INDRAPRASTHA SRIJAN WELFARE SOCIETY

ANNUAL REPORT 2024-25

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MESSAGE FROM THE DESK OF THE SECRETARY

It's my immense pleasure in presenting the Annual Report of ISWS (2024–25), marking the organization's 17th year of intervention. ISWS has continued its people-centered participatory approach, focusing on community-identified issues, micro-level planning, and collective action to improve overall well-being.

The organization has primarily worked with vulnerable groups such as landless and marginal farmers, women-headed families, migrants, unorganized laborers, widows, women, and adolescents. These groups face critical challenges including gender-based violence, discrimination, lack of education, school dropouts, early marriage, elopement, child abuse, and livelihood difficulties.

Additionally, natural calamities such as floods, cyclones, and droughts—worsened by climate change and environmental degradation—have severely impacted agro-based livelihoods. Lack of environmental awareness further aggravates these issues.

Through collective participation of the community, ISWS has focused on vulnerability assessment, awareness building, sensitization, resource identification, planning and collective action. This process has empowered communities to raise their voices, learn, and work together for sustainable change.

We would like to extend sincere gratitude to the community, staff, members, civil society, partners, and stakeholders for their cooperation and support, and emphasizes the need for continued collaboration in the future.



Palash Sinha,
Secretary,
Indraprastha Srijan Welfare Society

1. GENESIS

The Indraprastha Srijan Welfare Society (ISWS) came in force in 2005 and later registered in 2008-09. Since then, working in Pathar Pratima block catchment area with its mission of promotion of farm base sustainable livelihoods of small and marginal holder farmers for the long past seventeen years in collaboration with likeminded organizations, the local gram panchayat, block levelbodies and functionaries. Its application is in place after gaining knowledge, experiences and skills on farm based agro-eco management process of livelihoods.

In view of this, the strategy is to collectivization, capacity enhancement of the collectives, change of attitude and practices creating a safe space for empowerment focusing the thematic issues of child protection and gender equality, climate adaptive livelihoods and access to pro-poor schemes and facilities.

Enabling the community leadership to identify problems and resources with mutual sharing and understanding, there is planning by them how to work collectively.The community led process encouraging to raise voices for accessing available services for their upliftment.

2. OPERATIONS

Area of Intervention:

No. of Families	No. of Villages	Name of Gram Panchayat	Block	District and State
470	8	Ramganga	Pathar Pratima	South 24 Parganas, West Bengal
260	3	Brajaballavpur		
240	6	G-Plot		
11000	8	Digambarpur		

3. APPROACH

- Rapport building, relationship and trust building
- Confidence building, relying and have trust on their own capability that they can do anything
- Handholding and demonstration
- Exercise, analyse, knowledge building, application and encouragement
- Mutual sharing and understanding, continuous discussion, planning, action and reflection
- Further planning, action with follow up by the collective
- Community leadership development with shared responsibility to work collectively
- Engagement of other members of the households
- Collaboration, engagement of stakeholders and support to collective action
- Follow up, further plan of action, continuity and sustainability

4. GUIDING PRINCIPLES

EQUALITY	INCLUSION	PARTICIPATION	COMMUNITY-LED	ACCOUNTABILITY
Standing together for fair treatment of people, Gaining confidence to speak up and face challenges Able to provide logical justification Learning how to access schemes and facilities Able to identify social norms and myths (adolescents) Reducing violence at home Learning equality Increased mobility Increasing knowledge on various aspects	Providing space to others Extending support Extending empathy towards marginalised	Attending meetings Giving importance to others Respecting others' opinion Working collectively	Organising events for community awareness Also collectively visiting households and making community thinking and understand Going out and talking to people Resolving conflicts by themselves	·Asking the service providers to render information and essential services in proper way for the community have needs

5. THEMATIC INTERVENTION AND ACTION

5.1 Child Protection and focus area:

- Reducing the rate of dropouts
- No unsafe migration
- Reducing the child labour
- No one gets married at a young age
- No one drops out of education at a young age
- Trafficking does not happen at all
- Reduce or stop elopement

Collectivization of adolescent collectives:

Name of the villages	No. of adolescent girls collective	No. of adolescent boys collective	No. of Adolescents Covered	No. of meeting held
Ram Nagar Abad	2	1	54	528
Paschim Sridharpur	2	1	56	
Gurudaspur	2	1	45	
Dakshin Durgapur	2	1	49	
Total	8	4	204	528

Roles of collectives on the issues of School dropout, Child marriage and early marriage, child trafficking:



Adolescent members are practicing newspapers reading in a session and sharing

- Raise awareness among friend circle
- Increasing number of people in the collective
- Unite and protest
- Inclusion of left outs and vulnerable
- No one should leave behind in the area
- Identifying the issues prevalent in society
- Micro planning, resources and stakeholders mapping,
- Evidence creation and raise voices for bringing changes·
- Adolescent members are practising newspapers reading in a session and sharing
- Joint action taken, reflection and continuation of the process, document the best practices
- Replication

5.2 Gender related issues and focus area:

- Creating self-identity of recognition of self-worth by women, challenging stringent gender norms, taboos and discrimination, zero tolerance domestic violence and atrocities
- Economic independence of women and self-reliance to live with dignity
- Accessing equality to have facilities available by women
- Increased ability to negotiate by women and participation in decision making spaces

Collectivization of women collectives:

Name of the villages	No. of women groups formed	No. of women Covered	No. of meeting held
Ram Nagar Abad	3	51	96
Paschim Sridharpur	2	38	
Gurudaspur	2	39	
Dakshin Durgapur	1	17	
	8	145	96

Collectives' role:

- Applying learning at personal level, collective awareness, reach out larger audience and engage with them, conduct performatives actions, active reporting and action against violence, protest collectively including others
- Use learning from the training, get connected to alternative livelihood sources and market.
- Collectively raise awareness on gender equity
- Collectively spreading awareness, convincing others, reaching out larger audience, conducting performatives actions

Aspiration and activities:

- Sensitization and awareness, training and community-based discussion, ensuring men's participation
- Reach out vulnerable, promotion of community leadership and capacitation with defined roles of organisation as mentor
- Dissemination of information on handicraft and alternative livelihood options, Skill Training support
- Marketing support
- Increase awareness about rights, trainings, increase men's participation
- Enhance skills for alternative earning sources
- Engaging more with PRI and block level
- Gender sensitization, training for men and women
- Skill development for sustainable livelihoods opportunities

5.3 Climate resilient livelihoods (Focus area):

- Expansion of integrated farming practices and getting an identity of an independent farmer
- Scaling up organic farming with traditional practices
- Alternative livelihood opportunities and market linkages
- Start business individually or in group and establishing direct value chain collectively evade middlemen

Roles of the collectives:

- Convincing others to be a part of the group, handholding support, ensuring members' participation, creating community resource pool
- Creating models for practical learning, using organic farming methods and encouraging others and extended family members to adopt, initiative on family farming, keeping update
- Dissemination of training knowledge among other farmers
- Business led by the community where they will take the lead to develop more group-based business,
- Foster unity among the collectives

Plan and activities:

- Staff training on rapport building with farmers, group/ hamlet wise farmers training with need assessment after baseline study
- Farmers awareness on adopting organic farming practices,
- Advanced training on new technique of organic farming, compost preparation and usage, machinery used and related information collection and dissemination
- Knowledge and capacity building on government schemes and how to access
- Accessing the government schemes for concrete compost pit and others available to them,
- Mind mapping on their interest on economic activities
- More specific training, exploring markets, providing market support
- Specific skill development on market analysis, demand and supply chain, product marketing etc.
- Farmers training on leadership development and raising voices

Collectivization of womenfarmers collectives:

Name of the villages	No. of farmers groups formed	No. of farmers Covered		No. of meeting held
		Male	Female	
Ram Nagar Abad	2	5	51	96
Paschim Sridharpur	3	4	30	
Gurudaspur	2	5	32	
Dakshin Durgapur	1		16	
Total	8	14	129	96

5.4 Community led voice raising with evidences of vulnerability:

Focus area	Plan	Collectives' role:
Accessing the government schemes and facility equally	Discussions to develop consciousness about the schemes and facilities Trainings Ensuring men's participation Enhancing skills for alternative earning sources Engaging more with PRI of local and block level functionaries	Collectively spreading awareness, convincing others, reaching out larger audience, conducting performative actions Active participation by collectives in how to raise voices, training, Sharing knowledge with family and community,being united
Proficiency in community led raising of voices	Helping in relationship building with government and engage meaningfully Capacitating field on techniques of when and how to raise voices Communication with PRI and other stakeholders Ensuring participation of block level officials Project collaboration with likeminded organisations	

The relevant photographs are as follows



Exercise on ToC(categorization of issues) by the adolescent girls collectives



Exercise on ToC(identification of issues) by the women collectives



Exercise on ToC (identification of issues) by the adolescent girls collectives



Exercise on ToC(identification of issues) by the adolescent boyscollectives



Exercise on ToC(categorization of issues) by the adolescent girls collectives



Exercise on ToC(categorization of issues) by the adolescent girls collectives



Exercise on ToC(categorization of issues) by the adolescent girls collectives



Exercise on ToC(categorization of issues) by the adolescent girls collectives



Nutrition garden is in place



Nutrition garden is in place



Nutrition garden is in place



Nutrition garden is in place



Nutrition garden is in place



Nutrition garden is in place

6. ACTIVITIES UNDERTAKEN DURING THE LAST YEAR BY THE COLLECTIVES:

6.1 Exercise on Theory of Changes by all the collectives:

Every collective is at the level of understanding about their collective leadership and having roles to play with some shared responsibilities to carry out activities while as per plan addressing the identified issue/s with some aspired changes in society. Theory of change is an exercise beingpracticed by the community in a participatory and inclusive way to identify the issues of the community, categorize the identical issues into subheads, and while identify one prioritized issue to address immediately, they analyzeit to know the magnitude and depth, and how it is affecting the society? and what are the root causes?Thereafter they are to find the aspired changes at individual and family level, community and society level and the government system that can be happened after working for a certain period of time. And at the same time, they are to design the plan of action with respect to the aspired changes at every level.And many other exercises are done like risk analysis with mitigation strategy and stakeholder analysis before going to take action. During the implementation of the plan, periodical assessment and yearly reflection are also done with revised plan of action for the future.





6.2 ICDS issues related study and analysis with documentation:

Scoring of ICDS by the women members of the collectivesThe members of women and farmers collectives were identifying the issues of local ICDS infrastructure and services as a part of the project of Amplifying Community Voices. As per the plan they studied present status of 13 ICDS centres of the three villages of Ramnagar Abad, Gurudaspur and Paschim Sridharpur of Digambarpur Gram Panchayat. Making a questionnaire for collecting information and data on the infrastructure and service-related issues, and to validate the collected data, meeting with the mothers, AWWs and Helpers and FGD were conducted from time to time. After validation, AWWs also added the issues and demanding materials for game for the children, provision of the container for keeping the food materials, and many other deficiencies were come out. On those issues and availability of services, scores of every question with reasons were given by the mothers as written in the chart paper. The stakeholders mapping is being done where to share the findings before the service providers for probable solution.



Scoring of ICDS by the women members of the collectives

6.3 Issues of early marriage related study and exercise:

Risk analysis on early marriage by the adolescent girls groupAfter prioritizing the issue of early marriage, the questionnaire was developed and the data collection done by the PAR (Participatory Action Research) group members. They selected a sansad of Ramnagar Abad village where they are collecting data based on the questionnaire made. All the members were divided into three groups of 4 each and collecting data covering families parawise, where marriage happened during the last three years. Sometimes focus group discussion were also held to make the community understand about the necessity of such kind of survey needs their support and cooperation for data collection and conveying the proper information, as it is just for knowing the present situation of the problem of early marriage and its root causes.

The root cause analysis, stakeholder analysis, what changes they want to see, what activities they would plan and what risks they can face were done. Now they in collaboration with ASHA and panchayat members,are moving forward with wall writing, awareness campaigning, role play etc. events to stop early marriage with necessary follow up.



Risk analysis on early marriage by the adolescent girls group



6.4 Beat plastic pollution – plastic audit, analysis and joint action

Exercise on plastic pollution and what changes they desireAfter orientation on the plastic audit like what kind of plastic is used in families, in schools, outside the families-markets and other areas of the community for the adolescent collectives in January, 2024, the exercises were being done among the adolescents' collective members to understand about plastic pollution. What they understand that it has severe negative impacts on the environment, including wildlife harm, habitat disruption, chemical contamination, and contributing to climate change. It degrades ecosystems, threatens human health, and exacerbates climate change. Health impacts are also observed all along the plastic value chain. Examples include pollution at extraction sites, workers exposure to chemicals, air pollution from waste incineration, and water and soil contamination. Vulnerable groups, including children, women, workers in the informal waste sector and marginalized communities are particularly exposed, thus raising concerns of human environmental injustice. The adverse effects of plastic are particularly acute children in the womb and young ones, with increased risks of prematurity, stillbirth, birth defects of the reproductive organs, neurodevelopmental impairment, impaired lung growth, and childhood cancer. Finally, plastics contribute to the numerous health risks associated with warming temperatures and extreme weather events due to climate change.



Exercise on plastic pollution and what changes they desire



Rally on beating plastic pollution and community awareness and collection of plastics drive jointly:

In collaboration with the Gram Panchayat, the members of the adolescent collectives conducted community awareness campaigning on how to beat plastic pollution at local school premises, market place, panchayat conference hall, local play ground in different times followed by the rally and cleaning drive in different locations by the adolescents with active involvement of the panchayat representatives cum sanchalak of Siksha O JanaswasthyaUpa- Samiti, community people and the members of the local bazar committee. The adolescent also took a strategy to start cleaning right from their houses, community road sides and water bodies with messaging to the curious people about what they are doing and why requesting others to do the same thing. These practices are being followed with increasing no. of people and children, adults, women, youths of the locality in practice.

6.5 Activities on save water, plantation, platform cleaning, postering of do's and don'ts, while protecting the water bodies like tubewell of the locality.

Formation and functioning of no. of WATSAN committees (Water and Sanitation Committees) are increasing with the initiatives of the adolescent and women collectives. It is for caring and maintenance of the water bodies like tubewell with cleanliness regularly. It is felt by the water users that it is their asset, they are using it for drinking water and they have to take care of it, keeping the committee functioning well. And for future maintenance, a local fund created on name of every WATSAN committee. They also meet at least once a month to discuss and decide their problem, if any.

For saving water, they have set rules and regulations with do's and don'ts poster for restricting the bad practices like don't use bottles to fetch water, don't wash clothes and utensil, don'ts take bath on the tubewell platform. Now 12 such committees are active in this regard and this number and practices is expanding well.

6.6 Issues of menstruation taboos and hygiene:

After study and exercise on the issues of menstruation taboos and hygiene and its root causes and effects, and finding out expectations along with the stakeholders' analysis, it is planned to conduct role play for community awareness and sensitization. They also sought helps of the ASHAs, AWWs, local panchayat members and other active fellows, members of gender study circle (GSC) and community resource persons (CRPs) of the ACV consortium.The title of role play is Paribartaner Barta composed by them and performed. The awareness campaigning, wall writing, rally and community meeting is in their future plan of action.

Panchayat level consultation programme- Celebration of

I) National Children Day,
ii) World Environment Day,
iii) International Women Day,
iv) Exposure visit to Gram Panchayat by the adolescent collective members,
v) Community-led Festive etc.held by the community collectives:





7.SUMMARY REPORT OF CONSULTATION WITH GRAM PANCHAYATS BY THE COMMUNITY COLLECTIVES:



Overview - A set of community-driven events and engagements facilitated with Digambarpur Gram Panchayat and partner collectives across 2024–2025. The initiatives—World Environment Day, a Community-led Festive, National Children's Day, adolescent exposure visits to the Gram Panchayat, and International Women's Day—spotlight how adolescents, women, and broader community stakeholders are mobilizing around environment, gender equality, child protection, and local governance. Together, they demonstrated growing civic ownership, cross-group collaboration, and practical problem-solving aligned with village priorities.

7.1 World Environment Day (5 June 2024)





Purpose & Theme: The day focused on the global theme “Land Restoration, Desertification and Drought Resilience,” using it locally to spark awareness and practical action on plastic reduction, water conservation, cleanliness, and tree plantation.

Program Flow: Activities began with a rally from Digambarpur Panchayat, followed by a hall program anchored by adolescent collective members. Dignitaries from the Panchayat and parent representatives were felicitated; the inauguration included lighting the lamp and an opening song. Competitions (quiz, drawing), readings of adolescent-authored stories and poems, and a cultural segment (recitations, dances, role-plays on deforestation) engaged participants and audience alike. Prizes were awarded to encourage continued youth leadership.



Participation & Feedback: Adolescents planned and executed the flow, showing confidence and initiative. Messaging centered on “save water,” “plastic-free Gram Panchayat,” cleanliness, and plantation. The event culminated with tree planting, reinforcing environmental stewardship as a shared community commitment.

Emerging Value: The event effectively blended awareness with action, positioning adolescents as credible conveners and communicators while normalizing pro-environment behaviors (e.g., reducing single-use plastic, routine cleanliness drives).

7.2 Community-led Festival (at Gadamathura Siksha Niketan – HS - Auditorium)

Concept & Set-up: Co-organized by community groups with ISWS and Digambarpur GP, the day-long festival showcased "change stories," issue-based stalls, sports, and cultural performances, drawing with participation of children, mothers, farmers, persons with disabilities, and elderly participants—especially from vulnerable segments. Stalls highlighted topics like climate-adaptive agriculture, plastic-free society, child marriage, gender discrimination, and safe tech use.



Inauguration & Dignitaries: The program opened with felicitation and lamp-lighting by the local MLA, followed by stall visits and remarks from Panchayat leaders, Praxis representatives, and ISWS. Recognition of collective members—such as a 70-year-old farmer's standout recitation—underlined intergenerational inclusion.



Showcasing Agency: Adolescents and women presented change narratives, explaining skills gained and confidence built through collective participation. A stall competition required representatives to answer judges' questions, promoting clarity of message and subject mastery.



Sports for Social Norms: Exhibition of sports for girls and mixed games (e.g., three-legged race, memory race) targeted patriarchal norms limiting girls' outdoor participation and spotlighted inclusive play as a route to confidence and visibility. Prizes emphasized encouragement over hierarchy.



Cultural Programme & Issues: Performances tackled child marriage, menstrual taboos, rigid gender roles, and climate-adaptive livelihoods—using art to challenge harmful practices and catalyze dialogue. The day concluded around 21:00, with participants departing "with some useful lessons," reflecting learning plus community bonding.



7.3 National Children's Day (14 November 2024)



Commemoration & Framing: Marking Pandit Nehru's birthday, the event combined celebration of childhood with a reminder of safeguarding childeducation, health, and well-being. The Panchayat Hall was decorated, and adolescent collective members ran the program end-to-end.



Stakeholder Presence & Messages: The Upa-Pradhan, Upa-Samitisanchalak, local teachers, and ISWS representatives stressed children's societal importance and shared responsibility for enabling equal opportunities. Traditional rituals (felicitation, lamp-lighting) blended with participatory activities (quizzes, drawing, performances).



Collective Pledge: Following prize distribution, participants took an oath at the Swami Vivekananda statue to collaborate with the Panchayat toward a child, women, and environment-friendly Gram Panchayat—explicitly committing to zero school dropout, child marriage, child labour, child abuse, gender-based violence, and environmental pollution.

Impact Signal: The oath formalized a social contract among children and local leadership, reinforcing a child wellbeing lens and creating moral momentum for follow-through.

7.4Adolescent Exposure Visits to Gram Panchayat (1 September 2024)



Purpose & Participation: Thirty adolescents (23 girls, 7 boys) conducted a follow-up exposure visit to strengthen relationships with the Panchayat, understand its structure/functions, and review progress on previously raised demands while adding new ones.

Key Issues Raised:

- **WASH in schools:** Non-functional toilets and cleanliness gaps; vending machines/incinerators for sanitary pads not working as intended.
- **Infrastructure:** Poor roads in specific locations; malfunctioning tube wells affecting drinking water quality.
- **Youth risk behaviours:** Reported increase in boys consuming liquor in Ramnagar Abad.
- **Co-curricular needs:** Spoken English, yoga, and sports (karate/kabaddi/football) training; library updates.
- **Service delivery gaps:** ICDS helper shortage; ASHA vacancy; staff negligence incident at a local school.
- **Environment:** Safeguarding newly planted roadside trees; demand for more saplings.

Deliberations & Responses:

- **Student-led WASH upkeep:** Students to petition headmasters for repairs and establish rotating cleaning practices with supplies from schools.
- **Asset stewardship:** Adolescents to treat public assets (roads, tube wells, lights, trees, school/health facilities) as collective property—promoting ownership and care.
- **Water fixes:** Users to pursue basic tube well repairs and cleanliness; liaison with Panchayat members encouraged.
- **Human resources:** Upa-Pradhan assured progress on ICDS helper and ASHA recruitment.
- Menstrual health facilities: School to procure napkins; students to pay a nominal ₹5 per pack to sustain vending machine operations; Upa-Pradhan to speak with headmasters.
- **Education & safety:** Spoken English to start soon; advice for buddy systems during school hours to reduce safety lapses.
- **Civic leadership:** Offer for an adolescent girl to serve as "Pradhan for a Day," nurturing leadership aspirations.
- **Youth Commitments:** Adolescents pledged to continue education through at least graduation, prevent dropouts, and model responsible behaviour—recognizing parental hopes and the long-term value of steady learning. Some members borrowed books post-meeting, signalling active follow-up.

7.5 International Women's Day (8 March 2025)

Theme & Intent: Celebrated under "For ALL Women and Girls: Wellbeing, Equality, Empowerment," the local event emphasized accelerating action by addressing structural barriers and catalyzing women's agency. Preparations-including invitations, banners, stage canvas, placards, and logistics—were largely led by women collective members and the Gender Study Circle, with an estimated community contribution of ₹2,630 (about 21% of total cost).



Inclusive Participation: Women from Hindu and Muslim communities jointly organized and attended; some ST members could not participate due to a local issue. Dignitaries from the Panchayat, representatives of different committees, AWWs, and ISWS attended; anchors were women collective members. Rituals (felicitation, lamp-lighting) blended with cultural items and change stories.

Program Highlights:

Norms & Empowerment: Speeches underscored gender equality as foundational to human wellbeing and sustainable development.



Cultural Performances: Role-play "Thinking of Women Liberty," songs, dances, and powerful recitations (e.g., by elder member Sajala Guria) showcased talent and confidence.

Environmental Agency: Member Sikha Pramanik demonstrated plastic auditing and waste collection for SLWM, inviting all to take part in making a plastic-free society.



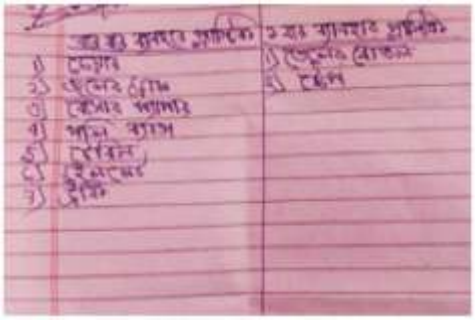
Recognition & Audit: Study Circle leaders, fellows, storytellers, anchors, and performers received tokens of appreciation. A plastic audit identified limited single-use items (tape, oil container) and emphasized reuse of hard plastics; materials like posters and cloth canvas were noted by the adolescent girls.



Outcome: The program ended with thanks and a call to sustain momentum toward gender-just institutions and daily practices.

Cross-Cutting Outcomes:

1. **Youth & Women Leadership Normalized:** Across events, adolescents and women consistently anchored, performed, presented, and problem-solved—earning public recognition and trust. This visibility strengthens civic identity and ownership.



2. **Issue Literacy Deepened:** Stalls, competitions, and role-plays improved public understanding of environment (plastic reduction, tree stewardship), gender (mobility, sports participation), child protection (anti-child marriage/labour, zero dropout), and health/WASH (functional toilets, menstrual hygiene systems).

3. **Constructive State–Citizen Engagement:** The exposure visit demonstrates effective, respectful dialogue with duty-bearers, generating concrete action points (sanitation fixes, HR assurances, co-curricular starts) and innovative leadership opportunities ("Pradhan for a Day").



4. **Behavioral Nudges via Culture & Sport:** Inclusive sports and issue-based performances reframed norms—especially women's public participation and girls' outdoor play—while celebrating intergenerational contributions.

Gaps & Challenges:

Infrastructure & Service Continuity: Recurring WASH shortfalls (school toilets, sanitary vending/incinerators), tube well maintenance, and road quality underscore the need for structured upkeep and clear accountability.

Sustained Menstrual Hygiene Systems: Dependence on ad-hoc procurement and small user fees can falter without school-level ownership and budget lines.

Youth Risk Behaviors: Reported liquor use among boys in Ramnagar Abad signals need for targeted prevention and mentorship.

Inclusive Reach: ST women's absence at International Women Day (IWD) due to a local issue point to barriers that require tailored outreach and conflict-sensitive facilitation.

Practical Applications:



1. School Water Sanitation and Hygiene (WASH) Memorandum of Understandings (MOUs)& Student Stewardship: Formalize headmaster-student committees with rotating cleanliness rosters, supply checklists, and monthly reporting to the School Monitoring Committee (SMC)/Panchayat. Add a modest WASH budget line to ensure cleaning materials and minor repairs.

2. Menstrual Hygiene Service Model: Stabilize the vending machine with (a) term-wise procurement plans; (b) fee waivers for vulnerable students; and (c) student Menstrual Health Model (MHM) champions trained to track stock, usage, and feedback, reporting to both school and GP.

3. Water & Roads Micro-Maintenance: Create a village maintenance register for tube wells and roads with a simple triage protocol (what students/community can fix; when to escalate to GP/line departments). Schedule quarterly joint reviews with adolescents present.

4. Youth Protection & Life-skills: Partner with schools and health workers for sessions on substance misuse, mental health, and peer support. Engage parents via brief community meetings to align on monitoring and encouragement.

5. Inclusive Event Design: For future International Women Day (IWD)/children's events, pre-plan outreach and logistics to include ST members (timing, transport, childcare). Track participation data disaggregated by community to spot gaps early.

6. Institutionalize "Pradhan for a Day": Rotate the opportunity among adolescent girls and boys with preparatory mentoring (agenda-setting, minute-taking, follow-up). Publicize outcomes to normalize youth leadership in governance.

7. Scale Environmental Actions: Expand plastic audits to all large events; adopt tree-guard protocols and "adopt-a-sapling" rosters; integrate waste segregation with Solid and Liquid Waste Management (SLWM)linkages; and schedule quarterly clean-up drives led by adolescent/women collectives.

Conclusion:



The period under review illustrates how structured, celebratory spaces—anchored by adolescents and women—can translate awareness into practice, and practice into shared accountability. From marching for the environment to negotiating school WASH fixes, from sports that challenge gender norms to pledges for child-friendly governance, the community is weaving a durable fabric of participation and problem-solving. Prioritizing continuity (WASH/MHM systems), inclusion (especially minority and ST participation), and institutionalized youth leadership will consolidate these gains and accelerate equitable, sustainable outcomes for Digambarpur and its neighboring villages.

8. PARTICIPATION IN PARA BAITHAK, SANSAD SABHA AND GRAM SABHA BY THE COMMUNITY WITH LEADERSHIP OF THE COLLECTIVE MEMBERS:



Community collective members are practicing to discuss the issues collectively sitting together and planning how they would raise voices with the list of the issues before PRIs. They are also collectively thinking about the vulnerable households and the issues of the community, while discussing in the meeting and presenting their issues in the parabaithak, gram sansad and gram sabha. There has been change of attitude of the women collective members to think over the matter of other needy villagers from the government schemes as per eligibility criteria. They are trying to give importance on the inclusive development ensuring participation of the vulnerable community.

9. PARTICIPATION IN SISHU SANSAD BY THE ADOLESCENT BOYS AND GIRLS OF THE COLLECTIVES:



This is the engagement of adolescent collectives with gram panchayat through meeting and interaction, while gram panchayat is also determined to make the panchayat child friendly. In group meetings, the adolescent members decided and listed their problems of street light, village road, toilet for girls in schools, sanitary vending machine non-functioning, spoken English, library etc. drinking water issues, plastic pollution etc. Those collective members were in lead to share the issues collectively in this meeting organized by the gram panchayat. It was also enlisted in the gram panchayat development plan for implementation.

10. MAHILA SANSAD SABHA:

This is the women engagement with gram panchayat through meeting and interaction, while gram panchayat is also determined to make the panchayat women friendly. In group meetings, the women members were discussing and listing their problems of alternative livelihoods, child abuse, domestic violence in families as well as the community problems like lack of skill enhancement training opportunity, drainage system, ICDS issues, village road problems, drinking water issues, plastic pollution, provision of lack of skill training centre, lack of community awareness on government schemes and programmes on livelihoods, health and education etc. and how to access the same. Those collective members were in lead to share the issues collectively in mahila sansadsabha, para baithak, and gram sabha organized by the gram panchayat. It was also enlisted in the gram panchayat development plan for implementation.



11. INFORMATION BOARD:

It is an initiative of the adolescent girls and boys collectively to showcase their creativity in a board altogether for sharing their different works like poem, story, drawing, paper clippings of different issues published, what they need to know and gain knowledge can be shared with others. Courageously they are practicing it with their collective efforts and exploring new ideas how it can be very informative, enthusiastic and attractive. The adolescent collectives also met local CDPO to have approval from him to set up an information board in the ICDS centre, where they usually conduct sessions on every Sunday and have been permitted to set it outside the center.



12. BOOKLET:

It is also a book of information on gender stereotypes with women empowerment, positive parenting and organic agricultural practices. This initiative is taken by the women collectives and the field mobilizers of the ACV programme under Digambarpur hub. They made write up as per their realization as learned from the meeting, training, group exercises, reflections and practices in different sessions on different focusing areas facilitated.



13.CAPACITATION CUM REVIEW OF THE ACTIVITIES OF THE COLLECTIVES:

13.1 Field visit/ Home visit:

It is a process of study the geography and the socio-cultural scenario along with mapping the vulnerability of the community using different tools and technique with participation of the community people. The activities for the social workers like field mobilizers/ project coordinators or the field consultants to make good relation with the vulnerable community. Itneedsdiscussion, sharing and understanding of the development activities between the community people and the development players. It is to build a rapport and trust upon the activities of the agency is intervening with their development process. It is held at community levels in different times - at the beginning, during the project ongoing and in the middle of the project period, ensure community support, when assessment of the project is required and at the end for reflection, what changes has brought about, the challenges faced and chalk out the future plan of action.

13.2 Summary of Farmer and Stakeholder Engagement Meeting

Introduction

A Farmer and Stakeholder Engagement Meeting was held on 20th September at Digambarpur Gram Panchayat Hall, organized by ISWS in collaboration with farmer collectives and Digambarpur Gram Panchayat. A total of 42 participants attended, including representatives from the Departments of Agriculture, Livestock, Fisheries at block level and local governance. The meeting aimed to strengthen farmer awareness of government schemes, promote organic farming practices, and encourage alternative livelihood opportunities.

Key Highlights

1. Farmer Experiences and Organic Practices

Two women farmer leaders, Sikha Pramanik and Krishna Paul, shared their three-year journey in adopting organic farming and climate-adaptive practices.

They emphasized:

- Integrated Pest Management and reducing chemical fertilizers.
- Preservation and use of indigenous seed varieties to build a seed bank.
- Need for training and handholding support in disease and pest control.

2. Stakeholder Contributions

- Gram Panchayat Representatives appreciated ISWS's efforts and reiterated the importance of connecting with local institutions for scheme benefits. Farmers were informed about free distribution of paddy seeds, saplings, chicks, and other support.

- Matsya O Prani Sampad Samiti highlighted schemes like AnandadharaProkalpa (loans and vocational training for women) and encouraged farmers to avail veterinary support through local Voluntary Organisation (VO)/Pranimitra.

- ATM (Assistant Technical Manager) explained preparation of organic products such as Mati Sodhoner Sanjiboni (soil purifier), Panchadrabyo (cow-based fertilizer), Plant Growth Regulators, Bordeaux Mixture, and other bio-fertilizers. Farmers were cautioned against excessive use of chemicals.

3. Livestock Development Schemes

Veterinary Officer Munmun Mondal informed participants about:

- Veterinary hospitals at Piprakhali, Pathar Pratima, and Ramganga.
- Nominal treatment fees (Rs. 2 for goats, Rs. 5 for cows, free for poultry).
- Annual distribution of 5,000–10,000 chicks, with one farmer eligible every five years.
- Livestock support through Self-Help Groups (SHGs) and cooperative societies.
- Kisan Credit Card (KCC) loans at 4–7% interest for livestock-related ventures.
- Insurance for cattle, vaccination drives, and encouragement for collective animal husbandry practices.

4. Agriculture Schemes and Assistance

ADA Dr. Subham Dey presented major schemes:

- Krishak Bandhu – annual financial assistance (₹4,000–₹10,000).
- Krishak Bandhu (Death Benefit) – one-time ₹2 lakh support for families of deceased farmers.
- Prime Minister Kisan Samman Nidhi – ₹6,000/year in three instalments.
- BanglarShasthya Bima – free crop insurance for disaster-related losses.
- Farm Machinery Bank (FMB) – subsidy up to 80% for machinery purchase.
- Soil Testing and Health Cards – 1,200 soil samples targeted annually.
- Promotion of mini-irrigation systems (drip/sprinkler) and formation of Farmer Producer Companies (FPCs).

5. Community Development and Empowerment

Local leaders emphasized that ISWS's work extends beyond agriculture to adolescents, women, and marginalized communities, building leadership and enabling communities to raise their voices for social change.

The presence of officials from agriculture and livestock departments at the grassroots level was recognized as highly valuable for farmers.



Conclusion

The meeting successfully connected farmers with relevant government officials and provided comprehensive knowledge about schemes and practices in agriculture, livestock, and fisheries. Discussions highlighted the importance of organic farming, self-reliance in animal husbandry, and timely access to government benefits. Farmers actively participated, raised queries, and expressed interest in training and scheme utilization.

The session concluded with the distribution of Boron and Zinc packets by the ADA and a vote of thanks, reinforcing the need for continuous collaboration between farmers, local governance, and line departments.

13.3 Exposure visit to the office of the Assistant Director of Agriculture (ADA) by the farmers collective members:



Total number of 27 farmer collective members from Paschim Sridharpur, Ramnagar Abad and Gurudaspur visited office of ADA to gather detailed information of Krishak Bandhu and Kisan Credit Card scheme and collected mustard seed and grass pea seeds distributed from that office.

Firstly, they met ADA and asked him about application procedure of Krishak Bandhu and Kisan Credit Card, ADA explained the procedure of application and gave them the forms for application.

Then the farmers thanked ADA for attending the previous stakeholder engagement meeting and for sharing the schemes, they also thanked the ATM, Biswajit Manna for his detailed discussion on organic manure and integrated pest management.

Even though they already practiced the procedure of integrated pest management and process shared by ATM would help them a lot. So, they wanted another session on integrated pest management to be discussed with the problems faced in organic farming. They also submitted an application seeking assistance for improving their organic farming technique to practice.

14. CAPACITY BUILDING WITH PROGRAMME REVIEWS AND PLAN OF ACTION: WOMEN LEADERSHIP TRAINING & ADOLESCENT CAPACITY BUILDING PROGRAMME REPORT

This document provides a comprehensive summary of two distinct capacity-building initiatives: a Women Leadership Training held on July 8, 2024, and an Adolescent Capacity Building Programme conducted on October 30, 2024. Both programs, organized by ISWS, took place at the Digamarpur Gram Panchayat conference hall and focused on empowering participants through collective action, skill-building, and fostering a sense of shared responsibility.

14.1 Women Leadership Training Report

The training on July 8, 2024, was attended by 25 women from Paschim Sridharpur, Gurudaspur, and Ramnagar Abad. The session aimed to deepen their understanding of leadership, teamwork, and collective empowerment.

Introduction and Personal Aspirations

The program began with a unique introductory round where participants shared their names, villages, and an unfulfilled wish. These wishes ranged from starting a business and pursuing further education to visiting a hilly region, underscoring a shared desire for personal growth and autonomy.

Understanding the Difference Between a Group and a Team

The core of the training involved a detailed re-discussion of the differences between a "group" and a "team." Key points highlighted were:

- **Size and Structure:** A team has a specific, limited number of members, while a group has a lower limit but no upper limit.
- **Aims and Goals:** A team works toward a specific, common target, whereas a group can have diverse aims.
- **Accountability:** In a team, all members are equally accountable for both success and failure. Accountability lies with all team members; in groups, it is often absent.
- **Skills and Synergy:** Team members are required to be skilled, and a strong sense of synergy and mutual understanding is essential for a team to function effectively. These traits are not necessary for a group.
- **Strategy:** A team requires a clear strategy to achieve its goals, which is not a requirement for a group.



Following this discussion, participants were asked to identify their own collectives. The majority felt their collective was a team, though some noted they stood somewhere in between, possessing characteristics of both.

Team Building and Leadership Insights

A practical team-building activity followed, where participants were divided into four groups and tasked with building the tallest, most stable tower from old newspapers. Most groups focused solely on height, but the winning team prioritized building a strong, stable base.

Feedback on the activity revealed critical insights: the winning team succeeded due to coordination, leadership, and guidance, while the other groups lacked these elements. This exercise served as a powerful metaphor for the importance of a solid foundation and collaborative effort.

The women then collectively brainstormed and listed the essential qualities of a leader on a chart paper. Their list included:

- Well-behaved and respectful.
- Empathetic, brave, efficient, and patient.
- The ability to control and guide members to complete a task.
- Friendly, transparent, and honest with a positive mindset.
- Punctual and values time.

In a key takeaway, participants realized that while no single individual might possess all these traits, their collective as a whole embodies every one of them. This led to the conclusion, if they work together and leverage their combined qualities, they can achieve anything they set out to do.

Learning from Experience: The Tower Activity

After lunch, a repeat of the newspaper tower activity was used as an energizer. This time, only two of the four groups were successful.

Participants identified the reasons for failure in the other groups as:



- Lack of leadership and unity.
- Absence of proper planning and shared responsibility.
- Lack of collective effort and decision-making.

This exercise served as a powerful self-assessment tool, reinforcing the Training.

Action Plan and Future Engagement

The training concluded by assigning three key questions for the participants to discuss and solve with their teams:

- Do they want to create a "women-friendly village/society," and if so, what is their concept of it?
- What are the potential barriers to achieving this?
- How can they overcome these obstacles to accomplish their goal?

These questions were designed to encourage collective problem-solving and proactive engagement in their communities.

14.2 Adolescent Capacity Building Programme Report:

This capacity-building program, held on October 30, 2024, brought together 27 adolescent participants (20 girls and 7 boys) to strengthen their collective and prepare them for independent, self-sustaining work.

Interactive Introduction and Collective Purpose

The program began with a creative icebreaker where participants with the same birthday formed a team and introduced each other, an exercise that was both fun and a test of memory and mutual understanding.



This was followed by an in-depth exercise on the purpose and roles of their collective. The adolescents worked in five groups to answer the questions: "Why is the collective formed?" and "What are the roles of its members?"

Their group presentations yielded a comprehensive understanding of their collective's purpose:



- To work together to reduce risks.
- To solve problems easily and quickly.
- To access information on what benefits they can avail from government schemes and programmes.
- To provide mutual support to members in need.
- To learn new things and adapt to new situations.
- To work for a better society and environment.
- To take on societal problems such as plastic pollution, deforestation, child marriage, and domestic violence.

Roles and Responsibilities:

The adolescents defined the roles of their collective members, emphasizing the need to:

- Identify and address community issues like global warming, plastic pollution, and child marriage.
- Motivate dropouts to join the group and readmit in school.
- Maintain punctuality and mutual respect.
- Take collective action against injustice.
- Manage the collective with shared responsibility.
- Encourage shy members to speak up.

Future Sustainability and Action Plan

The final exercise focused on how the collective could become independent and sustainable without external support. **The participants outlined a practical plan for the future:**

- **Practice and Learning:** Regularly practicing their roles, sharing new knowledge, and recapping previous lessons.
- **Local Problem-Solving:** Focusing on solving local issues like water and plastic pollution.
- **Structured Engagement:** Fixing meeting agendas, assigning responsibilities, and ensuring regular attendance.
- **Shared Responsibility:** Working together, avoiding blame, and resolving conflicts through collective discussion.
- **Continuous Improvement:** Identifying gaps and shortcomings and continuously working to bridge them.
- **Stakeholder Collaboration:** Seeking help from local stakeholders like the Gram Panchayat and ASHA workers when necessary.

The program concluded with the participants filling out evaluation sheets, ensuring their feedback was captured for future planning.

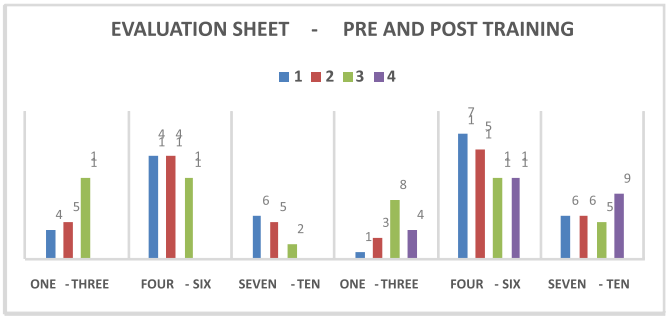
Summary of Outcomes and Key Takeaways

Both capacity-building programs demonstrated a similar core principle: the power of collective action.

- **Shared Identity:** Both the women and adolescent groups realized that their strength lies not in the skills of a single individual but in their combined abilities as a collective.
- **The Importance of Teamwork:** The tower-building activity in both sessions proved to be an effective tool for teaching the value of shared responsibility, coordination, and a strong foundation over individual effort.
- **Problem-Solving Focus:** Participants in both programs were encouraged to identify and work toward solving real-world problems in their communities, from gender inequality and domestic violence to environmental issues like plastic pollution.
- **Sustainability:** The adolescent program, in particular, provided a clear roadmap for how a collective can become self-reliant and sustainable by establishing clear roles, practicing regularly, and seeking support from community stakeholders.

These training sessions were successful in not only imparting valuable knowledge but also in motivating participants to take a proactive and leadership-oriented approach to creating positive change in their villages and society.

The programme was ended with evaluation sheets were filled in by the participants.



Note: The three boys were out of the training after lunch due to their tuition on that day.

14.3 Parents meeting:

In this age of adolescents, children undergo significant physical and mental changes, leading to curiosity and question as they go through puberty. They often seek friends who can help them understand these changes. Parents can play a crucial role as friends and guides for their children during this time. However, many parents are unaware of how to practice positive parenting with their children.

Holding meetings with parents of adolescents is a key part of project activities to build trust and encourage their cooperation and support on child protection issues. During these meetings, parents are encouraged to take responsibility for their children's overall growth and development, especially during adolescence. The meetings aim to share information with parents, helping them understand their important role in their children's development.

Through a series of knowledge-building and skill-enhancement sessions, adolescents learn and practice things that are essential for their well-being, such as recognizing good and bad habits. With positive support from their parents, they can develop courage, confidence, and good manners. This process helps them become change agents who can take social action to bring about social change.



15. CONSORTIUM LEVEL PROGRAMME AND ACTIVITIES:

Different strategies are taken by the different resource organizations of ACV consortium as per their expertise and experiences to sustain the process of changes happened in the Sunderban area besides the guidance and capacity building of the staff and community of members of this consortium.

Those are as follows:

15.1. ACV Fellowship Programme:

The objectives are to build skill, knowledge and capacity among the selected village women and men on certain issues and topics, so that they can be able to work as 'Change Agent' in society addressing the identified issues with collective effort consistently. On behalf of Digambarpur Hub, about five fellows out of total 30 under ACV consortium are undergoing a year long series of training, workshop, meeting with sharing and discussion on societal context, Indian Constitution, art of public speaking, issue identification, stakeholders mapping and relationship building, importance of art of speaking in favour of vulnerable community/ suffering humanity, gender, preparedness on disaster risk reduction, digital literacy and documentation, entitlements, child protection, climate resilient agriculture and livelihoods, conducting workshop at panchayat level with active participation of all the fellows, community people with panchayat representatives and others, evaluation etc. It is being organized by NCAS, Pune and it would be ended in July, 2025. Thereafter, the second batch of another 30 selected fellows will take part in the ACV fellowship programme.



15.2 Gender Study Circle:

Group of interested women of the vulnerable community are the members of this initiative where discussion of different practices of gender stereotypes and norms as prevalent in society going on, as this mis-conceptions, societal norms and behaviors are making them vulnerable and backward gradually. They also study the stories, marking the narratives of gender inequality, discrimination and gain knowledge and experiences, share those in forum meeting, which is called gender study circle which makes their understanding better about their present position and how they are becoming vulnerable in a patriarchal society. Also, how they can be able take charge to face the challenges to bring about a change in society and to make the society a women friendly and males also should come and participate actively in the process of transformation. The process is being facilitated by Rupantaran Foundation and continued. Total 10 women on behalf of Digambarpur Hub out of total 30 participants are in ACV gender study circle undergoing such practices of changes.



15.3 Community Resource Persons- capacity building training:



15 farmers particularly women from each hub are the participants of the capacity building programme (training of trainers) as community resource persons facilitated by DRCSC. It is held organization wise for the potential resource persons to gain knowledge and practice climate resilient agriculture and alternative livelihoods and assist other villagers as per their need so that they are interested to follow and practicesuch kind of environment friendly and economically viable agricultural practices. They will work a community resource person for the community people building a resource pool as required for the agro-based life and sustainable livelihoods.



15.4 Climate Action:

There has been climate club formed with representation of adolescent boys and girls' collectives in every hub of ACV programme. They are well acquainted with different reasons of climate change, why and how the children are mostly affected by the climate change induced disaster and calamities- flood, cyclone, draught etc. frequently happening in Sundarbans. They have exercised on the reasons and effects of climate change badly impacting the children, their study, health and nutrition, emotions, food, safety and security etc. they are also federated into a climate forum with representation of the members of every climate club now planning to take action on this issue. Green Puja, study on loss of bio-diversity, save water, tree plantation, plastic free gram panchayat, are their plan of action in next six months. It is facilitated by one of the consortium members- PRAXIS, New Delhi.

15.5 Community Response Centre:

It is in the initial stage to build capacity of the field staff who will be capacitated to handle the cases of child abuses in society confidently. In every hub there will be a response centre functioning. A two days training on the Acts of child protection and its uses, the relevant institutions of child protection etc. will be held in July, 2025.

16. MONITORING AND REFLECTION:

16.1 Monitoring:

There are two levels of monitoring done for the project activities -one is at community level by the community collectives once in two months/quarterly as per the format and guideline developed by them. Those are about their leadership, status of the collectives- meeting and discussion held on regular basis and independently, carrying out shared responsibility as per the plan, and or asking for support from others, engagement with the stakeholders etc., the report is documented and followed up by the community team of the collective members in every next meeting added with the present monitoring agenda.

The other is at organization level done quarterly by a monitoring team consisting of one of the management persons, programme manager, project accountant, and the project coordinator, to see whether the activities done and the level of performance of the staff assigned and carried out following the participatory process. The monthly activity plan is made by the community mobilizers and other staff of the organization on regular basis;accordingly, the activities are carried out keeping in mind the objectives and the outcomes as expected to be come out and documented with the measurable indicators available. A monitoring format for the activities done by the farmers, adolescents and the women collectives are also updated on regular basis in excel. It is also assessed about the need of the staff to be capacitated to perform better in the coming days. And it is planned after discussion with the staff thoroughly.

16.2 Reflection:

Following participatory tools and technique, yearly reflection of all the activities is made with participation of the community collective members finding out the success indicators as per shared outcomes as expected as per the themes covered through this project of Amplifying Community Voices. The indicators are qualitatively and quantitatively captured as documented and updated periodically.

17. SUMMARY OF SHARED OUTCOMES AND INDICATORS: AMPLIFYING COMMUNITY VOICES IN SUNDARBANS:

Community Empowerment and Behavioral Changes:

A key outcome of this project is that vulnerable communities in the Sundarbans are identifying their own issues and taking collective and individual action to address them. This is happening in several villages within the Digambarpur Gram Panchayat of Patharpratima Block, including Paschim Sridharpur, Gurudaspur, Ramnagar Abad, and Dakshin Durgapur. The project has been active since 2022, with some activities starting as early as 2021.

The changes are categorized into three stages of transformation, reflecting the depth of understanding and the adoption of new behaviors.

A. Menstrual Health and Hygiene:

- Changes in behavior and attitudes regarding menstrual health have been observed among approximately 80 girls, 80 women, 80 men, and 130 boys in the project's focus families.
- **Girls:** They have developed an understanding of menstruation and have been changing their behaviour and practices for over two years, reaching Stage 3 of transformation.
- **Women:** Women have also developed an understanding of the myths and misconceptions surrounding menstruation. However, their adoption of appropriate practices has been slow, placing them in Stage 2 of transformation.
- **Boys and Men:** Boys and men have developed an understanding and are discussing the issue within their families. Boys have also started sharing their knowledge with their peer groups, and their changes are at Stage 3. In contrast, while men have a similar level of understanding, they do not openly discuss the issue, putting them in Stage 2.

B. Combating Plastic Pollution:

- Adolescent groups, women's groups, farmers' groups, and over 300 families across the four villages are actively working to combat plastic pollution.
- **Practices:** Forty boys and girls are regularly collecting plastic bags from roads and around their homes and sending them to the Plastic Management Unit run by the gram panchayat. The groups have identified the issue, analysed its root causes, and created action plans that include awareness rallies, plastic collection drives, and cleaning residences.
- **Collaboration:** The adolescent and women collectives have joined a plastic drive in collaboration with the gram panchayat to make all eight villages in the area plastic-free. They are also engaging Self-Help Groups (SHGs), community members, and market committee members in this initiative.
- **Transformation Stage:** The changes related to plastic pollution are in Stage 2 and are moving toward Stage 3 with the goal of scaling up and sustaining these practices.

C. Water, Sanitation, and Hygiene (WASH):

The project has focused on improving water and sanitation practices.

- **Water User Committees:** All members of eight existing water user committees and their families have adopted new practices, such as keeping tubewell platforms clean, holding regular meetings, depositing subscriptions in the bank, and saving water. Their transformation is at Stage 3. The adolescent collectives initiated this effort and are working to make other communities aware and active in forming new water user committees. Two other water user committees are slowly moving towards full-fledged functioning (Stage 2), and next two are in Stage 1.
- **Support:** Adolescent collectives are creating posters about "do's and don'ts" for water management. The gram panchayat is also preferably supporting the repair of tubewells for committees that have contributed funds.

D. Addressing Social Issues and Gender Norms:

The community is also tackling deep-rooted social issues like child marriage, school dropouts, and gender disparity.

- **Child Marriage and School Dropouts:** Collective action by adolescent boys' and girls' groups has raised community awareness through wall writings on reducing child marriage and school dropouts. They held discussions with parents about the harmful effects of these issues.
- **Case Study:** With the help of a local influencer, they were able to get a girl who was forced to drop out of Class IX due to an affair re-admitted to secondary school. The girl is now regular and attentive in her studies.
- **Transformation Stage:** The shift in the guardian's behavior is at Stage 1 of transformation, and the practice is gradually scaling up. The work is currently limited to the four villages.
- **Participatory Action Research (PAR):** An adolescent girl collective in Ramnagar Abad village has taken the initiative to study forced early marriage and elopement. They are using Participatory Action Research (PAR) to identify issues, analyze root causes through problem trees, and develop action plans with risk analysis. They have also done stakeholder mapping and plan to seek support from panchayat members and other local influencers before taking action. This is in Stage 1 of transformation.

E. Community Leadership and Participation:

Project members have overcome shyness and fear, gaining the courage and confidence to organize collective events.

- **Events:** Since 2021, adolescent, women, and farmers' collectives in the four villages have celebrated special days like Children's Day, International Women's Day, and World Environment Day. They engage the gram panchayat and go on exposure visits to its office.
- **Behavioural Changes:** Collective members now have the courage and confidence to perform recitations, songs, and issue-based role plays. They are also sharing their personal transformation stories.
- **Leadership Stages:** Stage 3: 88 members are in Stage 3, showing courage, confidence, and fearlessness, and protesting injustice, Stage 2: 102 members are in Stage 2, Stage 1: 200 members are in Stage 1.
- **Recognition:** One adolescent girl from the project, along with other two from partner organizations, participated in a national seminar on climate change in Jamshedpur, where their presentation was appreciated and rewarded.

F. Accessing Social Entitlements and Services:

Communities are learning to access and going into dialogue for government schemes and services.

- **Integrated Child Development Services (ICDS):** Women's collective members have studied issues in 13 ICDS centers in three villages. They created a questionnaire and collected data from local mothers and Anganwadi Workers (AWWs), which was then validated and reviewed. They documented the findings on charts with pictures and are planning meetings to share the evidence with stakeholders like the panchayat and Child Development Project Officer (CDPO) to find permanent solutions. This is in Stage 1 of transformation.

- **Agriculture Services:** Farmers' collectives have been visiting government offices since 2022 to get familiar with officials and their roles. They are applying for training, agricultural inputs, and machinery. They are also dialoguing with officials to follow up on their applications. This is in Stage 1 of transformation and is moving forward. Women farmers have also visited the Assistant Director of Agriculture (ADA) office for the first time for training and inputs. They have also gone to get soil tested for the first time.

- **Panchayat Engagement:** Adolescents are playing leading roles in Sishu Sansads (Children's Parliament) organized by the gram panchayat since 2023. They are raising demands such as the renovation of a dirty canal, provision of street lights, and the repair of a sanitary pad vending machine. The gram panchayat has accepted these demands and included them in its development plan. It has already materialized some of the demands like a village road, street lights, and a yoga center. This is in Stage 2 of transformation.

- **Community Assemblies:** Women and farmers' collective members are increasingly participating in parabaithak, sansadsabha, and gram sabha meetings, raising their voices about individual and collective needs. They are prioritizing collective needs and thinking about how their skills can lead to earning opportunities. This change in mindset is at Stage 1 of transformation.

G. Climate Change Resilience and Livelihoods:

Communities are becoming more resilient to climate change through sustainable agricultural practices.

- **Organic Farming:** The mindset of both male and female farmers has changed toward climate-smart and organic farming methods. Approximately 101 families are practicing organic farming, making compost, and preserving indigenous vegetable seeds. The goal is to promote and propagate organic farming and seed sovereignty. About 40 women are in leading positions and are being empowered with the identity of a woman farmer and an earning member of the family. This is in Stage 1 of transformation.

- **Nutrition Gardens:** 35 farmers have created model nutrition gardens in the kharif season, and 36 in the rabi season. They are also using circle beds and sack culture. Seeds are exchanged among them during cultivation, which helps them meet family nutrition needs. Some women are also earning small amounts of money from selling excess vegetables.

- **Seed Preservation:** 45 women farmers have collected and preserved indigenous vegetable seeds, which has made them less dependent on the market for seeds and has promoted food security. This is also in Stage 1 of transformation.

H. Challenging Gender Norms:

Adults and adolescents are beginning to question and challenge gender norms.

- **Questioning Norms:** Individuals, particularly women and adolescents, have started questioning gender disparity, social norms, and how to approach males in their families.
- **Transformation Stage:** This change in mindset is considered to be in Stage 1 of transformation, as the community has just begun building a gender perspective.
- **Child Protection:** The project is also working with the gram panchayat to strengthen village-level child protection committees across all 22 sansads. The gram panchayat is playing an important role in mitigating child abuse. This is also in Stage 1 of transformation and is being scaled up.

Relevant photographs:



Exercise on categorization of issues by the farmers collective



Community level meeting on positive parenting



Exercise on what changes they desire on plastic pollution by the adolescent girls collective



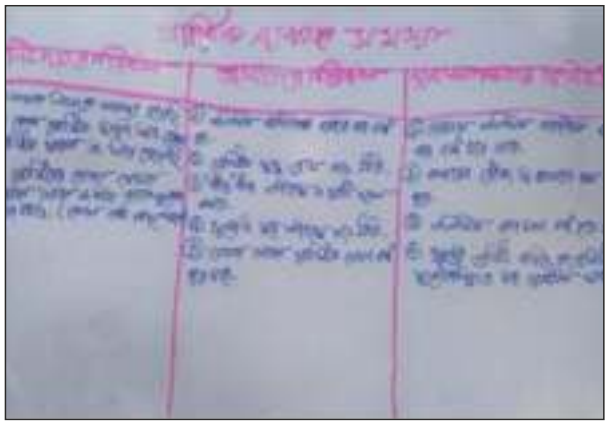
Males are engaging in household chores- animal caring



Discussion on how to promote organic farming



Community level meeting on importance of community participation in village development planning



Exercise on theory of changes on plastic pollution



Discussion on what changes happened among them

Circle bed is in place











Sharing of assessment tool
for community level



Identification of issues
by the women collective



Exercise on understanding of need, want and child behavior



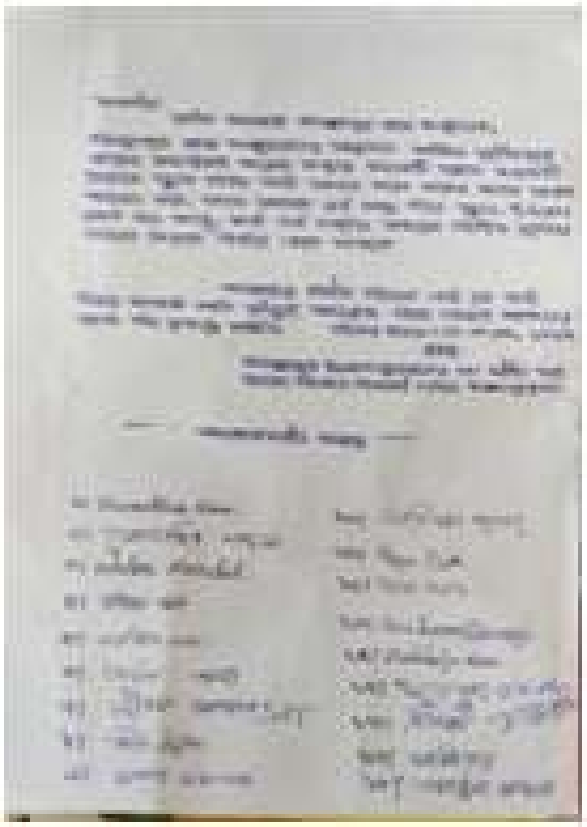
Meeting with Upa Pradhan on strengthening VLCPC



Adolescent collectives submitting application to stop eve teasing



Problem tree analysis on early marriage by the adolescent girls collective



Application to Gram Panchayat Pradhan for stopping eve teasing



Problem tree analysis on early marriage



Scoring of services of ICDS centre by the women collective members



Exercise on Theory of changes on plastic pollution



Coconut saplings are given by the panchayat to the adolescent on day of exposure visit



Exercise on Express yourself by the adolescent boys collective in new area

18. COMMUNITY EXERCISE ON DISASTER PREPAREDNESS BY THE COLLECTIVES

Sl. No.	Topic	Tools used	Exercise
1.	What is disaster ?	Mind mapping	Card sorting (individual)
2.	Historical time line of disaster for last 50 years	Disaster mapping (name, type, time of occurrence, intensity etc.)	Group exercise
3.	What are the vulnerabilities?	Vulnerability mapping, scoring, resource mapping,	Group exercise - identify the most affected community and least affected community
4.	Understanding vulnerability?	Body mapping	Group exercise - keeping in mind the gender lens, c hild lens, caste and religion etc
5.	Disaster and stakeholders	Stakeholder mapping and relationship	Stakeholder Group , community mixed group exercise, - Listing of services, availability and accessibility
6.	Gap analysis and how to bridge the gap?	What are the challenges? Ways to sort out	Scoring based on the quality of services (availability and accessibility)

19. CHANGE STORY:

i) Dipankar Kalsa (Name changed), Location: Paschim Sridharpur

Dipankar Kalsa (name changed), a 15-year-old boy from Paschim Sridharpur, is a member of the Vivekananda Kishore Group. He was studying in Class IX, when a few months ago, he dropped out of school and migrated with his father to work as a labourer. Thereafter, Dipankar and his father returned to their village. Upon learning about this, a community mobilizer reached out to Dipankar's family. During the interaction, Dipankar's father shared that they wished him to continue his education. However, Dipankar himself was reluctant—he was more inclined to earn and showing little interest in studies. Still, Dipankar did not resume school. He spent his days roaming aimlessly, showing no motivation to study. The community mobilizer began regular counselling with him, emphasizing the importance of education at his age. He explained that while jobs could be pursued at any point in life, completing school would open the door to better opportunities and a brighter future.
Despite multiple efforts, Dipankar remained resistant. However, with continued support from the mobilizer and his friends assured him to help in studies and encouraged him consistently. He began to reflect on his situation. The mobilizer also explained how completing his education would broaden his career prospects and lead to long-term benefits.
Gradually, Dipankar understood the value of education. A few days later, he attended a session and informed the mobilizer that he had decided to return to school after the summer vacation. His friends were overjoyed and took the initiative to collect books and study materials for him. In celebration, the group brought sweets and shared with Dipankar—Tara anandesobaimistiane, Dipankar-kemistimukh korai (They all brought sweets in joy and fed Dipankar).Dipankar now goes to school regularly. His parents are happy and proud of his decision to continuehis study.

ii) Dipali Maji, Location: Paschim Sridharpur,

Dipali Majhi, a young adolescent girl from Paschim Sridharpur in Digambarpur Gram Panchayat, is currently studying in Class XII. She lives with her parents and two younger siblings. Dipali regularly attends school, takes care of her younger siblings, and supports her mother with household chores. This was her routine life.

Although she occasionally visited the local playground, she never actively participated in any group activities like other girls in her community. However, things began to change when she came into contact with the Indira Adolescent Girls' Group, facilitated by ISWS. Dipali started attending the group's regular sessions on problems of adolescent and social issues.These sessions helped her building knowledge and personal development. Over time, Dipali began to understand the difference between what should she do and what not around social norms. If anything makes her confused should be questioned. She also became aware of the myths and taboos that exist in her community—especially around menstruation.One day, she noticed several women from her neighborhood preparing to visit the Lakshmipur Temple. They invited her to join them. Dipali wished to go, but since she was on her period, she declined. When she asked her mother for permission, she too was denied, due to traditional taboos around menstruating women visiting places of worship.Using the knowledge she had gained from the sessions, Dipali spoke to her mother and explained that menstruation is a natural biological process, not something impure or shameful. Through calm and respectful conversation, she convinced her mother to reconsider. Gradually, her mother understood and agreed to let Dipali visit the temple during her period.

This small but significant victory gave Dipali immense confidence and satisfaction. She had taken a firm stand against harmful societal taboos and brought change within her own household. Now, Dipali confidently participates in rituals and visits the temple even during her menstrual cycle, breaking barriers for herself and inspiring others in her community.

iii) Swastika Shee, Location:Paschim Sridharpur, Digambarpur GP

Swastika Shee, a 17-year-old adolescent girl, lives with her parents and is engaged in regular school and tuition classes. She was an average student with no clear aim in life and was often pampered by her parents. Known for her stubborn nature, she would demand things frequently, and her parents usually fulfilled her wishes without resistance.At this stage in her life, Swastika came in contact with the adolescent group formed by ISWS. She began attending various sessions organized by the community mobilizer.Gradually, noticeable positive changes began to emerge in her behaviour. She started showing respect toward elders in her family and stopped making unnecessary demands —she no longer insists on getting things unless truly necessary. Most importantly, she has now set a goal for her future. Inspired by the sessions and guidance, Swastika has decided that she wants to become a doctor.

Swastika started focusing seriously on her studies and scored well in her Madhyamik examination. On the basis of her own merit, she received a scholarship from another organization, along with some additional monetary support from that organisation to continue her education.Swastika began helping poor and underprivileged people by providing food and essential utensils with part of her remaining scholarship money. This act of kindness reflects her growing sense of social responsibility and empathy.She is happy and grateful to have received financial support that allows her to continue her studies and pursue her dreams. With that indomitable spirit, she continues to move forward.

iv) Water Sewerage system, Location: - Paschim Sridharpur.

In Paschim Sridharpur village, the area known as Tentulbari Para was facing a serious issue with its water sewerage system. Most of the houses in this locality are built at a higher level, causing rainwater and wastewater to stagnate on the roads. This stagnant water created significant problems for pedestrians—especially children and the elderly to pass through.

The residents of this community, who mostly come from marginalized farming families, had long been searching for a solution. At this point, they came into contact with ISWS and attended awareness sessions conducted by a community mobilizer. Through these sessions, the community members came together to form a group called Netaji Krishak Dal.

With guidance from the community mobilizer, the group discussed and listed various problems affecting their locality and families. Among those, the issue of poor sewerage was emerged as a major concern. They decided to collectively address this problem and planned to raise it during the Gram Sansad meeting.

Following their plan, the issue was indeed brought up during the Gram Sansad meeting. The community actively followed up to ensure that it was also discussed and approved in the Gram Sabha. As a result of their initiative, half of the sewerage work has already been completed as per the gram panchayat plan, and the remaining portion has been sanctioned and is scheduled to begin soon.

v) Rina Mondal, Location: - Paschim Sridharpur.

This story of change is about Rina Mondal. Her home is located in Paschim Sridharpur, under the Digambarpur Panchayat. Her husband's name is Animesh Mondal; he is a farmer by occupation and has studied up to Class X.Rina Mondal used to be a housebound homemaker. Whether at her in-laws' house or her parental home, she never stepped out of the house without a proper road or transportation. Even though she was part of an SHG (Self-Help Group), she never attended meetings, as she was busy taking care of the children and managing the household animals like hens, goats, cows, and ducks.

Then one day, she got involved with ISWS (likely a social development organization working with women), and their group meetings started happening at her home. These meetings focused on women's self-reliance. The discussions emphasized that unless one attends training and steps outside the home, personal knowledge, skills, and development won't happen. Rina understoodthat and started explaining it to her family members. By convincing them, she eventually managed to attend the fellowship training.In the training, various topics were discussed. She attended very attentively and continued to participate in the training sessions held for three days each month. After completing all 9 fellowship training sessions, it was decided that there would be a discussion day in each Gram Panchayat to share the topics and learnings from the training. Rina successfully organized the event at the Gram Panchayat office, confidently she spoke about different issues and subjects in front of the audience.

vi) Sraboni Bairagi (Name changed), Location:Gurudaspur

Sraboni Bairagi, a young adolescent girl was studying in Class X, is a resident of Gurudaspur village under the Digambarpur Panchayat. She is a bright student—regular in school and tuition classes—and also helps her mother with household chores during her free time. This is how she usually spends her days.

During this period, Sraboni came in contact with ISWS's Subarno Kishori Dal, a girls' collective. Through this group, she learned many new things and developed a strong interest in various issues that were discussed in the sessions.Meanwhile, she got connected with a man through social media. Gradually, she fell into a trap of love by married man, who made deceptive promises and hid the fact that he was already married. Over the course of two months, he continued to lure her with lies, and the two grew emotionally close.

Eventually, the man pressured her to elope with him, and they got married. He took her to Bardhaman, where he worked in a rice mill. Sraboni lived there for 17 days as his wife, andaccidentally she came to know about his manipulative behavior, false promises, and his previous marriage.

Realizing that she had been misled and trapped, Sraboni let the owner of the rice mill know secretly, explaining her entire situation. The owner then contacted Sraboni's mother and helped facilitate her return home—along with the man—to her family.At first, the man was unwilling to return with Sraboni, but she managed to convince him. Once they returned, the police—who had already been informed by Sraboni's parents—arrested him for his offence. Sraboni was then produced before the Child Welfare Committee (CWC) and, following protocol, stayed at home for a month, while she was undergoing a counseling process.

Now, she has returned to her normal life. She is attending school regularly, going to tuition classes, and helping her mother with household chores. Sraboni openly admits that she made a serious mistake and took the wrong path. She now focuses entirely on her studies and is determined to build a better future. Her parents and the community are proud of her resilience and pleased to see her back on the right track. Her return to normal life has brought relief and hope to her family and neighbors alike.

vii) Gulshanara Khatun (Name changed), Location: Gurudaspur.

Gulshanara Khatun, a young adolescent girl studying in Class IX, is a resident of Gurudaspur village under the Digambarpur Panchayat. She is an active member of the Adarsha Kishore-Kishori Dal and regularly participates in the sessions where various adolescent problems and issues are discussed. Over time, she developed a keen interest in these sessions.

A few months ago, Gulshanara developed feelings for a boy from her neighborhood, and the two grew close in a relationship. With the support of some friends, she managed to keep in contact with him secretly. However, things took a sudden turn when her parents discovered the matter and learned that she wanted to marry the boy. This led to conflict between the two families, resulting in arguments and tension.Gulshanara's father informed our organization about the situation. Following this, a home visit was conducted by our community mobilizer and field coordinator. Individual discussions held with both her father and Gulshanara. Her father expressed a positive outlook—he wished his daughter to continue her studies, complete college, find employment, and become self-reliant.

We then engaged with Gulshanara, helping her understand the importance of education and the value of becoming financially independent. Despite this, she remained adamant about marrying the boy and initially resisted all efforts to change her mind. The community mobilizer continued to follow up with her through regular sessions, sharing real-life case studies related to the negative consequences of early marriage. After several discussions and sustained efforts from her parents, Gulshanara eventually came to understand the situation and reconsidered her decision.Currently, she is continuing her education and has completely cut off contact with the boy. She has also given her word that she will not get married before the age of 18. The boy has since moved to another location for work. Gulshanara has shown significant positive changes in her attitude and is now regarded as a role model within her community.

viii) Shek Salim & Shek Rohit, Location:-Gurudaspur.

This is a story of change involving two young adolescent boys—Shek Selim and Shek Rohit—residents of Gurudaspur village, studying in Class VI and Class V respectively. Despite several efforts by their parents, both Salim and Rohit had dropped out of school nearly two years ago. Their parents tried everything—scolding, repeated conversations, and patiently explaining the importance of education—but were unable to convince them to return to school.

During this period, the boys preferred roaming around aimlessly rather than attending classes. However, things began to shift when they came in contact with the Adarsha Kishor-Kishori adolescent group and started attending sessions facilitated by the community mobilizer.

During one of these sessions, the community mobilizer became aware of their dropout status and took immediate action. She met both families and came to understand that, although the parents had tried their best, they had been unsuccessful in bringing the boys back to school.

The community mobilizer, along with members of the adolescent group, made continuous efforts to engage Salim and Rohit in conversations about the importance of education. The group members supported this effort by reinforcing the message during and after the sessions. Eventually, the Panchayat Upa-Pradhan also got involved in the process, providing courage and support.

Gradually, Salim and Rohit began to overcome their rigid mindset and agreed to return to school. However, they still felt hesitant, shy, and fearful—worried about how the school authority would react and whether they would be accepted again.

With support from the community mobilizer, the adolescent group, and the Panchayat Upa-Pradhan, both boys were reassured and guided through the re-enrollment process. They were successfully admitted to age-appropriate classes at the local school. The headmaster warmly welcomed the initiative and gladly admitted both students. He also assured continued support to help them adjust and continue their education without further obstacles.

ix) Sujata Dhara (PAR group), Location: - Ramnagarabad.

Sujata Dhara is a 19-year-old girl residing in Ramnagarabad village. Her life revolved around school-tuition and household work. Sujata was an active member of the Participatory Action Research (PAR) group. Suddenly, she became irregular and even stopped attending sessions.

Then her father shared that he had many dreams for Sujata — he wanted her to study hotel management. But due to affairs with a boy, a relationship made, she had stopped going out of the house. After several home visits and conversations with Sujata, she herself came to the group and said that she had realized her mistakes and now wanted to get admitted to school and continue her studies.She was appreciated for her decision and was told that she could re-enroll in the same school she used to attend. However, Sujata expressed that since she hadn't been to that school for long time, where she studied, she might feel uncomfortable going back there. So, she decided to get admitted to other school in Gurudaspur instead, and she did it, and she is now continuing her study.

x) Jasoda Mondal, Location: Ramnagarabad.

Jasoda Mondal is a 13-year-old girl residing in Ramnagarabad village. Her father's name is Bhaktipodo Mondal, works as a migrant laborer.

Jasoda is a member of a Kishori Group. Both her parents are migrant workers and staying in Delhi for work. She stays with her elder brother, grandparents and is currently studying in class VII.

One day, during a meeting, she shared that she feels scared when someone says something to her, although it was unknown to her, why she is scolded. That's why she always keeps her quiet, and her grandfather scolds her often. In a group meeting, she was asked if she had ever tried to understand why she feels afraid and why her grandfather scolds her. She replied that she had never thought about it that way. She was encouraged to try to understand why her grandfather scolds her often— that it might help her know the reason behind her fear.

A few days later, she returned to the session and shared that she used to be mischievous, so her grandfather used to scold her. She also said that earlier she used to be afraid and never spoke up. Now, she understands the reason of scolding, and her fear has gone away. She added that now knows that child marriage is punishable offence, and she used to share it with others. She feels free to associate and speak to others and understands that nobody among her guardians would give marry her at a young age like her elder sister. She's no longer afraid.

xi) Barsha Bijli, Location:-Ramnagarabad.

Barsha Bijli, a resident of Ramnagarabad village, used to have a routine life centered on school, tuition, and household chores. One day, she learned about the Participatory Action Research (PAR) group from a friend and then joined the group.

Initially, she would remain quiet during discussions in the group and rarely spoke. If asked ten questions, she would respond to only one. But now, she speaks on her own, actively participates in discussions, and shares her thoughts openly.

Later, she came to know that she was also a member of the VLCPC (Village Level Child Protection Committee). One day, at the end of a discussion session, she opened up about a personal problem. She shared that she was in love with someone, and that person had proposed to be eloped and get married. If she refused, he said he would no longer have any relationship with her.She was then asked where she found the courage to walk away from that relationship. In response, she said, if she hadn't joined the PAR group, she wouldn't have learned about the harmful effects of child marriage — and she might have ended up herself getting married at an early age. But learning about those consequences made her more aware and helped her.

She also mentioned that as a member of the Village Level Child Protection Committee (VLCPC), if she had made such a mistake, what message would go to others? That's why she decided she would make others aware too. Through this conversation, it becomes clear that a significant change has begun in her thinking and behaviour.

xii) Change Story of an adolescent girls' collective:

In Ramnagarabad village, the adolescent girls of 'ChittyoDaser ICDS Centre' formed a group called the "Talented PAR Team." The group consists of 14 members. They chose one issue from among various problems in the village to work on — 'Early Marriage'.

Their work included conducting surveys, analyzing the data, creating evidence, identifying causes and consequences through a problem tree, stakeholder analysis, activity planning, risk analysis, and more.Later, the group members discussed how early marriage also significantly affects boys. It increases their pressure of responsibilities at a young age, preventing them from both physical and mental development along with building career.

As a result, the group decided that along with raising awareness among girls, it is equally important to make boys aware. They agreed to include boys in the Talented PAR Team so that they also get the opportunity to learn and become conscious of these issues.The group committed to involving boys in upcoming sessions and meetings.

xiii) Rina Jamra, Location:-Ramnagarabad.

Rina Jamra is a 24-year-old housewife with a B.A. degree. Her husband, Gosto Jumra, works as a van driver. Rina's world was limited to her in-laws' house and her parental home.

Besides that, she used to earn a little for her personal expenses by tutoring a few children at home. She wasn't even part of any Self-Help Group (SHG).Even when there were countless problems at home, she had to silently endure them. Her daily life revolved around serving the family, cooking, and taking care of household chores, including raising hens and chickens — that was all she did.After that, she became involved with ISWS and participated in their group discussions on women's self-reliance. There, it was also discussed that for women to become self-reliant, knowledge and skills are necessary, and that to gain such knowledge and skills, various types of training are required, and for this it is essential to step outside the home.

She later discussed all of this with her husband and explained if she cannot put her education to use, then all her years of studying would be in vain. Gradually, she was able to convince her husband to go outside for training, meeting as needed for her empowerment. She then took part in various aspects of nine fellowship training programme in a year and even spent two nights away from home during training programmes.After receiving these trainings, she was able to express her own opinions, explain her thoughts clearly, and participate in decision-making regarding household matters. She is also sharing her thoughts with other members of that group.

xiv) Reboti Dhara, Location:-Ramnagarabad.

Reboti Dhara, a woman in her late 40s to early 50s, belongs to a lower-middle-class family. She manages household chores, takes care of her grandchildren, and also engages in own farming to sustain her livelihood.Later, she became involved with the ISWS farmer group, regularly attending meetings and actively participating in discussions. She also occasionally attends various training sessions. Through this involvement, she learned about different farming techniques and came to understand the harmful effects of chemical fertilizers on health.After receiving several trainings on organic fertilizers, she began practicing organic farming methods—such as creating nutrition gardens, circle beds, and more. To control pests and diseases, she started making her own organic manure and pest control process, such as liquid manure, fermented plant extracts, fish tonic, and amino acid solutions made from banana stems and jaggery.She shared that, during the last season, she used a circle bed method and received a fairly good yield, which benefited her. She appreciated the method as it allowed cultivation of various species in smaller areas with less water during summer. Additionally, she noted that her visits to the market and the need for medication have decreased as well.

xv) Farmer group, Location:-Ramnagarabad.

In Ramnagarabad village, a farmer group consisting of 17 members formed in Sansad No. 22, near the house of Chitya Das at Doloi Para, linked to the 47 No. ICDS Centre, comprising women farmers. In this group, discussions are held on organic manure, natural pest control system, and nutrition gardens, and other climate resilient technique.Last year, during summer, 8 women from the group created circle beds. During meetings, those who had implemented the circle bed method shared their feedback. As a result, in the current year, 2025, the group has created 11 circle beds, and the members have expressed that they will continue to use this method for summer cultivation every year.

xvi) Tanmoyee Halder, Location: - Dakshin Durgapur.

Bandana Halder, a resident of Dakshin Durgapur, had a younger daughter named Tanmoyee Halder, who was studying in Class IX at Gurudaspur Mahendra-Indra-Vidyamandir School. Her father had passed away, and the family's financial condition was not very good. Despite many difficulties, she continued her studies.However, as expenses increased in higher classes, her mother and elder sister stopped sending her to school. After that, Tanmoyee got involved with the ISWS organization and attended various sessions. As a result, her knowledge and skills in different areas improved. She tried to explain to her mother and sister the importance of her education, but her mother refused to agree.Tanmayee then shared her situation with her friends during the sessions. Together, they decided that they would all go and talk to her mother and sister. One day, the group approached her family and explained if she continues her education, she will be eligible for the Kanyashree scheme, which could financially support her studies.Influential community members also got involved and encouraged her family not to stop her education.

They assured them that their own children would help Tanmoyee study. The community members also committed to keeping track of her studies and, if needed, would speak to the school to ensure as she gets extra support. Tanmoyee wouldn't need private tuition because her friends would help her all together.After hearing all this, her mother and sister visited the school and spoke to the teachers to ensure that Tanmoyee could resume her studies as before. Now, she goes to school every day and, with the help of her friends, has resumed her education. Her life is now moving in a better direction.

20. CALANDER OF CAPACITY BUILDING PROCESS EXCEPT ONLINE FOR STAFFUNDER CONSORTIUM AND OTHERS (2024-25):

Date	Venue	Topics of training/ workshops	Facilitated / Organised by	No. of staff participated
26-27.04.2024	Vivanta, Kolkata	Orientation on outcome harvesting	CMS	staff of ISWS
29.04.2024	Digambarpur Gram panchayat Conference Hall	Orientation on outcome harvesting	CMS	All oak partners
01.05.2024	Field visit at ISWS	Field situation in terms of changes happened	Field visit by CMS	Field of ISWS - farmers and adolescent
20.06.2024	Seva Kendra, Kolkata	Consortium members meet on fund raising	PRA XIS	All the consortium members and staff
18-18.07.2024	Art Acre, Kolkata	Fellowship Programme	NCAS	All the consortium members and staff
24-26.07.2024	Mirch Masla, Kolkata	Monitoring,Evaluation and Learning (MEAL)	PRAAJAK	Staff of ISWS
30-31. 07. 2024	Mirch Masla, Kolkata	Accounting and Financial Management of NGO	PRAAJAK	Staff of ISWS
5-6. 08.2024	Hotel Rajhans, Falta	Monitoring and Evaluation	PRAXIS	All staff of ACV consortium members
7-8. 08.2024	Hotel Rajhans, Falta	Gender Workshop	Rupantaran Foundation	All staff of ACV consortium members including community leaders -women
08.11 2024	Hotel Vivanta, Kolkata	Closure of india Programme by OAK Foundation - Transition plan	OAK Foundation	All the oak partners
18.01.2025	SSKM Hospital - Psychological department	Men, gender roles, masculinity and mental health	PRAAJAK and Psychological Department	Staff of ISWS
09-10.02.2025	Hotel Rajhans, Falta	Understanding on Gender Stereotypes	Rupantaran Foundation	All the staff of the ACV consortium
26-27.03.2025	Peerless Hotel, Klkata	MEL system - capacity building workshop	Swasti, CMS	All the oak partners

21. BASIC INFORMATIONOF THE ORGANISATION:

Contact Details:

Name	Indraprastha Srijan Welfare Society (ISWS)
Address of Regd. Office	Vill. - Indraprastha, PO - Biswanath Pur, PS - Pathar Pratima, Dist. - South 24 Parganas, Pin - 743349, West Bengal
Project Office Address	Vill.+P.O. - Gurudaspur, PS - Dholahat, Dist. - South 24 Parganas, Pin - 743349, West Bengal
Phone	+91 9733625342
Email ID	isws.s24pgs@gmail.com /iswspatharpratima2020@gmail.com
Website	www.indraprasthasrijan.in
Name of the chief functionary	Mr. Palash Sinha, Secretary
Address	Vill. + PO –Dakshin Shibpur, Pathar Pratima, South 24 Parganas- 743349
Phone	+91 9733625342
Email Id	palashsinha92@gmail.com

Registration Details:

Society Registration No. with Year	Reg. No. S/IL/51627 of 2008-09 under West Bengal Societies Registration Act, 1961
Date of Establishment	Ninth day of April, 2008
Registration under 80G of IT Act	Registration No. AAAAI6707KF20211 (From AY 2022 -23 to AY 2026 - 2027)
Registration under 12A of IT Act	Registration No. AAAAI6707KE20181 (From AY 2022 -23 to AY 2026 - 2027)
Registration under FCRA	Reg. No. 147111141 of the year 2014
PAN of the organisation	AAAA16707K
Registration number on CSR1	CSR00017764
Registration with Niti Ayog – DARPAN Unique ID of NGO	WB/2028/0218977 dated 24.12.2018
Nature of the Organisation	Non-Government Organisation - cultural, economic, educational, social, environmental

Instruments of ISWS:

Vision:
To develop self-sustained society with improved living condition of the marginalized with community leadership irrespective of religion, caste, sex, colour, creed is capable enough to raise voices on available services to access and properly utilizing local and natural resources.

Mission:
Developing life and livelihood of the poor and marginalized to be sustainable strengthening community collectives with natural leadership bringing them in people centric development process is able to bring about systemic and behavioral changes in family, community, and system cooperative to access the available schemes and facilities by the community.

Core Values:
- Community Participation and leadership
- Gender equality
- Integrity, Innovation and Excellence
- Transparency
- Environment Protection

Objectives of ISWS:
- To capacitate community collectives with leadership focusing gender equality enable them to raise voices to access the opportunities for better livelihoods.
- To promote 'Child Agency' strengthening the child protection mechanism to work independently on child protection.
- To promote agro-eco management system with climate adaptive practices to ensure food and nutrition securityand sustainable livelihoods.
- Promote community leadership focusing adolescents and youth on growing habits of health and hygiene,promote entrepreneur skills amongst youths conducive to generation of employment/self-employment.
- To work on bio-diversity conservation related issues taking activities related to climate action on environment protection.

Strategic Approach:
- Inclusion and creating an open space for community participation
- Community leadership development emphasizing gender equity
- People centred plan and activities raising collective voices for entitlements
- Adolescent Agency, collective action, scalability, sustainability
- Social and Economic Empowerment- sustainable livelihoods

Thematic Focus:
- Gender equity and women empowerment
- Child protection
- Climate resilient agriculture and livelihood promotion
- Climate Action-combat plastic pollution, plantation, save water, biodiversity conservation, waste management etc.
- Food Security
- Water Sanitation and Hygiene

22. ISWS ORGANOGRAM

A. GOVERNANCE STRUCTURE:

GOVERNING BODY

▼

PRESIDENT, VICE PRESIDENT, SECRETARY, ASSISTANT SECRETARY, TREASURER, MEMBERS

▼

SECRETARY/CHIEF FUNCTIONARY

▼

FIELD CONSULTANT/PROGRAMME MANAGER

▼

FIELD COORDINATOR AND ACCOUNTANT

▼

FIELD WORKERS/ MOBILIZERS

▼

COMMUNITY COLLECTIVE LEADERS/ VOLUNTEERS

B. MANAGEMENT INFORMATION SYSTEM (MIS):

The organization's monitoring system is designed for effective communication and accountability. It is a two-way process, with information flowing both from management to the field and from the field to management. This ensures that staff and members are adequately and currently informed about plans, schedules and progress.

- Hierarchical Structure: The operational structure includes a field consultant, a field coordinator, community mobilizers, and volunteers, all working in coordination.

- Reporting and Data Management: Community mobilizers submit reports to their superiors, and the field coordinator reports daily to the field consultant after collecting reports from the field. This data is regularly updated and stored in a standardized MIS format within an Excel spreadsheet.

- Review and Planning: Staff meetings are held monthly to review past activities and plan for the next month, a process that varies by program. The field consultant, along with upper-level management and administration, also monitors activities to review and develop future action plans.

- Community Involvement: The project is a people-centered process where community-led activities are encouraged. Community leaders voluntarily assist field mobilizers and participate in discussions. Community-level monitoring is conducted quarterly using a prescribed tool or format to assess progress, after which the plan is modified and new plans are created by the community itself.

C. PROCESS DOCUMENTATION:

The "Amplifying Community Voices" project is a pilot initiative implemented through a consortium of partner organizations in the Sundarbans. It is a research-based project that began with a baseline survey to study the socio-economic situation using participatory vulnerability and capacity assessment (PVCA) tools. The project emphasizes a participatory approach to engage community membersleading to community-driven planning and interventions.

- Participatory Tools and Techniques: The organization uses a variety of tools to make discussions engaging and meaningful, including social mapping, role-playing, group discussions, and storytelling. This practice makes participants more enthusiastic and provides a space for cross-learning on issues and potential solutions.

- Community Empowerment: The regular use of these techniques helps participants build knowledge, confidence, and courage to take collective action on identified issues. This ensures that marginalized groups are proactively engaged in decision-making, which in turn leads to behavioral and attitudinal changes that challenge patriarchal norms.

- Documentation of Change: All changes are documented through multiple formats, including monthly reports, photographs, videos, and "stories of changes". The entire process, including participants' feelings and opinions, is also regularly documented. The organization uses an "outcomes harvesting" process to identify and document measurable success indicators, which are then used as evidence of progress.

D. RISK MANAGEMENT & INTERNAL CONTROL SYSTEM

The organization's risk management framework is built on a strong foundation of competent and committed staff. It fosters a positive work environment through democratic decision-making and smooth intra-organizational communication.

- Human Resources: The organization has a formal recruitment process that includes advertisements, screening, written tests, and interviews. Once hired, new staff members undergo a three-day induction to help them adapt to the new environment. The work atmosphere is assessed based on the relationship and coordination among staff and between staff and management.The organization's office premises and training centre have the capacity for 25 participants, and it has a team of eight experienced social development staff members.
- Policies and Procedures: The organization maintains strict policies, including a child safeguarding policy for protecting children and adolescents. It also has a policy on women's sexual harassment, a human resource manual, and an accounts policy that are maintained with "due care and attention".
- Financial Controls: An auditor is appointed to identify, analyse, and mitigate legal, financial, and environmental risks. The organization practices a procedure of checks and balances to safeguard against internal risks, which includes maintaining finance policies and delegating authority to associates. The internal control activities also include segregation of duties, authorization and approval, and record retention.

E. PROGRAMME DEVELOPMENT:

The organization's future vision is to create a sustainable environment where communities are empowered to work for better lives and livelihoods.

- Mission: The core mission is to enable natural leadership to emerge from the community to collectively raise voices and access available services and facilities.
- Key Focus Areas: The organization's future plans will address issues such as climate-adaptive agriculture, livelihoods, environmental protection, gender equality, and child protection. For child protection, the organization aims to build a safety net by promoting child agency and strengthening village-level child protection committees, as guided by its approved child safeguarding policy. ISWS is also trying to address the issues of water security and forest governance with community collective action.
- Empowerment and Sustainability: The project aims to make marginal farmers knowledgeable and skilled in organic farming and integrated pest management, with the goal of scaling up these practices. The organization also aims to economically empower women, who are being reorganized to work as "women farmers". Successful models will be replicated in other areas once funding is secured.
- Fund Mobilization: The organization recognizes that fundraising is both crucial and challenging. A strategic focus on documentation, evidence sharing, and networking with donors, universities, corporate sectors to secure both financial and technical assistance. This will be pursued in a collaborative mode within an ambit of participatory grant-making process.

CONCLUSION

The organization has developed a robust MIS and monitoring framework, a culture of participatory planning and documentation, and strong risk management systems. By fostering community leadership, empowering women, and promoting child protection, it is driving sustainable and inclusive development. Future projections center around scaling up climate-resilient agriculture, child agency, and gender just society strengthening community voices, and expanding partnerships through strategic fund mobilization.

An Appeal

ISWS continues to take initiatives to offer opportunities to the vulnerablecommunity of Sundarban area with thematic issues of child protection and gender equality, access schemes and services and climate resilient livelihoods for five years enable them to take collective actions raising voices for accessing the same. It is expected that you would be able to take part in one of many programmesas ongoing at present with also first-hand knowledge and experience in supporting this cause that we take in pride.

It is our mission that the marginalized community strengthening collectives with natural leadership is able to identify problems and resources, with collective plan and action, bring about sustainable changes.

In view of this, we rely on the generosity of an individual, community and organization, network like yours, without which we could not offer engagement with the process of changesby the community.

We hope your commitment to support our annual appeal for donation/contribution for this noble cause. Our goal is to leverage of Rs. Three crore and a half for this year. Your donation will be tax deductible under 80G of I.T. Act. Every donation / contribution, regardless of size makes a difference.

Thank you in advance for your support.



Palash Sinha
Secretary