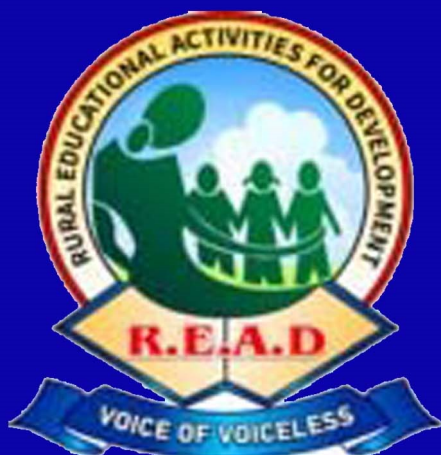


ANNUAL REPORT

2022-23



**RURAL
EDUCATIONAL
ACTIVITIES
FOR DEVELOPMENT
(READ)**

iNSIDES

From the Secretary Desk.....

Agriculture Based Livelihood.....

Alternative Livelihood.....

Women Empowerment.....

Gender Inclusion.....

Institutional Development.....

READ Unique Selling Point.....

About READ.....

Financial Report.....



Society depends on the positive community development and contribute to look change among people particularly in the society. attitude, behavior and mind-set that contributes towards justice, peace and development. READ always believes in collective action can make a difference consequently the efforts of the team invested with more people rather key people.

During 2022-23 READ had been emphasized to restore livelihood and income generation activities of most vulnerable such as marginal farmers, daily wage labour, migrants and small scale business holders who were being drastically affected by COVID pandemic as a result the livelihood, health and education of the family was in measurable condition. Apart from these effort was being made to reduced violence against women girl including gender based conflict and mainstreaming of widows and poor women citizen of it's operational area.

I would like to convey gratefulness to my READ team, esteemed partners and all part and partial individual who were involved in the process of com-

This Annual Report of READ (2022-23) has reflected the key intervention, achievement and way forward which has been realised by the efforts of READ team. We have also planned to reach out the community where our work has been still undone. I believe your collaboration and handholding will bring CHANGE and smiles in many faces. In this occasion I extend heartfelt thanks from core of my hearts to the family members of READ, supporting agencies and well-wishers who are on the process to bring difference in the lives of poor, needy and most vulnerable dalit, tribal, women and children in the society.

Manjulata Sahu
Executive Secretary
READ, Odisha, India



Rural Educational Activities for Development (READ) facilitated agro-based livelihood programme in 170 villages of Rayagada, Gajapati and Ganjam districts of Odisha by supporting agriculture based livelihood so as to improve the food and nutrition to restore their livelihood and food security. In agro-based livelihood READ has emphasized on organic agriculture practices, line paddy cultivation, organic vegetable cultivation, horticulture

To improve the skills on agro-based activities READ has been generating opportunity and enhanced capacity through training, workshop and exposure to the leader farmers and women farmers so as to increase productivity and skill improvement to adopt agriculture activities throughout the year. In the year 2022-23 the farmers committee and women farmers have initiated marketing of the goods through FPC for gaining optimum benefits out of



and natural resource management by facilitating water harvesting structure. Apart from these the second crop has been encouraged among farmers along with intercrop and bringing uncultivable land into cultivation through land development pass on programme. The trained SHGs members and Livelihood Resource Persons (LRP) were being engaged for strengthening capacity of the farmers for effective agriculture activities. The farmers also keep practicing seeds pass on by establishing GRAIN BANK in the operational area.

their produces.

Promotion and strengthening of (FPC):

In 2022-23 the members of Farmers Producer Company and other farmers were being capacitated through training on management of FPC, Market study, linkages with the traders and effective marketing so as to improve the quality of business and gaining of optimum benefits. Most of the farmers who had not yet experienced about market anal-



ysis and type of produces which are highly grown in the area could be sold easily in their local market as well as through traders.

Engagement of Livelihood Resource Persons (LRP):

The trained Livelihood Resource Persons have extended handholding support in 90 villages who were strengthened the farmers and households on agriculture and various income generation activities such as goat rearing, mushroom cultivation, beekeeping and backyard vegetable. During 2022-23 about 4000 farmers in 90 villages have undertaken different agriculture and income generation activities and earn about 15 to 20 thousand rupees in this year. The incomes of the families have supported livelihood security during

which has been managed by the farmers committee with the support livelihood resource person. The water harvesting structure is one of the most important components to strengthen agriculture activities for the community. In fact READ had supported most of them according to its capacities. This year at least 2500 families have irrigated 130 hectares of land out of 21 water harvesting structure where 60% families have adopted organic agriculture, 40% have adopted paddy line plantation and at least 85% families have undertaken organic vegetable cultivation. The family not only consume the product but also earn income by selling the paddy and vegetable at local market. Apart from these grain bank also been promoted at block level where the farmers used to access paddy with revolving



pandemic situation.

Use of Water Harvesting Structure (WHS):

READ has supported 21 water harvesting structure in the operational area

process to grow paddy. Hence during the year 2022-23, 300 families have received grain from the grain bank from 6 grampanchayat of Ramnaguda Block under Rayagada District.

Use of organic manures and compost:



READ has been encouraging community on use of organic manures and promotion and use of compost and liquid manures. In the year 2022-23 there at least 40% villages have promoted and use compost, organic liquid manures in their agriculture activities. It was realized that the farmers who had been practicing use of chemical fertilizers revealed that, in fact the production grows more than that of in use of organic manures but the fertility of the land has been degraded and gradually it affects the production in consecutive year of passing 3 years after use of chemical fertilizer. Hence realizing the loss the farmers started practicing organic agriculture.

their respective villages. The process of land development through revolving process has been continued by passing on programme where 30 families have received the benefits during 2022-23. The farmers grow agriculture and vegetable cultivation by promoting land development and gain at least 15 to 20 thousand profit out of the land.

Organic Agriculture practices:

READ has been encouraging farmers through capacity building training, workshop and exposure to key farmers leaders and Livelihood Resource Persons who then support community to undertake organic agriculture practices. In the year 2022-23 farmers adopted vegetables and oil seeds, groundnuts, maize etc. Prior to cultivation, They



Land Development and use of land into productivity:

READ had promoted 90 farmers committee and 2 Farmers Producer Company through whom all the process of community led development has been monitored where members of farmers committee play a pivotal role to increase organic agriculture practices and different income generation programme, the committees also look after the all-round village development in

harvested the crop in the first quarter, 2021 and the average total income derived from a hectare of land was Rs. 190,354. The cost of cultivation per hectare was Rs.8000/- and the net income over the expenditure per hectare of land was Rs. 125,608/- Total 40 families were involved in cultivation adopting model organic & integrated farms on small patches of land and the average net income earned by each



Income from alternative livelihoods could lead to two possibilities. The gradual replacement of the traditional livelihoods or part of the income generated by the alternative livelihood is re-invested in the traditional livelihood, such that coexistence of both approaches can be maintained. This coexistence can provide a buffer against climatic variations and economic shocks, thus conferring stability and sustainability to rural livelihoods.

During 2022-23 the alternative livelihood

support has been supported to the families. There are at least 400 individual from Self Help Group, Farmers Committee and Livelihood Resource Persons were being built capacities on alternative livelihood and 208 most vulnerable and deserving families were being support Rs. 4000 and 5000 during second wave COVID-19 pandemic to strengthen food security for sustainable living.

The agriculture and alternative livelihood programme has been monitored by farmers committees, Self Help



Group (women and widows) where quarterly review and planning meeting are being conducted at panchayat level among farmers committee and Self Help group federation to understand the status of livelihood activities as well as plan for the same to improve quality of agriculture activities and production. It was realised that, the produces of the families have not been marketed with fair prices so the household themselves take the responsibilities to sell the produces ac-

Group (women and widows) where quarterly review and planning meeting are being conducted at panchayat level among farmers committee and Self Help group federation to understand the status of livelihood activities as well as plan for the same to improve quality of agriculture activities and production. It was realised that, the produces of the families have not been marketed with fair prices so the household themselves take the responsibilities to sell the produces ac-



according to their wishes. The important outcomes of the activities are, the families able to access food nutrition with their own production also get benefit out of the produces through selling it.

Goat Rearing as an additional income: during the year 120 families have gain benefits of rearing goats through revolving process where the

goats and able to enhance food security during second wave COVID-19 pandemic.

Mushroom Cultivation as a source of an additional income: The mushroom cultivation is a regular income of the farmers where the farmers used to earn additional income at least Rs.20000 per year. In this year about 150 families have grown mushroom and increased additional income of



families have earn income and mitigate their basic needs out of their income. Apart from these 10 groups were being supported Rs.30,000 for goat Rearing who are being able to generate additional income of at least Rs.8000. In the year 2022-23 the families have benefited by selling the

their family which have great support gained during second wave COVID pandemic. Apart from these the families have also aware on Nutritional value. Protein content, 3-7% when fresh and 25- 40% when dry. Contain all essential amino acids, amides and lysine. Medicinal value. Consumption of mushrooms slows down the spread



and effect of cancer, heart disease, HIV/AIDS (by boosting immune system). Income generation and. Employment creation.

Beekeeping as a source of an additional income: last year about 60 families have practiced beekeeping cultivation and in the following year 2022-23 another 20 families have adopted the business. Of course it was much difficult to measure the profit because about 60% farmers have only earn Rs. 4000 during the year because the beekeeping cultivation depends on the area and required plants to grow the business. Apart from these the community too learn like in Honey made locally from your own bees, Pollination, Low maintenance, Rewarding experience, Bee conservation etc.

Kewada Flower business is a major source of income: Ganjam is a male flower of the fragrant srewipine plant used for extracting Kewada oil in India. The Kewada is used as food flavour and in aromatic industry. It is also used in Ayurveda to provide symptomatic relief in diabetes, fever, joint pain, earache and to manage threatened abortion as well as psychiatric conditions and Kewada is popular among medicinal plants. READ has facilitated training to housemother (widow) and other women from Self Help group who later on undertaken Kewad flower business and earn income up to Rs.40000 in a year as an additional income. In the year 2021-2 there are 400 women from Rayagada and Ganjam District of Odisha has been undertaken business because the kewada scents are produced in Ganjam, Gopalpur and Chatrapur where the marketing facilities are rampant in the districts.

Promotion of kitchen garden is a source of additional income: In the year 2022-23 the project team encouraged 500 families in 170 target villages to cultivate different types of vegetables on 40 hectares of land. From the backyard vegetable cultivation 500 families received different vegetables worth Rs. 60000/-.



Income generation through Fisheries: In the year 2021-22' 90 families have able to earn Rs.8000 from 6 pond in Ramnaguda Block under Rayagada District of Odisha. In the reporting period 2022-23, 120 families from Rayagada and Ganjam have adopted fisheries in 9 ponds where READ has facilitated knowledge through LRP and trainee. In this year the families have able to get Rs.20000 out of their production which was an



additional livelihood support for the families restore food security during second wave COVID pandemic.

Income generation through tailoring: READ has supported swing machine to 10 Self Help Group mother (widows and other mothers) in the year 2017-18, in the year 2019-20 the women have able to earn income of Rs. 15,000 to Rs.20000 per year. Of course during 2022-23 the women have benefited out of the tailoring and about 10 adolescent girls have engaged in different factories and able to earn about Rs. 15000 per month.

Income generation through small scale business: the income generation through small scale business have been facilitated by READ supporting Rs. 4000 each. Of course last year 10 Self Help Group were being supported 30000 each and another 208 families also been supported Rs. 4000 and during this year 90 families have also been supported for holding small scale business as a result the family able to earn Rs. 10 to 12 thousand rupees per year which is another additional income for sustainable livelihood of the family.





My name is Pinesu Sabara aged 42 hails from the village Sanakujendri under Kujendri Grampanchayat of Ramnaguda Block of Rayagada district living with my wife 35 and a son and daughter about 15 and 20 old respectively. I am belongs to small and marginal farmers was maintaining my livelihood and earn daily bread through daily wage labour and rare my family. Due to lack of knowledge and financial deficiency I was not able to cultivate my patch of land so that I found difficult to bringing up my family. Apart from these the COVID19 pandemic additional cause that affected my life and livelihood during 2020 to 2021.

In the year 2018 one of the organization named Rural Educational Activities for Development (READ) adopted my village as one of the target area and intervened with sustainable agriculture, livelihood and income generation activities along with gender inclusion, gender rights and women rights. READ was a blessing for me because I have participated in various training such as capacity building on sustainable agriculture and alternative livelihood and gender rights several phases. Of course during COVID pandemic I have also one of the beneficiaries to receive the immediate relief such as sanitary kit, 15 days dry food, agriculture support sum up rs. 4000.00/- as a kind of start-up programme.

After receiving the support from READ, sum up rs. 4000.00/- I have cultivated the barren land with mixed vegetable such as brinjal, tomato and green chili in a small patch of land holding about half acre of land. With the vegetable garden I am able to earn about 30,000 rupees within 3 to 6 month of period and continued my cultivation throughout the year. So presently I am able to get the additional income of Rs. 30,000 by investing 4000 support from the READ organization. Hence I am very much grateful to the organization and the team from where I have received training facilities, emergency relief and cash support for agricultural activities.



Promotion and Strengthening of women Self Help Group (Economic Component): READ had initiated and facilitated so there are 409 Self Help Group (women and widows) function effectively in Rayagada, Ganjam and Gajapati Districts. In the year 2020-21' 4876 from women Self Help Groups were being generated income of about Rs.15000

revolving process and 108 beneficiaries Rs. 4000 towards adopting agriculture and petty business. As of now it was realised that 2800 women out of 409 Self Help Group have able to earn Rs. 25000 to Rs.35000 out of their business and agriculture activities which supported the family to improve food security during second wave pandemic.



each by adopting different income generation activities such as goat rearing, mushroom cultivation, beekeeping, Kewada flower business, grocery shop making. 95% Self Help Group still regularised by holding regular meeting, loan disbursement and loan refunding. Hence READ has supported and facilitated 1300 women including widows towards economic improvement and 20 group were being supported for goat rearing which has been benefiting to others through revolving process. In the year 2022-23 the group members were being supported vegetable seeds, paddy seeds

Social Component: The prime focus of the women in social component was towards gender inclusion, access to gender rights and entitlement. During 2022-23 the women leaders in panchayat election were being elected and hold the position in their own capacity, so there was no any proxy leader realised in the panchayat raj system. The women have raised their voice for their rights and enabled for decision making in gram sabha, pali sabha and also at village level platform. the women have now able to access rights and entitlement at village and family too.



An emerging model of governance gaining popularity within the public and community sectors is that of Community Governance. The concept usually refers to community participation, engagement and decision-making in public matters and is related to terms such as local governance, social governance, network governance and participatory governance. This paper pro-

In fact women not only participate in political platform but also able to participate in economic and social platform for instance what occupation they wish to undertake and raise voices in social stigma attached to the women in the villages.

Interface and consultation among PRI and government officials: READ always work with the coordination efforts among government officials to intervene in community devel-



vides a review of Australian and international literature related to the concept .Community Governance is one of the important initiative of READ where the women participation in decision making process in economic, social and political platform has been emphasised to ascertain the rights of women by accessing entitlement. In the year 2022-23 READ build capacity of the women through refresher training and interaction with women on legal rights, laws and provision of women where at least 40% women have able to participate in the decision making at pallisabha and gramsabha.

opment process with cooperation. During the year 2022-23 the READ staff have communicated and made involved among the local government at Rayagada, Ganjam and Gajapati during COVID 19 second wave restoration programme where Block officials and PRI members were being cooperated for smooth implementation of the programme. Apart from these to improve the agriculture and income generation the staff also asked support of agriculture, horticulture and veterinary department towards sustainable livelihood and food security.



I am Mrs. Sarojini Saraka aged 37, hails from the village Khambaguda under Parikhiti Panchayat of Ramnaguda Block in Rayagada District living with my 12 years son at my parents. In fact while my child was at 5 years old I have separated from my husband due to heavy alcohol intoxication and I was badly harassed and tortured physically and mentally. Since beginning I was able to survive with daily wage labour and earn my daily bread for me and members of my fathers in law because the family where I got married is poor and landless so used to make income from daily wage labour. It was a course for me that my husband was not supporting either way for our livelihood and other basic amenities rather encumbrance for me and my family for which I was living like anything in his house. Eventually I could not tolerate violent action of my husband hence I leave the house and my husband and settled down in my own parent. Of course I was struggling take care of my son with the income of daily wage labour despite my son is at class 5 this year.

In this juncture in the year 2018 Rural Educational Activities for Development (READ) have adopted my village as target area and started working on livelihood, gender inclusion, gender empowerment, gender rights etc. so I was one of the selected beneficiaries who able to attend different training on women rights, gender inclusion, and livelihood and income generation activities. Eventually I was also selected as one of the member of Gender Vigilance Committee (GVC) and started working with the team to identify and resolve the gender issues. During this period I have also connected with government officials and dialogue with them regarding various issues including child marriage and domestic violence mostly with Tahasildar, Block Development Officer (BDO) and Child Development Project Officer (CDPO). Looking into my confidence, smartness and inner capacity the village people and other leaders of the area inspired me to participate in the Panchayat Election as Sarpanch candidate (one of the PRI members of the area). Hence I was one of the election contestants in the year 2022. Finally I have won the election and became the Sarpanch of my Panchayat. ***"I am very much grateful to READ organization by which I have gain all the knowledge about women empowerment, gender rights and income generation opportunity also build my confidence and able to dialogue with many people including government officials so I am at present zero to Heroine, so I earnestly thankful to READ team and whole members of the organization"***.

Present day I am able to work for the community as a leader of PRI and also happy to be associated with

READ team to address the issues of gender and also very much concerned about women empowerment and dignify living of the women and girl. Though I am a member of PRI still I too work as GVC in my area as well as for the whole block of the project area.





Violence against women and girls is a fundamental violation of human rights, which stretches across nations, cultures, and classes. It is a mass phenomenon taking many different forms with disastrous consequences for women's and girls' health and survival. The social and economic costs resulting from this abuse place substantial burden on society as a whole, significantly hampering development.

chayat Level. Apart from these it creates a space for government actors and statutory authorities such as state and national human rights commission, state and national women commission to undertake so-motto prevention activities and response to the issues for swift justice.

The prime objective of the initiative are:

- ◇ Promote and strengthen community led model Gender Resource Centre and



READ aims to ensure the full and equal enjoyment of all fundamental rights and freedom by all women and girls without discrimination and bring them forward to take part as decision maker in social, economic and political platform. Thus, the READ facilitate women through developing and strengthening Gender Resource Centre (GRC) where issues of women and adolescent girls have been addressed by women Gender Vigilance representative from the village and Gender Vigilance committee (GVC) at Pan-

Gender Vigilance Committee

- ◇ Build capacity and enhance skills among vibrant members of Gender Vigilance Committee so as to fight for their rights that violates against women and girl in the society
- ◇ Networking, lobby and consultation with government actors, members of Panchayat Raj Institutions for effective service delivery and prevention measure on violation of rights against women and girl in different form especially in social, economic and political platform .



My name is Gitanjali Mandangi aged about 27 years living with a joint family including my mother in law aged 75, husband 37 and two daughters aged about 8 and 4 years respectively hails from the village called Dhepaguda under Gulunthi Panchayat of Ramanaguda Block in Rayagada District. My family falls under Bellow Poverty land so our livelihood and daily bread depends on our wage income. In fact my husband earned income by driving auto as daily wage earner and I used to go for agriculture wage labour. Of course during my married life I have felt peaceful and happy life at least 3 to 4 years since then my life became miserable due to continuous physical, mental and emotional harassment by my husband and I was badly beaten by my drunkard husband.

“I am not able to control my tears while I reveal the pathetic story of my life since being a tribal lady having intermediate standard educational qualification not able to choose a better husband in my life. In fact during my childhood we have fallen in love and got married under the age of 18 years, gradually we were living together trusting each other but suddenly my husband went astray and habituated alcohol and also fallen in love with other lady from the village which brought my life in a miserable condition”.

It was a grace of God that in the year 2015 one of the organization READ has intervened and started working with my village towards sustainable agriculture, gender rights, women empowerment and conducted many capacity building training where I was one of the regular participants of the whole programme. In fact I did not have any knowledge about women rights or gender rights and what women can do in the society. So I have gained much more knowledge on my rights and my choice to live.

Being a village women I was a member of Self Help Group (SHG) named Maa Gramdevi and a regular active member of the group. While I was aware about the gender issue, women rights and women dignity I have let know about my story to the member of Gender Vigilance Committee (GVC) by which a case was filed at Gender Resource Centre (GRC) through GVC members also discussed the same at our SHG meeting. Meanwhile with the efforts of GVC member and SHG group members my husband was being noticed and force to attend the meeting at village organised by GVC and SHG, however my husband was not bothering about the notice since long time so the GVC and SHG member made her husband about the legal

process and consequence of his deeds eventually he was present in the meeting where he was counseled along with the parents. At the end her husband was changed and presently they have living together with happy family and her husband gage up all the wrong deeds and stay happily with parents. I am really grateful to READ organization and all the members of the team also members of GVC and SHG for whom I have able to stay with peace and happy also working with the team to address the women issues.





Policy, system and structure: READ has developed new strategic policy for 5 years from 2021 to 2026 where the process of assessment, analysis and new policy has developed with core area of intervention.

READ has been adopted the updated system, structure and policies based on present context,. READ has come up with many ups and

downs and guideline such as Human Resource Policy, Financial policy, procurement policy, gender policy, sexual harassment at work place policy, child rights and protection policy, Disaster management policy,

Gender Resource Centre functional manual and Monitoring and Evaluation policy. The prime objective of the adoption of policy, system and structure is to improve the organisation



downs and able to capture the learning experiences which has been replicated and strengthened in wide geographical areas for the benefits of the community.

To strengthen the organisation system, structure and policy READ has been gradually adopting the updated functional mechanism where, as of now READ rendering services with the efforts of professional and qualified human resources who follow the existing pol-

icy and guideline such as Human Resource Policy, Financial policy, procurement policy, gender policy, sexual harassment at work place policy, child rights and protection policy, Disaster management policy,



Integrated Livelihood RESOURCE CENTRE: Livelihood and food security is one of the important thematic area of READ where it focuses organic agriculture based livelihood and alternative income generation livelihood. In fact READ has been directly supporting the marginal farmers, single women headed family, Self Help Group, Widows SHGs and poorest of the poor farmers through capacity building training, workshop and exposure along with cash and kind support to increase agriculture and income of the family.

READ realised that, the training and cash or kind support is not enough alone to increase the quality production and income of the family rather practical demonstration and experiences is equally important to enhance capacities of the farmers, so READ has initiated an integrated livelihood RESOURCE CENTRE at Kerandiguda in Ramnaguda Block of Rayagada District where various type of organic agriculture demo plot generated along with alternative livelihood option like goat rearing, fisheries, mushroom cultivation, bee-keeping, nursery and climate adoptive crops are being grown. The prime aim of the development of RESOURCE CENTRE is to establish an exposure spot for the community to learn innovative ideas on agriculture and income generation activities so as to apply in their practical field to enhance livelihood and food security.

Farmers Producer Company (FPC): READ has been working for sustainable livelihood and food security through agriculture based and alternative income generation activities. Presently there 90 farmers committees constituting 1350 in 6 grampanchayat of Ramnaguda Block in Rayagada District have been functional effectively with regular review and planning and monitoring of livelihood activities. In course of time the farmers realised that the ownership over produces as well as marketing has inadequate because of intervention of outside traders and middle man as consequences the farmers are being exploited

by them and not able access fair benefit out of their production. Hence the farmers decided to establish Producer Company in their region, by which READ has been facilitating to establish the same therefore the process of 2 FPC has been initiated as of 2020-21.

House Mother (Widows) dignity Initiative: people have experienced with promoting and strengthening women self help group in their locality in development sector, but there are certain group of people or individual who have been excluded from mainstream development society due to stigma attach to the community and individual. The House mother (WIDOWS) among them are one who thrice jeopardize in terms of women, widows and schedule caste. To bring them in the mainstream society READ has developed and strengthen the widows self help group and enhanced capacity of the members towards on income generation activities. Presently there 111 widows self help group from Gajapati and Ganjam have actively functional and the mothers are engaged in different income activities who are earning at least Rs.12000 to Rs.15000 per annum out of their production, also able to live a life with dignity in the community.

CORSS CUTTING ISSUES

Mother and Child Health Care: About 95% of the operational area of READ based in rural remote and inaccessible. The tribal community mostly depends on traditional health healer (Dhissari) and traditional birth attendants (Dhai) for treatments. The poverty, lack of knowledge and information, low health infrastructures, low coverage of immunization among mother and child and inadequate intake of nutrition, all these contributes to increase in infant and maternal mortality rate in the area. To address the issues the team READ closely working with ASHA and Anganwadi who are also being part of SHGs and GVCs. In fact the team has not direct intervention but they reaches with lot of health



information, schemes and made aware the community to access the benefits. The team also counsel the pregnant and lactating mothers for regular attendance and participation in VHND to access immunisation and other nutritional benefits. Apart from these the com-

as (i) awareness generation at community, among teachers, parents, SMCs, Mothers committee and members of Panachayati Raj Institution, moreover among employee of the organization. Our prime focus is to no child should remain without school. Hence READ has undertaken the child rights and protection is



munity are made aware to depends on medical and health institution like CHC, PHCs and district medical in order to free from blind believe practices and bring back the healthy environment of the mother and children in the community.

Child Rights and Protection: We have committed for promotion and protection of rights of the child where children enjoy freedom from all forms of exploitation, abuse and in human treatment, encouraging the child happiness, security, mental health and emotional development through safeguarding principle that denotes 'do no harm'. The organization mandates all its employees and visitors to follow the principle of Child Rights and Protection guild line which has been brought into in a policy framework while working with the organization and part taker of organizational initiatives. We have adopted certain strategies for the promotion and protection of rights of the child such

one of the cross cutting intervention in its operational area.





READ is a non-profit, non-political and secular organisation registered under society registration Act. XXI 1860 and it has also FCRA, 80G and 12A Certificate.

Goal

Facilitate the processes of social inclusion, equitable development by enabling community voices through collectivization, influencing policy development implementation for Schedule Cast, Schedule Tribe and Socio-economically Backward, marginal farmers, women, youth and children

Vision

Establish a love, peaceful and just society where people live a dignified life.

Mission

Empowering the core target group, building people's collectives at local and larger levels, strengthening CBOs and local governance for enabling participatory development, pro people policies, working together with relevant stakeholders.

Value & guiding principle

- ♦ READ is Committed to the equality of opportunities for all, irrespective of gender, caste, creed, ethnic and other social differences in its policy and programmes.
- ♦ READ value the people's rights to participation, honesty, sincerity, transparency and accountability within and outside the READ's operational area where all members associated with READ guided and respected by policies and principles.
- ♦ READ follows non-violence, cooperation for just society, Belongingness, Care, Share, Openness and believing in those, whom READ is serving.

Strategic Objectives

Strategic Objective-1: Promoting and strengthening Gender Resource Centre and gender vigilance committee and empowering community, engaging key stakeholders towards gender justice, equal access to rights and entitlement for violence free and inclusion society.

Strategic Objective-2: Promoting strengthening children governance, empowering community and village institution and engage primary and secondary stakeholders to ensure child rights and protection.

Strategic Objective-3: Strengthening community and front line health workers and PRI members, engaging village CBOs to monitor grassroots health services and dialoguing with government line department to ensure healthy

Strategic Objective-4: Promote and strengthen Farmers Producer Company (FPC), engage Livelihood Resource Persons (LRP), Farmers Committee, strengthen community on climate adoptive agriculture and alternative income generation, market linkages towards food security and ownership.

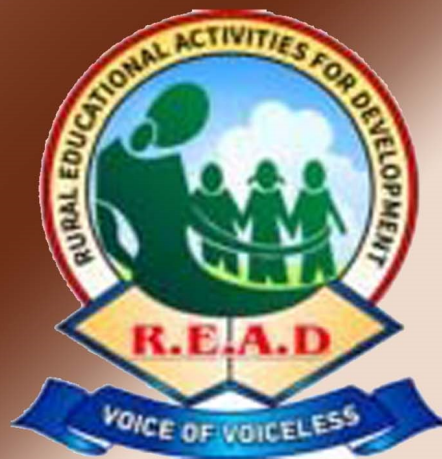
Strategic Objective-5: Empowering women, CBOs and PRI members, establishing Community Monitoring Information System (CMIS), consultation with duty bearers for participation of women in decision making and effective service delivery.

Strategic Objective-6: Strengthening community, facilitate and support for preparedness, establish coordination with stakeholders (IAG, OSDMA, DDMA, BDAM, PRI, ODRF), equip organisational contingency fund for disaster management.

Strategic Objective-7: Strengthening system, structure and policy, staff capacity, creating resource mobilization unit, knowledge management and promoting model.



**Efforts towards bring the smile
in many faces...**



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