

# ORGANIZATIONAL PROFILE

**Name of the Organization :** Network for Enterprise Enhancement & Development Support [**NEEDS**]

**Mission Office** : Circular Road  
B. Deoghar 814112  
Jharkhand, India  
Telefax: 06432-230775

**State Coordination office :** Flat No: 101  
West Midland Apartment,  
Anantpur,  
Ranchi – 834002  
Ph: 09234319765

**Legal Status** : Registered under Indian Trust Act vide # 175 Dated 7<sup>th</sup> Nov. 1998,  
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**Banks** : **FC a/c # 10877635632**  
State Bank of India  
Deoghar Bazaar Branch  
Deoghar – 814112, Jharkhand, India  
**Non FC account# 741392641**  
Indian Bank  
Deoghar Branch  
Deoghar – 814112, Jharkhand, India

## Introduction

**NEEDS** is a professionally managed committed NGO active in community capacity building and issue based networking. The primary focus of **NEEDS** is on the problems of the poor in their struggle to obtain a life of justice and dignity. Environment stabilization, food security and empowerment of the community for self-governance are the most important components of its mission. Gender justice, natural resource management, and livelihood security are our primary areas of concern.

“Create value-based communities of dignified and informed citizens comprising the erstwhile marginalized and the oppressed from the perennially unresponsive regions in place with pride”

**NEEDS–Trust** is holding the following institutions:

**Rural Technology Park** – An institution to develop and remodule livelihood technology for marginalized

**Ajiwika** - NEEDS microfinance initiative

**NEEDS–Society** – An institution to work on natural resource management activities

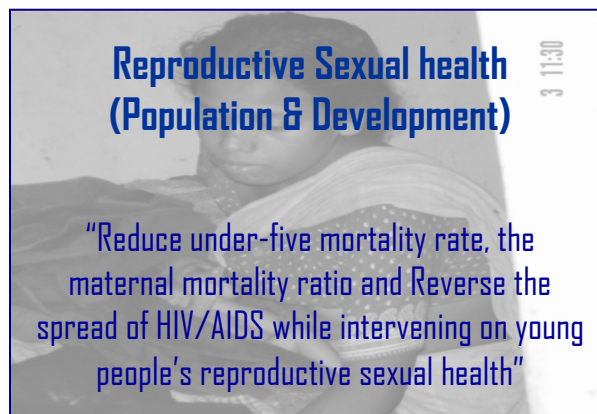
**Rural Industry Promotion** – A technical support service group to handhold rural entrepreneur to support enterprise

**Corporate Organic Solutions** – A house of ICT based training center collaborated with *TARAhaat*

## Mission

**“Sustained food and nutrition security of marginalized through environmentally sound interventions, while focusing on equity, justice and human rights”**

All initiatives of NEEDS focus on ensuring *equal opportunities* for resource poor households through improved access to *human development opportunities*. As a strategy, NEEDS concentrates on building local capacity, ensuring *information and technology availability* and *enhancing linkages to development infrastructure* like *credit institutions, market, health and education service providers etc.*



## Focused Programmatic Area

They are then designed in to various programmatic interventions, broadly defined as:

- Integrated health and nutrition management
- Adolescent reproductive sexual health
- Sustainable agriculture and natural resource management/watershed development
- WSHG and Micro Credit and enterprise enhancement
- Livelihood enhancement, restoration and management, non –farm technology promotion
- Farm based technology promotion
- Information technology
- Networking, Partnership and cooperation
- Local Institutions Building and Policy advocacy



Outcomes

Community  
influence to  
secure their  
rights

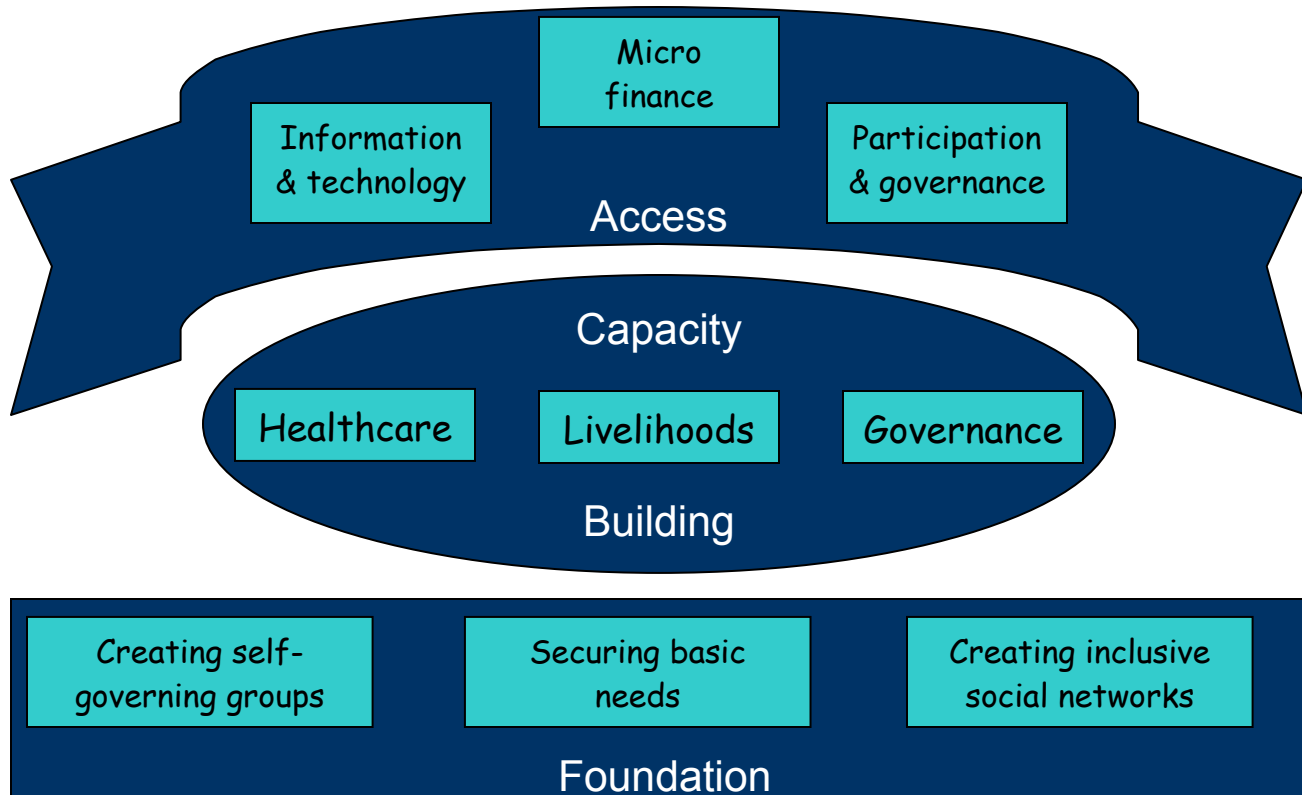
Stable, self-  
governing  
social  
networks

Effective  
use of  
livelihood  
strategies

Systematic  
community  
healthcare  
provision

Equitable  
participation  
in decision  
making

NEEDS Interventions



## Sectoral Goals

- **Livelihood security:**  
Sustainable livelihood security of marginalized through environment friendly farm and non-farm based technology enhancement by ensuring empowerment process of marginalized community
- **Health:**  
Reduction in mortality and morbidity amongst women and children under 2 years by enhancing the women's capacity in safe motherhood and child survival issues and improved access and control on health infrastructure and information by women
- **Child Protection:**  
All children will learn, grow and develop to realize their full potential.
- **ICT:**  
Every household of the poorest regions sufficiently empowered to live a joyful life with all their entitlements realized in an Informed Society.

## Geographical Coverage

NEEDS is currently working in selected pockets of Santhalpargana region of Jharhand and Chandan block of Bihar, beside 13 district of Jharkhand is covered un child labour rehabilitation program as a Mother NGO of Govt. of Jharkhand. Total coverage of programs are spread over 62 blocks.

Now, through its RCH resource center from Ranchi, NEEDS have initiated health advocacy initiatives at state level.

## Target Population

Tribal, Dalits, women and children are our primary program participants. We have included young population in our programs in recent time focusing on ARSH issues

## Program Experience

Currently NEEDS is implementing the following programs within its mission framework:

1. NEEDS as the District Technology Resource Centre of UNDP has the following focus:
  - Development of block level perspective plan through holistic approach
  - Information technology promotion and infrastructure building at district, block and PRI level
  - Identification of enterprise, required technology promotion, appropriation of technology, skill development in identified technology, demonstration, documentation and replication of technology.
  - Promotion of local gender sensitive institutions through social mobilization process to ensure self governance
  - Promotion of 400 women SHG and block level technical committee formation
  - Ensuring credit and market linkages
  - Micro finance initiative
2. NEEDS has emerged as a local resource center for grass root NGOs and CBOs of Jharkhand state. It facilitates organization development process for grass root NGOs. Following activities have been undertaken under this program:
  - Extension of continuous technical support and information services to partner organizations
  - Development of M&E and MIS packages for small organizations to ensure high level of program performance standards
  - Linkages facilitation with technical, resource organizations and Government departments
  - HRD support through accompaniment
  - Issue based networking facilitation
  - Promoting para-technologist
3. Safe Motherhood and Child Survival initiatives have been taken in two blocks of Jharkhand, covering above 18000 mother and children in collaboration with CARE/GoI.
4. Adolescent health issues with the help of NFI & Packard Foundation.
5. Research and documentation to develop local strategies to ensure water right to landless through entitlement to irrigation infrastructures and common property resources.
6. Food security initiatives in Jharkhand through NGO networking and food security literacy campaign along with cluster based interventions through land and water management and SHG promotion.
7. Working as technical support organization for watershed management and livelihood enhancement programs and plans for Orissa.
  - Developed watershed plus program for 5000 hectares area of Nuapara district of western Orissa
  - Watershed program evaluation conducted for MISEREOR/Germany
  - Worked for ADITHI as support organization in watershed planning, monitoring and technical assistance
  - Impact assessment of gender program of ADITHI at Muzaffarpur
  - Developed watershed plans for CRS/Eastern India partner at Nawada district

## 8. Consultancy experiences:

- Drought prone area planning and technical capacity building
- Watershed Plus program
- Strategic planning facilitation
- Train and conduct PRA
- Micro finance and SHG promotion
- Phase out and phase in criterion development
- Water equity and water right
- OD process
- Iron deficiency anemia for adolescent girls
- Flood prone area problem analysis and preparedness planning
- SALT and *in situ* soil and moisture conservation planning and consultation
- Non farm sector vocational training
- Farm sector vocational training
- Pre funding project appraisal
- Project performance monitoring and evaluation
- M&E and MIS package development
- Research and documentation
- Bio diversity register and seed repository
- Advocacy on right to information
- Atrocity on women and sex harassment control
- AIDS and HIV

## Governing Body and Membership Profile

Governing body of NEEDS consists of 11 active and highly experienced and qualified rural development professionals with 6 male and 5 female members. The 3 governing body members are full time active working executives of the organization. Governing body members are having 10– 45 years experience in the development field with national and international exposures. 3 of 11 members are having hand in experience in working with international donor organizations. The geographical experiences of these members are eastern India. Hands on experience of the GB members are from the field of food security; NRM/Watershed management; M&E and MIS development; Gender Equity; Community Health and Child Survival; Legal aid services; large NGO program management; financial management; networking and capacity building.

## Staff Structure and Profile

NEEDS currently has 18 technical staff at managerial positions from various technical backgrounds i.e. agriculture, civil engineering, NRM, Forestry, Rural Development, besides subject matter specialists on SHG, micro finance, nutrition and community health management. Personal management and M&E, gender equity and justice issues.

In second line NEEDS has a group of 10 field executives in 10 clusters. In the front line, for the projects initiated for direct implementation in the field, NEEDS has a group of 55 paid field workers active in the field.

Each Sector has a sectoral leader i.e. **Health, Livelihood, Child protection, Micro finance**. These sectoral leaders report to Executive Director is also the Secretary of the Organization,



*Team Members*

The Executive Director is responsible for the facilitation of organizational growth as a team leader and participates in project and HRD planning, monitoring/MIS development and represent organization. He is instrumental in policy advocacy and liaison, agency policy and strategy change management and head the project quality development cell.

## Technical Expertise / Know how available

NEEDS has expertise on the following technologies, which are made available to the organizational and individuals on terms:

1. Safe motherhood and Child Survival, integrated health and nutrition management
2. Natural resource management and watershed management, watershed plus program planning
3. Veterinary Care and management
4. Fish farming and post harvest technology
5. Horticulture and agriculture
6. Engineering and construction
7. Social mobilization and networking
8. Common property resource management
9. Technologies on biodynamic farming, vermin compost production and packaging, integrated farm pond technology, duck rearing, herbal gardening,
10. Sanitary Napkins production, drying technology
11. Trauma management, River Osmosis water purification, Safe drinking water UV technology

## Partner Organizations

Following are our valued program partner; there constant support to us helped progressing towards our mission:

- S&T / GoI
- Govt. of Jharkhand / Ministry of agriculture
- Govt. of Jharkhand / Ministry of health & Family Planning
- Govt. of Jharkhand / Ministry of Tribal Welfare
- ISRO [Indian space research organization] / Bangalore
- KFO / Austria
- MISEREOR / Germany
- SIMAVI / Netherlands
- SKN / Netherlands
- NFI / India [Packard Foundation]
- ICOMP / Malaysia
- Sir Ratan Tata Trust
- Sir Dorabjee Tata Trust
- AFPRO / Ranchi unit
- SIDBI
- NABARD
- ICICI
- HDFC
- FWWB



## Governance

NEEDS is having separate policies on the following issues:

- **Human Resource [HR Policy]**
- **Inclusion [Diversity Policy to include disadvantaged]**
- **Financial [ Financial Management Policy and Guideline]**
- **Gender [Gender Policy]**
- **Child Protection Policy**

## Research and Documentation

We have documented the following:

1. Formative Study on Reproductive health status of Bihar and Jharkhand
2. Adolescents Voice [with CINI-Jharkhand]
3. Mahila Samakhya Program of DPEP/ World Bank for Sasaram district
4. Drought Issue Profile for Deoghar district
5. In situ moisture conservation techniques
6. Flood and its impact assessment of north Bihar
7. State of agriculture of Bihar
8. Organizational system and MIS documentation manual
9. M&E and strategic Planning manual

## Turn Over of last 3 financial year

Year	International	Govt	Domestic	Financial Institutions	Community
2004-2005	5,437,341/-	NIL	2,000,000/-	136,500/-	416,181/-
2005-2006	5,841,995/-	775,000/-	1,700,000/-	66,900/-	84,750/-
2006-2007	8,662,991/-	30,469,0160/-	2,540,000/-	363,600/-	2,588,732/-

Health sector of NEEDS has following program focus:

- Water and Sanitation
- Safe Motherhood
- Child Health
- RCH & HIV/AIDS integration
- RCH Resource Center [RCH fellow of Packard Foundation networking]

## Safe Motherhood & Child Survival

**NEEDS** is working on the issues of Safe Motherhood and child survival with the goal of **catalyzing sustainable improvement of maternal and newborn health status through effective community action.**

The main objectives of our safe motherhood program are to:

- Significantly increase individual, household and community action that directly and indirectly improves maternal and newborn health.
- Enhance systems and institutional capabilities for sustained improvement in maternal and newborn health care services and health status.

**The activities undertaken are as follows:**

- ◆ Creating prototype models of service deliver involving
- ◆ Capacity building of community level institutions formed
- ◆ Involvement of Mahila Mandals in child growth monitoring and survival has led to increased awareness among communities regarding mother & child health care 7 survival issues
- ◆ Accelerate Government Health Service Delivery- through community based advocacy
- ◆ Capacity building of health team/ community based health service providers
- ◆ Develop access to health services by marginalized through micro insurance facilities focusing on RH issues
- ◆ Integration of HIV/AIDS with regular RCH program

We are striving to reduce MMR, IMR, improve on safe delivery conditions, reduction in protein energy malnutrition, improving on health seeking behavior of individuals, families and community, creating village level institutions and promoting health volunteers, reducing the HIV/AIDS risk and creating local knowledge base in order to make community reduce risk of most common diseases of the area.



Our approach is to accelerate Govt. health service delivery through facilitating and mobilizing stakeholders at various stage.

We are having a MoU with Jharkhand Health Society, Government of Jharkhand for VHC [Village Health Committee] promotion and work in close cooperation with district team. We are working in 4 blocks in Deoghar district; Sarwan, Palajori, Karon & Sarath. Till now we have promoted 1200 VHCs & 1600 Sahiyas (health volunteers).

Demand generation from the community through behavior change process is prioritized as a strategy for sustenance and withdrawal. Behavior change is a



continuous process which requires knowledge input at various levels, capacity building of team as well as community based institutions, service providers for quality of service, peer group to influence positive health behavior and individual to be able to transfer knowledge into practice.

### Objectives

- To ensure 90% deliveries are conducted under supervision of trained or professional birth attendants
- To improve community knowledge base for sustaining impact on health practices and service delivery demands
- To build up capacity of NEEDS health team for programme quality improvements
- To advocate and collaborate with government health service delivery to accelerate service delivery and improve on health seeking behavior of the community for quality of service demand generation
- Reduce prevalence of malnutrition of children U5 to less than 10%
- Develop monitoring system with village level data base in Child growth, FP/contraceptives, immunization, ANC and INC issues

### Strategies

- Capacity building of peoples' body on advocacy initiatives to mobilize community advocacy with local PHC for improved service deliveries on safe motherhood and neonatal care.
- Strengthening of village health committees through transfer of knowledge on different aspects of health issues, their health entitlement and how to realize that.
- Develop village level health cadets skilled in 4 critical health services – Safe motherhood, child health monitoring, Diarrhea prevention and management, health service entitlements of individual.
- Knowledge and practice improvement of newly married couples about Planned Parenthood.
- Continuation of education and nutrition management of pregnant, lactating mothers and children under five.
- In this phase stress on development of MIS and M&E system is given to generate village level data base through a critical mass of community advocates like volunteers, village health committee members, women and youth leaders.

## Reproductive Sexual Health

**NEEDS** is directly implementing the program on Adolescent reproductive and sexual health [ARSH] in two block of Deoghar district. Till 2007 March we have 60 teen centers and youth clubs of the age group of 13-23. they are taking initiative to improve on their own life skills, helping community in improving service delivery of reproductive health services. Optimum participation from community is focused by involving religious leaders and other opinion makers. In this process NEEDS facilitated in evolving a grassroots organizations network to scale up ARSH program in santhalpargana region. This group is known as **DISHA [Development Intervention in Sexual Health of Adolescent]**.

DISHA network is operational in Deoghar, Pakur, Jamtara and Giridih districts.

This particular group is working on RH needs of tribal communities. This group does not focus on sterilization among tribal community rather working on safe sex, temporary methods of fertility control issues. DISHA focuses on HIV/AIDS prevention, reduction in early marriage and delayed pregnancy issues.

Empowerment of adolescents is focused through their life skill enhancement and creation of teen centres.



*Training on reproductive health with youths*



*Youth Club Members designing posters*



*Members of teen circle group*

DISHA is attempting in developing a regional policy document for which some 28 workshops are conducted and 717 adolescents are consulted. On the basis of this knowledge base the group has developed a ILS [internal learning system module] for the knowledge transfer and knowledge assessment of the adolescent. ILS is a total pictorial module even to be utilized with any language and illiterate groups or individuals. That the adolescents need a special attention, guidance and environment to grow and develop into healthy human beings so that they are empowered to take decisions about their life including reproductive health related decisions.

## *DISHA Understanding*

- **Program Goal**

Improvement in the reproductive sexual health status of adolescent of Santhal Parganas region.

The objective of the consortia is to build up the capacity of the growing DISHA consortium of NGO's in Santhal Parganas region on ARSH issue. DISHA's intervention primarily focuses on the following:

- Development of effective communication tool.
- Building up an appropriate environment at target Blocks on Reproductive Sexual Health issues.
- Effective Information Dissemination.
- Behavior Change
- Strengthening of NGO's capacity in Adolescent Reproductive Sexual Health issues
- Create district and regional level impact on ARSH through program intervention with adolescent and other critical stakeholders



► **Role of DISHA**

DISHA is primarily focusing on the following aspects

- Building Capacity within the organization themselves to advance their mission & achieve their goals.
- Hand Holding of partners organizations
- Mobilization of resources and technical assistance
- Technical Support (Training) needed to successfully implement and complete projects
- Monitoring of projects and programs through peer group efforts and in a social auditing process in which community shall be involved
- Help NGOs of Deoghar district to work in a consortia mode for effective results and creating impact on ARSH at district level

► **Major components of interventions include the following**

- Promoting teen circles of girls and boys
- Develop peer educators to combat myths and misconception on RSH issues
- Educate 10-19 age group in reproductive sexual health through school interventions at community level interventions for non school going adolescents
- HIV/AIDS education and awareness campaign focusing on youth and migrant community, beside adolescents
- Sensitize religious leaders and other opinion makers over the issues of RSH and ARSH
- Contraceptive education including the issues of safe sex and fertility control
- Adolescents basic health and hygiene, genital hygiene and sanitation issues
- Santhalpargana require an intensive intervention in ARSH issues to build up ARSH environments at large scale, our initial intervention of 3 years have been found successful for scaling up such interventions

# Child Protection

Every child out of school is a potential child labour. Education till age 14 years is not a professional education rather it is a basic need to help a child grow and acquire life skills to deal with challenges of life at its full potential.

- **Program Goal**

All children will learn, grow and develop to realize their full potential.

- **Current activities**

- Community based Education Centre for children living in difficult conditions i.e. platform children, children working in hotels, motels, garage, children at worksite such as bidi making, brick kiln etc. We have 7 education centers for working children.
- Networking with Women SHGs and CBOs to improve on child enrollment and retention in local Government schools.
- Establishing 2 community based computer education and empowerment of children. Till now 30 children have successfully done computer awareness course & 50 students are ready to do the same course.
- Capacitating Civil Society Organizations and develop GO-NGO partnership in child protection in the state of Jharkhand
- Developing ICT materials, Documentary audio visual aids, train and develop street corner play troops all in local language and with
- Reference to local circumstances for effective education and mass sensitization program.

Recently NEEDS has been selected as **Mother NGO** for child labour by the state of Jharkhand. Following responsibilities are assigned to us:

- Develop NGO partnership in the state to work in cooperation with JEPC [Jharkhand Education Project Council]
- Identify difficult to reach children/children living in difficult situation in cooperation with district administration and NGO partnership
- Organize and co-ordinate resources
- Provide platform to share experiences, identify issues
- Develop collaborative interventions
- Facilitate project development process and project approval process in cooperation and liaison with district and state government
- Ensure capacity building of NGOs and sensitization of district level stakeholders
- Monitor project performance and extend inputs
- Create innovations and develop prototype models of child protection and child education
- Provide inputs for the quality improvements in education curriculum and modules



# Rural Technology Park: A Livelihood Institute

The livelihood intervention of NEEDS exist to impact on livelihood of marginalized towards a productive and sustained in a self-help framework.

It creates a platform under one roof for technology developers to display / demonstrate and transfer their **technologies as module/package**, RTP plays a critical role in technology modulation and demonstration. We are creating prototype models that are cost effective and operational in terms of technical and financial feasibility.

- **Development Strategies**

RTP have taken a challenge in transforming one block as poverty free [out from phenomena of poverty]. Technology management packages are developed to support the adoption process

- **Goal (Long-Term)**

Empowered people deliver with their capacity of technology and self help process to effectively help in eliminating the phenomenon of poverty

- **Program Goal**

Improved access of technological solutions by the marginalized, which could be ably and amicably create livelihood opportunities.

- **Activities**

- ***SHG Promotion***

NEEDS has promoted over 450 SHGs in three blocks i.e. Sarwan, Palajori and Chandan blocks. These SHGs are key to development interventions while working on gender and equity issues.



- ***Agriculture Activities***

Under this program area NEEDS have started focusing on seed production and seedling development to maintain high quality seed availability to farmers in time. Focus is on truth full level seed production of paddy for SRI technology based cultivation, potato seeds and few vegetables that has a local demand.

Beside, improvement in production and productivity is our primary concern. NEEDS have started 2 Agriculture business centers to help farmers to access best possible solutions through information and services.

- ***System of Rice Intensification***

SRI is a revolutionary intervention which can create larger impact in the food security level of rice producing farmers, particularly tribal population. Our success in SRI has been recognized by DST/Gol and we have been asked to promote the technology through coordinated project in entire tribal belt of India

***SRI Technology uses***

- Less external inputs
- Less seed (3 kg/acre )
- Fewer plants per unit area (25 x 25 cm)
- Less chemical fertilizer
- More organic manures and less pesticides



## • Horticulture Promotion

Horticulture has a promising potentiality is shifting livelihood pattern of the state. NEEDS is the partner of horticulture mission of the state and playing a critical role for the district of deoghar to bring it in horticulture map of the state. NEEDS has signed a MoU with Government of Jharkhand at this effect. Following activities are on set under the mission:

- *Mango garden /orchard*
- *Floriculture*
- *Spices*
- *Multi tier*
- *Vermi compost promotion*
- *Agro Business Centre*



Mission would continue till 2012. The performance of NEEDS has been rated as one of the best in the state as per the monitoring report of NHM/Gol. NEEDS will be implementing this activity till 2012 with area coverage of about 1000 hectare per year which sums up to approximately 7000 hectare.

## • Vermi Compost

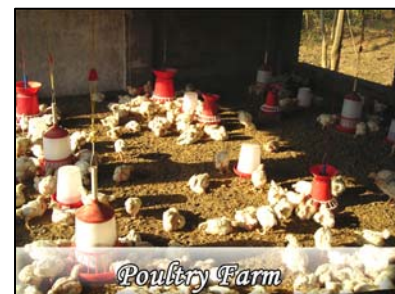
Vermicomposting has been a very lucrative business for the ultra poor people. These ultra poor families are earning an income of Rs. 1000 to 3000 per month. Vermi compost has the following benefits.

- ◆ *Low cost and farmer friendly in situ technology*
- ◆ *Vermicompost is soil enriching and environment friendly, it improves soil texture, soil water retention capacity, it provides*
- ◆ *This is a natural process that quickly converts organic matters into viable nutrient-rich manure.*
- ◆ *Can be well managed by women as the same is not much labour intensive*

## • Small Animal Promotion: Poultry Farming & Goat Rearing

Poultry is a common meat consumed by the large community. There is a good demand for poultry birds around Deoghar, Gridih, Dhanbad, Bokaro, Dumka, and Banka. Seeing these potential of market and as an activity for poor people, poultry has been selected as a livelihood source.

NEEDS is currently working on formation of 2 poultry cooperatives and one goat rearing cooperative involving over 1100 marginal families i.e. *Chandan* block of *banka* in Bihar and *sarwan* block of *Deoghar* in Jharkhand.



## • Food Processing

NEEDS have standardized various processing technologies which has potential market. Organic process has been adopted to ensure premium products. We are promoting horticulture cooperative to for controlled farming in an organically package of practices.

### **Our current products**

- Tomato puree and sauces
- Chili sauces, Red Chili chutney
- Mango RTS, Pickles of mango and Jackfruit
- Turmeric powder,
- Bel squash



# Micro-Finance: Livelihood Opportunity of Marginalized

**NEEDS** being a “Social Entrepreneur” organization, has felt time and again to form an institution to support its livelihood enhancement mission through improving the access of credit by the population difficult to reach. This gave birth to new organization called *AJIWIKI* for providing micro-finance support to the clients.

At present *AJIWIKI* is involved in micro Credit, insurance and money transfer for its target clients. The promoter of *AJIWIKI* is **NEEDS**.



*One of the beneficiaries taken loan from Ajiwika*

- **Vision**

Create impact on poverty by increasing access to financial services by marginalized

- **Mission**

Reach un reached with financial service packages suitable to intended Cliental profile constantly and sustainably"

- **Objective**

To promote development work by providing technical assistance, managerial skill, access to financial services to the people un-reached by the formal financial system, for livelihood opportunity enhancement and poverty eradication; to undertake different activities for rural and urban slum development to improve the socio- economic life of the poor and downtrodden; to provide assistance to individuals, institutions, corporate body, public or local authorities for rural development and employment generation activities.

- **Area of work**

Currently we are operating in **Deoghar**, Jamtara and Hazaribagh District of Jharkhand and Banka District of Bihar. Presently it is serving to 3200 individuals and has directly linked 256 Self Help Groups.

Our mission is to serve 100000 families in next 5 years with an investment of INR1500 million. We are also working on to be an NBSE by the end of 2007 financial year.

We are exclusively working with women groups as primary client and our experience so far reveals that right interventions can create tremendous impact on life and livelihood of marginalized. We are working on SHG model and exploring gramin model for further designing of the product. We have successfully demonstrated livelihood models with ultra poor families.

We have now independent office for MFI operations known as *AJIWIKI* [*Ajiwika* stands for **Livelihood**]

# Information & Communication Technology

- **Goal**

Every household of the poorest regions sufficiently empowered to live a joyful life with all their entitlements realized in an Informed Society.

- ***E-Village***

NEEDS have already put in place 6 E-Villages (ICT kiosks) in 5 different districts in Jharkhand state. E-Village stands for “Empowered Village”. These kiosks are operated by the local communities and a local language (Hindi) based informative software (named, ***Apni Baat***) has been developed for these knowledge centers.

We have already entered in to a partnership with Mission 2007 of Swaminathan Foundation initiative and also setup a Village Resource Center (VRC) in partnership with ISRO/GoI in our Block-Hub Center at Rural Technology Park.

**Services available in these ICT centers:**

- Facilitating marginalized to access their entitlement
- Extending financial service information and tips for linkages
- Imparting computer training to tribal school-going children and tribal women in local languages
- Using knowledge based documentary films on livelihood, health, gender and entitlement issues
- Providing technological solution to entrepreneurs/ SHGs



- ***Literacy Village Program***

We have also initiated a model of communication through the use of ICT. We have selected one adolescent from each family of one of the local villages, called Dushmaniya, having 100 population, preferably girls, within 15-19 years to develop a series of story for her value identification through the family. The end objective of this communication process would be to build the sensitization on ARSH issues. The entire process is very interactive and visual based with own life and surroundings, learners has found it interesting and their interest has been sustained.

- ***Bodh-i: (An Improved Decision Making Tool for Poverty Impact)***

We are planning to develop a decision making tool (Bodh-i), which will serve as a prototype system to demonstrate the significance of decision making through IT tools to make the process accurate and biased less beside facilitate prompt decision making. This will make the entire system transparent and pro poor. Information sharing on antipoverty program, their selection criteria and application of criteria including process of selecting right beneficiaries will become effective and known to people in subject through village knowledge centers.

## • *Software / Tools Developed*

Developed tailor made system to meet the local need i.e.

- Apni Baat - is a software provides solutions to local issues
- Hunger Monitoring Tool for the community on Food Safetynet Program
- Calorie Deficiency Tool – To monitor the calorie deficiency of families
- SHG MIS System for the SHG federation
- MIS tool on Safe motherhood & Child survival which is maintaining a village level database in Family Planning / Contraceptives, Child Growth, Immunization, Ante Natal Checkup, Intra Natal Checkup & Delivery issues.

## • *Computer Literacy*

We have setup a IT Training institute in collaboration with Tarahaat in Deoghar in late 2007. Till now we have imparted education on computer awarness course, called “ABC of Computer”, to more than 100 rural children and more than 25 rural youths are doing professional computer courses from Tarahaat.



*Governance – Board Members (as at March 31, 2007)*

Name	Age	Sex	Position on Board	Occupation	Area of Competency
Murari Mohan Choudhury	46	Male	Secretary/Executive Director	Executive Director of NEEDS	Food and nutrition security/ Natural resource maagementy
Mr. Tanay Chakravarty	47	Male	President	Managing Director of Ajiwika MFI promoted by NEEDS under separate legal entity	Micro credit Legal Rights & Natural Resource Management
Ms. Piyali Mustafi	40	Female	Joint secretary	Program Officer /Unicef/Kolkata	Safe motherhood and child survival
Ms. Chandreyee Banerjee	39	Female	Member	Program head of CRS/Zimbabwe	Gender issue and disaster management
Dr. Abani Kumar Nag	48	Male	Member	Medical Practitioner & Director of "Vivekanand International Health Centre" in Kolkata	Expert in AIDS/HIV
Dr. Chandī Chran Sarkar	73	Male	Vice president	Horticulture and Food Processing consultant, former director horticulture/ GoB	Horticulture/ Food processing
Fr. Karma Kacchap	49	Male	Member	Director social service unit of church at Chatra/Jharkhand	Sociology
Riti Kumari	40	Female	Member	Social worker and School teacher	Child Development
Ms Chitra Pal	38	Female	Member	M. Com and professor	Chartered Accountant
Ms Smriti Kana Bose	55	Female	Member	Social worker and gender activist	Social Work
Ms. Bhramer	30	Female	Member	Development professional currently working with HDFC	Reproductive Health

- A Board Rotation Policy exists and is practiced.
- The Board approves program, budgets, annual activity reports and audited financial statements. The Board ensures the organization's compliance with laws and regulations.

*Accountability & Transparency*

- The following reimbursements have been made to Board Members during 2006-07:
  - ▶ Travel reimbursements of Rs. 4246/- has been made to GB members during the year to attend board meeting
  - ▶ No other reimbursements have been made to any Board member, trustee or shareholder.
- Highest paid 3 Salaries and lowest paid salary in the organization:
  - ▶ Remuneration of 3 highest paid staff members:
    1. Rs. 239148/- (annum)
    2. Rs. 2,01,384/- (annum)
    3. Rs. 1,88,796/- (annum)
  - ▶ Remuneration of the lowest paid staff member: **Rs. 26,400/- (annum)**

- Staff Details: (as at March 31, 2007)

Gender	Paid full time	Paid part time	Paid Consultants	Unpaid Volunteers
Male	19	60	0	40 [youth volunteers]
Female	4	8	0	1600 [health volunteers]

- Distribution of staff according to salary levels (as March 31, 2007)

Slab of gross salary (in Rs.) Plus benefits paid to staff	Male	Female	Total
< 5,000	60	8	68
5,000 – 10,000	10	2	12
10,001 – 25,000	6	4	10
25,000 – 50,000	1	0	1
50,001 – 1,00,000	0	0	0
1,00,000 >	0	0	0
<b>TOTAL</b>	<b>77</b>	<b>14</b>	<b>91</b>

- Total cost of national travel by all staff during the year:
  - ▶ Rs. 54,225/- (including Rs. 4,246/- reimbursed to Board members as above)
- Total cost of international travel by all staff during the year:

▶ <b>Name</b>	Murari M.Choudhury
<b>Designation</b>	Executive Director
<b>Places of visit</b>	USA; Indonesia and Malaysia
<b>Purpose</b>	Leadership Training; RH program exposure and RH module development consultation respectively
<b>Gross Expense (Rs)</b>	400,000/- [approx]
<b>Sponsored by external organisation</b>	Sponsored by Packard Foundation and ICOMP

▶ <b>Name</b>	Tanay Chakrabarty
<b>Designation</b>	Managing Director [MFI]
<b>Place of visit</b>	Canada
<b>Purpose</b>	MFI Micro summit
<b>Gross Expense (Rs)</b>	100,000/-
<b>Sponsored by external organisation</b>	Sponsored by Ford Foundation