

Annual Report

2015-16

Annual Report, 2015-16

In the past year, Koshish Charitable Trust continued to work for awareness, strengthening community monitoring, redress of complaints and strengthening RTF at grassroots level. Awareness about NFSA (PDS, MDM, ICDS and Maternity benefits) and other social security schemes (Old Age Pension, NFBS, NMBS etc) was carried on through ward committee's meetings. Community monitoring was undertaken through regular vigilance committee's meetings and complaints were submitted to the concerned officials for redressal. Nayay dal helped victims file their complaints in Gram Kachhari, enquired into cases of denial of services, prepared the report and submitted to the Gram Kachhari for hearing. It also helped Gram Kachhari resolve cases. For spreading the agenda of the RTF to districts, blocks, villages and tolas, meeting with activists, social workers and NGOs at local level were held time to time under the RTF. Advocacy with the government for better implementation of NFSA, MGNREGA and social security schemes, and construction of homeless shelters was advocated by Advisor and Commissioner to the Supreme Court. Inquiry into a case of starvation death was conducted by a two member team and report was submitted to the concerned department.

Koshish also undertook activities concerned with disaster risk reduction in 10 slums of Patna. Mapping of slum and identification of various hazards, and programmes for enhancing resilience power of slums people were carried out.



Community Monitoring

Despite enactment of NFSA, MGNREGA, RTE, Right to Public Service, people are not availing the services in these acts and schemes. Community monitoring was incorporated in these acts on pressure from people. However, field studies show that these are not being properly implemented and community monitoring is absent. In the prevailing situation, Koshish Charitable Trust has created a model for community monitoring for proper implementation of socio-economic rights based schemes- NFSA, Social Security, NREGA etc. was carried out through vigilance committee, ward committee and nyay dal in 100 villages of 48 panchayats of 2 districts in 2015-16.

Ward Committee, Vigilance Committee and Nyay Dal are constituted in every ward to panchayat level with 50% members as women in every committee.

Ward Committee: Beneficiaries are member of this committee. The objective of this committee is to give information about schemes to all villagers, to select appropriate persons and to prepare application for each scheme and submit to officials concerned. Meeting of this committee is held on fixed date every month.

Vigilance Committee: It is composed of 5 persons in each village. All five persons are beneficiaries and 3 of them are women. Vigilance committee is entrusted with the task of supervision and inspection of centers relating to schemes, to discuss problem arising out of non-implementation of schemes with beneficiaries and prepare list of grievances and submit to the officials every month. It has to put pressure on officials for redressal of grievances.

Nyay Dal: 9 members are in each Nyay Dal constituted at Panchayat level. Members are: Sarpanch, 4 Panch, 3 Villagers (Beneficiaries of Bhuya/Mushahar) and 1 local social worker. It has many objectives to strengthen Panchayat system through participation of people and facilitate redressal of people's grievances concerning various schemes through gram kachahari. Meeting of all committees are held on fixed date every month.

Complaint box is kept in every Panchayat and beneficiaries are trained to write complaints and put in the box. Nyay dal members will take out all complaints (Coupons) every 3 months and try to resolve with the help of officials of each scheme.

Sl. No.	Activity	Issues undertaken	Output
1	Interface meeting in Gaya on 13 th Dec. 2015 and	• Inclusion of beneficiaries on various schemes under NFSA	• 75community leaders along with members of Gram

	15 th Dec. in Patna	<ul style="list-style-type: none"> • Tardy functioning of Grievance Redressal Mechanism 	<p>Kachahari became aware about status and gaps of implementation of NFSA</p> <ul style="list-style-type: none"> • Strategies formulated for improvement in implementation and grievance redressal mechanism of NFSA
2	Block level meeting in 4 block of Gaya and Patna district on 23 rd , 25 th , 27 th and 29 th Nov. 2015 respectively	<ul style="list-style-type: none"> • How to improve service delivery under NFSA schemes. • Complaints and its redressal mechanism 	<ul style="list-style-type: none"> • Strategies conceived to start awareness drive for the process of filing application and complaints under NFSA • Gram Kachahari members became aware about process of monitoring and grievance redressal under NFSA



Capacity Building

Training on Community Monitoring

Members of ward committee, vigilance committee and Nayay dal were explained about provisions of NFSA and social audit by the Koshish's team comprising Ritwij, Prabhakar and Anshu in Barachatti near grand Trunk Road on 23rd June,2015. Members of the committee along with 70-80 villagers were present in the meeting.

Training of local service providers and PRI/ULB members

Training of Anganwadi workers, Teachers, Ward Panch, Sarpanch, Ward Members on child rights, different types of risk & hazards at local level and its mitigation plan etc was undertaken.

Training on different rights based schemes and acts

Time to time training was given to different stakeholders – community, local service providers, youth, NGOs staffs on right based schemes.

Training on Disaster Risk Reeducation

In 10 urban slums of Patna, training and sensitization session to different groups- children group, mother's group and community on identification of natural and manmade hazards, risk, type of vulnerability, different type of disasters and its causes, how to prepared plan to mitigation of risk and hazards was undertaken by Koshish Charitable Trust.



Advocacy

Campaign

Campaign at various levels (village to state) on issues relating to socio-economic right based schemes and entitlement, exclusion of beneficiaries, delivery system and redressal of complaint. In addition to these, participation of community in decision making process creating public agenda and influencing the PRI members and the government through campaign had also been undertaken.

Formation of Network

For spreading of our ideals and ideas, output of our activities and building capacity of members and strengthening of grassroots' level organisations, network is formed. Members of the networks includes NGOs, I-NGOs, government agencies, departments, local organisation, CBOs, VOs, academicians, lawyers, intellectuals etc. Common understanding among all members is built and expertise of its members is used to raise the issues of socio-economic weaker sections and vulnerable community of society. Periodical agenda is created and strategies are chalked out to complete the agenda.

Activity wise outcome

Sl. No.	Activity	Date	Issues undertaken	Output
1	National Consultation organized by RTF Campaign	23 rd and 24 th April 2015	<ul style="list-style-type: none"> • Land grabbing for corporate sector, • Land acquisition ordinance, 2015 • Non Implementation of NFSA, • Reducing the budget for Children's rights to food 	<ul style="list-style-type: none"> • Future strategy to counter budget reducing of schemes
2	One Day workshop organized by Koshish in the support of Action Aid	29 th Dec. 2015	<ul style="list-style-type: none"> • Homelessness among children • Care for street children 	<ul style="list-style-type: none"> • Formation of a core committee for advocacy with government for intervening on street children issues.

3	Meeting of Advisor's along with Commissioners of the Supreme Court with the Chief Secretary, Govt. of Bihar	11 th Feb. 2016	<ul style="list-style-type: none"> • National Food Security Act • Homeless shelter • Social security schemes 	<ul style="list-style-type: none"> • Construction of building for Anganwadi and kitchen shed for MDM, Homeless shelter • Inclusion of beneficiaries in PDS. • Proper monitoring of schemes • Distribution of social security pension within the first week of every month
4	Participation in the meeting of Steering Committee of the Right to Food Campaign in Calcutta	15 th and 16 th Feb. 2016	<ul style="list-style-type: none"> • Review the process of campaign and future strategy for implementation of NFSA • Agriculture and GM Seeds, • Discussion on International trade in WTO 	<ul style="list-style-type: none"> • Reinventing the structure of the campaign. • Future strategy to counter WTO policy on agriculture and food
5	Candle march	7 th March 2016	Maternity security and its benefits and as an integral part of women and children rights	<ul style="list-style-type: none"> • Raise the voice for maternity security • Making maternity security a public agenda
6	One day Consultation	10 th March 2016	<ul style="list-style-type: none"> • Maternity protection & Benefits: Integral component of women and child rights 	<ul style="list-style-type: none"> • A memorandum was prepared for Chief Minister and Prime Minister • Decision for starting a campaign on maternity protection and entitlement



Urban Disaster Risk Reduction

We are working on disaster risk reduction in urban areas of Patna with the support of Save the Children's project "Building safer and resilient of community in urban slums of India". In 2015-16, various activities such as enhancing coping capacity of local communities against disaster were taken up. Slum dwellers were trained to protect themselves from hazards of disaster, to cop up with disaster and rehabilitation. Activities like identification of risk, vulnerabilities and capacity of community, formation of groups and taskforce and training of different stakeholders were undertaken.

Formation of Different Groups in Slums

Formation of different groups – Children Group, Mother Group, Child Resilience Protection Group and Task forces in 10 slums- Lohanipur, Nala Road, Yarpur, Adalstganj, Chitkohra, Ashiyana, Shivpuri, Nehru Nagar, Ramjichak and NachBagicha of Patna were undertaken. Capacity building program of these groups were routinely undertaken.

Participatory vulnerability and Capacity Assessment (PVCA)

PVCA was undertaken to identify different kind of risk and hazards, assess the vulnerability and capacity of community to address various disaster situations. Report of these activities were prepared and on the basis of which advocacy with the government was taken-up.

Training and Capacity building

Time to time training and capacity building was taken with different stakeholders undertaken. Training of Anganwadi workers, Teachers, Mothers, adolescents girls and ward counselors was regularly taken up. Sensitization program for School Management Committee, Parent-Teachers Associations and line departments was regularly organized. Issues of WASH, nutrition, social security, child protection, disaster risk reduction etc. were taken up during training and sensitization session.

Sl. No.	Activity	Date	Issues undertaken	Output
1	Orientation workshop	06 th Dec. 2015	• DRR, health and Nutrition	• Sensitized Mothers and ICDS Workers

2	Training with AWW	13 th Dec. 2015	<ul style="list-style-type: none"> • Training of Disaster Risk Reduction 	<ul style="list-style-type: none"> • Identification of Risk and vulnerability
3	Sensitization workshop with teachers, Parent-Teacher Association and school management	31 st Dec. 2015	<ul style="list-style-type: none"> • Child Rights • School Safety • Disaster Risk Reduction 	<ul style="list-style-type: none"> • Orientation of participants on UNCRC, Component of School Safety
4	Sensitization of Line Departments	25 th Jan. 2016	<ul style="list-style-type: none"> • Disaster Risk and initiatives for mitigation 	<ul style="list-style-type: none"> • Discussion on disaster risk and how to mitigate it in urban slums • Role of different line department in disaster risk reduction
5	Training on Child Centred Social Protection	1 st and 2 nd March 2016	Child Centred Social Protection	<ul style="list-style-type: none"> • Urban DRR team was sensitized on child centred social protection



Evidence based research and planning

Study and Research

Time to time studies and research are undertaken for collection of evidence with the purpose of planning strategies and advocacy with the government and various implementing agencies. For this purpose network members and partners are actively involved. Specific study to assess the status of implementation of government programmes, socio-economic rights based schemes and projects is also undertaken. Koshish Charitable Trust has been also conducting or facilitating for different organisation of many social issues.

Sl. No.	Title of Studies or Research	Concerned organization	Date
1	Participatory vulnerability capacity assessment	Koshish Charitable Trust	February 2016
2	Study on Status of Implementation of NFSA Act	Advisor Office	
3	An analysis of perception of Domestic Violence and efficacy of the implementation of the PWDV Act (2005)	MahilaJagaran Kendra	March 2016
4	Joint inspection of Homeless shelter in different cities of Bihar	Advisor Office	January 2016



Development of IEC Materials

Information, Education and Communication materials

Time to time IEC materials regarding various aspects of socio-economic right based schemes and entitlements- NFSA, MGNREGA, Old Age Pension, Panchayati Raj, Gram Kachahari and different laws are prepared. These include posters, leaflets, folders, books etc.

Sl. No.	Name of Material	Type of Material	Language
1	Bihar Me Gram Kachahari- EkAdhayayn Report	Book	Hindi
2	SamajikAnkekshan	Book	Hindi
3	SoochanaKaAdhikar	Book	Hindi
4	SamajikAnkekshankaVyavaharikPahalu (Upyog me layejane wale PrapatraewamAwedan)	Book	Hindi
5	Paani (BachchonKeLiyePustika)	Book	Hindi
6	Bihar Panchayari Raj Kanoon 2006 : Gram Kachahari	Folder	Hindi
7	Nayay Dal : Gram Kachaharikemadhyam se Samajik-Arthiknyaykeliyepahal	Folder	Hindi
8	Gram Kachahari Par Karyashala : Sthaniy star per Jan Bhagidarikemadhyam se SastaEwamSarvasulabhNyayVyavastha	Folder	Hindi
9	RashtriyKhadyaSurakshaKanoon 2013 : Yojana w UskePravadhan	Folder	Hindi
10	RashtriyKhadyaSurakshaKanoon 2013 : NigraniewamShikayatNawaran	Folder	Hindi
11	BharatiyaSamvidhanPradattMolikAdhikar	Folder	Hindi
12	BalAdhikar, BalSurakshaSamitee, Aapda Se Bachao (kya Karen, Kyana Karen)	Folder	Hindi
13	MukhyamantriShatabdi Ann KalashYojana 2011, Food, KhanaBarbadiRokna, HamariJimmewari	Folder	Hindi
14	Bihar Me Nadiyan: EkJhalak	Folder	Hindi
15	Gangey Dolphin Sanrakshan	Folder	Hindi
16	Jan ShikayatAbhiyan, Jimmedari, Jawabdehi or Pardarshita	Folder	Hindi
17	HirasatEvamGiraftari	Folder	Hindi
18	Posters on NFSA Schemes (PDS, ICDS, MDMS)	Poster	Hindi
19	Poster on Social Security Schemes (Old Age Pension)	Poster	Hindi
20	Poster on Right to Information	Poster	Hindi
21	Status Report of Implementation of Food Schemes in Bihar (2010, 2011, 2013)	Study Report	English

22	Report of Homeless people (A joint Inspection by Advisor to Supreme Court Commissioners and Urban Development Department, Government of Bihar)	Study Report	English
23	Patna me BegharonewamAshrayGrihonkiSthiti Report	Study Report	Hindi
24	Bihar me Vridhhon Ki SthitiKaAnkalan	Study Report	Hindi
25	Identification of Possible Intervention for Economic Upliftment and Enhancement Civic Participation of SHG members	Study Report	English
26	Social Audit of ICDS in East Champaran, Arariya and Khagariya districts of Bihar (Joint Initiative by Koshish and Govt. of Bihar)	Study Report	English
27	Social Audit of ICDS and MDMS in Madhepura District of Bihar	Study Report	English
28	150 starvation death in Bihar	Study Report	English
29	Pilot Study on Urban Deprive Children in Patna	Study Report	English
30	Participatory Vulnerability Capacity Assessment of Urban Slum in Patna	Study Report	Hindi & English
31	ArariyakeVidyalayon Me pine kaPaani	Study Report	Hindi
32	Village Report Card (19 villages of Gaya District)	Report	Hindi
33	Slum and School Disaster Management Plan (10 slum of Patna)	DRR Plan	Hindi & English
34	Joint Review Mission for MDMS with Government of India	Report	English

Socio-economic rights

Right to food

We lead the Right to Food Campaign, Bihar chapter. Core committee is formed to organize strategy and activities at state level. In every district it has network and for strengthening the network we organize meeting and consultation at state level as well as local level. In 2015-16, consultation was organized in 1 district of each 9 commissioners.

Jan Adhikar Yatra was organized under the banner of Right to Food Campaign in 5 eastern states; Bihar, Jharkhand, Odisha, Chhatisgarh, West Bengal. In Bihar, it was organized in 18 districts from 26 July to 9 August 2015. It started from Gaya and passed through 3000 villages of 18 districts. Participants from Right to Food Campaign chapter of Jharkhand and Odisha participated. Right to Food Campaign network members numbering 100 organizations participated in different activities during the Yatra. Jan sabhas, Nukkad Sabhas, Cultural Programme were organized and discussion with local people regarding issues relating to allocation for socio-economic rights related schemes- NRHM, ICDS, MDMS etc took place.

Social Audit

Time to time social audit is conducted to bring transparency, community monitoring and accountability into the implementation of schemes. Volunteers and representatives of local organization are given imparted training regarding process of social audit. Koshish Charitable Trust has been undertaking social audit and also facilitating other organization to conduct social audit in different schemes.

Homeless

For creating public agenda of rights of homeless people, consultation and meeting with different stakeholders; media, public representatives, officials is organized every year. Study for collecting evidence on problems affecting homeless people is undertaken time to time. Report is shared with the official of Urban Development Department, Government of Bihar and recommended for construction of homeless shelters with all facilities- food, health & basic amenities.

Local Justice Delivery System

Gram Kachahari is constituted in every Panchayat according to the act- Bihar Panchayati Raj Act 2006. The organization works as a facilitator for justice through Gram Kachahari. It takes activities such as training of members of Gram Kachahari on process of resolving disputes, investigation of cases; documentation etc. members are trained particularly regarding disputes resolution relating to socio-economic rights based schemes.

Support to Advisor Office

Koshish supports the Advisor Office to the Supreme Court Commissioners in Right to Food case. It investigates into cases (socio-economic rights), monitors, prepares report and organize meeting with government officials for advocacy. Quarterly report on MDMS, ICDS and PDS is collected from the respective department and sent to the commissioner for submission in the Supreme Court. Koshish Charitable Trust has been undertaking study on implementation status of different food security schemes in the guidance of Advisor Office regularly.

Activities wise output

Sl. No.	Activity	Date	Issues undertaken	Output
1	District Consultation on Right to Food	30 th June 2015	Implementation of National Food Security Act	<ul style="list-style-type: none"> • People were made aware about provisions of NFSA. • Identification of problems of implementation of NFSA
2	Consultation on the occasion of International Labour Day	01 st May 2016	<ul style="list-style-type: none"> • Labour Rights 	<ul style="list-style-type: none"> • People became aware about labour rights and labour schemes
3	Eastern Regional LokAdhkar Convention	13 th and 14 th June 2015	<ul style="list-style-type: none"> • How to better implementation of NFSA • Grievance redressal mechanism under NFSA 	<ul style="list-style-type: none"> • Planning for advocacy in eastern Region regarding implementation NFSA
4	State Consultation	21 Dec. 2015	<ul style="list-style-type: none"> • Implementation status of National Food Security act 	<ul style="list-style-type: none"> • A Study report was released on implementation status of National Food Security Act
5	District Consultation on NFSA, Motihari organized by IDEA	Dec. 2015	<ul style="list-style-type: none"> • How to developed community monitoring mechanism for scheme under NFSA 	<ul style="list-style-type: none"> •

Team of trainers and learning materials

Koshish provides resource persons, materials on various laws relating to socio-economic rights, human rights, social security schemes, women & children rights, homeless, local justice delivery system, panchayati raj and DRR. NGOs, youth, grassroots level organization, local community leaders, social activists are imparted training by our expert. The organization trained team of volunteers who under the guidance of expert conduct study, survey and research for other organizations.

Trainings which have facilitated by Koshish Charitable Trust in 2015-16

Sl. No.	Subject	Name of Organization	Date
1	National Food Security Act, 2013 and Right to Information Act, 2005	Dankan Hospital, Madhepura	Dec. 2015
2	Right to Education in Bihar	Abhiyan, Jahanabad	
3	Schemes for un-organize sector	Bihar Domestic Worker Union, Patna	Feb. 2015
4	Training on Social Audit	Oxfam India	Aug. 2015
5	Training on Child Malnutrition and food safety	BVHA, Patna	3 rd July 2015

ORGANIZATIONAL PROFILE

Name of the Organization : Koshish Charitable Trust

Address and Contact Details : Abdin House, Fraser Road, Patna-800001 Bihar.

Tel: 0612 – 2207912, E-mail: koshish_pt@yahoo.com

Web: <http://koshish.info/>

Contact person : Rupesh, (Secretary) Tel: 0612 – 2200354,

Mobile no. : 9431021035,

Registration Details

a. Registered under Charitable Trust act in the Office of Registrar Patna, Govt. of Bihar on permanent basis number is *4749/IV-338 dated. August'97.*

b. Registered under FCRA act, 1976 in the office of Home Affairs, LokNayakBhawan, New Delhi-110003 on permanent basis number is *031170250 Nature Social dated the 24 Feb 2003.*

Details of Income tax exemption issued under IT act

Pan AAATK4579Q 12 A No. 12A /2004-05/6805-07 dated 23. 12. 04,

80 G No 80G/2004-05/6808-10 dated 23.12.04

Regular Return, FC3, 12A & 80G.

Account & Audit : Bank Particulars

For FCRA: Saving Account No.15442, Indian Bank, Gandhi Maidan, Patna, Bihar (INDIA).

General : Saving Account No.625901128707, ICICI Bank, Fraser Road, Patna 800001

Auditor's Name and Address

Name: CSP & Associates (Chartered Accountants)

Address: 60, Block – B, 1st Floor, MauryaLok Complex, Patna – 800001

Internal Management and Systems

Governance: The governance of the organization is not confined to a single person but every member plays a vital role in it. Executive body makes field visit time to time, assesses the ongoing projects. Executive body takes final decision on any issue during their executive committee meeting which is held every three months. The organization has an advisory board, which attends the executive committee meetings. The board gives suggestions for proper implementation of the program.

Executive Committee Members

S. NO	Name	Designation	Address	Occupation
1	ArshadAjamal	President	Haroon Nagar, Phase-II, Phulwarisharif, Patna	Social activist
2	Rupesh	Secretary	Panchwati Nagar, Rajendra Nagar, Patna –800016	Social activist
3	ArchanaKumari	Treasurer	24, Gadhasisai, Vidyapati Nagar, Samastipur- 848503	Social Activist
4	ManjuDundung	Member	Garigoun, Ranchi- 835217	Social Activist
5	KrantiRashosh	Member	Congress Maidan, KadamKuan Patna- 800003	Social Activist
6	Kapileshwar Ram	Member	Phulwarisharif Patna	Social Activist
7	Vinod Kumar	Member	AdalatGanj, Patna- 800001	Social Activist
8	Sanjay Kumar Sinha	Member	Nageshwar Colony, Boring Road, Patna- 800001	Social Activist
9	Manju Devi	Member	BishunpurPiprahi, ShonahoBhatha, Saran- 841460	Social Activist
10	Bindu Devi	Member	Panchkhuti, Rahimpur, Khagaria- 851204	Social Activist
11	Dr. Anil Kumar Singh	Member	Lohanipur, Patna	Social Activist

Rotation of Board: Board members are elected every three years.

Remuneration: Travelling allowance of Secretary and Treasurers is Rs. 30,000, which is given only after consent from Board members in Board Meeting.

International travelling: NA

Organization Background

Koshish is a Non-Governmental organization, working for social, political and economic empowerment of poor people, protection of human rights, gender issues, right to food, grass root delivery system and environment conservation in rural and urban areas. Koshish was registered as a charitable trust on 4th August 1997.

The founders of Koshish were young and devoted activists to bring revolutionary changes in the social and economic order of the society. All of them have been active in social transformation of the society since their student days. They have participated in students' movement for the rights of students, and better education environment. After youth movement they joined movements for social, political and economic changes at provincial level. In the course of the movement, they gathered vast experiences and ideas which converged into the shape of an organization named 'Koshish'.

Our objective is ***Total development of the society starting from grassroots level.*** We believe that there should be **equality**: availability of opportunity to everyone to develop his potential capacities. **Justice**: embracing the entire social, economic and political spheres of human. **Fraternity**: spirit of brotherhood in everybody, irrespective of their differences. Unity in diversity can be preserved through these and we we strive to achieve them. The brief profile of persons shows that Koshish has talents to explore and correct contradictions affecting the masses in the course of development and working for rights, empowerment and upliftment of deprived masses.

As a human rights organization based in Patna for the last 15 years, Koshish coordinates with a large network of organizations working for community to highlight human rights violations across the state. Koshish also works directly with the community in a few districts.

KOSHISH has campaigned and lobbied on issues such as right to information, NREGA, dalit and women's rights, Panchayati Raj system, right to education, right to food, right to health, job etc. KOSHISH has a group of experts to train activist to enable them to create awareness amongst the poor and marginalized communities on these issues. KOSHISH strength lies in its sustained interactions with downtrodden people at grassroots level on a variety of issues across urban and rural communities.

Goals of Koshish:

- To make full efforts at local level for social reform.
- To create a peaceful, need based and people centered society based on equality of both sex and community.
- To make society responsive and alert to co-ordinate with different available governmental and non-governmental institution of development.
- Work to bring Social reforms and behavioral changes,

Vision of Koshish:

To establish a progressive, peaceful, democratic, just and environment friendly society based on the values of equality and fraternity.

Mission of Koshish:

KOSHISH is an organization of devoted youth activists committed to struggle for equality, peace and justice.

CORE VALUE OF KOSHISH:

- Connecting with masses of grassroot level.
- Sharing, Peace and solidarity
- Decision Making Process
- Usually the decisions are take in meetings with due deliberations and mutual understanding.

Roles and Responsibilities

All of the members are responsible persons and they are committed towards their duties. They play very significant role in every aspect of the programme, take decision in various activities of the organization.

Roles and responsibility is also shared as per the need of the projects and activities of the organization.

Financial Management Systems

The organization especially raises funds from manufacturing greeting cards in Kala Koshish for general management of the organization but it also depends on the donors for support.

Koshish has policies on Human Resource, Gender, Finance, Procurement and communication.

For final decision and management, policies are considered and decision is taken accordingly.

Working Area:

a) Subject: Human Rights, Legal education, Education, Health, Environment, Panchayati Raj, Right to information, Agriculture and Sustainable Development, Right to food and Grass root delivery system.

b) Districts in which directly working: Patna, Gaya and Araria.

c) Networking in 25 districts of Bihar: Purnea, Kisanganj, Saharsa, West Chaparan, East Champaran, Begusarai, Nalanda, Nawada, Samastipur, Darbhanga, Madhubani, Sitamarhi, Siwan, Madhepura, Supaul, Saran, Jahanabad, Arwal, Bhojpur, Jamui, Bhagalpur, Munger, Khagaria, Muzzafarpur, Gopalganj and Vaishali.

d) Network in other State: Jharkhand, West Bengal and Chhattisgarh.

e) Philanthropy Partners: SoochnaMItra, LokParishad, YuvaParishad, Bihar women's Network, PanchayatBachaoAbhiyan, Bihar Pradesh LokSamiti, Right to information campaign and Right to food Campaign.

f) Association with

- MahilaJagran Kendra, MARG, PLD
- Rupesh, Advisor to Commissioners of the Supreme Court, in the case: PUCL Vs UOI and ORS. WRIT PETITION (Civil) NO. 196 of 2001

Our Strengths:

- ✚ People are our prime subject matter. Our plans and programmes are people –centred.
 - People's development is our prime objective.
 - People's involvement is our paramount concern and
 - People's management is our ultimate destination.
- ✚ Our networking in almost all districts.
- ✚ Mass outreach
- ✚ Commitment to serve the poor voluntarily
- ✚ Workers are endowed with missionary zeal and commitment.
- ✚ Work for and with the people.
- ✚ All workers of the organization are quicker in decision making and they are timely in action
- ✚ Work for people's cause altruistically and untiringly. Their work is not clock-bound
- ✚ We strongly believe and practice that people's development is people's business and facilitate them to do things by themselves.

- ✦ We spend a good deal of time and energy in people's preparedness to ensure that they are psycho-socially equipped to carry out their programmes and voice out if their rights are violated and also if they are being exploited.
- ✦ We work with and for grass root strata of the society
- ✦ We are the agents of social change. They work for social transformation

Our Achievement:

Human Rights

Legal Awareness

- 250 were trained into paralegals and 100 PRI members became aware to assist vulnerable community members in respect to various laws and Constitutional Rights.
- State Human Rights Commission was formed at the High Court's order on PIL filed by

Right to Information

- 1800 SuchanaMitra (Rural Communicator Cadre) were developed to disseminate information about various right based schemes.
- State Information Commission was formed at the order of the High Court on PIL filed by

Right to Food

- Regular advocacy with the government resulted into inclusion of SC/ST, single woman, homeless, migratory population in the list of beneficiaries under NFSA, creation of separate court for hearing of starvation cases, "Shatabdi Ann-KalashYojana", Standard Operating Procedure (SOP) for MDMS etc.
- A network of 250 organisations has been created to highlight public issues and advocate with government in 38 districts of Bihar.
- With our intervention, the Social audit was introduced by the Govt. of Bihar.

Right to Work

- Social audit conducted in association with Rural Department of Govt. of Bihar, in 200 panchayats.
- Social audit directorate has been constituted.

Right to Education

- Efforts for Quality Education
- Study and advocacy – rainbow homes for street children.

Women and Children

The campaign against domestic violence, Witch Hunting, Dowry, sexual harassment at work place influenced the government to enact The Prevention of Witch (Dayan) Practices Act 1999, The Protection of Women from DV Act 2005, Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013.

Peace and Harmony

Around 300 youths were trained on communal peace and harmony to work for social fraternity.

Panchayati Raj

- Panchayati Raj election was held after long advocacy with the government.
- Gram Kachahari members trained in 32 panchayats to resolve disputes at local level.
- Increased in infrastructure and financial support to Gram Kachahari after our advocacy with the government.

Protection and Conservation of environment

- Children were trained in 60 schools to conserve Gange River Dolphin.
- Community of 10 slums have started to identify various hazards and work for mitigation.

Honorarium Of staffs of the Organization:

Slab of gross monthly salary (in Rs)	Female Staff	Male Staff	Total staff
<Less than 5000	0	4	4
5,000-10,000	0	1	1
10000- 25,000	1	4	5
25000- 50,000	0	0	0
50000- 1,00,000	0	0	0
Greater than 1,00,000	0	0	0

INCOME AND EXPENDITURE:

Sr. No.	Year	Income (Rs. In Lac)	Expenditure (Rs. In Lac)
1	2010-2011	351546.00	416012.00
2	2011-2012	552184.00	491277.00
3	2012-2013	1616550.00	1580711.00
4	2013-14	2477303.00	2388582.00
5	2014-15	3991026.00	3822459.36

