



Annual Report April 2018-March 2019

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Foreword to Annual Report 2018-2019

Dear Friends,

Equidiversity Foundation is built on the energy and drive of the people who are associated with the organization. This year's annual report is all about capturing the dynamism that permeates in our work with the community women, Gram Panchayat and children of the Primary Schools. This year, our work with the children in Primary Schools in South 24 Parganas district found support from our first funding partner organization, the Fogla Foundation and we expanded the work to a new block, Falta.

Equidiversity Foundation stepped into the third year of its journey to empower women and other socially marginalized sections in the community in the political, social and economic arenas with the hope of impacting peoples' lives and be influenced by them. I would like to sincerely thank my colleagues, our dedicated volunteers for their hard work and spirit; our Trust and Advisory Board for their time and guidance; our partners for their trust in us and their support; and our donors for believing in our goals and sharing our dreams.

We also look forward to gaining your support, understanding, insights and participation in our work.

Anindita Majumdar

Managing Trustee,

Equidiversity Foundation

31 March, 2019

Equidiversity Foundation envisions a society where there is gender equality, co-sharing of power and freedom from gender based violence. Equidiversity Foundation is committed to create an environment that promotes gender equality through political, social and financial empowerment with active informed participation of individuals, the community and the State.

Our activities involve:

- Mobilization of community women, elected women representatives, young people, to work on development and gender issues.
- Awareness Generation at the community, individual and state levels around governance, gender equality, individual rights and entitlements, addressing gender based violence-discrimination.
- Awareness Generation through social media to mobilize public opinion and enhance visibility of the issues.
- Advocacy at the state and community levels
- Capacity development and handholding at the individual, community and state levels for active participation in political processes, gender responsive budgeting, community development, fighting gender injustices and inequalities, social awareness, develop life skills, livelihood related skill development and leadership skills
- Networking with the community, state departments & like-minded organizations
- Organization Support Activities to strengthen community based organizations like Women's Rights Promotion Committees, Adult Literacy Centres and Theatre Groups
- Community Fellowship & Internship Programmes
- Documentation, Publication of IEC materials and Newsletters and conducting Research
- Organizational development
- Fund raising and mobilization

Strategies of our work:

Ø Social mobilization

Ø Evidence based lobbying and advocacy

Ø Capacity development

Ø Engagement of men for Gender Equality

Ø Research and knowledge/skill transfer

Ø Institutional building and development in the community

Ø Collaboration and coordination with political systems, government institutions, non government organizations and movements for women's equal participation

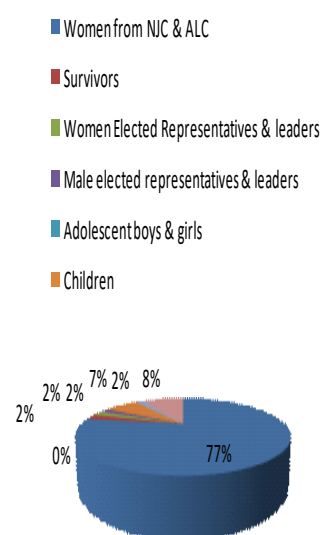
Our current geographical reach

District	Block	Gram Panchayat (Village Council)
Birbhum	Nanoor	Kirnahar I, Daskal Gram Kareya II
	Labpur	Jamna, Thiba, Darka
	Rajnagar	Rajnagar
South 24 Parganas	PatharProtima	Dakshin Gangadharpur, Srinarayanpur Purnachandrapur
	Kulpi	Ramkishorepur
Purulia	Falta Jhalda II	Ponkamra Nowahatu, Tatuara
Total	7 Blocks	12 Gram Panchayats

Population we reached out directly

Total Community members directly worked with				
	Birbhum	South 24 Parganas	Purulia	Total
Women from NJC & ALC	518	56	2130	2704
Survivors	20	18	44	82
Women ER & leaders	42	26	7	75
MER & leaders	32	25	3	60
Adolescent boys & girls	-	-	605	605
Schools	12	6	-	18
Children	120	114	-	234
Teachers	36	21	-	57
Parents	-	295	-	295
Total Community members directly worked with	780	561	2789	4130

Total Community members directly involved, 2018-19



Population we impacted indirectly

District	GPs	Total Women in the community	Total children in the community	Total
Birbhum	6	1614	1070	2684
South 24 Parganas	3	4350	861	5211
Purulia	2	4300	-	4300
Total	11	10264	1931	12195

Total Community Members Reached Out, 2018-19



Strengthening women's equal participation in rural local self governance (Panchayati Raj Institutions) and address gender issues



Our Strategy

- Develop capacity and provide handholding support to women elected leaders to actively participate in decision making processes and governing, ensuring democratic leadership.
- Develop capacity of women voters through self help groups to engage in Annual Action Plan of the Village Council, contribute in implementation and monitoring of service delivery & create strong support base for the women leaders.
- Engage in a dialogue with male political leadership and elected representatives regarding impact of patriarchy and the role that gender equitable governance could play in catalyzing social development.
- Prepare the political machine and system to accept, seek and support active women leaders, promote women's issues through Gender Responsive Budgeting and gender mainstreaming within political party structures.
- Create a pool of future leaders in the community to create both a supply of empowered women leaders who can govern well as well as demand for these leaders.

Highlights for 2018-19

Panchayat elections took place this amidst a lot of controversy and judicial intervention. It took a while to for the new board to get formed and become finctional.

We held a 2 days workshop with the elected representatives and opinion leaders of 2 Gram Panchayat in Birbhum, Daskal Kareya II Gram Panchayat and Kirnahar I Gram Panchayat. 37 participants were present in the workshop.

Some of the issues identified by the leaders for gender responsive budgeting:-

- O Awareness to address harassment on women to encourage women's free mobility within the community.
- O Encourage and support women voices protesting gender based violence and discrimination
- O Give importance to women's opinion and choice in terms of economic endeavours.
- O Provide space to women during decision making
- O Work with women to change their mindset
- O Greater awareness about govt schemes among women
- O Discussion on how to make the budget more gender inclusive

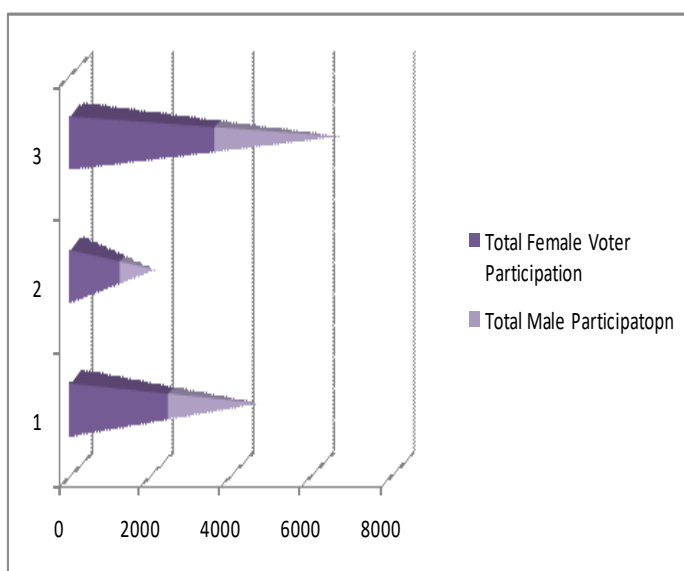
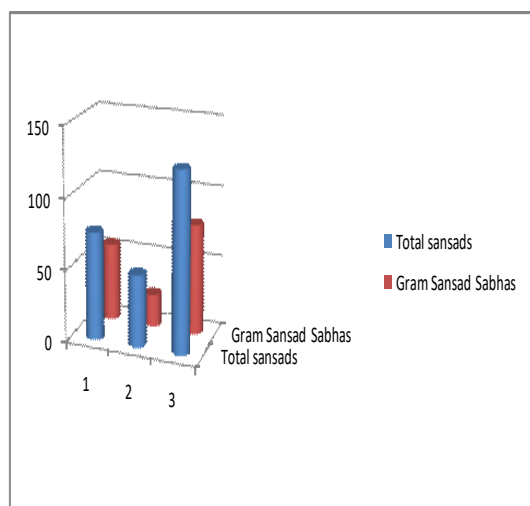
Details of Gramm Sansad Sabha & Voter Participation

As a result of advocacy, Kirnahar GP, Birbhum & Dakshin Gangadharapur GP in Pathar Protima Block formed a committee prior to the gram sansad sabhas and invited the members of Nari Jagaran Committee to play an active role in spreading awareness about the November gram sansad sabhas and hold neighbourhood meetings to motivate the community to identify needs. 64 such meetings took place in Birbhum and 11 in South 24 Parganas, led by the members of the Nari Jagaran Committees.

District	GPs	Sansads	Gram Sansad Sabhas	Voter (F)	Voter (M)	Total Voters
Birbhum	4	76	55	2369	2213	4582
South 24 Parganas	2	51	23	1152	830	1982
Total	6	127	78	3521	3043	6564

Effective GSS took place in 6 GPs, with women's participation way higher than male.

Apart from specific demands for inclusion into government schemes like widow and old age pensions, housing schemes, infrastructural improvement like road repairing, concrete road building, tubewell, electricity etc, women particularly raised issues about ending human & child trafficking, early marriage, domestic violence, illegal liquor, awareness raising on these issues, skill development for livelihood like mushroom, vermicompost, fish farming, tailoring unit, nursery, job card etc. Building more toilets and creating better lighting in the streets and lanes for women's safety were raised frequently.



Our work with the Gram Panchayat has remained confined to Birbhum and South 24 Parganas essentially. In Purulia, much of our work is concentrated on mobilizing and strengthening women voters and making them aware of their rights and entitlements.

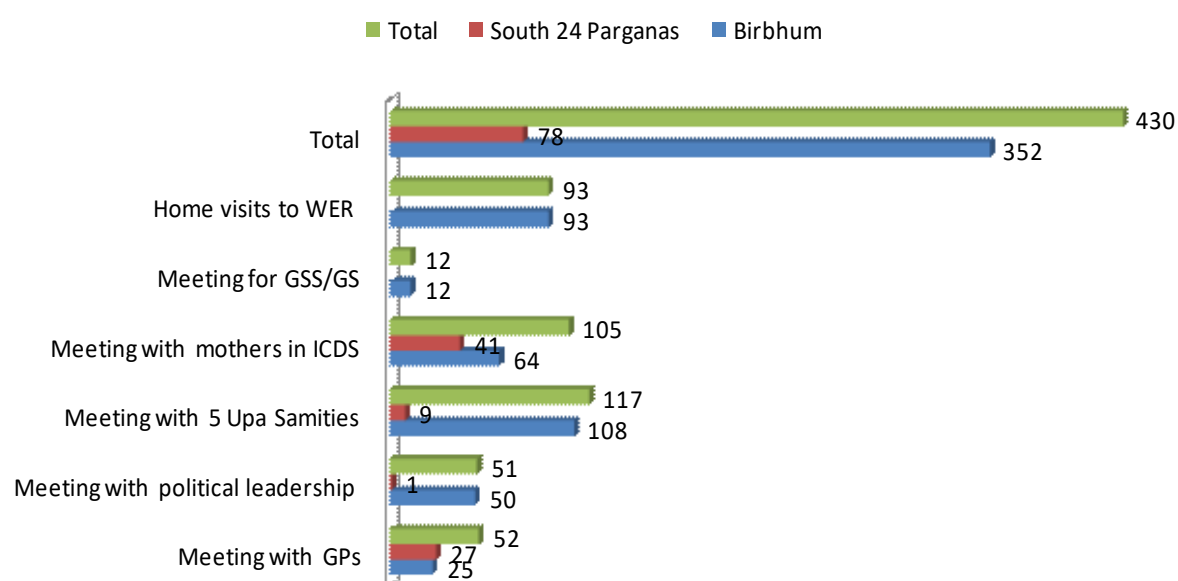
Some Other Results



The elected representatives were actively involved in monitoring services related to health & education. They, and especially the women elected representatives made frequent visits to the ICDS centres, primary schools, VHND camps, 2nd (SHG) and 4th Saturday (health) meetings. 16 women elected representatives (11 from the earlier term and 5 from the new term) remain active with the Nari Jagaran Committees.

Activities	Birbhum	South 24 Parganas	Purulia	Total
# Inclusion of issues in GPDP of GPs	6	2	0	8
# ER's monitoring visits to ICDS	94		0	94
# ER's monitoring visits to Primary School	96	16	0	112
# ER's monitoring visits to VHND camp	73	4	0	77
# WER directly involved with NJC	16		7	23
# ERs remaining present in 2nd Saturday meetings	32	25	13	70
# ERs remaining present in 4th Saturday meetings	50	20	9	79
# GPs supporting campaigns to promote women's rights through gender budgeting	66.70%	100%	50%	63.60%

Activities Undertaken by EDF with 9 GPs



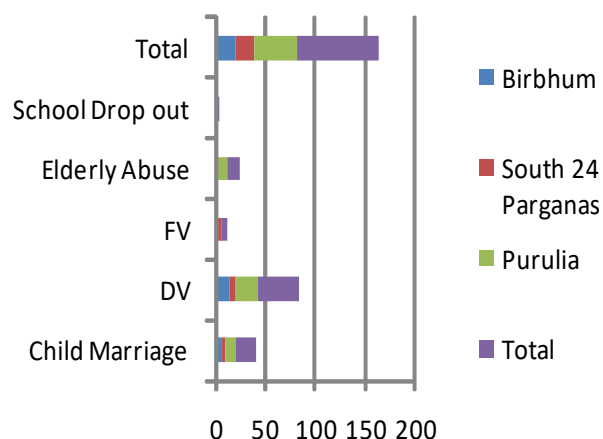
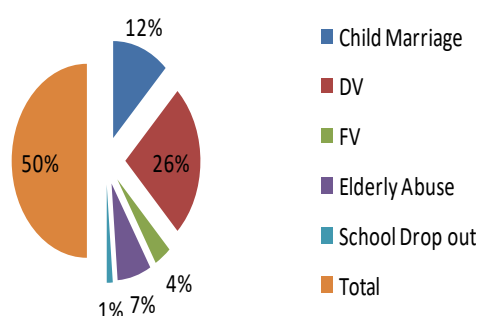
Social Mobilization & Institutional development in the community



We work with the community women to strengthen them by activating their understanding of gender equality to enable them mobilize themselves into functional “Nari Jagaran Committees” in order to stand by the side of women facing violence and spread awareness on the issue. These committees are the nodal point where a woman comes with her complaints. These Committees also enable each other and other women to become active voters and demand for their entitlements & accountability from the local self governance . The NJCs also encourage self expression through creation and strengthening of Theatre Groups and any other form that community women bring forward.

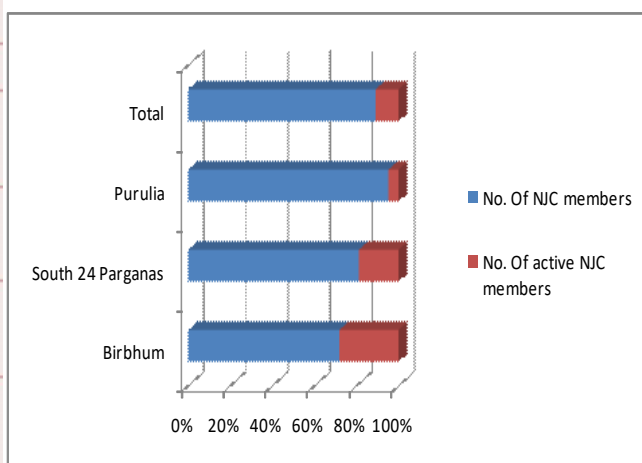
NJCs Role and Activities				
Nature of Activity	Birbhum	South 24 Parganas	Purulia	Total
No. Of NJC members	518	56	2000	2574
No. Of active NJC members	202	13	100	315
No. Of NJCs involved in GP level planning team	17	10		27
No. Of NJCs actively involved in neighbourhood meetings prior to gram sansad sabha	160	23		183
No. Of people reached through the neighbourhood meetings	2225	391		2616
No. Of awareness programmes conducted by NJC on women's rights	28	26		54
No. Of NJC members involved in raising awareness on women's issues	160	6		166
No of women reached through these awareness programmes	708	470	2000	3178
No of campaigns initiated by NJCs for establishing rights	16	4		20
No of NJC members active in these campaigns	160	10	160	330
No. Of people reached/mobilized	825	1406	1500	3731
No. Of cases handled by NJCs	20	18	44	82

Types of Cases handled by NJC



Activities undertaken to strengthen the NJCs

Activities undertaken to strengthen NJC				
Activities	Birbhum	South 24 Parganas	Purulia	Total
No. Of Meeting with NJC	60	14	46	120
Awareness with NJC		15	8	23
Capacity development with NJC	10	4		14
No. Of NJCs taken the CDPs	227	118	2	347
No. Of Theatre Group meetings	5	-	27	32
Meeting with Sangha & NJC	17	15	20	52
Meetig with SHGs	38	-	67	105
Meeting with Upa Sangha	26	10	24	60
Adult Literacy Centres run	-	-	4	4
No. Of ALC classes held	-	-	116	116
No. Of learners at ALCs	-	-	130	130
No. Of awareness programmes	2	1	27	30
No. Of awareness with Adolescent Girls & Boys	-	-	51	51
No. Of Adolescent Boys worked with	-	-	90	90
No. Of Adolescent girls worked with	-	-	515	515



Involvement in International Campiagns through national and state level networks

Equidiversity Foundation is an active member of AMAN Glovbal Voices for Peace in the Homes against domestic violence and a state level netwrok against child marriage called Bhabna. This year, on behalf of both the networks, we organized awareness programmes in Birbhum and South 24 Parganas.



We began the month by organising and mobilized the community and the Gram Panchayat to observe the International Campaign to Stop Violence against women and girls' on 4 December. As a member of an International Network – Aman: Global Voices for Peace in the Homes, this was our opportunity to talk about domestic violence and its impact on children, impact of early marriage and the link between early marriage and domestic violence and the importance of the community action against such acts of violence. The programme met with an overwhelming response as it reached out to more than 350 people, mainly women and importantly 12 out of 18 newly elected representatives and a few elected representatives from an earlier term came to support the issue. Headmaster of Bhajna Benepara Primary School wrote a song on the issue and women sang

On behalf of Bhabna Network, EDF organized a public awareness programme in Nanoor Block, in association with the Kirnahar II and DK II Gram Panchayats. The programmes was enthusiastically supported by the elected representatives at the Panchayat and the Panchayat Samity levels and was also attended by the Officer-in-Charge of the local Police Station and the headmistress of a girls' high school. the programme was attended by more than 500 women and adolescent girls and memners of the Bhabna Network.

Following the overwhelming support from the community and administration during the Bhabna Programme, Equidiversity Foundation was invited by Kirnahar T.P.M High School for Girls for awareness with the adolescent girls. The programme was attended by more than 1500 girls.



This year also saw 9 members of Nari Jagaran Committee from Purulia, Birbhum and South 24 Parganas participating in two 7 days long residential trainings on “Case Work” and “Mental Health & Wellbeing” organized by Swayam.

Women's Participation in Livelihood Activities



Duck farming, South 24 Parganas

It is well established that ducks have less mortality rate and usually they live longer than chickens. In case of egg production, ducks lay eggs for a long time period. Duck products such as eggs and meat have a great demand in the local and international market. Hence, commercial duck farming business can be a great source of earning. Keeping these benefits in mind, we had proposed small scale 'khaki campbell' duck rearing for 25 women and had distributed 305 ducklings in January 2019. We received financial support from SXC Alumni 1960-61.

After 4 months, 220 ducklings have survived. One woman lost all her 20 ducklings due to an illness contracted from her chickens. The untimely rain and chill killed some as well. A few women were unable to protect the ducklings from being attacked and taken away by wild cats.

The ducklings are expected to lay eggs in a couple of months.

Of the 25 women who received the ducklings,

- 1 woman has decided to start a farm with 300 ducklings and
- another is planning to start a hatchery. We are working with these women to enable them to develop a micro investment plan and get a resource person for skill development.



Response of Local Government

We have been able to motivate Dakshin Gangadharpur GP to support the poorest of these women by building huts for the ducklings under the MGNREGS scheme. 5 women have been chosen for this and the GP has already submitted its plan.



We also tied up with the Block administration who provided vaccines for these ducklings free of cost.

Muri Making, Birbhum

7 women went to Kharagpur and took a training on Muri making using the machine. A total of 17 women are involved in the Muri making business following a rotation strategy.



Production Report of Muri from Nov'18- March'19

Total Muri Produced (kg)	Total Cost Price (Rs.)	Total Sale Price	Profit	Total Muri roasted, brought by other (Kg)	Rate @ Rs. 5/kg	Total Earning	Total profit
230 kg	5864	8070	2206	214	1070	9140	3276

Besides muri production, occasionally women also roast peanuts, gram, flattened rice etc.

Item	Amount roasted for others (kg)	Rate (Rs/kg)	Total earning from roasting	Total Amount Bought (kg)	Cost Price (Rs)	Sale Price	Profit	Total Earning (Rs.)	Total Profit (Rs.)
Khoi	10	8	80					2244	594
Gram	4	8	32	10	600	750			
Peanut	4	8	32	5	450	550			
Chal Bhaja	20	7	140						
Chirey	20	8	160	10	400	500			
Total	58 kg		444	25 kg	1650	1800	150		

This year, women from both South 24 Paraganas and Birbhum engaged in mushroom production for business purpose.



Mushroom Production by women for small business



GP	No. of Women	Quantity Produced (kg)	Total Earning (Rs)
Dakshin Gangadharapur	31	119.6	20,005
Birbhum	3	72	14,400
Total	34	201.6	34,405

Mushroom Introduced to Srinarayanpur Purnachandrapur for consumption

GP	No. of Women	Quantity Produced (kg)
Srinarayanpur Purnachandrapur	48	42.6 kg
Birbhum	57	49 kg
Total	105	91.6 kg



Vermicompost Production for agricultural use replacing chemical fertilizers

GP	No. of Women	Quantity Produced (kg)
Dakshin Gangadharapur	10	651



Our work to strengthen Children's Autonomy & Leadership to promote child rights, gender equality and child protection

We work with children of primary schools through a process of "Child Parliament" to enable them to look at their problems, find solutions and voice their opinion in a shared space particularly on issues like child safety, early marriage, gender equality malnourishment and environment sustainability.

Our goal is to work to :

- * Increase autonomy and awareness among children (through better emotional health, life skills, awareness and information, exposure) to equip them to understand democratic values, critically think , take decisions and deal with issues that concern them, particularly around rights, safety and protection.
- * Increase ability to challenge dominant forms of masculinity and femininity by which boys and girls develop a transforming mindset towards equality, equity and social justice.
- * Enable an improved ecosystem around children by creating better practices among institutions that affect their lives (Primary Schools, Family, women self helpgroups, Local Gram Panchayat) particularly in areas of child protection and furthering child rights.
- * Enable children and youth to become agents of change and social entrepreneurs.



- 92% of children are able to recall name, concept and action plan around gender, good touch-bad touch, nutrition
- 74% children report expressing themselves through Moner Baksho is one favourite activity
- 78% children said they wanted more discussion around gender
- 54% children said that they wanted to have more skill oriented activities





Children of 3 primary schools in Pathar

Protima Block, Dakshin Gangadharapur GP were also transferred the skill and children grew around **20.55kgs** of mushroom in their schools which was used as a supplement to the mid day meals.

Active Involvement of Children in CP

Number	Birbhum	South 24 Parganas	Total	%
Total Children reached to	1036	503	1539	
Members of CP	240	114	354	23
No. Of Ministers	72	30	102	28.8
Children involved in livelihood related skill development	143	158	301	19.56
No of children involved in rallies, campaigns	1502	198	1700	88
CP members active in rallies, campaigns	12	21	33	14.1
Children involved in election process including voting	316	503	819	53.21
Home visits by children from cabinet to address issues like drop out	7	38	45	44.1
Observation of special days	29	14	43	-
Participation of children in Special days	956	835	1791	91

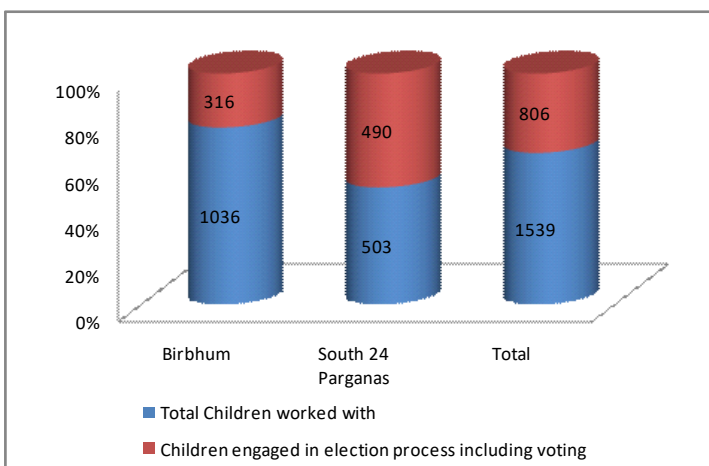


We received support from Fogla Fpundation to implement our work with children in 5 Primary schools of Pathar Protima block nd 1 in Falta Block under the name of ‘Voices of Change: Children As Change Agents’ since November 2018.

The activities undertaken by by Equiversity Foundation to strngthen leadership and aware-ness of rights of children are given below.

Activities	South 24		Total
	Birbhum	Parganas	
Cabinet meetings	86	77	163
Issues related to child rights put in the 'Moner Baksho'	Data NA	163	163
Meeting with teachers	84	67	151
Meeting with parents	30	18	48
Meetings with Gram Panchayat	7	24	31
Monioring visit by GP member	46	16	62
Counseling with children		9	9
Cases handled (corporal punishment)		14	14

One of the highlights of the work was the participation of children and the school in an elaborate election process to elect the Cabinet and its Prime Minister. The process included nomination of candidates, casting votes in a sectret ballot, vote counting and declaration of winners. This was followed by formation of the cabinet with 5 Cabinet Minsiters and their deputies (who are the second most popular candidate by votes), led by the Prime Minsiter.



Health Minister & Deputy monitor hand washing

Other Activities

Networks and Partnerships

As a member of Aman: Global Voices for Peace in the Homes - a national network against domestic violence & State level Bhabna Network, Equiversity Foundation actively organized programmes to observe the International Campaign to Stop Violence Against Women & Girls, and has been a key player in designing a study around Child marriage on behalf of Bhabna.

As a non-funded partner of TDH, we were able to contribute at State Level Consultations on reintegration of vulnerable children & development of on-line resource directory called "Empower Plus". As partners, 4 team members also participated in various capacity development programmes like counseling, Advocacy, Project Management Cycle etc

Working as a Resource Organization

In 2017-2018, we offered our services as a Resource Organization and built capacity of

- 100 women farmers associated with Jeevika Development Society, NGO working on women's empowerment on gender and PRI in a phase I training. EDF also is involved in a process of mentoring the Jeevika team of 4 on gender issues.
- Our Managing Trustee worked as a Consultant with Swayam to integrate gender in rural governance in Diamond Harbour, South 24 Parganas & offered her services to Start Up, a Delhi based organization on research and proposal writing.

Equiversity Foundation was invited as a speaker to the National Seminar on the implementation of 73rd Amendment, at Shivaji University, Kolhapur



Organization Development

We organized 2 residential workshop with our team members on child rights and the annual planning process during this period.

Our Team

Trust Board

Anindita Majumdar, Managing Trustee
Shyamali Acharjee
S. Ghosh
Dilip Banerjee
Chandana Baksi

Advisory Board

Bulbul Baksi
Sanjay Sen

Staff

Birbhum

Tarun Banerjee
Jhuma Ganguly Hazra

South 24 Parganas

Prittwish Tripathy
Mandira Banerjee

Purulia

Namita Kalindi
Jayanti Mahato

Community volunteers

Birbhum

Rupasi Chaudhury

Beli Bagdi

Kashmira Bibi

South 24 Parganas

Rabindranath Pramanik

Volunteers & Interns

Aninduta Majumdar

Bijoya Ghosh

Debahuti Mukherjee

Vatsala Poddar

Donors & Supporters

Fogla Foundation

SXC Alumni 1960-61

Swayam
Sparsh for Children

Loka Kalyan Parishad

Nandini Chaudhuri

Anjali Sarkar

Rudradeb Chaudhuri

Anindita Majumdar

Debahuti Mukherjee