

# **JEEVIKA**

## **BIHAR RURAL LIVELIHOODS PROJECT**

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### **SECOND QUARTERLY PROGRESS REPORT**

### **APRIL-2008**



**BIHAR RURAL LIVELIHOODS PROMOTION SOCIETY**  
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## **2<sup>nd</sup> QUARTERLY PROGRESS REPORT**

The Government of Bihar is implementing "Bihar Rural Livelihoods Project", more commonly known as "Jeevika" through the Bihar Rural Livelihoods Promotion Society (BRLPS), with financial support from the World Bank. The project aims to promote rural livelihoods and enhance social and economic empowerment of rural poor, particularly women. BRLPS, an independent society under Department of Finance, Govt. of Bihar, is undertaking the five years long project in 6 selected districts namely; Gaya, Nalanda, Muzaffarpur, Madhubani, Khagaria and Purnia. These districts have been identified based on the poverty assessment study done by ADRI, Patna. The parameters in selection of these districts and blocks were the presence of social capital, existence of vulnerable groups, and possibilities of carrying out livelihoods interventions in these areas.

The pilot phase of the project, which ran for almost a year, got over on 2<sup>nd</sup> October, 2007 with the launch of main project. During the pilot phase, which was also a preparatory phase for the main project, several studies and the tasks of grassroots implementation were successfully completed by the society. The pilot interventions and studies were undertaken with the intention that the lessons learnt from the grass-root implementation and the findings of the study will be factored in the design of the main project. Moreover, it was thought that these pilots would set up models which can be replicated and would provide trained human resources, who will be used for the large scale expansion during the main project.

### **PROJECT OUTREACH:**

The project has, so far, reached to 132 Panchayats of 18 project blocks and the entry is made in 214 villages. There are approx. 56744 HHs in these villages, out of which 32259 (56.85%) HHs has been identified as target HHs, following different techniques of participatory identification of poor. There are not much variations in the targeting percentage across the districts other than Gaya and Nalanda where the targeting percentage is 72 % and 61 %, respectively.

<b>S.N.</b>	<b>District</b>	<b>No. of Blocks</b>	<b>No. of Panchayats</b>	<b>No. of Villages entered</b>	<b>Total No. of HHs</b>	<b>Total No. of Target HHs (identified)</b>	<b>% Targeting</b>
1.	<b>M.pur</b>	3	19	25	11737	6210	53
2.	<b>M. bani</b>	3	25	26	14699	8397	57
3.	<b>Purnea</b>	3	20	24	8460	3982	47
4.	<b>Nalanda</b>	3	19	38	5999	3687	61
5.	<b>Gaya</b>	4	32	81	7987	5773	72
6.	<b>Khagaria</b>	2	17	20	7862	4210	53
<b>TOTAL</b>		<b>18</b>	<b>132</b>	<b>214</b>	<b>56744</b>	<b>32259</b>	<b>56.85</b>

Table-I

### **Village Immersion**

The members of Block project team stay in the project Villages to get first hand experiences of development processes i.e. targeting, mobilizing and organizing poor communities. The team resides with the poorest families of relatively poorer hamlets and tries to build rapport besides understanding their socio-economic conditions. This strategy provided tremendous support in winning the confidence of the community. Most of the project staffs are still residing in the project villages and this has helped in advancing the project purpose. Consequently, the BRLPS

has decided to have the village immersion as an integral component during the induction cum orientation training of all new recruit.

Among the newly recruited teams, while the BPMs, Training Coordinators/officers went through three weeks of village immersion program, the Area Coordinators and community coordinators had gone for two weeks program. During this they were given both group tasks as well as specific assignment related to their job profile. While the group tasks were largely about understanding the socio-economic profile of the village the specific tasks were like developing training module (for DTO), livelihood profiling of poor families (BPM), credit need assessment (PM-MF) etc.

**SHG FORMATION:** So far the project has formed 737 groups and the district wise details of the group formed are as follow---

S. N.	PARTICULARS	Purnia	Muzaffarpur	Nalanda	Madhubani	Gaya	Khagaria	Total
1.	SHG Formed							
2.	Homogenous Gr.							
3.	Heterogeneous Gr.							

#### SHG FORMATION CYCLE-QUARTER WISE

Dec,06 to March,07	April,07 to June,07	July,07 to Sept,07	Oct,07 to Dec,07	Jan, 08 to March, 08	April, 08	Total as on April, 08
149	11	76	132	145	224	737

It is quite evident from the table that in the year 2007 most of the groups were formed during the first and the last quarter of the year. This is the period when the external CRPs also came from Andhra Pradesh. Therefore, it appears that CRP visit from Andhra Pradesh have played a catalytic role in mobilization and formation of SHGs.

S. N.	Financial Heads	Purnia	Muzaff.	Nalanda	M' bani	Gaya	K'garia	Total
1.	C. Saving (Rs. Lakhs)	3.50	2.25	2.79	2.78	4.04	0.038	15.399
2.	Groups involved in Inter-Loaning	106	56	92	68	89	2	413
3.	Members took loan	1035	835	623	440	799	2	3734
4.	C. amount inter-loaned (Rs Lakhs)	8.88	3.69	4.14	5.64	8.75	0.007	31.11
6.	On time Re-payment Rate (OTR)	96%	80%	82%	82%	84%	NA	

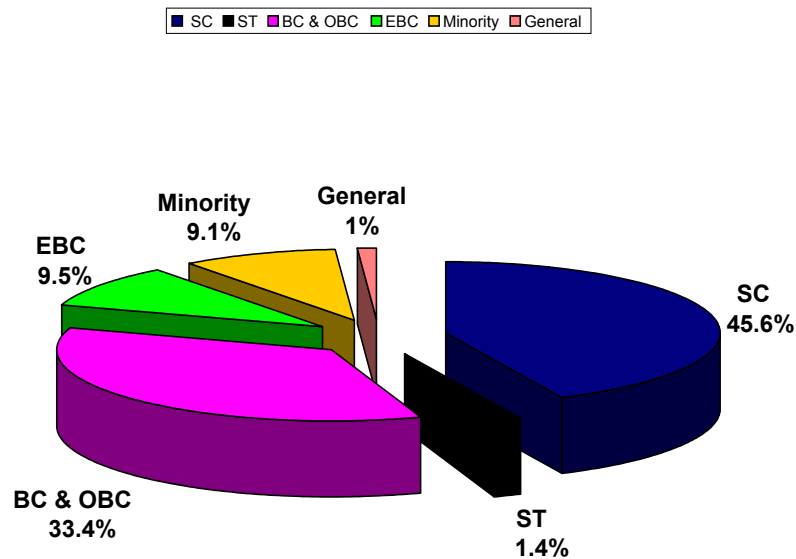
#### SHG's MEMBERS-A SOCIAL PROFILE:

Out of the 4671 SHG members around 57% belong to scheduled castes, scheduled tribes and extremely backward castes, which constitute socially and economically marginalized sections of the society. In general these three castes are ranked lower in the social hierarchy. If one includes the memberships of other backward castes the figure becomes 90%. The rest 10% belong to minority and general (1%) category. While SC and OBC are spread all across the locations EBCs

are largely from Nalanda and Muzaffarpur. Muslim members have significant share in Muzaffarpur, Gaya and Purnia.

S. N.	MEMBER'S PROFILE (%)	Purnia	Muzaff.	Nalanda	M'bani	Gaya	K'garia	TOTAL
1.	Sch. Caste	41	22	47	48	63	80	45.6
2.	Sch. Tribe	6	---	---		---	---	1.4
3.	BC	37	17	30	31	30	20	33.4
4.	EBC	15	30	2	12	2	---	9.5
5.	Minority & General	1	31	5	8	7	---	10.1
6.	Total	100	100	100	100	100	100	100

#### SHG MEMBERS-STATE LEVEL SOCIAL PROFILE



#### QUALITY OF GROUPS:

The table below reflects the quality of the group promoted under JEEViKA. Out of 137 groups graded so far 85 groups happen to be of 'A' category. That is in spite of raising of quality parameters—Under Jeevika, only groups who fetched more than 80% marks are considered of A category, instead of 75%.

S. N.	SHG GRADING	Purnia	Muzaffarpur	Nalanda	Madhubani	Gaya	Total
1	Number of SHG Graded	38	17	30	25	27	137
2	A	21	5	23	9	27	85
3	B	10	11	7	0	0	28
4	C	7	1	0	0	0	8

## **FINANCIAL MAINSTREAMING:**

Economic mainstreaming of the vulnerable and poorest target communities is the backbone of the project for facilitating them to come out of the trap of low investment-low return and hence low income resulting to low consumption. Banking institutions could play a very critical role in breaking this vicious cycle. However, their response and co-operation has not been very satisfactory in many of the government programs. With the BRLP too, there have been initial teething troubles in opening of bank accounts of the groups and then linking them for credit support. Some of the banks even told very upfront that they would open the bank accounts but would not able to provide any kind of loan/credit to groups. However, several rounds of discussions and negotiations have been hold with various banks, which have yielded reasonably positive response. The twin strategy of eliciting support of top bank officials and following it up through regular interactions at the branch level has been followed since beginning of the project.

So far in all the 18 project blocks together the project have been working with more than 20 bank branches of six banks. Many of them are regional rural banks and single officer branches. *Despite of all those constraints out of total 737 groups, the 262 groups have been able to open their bank accounts and 70 of them have been credit linked with an amount of Rs. 9.67 lakhs. The average linkage amount turns out to be around Rs.13500.*

S. N.	BANK LINKAGES	Purnia	Muzaff.	Nalanda	M' bani	Gaya	Khagaria	Total
1.	SHGs having Bank A/C	62	39	38	34	89	0	262
2.	No. of SHGs Credit Linked with Banks	45	6	0	0	19	0	70
3.	Amount Loaned to SHGs (Rs Lakhs)	4.88	1.11	0	0	3.69	0	9.67

**Table-3**

## **FORMATION OF VO's:**

Formation of village organization is initiated after 3 months of project implementation in a village, once more than 7-8 SHGs have been formed in a particular village. During the various meetings and trainings the SHG members are introduced about the importance, objectives and roles and responsibilities of the VOs.

Out of the total no. of 368 SHGs formed, 178 SHGs participated in the formation of 18 VOs and have 2208 members altogether in 5 pilot Blocks. Out of 18 VOs formed, 14 have opened their Bank accounts and have mobilized around Rs. 40,000 as membership fee and share capital. At all the locations SHGs have started returning back the CIF amount to the VOs and so far VOs have received the amount of more than Rs. 1.5 lakhs from different SHGs. However, these money were lying in the VOs bank account which has been now recommended to rotate the amount with needy SHGs or the SHGs who fulfills the graduating criteria but have bot received any support from project or bankto the members give

S. N.	Village Organ.	Purnia	Muzaffarpur	Nalanda	Madhubani	Gaya	Total
1	No. of VOs Formed	6	3	3	3	6	21
2	SHGs part of VO	61	33	34	32	53	213
3	VOs having Bank A/C	6	3	3	2	4	18
4	Total individual members of VO	820	409	381	385	657	2652
5	Total Share Capital mobilized	6100	2400	5100	3900	6150	23650
6	Total membership fee mobilized	8300	3950	3400	---	7420	23070

**COMMUNITY INVESTMENT FUND:**

Community investment fund is the amount of project money disbursed through micro-planning process. So far 111 groups have gone through micro-planning process and have received Rs. 10 lakhs as initial capitalization funds. Around 500 members of these 122 groups have been able to take benefit of this fund at the first instance. Nonetheless, the members who took ICF at the first instance have started paying back. The returned amount is being ploughed back to other members of the group, as well, both directly through SHGs and through VOs.

S. N.	CIF DETAILS	Purnia	Muzaff.	Nalanda	Madhubani	Gaya	Total
1.	Amount Disbursed under ICF (Rs. Lakhs)	1.945	2.945	2.157	1.342	1.945	10.314
2.	No. of Groups received ICF	25	29	16	21	31	122
3.	SHG members received ICF		151	37	76	81	345
4.	SHGs office bearers received ICF during first disbursement.	10	23	16	12	31	92

# **SECTORAL PROGRESS**

## **INSTITUTION BUILDING AND CAPACITY BUILDING**

### **1. Village immersion of DPCU, Training Cells and BPMs:**

Newly recruited District level staffs (district Project Coordinators, District Training Coordinators, training Officers) and Block Project Managers were immersed in the village of Bihar for 15 days followed by an orientation about the project and project rules (HR and Administrative rules). The main objective of the Village immersion was to get acquainted with the villages of Bihar and study the socio-economic condition to understand the village dynamics.

### **2. Training Module and material development by SERP:**

A team of 6 persons from SERP, AP visited Bihar and supported JEEViKA in development of training module for SHG and Book Keeping. Training module was developed in the Bihar context in which 15 issues were mentioned. As the methodologies used in the training programme are very critical and plays a very crucial role, the training module prepared were fully participatory in nature like, games role play etc. to support the training module, illustration in the form of flip charts were developed as training material.

### **3. DPCU, Training Cells and BPMs training at Andhra Pradesh:**

After the village immersion, team of 26 was sent to SERP, Hyderabad for 20 days training from 8<sup>th</sup> January 08. The main objectives of the training programme were the followings:

1. To learn about the process of institution Building and its best practices.
2. To equip the District Training Cell and Block level team with the methodologies so that they can replicate the same training with the AC, CC, SHGs and VOs in effective and efficient manner.

### **4. CM Policy finalization:**

Community Mobilizer is preferably a woman who will act as a facilitator for self help groups promoted under JEEViKA Project. CM main responsibility is to facilitate concerned SHGs meeting and writing the books of records of Self Help Group's/VO. As in the initial phase project has to invest on the Community Mobilisers a clear cut policy in this regard is required. A team of SPMs and PMs have been formed to develop the Community Mobiliser policy and is expected to be completed by the end of May 08.

### **5. Training of Community Mobiliser:**

These Community Mobilisers is from the community, identified by the community and for the community. To achieve scale in the project capacity building of Community mobilisers becomes very important. The training programme of 25 CMs of Gaya and Nalanda were organized at Bodhgaya on 25<sup>th</sup> and 26<sup>th</sup> February 08. The main objective of the training was to enhance the knowledge and capacity of CMs on SHG concept so that they facilitate the SHG meeting process and update the books of accounts timely.

## **6. One day orientation and village immersion for newly recruited Area Coordinators and Community Coordinators:**

Newly recruited Area Coordinators and Community Coordinators were oriented about the project for one day in the respective districts and then were sent for village immersion for a week. The main objective of the Village immersion was to get acquainted with the villages of Bihar and study the socio-economic condition to understand the village dynamics.

## **7. Training Cell Mock:**

Soon after joining of AC and CC, Training Cells personnel's were suppose to impart the training to AC and CC on Institution Building process in their respective districts. In order to maintain the quality and uniformity, two days orientation and mock training were organized at SPMU.

## **8. Training of Area Coordinators and Community Coordinators:**

District wise residential trainings were organized for Ac and CC, details of which are as below--

<b>S. N.</b>	<b>Districts</b>	<b>Training venue</b>	<b>No. of AC/CC trained</b>
1.	Gaya	Bodhgaya	40
2.	Khagaria	Bodhgaya	24
3.	Nalanda	Rajgir	35
4.	Madhubani	Rajnagar	19
5.	Muzaffarpur	Muzaffarpur	30
6.	Purnia	Purnia	35
	<b>Total</b>		<b>183</b>

The main objectives of the training were:

1. To enhance the knowledge about the SHG formation and its role in reduction of poverty.
2. To learn about the process of institution Building and its best practices.
3. To equip them with the methodologies so that they can replicate the same training with the SHGs and VOs in effective and efficient manner.

## **9. Development of District and Block Action Plan:**

Three days workshop was organized at SPMY for the BPMs and district level functionaries in which they were oriented about the basic assumption to develop the action plan for the next financial year. Based on the discussion and assumption all the BPIU and DPCU have developed the detail quarter wise action plan for financial year 2008-09.

## **10. Partnership with AHF**

Asian Heritage Foundation was founded by Shri Rajeev Sethi who is a leading artisan designer, and noted internationally for his contribution to preserving and celebrating South Asia's rich cultural heritage. Asian Heritage Foundation has -over the years- worked in close cooperation with policy level bodies such as the Planning Commission's Task Force on Creative and Cultural Industries, Local Self Governments such as the Panchayati Raj, Khadi and Village Industries and a number of Fair trading Organizations, Nongovernmental Organizations and Civil Society Organizations.



AHF has initiated a project to create sustainable livelihoods for poor, artisanal, rural communities in targeted clusters in Bihar as part of a multi-state two-year project financially supported by the JSDF/ World Bank and BRLP wishes to extend its work to creating sustainable livelihoods among the poor artisanal rural communities in Bihar. To do so AHF and JEEViKA has come to an agreement to complement each other activities. A MOU is being prepared between the two organization for better understanding and roadmap. In the mean time JEEViKA and AHF has identified the three artisans cluster in Purnia (Mithila painting and sujani) and Muzaffarpur (sikki). AHF has also organized a 10 days design workshop at Patna where masterartisans identified in the field of Madhubani Painting, sujani and sikki were trained by the designers in the development of new market oriented products. These mastertrainers will in turns train the artisans in the villages in the identified clusters.

#### **11. MOU with WDC:**

BRLPS is implementing its project in Six districts of Bihar covering 18 blocks in Phase I with a saturation strategy. Through this strategy BRLPS intends to cover 80% of the Poorest of the poor and poor families, in all villages of the operational blocks. As WDC is also operational in some of these 18 blocks where BRLPS has started their operations, need has been felt to have a strategic alliance between the BRLPS and WDC to overcome the issues of overlapping and duplication of effort in the same area. MOU development in this regard with WDC is in process.

## **SOCIAL DEVELOPMENT PROGRESS**

**1. Facilitating SHG to fix Non- negotiable Norms:** A Concept note was prepared for Ac and CC so that they could facilitate the SHGs to decide upon at least one Non Negotiable norm for SHGs. These non negotiable norms will be achievable in small steps toward resolving the bigger social problems of the society. So far, around 131 SHGs have decided upon their Non Negotiable and is being practicing these norms. District wise details of SHGs made their Non Negotiable are as follow:

Purnia: 61 groups  
Gaya: 30 Groups  
Nalanda: 40 Groups

Some of the major non-negotiable which the group has decided about are:

1. Send their children to school and Aanganbadi.
2. No women should use tobacco.
3. SHG women should clean their respective houses and the area surrounding it.
4. No one will pay bribe for any welfare services.

### **2. Planning of Village organization:**

So far three village organizations have committed themselves to develop hygienic sanitary conditions and fix sanitary latrines in the household of each of their SHG members. 65 members has used CIF amount and they got sanitary latrines and around 145 members has been applied to concerned agency. Two new village organizations have initiated Baalwaadi for their children aged between 5 to 7 yrs for pre-school education. Another VO has submitted their application for Old aged pension scheme to BDO. The social action Committee in several villages has started taking actions against social evils like drinking habits, wife beating etc.

### **3. Functional literacy:**

Numbers of women who have learned to write her name instead of using thumb impression are as below---

Gaya	:	482
Nalanda	:	300
Purnia	:	918
Muzaffarpur	:	442

### **4. Entitlements:**

To educate the SHG's members on entitlement of NREGA, a two pager have been shared with SHGs members. The project promotes to get 100 days wage employment which will help in reducing the poverty from the life of poor. This two pager entitlement document have proved to be a great support to the members in raising their voice. Ten SHG members have collected their job cards from Mukhiya which was being held back by him earlier. 300 SHGs members of Madhubani and 130 members from Purnia have got job card and some of them have applied for Bank Accounts.

### **3. Events: Women's day celebrated:**

#### **(a) At all 5 BPIU level**

The entire five pilot Districts of the Project organised International Women's Day Celebration with SHG members to promote the women as strength of the society. At the end of the programme women are taken oath such as:

- Signature is their dignities so they must learn
- Uses of Tobacco is band by SHGs

**(b) Participated in Umang Mahotsav at Patna:** Umang Mahotsav was organised by joint collaboration with Human Resource Department and Bihar Education Project, Govt. of Bihar to celebrate women's day held on 8<sup>th</sup> and 9<sup>th</sup> March, 08 at Gandhi Maidan. Women from different Districts of Bihar participated in this two day Umang Mahotsav program. Bihar Rural Livelihoods promotion Society was also one the participants in the program. Sixty Women of Self Help Group from 5 different District of JEEViKA project also participated in this program.

#### **4. WOW Training: – TOR approved from World Bank.**

To focus women concerned health problem the concept of WOW ( Women Outreach Worker) emerged. Rural women can get the RH services at their doorstep through the concept of WOW, TOR has been approved for the Single source for JANANI.

Apart from these WOW services, the community can also get medical consultancy services from medical officers at their village level who will help them in curing or identified their diseases at the early stage. Two blocks are identified for piloting of activities namely-Bochaha and Dhandaha.

The VOs will have Women Outreach Workers to provide support in accessing better primary health services at door step to the village community. She will get training from external agency on basic health needs of the society. The Doctor will also provide medical services to villagers in getting health services at village level.

#### **5. Health Risk Fund: - Concept note prepared and shared with Village organisation**

As per pilot experience we found that health expenditure plays the most vital role behind the debt situation of the poor. We aim at supporting the poor to focus on their health problems and meet health requirements in early stage of their diseases rather wait for their deterioration. It has discussed and the VO is agreed that each woman of the SHG will have monthly savings separately in the name of Health Risk Mitigation Fund and this saving will be submitted at VO level. It is envisaged that only 25% of the members can meet their health expenditure in a year. The amount of saving can be Rs. 10/- to 15/- per month per member. There is three month locking for the fund in the beginning. The project will provide financial support ten times more against their cumulated savings made at VO level. VO will be the implementing agency of this HRF.

In the existing operational area of BRLP there are 2712 Households which are part of SHGs promoted by other agency. While in Gaya and Madhubani BRLP promoted group membership is close to the number of older group members, in Muzaffarpur the older group number are much higher than the BRLP promoted groups. There are 917 target HHs which are still to be covered by the SHG program in the entered villages. However, out of 53 villages 16 have been saturated and in 14 villages community mobilizers (CM) have taken charge of maintaining SHGs activities.

The amount of cumulative saving has crossed 1 million (Rs. 10, 12, 551/-) and

## **MONITORING AND EVALUATION-PROGRESS**

### **Baseline Study:**

The Agricultural Finance Corporation Ltd. (AFC) has been vested with the responsibility of undertaking Base-Line Survey by the BRLPS in order to establish bench-mark on the pre-project situation so that the progress could be tracked towards the middle and end of the project. The survey work in both project blocks and the control blocks has been completed. They have submitted the draft report of Gaya district. There were several feedbacks on the draft report, which the consultant is incorporating. The final draft of Gaya district is expected by 1<sup>st</sup> week of June.

### **MIS Development:**

Safal Solutions has been hired by BRLPS to design the MIS for the project. The design of both first and second set of features of rural livelihoods software/application (RLMIS) has been completed. They have also given training to the staffs of BPIU, Gaya and PM, M&E on data entry and the use of MIS. They are further organizing a training program at the state level on 22<sup>nd</sup> and 23<sup>rd</sup> of May, 2008. The first draft of the user's manual has been received and the final version of the manual will be received soon.

**PROCESS MONITORING:** An advertisement was given to invite expression of interest from different local and national agencies to conduct process monitoring. 23 agencies have applied for the assignment and procurement process is going on to do short listing of agency.

## **Micro-Finance Progress**

**SHG'S Bank Account opening:** Developments related to the account opening of the groups had a component of mixed experience. Though number wise the status of accounts opened is satisfactory, it shows a varied trend in terms of fulfilling the requirement for account opening. Besides some of the factors being already mentioned, one of the main limiting factors had been the absence of branch manager for a significant number of days for a purpose may be personal or official. There is a need to thrash the issue out with related banks at the top most level.

**Credit – linkage of SHG's with Banks:** Tremendous amount of efforts were made to link the groups with banks. However, there is a huge transaction cost due to varied procedure of processing of loan and requirement of documents with the different banks. Uniformity of structure for either documentation or process was lacking across the Commercial Banks and experiences do amply demonstrate that. Another trend observed is the pretension that SHG's could be linked only under SGSY and knowledge about normal lending to groups on financially prudent norm is lacking among bankers. Absence of branch managers coupled with less number of people at the branch level did affect the bank linkage aspect. There is a further need to streamline the process through the platform of SLBC and institutional finance level and get the working committed constituted to look into the anomalies and policy related to financing of SHG's. The issue of lack of staff at the branch level will be also raised with senior management of the banks. The project has a target to link minimum of 50 SHG's by January end and hopefully we will reach the mark.

**Rolling out MCP:** Teething troubles were identified and decisions have been taken to further simplify the process of MCP. Simplification was decided to be made in terms of calculation of income and expenditure of the members. It was decided that perceptual ranking of the group will be given preference and 3 categories of POP, Very poor and Poor will be done and its results will be extrapolated. It was also decided that it is important to internalize the learning than getting in

to number game. There is a further scope to incorporate the issue of convergence and we have to find and answer to it for implementation. The MCP Process was rolled in Purnea.

**Revision of books of account-** Spade work to revise the books of accounts was taken up internally. The prepared documents were shared with the World Bank representative from World Bank Mr.SitaRam who provided lots of inputs to give it a shape. The idea was to do a dummy testing of the prepared books of account. This could not be done, however, this would be taken up in the next quarter.

**Interface with Bank Officials-** An attempt was made to do interface with bank officials of different banks including NABARD. Interface with bank officials of Banks like MBKGB, UBKGB, CBI, Canara Bank and BOI was done to leverage support in terms of linking the groups. Deliberations with these officials were made in terms of putting across the spirit and process followed by Jeevika and intention to create partnership on financially prudent norms.

## **LIVELIHOODS PROGRESS REPORT**

### **System for Rice Intensification (SRI)**

SRI had been initiated as an action research and study on paddy productivity enhancement in the Bodh Gaya & Harnaut blocks of Gaya and Nalanda districts respectively. Technical assistance services have been hired from PRADAN to undertake the assignment. Though the efforts were made to work with more than 200 farmers, eventually it is 128 farmers (comprising 70% SHG farmers and 30% Non-SHG farmers) in 75.51 acres have harvested the paddy crop through SRI, successfully. In Bodh Gaya, 67% SHG members and 33% Non-SHG members & in Harnaut 84% SHG members and 16% Non SHG farmers have finally harvested paddy through SRI. The yield through SRI for 34% of farmers is 10-15 ton/Ha and 37% of farmers is 7-10 ton/Ha. There are 17 more labors days per acre are required for traditional cultivation practice than SRI method of paddy cultivation.

Capacity building such as orientation, training cum demonstration and exposure at critical stages is one of the important components of SRI intervention. Around 1500 farmers have been exposed during the critical stages of paddy cultivation through SRI. Similarly, some of the senior government officials who visited the SRI plots are Commissioner, Magadh Region; Agricultural Scientists of KVK; Project Director of ATMA; Joint Director Agriculture, Magadh Region; District Agriculture Officer, Gaya; Dr. V P Singh, IARI Scientist; Dr. Pradeep Bohra, Agriculture Engineering Scientist of Assam Agriculture University; Mr. Uday Kumar, NRM-Advisor, CWS-Hyderabad and Media consultant of UNICEF. In addition, around 40 SHG members / farmers of BRLP also visited Bodh Gaya for an exposure on SRI during the harvest. A two days State Level workshop cum exposure was organized in Bodh Gaya on 23-24 November during the harvest comprising senior level district officers such as DAO, ATMA & KVK, NGOs and SRI farmers. During the harvest, the Scientists & senior level officers of the Agriculture Department measured the yield scientifically and issued certificates to 28 farmers of Gaya.

The substantial yield achievement was shared with the Agriculture Production Commissioner and a state level meeting is planned on 18<sup>th</sup> January 2008.

### **Participatory Varietal Selection & Promotion (PVSP) Programme:**

The terms of reference for PVSP have been prepared. An agency, Action for Social Advancement (ASA) has been identified to work on a sole source basis. The required documents for the same have been sent to the World Bank for approval.

## **Dairy Intervention**

The intervention in Dairy through COMPFED has been progressed with briefing to the Chairman of COMPFED and the queries / issues raised by the World Bank were duly answered.

## **Progress on Partnership from Bihar Innovation Forum**

Sakhi in Fishery, EDA Rural System in Honey and CPSL in microfinance was identified in the Bihar Innovation Forum and found potential partners, who can complement BRLP activities in the field. A template has been prepared to know more about these organizations and to understand their strength and weaknesses before getting into the formal partnerships. A team of SPMs have already visited the SAKHI project area and have completed its institutional assessment. The field visit to the project locations of EDA Rural System is planned for 15<sup>th</sup> to 17<sup>th</sup> January 2008.

**Some of the Bihar Innovation Forum partners were also taken to the knowledge expo, organized by the word bank in New Delhi.**

## **Job Sector**

Objective of the job sector training program is to provide employment opportunities to rural youths and enabling them to look job opportunities beyond their village. The different domains, which were selected for the training, were hospitality, sales & marketing and nursing. The project is initiated in the block of Bodhgaya and Harnaut.

Jeevika Labs paid attention to the youths of poorer and marginalized HHs. Selected youths were then put through 3 months of classroom training, including classes on spoken English and work readiness attitude.

## ***Status of Candidates***

The status of the working areas of Bodhgaya and Harnaut can be summarized as-

<b>Block</b>	<b>Initial list</b>	<b>Interest shown</b>	<b>Selected</b>	<b>Registered in DRF</b>	<b>Attended Induction</b>	<b>Attended Training</b>
Bodhgaya	220	180	105	73	70	<b>58</b>
%	100	81	47	33	31	<b>26</b>
Harnaut	260	125	85	61	61	<b>56</b>
%	100	48	32	23	23	<b>21</b>

From the figures there are clear cut differences in the youth's behavior of Bodhgaya and Nalanda. While in Gaya a large number of Youths dropped out during the selection process, at Harnaut people did not show enough interest in the training program. Nonetheless, whosoever were interested-largely they continued till the end of the program. On the other hand in Gaya there have been consistent dropping out of candidates at each stage. Some of the reasons which explains the high drop-out rates are--

- ❖ Low Educational qualification as per the requirements of target beneficiaries.
- ❖ Lesser number of target beneficiaries as per age requirement is considered.
- ❖ Target area was highly restricted. The beneficiaries were mobilized from the BRLPS operational villages, which is hardly 3-4% of the block area. While in Harnaut there were

only one panchayat was being considered, at Bodhgaya, youths were taken only from 4 panchayats.

- ❖ It is also felt that candidates who are appearing for tests are trying to produce fake documents of educational qualifications and age proof.

A brief summary of the current domain profile and placements is mentioned below.

Center Name	Domain	Male	Female	Total
<b>Bodhgaya</b>	Automobiles	25	0	25
	BSPA	8	25	33
<b>Harnaut</b>	CRS	26	3	29
	BSPA	15	12	27
<b>Total</b>		<b>74</b>	<b>40</b>	<b>114</b>

### Educational Qualification of Aspirants Trained.

Qualification	Bodhgaya	Harnaut	Total
8 <sup>th</sup> Pass	26	18	44
SSC pass	25	27	52
Inter Fail	0	0	0
Inter and Above	7	11	18
<b>Total</b>	<b>58</b>	<b>56</b>	<b>114</b>

Caste category	Bodhgaya	harnaut	Total
SC	17	14	<b>31</b>
ST	0	0	<b>0</b>
BC	41	41	<b>82</b>
Other Caste	0	1	<b>1</b>
<b>Total</b>	<b>58</b>	<b>56</b>	<b>114</b>

Particulars	Harnaut	Bodhgaya	Total
Total no. of Candidates	56	58	114
Candidates placed	46	49	95
Placement Percentage	82%	85%	83.5%
Candidates yet to be placed	10	8	18
	<b>Salary</b>	<b>Benefits</b>	
Minimum Salary	Rs. 500	Free accommodation <b>(4)</b>	
Maximum Salary	Rs. 3000	Free accommodation + Incentive <b>(28)</b>	

## **HUMAN RESOURCES-A PROGRESS:**

### **HR Manual:**

HR manual has been prepared by Srijan Infratech Development Pvt. Ltd. and it has been adopted after the approval from the executive committee. The mobility and communication policy has been finalized and for which the office order is already circulated. An interest free loan amount of Rs. 20,000 will be provided to the field staff for buying of motorbike. The amount will be recovered in 10-12 monthly installments by deducting from respective staff salary. To give the vehicle loan to staffs a draft agreement has also been prepared, which will be executed very soon.

The opening of EPF account of the staff is in process. The EPF account of Community Coordinator has been opened. For rest of the staff it will be completed very soon. The society is thinking to provide insurance coverage to all Project staff, and proposals have been received from some of the insurance agencies. A Grievance Redressal Cell has been set up whose telephone number is -  
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### **Recruitment:**

Recruitment of **SPM-CB, PM-MF** has been completed and both have joined. The 2<sup>nd</sup> round interview for the **Chief Finance Officer** was conducted; however, recommendation is awaited. The **Technical Support Staff** i.e. Accountant - 1, Data Administrator - 1, Procurement Assistant - 1 and PA cum steno - 1 has also been recruited and they have already joined the society.

**Recruitment of District and Block Level staff:** Altogether 17 district level officials were recruited --Details are given in the table below. Out of these 4 left or could not report on time. Against these vacancies waitlisted candidates have been invited to join.

<b>S. No.</b>	<b>Level</b>	<b>Post</b>	<b>Working</b>	<b>Required</b>	<b>Recruited</b>	<b>Trained</b>
1.	DPCU	DPM	0	6	3	ON
2.		DTC	0	6	3	ON
3.		DTO	0	18	11	ON
4.	BPIU	BPM	2	16	10	ON
5.		AC	6	45	41	Yet to join
6.		CC	16	250	221	Yet to join
	<b>TOTAL</b>					

**Recruitment of AC and CC:** Recruitment has been done through five rounds of selection camps at different places. Results are submitted by SIDS. This is to be accepted by BRLPS. The team is expected to join by 15th of February 2008.

**Recruitment of Block Accountant cum Office Assistant:** Advertisement has been published in News Paper for 18 Positions. Process of selection has been finalized and it will be completed by February 2008. An advertisement for outsourcing service agencies for making available **Data Entry Operator and Guard** has been published. Assessment of agencies in January and placement of staff will be completed by March 2008.



**Block Office Establishment:**

Identification of location and finalization of 13 Block office premises along with Rent agreement will be completed in February. Opening of 13 BPIU Bank accounts to be completed after approval of EC which is expected by February 2008.

Requirement and finalization of specifications of office items have been completed and release of advertisement for Expression of Interest is expected by 25<sup>th</sup> January 2008. Procurement and supply of the required items at BPIU is expected to be completed by March 2008.

**Devolution of Financial and administrative Power at DPCU and BPIU:**

Process for Provisions of disbursement of salary, TA/DA, Program and Office expenditure at Field level is in process and expected to be completed in February. Certain basic devolution of financial and administrative power has already been provided at BPIU level.

**Capacity Building of Staff:**

Finalization of in state Induction Design for all project staff at SPMU, DPCU and BPIU has been completed. Induction of newly recruited PM, DPC, DTC, DTO and BPM within the state have been completed and subsequently they have been sent to SERP, Andhra Pradesh for training.

ToR for finalization of Agency for Training of Staff is completed and approval of World Bank is awaited. An agreement with the agency is expected to be completed by June 2008. Training of Staff on MIS will be done once the agreement with the identified agency gets completed.

**Performance Appraisal of Staff:**

Job reallocation of SPM and PM to finalized in a workshop at SPMU which is expected to be in February 2008. KRA/KPI would be finalized in a workshop with the key Project Staff, which is expected by June, 2008.

**COMMUNICATION-PROGRESS:**

The three communication product, namely A Corporate film on Jeevika, "*Spandan*" a movie on 10 awarded innovations of Bihar Innovation Forum and a Flash movie is completed. Now these products are ready to be used to promote the brand Jeevika. The project is also planning to prepare a audio-visual document on BIF. The script writing for the same is complete. An RTI manual is developed, which is posted over BRLP website.

The translation of COM and insertion of illustration in the com is completed and it being now tested in the field. The feedbacks from the field will be incorporated by March. An induction module for the new recruit has been also prepared to orient the new recruit about the importance of communication in a community driven development project.

**ADMINISTRATION--PROGRESS:**

All existing staff have been issued identity Card, and newly recruited staffs would be getting their I-card, once they return from AP.

The manual system of "Grievance Redressal Cell" has been initiated and it is working.

The "Public Information Cell" has been made functional. The administrative officer has been appointed as information officer while the CEO, BRLPS is the appellate authority of the information cell.

Regular updation of BRLP website is being done. Mr. P. K. Shahi, the advocate general of government of Bihar has agreed to provide his services as legal advisor to the BRLPS.

Refurbishing of the New Office Space-- IFB has been prepared, finalized & sent to the World Bank for prior review

<b>PROCUREMENT-Quarterly Progress Report</b>			
<b>S.N</b>	<b>Work</b>	<b>Details of work</b>	<b>Completed / In process</b>
1	Empanelment of placement agency	Agency empanelled for placement of security guard cum peon at block offices	Complete
2	VEHICLE HIRING	Agency empanelled for placement of security guard cum peon at block offices	Complete
3	Insurance	Insurance of fixed assets and movable assets	Complete
4	SPMU-interior works	Extension of office at 2nd floor of Viduyt Bhawan Baily Road , Patna	Work Order issued, work in Progress
5	SPMU-furniture & fixture		
6	SPMU- AC		
7	Block office-furniture other office equipment	Procurement of furniture , fixture and other equipment at block office	Work Order issued, work in Progress
8	HIRING of generator	Hiring of agencies for providing generator at 16 block office	Work Order issued, work in Progress
9	Antivirus purchase	Purchase 25 users anti virus	Complete
10	Procurement/ printing of accounts books	Printing and supplying of accounts books for block office	bid document issued ,work in progress
11	Upgradation of computers	Computer upgradation of spmu computer & lap tops	to issue work order
12	Procurement prior & post review	Report sent of awarded contract between 31st march 06 to 30th june 07 to World Bank	for selection of awarded contract for post review
13	Hiring of computer operator, computer and computer assoceries	For providing computer operator, computer and computer assoceries at block & state office on hire basis	Complete
14	Hiring of Agencies for nookad natak	For street play	Complete
15	Printing & supply of posters and stickers	For women's day celebration	Complete
16	Purchase of Generators (two pcs)	For ongoing MIS works	Complete
17	Printing & supply of planner cum dairy	BRLPS dairy	Complete
18	Training to accountants	Training of Procurement to block accountants	Complete
19	other small procurement were also done like Television, vacuum cleaner etc		