



BAL-MAHILA VIKAS SAMTI (VAMA)

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MESSEGE FROM CHAIR PERSONS

I would like to say that this has been another year of commendable work by VAMA (Bal-Mahila Vikas Samiti) and congratulate VAMA's dedicated team in leadership of Mr. Indra Bhushan Verma. I would like to appreciate the role of the entire team members on different projects and programs undertaken by the organization this year. specifically NREGA, (PACS) DIFID, on violence against women's in district Sagar and Vidisha, in remarkable manner, National Rural Health Mission's various programs on health, ASHA's Training and orientation of newly wedded couple in district Datia under MNGO scheme of RCH.

I would also like to thank to the members of Board of VAMA for their guiding inputs and for their involvement in various interventions, projects and programs.

The poor needs more services than just finance, in this regards, the present work on social and financial security needs to be strengthened in order to check the massive migration from rural areas to urban areas. The poverty debate in the present context has moved further from micro-finance and microfinance for livelihood and this can only be done by capacity building related to enhance livelihood promotion through micro-finance.

VAMA has been concentrating on Micro-finance in rural and urban areas. It is important that VAMA should start exploring to promote its services for rural poor and this is very important in context of increased poverty in the urban areas. However, for VAMA it is a huge challenge to take the work of enhanced resource flow to the micro-finance sector and favorable policies.

I would like to thank our donors and supporters for their valuable technical, financial and moral support in achieving objects and goal in remarkable manner.

Dr. R.L. SHARMA,
Chairperson

Message from the executive secretary

We are happy to present to you the annual report for the year 2007-08. More than eventful the year has been commendable in many respects. As the organization VAMA entered in 19th year of operation with serious effort to stream line systems, procedures and policies on Governance, Micro-finance and Rural Development, enforcement of NREGA Act, Gender discrimination and Female feticide through PNDT Act. This could be done by addressing participatory and governance issues through awareness, education, trainings, Abhiyans, debates and through publications.

Women Empowerment has been a major thrust area under the objectives of VAMA, as it is well known that the women sufferers more institution of poverty, discrimination and stress, social in equalities, among which gender discrimination is a major one, is known obstacle to welfare and development of the marginalized section of the communities. One of the significant challenges in reducing poverty is to make the poor aware of their rights and various poverty reduction schemes.

The year 2007-08 has been critical and of great importance to Micro-Finance for VAMA. Micro-finance service has gains remarkable OSS & FSS in Gwalior District. This unprecedented growth with the supporting Financial Institutions.

I take this opportunity to express my heartfelt gratitude to all government functionaries, financial partners, patrons, clients, and well wishers without whose constant motivation, Bal Mahila Vikas Samiti (VAMA) would not have taken on this daunting challenge of reaching out to millions of poor families I also acknowledge the untiring toil put in by dedicated and growing number of staff of VAMA.

Since its inception in Year 1988, has passed through colossal blockages and difficulties. Facing undefeatable nature of challenges, it not only survived all these year, but also secures some dreams visualized at the time of inception .The year witnessed major changes in the strategies, structure and policies of the organization. The practical application of the Program approach, initiation of the consortium funding, Adoption of H.R.D., Micro credit are some of the outstanding features of the year 2007-2008

We would like to acknowledge the support and guidance of board members, NGO partners, financial institutions, Donors and partner communities at grass roots, funding partners and other well wishers of the organization.

Indra Bhushan
Executive Secretary

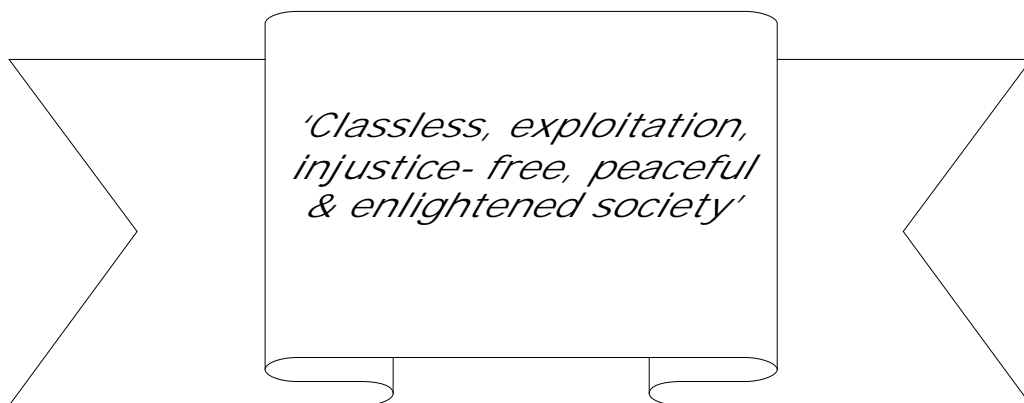
BAL-MAHILA VIKAS SAMATI (VAMA) is a non-profit voluntary organization, Registered under Madhya Pradesh societies Registration Act 1973, working

for the disadvantaged social groups like Dalits, Tribes, women, working children and other deprived classes. The society was commenced in 1988 as a result of unprecedented efforts and visionary thoughts of the most concerned individuals who had the affinity with unprivileged and backward rural & urban society. The dream the founders' human society devoid of caste, creed and religion based discrimination, exploitation, atrocities etc.

MISSION OF THE ORGANIZATION:



PRESPECTIVE OF THE ORGANIZATION:



1. VAMA's HISTORICAL BACKGROUND:

INTRODUCTION:

VAMA, as the name suggests is a non-profit organization dedicated to the cause of women and children and under privileged strata of the society. VAMA is mainly working in the area of Gwalior-Chambal region of Madhya Pradesh.

Just as the child grows, we also grew slowly in terms of Physique, Mind and Spirit. In the year 2000 VAMA got registered under FCRA also.

Our intervention are multi layered and addressing number of issue like Education, Health, Economic empowerment, NRM, Water management, Agricultural development, Violence against Women etc.

We believe in egalitarian society with a place for everybody where marginalized are healthy, poor are rich and underdeveloped are developed. We realize that our efforts are still very little but we believe that VAMA and people of this area will say one day together we can and tighter we did.

MAIN OBJECTIVES OF VAMA

- To ensure information on dissemination
- To preserve the natural resources
- To develop and repetition approach for sustainable development
- To promote alternative income generation to women groups through capacity building and micro credit activities.
- To promote education, health and fundamental rights empowering Community.
- To ensure participation of last person of community in planning, implementation and monitoring of development process.
- To work for development of rural and urban slums develop local resources for generating funds.

DIMENSION OF OUR SERVICES

- Capacity building
- Gender and women empowerment
- Sustainable development
- Conservation of natural resources
- Alternative education
- Access to better health
- Research to better health
- Child labor.
- Advocacy and networking

Entering into 19th Year in the service of the community organization VAMA has undertaken following program and activities in the year 2007-08.

Community Development Program

VOILENCE AGAINST WOMEN

Organization is VAMA always pro-active in carrying out the activities on community development in different areas of Madhya Pradesh namely backward areas of Bundelkhand in SAGAR & VIDISHA through PACS-DFID Programme 'SABLA' Violence against women. The objective of the of the programme is To strengthen the communities through trainings on various issues such as the Leadership development, PRI strengthen, Youth camps, Awareness Camps, specifically on violence against women & on women rights.

Similarly the program on Livelihood action for women empowerment 'SABLA' was organized in scheduled caste and scheduled tribes areas of Distt. Gwalior through CIDA. The project objectives were as under:

- To ensure that the poorest families of the project area have access to greater and enhanced livelihood opportunities.
- To develop women health agency and improve their participation socially and economically productive activities.
- To improve the status of reproductive health of women and adolescent girls including Public health and Hygiene.

Reproductive & Child Health Programme:

Organization BAL MAHILA VIKAS SAMITI who was involved in health & family welfare activities since last 11 years in districts of Gwalior & Datia and also awarded with the status of MOTHER NGO for district Datia under RCH Program this year.

Organization is carrying out its activities in close co-ordination with Distt. Health Society to reduce IMR, MMR, TFR and also on RCH components as under:

- Maternal and Child Health
- Adolescent Reproductive Health
- Prevention and Management of RTI/ STI and HIV/ AIDS
- Population stabilization
- Trainings to ASHA'S in two blocks of district Datia.

Workshop, Seminar and Awareness Camps & Padyatra/ Cycle rally:

Organization has organized workshops at Distt. Level to address various issues as under:

- 15 Days Samvad Yatra on National Rural Employment Guarantee Adhinyam in rural areas of Chambal Division.
- Workshop on Disaster Management in Distt. Gwalior.
- Workshop on Women empowerment on Panchayati Raj 73rd amendment.

- Distt. Level workshop on Present status of Violence against women in Distt. Saugor.
- Under NREGA-Rojgar Gaurentee Samvad Yatra organized in Distt. Shivpuri, Datia and Sheopur (Madhya Pradesh).
- Cycle rally organized for the propagation of NREGS in rural areas of Distt. Shivpuri & Sheopur.
- Distt. Level workshops on PNDDT ACT at Distt. Datia.
- Block level workshop on Gender sensitization at Indergarh, Distt. Datia.
- 8 days residential training to ASHA participants at block Indergarh.
- 4 days residential training to ASHA participants at block Indergarh and Unao in district Datia.
- 1 day orientation to newly wedded couples in block Bhandar district Datia.

Awareness Camps:

Various awareness camps were organized during the year they are as under:

- Promotion of village level institutions.
- Leadership development among women.
- SHG management.
- Financial literacy to women groups.
- Village level IGP activity.
- HIV/ AIDS awareness camps.
- Adolescent Counseling Camps.
- MIS System.
- Soil & Water conservation.
- On Panchayati Raj Empowerment.
- Advocacy on Child Rights.
- Parent & Teachers counseling camps.
- School hygiene camps.

VAMA- MICRO FINNANCE INSTITUTION

It is an age-old adage that "India is a rich country where poor people live". The Indian government has been toiling hard since 1947 to change this tag by bringing the masses above the poverty line through various developmental activities. Various institutions like the NABARD, DRDA, Planning Commission, Nationalized Banks etc. have been created for the same purpose; however, it is still a fact that one of the most serious problems India is facing is to make accessible the institutional credit system to the rural poor. The present system is not being able to meet even 2% of the rural credit demands and there still exists lengthy and tedious credit sanctioning and disbursements process.

In this light micro Finance has emerged in a major way to link the rural poor to the formal sector or to provide easy access to credit at cheap prices through the informal sector. In addition Micro Finance has attracted various NGO's across the country and is one of the most upcoming and successful initiatives for poverty alleviation.

More than 30% of population in India to day lives below of the poverty line. They lack martial assets such as income, food security and shelter as well as social exclusion because of caste, gender, religion, ethnicity or other factors. They are most often women, dalits, low caste, Adivasis and other marginalized groups.

The goals of the MFI Operation are to reduce poverty and social injustice and to improve the well- being of poor and marginalized people by enabling them to better access and build resources, skill and capabilities and to expend their opportunities.

A BRIEF OF VAMA mF MODEL

Organization is working with 1047 Groups and all SHGs have linked up with VAMA mF. VAMA mF follows the SHG – MFI linkage, with VAMA mF playing the role of an intermediary between the bank and the SHG. The strategy that VAMA mF follows is that it forms SHGs of 10 to 12 members and starts inculcating the habit of regular savings and loan repayment within the group. The members are free to take internal loans of whatever amount (the upper cap is the 50% of the savings amount of the group) they require after being approved in the SHG group meeting. The group meeting takes place once a month, which is facilitated by a Field Officer where each member has to save at least Rs. 20 per month (the minimum savings amount, in some SHGs it is Rs. 50 and Rs.100 also, and is decided by the group members themselves). Decisions regarding internal loaning, bank loaning, savings etc are taken at the meeting. The Field Officer also updates the books of accounts at the meeting itself and the relevant information exchange between VAMA mF and the group occurs at the meeting itself. After the meeting the savings amount, which is collected, is divided into 50:50 ratio. One half of the money is kept with VAMA mF as the corpus money for collateral security for loaning and rest of the amount is left as cash in hand with the officer bearers of the SHG. As per the credit policy of VAMA mF the 50% (which is cash in hand with the officer bearers) can also be deposited in the VAMA mF. For withdrawal purpose also only the signature of the Chairperson, the Secretary and the Treasurer are valid. Hence, in the process VAMA takes the 50% share of the total savings. The SHG – MFI linkage will occurs after six months when the SHG applies for loaning, which is supported by the VAMA mF. The role of VAMA here is formation of SHGs, promoting the Clusters and training and financing the beneficiaries of the program.

S. No.	Particular	Amount per Member	Duration	Collecting Agency	Refundable
1	Membership	Rs 10	Life time	SHG	No

	Fund				
2.	Documentation Fees	Rs 10	Annual	SHG	No
3.	Compulsory Savings	Rs 20-100	Monthly	SHG/VAMA mF on 50:50 basis	Yes



- **MICRO CREDIT INTERVENTION IN IMPLEMENTATION**

Economic Empowerment can only come in practice where the implementation of Micro Credit Intervention emerges. It has been recognized through the situation analysis that the lack of credit availability is one of the major problems of the poor families. Hence Micro credit intervention emerges, as a strategic intervention need. The MCI would be routed through the women's collective forums known as self help Groups (SHG). Without implementation to Micro Enterprise Support & Micro Credit Intervention, Livelihood options cannot be enhanced. So we formed 441 groups in 4 blocks mainly focusing on deprived & vulnerable communities through following strategic interventions.

Capacity building through community based training programs & information discrimination.

Facilitation of the process of formation and strengthening community organizations.

Establishing functional linkages & networking among community organization.

Addressing immediate community needs of livelihood & survival through community participation.

Networking with civil society organization & important Actors for public advocacy.

Promoting Advocacy on land rights & women right and women dalit atrocities.

Training of Panchayat members on Panchayati Raj system and strengthening Gram Sabhas.

- **Capacity Building Program for SHGs**

Capacity building for SHG member is under taken through out the year as under:

- On SHGs Management.
- On record keeping.
- Introduction of new documentation.
- Village level IGP activities.

- **Capacity Building Through Interpersonal Counseling**

Micro-finance, including both credit and savings, has proven to be an important instrument in poverty reduction. Even small amount of credit can help change peoples economic circumstances by enabling them to have more working capital or to buy income-producing assets. But all these things are depend on successful MFI operation and operation require skillful team, thus in this year In house capacity building have an important place and the process of In House Capacity building and all of its components were carried out in ongoing manner. The major components were as under:

- SHG Management.
- Documentation.
- MIS System.
- BDP Planning.
- Product designing.
- Credit policy.
- Repayment schedule.



- **A Step Towards Self Reliance Through IGP:**

We had several discussions before imparting in-house training for the group members towards the effective implementation of the diversified IGP at the local level covering hawking and vending activities of the green vegetables, Honey and other cash crops etc. We had considered that the combination of skill up gradation together with partial coverage of managerial expertise would initially be consistent to grow with more focused attitude of the women clientele.



Current Status of VAMA MF Programme

Currently VAMA has linked 113 SHGs with VAMA mF of which 100% of the groups are female groups. The total membership base has reached 2349 beneficiaries. VAMA mF has resolved to disburse small loan to these matured groups for their economical empowerment.

Objective of the Program

- To develop alternative saving and loan system for the poor villagers.
- To develop rapport between banks and village community.
- To start IGP activities among community specially women.

Impact of the Program

- Developed rapport between village communities and bankers.
- Leadership developed among women.
- Improvement in lifestyle and living conditions.
- Women were organized and they also started some IGP activities.
- Readiness of other women to join or form new groups.
- Women were motivated at large.

Case study: VAMA-mF

Beside this specific program relates the impact of our MFI operation is clearly shown in RAWAR village, in this village VAMA promote and starting IGP activity in this year. Two groups in this village started livelihood program and one name JAY KALI choose cooperative farming. The president of this group Mrs. Girja inspires all groups and they owned two hectare land on lease at Rs.5000 per year. Women's make a history in this feudal base region by cultivating the land. In one session each women earn 2500 rupees through Potato farming.

NATURAL RESOURCES MANAGEMENT PROGRAM (NRM)

Natural resource management program has two distinct but inter-related purposes. One is to increase the sustained productivity of its partner community's natural resources (mainly soil and water). The second is to build the institutional capacities of these communities so that they can, largely on their respective developmental needs and effectively secure their long-term well being.

The major activity conducted under the program included the following:

1. Soil and water conservation activities:

Majority of the physical interventions under NRM are basically aimed at conserving soil and water in farmers and common lands. A number of activities were accomplished to improve the status of natural resources in the area. The farm field bounding was carried out ***in 170 Hectares, which benefited 69 farmers. 3 earthen dams were constructed in the project area. The land reclamation activity was carried in 84 hectares of land, from which 102 farmers benefited. 76 Gully plugs, 1 common village ponds were constructed.***

- Increasingly use of organic fertilizers (Varmi Campost) result in improved fertility in the soil, soil conservation ultimately results in bulk grain production.
- Capacity building on SHGs formation, Micro Finance support to the groups, linking with livelihood program result in better economical status of women and the communities.
- Decrease in migration for jobs.
- Focused activity on formal education to boys and girls in rural areas.

2. Training:

Training has been a major component in developing the capacity of the beneficiary farmers under the program this year, so that they are technically equipped for undertaking the interventions. During the year 35 training sessions of transfers of technology were conducted in which 1123 farmers from 34 villages participated, 446 of them being women and 667 men under IGSSS Program.

- ✓ Soil and water conservation
- ✓ Nursery development
- ✓ SHG Management
- ✓ Account Keeping and Documentation
- ✓ Water Harvesting
- ✓ Bee Keeping
- ✓ Women leadership training
- ✓ Training on PRI
- ✓ Hand Pump Mechanic
- ✓ Gottery
- ✓ Leadership development
- ✓ Gender
- ✓ Varmi compose pit
- ✓ Organic farming
- ✓ IGP activity etc.
- ✓ Training on Capacity Building of Staff
- ✓ Training on Horticulture
- ✓ Training on food preservation and marketing

3. Crop Demonstration:

An important activity to facilitate the introduction of new ideas and technologies, it was undertaken with active interest and participation of the project beneficiaries, during this year 18 village we cover of both Rabi and Kharif crops.

HEALTH & CHILD:

CHILD: Child Help Initiative for Lasting Development:

This program can be addressed as VAMA thought because it is still at a very small scale. The organization is dedicated to women and children particularly but it has not done intensive interventions for deserving children on a very large scale. Till now we have done a study on Girl Child labor and Child rights in the region. In the direction towards implementation of the program we have put charity boxes in few factory areas, hotels, academic institutions and industries for the cause of deprived children.

CHILD is a step in this direction. It's a concept for marginalized children who are deprived and distressed. It speaks about Child Help Line a free Phone service for children in distress and social interventions for their rehabilitation, education, etc. At present VAMA needs a support for the above mention

program so that it can fulfill its commitment towards the cause. This program is running in on going manner through out the year. 12 Children were recovered from various Hotels and Dhabas found working.

OBJECTIVES

- To stop child labor and child trafficking at the village level itself
- Ensure food, health, education and security for every child in the target area.
- Provide shelter to street children who have nowhere to go.
- Help the child in case of emergency, and danger.
- To train the poor children especially adolescent girls in some kind of skill so that they can adopt any income generation skill when they require.
- Proper rehabilitation of the children rescued into the community itself

Advocacy on issues related to child rights.

We plan to make an advocacy cell, which will raise voice to child related issues. We want to work towards the establishment of a stare child right commission. Other interventions proposed.

- Establishment of child rehabilitation center for shelter & healthcare.
- Establishment of a mobile unit for medical assistance in emergency (Ambulance service).
- Establishment of child counseling and guiding clinic.
- Regular workshops for street children.

Vocational training for adolescent girls.

Under this program we would be imparting vocational training to adolescent girl groups. We have already formed such groups in many villages. These groups are known as Swahili Groups. Idea is to make them self-dependent and their personal development. Vocational training would consist of stitching, weaving, knitting, embroidery, drawing, painting, craft etc.

Outcomes

Awareness on education issues increased. Higher enrollment in non-formal primary education centers improved access to children in uncovered and remote areas. Attractive learning Material and learning environment created.



The child development program has emphasized the non- formal education of children especially the girl and the prevention and reduction of child labor, specifically engaged in hazardous occupations. Unfortunately, the state run formal education system fails to meet the needs of many children who live in typical rural in Chambal- Gwalior region. VAMA is involved in providing non - formal education since 1998. Since the year of new millennium 2000 VAMA launched a new program child initiative program which aims at non- formal education and vocational training of the working children, Alternative support for recreation and health services, community mobilization through raising awareness regarding child labor, Resource generation in local level. Details of activity carried out are as follow-

Case study: CHILD

Significance of child as a social change agent is visible in the village Adarsh pura of Gwalior district where we are working on water aid since last two year. Hygiene Education through school is one of the major components of the program and in this village it was felt that children have realized the importance of construction of latrines and the numbers of constructed latrines are increasing continuously in the area.

HEALTH

The health problems that communities suffer from are both severe and great in number. The organization has been trying to address the health problem through awareness education, health camps, and trainings.

- **Awareness Program:**

Organization BAL MAHILA VIKAS SAMITI who was involved in health & family welfare activities since last 11 years in districts of Gwalior & Datia and also

awarded with the status of MOTHER NGO for district Datia under RCH Program this year.

Organization is carrying out its activities in close co-ordination with Distt. Health Society to reduce IMR, MMR, TFR and also on RCH components as under:

- Maternal and Child Health
- Adolescent Reproductive Health
- Prevention and Management of RTI/ STI and HIV/ AIDS
- Population stabilization



By the initiation of the RCH program with Distt. Health Society DATIA participation in Pulse Polio Immunization rounds actively and propagation of Government Health Schemes to reduce IMR and MMR in our MNGO Distt.

Along with these activities this year we have also organized village level meeting aiming at awareness rising in all the project villages. The issues discussed in such meeting revolved around prevention of diseases, health related problems and their solutions, various governments and non-government health schemes, importance of kitchen garden, food habits, cleanliness, hygiene and sanitation, women reproductive health issues and the functions of traditional birth attendants and how they could improve their services were discussed in MAHILA MANDAL.

- **School Hygiene Programs:**

In this year we focus 11 villages for hygiene promotion program in which 1034 children from 11 schools were related. In this program we take some serious issues such as personal hygiene, water handling through organizing Parent and Teachers Meetings in coordination with Gram Panchayats.

- **Capacity building of the village level institution:**

The village development committees play a crucial role in the implementation of all kinds of program. Several training sessions were held to improve the institutional capacities of both VDS members as well as the village level health workers. These capacity building sessions focused on information related to health schemes, skills in leveraging government resources and pressure building.



- **Training:**

During this year training program have a focus on health issue. Training sessions relating to the health program were also conducted for VAMA staff, Aganwadi workers, ANM and Multipurpose Health Workers, Representatives of the Panchyati Raj Institution, Fields animators and Micro credit group leaders in village. Special focus on Primary Immunization, Pulse Polio Immunization, ORS Therapy and Promotion to institutional delivery for safe and healthy Mother and Child were the major issue of the training. Issue of Prevention and Management of Reproductive Tract Infection, Sexually transmitted diseases and increase in incidences of Human Immune Virus / Acquired Immune Deficiency Syndromes.

Case study: Health

Sarla from the village Adarshpura expressed that earlier during pregnancy food and immunization was not taken care of. And on the top of it women has to do all house hold chores. Now, she has a one-month-old baby and she finds that male members are changing towards better. She is of the opinion that change is due to exposure through plays, slogans and audiovisuals.

3. OUR SUPORTS UNIT

ADVOCACY AND NETWORKING:

Advocacy and networking are the integral part of Social work as they are the channel towards policy change and thus, social change. Since last few years

the responsibilities of the voluntary world has increased tremendously and they are seen as one of the major change agents in the process of social change. Being a voluntary organization VAMA is also dedicated to play its role in this sphere. Till now we have been part of various regional and national networks. At the regional level we are part of SANGINI a network for Violence against Women. At the national level we are part of Butterflies network for street children and PAIRVI network for advocacy, VANI, AVARD. Besides being a part of the networks VAMA is also doing advocacy on various issues from time to time. We have advocated the issue of female infanticide and feticide in the Gwalior-Chambal Division. We also publish a newsletter quarterly focusing on the various social issues in the region. Recently we published a newsletter on Violence against women. Similarly we have taken the issue of child labor also. We have done interventions in this regard along with other regional and national level organizations working for the cause. Butterflies, Bachpan, PAIRVI and child line in India. With Butterflies we have worked on identification of the core issue and its linkage with other issues and individuals. With Bachpan we have done a study on Girl child labor and networking with LMO. With PAIRVI we have done a study on Status of Child rights in M.P. An analysis on situation of Child Help Line and its installation in Gwalior was done along with Child Line in India. To stress on women rights in 73rd amendment for involvement of 33% women in Panchayati Raj, VAMA organized a Two Days Division level Workshop of Seven Districts of Gwalior-Chambal Division in collaboration with CASA at Gwalior.



VAMA is associated with VANI and doing advocacy on such a highly debatable issue for voluntary sector. To mobilize the voluntary sector to campaign for repeal of FCRA.

Unity as a strength is a maxim that holds especially good to face odds. VAMA is a part of National Alliance of Grass-root NGO's for protection of children rights (NAGN) and we are the only organization from Madhya Pradesh in national committee of it. In the year of reporting VAMA has also worked for state water policy. We participated in workshops at Delhi and Bhopal along with AFPRO and other partners. We worked for identifying issues, formulating

future plan, preparing draft strategies, implementation of drinking water, sanitation, and minor irrigation components of the state water policy.

VAMA also addressed the important issue of Local Self Governance and Gram Swaraj in M.P.

It has join hands with **Samarthan** and **CASA** for the cause. We have done studies and workshops on the issues such as Strategy planning for Panchayat elections, State level convention on Panchants Raj and Gram swaraj, Study on female representatives of Panchayat in Gwalior. Study on Local self governance.

VAMA has taken initiative to join hands with corporate sector, industries and institutions around and sensitized them on development issues and especially the issue of Street and Poor Children. In this regard we approached **J.K.Tyres, Ceat Tyres, Godrej Industries, Cadburys Limited, Hotel Central Park, Landmark, Regency, Mascot, Medical College, Agriculture College, Physical College, Jiwaji University and other colleges, Scindia School Fort, Air Force Vidhaya Bharti, Bhartiyaam, Little Angles, Scindia Girls School** and other schools. We tried to draw their attention to collaborate with voluntary sector and to work with participatory approach. In this regard we placed some donation boxes in hotels, Educational institutes and some industries of Banmore and Malanpur Industrial Area. We also had a tie **up S.P. Jain Institute of Management, Delhi.**

PLANNING AND DOCUMENTATION UNIT

We have a team of professional who are engaged in research and documentation on behalf of the organization. They are also responsible for project preparation and submission. Last year, this unit has conducted study on girl child labor and child rights in Gwalior Chambal region. UN – Notified tribes in Chambal region focus the problem of SAPERA AND BANAJRA'S children. The study of Women in Panchyat raj raises the voice of women representative.

They manage the documentation of all the projects such as their truly report, annual report financial report etc. This unit has one full time professional and three consultants who are given assignments from time to time. The unit also prepares annual report of the organization. This year we also prepared new Brochure for the organization. Panning and organization of capacity building activities is also one of the responsibilities of the unit. From time to time we interact with the staff in the meetings and go through their reports and wherever we feel necessary we prepare a training module for them and impart training to them. We believe in the participatory approach of interactions and at times we also have general discussions with staff regarding the capacity building aspect of the program.

MONITORING AND EVALUATION

4 professionals would be deputed to execute the project implementation plan. Other NGOs and local resource persons will be amply drawn. In total there would be a team of approximately 12 members, who would be working directly for the project agenda. Apart from the above, 8 animators/workers would also be engaged for road side village level activities like awareness, IEC, CREATIVE DEVELOPMENT COMMUNICATION, HEALTH CHECK UP CAMPS, and VC & TC CENTRES. They will be trained adequately for undertaking the desired action steps competently. Project tea, will jointly monitor the project along with NHAI representatives and MEAL with report card technique will be adopted by VAMA. The organization has a well-structured Management Information and Evaluation system for internal reporting and reviews. We have structured format for report writing as well as proper channel to follow up the link from village level information up to office and further to the concerned organization. Apart from the formats and reporting we also have scheduled meetings with the village level staff and office staff weekly. In these meetings schedule for the next week is discussed and past weeks activities are discussed and analyzed. It helps us to monitor the activities at the field level as well as the office level and guide our future course of action.

ACCOUNT AND ADMINISTRATIVE UNIT

We have this unit like any other organization. People in this unit are responsible for the overall administration of the staff be it an office staff or a field staff or a consultant. They manage the general administration of the set up assets at the set up such as computers, vehicles etc. They also manage Day to day account as well as program account. They are also responsible for salary distribution of the staff.

HUMAN RESOURCE AT VAMA

Permanent:

Name	Qualification	Experience in Social sector	Experience in organization
Mr.G.D.Varma	M.Com., LL.B., CAIIB.	One Years	One Years
Miss.Nilofer Khan	Graduate	8 Years	8 Years
Mr.Gunjan Kikan	BCA	4 Years	4 Years
Mr.Deepak Malhotra	Graduate	3 Years	3 Years
Mr.Govind Singh Tomar	Graduate	15 Years	8 Years
Mr.Sunil Upadhya	B.Com	3 Years	3 Years
Mr.Dharmendra Kumar	Graduate	2 Years	2 Years
Mr.Vikas verma	Post Graduate	6 Years	3 Years
Mr.Awdhesh Namdeo	Post Graduate	7 Years	5 Years
Mr.Himanshu	B.C.A.	3 Years	1 Years
Mr.Mahesh Sharma	Post Graduate	2 Years	2 Years
Miss.Bhawna Batham	BBA	2 Years	2 Years
Miss.Shilpi Rathore	Graduate	1 Years	1 Years
Miss.Sunita Shakyawar	Post Graduate	2 Years	2 Years
Miss.Rekha	Post Graduate	4 Years	4 Years
Miss.Kuldeep Kaur	Graduate	1 Years	1 Years
Mr.Siddharth Verma	Intermediate	1 Years	1 Years
Mrs.Jay Shree Mane	Graduate	1 Years	1 Years
Mr.Rajiv Sahu	Post Graduate	1 Years	1Years
Miss.Barkha Sharma	Graduate	2 Years	1 Years
Mr.Narsingh Rathore	12th	2 Years	1 Years
Mr.Vinod Pakshwar	B.E.	4 Years	2Years
Mr.Bal Kishan	Intermediate	4 Years	3 Years
Mr.Abdul	10th	1 Years	1 Years

Project Based

Miss.Manju Garg	M.Sc. D.C.A	4 Years	1 Years
Mrs.Shobha Suryavanshi	Graduate	3 Years	2 Years
Mr. Shailendra	Post Graduate	3 Years	2 Years
Mr. Vivek Singh	Post Graduate	3 Years	2 Years
Mr. Mamta Sakarvar	10th	1 Years	1 Years
Mr. Dharmendra Singh	10th	3 Years	2 Years
Mrs. Hemlata Maheshwari	12th	1 Years	1 Years
Mrs. Punita Bhadoriya	10th	1 Years	1 Years
Mr. Vimla Devi	12th	1 Years	1 Years
Mr. Madanlal Verma	10th	5 Years	2 Years
Ms. Usha Parmar	12th	6 Years	2 Years
Mrs. Rukmani Survey	10th	1 Years	1 Years
Mrs. Kavita Saxena	M.A.	2 Years	2 Years
Mr. Raghuvanshi	10th	1 Years	1 Years
Mrs. Manju Tripathi	10th	2 Years	2 Years

Mrs. Pratibha Shukla	B. A.	2 Years	2 Years
Mrs. Krishna Shrivatava	B. A.	1 Years	1 Years
Mr. Kartar Singh Rana	ACDA	2 Years	2 Years
Mrs. Usha Rana	10th	2 Years	2 Years
Mrs. Maya Sharma	11th	2 Years	2 Years
Mr. Kamal Kishor	B. A.	2 Years	2 Years
Mrs. Shrivati Yadav	B. A.	1 Years	1 Years
Mrs. Rambati Chaurasiya	10th	1 Years	1 Years
Mrs. Hemlata Shivhare	10th	6 Years	2 Years
Mr. Deepa Soni	B. Sc.	1 Years	1 Years
Mr. Nathu Singh	B. A.	3 Years	2 Years
Mr. Lallu Singh	B. A.	1 Years	1 Years
Mr. Anoop Shrivastava	12th	1 Years	1 Years
Mrs. Nisha Pathak	12th	1 Years	1 Years
Mrs Sangeeta Yogi	12th	2 Years	2 Years
Mr. Rohit Wankar	B. Com	6 Years	6 Years
Mrs. Saroj Singh	8th	3 Years	2 Years
Mrs. Sampat	12th	3 Years	2 Years
Mrs. Mamta Sharma	B. A.	1 Years	1 Years
Mr. Pramod Sharma	B. A.	2 Years	2 Years
Mr. Kaushal Sharma	12th	1 Years	1 Years
Mrs. Shobha Gokhle	12th	2 Years	2 Years
Mr.Sanjay Jadhav	12th	2 Years	2 Years
Mr.Vijay Singh	10th	1 Years	1 Years
Mr.Ravi	B. Com	2 Years	2 Years
Miss. Sanno	8th	2 Years	2 Years
Mrs.Nazma	12th	2 Years	2 Years
Mrs.Divya Ratna	B.A.	2 Years	2 Years
Mr.Azmer Singh	B. Com	1 Years	1 Years
Mr.Javed	10th	1 Years	1 Years
Mr.Govind	12th	2 Years	2 Years
Mr.Ramendra	10th	1 Years	1 Years
Mr.Nathu Singh	M.A.	2 Years	2 Years
Mrs.Hemlata	10th	2 Years	2 Years
Mrs.Maya Sharma	10th	1 Years	1 Years
Mr.Rajoo Chanderiya	B. A.	2 Years	2 Years
Mrs.Mamtesh	B. A.	2 Years	2 Years
Mr.Anand	12th	2 Years	2 Years
Mr.Sandeep	12th	2 Years	2 Years
Mr.Dharmendra	10th	1 Years	1 Years
Mr.Narendra	12th	1 Years	1 Years
Mr.Jawahar	12th	2 Years	2 Years
Mr.Vedram	10th	1 Years	1 Years
Mr.Padmendra	12th	2 Years	2 Years

OUR CONSULTANTS

- Mrs. Anandita Pattnayak
Project Consultants
- M/s. P.B. Singh & Associates,
Chartered Accountants
- M/s. Ashoke Vijayvargeya
Chartered Accountants
- Mr. Manoj Sahani
Income Tax Consultants

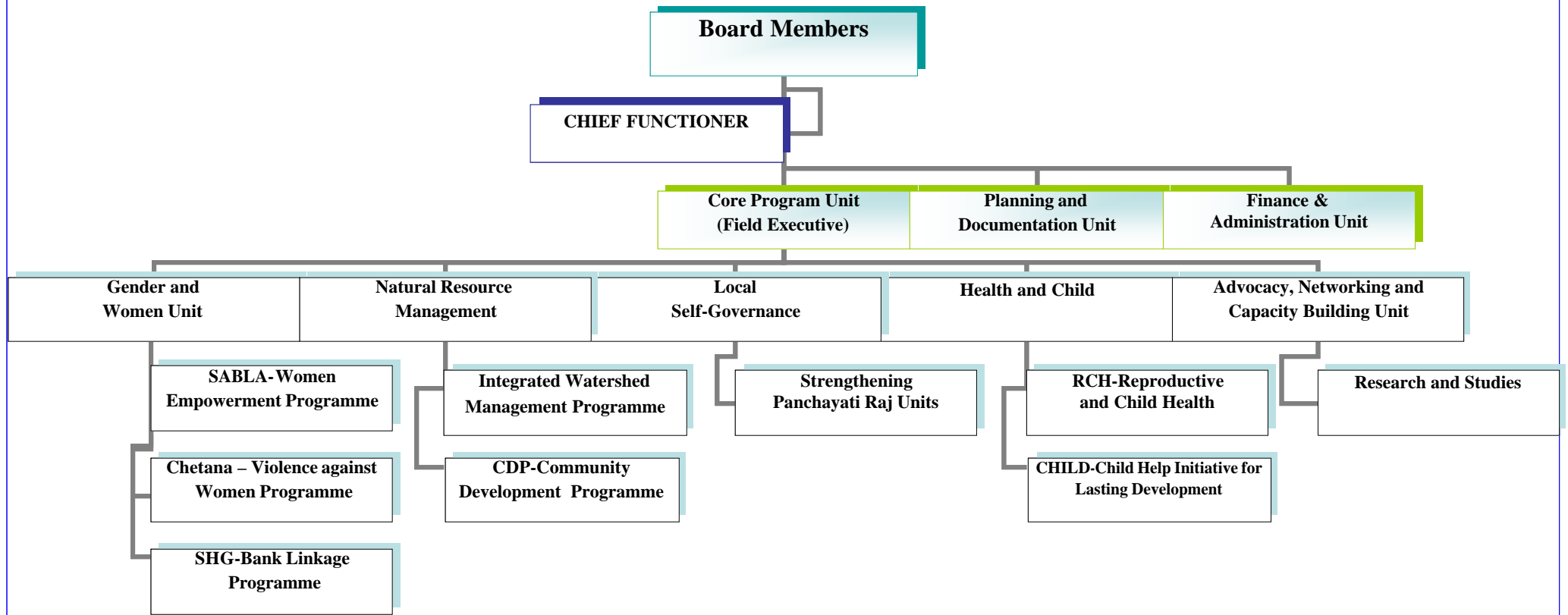
OUR SUPPORT AGENCIES AND CORPORATES

- ❖ NCSTC (DST) New Delhi
- ❖ EPCO Bhopal
- ❖ SAMARTHAN Bhopal
- ❖ CAPART, New Delhi
- ❖ IGSSS, New Delhi
- ❖ FORRAD, New Delhi
- ❖ NABARD, Bhopal
- ❖ CIDA (Canadian High Commission), New Delhi
- ❖ Butterfly & UNICEF, New Delhi
- ❖ National Education Group (NEG-FIRE), New Delhi
- ❖ CEOEDECON, Chaksu, Jaipur
- ❖ CASHE-CARE, Bhopal, MP
- ❖ PACS-DFID, New Delhi
- ❖ CARITAS, INDIA
- ❖ DEVELOPMENT ALTERNATIVE, NEW DELHI
- ❖ Punj Alloyed Pvt. Ltd.,
- ❖ Jiwaji University, Gwalior
- ❖ State Tuberculosis Society, Gwalior

Membership:

- ❖ VANI (Voluntary Action Network of India), New Delhi.
- ❖ AVARD (Association for Voluntary Agencies for Rural Development), New Delhi.
- ❖ Creditability Alliance of India, New Delhi.
- ❖ NAGN (National Alliance of Grass root NGOs, New Delhi.
- ❖ Core group member of **(MPMFPP) Madhya Pradesh Micro Finance Practitioner's Forum**, Bhopal. Promoted by BASIX and SIDBI.

Programs planned to be executed and under execution (Macro-picture)



VAMA AT A GLANCE



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gekjk i rk g%

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