



Aajeevika JHARKHAND



A Budding Social Entrepreneur : Gaytri Devi



This story is of Gaytri Devi, a shy, soft and introvert lady who belongs to a very small village called Telyapokhar of Pakur district. She never stepped out of her house and was not aware about the world around until becoming a member of the SHG. Her family was very orthodox. She was surrounded by male dominating society. She was tied under the bonds of restrictions. She wanted to learn stitching and sewing but was never allowed to do so by her parents for her to move out and explore.

As time passed, she got married with the will of her parents. Her family was doing agriculture and their financial condition was very poor. Slowly and steadily time passed and Gaytri was now a mother of two sons and a daughter. The earnings of his husband were very little for

survival of their family. Going through this hard time, Gaytri felt helpless and the most she could do was to help her husband in the fields. But Gaytri never lost hope for some miracle to happen. Things started to change as a new day came in her life. A group of SHG *didis* from Bihar entered her village with the purpose of formation of SHGs. The *didis* from Bihar explained the importance of SHG as well as how their life completely changed after becoming the member of SHG. Gaytri was also inspired by their story and was motivated to be a member of SHG.

Gaytri Devi happily testifies that her life has changed completely after she got connected with the Jyoti Aajeevika Self Help Group (SHG) formed in her village in the year 2011, which is supported by JSLPS. This works in order to enhancing her economic opportunities and improving livelihoods. With the investment from other members of her group and her contribution they started up their business of Puffed Rice. The journey of putting the set up of this business was not easy. In the beginning altogether 10 *didis* of her group agreed and started the business but as time passed 5 *didis* left them as the profit was too low. It was then that they started facing immense loss in the business. But rest of the *didis* of the group didn't lost their hope they continued to stay united. The amount of bank linkage i.e. Rs 96 thousand was utilized as further investment in their business with the common consent of the members of Jyoti Aajeevika SHG. With the passage of time the business started witnessing profit. The *didis* have now also started packaging and branding their products. This had lead in increasing its reach and growth of their products.

Name of the member	Gaytri Devi
Name of the village	Telyapokhar
Name of SHG	Jyoti Aajeevika SHG
Year of joining	2011
Big loan taken (in Rs.)	11,000 & 15,000
Small loan (in Rs.)	1500, 500



As Gaytri Devi benefitted so immensely from her SHG, she grew determined to carry her group further and was chosen as Aajeevika Krishak Mitra (AKM). In the beginning the villagers used to laugh at her when she explains about SRI to the villagers. Laughingly she remembers, ***“People used to tease me and called Sridevi when I explained them about Srividhi. But I never got discouraged. I kept patience and knew that one day these people would trust me and recognize my work.”*** Today 55 *didis* are practicing in the technique of SRI under the guidance of Gaytri Devi and 6 SHGs have prepared Azola for harvesting.

Gaytri Devi is well respected among all the SHG members in not only her cluster, but in the entire village. People consult her on all community-level affairs. She now dreams of adding a room in the village school and transforming Telyapokhar into a developed and educated village, with a lot of green fields. The possibilities seem endless, as Gaytri has experienced, in her own growth and self-actualization as a budding social entrepreneur.

Workshop on Gender Transformative Rural Livelihood



A two days' workshop on Gender Transformative Rural Livelihood was organized by UN Women on 03 and 04 November, 2015 at BNR Chanakya Ranchi. JSLPS was the host of the event.

Dr. Rebecca Reichmann Tavares, Representative, UN Women welcomed the participants and set the context for gender and livelihood. The session commenced with presenting the success-stories of the women by themselves, where they told about the change that has been brought in them and in their society for women empowerment.

Shri Nilkanth Singh Munda, Honorable Minister of Rural Development, Government of Jharkhand, graced the occasion by his presence and discussed about Jharkhand's experiences of promoting women's rights in rural livelihoods.

Shri Sudarshan Bhagat, Honorable Minister of State for Rural Development, Government of India in his address talked about Centre-staging women's rights in flagship programmes of MoRD.

Mr. Birender Singh, Honorable Minister of Rural Development, Government of India was the Chief-Guest of the event. He presented the Government of India's vision for gender transformative rural livelihoods. Subsequently, J. K. Mohapatra, Secretary, Ministry of Rural Development, Government of India introduced Mission Antodaya to the participants.

Dr. Jean Dreze, Visiting Professor, Department of Economics from University of Ranchi conveyed the position of rural women in India's development context. He mentioned that women are not paid equal remuneration for equal work and elaborated the role of government in increasing the daily wages according to the present inflation in the nation. Afterwards, during the panel discussion, issues like Women's Resource Rights and Entitlements were discussed.

Shri Amarjeet Sinha, Additional Secretary, MoRD, Govt of India, concluded the day's session discussing the key takeaways of the daylong session.

The second day of the workshop was commenced with the technical session of discussing Centre-staging Women's Security and Freedom from Violence in Rural Livelihoods and Enhancing Women's Voice and Agency. The investment part of taking loans from SHGs was elaborated and its utilities were discussed. Shri N.N. Sinha, Principle Secretary, RDD, gave the presentation on NRLM and how it is working on the increasing women financial and livelihood securities.

Shri Paritosh Upadhyaya, CEO, JSLPS, concluded the session with thanking all the participants and appreciated Tamilnadu's SRLM Participatory Identification of Poor process which works specifically with the support of women.



Training on Change Management and Leadership



A two days' Psychological training of "Positive Thinking and MINDSET" was conducted on 6 and 7 November, 2015 at Ranchi for JSLPS State staff on "Change Management and Leadership Excellence" by Dr. Abraham P Ruby, Head, Training Division of 6th Sense Resources Private Limited, Bangalore. The training was very meticulous on managing MINDSET (emotions and inhibitions both) with theoretical and practical applications and techniques. Psychological tests on Type A and Type B behavior was conducted and Psychological profiling was done. Training has helped in two aspects- first, in leading a Healthy life by rejuvenating the vital organs (i.e. Lungs, Liver, Kidney, Heart, Pancreas etc.) through breathing exercises and second in developing courage to face challenges in life. The trainees were told to know reasons of giving up, deliberations on reasons, the difference between reasons and excuses, role of emotions in achieving excellence, science of balancing emotions to face crisis, mind dynamics, inhibitions and effect on performance, mindset and myths, tools and methodology for changing mindset and relearned mindset for sustainable excellence and governance.

The major learning from the training was that in order to change the world; we need to change ourselves, we should not spend our time in finding excuses and blaming others but should concentrate on our work. The maximum output is obtained from our best efforts and we should build our conviction and confidence, as these are keys to success. Managing emotions is very important. The myths should be replaced with facts. A leader should have conviction, courage, listening ability, personal chemistry (connection), ability to communicate and the most important everybody should try to be best in their profession. Power of thinking is very strong; a person is the product of own thought. Humans should think positive and act spontaneously. Dr. Abraham P Ruby concluded the session telling, "Success and failures are outcomes of ACTION, and action is the outcome of MINDSET, therefore success is the outcome of mindset".

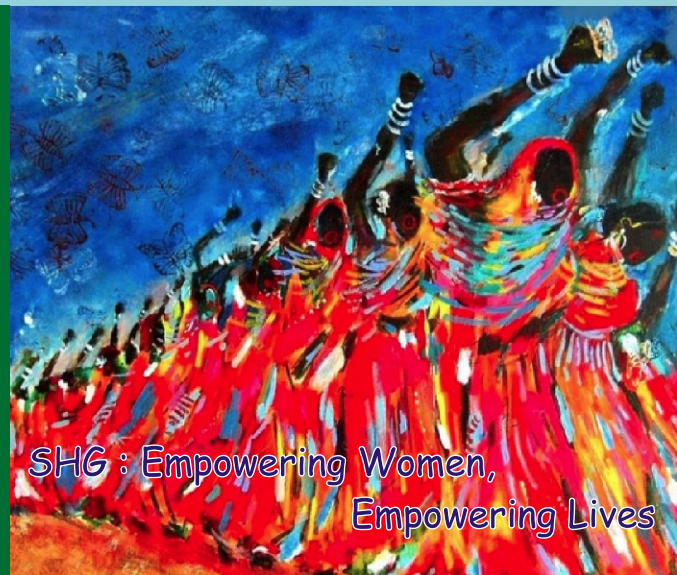
Elderly Inclusion Programme



JSLPS has already been working for the rural women by forming their SHGs, and moving even a step further, has now started working for the rural elders. Under the campaign, the programme of Elderly Inclusion, in partnership with Helpage India, has commenced in Namkum block of Ranchi and Khutpani block of West Singhbhum district. People above the age of 55 years can be part of the Elderly Self Help Groups (ESHGs).

Around 9 ESHGs has already been formed in both the districts. These ESHGs are highly motivated and determined to continue their meeting as per the schedule decided by them. Though some of them were already a part of SHG but their older age was an impediment in their proactive participation. Their commitment to be associated with the SHGs and the JSLPS drive of ESHG inclusion together have given them a ray of hope and new energy to be associated with the ESHGs and bring about change in their life and life around them.

Cartoon Corner



Training on Yojana Banao Abhiyan

A one day training programme was organized on *Yojna Banao Anhiyan* at Bhandra block. The thrust of the workshop was placed on preparation of livelihoods-enhancing Integrated Natural Resource Management (INRM) based participatory village-level MGNREGA plan for 2,939 Gram Panchayats across 195 blocks; demand estimation for MGNREGA and labour budget preparation for 2016-17; intensive livelihood planning of extremely poor families; basic assessment of drinking water infrastructure and social infrastructure e.g. schools and *anganwadis*; creation of skilled community cadre trained in INRM technologies; participatory planning and MGNREGA processes; and activating Gram Panchayats and unlocking Panchayat Bhavans by initiating decentralisation of planning processes.



During the programme, the role of **the State Resource Team**

members was explained such as training Panchayat Planning Teams, providing hand-holding support to the Panchayat Planning Team, qualitative and quantitative assessment of the *abhiyaan* activities through regular field visits and meetings, providing thematic support to the block and district administration and support review and monitoring processes of the district and block administrations.

After the classroom training, a field visit was organised for viewing the role of CFT CSOs in Gola village of Hazaribagh and understanding the process.

Experience Sharing of Field Exposure

A Debriefing meeting of Anti Human Trafficking (AHT) District Coordinators was conducted on 19 November 2015 at State office of JSLPS. The State officials including State Programme Managers (SPMs), Programme Managers (PMs), Programme Executives (PEs) and Young Professionals (YPs) participated in the meeting. The objective of the meeting was to take the key learning of Induction Field visit of AHT District Coordinators to Namkum and Angada blocks of Ranchi district. The meeting commenced with agenda sharing, followed by presentations. The major suggestions during the presentation were regarding developing IEC material for raising awareness about AHT issues, effective use of implementation methodologies, and suggestion to discuss the problems and issues of all the SHGs at Gram Sabha or at Panchayat.

During the feedback session on the presentations, it was pointed out that the findings were very generic; it should be designed of how they can look upon the structures of JSLPS in relation to Human Trafficking.

Therefore, it was decided that an Action Plan should be drawn considering a long term plan of two years and a four months plan from December 2015 to March 2016. Shri Srimanta Patra (SPM SMIB), in his concluding remarks, recommended that the AHT interventions have been delayed for a longer period, so to scale up and expand; it is now suggested that 6 districts can be kept for the program, which will be Ranchi, Khunti, Simdega, West Singhbhum, Gumla and Lohardaga. The 3 district coordinators will coordinate and manage both the districts but will be positioned at one district.



Capacity Building on Planning and Strategy Development



A three days' training on planning and strategy development for *Aajeevika Krishak Mitras* (AKMs) was conducted from 25 November to 27 November 2015 at Raj Residency, Ranchi.

Altogether 17 trainees from Simdega and Latehar including Young Professionals, District Programme Managers, Block Programme Managers and District Livelihood Managers attended the training. District Coordinators and Cluster Coordinators from *Sanjeevani* were also present during the training.

On the first day of the training, goals and achievements of the programme were discussed. The strategies for programme implementation for making it self-sustainable was elaborated. On the second day,

activities for five years and one year were explored and on the last day of the training, different methods for grooming AKMs were discussed.

In addition to all these, other issues such as, regular and timely payment of AKMs for keeping them motivated, proper maintenance of AKMs records through Management Information System of JSLPS and to adopt different strategies for supporting AKMs were also discussed at length. The training ended on a positive note, where the trainees emphasized on timely payment of AKMs for maintaining their efficiency.

Exploring Opportunities for Agricultural Practices

A two days' residential technical training on Agri-practices was organized jointly by JSLPS and Digital Green experts for Young Professionals (YPs), Field Officers (FOs), Senior *Aajeevika Krishak Mitras* (AKMs) and District Livelihood Managers (DLMs) of JSLPS on 23 and 24 November, 2015 at Raj Residency, Ranchi. The objectives of the training were capacity building of the YPs and Senior AKMs on possible Agri-interventions, exploring alternative plan for Rabi season, and to work out an action plan for the season.

The training was divided into three technical sessions and one planning session. During the technical session, System of Wheat Intensification, Mustard Intensification, Crop intensification, Masoor/Lentil with zero tillage & zero irrigation, Vegetable Nursery Management, Climber Vegetables with bottle drip irrigation, Machan model sequential vegetable farming for small holders and plant protection in vegetables were discussed. Participants realized how

residual moisture could more efficiently be utilized for crop cultivation. It was observed that the practice of raised bed and use of net for covering nursery bed is not a common practice in the region and advantages of these micro-practices was discussed in detail. Crop protection is always a major challenge for farmers as well as extortionists. During the planning session, major vegetable diseases and pests of the region were elaborated on with a pictorial description along with the CMSA solutions for the insect pest management. Major misconceptions and mistakes done during the preparation of botanicals and bio-fertilizers were also discussed. It was concluded, that the practices advocated in CMSA are effective only if the procedure of preparation is not compromised.

Altogether 26 Participants from six districts including Ranchi, Latehar, West Singhbhum, Giridih, Palamu and Simdega attended the training.



Paving Pathways to Possibilities.....



Training of Internal Community Resource Persons (iCRPs) on effective communication was held on in the month of November, 2015 at Hill View Resort in Jamshedpur. The objective of the training was to understand various problems faced by iCRPs in the field and to impart effective communication skills to the iCRPs. The iCRPs work to mobilize the community for forming SHGs and joining these groups. Therefore, it is required that the interpersonal skill and persuading skills of the iCRPs should be improved; which can be done only through effective communication. Keeping this in view, four batches of communication training was organized by Knowledge Management and Communication Cell of JSLPS.

The training commenced with discussing various problems which the iCRPs faced in the field while interacting with the community. The major focus of this task was to list down the issues which hindered the activities in the field. After a brief discussion, one of the important problems that came up was in building

rapport with community and creating trust among them. To develop a better understanding, a role-play was conducted. After the play the participants were asked to give their feedback on what they observed during the play. This made them realize the common mistakes that occur in the field unknowingly during interaction.

The second day of the training started with discussion on effective communication. The discussion highlighted 10 important points for improving communication on field, which includes; Gathering one's thought, selection of appropriate words used in daily conversation for better understanding, modulation of voice, correct gestures, concentration while interacting with people, active listening, maintaining eye contact, body language and facial expressions. After this, the discussion focused on developing short and accurate case study by iCRPs. Few members were asked to come forward voluntarily and talk about their case studies. This was done to generalize the ways on narrating case studies to the community.

The two day communication training was a success as iCRPs learnt effective and easy ways of communication and interaction. They actively participated in all activities and gave their valuable suggestion on further improvement in training methods. Altogether 46 iCRPs from Goilkera, Khutpani and Manoharpur attended the training. The trainers were Mr. Avinash Kumar, Regional Coordinator and Mr. Sanjeev Kumar, Associate Dean from ILRT.

Celebration of Jharkhand State Foundation Day



In order to mark the 16th Jharkhand State Foundation Day, on 15 November 2015, JSLPS participated in the event of Govt. of Jharkhand and showcased its achievements at Morabadi, Ranchi. Through various IEC materials, the awareness of different government schemes was raised among the masses. At the event, Honorable Chief-Minister Shri Raghubar Das distributed certificate of achievements to the best performing SHGs, VOs and different community cadres, based on their performances judged through the MIS "Swalekha" of JSLPS. On the very same day, at Piska More, Ranchi, another awareness drive was also conducted on the initiatives by NRLM.

JSLPS celebrated this historical day by sharing the success of rural women, who are the real architects of a good society.



Glimpses of November 2015

Celebration of 16th Jharkhand State Foundation Day



An Initiative of Knowledge Management & Communication Cell



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