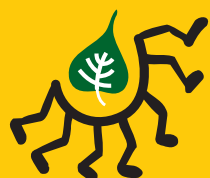


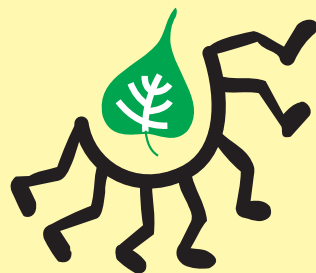
ANNUAL REPORT

2013-14



CENTRE FOR ALTERNATIVE DALIT MEDIA (CADAM)

Annual Report 2013-14



CENTRE FOR ALTERNATIVE DALIT MEDIA (CADAM)

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CEO Speaks



Centre for Alternative Dalit Media, as an institution, is now passing through a transition. Beginning from a tiny home-run informal office in Delhi in 1995, CADAM has now grown as an institution having its offices and presence in Uttar Pradesh, Madhya Pradesh, Bihar, Himachal Pradesh, Haryana, Odisha and Jharkhand. Staffed with professionally qualified staff, it is headquartered in north Delhi. CADAM now works with a range of support organisations, which gives an idea how CADAM's committed and hardworking staff, institutional leadership and most importantly its Executive Committee and well-wishers have worked hard over a period of time.

While we worked hard to build a sustainable institution, challenges of this transition have affected our growth. In year 2013-14, we witnessed high turn-over of staff. This turn over drew our attention and we have taken corrective steps to recruit

professionals at lower level to provide them stability of working conditions and ample opportunities for growth. I hope with this, I would report a better and stable work force in the next year.

The biggest challenge that we have seen during this year is raising resources. In 2013-14, our funding growth could have been better. We have taken steps to improve our growth. We have been assured for extended partnership on affirmative action. We hope that our work with GAIN will progress further.

This year, however, has provided us opportunities to establish new partnerships, and I hope our team will work to convert these new opportunities to long term partnerships. This year, we had a proud moment when I was elected as the Board Member of Global Alliance for Improved Nutrition (GAIN). We also got opportunity to voice and represent in Post-2015 discussions going around the globe. I had opportunity to participate in such consultations in Bonn, Copenhagen and South Africa.

Despite all odds, our team is growing and I am sure the new additions in our team will bring new energy and insights and will improve the growth and enlarge the space for the socially excluded Dalits and other vulnerable in Civil Society.

I am happy to present the annual report of the organisation which a brief overview of the work we did in 2013-14.

Ashok Bharti
Chief Executive Officer

HEALTH & NUTRITION



Village General Assembly discussing ICDS Centre's work at Hanumanganj Village, Khadda, District-Kushinagar, Uttar Pradesh, under the guidance of NCND team

National Campaign on Nutrition for Dignity (NCND)

CADAM was instrumental in partnership with GAIN and NACDOR in initiating National Campaign on Nutrition for Dignity (NCND) on 5th – 6th December 2013. The campaign has begun in 10 states in India. National Campaign on Nutrition for Dignity (NCND) is motivating and capacitating the grass root level community leadership of socially excluded Dalits and Adivasis on nutritional security, thus enabling them to change their behavior, demand and access their entitlements and make duty bearers accountable.

The campaign operates at national level. It is attempting to contribute in the improvement of the nutrition governance in the country. It has selected 30 Blocks from 29 Districts in 5 states of India for village level intervention in 210 panchayats. These

States are Uttar Pradesh (Varanasi, Allahabad, Kaushambi, Jaunpur, Ghazipur, Jhansi, Etawah, Rae Bareli, Hardoi, Kushinagar, Lucknow), Bihar (Jamui, Lakhisarai, Patna, Nawada, Buxar), Madhya Pradesh (Rewa, Morena, Damoh, Tikamgarh), Jharkhand (Lohardaga, Dhanbad, Giridih, Dumka, West Singhbhum), and Odisha (Rayagada, Kalahandi, Koraput, Kandhmaal, Gajapati). Besides these 5 states, the campaign is also creating state level common platforms with the community and civil society groups in West Bengal, Gujrat, Maharashtra, Chhattisgarh and Haryana to find out the barriers and solutions to improve the nutrition service delivery and behaviours.

The organisation highlighted the administrative &



policy gaps that need to be addressed through organising gram sabha and community led social audit of schemes and entitlements related to Nutrition and Food Security such as ICDS, MDM and PDS. This was done through organising participatory training for the conduct of social audit with live demonstration of social audit processes held in 06 villages of 03 districts. In the processes of participatory social audit training, 02 social audits were conducted in Masmano and Bedar village of Bhandara block in the district of Lohardagga of Jharkhand, other 02 Social Audits were conducted in Brahmpur and Kanhaipur village of Mokama block of Patna district in the state of Bihar and finally 02 more Social audits were conducted in Bhagwanpur and Hanumanj village of Khadda block of Kushinagar district in the state of Uttar Pradesh. The findings and recommendations of Social Audit related to ground situation of ICDS, MDM and PDS were brought in public domain. The findings were also shared with respective duty bearers and state level authorities for immediate

action. Scheme-wise issues, findings and jury decisions were captured during the public hearing.

CADAM helped NCND in conducting 04 State Level Steering Committee Meetings to discuss about the need and importance of this committee at Bhopal, Lucknow, Ranchi and Patna. Stakeholders including Dalits / Adivasis and Women leaders participated during meetings and expressed their readiness for ensuring their representation in the committee as per defined set of structure of the committees.

The purpose of these meetings was to seek advice of participating stakeholders on making the National Campaign on Nutrition for Dignity realise the goals of inclusive nutrition security. The other purpose was to discuss about the issues, challenges and concerns in addressing the issues of malnutrition for Dalits and Adivasis while reflecting on the strategies and programmes for realising the vision of nutrition secure India.



Improving Health and Nutrition of Dalit Women and Children in 20 Villages of Jhansi District, UP

CADAM has been making concerted efforts to strengthen health and nutrition service delivery system. It has been mobilizing the community to demand for improving family level maternal and child care services towards reducing malnutrition and improving the health status of women and children. With this aim, CADAM worked intensively in 24 villages of Babina block of Jhansi district, with support from CARE India, the impact of its work has been felt in the neighboring villages and blocks. The testimony of these impacts is that the now district health Administration has ordered its block level deployed doctors and NRHM team to conduct health check up camps as per the demand of the people. The health sub-centre of Tuka village which has been dysfunctional since it has started, has been activated due to our intervention. A group of young leaders (both male and female) have emerged in our the intervention villages due to our prolong engagement and trainings.

CADAM realized that there are gaps between service providers and communities as a result of which the welfare programs and schemes have not achieved their intended results. Therefore, CADAM is bridging these gaps by connecting government with communities through organisation of women health day, health check-up camp and immunization awareness campaign.

CADAM has formed Dalit Women Health committees and Adolescent Girls Clubs at village level and oriented them to monitor the effective implementation of ICDS, NRHM, JSSY etc. This has been an innovative project that addressed the intergenerational cycle of growth failure to break the malnutrition-infection cycle through a multi-sectoral convergent approach. CADAM is emerging as a pioneer to bring together community and different related sectors such as Health, ICDS, and Panchayati Raj Institutions to improve the health of mothers and

children with particular emphasis on malnutrition in Babina block. The Project made path-breaking initiatives with useful lessons for future scaling up and replicability.

The activities included awareness meetings at the village level, village level camps on immunization, CBOs leaders' capacity building training, Dissemination of Awareness material, observing women's health days and Village Health Camps. Dalit Women Health committees and Adolescent Girls Clubs served as the community-based volunteers.

It has also strengthened linkages and convergence of care delivery sectors – health, ICDS, and water and sanitation – at the district, block and community levels. The project team also held intensive interactions with the key government functionaries to highlight the inter-departmental convergence and community empowerment and actions leading to demand generation for services and definite reduction in morbidity and mortality among women and children. The trained volunteers are monitoring the ICDS centres and reporting issues and



CEO of CADAM is addressing the people in Women Health Day Celebration

discrepancies faced by the villagers or the various malpractices of the service providers. It also ensured 100 percent immunization (secure) of all the excluded children and pregnant women. Adolescent Girls Clubs were formed to get involved in some of the village level public health activity like cleanliness drive, sanitation drive, school health activities etc.



Awareness Meeting on Importance of Immunization is under Progress on 23rd July 2013

Gender & Equity



(Rajni Tilak, Chairperson, Rashtriya Dalit Mahila Andolan)

Strengthening Dalit Women's Leadership in North India

Dalit /Scheduled Caste (SC) women, in India's highly patriarchal and caste-based society, bear the triple burden of caste, class, and gender. Being positioned at the lowest social order of Indian society, Scheduled Caste women suffer from many forms of discrimination, including lack of education, economic disadvantages, social disempowerment, domestic violence, political invisibility, and sexual oppression. In this context, CADAM, in partnership with Karuna Trust, UK, worked to develop leadership of Dalit and Adivasi women for assertion of their rights and entitlement. The objectives of the program were:

- To develop leadership of Dalit and Adivasi

women for ending violence against women and promoting women rights in society

- To ensure that Dalit and Adivasi women get dignity and respect in their social, political and economic lives.
- To ensure that Dalit, Adivasi and single women avail benefits of the Government flagship programs.

During the reporting period, CADAM's work with Dalit Adivasi women in Bihar & Jharkhand has expanded tremendously. The Dalit and Adivasi women of Bihar and Jharkhand formed strong and sustainable self help groups. The members of these groups were sensitized on gender equity issues,

oriented to the self-help group concept and trained in specific skills which they would be required to impart to the self-help groups. These included establishment of self-reliant women's groups involving formation/ induction of self-help groups, self-help group capacity building, formation of new groups with the help of old self-help groups and associations, and strengthen participating agencies to support women's development. A total of 100 Self Help Groups have been formed and linked

with the financial institutions. Our efforts have resulted in increased participation by Dalit Adivasi women in Gram Sabha and other local institutions.

Due to our intensive intervention, Dalit Adivasi women emerged as a strong group. Attempt was made to strengthen Dalit women community based organisations and make them transparent, accountable, participatory and truly democratic.

International Day for the Elimination of Violence against Women:

The team observed International Day to Eliminate Violence against Women on 25th November, 2013 at Pundri, Kaithal. On this occasion, a Foot March was organised in which the youth and women groups from three villages of Pundri participated with a motivation to register their voice against ongoing violence

against women in Haryana. The objective of the event was to raise awareness of the fact that women in Haryana are subject to rape, domestic violence and other forms of violence; furthermore, one of the aims of the day was to highlight that the scale and true nature of the issue is often hidden.



CHILDREN & EDUCATION



Improving Access of Dalit Children to Primary Education in Bundelkhand

The project is working for improving access of Dalit children to elementary education under Dalit led CBOs leadership in India's backward Bundelkhand region. It is working for reducing discrimination in schools and improvements in school infrastructure, by mobilizing the government and the community. The project area is Bundelkhand, one of India's most backward regions, where the percentage population of Dalits, untouchability, discrimination and proportion of poor is high and their education scenario needs attention. Dalit communities are economically and politically weak. The formation of the Regional Dalit Rights Forum has provided them hope, as they are now able to raise their voice effectively but Dalits and other excluded and vulnerable need continuous and firm support, to be

aware, assertive and stronger.

The project has enhanced capacities of Village Dalit Education Committees and has enabled them to monitor the progress and functioning of government schools in their village. The project constantly conducts village level awareness meetings and cultural programmes. Team members have also equipped 2025 men and 1107 women office bearers of 200 Village Dalit Education Committees with provisions/ details of RTE Act 2009, MDM, SMC functions and norms of education entitlements. Duty Bearers have started acting on requests / complaints of the local CBOs on a priority basis. 99 actions with 2326 men and 2153 women participants were undertaken under the Village Dalit Education

Committees, for improving the functioning of 393 schools. Representatives of 92 Village Dalit Education Committees became members/ leaders in their respective School Management Committees, ultimately improving access of 13591 boys and 13684 girls to quality and better education in these 393 schools.

School infrastructure improved and realization of entitlements by Dalit families increased, due to intense collective pressure building and lobbying with Government functionaries/ Panchayats. Efforts by team members in providing information on RTE Act, 2009 to villagers resulted in - school infrastructure improvements, construction of 10 boundary walls and 16 drinking water sources, 38 water sources repaired, 15 new rooms constructed, 6 new schools sanctioned/ constructed. Representatives of Village Dalit Education Committees are now approaching education service providers and new representatives of PRI bodies and other Block/ District level officials/ functionaries, for placing demands related to social schemes, basic services/ other programmes, such as MGNREGA. This resulted in 652 persons receiving MGNREGA benefits, 48 women receiving widow pension, 332 elders receiving old age pension, 298 housing benefits, 10 persons receiving disability pension, 15 PDS shops improved benefiting 750 families, 71 ICDS centres improved benefiting 380 children.

Regional Dalit Rights Forum emerged as a vibrant and functional advocating body for the protection and safeguarding of Dalit Human rights and started to occupy public spaces/forums. CADAM's steady leadership encouraged RDRF to increase its membership base. 1169 men and 611 women took membership and got associated with Dalits' movements. The project provided clarity of RDRF purpose, objectives, vision, responsibilities and roles, increasing the knowledge base of leaders to 205 men and 29 women office bearers during different levels of RDRF meetings. RDRF is creating conducive environments for the attainment of Universal Primary Education to Dalit children and now mobilizes Dalit communities for cultural celebrations related to Dalit icons and leaders of social movements. This has connected the region with other larger Indian Dalit Movements. 1182 village men and 688 women from the RDRF participated in the National Dalit Assembly at New Delhi. RDRF representatives are now themselves taking up leadership roles. RDRF organized a land rights March in Bundelkhand region of Madhya Pradesh which reached 36410 SCs / STs Families.

Ashok, of Sirala village, Hamirpur District, says – “project interventions motivated Meerat , a caste Hindu student, to take lunch together with SC children in school, removing 'untouchability' from his mind.” Arun Kumar, of Rampur, Chitrakoot, reveals that “project initiatives of ensuring drinking



water facilities in schools have increased regular attendance". VDECs pressurized school managements and Panchayats which has led to the success of school hand pumps being repaired. Nandlal, (a village chief) says "initiatives by RDRF helped in securing education entitlements of 109 Dalit students in my village". Construction work of a composite residential school in Khijri village,

Chitrakoot district, was completed because of VDECs complaining to the District Magistrate. "My daughter Ritu joined Kasturba Gandhi Girls Residential school only because of Suman's facilitation," says Ramesh. Suman is VDEC Secretary, Brisinghpura Village, Jhansi District. Construction of separate school toilets in Aichwara, Chitrakoot, through VDEC efforts has helped in the retention of girl school children.

Computer Aided Learning and Digital Literacy for School Children and Computer Based Functional Literacy (CBFL)

CADAM in partnership with Tata Consultancy Services (TCS) launched Computer Aided Learning and Digital Literacy Model for school children and Computer Based Functional Literacy (CBFL) program for adults to address illiteracy and problems in child education. Digital literacy program was launched on 4th February, 2014 through an inaugural meeting held at Junior High School, Baral, Jhansi. The meeting was attended by representatives of TCS and CADAM and Pratham. Principals along with their teaching staff also participated from three schools of Baral. The officials from education department were also present in the meeting in support of the program.

This program is being implemented in 23 schools of 10 villages of Chirgaon block. The CBFL project uses a mix of methods to teach an uneducated person to read in a very small time. It teaches a person to read within a span of 30 to 45 hours spread over 10 to 12 weeks. The emphasis is given on words rather than alphabets, and the process is styled to suit the learner. TCS has developed this method to teach people with computers and flash cards by use of animated graphics patterns for visualization and audio appreciation.

CADAM's entrepreneurs have been trained by PRATHAM and each one of them started working in two villages and one school after completion of training. The program has generated interest and enthusiasm among students as well as teachers. Due to this program, the attendance rates in the schools have also increased where we are working.

CAL & Digital Literacy Training: CAL & Digital literacy training was organized at Pastoral Mission Church from 4th February to 6th February, 2014. This training was facilitated by Anil Yadav and Mr. Amit Bhagwat from Pratham. Shri Ashok Bharti, CEO of CADAM and Mr Joseph Sunil, from TCS distributed the laptops to e-entrepreneurs.



WATER & SANITATION



Increasing Dalits Access to Water, Sanitation & Hygiene (WASH) Services

CADAM in partnership with Water Aid India worked in five states of India i.e. Odisha, Bihar, Uttar Pradesh, Madhya Pradesh and Andhra Pradesh for increasing Dalits' access to water, sanitation and hygiene services. It sensitized rights holders and duty bearers through organization of village awareness meetings, training of PRI leaders and interface with duty bearers and activists to sensitize them on Dalit Women's' Rights to Water, Sanitation and Hygiene (WASH).

National Consultation: Sharing Findings of the Study and Strengthening Of Advocacy Process for Ending Violence/Discrimination against Dalit Women in Water, Sanitation and Hygiene (WASH)

CADAM in partnership with Water Aid India

organized a national consultation in New Delhi at Vishwa Yuva Kendra on 26th September, 2013. The objective of the consultation was to provide insights and guidance for a national advocacy agenda for ending violence against Scheduled Caste Women in India. In the consultation, CADAM shared the findings of its study which was conducted to assess the access of scheduled Castes in WASH services. The consultation also brought voices from the ground and inspired Dalit right networks to take up WASH access as part of their agenda to address violence against Dalit women. 20 district coordinators of 20 districts along with Women with 15 live case studies from these districts and other intervention districts were part of the consultation.



National Consultation “Dalit Women Speak Out: Water, Sanitation, Safety and Freedom from Violence”:

A two day national consultation, “Dalit Women Speak Out: Water, Safety and Freedom from Violence ” was organized in partnership with Christian Aid, Oxfam India and Water Aid and WPC on 5th – 6th December, 2013. The consultation brought together more than 60 scheduled caste women who were also PRI (Panchayat Raj Institution) members to discuss challenges and successes in addressing violence, discrimination and access to water and sanitation facilities in the villages. The event provided a platform for sharing good practices and models addressing violence against Scheduled Caste women and also get recommendations to improve effectiveness of the mechanisms which have been put in place for the protection of their rights. This consultation raised awareness on key strategies, approaches, documents and tools developed by National and State Governments, International and National Civil society organisations and networks working in India which will further support in finding effective and cost effective ways to empower the Dalit Women and improve their lives.

National Convention on Access of Dalit Communities to Water, Sanitation and Hygiene: A two-day National Convention was organised on Access of Dalit Communities to Water, Sanitation

and Hygiene on 14th – 15th February 2014 at Multi Purpose Hall, India International Centre (IIC), New Delhi. National Convention on Access of Dalit Communities to Water Sanitation and Hygiene was designed to advance our knowledge and scholarship. This National Convention was inaugurated by Honorable Minister Shri Jitan Ram Manjhi, Minister for Welfare (SC & ST, Backward & Economically Backward Classes) of Govt of Bihar. Hon'ble Shri. Pradeep Kumar Jain Union Minister of State, Ministry of Rural Development also addressed the convention on the second day. Narendra Jadhav, member, Planning Commission advised for sending all the presentation and recommendation to Planning Commission. Shri Anoop Kumar Srivastava, Additional Secretary Ministry of social Justice and Empowerment emphasized on bridging the gap between Dalits and Non-Dalits.

State Level Orientation workshops of Dalit CSOs and Dalit PRI leaders on National Rural Drinking Water Programme (NRDWP) and Nirmal Bharat Abhiyan (NBA):

State level orientation workshops of Dalit, CSO and PRI leaders were organised on National Rural Drinking Water Programme (NRDWP) and Nirmal Bharat Abhiyan (NBA) in five states i.e. Andhra Pradesh, Bihar, Odisha, Madhya Pradesh and Uttar



World Toilet Day, 19th November 2013:

CADAM along with its partner organisations has organised a number of activities on the occasion of the World Toilet Day on 19th November in Haryana. On this occasion, Funeral Procession of Missing Toilets and public meetings were organised in Sonipath and Kaithal districts of Haryana to highlight the gaps in Government's reporting on sanitation. These events were intended to sensitize the Govt and community on the importance of good sanitation and hygiene. It also drew the attention of the local government to address the problem of open

Pradesh. The objectives of the state level orientations were;

- Orienting Dalit PRI members on their roles and responsibilities and scope of work regarding National Rural Drinking Water Programme (NRDWP) and Nirmal Bharat Abhiyan (NBA).
- Orienting Dalit CSO leaders to monitor National Rural Drinking Water Programme (NRDWP) and Nirmal Bharat Abhiyan (NBA).

Around 600 participants from five states were oriented on the guideline of National Rural Drinking Water Programme (NRDWP) and Nirmal Bharat Abhiyan (NBA) so that there is improvement in implementation of these program.



defecation. The funeral procession of missing Toilets was carried out following all the social etiquette which is generally followed in the funeral procession in Indian society. During the process, posters and leaflets on the missing toilets were distributed to the onlookers and participants of the procession.

Youth leaders, activists and volunteers participated in the event with a great sense of demanding their right to sanitation. Finally, memorandum of demands was also submitted to Chief Minister through the Deputy Commissioner.

DIGNITY & RIGHTS



Team members leading a campaign after conducting the awareness meeting

Voice of Dalits & Excluded Communities for their Rights & Dignity in Haryana

The Dalits of Haryana have been subjected to humiliation and violence whenever they endeavor to live with dignity and respect at par with their other caste counterparts. The incident of violence and discrimination against Dalits has become so common that the government of Haryana and society has taken these atrocious incidents casually. As a result of which atrocities against Dalits are being reported from various parts of Haryana every day. In this backdrop, CADAM is committed to build a common platform and raise the Dalits' voice against injustice by empowering youth and women. The activities like village level awareness meetings on entitlements and government schemes, formation of youth groups, perspective

building of youth and gender training have brought the Dalit communities together. Youth leaders and members of women groups were trained on human rights and oriented to various government schemes.

Our intervention has created a conducive atmosphere in the reference area. Dalit communities' participation in policy discussion at the Panchayat and block level has increased. Community Based Organisations have been encouraged to promote rights of the people and their organizations. This process has helped to improve the local negotiation processes with government officials for effective implementation of the ongoing government programs.

During the project period, in all the target 24 villages, a total of 216 awareness meetings were organized in the Dalit hamlets. In these meetings, Dalit families were informed about different government schemes and entitlements. They were motivated to apply for such schemes. In these meetings, focal entitlement issues discussed related

to ICDS, IAY, BPL, PDS, MDM, Scholarships, RTE, JSY, MNREGA, various pensions (old age, widows, disability), land allotments and credit schemes. As result of these awareness meetings, people submitted their applications to block development officers by highlighting the irregularities in BPL and land distribution.

World Dignity Day and Thousand lights of Dignity

Thousand Lights of Dignity organised in the evening of December 5, 2013 was an occasion to renew the pledge of Dalits, Adivasis, Minorities and all excluded for their dignity through realising the rights to food and nutritional security along with all other development rights. This event has been an innovation of the organisation for pledging to continued struggle for realisation of rights and dignity for Dalits, Adivasis, Minorities and other excluded seeking inclusive justice in all the domains of development indicators.



World Dignity Day: On December 6, 2013, the organisation organised a march from Ramlila Maidan to Jantar Mantar commemorating the day for the contributions of Dr. Bheem Rao Ambedkar. The mobilisation on the day has been an instrument for letting the government know of the development and inclusive deficits faced by Dalits, Adivasis and Excluded . On this day, leaders from across the country from among Dalits , Adivasis reached Delhi to assert their demands.

Land & Livelihoods



Supporting Communities to Access MGNREGA in Bihar

Centre for Alternative Dalit Media (CADAM) has been working with Dalits, Adivasi and Muslim community in 195 villages of 130 gram panchayats of 11 blocks in 11 districts of Bihar. The area covered under the project is spread across 11 districts in Bihar which include Araria (Raniganj block), Banka (Katoria Block), Bhojpur (Tarari Block), Gaya (Tan Kuppa Block), Jehanabad (Kako Block), Katihar (Korha, Pranpur, Mansahi Block), Kishanganj (Kochadhamin Block), Madhubani (Bisfi Block), Nalanda (Silao Block), Saran (Dariapur Block), Siwan (HusainGanj & Siswan Blocks) and West Champaran (Bairia Block).

Block Leader Trainings: During the financial year

2013 -2014, Block level Training programs were organized where members of Akhil Bhartiya MGNREGA Mazdoor Union participated with a great sense of learning and building knowledge base. The contents of the training were related to MGNREGA and its implementation process, ways and means of filling demand applications and role of mate in MGNREGA. In addition to these, the participants were also trained on book keeping of ABMMU and organizational management. Right to Information and Prevention of SC/ST atrocities act were also discussed in the training.

Akhil Bhartiya MGNREGA Mazdoor Union: CADAM has formed Akhil Bharatiya MGNREGA Majdoor



Union (ABMMU), a network of MGNREGA workers. It aims at improving the functioning of MGNREGA in Bihar benefiting 55649 households of socially excluded communities, especially Schedules Castes and Muslims. CADAM has informed the socially excluded groups on the MGNREGA provisions, facilitated these communities to get the MGNREGA benefits and built linkages between the marginalized communities and the government functionaries for mutual concerns.

Akhil Bhartiya MGNREGA Majdoor Union (ABMMU) has been active in Bihar on the MGNREGA issues. For the last two years, it has done some commendable work by submitting demand applications to State Government on various occasions. ABMMU was in the limelight while demanding wage hike for the MGNREGA workers in Bihar. As result of which the Government of Bihar had increased the daily wage of the MGNREGA workers. It worked to highlight the irregularities in MGNREGA through Public hearing and conducting social audits.

State Level Network of CSOs Headed by Socially Excluded Communities: State Level Network is a

process for initiating and maintaining contact with individuals and CSOs, exchanging learning, sharing experience, cooperating for advocacy on the village level implementation of MGNREGA, Right to work and food security related programs and support each other for realizing the common goals, despite possible differences in ideologies. State Level Network is largely a group of Dalit, Adivasi, women and minorities led organizations and other individuals working together to ensure 100 days decent work through appropriate changes in policy, laws or programmes. This network promoted by CADAM had its regular meetings during the year in Bihar.

Public Hearing on Dalit Women MGNREGA Workers' Rights on the Occasion of Indian Women Day:

Public Hearing on Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was held on 11th March 2014 at Krishna Memorial Hall in Patna. 2500 MGNREGA workers of different districts of Bihar participated in the public hearing and presented their problems and concerns related to MGNREGA. A total of 25 live case studies regarding the discrepancies in the implementation of MGNREGA from 11 districts were presented before the Jury. This programme was designed to increase accountability, transparency and effectiveness in the implementation process of MGNREGA in Bihar. The recommendations of the Jury members of Public Hearing were shared with the Rural Development Department and other officials for follow up action.

Sensitization Meeting with Government Officials:

Akhil Bharatiya MGNREGA Mazdoor Union (ABMMU) organized a sensitization meeting with Government officials like DM, PO office and officials at the secretariat. The objective of the meeting was sensitizing government officials on the ground situation of MGNREGA and recommend corrective actions for its redressal. The meeting was attended by Panchayat Rozgar Sevaks, accountant of MGNREGA, PTA, Dalit right activists, Panchayati Raj Institution representatives and MGNREGA workers.

Inclusion & Economy



Reservation in Private Sector: Political Perspective – Consultation at Vishwa Yuva Kendra, New Delhi

Increasing Dalits' Stake and Space in Economy: Engaging the Private Sector

CADAM advocates for FAIR SHARE to the Socially Excluded in India's Economy. The FAIR SHARE means the economic resources fairly distributed. It believes in constructive criticism and engagement leading to workable solutions. With this attitude and approach, CADAM engages with the private sector organisations and their associations enabling both, the Community and the Corporate, working together with a win-win approach.

This approach has helped both CADAM and the Private Sector in breaking the impasse between the Private Sector and the Dalit Community. While ideological differences on mechanisms to achieve Fair Share for the Dalits continue to exist, CADAM and organisations of Business and Industry, especially

Confederation of Indian Industry (CII), agreed to continue the engagement to improve the share of the Dalits in jobs and supply chain.

With its positive outlook and continuous dialogue, our campaign has been successful with the Private Sector Companies and their associations in accepting Affirmative Action and many of such companies are now consciously addressing the participation and benefits to the SCs/STs in their venture and CSR programmes. Many large corporations have agreed to prefer the SC/ST candidates over the equally qualified non-SC/ST candidates.

DRAFT BILL ON SCHEDULED CASTE AND SCHEDULED TRIBES (OPPORTUNITY IN BUSINESS AND INDUSTRY) ACT, 2013 was presented and

discussed in the consultation on 23rd and 24th Sep 2013. The draft bill was supported unanimously by the house of academicians, activists, people's representatives, community leaders and Civil Society organisations. This consultation impacted political parties and as a result, SC/ST Cell of Indian National Congress (INC) invited our organisation to represent the interest of Dalit, Adivasi and marginalized in a meeting, called for political agenda setting, where our representation on Reservation in Private Sector was voiced loudly and it came in agenda.

Round Table Conference on the issue of "Affirmative Action through Corporate Initiative: Role of India Inc. in inclusive Growth" was organized by the organisation in partnership with Global Compact Network, India (GCNI) on the 28th June 2013 at India Habitat Centre. There were 54 participants from various private sectors and government sectors along with a few SMEs and CSOs. There were 4 panellists namely: (a) Mr. Ajay Kumar, Tata Affirmative Action Programme (b) Dr. Serge Younes, Senior Principal, Accenture India (c) Mr. Pooran Chandra Pandey, Executive Director, GCN, India (d) Mr. Udes Kohli, Senior Adviser, UNGC. Mr. Bharat Wakhlu, Resident Director, Tata Services and Chairman, Affirmative Action Council (North), CII was the Key note speaker, while Mr. Don Mohanlal, President and CEO, The Nand and Jeet Khemka Foundation was the moderator. It was followed by a series of consultation and capacity building of 34 partner organizations



from Jharkhand, Odisha, Bihar, Assam and Chhattisgarh.

CEO of CADAM was invited to participate in the TATA Affirmative Action Program (TAAP), held in Mumbai on 25 April 2014 at Hotel Taj Mahal Palace. The convention was headed by Mr. B. Muthuraman, the Chairman, TATA Affirmative Action Forum. Also, the top management of 24 companies of the TATA Groups participated in the convention to assess, review and appreciate the performance.

Unlike other speakers, Mr. Ashok Kumar Bharti raised some fundamental and existential issues related to SCs/STs. He mentioned that being 24.8 per cent of Indian population and numbering more than 300 million, Scheduled Caste and Scheduled Tribes form the bedrock of Indian labouring classes and they are the overwhelming majority of the bottom of the pyramid economy in India. They are the most laborious and as compared the non-SC/ST, the Work Participation Ratio is much higher. The members of SC/ST still survive and exist despite all kinds of abhorrence, isolation, victimization and deprivation. The government of India and Corporate Sector must honour and support in bringing legislation to protect and preserve these wills, strengths, commitments and dedications.



Introducing Bee Keeping as a Measure of Economic Upliftment of Vulnerable Groups (Scheduled Castes and Scheduled Tribes)

Centre for Alternative Dalit Media (CADAM) facilitated NACDOR and Dabur India Limited to join hands through a MoU in June 2013 to jointly promote four thematic areas of education, entrepreneurship, employment, and employability under Affirmative Action. Under this endeavor, NACDOR and Dabur India Limited have agreed to promote livelihood opportunities for the people of Scheduled Caste and Scheduled Tribe communities.

Bee keeping was identified as a potential livelihood activity in the proposed intervention areas i.e. West Champaran and Muzaffarpur districts in Bihar.

However, people from Scheduled Caste and Scheduled Tribe communities lacked required skills in taking up this activity. Hence, trainings were organised for them in this regard.

The training process: After identifying the beneficiaries, the actual training was organised at KVIC, Patna. The whole training process was divided into different batches. A leader was selected from every batch, so that it is easy to coordinate with the trainees. The training of 3 batches of around 100 people has already been done.

For procurement of Bee Hives, Boxes and other Tools, local vendors from West Champaran and Muzaffarpur districts were identified and the process of procurement was in progress at the end of the year.

The discussion with various banks has been in process to arrange financial support for the beneficiaries.



Institution & Leadership



Consultation at India International Centre, New Delhi 31st March, 2013

Mobilisation of Dalit Civil Society on Inclusion & Post – 2015 Agenda

During this year, the CEO of CADAM made serious efforts to advocate with the Central Government: Ministry of Finance, Ministry of Social Justice, Ministry of External Affairs, Ministry of Health and Family Welfare to improve their policies on Dalit empowerment and inclusion.

CADAM successfully organised three state level consultations on the Post 2015 Agenda. These states are Uttar Pradesh, Bihar and Jharkhand. These consultations were participated by many organisations of the socially excluded communities, especially Dalits. They got an idea of the processes related to the Post 2015 Agenda formulation. They also gave their opinions and concerns and set of demands. Representatives of some other support

agencies also participated along with other social activists.

Bihar consultation was a little exception where the beginning of the Consultation was devoted to the life and teachings of Dr. Ambedkar. Representatives from CARE, Oxfam Bihar office and UNICEF also shared their views.

During the consultations, a similar framework of discussions was followed in all the three states. Typically, the first session focused on “the Global Process of MDGs and Post 2015 Agenda setting.” The second session was devoted to “Response by the International Civil Society on The High Level Panel Report & The report by the Secretary General, United

Nations". The third session shared "Reflections from sectoral experts". The fourth and fifth sessions were allocated to "What do the socially excluded groups want: Reactions from the grass roots" and "Way Forward and conclusion".

In these state level consultations, Land rights continuously came as a prime concern. The Dalit CBOs feel that if they have the land resource, they can address their other needs. They demanded 5 acres of agricultural land for each family. Land grab by the corporate, land mafia and other caste landlords was severely criticised. The participating social organisations decided to organise a Land Rights March in some states.

A national consultation was organised at New Delhi on 31st March. During this consultation, the development needs of the socially excluded communities, especially, Muslims, Dalits, Adivasis and Women were discussed. It emphasised that the mistakes committed in this regard during the Millennium Development Goals (MDS) era should not be repeated during the Post 2015 Development Agenda formulation and its implementation.

Exclusion and Inequalities should remain the focus of the new development agenda. Participants included academicians, representatives from the support organisations, social activists and representatives from the grass root civil society organisations.

Capacity Building

Capacity Building of CSOs and Dalit Youth

Leaders in Haryana: A two-day capacity building program was organized with CSOs and Dalit Youth leaders in Pundri of Kaithal district in Haryana on 28th and 29th December 2013. A total of 50 youth from Haryana participated in the Program.

The training discussed the problems faced by the community and to convey the message that reducing vulnerabilities is possible if the community is able to mobilize its strengths, skills and resources and works together as an institution. It helped to understand how group action through CBOs can help the community to break out of the vicious circle of vulnerability and exclusion. It also helped them to arrive at a common understanding on the concept and need of CBOs.

Inter-District Dalit Woman Fellowship (Kaithal & Sonpath): An inter-district Dalit women fellowship meeting was organised at Pundri on 27th November, 2013. The objective of the meeting was to create an opportunity to see and

learn from each other's work and achievements. This fellowship is to bring the women leaders from grass-root and engage them at district level issues. A total of 50 young women leaders from Rai and Pundri block participated in the meeting and shared their challenges and experiences.

This special meeting among women gave open space for women leader to discuss Dalit women related issues like woman safety, girl's education and women right. The women leaders shared their mutual interests, experiences, activities, etc. The women leaders from each village presented their village level developmental problems and issues in black and white in the block level meeting. After the presentation, all the applications/ issues were consolidated and submitted to District Collector. The meeting discussed the plan and reviewed the activities of each of the women group. It also developed their engagement in helping the poor Dalit families and monitoring of the service delivery by the government schemes.

International Visits of Chief Executive Officer

This year, our Chief Executive Officer Mr. Ashok Bharti was invited to attend four international programs. He was invited to the International Civil Society Select group meeting from 27th May to 30th May 2013 at Bellagio in Italy. The meeting was organised by the CIVICUS to discuss to work on Post-2015 development dialogue. His inputs and leadership on Social Exclusion in global context was appreciated and taken on board in the agenda.

In October 2013, he participated in Asia level meeting of Asia Democracy Network in Seoul in South Korea, where he raised the issues on how to address the issues of the socially excluded in South Asia and integrate them in Asian development discourse.

In November, Mr. Ashok Bharti was invited to attend three important programs held in Johannesburg in South Africa. He attended Global Assembly of Global Call to Action against Poverty (GCAP), where he was once again elected as the Member of GCAP Global Council and Convener of Global Task Force on



Social Exclusion. He also participated in CIVICUS World Assembly and related events. He also contributed to the DEEEP Conference held in Johannesburg.

In December, our CEO attended the first meeting of the International Board of Global Alliance for Improved Nutrition in Geneva. He presented the perspectives of the Dalits and Socially Excluded in the meeting.



Financial Statement

R.K.SHARDA & ASSOCIATES
CHARTERED ACCOUNTANTS

309, DELHI CHAMBERS
DELHI GATE, N. DELHI - 2
PH. (O) 23283005, 23274795
(R) 27561184

CENTRE FOR ALTERNATIVE DALIT MEDIA

Balance Sheet as on 31.03.2014

Liabilities	Amount (Rs.)	Assets	Amount (Rs.)
Fixed Assets Fund		Fixed Assets	
As per las year	1,758,744.00	As per last year	1,758,744.00
Add: Addition During the year	481,800.00	Add: Addition During the year	481,800.00
	2,240,544.00		2,240,544.00
Less: Depreciation	428,644.00	Less: Depreciation	428,644.00
	1,811,900.00		1,811,900.00
General/Project Fund		Closing Balances-FC	
As per last year	7,976,858.14	Cash at Banks	5,022,195.57
Add: Excess of Income over Expenditure	304,459.00	S. Creditors/TDS/ Loan & Advances etc.	287,429.00
	8,281,317.14		5,309,624.57
		Closing Balances-NFC	
		Cash at Banks	1,047,394.85
		TDS Recoverables	928,032.34
		FDR & Interest Accrued	298,368.08
		S. Creditors/TDS / Loan & Advances etc.	697,897.30
			2,971,692.57
TOTAL	10,093,217.14	TOTAL	10,093,217.14

Place: New Delhi
Date: 28.08.2014

President/Secretary



R.K.Sharda
Chartered Accountant
M.No.084847

CENTRE FOR ALTERNATIVE DALIT MEDIA
Receipts & Payment A/c for the year ending 31.03.2014

Receipts	Amount (Rs.)	Payments	Amount (Rs.)
Opening Balances-FC		FC ACCOUNT	
Canara Bank SB-0387101031601	7,413,315.24	New Education Group-NEG Fire	103,740.00
S. Creditors/TDS / Loan & Advances etc.	-1,858,635.07	CARE	191,439.00
Opening Balances-NFC		GCAP-WNTA	215,877.00
Cash	4,521.64	Action Aid-I	3,107,768.00
Cash at Banks	2,170,371.26	Action Aid-II	1,068,886.00
TDS Recoverables	953,449.00	Action Aid-III	140,547.00
S. Creditors/TDS / Loan & Advances etc.	-706,163.93	Oxfam-I	57,395.00
		Oxfam-II	1,010,002.00
Current Receipts		KARUNA TRUST	98,000.00
FC ACCOUNT		KARUNA TRUST-Fellowship	804,898.00
Action Aid-I	745,500.00	KARUNA TRUST-VADW	256,000.00
Action Aid-II	159,083.00	Poorrest Areas Civil Society [PACSI]-I	149,895.00
Action Aid-III	643,564.00	Modern Architects for Rural India (MARI)	3,672,770.00
OXFAM-I	1,000,000.00	Global Alliance for Improved Nutrition (GAIN)-I	192,788.00
OXFAM-II	98,000.00	Global Alliance for Improved Nutrition (GAIN)-II	600,320.00
KARUNA TRUST	840,684.75	WATER AID	1,881,625.00
KARUNA TRUST-Fellowship	300,000.00	DFID-VODI	7,341,815.00
KARUNA TRUST-VADW	150,000.00	Christian Aid-I	8,205,234.00
Poorrest Areas Civil Society [PACSI]-I	3,073,556.00	Christian Aid-II	4,140,906.00
Modern Architects for Rural India (MARI)	149,541.00	Christian Aid-IPAP	1,770,445.00
Global Alliance for Improved Nutrition (GAIN)-I	614,300.00	General Programmes Expenses	3,386,726.70
Global Alliance for Improved Nutrition (GAIN)-II	4,939,600.00	NFC ACCOUNT	765,437.72
WATER AID	6,136,900.00	CARE	1,561,716.64
DFID-VODI	8,090,559.00	Dabur India	158,515.00
Christian Aid-I	3,001,494.00	National Women Commission	210,491.00
Christian Aid-II	1,770,445.00	Tata Consultancy Services-TCS	121,064.00
Christian Aid-IPAP	7,190,597.00	General Programmes Expenses	349,778.69
Bank Interest on SB A/c	267,343.00	Closing Balances-FC	
Travel Reimbursement	4,363.00	Canara Bank SB-0387101031601	5,022,195.57
		S. Creditors/TDS / Loan & Advances etc.	287,429.00
NFC ACCOUNT		Closing Balances-NFC	
Grant in Aid	2,637,372.00	Cash at Banks	1,047,394.85
Interest on IT Refund	2,028.00	TDS Recoverables	928,032.34
Donations-In Kind	11,800.00	FDR & Interest Accrued	298,368.08
Interest on FDR's	15,353.42	S. Creditors/TDS / Loan & Advances etc.	697,897.30
Bank Interest on SB A/c	46,455.78		
TOTAL	49,865,397.09	TOTAL	49,865,397.09

Place: New Delhi
Date: 28.08.2014

President/Secretary
Centre for Alternative Dalit Media
(CADAM)
New Delhi, India



Akshar
Chartered Accountant
M.No.084847

CENTRE FOR ALTERNATIVE DALIT MEDIA

Schedule of Fixed Assets As on 31.03.2014

Sl. No.	Particulars	As on 01.04.2013	Addition 1st Half	Addition 2nd Half	Sold W/o.	Total (Rs.)	Rate of Dep.	Dep.	As on 31.03.2014
1	Computer/Laptop/Printer	147,039.00	22,000.00	282,400.00	0.00	451,439.00	60%	186,143.00	265,296.00
2	Furniture & Fixtures	315,204.00	0.00	0.00	0.00	315,204.00	10%	31,520.00	283,684.00
3	Camera	45,156.00	5,800.00	134,700.00	0.00	185,656.00	15%	17,745.00	167,911.00
4	Office Equipments	38,360.00	36,900.00	0.00	0.00	75,260.00	15%	11,289.00	63,971.00
5	Office Vehicle-Scorpio	614,125.00	0.00	0.00	0.00	614,125.00	15%	92,119.00	522,006.00
6	Office Vehicle-Bikes	484,269.00	0.00	0.00	0.00	484,269.00	15%	72,640.00	411,629.00
7	Photocopier Machine	38,220.00	0.00	0.00	0.00	38,220.00	15%	5,733.00	32,487.00
8	LCD Projector	25,946.00	0.00	0.00	0.00	25,946.00	15%	3,892.00	22,054.00
9	Bicycles	7,075.00	0.00	0.00	0.00	7,075.00	15%	1,061.00	6,014.00
10	Air Conditioner	43,350.00	0.00	0.00	0.00	43,350.00	15%	6,502.00	36,848.00
	Total	1,758,744.00	64,700.00	417,100.00	0.00	2,240,544.00		428,644.00	1,811,900.00

Place: New Delhi
Date : 28.08.2014

President/Secretary



Chartered Accountant

Akshay

List of CADAM Executive Committee Members

S.No	Name	Gender	Occupation	Position in Board
1	Dr. Alok Prasad	Male	Professor	President
2	Mr. Bijoy Menon	Male	(Retd) Government Service	Vice President
3	Ms Rajni Tilak	Female	Author	Secretary
4	Mr. Bhai Lal	Male	Engineer	Joint Secretary
5	Mr. Ramgopal Sharma	Male	Business	Treasurer
6	Ms Pushpa Vivek	Female	Social Activist	Executive Member
7	Ms Rekha Kumari	Female	Student	Executive Member
8	Mr. Irshad-ul-Haq	Male	Journalist	Executive Member
9	Advocate T S Ahuja	Male	High Court Lawyer	Executive Member

List of Supporters

Action Aid

www.actionaid.org

Christian Aid

www.christianaid.org

CARE

www.care.org

DFID – VODI

www.dfid.gov.uk

GLOBAL ALLIANCE FOR IMPROVED NUTRITION

www.gainhealth.org

GCAP

www.gcap.org

Karuna Trust

www.karuna.org

Oxfam

www.oxfam.org

MODERN ARCHITECTS FOR RURAL INDIA

www.mari-india.org

Poorest Area Civil Society - IFIRST

www.pacsindia.org

WATER AID

www.wateraid.org

DABUR INDIA

www.dabur.com

Tata Consultancy Services

www.tcs.com

NATIONAL WOMEN COMMISSION

www.nwc.nic.in

CADAM Offices

CADAM Jhansi Office

11, Sangam Vihar, Awas Vikas Colony, Jhansi, UP-284003

CADAM Sagar Office

Near Veeyar House, Gopalganj, Sagar, MP.

CADAM Panna Office

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CADAM Chattarpur Office

Satai Road, ward no. 34, Near Chhui Khadan, Opp Satguru High School, Chattarpur, MP-470001

CADAM Chitrakoot Office

Gandhi Ganj, Allahabad Road, Karvi, Chitrakoot, UP-210205

CADAM Banda Office

MIG 39 Indira Nagar, Near Sant Tulasi Public School, Banda, UP-210001

CADAM Hamirpur Office

Home No. 78, Diggi, Ramedi Dada, District – Hamirpur, UP-210301

CADAM Jalaun Office

House No. 1143 New Patel Nagar, Jail Road Behind Jain, Orai, Jalaun-251008 UP

CADAM Lucknow Office

22/3, Patel Nagar, Sector-9, Indira Nagar, Lucknow-226016, Uttar Pradesh

CADAM Kaithal Office

V/P-Fatehpur, Devi Mandir Road, Near PNB Bank, Block-Pundari, Distt.-Kaithal, Haryana

CADAM Sonipat Office

Village-Balgarh, Near Anganwari Kendra, Block-Rai, Distt.- Sonipat, Haryana

CADAM Bihar Office

250A Rajshree Palace, Patliputra Colony, Patna-13, Bihar

CADAM Rewa Office

V./P.- Dabhura, Near Hardoli Road, Distt-Rewa, Madhya Pradesh

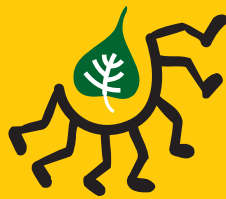
CADAM Bhubneshwer Office

VM 1, B.S.S. Nagar, Bhubneshwer, Orissa

Head Office

Centre for Alternative Dalit Media (CADAM)

M-3/22, Model Town-III, Delhi-110009



CENTRE FOR ALTERNATIVE DALIT MEDIA (CADAM)

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