Modasa and Himmat Nagar provide voluntary services to women of domestic violence. HIDRC supports them through capacity building, communication, and travel assistance. They've been linked to Gender Resource Centers, police stations, and facilitate monthly meetings with a community facilitator for handholding support in case resolutions.



- **Jagrut Mahila Bachat ane Dhiran Sahkari Mandali:** This state-level women's savings and credit cooperative has over 2100 members across multiple districts. HIDRC provided support in setting up, capacity building, and developing financial systems. A strategic and sustainability plan was also created, and continuous assistance is provided for legal compliance, reporting, and audits to ensure cooperative growth.

- **Sanand Mahila Vikas Sangathan (SMVS) and Bavla Mahila Vikas Sangathan (BMVS):** SMVS and BMVS focus on improving women's access to credit and land ownership. HIDRC supported them in setting up savings and credit cooperatives. SMVS now has 2800 women members, while BMVS has 1100. Two women leaders were trained, strengthening their programs on women's land ownership and cooperative management.

- **Bhiloda and Dholka Taluka Women's Cooperatives:** The Bhiloda cooperative (6200 Adivasi women members) and Dholka cooperative (400 Dalit and OBC women members) were supported by HIDRC in developing gender policies, workplace harassment protocols, and growth plans. Capacity-building efforts focused on savings and credit systems, financial management, and governance, aligning their activities with the women's current needs.

- **Jambusar Taluka Women's Federation:** This federation, representing women from 59 villages in Bharuch district, addresses women's social issues. HIDRC supported their legal registration and helped develop a social perspective. They successfully influenced traditional leaders on marriage rituals and anti-women customs, while also building a cadre of active social women leaders across the region.
- **Rajpipla Social Service Society (RSSS) promoted Women's Cooperative:** With 12000 members, RSSS's women's cooperative operates across 1453 villages. HIDRC provided incubation support for setting up decentralized governance, training women leaders, and conceptualizing the cooperative model. The cooperative, now in its final registration stage, aims to empower women through a savings and credit system, fostering financial independence and leadership.
- **Adivasi Women's Organization, Narukot:** Narukot's 40 Adivasi women leaders manage an income generation activity focused on forest produce. HIDRC assisted in creating a sustainable business plan, capacity building, and legal registration. Women were trained in management, and the organization prepared its financial plan for seed procurement, oil extraction, and local sales, promoting economic empowerment.
- **Ujaas Savings & Credit Cooperative promoted by Aatapi Seva Foundation:** Ujaas Cooperative, facing business-centric challenges, realigned to cater to marginalized women through HIDRC's intervention. A strategic planning workshop helped shift its focus from profit to social security and cooperative governance. Quarterly reviews and a three-year sustainability plan were facilitated, resulting in increased loans, staff remuneration, and improved social-oriented operations.
- **Janvikas – Saath Multi-purpose Service Cooperative Society:** Janvikas and Saath established a Multi-purpose Service Cooperative Society for Ahmedabad's urban poor, focusing on financial needs for livelihoods. HIDRC played a crucial role in educating community leaders, guiding the registration process, and ensuring legal compliance. Saath and Janvikas will focus on mobilizing the community to maximize cooperative engagement.
- **Four Adivasi Women's Cooperatives of South Gujarat:** In Dang and Tapi districts, four cooperatives, representing over 8500 women, work on savings, credit, livelihoods, and women's issues. HIDRC supported governance strengthening, capacity building, and livelihood planning. The cooperatives selected goat rearing and poultry as key activities and developed a survey to explore additional livelihood opportunities for their members.

- **Nandod Adivasi Women's Cooperative:** With 3000 Adivasi women members in Narmada district, this cooperative focuses on savings, credit, livelihood, and nutritional security. HIDRC supported livelihood planning, proposal development for nutritional programs, and staff training on managing funds and legal compliance, enabling the cooperative to address the needs of its members more effectively.

- **Jambusar Mahila Vikas Mahamandal:** Jambusar Mahila Vikas Mahamandal is a membership-based organization of 2570 women from 59 villages, promoting access to livelihoods and government entitlements. HIDRC provided support for the organization's registration, leadership development, and strategic planning, fostering collective leadership to address the needs and challenges of women in Bharuch district.

- **14 Taluka/Area-Level Adivasi People's Organizations:** These taluka-level Adivasi People's Organizations represent 31000 members across seven districts. They focus on entitlements, food security, forest land rights, and implementation of PESA. HIDRC facilitated strategic planning, leadership development, governance strengthening, and internal reflection processes to enhance the organizations' effectiveness and community outreach in marginalized Adivasi areas.

- **Adivasi Mahila Vikas Savings & Credit Cooperative Society:** Spread across seven districts, the cooperative serves 18000 Adivasi women and addresses savings, credit, land ownership, and representation in Panchayati Raj Institutions. HIDRC supported its setup, governance, and financial systems, providing capacity building, legal compliance, strategic planning on land ownership, and developing an MIS to enhance operational efficiency.

- **Vidyadham Samiti, Bundelkhand, Uttar Pradesh:** Vidyadham Samiti works with marginalized communities in Bundelkhand on education, livelihoods, and rights. HIDRC supported strategic planning, linking with donors, and setting up 20 community-based education centers. The training of educators is planned, and staff capacity-building efforts focus on addressing the community's needs for sustainable development and education access.

## ● Support to Issue-Based Networks



- **Peoplesj:** HIDRC built the capacity of community workers by providing leadership training, developing concept notes on issues like PESA and women's land ownership, and conducting workshops for 82 staff members. They also facilitated

second-line leadership development and proposal writing.

- **Lok Manch:** HIDRC enhanced staff capacities, created an MIS for monitoring, organized workshops on social protection and climate change, and drafted a policy document. HIDRC helped design an external evaluation and supported Lok Manch's transition to a new phase, focusing on leadership and climate resilience.

- **Revitalizing Rainfed Agriculture Network (RRAN):** HIDRC supported RRAN by managing the secretariat, fund management, strategic planning, and program development across 30 districts in 12 states.

- **Vatva Area Development Action (VADA):** HIDRC facilitated collective leadership and ownership in this network of NGOs and CBOs, enabling VADA to address issues like infrastructure improvements and securing entitlement cards for slum residents in Ahmedabad, Gujarat.



- **Cooperative Network of Gujarat:** HIDRC supported 50 women's savings and credit cooperatives by improving governance, integrating livelihood aspects into projects, and conducting capacity-building workshops on surveys, focus group discussions, and new project orientation.

## Support to NGOs and Civil Society Organizations

- **Vaagdhara, Rajasthan:** Support included leadership building at a strategic level, program development, and developing a fellowship program for grassroots cadres working on local governance.

- **EcoNet, Maharashtra:** HIDRC concluded its support for the CPI project with EcoNet.

- **Utthan, Gujarat:** Provided assistance in governance, strategic planning, and system strengthening.

- **Kutch Mahila Vikas Sangathan (KMVS), Gujarat:** Support included governance, program development, and team

development, leading to a new program on education and health.

- **DEHAT, Bahraich, Uttar Pradesh:** HIDRC facilitated an OD process focusing on internal leadership capacities, strategic planning, and transitioning to a program-based approach. An annual plan and capacity-building roadmap were developed.
- **Bosco Institute, Assam:** A six-month capacity-building program was carried out, including workshops and coaching sessions for social enterprises in Mizoram, Manipur, Assam, Tripura, and Nagaland.
- **ANANDI, Gujarat:** OD process and legal issue management support.
- **Centre for Social Justice (CSJ), Gujarat:** Assisted with governance and finance reviews and facilitated networking for funding and partnerships.
- **Drishti, Gujarat:** Support included review, visioning, strategic planning, proposal writing, and mentoring.
- **Ashadeep, Gujarat:** Facilitated needs assessment, strategic planning, policy development, leadership transition, and resource mobilization.
- **Shakti, Songadh, Gujarat:** Conducted a workshop on strengthening and sustainability of people's organizations.
- **Strengthening Governance in Civil Society Organizations:** HIDRC contributes to governance improvements through participation in board meetings, contribution to strategic direction, support in legal compliance, leadership strengthening and overseeing the ethical framework of 18 different organizations across the country.

## ● Support to Janvikas' Own Programs and Initiatives

- **Udaan:** Provided mentoring, documentation support, donor coordination, and capacity building for the Udaan team and community leaders.
- **Garima:** Provided mentoring to core team, donor coordination, capacity building and alliance building with external stakeholders.



- **U-Live:** Developed a social perspective module for vocational skill development programs.
- **Buniyaad:** Support included strategic realignment and planning, along with capacity building for 12 associated CBOs.
- **JCC Staff Savings & Credit Cooperative Society:** Overseeing books of accounts and ensuring statutory compliance.

#### Other Initiatives:

- HIDRC contributed to the document "Learning Patterns in Organizations Collectively Addressing Social Issues: Three Local Networks Promoted by Jesuit Organizations in Gujarat for over a Decade. This was co-authored by Mr. Vijay Parmar.
- An external evaluation of HIDRC's work over six years, led by Father Jerry Thomas and Alice Morris, assessed its relevance, effectiveness, and potential expansion. The evaluation included workshops with Janvikas leadership, focus group discussions with youth, CBOs, and marginalized groups, and visits to Youth Development Centers and Adhikar Prapti Kendras. Key findings were debriefed and submitted to in December 2023. Following recommendations, two strategic workshops were held: one in November 2023 to clarify leadership roles and set up a review mechanism, and another in January 2024 to develop a Meta Governance Strategy, focusing on fundraising, leadership capacity-building, and a tech support system for data analysis and advocacy.
- HIDRC organized a one-day consultation workshop for voluntary leaders, CSO representatives, academia and concerned citizens from 7 districts of Gujarat to develop an understanding and leadership to improve quality of education and seek government accountability for the same. 150 CBO leaders and 20 members of Civil Society Organizations working on issues related to school education participated in the workshop.
- HIDRC facilitated a five-day Training of Trainers (ToT) on Dialogues around Democracy and Citizenship, conducted by Centre for Social Justice in partnership with Azim Premji University. The ToT is targeted towards Individuals and working professionals associated with different organisations or institutes who are passionate about democratic values and drawing upon the strengths of democracy for development and engaging people around the same.

- Fellows and individuals that continued to receive regular mentoring and on-call field level and programmatic support include Bismillahben, Vahidaben and Samir.



# Governance and Finance

The Governance and Finance Department of Janvikas is run by a unit called Governance and Financial Services (GFS). This unit provides a range of Governance and Finance related services to Janvikas.

During the year 2023-24, GFS organized two meetings of the Janvikas Board of Trustees and three meeting of its Finance and Monitoring Committee. The following legal compliances were fulfilled:-

## Compliances

- During this period, five trustees, Mr. Gagan Sethi, Dr. (Ms.) Syeda Hameed Mr. Tushar Dayal, Mr. PGJ Nampoothiri and Ms. Farah Naqvi resigned from the Board. Ms Alka Jani and Ms. Brinda Pancholi were appointed as trustees. Filing of Change Reports with the office of The Deputy, Charity Commissioner, Ahmedabad is under process.
- Statutory Audit was completed on time and all queries answered to the satisfaction of the Auditors;
- Income Tax and FCRA Returns for the previous Financial Year were filed on or before the due dates;
- Provident Fund Contributions were deposited with the Office of the Regional Provident Fund Commissioner and all necessary Returns filed before due dates;
- Income Tax (TDS) and Professional Tax was deducted, as per rules, and deposited with the respective authorities;
- FCRA Registration was not renewed in this financial year.
- Staff Mediclaim and Personal Accident Insurance Policies were renewed and updated from time to time, as required.
- Employees Group Gratuity Scheme was renewed.
- No POSH case was filed during this period.

GFS also oversees the functioning of the Janvikas Credit Co-operative, known as JCC Staff Credit and Supply Co-operative Society Ltd (JCC).

### JCC Staff Credit & Supply Co-operative Society

The JCC Staff Credit & Supply Co-operative Society (JCC) provides a means of small savings (minimum Rs. 200/- per month @ 7% pa interest) and also gives financial assistance in the form of small Loans (maximum Rs. 2, 50,000/-) at an affordable rate of interest (11% pa) to staff members.

JCC had 60 members as on 31st March, 2024. The unaudited financial details as on that date are as follows:-

Particulars	Amount (in Rs.)
Savings in members' Contribution Accounts	31,37,511/-
Outstanding in members' Loan Accounts	10,15,945/-
Bank Balance	19,61,035/-

### List of Trustees as on 31st March, 2024:

S.No	Name	Designation/Position
1	Mr. Vijay Parmar	Managing Trustee
2	Ms. Alka Jani	Trustee
3	Ms. Brinda Pancholi	Trustee

### Diversity profile of staff as on 31st March, 2024:

Religion	Female				Male				Total
	General	OBC	SC	ST	General	OBC	SC	ST	
Christian	--	--	--	--	1	1	--	--	2
Hindu	4	4	2	1	6	--	17	1	35
Muslim	2	9	--	--	3	5	--	--	19
No religion	1	--	--	--	1	1	1	--	4
<b>Total</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>1</b>	<b>11</b>	<b>7</b>	<b>18</b>	<b>1</b>	<b>60</b>

**Distribution of staff (according to Remuneration levels & gender break-up) as on 31st March, 2024:**

Slab of Staff Remuneration per month (in Rs.)	Male			Female			Sub total		
	Part Time	Full Time	Total	Part Time	Full Time	Total	Part Time	Full Time	Total
Upto 10,000/-	--	--	--	4	0	4	4	--	4
10,001/- to 25,000/-	10	14	24	8	5	13	18	19	37
25,001/- to 50,000/-	3	5	8	2	2	4	5	7	12
50,001/- to 1,00,000/-	2	3	5	1	--	1	3	3	6
Greater than 1,00,001/-	--	--	--	--	1	1	0	1	1
<b>Total</b>	<b>15</b>	<b>22</b>	<b>37</b>	<b>15</b>	<b>8</b>	<b>23</b>	<b>30</b>	<b>30</b>	<b>60</b>

Total cost of international travel of all personnel, including volunteers and board members, for the year 2023-24: NA

Total cost of national travel by board members / staff / volunteers on behalf of organization for the year 2023-24 (excluding local conveyance): Rs. 19,29,958/-

**Staff Remuneration (Gross yearly income) for the year 2023-24 in Rupees:**

Head of Organization	17,46,000
Highest paid full time Employee	8,19,048
Lowest paid full time Employee	2,17,428

# Accreditation



# Balance Sheet

Name of Public Trust : JANVIKAS

Trust No. : E/19527/ Ahmedabad Date of Registration : 22/03/2011

Address of the Trusts' Office : 105 Royal Chinmay Nr. Simandhar Tower, Judges Bunglow Road, Bodakdev, Ahmedabad-380054.  
Phone No. (079) 26857745

Balance sheet as at 31.03.2024

Bank Account No. Of Trust for transaction of Foreign contribution 40043988558  
F.C.R.A No. 041910132 Dated : 9th October, 1986

( In Rupees )					
PARTICULARS	SCHEDULE	INDIAN	FOREIGN	31.03.2024	31.03.2023
<b>FUNDS AND LIABILITIES</b>					
TRUST FUNDS	A	5,41,90,021	67,78,085	6,09,68,106	6,15,67,056
EARMARKED FUNDS	C1	1,63,00,293	2,061	1,63,02,354	1,91,47,218
GENERAL RESERVE FUNDS	C2	61,93,895	2,37,982	64,31,877	92,48,841
INCOME AND EXPENDITURE ACCOUNT	D	13,31,582	0	13,31,582	27,97,665
UNUTILIZED GRANTS / DONATIONS	N	3,04,504	24,28,440	27,32,944	1,15,50,551
		<b>7,83,20,295</b>	<b>94,46,568</b>	<b>8,77,66,863</b>	<b>10,43,11,331</b>
<b>ASSETS AND PROPERTIES</b>					
NET BLOCK OF FIXED ASSETS	B	49,73,543	67,78,086	1,17,51,629	1,36,34,907
INVESTMENTS	E	6,07,85,067	(0)	6,07,85,067	6,89,36,564
CURRENT ASSETS, LOANS & ADVANCES	F	1,25,61,685	9,97,046	1,35,58,731	2,13,23,757
RECEIVABLE GRANTS / DONATIONS	N		16,71,436	16,71,436	4,16,103
		<b>7,83,20,295</b>	<b>94,46,568</b>	<b>8,77,66,863</b>	<b>10,43,11,331</b>
NOTES FORMING PART OF ACCOUNTS	P				

FOR JANVIKAS



(Vijay Parmar)  
Managing Trustee

PLACE : AHMEDABAD  
Date : 14th September, 2024

For A.S.Shaikh & Co.

Chartered Accountants

Firm Registration No. 139775W



For A.S.Shaikh & Co.

Proprietor

Membership No. 162345

PLACE : AHMEDABAD

Date : 14th September, 2024

UDIN : 24162345BKEOGE7082

For H. RUSTOM & CO.

Chartered Accountants

Firm Registration No. - 108908W



(HRD DALAL)

Proprietor

Membership No. 31368

PLACE : AHMEDABAD

Date : 14th September, 2024

UDIN : 24031368BKGWV1364

# Income and Expenditure

Name of Public Trust : JANVIKAS  
 Trust No. : E/19527/ Ahmedabad Date of Registration : 22/03/2011  
 Address of the Trusts' Office :105 Royal Chinmay Nr. Simandhar Tower, Judges Bunglow Road, Bodakdev, Ahmedabad-380054.  
 Phone No. : (079) 26857745  
 Income & Expenditure Account for the period 01.04.2023 To 31.03.2024  
 Bank Account No. of Trust for transaction of Foreign contribution 40043988558  
 F.C.R.A No. 041910132 Dated : 9th October, 1986  
 Bank Address : State Bank of India, FCRA Cell, 4th Floor, State Bank of India, New Delhi Main Branch, 11, Sansad Marg, New Delhi - 110001

(In Rupees)					
PARTICULARS	SCHEDULE	INDIAN	FOREIGN	31.03.2024	31.03.2023
<b>INCOME</b>					
GRANTS, DONATIONS AND CONTRIBUTIONS	G & G1	1,02,69,035	2,05,25,411	3,07,94,446	3,69,60,197
INTEREST INCOME	H	57,77,068	1,73,141	59,50,209	53,78,998
OTHER INCOME	I	7,21,060	-	7,21,060	9,85,796
PROFIT ON SALE OF ASSETS				-	69,03,129
EXCESS OF EXPENDITURE OVER INCOME	I	34,35,525	42,91,338	77,26,863	-59,77,741
<b>EXPENDITURE</b>					
EXPENDITURE ON OBJECTS OF THE TRUST	J	1,46,62,432	2,03,57,865	3,50,20,297	3,41,70,065
ADMINISTRATION EXPENSES	K	33,36,398	29,35,125	62,71,523	55,30,879
AUDIT FEES	L	1,84,400	2,44,580	4,28,980	4,04,200
CHARITY COMMISSIONER CONTRIBUTION		-	50,000	50,000	50,000
REMUNERATION TO TRUSTEES	M	13,46,000	1,45,000	14,91,000	17,07,300
LOSS ON SALE OF ASSETS				-	
DEPRECIATION	B	6,73,458	12,57,319	19,30,777	23,87,935
EXCESS OF INCOME OVER EXPENDITURE					
		2,02,02,688	2,49,89,890	4,51,92,578	4,42,50,379
NOTES FORMING PART OF ACCOUNTS	P				

FOR JANVIKAS






(Vijay Parmar)  
 Managing Trustee

PLACE : AHMEDABAD

Date : 14th September, 2024

For A.S.Shaikh & Co.

Chartered Accountants  
 Firm Registration No. 139775W

For A.S.Shaikh & Co.

Proprietor

Membership No. 162345

PLACE : AHMEDABAD

Date : 14th September, 2024

UDIN : 24162345BKEOGE7082

For H. RUSTOM & CO.

Chartered Accountants  
 Firm Registration No. - 108908W




(HRD DALAL)

Proprietor

Membership No. 31368

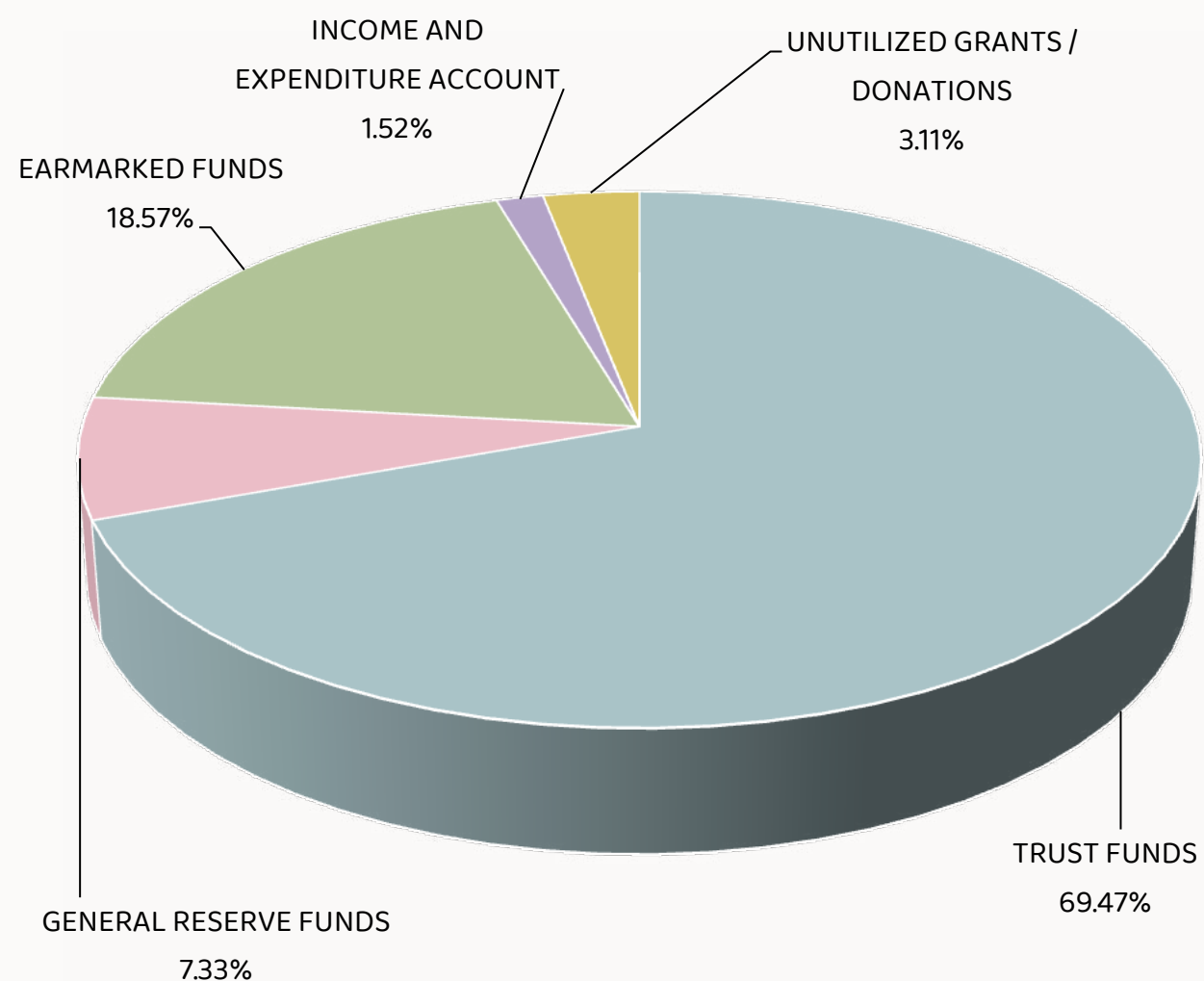
PLACE : AHMEDABAD

Date : 14th September, 2024

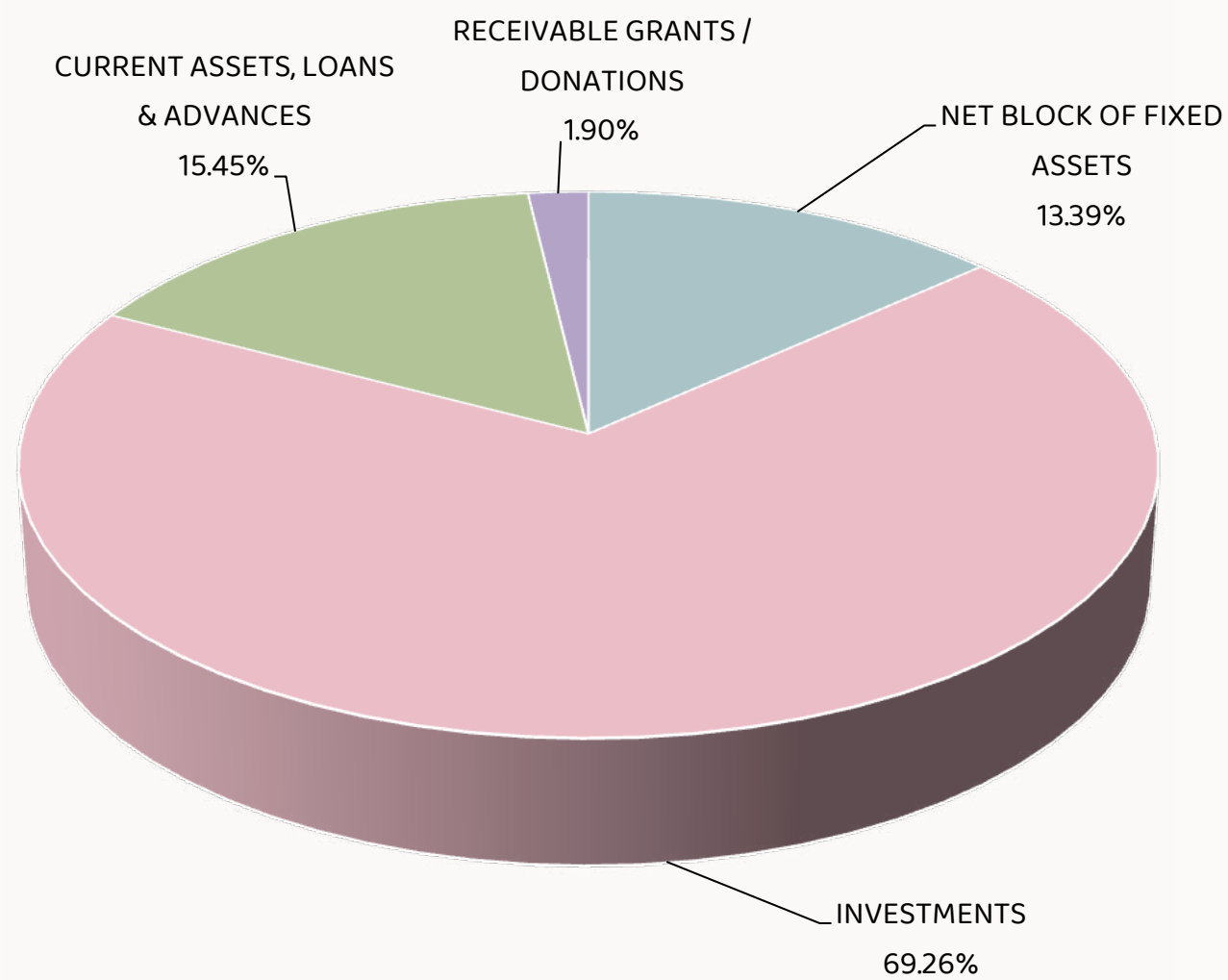
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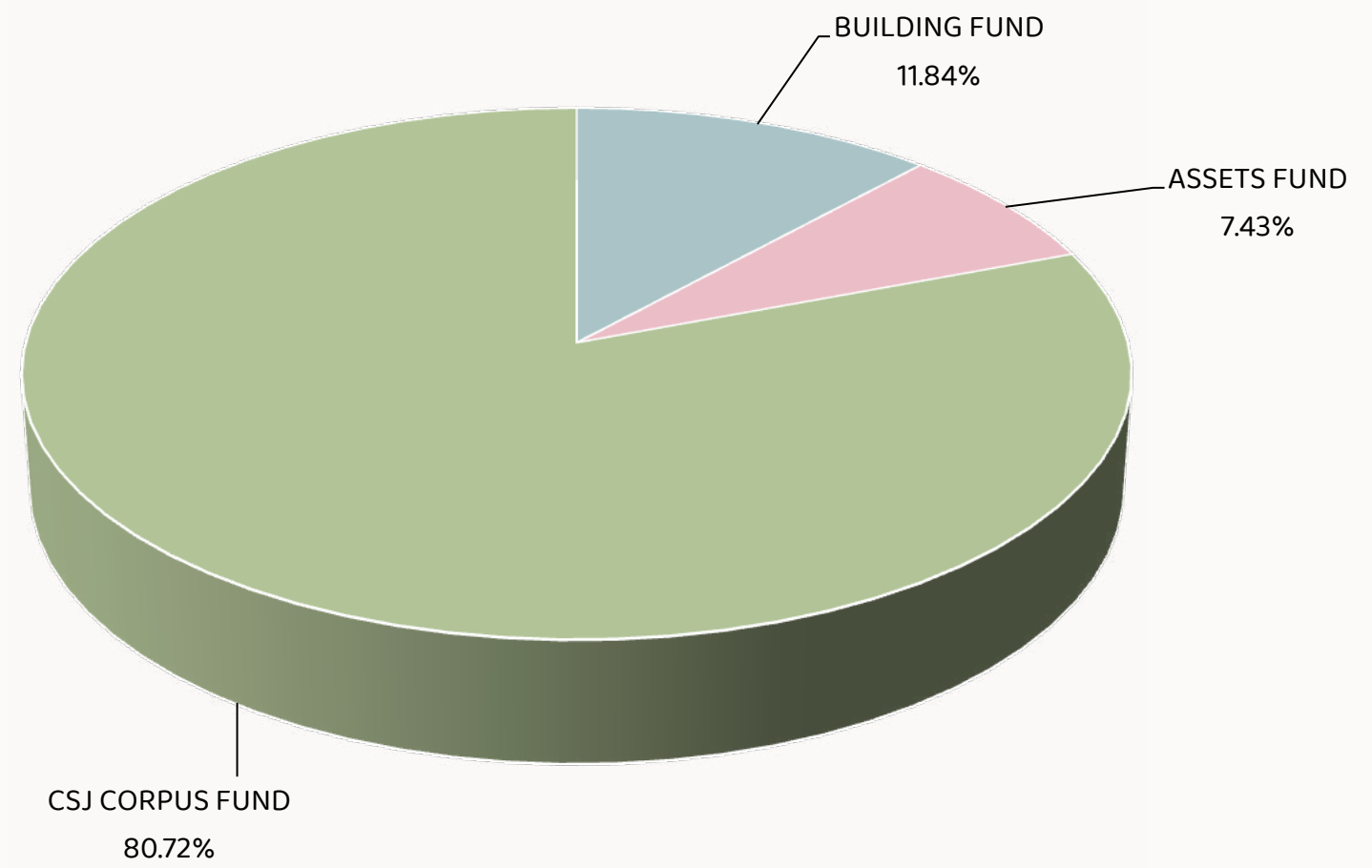
# Funds & Liabilities



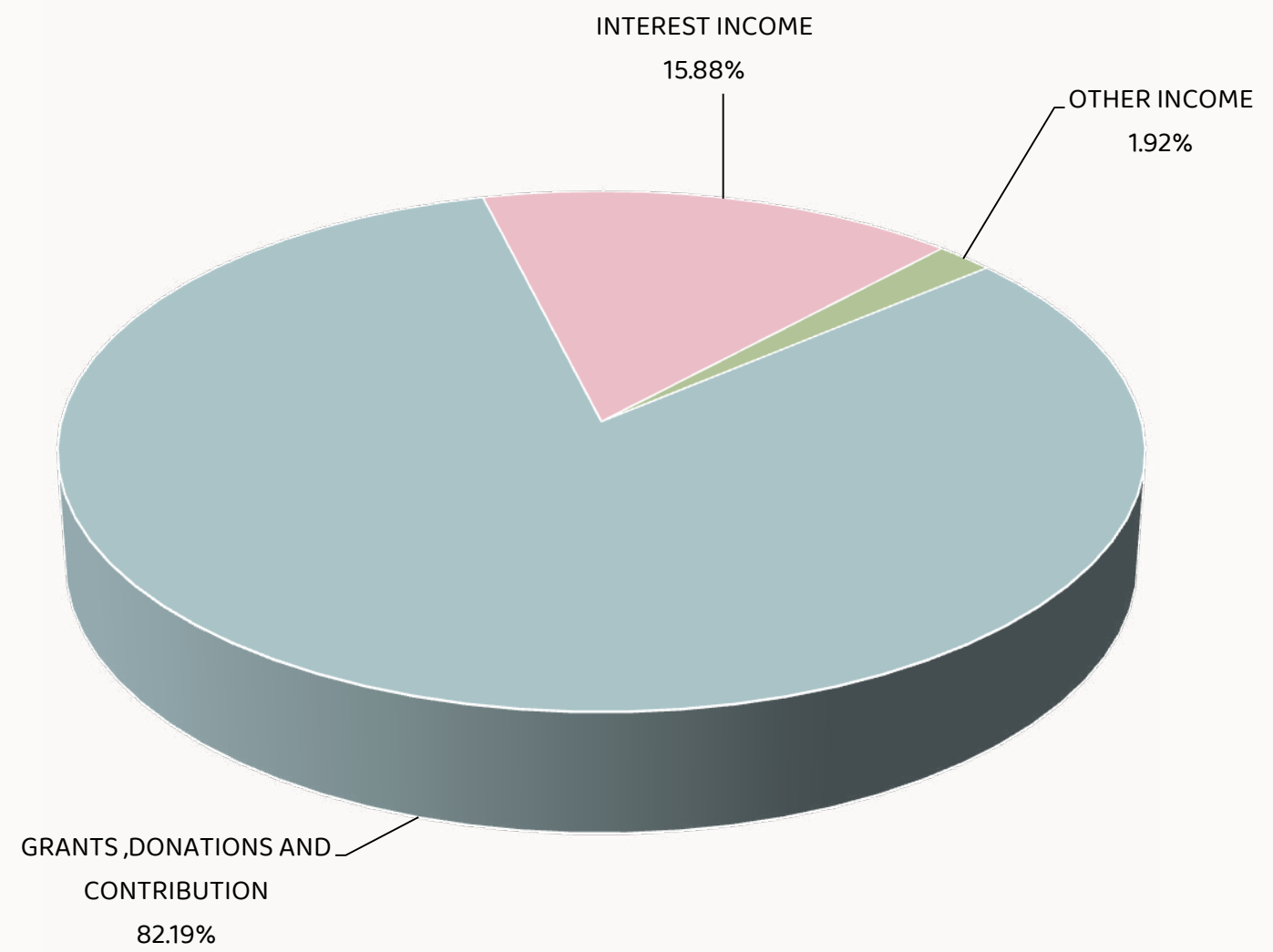
# Assets & Properties



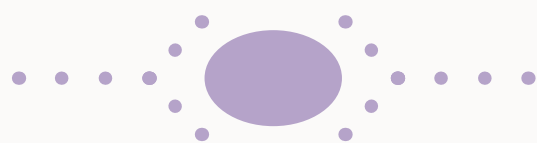
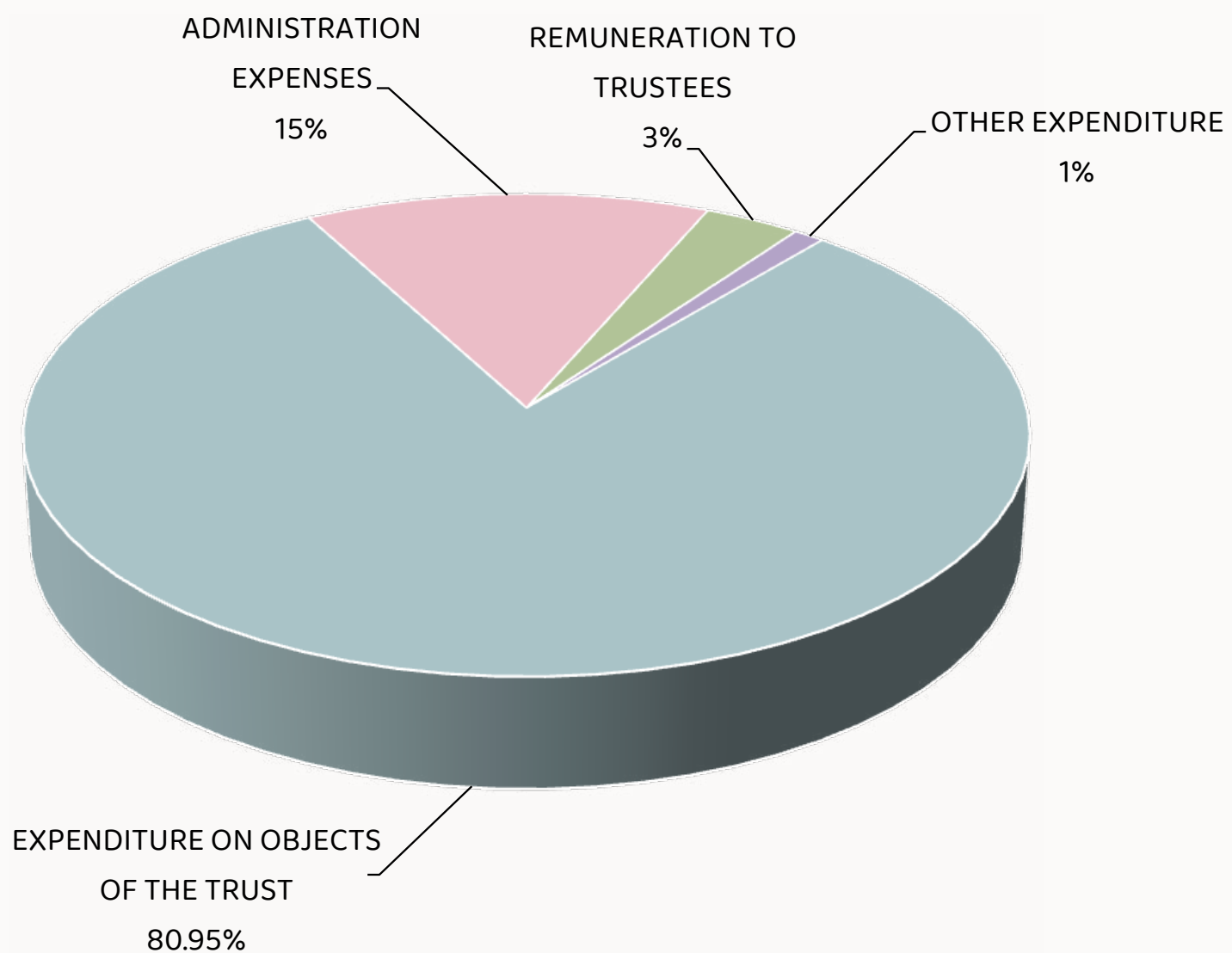
## Trust Funds



## Janvikas Income



# Janvikas Expenditure





**JANVIKAS**

A Quest for 'Just' Human Development

P: 079-26856685 | W: [www.janvikas.in](http://www.janvikas.in)

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