

# Project Completion Report

## Skill Development and Income Generation Program for Underprivileged Women and Men and Education Facilitation as a Joyful Learning Process

Project Period : August 2019 – July 2020

Project Funded by  
**Indorama India Ltd.**  
**Haldia, East Midnapore**

Implemented by  
**Calcutta Society for Professional Action in Development (SPADE)**  
**60/4, Garfa Main Road, Kolkata – 700075**



## Project Summary

Project Title	<b>Skill development and income generation program for underprivileged women and men and Education Facilitation as a Joyful Learning Process</b>
Project ID	SPADE IRC (CSR) Haldia, 2020-21
Date of Project approval	1 <sup>st</sup> August 2020 (for both Livelihood and Education)
Project Duration	12 months
End date of Project	August 2019 to July 2020
Sponsoring Agency	Indorama India Ltd. (Formerly IRC Agrochemicals Pvt. Ltd)
Implementing Agency	Calcutta Society for Professional Action in Development Regd. Office : 60/4 Garfa Main Road, Kolkata – 700075, West Bengal Unit Office : Village-Khariberiya, GP-Guyaberia, Block-Sutahata
Project site	Village-Khariberiya, GP-Guyaberia, Block-Sutahata
Total budget sanctioned for Livelihood	INR 15,05,763/=
Total budget sanctioned for Education	INR 6,61,550/=
Fund released for Livelihood till now	INR 10,50,000/= (1 <sup>st</sup> and 2 <sup>nd</sup> installment)
Fund released for Education till now	INR 4,65,825/= (1 <sup>st</sup> and 2 <sup>nd</sup> installment)
Period of reporting	August 2019 to July 2020
Total number of beneficiaries	300
Contact Persons	Mr. Indrajit Dutta (Ph. 8697973733) Director (Resource), SPADE Mr. Bapan Haldar (Ph. 9474501995) Project Coordinator, SPADE
Project Facilitation Team	Mr. Rajkumar Laskar, Training Manger Ms. Bapan Haldar, Project Coordinator Mr. Ajay Chowdhury, SHG Trainer Mr. Anath Haldar, Agri Expert Mr. Mohon Haldar, Fishery Expert Mr. Kushal Chakraborty, MIS Personnel Smt. Sarmistha Mondal, Teacher Mr. Sandipan Das, Teacher

## Project Objectives

SPADE, with financial support from **Indorama India Ltd.** (formerly IRC Agrochemicals Pvt. Ltd. – INDORAMA), has been implementing the project titled **“Skill development and income generation program for Underprivileged women and men and promoting education among rural community”** under CSR initiative at village Khariberia under Guaberia Panchayat of Sutahata Block, East Midnapore District covering 300 households. The prime objectives of the programme :

- to mobilize the women of the area into Self Help Groups and SHG based higher institutions and to strengthen the CBOs with handholding training followed by increasing the household level income through various agri-based skill development training and convergence and secondly,
- to reduce the rate of drop outs from mainstream education institutions.

## Activities Conducted for Skill and Livelihood

### Activity – 1

Name of Activity	<b>Base line survey and identification of beneficiaries for enhancement of livelihood status</b>
Status	Completed
Objective	<ul style="list-style-type: none"> <li>• To identify the eligible beneficiary for pursuing kitchen garden, commercial vegetable cultivation and fishery as their prime source of livelihood</li> <li>• To collect a base date with available resource for each beneficiary</li> </ul>
Activity dates	September – October 2020
Output	The exercise covered orientation of the enumerators, visiting each household and interacting with them, collection of primary data, compilation and reporting. 281-households primarily identified for project support



## Activity – 2

Name of Activity	<b>Social Mobilization &amp; Strengthen Institution Building</b>
Status	34- Women SHGs covering 343-members per group supported from Khariberiya and Kashipur villages
Objective	<ul style="list-style-type: none"> <li>To strengthen group dynamics based on <i>Panchsutraa</i> to access credit support from Bank and SHG cooperative to undertake income generating activities</li> <li>To facilitate the convergence</li> <li>To avail interest subsidy on bank credit</li> </ul>
Activity dates	November 2019 to July 2020 through Handholding and field facilitation mode in every month
Output	<ul style="list-style-type: none"> <li>All the SHGs are following <i>Panchsutraa</i> and 2-SHG's started following <i>Dashasutraa</i></li> <li>All the 34-SHG's undergone grading exercises. Out of 34 SHGs, 15-SHG's rated "A", 15-SHG's rated "B" and 4-SHG's rated "C"</li> <li>30-SHG's rated "A" and "B" got credit support from Bank with regular repayment</li> </ul>

## Activity – 3

Name of Activity	<b>Facilitation support to in securing benefits of Govt. Schemes</b>
Status	Completed
Objective	To orient the beneficiaries through awareness generation initiatives so that they can access the various entitlement meant for them
Activity Dates	November 2019 to July 2020 through awareness generation and organizing enrollment camp at village level
Output	<ul style="list-style-type: none"> <li>The beneficiaries got benefits of PMJJBY, PMSBY, PM Jan Dhan Jojana, PM Ujjwala Scheme, Swastha Sathee and Samajik Suraksha Jojana.</li> <li>Special programme has been conducted to support the families to access the benefits announced under PM Garib Kalyan Jojana to combat COVID-19</li> </ul>



### Activity – 4

Name of Activity	<b>PRA Exercise for resource mapping</b>
Status	Completed. The exercise was conducted covering two hamlets, Mandalpara and Pramanickpara
Objective	To identify the local resources available in terms of physical resources, natural resources, infrastructure and human resources for undertaking IGAs
Activity Dates	21 <sup>st</sup> February 2020. Mr. Sujay Halder and Mr. Rajkumar Laskar facilitated the exercise
Output	The resources identified were 39 HHs (Kacchha 30 and Pacca 9), PWD 2, ponds 12, ICDS centre 1, local club 1, tube well 2, burning ghat 2, playground 1, rural weekly market 1, daily market 1 (Kashipur) temple 1, grocery shops 2, culvert 1, cultivable land –double crop, social capital 6 (electrician 2, mason 4)



### Activity – 5

Name of Activity	<b>Livelihood Plan / Income Enhancement Plan Preparation (IEPP)</b>
Status	26-SHG's underwent income enhancement planning process (IEPP)
Objective	To assess the viability of income generating activities which the SHG members pursue for their livelihood. The various input and raw materials required for the IGA, the cost involvement including fixed and recurring cost, profit, capital requirement and its source, problems, if any; with suggested remedies, marketing avenues and probable role of family and Institution/s in remedies prescribed also identified during the IEP process.
Activity Dates	December 2019 to July 2020
Output	All the members of 34-SHG's oriented on basics of IEPP, market survey at Kashipur, household level business plan preparation followed by skill training, input support and credit linkage



## Activity – 6

Name of Activity	<b>Skill Training and Input support for Kitchen Garden</b>
Status	Completed and 125 women SHG members covered in three days skill training
Objective	To capacitate the Mahila Kisans on modern practices of farming homestead Kitchen Garden to utilise the vacate land as well increase nutrition level of family The following criterion was followed during beneficiaries selection : <ul style="list-style-type: none"> <li>• Beneficiaries must be SHG members</li> <li>• She should have at least 1-decimeal of homestead land for farming</li> </ul>
Activity Dates	15-17 Nov. 2019, 19-21 Nov. 2019, 22-24 Nov. 2019, 25-27 Nov. 2019, 27-29 Nov. 2019 (two days class room session and one day for input support and farm visit)
Output	125-Mahila Kisans underwent skill training on Kitechen Garden followed by constant handholding with the following input support : <ul style="list-style-type: none"> <li>• Spinach sapling: 100 GM for each</li> <li>• Bean seeds: 50 GM for each</li> <li>• Radish : 50 GM for each</li> <li>• Coriander seeds: 50 GM for each</li> </ul>

### Impact of the Training :

SN Comparative cost – benefit analysis on Kitchen Garden							
1	Number of members	125					
2	Land area covered	18.67 Bigha					
3	Name of vegetables	Spinach, Beans, Radish, Coriander, etc.					
		Nov	Dec	January	February	March	Total
4	Cost of production (Rs.)	Nil	40,000	30,000	20,000	10,000	1,00,000
5	Yield (Quintal)	Nil	80	130	90	40	340
6	Selling price (Rs.)	Nil	2,00,000	1,95,000	90,000	40,000	5,25,000
7	<b>Profit</b>	<b>Nil</b>	<b>1,60,000</b>	<b>1,65,000</b>	<b>70,000</b>	<b>30,000</b>	<b>4,25,000</b>



## Activity – 7

Name of Activity	<b>Skill Training and Input support for Vegetable Cultivation</b>
Status	Completed and 50 -women SHG members covered in three days skill training
Objective	To capacitate the Mahila Kisans on modern practices of farming vegetable cultivation in a commercial manner for livelihood promotion The following criterion was followed during beneficiaries selection : <ul style="list-style-type: none"> <li>• Beneficiaries must be SHG members</li> <li>• She should have at least 8-10 Katha of land and</li> <li>• willing to use organic compost</li> </ul>
Activity Dates	16-18 January 2020 and 11-13 February 2020
Output	75-Mahila Kisans underwent skill training on vegetable cultivation with the following input support with constant handholding support : <ul style="list-style-type: none"> <li>• Ladies finger / Okra</li> <li>• Bitter gourd</li> <li>• Cowpea</li> <li>• Ridge gourd and others</li> </ul> Apart from the above, in post-Amphan period, 203 farmers also provided with additional seed support for Khariff season as Amphan response. These include : <ul style="list-style-type: none"> <li>• Snake Gourd 200 GM / SHG</li> <li>• Radish 200 GM / SHG</li> <li>• Spinach 500 GM/ SHG</li> <li>• Snake Bean 200 GM / SHG</li> </ul>



“I am a woman farmer belonging to a 4-members family and a member of the Khariberia Nirmal SHG at Village Khariberia. I got married after passing Madhyamick examination. My husband is a private tutor – though his income is never enough for our monthly budget. I had a privilege to attend 3-days skill training on vegetables cultivation organized by SPADE under CSR initiative of Indorama India Pvt. Ltd in November 2019. Through this skill training and subsequent on-farm handholding training by Agricultural Expert of SPADE, I became familiar with commercial vegetable farming, organic farming, and preparation of vermin compost. During the training, we were also provided with input in the form of seeds for free and asked to sow these at our homestead land to grow vegetables. Accordingly, during the last Rabi season, we produced around 300-KG vegetables, viz, Tomato, Okra (*Bhindi*), Spinach, Beans and Bringle and earned a profit amount of around Rs. 3500/-. This revenue will be ploughed back to cultivate *Khariff* crops. Further, during lockdown, we can also access information on agricultural issues over phone calls from SPADE Team as and when required. I am very happy to be a participant of SPADE-INDORAMA CSR Programme “



*Manju Mondal, Khariberia Nirmal SHG, Block- Sutahata, Dist.-Purba Midnapore*

### Activity – 8

Name of Activity	<b>Skill Training and Input support for Paddy cultivation using SRI method</b>
Status	Completed and 27 -women SHG members covered in three days skill training
Objective	To capacitate the Mahila Kisans on SRI method of Paddy cultivation as a less water and high yielding variety The following criterion was followed during beneficiaries selection : <ul style="list-style-type: none"> <li>• Beneficiaries must be SHG members</li> <li>• She should have at least 8-10 Katha of land and</li> <li>• willing to use organic compost</li> </ul>
Activity Dates	4-6 December 2019 and 13-15 December 2020
Output	27-Mahila Kisans underwent skill training on SRI method with seed support followed by constant on site facilitation : Apart from the above, in post-Amphan period, 153-farmers also provided with additional Paddy seed support for Khariff season





## Housewife to a Lead Farmer: SPADE-Indorama CSR Team paves the way

**Sunita Mondal**, a woman SHG member from Village Khariberia under Guaberia GP of Sutahata Block, East Midnapore benefitted from Indorama India Pvt. Ltd in technical collaboration with SPADE, when the Agricultural Expert from SPADE motivated her to adopt the cost and water efficient SRI method of paddy cultivation to enhance crop productivity. Sunita belongs to a three members' family. She could not continue her education after primary level. Her husband is a daily wage earner – though he could not explore avenues of work due to lockdown caused by COVID-19 pandemic.



“I had been cultivating paddy following the traditional method ever since I had started farming, but the yield was neither much encouraging nor viable. It was hardly 5.5 quintal on a land of 20-Katha (measurement of land). So, I was searching for an alternative way to augment yield and income. Meanwhile, I had a chance to participate in a 3-day skill development training on SRI method of paddy cultivation under CSR initiative of Indorama India Pvt. Ltd. Having undergone the the training, I got seed and fertilizers for free. Then, I cultivated paddy following SPADE advisories and rigorous handholding support from Agricultural Expert on a land of 20-Katha and I was surprised to get around 7.5 quintal yield this year. This additional yield generated a profit around Rs. 7500/-. Further, during the dire situation of lockdown, this yield and profit helped me to stand by my family to a great extent. I have now decided to follow the method in future and advise my fellow SHG members to follow this technique. This skill training and advisories from CSR team has helped improve my knowledge in farming and lead a dignified life.”

***Sunita Mondal, Khariberia Jogamaya SHG,  
Block- Sutahata, Dist.-Purba Midnapore***

### Activity – 9

Name of Activity	<b>Skill Training and Input support for Fish culture</b>
Status	Completed and 26 -women SHG members covered in three days skill training
Objective	To capacitate the Mahila Kisans on commercial fish culture, specially on water treatment, pond preparation, fish feed, stocking, diseases of fishes, treatment, prevention and harvesting The following criterion was followed during beneficiaries selection : <ul style="list-style-type: none"> <li>• Beneficiaries must be SHG members, preferably from credit linked SHGs</li> <li>• She should have at least 8-10 Katha of land on average</li> </ul>
Activity Dates	26-28 December 2019 and 23-25 December 2020
Output	26-Mahila Kisans underwent skill training on with input support (lime and supplementary feed) followed by constant handholding support. In addition, all the 26-trained fish farmers also provided with following input as post-Amphan response : <ul style="list-style-type: none"> <li>• Lime</li> <li>• Min plus-E</li> <li>• Organic juice</li> <li>• Molasses</li> <li>• Aqua yeast and others</li> </ul>

### Activity – 10

Name of Activity	<b>Skill Training and Input support for Poultry Farming</b>
Status	One event Completed with 25 -women SHG members, but due to lockdown, it was not possible to cover another 25-beneficiaries
Objective	To capacitate the Mahila Kisans on poultry farming as a commercial venture for livelihood
Activity Dates	17-19 February 2020
Output	25-Mahila Kisans underwent skill training on with input support



### Activity – 11

Name of Activity	<b>Amphan Response: Disseminate Alert message through voice clips and helping the victims of super cyclone Amphan</b>
Status	200-affected families provided relief items
Objective	To support the Amphan victims with dry food kits
Activity Dates	6 June 2020
Output	<ul style="list-style-type: none"> <li>Partnering with Reliance Foundation, two voice clips was left to our households living at Khariberia village to take necessary pre-cyclone precautions to save their lives as well as crops as far as possible. The clips were validated by the KVK, Nimpith and BCKV, Kalyani.</li> <li>On 20th May 2020, the Cyclone <i>Amphan</i> hit Kolkata and West Bengal with a fury that far exceeded the ferocity of 2009 cyclone <i>Aila</i>. Apparently <i>Amphan</i> was the worst storm in over a century. As the storm flattened homes, trees and electric posts, flooded villages and swept away roads and bridges, people who were facing the COVID-19 pandemic for over two months reached a point of ultimate crisis. COVID had already crippled the economy, taken away hundreds and thousands of jobs, created food shortage and price hikes. Fear of infection kept people away from cultivation. There was a total break-down of all kinds of transport systems, so whatever little produce was there was rotting at homes, creating insurmountable hardship. In this dire situation, SPADE decided to go out and help as many as we could. The Self Help Group women members supported by Indorama India Pvt. Ltd. and SPADE got into action and distributed 200 bags of essentials in a kit, comprising Chattu, Sugar, biscuits, Pulses and soap to the <i>Amphan</i> victim families</li> </ul>



### Activity – 12

Name of Activity	<b>SPADE Indorama Information Services through Virtual platform on livelihood</b>
Status	80-Mahila Kisans covered through multi location audio conferencing call on livelihood related issues
Objective	To disseminate technical information to the farmers on vegetable cultivation, SRI and fish culture through virtual platform
Activity Dates	7, 12, 14 May 2020 and 25, 26, 27, 28 June 2020
Output	<ul style="list-style-type: none"> <li>80-Mahila Kisans underwent virtual training on fish culture and agriculture from concern livelihood Experts</li> <li>In addition to above, technical information also provided through direct phone call and whatsapp chat during the prolonged lockdown period</li> </ul>



### Activity – 13

Name of Activity	<b>Initiative PSP (Protect _ Secure _ Preserve)</b>
Status	Completed one event
Objective	<ul style="list-style-type: none"> <li>To develop Master Trainers from Community within</li> <li>To orient amongst SHG members about                             <ul style="list-style-type: none"> <li>✓ basics of COVID-19,</li> <li>✓ addressing social stigma and</li> <li>✓ facilitate the community to access entitlements</li> </ul> </li> </ul>
Activity Dates	4 and 11 July 2020
Output	<ul style="list-style-type: none"> <li>2-Nos. of Master Trainers (Kushal Chakraborty and Ishita Das Mahapatra) developed by Resource Persons from OXFAM India</li> <li>10-SHG members oriented through virtual training on basics of COVID-19 Do's and Don'ts, COVID-19 protocols as declared by Central &amp; State Govt. and various Govt. schemes announced by Govt.</li> </ul>

## Education

### A) Inauguration of Centre

The SPADE-Indorama Education Centre was inaugurated on 7<sup>th</sup> January 2020 where Mr. C K Panda (Senior Executive CSR, Indorama), Mr. Sahanawaj Khan (G.P. member, Kashipur), Mr. Bapan Halder (SPADE representative), Sandipan Patra & Sarmistha Mondal (Teachers) were present. The guardians of students from village Khariberia and Kashipur were also present in the programme and the objectives of the Centre were vividly clarified by the CSR team. Afterwards, the school started on 9<sup>th</sup> January 2020 with 49-students (Class-VIII 25 and Class-VII 24). The computer with internet facility and tab were also provided to the centre for the students.



### B) Faculty Development Programme cum Exposure Visit

A Faculty Development programme cum Exposure Visit for the newly recruited teachers of the Supplementary Education Centre supported by Indo Rama was organized during 12<sup>th</sup> to 14<sup>th</sup> January 2020 at Purulia Unit of SPADE with facilitation from by Mr. Anubrata Dutta. Total Number of participants was 5, among which 3 were from the Purulia and 2 were from Haldia SPADE Indo Rama Education Centre. Major topics discussed during the span of the training programme were as under:

1. Introduction:
  - Goal and Objectives of Supplementary Education Centers
  - Supplementary Education and Mainstream Education
  - Weaknesses of the mainstream Education and need for Supplementary Education
2. Basics of Curriculum Planning
  - Learner Centric Curriculum
  - Curriculum Planning within the local context
  - Co curricular Activities:
    - Schedule
    - Plan (Resources required):
      - ✓ Preparation
      - ✓ Documentation
  - Assignment Designing
  - Joyful Learning
3. Basics of Learning: 7-Principles
4. Basics of Facilitation
5. Assessment of Students – Summative and Formative
6. Monitoring and Record Keeping
7. Retaining the students from marginalized and vulnerable communities into mainstream education system.
8. Sustainability of the Supplementary Education Centre.



On the first day, the students were sent for exposure visit at Pancha Supplementary Education Centre. They were instructed to focus attention on logistic issues, record keeping, material organizing besides interacting with students and guardians.

By and large, the sessions were conducted in interactive mode. Handouts were provided wherever necessary. Also story-telling, group discussion and other techniques were used as teaching methods. Participants got ample scope to raise questions or issues from their context specific experiences.

### C) Observation of 124<sup>th</sup> Netaji Birthday on 23<sup>rd</sup> January 2020 at Education Centre

The 124<sup>th</sup> Birth Day of Netaji Subhas Chandra Bose observed at our education centre with different cultural programmes. The programme started with National Flag hosting by Mr. Samarsh Patra (G P Member, Khariberia). The students participated in cultural programmes, viz, recitation, yoga competition, sit-n-draw competition. The successful students also awarded prizes.



**D.I) Daily Routine Education:** At present there are 49 students are studying (Class VII-25 and Class VIII-24). The academic sessions covered subjects like Bengali, English, Mathematics, History, Geography, Science and Sanskrit as per WBBSE syllabus in morning session. The evening session covered fundamental course of computer, special classes especially for the low performer students identified as per monthly appraisal which is held on 20<sup>th</sup> date of every month. As on 25<sup>th</sup> February 2020, two tests have already been conducted.



**D.II) Guardians' Meet:** The Guardians' meet is held in every month where the guardians were communicated the subject-wise performance of each student. As on date 3-guardians' meet have already been organised respectively on 31<sup>st</sup> January, 25<sup>th</sup> February and 14<sup>th</sup> March 2020. Mr. C K Panda, CSR Executive, Indo Rama, Mr. Rajkumar Laskar, Training Manger, SPADE, Mr. Subhasis Debnath, Asst. Director, SPADE and Dr. Dipak Barapanda, MC Member, SPADE was present at meetings. The point of discussions included monthly individual performance of each student, special classes for low performing students, performance of teachers and special curriculum.

## Monitoring



To review the progress of the project, the Project Monitoring and Review Committee formed with representative of IRC CSR Committee, SPADE, SHG Cooperative and PRI members. During this period, two PMRC meetings were held respectively on 7<sup>th</sup> February 2020 and 7<sup>th</sup> March 2020 Mr. B N Paul, Secretary, SPADE, Mr. C K Panda, CSR Executive and other SPADE officials and SHG Cooperative representatives were present.



After, lockdown, the meeting was held virtually over conferencing call.