ANNUAL REPORT
2013-2014

NAVSARJAN TRUST
"New Creation"
1st April 2013 to 31st March 2014
Dear Friends,

Greetings!

This Annual report for the year 2013 – 2014 summarizes the significant changes both at Navarjan and in the contexts in which we do our work.

Navsarjan continues to have a strong impact on human rights, Dalit rights and women’s rights as demonstrated by the summary of our programs and activities for the year that is presented in this report.

One of our major projects was collaboration with Minority Rights Group, London, to strengthen the leadership of women leaders from marginalized communities in eight states of India.

In another important core program, Human Rights Value Education, we added curriculum to build the artistic skills of children from Dalit and other marginalized communities through Chhote Bhim Drama Competition. This curriculum encourages Dalit children to speak out using drama as the medium.

In our vocational training program for marginalized youth, Dalit Shakti Kendra, we made a policy decision to temporarily focus on vocational education for adolescent girls and young women, giving less priority to men, in order to increase opportunities for those who are victims of both caste and gender-based discrimination.

Finally, Navsarjan became a National Associate of International Dalit Solidarity Network (IDSN), an international NGO based in Denmark that works on a global level for the elimination of caste discrimination.

I wish to thank all of our donors, partners, individuals, institutions, and networks who have generously provided the support that enables us to continue our work.

Jai Bhim!!

Manjula Pradeep
Executive Director
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OUR MISSION

a) To eliminate discrimination based on untouchability practices  
b) To ensure equality of status and opportunities for all, regardless of caste, class, or gender  
c) To ensure the rule of law

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1. Women’s Rights

Although women’s empowerment has always been of major concern to Navsarjan, it became a core program in 2000. Navsarjan strives to give women a voice, and ensure that they are equally and effectively represented in the organization as well as in the movement, at all levels.

The objectives of the Women’s Rights campaign are to empower women so that they can seek justice and dignity within their families and communities, and to dampen the discriminatory patriarchal culture embodied by all-male caste councils that traditionally dominate village social affairs. Conscious that Dalit women are positioned at the bottom of India’s caste and gender hierarchies, Navsarjan strives to give them a voice, and ensures that they are equally and effectively represented in the organization as well as in the movement, at all levels.

Major Activities

Women Public Hearings
- 1 public hearing was held in Kheda district on violence against Dalit women. A report was released at district level where some of the survivors shared about their cases.
- A report sharing the survivors’ stories was released at the district level.

Women's Exposure Visits
- 10 exposure trips were conducted (262 women, 40 men and 7 children.)
- 136 women visited primary health centers at local level in 15 villages.

Women’s Councils
- 191 new women rights councils were set up in 15 districts
173 women right councils have been activated.
In 58 villages, 752 women participated in General assembly of village councils called as Gram Sabhas.

**Women's Leadership Trainings**
- 123 training programs were conducted at Block level to strengthen the leadership of the Women Councils. (3720 women and 397 Male participated)
- 225 training programs at Village (Rural) level were conducted to strengthen the leadership of women Councils in which 3938 women participated
- 13 Districts level women rights councils were activated.

**Save the Daughter Program**
24 programs were organised regarding save the girl child with 396 women, 246 men, and 551 Children took part.

**Mass Gathering Programs**
- 18 Mass gathering programs were organised with 1209 women 249 men.

**Survey on Women Issues**
- From 12 Talukas, 786 women were surveyed on different issues.

**Intervention and Monitoring Cases of Violence Against Women**
- Work with 219 cases- (128 DV, 18 Rape case, 2 attempt to rape, 2 molestations, 5 murder, 5 abetments to suicide, 4 abductions, 8 Serious injuries, 2 dowry death, 28 women property and 17 other cases) monitored by Navsarjan.

**Intervention in Local Governance through the Gram Sabha (Village Peoples’ Council)**
- In 58 villages, 752 women participated in General assembly of village councils called as Gram Sabhas

**Impacts**
- Cases of violence against women are registered with the police by Women's Right Councils
- Women rights council started campaign against alcoholism and other addictions, and also raise the issues to debate in public places.
- Women have begun to fight for their rights, using the laws when necessary to protect those rights.
- Women have started taking up leadership roles in their local communities, especially with women from the Dalit community in the Panchayati Raj local institutions.
- Women have become active participants in the community meetings, standing up for both themselves and their communities’ issues.
- Women have begun bringing their issues to the attention of the local governance institutions.
- Women are becoming more aware about health issues that concern them, and have started visiting primary health care centers.
- Women’s Rights Councils are now registering cases concerning violence against women with the police.
- Women have begun campaigning against problems of addiction, sharing their stories with others.

**Challenges**
- Opposition by men in the villages when women rights councils are organizing programs and actively participating in the programs.
- Discrimination continues with women on property rights.
- Pressure by family members to compromise in violence against Dalit women in internal violence.
- Old customs and sub-caste matter is a challenge for protecting women’s rights.
• State Women Rights Commission and Women and Child rights welfare department is not working actively.
• Young women are prevented by elders in the family from participating in women rights councils meetings and programs.
• Superstition, sub-caste issues and traditions prevent women from playing leadership roles.
• Dalit women who are victims of violence are forced to settle their cases rather than go to court.
• Male leaders want women to stay veiled, which is disempowering.
• Government is not responsive to women issues.
• Lack of awareness by women about education, health and legal rights.
• Women village heads are prevented from doing administrative work.
• Prejudice between Dalit sub-castes prevents working towards a common goal.
• Young women are prevented by family elders from participating in women rights council.
2. Human Rights Value Education/Primary Education

Sur Sangam Program in Kheda district with children

Creativity program with Children in Surendranagar district
Navsarjan Human Rights Value Education campaign strives to stop discrimination in village schools; achieve a zero drop-out rate of Dalit children from primary schools; encourage personal growth; allow children to develop scientific skills and rational beliefs; empower through values of equality, both in terms of gender and otherwise; ensure that the most disadvantaged Dalit communities, such as the scavengers, receive priority-based opportunities; focus on female students, and give them priority-based opportunities; and create a duplicable model of social empowerment.

Major Activities
Fight discrimination in primary schools:
• The discriminatory practices have been challenged and minimised in 68 primary schools

Bhim-shala (extra-curricular education centers) and Libraries:
• 10386 boys and 10049 girls attended Bhimshala and library meetings
Workers have visited 976 Bhimsalas and 988 libraries.
8 Bhimsalas have been started in Valmiki area.
18 volunteer training were conducted with 1018 participants (286 female and 614 male)

Cadre Camps:
- 205 camps were held with 2636 girls and 3262 boys.
- 4 Children’s fair were organized. 653 children and 40 Bhimsevaks attended this fair.
- 86 Children’s exposure visit was conducted in 145 villages. 2780 girls, 3142 boys and 106 Bhimsevaks joined in the exposure.

Foot March for Primary Education:
- Foot march was conducted in 6 villages (298 girls and 354 boys participated.)
- 27 playing events were organized with 1001 girls, 1239 boys and 34 Bhimsevaks.

Teacher Training Seminars:
- 81 teachers training were organized—total 1909 teachers participated in the training (753 females and 1167 males)

Mass Public Gathering (Sammelan):
- 22 community gatherings were organized at talukas/districts level in which 1551 people including 419 women and 524 men and 608 children have participated.

BalSangathan i.e. Children’s Organizations:
- 244 new Bal Sangathans i.e. Children organizations have been set up. (1041 Girls and 1465 boys are joined in sangathan.)

New Volunteers:
- 36 female and 64 male volunteers have joined Bhimsalas.
- 100 volunteers from Valmiki community were identified.

Awareness Programs for Parents:
- 1285 awareness programs were conducted for parents in which 32416 people (13012 female, 7798 male and 10922 children) took part.
- Conducted four training program within members of School Management committee (SMC). Total 135 (Female, 41, Male 94) members participated in the training programs.

Monitoring of the School:
- 842 schools were visited
- 140 drop out children were re-enrolled in school in 76 village.

Parents Meeting:
- 1285 awareness programs were conducted for parents in which 32416 people (13012 female, 7798 male and 10922 children) took part.

Other work:
- Dr. Baba Saheb Ambedkar’s Shobhayara was welcomed in 35 villages by local people and was participated by 2379 women, 5600 men and 1245 children.
Impacts

- Parents take guidance and support from Navsarjan to ensure continuity of their children’s education when they are migrating for work.
- Awareness is created through parents meeting and parents are taking note about their children’s education.
- Teachers and children receive new information after the school visits. They come to know about the discriminatory practices and are joining hands to eradicate it.
- Other castes children participated in the foot march of Dalit children.
- Children who never spoke in public have now started speaking and their articulation skills have improved.
- Through the cadre camp awareness creation is happening amongst the children as they are getting leadership training.
- Younger children of bhimshalas, are now becoming bhimsevaks.

Challenges

- School Management Committees formulated on papers, not active and members do not get information on school related work.
- SMC members did not know their responsibilities; this information came out after asking questions to them.
- Discrimination continues in some village schools, but parents are not cooperative in these issues. They are saying that we have more work and we have no time.
- Parents face problem in educating their children as cost of education is going higher.
- Semester system is good for children, but its very costly to bring books two times in a year.
- Children have to take responsibilities to save their elder brothers and sisters in rural areas so their education gets affected.
2. Youth Awareness and Motivation

Navsarjan’s Youth Awareness activities work to educate youth on village government schemes, land laws, the Panchayat (village council) system, addictions (to combat alcohol and tobacco), and gender issues, all of which help to lessen feelings of powerlessness and cynicism. Once formed, Village Youth Forums meet once or twice a month to discuss local issues, such as village infrastructure, atrocities against Dalits, and how to solve their own issues. If unemployed, students are encouraged to come to DSK for vocational training and social empowerment. The result is that youth feel more engaged and empowered to take control of their lives.

**Major Activities**

**Youth Awareness Training Programs:**
- 18 exposure visits were conducted, in which 345 boys and 116 Girls took part.
- 110 awareness programs were organised with 1541 girls and 3490 boys.

**Youth Forums:**
- There are 869 members in the youth forum, including 739 males and 130 females
- The youth forum has been expanded to 93 villages.
- 100 forums received support and help from Navsarjan
- 128 students from the youth organisations decided to attend training at DSK .
- 9 new subscriptions to Dalit Shakti magazine.

**Playing Tournaments:**
- 1 Sports program was conducted with 200 males.

**Employment Opportunities**
- 86 programs were conducted on creating awareness about employment opportunities with 1332 male and 627 female youth.

**Anti-Addiction Campaigns**
- 24 programs were conducted relating to addiction with 406 male and 255 female youth.

**Other work:**
- Conducted 120 meetings in 9 blocks with youth in 3 districts. 886 male and 524 female youth participated in these meetings.
Impacts:

- Youth started defending for their rights after getting trained on local government and police structure.
- Youth are opposing caste based work and age old customs.
- More and more youth participate in the legal training and they have started to address their problems at various levels.
- Youth get information about their village Panchayats and government’s offices on Dalit issues after they getting training on RTI.
- Youth have started fighting against untouchability practices through the youth sangathans.

Challenges:

- Many youth are not ready to quit addiction. Many youth are seen addicted to tobacco and alcohol.
- Less participation of women in the youth training programs.
- Government not providing employment to Dalit youth who have finished higher education.
- Government not filling reservation quota in government jobs reserved for Scheduled castes and Scheduled tribes.
- Youth have no confidence, and are committing suicide, due to unemployment and social issues.
4. Local Issues

Panva village, Patadi block, Surendranagar district, Untouchability and discrimination in drinking water

Local Issues encompass issues, which arise that are not covered within a particular campaign. A whole range of local issues come up through Navsarjan from its general day and night meetings in the villages. Navsarjan will continue to provide training and support to individuals to take up and fight those local issues, such as those related to water or burial land. If necessary, legal action will be taken to insure that these local issues are resolved properly.

Major Activities

Surveying Villages:
- Total 165 villages were surveyed; dealing with topics such as housing, water access and minimum wage enforcement.

Training Programs:
- 99 training programs were conducted to help people to deal with issues. 1436 female, 1811 male and 231 children joined in the training.
Obtaining Access to Drinking Water:
- 48 memorandums were submitted at the Taluka level and 7 district level to officials and district officials regarding the violation of people's rights and the lack of water access (Water, housing plot, sub caste land for agriculture, drinking water, N.R.G.E.Y., etc).
- 29 rallies were conducted during the reporting period.

Eradication of Discrimination between Dalit Sub-castes:
- 28 Gram sabha (local village meetings) were held to give voice to community members.
- Conducted 9 rallies in 9 blocks for sub caste eradication of Untouchability.

Programs on Discriminatory Practices:
- Conducted 12 programs in 12 villages on discriminatory practices with the people.

Minimum Wage Program:
- 13 training programs were conducted to create awareness about farm labour issues with 898 members in labour union from 13 villages (262 Females and 488 males)

Mass Gatherings:
- Conducted 21 Mass gathering program during the reporting period with 1222 people. (410 women and 782 men's and 27 children

Impacts
- 672 BPL beneficiaries get 100 sq.feet plots in 10 districts.
- 1252 housing Plots allocated to Scheduled Caste community After the intervention by Navsarjan in 10 district of the work area.
- 3125 Scheduled Caste students (Post Graduate) received Rs. 10 Crore Scholarship after the intervention of the Navsaran. (RTI utilization).
- National Human Rights Commission (NHRC) took Suo-Mottu cognizance in Scholarship issues of 3125 Dalit Students.
- State Government allocated Rs.2.5 crore in 37 villages of Ahmedabad district for the drinking water issues of Scheduled Caste community.
- 17 water tanks were allocated in 17 villages in Rajkot district after a memorandum was submitted to the authorities regarding the issue
- State government Rs. 225 lakh allocated in Budget for the Dr. Ambedkar Bhavan in every Block after the intervention by Navsarjan (RTI utilization)
- Understanding untouchability survey (CEPT) report received through using RTI,

Challenges
- Government officials are not interested to eradicate the local issues of Dalits.
- Government allocated housing plots for Dalits in poverty alleviation programs, but Dalits are not getting possession of plots because due to encroachment by dominant communities.
- Government not allocated amount in annual Budget as per as Planning Commissions guidelines in SCSP and TSP
- Government rules are that BPL is needed to get benefit of any scheme.
- Local Political community leaders pressurising at local level on local issues for compromising.
- People do not get land possessions although govt. allocated land to Dalits for housing plots and agriculture land.
Navsarjan’s Local Governance and Political Rights campaign aims to empower Dalit and women Panchayat members, and Sarpanchs by educating them on relevant laws, their legal rights, and the necessity of standing up to represent their issues within the Panchayat. If an individual’s legal rights are being violated within the Panchayat, Navsarjan will provide legal advice. The goal of these activities is to make lasting changes in the village power structures according to the purpose of the Panchayat Raj Act.

**Major Activities**

**Surveying Villages:**
- Survey conducted in 4 different districts (With 76 sarpanchs, members of panchayat related persons.)
- 130 social justice committees have been activated.

**Training Programs:**
- 48 training programs were conducted in 14 districts with 354 female and 1057 male sarpanch and panchayat members.

**Panchayat Visits:**
636 Panchayats, Block panchayats and District Panchayats were visited by Navsarjan field workers.

**Panchayat Sangathan (Panchayat Organization):**
- 34 villages have joined in Panchayat Sangathan.
- There are 89 Sarpanch and members of these organizations, across 14 districts. (129 Female and 60 Male)

**Submitting Memorandum:**
- 7 Mass gathering programs were organized and were participated by 168 males and 107 females.

**Impacts**
- Village heads and members of the local gram Panchayat have started to use their powers after getting training under Panchayati Raj.
- Chairpersons of social justice committees are demanding letter pads and their seals in local Panchayats after getting trained under social justice committee’s work and powers.
• Dalit village heads have started to do investigation in issues relating to corruption in their Panchayats.
• Gram Panchayat have started to put up issues of Dalits in their agendas.
• Youth leaders from Dalit community have started to fight against corruption in Panchayats after collecting information under RTI.
• Dalit representatives from Block/District level have started to address the issues of Dalits at local level.
• Process is going on for the suspension of 4 Village head from his position by government as per as Gujarat Panchayat act section 59(1) after the NST Interventions.
• People started to protest against in justice in the local gram Panchayat after the Navsarjan capacity building.
• People started to use RTI after mobilising & training on local governance and under Right to Information act 2005, many Scams came out under RTI.
• Chairman and members of the Social Justice Committee are getting aware about their rights and have started to organise meetings at local level in Gram Panchayat and they have also started demanding the Letter Pad, Office, stamps, files and papers.

Challenges
• Women village heads and members are not using theirs powers at local level due to pressure from the dominant castes and their husbands.
• Brother, Father or Husband uses powers of elected women in the local governances.
• Strong Dalit women leaders are facing non confidence motions against them when they start to use their powers at local level.
• Elected women leaders do not get enough space and freedom to work actively in the local governance Panchayati Raj institutions.
• Social justice committees are not active, not formulated or only on the papers at local level.
• Increasing violence against members of Panchayats because Dalit representatives started to use their powers after the training and mobilization.
6. Eradication of Manual Scavenging

Manual Scavenging practice in Surendranagar

The Eradication of Manual Scavenging Campaign devotes its efforts to spreading awareness about the degrading nature of manual scavenging within the manual scavenging community itself, among other Dalit communities, and with non-Dalit communities as well. This awareness aims to convince practicing individuals to abandon this type of work and to encourage other individuals to relinquish the societal system that perpetuates such human rights violations. In addition to this type of grassroots work, the campaign works to pressurize the government toward implementing its laws that have abolished these practices and that guarantee aid and rehabilitation to individuals looking for dignified occupations.

Major Activities

Awareness Training Programs:
- 64 training programs were held in 8 different districts. Total 2870 people attended these programs, including 1372 women, 846 men and 332 children.
- 5 Training programs at district level to empower Valmiki women were conducted in Ahmedabad, Mehsana, Panchmahal, Surendranagar, Bhavnagar, district. Total participants were 164 (136 women and 15 men, 13 children).

Obtaining an NREGA Card:
- Navsarjan assisted 76 people to obtain their NREGA cards. (71 women and 5 men.)

Recruiting New Volunteers:
- 396 new volunteers were recruited. (170 female and 226 male volunteers.

Surveys about Manual Scavengers in Gujarat:
- 605 people were surveyed in various villages across 10 districts
- 530 women were surveyed and 66 men.
- New manual scavengers from 9 places were identified in 6 Talukas (25 female and 10 male)
- 391 people were surveyed in various villages across 4(Four) districts. 236 women, 145 men and 10 children were surveyed under widow, school(Drop out children) and manual scavenging work in Surendranagar and Kheda district.
Ending the expectation that a certain Caste will perform the work of Manual Scavenging:
- 117 women, 135 men and 6 children, total 258 persons have stopped practicing manual scavenging work with the help of Navsarjan volunteers.

Rehabilitation of Manual Scavengers and manhole workers into individuals with dignified occupations:
- 152 women and 162 men from valmiki community got assistance in finding new work because of leaving their scavenging occupation.
- Rehabilitation of 302 manual scavengers in, Kheda, Bhavnagar, Surendranagar, Panchmahal and Mehsana district(six districts) which included 175 women and 123 men.
- National workshop on rehabilitation of Manual Scavenger on 10th August in the presence of Mrs. Kumari Sailja, Social welfare Minister, Mr. Jayram, Rural development Minister Presence. Six states, i.e. Gujarat, Bihar, Madhya Pradesh, Maharashtra, Rajshatna and Uttar Pradesh were present.

Mass Gathering Programs:
- 7 Mass gathering programs have been conducted with 1972 female, 429 male and 77 Children.
- Organised valmiki widows gathering with 152(female 137, man 15) participants.

Women health training
- 3 women’s health training programs conducted in Mehsana district. Total 151 participants (female 101, male 45, and 5 Children).
- 05 Medical camps were conducted at district level in Surendranagr, district. Total participants 896(female 564 and 310 male, children 225)

Capacity building of Valmiki women leaders (Leadership of Valmiki women)
- 27 training programs were conducted for strengthening Leadership of Valmiki women in Surendranagar, Bhavnagar, and Mehsana districts. Leaders were selected & training was provided on various laws in Ahmedabad and Surendranagar District. Total participants were 805 women, 203 men and 05 children)

Bhimshalas (extra-curricular education centers) and libraries for Valmiki children
- 10 Bhimshalas have been started in Valmiki areas.

Library distribution
- New libraries have started in 64 villages of Surendranagar, Ahmedabad, Bhavnagar and Mehsana district in the valmiki locality.
- 10 Bhimshalas have been started in Valmiki areas.

Submission of Memorandums:
- Submitted memorandum to the Gandhinagar District collector on light, gutter, sanitation, and drinking water issues of Dalits in Kalol city.
- Memorandum submitted to Chief Officer Mori, sir in Mahuva Municy Pality on temporary and private workers local issu, Awas, and employment, with 87 (Female 69, Male 18) participants.
- Memorandum submitted to District Collector Leua sir, with 12 women and 19 male on 8/10/2013
- 10 memorandums were submitted to the district authorities (District Collector, and local authorities) on local issues in Mehsana district.

Cadre camps for Valmiki children
- 29 Cadre camps were conducted at district level in Ahmedabad, Surendranagar, and Bhavnagar district with the Valmiki children. 333 girls and 544 boys participated.
Children’s exposure visits
- 7 exposure programs were conducted at state level with youth in Kheda district. Total 166 Participants (Female-69, male-97)

Children foot March (Bal Padyatra)
- Children’s foot march (Bal Padyatra) was held in Bhavnagar district. Total 36 (4 - female, and 34- male) participated.

Training of youth
- 2(Two) volunteer training programs were conducted in Surendranagar and Panchmahal district with 67 Volunteers. (31 women and 36 men)

Youth awareness camp
- 12 (twelve) youth awareness camps were conducted at district level in Ahmedabad, Bhavnagar, Panchamahal, Kheda Surendranagar and Mahesana districts with 24 female and 66 Male participants.

Demonstration program on Eradication of manual scavenging practice
- Demonstration was held in 3 places in Surendranagar district on eradication of manual scavenging and awareness creation through posters, banners with vehicles with 408 people (131 women, 187 man, and 90 Children).

Honoring those who have left manual scavenging
12(Twelve) felicitation and honoring programs were conducted in Ahmedabad, Anand, Mehsana, Kheda, Surendrangar and Panchamahal district with 1985 participants (female 1047, male, 652 and 286 children) people from valmiki community.

Day and Night meeting for Awareness Generation
833 day meetings were conducted with 11635 Participants (female- 5610, male- 4536, Children-1489) and 317 night meetings with 6996 participants (Female-2819, male-3335, Children-842) in 6(Six) districts, Surendranagar, /Bhavnagar, Kheda, Ahmedabad, Mehsana and Panchmahal with valmiki community.

Other Work:
- 38 Application forms were filed at collector office for widow pension and for housing plot for valmiki women.
- 139 parents meeting were held in 6 districts with 968 females and 1005 males and 338 - Children. Total 2311 participants.
- Children's foot march (Bal Padyatra) was held in Bhavnagar district. Total 36 (4 - female, and 34- male) participated.
- 45 female and 110 male volunteers have joined the Bhimshalas, i.e. total 17 volunteers from Valmiki community were identified from Ahmedabad, Bhavnagar and Mehsana district.
- 2(Two) volunteer training programs were conducted in Surendranagar and Panchmahal district with 67 Volunteers. (31 women and 36 men)
- 12 (twelve) youth awareness camps were conducted at district level in Ahmedabad, Bhavnagar, Panchamahal, Kheda Surendranagar and Mahesana districts with 24 female and 66 Male participants.
- Demonstration was held in 3 places in Surendranagar district on eradication of manual scavenging and awareness creation through posters, banners with vehicles with 408 people (131 women, 187 man, and 90 Children).
Photography:
- Conducted photography at the work place and manual scavenging practice ongoing and dry latrines are not demolished in Bhavnagar and Ahmedabad district.

Documentation:
- Manhole death list, paper cutting, law and its notification, Gujarat High court order on PIL of the Manhole death, Verdict of Supreme court on violation of construction of prohibition of day latrine act 1993, Safai Kamdar Andolan's Petition was done.

Impacts:
- Valmiki youth are condemning the practice of manual scavenging and they are slowly going in dignified occupations.
- Local issues of valmiki communities are being addressed more effectively.
- The issue of manual scavenging has been given visibility at national level and the central government is doing amendment in the law to abolish this practice and have started the process of doing survey of identifying manual scavengers in all parts of India.
- Children are denying to clean urinals in the village schools.
- Legal knowledge has increased amongst Valmiki youth after the participation in the training programs.

Challenges:
- Continued discrimination practice with the Valmiki children in rural areas.
- High level of alcoholism and tobacco addiction amongst the males in Valmiki community.
- Children from Valmiki community are also engaged in dirty work along with their parents.
- The state's insensitivity to address the issue of manual scavenging is leading to more complexities.
- Still drop out of valmiki children in the rural and urban areas is a concern.
- Lack of awareness amongst parents for educating their children in higher education.
- Government is building separate housing societies of the valmikies in the local areas.
- rights-RTE-NCPCR- so they can't provide proper treatment to students
7. Land Rights

The Land Rights Campaign has been taking legal action to combat unlawful land encroachment, and to make sure land is given to those who are entitled to it. In addition, the campaign has also been empowering the community itself to take more responsibility through the creation of the Land Rights Army, a grassroots community group dedicated to working for land rights.

**Major Activities**

**Training programs:**
- 21 training programs were conducted with 206 women, 781 men and 30 Children.

**Mass Gatherings:**
- 4 mass gathering with 579 men, 98 women.

**Dalit Land Survey:**
- 1638 Land holders land surveyed from 137 villages of 6271.22 acres.

**Collection of Information on Land:**
- 71 villages were questioned in order to gain information regarding Govt. waste lands. Total land 5238 acres.

**Given Land Possession:**
- Land possession has been given to 19 land holders from 6 villages. Each of them have got 3 acres.

**Legal Aid:**
- 238 land holders were helped in 25 Villages for 436.23 acres.

**Land Demand:**
- Filed 446 new applications to demand government waste lands in 26 villages.

**Other Activities:**
- Provided guidance to the land holders in Dhankaniya, Sakhpar, Hadala, village on ceiling land issues.
- 44 forms were filed for 54 acres of ceiling lands in Lakhtar and Bhadwana village, Surendranagar district.
- 283 land demand application filed and given to block Magistrate.
**Impacts**
- People have started to participate in the training programs.
- Awareness creation in the community on land rights
- Building relationship with Dalit and Non Dalit people on the same issues relating to land.
- People are ready to fight against unjust practices at local level by dominant castes.

**Challenges**
- Government officials not cooperating in land issues.
- Other non-Dalit land holders are not ready to join in the petitions to be submitted to the authorities.
8. Minimum Wage Implementation

Program on implementation of Minimum wages in the Malpur village, Vadoara district

The Minimum Waged Implementation campaign works to educate people about their rights to a living wage and fights to ensure that Dalits and non-Dalits alike gain access to these wages.

Expanding Union Membership:
- 405 female and 490 males have joined as new members in agricultural union.

Meetings of Members and the Public:
- 122 day meetings with 4383 people (Male 2157, Female 1705 and Children 247).
- 56 Night meetings with 2036 people (Male 996, Female 813 and Children 227).

Training Programs for Union Leaders:
- 5 Training program was done with 214 union leaders. (165 Male and 54 female.
- 6 Training programs were done with farm labourers with 140 males and 127 females.

To Promote Awareness, Mass Gatherings, Foot Marches and Strike are Organized:
- 3 mass gathering was organized at the Taluka level with 478 Persons with 94 women’s.

Other Activities:
- In Nishaliya village of Karjan block, Vadodara district, agriculture farm labourers were paid Rs. 40 as daily wages. So the labourers were organized and they went on strike in the village. After four days of strike, this issue was addressed to the labour officer, which resulted that the labourers now get Rs. 80 per day and the annual wage workers would receive Rs. 25000.
- Visits and meetings with Adivasi labour workers in Nishaliya village, Vadodara district on Minimum wages and also discussion on Panihari custom.
- Conducted meeting with Adivasi labours in Nishaliya village and discuss on minimm wages issues and Panihari custom (One type of bondad labor work), people not speak about Panihari custom because lack of awareness and seen that people have afraid.
- In Tersa village, Rameshbhai was working last three years in Patels' farm but he didn’t received any payments for work, so he stopped the work. Patels called him at their house and beat him up brutally and threw him out side of village. He was admitted in the Hospital by the accused and threatened to life to not to speak to anyone. Navsarjan worker Pravinbhai assisted him to file complain at the Police station against the accused.
In Karjan taluka, Nishaliya village, workers are paid Rs. 40 per day. Hence a strike was organized for 4 days with Union’s assistance. Reached compromise with landowners to increase earnings to 80 Rs per day.

**Impacts:**
- More and more villages are joining in the struggle for minimum wages in Vadodara district.
- Issues relating to the tribal communities, like access to roads, drinking water and housing are being taken up by the tribal leaders.
- Awareness amongst the tribal community has increased and they are getting aware of their rights.
- Certain issues of drinking water, housing and below poverty line are being addressed effectively.

**Challenges:**
- Less awareness in the community about their rights.
- Women not coming out from their houses for their rights.
- Women still feel shy and do not share out their health issues.
- Chakar custom is still going on in the villages and it is one type of bonded labor work.
- Panihari practice is going on in the villages.
- Adivasis who are engaged as annual wage workers are not able to speak and defend for their rights, because of lack of awareness and fear of the dominant landlords.
- Poverty amongst the tribal communities has lead to increase in migration in different parts of Gujarat.
- Migration of tribals has increased vulnerability of women and they are being attacked and raped on the open fields where they living on the tents.
9. Legal Aid Program:

Mass attack on dalits, social boycott and pollution water by the dominant caste in Malavada village, Kheda district.

The Legal aid cells are working on the intervention in the Atrocity cases. And make sure the Implementation of the Scheduled caste and Scheduled tribe (PoA) act 1989 and rules 1995 in the cases. Legal cell also works to educate people about their rights to a Constitution and human rights.

**LEGAL INTERVENTION**
- Criminal application against police atrocities in Ved village and granting of bail to three Dalit men implicated by the police in false charges in the Gujarat High Court
- Intervention by DHRDs in 268 Dalit/Tribal cases
- Bail cancellation application filed in the High Court in a dowry death case in Bhavnagar district
- Appeal were filed in three atrocities cases in the Gujarat High Court
- 36 petitions filed with NHRC in serious atrocities
- 12 petitions filed with SHRC in serious atrocities
- 144 cases monitored by DHRDs at the district court level
- Legal guidance provided by DHRDs to victims in 236 cases
- Helped victims obtain Rs 4648980 as compensation.
- 37 accused were convicted in 21 cases in the Session Courts
LEGAL TRAINING

- 06 training programs were conducted with members of vigilance and monitoring committee in Anand and Surendranagar district. Total 120 participants (24 female and 96 male).
- 12 (Three) training and meetings were conducted with advocates in Anand, Mehsana and Surendranagar district with 182 participants (female 23 and 159 males)
- 13 (Four) meetings were conducted with the members of citizens' rights committee at district level in Anand, Mehsana, Banaskantha and Kheda districts with total 187 participants (Female 44 and male 144)
- There are 46 village level awareness camps held with 1375 (Female 576, Male 799) people during the period.
- 17 Paralegal consultations held on training and capacity building of the paralegals at district level.
- 16 (Sixteen) paralegal trainings were conducted in nine districts namely Navsari, Banaskantha, Vadodara, Mehsana, Kutch, Gandhinagar, Panchmahal, Patan, Rajkot, Narbada, Bharouch, Sabarkantha, Porbandar, Kheda and Surendranagar with 490 (75 Women and 415 Men) participants.
- 15 training sessions were conducted with village leaders and members of the Village Panchayats in Navsari, Bhavnagar, Banaskantha, Kutch, Panchmahal, Sabarkantha and Bharouch. Total 361 participants (Female-72 and Male 289) were trained by NST.

SIGNIFICANT CHANGES ATTAINED THROUGH LEGAL ACTIVITIES.

- Awareness through the legal training program has generated more assertiveness. 2) Due to training, people have started to lodge FIRs in the police station without support of the DHRDs.
- Strategic intervention in critical cases of human rights violations has lead to effective implementation of PoA Act.
- Local media is taking notice of SC/ST rights violations and reporting them.
- Paralegals have become competent enough to mobilize people, intervene in cases, and to utilize the RTI Act.
- District advocacy committees have been set up in 18 districts to present cases to the various authorities.
- State officials have become sensitized through state level advocacy and are taking prompt and effective action in SC/ST rights violations cases.
- State-level public hearings have brought visibility to the issues and concerns of SCs/STs and are being widely reported by the media.
- 13 (Four) meetings were conducted with the members of citizens' rights committee at district level in Anand, Mehsana, Banaskantha and Kheda districts with total 187 participants (Female 44 and male 144)
- Interventions in 73 cases of violence against valmiki community in Bhavnagar, Surendranagar, Panchmahal, Kheda and Mahesana district
- 25 victim meetings were conducted in Anand, Surendranagar and Mehsana district with 555 survivors (Female 168, Male 377 and 10 children)
- Conducted 24 fact finding missions in serious human rights violation of dalit and tribal cases at district level by district team.
- Intervention and monitoring of atrocity cases against Scheduled caste and tribe by Navsarjan in 186 cases in their respective districts during the reporting period.
- Navsarjan conducted eight consultations on sexual violence against women in Bhavnagar, Anand, Kheda, Ahmedabad, Mehsana, Rajkot, Surendranagar and Vadodara districts with 983 participants (822 Women and 161 Men).
- 16 follow up meetings conducted in Kutch, Banaskantha, Mehsana, Panchmahal, Patan, Bharouch, Sabarkantha, Kheda and Vadodara with survivor's of atrocities. 325 (Female 84 and Male 241) people participated in meeting.
- Committee met 23 times in Ahmedabad, Navsari, Banaskantha, Mehsana, Kutch, Patan, Bhavnagar 380 members (Female-87 and Male 293) participated.
- Navsarjan organised meeting at State level for the review of the implementation of Atrocity act in the Gujarat. State Advocacy committee meeting was held on 28 November 2013 at the Capital Gandhinagar in Dr. Baba Saheb Ambedkar hall.
On 10th Dec. 2013, on the occasion of International Human rights day, Navsarjan conducted State level Paralegal Consultation in Dr. Baba Saheb Ambedkar hall, Gandhinagar.

Cases Guidance: Moral support and legal guidance has been provided to 280 victims by DHRDs at their legal aid offices. Guidance was given on local issues including community disputes, land disputes, domestic violence cases and house disputes.

Navsarjan conducted series of advocacy meetings and lobbying with MLAs, MPs, and district officials in 18 districts for the implementation of PoA act and its rules properly in the state. 18 (Eighteen) Memorandums Submitted to the 18 MPs, 42 MLAs, and 18 district collector and district Superintendent of Police at the district authorities, in Bhavnagar, Gandhinagar, Kutch, Surendranagar Banaskantha, Ahmedabad, Narmada, Porbandar, Vadodara, Panchamahal, Mehsana, Sabatkantha, Navsari, Porbandar, Anand, Kheda, Patan and Rajkot districts on violence against SC/STs in Gujarat, and implementation of the Atrocity act in Gujarat. Total 494 (F-198 and Male-296) participated in the programs.

Media advocacy and Public demonstration on 2nd October 2013 at Ahmedabad Gandhi Asharam with DHRDs and Dalits across from Gujarat. Total 62 participants took part in this program.

12 (Twelve) Memorandums Submitted to the district authorities, in Bhavnagar, Gandhinagar, Kutch, Banaskantha, Ahmedabad, Narmada, Porbandar, Vadodara, Patan and Rajkot districts on the violence against SC/STs in Gujarat, Local issues related SC/STs and implementation of the Atrocity act in Gujarat. Total 494 (F-198 and Male-296) participated in the programs.

14 (Fourteen) Paralegal exposure training were conducted in inter district for providing more experiences to paralegals and built up their knowledge on Scheduled caste and Scheduled tribes issues. Exposure training were conducted in Ahmedabad, Anand, Navsari, Surendranagar, Mehsana, Banaskantha, Patan, Kutch, Panchamahal, Vadodara, Rajkot, Bhavnagar, Bharouch and Kheda with 98 (11 female, 87 male) paralegals participated in exposure training.

Impact:

- Legal awareness created amongst the members of vigilance and monitoring committee at block and district level.
- Media has started to pick up the issues related to violence against Valmiki community.
- Citizen rights committee members came in active mode and have started to visit places where atrocity has occurred in the district areas.
- Increased intervention in the cases of the violence against Valmiki communities.
- Reduction in compromise and fighting for justice by people from valmiki community after the mobilization.
- Some attitudinal change in the Judiciary and by other caste groups towards the justice mechanism of Dalits/tribal ex. Appointment of SPP in PoA cases, Media coverage on SC/STs issues, Anticipatory bail not granted in PoA cases, judges not forcing complainants to go for compromise in PoA cases (In past it was happening with SCs/STs)
- MP, MLAs, elected members of local governance, District SSPs, Districts Collectors, Vigilance officers, District Social welfare officers, Director of social welfare, Sec. home, legal, Social Justice, DGP, AD. DGP, SC/ST cell, Deputy SSPs SC ST Cell, members of the District/block level vigilance committees, and Media persons are getting sensitized.
- Criminal Justice system has improved through our interventions in SC/STs cases. Assertion by SC/ST women has led to reporting of serious violence like physical attacks and mental torture, gang rape. If they demand their rights they are also killed, as the mind set of Men and dominant castes related to women freedom has not changed.
- Dalit women’s improved access to the criminal justice system as a result of invention in cases of serious violence cases like sexual violence which led to organize series off consultations on Sexual violence against women.
- The communities in the domestic sphere have emerged more sensitive towards women and
that has encouraged more participation in training programs, consultations, village level awareness programs, and meeting with survivors.

- Affected people are coming forward to report FIRs in Police station, supporting to women to fight against violence, people also organize rallies and Protest programs.
- Central government amendment in SC/ST (PoA) act through passes ordinance in Cabinet meeting its enforce on 4th march 2014 in all over India after the Advocacy and lobbying by National Coalition on SC/ST (PoA) act. Navsarjan is the members of the National Coalition, participated actively in national campaign.
- Central government amendment in “The Prohibition of Employment As Manual Scavengers and Their Rehabilitation Act, 2013”, enforce on 6th Dec.2013 in all over India, resulted collective work of the NGOs.

Challenges:

- Government does not properly implement manual scavenging act in the state.
- Low participation of valmiki women in the legal training program. Hence key message is not going in the society.
- State government is slow to implement PoA act1989 and its rules 1995 in the state of Gujarat.
- Govt. is slow to act in the Atrocities act 1989 and its rules 1995 in the state.
- Police officials deny to lodge the FIR and not do properly investigate in the cases of Dalits.
- Gujarat Government is slow to PoA act and there are many huge gaps in implementation of PoA act
- Special public prosecutor do not prepared to victims, not proper guidance to the victims about the cases, do not make sharp arguments and they are only interested to compromise in the cases.
DSK would like to report the following major developments during the concerned time period.

1. **Registration as Trust and Society**: Dalit Shakti Kendra has obtained the registration both as a Trust as well as Society on September 25, 2013.
2. **Registration under section 12 A**: DSK also has been registered under section 12 A by IT department thanks to the hard work put up Dr. Hafez Dalal and Chaturbhai on 14th March 2014.
3. **Right to Food campaign**: DSK had hosted the National convention on Right to Food with over 2000 participants on 1-3rd March 2014 on its campus.
4. **Samta Sainik Dal programs**: DSK has taken a major initiative to assist footing of a community based organization, the Samta Sainik Dal. Our contribution is in the field of mentoring, planning programs; preparation of the material and mobilization among others. These are some of the highlights of major programs that were organized under the leadership of SSD.
   - **March for Equality**: Martin had personally conducted 222 meetings across Gujarat to mobilize people as well as financial resources. The March was attended by over 30,000 people. DSK staff worked day and night to produce garments for the participants; video documentation of the pre-event and the event itself along with other materials. DSK became the centre where all the Tableaus were designed, constructed and mounted. 33 Shows were screened at different locations across Gujarat which enacted a theatre on the life and works of Savitribai Phule. Indu Rohit, Aditi Desai and Raksha Nayak played the theatre and it was filmed for larger circulation too. About 10,000 viewers saw the play. Numerous CDs of the theatre was purchased by the community. DSK spent its five months to contribute for the program. A national seminar was organized on the event for two days which made possible participation of people from almost 16 States.
   - **Manusmriti burning day**: An event was organized at village Badarkha on 25th December 2013. It was attended by Prof. Sukhadeo Thorat among many other dignitaries. About 5000 people participated the event. DSK had helped in designing the tableau for the program.
   - **Republic day celebration**: An event was organized in village Bhat of Dholka Taluka. It was attended by about 7000 people. DSK staff had worked overtime to make 183 meters dimension flag for the event. Prakash Ambedkar had been the chief guest for the program. Simultaneous programs were organized at numerous locations in Gujarat.
   - **Yatra to celebrate the memory of Chavdar lake**: A yatra was organized on the event to en-live the history of Dr. Ambedkar taking water from Chavdar lake and the legendary sacrifice of the Meghmaya. The yatra was organized from Ranoda (Dholka) to Patan from 20th - 24th March 2014. It covered a total of 48 villages and urban areas. Baba Adhav was the
chief guest for the program.
The following things are required to be recognized:
(a) In all the above programs past DSK students have contributed immensely for the success of the programs in their local villages. The social perspective provided to them during their training at DSK thus was put to its best use by them.
(b) Most expenditure for the program has been borne by the community and other indian donors.

14. Publication: DSK has contributed to ensure that the following books are published.

1. Experiencing Truth with Dr. Ambedkar. This is the english edition thanks to the immense contribution of Naushil Mehta and IIDS.
2. “Adhunik bharat na ghadhtarma dalit chalvadno phado”: This book was supposed to be published during the March for equality but it could not be accomplished then.
3. Dr. Ambedkar’s presentation before the southborough commission: Prof. Thorat’s paper has been translated and published as a booklet in Gujarati.

15. Following are the highlights of the DSK vocational education during the year.

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Discipline</th>
<th>Number of students</th>
<th>Preference %</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>1</td>
<td>Beautician</td>
<td>28</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Basic computer</td>
<td>28</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>Photo-videography</td>
<td>5</td>
<td>19</td>
</tr>
<tr>
<td>4</td>
<td>blouse</td>
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<tr>
<td>5</td>
<td>Dress</td>
<td>163</td>
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</tr>
<tr>
<td>6</td>
<td>Shirt</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>Electrician</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>8</td>
<td>Furniture</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>9</td>
<td>Mobile phone repairing</td>
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<td>8</td>
</tr>
<tr>
<td>10</td>
<td>Police Training</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>11</td>
<td>Industrial Tailoring</td>
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<td>1</td>
</tr>
<tr>
<td>12</td>
<td>Pants</td>
<td>0</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>719</td>
<td>90</td>
</tr>
</tbody>
</table>

Representation: %

13. Life skill education: Life Skill education has equal importance in the pedagogy that DSK follows. All the students therefore go through all the activities such as daily prayer or competitions or seminars that ensure overall growth of their personalities.

14. University student and social work institutions visit to the campus of DSK: DSK receives constant requests from various universities to provide educational exposure to their students through visit to DSK. During the period we have received the following number of students from various educational institutions.
<table>
<thead>
<tr>
<th>Sr.</th>
<th>Name of the University</th>
<th>Number of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Maharshi Karve school of social science, Maharashtra</td>
<td>56</td>
</tr>
<tr>
<td>2</td>
<td>Akshara, Maharashtra</td>
<td>10</td>
</tr>
<tr>
<td>3</td>
<td>Gujarat Vidhyapeeth, Ahmedabad</td>
<td>60</td>
</tr>
<tr>
<td>4</td>
<td>Econet, Maharashtra,</td>
<td>12</td>
</tr>
<tr>
<td>5</td>
<td>Anandi, Maliya, Rajkot</td>
<td>15</td>
</tr>
<tr>
<td>6</td>
<td>Ahmedabad: Engineering college</td>
<td>60</td>
</tr>
</tbody>
</table>

14. **Providing equipment to DSK trained students**: A total of 382 Tool kits were given to the female students to enable them to start their self-employment activities. It is noticeable from the above records that there are many students who choose not to receive support to purchase equipment. In other words those students who have equipment at home do not request the same support so that others who do not have it, can benefit. Thanks to Janvikas and Dalit foundation, DSK has been able to extend financial support for equipment tools to the male students as well.

15. The most important thing DSK wish to report that after 12 years of persistent efforts it has been able to achieve 51% representation of women on the campus. This is not merely the question of numbers. The representation of women in economic activities post training is at the par to the male students. The major challenge for DSK now is to ensure that more and more women participate into non-conventional programs.

16. DSK had won the award for its unique ideas; setting up of the all women studio and the women run bakery. The award paid for the training of students in addition to six month employment at DSK in the relevant unit and a cash award of Rs. 10000. Three women who were selected for the 'women studio' have completed their training and have returned to their native villages and set up their studios with the award money. For various reasons DSK was unable to set up a bakery. It intends to do the same this year for which it has got an extension.
GOVERNANCE
Organizational Structure

Board of trustees

EXECUTIVE DIRECTOR

MANAGEMENT & FINANCE TEAM

District team

D.S.K.

NAVSARJA VIDHYALAY

VOLUNTEER, LEADERS AND PARALEGAL

PANCHAYAT LEADERS
# BOARD OF TRUSTEES

<table>
<thead>
<tr>
<th>Photograph</th>
<th>Name</th>
<th>OCCUPATION</th>
<th>OFFICE HELD IN ASSOCIATION, IF ANY</th>
<th>ADDRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1" alt="Mr. Gagan Sethi" /></td>
<td>Mr. Gagan Sethi,</td>
<td>Vice President of Center for Social Justice. Founding Trustee of Dalit Foundation</td>
<td>Activist</td>
<td>Chairperson</td>
</tr>
<tr>
<td><img src="image2" alt="Prof. Sukhadeo Thorat" /></td>
<td>Prof. Sukhadeo Thorat</td>
<td>Managing Trustee, Indian Institute for Dalit Studies</td>
<td>Professor</td>
<td>Trustee</td>
</tr>
<tr>
<td><img src="image3" alt="Ms. Manjula Pradeep" /></td>
<td>Ms. Manjula Pradeep,</td>
<td>Executive Director, Navsarjan Executive Committee member, International Dalit Solidarity Network</td>
<td>Activist</td>
<td>Executive Secretary/ Trustee/ Director</td>
</tr>
<tr>
<td><img src="image4" alt="Ms. Mari Marcel Thekaekara" /></td>
<td>Ms. Mari Marcel Thekaekara</td>
<td>Board member, Action for Community Organisation, Rehabilitation and Development Managing Trustee, Just Change</td>
<td>Journalist/Activist</td>
<td>Trustee</td>
</tr>
<tr>
<td><img src="image5" alt="Mr. Amitabh Behar" /></td>
<td>Mr. Amitabh Behar</td>
<td>Chair of GCAP, National Convenor, Wada na Todo Abhiyan</td>
<td>Activist</td>
<td>Trustee</td>
</tr>
<tr>
<td><img src="image6" alt="Ms. Mallika Sarabhai" /></td>
<td>Ms. Mallika Sarabhai</td>
<td>Director, Darpana Academy</td>
<td>Activist</td>
<td>Trustee</td>
</tr>
<tr>
<td><img src="image7" alt="Mr. Ghanshyam Shah" /></td>
<td>Mr. Ghanshyam Shah</td>
<td>Board member, Indian Institute for Dalit Studies</td>
<td>Retired Professor</td>
<td>Trustee</td>
</tr>
</tbody>
</table>
Navsarjan Trust’s Board Members are not related by blood or marriage. The term of each board member is 3 years.

In 2013-14, Navsarjan Trust held two board meetings – on August 31, 2013 and on March 28, 2014. The primary focus of the two meetings was:

- Overview on strategic planning and future direction of Navsarjan.
- Sharing and approval of annual work done reports and audited accounts by the Board
- Sharing and approval of appointment of auditors and remuneration to trustees.

**TRANSPERANCY DISCLOSURE:**

- No remuneration, sitting fees or any other form of compensation is paid to any Board member, except to the Executive Director.
- Travel reimbursements were made to Board members attending Board meetings and other office meetings
- Total costs of national level travels incurred by Navsarjan Staff and Board members during the year amount to Rs.24,505/-
- No international travel happened during the year.
LEGAL COMPLIANCES:

- All donor requirements were duly complied with.
- Navsarjan Trust followed a rigorous audit process.
- The statutory auditor with a fixed remuneration was appointed in the Board Meeting.
- Auditor’s reports and financial statements are shared at length in the Board Meeting.

SALARY DISTRIBUTION AS ON 31ST MARCH 2014

<table>
<thead>
<tr>
<th>Monthly salary of Staff members (in Rs.)</th>
<th>Male Staff</th>
<th>Female Staff</th>
<th>Total Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 5000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>5001-10000</td>
<td>66</td>
<td>34</td>
<td>100</td>
</tr>
<tr>
<td>10001-25000</td>
<td>11</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>25001-50000</td>
<td>-</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>&gt; 50000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

DIVERSITY CHART OF NAVSARJAN TRUST

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees</td>
<td>70</td>
<td>36</td>
<td>106</td>
</tr>
<tr>
<td>Teachers</td>
<td>6</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>Advocates</td>
<td>3</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Daily Wages</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>TOTAL</td>
<td>80</td>
<td>41</td>
<td>121</td>
</tr>
<tr>
<td>PERCENTAGE</td>
<td>66</td>
<td>34</td>
<td>100</td>
</tr>
</tbody>
</table>
FINANCE:
RESPONSIBILITY STATEMENT BY THE MANAGEMENT

Navsarjan Trust Confirms:

- The Annual Accounts have been prepared on the basis of the Accounting policies adopted by the organization with compliance to Accounting Standards wherever necessary.
- Sufficient care has been taken for the maintenance of Accounts as per the applicable legal statutes of India.
- The Statutory Auditors have performed their task in an independent manner and the management letter submitted by the Statutory Auditors has been considered by the management.
- During day to day operations of the organization, ethical accountability, value of money and environmental concerns has been given highest priority.

No part of the income during the previous year has been applied and used directly for the benefit of:

a) The author or founder of the organization
b) Any person who has made a substantial contribution to the organization
c) Any relative of the Member of the Governing Board
d) Any concerns in which the above mentioned category of persons have substantial interest
   (As required under Sec. 13(3) of Income Tax Act, 1961)
FISCAL YEAR 2013-2014 FINANCIALS

Sources of funds:

We strive to develop a diverse base of funders, thus minimizing the risk that Navsarjan will be impacted by a drop in support by a particular funder or funding sector.

Consistent with our belief that the equality movement must be community-based, we ask local communities to contribute to our program costs. This gives them a sense of ownership in our work and a stake in our mutual success.

Uses of funds:

93.00% of Navsarjan’s budget is allocated to programme costs with 7.00% to operating costs – a ratio of X:1.
2013-2014 SUPPORTERS

Navsarjan Trust thanks to all of our supporters, large and small, who make our work possible.

Institutional Donors
(List alphabetically in two columns)

**International Agencies:**
Asha for Education
Christian Aid
Empower
Global Education Fund
Misereor
open Society foundation

**Domestic Agencies:**
TATA Social Welfare Trust
ICSSR, New Delhi

**Individual Donors**
(List alphabetically in two columns)

**Other NGOs:**
Accord
Behavior Science Center
Dalit Foundation
Human resource advisory
Janvikas
Jagori
The Gujarat education society
Yuva Sahyog

**Corporates:**
Shival Enclave resident association
Surgeon infrastructure.
Venus marketing
Wealth first Pvt.Ltd.

**Individuals:**
Chaturbhai Parmar
Dominic Marien D'Souza
Dipika K Singh
Kavitha
Kantilal Parmar
Martin C Macwan
Manjula Pradeep
Nafisa D'souza
Valjibhai Zala
Yasvant Ratilal Trivedi

Additional contributions from our students and community members are listed separately on our books of accounts.
We need to do this – there was no room here to list everyone.
<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>ANNEXURE</th>
<th>2013 - 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>FUNDS AND LIABILITIES</td>
<td></td>
<td>Rs.</td>
</tr>
<tr>
<td>ASSETS &amp; CORPUS FUND</td>
<td>I</td>
<td>138,647,206</td>
</tr>
<tr>
<td>OTHER EARMARK FUND</td>
<td>II</td>
<td>58,365,831</td>
</tr>
<tr>
<td>UNUTILISED GRANTS</td>
<td>III</td>
<td>3,663,928</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>200,676,965</td>
</tr>
<tr>
<td>ASSETS AND PROPERTIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FIXED ASSETS</td>
<td>IV</td>
<td>31,656,207</td>
</tr>
<tr>
<td>INVESTMENTS</td>
<td>V</td>
<td>158,931,963</td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td>VI</td>
<td>10,088,795</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>200,676,965</td>
</tr>
</tbody>
</table>

NOTES FORMING PART OF ACCOUNTS - XVI

For & on behalf of Board of Trustees
Manjula H Pradeep
Executive Director
Navsarjan Trust
Place : Ahmedabad
Date : 22/08/2014

For H. Rustom & Co.
Chartered Accountants
Firm Regd.No. 108908W

HRD Dalal
Proprietor
Membership No. 31368
Place : Ahmedabad
Date : 22/08/2014
## NAVSARJAN TRUST

**INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD 1ST APRIL 2013 TO 31ST MARCH 2014**

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>ANNEXURE</th>
<th>2013 - 2014 Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants &amp; Donations Income</td>
<td>VII</td>
<td>34,056,739</td>
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<tr>
<td>Other Income</td>
<td>VIII</td>
<td>664,098</td>
</tr>
<tr>
<td>Interest Income</td>
<td>IX</td>
<td>14,270,651</td>
</tr>
<tr>
<td>Profit on Sale of Assets</td>
<td>XVI</td>
<td>6,467</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>48,997,955</td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rent Expenses</td>
<td>X</td>
<td>387,300</td>
</tr>
<tr>
<td>Remuneration to Trustees</td>
<td>XI</td>
<td>581,220</td>
</tr>
<tr>
<td>Audit Fees</td>
<td>XII</td>
<td>235,068</td>
</tr>
<tr>
<td>Charity Commissioner Contribution</td>
<td>XIII</td>
<td>50,000</td>
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<tr>
<td>Expenditure on Object of the Trust</td>
<td>XIV</td>
<td>38,730,283</td>
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<tr>
<td>Establishment Expenditure</td>
<td>XV</td>
<td>1,045,263</td>
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<tr>
<td>Depreciation</td>
<td>IV</td>
<td>2,731,846</td>
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<tr>
<td>Donation in Kind</td>
<td>XVI</td>
<td>1,860,842</td>
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<tr>
<td>Transfer to Specific Funds</td>
<td>I &amp; II</td>
<td>3,375,133</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>48,997,955</td>
</tr>
</tbody>
</table>

### NOTES FORMING PART OF ACCOUNTS - XVI

For & on behalf of Board of Trustees

For H. Rustom & Co.
Chartered Accountants
Firm Regd.No. 108908W
HRD Dalal
Proprietor
Membership No.31368
Place : Ahmedabad
Date : 22/08/2014

Manjula H Pradeep
Executive Director
Navsarjan Trust
Place : Ahmedabad
Date : 22/08/2014
### ABRIDGED BALANCE SHEET AS ON 31ST MARCH 2014

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>2013-2014</th>
<th>2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amount (Rs.)</td>
<td>%</td>
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<tr>
<td><strong>FUNDS AND LIABILITIES</strong></td>
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<tr>
<td>Corpus funds</td>
<td>106,990,999</td>
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<td>Assets fund</td>
<td>31,656,207</td>
<td>15.77</td>
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<td>Other Earmarked funds</td>
<td>58,365,831</td>
<td>29.08</td>
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<td>Liabilities (Unutilised grants)</td>
<td>3,663,928</td>
<td>1.83</td>
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<td><strong>Total</strong></td>
<td>200,676,965</td>
<td>100.00</td>
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<tr>
<td><strong>ASSETS AND PROPERTIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>31,656,207</td>
<td>15.77</td>
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<tr>
<td>Investments</td>
<td>158,931,963</td>
<td>79.20</td>
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<tr>
<td>Current assets</td>
<td>10,088,795</td>
<td>5.03</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>200,676,965</td>
<td>100.00</td>
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</tbody>
</table>

*Manjula Pradeep*
**Executive Director**
*Ahmedabad, Gujarat.*

*H Rustom & Co.*
**Chartered Accountants**
*Ahmedabad, Gujarat.*
# ABRIDGED INCOME & EXPENDITURE ACCOUNTS FOR THE PERIOD 1ST APRIL 2013 TO 31ST MARCH 2014

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>2013-2014</th>
<th>2012-2013</th>
<th>2012-2013</th>
<th>2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amount (Rs.)</td>
<td>%</td>
<td>Amount (Rs.)</td>
<td>%</td>
</tr>
<tr>
<td>INCOME</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Indian Sources</td>
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<td></td>
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<tr>
<td>Grant income</td>
<td>4,703,283.00</td>
<td>9.60</td>
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<td>6,873,604.00</td>
<td>14.03</td>
<td>4,778,227.00</td>
<td>11.29</td>
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<tr>
<td>Other income</td>
<td>664,098.00</td>
<td>1.36</td>
<td>714,848.00</td>
<td>1.69</td>
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<tr>
<td>International Sources</td>
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<td></td>
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<td></td>
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<tr>
<td>Grant income</td>
<td>21,579,852.00</td>
<td>44.04</td>
<td>19,662,803.00</td>
<td>46.44</td>
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<td>Donation income</td>
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<td>1.84</td>
<td>16,060.00</td>
<td>0.04</td>
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<td>14,270,651.00</td>
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<td>12,281,048.00</td>
<td>29.01</td>
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<tr>
<td>Profit on sale of assets</td>
<td>6,467.00</td>
<td>0.01</td>
<td>390,854.00</td>
<td>0.92</td>
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<td>Total</td>
<td>48,997,955.00</td>
<td>100.00</td>
<td>42,336,521.00</td>
<td>100.00</td>
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<tr>
<td>EXPENDITURE</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Expenditure on the objects of the Trust</td>
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<td></td>
<td></td>
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<tr>
<td>Programme expenditure</td>
<td>2,670,365.00</td>
<td>46.27</td>
<td>16,529,273.00</td>
<td>39.04</td>
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<tr>
<td>Programme staff expenditure</td>
<td>4,488,085.00</td>
<td>29.57</td>
<td>14,604,821.00</td>
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<tr>
<td>Programme admin expenditure</td>
<td>1,571,833.00</td>
<td>3.21</td>
<td>2,670,579.00</td>
<td>6.31</td>
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<tr>
<td>Establishment expenditure</td>
<td>1,045,263.00</td>
<td>2.13</td>
<td>1,214,836.00</td>
<td>2.87</td>
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<td>Audit Fees</td>
<td>236,068.00</td>
<td>0.48</td>
<td>230,450.00</td>
<td>0.54</td>
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<td>Charity Commissioner Contribution</td>
<td>50,000.00</td>
<td>0.10</td>
<td>50,000.00</td>
<td>0.12</td>
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<td>Office Rent</td>
<td>387,300.00</td>
<td>0.79</td>
<td>396,200.00</td>
<td>0.94</td>
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<tr>
<td>Remuneration to trustees</td>
<td>581,220.00</td>
<td>1.19</td>
<td>543,192.00</td>
<td>1.28</td>
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<tr>
<td>Depreciation</td>
<td>2,731,846.00</td>
<td>5.58</td>
<td>3,081,514.00</td>
<td>7.28</td>
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<td>Donations in kind</td>
<td>1,860,842.00</td>
<td>3.80</td>
<td>85,794.00</td>
<td>0.20</td>
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<tr>
<td>Transfer to specific funds</td>
<td>3,375,133.00</td>
<td>6.89</td>
<td>2,929,862.00</td>
<td>6.92</td>
</tr>
<tr>
<td>Total</td>
<td>48,997,955.00</td>
<td>100.00</td>
<td>42,336,521.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Manjula Pradeep  
Executive Director  
Ahmedabad, Gujarat.

H Rustom & Co.  
Chartered Accountants  
Ahmedabad, Gujarat.
GRATITUDE

**Navsarjan Trust** sincerely thanks all its partners, donors, supporters and well-wishers for their constant support and guidance. To name a few,

- Misereor
- EMPower
- Christian Aid
- Asha for Education
- Global Education fund
- TATA Social Welfare Trust
- ICSSR

Navsarjan Trust also conveys its gratitude to all its Volunteers.

SUPPORT OUR WORK

**Navsarjan Trust** is a ‘movement’ to change the face of Indian Society. We have embarked upon this long enduring journey with the hope and faith that your generous support is always with us. We are able to work and carry out our functions only because of the continued support of our donors, partners, supporters and well-wishers. We continue to seek your help in our endeavors to ensure improved social. We heartily welcome any small support that you would like to provide to us to make a beginning with. You can support us by:

- Helping us reach our message wide across

Please send in your cheques/ drafts payable at Ahmedabad to ‘**Navsarjan Trust**’ and mail it to our Head Office: 2, Ruchit apartments, B/h. Dharnidhar Derasar, Vasna, Ahmedabad- 380 007. For more information, please write to us at **finance@navsarjan.org**, **admin@navsarjan.org** or visit **www.navsarjan.org**.

All donations to Navsarjan Trust are eligible for tax exemption under Section 80G of the Income Tax Act, 1961.