

SAMUDAYIK KALYAN EVAM VIKAS SANSTHA

Annual REPORT-2021-22

Amidst another year of pandemic



Annual Report 2021-22 is dedicated to everyone involved in community development with the expectation that each one of them either in individual or collective capacities will create environment for fullest possible development of human capabilities

Learning is not the product of teaching

Learning is the product of the activity of learners

- *John Holt*

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Message by the Director

Last couple of years have been unprecedented in history of SKVS for it has never been witness to a disproportionate loss of precious lives and thousands left at lurch by a deadly virus - COVID. Abysmal human sufferings and mourning of people were out in open. Surprisingly, nobody had any clues to arrest ruthless march of killer virus that took away lives alike, without preferences or prejudices. Old and ailing were easy victims succumbing like fall of leaves in a winter forest. Children clamoured for they waited for long schools to open and meet friends. As if everything came to a halt – lifeless and hopeless. This year, though situation seems little hopeful and improved – thanks to massive vaccination drive in country, panic and anxiety remains with every individual though significantly mellowed and disturbing. Worry of losing nearer and dearer in family is far from being over in minds of people. Call it man-made or by any other names, pandemic has weathered and shook the socio-economy of households for sure. We, at SKVS pledge and recommit ourselves to stand in solidarity with every household, community and support institution to retrieve losses in terms of material and moral except those whom we lost in their struggle to survive Covid.

Beside despair and destruction, pandemic has left key lessons for us, communities and institutions to learn and plan for resilience and risk reduction in routine work. As a professional agency, we at SKVS feel 1- Resourceful and responsive community 2-Infrastructure development for basic human needs and 3- Responsible public and private institutions are three essential steps for achieving resilience and mitigating threats posed by unknown events.

We look forward to plan, prepare and implement activities during on-going pandemic by reconciling all important lessons learnt from earlier phases of disease. It means recalibrating organizational policies, human resources, strategies of engagement and programme development. We would like to convince our donor partners – government, non-government and corporate houses to be with us to strengthen our efforts in reaching out to many unreached communities wrecked by pandemic and by loss of employment, life and other development activities.

Reeta Kaushik

Secretary

Executive Summary

Unlike previous two years, scare of pandemic though was omnipresent, anxiety was perceptibly low in Ucommunities. Though it appears that Covid and pandemic awareness has almost reached to the last individual on street, levels of understanding for disease however seems problematic and far from the established knowledge. Shops, establishments and institutions operated like business as usual. And so, it was for us in SKVS, time to roll out planned activities though by observing protocols and advisories of Covid management issued by government. Norm of social distancing, use of face mask, hygiene practices have been followed with vaccination of community workers and priority social groups on top.

Often heard that crisis is the best teacher is proved correct this time too. Scare of pandemic was so embossed in psyche that it huddled people to form natural groupings, seeking guidance and health information from community workers. Community group members volunteered for support and organized awareness meetings in 998 village communities of 194 Gram Panchayats in 14 development blocks. A humongous task made simple, lest with support of community groups. Today, 127 women groups, 74 girls, 430 farmers and 17 youth groups, all shaped, moulded and capacitated by SKVS provides fulcrum of development in entire region. Groups have total strength of 8551 registered members who could organize 838 village meetings this year across all project villages. Pandemic has rendered life time lesson for group members to learn accounting of unknown factors in development work.

Long haul of school closures during second and third phases of pandemic de-motivated many children from attending classes once schools were reopened. However, conduct of sport and essay competitions this year rendered fresh motivations to children. 60 girl children from 54 schools in three blocks took part in essay competition. Likewise, many boys and girls participated in sports and games organized by several schools in project villages. 1671 girls and 1068 boys returned after schools were reopened. 178 children were recognised by school management to receive scholarship from government and 6 girl students appeared in test this year for admission in government boarding school. Simultaneous efforts were initiated by schools to conduct Management Committee meetings. 44 schools conducted School Management Committee meetings every month, encouraging parents to continue their support for smooth conduct of educational activities in schools.

In a pilot project to improve nutrition level of children, 61 boys and girls from Mushahar communities have been provided milk by Amul-India for six months. Project culminated in improved collaboration of communities with ICDS and health services in villages. Village youth groups played lead role by organizing 110 meetings in project villages which have been participated by 1157 males and 1398 females. Information was provided for distribution of nutrition kits to households. This apart, lesson from pilot project of milk feeding brought a tectonic shift in behaviour of pregnant, lactating and young girls who turned up in large numbers at ICDS centres for receiving immunization and other services. 784 persons received vaccination for protection against Covid -19. 283 children in age group of 3–6-years received nutritional kits. 127 pregnant, 97 lactating, 138 children and 40 adolescent girls received vaccination and counselling services of ICDS and ANM along with delivery of supplementary ration. 23 malnourished children were identified and admitted for nutritional care of ICDS department.

Massive drives were initiated to make villages free from single use polythene. Drains have been cleaned and places identified for disposal of domestic solid wastes in villages. All these activities are now thought essential for improved community health in long and short terms.

Reverse migration of working populations from metropolis and no livelihood skills with women forced several households to look for alternative opportunities of income in villages. Training of women in mushroom cultivation, stitching, tailoring, cash-cropping, compost/vermin composting and small animal rearing provided supplementary income to households. 746 households-initiated nutrition gardens in fallow backward spaces of their houses, approximately 200 women received training in mushroom cultivation and have started small enterprises in their houses. These domestic ventures, apart from generating extra income for families also provide regular supply of nutritious meal to family members. 529 young girls have set up individual tailoring units and contributing to income of family.

Lastly, Covid will be long remembered only for bad reasons of casualties, health and fleeing of large populations by abandoning their livelihoods and income sources, it should also be remembered for resilience of people, communities and nation as whole to learn and adapt quickly to alternatives ways of living and prepare well for unknown challenges.

Context of development & the organization

Empower children, women and under-privileged for socio-economic and political growth, self-reliance, justice, dignity and just society

Wrath of pandemic has catastrophic effects on large numbers of rural populations who have been working as labourer in different industrial townships and metropolises of India. District Kushinagar is specially known to send large numbers of migrant workers to these cities in country and abroad. Such households were doubly victimised due to loss of jobs as well having very small agricultural and holdings in villages, barely sufficient to meet family food needs. A spurt in cases of human trafficking particularly among girls and women and children reported from the district during pandemic could be probably due to economic distress of families. Social and income vulnerabilities together with location¹ of district at international, inter-state and inter-district cross-borders provide easy access for traffickers to vulnerable populations. Trafficking incidences were further exacerbated by myriads of deep-rooted socio-cultural impediments like caste, gender, religion and class differences. The most commonly observed incidence was children participating in early economic activities unheeded by government authorities in district. Juxtaposed to this situation, score of districts ranking 60th on HDI, 55th on GDI, 61st on deprivation index and roughly 2/3rd female population illiterate puts up a humongous challenge defying quick and easy solutions. Thus, district Kushinagar amasses every necessary pre-condition needed for poverty to stay and under development proliferate in region with severe consequences of human exploitation.

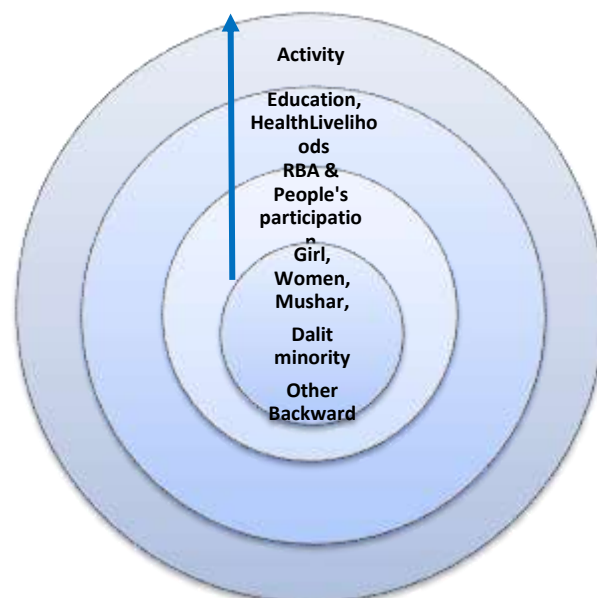
¹District Kushinagar in Eastern Uttar Pradesh shares common boundaries with Nepal in North, Bihar in east, Gorakhpur and Deoria in west and south respectively.

One has often heard that difficult situations motivate individuals differently, paving ways for new leaderships to emerge on scene. SKVS too was born out of similar birth pangs in year 2004. Hardened by harsh socio-cultural milieu, penury and realities of life, it dared to withstand all odds to envisage for a society which is **'free from all forms of human deprivations, where equity prevails and no one remains exploited, hungry, unemployed and illiterate'**. SKVS is a story about transformative changes in a socially ostracised woman who stood up to face every challenge thrown up to her by the society and now is voice for thousands of women and young girls in a remote district of Eastern Uttar Pradesh. Organization is on a mission to cut open socio-political strangleholds sustaining poverty in communities by reaching out to children and young girls with education, creating economic accesses and income opportunities for women and over and above assuring every discriminated person to believe in self for living a dignified life.

Value, approach and programme

By provisioning positive discriminations in favour of most marginalized communities and social groups, SKVS strives for achieving envisaged goal of social equality and justice in society. While it engages with all sections of society, core of SKVS activities continue to remains heavily loaded in favour of vulnerable social groups e.g., girl children, women, mushar/other socially discriminated communities and persecuted religious minorities who are either victims of tradition, culture, gender, caste/other social-economic hierarchies and/or on account of their religious belief. Organization believes that equitable distribution of resources is essential for democracy to become truly participative, functional and meaningful and also for fruits of justice to become distributive and not lost in systems of majoritarian rule. In this sense, all activities in SKVS are planned, implemented and monitored by pursuing a bottom-up approach to ensure participation of left out communities/households so that their development rights are not pulverised and circumvented.

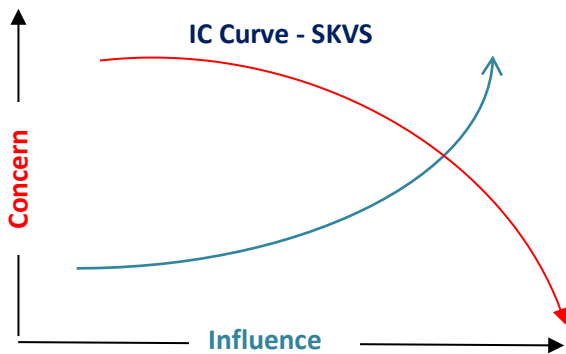
Large chunk of SKVS programmes is designed to improve three basic development needs viz. Education, Health and Livelihoods of people in district. Justification of programme is drawn from low rank of district on these parameters and also for sordid condition of gender equality in villages. The indispensability of SKVS activities while truly recognized is appreciated, and supported by government line



departments. It receives huge acceptance by women and girl children who are first-hand victims of unjust systems and social norms. Increased acceptance of SKVS activities is corroborated by the fact that the organization which made a modest beginning with 06 village communities is now reaching out to 998 village communities of 194 Panchayats in 14 development blocks. We, at SKVS believe that as influence of our core constituencies will

enlarge, it will fetch a reciprocal decline in areas of concerns for basic development of people. Significant changes in attitude and social behaviour of people could be witnessed when compared with initial years of our work in communities. Community based organizations of youths, girls, women and socially marginalized households play significant roles of change leaders in villages to ensure participation of households in individual and collective development activities. Over the years, social groups of women, girls, farmers and youths have come up in every village, giving purposive strengths to development initiatives of government and non-government organizations in villages.

In operational villages of SKVS, 127 women groups, 74 girls' groups, 430 numbers of farmers and 17 youth groups

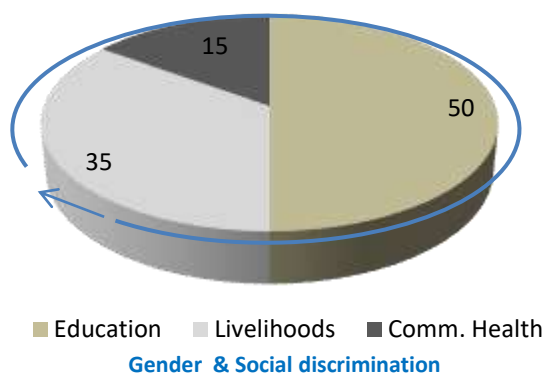


are actively involved in performing different productive works. A federation of 74 elected members from all operation villages coordinates and provide leadership to people in the resolution of individual and collective problems in villages. Group members perform crucial role in development planning of schools, village panchayats and other institutions working in villages. Community groups have provided yeomen support to government in its

effort to control spread of COVID in villages. Creating awareness in communities and by providing health information to government functionaries in reaching out to persons who were in health compromised conditions took away the venomous sting of virus from infecting large populations.

Over the years, fulcrum of SKVS programmes remained largely constituted of child education and livelihoods of rural households with gender being integral part of it. Lessons from pandemic however made us to recalibrate

Programme overview - SKVS

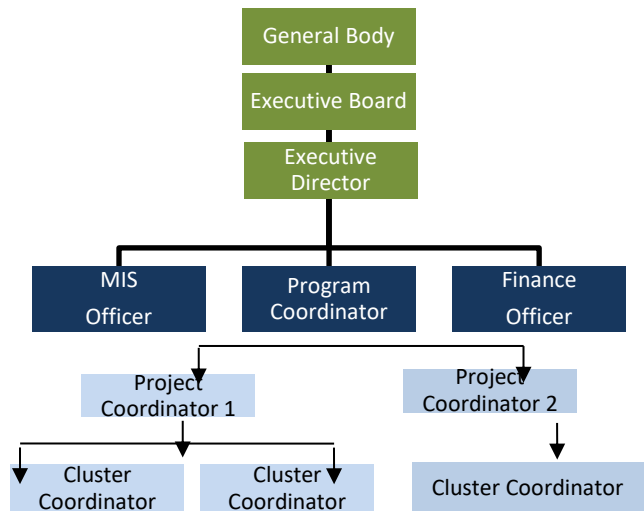


time in communities.

programme strategies to incorporate aspects of preventive and promotive community health. Break up of all activities implemented this year is summarised in graphic representation here. Programme follows a similar trend as in previous years suggest resolve of organization to invest in education of children particularly for empowerment of girls and sustaining developmental changes over a long span of

Governing Body, Human Resource and Programme

General body and the Governing board of SKVS is constituted of local members having ownership of organization and grassroots knowledge of socio-politics and cultural realities of the region. Members of the Governing board



provide overall direction and guidelines to programmes of SKVS who in turn are informed about development needs and organizational activities from different sources. Governing Body meets once every quarter in a year for review of statutes, policies, approvals, new programmes, funds and other important businesses of organization. Programs are approved by the Executive board before it is sent for planning and implementation

by project teams. Teams of professionals with attitude to work in rural communities with due representation of gender and castes are constituted for every project. There are 27 full time 02 part time and 60 volunteers responsible for various on-going projects with SKVS. Recruitment and welfare of staff is guided by human resource policy of organization. HR policy is reviewed and updated periodically in consultation with teams and other organizations.

Programme

SKVS programmes are designed to address three basic development needs viz. education, health and livelihoods of people. Several activities of education, nutrition and health and income generation are implemented in rural communities of three blocks in district Kushinagar which also is amongst the most under-developed districts of Uttar Pradesh. SKVS also registers its presence and exerts influence beyond operational districts through participation in programmes of network organizations in Uttar Pradesh and even beyond administrative limits of the state. Gender mainstreaming and inclusion of socially backward castes and religious minorities are integral to all programmes of SKVS. Like previous years, this year too several activities were either hampered or fell short of achieving desired results and scale due to scare of pandemic. Details of activities accomplished this year are provided below.

Community strengthening– The Programme of social endowment and empowerment

Basic premise of SKVS activities is to ensure equitable development of socio-economically vulnerable groups with special emphasis on development of women, socially marginalized castes and religious minorities. Such sections of deprived populations are organized into groups in every project village. Organization has been able to strengthen 127 women groups, 74 girls' groups, 78 SHGs and 17 youth groups having a total of **8551** members in all project villages.



Monthly meetings are convened and organized in villages to identify

issues by group members. Once issues have been identified are taken for remedial actions at appropriate levels by groups. After taking all possible Covid safeguard measures in communities viz. social distancing, masking, sanitization, and vaccination 838 number of meetings were organized this year. 184 numbers of issues were identified for initiating social actions by groups themselves. Depending on needs of group members and support organizations, awareness, trainings, workshops and engagement activities with government functionaries have been planned and implemented. Grassroots organizations from each project village are constituted into a federation at district level. District level federation of community organizations engages with government functionaries to influence and advocate for any violations in legitimate rights and entitlements of people. District federation also voices for people's concerns and challenges by sharing with network organizations of SKVS.

- 91 youth and adolescent girls' group meetings organized
- 2555 youths/girls took part in meetings
- 10 child clubs organized 110 meetings in villages which were attended by 2073 children
- 10 Child Rights Clubs constituted with 200 children in 10 primary schools
- 55 men and women have been trained in theatre and performing art for creative and contextual communication with rural communities.

Girl Education – The Programme of earning dignity and learning decisiveness

Leadership in SKVS has firm belief that route to empowerment begins with education of people. It enables individuals to take informed decisions for improving quality of life. Equal opportunities of education for both women and men render transformative changes in attitude of societies for doing innovations and constructive participation in all aspects of human development. In this context, SKVS strives to address rooted gender

inequalities, injustices and economic under-development in rural communities particularly among backward castes, classes and religious minority by investing resources for their educational development.

Out of school children, early marriages of girls, irregular functioning and attitude of school teachers, poor



cooperation of parents and lackadaisical attitude of local governments towards formal education of girl children have been some of the major impediments for education of girls in rural communities. Castes and gender discriminations provide nuanced undercurrents by further complicating and holding back situation from ever improving. Over the years, efforts made by SKVS to work closely with parents, school teachers and administration have relegated some crucial bottlenecks in girl's

education viz. orthodoxy, attitude and systemic challenges and thus have opened windows of new learning opportunities for girls.

This year, SKVS has introduced new activities for improving academic and learning environment in government schools. Essay competitions, sports, games and orientation of religious minority leaders on importance of girl child education have been organized in different schools. These activities not only contributed towards improving academic environment in schools and have been highly praised by school teachers; it also sensitized parents who pledged support to girl's education in formal schools. Prior to organizing inter-school activities, puppet shows were organized on gender and allied social issues to sensitize 27 village communities.

District and Block level government functionaries have been engaged in workshops and meetings on rights of children to education. Government functionaries took note of concerns raised by SMC members, PRI representatives and SKVS staff. Policy related matters like budget for Infrastructure development, up-gradation of middle schools and vacancy of school teachers have been raised before senior administration on Tehsil Diwas. 45 participants registered their participation in the workshop organized on 18th December 2021.

- ✎ 1671 girls and 1068 boys Out of school children brought back to mainstream of education.
- ✎ 1420 Girl children started attending school regularly and freed from routine household work.
- ✎ 178 children received scholarship from government
- ✎ 6 girl students appeared in test for admission in government boarding school.
- ✎ 43 schools received drinking water supply and toilets.
- ✎ 44 schools regularly conducted monthly meetings of School Management Committee.

* 60 girl children from 54 schools in three blocks took part in essay competition and got the opportunity to interact with children from different other schools in district. Inter-school events are usually rare and seldom organized. Essay competition was very much liked and appreciated by children as well by school teachers and parents.

* People in 54 villages have been informed on importance of girl child education through wall writing.

* Workshop organized on Right to Education of children with government functionaries and selected school teachers. Workshop was attended by 45 participants. Workshop provided inputs for participants to clear their doubts and misconceptions about rights of

children and right-based approach to development.

* Sport and games have been organized in 54 schools with participation of 182 school children. Physical activity classes though part of educational curriculum is seldom conducted in government schools. Children consider physical activity classes are free time for them. However, after sport activities have been organized, several school teachers reported increase in attendance and regularity among students in different classes.

* Member of District Federation registered grievances of school children with senior administrative officers on Tehsil Diwas.

* 153 monthly village level meetings of adolescent girls were attended by 2995 girl children. Monthly meetings provide social space to girl children to discuss their personal and common problems faced within family, communities and in schools. It also enables them to develop leadership qualities, exchange new ideas and grow as pressure groups.

* Formation and orientation of School Management Committee (SMC) have bridged the gap between school and communities. Children attendance has improved significantly in those schools where SMC meets every month and issues are discussed.

Significantly, education of girl children is receiving wider acceptance of communities in project area. Change in attitude of parents for education of girl children is major milestones achieved by SKVS in its long and arduous journey of community development. After about a decade of perseverance by SKVS, many girls from project villages are pursuing higher education and technical courses. Not with SKVS, fate of these young girls would have been no different from their mothers – illiterate and indecisive.

Nutrition, community health and hygiene- The Programme of Aarogya and Nirog

Of all SKVS programmes, nutrition, health and hygiene build the second pivot of human development among communities settled in this area. District Kushinagar presents a classic case of severe malnourishment among children, fragile women health and sordid sense of hygiene among communities. Predisposing conditions for poor

hygiene and malnutrition circumvent and sustain poor health adding to their economic burden and hardships of families. Women and adolescent bear double the burden of hardships and suffer in silence. SKVS takes the side of women and adolescent for obvious reasons of gender in health, hygiene and nutrition. Purpose of Aarogya programme addresses predisposing conditions of poor health, hygiene and nutrition in target groups for achieving status of Nirog for them. Instead of direct intervention with technical inputs of health and nutrition, SKVS chooses to partner existing public institutions of health and nutrition services for reaching out to vulnerable communities. Community based organizations of youth and women work in tandem with service providers to effective penetration of programme in communities.

In a pilot project of feeding milk to children of Mushar community this year, 61 children have been fed milk every day for six months. Project is implemented in Bansgaon panchayat of Dudhai block of Kushinagar district. Beneficiary children in age group of 6 months to 5 years have been provided milk supplied by Amul India, the largest milk producing company in the country. Families were given orientation on benefits of milk feeding to children for a minimum of 5 years of age. Project has two clear objectives, 1- to address nutritional deficiency in children at early stages of their life and 2- Create awareness among pregnant, lactating mothers and communities on importance of early breast feeding, feeding children and women with nutritional food and 3- Improve efficiency of Aaganwadi and health services in every village community.

Outreach and delivery of government nutrition, health and hygiene services receive huge support of youth groups. 110 meetings of youth groups have been organized in villages which have been participated by 1157 males and 1398 females. Information have been provided on nutrition kit, prevention and remedies available against Covid-19, importance of Covid vaccine and vaccination and ensuring food security during periods of lockdown or restricted movement of people.

Vulnerability of children from contacting seasonal infections is pre-empted through formation of child clubs and dissemination of awareness by child health educators. 10 child clubs' meetings have been organized and attended by 1033 boys and 1040 girls. Child health educators have been given orientation on issues related to community health and hygiene by local Aaganwadi workers and ANM. Children learnt using a face mask and its safe disposal, purpose of social distancing, hand washing and sanitization etc.

Importance of nutrition and intake of nutritious foods has different understanding in different communities and holds different meaning for different age group also. Though pertinent, it is quite difficult to have common or at least similar understanding on the issue. To overcome challenge, SKVS facilitated common understanding in communities that people from previous or older generations were healthy and usually had longer life. Community members, particularly old aged men and women prepared food diversity registers as well recorded low cost and locally grown nutritious vegetables and fruits in villages. Since, many families have started and adopting cultivation of nutritious vegetables and fruit plants in kitchen gardens.

*Sanitation, collection and disposal of solid wastes in villages were planned and implemented after district level workshop on health with government health functionaries, doctors and panchayat leaders.

* Anti polythene campaign initiated in communities by members of youth groups. Ban on single use polythene is expected to keep villages clean and also reduce vector-borne infections.

* Community and PRI members identified quarantine centre in villages and participated in awareness activities initiated by SKVS and block health department.

*Regular interface meetings organized with government health extension workers and Health Cooperative members on seasonal diseases, prevention and precaution of Covid-19, information about referral hospitals and services, use and maintenance of first-aid kits by members of health cooperatives.

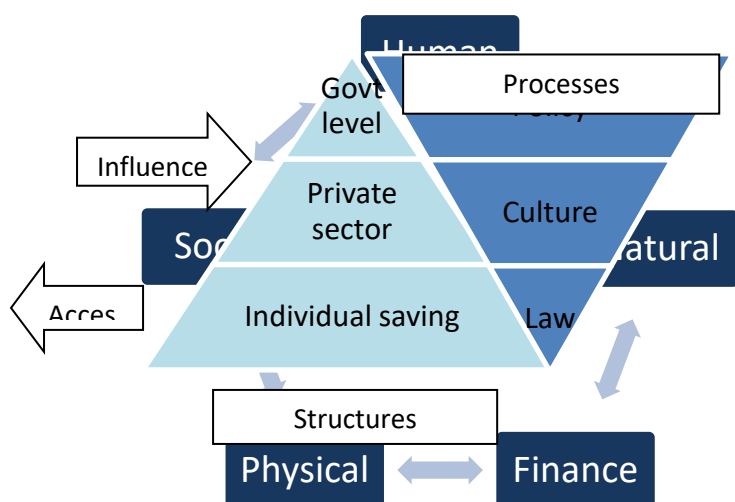
* Health Cooperative members prepared a charter of demands and submitted to government officials on TEHSIL DIWAS. Demands were for waste collection and disposal in villages, construction and maintenance of drainage system, regular fogging and spraying of insecticides in villages and provisioning of piped drinking water supply to households.

- ☒ 784 persons received vaccination for protection against Covid -19
- ☒ 283 children in 3–6-year age group received and using nutritional kits every month
- ☒ 127 pregnant, 97 lactating, 138 children and 40 adolescent girls received vaccination and counselling services of ICDS and ANM along with delivery of supplementary ration.
- ☒ 5 villages sanitized using chlorine bleach, 382 drinking water points treated and fogging initiated in 5 villages.
- ☒ 23 malnourished children have been identified and admitted for nutritional care of ICDS department.
- ☒ households initiated nutrition garden in backyard of house

Livelihood – From sustenance to sustainable income

People strive through their lives to earn income for fulfilling survival and developmental needs. In this journey they learn different skills, acquire new knowledge, meet people, form associations and institutions, purchase land, equipment and get finances - all to accomplish their livelihood needs. Opportunities of earning livelihood might not always be sufficiently available in their vicinities, as such move to other places to fulfil income needs. A huge contingent of migrants from district Kushinagar migrates to different places within country and also abroad in pursuit of livelihoods. On return, they bring back new knowledge, skills and finances to the region. Livelihood programme of SKVS targets non-migrants households who stay back in villages for survival or sustenance. Targeted families usually come from the lowest rugs of social hierarchy and are extremely poor with meagre landholdings or work as agriculture labourer. Through a choice of selected strategies, targeted

individuals/households are supported by SKVS to build five essential assets needed to sustain livelihood in communities



Livelihoods program of SKVS provide direct and indirect support for human, social, physical, natural and financial assets formation and accumulation in communities. Human asset is formed by individuals and groups participating in knowledge/skill training sessions organized by organization, government or networks. Community organizations influence government functionaries and department to access finances, improve physical assets like road access to market etc. and benefits from different development schemes like NREGA to rejuvenate natural assets like ponds and field bunds etc. Outcomes of enhanced income, improved food security and sustainable use of natural assets have been sufficiently achieved during current year despite of Covid challenges. 100

households from project villages received capacity building and material support for construction of vermin compost pits. Organic manure collected from pits is used in nutritional gardens developed in backyard of houses for growing green vegetables. Many households in vicinity are adapting practice of vermin composting in fallow, unused land for growing vegetables for household consumption.

Livelihood activities	Beneficiary	Livelihood assets
Vermi composting	100 households	Natural, physical, human, social and income
Conservation of traditional seeds and millet farming	200 households	Natural, human
Collective contract turmeric farming	40 women	Natural, income, human, social
Plantation of fruit and commercial plants	1337 youths	Natural, Income, social
Tailoring units	529 young girls	Income, human, social, physical
Nutrition garden	746 families on 14-acre land	Human, social, natural, income
Mushroom farming	200 women	Natural, income, human, social, physical
Vegetable farming	100 women	Natural, income, human, social and physical

Likewise, 529 young girls received training in stitching and tailoring. 359 of those have set up small tailoring units in villages and earning income for family. 200 women have been trained in mushroom cultivation and contributing substantial income to family. Vegetable farming, turmeric cultivation, contract farming are some other businesses identified and managed by women group members in villages. Women groups have been linked with banking institutions for credit support as well with social welfare department of government of Utter Pradesh for availing benefits under various schemes of government for empowerment of women.



Network and SKVS

Network of civil society organizations provides most potent mechanism to SKVS for mobilization and initiating civil society actions where women, socially weaker sections and minority communities are discriminated or their rights or entitlements denied. Realizing capacities and potentials of networks and community presence of civil society organizations, government agencies too have played smart to form network of such organization for improving delivery of departmental services and welfare schemes of government. SKVS is empanelled on several government promoted networks with particular reference to maternal and child welfare care and services. It represented on:

- District Health Society
- ICDS monitoring committee
- Asha Mentoring Group
- Advisory Committee of PCPNDT Act

These networks played very important role in dissemination of information and awareness building of communities during pandemic. Vaccination of populations against Covid became successful only because of strong network presence of civil societies in villages. Being on ICDS and ASHA networks, SKVS leverages lots of purchases of nutrition and health services for women and adolescent girls in project villages. In other words, network activities of SKVS are mutually rewarding for all that includes Government, SKVS, Women groups and individual beneficiary. ICDS and health registrations of community members testify the fact.

State and national network activities were not organized this year on account of travel and other restrictions due to pandemic.

Staff Development

Staff capacity building is one amongst the major focuses of organization. SKVS believes a well-informed, knowledgeable and skilled worker can help communities to visualize the change it desires to attain. Training and capacity building of project/organization staff is inherent embodiment of this belief. Based on training need assessment and consultation with staff, capacity building on essential aspects of Result Based Management and Legal Financial Literacy were decided.

18 project staffs were given two-day residential training on Result Based Management at Gorakhpur. Training sessions were facilitated by an external consultant. Training sessions were interactive and of participatory nature. Participants worked in small groups of 4-5 persons to develop clarity on different topics discussed in training.

Similarly, four-phased training on Legal Financial Literacy was organized by CII foundation for 14 members of SKVS team.