

2020-21



ANNUAL REPORT

"Excelling Social Action Since 1991"







Adhikar is a pioneer voluntary Organisation working with the poor and marginalised communities of Odisha, since 1991, to make sustainable improvements in their quality of life.

We build their capabilities, strengthen community institutions and mobilise resources to enable them to lead a dignified life. More than 200,000 people in 3000 villages have advanced their lives through this association.



CONTENTS

Migration Support Centre	07
Emergency Response	09
Regeneration of Traditional Industries through Cluster Approach	11
WATSAN – Establishing Healthy Community	13
Skilling the Youth - Developing the Employability	22
Adhikar ITI – Creating Opportunity	26
MFCDC- Enhancing skill, knowledge & aptitude	27
Adhikar Community Based Dairy Farming	30
Livelihood Finance – Creating source for a better Living	31

ORGANISATION AT A GLANCE

Disclosure	33
Empanelment	34
Governance & Management	35
Financial Summary	36
Hall of fame	39



Mohammad Nooruddin Amin
President, ADHIKAR



PRESIDENTIAL ADDRESS

The Financial Year 2020-21 will be remembered in the history of humankind for the unprecedented COVID-19 pandemic; the biological disaster's devastating impact across the globe in socioeconomic and health terms, endangering the lives and livelihoods of people throwing complex challenges. This extraordinarily difficult hour indeed put our resilience to tests beyond what we could have imagined! Along with grave consequences, the pandemic exacerbated the stark inequalities that persist in our society. The effect of the pandemic on the poor was huge, as their avenues for seeking out livelihood opportunities were badly affected. In interior tribal villages, life became more and more difficult. Villagers could not travel to the nearby villages, as most villages implemented a strict lockdown policy. These are villages that are interdependent for daily necessities of life and human labour.

Like many other organizations and institutions, Adhikar was acutely impacted by the pandemic, forcing the organization to alter its strategies and approaches for the year towards realizing our objectives. Along with the devastating Covid-19 pandemic, an impulsive amendment in the FCRA laws broke the financial backbone of most civil society organizations including Adhikar and dragged them into uncertainty, resulting in severe financial crunch and premature closure of years-

old projects, followed by unusually high staff attrition. With the first and second wave of COVID-19 sweeping Odisha, some of the ADHIKAR staff got affected, and many were hospitalised. As per government orders, the skill centres were closed. Members of the staff who had any symptoms of coronavirus had to be hospitalised. Those within the vaccination age group had to be vaccinated. My colleagues in ADHIKAR have gone through a lot of hardship and suffering because of this pandemic. They, however, proved their mettle. At the risk of being affected by the COVID 19, they reached relief materials into areas, where no one else dared to go. The organization is proud for the dedicated resources. I must also add that nothing less was expected of them.

Despite all such pains and gains, Adhikar continued its relentless efforts for its ongoing activities with holistic framework for addressing the challenges enumerated and their inter connections. Being the aspirational milestones, we offer significant roles to multiple stakeholders in achieving the agenda, leaving no one behind, especially the tribal population in the aspirational districts of Odisha.

ADHIKAR is a resilient organization with deep root in civil society. Over the years it has garnered support and built up significant resources for the economically poor and underprivileged society in India. Not least, it is the proud custodian of the assets it has created for its beneficiaries and in the process it has become a trusted partner for the poor people.

In the process Adhikar got the opportunity to be partnered with ORMAS, Govt. of Odisha for Establishment of Migration Support Centre (MSC) in the month of June 2020 & Adhikar became one MSC out of five MSCs in the national level.

It gives us immense pleasure to share with a glimpse of Adhikar's programmes and activities implemented during the FY 2020-21. Our earnest gratitude to all our Bankers, Doners, Well-wishers, Supporters, Partner organizations, my colleagues for helping the organisation with the financial crisis and making our programmatic journey fruitful and meaningful.



Vision

Adhikar works in quest of balanced society based on human values of love, peace, freedom and equality, where social and economic justice are ensured with a dignified manner and a person feels himself/ herself to be instrumental for his/ her socio economic development .

Mission

Our Mission is the economic and social empowerment of the marginalized and deprived communities in rural and urban areas of Orissa through ensuring an effective, flexible and responsive financial service system and safeguarding their fundamental human rights which help them for a just and meaningful living.

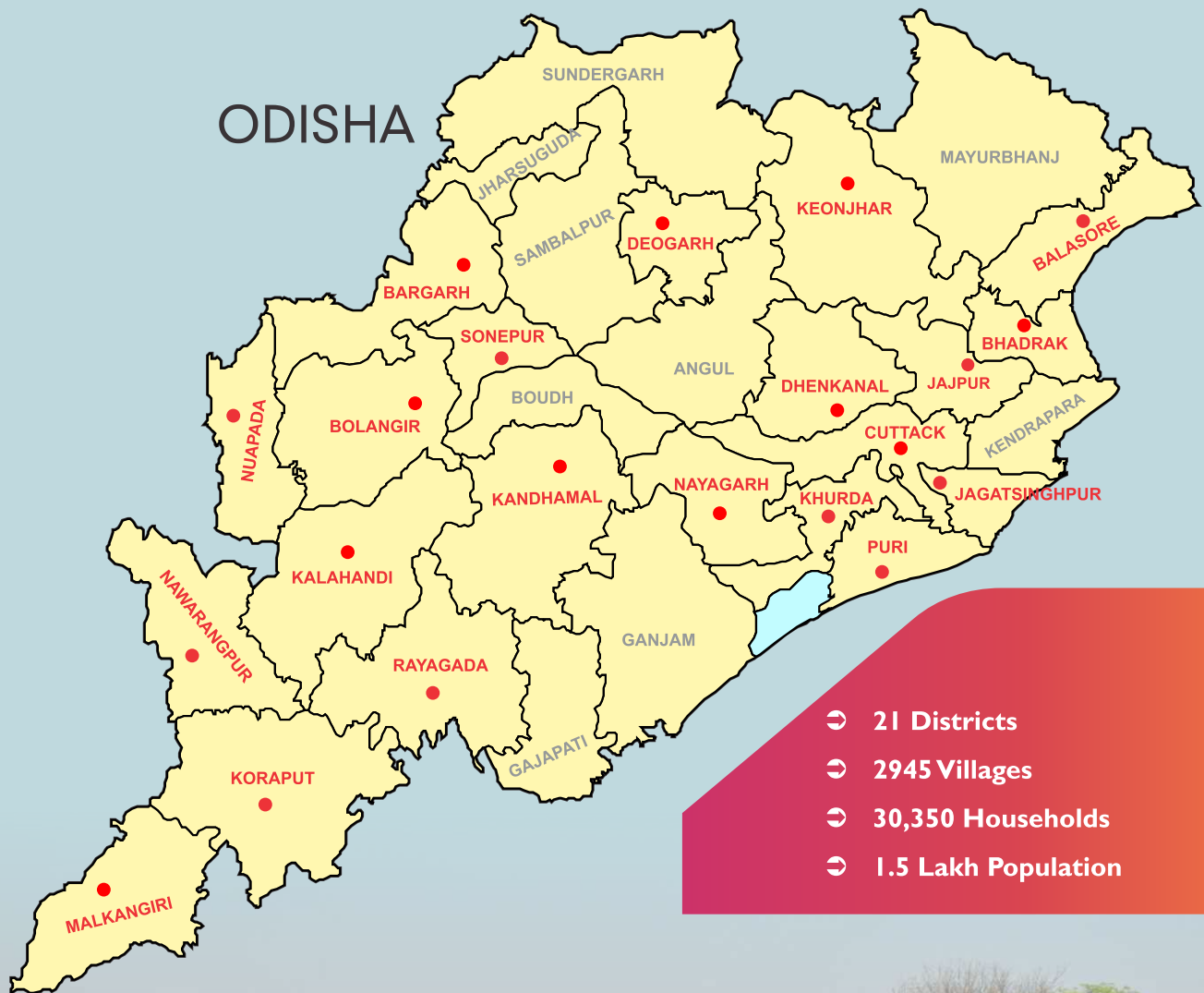
Our Belief

We at Adhikar devoted to the cause of socio economic upliftment of the poor and underprivileged and believe that the holistic development of the women, our primary beneficiaries. Have a ripple effect not only across their own families but the extended communities.

Our Values:

- Transparency
- Empathy
- ParticipatoryAction

OUR REACH



Migration Support Centre

(Facilitation of skilled youth for perspective career development)

“Partnering with ORMAS, Govt. of Odisha”



Likewise other developmental activities, ADHIKAR stepped it feet forward towards the livelihood development of skilled youth of Odisha under DDUGKY programme. For this, ADHIKAR signed an Memorandum of Understanding (MOU) with ORMAS (Odisha Rural Development & Marketing Society), the implementing Nodal Agency of DDUGKY scheme of Odisha state to establish a Migration Support Center to provide adequate support & assistance to the skilled and placed candidates of the state.

So accordingly, in a very crucial period in mid-lockdown period due to Covid-19, dated on 1st June 2020 in collaboration with ORMAS, ADHIKAR established a dedicated support center for youth of Odisha, who are skilled under DDUGKY program, Called “Migration Support Center, Bhubaneswar

which started its mission for the betterment of skilled youth of the state.

The Main Objective of MSC

- Skilled Youth Registration & Identity Solution.
- To facilitate the skilled youth with a better career opportunity & job retention.
- To Create Legal/Financial and Health awareness among candidates.
- To conduct “Pre-Migration Orientation Session” for placed candidates before their movement for placement.
- To Conduct passed out skilled candidates Alumni meet for candidates in order to create connecting bridge between skilled Candidate, MSC and Employer.

Achievements

Though, ADHIKAR- MSC started its working in a very crucial time with Covid-19 guidelines still, in the very first year it has achieved some significant result which led the MSC operation extension to another year. By its one year of operation the Programme has achieved.

- ❖ A total of **1115** skilled youths have been registered by the MSC.
- ❖ Total **730** vacancies from various employers of Odisha have been shared with ORMAS for candidate placement.
- ❖ After intervention of ADHIKAR-MSC **12** Candidates have shifted their job with a better opportunity.
- ❖ A Total **1244** candidates from different training Centre's of Odisha have been participated in ADHIKAR-MSC's Legal/Financial/Health awareness program.
- ❖ One no's of Alumni meet were also successfully

conducted by ADHIKAR-MSC in its first year of operation.

- ❖ After intervention of ADHIKAR-MSC around **206** skilled & placed candidate have received their Post Placement Support (in the form of financial support as per DDUGKY guideline)
- ❖ In addition to this, as a local guide, MSC also responds to the emergency calls from the candidate. Till today there are **Four** such cases are there (Four cases were regarding immediate Medical Assistance)
- ❖ ADHIKAR-MSC also helped Two no's of candidates of Balasore district to attend a job fair and facilitated them to join in Aquasub Engineering, Tamilnadu by arranging conveyance for them also.
- ❖ Apart from the above, during any festival/Occasion, Skilled youth are loves to come to ADHIKAR-MSC premises & celebrates various festivals accordingly.

Small initiative.... Big impact

During the month of August 2020 Adhikar counseled and facilitated 7 Candidates trained under DDUGKY Scheme to attend the job fair organized by ORMAS. The team also counseled the parents to convince the students to attend the job fair. As a result 3 candidates out of 7 attended the job fair and got selected in Aquasub Engineering, Coimbatore. After getting their job offer letter Adhikar Team arranged their travel tickets & facilitated them to join the job in Aquasub Engg. Pvt. Ltd at Coimbatore, salary @13000/-per month.

In the month of January 2021 the Adhikar MSC Team received the telephonic call on Toll free number from Alok Kumar Mahanta & other 14 no's of On Job Training (OJT) candidates who were trained & placed at Labour Net Services, Karnataka through JRG Educational Trust, Khordha. The trainees shared about their problems due to non-payment of stipend/salary in time. Very soon the team MSC intervened and coordinated with the concerned Project Implementing Agency (PIA) and as well as the employer to resolve the matter. Very soon the PIA and the employer agency involved in the matter and provided the candidates with financial support and confirmed us of releasing their stipend money & Team MSC also cross verified the same from the candidates.

Candidates Name	Father Name	Mobile Number	Address	Placed at Company Name & Address
Alok Kumar Mohanta	Lalmohan Mohanta	9937043779	Karadia, Badagaon, Karanjia, Mayurbhanj, Pin- 757036	Labour Net Services, 9th Cross Rd, Marenahalli, 2nd Phase, J. P. Nagar, Bengaluru, Karnataka 560078
Batakrushna Nayak	Gangadhar Nayak	9861844598	Totapada, Pallatotapada, Khordha, Pin- 752056	
Sisira Naik	Dhaneswar Naik	9078121442	Haja, Begunia, Jankia, Khordha, Pin-752025	



EMERGENCY RESPONSE:

An initiative for Disaster Resilience

COVID -19 RESPONSES

A nationwide lockdown/shutdown due to COVID 19 pandemic temporarily paused many things including business, production, construction, education etc. The worst sufferers are the migrant workers who were held up in their respective workplace due to lockdown. The case of the daily wage laborers also is equally pathetic. The entire family depends on the meager income they receive from their labour in the construction site at Bhubaneswar. After government declared lockdown in the month of March 2020 and extended gradually, they lost their jobs with the temporary closure of the construction work. The livelihoods of these vulnerable families have been severely affected by the unavoidable situation caused by COVID 19 pandemic. The circumstance was so intense that no resilience mechanism could protect them or help them to come out of the vulnerability. With the order from government to stay wherever the people

are and not to move, they couldn't return to their village. Whatever small savings they had was used up within no time. For few days they lived on one meal a day. As Adhikar, headquarter at Kalinga Vihar, Bhubaneswar was taking a stock of the COVID 19 pandemic affected vulnerable communities. In the process these groups came in contact with Adhikar and on 2nd and 16th April 2020 they were supported with dry ration (5 kg rice, 1 kg dal, 500 gm. Oil, 1 salt packet, 30ml Dettol, soap, 3 kg of potato) and face mask. Subsequently they were facilitated to fetch Government support. Odisha has been hit by the second wave of CORONAVIRUS in April 2021, around the same time the first wave had affected the state last year. The intensity of the second wave is more lethal than the first one, as there is a spike in the number of people getting sick. While the lives and livelihoods are slowly recovering from the first wave of COVID19 and getting settled, the second tidal wave hit hard pushing the people further





towards marginalization. Though the nature of lockdown is slightly differ than the previous one, still the impact is high on the financially poor people as the first wave had already created havoc on them.

During the second wave we focused on the special category people, including – visually challenged, handicapped, leprosy, etc., They are less likely than others to be employed. Even if they get employment they are more likely to be employed in the informal sectors. Thus, their social and economic resilience is comparatively less than the normal people. In the normal sense they are often not welcomed in many places to work due to absence of support and conducive atmosphere. So they have higher risk of losing their income, mostly during the lockdown. Realizing the vulnerability and economic downfall of the special category people in the aftermath of first and second wave of COVID19, Adhikar in association with Goonj, New Delhi took a noble



initiative to address their immediate basic needs. There are more than 500 visually impaired, more than 700 physically handicap, more than 550 leper living in Bhubaneswar City and its periphery areas. Extended relief support of dry ration including 10 kg rice, 2 kg dal, 1ltr. sunflower oil, 1 pkt salt, 1 kg lentil.

Regeneration of Traditional Industries Through Cluster Approach

“Collaborative effort with KVIC, Mumbai under SFURTI Scheme”

A Central Sector Scheme titled the “**Scheme of Fund for Regeneration of Traditional Industries (SFURTI)**” has been drawn up and approved by the Union Ministry of Micro, Small and Medium Enterprises (MSME) to implement the said scheme through a well-knit system of Nodal Agencies (NAs), Implementing Agencies (IAs), Technical Agencies (TAs) and Cluster Development Executives (CDEs). The **Khadi & Village Industries Commission (KVIC)** designated as one of the **Nodal Agencies** has been entrusted with the responsibility of implementation of the Central Sector Scheme in so far as it is related to Khadi & Village Industries.

Objectives of SFURTI Scheme:

- ❖ To organize the traditional industries and artisans into clusters to make them competitive and provide support for their long term sustainability and economy of scale.
- ❖ To provide sustained employment for traditional industry artisans and rural entrepreneurs to enhance marketability of products of such clusters by providing support for new products, design intervention and improved packaging and also the improvement of marketing infrastructure.
- ❖ To make provision for common facilities and improved tools and equipment for artisans to promote optimum utilization of infrastructure facilities and to strengthen the cluster governance systems with the active participation of the stakeholders, so that they are able to gauge the emerging challenges and opportunities and respond to them in a coherent manner;
- ❖ To build up innovated and traditional skills, improved technologies, advanced processes, market intelligence and new models of public private partnerships, so as to gradually replicate similar models of cluster-based regenerated traditional industries;
- ❖ To look for setting up of multi-product cluster with integrated value chain and a strong market driven approach for viability and long term sustainability of the cluster, and to ensure convergence from the design stage with each activity of the cluster formation and operations thereof;
- ❖ To identify and understand cluster's target customers, understand their needs and aspirations and develop and present product lines to meet the requirement. Substantial focus should be on the buyer segment that places a premium on natural, eco-friendly, ethically sourced and the uniqueness of the Khadi and Village and Industries products;
- ❖ To develop specific product lines out of the currently offered diversified basket of heterogeneous products based on the understanding of the target consumer segment. A brand unification exercise also needs to be done to maximize the value;





- ❖ To make a paradigm shift from a supply driven selling model to a market driven model with the right branding, focus product mix and correct positioning and right pricing to make the offering holistic and optimal for each of the focus categories;
- ❖ To tap the E-Commerce as a major marketing channel given the outreach and the growing market penetration of E-Commerce, there is a need to devise a quick strategy to make its presence felt in the E-Retail space;and
- ❖ To make substantial investment in the area of product design and quality improvement.
- ❖ The Project would cover three types of interventions namely soft interventions, hard interventions,& thematic interventions.

ADHIKAR, being empanelled as Technical Agency (TA) by KVIC, Mumbai, Govt. of India under SFURTI scheme the organization had taken up some progressive steps to popularize the SFURTI (Scheme of Fund for regeneration of Traditional Industries) scheme in the state of Odisha.

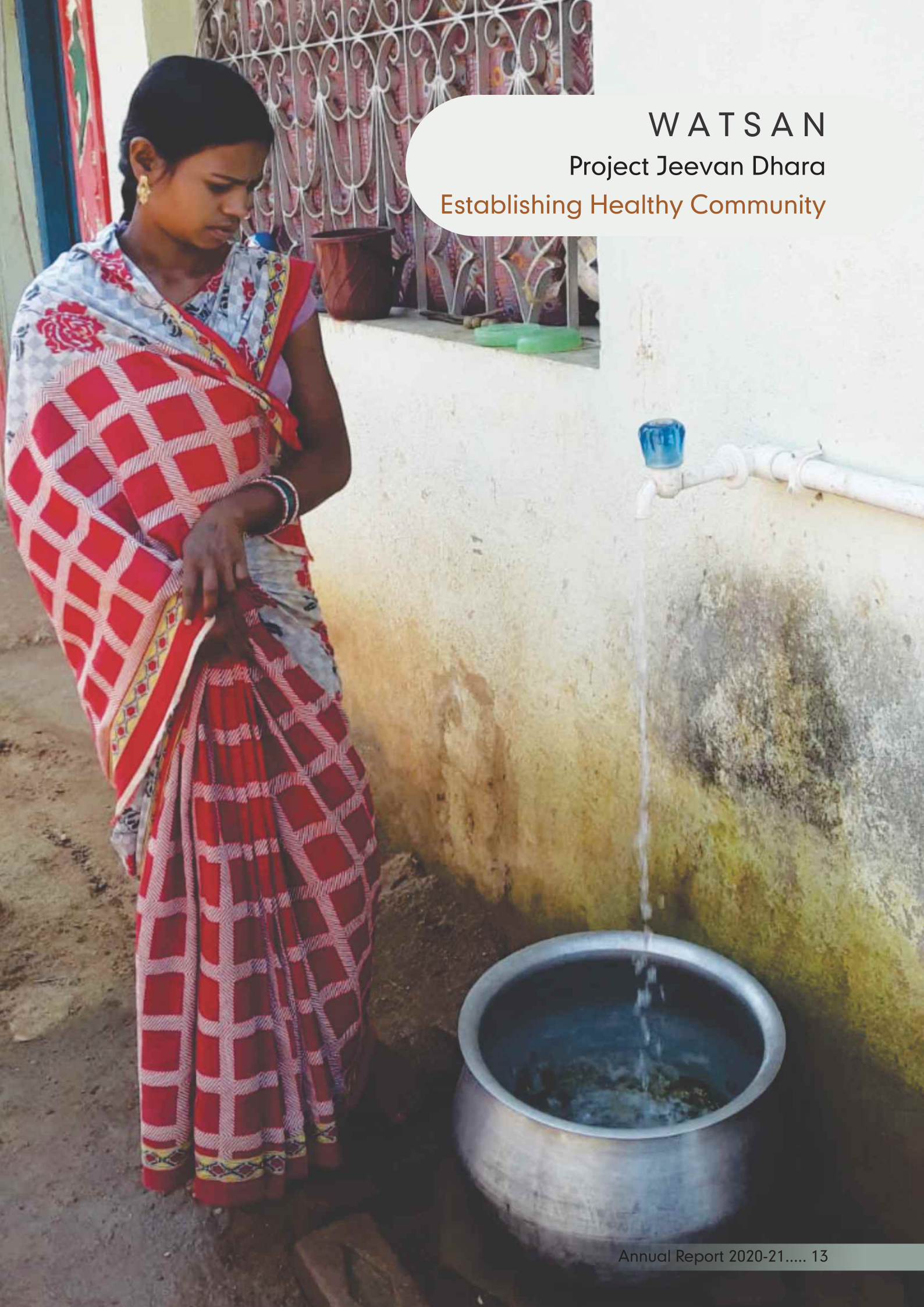
Key initiatives undertaken in this regard are as cited below:

ADHIKAR had organized a state level orientation cum workshop involving 25no of leading NGOs chief functionaries of Odisha on 12th January 2021 at

MFCD- ADHIKAR. `This program was graced by Mr. Sameer Mohanty State Director KVIC, Mr. Bichitrnanda Panda, Asst. Director, KVIC, Bhubaneswar. The scheme was thoroughly discussed and possible traditional clusters and its revival.

As a demonstrative initiative ADHIKAR had taken up two Traditional Tassar weaving clusters namely Gobindapatna and Hingula of Jajpur district being assigned by KVIC, Bhubaneswar for diagnostic study, development of Detailed project Report and submission to MSME ministry Govt. of India for approval. Under these two projects in cluster mode 937 marginalized weaver artisans livelihood enhancement was targeted through increasing productivity, scale of production, value addition / product diversification and better market linkages of the products. In the process two producer companies were promoted involving all 937 weavers. ORMAS, Govt. of Odisha works as the Implementing Agency (IA) in collaboration with Adhikar Technical Agency (TA).

Added to this ADHIKAR had taken up the Niali Vegetable Cluster. This cluster was promoted by ASA, a local NGO where 526 farmers were mobilized under cluster and facilitated for increase in production, productivity, value addition and marketing. Adhikar has been giving technical assistance in all these aspects.



W A T S A N
Project Jeevan Dhara
Establishing Healthy Community

Improved access to water, sanitation and hygiene services in schools and communities.

For a sustained Social and Economic development we need to realize the importance of basic infrastructure of society for the human being. Water and sanitation scenario in Rural Tribal region is unfortunate, but not impossible to solve when there is a strong will of people. Adhikar always emphasizes community development via awareness and capacity building framework to ensure availability and sustainable management of water and sanitation for all.

School WASH Initiatives:

Adhikar intervened in School WASH initiatives in 25 targeted schools in north and south Odisha. In collaboration with Govt. Representatives at GP level the School Management Committees (SMCs) were supported for ensuring adequate WASH facilities in 25 schools such as safe drinking water, hand washing platform and separate toilets for boys and girls. Awareness campaigns were organised at school level on good sanitation and hygiene practice through training programs and events like work camps, celebration of Global Hand washing Day, World Toilet Day and dissemination of hygiene messages among the children.

Access to Piped water connection

During the year, in collaboration with Water.Org, USA 6948 households were mobilized for piped water connection through Hand pump, digging of well & Borewell, water connection through supply water and water storage also. In coordination with Rural Water Supply and Sanitation Department of the State, drinking water facility was made available in different villages of our project area across Odisha and the people were benefitted through have access to clean drinking water at their doorstep

Addressing Open Defecation: Construction & Renovation of Toilets

During the year, in collaboration with Water.Org, USA 10800 households were mobilized and out of them 7997 households constructed Individual Household Latrines (IHHL) at their premises. Project Team members created awareness among the rural people through meetings, campaigning, posters & leaflets distribution for adoption of Individual House Hold Latrine at their own premises. Also they were aware about the Adhikar loan facilitation for renovation or construction of the Toilets. The programme created a mile stone for a better standard of living of people at different districts in Odisha. This project tuned the rural people in right set of WASH behaviors and practices help mitigate possible sickness and preserve nutrition.



Stories inspires us

From her voice

*Adhikar Support gave me a
Happy and Healthy Life*



Name of the member: Sandhyarani Behera
Name of the Village: Nariso, Niali, Adaspur
Name of the Branch: Adaspur
Loan Amount: Rs. 10,000/-

Sandhyarani Behera W/O Pitabasa Behera is living at Nariso with two daughters & one son. Children go to nearby school for study and Pitabas is a small businessman gets around Rs. 10,000/- per month. He was somehow managing the family of five.

Sandhyarani used to collect water from a long distance and also the water was not in good quality. Her children felt sick many times because of poor quality of water and she was too worried.

After knowing about the loan facilitation for water connection she contacted with Adhikar Branch office and got sanctioned the loan amount with proper procedure. She utilized the amount for installation of hand pump at her premises to get the clean water easily.

Now Sandhyarani is quite happy as she need not go outside for water collection. The quality of water is good and children are also happy.

*Adhikar Support could made
my life healthy and dignified*



Name of the member: Lata Meher
Name of the Village: Larki, Block- Tureikela
Name of the Branch: Bolangir
Loan Amount: Rs. 20,000/-

Lata Meher 36 years old woman and her husband Budu Meher of Larki village of Turkela block living with one son and two daughters. She belongs to BPL category at Govt list. Budu Meher husband of Lata Meher working as a small seasonal business man in his village. The family was entirely dependent on petty business of Buddu. The income was less and inadequate to survive but they adjusted of their needs. The residence of Lata has only two rooms and no other separate latrine and bathroom in the home. They used to go out for open defecation. Lata felt unsafe for herself and two adolescent daughters. But she never accumulated enough money to construct the toilet. She had borrowed money from various MFIs for income generation activities and she needed to repay around Rs 3050/- each month. She awared about Adhikar sanitation loan program to support in building a toilet. Lata borrowed Rs.20000/- from Adhikar to construct the toilet. Within a month of time she completed the toilet and bath room in adding sum of Rs.20000/- with borrowed money. Now she is happy because her family is living a healthy and dignified life.

COMMUNITY BOREWELL: A Collective effort to address the water scarcity



Community Borewell is one of the holistic approach to address the water scarcity problems in the hilly and backward areas. During the scorching summer months, most of the tube-wells and dug-wells dry up, thus making water shortages more acute. Most of the KBK districts of Odisha often reel under severe water crisis. Besides, the water quality is not safe for drinking. The Union ministry of Jal Shakti reported that drinking water in 15 of the 30 districts in the Odisha is contaminated. For instance, among the 40 sampled habitations in Balangir 32 habitations found to have unsafe drinking water.

The Tribal and other backward communities in Odisha face a number of challenges on account of

their isolated living practices and poverty. Most of them struggle even for the basic amenities of day to today living, of which water scarcity is another. Community Borewell programme is one of the holistic approaches to address the water scarcity in the hilly tribal areas of Odisha.

With a view to advocate for a more ready access to clean and safe drinking water, Adhikar campaigned for community bore-well programme. Created awareness through village level meetings, JLG/SHG meetings, posters, rallies, audio/visual shows etc. As it was not possible for individual households to invest in digging bore-wells, considering the high cost, Adhikar promotes community bore-well. Soon



enough, the Company earned the trust of many households in four villages – Kendumundi, Pandakipali and Sargadpali in Balangir district and Mandalguda in Rayagada district.

When the tubewell gets defunct they had to depend on the untreated contaminated water from the streams. Moreover, as people depend on the only borewell in the village, they have to spend long hours both in the morning and evening to fetch water. Without proper source of water people often depend on untreated and contaminated water causing range of health problems and loss of income. Those convinced of the benefits formed a group of 5-7 members. A group loan of 1 lakh sanctioned (each individual Rs. 20000). The fund was utilised for digging the bore-well, electrification, water pump installation and pipe connectivity to member households. Each member contributes Rs.

100/per month for electricity bill and maintenance of the borewell.

Each day, the households receive 750 litres of water for domestic use. The bore-well not only provides clean water throughout the year, but has also reduced their wait time at the village bore-well. Earlier, they had to spend 1-2 hours both in the mornings and evenings to collect water which hampered their income as most of them are daily wage labourers. It also hampered children's education as they were engaged in collecting water. But now they use this time in a much more productive way. One of the members expressed her happiness, saying, "Due to my knee problem I suffered a lot while collecting water. However the bore-well programme, with support from Adhikar, has brought relief to my knee and a smile on my face!" Winning the trust and faith of customers, Adhikar works towards fostering a healthy society by making access to the basics, including water, sanitation and hygiene a reality for many rural households

Bore well addressed the water scarcity issues of the community but another aspect affecting it further is that depletion of ground water level in the area. Realizing the gravity of the problem Adhikar in association with Water.Org initiated artificial ground water recharge work in the area where we have taken up community bore well projects.

IMPACT WIDE-REACHING

This innovative (community Borewell) product became popularized at state, National & International level among different Micro Finance agencies. ADHIKAR received invitations to promote the product at different seminars at national & international level among eminent panelists.



Creation of Community Awareness Leading to Demand for Safe Sanitation:

“A Collaborative effort with FINISH Mondial Society, Netherland”

Efforts to build a healthy and nutrition community destined to fail unless sustainable steps are not being taken in WASH interventions. Our partnership with FINISH, Netherland played a vital role to facilitate and promote good sanitation and hygienic practices in rural households to achieve Sustainable Development Goals (SDG). The project has been implemented in 19 districts of Odisha. The project aimed to Provide Sanitation advisory services, capacity building and material provision as per the established procedures across the various

levels/channels and for this purpose facilitate Conduct of Training programmes for the Animators, and Masons at rural level.

Over the year ADHIKAR has supported more than 8553 households at different parts of Northern and Southern Odisha to have proper Toilets for maintaining a better lifestyle. The initiative has considerably reduced women and elderly people's drudgery. It became a noble effort to contribute in the national call for an Open Defecation Free society.

Accessible Family Toilets: Enabling the PwDs

“An association with FAAS, New Delhi”

It has been noticed that Families with elders, persons with reduced mobility, persons with disabilities, injured/sick family members, pregnant women/new mothers and children face challenges while accessing the regular toilets, due to lack of friendly features for them. The situation of those not having a toilet is graver, which has serious implications on their well-being. Realizing the needs and to create equal accessibility for the special needs people, ADHIKAR in association with Foundation for Accessible Aquanir and Sanitation (FAAS) in the name of Swayam Project is implementing the Programme

“Accessible Family Toilet” in Odisha. The project had achieved to create a change/ impact on lives of 78 special needy people at different districts of Odisha. The objective of the project is to encourage people in rural areas to build accessible family toilets with the loan from Financial Institutions (FIs). ADHIKAR in association of FAAS through Swayam Project created awareness campaigns, distributed IEC materials, hold workshops, to promote Accessible Family Toilet as a financial product and encourage rural households to take a loan to built or retrofit an accessible family toilet.



SALINE WATER in SWEETEN FLAVOR



Water is essential for the survival of life on earth. People may suffer from conditions like dehydration, constipation, and kidney stones if they do n't consume the right quality & quantity of water. Additionally the requirement of adequate water for various domestic chores cannot be overlooked. Saline water laced with Arsenic in the Chilika region is a concern for the coastal environment. Increased salinity due to presence of lateral recharge of saltwater from the surrounding tidal rivers to the groundwater has affected water quality, freshwater availability, and water related ecosystem in the region. This results in serious health problems for the poor and marginalized communities. The available water bodies in the Hatabardih Gram Panchayat of Balugaon, Odisha are polluted. Acute poverty discourages them to purchase treated

water from commercial sources and water purifiers at home and thus, continue to battle with various chronic diseases. This unseen battle only can be won if access to clean drinking water is resolved. ADHIKAR in association with **DiaVikas and MI India Development Trust** initiated Community Safe Drinking Water project at Hatabardih in 2014 and later on the Programme is running on its own by ADHIKAR only. The RO and Ultraviolet technology make the water completely free of salinity and any bacteria and other impurities making it sweet and safe for drinking. Over the past 7 years ADHIKAR under this project provided clean and sweet bottled drinking water to more than 5000 poor households of the region at a reasonable price @1/- Rupees per litter.





SKILLING THE YOUTH- DEVELOPING THE EMPLOYABILITY

Proudly connected with
HSBC Skills &
Swades Foundation,
Mumbai"

Skill Development Cell at both Central & State Government level has been entrusted the responsibility to train youth by providing them skills through AICTE approved Colleges/Registered facilitators with objective for enhancing their Employment/ Self-Employment opportunities. The cell is running various schemes to meet its objectives. Major schemes are- Pradhan Mantri Kaushal Vikas Yojana for Technical Institutes (PMKVY-TI), Employability Enhancement Training Programme (EETP), National Employability Enhancement Mission (NEEM), AICTE-Startup Policy, Skill Assessment Matrix for Vocational Advancement of Youth (SAMVAY), Leadership Development Programs etc.

The demand for skilled workforce is high while the supply remains a continuous challenge. ADHIKAR advocates for and works with different partners to enhance the skill of rural poor and strengthen their livelihood. Rural poverty is also linked to lack of skill of the people and lack



of opportunity, either to get employment or to start an enterprise. To reduce poverty in rural areas it is vital to innovatively invest funds to enhance the vocational skill of the people and create opportunity for sustainable income to strengthening their livelihood.

There are constant struggle for the industries to hire appropriately trained workers also.

To address this gap, ADHIKAR in partnership with HSBC Skill-SWADES Foundation has initiated skill training of the rural youth in the year 2019 for the trades like Retail sales Associate and Food & Beverage stewards. The youths were given 1 month in-house training, exposure and certification and placement. During the Lock down period and as per the Govt. Guideline the physical trainings restricted at the skill centres. So Adhikar Team planned for virtual training on the same trade and successfully

completed the training of 220 rural youths (both male & female) across Odisha. The course designed and presented through PPT Presentations, doubt clear classes, satisfactory experience sharing of placed Trainees, motivational talks from eminent personalities, placement sessions through HR persons of hotel & retail industries, online exams, and video presentation of workplaces for better understanding of the Trainees. As a result Adhikar has successfully completed its project target and trained 610 rural youths and placed them in different industries and organizations, companies.

Our continuous effort for a new initiative in the skill development arena is going on. Our partnership with National Skill Development Corporation, New Delhi will be finalizing soon. This will certainly open a new chapter in training for rural youths under various sectors / trades to enhance their employability through the fee based programme.



Project skills for life

Echoes of youth.....

“The skill training gave me much strength to face life's hurdles and move ahead”

- Santosh Kumar Dangua

Name of the trainee	Santosh Kumar Dangua
Project	Skills for Life
Trade	Food & Beverage Steward
Trainee home district/State	AT-Kutukuni, PO- R. Dholamara, District- Nayagarh, Pin-752085, Odisha
Educational qualification	Matriculation Pass



Santosh's father, a farmer with one son and one daughter. Santosh lives in a remote village near Gania Block of Nayagarh District. Being the eldest among two, his father did not want to send him to town to work in a hotel, considered as a demeaning job for boys in the villages. Despite opposition from family, Santosh joined the course with a resolve to learn, work and earn and support his poor family. **He joined as a steward at Chai Point, Banaglore with an offer of Rs. 1.8 Annual package.**

Initially he did not know how well people will accept his profession but now he is more confident and behaves like a matured city boy who can think of a bright future. Besides regularly sending money to his family he has saved a good number of money for his future. **“The training gave me much strength to face life's hurdles and move ahead”** was his words for fellow trainees in Adhikar skill centre.

“The skill training is a good stepping stone for my life's growth”

-Lachhama Nayak

Name of the trainee	Lachhama Nayak
Project	Skills for Life
Trade	Retail sales Executive
Trainee home district/State	At- Bhaliagora, PO- Chhalaranga, District- Boudh, Odisha, Pin-762020
Educational qualification	Graduation with B.ED



Lachhama being the eldest child in the family of two daughters thought she has to support her sister's education expenses as her father could not afford with an annual income of about Rs 40000/- from farming. She thought to earn early and act like an elder son for her family and let her father feel that daughters can also take family's responsibility. She joined adhikar skill programme and after completion of learning, she joined as a Sales executive at VR enterprises, Bangalore with Rs. 1.08 lakhs of package annually. Besides this she got all type of statutory benefits like EPF, ESI, and yearly Bonus, festival gifts etc. From her income she has supported her father for construction of their house at her native.

Now she is very happy that she supports her sister's educational expenses and also saves for her future. **“This training is a good stepping stone for my life's growth and for this I heartily thank this training program by Adhikar”** was her gratitude to the skill development course and she advocates others to join and grow in life.

Adhikar Industrial Training Institute (AITI)

Creating Opportunity

A large number of people are now moving away from the traditional sector of agriculture to other urban sectors, where they take up informal and low wages jobs. This has perennial impact on the economy, the reason being, despite having the second largest workforce of the world; India could not use it for increased production, simply because of lack of skill. On the other hand, the unskilled workforces continue to struggle to meet their ends. In order to effectively engage this unskilled workforce and help them have a sustainable income, ADHIKAR is committed in reducing the skilling gap and create opportunity for a sustainable income for the youths.

ADHIKAR in its commitment to contribute in the vision of India has been working towards revolutionizing India's Skill landscape to create a future-ready workforce. So ADHIKAR Industrial Training Institute (AITI) being functioned by ADHIKAR at Gania in Nayagarh District is a center of excellence, was established in 2010 and recognized by National Council of Vocational Training (NCVT) in 2011. The high technologically

equipped classrooms and well trained faculty at the institute became the catalyst for the youths from the poor and backward regions of Odisha to learn to be skilled professionals. Since it was established, more than 700 rural youths were trained in different trades like – Electrical, Welder, Computer Software, and Soft skills, etc., and 70% students were successfully placed and more than 5% of them started their own enterprise. These prototypes have helped increase capacity of the youths and created sustainable income for them.



MFCDC

Enhancing Skill, Knowledge & Aptitude

A Focal point to hold Training Programmes/
Workshops/ Conferences/ Strategy Meetings etc.



Micro Finance and Cooperative Development Centre for participatory training and reflection of ADHIKAR, was established in 2005. Since its inception, MFCDC has been constantly striving to strengthen the process of 'active learning' in the field of social development, building the capacities of organizations and individuals engaged in different facets of development.



KEY OBJECTIVES

MFCDC follows the didactic processes of learning, sharing, reflective thinking, problem solving etc. in all its training programmes. It has set its own bar of quality standards in providing training in the areas of Sustainable Rural Livelihoods, Inclusive & Participatory Governance, Personality Development, Disaster Risk Reduction & Management, Financial Literacy and inclusion, etc. The key objectives of the centre are to facilitate (1) to create a critical mass of social mobilizers at the community level for facilitating community-led social watch processes; (2) enhance the capacities of people's organizations, NGOs and CSOs through need-based capacity building programmes etc. through citizen-led accountability practices and civil society building.

CONFERENCE FACILITIES & MEETING ROOMS

MFCDC covers a wide range of conference facilities to suit all needs. The conference room is spacious, modern and provides a fantastic learning environment for all. Civil society Organisations, Government, Corporate and Individuals social activists and philanthropists. Conference hall have been designed to meet every need-with internet

access, power point slide presentations, ceiling mounted LCD projectors with laptop, all linked to sound system. Different types of Agencies / Organisations from Govt. Non. Govt. and corporate levels had availed the facility for conducting their programme.

ACCOMMODATION & FACILITIES

MFCDC's feel-at-home atmosphere and warm hospitality promises participants a genuine mix of learning and comfort. It offers clean and decent accommodation for 100 participants (both male and female) in the dormitories and accommodation for Resource persons / Guest (with two single occupancy facilitated rooms). Common bathrooms & toilets are available in all floors and attach bathrooms are at Guest rooms for participants use with separate facilities for women. Also MFCDC offers well decor lobby places for group discussion of participants and resource person. A large cafeteria available on the ground floor offers a wide choice of cuisine including a gourmet with a Seating capacity of 45 persons, or Buffet upto 100 persons.

Different types of Agencies/Organisations from Govt. Non. Govt. and corporate levels had availed the facility for conducting their programme.

MFCDC Status

Particulars	From April 2020 to March -2021	Name of the Esteemed Agencies
No. of Organisations availed the facility	18	<ul style="list-style-type: none"> ❖ Odisha Forestry Sector Development Project Bhubaneswar, Govt. of Odisha ❖ National Medicinal Plants Board, Bhubaneswar under Ministry of AYUSH, Govt. of India ❖ IGSSS, Bhubaneswar ❖ Literacy India Trust, Chhenai ❖ SWADHIKAR, New Delhi ❖ Cricket Association for the Visually Impaired (CAVI) ❖ PRADAN, Bhubaneswar ❖ NAWO & SEWA, Bhubaneswar ❖ Access Development Services,
No. of participants	328	
No. of Programmes	22	



ADHIKAR Community Based Dairy Farming

Dairy farming is an important component with greater focus on cattle rearing for milk. The production has always become an integral part of the rural livelihood system in Odisha all through the known history of the state. The predominant farming system in Odisha records mixed farming where agricultural crops and Animal Husbandry go hand in hand. Dairy entrepreneurship has been able to provide daily income and provide security to farmers. The animal holding is dependent on size of land holding of farmers and their economic status. The annual incomes of a farm family from farming and livestock sectors are more or less same. But the growth in the livestock sector in the past few years has shown a steep increase as compared to the farming sector. Livestock sector provides livelihood and disposable income to a rural family, besides rendering protein supplementation and food security.

Dairy sector is the largest livestock enterprise and unique in character as it provides livelihood and nutritional security to millions of small and marginal farmers. For some years now there has been a surge in migration of rural farmers to urban cities in search of employment. Large numbers of farmers migrate from Nayagarh district to neighbouring states in search of employment. As per the report of Centre for Migration and Labor Solutions, Aajeevika Bureau Nayagarh has the 3rd highest percentage of household migration. This

might be the result of depletion of resources in the rural areas.

To arrest the distress migration in the year of 2012 ADHIKAR in association with INTERNATIONAL FINANCIAL CORPORATION, New Delhi initiated 'Community Based Dairy Farming' at Kendupali in Nayagarh district, Odisha. The dairy farm uses advanced technology to milking cow which boosts production and keep cows healthy and comfortable. It also promotes organic farming with the use of compost cow manure. The project facilitates the local communities to get trained in dairy farming and provide handholding support to create a sustainable economy for the poor rural households. The farm is running through its own source and has created livelihood opportunity for 700 households and continuing through capacity building, demonstration of farm. However, efforts provided in terms of breed improvement, providing quality nutrition to cattle, establishment of a comprehensive milk collection network system, feed and fodder production and providing effective input delivery mechanism. Routine cow health checks up, treatments with Cattle Insurance have also been done. Dignitaries like Nayagarh District collector and Ex.MLA Mr. Panchanan Kanungo have also visited the farm Adhikar Dairy Project. Nayagarh. Vegetable Farming, Paddy cultivation, Poultry, fishery are also been done in the farm and the running activities bring financial support as well as greenery and live scenario of the farm.





Livelihood Finance

Creating source for a better Living

Financial inclusion means that individuals and businesses have access to useful and affordable financial products and services that meet their needs – transactions, payments, savings, credit and insurance – delivered in a responsible and sustainable way.

Financial access facilitates day-to-day living, and helps families and businesses plan for everything from long-term goals to unexpected emergencies. As accountholders, people are more likely to use other financial services, such as credit and insurance, to start and expand businesses, invest in education or health, manage risk, and weather financial shocks, which can improve the overall quality of their lives.

The ongoing COVID-19 crisis has also reinforced

the need for increased digital financial inclusion. Digital financial inclusion involves the deployment of the cost-saving digital means to reach currently financially excluded and underserved populations with a range of formal financial services suited to their needs that are responsibly delivered at a cost affordable to customers and sustainable for providers

Adhikar looks forward to create a space for financial inclusion of the poor through making finance available for business and capacity building. Through this programme Adhikar reached out to more than 2.15 lakhs of people since its inception and envisioned to impact in the lives of 5 lakhs of house hold in coming years.

In her words

Adhikar's loan support increased my self confidence

Baidi Bagha is a mother of 4 children, from Nuaguda village of Malkangiri District was a home maker and time to time taken up some temporary and unorganized sector jobs. Her husband Mangaldas Bagha works as a daily wage labourer. The family live in a miserable condition compromising with so many requirements due to low income. The Poor financial condition also affected their children's nutritional needs and Education. Baidi was informed through her neighbourer about Adhikar' Proramme and availed the loan with proper procedure. With the loan both wife and husband started a vegetable shop with a limited space and gradually expanded it. She fulfilled all the financial requirements of her family and also repaid the money in a timely manner. Now she is a regular and trustable member of the group with a good earning. Once Baidi was uncertain about her family's future but a small intervention from Adhikar changed her family's entire course of life.



Organisation at a Glance

Disclosure

Name	ADHIKAR
Address	Plot No.77/180/970, Subudhipur, Tomando, Bhubaneswar, Pin- 751028, Odisha, India
Legal Status	Registered under Society Registration Act XXI of 1860 bearing no.3516-191, Dated 19 th August 1991, Registered under Foreign Contribution Regulation Act 1976 bearing No. 105020119 Dated 4 th Nov. 1994 Registered under 12A Act- No. Judi/51/12A/93-94/33422 Registered under 80G Act – CIT(EXEMPTION)HYD/80G/2020-21/A/10024 Registered under CSR I having the number CSR00007596
Bank	State Bank of India, Jagamara, Khandagiri, Bhubaneswar-751030 Union Bank of India, Kharavel Nagar, Master Canteen, Bhubaneswar- 7510001
Chartered Firm	Sanjeeb Mohanty & Associates, Asiana Plaza, Aaiginia, Bhubaneswar-751030
Statutory Compliance During the year	We complied with all statutory requirements within the specified time limits. Income Tax, GST and FCRA related filings and returns were made in time. Compliance with Provident Fund and other labour laws has also been regular



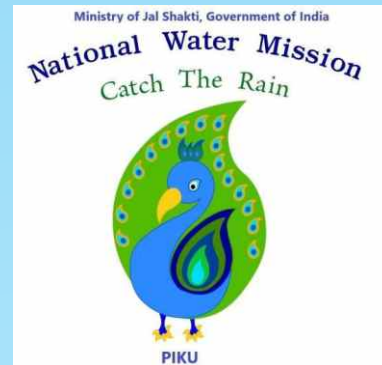
EMPANELMENT

with

National Water Mission, Government of India

We are delighted to share that during this year Adhikar empanelled with National Water Mission, Department of Water Resources, River Development & Ganga Rejuvenation, Ministry of Jal Shakti, Government of India, Govt. of India as field agency to undertake the activities like consisting of promoting water conservation, minimizing wastage and increasing water use efficiency through awareness and capacity building, encouraging local planning and participation.

Adhikar WATSAN Activity in a long run and in a wide range at rural pockets across Odisha has been proved to add the mile stone in Adhikar's journey.



Governance and Management

General Body

ADHIKAR is registered under the Societies Registration Act 1860. The General Body of ADHIKAR consists of 8 members. The Annual General Body Meeting of ADHIKAR Society was held on 22 December 2020. The meeting was organised with members residing in Odisha attending physically.

Governing Board

The Governing Board of ADHIKAR consisted of 3 members. It monitors the day to day activities, implementation of the programmes, coordinated with Donor Agencies, participated in various important seminars conferences for creation of new linkages for fund mobilization throughout the year.

As of March 2021, the Governing Board and General body consisted of the following members.

SL NO.	NAME	DESIGNATION
1	Mohammad Nooruddin Amin	President
2	Gobinda Chandra Dalabehera	Secretary
3	Sk. Abdul Safique	Member of Board of Management
4	Niranjan Mishra	Member
5	Mary Gabriela Bage	Member
6	Pratap Mohan Kanungo	Member
7	Mayadhar Rath	Member



Financial Summary

ADHIKAR

PLOT NO-77/180/970, SUBUDHIPUR, TAMANDO.
BHUBANESWAR, ODISHA, INDIA, PIN-752054

BALANCE SHEET AS ON 31.03.2021

<u>PARTICULARS</u>	<u>Sch.</u>	<u>As on 31.03.2021</u>	<u>As on 31.03.2020</u>
SOURCES OF FUNDS :		AMOUNT(₹)	AMOUNT(₹)
Capital Fund	I	51,172,448.99	49,698,814.91
Reserve for Loan Loss	II	703,318.00	703,318.00
Revolving Fund	III	6,883,381.95	7,318,422.75
Relief Fund	IV	-	-
Gratuity Fund	V	584,069.00	534,755.00
Temporary Restricted Fund	VI	704,700.00	785,492.31
(Unspent Grant)			
Secured Loan	VII	750,000.00	5,325,153.00
TOTAL		60,797,917.94	64,365,955.97
APPLICATION OF FUNDS :			
Fixed Assets	VIII	18,206,251.65	18,594,919.65
Investments (Current)	IX	2,991,943.00	3,150,000.00
Investments (Non Current)	X	15,596,569.00	15,547,255.00
Live Stock	XI	701,264.00	696,264.00
Water Plant		716,857.00	716,857.00
Current Assets, Loans & Advances			
Loans & Advances	XII	28,393,182.25	27,296,149.72
Cash & Bank Balance	XIII	3,640,449.15	6,070,366.62
Less:		32,033,631.40	33,366,516.34
Current Liabilities & Provisions	XIV	9,448,598.11	7,705,856.02
Net Current Asset		22,585,033.29	25,660,660.32
TOTAL		60,797,917.94	64,365,955.97

The above Balance sheet to the best of my/our belief contains a true account of the funds and liabilities and of the property and assets of the Organisation as on 31.03.2021

As per our separate report of even date.

CA.Sanjeeb K.Mohanty
Partner



Md. N. Amin

Md. N. Amin
President

President
ADHIKAR

ADHIKAR
PLOT NO-77/180/970, SUBUDHIPUR, TAMANDO.
BHUBANESWAR, ODISHA, INDIA, PIN-752054

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 2020-21

<u>PARTICULARS</u>	<u>Sch.</u>	<u>As on 31.03.2021</u>	<u>As on 31.03.2020</u>
		AMOUNT(₹)	AMOUNT(₹)
INCOME			
Development Project and General Administration			
GRANT IN AID	VI	2,422,853.31	6,292,774.54
Bank Interest			
Savings A/C	64,046.00		154,282.00
Fixed Deposit	<u>113,943.00</u>	177,989.00	18,120.00
Reimbursement of Expenses Received			30,722.00
Rural Development Organization		550,000.00	-
Migration support centre ORMAS		77,293.00	-
Migration Support Centre, ORMAS			
Fees		640,000.00	-
Receivable from ORMAS		361,080.00	-
Members Contribution		64,350.00	86,900.00
Community Mobilisation		-	61,760.00
Income from IGP (Diary)		1,045,577.00	1,437,137.00
Training Centre Facilities Charges		303,550.00	836,110.48
Interest on security deposit		10,666.00	12,840.00
Fees from Student		570,000.00	-
House Rent		1,980,000.00	1,800,000.00
Received from (OSDA) towards skill development trainir		-	766,833.00
Water purification plant exp			
Writeoff		233.20	-
		<u>8,203,591.51</u>	<u>61,941.46</u>
			11,559,420.48
Microfinance Project			
Income from Financial Services		1,028,880.00	2,285,699.00
Other Income		<u>-</u>	<u>276,291.00</u>
		<u>9,232,471.51</u>	<u>14,121,410.48</u>



ADHIKAR
PLOT NO-77/180/970, SUBUDHIPUR, TAMANDO.
BHUBANESWAR, ODISHA, INDIA, PIN-752054

EXPENDITURE

Development Project and General Admn.

Jeevan Dhara -II-Water Org.	109,936.00		2,419,032.92	
Jeevan Dhara -II-Water Org. Extention	1,711,596.31		1,163,996.80	
Construction of toilet- Habitat	-		60,246.82	
HSBC Skills, Swadesh Foundation	548,979.00		2,149,727.00	
Travel Expenses	-		30,722.00	
Sanitation/Rural Development Organization	543,900.00		-	
Bank Charges	227.15		64.90	
Microfinance Co-op. Resource Dev. Centre	367,858.76		932,017.40	
Migration Support Centre ORMAS	1,065,257.08		-	
Skill Development training	-		118.00	
Income Generation (Diary) Programme	1,175,323.88		1,310,008.22	
Water Purification Plant Project	-		79,600.24	
Industrial Training Institute(Private)	164,365.60		373,208.00	
Accessible Family Toilet(FAAS)	-		20,280.00	
PMKVY - I Project	413.00		442.20	
PMKVY II	172,005.90		1,775,268.65	
General Account	337,437.75		562,684.47	
Loss on sale of Asset	7,799.00		-	
Depreciation	594,306.00		606,868.00	
Audit fees	47,200.00	6,846,605.43	65,521.00	11,549,806.62
Microfinance Project				
Personnel Cost	493,225.00		531,698.00	
Operational & Adm. Cost	100,750.00		1,045,552.00	
Depreciation	204,762.00		205,885.00	
Financial Cost	113,495.00	912,232.00	677,214.00	2,460,349.00
		7,758,837.43		14,010,155.62
Net Surplus/(Deficit)				
Development Project and Gen. Adm.	1,356,986.08		9,613.86	
Microfinance Project	116,648.00		101,641.00	
		1,473,634.08		111,254.86

The above Income & Expenditure Account to the best of my/our belief contains a true account of all the Income & Expenditure of the Organisation for the Financial year 2020-21

As per our separate report of even date.

CA.Sanjeeb K.Mohanty
Partner

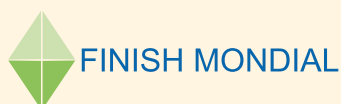


Md. N. Amin

Md. N. Amin
President
President
ADHIKAR

HALL OF FAME

Adhikar blissfully partnering in the journey with



Glorious Moments.....







ADHIKAR

Plot no- 77/180/970, Subudhipur, Tomando,
Bhubaneswar-751028, Khordha, Odisha, India
T - 91-674-2475173, E - adhikarsociety@gmail.com
W - www.adhikarindia.org