



सेवा सद्भाव विकास

Shroffs Foundation Trust

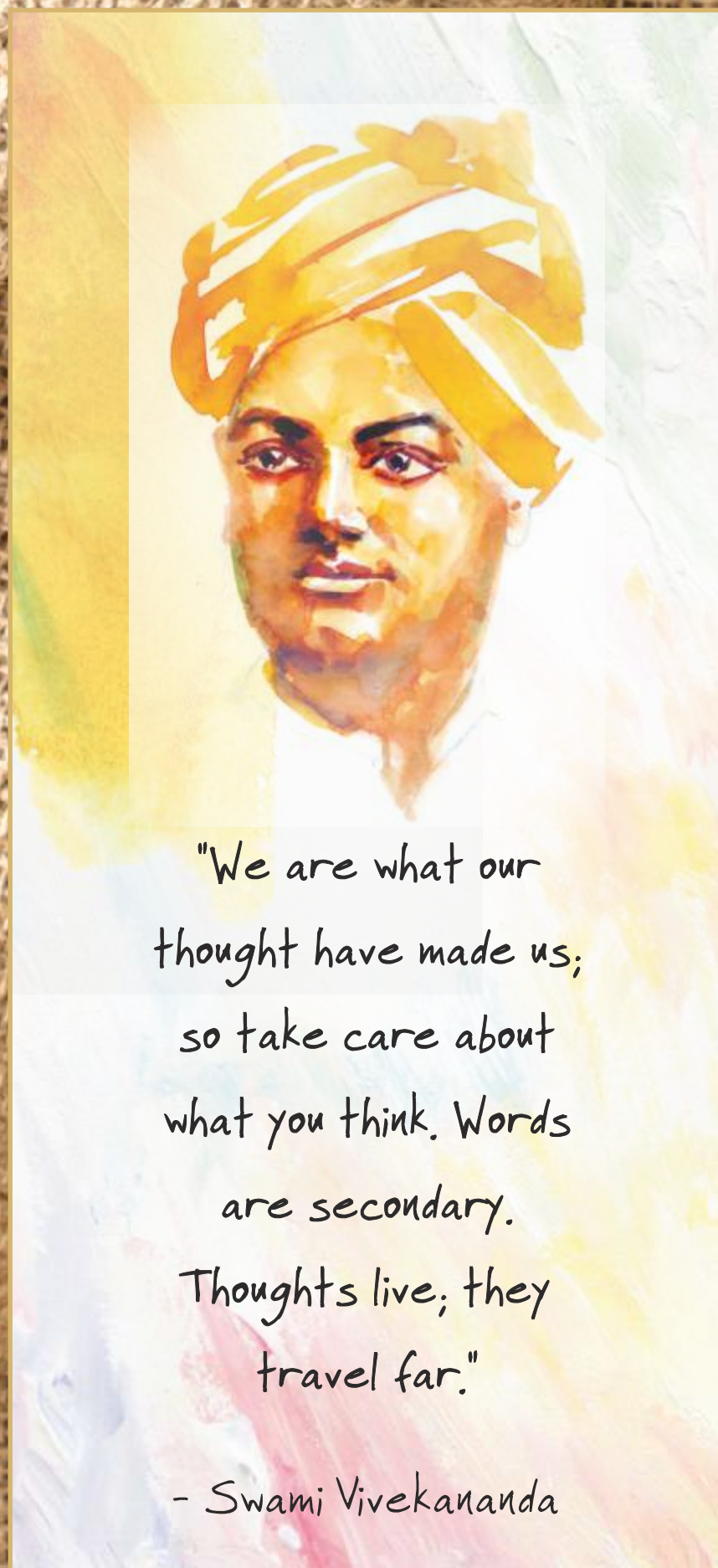
*expectation for  
excellence*



ANNUAL  
REPORT

2017-18





"We are what our  
thought have made us;  
so take care about  
what you think. Words  
are secondary.  
Thoughts live; they  
travel far."  
- Swami Vivekananda

# संज्ञा

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## Message from Shri Kantisen Shroff

૨૦/૬/૧૮

પ્રિય શ્રુતિ

કલેષોભેદ એન્જ જે રીતે આ દુનિયાનું  
નિર્માણ થયું છે તે જોતાં એમ લાગે કે આજ  
રીતે સમાજ વ્યવસ્થા બાદે તે માનવ ક્રમજનુ  
નોઈ જ નીકળતો જાય દાયકાઓ ના લાગે.

એવે સમયે સેમેજે દાર ક્રમજનુ પડીતો રહે  
મોટી જવાબદારી પોતા પોતાની રીતે લેવાના રહે.  
હું એમને ક્રિડા દુર્લભિવાન ટ્રેક્ટો પાસે જુદા  
સમગ્રવલો નિગમોડે છું.

જે રીતે છોટા ઉદેપુર એક સ્થાન બાળુના  
ભાણુના પ્રજાને કરે સેમેજ દારે નાગરીકો  
ભાઈ કે પ્રજા એ એક કરેક કોડિકે બને છે  
જે હવે બીજા બહુ કામ એવે સમયે મેં લાગે છે  
એવા સમાજ દુનિયા નિર મોટાં કામ લઈ રહ્યા છે.  
એક ટકાર કે સેકેટિંગ કરેક મોડે બના રહ્યું  
છે એવામાં વિવેકાનંદ સીખવેલા સેમેજ દારે  
એવાપણે બધે બિના કુદવાના રહેવાના.

આ global approach છે અને મોટું કામ  
પરવડે એવે નથી.

બીજા સેમેજ દારેકે કોઈને  
કોઈના કામના કામને નમેકોડે.

Dear Shruti

The way climate change is destroying the world, if the social behavior continues like this, it would not take many decades to destroy the human lives. In this situation the elders of the wise/responsible society need to own up big responsibilities proactively.

I envisage an important role of Shroffs Foundation Trust in this.

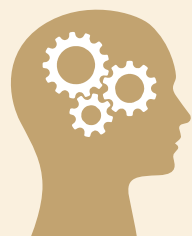
The way people of Chhotaudepur and surrounding areas developed as responsible citizen has become a good comprehensive program. I believe this has potential to be used and replicated in many other locations.

This is getting developed as a model for sustainable civilization and has implication application globally. We have to create wisdom everywhere, which Shri Swami Vivekananda has taught us.

This is a global approach and cannot afford to delay.

My salutations to the work and my love and respect for your colleagues ... Kaka





## Preface

I am happy to publish the Annual report for the year 2017-18. As we have been documenting the journey of the major thematic area, this year we are publishing the journey of "Skill Development". Skill Development is a part of "Man Making", the concept inculcated by late Shri Govindjibhai Shroff, who believed in educating people and make them able to stand on their own and get the answers of their problems by their own wisdom and resources.

The journey starts from playing with the children of the villages, understanding the issues of quality of primary education and addressing the illiterate segment of rural society. Later the need based skill training for rural youth emerged. I am happy to share that SFT could inculcate ethics and value based education to more than 7000 children, 7000 Rural men & women who came out of darkness of illiteracy and more than 10000 youth trained in different employable skills. I am thankful to thousands of participants for putting trust in Foundation and who worked hard to achieve the results.

The Vivekananda Institute of Vocational and Entrepreneurial Competence (VIVEC) has developed strategic partnerships with the reputed corporate houses which are world leaders in their sectors. I would like to share two examples which collaborated with us and had strong commitments to the rural youth for dignified livelihood opportunities. Thermax joined hands with VIVEC and motivated the girls for training in pressure welding. The job placement of these girls in male dominated workshops broke new grounds. Arvind Mills joined hands with VIVEC to train and absorb the tribal girls in garment industry. Both the companies not only technically supported VIVEC in conducting the trainings but developed women centric facilities at work and resident places. These industry leaders joined us to create a place of pride for youth of this country. I am thankful to the Trustees of the Foundation and the members of the steering committee to lead VIVEC to become a centre of excellence for Vocational Training and Employment Generation. I believe this model will prove to be of relevance and contribute to National Skill Building Mission.

This was the year of quantum jump and to expand its infrastructure for Medical and Public Health (MPH) division.

As a logical way forward from Dialysis unit, we are developing an Uro-Nephro and Surgical unit at RKPH to cater the emerging needs of the society. The Mother and Child Health care unit and a medical unit are setting standards for affordable better medical services for the people in the vicinity. The Sharda Medical Center at Hodko Banni, Kachchh is also equipped with need based Pathology laboratory to ease the cycle of treatment in this remote area.

Foundation has established gainful association with reputed Corporate houses for their "Corporate Social Responsibility" programs. The programs have contributed to the National Cleanliness Drive in many places. The successful experiment to develop "Zero waste Village" can lead the entire movement on "Swachchh Bharat Mission" The village Khanderoupura has become model for the people and policy makers who work in this field.

Rural development is always at the heart of the Foundation, I am happy to note that in the last year an ice breaking program to develop dolomite mine based irrigation system could be completed, that now can irrigate 240 Acres of land. It can be replicated and more than 700 hectares of land can be brought under assured irrigation in tribal villages settled in hinterland. Bharat Rural Livelihood Foundation (BRLF) a Ministry of Rural Development initiative has join hands with SFT to enhance the farm based livelihood in 48 villages of Chhotaudepur. This will boost SFT's efforts in the sectors of Land & Water Resource development, Agriculture and Animal Husbandry.

We have, to best of our abilities documented Foundation's experience in Skill development. I hope it is learning experience for all of us and may help in improving quality and reach of "National Skill Development Programs". I wish to take this opportunity to thank all my donors, well wishers and supporters, especially Transpek Industry Limited for unstinting support to the Foundation and our staff members with their untiring efforts to carry-out this fruitful journey.

**Shruti Shroff**  
Chairman & Managing Trustee

*The skill Development is  
a part of "Man Making",  
which educating people and make  
them able to stand on their own  
and get the answers of their problems  
by their own wisdom and resources.*





## SUSTAINABLE DEVELOPMENT PARADIGM

- 'Skill Development' and  
Graceful job opportunities



### Global Scenario in sustainable development – SDGs

The United Nations has adopted the 2030 Agenda for Sustainable Development aimed at transforming our world in the next 15 years. Within the context of this agenda, many of the topics addressed on the Global Skills for Employment, such as training quality and its relevance are achieving gender equality in skills training, youth employability and lifelong leanings. In Sustainable Development Goals, particular attention is devoted to the goals which aim to "Promote sustained, inclusive economic growth, full and productive employment and decent work for all". These goals are reflected in our national development policies, as traditionally we have sustainable practices in many of the aspects and it is our heritage.

### Indian Context ....on SDGs and its target

India has advantage of demographic dividend as more than 65% of total population of India is in a age group of bellow 35 years. Thus we are nation of youth and it is imperative to prepare them to match their skills and knowledge, to meet the required standard of employability. Hence, India's National Policy on Skill Development formulated by the Ministry of Labour and Employment sets clear objective to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic Global Labour market. It aims at increase in productivity of workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, of various sectors and reforms in the present system. At present the capacity of skill development in India is around 3.1 million persons per year. The XI Five Year Plan envisions an increase in that capacity to 15 million annually. India has target of creating 500 million skilled workers by 2022.

The NITI Ayog, Development Monitoring and Evaluation Office Government of India through "Ministry of Human Resource and Development" and "Ministry of Employment" has set the following targets for achieving the objectives:

“

#### Sustainable Development Goal

Ensure inclusive and equitable quality education and promote life-long learning opportunities for all & Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



”



## Targets of SDG

- By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
- By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
- Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labour-intensive sectors
- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including access to financial services
- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

The government of India launched several programs such as, "Digital India", "Make in India" and "SKILL INDIA" with a goal of Skill building and to create huge opportunity of employment for the youth. SFT followed the same goals and established its approach to create opportunities, space and scope for the development of the talents of the tribal youth in those sectors which have already been put under skill development and also to identify new sectors for skill development.

## SFT's evolved approach for last 10 years, by and large confirms to SDGs and its national policies.

The education which does not help the people to equip themselves for the struggle for life, which does not bring out strength of character, a spirit of philanthropy, and the courage of a lion is not real education is that which enables one to stand on one's own legs.

Shri Govindjibhai Shroff the founder of Shroffs Foundation Trust, believed in building people and to enhance their capacities to stand on their own, hence capacity building of the people was at the centre of Shroffs Foundation Trust in all programs. He believed that unless making the people to stand on their own, the real empowerment will never be achieved.

## SFT adopted following point to achieve the target of SDGs.

- Developed training programmes to bridge the gaps between Industrial demand and supply to create more opportunity for employment.
- To emphasize on skill building of youth in such a way so that they get employment and also improve their entrepreneurship skill.
- Trainings in Traditional and Non-traditional occupations.
- To create a hallmark to standardise and certify the training process.
- All-round development of the youth by inculcating ethics and values to be a good citizen along with the life skills such as language, communication, positive thinking, personality development and behavioural skills.

SFT's aims at better equipped public and private partnership to promote decent work in order to support sustainable livelihoods, with a focus on protecting and empowering needy people. Particular emphasis is retained on the promotion of development approaches, which connect public and private partnership and their resources for better employment and a higher quality of life for both men and women.



## Building Blocks,

Our capabilities to empower communities through education, skill development for employability and marketing their products are our building blocks.

The quality of education and shortage of teachers were the key problems of the tribal area. Lack of skills which ultimately leads to unemployment among the increasing numbers of students had prompted SFT to expand in the clusters of Kalali and Padra blocks with focused intervention on Primary education through School support program. Skill enhancement and sensitization towards quality of education and their responsibility towards making a strong educational foundation is the focus of this programme.

So SFT started focusing on Skill building of individuals which would be a powerful tool to empower and improve their social acceptance. During the period of 1990 to 1996 various Government programmes like TRYSEM and DWACRA were undertaken in collaboration of district Rural Development Agency. Under these programs about 2000 rural youth were trained in the trades of mason, carpentry, House hold wiring, electric, motor rewinding, plumbing etc. The trained youth force was engaged in various on-going projects of SFT and local industries. These programmes were conducted in a structured manner.

In 1995, SFT initiated its work in Chhotaudepur tribal region. It was realised that there was no income generation opportunity apart from rain fed farming. Hence to provide additional income, SFT started organising women in Self Help Groups. Two skilled artisans were called from Kachchh to train 30 tribal women in Mutva embroidery. Today the third generation of these women are skilled in this work which grew organically over years. Today 600 artisans practice this craft. The handicraft product of SGS branded as "VIVEKA" and certified by "CRAFT MARK" are successfully marketed pan India.

SFT has taken several capacity building trainings, such as skill based training for Farmers and women in order to enhance their productivity. Youth development programmes were conducted to enhance their skills and hobbies for future livelihood.

India's first Tribal BPO training centre was initiated by SFT in 2007-2008 with the support of Tribal Development Department on 'Information Technology' to explore employment opportunities in IT industries by skill enhancement. The goal of this project was to open up a segment of employment which was occupied by urban boys and girls. SFT encouraged young trainees to acquire basic computer skills and along with life skill trainings were imparted.





### Vivekanand Institute for Self Help (VISH)

VISH was established to build the capacities of community based organizations such as Watershed Development Committees, Pani Samittees, Users Groups, Milk Cooperative Societies, Self Help groups along with Samaj Shilpis and Village Volunteers. VISH has developed tailor made modules to conduct the trainings. In 2004 SFT accepted responsibilities of skill building and rehabilitation of young widows in the districts of Vadodara (Including Chhotaudepur) and Kutch with collaboration of state government. Since 2008, SFT conducted 85 skill training programs followed by equipment and Material support to start the activities benefitting 1750 young widows. Thus the journey of skill building was gradually getting shape.



### Quantum leap in skill development - A dream comes true

By the year 2010 SFT realised that in today's age of globalisation and technological volatility, skill building is an important instrument to increase the efficacy and quality of individual for improved productivity and economic growth. In 2011 an opportunity came when the Tribal Development department of Gujarat invited us to collaborate in "Vocational Training Centre" (VTC) project in public Private Partnership (PPP) mode, where SFT had to contribute 25% of cost in infrastructure development. Thus VIVEC (Vivekananda Institute for Vocational Entrepreneurial Competence) was initiated to upscale the journey of skill enhancement and "Man making" at village Paldi, Waghodia block of Vadodara district. VIVEC has now become a National Model for vocational training and employment generation. SFT dreams of making it as centre of excellence which will become a model to contribute to National Skill Building Mission. Today the Vocational and skill development training are recognized as a pillar of education system. SFT entered into skill and

entrepreneurship development from 2011 with different trades at VIVEC for employable trainings to considerably increased number of youth and adults to have relevant skills.

### Transition to decent and Organized work

It is slow and difficult journey for young workers from rural tribal areas. With this in mind, SFT has been acting for a multi-pronged approach to foster the growth of employment and creation of decent jobs through a coherent set of economic and social development measures, which are gender-sensitive. SFT's training activities enhance the capacity of individuals along with youth employment and dignity for the rights of young workers. SFT made community participation and Gender equality pivotal to all the programs for achieving inclusive and equitable development and promote lifelong learning opportunities.

To achieve the Sustainable Development Goals (SDG) by the year 2030, or earlier, SFT adopted development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including access to financial services. It strives to advance the economic status of women through training and entrepreneurship.



*How to get skilled people will emerge as a serious issue in future,  
need to work in this direction...!*



# QUALITY OF EDUCATION

## - A PRIME CONCERN



Quality of education right from primary and secondary levels is essential to develop technically skilled human resources.

The Annual Status of Education Report 2016 (ASER) shows that more than half of the students in fifth grade are unable to read a second grade text book and is not able to solve simple mathematical problems. Not only this, the level of maths and reading is further declining. Though efforts are being made but not in the right direction. The reason cited for this problem is the increasing number of single classroom to educate students of more than one grade.



These are a few facts why the primary education system have grown very slowly in rural tribal areas,

- Every village is not provided with school, the students have to go to neighbouring village to get education. Owing to this enrolment of girls also is a major subject of worry.
- Poverty is another setback. The quality of education at Government schools is not as good as private schools. This results in a very low number of students in clearing the secondary education and going for further study. So the drop-out-rate at the secondary level is extremely high in villages.
- The higher education system is in English and since the children in rural areas have education in their local language, this results in lack of interest in further studies. Though some of the students from villages are really brilliant and know how to survive even in very harsh conditions but, access of facilities of higher education remains as major constraint.

To overcome the situation the curricula should have more emphasis on the skills and improving the learning ability with availability of infrastructure and access to different facilities. There are many time tested examples of success in rural education in India like Gurukul traditions. The time has come to replicate such efforts to improve the overall quality of education system.

Thus SFT in 1995 initiated a small step towards improving the quality of education by building capacities of School Management Committees, Parents and the teachers through its School support programme.



## The School Support Programme

### Need of intervention

Since last three decades, SFT is working in more than 400 villages of Vadodara, Chhotaudepur and Kachchh districts emphasizing on holistic development approach. During this period it was experienced that the primary education system is not performing up to the mark resulting into huge school dropouts after completion of primary education. Very few children were able to enter into the higher education but could not enter into the sectors like science and technologies.

Over the years the system was not improving and community had given up in investing efforts in improving the Educational system. Inactive School Management Committee (SMC) leads to poor performing primary schools. The level of Education and awareness among the parents, lack of Infrastructure and less opportunity for vocational training all together had developed a vicious circle.

To create a model of quality education with inculcating the ethics, values and sportsman spirit by building capacities of teachers and SMCs with enhanced participation of community, "The School support programme" was initiated with clear vision covering 50 Primary schools in the most remote areas. By the year 2011, the program covered more than 7000 children in the age group of 6-15 years.





## The objectives of the program

To ensure 100% enrollment of eligible children in the schools was one of the primary objectives. Further it aimed to improve the quality of primary education by building capacities of SMCs and Primary teachers for overall school development and ultimately to minimize the dropout rate after primary education and increase the rate of children going for higher education in the field of science and technology along with inculcating ethics and values to develop the children as responsible citizens.

## Major Interventions

### A. Informal Education

SFT conceived an idea of Informal education in Chotaudepur district where the literacy rate was only 8%. From this area SFT had chosen "Diyavant" and "Bilvant" village for experiment. The whole idea was to provide learning opportunities to the children where primary schools were not functioning. To generate interest among the children for learning various subjects but not in the way of class room teaching was the innovative method adopted. Hence, local resource persons were trained on the basic syllabus and also to impart knowledge on sports, culture, Nature and traditions. The students were also made aware of basic sanitation and hygiene practice.



## Impact

The success of this experiment had impacted in regularizing Government schools. This formal education inspired parents to send their children to regular schools. Twenty (20) schools reopened and due to community demand Government improved the infrastructures of the schools of Rath area of Chhotaudepur.

### B. Capacity Building of School Management Committee (SMC) and Teachers

Low quality education was the major complaint among the parents. SFT shaped and strengthened the school management committees with vigorous efforts on capacity building to participate in the development of their own schools. Annual activity calendar of each school were prepared with educational and extracurricular activities like, painting, singing, hand writing, essay competition and celebrations of festivals by mobilising local resources. Consistent review meetings of annual plan made the members participative and responsible.

The basic problems encountered by the teachers were language and culture differences along with non-participative learning methods. It had resulted in ignorance from teachers and children. Initial focus was to sensitize the teachers towards their role and duty for the children and the schools. Further the teachers were trained on improving their teaching skills and positive attitude through subject experts and spiritual personalities.

### C. Ensuring community participation

Community participation plays an important role in the entire process of intervention. Community mobilisation and its empowerment were conducted at the very beginning. Over the years the primary education system was ignored by the community, gradually they started believing that government can improve the primary schools. SFT initiated Awareness generation on School Education, especially for girl child among the community. Approach was to organise people in different groups. Helping them come together and learn together, make their own decision, understand their role and own up responsibility for their development work, including School education.

### D. Small Intervention

#### 1. Vacation Workshops

The initial intervention with children was, to understand the values of life through "Bhantar to Gantar". Vacation workshops were planned for the students to make them comprehend the basics of life. They started their morning with chanting of Shlokas, prayer and meditation, the session mostly conducted through Ramkrishna Mission and subject experts. The children segregated into diverse groups like Agriculture, Natural resources and Animals for group discussions facilitated by subject experts. They also participated in understanding civic sense and basics of law and order. They were also encouraged to appreciate the role of our National leaders to develop sense of patriotism. The process developed the





children, which empowered them to formulate different committees in their schools for divisions of works. SFT is emphasizing to impart education based on values and ethics for better lives.

## 2. Inculcating habits of Saving

Working with the children, gradually SFT got involved with the parents and the communities and introduced "Bal Bachat Yojana" to deposit the savings from the pocket money of the children. The "Bal Bachat Yojana" provided opportunity not only to save their surplus pocket money, but helped in understanding the importance of money, saving and budgeting. About 15000 children adopted the saving habit.

*On maturity of savings, majority of children and their parents insisted to get it in form of either fixed deposit or insurance policy; this was the impact of the whole program.*

## "Protecting Child's Right to Education" A collaborative effort with UNICEF

In Year 2010-11 SFT undertook a special project on 'Protecting Children's Rights for education in cotton Growing Areas' in collaboration with UNICEF to be implemented in 60 villages of 3 blocks which include Padra, Chhotaudepur, and Pavi Jetpur. The Project fulfilled the concord on the Right of the Child as millennium Development Goals.

Objective was to ensure 100% enrolment of eligible school going children, mitigate vulnerability of parents for livelihood affecting education of children, mainstreaming the dropout children.

Under the project, 374 Children groups were formed with member strength of 4146 children with the help of 1488 trained village volunteers. 2647 drop out children had regularized. 395 children were admitted in special training program. About 500 families who had migrated in search of livelihood were brought back to home by linking them with government programs for livelihood activities.

## "Learning Delight" An experiment

10 schools of tribal villages have been equipped with educational software in their computers for quality teaching with the support of Transpek Industry limited through "Learning Delight". The software simplifies the school curricula whether it is through animation, riddles, puzzles and stories. The purpose was to create learning tools for 'experience based education' in schools within existing framework by linking of public or private resources to communities. Thus the entire teaching and learning process has become interactive and joyful.

## A Pilot Project to strengthen the Anganwadi (AW)

SFT owned up 20 AW in Vadodara block for a period of 1998 to 2005 to develop as model and replicate in the whole block and district. The main focus of the AW program was to ensure Nutrition and Health of the children up to age of 3 years along with strengthening of Reproductive and Child Health services of the targeted villages.

SFT achieved this 100% in coordination with local Primary Health Center and extended services of own medical set up.

SFT further, focused on two important aspects, capacity building of AW workers and Pre-School activities with the children.

In a period of 10 years these 20 AW centres always achieved 100% in all set indicators and the trained AW workers started playing role of master trainers for other AW workers.

## Adult Literacy

A special program of Functional literacy has completed the decade long journey, lightening the lives of 7500 + tribal women with literacy. 2500 women appeared the state level exam to register themselves in the literacy rate of the area. The entire literacy Campaign was managed by active involvement of village level motivators with handholding support from SFT.

Tireless efforts have been made to literate the tribal women of Chhotaudepur to improve the literacy rate of the area which is lowest in the state (36% Census Report 2011).

## Impact of School Support Program

The School Support Programme was gradually spread to 50 Primary Schools. The efforts resulted into 100% enrolment and bringing the rate of dropout at a very negligible level and increase in regularity of children in the schools. Significant improvements in the quality of education and cleanliness of children in aspects of personal hygiene and safe sanitation practice were brought. The involvement of parents in school programs is increased with them taking interest in quality education.

The program has created awareness among the community and parents for education and it has resulted in increased enrolments for higher education with more than 50% share of girls.

The Rathwa Tribe has tradition to get together once in a cycle of five years to formulate the rules for social, cultural and religious events. In 2002, in such gathering the leaders of Rathwa community made primary education compulsory for eligible boys and girls. It was impact of School Support Programme.

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*Improved quality of basic education had created enabling situation to engage the tribal youth in skill based training and employment opportunities, thus the need and conceptualization of Vocational Trainings emerged.*

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# INDUSTRIES AND SERVICE SECTORS

**- A backbone of Indian GDP**



The "Statistic Times" for the year 2016-17 refers to contribution of GDP of by Industry and Services as 82.68% (29.02% & 53.66% respectively) while the Agriculture sector contributes 17.32%. Thus 60% population depends on Agriculture with a 17.32% share of national GDP. It would mean that there has to be a major shift of population from Agriculture to other sectors and simultaneously to increase income from Agriculture sector. It is a must to make Agriculture sector a viable livelihood option.

Thus equipping rural farm based youth with education and proper skills can only help making Agriculture a viable sector. It will also bring down regional disparities by establishing skill base enterprises and rural services in tribal and backward areas.

## Skill Development - A Core challenge

There is considerable gap between the skills of the workforce and today's requirements. There is enormous skills gap between what industries demand on the rapid economic growth and the skills that young people acquire through education and training. This demand-supply Skill gap not only affects the economic growth, but also prevents the inclusive growth of the economy as a whole.

Government of India has acknowledged the need for skill development in India and has formed various organizations at national and state levels to take the responsibility of skill development. Agencies like reputed NGOs, Corporate and Government at national level and state levels are engaged to achieve the national skill development mission along with the concern Ministries.

Skills and knowledge are the driving forces of economic and social development for any nation. Economies with higher and better levels of skills respond more effectively to the opportunities & challenges of the world of work. So, at local/rural level SFT covers in its way to empower the workforce with the necessary services, knowledge through vocational or technical training to meet the new age requirements and to ensure competitiveness in the dynamic global market.

India has classified its economy into three sectors – Agriculture sector, Industry sector and Service sector. Agriculture sector includes crops, sericulture, horticulture, milk and animal husbandry, fishing, aquaculture, forestry etc. Industry includes diverse manufacturing sub-sectors. Service sector includes software, IT, construction, retail, hospitality, communications, health care, education, banking, insurance and other economic activities.



*It is the principal motivation of SFT to include all above sectors in its skill development programmes with time.*



# Achieving Milestones

## Strand of Opportunity - Tribal BPO



It was a great surprise to SFT when a visionary Tribal Commissioner of Govt. of Gujarat Mr. A M Tiwari, IAS invited SFT in 2007 to share the idea of initiating the Tribal BPO at Chhotaudepur. The offer was to develop a computer lab with lease line of internet with 100 computers and students for training and practical working for BPO operations, SFT took the challenge.

Thus, India's first Tribal area BPO training centre was initiated in Chhotaudepur in 2007-08 in collaboration with Tribal Development Department under Vanbandhu Kalyan Yojana. The main objective was to provide opportunities for skill enhancement to the rural workforce through training in Information and Communication Technology (ICT) education.

The idea was idealistic but the ice breaking exercise was very tough in convincing the tribal youth to learn computer operating skills and work for online BPO operations. However, because of our long presence in the area the target of 100 students was achieved. Initially, because of poor quality education and lack of exposure the students struggled in grasping the working knowledge of computer programs and showed inhibition in discussing the problems. To overcome this problem, functional literacy in Basic English, Personality Development and other soft skill related training were made part of the regular curriculum of BPO processes.

The goal of this project was poverty reduction by enhancing the income of tribal youth through capacity building for employment in BPO sector, primarily in the rural location. Here an effort was being made to bridge the gap between rural and urban youth. The project is successful and it was recognized at national level to replicate in the tribal pockets of other states.

On successful completion of first batch, the government decided to keep the unit as a model for training on BPO operations. During last 10 years 790 students have enrolled and 788 have successfully completed the course.

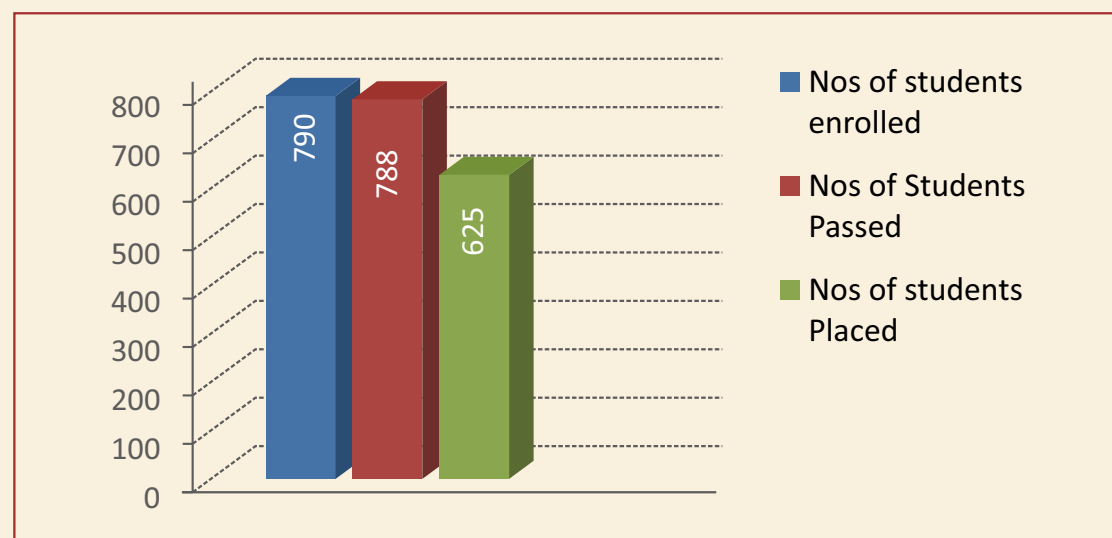
The students are being successfully placed on jobs by organizing campus interviews with the leading BPO industry like Aditya Birla Minacs, Office Beacon Pvt. Ltd., Vantage Tech Companies Facility Pvt. Ltd. and D-Mart. Many students have got an opportunity to work in government offices as data management operators. The important initiative at Tribal BPO was computer and Internet training, English speaking and personality development along with "Call Centre Skill Development".



### Case study- Sharda and Alpesh

Village Virpur Block Chhotaudepur : Both Sharda and Alpesh were BPO trainees; they got trained together and married. Both had completed their secondary education with average marks. After BPO training they did not accept jobs offered by BPO management and decided to settle in their own village. They have three acres of land coupled with two buffaloes, they started modern and sustainable agriculture practices in response of SFT's motivation. They grabbed the opportunity when state government started the online services by setting up a Help Centre with computer, Internet, Printer and Xerox machines. They are able to earn average Rs.15,000 from the activity with satisfaction of services to the society.





### Commercial Shift

In July 2009, SFT started a commercial night shift at the BPO Training Centre to carry out commercial data processing job work by employing about 14 trainees who had successfully completed the course. In October 2009, Government gave SFT an extension to continue the BPO training centre even after the completion of the project period for two years. Internship component was incorporated to give exposure of data processing job work to expand their employability in the market. 40 successful trainees were placed with various enterprises. Some candidate opted for self-employment and few have been employed in organised sector.

### Tally Financial Program

With an aim to increase the opportunity for better employment, 6 months Tally Financial Accounting Program was introduced in October, 2009 as value addition. The program was started keeping in mind the growing demand for Accounts professionals with the knowledge of Tally Application. The training was oriented towards imparting employable skill through Tally software to provide opportunities in accounting job market.

The six month program offered practical as well as theoretical knowledge and also involved on job training in the form of internship. After completion of 4 months, the students went through a two month

internship in order to complete the course. A batch of 50 tribal youth from Chhotaudepur, Naswadi, Kawant, Jetpur-Pavi and Sankheda blocks of Vadodara district got trained and successfully placed in gram Panchayat and local government departments

### Impact

625 tribal youths, all from below poverty line (BPL) families are placed in commercial back office and customer care jobs after being trained at a Business Process Outsourcing (BPO) unit. In the very first batch a total of 88 tribal youths from Chhotaudepur mastered various data entry software such as Content Management System (CMS) and Microsoft Outlook. They also learnt globally accepted spoken English in a short time. The journey from a tribal BPL family to a BPO itself is a revolutionary step and a model for other districts.

In recent years government has developed online systems for land records, property, Caste and Income certificates and availing benefits of various government schemes, many students have started "Help Centres" for online services in their clusters of villages. It is beneficial for both people who can avail the facility at doorstep and the student can get income from the activity.



### BPO brings hope into tribal hearts

The Tribal BPO has proved to be a hope for the unemployed youth of the area, as they have not only found work but also companions in each other despite facing various hurdles such as distance, high rent and regular work pressure at the BPO. Most of them were of the opinion that a professional course is more important than a Bachelor's degree in a regular college.

*Thus, responding the need and to align with the national vision SFT entered into skill development journey with a structured way and started Tribal BPO in Chhotaudepur in 2008.*

## Achieving Milestones

### - The dream of "Man making" comes true

VIVEC an ultimate outcome of the journey - In the centenary year of Late Shri Govindjibhai Shroff in 2011, Vivekanand Institute of Vocational & Entrepreneurial Competence (VIVEC) was initiated to up scale the journey of skill enhancement and man making. SFT joined hands with the Tribal Development Department, Government of Gujarat. Under PPP model a state of art training institute has evolved with modern equipment at village Paldi in Waghodia block of Vadodara district. Academic and residential facilities are developed in beautiful landscaped area with construction of more than one lakh square feet in five acres campus with hostel facility for 400 students, comprising 11 labs, 6 class rooms apart from spacious seminar rooms, equipped with library, kitchen, dining area and other amenities.

This quest for excellence has resulted in conceptualizing national model of Vocational Training Centre (VTC). A Centre of Excellence is established with the support of Govt. of Gujarat & GIZ IS (German agency) as Technical Partner in VIVEC.

### Challenges in existing training system

Over the years government has created many technical training institutes for specific purposes. The engineering colleges are developed for higher technical education to bridge the knowledge gap in creating large scale engineering projects; the ITIs are developed to furnish the working force in manufacturing and services sectors. However, skilled workforce at the grass root level remains a challenge.





This is very important segment in the industries; in fact they are the hands of any manufacturing body. The inventions in the technology and adoption of new machineries have become very rapid, hence it has become difficult for the working force to adapt with the new innovations. Ultimately it creates gap between skill and practical requirement of the industries. Following are the challenges of the existing skill training system.

- **Low industry interface:** Most of the training institutes have low industry interface as a result the updating of course content do not happen; poor performance of the skill development ends with poor placement records.
- **Low Student Mobilization:** The enrolment in skill institutes remains low against the capacity due to lack of student mobilization to get them trained.
- **Lack of standardization:** There is no standardization of the course curriculum or training delivery systems and not possible to compare courses across different training institutes creating ambiguity among the student for selection.
- **Career Counselling:** There is lack of proper career guidance to the students resulting in inadequate placement statistics and weak industry linkages of the training institutes.

### How VIVEC is different?

VIVEC has emerged after deep thought process by involving subject experts and management people of the leading industries and Industrial Federations to discuss and understand the Machineries & Technologies they use in their manufacturing units; ultimately to understand their need of skilled workforce. This exercise has helped in selection of trades and designing of course contents.

Further, to minimise the challenges of existing skill training system, SFT has structured its vocational training centre VIVEC considering all the aspects.

### Industry interface

The ultimate goal of this skill training is to provide skilled manpower to the industries and to create graceful job opportunities to the tribal and rural youth. To achieve the goal it is imperative to develop dynamic working relationship with the industries. Hence, SFT steered meetings with the Industries to understand their requirements.

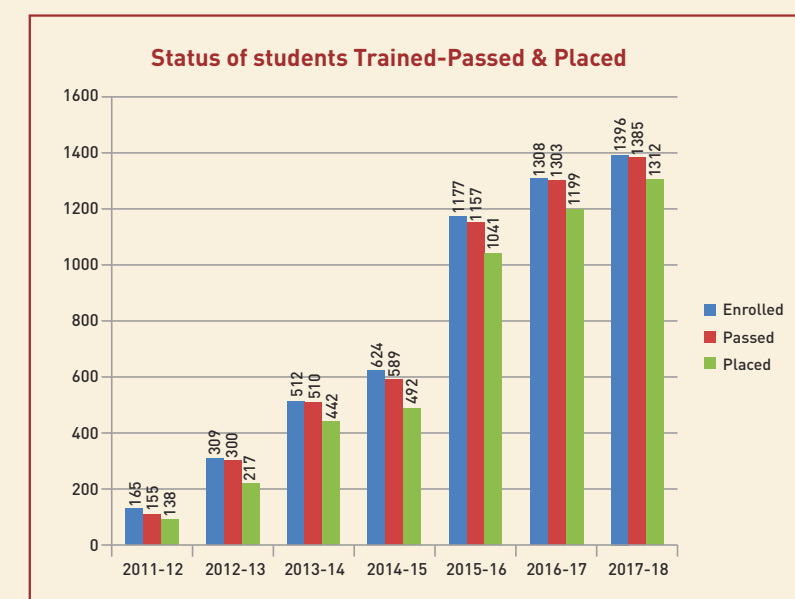
VIVEC is located in the hub of industries and its periphery. VIVEC has regular practice of sharing knowledge and information with these industries and the associations of the industries, it helps in bringing them closer to make VIVEC teaching more effective, meaningful and finally to bridge the gap of demand and supply.



modern technologies and machineries, the students are not able to get job and industries have always complaints for not getting required skilled workforce. To overcome the situation as part of the project development the expert services of GIZ (a German agency) was taken to develop the curriculum of the approved courses. The expert technologists of GIZ developed the courses considering the modern technologies and machineries. Nationally approved NCVT Syllabus was considered to align with industries as per their requirements and needs. But along with appropriate requirements of the industries SFT added NCVT+ in all the curriculums which helps in building total personality/ character among the students. The labs are equipped

with modern machineries for actual working experiences, so that the trainees do not have any struggle in transforming themselves from lab to production/process units.

Further the curriculums are NCVT accredited for long, medium and short term, highly flexible market driven training courses which are identified by intensive consultations with various federations of industries. The technical resource person from the industries take sessions at VIVEC as per the required skills as demanded. Career counselling is the first step before enrolment at VIVEC. Candidate chooses the programme / course independently after proper counselling.



### Student mobilisation

In today's world the students have lots of alternatives after completion/leaving of higher secondary education, generally the tribal students who do not have much exposure and information to select appropriate education for skill trainings. To overcome the situation VIVEC has built a separate team to reach the students of entire tribal belt of the state (12 districts). The team conducts information and registration camps with the support of local academic institutions, PRIs, District Milk Cooperative Federations and supportive NGOs. As a result of the campaign VIVEC is successful in catering to the students of entire tribal belt.

### The curriculum and labs

The curriculum development is one of the major issues of skill training institutes. It is time consuming and costly affair, hence majority of existing institutes teach age old curriculum. Since it is not aligned with the

### Job Placements and growth

Graceful work place is a prime concern at VIVEC, hence while placing the students on job VIVEC ensures the reputation of the agency, working culture, accommodation, and growth potential along with remuneration, entitlements and safety measures of the students in a long run. VIVEC has practice to get feedback from the placed students with parental approach, which ensures the growth and sustainability of the students.

VIVEC has enrolled 5510 Tribal students since its inception from 2011, 5397 have successfully completed their course and finally 4841 students are placed with reputed Industries/ Corporate houses creating sustainable income sources to tribal families.



Till date, VIVEC has trained 5397 students in different trades, out of which 2923 are girl students constituting 53.14 % of total. 100% of students were offered jobs, of which 90% have accepted the job offers. Balance 10% includes 3% who opted for self-employment, 5% moved for higher education and 2% did not accept offer. The average monthly salary offered to the students is Rs.7,350/-. The gender ratio of the students remains equal among the boys and girls, which is remarkable achievement for the institution.



### **NACHIKETA program - Building Character**

Apart from the regular students more than 90 existing workers of various industries got trained on the modern machineries to upgrade their skills along with life skills and character building under NACHIKETA intervention.

Generally the tribal students are found to be lacking in exposure, VIVEC provides a platform for learning through a special program called NACHIKETA which draws from a character of Upanishad, setting the ideals for youth through ethics and value based education.

Besides the regular activities, character building and Personality Development of the students is the important initiative at VIVEC. The Nachiketa program provides opportunities for overall development of the student. The students undergo various training sessions for personality development and soft skills. Reading of books on national characters, creative activities, hobby classes and sports activities have helped in building their confidence & character.

Everyday two hours are spent with students in instilling nationalistic values, concern for their surroundings, family, community, village and cluster, to think beyond self. Every student who comes to VIVEC has an opportunity for holistic development of his/her personality and make him/her self-reliant. Personality development sessions prepare them for facing interviews and mannerisms to deal with outside world as well.

Morning prayers and flag hoisting acquaint them with ceremonial importance of the national flag. In morning prayers every student has ample scope to share current affairs, their outstanding personal experience, narrating stories, thus providing them exposure to public speaking.



The regular sports and exercise for physical fitness with Shramdan are the part of their daily regime. This is aimed at inculcating the sportsman spirit and sense of ownership. Cleanliness habits are inculcated among students.

Various committees of students are empowered to make decisions on day to day issues of energy saving, cleanliness, nutrition, sports and other aspects of their campus life. This provides opportunity to develop leadership.

Informal interaction with all the students is indicative of how much they appreciate inputs given to them about various issues they face in their life. Problem solving skills and alternatives discussed in the classrooms relate well to their actual family and community life.



### **Collaboration with Global leaders**

As a road map to lead VIVEC to be a self-sustained technical institution it is imperative to develop and strengthen relationship with the industries and reputed corporate houses. In line of the vision VIVEC has developed engagements with reputed corporate houses which are global leaders in their sectors; such as, Thermax in Welding, Arvind Mills in Industrial stitching, Aditya Birla in Insulators and IL&FS in infrastructure. It has helped in developing the course contents, quality of trainings and actual working experience to the trainees. These corporate not only join hands in improving the quality of trainings but, have come forward to sponsor trainings of students from economically weaker section of the society with providing hand holding support and hands on experience to the students during training period itself. The major engagements with the corporate are as follows:





- SEED programme is a joint initiative with Gujarat Alkalis and Chemical Limited (GACL) Education Society. This is an effort to develop entrepreneurship potential in tribal students for business activity. They are given classroom as well as practical trainings for business functions. On completion of the training, the interested students are provided kits to start their own business with one year handholding to keep a track of their performance. Total 27 students have started various business activities. They are able to earn Rs. 15,000 to Rs.20, 000/- per month.
- Aditya Birla (Grasim) and VIVEC have collaboration for three years under the project 'Kaushalya'. The project aims at development of 300 skill ready youth within 25 Km. periphery of Halol area. VIVEC is involved in

sourcing, skill development and providing employment of 100 youth every year in this project. During the report period 70 students were trained under various trades and recruited in various industries.

- THERMAX Ltd. and VIVEC are working in partnership for project "URJA" to train 30 girls in 6G, pressurised welding. The 1st batch of 13 girls is successfully completed and placed. The project also aims at breaking the gender bias and encourages girls to venture in male dominated job opportunities.
- Arvind Mills and VIVEC have similar MOU for training 500 girls every year for Industrial Sewing Machine Operator and place in Arvind Mills on successful completion of training.
- IL&FS has taken up initiative for women empowerment through their CSR wing "The Nalanda Foundation". 102 women from the area of 5 km. of Vadodara-Halol highway were trained in trades like Industrial Sewing Machine Operator (ISMO), Bed Side Assistant (BSA), and Hand Embroidery. Today these women are considered as earning member in their families.

## Commitment to the society - Case studies Beyond collaboration

Following the principle of "Sahaviryam Karva Vahey", a Sanskrit phrase broadly translated as 'the joy of togetherness... together we will achieve the best, together we will grow and together we will prosper'.

"Any business can improve social and environmental performance and find new market opportunities through partnerships with NGOs. The knowledge, expertise and capabilities of NGOs and corporations are distinct and may be complementary; together, NGOs and Industries can often accomplish more than they could alone".

For SFT, community development is empowerment of rural community by contribution of every member of the community and with the support of local, regional, national and global wisdom.

SFT has striven to mobilize the support of educational and training institutes, subject specialists, government departments, donors and concerned citizens to generate expertise and resources that are needed to respond to the aspirations of the communities they are working with.

Thus, in respect to the ethics of the organisations, SFT decided to further extend this process into something

stronger and more sustainable with experiments of collaboration.

### Thermax Industries Ltd.

"I have been brought up in a family where education has been given the strongest value. My parents always believed that if you educate someone, it's the best gift you can give them," says Meher Pudumjee the Chairperson of Thermax Ltd., the industry nurtured by well-known social worker Ms. Anu Aga, committed for their responsibility of social development.

To join hands with Thermax was like a natural process for VIVEC-as SFT also belongs to the nationalist family committed to the patriotic values and social development.

Like SFT, Thermax also is in process of providing equal opportunities to the women and to bring the gender equality in the man dominant industries.



Thermax is one of the leading companies in manufacturing of energy and environmental engineering equipment. On visit of VIVEC, the team of Thermax proposed to train a batch of women welders for their company. It was difficult task because generally this is work done by men.

It was very tough exercise to enrol women trainees a welding technician, here are expressions of the ladies who joined the course.

Priyanka and Divya are sisters both decided to join but when the informed their father, "Father was surprised, how the girls are talking about male dominated work. He immediately refused," But respecting the feelings of the daughters he agreed. Thus Priyanka and Divya joined welding course.



The teams of Thermax and VIVEC together planned to make this experiment a success with the following additional strategies,

- Thermax installed welding machineries as they use in their production line for hands on experience.
- The trainees did their practical in VIVEC lab as well as Thermax factory.
- Thermax deputed a senior supervisor for quality check of the trainings and skills.
- Periodic review conducted for progress and to overcome the constraints.

Entire course was very closely monitored by the senior team of VIVEC and Thermax, because it was a small step towards opening the door for women for such field. Ms. Shrutiben Shroff (SFT) and Ms. Meher Pudumjee (Thermax) were very eager and excited to make it happen as both are in the field of women empowerment by different ways.

Najera is one of the trainees, who shared her experience,

"I have seen my father working on old age welding machinery, but I was surprised when I saw the modern welding lab at VIVEC" She further says, "Little hesitation to work as welder also disappeared"

She further says, "Nachiketa, training made me confident to think and build my career"



*When I entered Thermax, the workers started saying that I would not be able to work as I was handicapped however I did not give up and made up my mind to perform the best"*

*After training of three months, one day a senior technical officer came to see the works, he was surprised to know that Najera was the best in quality of work.*

Najera has set example for the girls who are hesitant to work in such field !!



Ramila belongs to a tribal family of a typical tribal village Gankhajuri of Block Dhanpur in Dahod district. The family depends on Agriculture as main livelihood activity.

Her two younger brothers and a sister are in primary and secondary education levels. Ramila was dreaming to get admission in Nursing, but she could not compete in merit. Ramila was highly disappointed and had given up further study and started helping her father in farm works.

One of her cousins had got training at VIVEC; hence she knew the reputation of VIVEC as training institute, she started thinking to accomplish her dream to become a nurse and applied for Bed side Assistant course at VIVEC.

VIVEC team counselled her to join Thermax - URJA project and she was counselled and opted for welding course. Her father was of the impression that Ramila has joined Nursing. He got angry when he knew the fact! He relented, when she had a dignified job at "Thermax", Savli.

Thus Ramila started training at VIVEC, She says, *"Apart from technical learning I learnt the lessons of soft skills, which has transformed my personality and equipped me to face the life realities with great confidence"*

Like other colleagues Ramila says, *"VIVEC and Thermax are my second homes, I feel socially and financially secure and I am determined to pursue the course of boiler attendant."*

Ms Shrutiben Shroff and Ms Meher Pudumjee together expressed their commitment in convocation ceremony to upscale this pilot experiment as joint venture of SFT-VIVEC and Thermax.

VIVEC team is confident to upscale this successful experience of training women in industrial welding course, which is generally male dominant field and they are sure of collaboration of VIVEC and Thermax to bring revolutionary impact in motivating girls to come forward for this field in a larger way and contribute towards the empowerment of women.

### Arvind Limited

Arvind Limited is world's leading textile manufacturer and the flagship company of the Lalbhai Group. Its headquarters is in Naroda, Ahmedabad, Gujarat. It has units at Santej (Near Kalol). It manufactures cotton shirting, denim, knits and bottom weight (khaki) fabrics. It has also recently ventured into technical textiles when it started Advanced Materials Division in 2011. It is India's largest denim manufacturer apart from being the world's fourth-largest producer and exporter of denim.

### Empowering tribal girls

As concept of graceful work place SFT insisted to have decent work place for their pass outs with gender equality. As VIVEC was placing hundreds of girls at Arvind Mills, it was desired to establish hostel facilities within the Arvind campus and also to create women centric working environment. The management at Arvind Mills undertook this as a drive to employ women and to provide them with accommodation facilities and create women friendly working conditions. Ultimately it will lead to empower the tribal population by not just providing employment opportunities but also additional facilities, that can see the tribal women grow in every spectrum. The Arvind experiment has successfully completed two years now, and institutional collaboration has become stronger. It was first of its kind, when it began in the December of 2015 by signing of the MoU.

### Setting up of training infrastructure

SFT had not engaged in something like this before, hence there were several eyebrows raised around this initiative, but, once the machinery set itself into place and began its full motion, much of those apprehensions subsided. Through its progress, the experiment established as a success that allowed it to serve as inspiration for future experiments and even allow itself to be replicated. The experiment since its beginning has strongly adhered to the guidelines under the MoU and also evolved itself to meet further requirement. Presently Arvind seeks more than 2000 VIVEC pass out to work for them.

For the sewing class, Arvind was asked to provide the same fabric and exact stitching patterns and designs that they use at their mills for the students to learn, so that the very same learning would help them to be on production line, when they would work at the mill. Thus the students at VIVEC will be ready to stitch entire garment and not just one particular stitch, turning the sewing classroom into a workshop of Arvind Mills.



### Opportunity to grow

Arvind also provides the girls with an opportunity to pursue further studies and more than half of the girls were engaged in studying (in spare time from their daily work at the mill). Those girls are either appearing for their 12th std. exam, while the rest have applied for a BA degree to graduate. A course for 'finance management' helps them in managing their lives better.



SFT is encouraged with these experiments, to create something that can be set a model for future collaborations. It has a potential for role clarity between industry and skill development institutions, while partnering with each other. Actually it helps everyone involved in the process, including the youth for whom we are trying to create opportunity for gainful empowerment. Hard skills for performing a job also need to be supported by soft skills training, so as to help the Trainees to have confidence to face the reality of jobs at their job places. Nachiketa helps them to stand confident.



### Dream comes true

"It was my dream to become a "Sewing expert" and make it as my profession to support her family" says, Varsha Rameshbhai Mavi, daughter of Rameshbhai Mavi, a farmer of Dahod village. Her mother is a member of Mahila Samakhya, an organization which works for the upliftment of women in Gujarat.

This organization is also mobilizing students from Dahod for VIVEC. After completion of SSC, Varsha decided to get vocational training on "Sewing" at VIVEC. Girls who took training at VIVEC would get placement at ARVIND

MILLS, pick up and drop facility as well as hostel facility etc. motivated her to join VIVEC. She joined in ISMO course and worked hard to achieve her dream. Her trainers helped her to enhance her skills. During her training at VIVEC she also learned many new things which built her confidence stronger. After completion of her course, she got the opportunity for which she dreamt of.

Finally she got placed at Arvind Mill at Ahmedabad at the remuneration of Rs. 7700 a month. Now she is supporting her father financially for upliftment of her 8 members' family. Apart from financial support she is also saving some money for her higher studies, as Arvind Mills provides scope to its employees for career development. She feels proud that at right time she took right decision to gain skills and shift to Ahmedabad at Arvind Mill. She is very grateful to VIVEC for transforming her and her family's life.

### Milestones to achieve

*"I call upon the nation to take a pledge to make India the skill capital of the world"*

- Narendra Modi

Skills are a key driver of the modern economy. Vocational education and training is aimed at enhancing the employability of an individual, by facilitating the individual's transition into the labour market. Changing skill requirements, new technologies and new kinds of jobs have placed greater emphasis on skills training – which is increasingly becoming a process of lifelong learning.

A combination of factors has made skill development an important policy priority in today's requirements.

The management of SFT has vision for VIVEC to grow it as professionally functioning institute and create a replicable model for the state and nation.

- Gradually lead the institute on self-sustained mode by strengthening collaborations with reputed industries.
- SFT as a leading NGO has access to industry and is better equipped at systems and processes, thereby being able to provide effective and timely services to both the industry as well as to the job-seeker.

- The focus to update course curricula regularly to align with the modern technologies and industrial demand to sustain and strengthen the "employability of the trainees".
- Capacity building of the trainers by in house sessions, practicals and exposure visits to improve the teaching skills on modern technologies.
- Introduce the concept of "Earn-while-Learn" to provide learning opportunity by practical works to improve their confidence level along with meeting their financial needs.
- Strengthen the NACHIKETA program to inculcate the ethics and Values to become a responsible citizen with personality development to mainstream the tribal youth for successful career.

### Building Strong Foundation

School-based vocational education will be a stepping stone to further qualifications and training, and this additional skill development makes the students employable. School students must have the option of continuing vocational training with formal higher education. Schools should adopt the ready vocational courses aligned to industry standards. All students can learn skills through vocational education that will serve them well throughout their lives.

SFT runs the School Support Program and NACHIKETA in the tribal area of Chhotaudepur and efforts are being made to develop hobbies into vocational skills for their future career. These efforts will be further strengthened to motivate the tribal youth for vocational skill training from the adolescent age.

It will ensure to make the whole skill development ecosystem aspirational so that more and more youth opt for it. Also increased industry participation will help in getting jobs as per the calibre and skills.







## ADDRESSING THE NEED OF RURAL LIVELIHOOD

### Shardadevi Gramudhyog Utpadak Sahakari Mandli Ltd. “For Profit” Social enterprise:

Building Rural Livelihoods which sustains locals in Tribal area context is complex, sequential and needs much longer period. It also needs handholding and support for converting their small asset into productive asset.

- The driving force to make their small land holding productive is water and it needs series of small interventions; like water harvesting, water recharge, drainage treatment, well recharge and lifting devices, including soil and moisture conservation as base of development.
- Adding Rabi crop and changes in Kharif crop needs scientific interventions for better agriculture yield such as, better seeds, improved agriculture practices and pest management, converting farm waste into bio fertilizers, bio pesticides, mulch, etc.
- Agri mechanization and Micro irrigation.
- Post harvesting interventions and developing market linkages including developing agro processing capabilities.
- Developing Agri related activities such as Animal Husbandry and other non-farm activities
- Generating opportunity for supplementary income for women farmers and creating opportunities for other employments for educated youths. It would also include preparing a section of youth for practicing better agriculture.

A rural household with diverse sources of income earning activities has better chances of survival financially than a household which has only one source. Delivery of quality and localised/organised education and training in a variety of skills in rural areas supplemented with hand holding and support is therefore needed to attain sustainable rural livelihoods. For the rural population, there is need for livelihoods that would sustain and support their households and communities.

The income generation activities need multiple resources to start and sustain such as, skill training, finance, raw material, equipment and finally marketing of product/services. For an individual it is difficult to put all these together and sustain hence an institutional set up as social enterprise is needed for collective efforts and mobilize resources.

#### Shardadevi Gramudhyog Utpadak Sahakari Mandli Ltd. (SGS):

SGS a “For Profit” social enterprise was registered as co-operative society in year 2009. It operates in 36 villages of Chhotaudepur (Gujarat) with 1700

tribal women as primary members - owners of the society. SGS is facilitated by SFT as a special vehicle to conduct the interventions for livelihood and empowerment for the tribal women in Chhotaudepur.

Having started with handicrafts in 2007, SGS today has successfully diversified in the areas of micro finance, food and horticulture processing besides handicraft.

SGS has completed 10 years of its inception; the journey was a phase of learning, strengthening of organization and setting up of backward and forward linkages. SGS has emerged as a successful “For Profit” social enterprise with very high reputation among the stakeholders such as individual customers, corporates, state / centre government agencies, banks and importantly its own primary members.

Thus SGS is emerging as a model of small scale enterprise for economic and social empowerment of women in the tribal area of Chhotaudepur, Gujarat.



## SGS - An Alternative Livelihood Opportunity for Women

### Programs

Today SGS is functioning under four verticals, managed by separate sub-committees. The members from each sub-committees of vertical are members of Governing body. They are continuously trained on various aspects to manage their activities within co-operative framework. The four verticals are

1. Handicraft
2. Food processing
3. Agriculture and allied services
4. Micro-Finance & Entrepreneur Development

### Handicraft

Handicraft vertical was initiated as income generation activity by SFT in 1997-98 by promoting Mutva hand embroidery among tribal women. The handicraft vertical is further up-scaled with professional touch in handicraft production and marketing to reduce complexity in production and marketing. The key focus on establishing brand is addressed by involving reputed designers, optimising inventories, creating production SOP and networking for pan-India marketing.



SGS handicraft products are established in handicraft market with unique products having blending of Mutva embroidery with tribal craft. The products and its designs are made by reputed designers and are updated on regular basis which kept market demand growing.

The complexity in production is eased by establishment of unique systems for material inventory, design studio design bank& kit making. The unique production system is derived from incorporating past learning and creation of computer aided design bank- a new way of working.

The strengthening of raw materials and finish products inventory systems, enhanced quality checks points at tailoring, finished material and sales along with improvement in packaging has contributed to ensure quality of product to customers.

The handicraft products of SGS are branded as 'VIVEKA' and certified by "CRAFTMARK" (symbolizing Indian Handcrafted Products). VIVEKA products are marketed through various channels – orders from reputed corporate houses, job works, retail sales, franchise and exhibitions. The major buyers of these products include TRIFED – the marketing initiative of Central Government.

### Enriching the design bank

In the reporting year a design studio has been set up to create designs which integrate traditional craft with contemporary market demand. Its main function is to keep in mind current trends and fashion to cater to the market demand. It is also involved in research and development in the area of fashion and craft. The studio regularly organizes skill training and design workshops for women artisans with assistance of experts.

In the year 185 artisans participated in the job and assembling works and earned Rs. 8.15 lakhs collectively. During the year the ready material worth Rs. 30 Lakh could be sold through various marketing channels.



### Food Processing

The Tribal farmers are basically small land holders and generally major part of their produces are being used for house hold consumptions while the surplus is sold in local markets or through middleman system. Because of small production they are not able to access big markets. Hence, value addition and processing become important to get better returns. The need for processing is higher in case of fruits and vegetables due to its perishable nature. Vegetables, Custard Apple and local Mango are major produces in Chhotaudepur region having exploitative marketing practices. SGS experimented for two years to establish the processing and value additions of custard apple and mangoes. The experiments were successful with value added products and assured markets. These value added products are ready to scale up.





### Custard Apple and Mango

Custard Apple is one of the largest forest produce in the Chhotaudepur region. The harvest period of Custard Apple fruits is just about 20 to 30 days with extremely small shelf life. These constraints are major issues leading to exploitation of the forest produce collectors (Tribal families) who become victims of distress sale. To enhance value and shelf life of produce, Pulp extraction was experimented by integrating it with cold chain to expand the shelf life. It was experienced that manual process is not feasible in scaling up of the activity. However, the assured market is encouraging factor and to upscale in hygienic manner, scientific tools were used in form of pulp extraction machine which Processed 15000 Kg. Custard Apple to 2626 Kg. of pulp during last year.

Also there are good numbers of Rajapuri Mango Wadis in the Chhotaudepur block. SGS experimented pickle making on a small scale and gradually up scaled to 2000 Kg. Mango slicing and pulping along with pickle making.

### Tomato

Since last decade the area under vegetable has increased and good monsoon results in bumper production. It has resulted in glut in the market affecting farmer's returns on the investments. SGS experimented various products by tomato processing, like puree and slices. Finally drying of slices were successful in both RoI and marketing. In the reporting year 26000 Kg. tomato was processed and marketed. The ultimate objective is to stabilize the price and generate employment opportunities in processing activities. The profit from the processing business will be distributed to the members of the Society.

As a fair practice, SGS has also embarked on a model where farmers are given market price during procurement; and are subsequently also recipient of their share of profits, post - factoring in the expenses.



### Institutional tie up

In the reporting year SGS focused on institutional tie ups for knowledge and technology partners to develop and sustain the successful social business venture.

#### 1. AIACA - TRIFED

The handicraft products of SGS branded as 'VIVEKA' have set high standards of quality at national level. It has become popular in high end market and corporate world. VIVEKA brand is certified by "craftmark" - an organisation for recognising and issuing the certification for genuine Indian hand-crafted products (symbolizing Indian Handcrafted Products). "CRAFTMARK" is brand name of the All India Artisans and Craft worker's Welfare Association (AIACA). VIVEKA products are being marketed through various channels - orders from reputed corporate houses, job works, retail sales, franchise and exhibitions. TRIFED - the marketing initiative of Central Government is one of the major buyers of these products.

#### 2. iSEED IRMA

IRMA is a highly reputed knowledge institution of international standards. Incubator for Social Enterprises and Entrepreneurs for Development - iSEED is a special purpose vehicle created by IRMA for developing entrepreneurs especially in the sector of farm based livelihood. It works on three aspects, Identifies the need and potentials of the area, Develops appropriate technologies for the business and sets forward linkages such as developing new range of products and explore the market linkages. In the reporting year SGS entered in a MoU with iSEED to develop entrepreneurs in the processing of Custard Apple, Tomato and Chilli.



### 3. Department of Food technology- Anand Agriculture University

SGS needed technical support to develop and establish new products in food processing. Since SGS is in developing phase it cannot afford modern machineries and hire qualified food technician. Considering the need and huge business potential SGS collaborated with the department of food technology, Anand Agriculture University which has created modern infrastructure of processing and production machineries for practical education of the students of food technology. SGS has started experiments on products from Mango, Custard Apple and Ginger, further it will be expanded to experiment new products from Drum Stick and other local produces. The department has started training the working team of SGS on production protocols, processes and safety measures.

### Micro Finance and Entrepreneurs development

Formal banking system to accessing the credits in the tribal area is still out of reach; it is difficult for the tribal families due to complex process, documentation and credit norms. There is no other choice than depending on local money lenders providing exploitative credit. To get rid of the situation SGS initiated micro credit activities to provide timely credit to fulfil their needs and to inculcate financial discipline. The members have started availing easy, accessible and affordable credit support. The beneficiaries of credit support manage repayment of credit and monthly saving simultaneously. In the initial phase the maximum credit limit was restricted to Rs. 2,000/- mainly to meet household needs, on success of the efforts the micro credit limit was increased up to Rs. 55,000/- for establishing own enterprise. In the reporting year 1570 members saved and 75 women members availed the credit facilities by getting loans worth Rs. 8.65 lakhs. During last three years 260 women members availed loan of Rs. 23.15 lakhs cumulatively. As on today, SGS enjoys zero default with 100% repayment which demonstrates the commitment and resolve of the tribal women members.

### Entrepreneurship development

Since last year the focus of the credit facility has changed; small loans for household consumptions are minimized and medium scale loans are encouraged to develop entrepreneurs for sustainable livelihood. The Agriculture and Animal Husbandry based business models like; Paddy Trans-planters, Mini Maize Sheller and Mini Rice Mill services are established through projects, while Petty Shop, Readymade Garment Shop, Tailoring Shop, Poultry, etc. are established under Government schemes.

The development of enterprises is not only helping earn income for the entrepreneurs but also helping the local inhabitants in saving time, money and drudgery.

### Impacting the women empowerment process

The impact on the empowerment process is visible at SGS as it offers economic as well as social empowerment opportunities through various interventions. The women members of the SGS have established themselves as an earning member in the household with the voice in the decision making processes at family and gram Sabha levels. The women members who are entrepreneurs and member of the executive and governing bodies of SGS repetitively get opportunities for interacting with outside world. These exposures have changed their life perceptions and have also made them more vocal.

### Way forward

SGS is established as proven business enterprise and is ready to play larger role in addressing economic and social issues of the tribal areas. The next stage of development is planned to be achieved by,

- Establish handicraft as sustainable source of income.
- Up scale the processing of Agriculture, Horticulture and Forest Produces for better returns to the farmers and aggregators.
- Upscale the micro credit system like a cooperative Mahila Bank.
- Strengthen the institutional tie ups to develop SGS as successful social business enterprise.

### Business Highlight

Sr No	Vertical	Nos of participants	Financial Turn over Rs in lakhs
1	Handicraft	185	30.00
2	Food Processing	140	6.16
3	Micro Credit (Loans)	75	8.65
	<b>TOTAL</b>	<b>400</b>	<b>44.81</b>





# Rural Development

Development is a multi-dimensional process involving reorganization and reorientation of entire economic and social system. It is a process of improving the quality of human lives through measuring important indicators such as income and consumption. It can be achieved through creating the conditions which is conducive to the growth process. Ultimately it impacts on Peoples' self-esteem, justified social, political and economic systems and institutions development which promote human dignity and respect.

Therefore, SFT initiates its development strategies with the vision of Shri Kantisen Shroff as well as Mahatma Gandhi's community development concept.

Three decade long journey started from Kalali-Vadodara, Padra and Chhotaudepur has become stronger, matured and full of excitements of new learning and achieving new milestones. Looking behind, SFT realizes that the journey is moving to achieve the sustainable development goal.

SFT has focused the aspects impacting the lives of rural people like, enhanced livelihood opportunities, Quality education, Quality health services, Skill building, Community development and building capacities of the individuals and institutes to enhance their productivities for dignified living standards.

To achieve this SFT intervened in Agriculture, Animal Husbandry, Land and Water resource development by bringing modern technologies. Skill improvement to enhance the productivity and active participation of people with building CBOs is the approach of the development process taken by SFT.

SFT's core mission of "Man making" is incomplete unless it gets translated in participation of individuals/stakeholders in achievements of societal development. The development process at SFT is guided by five Maha massages (Fundamental principles) to evolve the society with,

**GARIBI MUKT**  
(Free from poverty)

**SHOSHAN MUKT**  
(Free from Exploitation)

**PRADUSHAN MUKT**  
(Free from pollution)

**NYAY YUKT**  
(Fair Justice)

**POSHAN YUKT**  
(Nutritious)

“

*All the wealth of the world cannot help one little Indian village if the people are not taught to help themselves ...*

- Swami Vivekananda

”

## A. Capacity building - Way to ensure Sustainable Development

Building capacities of individuals and Community based organizations are at the centre of all interventions at SFT. This is the key element to ensure the sustainability of development process. Availability of resources and focused interventions particularly after constituting Chhotaudepur as a new Tribal district has started showing the positive impacts. Still area of about 48 villages in Rath cluster has struggled in mainstreaming of the development process.

In last year SFT identified and worked in 22 most under developed villages of Rath area with focused interventions in the sectors of Agriculture, Horticulture, Animal Husbandry, livelihood, Land water Resources along with the capacity building of Community Based Organizations (CBOs). The effort was to mainstream the area and people into the development process.



## Strengthening CBOs

The CBOs are important in the development process at village level; collective efforts, collective resources with collective wisdom help in accelerating the development process. There are different CBOs which are formed by SFT and government for specific objectives, which needed to be strengthened for effective working. In the reporting year SFT intensively conducted trainings with specific modules.

- a. Watershed Area Development Committees (WDC):** Trained 268 members of 22 WDCs in 42 training sessions. The training subjects covered organization building, Transparent management, Techniques of land and water resource development, Sustainable Agriculture Practices and Community Assets management.



- b. Milk Co-Operative Society:** SFT has formed 11 Women led Milk Cooperative Societies in this area as part of Animal Husbandry development. SFT does constant hand holding to strengthen and establish them as successful models. During the year 68 Women Members of eight Milk Cooperative Societies were trained in six training sessions on the subjects like, Finance and Administrative

documentation, Coordination with District Milk Union, Leveraging government schemes and precautions during purchase of Milch Animals.

- c. School Management Committees (SMC):** As part of improving quality of primary education through building capacities of SMC, Parents and Communities, SFT has regularly focused on intensive training sessions. 101 SMC members of 22 villages are trained in 5 training sessions on the subjects like, Role and Responsibilities of SMCs, 100% enrolments of eligible children, Indicators of "Gunotsav" and overall development of the schools.
- d. Cadre Development:** Building capacities of local leaders is the key to sustain the development process. Through continuous efforts during last two decades SFT has developed 100+ emerging local leaders as Samaj Shilpis. They have established themselves as role models and played key role in the transformation process. During the year 55 Samaj Shilpis were trained in five training sessions on the modules of Soft Skills, aspects of Development process and leveraging the government programs.



- e. Gram Arogya Samittee (GAS):** State Government has policy to monitor the implementation of Public Health Programs through GAS. The main focus remains on Reproductive and Child Health related Services, Village cleanliness and Sanitation, Safe drinking water, Preventions of epidemics and overall well being of the people. Hence, it becomes imperative to strengthen the GAS and equip it with the knowledge and skills. In the reporting year 138 members of 22 villages were trained in 5 sessions on the subjects like, National Health programs, Importance of MAMTA divas Antenatal & postnatal checkups, New born care, Vaccination, Nutrition Management, Solid & liquid waste Management and Safe sanitation practices.

SFT focuses on the experiences in community empowerment through creating a cadre of capable individuals and community based organizations during its developmental journey. Building capacities of communities through its concept of "Man Making" has been underlying philosophy that has driven this process during this period.

## B. Agriculture Diversification

### 1. Building capacities of community to adapt the change

The rapid inventions in science and technologies in the field of Agriculture and Rural livelihood have potential to play significant role in enhancing the productivity and income; but poor adaption by the people has emerged as one of the major constraints. Especially today's farmer is totally confused in selection of appropriate inputs and to get it in time at reasonable rates. The scientific usage in appropriate doses and quantity also are different issues and need serious attention. Mechanical solutions are available in the market which can reduce the human drudgery, save the input costs and meet the seasonal requirements. The farmers are not able to select right choice of appropriate technologies.

The changing climatic conditions have changed the seasonal pattern with extreme variations in heat, cold and rainfall. It creates risk for the cropping seasons and production. Both mitigation and adaptation strategies are required. The extension services for knowledge dissemination are out of reach for the people and the farmers.

Thus, educating the tribal farmers on modern farming practices through demonstrations and Khedut Goshthis were the focus area of interventions, continued in the last year.

As a strategic decision SFT decided to work closely with identified farmers and demonstrate the farming techniques to set example and motivate the farmers of 22 villages and other parts of the cluster and up-scale the successful practices. SFT worked with 825 such farmers who were ready to transform their farming practices and adopt diversified crops and practices.





Further, the farmers were divided in two parts as per following details.

**a) Regular Trainings:** The regular trainings focused mainly on crop planning, cropping methodologies and techniques. The subjects covered were,

- Soil Health management
- Seed management
- Crop Health & Growth management and
- Harvesting, Storage & Market management

In the reporting year 1724 man days of training was conducted in 76 training sessions. These farmers have adopted the knowledge and techniques gained during the trainings.

**b) Progressive Farmers:** 110 farmers were identified from 825 farmers to develop as progressive farmers who can really transform their farming practices by adopting new techniques. Instead of regular farming practices, the trainings with progressive farmers were focused on Science and Technologies for new age Agriculture such as,

- |  |                                   |
|--|-----------------------------------|
| • Importance of Farmers' Producer's Organizations    | • Integrated Pest management- IPM |
| • Collective Bargaining for Marketing & Input Supply | • No Pesticide Management- NPM    |
| • Concept to balance food and Nutrition Securities   | • Solid waste management          |
| • Water Budgeting & Crop planning                    | • Grading & Processing            |
| • Sustainable Agriculture Practice                   | • Micro Irrigation & Mulching     |
| • Integrated Nutrition management- INM               | • Green-Poly house technologies   |
|  | • Adapting Climate Change         |

In the reporting year the trainings of 179 man days were conducted in 6 sessions

## 2. Bridging gaps between modern technologies and community

SFT keeps exploring for technologies appropriate for tribal areas and demonstrate it with the communities. The modern technologies have been appropriately modified for its operations and management to suit tribal areas to make it successful. The access to agriculture implements through entrepreneurial model and linkages with agriculture companies helps in accessing latest seeds, fertilizers and equipments at the farmers door step.



**a. Up-Scaling of System of Rice Intensification (SRI):** SRI is a proven and internationally accepted technology. It is basically a set of systematic practices to manage rice plants, soil, water and nutrients that support their growth to improve the rice productivity and output. The SRI technique helps in marked increase in root volume, profuse tillering with bigger panicles and well-filled spikelet with higher grain-weight, which enhances yields and save water and inputs appreciably. It is promoted successfully in the area but since it is a new practice SFT continued promoting it.

Apart from SRI technique, SFT motivated the farmers to develop two nurseries, first on regular time and second a week later. This was coping mechanism to minimize the erratic monsoon and rainfall pattern. If monsoon starts regularly, first nursery can be used and if monsoon gets late, second nursery can be used, thus the farmer do not suffer the crop and season loss.

**b. Vermi Wash:** It is a liquid bio fertilizer and it is collected after the passage of water through a column of worm action and is very useful as a foliar spray. It is a collection of excretory products and mucus secretion of earthworms along with micronutrients from the soil organic molecules. It contains plant growth hormones like auxins and cytokine apart from nitrogen, phosphorus, potash and other micronutrients, nitrogen fixing bacteria like *Azotobacter* sp., *Arobactericum* sp. and *Rhizobium* sp. and some phosphate solublizing bacteria. It acts as a plant tonic and helps to reduce many plant diseases.

SFT had introduced the Vermi Wash on a small scale with 120 domestic units. In the reporting year a breakthrough came when a large scale unit was designed by Shri Manoj Gohil (Trustee of SFT) and introduced in the





area. This unit was economical and is producing 150-200 litres of Vermi Wash daily. 8 units are established in different clusters. During Kharif and Rabi Seasons about 850 farmers visited the units and got the information.

Since it was a new technique and much experimented on the field, SFT consulted Agronomy department of Anand Agriculture University (AAU) for technical guidance. The Scientist of AAU suggested conducting scientific study on selected crops; accordingly a study was conducted on three major crops in Kharif 2017-18. The results are encouraging. Vermi Wash will be further up-Scaled up to 100 units in the area.

Financial Benefits from one acre Crop				
Sr.	Details	Maize	Gram	Wheat
1	Saving in Irrigation Rs.	1500	1500	1500
2	Saving in Pesticide Rs.	300	200	300
3	Saving in Fertilizer Rs.	700	150	500
4	Income from increased production Rs.	2100	2000	3750
	<b>Total financial benefits per acre Rs.</b>	<b>4600</b>	<b>3850</b>	<b>6050</b>

The application of Vermi wash has helped in savings of input costs in several ways like saving of irrigation water, Fertilizer and pesticides with more vegetative growth of the plants and improved quality of production. Average 20% increment in productions is registered.

- c. **Drum Stick (Saragava) Plantation:** To address the issue of nutrition deficiency in Chhotaudepur area, many steps have been taken. However inspite of many efforts the fact remains that the tribal community across the state have severe and common problem of malnutrition. The drumstick is an extremely well-known vegetable, cultivated in several regions of the state. It has got excellent therapeutic values and high nutrition content. The drumstick is popular, mostly because of its usage in vegetable along



with gentle and sensitive pod. It has numerous extraordinary benefits, like being an anti-bacterial and detoxifier. The drumstick tree is evergreen, slim and medium sized tree, which grows upright, features a big canopy of branches, and produces arcs. The leaves are spherical in shape which are also edible.

To address the issue of anaemia and also to create source of additional income, SFT has initiated the plantation of Drum Stick since last three years. Initially the traditional method of Nursery raising and transplantation was adopted but it was experienced that the plants were damaged at the time of handling for plantation resulting in very higher mortality rate.

To overcome the issue method of direct sowing of seed was started to avoid handling losses. It was successful and very low mortality was observed. In reporting year more than 32000 plants were developed with 825 farmers. The plants have started fruiting and the families have started consuming in their meal. Complete results will be observed in next fruiting season.



d. **Tissue culture Technique to Small & Marginal Farmers in Banana farming:**

Banana is considered as high valued horticulture crop, but it requires very high investment without any income for one year duration, and the Small & Marginal farmers cannot afford to make huge investment for longer period. SFT collaborated with Gujarat Agri Tech Ltd. (GATL) a subsidiary company of Gujarat State Fertilizer Corporation (GSFC) to provide complete package of one acre consisting of Tissue culture plants, Fertilizer and Pesticide along with intensive training on cropping practices.

In the reporting year 208 Small & Marginal farmers of 30 villages were identified for the benefits, out of this 134 farmers of 8 villages of Pavi Jetpur were provided the Tissue culture kits. These farmers have planted during the months of August & September- 18 and it is expected that the plants will be matured in the months of August & September-19. The growth of the plants is satisfactory and the farmers are hopeful to get average income of Rs. 1.20 lakhs per acre.

- e. **Green Gram- Alternative Crop to Save the Season:** It was experienced in last three Kharif seasons that the crop of black gram failed due to pest, disease and viral attacks. It has shattered the nutrition

balance, as black gram is in regular food habits. SFT prepared farmers to adopt and experiment summer Green-Gram to fulfill the deficit of food, nutrition and family income. To demonstrate the Green-Gram SFT collaborated with local Krishi Vigyan Kendra (KVK) for seed and knowledge support. In the Summer of 2015-16 it was experimented with 40 farmers, now in the Summer of 2018, 160 farmers have adopted the Green-Gram successfully. The crop is successful and the production is encouraging to up scale it in coming years as regular crop.





### 3. The Impact of Agriculture programs

The interventions in Agriculture were focused on building capacities of the farmers, crop planning, introduce modern cropping practices, to save the input costs and to increase the production by demonstrating with 825 selected farmers. At the end of the reporting year it was observed that about 2200 other farmers have adopted various measures such as, SRI concept in other crops, application of Vermi Wash and Bio Material, Inter Cropping, Vegetable farming, Plantation along with soil health management. Table shows the results of the interventions in the regular crops. The crop of Tur was affected by pest & disease attack, hence which could be rescued by using Bio Pesticides and Bio Nutrients.

The farmers have started adapting the climate effects and change the crops and practices accordingly; the trend for cultivation of cash crops like, Soyabean, Vegetable, Cotton & Fruit trees have remarkably increased and proactive planning of the season has started. These are the most important changes observed in the behaviour & practice of the farmers.

Crops	Baseline Production Qtl/acre	Production 2017-18	Difference in Production Acre/qlt	% of Difference
Maize-Kharif	7.53	9.59	2.06	27.36
Black Gram	1.49	1.75	0.26	17.45
Paddy	8.66	11.58	2.92	33.74
Maize-Rabi	9.36	13.89	4.53	48.43
Gram	2.26	3.61	1.35	59.94

### C. KAMDHENU - a Breed Improvement program

Kamdhenu program was initiated in 2011, focusing on filling the gaps in regular health care services, vaccination and educating the farmers on Scientific & Professional Animal husbandry practices and developing linkages with government to leverage the benefits of various programs. As a result, Animal Husbandry has emerged as strong source of livelihood. The rearing of milch animals has become a regular practice in the Tribal families.

#### Need to stop degradation of quality Breed

In last few years best breeds were introduced like, Gir cows and Surti buffalos, but it is observed that due to lack of availability of AI services of these breeds and lack of scientific knowledge on breed conservation, the quality animals are converted in mix breeds resulting in poor health and poor productivity. The heifer rearing is not done with scientific approaches leading to poor quality and malnourished generations year by year.

To overcome the situation SFT has collaborated with Veterinary College Anand for technical support and to shape the KAMDHENU program interventions, provide experts services and educate the tribal farmers at Agriculture university campus on scientific animal husbandry, breed improvement and heifer rearing.

### Interventions

A benchmark survey was conducted with 242 families to understand the status and Practices of Animal Husbandry. Basis the survey some important indicators were set to develop animal husbandry as source of livelihood.

- Increase the productivity by breed improving
- Increase the lactating period of animals
- Reduce the maturity period of calves
- Reduce the dry months by reducing the next pregnancy period

To achieve the objectives a well equipped breed improvement centre is established as KAMDHENU centre in a cluster of 22 villages. A team of livestock inspector and a Para vet worker is equipped with the artificial insemination (AI) equipments, Health care services and Education material. Under the technical guidance of Veterinary College it is decided to use Murra or Surti semen for buffalos and Gir semen for cows. In the reporting year,

- 117 animals provided AI services
- 148 Animals treated for various diseases.
- 77 women trained at Anand Agriculture University on scientific Animal husbandry.
- 101 Cattle owners participated the Seminar which was addressed by District Veterinary Officer
- 2 Medical & Surgical camps organized by expert doctors of Veterinary Science College Anand. 304 Animals got intensive treatment.
- 100 farmers motivated for improved variety of fodder by leveraging seed support from Gujarat Bij Nigam.



### Expected Outcome

It is envisaged that every year 150 to 190 improved breed of calves will be developed, further this will be multiplied as these calves will be added in reproductive cycle. It will be ensured that over a period of time the targeted families will have at least four milch animals of improved breed to ensure the cycle of milk production round the year which will make the animal husbandry viable and to generate income for whole year.





## D. Land and Water Resource Development

High rate of Soil erosion and poor coverage of irrigations are identified as root causes of the poverty in the tribal area of Chhotaudepur, hence land and water resource development remain as core areas of interventions. Orsang Jal Ane Samruddhi – OJAS- is a very scientific and aspirational program initiated for river basin treatment. OJAS team has prepared village level micro planning of 70 villages of first phase, efforts are being made to leverage government programs to get this works done. SFT took various approaches to complete the works which are,

- 1. Complete treatment of Village:** SFT keeps on working with partners to generate resources for development programs. Village Kol in Chhotaudepur block is one of the 70 villages whose micro action plan was ready. SFT generated funds to complete the works of land and water resource development to improve the quality of soil and augment the irrigation facilities to ensure at least two cropping seasons.

As part of micro action plan 2 Check dams, 3 Nala Plugs, 1 Group well and 11 Gully plugs were completed along with 32.64 hectors of land leveling works.

The works were executed on Watershed Program approach through the village committee formed and strengthened to implement planned activities. The committee and users groups actively participated in material & labour management, quality of works and timely completion. The approach has created feeling of ownership. The impact of the works can be observed after Kharif and Rabi seasons of 2018-19.



### 2. Dolomite Mine based Irrigation:

Chhotaudepur block is blessed with the reserves of dolomite and limestone minerals. The dolomite and limestone open cast mining is operative in the block since early 60s and still continues. SFT's primary study reveals that about 80 mines in the area where mining is stopped since last 3 to 4 decades have become dead mines with no further dolomite reserves available. These sites have potential to develop as water reservoirs for irrigation and other water needs in the area. This also fall in line with the guiding principles of scientific mine closure proposed under National Mineral Development Policy to help restore ecology and regenerate bio mass and improve socio-economic aspects of such closure. A village Zer was identified to develop mine based irrigation facility. The livelihood of the village mainly depends on the mine based labour work, which was full of hardship in terms of safety, health and social disparities. The people did not trust on agriculture based



livelihood. SFT had lots of challenges, first of all to convince the people to shift on agriculture for livelihood and second to get through the legal constraints to get the project funds. Gujarat CSR Authority came forward to support. Thus, a project was grounded to unveil the huge potential for irrigation water.

After intensive community involvement and technical exercise the project got completed by laying of 2456 meters of distribution pipeline and 21 outlets covering 36 hectors of land of 53 tribal families. Though it was difficult to get the people convinced for the project but after an year long community organization process and sensitization to shift on Agriculture, the people actively participated. The impact of the irrigation facility will be visible after Kharif and Rabi seasons of 2018-19.

- 3. Convergence with Govt programs:** The execution of village micro planning needs huge financial resources, which needs constant efforts to link with different programs. MANREGA has huge potential with clear cut guideline to focus on land & water resources development. SFT facilitated the Gram panchayats to include the village micro planning in the agenda in their works. SFT also facilitated for leveraging benefits of various other programs related to Agriculture, Animal Husbandry and livelihood activities also helped in establishing healthy and transparent implementation mechanism.

Sr.	Area	Activity	No. of families benefits	Total value INR in Lakhs
1	Animal	Cattle Shed	88	48.40
2	Husbandry	Milch Animals	13	6.89
3		Khet Talavadi	25	5.55
4	Soil and Water	Land Levelling (Hector)	100	22.00
5	Conservation	Well	2	7.74
6		Depending of Pond	12	42.12
7		De-Silting of Check Dam	170	5.95
8		Vermi Compost Pits	211	20.26
9	Agriculture	Sun Shine Project	7700	231.00
10	Development	Wadi & Border Plantation	2588	27.50
11		Seeds & Fodder	1259	16.13
12		Horticulture-TC Banana	134	77.72
13	Livelihood	Livelihood linkages	33	13.50
Grand Total			12335	524.76

## E Community Development Programs

The School Support program, NACHIKETA, Youth Development and Literacy are very important programs, because these programs help in building capacity of community and accelerate the empowerment process. Hence, these are considered as PAYA NA KAMO (basic works) Foundation works any development activities.



## 1. Literacy

Since last two decades, tireless efforts have been made by SFT to literate the tribal women of Chhotaudepur. The literacy rate among the women in tribal region of Chhotaudepur is the lowest in the State 29.38% (Census 2011). In reporting year 274 women got literate under the literacy program achieving 100% literacy in six villages. These women appeared the state level exam under "Sarva Shiksha Abhiyan" and are contributing in the literacy rate in government records.

Till the date 7000+ women have been made literate. These women are now looking after their children education, Nutrition and hygiene. These literate women are now free from exploitation and participate in the SHGs meetings and understand the financial matters independently.



## 2. Nachiketa

The religious character of UPANISHADA is considered as the role model for value based education and character building for youth. SFT has initiated NACHIKETA - Youth Development program in five villages of Chhotaudepur. Each centre has strength of about 60-65 youths as members in the age group of 15-25.

The Centres are equipped with small libraries consisting of reading material on Patriotism, Ethics and Values and Characters of national leaders. The facilities for indoor and outdoor games for Boys and Girls are created. The youth are regularly imparted life skill training for all round personality development like; critical thinking, decision making, self-awareness, leadership quality and awareness on development journey of their villages.

Further the youth participate in the hobby classes on creative skills like, wireman, bead jewellery making, beauty parlour and Mehendi. They are given information about Government schemes and



functioning of various departments. The centre organizes Career Counselling sessions twice in a year to guide the pass outs of secondary education as well as to address the dropouts and failed students.

The goal is to guide the youth in adolescent age, build their career and develop responsible citizen for future.

## Way Forward

The livelihood of tribal population mainly depends on Agriculture, Animal Husbandry and Forest produces. The land and water Resource development and its optimisation are the key to successful farming; hence these works will remain in prime focus. The farmers have challenges from changing climatic conditions and emerging new technologies. To cope up with the situation, capacity building and farmers' education will be intensively focused through developing Farm Schools as Resource and knowledge hub. The ecosystem of Agriculture and animal husbandry will be strengthened along with enhancing productivity of the milch animals.

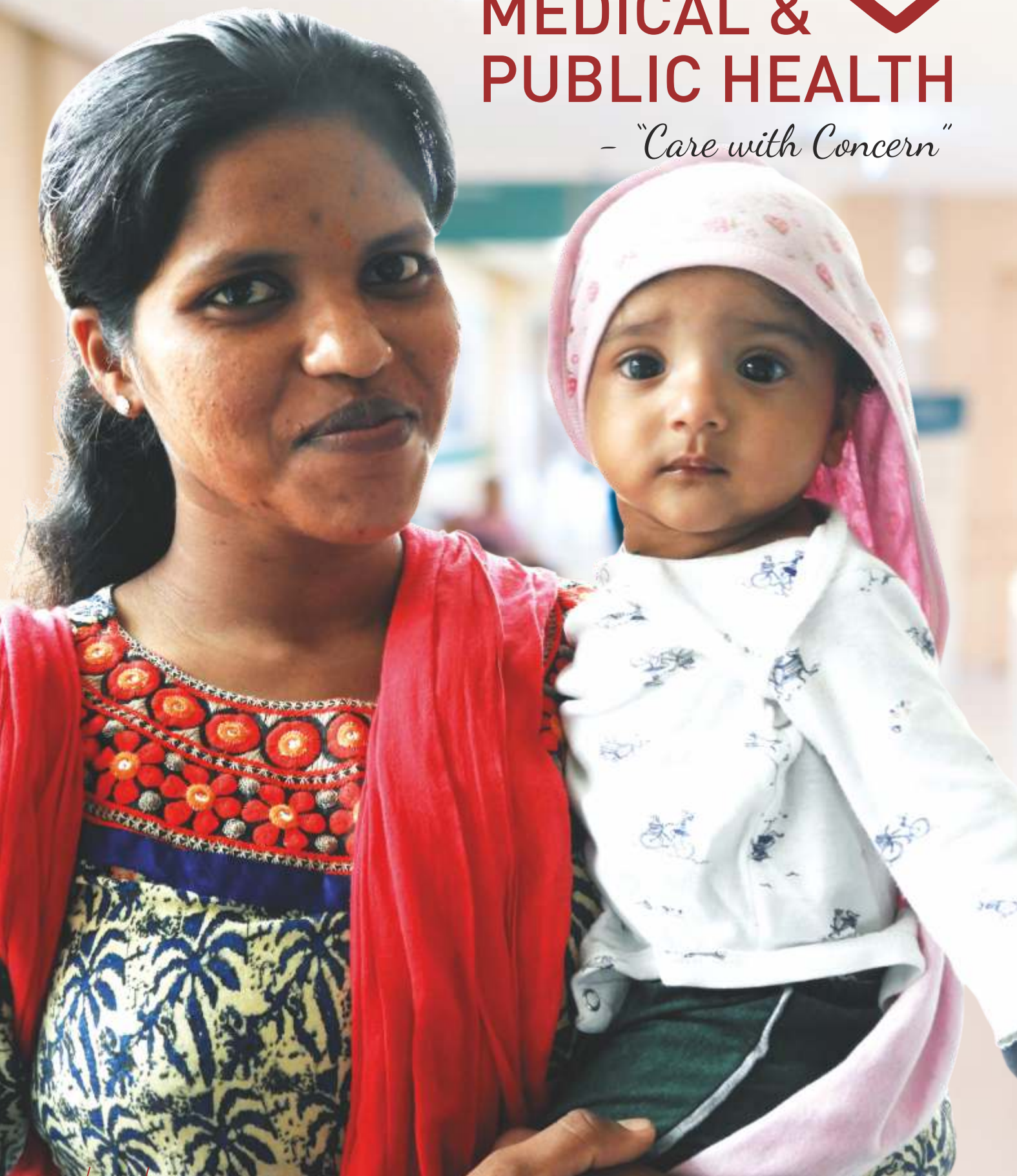
A strong network with government and knowledge institutes to leverage benefits of schemes and knowledge will be established to achieve these goals.





# MEDICAL & PUBLIC HEALTH

- "Care with Concern"



## Humanitarian approach in Medical and Public Health (MPH)

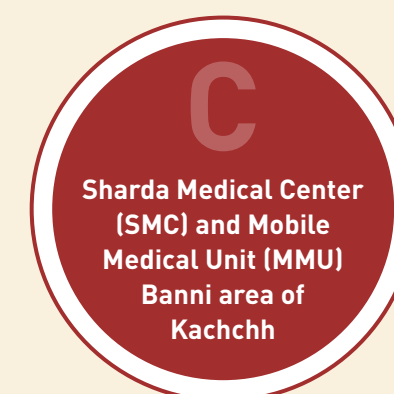
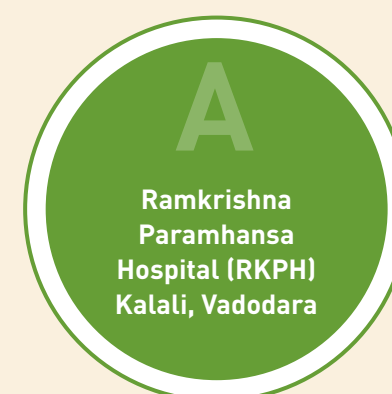
As a part of holistic development approach, SFT believes that a sustainable healthcare system must ensure two foundational elements: prevent onset of illnesses and ensure simple illnesses don't get serious. We are committed to serve the underserved communities at bottom of the pyramid of the society.

To ensure healthy lives and promoting the wellbeing of people throughout their life span and serving people professionally with our human touch and holistic approach without any religious/social bias with maintaining their dignity are the major goals.

Humanitarian approach and quality healthcare services are the principle adhered at SFT. This can ideally be achieved through health services with human touch, developing empathy and providing enabling environment while treating each individual. During the diagnosis of health issues family conditions and social environment are also focused upon by us. A complimentary role has also been played by SFT in order to improve service delivery of Government health services in the area. To actualize the above stated objectives, continued processes of strengthening and mobilizing local community health workers and volunteers are undertaken.

SFT has set successful models of professionally managed Medical and Public Health services with the humanitarian approach through hospitals in different areas and capacities providing health services under single roof.

Three health care centres in different areas are as;



## Ramkrishna Paramhansa Hospital (RKPH), Reaching new heights

RKPH has completed 30 years of services in making quality health services available to the Rural communities of surrounding villages at a reasonable cost. A committed team of Medical and Para-medical personnel is providing services in medical and surgical branches including General medicine, Gyneac and Child Care, Orthopaedic, Paediatric, Ophthalmology, Skin & VD, ENT, chest diseases, plastic surgery and Dialysis for Renal kidney failure related problems.

Utilization of services at RKPH continues to increase because of wide range of quality services under one roof. The existing set up was enough for the population of surrounding villages and slums of city area, but since last decade the city has expanded and density and texture of population is rapidly changing. The demand for quality services also is rapidly rising with higher awareness among communities.



Dialysis service is one of the major services offered at RKPH which was set up with the help of Rotary Club. Due to innovative practices, RKPH offers dialysis at an extremely affordable cost. Further, we have also tied up with Government of Gujarat to offer Dialysis under MA Amrutam Scheme. During last five years, the occupancy in Dialysis unit is picking upwards and now dialysis sessions are provided in three shifts. A need is arising to complete the cycle of treatment from Dialysis to Uro Nephro under one roof.

The occupancy and utilization of Mother and Child Care Unit which was established in the year 2015-16, also is encouraging after upscaling of its services.

To align with the changing situation and needs, a detailed thought process resulted into very enthusiastic project for expansion of RKPH with the specialities of Uro-Nephro, Maternal & Child Health Care Hospital.



As logical way forward, a full-fledged URO-NEPHRO division of 14000 sq feet is under construction and establishment phase. This building will also include two Modern Operation theatres with Lithotripsy and Laparoscopic Surgical facilities. It includes Uro-Nephro equipment, Uro-Nephro general ward with six bed capacities, two special rooms and two semi special rooms. All OPD will be shifted to the new building. The new building Dialysis unit would be more spacious than existing. This will help in serving more patients at a time.

It was a long awaited dream of SFT to create a Super Speciality Hospital to make urban facilities available for the rural people which is coming true. The hospital will focus on two specialized branches (I) Uro-Nephro Care and (II) Maternal & Child Health Care with strengthening of all other existing services. The expansion work is in progress.

### Proactive Preparedness

The new multi speciality hospital set up will have 45 beds indoor capacity with multiple OPD and Modern Operation theatre, qualified Medical and Paramedical man power over and above existing set up. Considering the fact SFT has proactively started recruiting and training the man power.



### Aligning with “National Accreditation Board for Hospitals & Healthcare Providers (NABH)” norms

In the changing scenario of the new age medical services, certain quality indicators have become imperative. NABH is the body at national level which formulates the framework for standards, quality assurance and quality improvement for hospitals. The standards focus on patient safety and quality of care. Comprehensive corrective action plan are prepared leading to building of quality culture at all levels and across all the functions of hospital.

#### Outline of NABH Standards

Patient Cantered Standards	Organization Cantered Standards
• Access, Assessment and Continuity of Care	• Continuous Quality Improvement
• Care of Patients	• Responsibility of Management
• Management of Medication	• Facility Management and Safety
• Patient Rights and Education	• Human Resource Management
• Hospital Infection Control	• Information Management System

The NABH accreditation has benefits for all stake holders. The patients are the biggest beneficiary, as the accreditation results in high quality of care and patient safety. The patients get services by qualified medical staff. The rights of patients are respected and protected and Patient satisfaction is regularly evaluated.

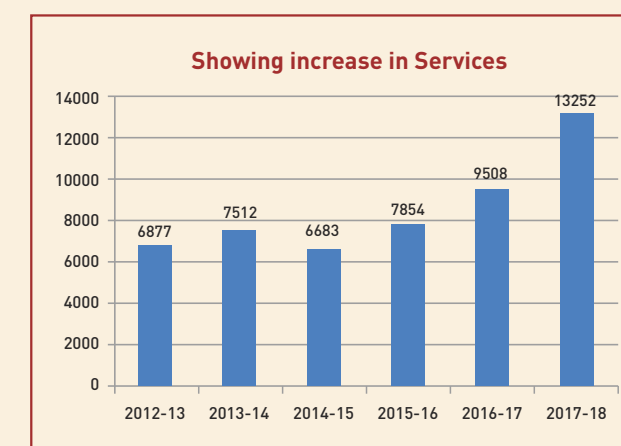
SFT has already started implementing NABH norms right from infrastructure development and building capacities of Medical & Para medical teams adhering the norms in their daily workings.

Accordingly intensive training of existing staff, new recruiters, up-dation of software and procurement of equipments has started.

### Services at RKPH

RKPH is a multi speciality hospital, offering multiple services to the patients. With availability of multiple services and increasing perry urban population the footfall at hospital has remarkably increased. The occupancy rate of indoor services also has increased with the present trend in curative medical care. Greater utilization of diagnostic services is visible due to presence of consultants of various disciplines. The graph of six years' services reveals the increasing trend.

A complete Neo-Natal care, Paediatric intensive care and Paediatric ward was established in year 2016-17 responding to the emerging need of the area for New born baby care; it has increased the confidence among the mothers and has resulted in increasing number of deliveries compare to the last year.





## Recreational programs for Dialysis patients

Kidney dialysis is an essential and demanding procedure; because of the nature of the treatment, it disrupts every aspect of a person's life and has a major impact on their wellbeing. There is little opportunity for individuals to play an active part in care, leading to patients experiencing treatment as inflexible, demotivating, and disempowering. Several initiatives have been started to motivate the patients and create moments of happiness and cheer in their lives.

### Muskaan:

Most of the dialysis patients as well as other serious patients are in a condition of Trauma. Because of acute health problem they get frustrated leading them to mental depression and results in slow recovery. So, to provide relief the patient from this condition of frustration various programmes are organised in the campus as well as in units with regular counselling sessions.

Muskaan spreads positivity among the dialysis patients and inspires them to progress in life with new hopes. Counselling support is provided to encourage them for their future life. Various creative activities like, Songs, Competition, Decoration of dialysis unit, Dance programmes, Music activities are carried out.



The entire SFT team is participating in these activities.

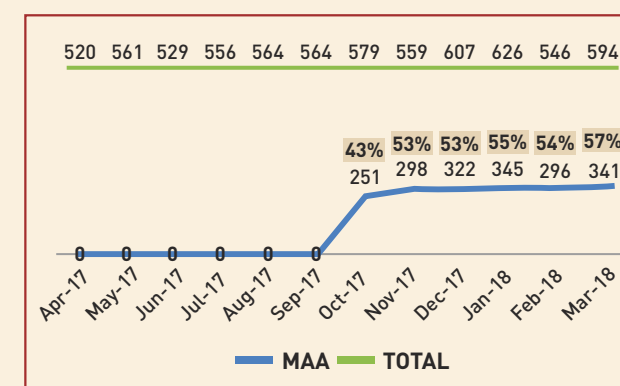
The talented staff members entertain the dialysis and other patients during free time. Birthdays celebration of each and every patient is a regular practice in the campus to make them feel special.

A separate space has been created in paediatric unit and equipped with games like Ludo and Carrom; where indoor patients can play during evening hours and relatives during their waiting time.



## MA Amrutam-Partnership with Government of Gujarat

RKPH has tied up with MAA scheme for the benefit of the patients from Below Poverty Line and Lower Income Group, this scheme is helpful in major illness which not only represents a permanent threat to their income and earning capacity, but in many cases result in pushing the family into a trap of debt due to excessive expenditures arising out of catastrophic health care issues. The graph shows the increase in the numbers of dialysis conducted under MAA scheme.



## Sharda Medical Center - Chhotaudepur (SMC-CU)

The health status of Chhotaudepur was alarming when Sharda Medical Center was established in 2010 to cater health services about 150 villages in the district and adjoining areas of Madhya Pradesh state. The main objective was to focus on National Health Programmes as well as maximum coverage for Reproductive and Child Health Services.



SMC-CU is equipped with 16 beds indoor capacity including Neonatal care unit, Dialysis Unit, Operation Theatre, Labour room and Blood storage Unit with facilities of X-Ray, Drug Store, Pathology Laboratory and Ambulance services.

Tribal area is highly vulnerable for anaemia disorders on account of nutritional deficiency, SFT conducted survey on anaemia status in 10 villages. In the reporting year 1735 people got their blood check-up done. People with low HB were given medication, counselling and nutritional advice. Those needing immediate relief were counselled and linked for blood transfusion in SMC-CU.

In order to expand the outreach further, SFT also operates a Medical Mobile Unit (MMU) donated by Aruna Abhey Oswal Trust through Lions Club Vadodara and supported by Transpek Ind Ltd. The MMU works with close coordination of Block Health Officer in 22 villages, which are the most un-served





villages in the block. The focus of the mobile medical unit is spreading awareness on Reproductive Child & Health with related services like, ANC-PNC checkups, Immunization, New born care, Anaemia control and other national health programs.

In the reporting year 3662 patients were treated at SMC-CU and 3234 patients by MMU.

### Sharda Medical Center – Hodko, Kachchh District

SMC Hodko reaches to population of more than 40,000 from 32 villages through its well established health care services of Sharda Medical Center (SMC) and Medical Mobile Unit (MMU) in partnership with Government of Gujarat in a Public Private Partnership (PPP) mode.

The area is remote and nearest health service is available at a distance of 70 Kms at Bhuj, so majority of people depend on the services of SMC for regular and emergency health care needs. Considering the felt need of the area, a well equipped pathology laboratory is established to provide basic Pathology lab services at doorstep.

MMU provides comprehensive health services as well as implementation of National Healthcare Programme with more than 21,000 patients annually. Awareness creation on Reproductive & Child Health among pregnant and lactating mothers, adolescent girls and infant care are focused.

The SMC-Hodko centre has treated 15587 patients while MMU has treated 13805 patients with quality services in the reporting year.



### Summary

The year 2017-18 was the year of transformation for entire Medical and Public Health team. Expansion of services and bringing new technologies were the core focus. Constant review and monitoring with experts' guidance is helping in smooth transition.

The MPH division was able to treat 32452 patients through three hospitals and 17039 patients through two mobile medical teams. Efforts have been made to improve the quality of services through constant trainings of paramedical staff on skill improvement and positive attitude. It has resulted in increased feeling of satisfaction.

Apart from the regular medical services the mobile medical teams have conducted intensive awareness programs on Reproductive and Child Health and sickle cell anaemia related issues. The team ensured maximum coverage of Antenatal & Postnatal checkups, Immunization, Vaccination to New born babies in close coordination of government systems.

### Way Forward

SFT is developing RKPH hospital at Kalali as super speciality and Multi disciplinary hospital to cater the emerging needs of perry urban and nearby rural areas of Vadodara with focus on Uro-Nephro and Mother & Child care services. Both the SMCs will be equipped with the qualified manpower and value added services, considering the need of the areas.

To leverage government schemes for the benefits of eligible patients will be emphasized in the years to come.







The CSR law has created opportunity for the responsible NGOs to join hands with desiring Corporates for community development programs. However majority of corporate insist to work for reinforcing community development along with industrial and commercial growth in their surrounding areas. SFT has collaborated with various reputed industries for Sanitation and Public Health programs.

### Public Health and Sanitation - Emerging partnership with Industrial CSR

Presently, Sanitation and Clean India is one of the most ambitious agenda of our Prime minister, with the objective of abolishing open defecation practices in India. The promotion and awareness building has created a positive impact on the target population in rural and urban areas. This has resulted in encouraging people to own a sanitation facility at door step, as well as urging them to keep the surrounding area clean and green, using various methods of waste management and control. Government bodies at different levels are functional for this very initiative.

The public health and sanitation activities at SFT are consciously aligned with present Government's Mission for Swachh Bharat Mission.

The emphasis is on cleanliness by managing solid and liquid waste. SFT is contributing to the National Mission by awareness building and facilitating household toilet facilities, management of solid waste.

In the reporting year 880 household sanitary latrines were constructed (totaling 2231 in last three years) with emphasis on beneficiary contribution besides corporate funding.

### Medical & Preventive Health Services

Transpek Industries supported the operating cost of Mobile Medical Unit (MMU) services covering 22 remote villages and has helped 2258 patients in accessing high end health services. 1935 patients got treatment in medical camps organised at Sharda Medical Centre and the patients identified for surgical interventions were brought to RKPH.

Among the targeted villages, 230 women have undergone for lab investigations for Blood group, Haemoglobin (HB) and Cell Blood Count (CBC). They have been provided the blood group cards. Details of work done is as below:

- 1573 RSBY Cards registered, 268 patients got benefits by visiting and getting treatment at Sharda Medical Centre (SMC) - Chhotaudepur (CU)
- 90% eligible women of 22 villages took benefits of National Rural Health Mission (NRHM) entitlements like, Rashtriya Swashtya Bima Yojana (RSBY), Janani Suraksha and Chiranjeevi Yojana.
- Conducted Mega General Diagnostic and surgical camp on 29, 30 and 31 Jan'2018 at SMC CU. Total 1120 patients benefited.

The health awareness programs have benefited in accessing information and linking with the Government health related services.





## Zero waste A step forward to Clean Village

The campaign of Swachchh Bharat Mission remains restricted to open defecation free village. Solid & Liquid waste management in the villages is not getting due attention. The Government machineries and Corporate under their CSR programme have started tireless efforts to achieve this. Huge investments have been made available but the situation could not be transformed up to the mark.

At SFT, lots of discussions and thought process was undertaken for finding solution of safe sanitation, solid and liquid waste management. It was discussed why such huge efforts and investments are not able to achieve the clean village concept. It was observed that unless there is an end to end solutions to obtain productive use of Solid and liquid resources (Not waste) it cannot be sustained.

A small village named Khanderoupura in Padra block of Vadodara was identified as model for Research & Development. The village is consisting of 185 households in seven small hamlets under Dabhasa Group Gram Panchayat. To understand the village situation a survey was undertaken. It helped to understand the waste management practices at household and village levels, existing sanitation facilities and practices along with grey water drainage system in the village. The village is surrounded by industries but the major source of livelihood remains Agriculture and Animal Husbandry. Hence following strategies were finalized to achieve the Zero Waste Village concept.



### 1. Aggregate the Agriculture and Animal waste and convert it into Vermi-Compost and Farm yard Manure (FYM) - for improving the soil health

Created awareness among the farmers for conversion of bio waste into fertilizers at farm gate, prepared 35 units of Farm Yard Manure & 35 units of Vermi-Compost and two Vermi Wash units in the village. The farmers are using this precious fertilizer in their agriculture. They intend to reach to organic farming level.

### 2. Channelize the grey water and collect it at one place for treatment and reuse for irrigation purpose

There was no drainage line to collect the used water of village, SFT facilitated to leverage the government funds to develop drainage system. The people themselves completed the households level drainage line connection. Now village looks clean and dry.

A bio filter plan of 20 KLD is installed by Transpek Ind. Ltd. The plant operates at minimum consumption of electricity with 100% green technology. The treated water goes back to irrigation in nearby vegetable farms.

### 3. Segregate the household solid waste and its disposal

Intensive focus was given on awareness creation for Solid Waste collection, its segregation and management at household level. Further, all 185 Households distributed two types of dustbins for wet and dry waste collection with community contribution. Each household practices proper segregation of waste.

Regularized door-to-door Solid Waste collection system through Gram Panchayat, all segregated Solid Waste is dumped at allocated common place in the village.

### 4. Ensure 100% House Hold equipped with the latrine facilities

To achieve the Open Defecation Free (ODF) village status 46 households were provided toilet units. Now 100% families have toilets and village is ODF.

### 5. Ensure Community Participation

Community participation and ownership have important role to sustain any development process, hence, right from planning phase the Village Committee and Gram Panchayat were kept involved. It has ensured the ownership of entire process and system with operation and Maintenance.



*The village is developing as model for not only clean village concept but model for "Zero Waste" management by converting the waste in precious resources with green technology.*



# SHARING AND LEARNING

## Prominent Visitors

NAME-DESIGNATION-ORGANIZATION
• Dr. Sumit Roy, Ms. Sayantani Satpathi, BRLF- New Delhi
• Mr. Alpesh M. Makwana, GM-Corporate HR, Agrocel Ind. Pvt. Ltd.
• Mr. Dinesh Chaudhary, TASP-Chhotaudepur
• Mr. H. D. Kelkar, PWP-CM Ornabric University, Germany
• Mr. Harsh Shah, Sigma Institute, Vadodara
• Mr. Indu Dutt & Mr. Amit Karandikar, Netafim Irrigation Manjusar
• Mr. Kumar Amit, ABMCPL, Mumbai
• Mr. N. K. Bakshi, Counsellor-Disha Charitable Trust
• Mr. Nazmuddin Lakkad, Ambassador, Tunisha republic of India
• Mr. P. K. Jha, Zonal Director, Ministry of MSME, Ahmedabad
• Mr. P. V. Moorjani, Managing Trustee, Jagrut Nagrik, Vadodara
• Mr. Prem K. Gera, IAS, MD-GACL
• Mr. Ramesh Barot, Professor, Gujarat Vidyapeeth-Ahmedabad
• Mr. Rameshchandra Sharma, Social Worker, Shankarpur, Delhi
• Mr. Rohit Deshmukh, Sanskruti Samvardhan Mandal, Nanded-Maharashtra
• Mr. Sitarambhai Deshmukh, Social Worker, Mumbai
• Mr. Sudhir Kumar, MD-IOCL, Gujarat Refinery

NAME-DESIGNATION-ORGANIZATION
• Mr. Susan, Mr. Lovish Ahusa & Mr. Upendra Deglurkor
• Mr. T. B. Patel & Mr. J. V. Rathva, Vanvasi Seva College, Pavi Jetpur
• Mr. Urvish Bhavdani, Jaipur Rajasthan
• Mr. Vinod Giyalmar, Yeotmal-Maharashtra
• Mr. Yogesh Megpara, GHCL Foundation, Rajula
• Mrs. Mausmi Gosh, Livelihood Development
• Ms. Anu Singh & Ms. Pallavi Patel, MSU, Vadodara
• Ms. Bansari Barot & Ms. Sofiya Chacko, CSR-Prakash Chemicals
• Ms. Bharghy Bhardwaj & Mr. Kannan, Math Buddy
• Ms. Dimple Shah, Deepak Foundation Knowledge Center
• Ms. Jennifer Jones and Team Rotary International, Canada
• Ms. Madhulika Burman, CM-Corp. Communication-ONGC
• Ms. Meher Pudumjee, Chair Person, Thermax LTD.
• Ms. Priyanka Patel, Nursing Tutor, Govt. College, Vadodara
• Ms. Yutika Vora and Mr. Tarun Sharma, Nagrika-New Delhi
• Rtn. Ruchir Jani, Dist Governor, Rotary District 3060

## Awards

- Felicitations from Hon'ble Governorshri of Gujarat to SFT's Chariman & Managing Trustee Smt. Shruti Shroff for Integrated Rural Development works in Aug-2017
- Felicitations of Best Citizen from Puj. Shri Moraribapu to SFT's Chariman & Managing Trustee Smt. Shruti Shroff at Bhavnagar in September-17

## Events

- Inauguration of Dental Health Services at Kalali
- Bhumi Poojan of Uro-Nephro Surgical Care Centre at Kalali
- 14th Mega Convocation for 247 trainees, Ms. Meher Pudumjee, Chairperson-Thermax Ltd. as Chief Guest
- Curative Cattle Health Camps at Chhotaudepur with Veterinarians from AAU, Anand
- Mega Diagnostic and Surgical Camp at Chhotaudepur
- Inauguration of Pathology Laboratory Services with Diagnostic Camp at Hodko, Bhuj

## List of Placement Students 2017-18

Sr.	University	Students
1	Gujarat Vidyapith, Gandhinagar	17
2	Parul University, Vadodara	8
3	The Maharaja Sayajirao University of Baroda, Vadodara	4
4	Smt. Kokilaben A. Modi M.S.W Collage, Modasa, Sabarkantha	4
5	Navrachana University, Vadodara	3
6	Institute of Pandit Deendayal Petroleum University, Raisan, Gandhinagar	1
7	Gujarat Vidyapith, Ahmedabad	1
8	Ganpat University, Mehsana	1
9	Delhi Public School, Vadodara	1



### Participation of Team Members in Workshop, Conferences, Training

Sr.	Name of the Institute/ Agency/ Organization	Major Area	Place	Days	No. of Participants
1	Anand Agriculture University	Agriculture Development	Anand	1	2
2	Institute of Rural Management Anand	Entrepreneurship Development	Anand	3	3
3	VIVEC Paldi	Module Development	Paldi	1	2
4	VIKSAT	Climate Change Effect on Agriculture	Ahmedabad	1	1
5	Ministry of Rural Development	Rural Livelihood, Agriculture and NRM	Delhi	3	3
6	National Bank for Agriculture and Rural Development	Farmers Producer Organization	Dahod	1	2
7	Sardar Smruti Kendra	Cattle Care, Feed-Fodder, Crops & Agriculture	Anand	2	6
8	National SC-ST Hub	Seminar on Micro-Small-Medium Enterprises	Rajkot	1	104
9	Entrepreneurship Development Institute of India	CSR Nation Building	Bhat, Ahmedabad	1	1

## GOVERNANCE

### Our Identity

- Registered under Bombay Public Trust Act 1950, on 05/12/1980  
Reg. No.: E-2818/Vadodara
- PAN No.: AAATS5947A
- GST No.: 24AAATS5947A1ZP
- Registered with Ministry of Home Affairs under Foreign Contribution (Regulation) Act 1976, on 14/12/1999  
Reg. No.: 041960094.
- Registered with office of the Commissioner Income-Tax, Baroda under section 12 (A) (a) of the Income Tax Act 1961, on 20/02/1981  
Reg. No.: 110-36-S/80
- Registered under section 80-G of Income Tax
- Registered with NGO Darpan-NITI Ayog, Government of India  
Reg. No.: GJ/2009/0011487
- Accredited by Credibility Alliance, New Delhi for 'Minimum Norms' for 'Good Governance of Voluntary Organization'  
Certificate No.: CA/53/2015 valid up to date 02-Dec-2020

### Names and Addresses of Bankers

#### State Bank of India

Atladara Branch,  
At & Post Atladara,  
Tal. & Dist. Vadodara – 390012.

#### State Bank of India

Chhotaudepur Branch,  
At & Post Chhotaudepur,  
Tal. & Dist. Chhotaudepur – 391165.

#### Indian Overseas Bank

Kalali Branch,  
At & Post Kalali,  
Tal. & Dist. Vadodara – 390012.

#### ICICI Bank-Bhuj Branch

Pooja 'A' Complex,  
Shop No 3,4,5, Station Road,  
Bhuj- 370001. Dist Kachchh.

#### State Bank of India-Jarod Branch

At & Post Jarod,  
Taluka Waghodia – 391510.  
District Vadodara

### Names and Addresses of Auditors

#### Statutory Auditors

**Amar Shah & Associates**  
**Chartered Accountants**  
40, Vikas Nagar Society,  
Old Padra Road,  
Vadodara 390020

#### Internal Auditors

**CNK & Associates LLP**  
**Chartered Accountants**  
C-201/202, Shree Siddhi Vinayak Complex,  
Opp. Alkapuri Site Railway Station,  
Faramji Road, Alkapuri, Vadodara-390007.  
Tel.: (0265) 2343483 Fax: (0265)2354353.



#### Details of Board Members as on 31st March 2018

Sr. No.	Name of the Member	Sex	Designation in Trust Board	Profession	Number of years in Profession	Number of years in the Trust Board	Relationship with other members of Trustees
1	Smt. Shruti A. Shroff	F	Chairman & Managing Trustee	Social Worker	30	30	Shroff Family Member
2	Dr. J. B. Shah	M	Trustee	Former Jt. Director, Health & Family Welfare, Govt. of Gujarat	52	17	Individual
3	Shri R. K. Sama, IFS (Rtd.)	M	Trustee	Retired IFS, Govt. of Gujarat Former Project Director-WASMO, Gandhinagar, Former Director -SPIPA,Ahmedabad	52	17	Individual
4	Shri N. Sukumar	M	Trustee	Industrialist	25	9	Individual
5	Shri A. M. Tiwari, IAS	M	Trustee	Government Service	25	2	Individual
6	Smt. Preeti D. Shroff	F	Trustee	Social Worker	15	2	Shroff Family Member
7	Shri Manoj Gohil	M	Trustee	Management Professional	30	2	Individual
8	Shri Ninad Gupte	M	Trustee	Management Consultant	30	2	Individual
9	Shri Milin Mehta	M	Trustee	Chartered Accountant and Tax Consultant	32	2	Individual
10	Dr. Ashit Shah	M	Trustee	Urologist	20	2	Individual
11	Shri Atul G. Shroff	M	Trustee	Industrialist, Social Worker	50	Recently Re-Appointed	Shroff Family Member

#### Details of Board Meetings held

Date of Meeting	Total Members of Trust Board	No. of Trust of Members attended board meeting
22/04/2017	10	07
22/07/2017	10	07
11/11/2017	10	05
24/02/2018	11	07

Sr. No.	Name of Trustee	No. of Meeting Attended	22.04.2017	22.07.2017	11.11.2017	24.02.2018
1	Smt. Shruti A. Shroff	04	✓	✓	✓	✓
2	Dr. J. B. Shah	03	✓	✓	-	✓
3	Shri R. K. Sama, Rtd. IFS	04	✓	✓	✓	✓
4	Shri N. Sukumar	01	-	✓	-	-
5	Shri A. M. Tiwari, IAS	03	✓	-	✓	✓
6	Smt. Preeti D. Shroff	02	✓	✓	-	-
7	Dr. Ashit M. Shah	03	✓	✓	✓	-
8	Shri Ninad D. Gupte	01	-	-	-	✓
9	Shri Manoj D. Gohil	04	✓	✓	✓	✓
10	Shri Milin K. Mehta	00	-	-	-	-
11	Shri Atul G. Shroff	01	N.A.	N.A.	N.A.	✓
<b>Total</b>			<b>07</b>	<b>07</b>	<b>05</b>	<b>07</b>

#### Other Bodies and Members

##### 1. Audit Committee

Trustees of SFT – Shri Milin Mehta, Shri Ninad Gupte and Shri R. K. Sama are members of the Audit Committee and two meetings were held during the reporting year.

##### 2. Steering Committees

For smooth governance and to have prominent guidance; steering committees for two initiatives were re- formed as mentioned here under

- a) Members of the Steering Committee of Vivekanand Institute of Vocational & Entrepreneurial Competence (VIVEC) initiative

The steering committee for VIVEC formed in 2012, was reorganized and two meetings were held during the year.

- The Chief Executive Officer-DSAG
- Smt. Shruti Shroff, Chairman & Managing Trustee
- Shri R. K. Sama, Trustee
- Shri Nilesh Shukla
- Shri L. Rajagopalan
- Shri Piyush Shah
- Shri Deepak B. Thaker
- Shri Maulik Bhansali
- Shri Vikas Vaze, CEO
- Smt. Hanny Mehta, Fund Manager
- Shri Sanjay Jain, Director VIVEC
- Shri Ashok I. Pandya, Principal VIVEC, Convener-Steering Committee



b) Members of the Steering Committee of Medical and Public Health (MPH) initiative

The steering committee for MPH was reorganized with following members and held one meeting during the year.

- Smt. Shruti Shroff-Chairman & Managing Trustee
- Dr. J. B. Shah – Trustee
- Dr. Ashit Shah – Trustee
- Dr. Kishan Jani
- Dr. Anil Ganju
- Shri Premal Smart
- Smt. Minal B. Patel
- Shri Sandip Desai
- Shri Vikas Vaze, CEO-SFT
- Dr. A. C. Bhavsar, Medical Superintendent, Convener-Steering Committee

**Shroffs Foundation Trust – Core Team Members**

Sr.	Division	Name	Designation	Contact No.
1.	Head Office	Shri Vikas Vaze	Chief Executive Officer	9737195000
2.		Smt. Hanny B. Mehta	Funds Manager	9427118905
3.		Shri Dhairyapalsinh K. Maharaul	Manager – HR & Admin	9427118914
4.		Ms. Kamini Kansara	Asst. Manager, Executive Assistant (Chairman & MT, CEO)	9427118904
5.	Social research & Documentation	Shri M. A. Makwana	Sr. Program Manager	9427118916
6.	Medical and Public Health	Dr. A. C. Bhavsar	Medical Superintendent	9427118915
7.		Dr. (Major) Satish Juneja*	Resident Medical Officer -Chhotaudepur	9111676977
8.		Dr. Gaurav Busa	Medical Officer-Hodko, Bhuj	9428294251
9.	Development and Livelihood	Shri Girish S. Pathak	Program Manager (Livelihood)	9427118913
10.		Shri Mahendra B. Patel	Asst. Manager (Development)	9427118909
11.	CSR	Dr. Gaurang S. Ranapurwala	Program Manager (CSR Projects)	9427118906
12.	Education and Training	Shri Sanjay Kumar Jain	Director-VIVEC	7284864646

\* Presently not with SFT

**Accountability and Transparency**

No remuneration, sitting fees, any form of compensation or reimbursement has been paid to any Board Members of the Trust.

**Remuneration of three highest-lowest paid staff members and their positions (per month as on 31st March 2018)**

- Shri Vikas V. Vaze, Chief Executive Officer, INR 3,00,000/month
- Dr. Ashutosh C. Bhavsar, Medical Superintendent-Health Institutions, INR 1,68,000/month
- Shri Dhairyapalsinh K. Maharaul, Manager HR-Admin, INR 90,061/month
- Remuneration of lowest paid team member – Ms. Urmila H. Rathva, Nurse INR 7,045/month

**Team Details (As on 31st March 2018)**

Gender	Paid Full Time	Paid Part/ Full Time Consultant	Paid Volunteers
Male	89	4	0
Female	49	3	0
Total	138	7	0

**Distribution of Team according to Salary Levels (as on 31st March 2018)**

Salary Bar	No. of Team
7,000-10,000	27
10,001-20,000	70
20,001-30,000	24
30,001-40,000	7
40,001-50,000	2
> 50,000	8
<b>Total Team</b>	<b>138</b>

- The Chief Executive Officer visited out of India for official purpose and booked expenditure of INR 10,610/- in April-2017 during the year.
- Other Travel and conveyance cost by team members during the year was INR 99,976/-

**List of Donation from 01.04.2017 to 31.03.2018**

**Summary of Program wise Donation**

Sr. No	Project	Total Amount INR	Development & Livelihood Amount INR	Education & Training Amount INR	Medical & Public Health Amount INR
1	Corporate Social Responsibility	2,57,86,828	54,89,228	40,03,347	1,62,94,253
2	Hospital Equipment	1,21,03,000	-	-	1,21,03,000
3	Tribal development	53,38,003	53,38,003	-	-
4	Agri Diversification	14,36,000	14,36,000	-	-
5	Kamdhenu	7,11,000	7,11,000	-	-
6	Dialysis Support Fund	3,42,342	-	-	3,42,342
7	Poor Patient Fund	1,74,427	-	-	1,74,427
8	One Day Meal	1,28,000	-	-	1,28,000
9	Livelihood Support Fund	76,000	76,000	-	-
10	Hospital Expansion	50,000	-	-	50,000
11	Youth Development	50,000	50,000	-	-
12	Literacy	19,200	19,200	-	-
	<b>Sum Total INR</b>	<b>4,62,14,800</b>	<b>1,31,19,431</b>	<b>40,03,347</b>	<b>2,90,92,022</b>
13	General Trust Activity	1,25,71,000	-	-	-
	<b>Grand TOTAL INR</b>	<b>5,87,85,800</b>			



## List of Donors

Sl. No.	Name of Donor	Total Amount INR
1	Transpek Industry Ltd.	1,66,44,323
2	Shroff Family Charitable Trust	1,50,00,000
3	Koch-Glitsch Chemical Technology Group India Pvt. Ltd.	51,13,000
4	Gujarat Guardian Ltd	42,17,750
5	Gujarat CSR Authority	34,94,209
6	Grasim Ltd. - ABI	27,23,090
7	Agrocel Industries Pvt. Ltd.	25,00,000
8	Hikal Limited	16,37,250
9	V. V. & Smt. K. V. Mariwala Charity Trust	10,00,000
10	Transpek Silox Ind. Pvt. Ltd.	8,52,500
11	Bombay Gow Rakshak Trust	7,11,000
12	GACL Education Society	6,87,023
13	Narendra C. Patel	6,75,000
14	Dipika Doshi	5,00,000
15	Shree Balaji Construction	5,00,000
16	Alhpa Foundation	2,11,200
17	Saroj S. Trivedi	2,08,000
18	Oil & Natural Gas Corp. (ONGC)	1,97,794
19	Shruti Shroff	1,60,000
20	Infrastructure Leasing & Financial Solutions (IL&FS)	1,27,590
21	Nitesh D. Khatlawala	1,11,000
22	Sunil Saraiya	1,08,000
23	Bimalkumar V. Mehta	1,00,001
24	Rachana Credit Capatial Pvt. Ltd.	1,00,000
25	Arpita T. Shah	1,00,000
26	L. Rajagopalan	1,00,000
27	Mukul G. Asher	90,000
28	Ninad D. Gupte	90,000
29	Pluga Pumps & Motors P.Ltd.	66,000
30	Rajesh B. Sampat	51,000
31	Praful M. Saraiya	51,000
32	Chetana P. Saraiya	51,000
33	Shri H. F. Patel Memorial Trust	50,000
34	Navdeep Chemical Pvt. Ltd.	50,000
35	Yesha Electricals Pvt. Ltd.	35,000
36	Indian Renal Foundation	32,100
37	Sujanadevi G. Narayan	25,001
38	Virendra P. Rathod	25,000
39	Tarla K. Rajda	25,000

Sl. No.	Name of Donor	Total Amount INR
40	Kishore D. Rajda	25,000
41	Prakash K. Shroff	25,000
42	R. B. Shetty	25,000
43	D. S. Mahajani	25,000
44	Chirag Sales Corporation	21,000
45	Sanjay Dholakia	21,000
46	Well Wisher	20,000
47	Dr. J. B. Shah	20,000
48	Hari Anand Trust	15,000
49	Darshi Bio Medicals	14,000
50	B. K. Agarwal	11,000
51	Transpek Industry Ltd. Karmchari Grahak Sahakari Bhandar Ltd.	11,000
52	Kanti S. Patel	11,000
53	Suresh Ogale	11,000
54	K. C. Mashruwala	10,000
55	Prafullchandra G. Gore	10,000
56	Hemant B. Shah	7,000
57	Nathu K. Prajapati	6,000
58	Radhikaben H. Patel Charitable Trust	6,000
59	Namita Majumdar	5,842
60	Vikas Vaze	5,625
61	Ajay R. Kadam	5,000
62	Dr. J. B. Shah	5,000
63	Jigar D. Shah	5,000
64	Mayuri & Pradeep Patel	5,000
65	Chetan A. Joshi	5,000
66	Jyoti K. Shah	5,000
67	Manoj H. Patel	5,000
68	Aruna Lakhani	5,000
69	Prakruti V. Kansara	2,500
70	Mahesh P. Kansara	2,500
71	MSB Sudheer Babu	2,500
72	Hanny B. Mehta	2,500
73	Gaurang C. Shah	2,500
74	Paragkumar Barot	2,500
75	Dr. Smeet A. Bhavsar	2,001
76	Kalpesh Bhatia	2,000
77	Virmati Hirjee	1,001
78	Harish B. Purohit	500

## Our Partners and Supporters

### Government Department

- Bharat Rural Livelihoods Foundation, New Delhi
- Department of Health and Family Welfare, Gandhinagar
- District Agriculture Office – Vadodara and Chhotaudepur
- District Collectorate – Vadodara, Bhuj and Chhotaudepur
- District Health Office – Vadodara, Bhuj & Chhotaudepur
- District Panchayat of Vadodara, Bhuj and Chhotaudepur
- District Registrar, Vadodara
- District Rural Development Agency - Vadodara, Bhuj and Chhotaudepur
- Food and Drugs Department, Vadodara
- Gujarat Agro Industries Corporation Ltd., Gandhinagar
- Gujarat Livelihood Promotion Co. Ltd (GLPC), Gandhinagar
- Gujarat Livestock Development Board, Gandhinagar
- Ministry of Rural Development (MoRD), New Delhi
- Primary Health Centres – Padra, Chhotaudepur and Bhuj Blocks
- Rural Development Department, Gandhinagar – Mahatma Gandhi National Rural Employment Generation Act (MGNREGA)
- Taluka Panchayat Office – Vadodara, Waghodia, Chhotaudepur, Bhuj
- Tribal Development Department (TDD) & Development Support Agency of Gujarat (D-SAG), Gandhinagar
- Tribal Sub Plan office, Chhotaudepur
- Women and Child Development Department, Gandhinagar

### Other Organizations

- All India Artisans and Craftworkers Welfare Association (AIACA), New Delhi
- Baroda Citizens Council, Vadodara
- Baroda Management Association, Vadodara
- Bombay Gow Rakshak Trust, Mumbai
- Centre of Health Education and Training Nutrition Awareness (CHETNA), Ahmedabad
- Federation of Gujarat Industries, Vadodara
- Gujarat CSR Authority, Ahmedabad
- India Renal Foundation, Vadodara
- Jalaram Blood Bank, Vadodara
- K. G. Patel Children Hospital, Vadodara
- Alpha Foundation, Vadodara
- Aruna Abhey Oswal Trust, Noida
- Lions Clubs International
- Lions Clubs of Baroda Stadium & Tarsali
- Living and Learning Design Centre, Ajrakhpur, Bhuj
- Rotary Club of Baroda Metro, Vadodara
- Sardar Patel Institute for Public Administration, Ahmedabad
- Shrujan Trust, Bhujodi, Kachchh
- The Nalanda Foundation, Mumbai
- United Way of Baroda, Vadodara



#### Academic Institutions

- Agriculture Universities – Anand & Jabugam, Junagadh, Dantiwada, Godhra, Navsari
- District Institute of Education & Training, Vadodara
- GSFC University, Vadodara
- Gujarat Dindayal Petroleum University, Gandhinagar
- Gujarat Vidyapith, Ahmedabad
- Institute of Rural Management (IRMA), Anand
- Jnana Prabodhini, Pune
- Krushi Vigyan Kendra, Jabugam
- Mangal Bharti, Golagamdi
- Navrachana University, Vadodara
- Sardar Patel University, Anand
- Tata Institute of Social Sciences (TISS), Mumbai
- The Maharaja Sayajirao University, Vadodara

#### Corporate

- Aditya Birla Insulators-Grasim Industries Ltd., Vadodara
- Agrocel Industries Pvt. Ltd., Bhuj
- Arvind Mill Ltd., Ahmedabad
- Export-Import Bank of India (EXIM Bank), Mumbai
- Gujarat Alkalies & Chemicals Ltd., Vadodara
- Gujarat CSR Authority, Ahmedabad
- Gujarat Green Revolution Company Ltd., Vadodara
- Gujarat Guardian Ltd., Ankleshwar
- Gujarat State Fertilizer Company, Vadodara
- Gujarat Venture Finance Ltd. (GVFL), Vadodara
- GSFC Agrotech Limited (GATL), Vadodara
- Hikal Ltd., Bharuch
- Infrastructure Leasing & Financial Services Company Ltd., Mumbai
- Kem-Tron Technologies Pvt. Ltd., Vadodara
- Koch-Glitsch Chemical Technology Group India Pvt. Ltd.
- Chemical of India Private Ltd., Savli-Vadodara
- Oil and Natural Gas Corporation Ltd., Vadodara
- Thermax Ltd., Vadodara
- Transchem Agritech Pvt. Ltd., Vadodara & Chhotaudepur
- Transpek Industry Ltd., Vadodara
- Transpek-Silox Industry Pvt. Ltd., Vadodara
- Voltamp Transformers Ltd., Vadodara

#### Placement Partners of VIVEC & BPO Trainees

- Alembic Ltd., Vadodara
- Alstom T & D India Ltd., Jarod
- Ame Technologies Pvt. Ltd.
- Anjani Hospital, Surat
- Ankita Ltd., Luna
- Arsh Fashion Ltd., Vapi
- Arvind Mill, Ahmedabad
- Ashirwad Hospital, Jarod
- Auto Kit India Pvt. Ltd., Sanand
- Banco Ltd., Waghodia
- Banco Products Ltd., Padra
- Baswara Syntax Ltd., Surat
- Bharat Parenterals Ltd., Jarod
- Breech Oralcare (P) Ltd., Vadodara
- Cogent Call Centre, Vadodara
- Darpan Hospital, Dahod
- Devagini Ortho Hospital, Vadodara
- Dhoshi Dental Clinic, Vadodara
- D-Mart, Galleria Mall, Vadodara
- Dr. ITM Call Center, Waghodia
- Electro Magnat Ltd., Por
- Himgiri Casting, Halol
- ISON BPO Call Center, Vadodara
- ITM Universe, Waghodia

#### Placement Partners of VIVEC & BPO Trainees

- Jivan Jyot Hospital, Kheda
- Khushi Hospital and Dental Clinic, Vadodara
- L & T Automation Plant, Vadodara
- L. D. Hospital, Dahod
- Lava Casting, Kalol
- MAA Hospital, Vadodara
- Maher Hospital, Dahod
- Meghmani Chemicals, Bajwa
- Mitra Hospital, Vadodara
- MotherSans India, Sanand
- Navjivan Hospital, Vadodara
- Net Royal Group, Halol
- Nimisha Nursing Home, Vadodara
- Noble Multi Speciality Hospital, Surat
- Office Beacon, Vadodara
- OM ICU Center, Dahod
- Parmanand Engg. Work, Vadodara
- Parth Lungs Hospital, Vadodara
- Patterns India Ltd., Vadodara
- Polycab India, Halol
- Powerpack Commutator (I) Pvt. Ltd., Vadodara
- Puccaro India Ltd., Halol
- Rangoli Hospital, Dahod
- Reliance Data Center, Vadodara Rinki Chemicals, Halol
- Rubamin Ltd., Vadodara
- Sahayog Medical, Vadodara
- Sahiba Fabric Ltd., Surat
- Sai Hospital, Vadodara
- Sanjivani Hospital, Jambusar and Savli
- Sankar Packaging Ltd., Vadodara
- Schneider Electrical, Jarod
- Shrushrut Hospital, Vadodara
- Spectrum Packaging, Vadodara
- Steel Smith, Savli
- Sunrise Industries, Jarod-Savli Raod
- Suyash Hospital, Vadodara
- Tanvi Hospital, Vadodara
- Tapan Consultancy, Vadodara
- Tejash Hospital, Vadodara
- Thermax Ltd., Waghodia
- Transchem Agritech Pvt. Ltd., Vadodara
- Uma Hospital, Dahod
- Urav Hospital, Bharuch
- Varday Heart Clinic, Vadodara
- Vihan Hospital, Dahod
- Vishwas Maternity Home, Vadodara
- Vraj Hospital, Vadodara
- Yazaki India, Sanand

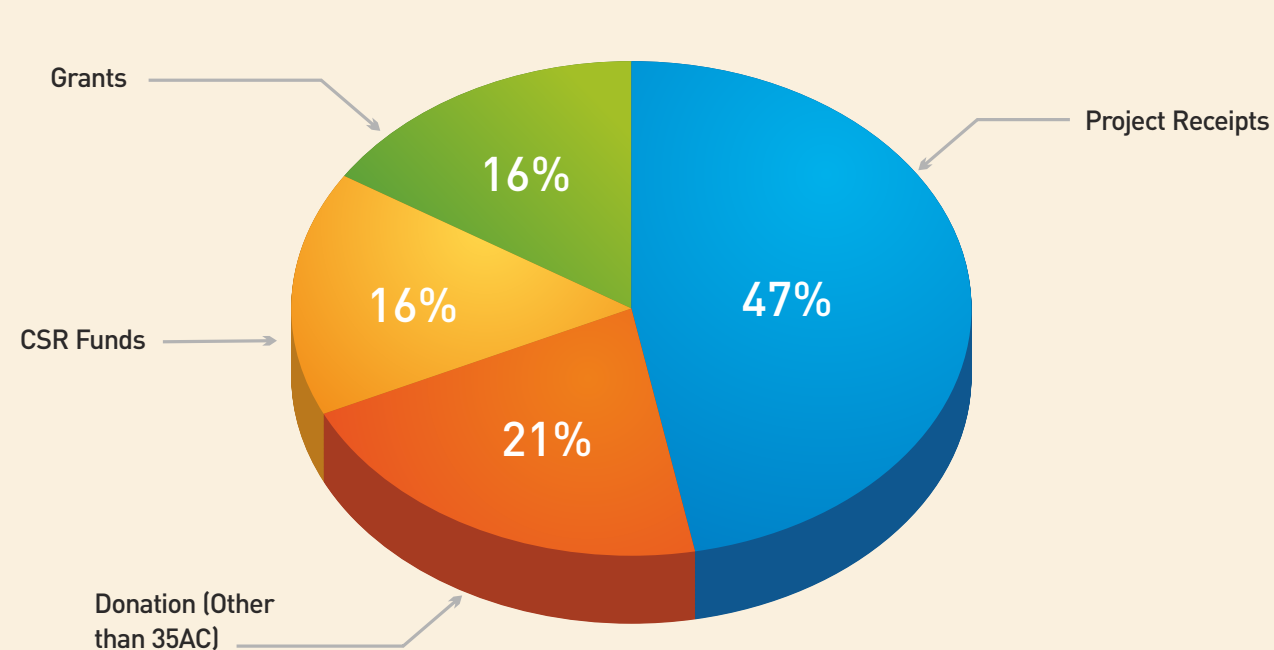
#### New Projects in the Pipeline

Sr.	Project	Agency/ Corporate CSR
1.	Constitution and Operationalization of BMC, Preparation of PBR, Access and Benefit sharing mechanism and other activities in Chhotaudepur District	• Gujarat Biodiversity Board, Government of Gujarat
2.	Strengthening of a grass-root level Tribal Women's Business Enterprise on Food Processing in Chhotaudepur	• Gujarat CSR Authority
3.	Youth Skill & Employability Development	• CSR of Gujarat Urja Vikas Nigam Ltd.
4.	Support to establish CNC Milling Lab for Vocational Training to Youths of Gujarat	• CSR of Indian Oil Corporation Ltd.
5.	Vocational Education for Youth	• CSR of Gujarat Guardian Ltd.
6.	Swachh Bharat Abhiyan – Household Sanitary Latrine Unit	• CSR of Koch Chemical Technology Group India Private Ltd. • CSR of Gujarat Guardian Ltd. • CSR of Transpek Industry Ltd. • CSR of Transpek-Silox Ind. Pvt. Ltd.



## FINANCIAL FACTS

### Sources of Fund

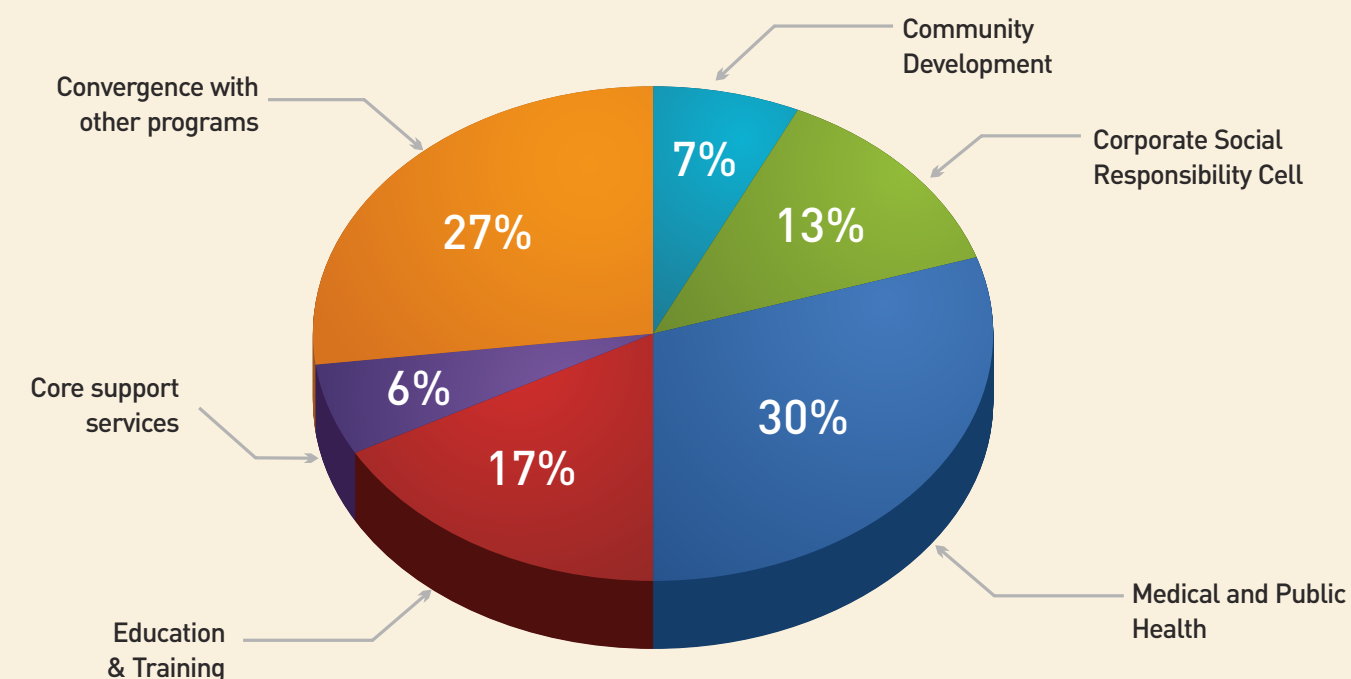


### Sources of Fund during the Financial Year 2017-18

Major Sources	Year 2017-18		Year 2016-17	
	INR in Lakhs	(%)	INR in Lakhs	(%)
Project Receipts	751.93	47%	468.08	36%
Donation (Other than 35AC)	329.99	21%	241.75	19%
CSR Funds	259.31	16%	252.92	20%
Grants	262.09	16%	322.93	25%
<b>Total</b>	<b>1,603.32</b>	<b>100%</b>	<b>1,285.68</b>	<b>100%</b>
Donation (35AC)	-		794.00	
<b>Total (Sources)</b>	<b>1,603.32</b>		<b>2,079.68</b>	
Capital Grant (VIVEC)				
- From Govt.	-		99.65	
- From SFT Contribution	-		46.17	
<b>Grand Total (INR in Lakhs)</b>	<b>1,603.32</b>		<b>2,225.50</b>	

Note: Of the INR 794 Lakhs received in 2016-17 on account of 35 AC; INR 200 Lakhs has been utilized for the project SNEHA activities, INR 300 Lakhs Corpus invested up to FY 2017-18 and balance INR 294 Lakhs has been carried forward for completion of SNEHA Project activities in FY 2018-19

### Major Area wise Expenditure



### Financial Achievement during the Financial Year 2017-18

Major Sources	Year 2017-18		Year 2016-17	
	INR in Lakhs	(%)	INR in Lakhs	(%)
Community Development	127.32	7%	86.06	6%
Corporate Social Responsibility Cell	257.83	13%	236.25	18%
Medical and Public Health	589.76	30%	416.46	31%
Education & Training	319.37	17%	307.60	23%
Core support services	114.49	6%	175.54	13%
<b>Total Work Excluding Linkages</b>	<b>1,408.77</b>	<b>73%</b>	<b>1,221.91</b>	<b>92%</b>
Convergence with other programs	525.00	27%	111.89	8%
<b>Total Work Including Linkages **</b>	<b>1,933.77</b>	<b>100%</b>	<b>1,333.80</b>	<b>100%</b>
Capital Expense (VIVEC)				
- From Govt. Grant	-		99.65	
- From SFT Contribution	14.45		4.54	
Capital Expense - Hospital Expansion	125.84			
<b>Grand Total INR Lakhs</b>	<b>2,074.06</b>		<b>1,437.99</b>	

\*\* Note: Convergence not a part of Fund Deployment



# Contact Us

## Head Office

Shroffs Foundation Trust  
At & Post Kalali,  
Tal & Dist Vadodara – 390012. Gujarat  
Phone: 0265-2680702  
Email: [sft@shroffsfoundation.org](mailto:sft@shroffsfoundation.org)  
[www.shroffsfoundation.org](http://www.shroffsfoundation.org)

## Ramkrishna Paramhansa Hospital

C/o. Shroffs Foundation Trust  
At & Post Kalali,  
Block & District: Vadodara – 390012.  
Phone: 0265-2680702  
Mobile: +91 720 100 0290  
Email: [rkph@shroffsfoundation.org](mailto:rkph@shroffsfoundation.org)

## Centre – Paldi

VIVEC- Vivekanand Institute of Vocational  
& Entrepreneurial Competence  
C/o. Shroffs Foundation Trust  
At & Post Paldi – 391510. Block: Waghodia,  
District-Vadodara. Gujarat  
Phone: +91 7624053867  
Email: [director.vivec@shroffsfoundation.org](mailto:director.vivec@shroffsfoundation.org)

## Sharda Medical Centre – Hodko

Shroffs Foundation Trust-Hodko  
C/o. Agrocel Industries Ltd.  
Near PVC Mehta High School,  
Lotus Colony, Bhuj – 370001.  
Dist: Kachchh, Gujarat  
Phone: +91 2832 394154  
Email: [sftbhuj@rediffmail.com](mailto:sftbhuj@rediffmail.com)

## Centre – Chhotaudepur Block Office

Shroffs Foundation Trust  
APMC Compound,  
Chhotaudepur-Alirajpur Road,  
Tal & Dist: Chhotaudepur – 391165. Gujarat  
Phone: +91 2669 232877  
Email: [Development@shroffsfoundation.org](mailto:Development@shroffsfoundation.org)

## Sharda Medical Centre – Chhotaudepur

C/o. Shroffs Foundation Trust  
Yatrik Bhavan, AT & Post Chhotaudepur,  
Near Natvarsinhji College Campus,  
Chhotaudepur – 391165. Gujarat  
Phone: +91 2664 242161  
Email: [shardamedicalcenter@yahoo.com](mailto:shardamedicalcenter@yahoo.com)

## Shardadevi Gramudyog Utpadak Sahakari Mandli Ltd.

C/o. Shroffs Foundation Trust  
APMC Compound,  
Chhotaudepur-Alirajpur Road,  
Tal & Dist: Chhotaudepur – 391165. Gujarat  
Phone: +91 2669 232877 M: +91 94271 18913  
Email: [gsp.cusgs@gmail.com](mailto:gsp.cusgs@gmail.com)

## Business Process Outsource Unit

C/o. Shroffs Foundation Trust  
APMC Compound,  
Chhotaudepur-Alirajpur Road,  
Tal & Dist: Chhotaudepur – 391165. Gujarat  
Phone / Fax: +91 2669 232803  
Email: [bpo@shroffsfoundation.org](mailto:bpo@shroffsfoundation.org)

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सेवा सदृभाव विकास

Shroffs  
Foundation  
Trust

## SFT's Philosophy

*"Each soul is potentially divine.*

*The goal is to manifest this divinity within by controlling nature.*

*Do this by work or worship or psychic control*

*or philosophy - by one or more or all of this - and be free.*

*This is the whole of religions... Doctrines of dogmas, or rituals*

*or books or temples or forms are but secondary details."*

*- Swami Vivekananda*



Capacity building empowers  
each individual to break the shackles of  
a dehumanising destiny, the mind and spirit soar.

SFT's journey over three decades has been  
to empower those at the bottom of the pyramid  
through capacity building to enable them  
to rise from poverty and deprivation to prosperity.  
This annual report recounts this heartening voyage.



सेवा सद्भावार्थ विकासः

## Shroffs Foundation Trust

At & Post. Kalali,  
Tal. & Dist. Vadodara-390 012

Phone: +91-265-2680702, 2680061,  
Fax: +91-265-2680370  
e-mail: [sft@shroffsfoundation.org](mailto:sft@shroffsfoundation.org),  
web: [www.shroffsfoundation.org](http://www.shroffsfoundation.org)



Accredited by  
Credibility Alliance for minimum norms  
Accreditation valid from  
December 2015 to December 2020