

WORD: Women's Organisation for Rural Development

Koraput District, Odisha, India



ANNUALREPORT – 2019-2020



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ABOUT US:

WORD (Women's Organisation for Rural Development) is women initiated and managed organisation working in Koraput District of Odisha since 1991. WORD visualizes itself as a People's Initiative striving towards Justice, Peace, Equality and Fraternity.

The guiding principle of WORD is community empowerment by the people for their own development with gender as the transversal through all its process and projects.

WORD is a registered organization under Societies Registration Act in Koraput, FCRA and Income Tax 12 A and satisfies all the legal provisions of running a society.

WORD has good rapport with the community, other civil societies and government institutions and converge and synergize for the overall development of the communities in Koraput District.

VISION OF WORD:

TO STRIVE FOR A JUST AND EQUITABLE SOCIETY

WORD visualizes a Just and self-reliant society where all the members enjoy equal opportunities, rights, justice and participate for democratic decision making to resolve the issues of the society. A society in which the people can live with dignity challenging discrimination and exploitation and exercise their rights for the development of self and the society at large.

MISSION STATEMENT:

OUR MISSION IS TO EMPOWER TRIBAL AND DALIT PEOPLE TO ASSERT THEIR RIGHTS AND FULFILL THEIR RESPONSIBILITIES

by

enabling all vulnerable sections of the society, service providers, stakeholders and policy makers to recognize and respond to the needs of the women, children, farmers, adolescent and youth to ensure better standard of living

Target Area:

AREA OF OPERATION: ORISSA – KORAPUT DISTRICT- LAXMIPUR, NARAYANPATNA, SEMILIGUDA AND KORAPUT BLOCKS




Target group:



The target groups are the rural and marginalized tribal and dalits of which the most vulnerable being the women, children and marginal farmers. At present WORD is covering about 200 villages consisting of around 30,000 families.

Strategic Objectives: 2015-2020

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1. To promote and empower Community Based Organisations
 2. To initiate measures for Food and Water Security
 3. To create sustainable social enterprise model for women / farmers and youth
 4. To ensure quality education to children
 5. To advocate and lobby for recognition of women, children, farmers and tribal rights

Approach:



WORD believes in Multi Disciplinary Approach by being a catalyst in the process

Thrust Areas:



ANNUAL REPORT – 2019 – 2020

Introduction:

WORD has been striving itself to address the vulnerability of the communities it is working with and this year was not an exception as well. WORD along with the administration, different stakeholders, institutions and community was reaching out to bring about changes in their lives and livelihood through community development approaches within the parameters of development agenda.

MAJOR PROJECTS UNDERTAKEN IN 2019-20:

- **“Child Rights and Child Protection” – CHILDLINE 1098** for addressing issues of vulnerable children in the areas of child survival, child education, child protection and child growth and development. Supported by CHILDLINE INDIA FOUNDATION, Ministry of Women and Child Development, New Delhi
- **Victim to a Survivor – Bijayini – Supporting 200 women subjected to domestic violence – Supported by OXFAM, India.**
- **A Voice for the Disabled and their Carers” – supporting 500 People with chronic disabilities and their Carers – supported by Rangoonwala Foundation and Carers World Wide, UK**
- **Breaking the Silence – Addressing issues of 250 Mental ill and Epilepsy patients along with their 400 primary and secondary carers – supported by TLLLF through Carers World Wide, UK**
- **Imparting Quality Education – Education to Empowerment-Pillars of learning covering 50 schools and 50 anganwadi centres in Semiliguda Block supported by SAVE THE CHILDREN**
- **“Mainstreaming Children into Education” – ADARSH VIDHYALAYA – catering to 175 children in residential school. Supported by European Third World Association (ETWA)-Germany and NALCO FOUNDATION.**
- **“Initiation of Urban Primary Health Care through UPHC” in Jeypore Municipality Supported by National Urban Health Mission(NUHM), GOI**
- **“Increasing of Institutional Delivery impacting to reduction of IMR and MMR – Maa Gruha” in Laxmipur Block of Koraput district. Supported by NHM, Koraput.**
- **“House Hold Food, Nutritional and Livelihood Security” – Supported by CCFD, France.**
- **“Strengthening of Panchayat systems” – coalition lead partner in six blocks of Koraput District – Supported by CCFD, France**

Apart from these, initiatives like social audits for MGNREGA, Mother and Child health care, regeneration of indigenous crops and tubers, , FRA, Swachta Pakwada, campaigns for water borne diseases, participation in pulse polio, Samartha Sibir, etc., were also taken up.

Major interventions undertaken in this year as follows:

1. CHILD RIGHTS AND CHILD PROTECTION:

WORD with support from Childline India Foundation from Ministry of Women & Children continues the 1098-Childline project for the fifth consecutive year in four Blocks namely Narayanpatna, Dasmanthpur and Bandugoan of Koraput District. With the active collaboration with the District Administration, CWC and DCPO, many issues related to Child Rights & Protection could be sorted out.

Children and adults are encouraged to call 1098 in case of any emergencies and issues related to children and these are addressed immediately by a team of four childline staff headed by the Team leader.

Ms. Aladin Mandinga(name changed) aged 16 years from Dasmanthpur Block thanks WORD for addressing her life threatening case under sexual abuse...

While Aladin was alone while her parents go to work as labour, the boy sexually abused her and threatened her of life if she informed her family or police. After frequent harassment, she took up courage and informed her family and community but the boy did not heed to their advice. Finally, Childline intervened with the support of police and found the girl pregnant. She was rescued and produced before CWC and the girl requested for security. She was advised to be in Ujjala home until delivery and the boy was jailed.

Major achievements during this year were:

- 150 cases were addressed this year which consists of 37 cases of child marriage, 82 cases of child labour, two cases of sexual abuse, 44 cases of shelter for orphans, 10 medical case, five cases of sponsorship, five cases of missing children, five cases of restoration of children, along with other interventions like counselling and emotional support for parents and children
- 132 children who were school drop outs were mainstreamed into different schools and also joined into residential schools.
- Awareness on Childline increased by conducting 265 awareness programmes in the four blocks among children, PRI members, Shop owners, Police, Residential and non Residential schools, SHGs, slums, village communities etc., on Rights of Children and Childline services . Around 4200 people participated totally.
- Increased the visibility of childline by -Display of Childline services through pamphlets, IEC materials, wall painting and banners
- Issues of children at family, school and community level were sold through 12 Open house programmes for children

- Vulnerability analysis done by vulnerability mapping done in four villages to identify the issues related to children and documented
- WORD has a Child Rights and Safe guarding Policy in the organization and is adhered by all the stakeholders, staff and members of the organization



RALLY BY STUDENTS AND CHILDLINE TEAM AGAINST CHILD LABOUR



TYING OF CHILDLINE SE DOSTI BAND WITH IIC, LAXMIPUR

2. **WOMEN'S RIGHTS : "BIJAYINI"- From Victim to a Survivor:**

The Women Support Centres(WSC) functioning in the premises of SP office in Koraput and Rayagada address violence against women and children. Through this centres, women and children subjected to harassment get counselling support and are guided to get free legal support, police protection, shelter, medical and livelihood support. The office is manned by two counsellors in each district who were trained on counselling skills and various Acts and Laws regarding Domestic violence.

Major highlights during this year through this project include:

This is a story highlighting the efforts of WSC ,Koraput in getting justice against Domestic violence!!

of Ms. Sabita Jena(name changed) hailing from Borigumma(place changed) who fell in love some seven years back and married Mr. Baskar Padhi(name changed) against the wishes of her parents. Earlier they were leading a congenial life but after some years, the man started having extra marital relationship with another girl. This created havoc in the family and there was constant fights. He wanted to cut ties with Sabita and took her to Vishkapatnam to a psychiatrist and prove her to be abnormal. Sensing the danger, the girl ran away and came back to her mother's house where she was not accepted. She came to the WSC for support and she was counselled and sent to Ujjala home. With the help of the police department a case was filed and maintenance case was also registered. She was counselled to take up a job and the team of WSC managed to get her a job in a private sector company where she is earning around Rs.8000/- . She has now become financially independent.

The parents were also counselled along with the husband's family and now the family has accepted her and they are now leading a peaceful life!!!

- Totally 221 cases were registered of which 190 were registered cases. Domestic violence case were 152, Kidnapping-1, Elopement – 08, Rape – 03, POSCO- 06, False promises of marriage – 16, senior citizens harassment-04 etc.,
- 136 cases have been reconciled and the couples are now living together
- 5 survivors were forwarded to Shelter home and two to Ujjala home
- 12 women are able to file DIR through Protection officer and 08 survivors got legal support from DLSA
- One time settlement for 18 women for an amount of Rs.47,87,000/- has been initiated and settled this year
- 06 court marriages has been solemnized with support from WSC,Koraput addressing issues of false promise of marriage
- 02 Survivors got victim compensation for a tune of Rs.1,25,000/-
- 12 Survivors were able to get Child custody through free legal advocacy support of WSC, Koraput
- 09 survivors got training in tailoring, beauty culture, art & craft, organic farming etc.,
- 10 Survivors were supported to get employment in various private sector jobs and earning an income ranging from Rs.3500/- to Rs.15000/p.m.
- Rejoining of two POSCO children in school who were rusticated from school was possible through the WSC.

- Apart from supporting to the women, awareness is made in Colleges of Koraput and Rayagada on different women issues. One of the main intervention done this year was to sensitize the college students on the topic of “*Love is always Violence Free*” and highlighting the objectification of women in cinemas and social media. Change agents among students and youth were identified to work on these issues and address violence against women at family, community and societal level



STUDENTS OF BISSUMCUTTACK COLLEGE, RAYAGADA COMING FORWARD AS CHANGE AGENTS AGAINST STEROTYPING WOMEN

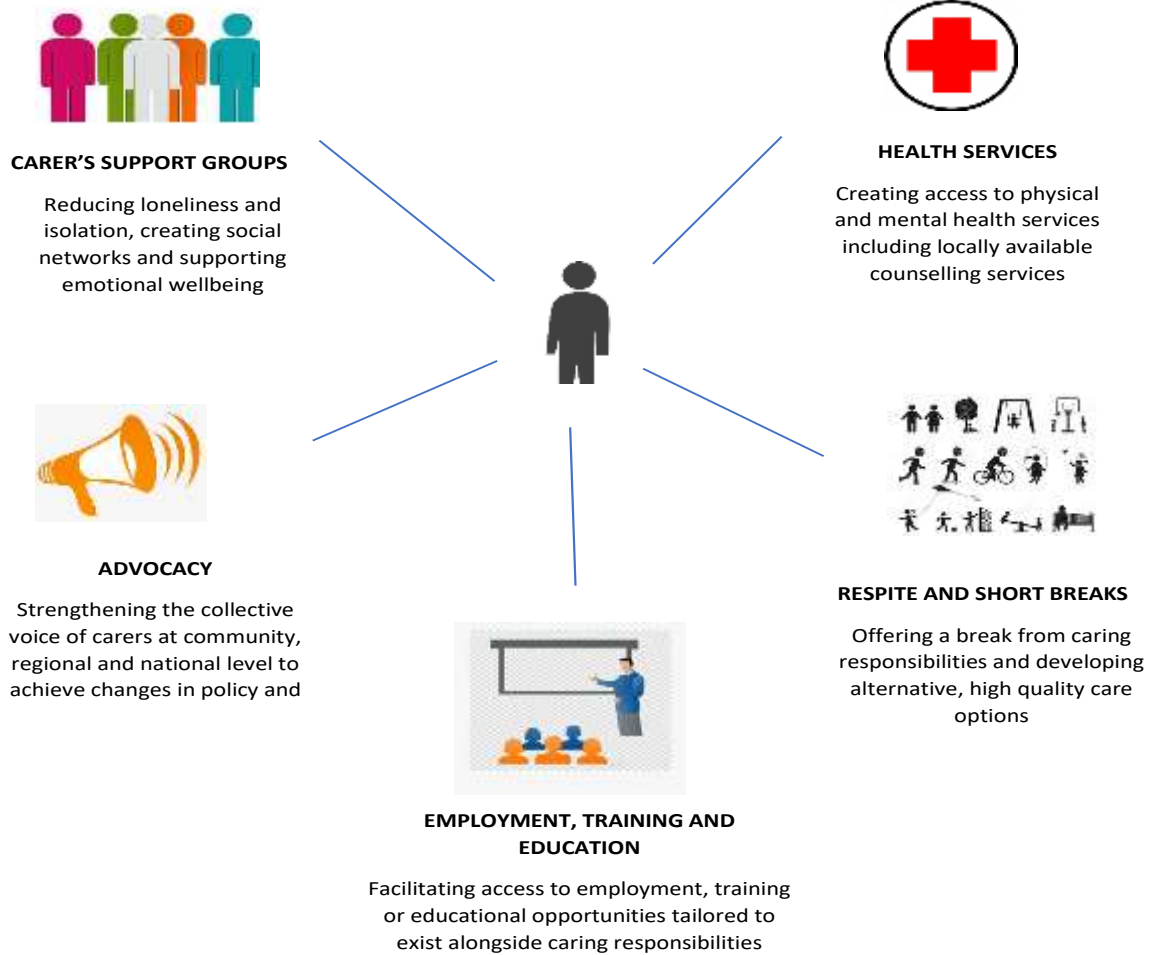


VISIT OF DISTRICT MAGISTRATE & SP, KORAPUT TO WSC, KORAPUT

3. VOICE OF THE DISABLED AND THEIR CARERS:

WORD emphasis on working for the people with Disability especially people affected by Mental Illness, epilepsy and chronic disabled persons. For the first of its kind in Koraput district, WORD emphasis on bringing attention to the Carers of the Chronic disabled people who are the invisible one-man army that keep the family and community going by sacrificing their own lives.

A Carer Model approach was followed in which the five core components as given below were followed:



Major highlights of this project in this year include:

- 63 Nos. of certificates of PWD were mobilized and by the end of this year around 387 people got their certificates in total out of 400 eligible people in the target villages.
- 387 people got pension and bus pass as well.
- 22 Nos. of CWDs study in different Government and private school after rejoining them in their respective schools
- 40 children are getting Banishree scholarship (education stipend for CWDs)
- 41 Nos. of carers attended awareness counselling camp at Block level and registered their name for the DDUGKY scheme for different vocational training.
- 194 Nos. of MI and epilepsy patients getting free treatment and continuing their medicines. This year the medicines were made available at the Block instead of going to district hospital for treatment thereby saving their time and money.
- Around 126 people are becoming more stable from MI and epilepsy due to continuous intake of medicines
- Nine numbers of children were identified and treatment done and surgery taken up under RBSK scheme
- Mentally ill and CWDs participated in para sports meet at District and awarded prizes
- 15 Nos. of children got special therapy services at Duruguda EKTA campus and their conditions has greatly improved.
- 21 Nos. of PWDs applied for DRI loan and 15 members got their loan sanctioned
- 15 Nos. of Groups for PWD and 30 groups of Carers including 13 cluster groups and one Block level federation of carers were constituted and strengthened.
- 88 people were supported with Aids & Appliances this year
- 350 people were covered under health insurance
- 140 carers were given training on various livelihood skills like mushroom, poultry, hill brooms, vegetable cultivation, leaf plate making, tailoring etc., and 97 carers were supported with revolving fund to pursue their livelihood.
- Linkages with different departments like Millet mission, Agriculture and horticulture department, OLM, ORMASS etc., and carers could get input support as well as loan support to improve their livelihood.
- Carers were able to represent their issues, their achievements etc., in District and State level forums in Bangalore and Bhubaneswar.

From Wandering in Street to supporting the family .. A Case study of Rama Khosla..

Ms. Nayani Khosla of Ponchada panchayat is a carer for past 10 years of Rama Khosla who is Mentally ill from young age.. Due to continuous caring responsibility she became very sick herself and was identified during the baseline survey by WORD team as a carer. She was counselled to take care of herself along with taking care of Rama. She joined the carers group in Ambaliambaguda and from then she got new hope of mutual support from the carer members. She could share her fears and aspirations in the meetings and very soon she became the leader of the carer group.

With the support from WORD staff, she could get the disability certificate, pension, housing under PMAY and Toilet facility for Rama Khosla. Nayani also felt the need for supporting the family with some income as they were very poor and she took up the training of mushroom cultivation and poultry farming. With the support from her carer groups taking care of Rama Khosla, she could mobilise medicines for her as well. She started cultivating mushroom and she is earning an income of Rs.3000/- apart from taking care of Rama. Her leadership skills were visible and she became confident to help other vulnerable carers like herself. She was selected as one of the members of the Block level federation and also the District level Association of Carers. She is now very happy that with the support of WORD and the carer group she could work for similar people like herself!!



MENTALLY RETARDED CHILDREN PARTICIPATED AND AWARDED PRIZES DURING PARA SPORTS MEET

4. EDUCATION TO EMPOWERMENT – PROMOTING QUALITY EDUCATION:

Quality education is the need of the hour especially among the remote schools and anganwadis in the District. In order to address the issue, WORD is implementing a pilot project targeting 50 schools and 50 anganwadis in Semiliguda Block of Koraput district.

The major objective of the project is to improve learning outcomes in children by focusing on Early childhood education and care and on primary education.

Major interventions include:

- Providing On site and off site support to children in schools and AWCs
- Developing physical and education environment in schools and AWCs
- Strengthening of different committees like Matru committee, Janch Committee, School Management Committee, Parent-Teachers committee, School cabinet, etc., to increase ownership of community/children over school and AWCs.
- Improving the adopting innovative and interactive class room sessions
- Initiation of Pedagogical forum at District level and convergence at State level
- Distribution of TLM, sport materials, story books and child friendly utilities in schools and anganwadis

Major achievements include:

- With the support of Academic coordinators of WORD, 28 school drop out/irregular children could be mainstreamed back to school in the target villages. Around 108 children were smoothly migrated from AWCs to school for new joining.
- 26 Nos. of School Management Committee prepared the School Development Plan and submitted in the Gramsabha and the SMCs strengthened to monitor the school functioning
- Infrastructure for four schools, 3 Anganwadis and beautification work in ten schools and seven anganwadis could be made possible to give a learning environment for the children. Similarly school campus and school environment were also cleaned and made children friendly with the support of the women in the communities
- ECCE day was regularized in Anganwadis and the Matru committee and janch committee took responsibility in monitoring the anganwadis
- 36 schools of the target villages got Garima Bronze award, 21 got Silver award and the process continued for Gold award.
- Block level Teachers forum was initiated and incorporated into the State level pedagogical forum
- Creativity of children appreciated, identified and awarded at different forums/days
- 900 Reading buddies were strengthened and peer learning was encouraged

- School library was furnished with books, TLM etc., and children were encouraged to read.

In short, the whole process geared towards quality education for the children in the selected schools and Anganwadis in Semiliguda Block.

Case study on rejoining of Karuna, a school drop out who dreamt to study!!!

Karuna: I am very happy that I can come to school and study with my friends

Teacher: Thanks to WORD for counselling the girl to re join school. She is a bright student and her future would have spoiled without right intervention.

Karuna Lengadia lives with her parents in Sundiput village. Both her elder sisters were married at very early age. She was studying in Std V in Mandarguda village in 2018-19. She passed in March 2019 from Std V to Std. VI. The parents felt that education is not necessary for the girl child and after she has completed Std V they stopped her from joining into the school. She stayed at home and did the household chores and taking care of cattle and other agriculture works. She would also be married soon. Knowing the situation, the teachers namely Ms. Amita Panigrahi and Ms. Usha Bidika visited her home and tried to counsel the family members but they will not listen. The teachers informed Ms. Mrunmoyee Sahu the Academic coordinator of WORD. She made regular house visits and informed the parents on the issues of child labour and how they would be booked if they would make the girl child to work. She

also discussed on the issues of child marriage and the consequences related to this for the child and also for the family. She also discussed the benefits the girl would get from the government if she is reading in the school.

After repeated counselling the parents agreed to send the child and she was joined in Dudari Nodal school.

Now she is attending school regularly.



Karuna Lengadia happy to study!!!

b. Adarsh Vidyalaya:

The model school of WORD, Adarsh Vidyalaya caters to 175 children; 85 boys and 90 girls studying from Pre Primary to Std VI. The school is different from its nearby school by teaching both English and Oriya and also Hindi along with the regular subjects. The school reaches to the tribal and dalit children from the most vulnerable community. This is a residential school and children are given wholistic education apart from academics they are involved in sports, life skills and yoga.

Regular health check up, participation in panchayat, block, and district sports and cultural events give scope for the children to show case their talents and build self confidence

among the children. In this school four Children with Disabilities also get their education and also covered under the Banishree pension.



5. **HEALTH & WELLNESS:**

a. Health Care through Urban Primary Health Centre – Jeypore – LR:

With the support of National Health Mission, WORD is implementing the Health and Wellness Centre, at UPHC, Jeypore-LR., Koraput District for the past three years.

The HWC is catering to the health needs of around 50000 population in the slums and semi urban areas of Jeypore. It is manned by a Medical Officer(i/c), Pharmacist, Lab technician, two Staff nurse , one office personnel and two Support staff. The centre also provides specialist services like O& G, ENT, dental and physiotherapy. Yoga classes are also conducted in the HWC to promote wellness.

Apart from this, other interventions like community awareness, UHND, immunization, PMSMA, RKS, MAS, WKS, sector meetings etc., are also conducted for smooth implementation of the project.

Some of the achievements during this year are:

- Around 26000 out patients were treated during the year for various ailments
- Around 2600 patients received specialist services on O&G, dental, ENT, physiotherapy etc.,
- Around 9000 pathology tests were conducted for the outpatients
- 4600 women and children covered under UHND, immunization, specialist services etc.,

- 10 Mahila Arokiya Samitis(MAS) strengthened and facilitated to take up different interventions like breast feeding week, Swaccha pakhwada, slum cleanliness, observation of important health days etc.,
- Conducting of regular RKS meeting ; both the General body and the Executive committee to monitor the health centre
- Awareness creation on health to around 30000 community members during various awareness generation activities.
- Referral of complicated cases to district health administration.
- Support to District health administration on COVID-19 pandemic



Immunisation Session by Staff Nurse of UPHC

b. Addressing MMR & IMR through increased institutional delivery – Maa Gruha

With the support from the District health administration, Maa Gruha is functioning in Laxmipur Block of Koraput district for the past four years. This is manned by one Lady Health worker and three Lady Health assistants with two support staff who are catering to the reproductive health needs of the women nearing the EDD.



Counselling to Pregnant women in Maa Gruha

Accordingly this year Maa Gruha-Laxmipur was able to support the pregnant women as follows:

- During this year 271 pregnant women availed the facilities of the Maa Gruha, Laxmipur
- Out of 271, 265 women underwent institutional delivery during this year and the rest were referred to higher health institutions.
- Around 248 women come from geographically high risk areas which have no proper communication facilities
- 54 women were clinically high risk who could be saved from complications during pregnancy.
- All the inmates were given thorough orientation on PNC, breast feeding, health and hygiene of self and child and nutritional food practices.
- Apart from this, 2106 persons in the community who were eligible couples were given orientation on early registration of pregnancy, use of folic acid, vaccinations, self care during pregnancy, family planning, issues of child marriage, awareness on facility of Maa gruha etc.,

6. RIGHT TO FOOD AND LIVELIHOOD SECURITY:

a. Food and Nutrition Security:

WORD focus on food and nutritional security through climate resilience agriculture practices by capacitating on improvised method of cultivation like SRI, SMI, mixed cropping, crop rotation, zero tilling, land development, soil conservation measures etc., Steps are taken to promote farmers to take up organic farming for sustaining their land and water.

Focus was also given on adapting the indigenous knowledge of the tribals by conservation and regeneration of the indigenous seeds adaptable to drought and flood to mitigate against the impacts of climate change.

Apart from this farmers were mobilized to approach the Government for the various agriculture/horticulture programmes, social security programmes, MGNREGA, flag ship programmes etc., to support them economically.

Reduction of climate related risk was done through insurance of crops, livestock and people as part of disaster mitigation measures.

Some Remarkable achievements due to this intervention is shared below:

- This year 180 farmers from 16 villages have done SRI/line paddy cultivation in 98 acres of land.
- 54 farmers of operational areas followed SMI method this year on 52 acres of land.
- 134 farmers of operational villages are practicing mixed cropping in 6 acres and the crops they are cultivating in mixed farming are beans, pumpkins, reddish, chilly, brinjal, tomato, lady's finger, etc. this year.
- 112 farmers are practicing organic farming on 13 acres of land in the operational villages and earned an income of Rs.2,19,050 after consumption so far.
- 86 farmers have harvested 6200 quintals of onion, 400 quintals of potato and 150kgs of tomato and used for consumption and sales
- 30 farmers in the area took up turmeric production and earned more than Rs.2,00,000/-

- From nutritional gardens pine apples, banana, papaya, drumstick etc., were consumed and the balance sold for nearly Rs.90,000/-
- Identified 12 types of indigenous seed in the project area and sensitized the farmers for regeneration.
- Harvested 4 types of indigenous seeds by seed mothers and used for regeneration
- 25 women were counselled to take up indigenous seeds conversation and regeneration
- 185 farmers followed indigenous paddy cultivation in 21 acres of land.
- More than Rs.80,000 worth vegetables and millets produced from bio diversity unit this year and given to the school.
- Rs.1,86,24,000/- worth infrastructure and assets and schemes mobilized from Government departments into the three Panchayats.
- Rs.72,56,000/- worth of MGNREGA schemes mobilized into the villages of the three GPS.
- 1450 people got Kissan Card, 86 covered under Crop insurance and 236 covered under livestock insurance in the area.
- 10 Farmers groups and one farmer council formed in the region to advocate on the issues of the farmers and for mutual learning and sharing



Harvest of Millets & Pulses!!!

b. Livelihood Security:

WORD always focus on the livelihood security of the people and this year focused on the SHGs to improve their livelihood. So far WORD has promoted more than 500 SHGs an they are all working independently. Now WORD is supporting around 36 new SHGs by counselling and financial linkages. This year SHG women were trained on different livelihood skills like mushroom, poultry, hills broom, jackfruit chips making, food processing, bee keeping, leaf plate making etc., SHGs were linked with different financial institutions to a tune of Rs. 28,00,000(approx.) and they took up chosen livelihood and made an income of more than 75,00,000(approx).

Major livelihood taken up are agriculture and allied on farm and off farm activities, non farm activities like village shops, selling in village haats, retail marketing etc., Through these intervention livelihood securities of

nearly 1750 households could be ascertained this year.



Training on Mushroom production & marketing

7. STRENGTHENING OF PANCHAYAT SYSTEMS:

Government is the largest machinery to address the issues of the community and Panchayat plays an active role in addressing the needs of the community. In order to strengthen the panchayat systems, WORD being lead partner along with five other NGOs works in six blocks of the district namely Laxmipur, Dasmanthpur, Semiliguda, Nandapur, Koraput and Pottangi to strengthen the panchayats. One model panchayat was initiated in each block. During this year Block federation was strengthened in all the six blocks and one district level federation was initiated. During the various Gram sabha people participated in large numbers and village plans were incorporated into Block plan and further incorporated into district plans. Good participation of women in the palli Sabha and Gram sabha was also ensured. The team also participated in the nodal meetings at Gram panchayat level and Block elvel and mobilized various facilities to the villages. An external evaluation of this project has also been completed successfully and the impact of the project was measured.

Some of the highlights include:

- A cadre of 69 committed dalit and Adivasi PRI members created, strengthened and involved in promotion of Adivasi and Dalit community.

- 01- Model Panchayat has been created in each of the six blocks under the project.
- Through regular FRA interface workshops and Memorandum shared at least 3 times to the local MLA, BDO, WEO, Sub collector on issues faced by the community on land and livelihood in relation to PESA and FRA.
- Mock/Demo Pallisabha have been organised for effective functioning of Gramsabha & Pallisabha on the issue of access to and forest resources in the village and advocacy done for rights of dalit and Adivasis in the Panchayat with decision making authority of the Gramsabha.
- There has been a 40 % increase in employment opportunities, access to social security measures in the intervention blocks of Koraput.
- There has been a substantial 50 % increase in employment opportunities in MGNREGA and pension schemes to the most vulnerable community in the intervention blocks of Koraput
- Convergence with forest departments and other agencies for orientation of gram panchayat to provide trade-related information to people and help in marketing arrangement, collection procedure etc.
- The Village cadres and block federation members are now vibrant enough to address their issues and take the action forward with good rapport with the Block and District administration.



Gram Sabha in Progress!!

2019-10-2 11:53

8. *CAPACITY BUILDING OF THE TEAM:*

Updating staff and improving their efficiency in discharging their assignments need continuous training and orientation to the team and WORD has been taking up different activities to develop the capacity of the staff both at organizational skills and on technical aspects.

Some of the trainings worth mentioning are:

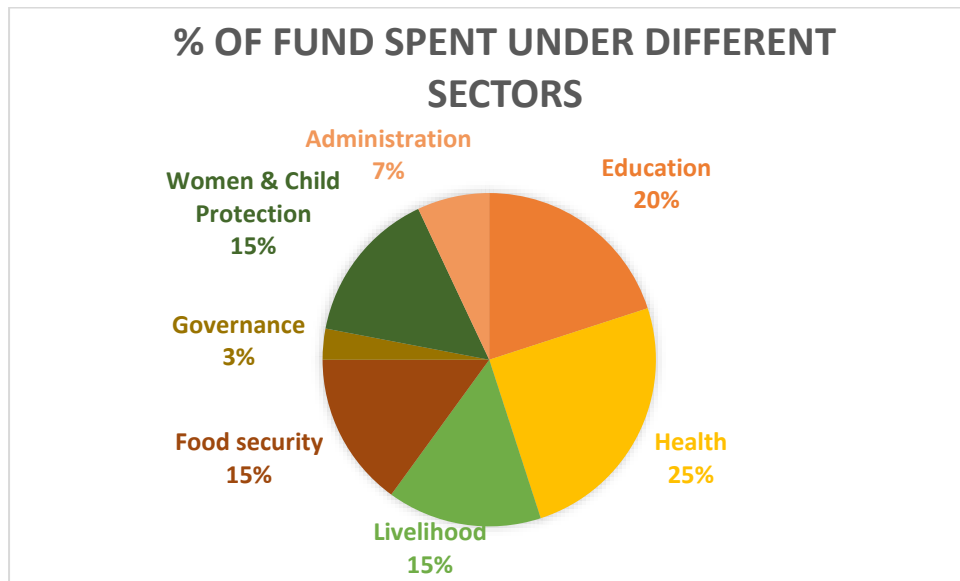
- Training on mental health and identification and counselling of mental health patients and their carers through NIMHANS, Bangalore
- Organisation Development exercise and Reflection of work by the team members contribution to organization development and community development
- Trained on Result Based management matrix and management of projects
- Group dynamics and management
- Trained on Geo mapping and land use plan
- Training on various laws and legal provisions on children and women
- Trained on climate resilience technology in agriculture and organic farming
- Skills development training on food processing, mushroom cultivation, bee keeping along with the beneficiaries
- Training on formation of Producer Company
- Training on Early Literacy and Mathematics
- Technical trainings on immunization, lab testing, identification of diseases etc., given to the technical staff by NHM
- PFMS training on management of Accounts
- Financial management training to Accounts staff
- Counselling skills training to counsellors

The staff were able to use their knowledge in their field work and bring about efficient results in their interventions.



Staff Motivation Training!!!

FINANCIAL STATEMENT: Enclosed



CONCLUSION:

With the earnest effort of the team, the stakeholders and the communities we are working with, we could bring about remarkable impacts in the lives of some of the most vulnerable people in our target villages. At this juncture we owe our heart felt thanks and gratitude to all of them who have stood by our side physically, morally and financially to make this possible. We look forward with renewed spirit to reach many more unreached vulnerable communities in the coming year to assert their rights!!!

Dr. Racheal Raykumari
Executive Secretary.