

ANNUAL CUM COMPLETION REPORT(5th Year)

June 2022 to May 2023

STEER

(Sustainable Transformation of Tribal through Empowerment,
Education and EconomicReform)



SUPPORTED BY

FdnF, Geneva, Switzerland

IMPLEMENTED BY

Balasore Social Service Society

Frères
de nos Frères



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General Information

Project Title	Sustainable Transformation of Tribals through Empowerment, Education & Economic Reforms (STEER)
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Target Location & Area covered	Mayurbhanj District of Odisha State, India 13 villages of Khuntapal Panchayat of the Rasgobindpur Block
Focus Group	Children, Farmers & Women
Duration	5 years
Local Contribution receipt	60,000.00
Donor Contribution receipt	664,240.00

Abbreviation:

Abbreviation	Represents
AWC	Anganwadi Centre
AWW	Anganwadi Worker
BG	Black Gram
BSSS	Balasore Social Service Society
BuC	Bridge up Centre
CBO	Community Based Organization
CC	Children's Club
CP	Children's Parliament
DoA	Department of Agriculture
DPset	Diesel Pump set
DRR	Disaster Resilient Rice
ECCD	Early Childhood Care & Development
EC	Education Committee
ERC	Education Resource Center
BEO	Block Education Officer
FdnF	Fre'res de nos Fre'res
FC	Farmers Club
GG	Green Gram
GoO	Government of Odisha
GP	Gram Panchayat
PS	PanchayatSamiti member
IAP	Improved Agriculture Practices
ICDS	Integrated Child Development Scheme
KVK	KrishiVigyan Kendra
MC	Mothers Committee
NRLM	National Rural Livelihood Mission
PMC	Project Management Committee
PoA	Plan of Action
QPR	Quarterly Progress Report
RTE	Right to Education
SBP	ShikshaBikashPanthi (Education Development Fund)
SC	Scheduled Caste
SHG	Self-Help Group
SMC	School Management Committee
SSA	SarbaShikshaAbhijan (Education Movement for All)
ST	Scheduled Tribe
STEER	Sustainable Transformation of Tribals through Empowerment, Education & Economic Reforms
STRV	Stress Tolerant Rice Variety
TLM	Teaching Learning Materials
VEC	Village Education Committee
WSHG	Women Self Help Group

1. Balasore Social Service Society

Balasore Social Service Society (BSSS) is the official social service wing of the Catholic Diocese of Balasore. It has the vision to envisage a transformed society where love, peace and justice prevail. The organization is registered under the Society Registration Act of XXI of 1860. It is a nonprofit organization. It works for the socially backward, economically deprived and other vulnerable sections of the society like the women, children, the disabled and the orphans irrespective of caste, creed and religion. The operational area of BSSS is confined to four districts of Odisha namely Balasore, Bhadrak, Mayurbhanj and Keonjhar covering the thematic area of Emergency response and preparedness, Food security, Education, Skill development of unemployed tribal, Child protection, Climate resilience and Community health.

2. Background /Executive summary of the Project: STEER

Khuntapal is one of the 15 Gram Panchayats of Rasgovindpur block of district Mayurbhanj, where the project named Sustainable Transformation of tribal through Empowerment, Education and Economic Reforms (STEER) supported by FdnF, Geneva, Switzerland was in operation for last 5 years (with extensions). The people of the GP were mostly away from the mainstream development as they had historically been neglected by the government as well as because of their own apathetic mentality followed by an attitude of “being satisfied with what they have”. Hence, they remained backward socially, educationally and economically. Even though there were women Self-Help Groups, farmers with information on various social security and economic development schemes, yet they strove hardly to access them for their benefit. It was strongly felt that without a breakthrough, they would not come out of their condition. So, with an objective to transform them the project took 1534 beneficiaries of 13 revenue villages with 10 hamlets of the GP Khuntapal and adopted the strategy of transformation covering three major components i.e. empowerment, education and economic reform.

Keeping the above three major strategies in mind and the recommendations of evaluation (conducted in the end of the 3rd year), the project worked hard to bring up the target people to an expected level of transformation. Till the end of the 4th year, the results of the project were encouraging one as it had really brought change in the educational and economic aspects of the communities. On the other hand the promoted institutions (FCs/SHGs/FF/CC/CP) were found not so vibrant in the generation and utilization of the funds accumulated; and in taking leadership to lead the people collectively towards their desired goal.

Hence, in the 5th and final year the main objective of the project for the extension proposal was **“To build up the institutions (FCs/SHGs/FF/CC/CP) with the necessary capacities and to implement actions by organizing, managing and leading people collectively to bring the desired transformation in life”**. Accordingly the major thrust for the period was strengthening of FF with establishment of linkages to line departments of government, strengthening Children Parliamnet in GP level, continuation of ERCs and linkage building of SHGs for sustainability. Besides that there were also other activities common and ongoing in nature. The project team implemented the proposed

activities as per the strategies outlined followed by withdrawal from the area. The details of activities executed and the results achieved are given as per the result head in the activity section of the report.

3. Operational area / Project villages:

Mayurbhanj is a landlocked district with total geographical coverage of 10,418 Sq. Km. which is 6.68% of the total geographical area of the state, and is situated in the Northern boundary of the state with district Headquarters at Baripada. The project area is consisting of 13 revenue villages and 10 hamlets of one Gram Panchayat namely Khuntapal. The villages are as given below: Khuntapal, Udalipal, Gambharia, Bhedisahi, Karanjpada -1, Karanjpada -2, Saladhia, Chakulia -11, Chakulia -12, Chakulia -13, Thakarapal, Khandikhal and Rakhinisahi.

4. Beneficiaries

- The major target group of this project is the Santhal Tribe community. The emphasis is on the children of this community and adult members of the community of which 95 % are as small and marginal farmers.
- There are 1134 direct and 400 indirect beneficiaries in the project area.

5. Goal of Project

The goal of the Project: Holistic Development of Tribal Communities of Mayurbhanj District

(Original Objective) The objective of the Project (Project End): By end of the Project, 2022 Tribal communities will have been empowered to access, improvise (an effort to bring improvement) & utilize the opportunities of Education & Economic Development.

(Extension Objective) To build up the institutions (FCs/SHGs/FF/CC/CP) with the necessary capacities and to implement actions by organizing, managing and leading people collectively to bring the desired transformation in life.

Result at the end of seven months of the 5th year: our database shows that 70% of the target beneficiaries have improved their income by 64%, by different livelihood options.

A. By 2022, learning levels and academic performance of Tribal and Dalit children between the age group of 3-5 and 6-14 years of age groups will have been improved.

A . To build up the institutions (FCs/SHGs/FF/CP) with necessary capacities and to implement actions by organizing, managing and leading people collectively to bring the desired transformation in life.

A. 1. Result 1 : ERCs children continued improving their performances as before

ACTIVITIES UNDER THE RESULT HEAD

A1.1 Joyful learning sessions & Motivation classes on a daily basis (Non budgeted)

Objectives of the Activity:

- ❖ To bring improvement in the process of teaching and learning to mainstream the weaker students
- ❖ To retain and increase the interest of children towards study.

Activity in brief:

Education is an integral part of human life and this had since long been neglected and ignored by the tribal of Khuntapal GP. It was due to their illiteracy and lack of understanding the importance of education in oneslife and the same was quite evident in their children's educational standard.To bridge up this gap in the educational standards of the children, the project had opened up ERCs and continued those centers for last 5 years. In this process of standardizing the grasping abilities of the children, the joyful teaching, learning and motivational classes played a vital role. It not only generated interest in the children towards education but also created a hope in their minds to dream a future through education and made their learning process easy and joyful.



In this reporting period of one year (7 months plus 5 months as per extension of proposal), all the 14 centers (8 centers were of BSSS and the 6 others self-managed by the parents of different villages)were running smoothly covering altogether 202 children (115 children of 8 centers were supported by the project). As per strategy outlined, the Education Committees of 8 ERCs completely managed the centers i.e. collection of monthly education fees from the parents, conduct monthly test of the children and share the results to the parents, regular visit of centers to see the attendance of children, application of joyful teaching and learning methodologies, and payment to teachers from the education fund of the communities for last 5 months.Now, all the 8 ERCs are continuing with their own contribution and the

parents including Education Committee members are playing vital role. The progress in the studies of the children has a good impact upon the parents.

Table – 1:

Strength of the ERCs for last seven months (June to December-2022 and January to May 2023)

Sl. No	Name of the ERCs	Name of the village	Class-1		Class-2		Class-3		Class-4		Class-5		Total
			Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	B+G= Total
01	Jyotirmayee education Center	Khuntapal	1	1	0	1	1	2	0	3	4	3	06+10=16
02	Marangburu education center	Thakarapal	0	0	0	0	1	2	1	0	2	2	04+04=08
03	Madhusudan education center	Udalipal	2	4	0	1	0	1	1	1	2	3	13+10=23
04	JeevanJyoti education center	Chakulia-11	1	0	0	0	2	1	2	0	2	4	07+05=12
05	Marshal education center	Rakhinisahi	4	2	0	1	1	2	1	3	0	0	06+08=14
06	SaraswatiskhyaKendra	Dulkisahi	0	1	0	1	3	1	3	3	2	0	08+06=14
07	PanditRaghunath murmur sikhyaKendra	Chakulia-12	1	2	2	1	2	1	0	0	2	4	07+08=15
08	DhartiAyosikhyaKendra	Karanjpada	0	2	3	0	2	4	0	1	0	1	05+08=13
	Total		09	12	05	05	12	14	08	11	14	17	56+59=115

The table below (table-2) shows the performances of students for last 7 and 5 months on the 4 major subjects- Odia (mother tongue), English, Mathematics and Science who have performed better

Table-2

Sl No	Name of the student	Name of the village	Class	Total marks on which exam taken for one year	Marks obtained within this one year	% of Marks
1	Abhi Murmu	Karanjpada	5	160	156	97.5
2	Ankita Marndi	Rakhinisahi	5	160	152	95
2	Gayatri Hembram	Duhusahi	5	160	138	86.25
3	Manasi Naik	Chakulia	5	160	148	92.5
4	Sunil Marndi	Rakhinisahi	3	160	144	90
5	Salge Soren	Karanjpada	4	160	149	93.12
6	Sudeep Naik	Khuntapal	2	80	64	80
7	Sagen Kumar Marndi	Dulkisahi	5	160	138	86.25

8	Bikash Hansdah	Thakarapal	2	80	72	90
9	Alok Naik	Chakulia	3	160	122	76.25
10	Shubha Hansdah	Chakulia	4	160	142	88.75
11	Sabita Soren	Rakhinisahi	1	80	68	85
12	Phalguni Marandi	Rakhinisahi	1	80	64	80
13	Dulari Murmu	Gombharia	3	160	140	87.5
14	Saraswati Hasda	Dulkisahi	3	160	122	76.25
15	Bhabanisankar Malik	Khuntapal	5	160	137	85.62

Results Achieved:

- 34 out of 59 children have qualified in the entrance examination to study in the boarding school with all facilities provided by the Government
- 60 % ERC children have received prizes in the different competitions and events conducted in cluster, GP and block level in all through out these years
- 75 % of children have qualitatively enhanced their values, morals, beliefs, skills, habits and personality
- Cluster Resource Centre Coordinators (CRCC) Mr Santunu Kumar Behera of Chhatna, Rasgobindpur Block appreciated the work of BSSS expressing that our children are scoring good marks in the classes and they are answering well
- 6 out of 115 and 8 out of 115 children have scored above 90% and 80% marks in the last year annual examination conducted by BSSS.
- 2 students from Saraswati ERC Dulkisahi village were continuing their studies in KIIT Bhubaneswar, the capital city of Odisha

A1.2 Enrolments drive for non-school going/ dropout children (Non budgeted)

The objective of the Activity:

- ❖ Facilitate the education committee members to identified the weaker children
- ❖ To offer learning input sessions to address the learning gaps
- ❖ To enroll the irregular and dropout children back to school.

Activity in brief:

It is an activity to get the dropout children back to school after a counselling to them and to their parents with offering them input sessions to bridge up the gaps. This is not a regular activity, it happens as and when the children weak in study or dropout are found in the communities. The persons mainly responsible for the re-enrolment of such



children are the Education Committee (EC) members. They are supported closely by the children of ERCs in identifying the children those have dropped out.

In this reporting period, there were home visits by project staff and children of ERCs/Children Parliament, awareness to parents of selected villages on how to guide children in the family, home visit by ERC teachers based upon the children's attendance in the centers etc.

Results Achieved:

- The enrollment drive for the non-school going/dropout children awareness program was conducted constantly in 13 revenue villages of the project area
- The two children namely Pooja Murmu and Palu Hansdah of the village rakhinisahi have been guided by the village education committee to make them study regularly.
- According to the End line survey report all the children of the project area are regularly going to the schools.
- 8 ERCs created the inspiration to 87 parents to send their children to tuition centers at their own cost are going on
- Three children of chakulia village are continuing their education those who were enrolled during the project period.

A1.3 SMC strengthening meet (Non budgeted)

Objective of the activity:

- ❖ To motivate the members in the management of School affairs
- ❖ To facilitate the members in identifying issues and concerns and take necessary steps to resolve them

Activity in brief:

The SMC meeting was of strengthening in nature and the aim was mainly to facilitate the member (SMC) parents in identifying their roles in the school development and management of the problems/difficulties faced by the children of the schools as well as in some cases by the teachers also. By practice, the member parents are generally not involved into the affairs of the schools by the teachers because of their (parents) ignorance



about the systems of functioning of the schools. So, through these meetings the attempts were aimed at removing their ignorance and enabling them to influence the decisions related to development and management of the school affairs.



There were trainings and meetings related to strengthening of SMC during the period from June – 2022 to December – 2022. But there were no trainings for the rest 5

months from January -2023 to May – 2023. There was only follow up and observation to the functioning of the SMC members by the project staff. The SMC members once who were found inactive and ignorant, were found involved in school affairs.

Results achieved:

- SMC members effort to make the department to plant different trees in the Biripal Government primery school have grown well and the school compound looks well.
- Rakhinisahi SMC members take care the boundry and the trees planted in the school compound gives value to the school and protect to the trees.
- Chakulia school where cluster wise SMC training was held is made 5T schools in the project area.
- The role and responsibility of the SMC members of 13 schools were effective
- After constant training provided by BSSS SMC members are applying their role and responsibility in the schools
- 92% of the members are regularly attending the SMC meetings and are participating in affairs of the school development process

A1. 4 Conduct strengthening meeting of Education Committee (EC)

The objective of the Activity:

- ❖ To make the parents especially the Education Committee members responsible for the proper functioning of ERCs
- ❖ To keep the EC members alert that no child is left uneducated and dropped out

Activity in brief:

Education Committee (EC) meeting was conducted twice during these last 5 months of the project. These meetings were quite significant as the project is to withdraw from the area by the end of the month of May -2023 and the parents of the ERCs children have tested the importance of education for their children, were in favour of continuation of the ERCs. Hence, to get the EC ready to take the ERCs ahead with managing the flow of financial contribution, manage the functioning of ERCs as it was before and ensure performance expected of the children were the prime concern in the meetings.



As per the decisions taken in these meetings, the ECs had conducted parents meeting, where they reflected the need of parents full cooperation in contributing the fee for education of their children, regular visit of parents to the centers, constructive supports from parents, teachers and children in dealing the issues arising out of the functioning of the ERCs etc. The response from the parents was positive and agreed to continue the 8 ERCs covering 115 students of 13 villages.

Results achieved:

- In the group meetings FCs, SHGs and FF members are discussing about the value education of their children.
- The Value of education has been increased 90% among the CBOs members of the Education Committee
- 80 % of Education Committee members are monitoring the functioning of the 8 ERCs well
- 70 % Education Committee members children are studying in the boarding schools with Government facilities

A 2. Result 2 : The children have continued enhancing knowledge, skills, and talents to be responsible members of society and to address their issues of concern

A2. 1 Strengthening of children's parliament (10) (Budgeted)

The objective of the Activity:

- ❖ Uniting and facilitating children towards education and a better future
- ❖ To increase understanding of different issues related to child development, health and social

Activity in brief:

The Children's Parliament(CP) is a forum of children where their thoughts, ideas, feelings, matters of their liking, disliking, problems/difficulties they come across are carefully attended, leadership quality is developed, analytical ability to assess the pros and cons of a situation etc. are moulded as they perceive these. Later, they are being facilitated to address certain problems/difficulties that affect them or issues common to the village and accordingly action plans are prepared and presented to the Sarpanch or to the other PRI members for availing budget support for implementation. The above said practice is going



on almost in all the 10 CPs. During this reporting period, the main purpose of strengthening CP was to form a forum at GP level taking 40 children from 10 CPs and to strengthen them.

Accordingly each CP selected best 4 members to form a 40 members forum in GP level. On the day of GP level strengthening meeting, these selected 40 members assembled in a particular venue. A resource person was invited to initiate the strengthening process and the invited resource person was a school teacher (Mr. Rajesh Kumar Palai) having expertise in forming and leading CPs in school level. The subjects he covered under the process were –

- Coordination among the members in finding out the local issues affecting the common people or a section of people
- Prepare a proposal of application by analysing the issues carefully
- Addressing the issues with the support and involvement of the Sarpanch and PRI members
- Help their peer group members in study
- Find out dropouts and take necessary steps for reenrolment
- Get moral teachings, strive to develop value based behaviours and try to articulate them in their action
- Make follow up of the issues once addressed and take further actions if needed

Besides that there were orientation on issues like child marriage, child labour, droupouts, health and education aspects of the children followed by departments (BEO, Childline, Child Development Project Office (CDPO) and Child Welfare Committee (CWC) of GP level) to which linkage to be developed and approached for support in solving certain problems.

A2.3 Children's fair at panchayat level (success story sharing to govt. stakeholders)

The objective of the Activity:

- ❖ To showcase the performance of the ERCs, Children's Clubs and Children Parliament
- ❖ To create a platform of new learning for the children through inter-face with the officials/resource persons.

Activity in brief:

Children's fair at Panchayat level is an initiative to bring all the children of ERCs, Children's Club and Children's Parliament to one platform and give them an opportunity to showcase their talents/ability/performance etc. to their parents and to the invited guests and public. In the same way it will be an occasion for children to be mixed with the other children of the Panchayat to share their views and opinions and learn from each other. So, accordingly on specified day, Children's Fair was organized at Khuntapal village. The children had been allotted with stalls to showcase their talents and accordingly the



children had placed their symbolic of performance in the stalls like Teaching and Learning Materials (made out of clay) developed by them, posters and photographs on HIV and AIDS sensitization program, drawings of children received 1st and 2nd prizes, awards received against good leadership and speeches, photographs on works accomplished by the Children Parliament etc.

In the fair there were invited guests like school teachers, retired school teacher, CRCC, Anganwadi and ASHA workers. Besides that there were children 280 from all the ERCs including the children from Children's Clubs and Children Parliament, parents and public. The children shared their successful stories related to joyful teaching methodology followed by progress in studies, inner talents developed and its utilization, leadership and problem solving by Children Parliament, improvement in the fluency of talking before the gathering of children etc.

At the end the winners of different events have been awarded. Besides children awards had also been given to the members of best FC, members of best SHG including award for overall good initiative and leadership.

Results achieved:

- The skills and knowledge of the children's club and children's parliament are showcased in the program
- The inner talents of the children are exposed to the community to know and learn.
- The interaction between the children and the officials enriched the children to get the appreciation for the better education
- 280 children of the project area got the opportunity to exchange knowledge and culture

A3. Result 3: Leaders & members of FF are executing their business plan effectively and accelerated the economic development of the member farmers

A3.1 Strengthening and linkage of FF

The objective of the activity:

- ❖ To take up development initiative with the support of fund generation process initiated by the FF
- ❖ To support and guide FCs/SHGs in their initiative to economic development

Activity in brief:

The Farmers Federation "ChandaTaras" as an apex body of the FCs was supposed to take over the responsibility of guiding and facilitating the FCs/SHGs, in their initiatives to socio-economic development, after the withdrawal of BSSS from the area. In the same way to carryout certain need based development initiatives, FF has to strengthen its own economic base through commercial use of



power tiller and computer. Accordingly from 4th years onward the FF is engaged with generating fund as well as supporting the FCs/SHGs for linkage support, either to bank or to line departments of government for bank loans or community bore wells for irrigation facility. Still now, FF has been able to mobilize two community bore wells and bank loan (Rs. 100000.00) facility to one FC (Karanjapada FC) during the reporting period. In addition to that 16 SHGs have been guided to carryout IGP activities like chick rearing and goat rearing.

Results achieved:

- Chanda Taras FF linked the karanjapada FC with bank department to get Rs 100000.00 without interest or zero interest loan
- 8 SHGs are linked with Mission Shakti to rear 1000 chicks each for the IGP activity
- 6 SHGs are linked with Mission Shakti to rear 400 chicks each for the IGP activity
- 2 SHGs are linked with Mission Shakti to rear 30 goats each for the IGP activity

A3.2 Bi-monthly review meeting of Federation members

The objective of the activity

- ❖ To strengthen the process of analyzing the performance and feedback mechanism among the members
- ❖ To enhance the culture of respecting the act of sharing and handling of responsibilities

Activity in brief:

It is an on going activity of FF and through this it uses to assess the progress, performance of the individuals entrusted with certain responsibilities, provides feedback to the persons concerned in necessary for further improvement and based upon the review findings, develops further action plan. For FF the bi-monthly review meeting was quite important as it had shouldered the responsibility of leading and guiding the FCs/SHGs in their initiatives to socio-economic development. So, during these review meetings, BSSS was careful enough to hand over them the process of analyzing the performances of the members, feedback mechanism followed by a culture of respecting the persons carrying out the responsibilities. Within these period the FF members had also sincerely enhanced their ability on the above fields by mastering over the process.



Results achieved:

- At least 35% members including president and secretary of the FF have acquired the process of reviewing followed by developing further action plan
- Almost all the members have understood the importance of respecting responsibilities

A3.3 Strengthening and linkages of FCs/SHGs

The objective of the activity:

- ❖ To upscale the fund utilization ability of FCs/SHGs
- ❖ To link up these FCs/SHGs with financial institutions including line departments of government for resource support

Activity in brief:

For the sustainability of FCs/SHGs, strengthening them economically and institutionally is utmost important. Under the activity to strengthen the FCs/SHGs, BSSS had initiated 2 measures i.e. enhancing the FCs/SHGs ability to develop effective plan for utilization of funds available to them and the second one was to mobilize required resources through linkage from line departments of government. During this last phase of the reporting period,



the project had strengthened 5 potential CBOs (2 FCs and 3 SHGs) and provided them with supports for generating income for their initiatives to sustainability. Other FCs and SHGs are already engaged in different income generation activities according to their capacity. The details of supports provided to the above 5 FCs/SHGs are as given below.

Table on supports provided to the CBOs

Sl.No.	Name of the CBO	Type of support provided	Utility of the support
1	Karanjapada FC	Grinding Machine	Grinding rice, wheat including spices items
2	Chakulia FC	Paddy seeds	To 60 farmers for cultivation
		Grocery shop	Grocery items to sale in the village
3	Karanjapada SHG	Silpaulin	For fish cultivation and vegetables
4	Chakulia SHG	Chicks	200 chicks
5	Khandikhal SHG	Chicks	200 chicks

Results achieved:

- FF has provided quality paddy seed to chakulia FC to supply on time to the farmers for the cultivation
- 60 farmers of the area have the quality paddy seed to cultivate on time and the paddy has come very well.
- 2 out of 29 SHGs are rearing 400 chicks to generate income for their family maintainance
- Karanjpada FC is getting Rs 200 to Rs 300 income per day from the grinding rice, wheat including spices items
- There is fish in the Silpaulin pond of the SHG of Karanjpada village,

A4. Other programme

A4.1 Monthly staff review meeting

The objective of the activity:

- ❖ To review the progress of the monthly planned activities
- ❖ To provide feedback and review staff performance

Activity in brief:

It is an activity of reviewing the target achievement planned, appraisal of the staff performance, feedback for further improvement, on job capacity building of staff etc. on regular basis to track the objectives set forth through smooth implementation of activities. Generally, BSSS conducts three different staff meetings in a month. One meeting is conducted in the project field office and in this meeting all the project staff including animators remain present, share their progress, difficulties, and support if needed for implementation activities. The Director or Asst. Director used to preside over the meeting.



Then the second meeting known as Core Committee Meeting, it is conducted in the organization level, where the project coordinator and Asst. project coordinator sit with the director and Finance officer for a detail discussion of the planned activities, progress achieved, planning of activities including staff discipline and capacity building. In the same way there is another staff meeting known as BSSS staff monthly meeting. In this meeting the project coordinators and Asst. project coordinators of different projects use to sit together once in a month. Each project present their progress against the plan outlined and share solution measures adopted including difficulties faced. This meeting serve as a platform of

learning. In all these meetings the director is the presiding person. The major functions of these meetings are to review the progress, sought out solutions for problems/difficulties faced, develop appropriate execution plan if needed, areas of staff capacity building is addressed and performance appraisal of staff is taken care of.

Results achieved: -

- Sharing makes enriching to the co-staff and the implementing authority
- There is an open platform created for all to get the chance to express the obstacles faced in the field and take the necessary step to overcome and carry out the activities ahead.
- Implementation of monthly and weekly action plan are carried out with desired result to provide the benefits to the beneficiaries
- The three tier system of the monthly staff review meeting helps to tackle all the challenges and obstacles to complete the activities smoothly

B. Conclusion

The project STEER has really brought changes in the lives of the people. The target people came to know about the improved cropping practices to sustain their agriculture based livelihood. It gave them ideas on importance of quality seed and cropping practices in increasing production along with knowledge on producing quality seeds for themselves. Some of the FCs have been able to mobilize community bore wells from the line department of government and are utilizing these resources successfully for double cropping in a year. In the same way in the field of education, the performance of children in the ERCs as well as in schools have opened the eyes of parents and parents have realized the importance of education for their children. Women SHGs those were there before the intervention of the project with funds in hand but no adequate knowledge and confidence about its utilization, are now, engaged with different income generation activities. Some of the SHGs have developed good working relationship with Mission Shakti and are getting schemes time to time from them. Finally from empowerment of institutions points of view, 60% to 70% CBOs (FCs/SHGs/FF) are found organized enough to go ahead with the knowledge and best practices gained. For these changes in the lives of the tribal of Khuntapal, the people are very much grateful to the agency FdnF as well as to BSSS. BSSS is also thankful to the agency for the continuous support and cooperation which helped BSSS to be with the people in their quest to development and enabling them for a desired transformation.

Photo gallery:



TLM exhibition at children's fair



Women's day celebration



FC meeting



Karanjpada SHG IGP
implementation



Rakhinisahi SHG Nursery seedlings



ERC parents meeting



ERC daily classes



Children's club ensuring the tubewell water supply which was repaired



SHG Chick rearing IGP





Karanjpada FC grinding machine

Strengthening of children’s parliament



Skill enhancing of CP



FF stren
departm



vn



Quarterly review meeting of FF

