



**SPONSERD BY JOHN DEERE INDIA
ASSOCIATED WITH CARD
SAMRUDDHI PROJECT**

Annual Report 2019

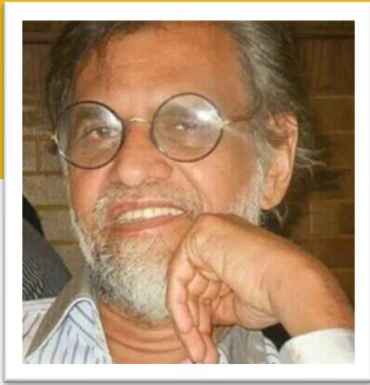


Maharashtra Social Housing and Action League
MASHAL

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MESSAGE FROM EXECUTIVE DIRECTOR, MASHAL

At the outset, I am happy to share the Mashal, Samruddhi Annual Report 2019-20. This is a maiden step to put together the social initiatives undertaken by all the employee and staff for sharing integrated community engagement efforts with stakeholders. In the year 2019, Water & Sanitation related programmes focused on mostly sanitation related activities, promoting education and livelihood at targeted six slums. New heights with 11PMC schools covered this year and still going stronger them.

The Samruddhi project in slums of Hadapsar completed one more year and Mashal is satisfied about its activities which did reach the target group effectively. Support from Jhon Deere and CARD was excellent and leadership of Project Manager played important part in success of the activities during this year.

While planning and implementation are critical aspects, the major focus is on ensuring that all programs have well defined outcome measures, monitored at highest level with proper decision support mechanism. Based on this structured approach, this year saw various key programmes initiated by Mashal under Samruddhi Program. At the same time, the programmes saw improvement in the outcome measures particularly in education excellence, livelihood and social institution building.

I look forward to the continued commitment, feedback and support from all key stakeholders, partners, collaborators and associates in this journey towards excellence for enhancing quality of life of communities and earning our right to co-exist with them in harmony.

Sharad Mahajan



MESSAGE FROM BOARD MEMBER, MASHAL

The Samruddhi program for holistic development has community development as its core objective. Keeping this in mind, MASHAL has endeavoured to ensure that its experiences of the last three decades in the social development sector has added value to the program. John Deere and Card had critical feedback and review systems in place, as a result there remained flexibility to alter interventions in favour of community development.

Dogged efforts are taken by the staff and community animators to include the marginalized communities to participate and benefit from the development activities. Samruddhi program has provided an opportunity to the community to pursue the ideas of universal human rights, Citizenship and responsibility, social justice, nonviolence and accountability.

The program has also made a modest contribution in improving levels of maternal and child health through its intervention in the Anganwadi support initiatives. The support classes, scholarship disbursement programme and the teacher training workshop remains the foundation building activity for a better tomorrow. In choosing to have a long-term commitment John Deere CSR has facilitated a system that provides an identified “go to” not as an alternative to the local political representative but as an opportunity for more grassroots leaders to emerge from within the community.

The program confidently boasts of having made a modest contribution of increasing self-confidence of community members. It has encouraged autonomy and self-reliance and has encouraged women to participate confidently in community development activities. Expanding the horizons of the community members in all the six slums of Pune has been an important outcome of the Samruddhi program.

Mashal believes that it has a cleared defined role in the Samruddhi project. **Mashal aims to make a better future for all.**

II. Introduction

1) About Mashal (Maharashtra Social Housing and Action League)

Mashal, a non- governmental organization was conceived in the year 1985, by a group of like-minded people who believe in community development through people's participation and recognize adequate shelter and a healthy living environment with access to services as a basic human right. Mashal strongly adheres to the concept of people's participation which forms an essential component of any development program and is continuously striving through sustained efforts to involve people in key areas of need identification, formulation of action plans and implementation of the same. It believes that, housing programs are not an end but a relevant and initial intervention in the process of community development.

- **Vision**

Community development through public participation

- **Mission**

Provision of adequate shelter and a healthy living environment, with access to basic services as a human right

- **Objectives**

- 1) To assist and support people's initiatives in addressing issues of urban and rural poor communities in organizing housing, living environment, livelihood and quality of life. Emphasis shall be on people's participation in all activities supported and promoted.
- 2) To study, to conduct research in the related fields and document people's actions towards improving housing in urban slums, environment, livelihood, basic services and quality of life.
- 3) To plan, co-ordination, monitor, implement, supervise and evaluate any area-based schemes for improving housing and other basic services in the above-mentioned areas with involvement of people, local authorities, financial institutions and other social organizations in a participatory manner.
- 4) To collaborate and network with institutes and organizations to achieve the mission statement.

- 5) To prepare and publish literature, reports, films, media material etc. in connection with the above objectives.
- 6) To conduct training programs for the promotion above mentioned objectives.
- 7) To work in the field of micro finance for poor on livelihood, housing, and other development issues.
- 8) To promote and support program actions directed to protecting children's rights through community development approaches in the context of marginalized communities.

- **Organizational setup**

Mashal was established in 1985, registered as a non- governmental organization under the Maharashtra Societies Registration Act of 1869 and the Bombay Public Trust Act of 1950. Mashal staff consists of professionals in the field of Architecture, Urban and Regional Planning, Engineering, Social work environmental science/ engineering, and rural development. Apart from its core group, MASHAL draws upon the services of a group of experts who assist and render expertise to MASHAL in the field of development.

The general superintendence, control and direction of MASHAL are vested in the Board of Trustees headed by the President Mr. Jerry Pinto and other members of the Executive Council. MASHAL accepts donations, endowments from individuals, firms, funding agencies from within and outside the country. These are exempt from Income Tax under section 80 G of the Income Tax Act of 1961. MASHAL is also registered under the Foreign Contributions Regulation Act of 1976, enabling it to receive funds from abroad.

2) Samruddhi Program

The *Samruddhi Program* has been running since 2015 to make positive difference in the lives of Slum communities in Pune city. This holistic developmental project is sponsored by John Deere India. The Program aims to create meaningful improvement and provides the sustainable development in the field of Education, Livelihood, and Community Infrastructure Development. Mashal is implementing agency in six urban

slum communities of Pune, India under Samruddhi. 'Centre for Advance Research and Development (CARD)' is monitoring agency of this project.

- **Program Vision:** "Improve Socio-Economic Condition of Targeted Communities in Sustainable Manner."
- **Program Mission:** To Improve Socio-economic condition of Target Community by upgrading community infrastructure on water & sanitation, double the farmers' income, ensuring quality education and economic opportunities.

The program objectives are:

1. Objective 1: Improvement in quality of life index through access to safe drinking water and sanitation
2. Objective 3: Number of students from government school (schools under the project) pursuing higher education (at each level)
3. Increase youth vocational skills and employability

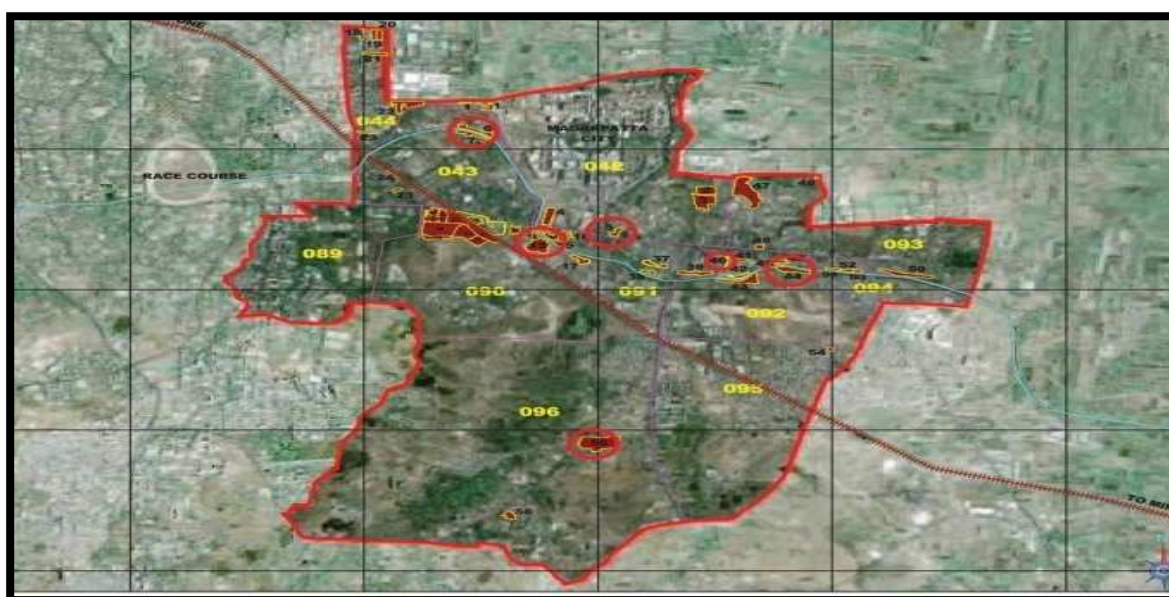
There are total 574 slums in Pune city and 56 slums in Hadapsar area, we are implementing Samruddhi project in **only six slums**, namely as Shinde vasti, Lohiya Vasti, Tarvade Vasti, Sainath Vasti, Mahatma Phule Vasti and Gosavi Vasti. As our focus is on education, we have been supporting economically backward families through running programs like Support class (Tuitions) for 1st to 7th std and 10th std Students for Slum Students to decrease the dropout rate from Schools, Scholarship Program, Life skill Training, Capacity building of Anganwadi Workers, Livelihood support and providing fundamental facilities in the PMC schools. It is to be noted that almost all the children are from slum.

In Pune city there are total 272 PMC Schools and in Hadapsar area total 15 PMC Schools are there. Among these 15 Schools, we have been able to developed only two PMC School towards Model School i.e. we have provided infrastructural basic fallibilities in the Schools in which Renovations of toilet, Painting and graphics work, Safe drinking Water Unit, Hand washing Unit, Computer Lab and Teacher and Smart Class System etc. is included.

Last year in 2018, we have provided computer setup in three PMC School and other facilities like hand washing unit and safe drinking water unit. Other remaining works to be done in these three PMC Schools; we have under taken in next year plan. As per last few years' experience, we have worked in one School a year, hence we are working in only six PMC School in Hadapsar area.

Project Geographical

Project is currently implemented in six slums namely Tarvade Vasti, Mahatma Phule, Lohiya Nagar, Gosavi Vasti, Shinde Vasti and Sainath Vasti in Hadapsar ward near Magarpatta in Pune city.



Location Map Samruddhi Project

3) Executive Summary

Community & Govt. Schools Development

The Samruddhi programme reached Thousands of children and their families in 2019, registering significant results in many targeted slum areas. These outcomes include:

- In 2019 under the Samruddhi Project provided community infrastructure support in targeted 6 slums, including the basic amenities and infrastructure development in 6 government schools.

- Through both awareness and development programs of support, in 2019 under Samruddhi program we helped an estimated 190 households gain access to an access to improved sanitation facilities.
- The “Behavioral Changes Training program” was organized in 5 Government schools in Gosavi Vasti slum and 1 Government school in Mahatma Phule slum in 2019, generating considerable interest among students and contributing to new resource allocations and new programming initiatives for Hand Wash activity in Schools.
- 100 needy and potential students get benefitted scholarship support to education fees & educational materials to continue their higher education. 8th class to college going students benefited from this activity in 2019. Financial support to potential needy students from economically weaker section of community is provided under the intervention.
- 5 days summer camps organized in 2 slums Gosavi Vasti and Lohiya Nagar; 150 children engaged with extracurricular activities. In 2019 total 150 Children in community of all slums assisted through community approach for development of social skills (e.g., communication, conflict resolution ability) in a safe and nurturing environment.
- This intervention was conducted in 2019. In this intervention age group of 6th to 14th year 200 students, in 6 slums support classes, learning materials, school stationaries and grammar books were given. It will be useful to those support class students who belonging in economically week families to continue their education in schools. Also, the kit was distributed to 70 students of 10th std in support classes. There are Digests of language subjects, notebooks, grammar book, and stationaries included in kit. It helps to support 10th class students to gain effective understanding of the subject.
- Under the Samruddhi program personal hygiene activity organized in schools as well as community children with continuing promotion of gender-aware program approaches in 2019 it included support activities related to improving menstrual hygiene management for women and adolescent girls.

Samruddhi Program for Holistic Development the amount spent during the financial year **April 2019 - March 2020** is detailed below (Pune Urban, **Main Budget**):

Sr. No	Name of Objectives	Projects local area (Dist. & State)	Total Proposed Budget	Cumulative expenditure up to the reporting period	% of Total Proposed Cost	% of Total Expenditure of Proposed Cost
1	Improvement in quality of life index through access to safe drinking water and sanitation	Hadapsar Slum, Pune (Maharashtra)	4,81,000	4,80,998	5%	5%
2	Number of students from government school (schools under the project) pursuing higher education at each level	Hadapsar Slum & Govt Schools, Pune (Maharashtra)	57,65,500	57,07,332	63%	63%
3	Volunteering Program	Hadapsar Slum & Govt Schools, Pune (Maharashtra)	8,00,000	7,86,599	9%	9%
4	Staff Capacity Building	Hadapsar, Pune (Maharashtra)	1,32,500	99,822	1%	1%
5	Support Cost	Hadapsar, Pune (Maharashtra)	19,20,400	18,55,694	21%	20%
A	Total		90,99,400	89,30,445	100%	98%
B	Budget Saving for FY 2019-20 used to Supplementary Budget		1,38,676	-	-	-
C	Total (A-B)		89,60,724	89,30,445	100%	99.66%

Samruddhi Program for Holistic Development **Supplementary Budget- 2** the amount spent during the financial year **January (FY 2019-20)** is detailed below (Pune Urban):

Sr. No	Name of Objectives	Projects local area (Dist. & State)	Total Proposed Budget	Cumulative expenditure up to the reporting period	% of Total Proposed Cost	% of Total Expenditure of Proposed Cost
A	Improvement in quality of life index through access to safe drinking water and sanitation	Hadapsar Slum, Pune (Maharashtra)	4,22,800	4,22,800	27%	27%
B	Number of students from government school (schools under the project) pursuing higher education at each level	Hadapsar Slum & Govt Schools, Pune (Maharashtra)	10,16,000	10,16,000	66%	66%
C	Cost Involved in conducting the activities planned in supplementary budget	Hadapsar, Pune (Maharashtra)	1,00,000	99,629	6%	6%
D	Total Proposed Supplementary Budget (A+B+C)		15,38,800	15,38,429	100%	99.97%
E	Budget Saving for FY 2019-20		1,38,676	-	-	-
F	Additional Budget for additional CSR Activities (D-E)		14,00,124	-	-	-

III. Sustainability for Inclusive Growth

1) Formation of Sanitation Committee

In 2019 we were formed 6 sanitation committees in six targeted slums. Formation of sanitation committee main objective was to encourage overall Six slums community participation & involvement by rally & community meetings. Total 350 household involved and participated in monthly meeting over the six slums. Each sanitation committee having five members, one member is field animator from Mashal organization and other four are slum peoples. Under the Samruddhi project we were renovated four slums community toilet; these toilets are regularly maintained and increases sustainability by Sanitation committee. All six slums formed sanitation committee taken the monthly meetings and discuss the slum level issues related to sanitation and other. Formed sanitation committees tackle their problems & issues in community level individually. e.g. Sanitation committee members of Shinde vasti slum visited the PMC officials for requesting them to do the maintenance work in community toilet. As result of this ward office send their workers to clear the blockage and repair the taps, the work is completed and now people are using it without any issues. Sanitation committee creates platform to slum peoples to raise their problems, issues in the meeting.



2) Community Sensitization & Awareness Camps on Health & Hygiene

Over the 6 slums 6 Health & Hygiene awareness camps organized, 477 participants participated. Nearest ward office PMC sanitary inspector also attended the program and encourage the people how to maintain toilet properly and assured his teams's support for the maintenance. The objective of awareness camp was to ensure proper functioning and maintenance community toilets and safe hygiene practices. Information on effective management of community toilets and overall hygiene improvement of the slums were shared with the participants. Resource person (expertise Dr.) counselled to the community peoples about personal hygiene, importance of cleanliness, menstruation, good practices that prevent disease and lead to good health, proper disposal of waste water and garbage. It is observed that the community members are taking initiative for the miscellaneous maintenance work of community toilets.



IV. Improvement in Community and Government Schools Education Excellence

1) Support Classes and 10th std. Classes



The Support Classes for 6 to 12-year age students and 10th standard students in the slum community were run successfully. Support classes situated the mostly in community so maximum students were covered in concern slum. Total 270 students enrolled in a support

class including 10th std class and 89% of students have showed significant improvement in studies and also continuing their schooling. Support Classes and 10th Standard classes conducted regularly in all targeted slums. Extra curriculum activities have been taken in support classes, these learning activities encourages teachers and students to explore, research and use all the tools to uncover something new. It will help students develop their creativity and their problem-solving skills.



2) Education kit & Learning Materials

Education kit & learning materials were distributed in six slums support classes and 10th std. classes. This intervention involved 6th to 14th year age group 200 students, in 6 support classes, learning materials, school stationaries, grammar books were given. These education kits distributed those students who belonging in economically weak families to continue their education in schools. In 2019 kit was distributed to 70 students of 10th std also. It includes Digests of language subjects, notebooks, grammar book, and stationaries. The main objective of education kit distribution to is "to identify the need of the students and help their studies by providing education kit for better success in school education. It helps to support 10th class students to gain effective understanding of the subject.





3) Extra-Curricular Activities

In 2019 there is one major change was to the support classes introduction of extra-curricular activities. In the support classes teachers teach the students using interactive methods wherever it is possible. They also assess the learning level of students in regular intervals through assessment tests. There are many students who are lacking basic knowledge of language and maths. Special attention is given to such students to help them to achieve the learning level of their present class. Apart from

study several programs are being conducted to develop the personality of the students. On every Saturday, the children engage in activities such as painting, singing, dancing, yoga classes, clay modelling, crafts and reading. Campaign like “Financial Literacy” are also organized where students have visited ATMs and banks. Sessions are conducted for student on topics such as Importance of saving; avoiding unnecessary expenses, understand the currency etc. Also, several sessions were organized on topics like hand washing, personal hygiene, responsibilities of students at school and at home etc. Exposure trips are being organized for 10th std students every year to help them have practical exposure on various topics.



4) E-Learning

In the Government schools in targeted slums we are provided them smart board and computer-based training for the enhancing students learning. digital classrooms as medium of providing education are proving quite effective and visually attractive. interactive projector, which is a portable solution, helps to convert any surface (existing projector screens, whiteboards, or wall surface) into an interactive surface. learning methods by integrating, improving, and including appropriate technological resources such as smart board classes, computer-based training in education. With the use of projector equipment in order to properly enhance the social-emotional and physical development of students.



5) Exposure Visit for Aspiring Students

An Exposure visit for 10th std 70 students organized to Nehru Science Centre, Mumbai. Objective of the visit was "to understand the facts of Science experiments and practical's from 10th std syllabus." Students understand the Science and mathematics experiments practically. It helps to all



students understand the topic better, helps children retained information for longer periods. Students could co-relate with the subject. They experience science closely.



6) Self-Study Technique Improvement & Career Guidance Program for 10th Class Students

In 2019 total 70 students of 10th class standard assisted to inculcate self-study technique improvement program improved overall progress of students. Students learned their academic syllabus more effectively also students discover more about the topics they're studying. Career guidance program also organized for the student's future career. Career guidance program helps students To Set an Achievable Career Goal, Successful Career Plan, Best career Preparation, Career counselling Resolves Confusion, right Future Career Decision, To Know Career Opportunities.



7) Behavior Changes Training Program

Past year we were conducted this activity in 2 slums schools i.e Gosavi Vasti & Mahatama phule vasti. Total 375 students involved and participated in this intervention by 2 PMC schools. The main subject was "Personal Hygiene". Objective of the training was "to make the children able to do all personal hygiene activities by their own". In the schools of Gosavi vasti slum & Mahatma Phule vasti significantly improved student's personal hygiene. Due to maintaining personal hygiene track sheet students regularly attended schools by follow good personal hygiene practices.



8) Support to Schools for English Remedial Classes

The quality of education at government schools near our locations was dismal to say the least! Majority of students came from slum communities and their English was way below par. Mashal implemented intervention under Samruddhi project to improve the learning level for 150 children from the government schools. In the pre-test, it was found that around 46% of the students from Class 5 were unable to recognize the alphabets and only 13% could recognize the words. Ability to form sentences was very bad even for students of classes 6 and 7. The Mashal helped to appoint trained highly qualified teachers in carefully designing a module to improve on the students' written, spoken and comprehension skills in English. Now 85% students from 5th to 7th classes are able to recognize the alphabets, identify words and half of them are also able to write correctly and frame sentences.



9) Institution Building Program – Bal Panchayat (PMC Schools)

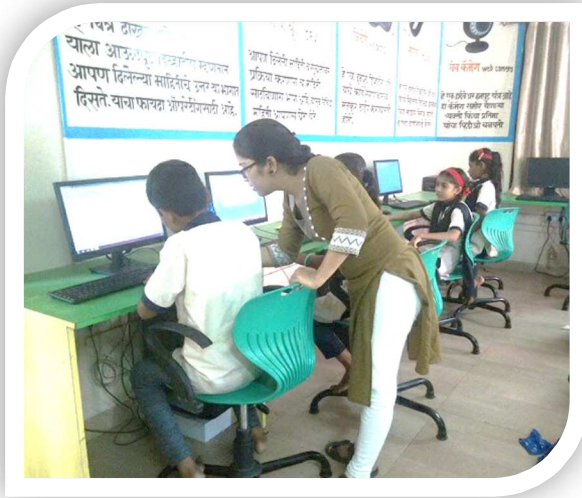


In 2019 we were formed Bal panchayat in 11 PMC schools. The program organizes **Baal Cabinet** (students' parliament) consisting of 9 to 11 student members. The parliamentarians are assigned responsibilities and are trained on

how to make school environments better and express them. This activity will be providing students a platform to show case their learning's and share their experiences in terms of promoting health & hygiene in their schools.

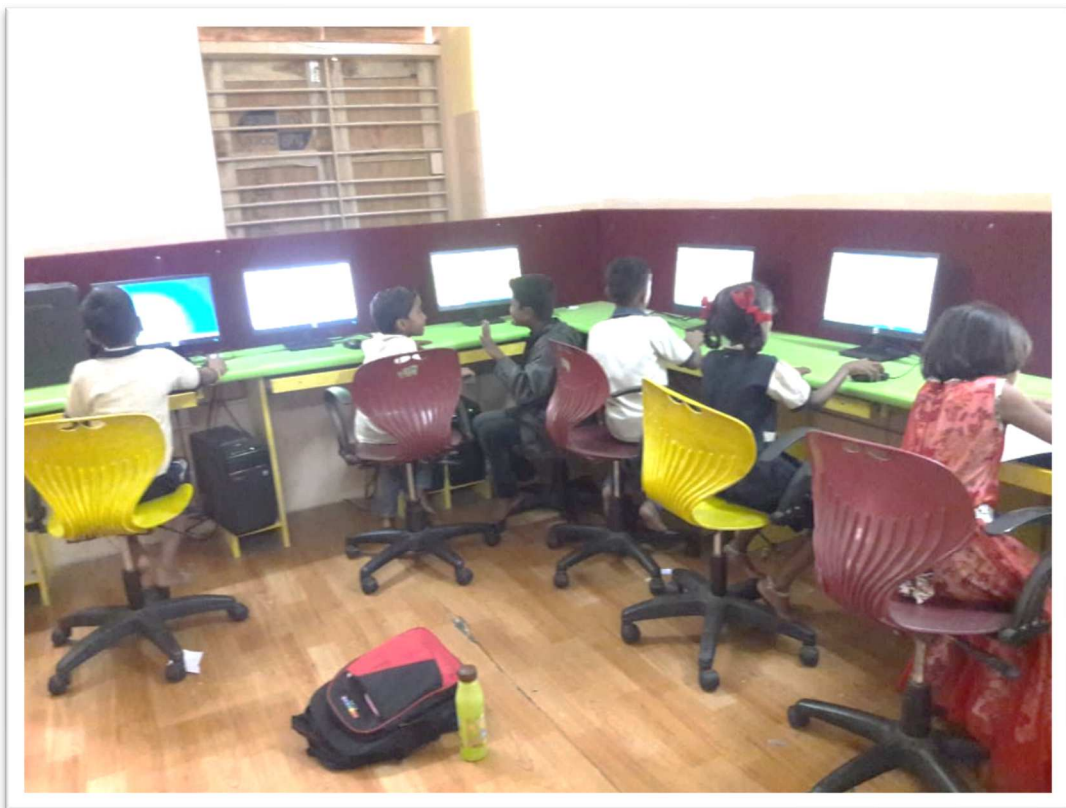


10) Computer Literacy Program / Digital Learning



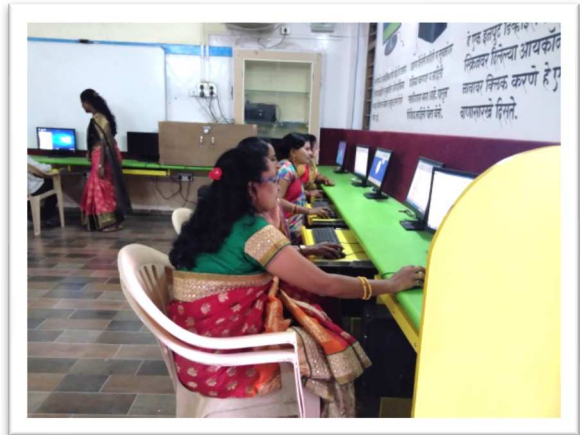
As part of computer literacy program, previous year we have setup total 5 centres of computer literacy in 11 PMC Schools benefitting 1,516 Students. it will Support to student learning through the use of technology, helps students to navigate digital learning platforms. To impart the basic digital skills among slum student's regular computer classes were

conducted. 1516 Students are the benefited from this intervention among all six slums. Qualified computer teacher appointed for the computer literacy program. Total 7 teachers assisted to students about computer basic learning.



11) Government School Teachers Computer Training Program

PMC teacher's Computer training sessions were organized in 10 Government Schools. our team's computer technically qualified teachers trained to PMC school teacher once a week. Computer teachers started training with the basic learning of computer literacy. Topics covered in training: MS word, Excel, PowerPoint PPT, Internet work, Email, Online form filling, how to take prints, converting word file in PDF file, how to use Projector, How to Make files and folder. In 10 government schools total 58 PMC teachers benefitted through this intervention.



12) Scholarship Support to Needy & Potential Students

Financial support to potential needy 100 students from economically weaker section of community is provided under the project. Total 6 slums i.e Sainath vasti, Gosavi Vasti, Mahatma Phule Vasti, Tarawade Vasti, Shinde Vasti and Lohiya nagar's 8th std. t[[[[[[[lo collage going 100 students were identified and distributed them scholarship. The main objective is for this intervention to support needy & potential students through Scholarship to continue their education in school. After follow up of those distributed students we know that, the students used supported money for the purchase of books, note books, educational materials, collage fee, tuition fees & bus travel pass.



13) Summer Camps Development of Social Skills



The primary purpose of this camps is educational, athletic, or cultural development of children. A summer camp environment helps children to learn new skills in a safe and nurturing environment. 5 days summer camps organized in 2 slums i.e. Lohiya Nagar and Gosavi Vasti; 150 children

engaged with extracurricular activities like Painting, Mud activity, Craftwork, Dance, etc. Last year 150 Children in community of all slums assisted through community approach for development of social skills (e.g., communication, conflict resolution ability) in a safe and nurturing environment.



14) Teachers Training Program Promote Teachers Teaching Skills



In 2019 total 3 training sessions were conducted for capacity building of 15 teachers & 6 field Animators. The main objective was to improve the learning levels of their students and develop their classroom management. 15 teachers were actively

participated trainings & activities,

those activities implemented their classrooms also. Teachers training program have shown a great deal of benefit, such as the ability to earn teacher education certification, improve their general skills, improve overall organization, improve time management, improve educational technology knowledge, and learn ways to better motivate students.



15) Anganwadi Workers Training for children healthcare & Education Services

Anganwadi Worker's training were organized for the 11 Anganwadi workers of all six slums. The topic of the training was "Child's growth Monitoring". Main objective was "To understand the criteria of physical growth of 3 to 6 age group children, and "To help Anganwadi workers how to use instruments for monitoring growth of the child". Total 35 Anganwadi workers were participated in t raining with the supervisor. The expert resource person was conducted training. In that training covered following topics. How to measure height, weight in a proper way with the help of stadiometer, infantometer, baby scale, Malnutrition causes and prevention. Regular monitoring of growth of children is done through Anganwadi workers activities.



16) Life Skill Training for Adolescent Girls in Community



Last year Life Skill Training have been given to 40 Adolescent Girls in community. All the sessions of the training were focused on developing self confidence in adolescent girls and create awareness about gender issues. While dealing with many complex issues in their daily life and also physical & emotional changes happening in this age group, these discussions will be surely helpful to them to deal with these conflicts/situations. All training was held by expert resource person (Public Health Expert, B.A.M.S.M.P.H.). Total 42 adolescent girls have participated in 6 sessions of targeted slums. 6 sessions based on 6 different topics and objectives, like Introduction and self-awareness, Gender and Communication, Decision making and Problem Solving, Stress Management, Leadership and Conflict Solving, Time Management and Budgeting.



V. Improvement in Government Schools and Community Infrastructure

1) PMC School No 100, Toilet Construction, Flooring Renovation and Library Setup

There are studies suggesting students in schools with poor infrastructure can have lower scores than those with access to better infrastructure facilities. This makes school infrastructure a key element in a child's academic as well as holistic growth. In PMC School No. 100, Bunter Campus we have constructed



renovation of flooring work, boy's toilet construction and made furniture work for the book's library setup. We were provided books for library setup. The PMC school having total 295 student's enrolment. Infrastructure developed to promote quality education to 295 students.

2) PMC School No 04, Computer Lab Renovation, Renovation of Science Lab and Library Setup

Sainath Vasti having 1 PMC School No. 04, we have constructed renovation of computer lab, flooring and painting work completed. Under the project 1 science lab also renovated which is benefitted with 316 students. A library setup for children to study were established at Vidyaniketan



school no. 04. it encourages exploring interesting things among students, when the curiosity to know is intense among curious minds of children. Such infrastructure also serves as holding interactive sessions and exchanging knowledge among students, thereby enhancing students' writing and reading skills.



3) PMC School No 87, New Construction of Balwadi

Under the Mahatma Phule slum PMC school no. 87 campus, we were constructed new Balwadi for the 30 pre-primary students. School don't have sufficient space for the Balwadi children students. it helps 30 students got sufficient and healthy environment for the continue their education with new Balwadi building. Increase quality of education and school learning environments among the students.

4) Renovation of Community Hall / Support Class in Tarawade Vasti Slum

In Tarawade Vasti slum, a community hall has been well-constructed and attractive painted walls. Renovation works includes flooring work, painting work, fabrication work and 1 toilet for the pre-primary children. The community hall used for many purposes, as support



class for community children, Anganwadi pre-primary children and community peoples for community program. Total 70 students of the support classes including Anganwadi and 50 household from slum benefitted by Community hall renovation.

5) Renovation of Community Hall / Support Class in Lohiya Nagar Slum

Lohiya vasti slum has 140 households & a population of 602. In Lohiya Nagar slum, a community hall renovated with work as Terrace water proofing, inner & outer painting, windows repairing, electrical work, safety door fitting, tiles repairing, plaster work, etc. The community hall used for many purposes, as support class run in the community hall and used by community peoples for community programs. Total 27 students in the support classes and 40 household benefitted by Community hall renovation.



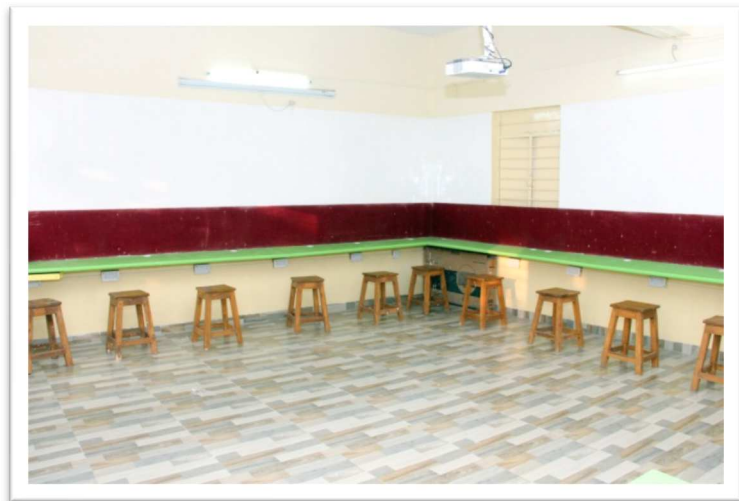
6) Renovation of Boys & Girls toilet in Sane Guruji School



The lack of proper toilets in schools threatens who are at risk of getting sick due to poor hygiene, and subsequently miss school. We were renovated Boys and Girls toilet separately in the PMC school at Lohiya Nagar. Toilets are provided for Students which are readily accessible, adequately lit and ventilated and kept in a clean condition. Separate facilities provided for Boys and Girls with a door capable of being secured from inside. The lacks of separate toilets for girls and boys is among the top barriers to girls' education. Toilet infrastructure help to reduction in school dropouts of girls and continues her education.

7) Renovation of Computer Lab in PMC School No. 87

We are renovated computer lab in the PMC school no. 87. Renovation of computer lab insist flooring work, painting and repairing of windows. It helps students to good quality artificial electrical lighting will increase concentration, focus and attention. 350 students benefitted through improved school's computer lab renovation infrastructure work.



8) Renovation of Community Toilet in Gosavi Vasti

We renovated community toilet in Gosavi vasti slum. Renovation work includes tiling work, blockage cleaning, door replacement, painting. Community toilet renovated to ensure access to safe sanitation practices for 200 inhabitants. The urban community toilet aims at improving the health and hygiene conditions of people living in slum areas. positive behavioural changed among 50 households regarding healthy sanitation.



9) Maintenance- Community Toilets Renovated under the Project

We are renovated 5 community toilets in three slums i.e. Lohiya Nagar, Shinde Vasti and Gosavi Vasti. In Lohiya nagar community toilet. i.e., terrace water proofing and electricity work completed. In community toilet of Shinde wasti we have done Pipeline work, tap repairing work, painting work with slogans. In community toilet of Sainath wasti and Shinde Vasti we have done painting work with slogans.





VI. Staff Capacity Building (Training Programs for Staff)

Capacity building program is fundamentally about improving effectiveness, at the micro and macro organizational levels. Capacity building focuses on furthering an organization's ability to do new things and improve what they currently do. Samruddhi program focuses on staff new skill improvement through training programs. Through, capacity building it improves the organization's performance and enhances staff's



ability to function and continue programs. Staff training programs involves training, mentoring, exposure visits and financial and/or other resource support to individuals and organizations from external sources. It is a process that

we involve resource person experts from many fields. It helps the staff will adopt of new skills and knowledge as well as systems to sustain in the project. In the 2019 total 5 training session has been organized and scheduled. Samruddhi programs Pune Urban 4 staffs core team participated in these trainings. First training was exposure visit to other successful NGO who working with similar intervention. Main objective was to learn new intervention and working process with slums.

Second training were completed on documentation and report writing. In this training staff learnt about the base line survey, interaction sessions, feedback form importance, social media uses, audio video documentation and case study & success stories.



Third training program for staff has been arranged by freelancer trainer. The session was “Program Monitoring and how to improve effectiveness of Education in Program.” He covered the following topics like: Communication skill improvement, how to do situation analysis in community level, Team building, Time Management, how to monitor a project, how to motivate to team for qualitative work.



Fourth training program for staff involved and participated all Samruddhi team along with Filed animators. The training session topic was "Water and Sanitation". The main objective of this session was "to understand the strategies of water and sanitation activities at field level." Trainer effectively explained about How to identify need, How to get a community

participation for more effective work, Strategy of water and sanitation activities, how to get feedback from beneficiary group, Monitoring and supervision of activity.



VII. Success Stories & Case Studies

1) Success Story of ICDS Anganwadi



The Anganwadi program fits into this vision of socially empowering women. It is a Support to them in their daily lives, allowing them to take part in various activities outside of the house and

go out to work, thus bringing in their own contribution to the household's finances and earning the respect of their families. The Anganwadi can contribute to the wellbeing of the care takers in this respect by providing a safe and clean Place for the children, thus freeing the mind of mothers from worry about their child. Anganwadi centres have very crucial role to play towards reducing fatigue, health Problems and stress of the care taker (mothers) by contributing to one of their important responsibilities, nurturing a small child, thus giving them more time towards rest of their daily activities & family duties Anganwadi is a type of Child Care Centre in India. It was started by the Indian Government as a part of the Integrated Child development Services program to combat child hunger and malnutrition.

One of the basic objectives of John Deere CSR Project is "Number of students from government school (schools under the project) pursuing higher education (at each level). By considering this objective in mind, we decided to uplift the basic infrastructure of Anganwadi no 126 of Gosavi wasti. Gosavi wasti is one of our project slums. Total population of Gosavi wasti is 2596. And there are 3 Anganwadis. By the need identification of gosavi wasti, we observed the Anganwadi no 126's poor condition of infrastructure, damaged roofing and lack of ventilation. The strength of Anganwadi was 25 students only. But the because of poor infrastructure environment, students were irregular. Also, students were facing health issues related

to Nutritious food. So Mashal has been decided to construct the Anganwadi under the Samruddhi project.



In the year of 2017, Meetings has been done

with Youth club members, Corporator Mr. Anand Alkunte and Anganwadi workers for the construction of Anganwadi. So it will be benefitted to Anganwadi students as well as local purpose also. Graphics, painting, electrical work, loft for material storage has been done. Now the no of students enrolled in Anganwadi is 40. Students are studying in fresh and healthy environment. Students are regularly coming to Anganwadi. Anganwadi is providing service to the kids, pregnant women, feeding mothers, adolescent girls, providing them nutritious food and also complete vaccinations. Also, community meetings, community programs have been done in Anganwadi. Teaching learning material also provided by Samruddhi project.

One of the parents Mr. Hanumant Kambale, father of Dinesh kambale is said that, “the previous condition of Anganwadi was very worst. The structure of Anganwadi and the sitting arrangements were not in good condition. The Anganwadi teacher couldn't store the food of students in that unhygienic environment. This place was used by community people not in proper manner. Mashal sanstha constructed this Anganwadi, after that my son regularly started to go to Anganwadi. Improved infrastructure, healthy environments helped to my son for actively participation in all activities and games. He can get nutritious food daily. I am very thankful to John Deere and Mashal for developing Anganwadi infrastructure.” Due to constructed Anganwadi and teaching learning material, community people aware about Anganwadi are improving services and facilities. So, they initially participated in parents meeting. Total no of students increased for Anganwadi education.

2) Success Study - Support Class, Pune Urban

Support Classes are being conducted under Samruddhi project since 2015 for the students of 1st to 7th standard and 10th Standard Students in Six slums namely Shinde Vasti, Lohiya Vasti, Gosavi Vasti, Sainath Vasti, Tarvade Vasti and Mahatma Phule Vasti.

The major objectives of this initiative are to provide tuition support for the students in the slums those who are weak in their studies and can't afford private tuition and encourage the students to continue their education. More than everything else support class aims at overall personality development and character building of the students. As all the support class students are from slums, they face multiple challenges to continue their education like lack of attention



from parents at home, peer pressure to give up education, vulnerable to get involved in anti-social activities etc. In this scenario support classes are playing a significant role in fulfilling one of the major objectives of Samruddhi Program i.e. number of students from government school pursuing higher education. Selection of support class students are done through house visit and pre-test to understand the learning level of the students. After selecting the students, parents' meetings are organized to inform them about the functioning of support classes.

Major focus of the support class for 1-7th standard is to provide quality education to students with the help of well qualified teachers. Maths, English and Marathi are taught in support classes. In support classes for 10th students both regular and drop out students are enrolled. In these classes subject such as language, maths and science are covered.

Till march 2018 these support classes were conducted by part time teachers in all slums. There were different teachers responsible for support class for 1st to 7th standard and support classes for 10th standard. After assessing the intervention, a major change was introduced in April 2018 by appointing well qualified full time staff



devoted specifically for the task. Now both the support classes are conducting by same teachers. Working full time, they are able to spend quality time with the students apart from developing a good rapport with the community. Another major change was

the introduction of extra-curricular activities in support classes. In the support classes teachers teach the students using interactive methods wherever it is possible. They also assess the learning level of students in regular intervals through assessment tests. There are many students who are lacking basic knowledge of language and maths. Special attention is given to such students to help them to achieve the learning level of their present class.



Apart from study several programs are being conducted to develop the personality of the students. On every Saturday, the children engage in activities such as painting, singing, dancing, yoga classes, clay modelling, crafts and reading. Campaign like "Financial Literacy" are also organised where students have visited ATMs and banks. Sessions are conducted for student on topics such as Importance of saving; avoiding unnecessary expenses, understand the

currency etc. Total 115 students of support class attended the session. Out of them 30 students have started saving. In last one month their net saving was Rs. 9879.

Also, several sessions were organized on topics like hand washing, personal hygiene, responsibilities of students at school and at home etc. Exposure trips are being organized for 10th std students every year to help them have practical exposure on various topics.

Following are the details of support class students increased enrolled in past 4 years.

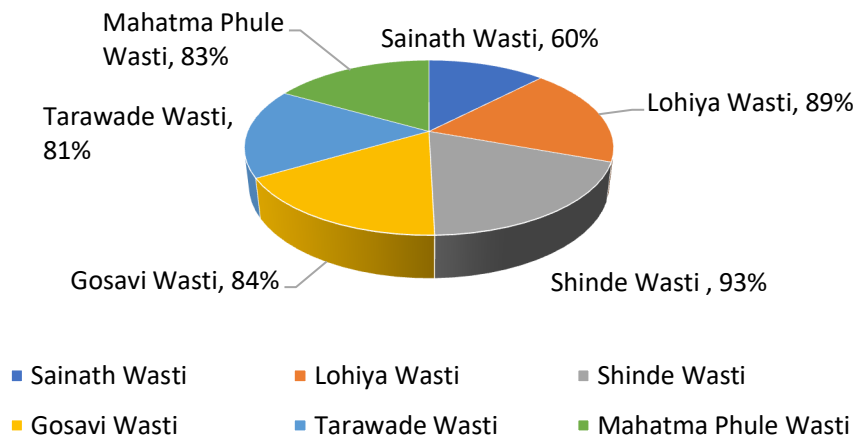
Number of Students Enrolled in Support Class										
Sr. No.	Years	Standard of Students								Total Enrolled Students
		1st std	2nd std	3rd std	4th std	5th std	6th std	7th std	10th std	
1	2015-16	23	25	30	17	26	23	20	16	180
2	2016-17	27	24	29	33	29	23	24	51	240
3	2017-18	14	23	25	33	35	22	22	58	232
4	2018-19	15	22	32	23	29	28	24	70	243
5	2019-20	7	24	31	25	30	44	39	70	270

Because of Extracurricular activities conducted in support classes, the interest level is increased in education. Meanwhile the appointments of well qualified teachers, students' learning level improved. Since 2015 to till date student's enrolment increased in support classes also, they are continuing their education in schools.

As per the pre and post-test analysis more than 70% students are showing significant improvement in their studies and the average attendance percentage is more than 80%. Support classes for the 10th standard students are also showing significant results. 83% 10thclass students passed their board final exam, following are the details.

Sr. No	Slum Names	Total Students Appeared Board Exam from 2015-16 to 2018-19	Total No. of Passed Students from 2015-16 to 2018-19	Total No. of Passed Students Continue Their Education from 2015-16 to 2018-19	Total Percentage of Passed Students Continue Their Education from 2015-16 to 2018-19
1	Sainath Wasti	30	18	17	94 %
2	Lohiya Wasti	18	16	16	100 %
3	Shinde Wasti	41	38	33	87 %
4	Gosavi Wasti	55	46	38	83 %
5	Tarawade Wasti	16	13	11	85 %
6	Mahatma Phule Wasti	35	29	18	62 %
Total		195	160	133	83 %

Slum wise 10th Class Passing Percentage out of 195 students from 2015-16 to 2018-19



Regular parents' meetings are organized to update the parents about the progress of their children. Also, the teachers and community coordinators maintain a good system for addressing the issue of absenteeism. If a student is absent for more than 2

days, staff visit their house to know the reason. This helped the teachers to improve the attendance. For example, in May 2019 the average attendance percentage of 10th class was 80%. And the average attendance percentage of 10th class in November month is 90% of all slums.

As most of the students are coming from poor financial back ground and they can't afford stationeries and guides, educational kits are being provided to all support class students. Presently 270 students are studying in support classes, 200 students in support class for 1st to 7th std, and 70 students in 10th std support classes. This initiative is helping the students to improve their learning level and to maintain continuity in education.

Case Study: 1

Family Background: Divya lives in Gosavi Vasti, Slum Hadapsar. She lives with her family members mother; 2 younger brothers and 2 sisters. Ever since her father's death eight years ago, her mother has been the sole caretaker of the entire family.



Challenges of Divya: In 2017 she was studying in 10th class due to unbearable financial crisis. She was forced to stop her schooling by mother. Although her mother was concerned about her education but they didn't have any options. She would not be able to go to school due to the financial condition of her family.

Encouragement & Support: Once during community survey, one of our Field Animator met Divya, after interacting with Divya the field animator learnt that that she was desperate to go to school and to relive her dream of formal education again. After meeting and assuring Divya's mother our representative informed her about our scholarship support program will help to continue education of Divya. Our field animator convinced Divya's mother for continue education of Divya with the help of Scholarship amount.

Impact: After given scholarship to Divya with the help of our support teachers she continued her education Govt. school in class 10th. she was taking interest in her studies and became a good and regular student in the govt. school as well as at our support class in Gosavi Vasti.

With the help of scholarship support in 2017 Divya appeared board exam and she obtained 73% marks in 10th std. Next year 2018 she taken admission 11th std & she obtained 74% marks. In this year we are provided her scholarship. She paid her school fees from the received scholarship money and purchased books, notebooks etc. for school. Today Divya is one of the brightest students at school. Divya is really working hard with her studies and looking forward to accomplish her dream with L.L.B education of being a lawyer.

Case Study: 2

Personal Information: Pooja lives in Gosavi wasti, Hadapsar from last 11 years.. She lives with her husband 1 daughter & 1 son. Her husband working as a office boy in MIDC industrial area. .

Problem : Puja studied till 8th std, She wanted to be continue school but at that time her father passed away. Her family's economical condition was not good enough to continue the her education. So she became a dropout and eventually got married due to the compulsion from her family. After marriage she worked as a maid for 5 years , then she got the job at dentist clinic as a receptionist. But later own the doctor asked her to leave the job as she couldn't do the job properly due to lack of education

Support: During this period Support class teachers of Samruddhi was doing home visits for Starting support classes & 10th std classes. She met with the teacher and teacher gave suggestion & motivated pooja for continuing the education . Finally she got enrolled in the 10th std support class through open education

Impact: In 2016 Pooja started coming to Samruddhi 10th std. class & she obtained 53% marks in 2017 with the very hard work. After successfully passed in 10th std. In 2018 she took the admission in 11th std at Ambedkar collage. Now she studying in 12th std. in MCVC Vocation course at Ambedkar Collage. Due to higher education she becoming more confident, & ambitious about her families future plans.



VIII. Outcomes & Major Learnings

1) Major Learnings from Past Year

1. People Participation & involvement make positive impact on Sustainability of intervention as sanitation committee formation & awareness camps on health & hygiene.
2. Through development of basic infrastructure amenities & quality education regular attendance and reduction of dropout of students can be achieved.
3. Support classes for 10th class are helping students to achieve their academic goals. But, additionally by giving some qualitative inputs about self-study technique skills, personality development & career related skills, this can be achieved more comprehensively.
4. The consistency & sustainability of any awareness programs in community & enhancing students' skills programs in schools is very important. This can be achieved only through certain behavioral changes like ownership of the facilities, setting new goals for betterment etc. in students. With same aim programs or activities need to be frame and implement in immediate future, to maintain the developed facilities.

2) Major Outcomes

- Improve sanitation facility and health status of the slum dwellers working with program objective as water and sanitation.
- Increased ownership in users to promote sustainability with the help of sanitation committee formation and health & hygiene camps.
- Improved teachers' skills and classroom practices to boost students learning in Schools by the organizing teachers training.
- Improve adequate, appropriate, safe and secure access toilet facilities with developing community toilet renovation work.
- Improving & developing Schools infrastructure it helps Reduction in dropout, increase the enrolment & attendance in schools, Increased affordability of

student's education and improved Quality of Education, Improve the Health and Safety and proving a safe and comfortable space in schools.

- Organizing behavior changes training program and life skill training program it helps to Improved self-esteem among students, increase the confidence level, and emotional stability & social responsibility.
- English & Mathematics remedial support classes in schools improve Better learning levels attained in english and maths subjects.

IX. Volunteering Program

Employee Volunteering John Deere India is a practise of employees working for a social cause without being motivated by financial and material gains. Employees get a platform to utilize their valuable time and skills for community welfare and for a deep sense of individual satisfaction, which enhances their leadership skills too. It was also observed that employee volunteering strives to balance the triple bottom line, profit with environmental and social responsibility. Besides this, employees have also been using



their technical knowledge creatively to impact a positive change in the society. In 2019 total 101 Volunteers i.e. employees of John Deere India have been participated in four volunteering activities in different government schools in targeted slums. All activities had been organised in PMC Schools. These activities were included different works like Wall Paintings, Graphics for Speaking walls, School Flooring work etc. It will be beneficial for more than 900 students from targeted government schools in slums.

X. New Interventions

Samruddhi Program is supporting Vocational Training, Sustainability programs, Innovative learning skills, Science exhibition and support to pre-primary schools towards achieving common goals such as:

- Development of Community based maintenance system to ensure sustainability
- Reduction in dropout and reduction in expenditure on pre schooling per child
- Improved the student's knowledge of Science subject and develop students' skills of leadership
- Increased skills development, employability and promote self-employment
- Developed student's creativity and their problem-solving skills

1) Sanitation Committee (Capacity Building Program, Strengthening to groups.

Sanitation committee capacity building program is about promoting the 'capacity' of Sanitation committees' group and local communities to develop, implement and sustain their own solutions to problems. Next year we will organize this activity in all six slums. Next year we are dropping formation of sanitation committee, instead of that we strengthening formed groups in community by capacity building program. The objective of intervention is "To Increased ownership in users to promote sustainability".

2) Innovative learning activities in Support Classes.

Innovative learning activities in support classes activity is newly planned for next year. There are many strategies, such as personalization, small learning communities, student advisories, multidisciplinary curricula, peer tutoring, peer instruction, and team teaching, which are used by teachers at different higher levels of education in support classes. Innovative learning activities encourages teachers and students to explore, research and use all the tools to uncover something new. The thinking process that goes into it will help students develop their creativity and their problem-solving skills. Initiatives will be taken up like: Puzzles and games, drawing events, Organizing the study tour, Project work on different topic, Organize the art & craft workshop, Organizing field trips. The objective of intervention is “To use of innovative strategies by the teachers to respond to students’ diversity at higher education level in government school”

3) Science in Action & Science Exhibition

Next year in the support classes, ‘science in action’ activity will be organizing in each targeted slum. Each slum 50 students of 5th to 10th std. in support classes will be attend 10 sessions training. Consultancy will be hired for the providing training related to science project. It helps the students to broaden their critical thinking, platform to the students to experiment the theories which they studied. Science exhibition is to be a great platform for support class students and for the presentation of their talent. The students speak about their projects in front of everyone and develop public speaking skills. It boosts the confidence of the students and outshines their personality. The main objective is “To strengthen the student's knowledge and interest in Science subject”.

4) Support for Anganwadi with TLM

The objective of this intervention is “To improve pre academic development, intellectual development, language development, social & emotional development pre education child.” learning material (TLM) is a vital instrument of preschool education. That the we are supplying new materials to 10 Anganwadis in next year under the program. 10 Anganwadi assisted with TLM in targeted 6 slums. 320

students will benefitted improved to pre academic development, intellectual development, language development, social & emotional development. Availability and accessibility to variety of materials can support the child's holistic development which include physical and motor skills, cognitive skills, communication skills and creativity.

5)Support Vocational Training to unemployed youth (4-Wheeler Driving), (Tally + GST)/Mobile repairing/ Two-wheeler repairing course

Vocational Skills education is important because it equips people with the practical skills necessary to begin or enhance a career. In the next year vocational training activity is newly added in proposed intervention. Total 40 youth benefitted through improved skills by vocational training. Total 6 targeted slums 20 youth will be assisted by four-wheeler driving training 21 days duration & 20 youth will be assisted by Tally + GST / Mobile repairing / Two-wheeler repairing course, 2- or 3- months duration. Following is the benefits benefitted by vocational training to unemployed youth in program slums..

- Better chances of employment
- Higher earnings levels.
- Increased job satisfaction.
- Improved flexibility and mobility.
- Lifelong learning.
- A positive influence on child education in families.



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