

ANNUAL REPORT

2013-2014



Centre for Youth and Social Development

ENABLE | EMPOWER | INCLUDE

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VISION

An equitable society where women and men can freely realize their full potential, fulfill their rights and responsibilities and lead their life with dignity and self-respect

MISSION

To enable marginalized women, men and children to improve their quality of life. CYSD uses issue based research to influence policies from a pro-poor and right based perspective. It also works to ensure transparent, gender sensitive, accountable and democratic governance by building the capacities of people and organizations through participatory planning.

CORE VALUE

Transparency
Accountability
Integrity
Gender Equity
Social Justice
Participatory Approach

Centre for Youth and Social Development

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PREFACE

We take great pleasure in presenting the Annual Report 2013-2014 of CYSD to our esteemed readers and supporters who have given us valuable insights and extended their cooperation in all our endeavours, to fulfill the vision and mission and achieve the goals that we have strived together to accomplish.

The report highlights the activities undertaken during the current fiscal year. The primary areas of focus are Participatory Governance, Sustainable Livelihood, Education, Health and Disaster Response.

CYSD has been working for over two decades in the area of education. For ensuring that every child gets access to education, teachers' training programmes with special emphasis on Continuous and Comprehensive Evaluation (CCE) and Right to Education (RTE) have been organized including programmes for children such as Creative Workshops, Science Exhibitions, Inter school Sports, orientation on RTE and Child Rights to empower them.

Maternal Health programs at the Panchayat Level were organized to demand affordable healthcare for adolescent girls and women in meeting their needs, using Community Ranking Process to evaluate quality of services and amenities provided, 'Cluster level training for Adolescent Girls' to sensitize them on the adverse effect of early marriage/pregnancy and to continue their school education were the focus of the trainings. Village level Maternal Health Atlas was prepared as an innovative tool to monitor and improve maternal health in rural communities.

Model WADI was adopted for the sustainable use and management of natural resources. Emphasis was given on securing land rights of women. In CYSD's Rural Livelihoods Training Centre (RLTC), extension workers, volunteers, farmers and NGO representatives were trained on both farm and non-farm practices which they replicated in their respective villages are also highlighted in the report.

Disaster Response and Mitigation Unit (DRMU) was formed under the aegis of CYSD. After the 1999 Super Cyclone, thus mandating for organizing immediate disaster response activities when a natural disaster is struck in the state. Phailin wreaked havoc and caused devastation in many parts of Odisha in 2013, DRMU played a vital role in kick-starting activities in Ganjam and Mayurbhanj districts with the support of local NGOs. Non-food item (NFI) Kits were supplied to people who had lost everything. Sanitation drives were taken up and health camps were held. Livelihood restoration such as agriculture and housing repairs/renovation projects were undertaken to help and support people to rebuild themselves within a year aftermath of Phailin.

CYSD undertook policy research in relevant areas for advocacy and creating demand for change. We work for bringing positive changes in the existing scenario so that people and communities live and work for an aspirational and just society.

We extend our heartfelt appreciation to the people, especially, the rural/tribal community members who have been a part of CYSD's journey. We thank our CBO and NGO partners who worked hard in hand with us. We are grateful to our well wishers and supporters without whose assistance it would not have been possible to accomplish a diversified social development agenda in the State.



P K Sahoo
Chairman



Jagadananda
Member Secretary



Centre for Youth and Social Development

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CYSD has been working to improve the quality of lives of tribal and rural poor in Odisha. The centre has primary focus on eradicating extreme poverty and hunger, ensuring social justice and inclusion, participatory governance and citizens' rights. Helping communities identify and initiate development measures; providing training and capacity-building support to their organizations and individuals; and carrying out research and advocacy on rural poverty, exclusion, public finance on social sector allocation and social integration especially the tribals constitute the major initiatives of the centre. Sustainable Rural Livelihoods, Education, Participatory Governance and Budget Accountability, Disaster Response and Mitigation, Health, Gender Equity; Child Rights and Protection, and Water and Sanitation are its major areas of work. CYSD works at both the grassroots level - directly with communities - and through NGO partners, which makes its development model unique.

The centre also actively contributes to policy research, advocacy and networking initiatives at the national and global levels.

Participatory Governance

Participatory governance is the soul of CYSD's work. CYSD believes in greater citizen participation in democratic processes and social development. Responsive and responsible governance can be brought in by informed citizenry dialogue and evidence based advocacy.

The initiatives undertaken during the year as follows:

People's Participation in PDS Monitoring

This study intends to assess the nature and composition of statutory bodies and their effectiveness in reflecting people's participation in Public Distribution System (PDS) monitoring.

Public Expenditure on Maternal Health in Odisha: An incidence of health benefit analysis

This study addresses the operational level challenges in accessing maternal health care services which includes:

- MAMATA
- Janani Surakshya Yojana
- Janani Sishu Surakshya Karyakrama

State Budget Analysis

This study reflects state level budget allocation and utilization along with the policy commitments in key development sectors like Health, Education, Agriculture, Women & Child Development and Scheduled Caste & Scheduled Tribe Development Departments.

Budget Response 2013-14

The CYSD Budget and Accountability Centre analyzed the overall fiscal scenario, social sector policy declarations and departmental allocation and spending priority in the state. The analysis highlights state's fiscal position in relation to the FRBM Act, 13th FC recommendations, revenue generation effort of the state and the allocation and spending pattern of the departments like health, education, agriculture, women and child development with a special focus on ECCD and Scheduled Caste & Scheduled Tribe Development Department.

The state and district level budget analysis is done by an exclusive centre in CYSD called Odisha Budget and Accountability Centre (OBAC).

State Level Citizens' Charter of Demands

OBAC has collectively analyzed the Manifestos of different Political formations in Odisha with a tracking of the fulfilled promises and unkept commitments in eight thematic areas like Education, Health, Scheduled Caste and Scheduled Tribe, Women, ECCD, Agriculture and Disaster Management.

District Level Citizens Charter of Demands

The District Budget Watch Groups (DBWGs) with the support of OBAC strengthened the budget work in their respective districts. Based on the demands articulated by DBWG, a citizens' charter of demands in six districts - Koraput, Sundergarh, Keonjhar, Kalahandi, Nuapara and Bolangir was prepared reflecting the ground needs and priorities of the vulnerable population.

Gender Budgeting

It is designed to assess and examine the state budget through a gender lens. It analyzed components specific to women in each department of the State.

State level analysis of ECCD budget in Odisha

A Macro level study was conducted to observe State's allocation and spending under different services and programmes on ECCD. It highlighted the issues related to 0-6 years of children in Odisha vis-à-vis public spending for the same.

State level analysis of ECCD budget in Odisha

A Macro level study was conducted to observe State's allocation and spending under different schemes and programmes on ECCD.

Knowledge Enhancement Programmes on Budget and its Processes

Training programmes were organised by OBAC to demystify and intensify knowledge on budget documents and processes among the CSOs, students, researchers, academics and rights based organisations at the state as well as in the district level.

Community Based Monitoring (CBM): A step to ensure community entitlement

CBM is a form of public supervision to ensure increased accountability and quality service delivery by the Govt. To monitor maternal health and nutrition services at facility and community level, CYSD administered 12 CBM tools in Kandhamal and Sundergarh districts. The systematic triangulation of the findings of CBM tools was done in quarterly and half yearly basis to aid the action and reflection process in the community. It was done by revisiting village health atlases and facilitating the development of village health plans and its integration at Panchayat level.

Entitlement monitoring on PDS

CYSD initiated household level entitlement monitoring through community actions on PDS in 31 villages of two tribal districts of Koraput and Kandhamal. It was followed by entitlement monitoring at GP/Block, District and State level on a monthly, quarterly and half yearly basis respectively. The village food security committees were involved in the monitoring process based on a well designed reporting format and, in preparing a monthly report for community reflection and action.

State Level Advocacy Initiative

A consultation on "Gender Budgeting in Odisha" (GBO) was organized for exploring possibilities to introduce gender budget statement as well as integrating gender budgeting in the State budget process.

Catalyzing the change: Public Hearing on maternal health services

CYSD organised a Public Hearing on dtd. 14th March 2014 on improving maternal health care services involves DWCD and district health administration in the district headquarter of Kandhamal. In the meeting the CDMO & ADMO from Health department and DSW from DWCD and stakeholders like frontline workers, GKS members and community representatives participated.

In the public hearing Kumari Nalani Behara, a adolescent girl from Jhadabalaskumpa village of Khajuripada block said that the supply of iron tablets is not regular in the centre and the THR and hot food distributed is not adhering to the guidelines. On that note, the DSW instructed the CDPO to hold an enquiry on this and provide a detailed report. CDPO issued a memo to Anganwadi workers with a show cause notice. On constant follow up by DSW, the CDPO visited the village for invigilation and conducted a community meeting with the members of Janch Committee (formed by DWCD), Matri mandal & Adolescent girls and facilitated discussion with them in presence of Anganwadi workers. The CDPO also called the animator personally for participation. The meeting reflected the poor functioning of centre. The anganwadi worker was asked to make necessary corrections and the Janch Committee members were requested to monitor the functioning of the centre closely. He instructed the Animator to submit a report on the status of adolescent girls in availing entitlements in other project implementation villages of CYSD and submit a report to him. The animator submitted a detailed report on the status of adolescent girls in availing entitlements to the CDPO and now all the centres in project implementation villages Khajuripada block have displayed a list of adolescent girls in their centres.

Community Level Advocacy Initiative

- 6 Community Reflection Programmes were organised on the findings of field tracking studies (health expenditure and ICDS tracking).
- Submission of memorandums, organising reflection and interface programmes were conducted in

Village level Maternal Health Atlas was administered in 70 villages of Kandhamal and Sundergarh. Total 12 CBM tools were introduced to ensure maternal health services in community level. In PDS, household level entitlement monitoring tools were initiated in 31 villages.

districts of Koraput and Kandhamal. To carry on community advocacy processes from the village to the state level, institutions have been formed including members like PDS card holders, PRI members, members from CBOs/CSOs, academics, media etc.

- A consultation on “Budget for TSP and SCSP in districts of Odisha” was organised to ensure larger civil society engagement in bringing SCSP and TSP legislation in State.

Village Level Maternal Health Atlas

CYSD ventured into an interesting experiment on developing “Village level Maternal Health Atlas” in 70 villages of Sundergarh and Kandhamal districts by using Participatory Rural Appraisal (PRA) tools and processes. With an objective to improve maternal health through social determinant approach.

The Atlas's primary aim was to:

- Understand the geographical and social fabric of a village and a community as a whole.
- Identify the most excluded and thus the most vulnerable households in terms of maternal health.
- Sensitize the village women and their counterparts through a collective process of reflection.
- The process of developing the Health and Food Atlas involves a series of activities such as-

- a- Village Transect Walk
- b- Drawing of Village Social Maps
- c- Well-being ranking of households
- d- Focus Group Discussion (FGD)
- e- Relation Diagram Analysis
- f- Family Map development.

Education

CYSD's past journey was in strengthening education, had been to make education accessible and ensure quality education to all children at pre-school, elementary and

secondary levels. The essence of this programme is to accomplish community driven planning, implementation and monitoring of local educational institutions like AWCs,



On submission of memorandums on policy gaps by food security committee members, the district collectors of Koraput and Kandhamal have passed orders to BDOs of different blocks to ensure formation of GP level advisory committees by end of June 2014.

elementary and secondary schools to ensure quality learning by the children.

A number of Education Watch Groups are set up to take this initiative forward. They provide much needed support to Matru Mandal Committees, Janch Committee, SMCs, SMDCs, AWWs, AWHs, teachers and supervisors to discharge their duties effectively. The observation report of each Education Watch Group reflects the expectation of community at AWCs and Schools.

Panchayati Raj Institutions (PRIs) also play a significant role in improving the quality of education at the learning centres.

- Two rounds teacher training programmes were organised for:
 - 47 selected teachers
 - CRCCs and BRCCs with special focus on: Continuous and Comprehensive Evaluation(CCE) Right to Education(RTE)
- 27 selected teachers from Saharapada and Thakurmunda blocks of Keonjhar and Mayurbhanj district respectively were exposed to the basics of computer and acquired knowledge on use of MS Word, MS Excel, MS Power Point and Internet.
- In order to equip and enable the running of special learning Centres, 36 girls were nominated as teachers and were taken on 5-day training in each quarter this year. They were trained in
 - Curriculum transaction
 - TLM preparation
 - Multi grade-multi level class management
 - Centre management
 - Community Mobilization Process and CCE
- 21 orientation programmes were organized for the group members of School Cabinets (School level Children Peer Groups) on the objective of School Cabinet and role and function of its members in promoting child participation in both scholastic and non-scholastic areas.
- The programme covered:
 - 850 students (491 girls) from 20 elementary schools & 25 secondary schools in the operational areas

- 30 Centre Management Committees were formed
- 437 members (Male-204 and Female-233) were trained to monitor
- 30 special learning centres enrolling 813 out of school girls in Thakurmunda block, Mayurbhanj.

Ensuring children's participation

- Two Block level Children's Melas were organized
 - 1815 school children participated, out of which 998 were girls.
 - 286 block level Science projects were displayed in the block level exhibition.
 - 1000 children (500 girls) from different schools visited the exhibition.
- Two Inter school tournaments were organized for the girls' in collaboration with the District SSA Office, Mayurbhanj & Keonjhar.

As a result of persistent efforts, there is an increase in the level of confidence and skill of the children which enables them to participate in various programs designed for them like – Creative workshops, interface with CBOs & SMCs, Science Exhibition, Inter school Sports, Metric Mela, orientation on RTE and Child Protection. Children are empowered in terms of identifying their issues and also raise their voice to address their problems at different levels with different stakeholders.

A cadre of 20 committed trainers with varied backgrounds has been developed to orient and extend onsite support to the SMDCs. A comprehensive community monitoring tool has also been developed for SMDC members to track the progress of school. The quarterly reflection on the Monitoring tool has also been useful for preparation of School Development Plan.

This process has resulted in bringing quality education in terms of classroom management and pedagogical practices in school. Community meetings are organised with the help of SMC/ SMDC members to mobilise out of school children which has resulted in mainstreaming of out of school children. In addition, SMCs/SMDCs have also taken steps to draw resources from GP and block office through convergence of School Development Plan.

25 Education Watch Groups (EWGs), 80 School Management Committees (SMCs), 25 School Management and Development Committees (SMDCs), 199 Matru Manadals and 189 Janch committees were formed on education.

Health

Maternal and Child Health programme aims at creating awareness and demand for improved quality, affordable maternal health services and package of entitlements through a social determinant approach. The objective of this programme is to empower frontline service providers, building citizens' capacities and making watch groups engaged with the system as monitors and collaborators. Prioritising women and their needs and building their capacities to exercise choices have been the focus of this project.

Assessment of village health situation using Community Ranking Process

CYSD's maternal health project caters to

- 70 villages
- 6 blocks in Kandhamal and Sundargarh.

Majority of the villages lack basic amenities which place them in more marginalised condition. **Community Ranking Process** was introduced in these villages to position their village in terms of infrastructure, availability of facilities and human resource, accessibility to facilities, utilisation of services, means of communication and knowledge and behaviour of the community in utilising the services of maternal health care. This process is conducted through:

- Community meetings
- Focus Group Discussions
- Discussion with the members of Village Health and Sanitation Committees (VHSCs).

Maternal Health Mela

District level maternal health mela was organized in Kandhamal and Sundergarh with a purpose to provide information on maternal health care services. Various health and sanitation related schemes and entitlements



ASHA convention was organized with the participation of nearly 120 ASHAs, 74 VHSC members and 51 representatives from INGOs and NGOs. Total 475 adolescent girls' were trained on the adverse effect of early marriage, safe motherhood and vocational courses.

were displayed in form of leaflets, brochures, folders, posters etc. To create awareness and to equip the audience with information for promoting preventive and curative health care measures, experts also gave sentient advice to the visitors.

Panchayat level convention on maternal health

To place maternal health on the Panchayat's agenda and to increase the participation of the Panchayats on improving maternal health related indicators, orientation and training programmes were organized with the panchayat functionaries on:

- Maternal health care
- Nutrition
- Safe motherhood
- Institutional delivery

183 Panchayat functionaries in Kandhamal and 293 Panchayat functionaries in Sundergarh participated in the event.

Developing Resource Pool

Selecting the barefoot auditors in each village is a step forward to develop the resource pool in the community. They were identified in each village and oriented on basic understanding of health, available entitlements on maternal health care, village health plans, importance of community based monitoring and their potential role in improving maternal health situation of the village.

Cluster level training for adolescent girls' on the adverse effect of early marriage

As a part of the campaign on adverse effect of early marriage, cluster level training programmes were

organized with the adolescent girls' in Kandhamal and Sundergarh.

The training focus was to orient them on the adverse affect of:

- Child marriage
- Persistent discrimination in terms of food distribution
- Health care
- Education
- Career choice etc.

And how early marriage exposes them to the risks of early pregnancy, child bearing and motherhood before they are physically and psychologically ready.

Besides this the issue of dropping out from school, vocational education, life-skill education etc. were also discussed to orient them towards a better life.

Wall writing for generation awareness of maternal health

Along with films, pala (street plays), posters, leaflets etc. wall writing has been a unique attempt by CYSD to create improved awareness on maternal health in strategic locations on existing entitlements and thus facilitate the utilisation of services.

Food Security

Community Monitoring of Public Distribution System (PDS) is an attempt to contribute towards improved and quality governance processes and service delivery practices in Odisha through community action and policy advocacy. This project intends to experiment and



Food Sources Priority Mapping

Seasonality Food Mapping

The Community Monitoring Programme of PDS caters to 31 villages of 6 blocks in Koraput and Kandhamal districts benefitting 1690 beneficiaries from the community.

institutionalize the community owned monitoring system for PDS in two tribal dominated districts. Based on the findings of the monitoring tools, there should be a dialogue between community and the service providers to create an enabling environment for effective public delivery system in the state.

Food Sources Priority Mapping

The concept of the resource map was adapted and focused specifically on food while preparing the village food atlas.

The various sources of food were listed and the community was asked to prioritize the sources.

- Forest
- MDM

- Agriculture
- MGNREGS wages
- PDS

The community ranked the PDS system as the most important source of food. This exercise helped the community realize the importance of the Public Distribution System.

Seasonality Food Mapping

This map is prepared to identify the availability of food in different seasons. To understand the dependency on PDS, seasonal availability of food items like rice, pulses, vegetables and fruits are pictorially mapped in this



On submission of memorandums on policy gaps by food security committee members, the district collectors of Koraput and Kandhamal have passed orders to BDOs of different blocks to ensure formation of GP level advisory committees by end of June 2014.

exercise. The lean period, when food from sources other than the PDS is scarce, is also captured in seasonality food map. It offers a comprehensive knowledge to the

community about their seasonal dependency on PDS over a year.

Village Food Atlas

It gives us a comprehensive document which encapsulates different aspects related to food in a village. It provides a complete picture of food security/insecurity situation of a village. It is a tool which communities can use to periodically monitor the food security scenario in the village. Moreover, the food atlas also helps to implement PDS monitoring with highest participation of the community members. Village Food Atlas depicts the demography of the village, its history, sources of food and its availability according to season as well as the standard of living of people in the village.

It has five major components:

- Village Social Map
- Food Sources Priority Map
- Seasonality Food Map
- Well-being Analysis
- Cause & Effect Analysis Map

Social Mapping

It captures the social structure of the village i.e., the general demography, household details, details of caste and tribes, types of cardholders and other details. It also portrays the availability of the resource including physical infrastructure, institutions, housing pattern (like kaccha, semi-pucca houses under Indira Awas Yajana), drinking water, Ration Cards, job cards

etc. It is done by the community members who represent different parts of that particular village. As it is a lengthy process, community members are encouraged to spend more time.

Well-being Analysis

This exercise provides a clear picture about people belonging to different economic strata in the community. It makes the identification of the target group easier and also serves as a baseline for planning, implementation, monitoring and evaluation of village development activities. It provides a strong evidence which enables the community to demand for good quality and access to PDS.

Cause and Effect Analysis Mapping

In this exercise the community identifies the problems and effects in PDS. The community tries to conceive the present status of PDS which is the result of many issues. For example, irregularity in supply of PDS items is the result of many factors like less supply of items to the retailers from the wholesaler, black marketing of PDS items by the retailers, slippage of items during transportation etc. Thus, during this process the community tries to diagnosis the possible reasons for a less effective PDS in their locality and based upon the diagnosis, future agenda for larger advocacy is taken up to correct the system.



25 Education Watch Groups (EWGs), 80 School Management Committees (SMCs), 25 School Management and Development Committees (SMDCs), 199 Matru Manadals and 189 Janch committees were formed on education.

Sustainable Livelihood

This year major improvements were seen in the areas of:

- Community Empowerment
- Land and Water Management
- Enhancing Production of Crops

This year the programmes have reached out 46,585 households at 714 villages in 18 GPs of 4 blocks (Dasamantapur, Laxmipur, Boipariguda and Kundura) of Koraput district. CYSD's livelihood project also catered to 95 interior tribal villages under 17 GPs of Saharapada block in Keonjhar district.



Community Empowerment

Focus was given on promoting and strengthening Community Based Organizations (CBOs) in terms of federating them to a higher level for collective action. Another drive was given to promote a large number of Community Service Providers (CSP).

- SHGs and Farmers Federations were promoted at the GP level and an apex Institution was promoted at the block level.
- Trainings on group and federation management, health and sanitation, MGNREGA convergence, participation in planning process etc. were undertaken to strengthen the CBOs including Self Help Groups and Women Federations, village Development Committees (VDCs), Village Level Sub Committees (VLSC), Village Social and Financial Sub Committees (VSFSC), Farmers' Groups and Federations, User Groups, Producer Groups and Apex Institutions.
- In Mayurbhanj and Keonjhar CYSD piloted the Community Managed Microfinance (CMMF) programme with 4 model SHG Federations, comprising a total of 250 SHGs. 2 training programmes on CMMF were also conducted.

- 249 training programmes for 850 CBOs
- 25 training programmes for 500 Community Service Providers
- 30 SHG leaders were provided TOT
- 57 VDLPS were prepared covering:
 - 2600 vulnerable households
 - at 151 villages in 3 blocks of Koraput
 - 83 entry point activities
 - in 93 villages covering 20 micro watershed

- Special focus was given to the identification of the poorest of the poor households which includes the destitute, widows, divorcees, old aged people, landless, BPL, persons without shelter and differently-abled persons etc. The community was involved in the whole process of selection using PRA tools. This was done in order to prepare the Village Development Livelihoods Plan (VDLP) based on their resources, skills and interest.

Land and Water Management

- Strategies adopted in land and water management this year was based on ensuring sustainable use of the natural resource such as land, water and forest. Maximum amount of land was brought under cultivation through land development. Utilization of land throughout the year through using irrigation facilities and crop diversification and intensification.

Major strategies adopted were:

- Convergence with MGNREGS for creating sustainable resource for communities and also to provide them with wage employment.
- Use of the WADI model to promote horticulture in barren lands, particularly uplands.

The WADI model combines horticulture, inter-cropping, bund plantation, and water conservation measures. It was introduced in Koraput by CYSD in 2009-2010 and is an excellent example of a sustainable livelihood option. Through convergence with MGNREGS, implementing the WADI model has generated additional usable land for communities as well as wage employment.

Enhancing the Productivity of Agricultural Crops

The key activities that were undertaken include:

- Line sowing of Paddy, Maize etc. and SRI covering 726 acres of land and 773 farmers in three blocks of the



district has resulted in increased productivity up to 5 to 7 q / acre of paddy. Maize has been cultivated in 47 Ha of land in line transplanting method.

- Crop substitution with improved variety done for Ragi, Groundnut, Tuber crops (Yam, Elephant Foot Yam, Sweet Potato and Cassava), Turmeric and off-season vegetables in 72 hectares.
- Sequential Cropping in irrigated area is done for Monsoon Potato, other vegetables, mixed cropping of maize and vegetables in 179 hectares involving 568 male farmers and 352 female farmers.
- Seed replacement done in 52 hectares and seed treatment done for 225 quintals of seeds involving 220 male and 165 female farmers
- Seed production taken up by 75 male and 35 female farmers in 20 hectares of land.
- Land development in convergence with MGNREGS
- Creation of irrigation infrastructures such as Hydraulic Ram, Diversion based irrigation, Farm Pond etc. An additional 24 hectares of land was brought under cultivation through this initiative.
- Crop diversification to include vegetables, spices, tuber crops, horticulture etc. 260 farmers of 10 villages undertook vegetable cultivation in 7 acres of land including tomato, radish, onion and brinjal in convergence with RKVY. Another 200 farmers went for yam and turmeric which are high return crops.

Enhancing the Productivity of Agricultural Crops

- Securing rights over land for the women and empowering them in terms of economic and social independence has been one of CYSD's intense engagements. The Land Allocation Programme (LAP)

aims to ensure 'land to landless' in all the villages of the 2 tribal sub-plan blocks of Dasamantapur and Laxmipur in collaboration with Landesa. LAP also aims to develop a land based food security action plan through convergence with government schemes and programmes.

Promotion of Non Farm/Off Farm Activities

This year duckeries and pisciculture were taken up on a pilot basis in Dasamantapur and Laxmipur blocks. It provided an additional income of 3,000-5,000 rupees per family.

- 187 ducks (of improved breed Khakee Campbell) were provided to 20 households
- 28 water bodies were created for pisciculture for 34 farmers.
- 25 SHGs in these 2 blocks made incense sticks, tamarind bricks and turmeric powder.
- The groups were trained in different income-generating activities, sold their products in different fairs and local markets and earned an additional income of 4,000-5,000 rupees per annum.

Women Farmers' Campaign

A campaign for the recognition of women as farmers and thereby bringing about attitudinal change amongst society towards them, was organized in Bhubaneswar on 14 March 2014. The campaign also helped them to assert their land rights.

- Approximately 300 farmers from marginalised tribal, dalit and disaster-prone communities and a group of survivors of domestic violence who are currently cultivating kitchen gardens in their shelter homes.

Through the identification and validation of landless and homestead-less households and the training of CRPs, 955 land patta jointly in the name of the husband and wife have been distributed to homestead-less households in 12 villages.



- The campaign gave the women farmers the opportunity to showcase their farming potential and also provided a platform with key stakeholders to discuss key issues.

Rural Livelihoods Training Centre (RLTC)

Rural Livelihoods Training Centre (RLTC) at Koraput carried out:

- 49 capacity building programs (14 exposure visits)
- 1,798 extension workers, volunteers, farmers and NGO representatives were trained on different agricultural, horticulture and non-farm practices to be replicated in their respective areas.
- Demonstration of good practices undertaken at the RLTC included the cultivation of various crops, vegetables, fruits and spices, as well vermin composting.

Research and Advocacy

Insight into Indian States (I3S)

In partnership with CUTS International and supported by UNDP, the project was formally launched in Odisha in December 2013 through an Inception Workshop attended by dignitaries from NRLM, UNDP, CUTS, SIRD, ORMAS, OLM, OBDA, NABARD, Department of

Handicraft, Handloom and Textiles, GoO and CSO representatives.

A mapping exercise of selected schemes and departments relating to RNFS was done and with a planning on action research on successful RNFS clusters.

This project is being implemented in four States namely Odisha, Assam, Rajasthan and Karnataka with an objective of:

- Creating a coherent, user-friendly, sustainable and interactive web portal depicting successful and not so successful practices in the Rural Non-Farm Sector (RNFS) through programmes run by the concerned state departments. The portal will also have features such as online discussion forums, the opportunity for inter-state governmental cross-learning and for sharing of experiences.
- Conducting state level research. Based on the findings there will be discussions, interviews, networking and advocacy, and other reach-out activities.
- Documentation of the successful practices and not so successful practices in a scientific, objective, inclusive and participatory manner and keeping concerned state departments on board in the selected states.

An additional 38 hectares of land was brought under cultivation through land development and creation of irrigation infrastructures such as hydraulic ram and diversion based irrigation. Through convergence with MGNREGS this created 42,776 labour days benefitting 740 households.

Achievements of this year

- CYSD has signed a MoU with ITDA for carrying out the developmental activities as per the village development plan.
- In Mayurbhanj and Keonjhar districts:
 - 50 new SHGs have been formed taking the total to 399
 - 8 SHG Federations were made
 - 30 of these SHGs have been successfully linked with banks for accessing credit
 - 60 individual women have been equipped with skills relating to product design, branding, packaging and processing.
- Formation of a new marketing cooperative committee joining 200 key farmers from 12 villages in Saharapada block. The committee strengthens their collective marketing system for agriculture and forest based products.
- Vocational skills training provided to:
 - 20 unemployed youths were trained to drive four-wheelers
 - 80 unemployed youths were trained in various areas such as food processing and preservation, Agarbati, Phenyl and candle making.
- Successful collaboration and convergence was achieved with RKVY (for the cultivation of various crops), SCA to TSP (for Mother Chick Unit, Night shelter, WADI implementation), NHM (for vermicompost pit), ICRISAT (for groundnut cultivation), MGNREGA (for land development and horticulture), RRTTS (for niger demonstration), Agriculture Department (for pump set and power tiller) and Vasundhara (homestead land and FRA for forest land).
- 6 village level orientation programmes for Farmers Groups were conducted with 171 farmers who were given training on Government schemes and provisions, with a special emphasis on SRI paddy cultivation and organic farming practices.
- 10 farmers participated in a State level training programme on inclusive agriculture value chain at CYSD-DRTC which was organized by Forward Market Commission, Ministry of Consumer Affairs, Food and Public Distribution. The farmers were oriented on how to get minimum price for their commodities.

A Small Initiative with a high Return

The case of Shri Chingudu Khila is an excellent example of a farmer's pro-action and convergence with a mainstream development programme for enhancement of agriculture production and hence his income. After learning about Rashtriya Krishi Vikas Yojana (RKVY) Chingudu, a resident of Koraput, decided to take up turmeric cultivation in an area of 200 square meters in the Kharif season. He was trained on the agricultural practices required for turmeric cultivation which he sincerely adhered to. He started by land preparation through mulching of dry leaves which not only improves the fertility of the soil but also helps in maintaining the temperature and humidity. He maintained proper spacing of 20x30 cm and also a raised bed of 15 cm. He also applied organic manure and did the intercultural operations twice within the space of 45 days.

Production costs incurred by Chingudu were ₹1,050 for 35kg of seed and the necessary manure. He obtained a yield of 3 quintals for which he earned ₹7,000 thus making a profit of ₹5,950 in one crop season from a very small investment. It was Chingudu's hard work and the support from RKVY, that helped him to get the return. He has planned to invest the profit towards reclamation of his cultivable waste lands and also plans to cultivate the improved variety of turmeric again next year but in a larger area of half an acre.

- 274 community members attended 8 interface-cum-orientation programmes on Government schemes for job card holders, Farmers Group members, SHG members and Panchayat representatives. The trainings took place in 8 villages of Saharapada and Thakurmunda blocks and focus was given to MGNREGA and RKVY.

Promotion of WADI model undertaking 144 acres in 12 villages, covering 186 tribal farmers with a coverage of 530 acres in our operational areas. By making unproductive lands productive, this initiative has reduced migration and generated an income of around 25-30,000 ` per annum for the families involved.

Convergence with mainstream development programmes

This year special focus was given on Convergence with government schemes and department as the strategy for upscaling of the activities and also to promote a sustainable process. Successful collaborations and convergence was achieved with:

- RKVY (For Potato, Yam, Foot yam, Turmeric, Brinjal, Tomato, Onion, Radish, SRI)
- SCA To TSP (For Mother Chick Unit, Night shelter, WADI)
- NHM (For Vermicompost pit)
- ICRISAT (For Groundnut)
- MGNREGA (For land development and Horticulture)
- RRTTS (for Niger Demonstration)
- Agriculture department (for Pump set and Power tiller)
- Vasundhara (homestead land) and FRA for forest land



Disaster Response



Since the aftermath of the '1999 Super Cyclone' in Odisha, a separate wing called Disaster Response and Mitigation Unit (DRMU), has been operated with a particular focus on building people's institutions, building resilience and coping mechanisms and improving community based disaster preparedness in CYSD. It also undertakes immediate response activities that follow a natural disaster to ensure that the survivors can access their full entitlements during natural disaster.

Cyclone Phailin, with wind speed of more than 220 km per hour, hit Odisha on 12th October 2013. Following this, from 21st to 26th October 2013, another cyclonic storm caused severe floods across state. The twin disasters resulted in massive devastation, where 44 people lose their lives.

CYSD was instrumental in taking immediate response work in Ganjam and Mayurbhanj districts and had also undertaken ongoing support and rehabilitation activities in the above 2 districts. The organization initiated a drinking water and sanitation project in Puri district after the cyclone and floods

Immediate Response

Non-Food Item (NFI) Kits

- With support from Plan India and DFID, CYSD reached the affected population with NFI kits to 3,135 beneficiaries in 41 villages of 13 GPs in 3 Blocks of Ganjam and Mayurbhanj districts in collaboration with local NGOs:
 - INDIA and ARUNA in Ganjam
 - FORD in Mayurbhanj
- NFI kits were designed to meet the immediate basic needs of those who have lost their everything in the disaster.
- It contains items such as hygiene kits, a shelter-water-cooking kit, toothpaste, toothbrushes, soap, shampoo, sanitary pads, mosquito nets, tarpaulin sheets, rope, blankets, mats, flashlights, cleaning materials and kitchen utensils.

Formation of Odisha Phailin Response Forum (OPRF)

Immediately after the cyclone, CYSD facilitated formation of the OPRF, an alliance of likeminded

CYSD mobilized and deployed youth volunteers in Ganjam who were involved in sanitation drives, health camps, and supported the district administration in the identification of beneficiaries and distribution of cooked food and other relief materials.



CSOs which immediately responded to the needs of the people in the different affected areas in the state.

- Under the OPRF, a child protection group was formed which helped identify children-specific issues and responses to the cyclone and floods, such as creating child friendly spaces, providing play and educational material support, and organising health check-ups.

Sanitation Drives

Sanitation drives were carried out in 28 villages in Polasara block of Ganjam, and 13 villages in Betanati Block of Mayurbhanj. Volunteers, comprising youth club members, CBOs and PRIs, were given bleaching materials and tools. They were trained on how to disinfect tube wells, open wells and other water bodies.

Drinking Water and Sanitation in Puri District

- The immediate rapid assessment carried out by CYSD after cyclone Phailin found problems in the drinking

water supply and sanitation in Puri .

- The project covered 60 villages in 11 GPs in 2 blocks of Puri district, benefiting 10,023 households and 40,857 people.
- Work camps were formed which helped clean 85 ponds, 114 tube wells, 37 stand posts, 30 open wells, 33 schools, 26 Anganwadi centres, 35 temples and 61 village roads in the 60 villages. Water quality testing of water sources like open wells, tube wells, ponds, rivulets, gravity flow and pipe points was undertaken by WASH volunteers using H₂S.
- Out of 306 samples collected, 203 sources were found contaminated and only 103 sources were in a usable condition. 7 tube wells and 1 water pipe line were repaired in collaboration with RWSS to ensure the safe drinking water supply for the villagers.
- CYSD partnered with local NGOs to implement these WASH interventions, namely The People and SWAD.

As orientation and capacity building programmes were held for 103 CBO members on first aid, disaster preparedness drills and preparation of contingency plans at block level. 60 work camps were organized with active participation of 3,876 community members.

Sowing optimism: A voice from Chanchara Village

Smt. Phula Sabara is a 62 year old widow and a resident of Chanchara village of Polasara block in Ganjam district. She belongs to the community of Scheduled Tribes. She has 6 children-3 daughters and 3 sons. Presently she lives with her youngest daughter as four of her children are married and live separately and her 15 year old son went missing three years ago. Smt. Phula Sabara possess a few decimal of rain-fed agricultural land. However, crops produced on it are insufficient to meet her annual requirements hence she practices shifting cultivation where she produces ragi, paddy and millets. Additionally, she depends on daily wage labour to earn her livelihood during off season.

Phailin and subsequent rains destroyed her house and in the process damaged her food grains and utensils. She did not find a place to save herself from the severity of the disaster due to the absence of any pucca houses in her village. With tears in her eyes she narrated "I found myself so helpless, nobody came to my rescue. I kept faith only in God. Even after the cyclone and rain, none of the Government officials came to my village. I expected some Government official would come with relief, but none of them turned up till date. The NFI kit solved more than half of my problems. I used solar lantern at night, thus, I could save my life from bite of poisonous insects. The utensils were useful for preparing meals and ground sheet for sleeping. It was very difficult to sleep on the floor without ground sheet. The immediate support gave me a ray of hope".

Health Camps

6 health camps were organised in Polasara block, Ganjam with the support of the upgraded PHC. During the camps nearly 2,500 patients were treated by the invited doctors and orientation programmes were conducted for effective Communication Education & Public Awareness [CEPA] on safe drinking water, water chlorination using

bleaching in open wells and tube wells, diarrhoea management, hand washing, preparedness for anticipated health hazards during disaster and the role of GKS and frontline health service providers. IEC materials were also distributed to make the participants aware about different Government schemes and programmes.

Health camps were organised in 3 flood affected villages in Mayurbhanj. 381 patients were treated for illnesses such as fever, acute respiratory infection, URTI, diarrhoea, skin infections and anaemia.

Humanitarian and Early Recovery Project

This project is operating in 2 blocks in Ganjam district and 1 block in Mayurbhanj district, with a total of 40 villages, and its main activities are:

Livelihood Restoration through Unconditional Cash Transfers

750 needy families have benefitted from this scheme which is intended to help families purchase groceries, children's study materials and materials for temporarily repairing damaged houses.

Water, Sanitation & Hygiene (WASH)

14 volunteers and staff were oriented on WASH where they learned about water testing with H₂S kits, and subsequently carried out water testing in the operational villages. 10 tube wells identified for repair and discussions have been made with RWSS authorities for necessary support. IEC materials have been printed and IEC events like 31 puppet shows organised to create WASH awareness. In continuation to village cleaning in 40 villages, intensive sanitation drives were organised in 15 villages through WASH work camps, with 444 village volunteers participating in the drives.

Cyclone Phailin Early Recovery in Ganjam District of Odisha

CYSD in collaboration with US-OFDA (USAID) implemented a project in 39 villages, in 3 blocks of Ganjam district since February 2014. The goal of the project was to help vulnerable cyclone and flood affected households in Odisha recover their shelters and livelihoods with dignity. A total of 1505 household beneficiaries have been identified.

Implementation of school safety programmes in 10 schools covering 613 members; formation and strengthening of Eco/Farmers Clubs in 2 villages focused on environment friendly livelihoods; training of 70 community members on the adoption of climate friendly livelihoods and water conservation systems; formation of an Emergency Response Team with 76 volunteers.



Disaster Risk Management Among Vulnerable Communities in Keonjhar & Mayurbhanj

- The project continued its efforts on disaster preparedness in 227 hamlets belonging to 95 villages in Keonjhar and Mayurbhanj districts, with the aim of minimising losses from disasters and reducing the vulnerability of the habitants, especially children.
- Major intervention strategies have been: promoting and/or strengthening the capacity of CBOs, SHGs, child clubs, youth clubs, PRIs, community level statutory bodies, eco/farmers clubs and emergency response teams; the development of IEC materials and events; and collaboration with CBOs, local NGOs and the District Administration.
- Programmes were organised: aiding the implementation of school safety programmes, formation and strengthening of Eco/Farmers Clubs training for community members on the adoption of climate friendly livelihoods and water conservation systems. Response Team on their roles and responsibilities during emergency situations, such as search and rescue, shelter management, medical

operations, and relief activities; and First Aid training and provision of First Aid kits to 20 schools and 20 CBOs.

Work camp was able to wipe out the caste bias

Balipokhari, a small village in Brahmagiri block has 50 households. Two Sahis (streets) in the village separate the general castes from the Scheduled Tribes. One is used by the general caste families and another by the tribes. Living at two different peripheries of the village, the two communities never met, even for any village development initiative.

During the project intervention it was decided that a work camp will be organised in the village. Members from all the households would participate to clean the village which was affected by Phailin and the floods that followed. Initially the strong caste bias did not allow them to participate. Eventually all of them joined hands and cleaned the entire village. They even took part together in a meeting on WASH after the end of the programme. Community leaders had also taken a lead role in abolishing the social stigma.

As part of the early response prior to cyclone Phailin hitting land, CYSD volunteers helped local administrations in different parts of the state with early warning disseminations which facilitated the evacuation of 12,000 people from vulnerable coastal areas.

Livelihood Restoration through Cash for Work (CFW)

- Cash For Work implementation covered 40 villages; 10,615 person days of works generated through 37 projects. Materials like baskets, spades and hump pipes have been purchased and First Aid facilities have been provided in 37 work sites.

Child Friendly Spaces (CFS)

- 40 CFS facilitators were trained who then facilitated CFS for the affected children in both the districts. Play materials were also provided to the 40 CFSs.

Major events organized by CYSD

- Policy Frameworks for Rebuilding a Disaster-Resilient Odisha, A Multi-Stakeholder Consultation on Habitat Planning and Social Housing, Livelihood Restoration and Water and Sanitation was organized at DRTC on 10-11th December 2013.
- A TOT on Disaster Preparedness and Disaster Risk Reduction was organised at DRTC from 27th March - 2nd April 2014 with support from Rajiv Gandhi National Institute of Youth Development (RGNIYD) under Ministry of Youth Affairs & Sports, Government of India, in which 45 youth volunteers of NYK of the state participated.

Returning to the mainstream of life: After the disaster called Phailin

Smt. Kunti Behera, wife of Late Kalu Behera, is a resident of Lunipada village in Ganjam district and belongs to the community of Scheduled Tribes. She has five children- three daughters and two sons. Two of her elder daughters are married and the younger one is studying in High school. Two of her sons have migrated to Surat in Gujarat fifteen years ago. Though she is a marginal farmer her livelihood depends on daily wage labour. Often she goes to Dhanei dam for fishing which is another alternative source of income for her.

The cyclone together with the heavy rain washed away her means of livelihood. Paddy, fishing, crops cultivated, net and boat were washed away. The roof to of her house blew away. Kunti and her daughter rushed to a nearby school building for shelter.

After a few days of the cyclone, Government managed to provide her Rs. 500/- and 50 Kg. rice as relief to all the villagers of Luniapada. However, paid a deaf ear to the grievances of Kunti among others for rehabilitation package.

“NFI kit has protected us from rain, cold and upheld our dignity otherwise we would have been sleeping on the road side or in any emergency shelter. The lantern has protected us from snake bites and other poisonous species. We utilized the tarpaulin for covering roof top and ground sheet for sleeping. I will remain ever grateful to these organizations for rendering support”.



Promoting Rights & Responsibilities

In alignment with its core values, CYSD has been committed to secure rights for child protection since 1995 through CYSD-Plan project (CSP III). In almost two decades of its intervention, CYSD has been persistent in building internal and external 'child safe' environments. It embraces improving knowledge, attitude and practice to the children and their parents on child abuse, female foeticide, child marriage and gender based violence and voice for a stringent legislation and policy on child protection. This initiative also fosters community based child protection and its effective integration into the state/national level child protection system.

Presently, the programme unit is operating in 95 tribal villages of Thakurmunda and Saharpada Blocks in Mayurbhanj and Keonjhar districts of Orissa.

Awareness Generation and Capacity Building on Child protection

- Village level (25) awareness campaigns on Child protection were organized focusing on a child's need in terms of care and protection, child rights in the locality and safety net in the village.

- Capacity building programmes (6) were organised on Child protection for newly joined community volunteers (CDWs, SBKFs, CHVs and SHGOs), safety net cadres including whistle blower, Community Health Volunteer, and the programme Staff.

Life skill training for adolescent girls

- 41 peer educators including 22 sponsored children from the operational areas were oriented on Life skill Education.
- Eight cluster level orientation programs and a three-day capacity building program were organized for the adolescent girls on Life Skill Education.

Improved child protection legislation & policies

- As an advocacy initiative to reinforce linkages between VCPCs and DCPCU/CWC/Child line was prepared in form of video documentation of the best practices on Child Protection.
- Two days State level Children's Event (called JUARA-2013) was organised with 451 child club leaders



4273 Community Members, 389 Adolescent Girls, 367 School girls and 344 School boys, 250 Community Based Organizations, 267 Partner Organizations were sensitized on Child Protection Rights.



including 165 Sponsored children (85 girls and 80 boys) who advocated on different issues on child protection and relating to basic services (like health, education, water & sanitation) in front of the district and state level duty bearers.

Strengthening Village/Grassroots level Child Protection Systems

- Formed and strengthened child protection groups called “Surveillance Committee” in 48 villages covering 12 GPs in 2 Blocks.
- School Management Committees and other duty bearers on child protection aspects in schools and communities were capacitated on children's rights.
- TOT for Surveillance Committee members and Whistle blowers was organised.
- Selected Surveillance Committee Members (18) visited the operational areas of SANDHAN (Baripada) and were oriented on Community based rehabilitation process.

- District Child Protection Unit (DCPU) has been strengthened in Mayurbhanj as per ICPS and linkages between the village/GP level child protection committee with Block/District/State child protection committees that have been established through different interface meetings and capacity building programs.
- 8 GP level Child Protection Committees (Goras, Raidiha, Kundala, Digposi, Badabil, Machhagarh, Dalapaka & Saharapada) have been formed under ICPS guidelines.
- Two District level (Mayurbhanj and Keonjhar) coalition processes have been facilitated involving 65 NGOs from two districts to sensitize the community and work on different issues relating to child rights and also influence the District Administration to ensure child protection.
- Two district level coalitions on child protection i.e. 'Sishu Adhikar Surakhya Manch' (for Keonjhar and Mayurbhanj) were formed and strengthened. 59 coalition members including member representatives of Odisha Alliance of Conventions of Rights of Children (OACRC), CWC, Juvenile Justice Board (JJB) and local advocates were sensitized on child rights, Integrated Child Protection Scheme (ICPS), NCPCR (National Commission for Protection of Child Rights) guidelines, different laws and legislations through trainings and orientations.

Achievements

- Child Protection Committees at GP, Block and District levels have been formed, capacitated and linked with the state level Child Rights Protection Mechanism to safeguard the rights of the children in the operational areas.

These efforts strengthened the community for raising their voice against child abuse and promoting affirmative actions for the victimized children.

- Sensitisation programmes were organised for CBOs, PRIs, School Teachers, Health workers, Parents and local employers on ICPS through orientation, booklets and public display of information in prominent places.
- Incidence of corporal punishment at home and schools have apparently reduced due to successive communication and social mobilization drive that has undertaken through TOTs, exposure events, counseling services and campaigns.

Formation of 60 “surveillance committees” at village level, 12 at Gram Panchayat level, 2 at Block and 2 at District level. 12 child laborers were brought back to formal school by the child surveillance committees. Child clubs identified 5 girl child trafficked cases and handed over to local police station.



Girls' Right

- Despite sustained efforts both by the Government and the Non Governmental Organizations, the State is still swathed in the bleak conditions of alarming sex ratio and skewed gender discrimination. Girls, eventually the women of tomorrow are struggling against discrimination, harassment and abuse at home and outside. Entrapped into the incidence of trafficking and child marriage girls are entering into the vicious circle of malnourishment, disease and destitution. Considering this dismal situation, CYSD has been incessantly working towards ensuring girls' rights related to their survival, protection, development and increased participation in decision making.
- CYSD had been a part of an unique endeavor called BECAUSE I AM A GIRL (BIAAG) in partnership with PLAN International and in collaboration with 21 partner organizations spreading over 30 districts of Odisha. "Because I am a Girl" (BIAAG) is a global initiative of Plan to promote girls' rights and lift them out of poverty. It is geared towards equipping, enabling and engaging girls of all ages to acquire the assets, skills and knowledge that is necessary to succeed in life".

Awareness and Sensitization on Girls' education

District level launching programme in all 30 districts of Odisha.

- Girls' from Schools and Colleges, women from all walks of life like community leaders, achievers and

celebrities from film and sports fraternity took part voluntarily in rallies displaying placards on Girls' right as a part of the launching initiative.

- The inaugural function included presentation and speech from Guests and other related issues
- Group exercises were done by the girls' who attended the programme on identifying issues and problems pertinent to girls' right and the probable solution.

Achievements

- The programme had a good response from the government officials, eminent personalities and press medias.
- The programme witnessed participation of women from all walks of life such as social activists, students from High School, College, Management and Engineering institutions, PRI representatives, Teachers, Lecturers, Principals from renowned Institutions, ASHAs, women achievers, MLAs, Block Chairman, Zilla Parishad Members, Advocates, Journalists, Working Women, Representatives from voluntary organizations and Government Officials(Senior Administrators, Officials from Revenue, Health, Education, Women & Child Development, Police Administration, CWC, JJB etc).

2822 girls and women participants and 935 male participants were voluntarily attended the campaign in 30 districts.

Evaluating & Improving Governance Systems in CYSD

Transparency and accountability are two central pillars of CYSD's governance system. CYSD's Central Accounting Unit is responsible for allocating funds to the different projects in line with the approved budget. The project administration exercises/control mechanisms over the spending and facilitate the audit process. The central monitoring team collects all required information and prepares a monitoring report which is consolidated and circulated among relevant stakeholders.

Staff Development

Human Resource Initiative

With the aim of nurturing and retaining highly skilled, high-performing, well-supported and motivated staff within the organisation, CYSD has undertaken the following initiatives throughout the year:

i) Skill Mapping Exercise:

CYSD engaged an external HR Consultant to understand and assess the current skills present in the organisation, as well as to identify the skill gaps. Over a period of 3-4 months the Consultant met with each individual staff member, their peers, their immediate supervisors and also with Senior Managers. From this he learned a comprehensive understanding of the organisation and its staff and recommended various Staff Schools in order to build capacity and improve staff performance. Hence the following 4 staff schools were organised for different layers of staff in the organisation.

- **Step Up :** For Senior Managers, to improve their staff management skills for a sustained high performing team.
- **Inner Orbit:** A Journey into Self – for middle-level Managers, to encourage self-exploration, life-role analysis and life-mapping.
- **Staff Development :** For support staff, to educate them on staff etiquette and to enhance their customer driven behaviour.
- **Uses of Social Accountability Tools :** For staff in the Governance theme, to bring about conceptual clarity on the need for and uses of social accountability tools.

Another recommendation is for Skill Mapping Exercises to offer staff counselling from low performing staff to enable them to understand the present situation of the

organization vis-a-vis the individual performance required to help them to analyze their individual strengths and weaknesses, and to assist them in planning and taking appropriate career decisions.

ii) Annual Operating Plan & Individual Operating Plan:

In order to improve staff performance and improve accountability, CYSD has initiated the formulation of an Annual Operating Plan (AOP) for each unit and an Individual Operating Plan (IOP) for each staff member. This baseline document will be used by staff and their Supervisors to track and assess performance in every year and also throughout the year.

iii) Job Rotation:

In order to overcome potential boredom and job dissatisfaction, to retain staff and enhance performance, CYSD has decided to offer a long-term staff opportunity to change their role within the organisation.

Staff Strength

	Male	Female	Total
Regular Staff	37	9	46
Contractual Staff	102	23	125
Volunteers	0	2	2
Total	139	34	173
Ratio of male to female staff	4 : 1		

Staff Benefits

- Provident Fund
- Health Insurance Policy (Mediclaime)
- Personal Accident Policy
- Group Saving Linked Insurance Gratuity
- Superannuation Scheme

Existing Board Members

(As on 31st March 2014)

- **Prof. Anup Kumar Dash**
Development Sociologist & Microfinance Expert
Professor in Sociology, Utkal University
- **Shri Jagadananda**
Former State Information Commissioner, Odisha
Expert: Governance-Accountability & RTI
Member Secretary & Mentor, CYSD
- **Shri P K Sahoo**
Social Scientist
Expert: Strategic Planning,
OD & NGO Management
Chairman, CYSD
- **Prof. Pravat Nalini Das**
Educationist & Expert – Girl Child & Women Empowerment
Former Vice-Chancellor
- **Smt. Shanti Das**
Jamnalal Bajaj Awardee
Sarvodaya Leader
Social Worker – Girls' & Women's Education Promotion
- **Padmashree (Ms.) Tulasi Munda**
Social Worker – Tribal Education, Development & Empowerment
- **Shri Krutibas Ransingh**
Educationist,
Retired College Principal
- **Shri Prafulla Kumar Das**
Retired Banker - Accounting
& Cost Control
- **Shri B. Sarangadhar Subudhi**
Industrialist
- **Shri Bikram K. Sahoo**
Entrepreneur - Trade & Commerce

General Council Members

(as on 31st March 2014)

- Dr.Bhagban Prakash, Social Scientist, Former Senior Advisor, Election Commission of India
 - Dr.D.N. Daschoudhury, FRCS, UK
 - Dr.Laxmidhar Mishra, IAS (Retd.), Rapporteur, Central Human Rights Commission
 - Dr.Sruti Mohapatra, Secretary General,Swabhimani
 - Prof.Debiprasad Mishra, Indian Institute of Rural Management Anand (IRMA)
 - Shri Nagendra Nath Mishra, Social Service
 - Shri Santosh Kumar Pattnayak, Advocate
 - Ms.Vijaylakshmi Das, Managing Director, Ananya Finance for Inclusive growth
-

Disclosure Credibility Alliance

CYSD is accredited by Credibility Alliance (CA); a consortium of voluntary organizations committed towards enhancing accountability and transparency in the voluntary sector through good governance. In order to be accredited by CA an organisation must fulfil certain criteria and provide CA with certain information, such as:

- CYSD is registered as a non-profit Society under Society Regulation Act, 1860 (Reg. No. 804-591 / 1981-82 dated 24th March 1982) with the RoC, Odisha.

Identity (Minimum Norm Compliance)

- Memorandum of Association is available on request.
- CYSD is registered u/s 12A of the Income Tax

Act, 1961 (Reg. No: Adm(GL) 7/12-A/84-85, dated 21st February 1985).

- CYSD is registered under Section 6(1)(a) of the Foreign Contribution (Regulation) Act, 1976 (Reg. No. 105020009).

Name & Address of Main Bankers:

- State Bank of India, Bapuji Nagar, Bhubaneswar, 751009
- State Bank of India, Fortune Tower Branch, Jayadev Vihar, Bhubaneswar, 751013

Name & Address of Auditors:

- M/s. R. C. Lal & Co., 41 Ashok Nagar East, Bhubaneswar, 751009
- NRSM & Associates, Sribihar Colony, Tulasipur, Cuttack.



Development Resource and Training Centre (DRTC)

Financial Summary (FY 2013-14)

BALANCE SHEET

SOURCES OF FUNDS	AS OF 31ST OF MARCH 2014 (FIGURES IN LAKH)	AS OF 31ST OF MARCH 2013 (FIGURES IN LAKH)
CORPUS FUND	86.19	81.23
GENERAL FUND	111.12	139.57
OTHER DESIGNATED FUND	735.68	717.05
COMMITTED RESERVE	116.29	95.45
CURRENT LIABILITIES	51.79	25.70
TOTAL	1,101.07	1,059.00
APPLICATION OF FUNDS		
FIXED ASSETS	593.63	628.56
INVESTMENTS & FIXED DEPOSIT	259.31	177.02
CURRENT ASSETS, LOAN & ADVANCES	248.13	253.42
TOTAL	1,101.07	1,059.00

SUMMARY OF INCOME & EXPENDITURE ACCOUNT

INCOME	SCHEDULE	AMOUNT (IN LAKHS)	
		2013-14	2012-13
COMMITTED RESERVE B/F FROM THE LAST YEAR		95.45	45.63
GRANTS (National / International)	P	932.91	839.01
OTHERS		25.98	20.68
EXCESS OF EXPENDITURE OVER INCOME		21.59	56.54
TOTAL		1,075.93	961.86
EXPENDITURE			
PROGRAMME EXPENSES	R	813.88	676.71
OPERATING EXPENSES		114.68	134.70
DEPRICIATION & OTHER EXPENSES		31.08	55.00
UNSPENT BALANCE C/F		116.29	95.45
TOTAL		1,075.93	961.86

We are grateful to our donors; supporters and community leaders whose contribution and active participation has made a huge difference in our strategy and methodology to reach the unreached areas!

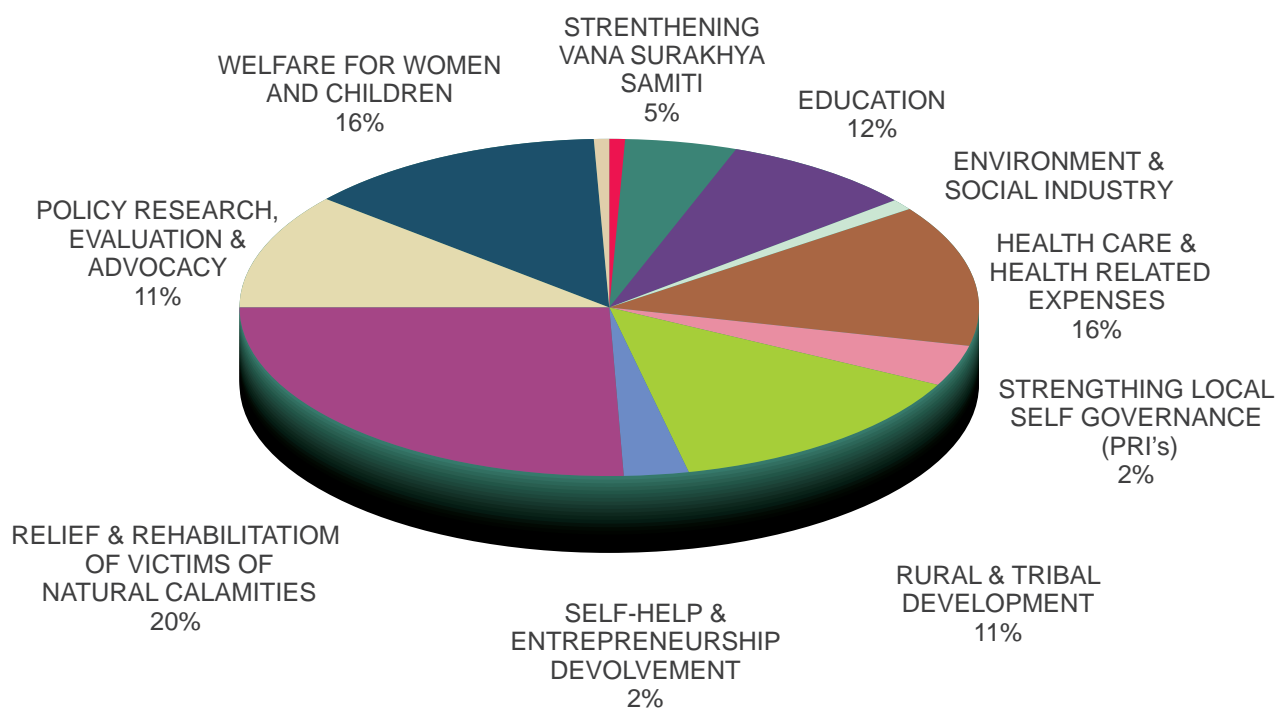
P GRANTS RECEIVED

NAME OF DONORS	AMOUNT (IN LAKHS)
NATIONAL DONORS INCLUDING CENTRAL & STATE GOVERNMENT	
ORISSA FORESTRY SECTOR DEVELOPMENT SOCIETY MART	55.57
IIMPACT	33.73
INTEGRATED TRIBAL DEVELOPMENT AGENCY: KORAPUT	81.40
CONSUMER UNITY & TRUST SOCIETY	1.69
OPERATION SMILE INDIA	0.52
NATIONAL FOUNDATION FOR INDIA	1.17
RAJIV GANDHI NATIONAL INSTITUTE OF YOUTH DEVELOPMENT	1.78
SUB-TOTAL	175.86
FOREIGN DONORS	
PLAN INDIA	515.42
CENTRE FOR BUDGET AND GOVERNANCE ACCOUNTABILITY	1.00
KUSUMA TRUST	13.11
NATIONAL FOUNDATION FOR INDIA	33.52
SOCIETY FOR PARTICIPATORY RESEARCH IN ASIA	0.98
WATERAID	9.44
TROCAIRE	45.53
BERNARD VAN LEER FOUNDATION	57.46
CONCERN WORLDWIDE	2.31
OXFAM INDIA	78.27
SUB-TOTAL	757.04
GRAND-TOTAL	932.90

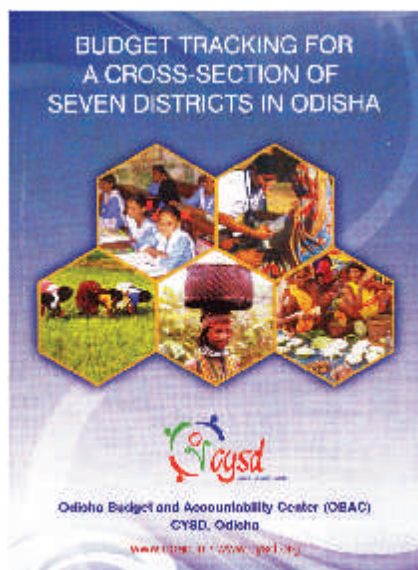
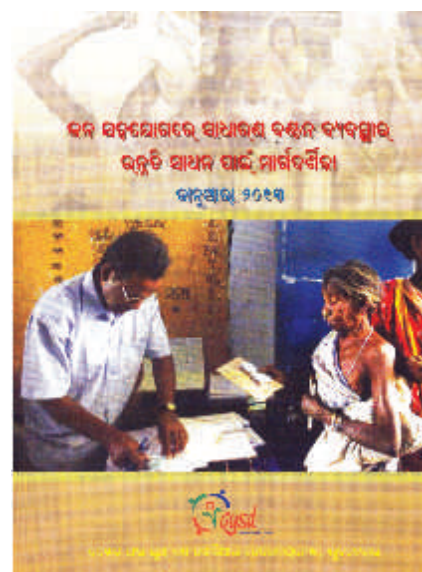
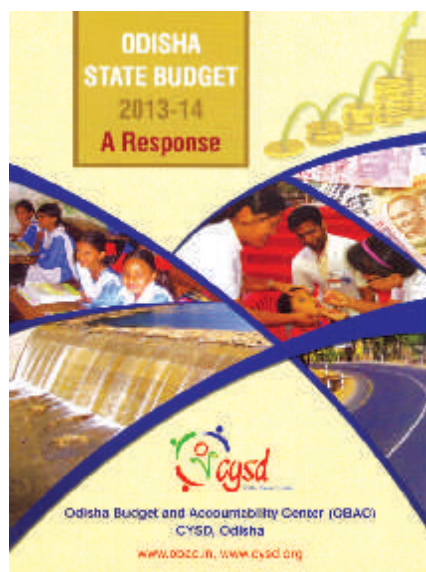
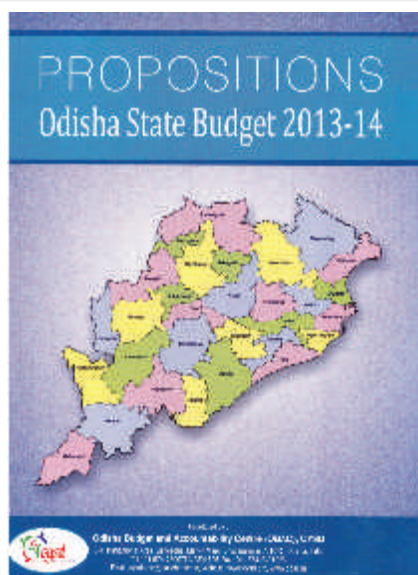
R PROGRAMME EXPENSES

NAME OF DONORS	AMOUNT (IN LAKHS)
AGRICULTURE & RELATED EXPENSES	7.52
CAPACITY BUILDING OF LOCAL NGO's	5.84
STRENGTHENING VANA SURAKHYA SAMITI	40.45
EDUCATION	99.01
ENVIRNMENT & SOCIAL FORESTRY	6.20
HEALTH CARE & HEALTH RELATED EXPENSES	129.52
STRENGTHENING LOCAL SELF GOVERNANCE (PRI's)	28.30
RURAL & TRIBAL DEVELOPMENT	91.00
SELF-HELP & ENTERPRENEURSHIP DEVELOPMENT	18.73
RELIEF & REHABILITATION OF VICTIMS OF NATURAL CALAMITIES	163.79
POLICY RESEARCH, EVALUATION & ADVOCACY	92.89
WELFARE FOR WOMEN & CHILDREN	130.63
TOTAL	813.88

PROGRAMME EXPENSES (%)



Our Publications



Our Website www.cysd.org



The website provides comprehensive information about our organization - what we stand for and what we endeavour to do. CYSD helps communities to plan and initiate development measures in their areas; provides training and other skill-building support to development organizations and practitioners; and conducts research and advocacy activities to influence policies in favour of the poor, constitute the major pursuits of the centre. CYSD is guided by a vision of social development that emphasizes peoples' ability to reshape their lives through cooperative initiatives at the community level. It works in partnership with poor and marginalized groups/communities including tribal groups, marginal farmers and urban slum dwellers etc.

The 'About CYSD' page makes you aware about who we are and the work we have been doing for over three decades.

On the website there is a list about our partners - both international and national who have joined hands with us.

The 'News and Events' page is regularly updated with all the activities we undertake to keep the general public abreast of what we are doing and how much we have accomplished.

There is a Resource Centre where all the publications are available about the studies we have undertaken and the results that are analyzed and evaluated.

Acronyms & Abbreviations

ADMO	Assistant District Medical Officer	MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
ANM	Accredited Nurse Midwife	MLA	Member of Legislative Assembly
ASHA	Accredited Social Health Activist	NABARD	National Bank for Agriculture and Rural Development
AWC	Anganwadi Centre	NCPCR	National Commission for Protection of Child Rights
AWH	Anganwadi Helper	NFI kit	Non Food Item kit
AWW	Anganwadi worker	NHM	National Health Mission
BIAAG	Because I Am A Girl	NRLM	National Rural Livelihood Mission
BGREI	Bringing Green Revolution to Eastern India	NYK	Neheru Yuva Kendra
BRCC	Block Resource Centre Coordinator	OACRC	Odisha Alliance on Convention on Rights of the Child
CBM	Community Based Monitoring	OBAC	Odisha Budget and Accountability Centre
CBO	Community Based Organization	OLM	Odisha Livelihood Mission
CCE	Continuous and Comprehensive Evaluation	ORMAS	Odisha Rural Development and Marketing Society
CDMO	Chief District Medical Officer	PDS	Public Distribution System
CDPO	Child Development and Protection Officer	PRI	Panchayat Raj Institution
CEPA	Communication Education and Public Awareness	PU	Programme Unit
CFS	Child Friendly Space	RKVY	Rashtriya Krishi Vikas Yajana
CFW	Cash for Work	RLTC	Rural Livelihood Training Centre
CMMF	Community Managed Micro Finance	RNFS	Rural Non Farm Sector
CRCC	Cluster Resource Centre Coordinator	RRTTS	Regional Research & Technology Transfer Station
CSO	Civil Society Organization	RTE	Right to Education
CSP	Community Service Provider	RWSS	Rural Water Supply and Sanitation
CSP III	Child Support Programme III	SCA	Special Central Assistance
CUTS	Consumer Unity and Trust Society	SHG	Self Help Group
CWC	Child Welfare Committee	SRI	System of Rice Intensification
DBWGs	District Budget Watch Groups	OPRF	Odisha Phailin Response Forum
DCPCU	District Child Protection and Care Unit	SCSP	Scheduled Caste Sub Plan
DCWO	District Child Welfare Officer	SIRD	State Institute of Rural Development
DRMU	Disaster Response and Mitigation Unit	SMC	School Management Committee
DWCD	Department of Women and Child Development	TOT	Training of Trainers
ECCD	Early Childhood Care and Development	TSP	Tribal Sub Plan
ECE	Early Childhood Education	UNDP	United Nations Development Programme
FGD	Focus Group Discussion	VCPC	Village Child Protection Committee
GKS	Gaon Kalyan Samiti	VDC	Village Development Committee
GoO	Government of Odisha	VDLP	Village Development Livelihood Plan
GP	Gram Panchayat	VHSC	Village Health and Sanitation Committee
H ₂ S kit	Hydrogen Sulphide kit	SMDC	School Management & Development Committee
Ha	Hector	SSA	Sarva Shiksha Abhiyan
ICDS	Integrated Child Development Services	WASH	Water Sanitation and Hygiene
ICRISAT	International Crops Research Institute for Semi-Arid Tropics		
IEC	Information Education and Communication		
MDM	Mid Day Meal		



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