



# CHANGE INITIATIVES

## ABSTRACT

Change Initiatives is a Kolkata-based non-governmental organisation working in the areas education, employment generation and environment. We work mainly among women, children and youth. Our work has a strong focus on ICTs and we work on proven solutions to development problems — both of which help us to quickly achieve the desired results.

## Annual Report 2019-202

## ***Content***

From the Desk of President	Page 2
Board members name	Page 3
About Change Initiatives	Page 4
Annual report	Page 5
Brief financial report	Page 13
Procurement and accounting policy	Page 15
Partners list	Page 18

# From the Desk of Secretary

## Dear Partners in Development,

It was a very difficult end to the year. As I write, Covid-19 is spreading rapidly across the country. India has gone into a complete lockdown since the last week of March, with devastating impact on the lives of the poor. Very soon Cyclone Amphan struck, causing immense damage to property. We have been extensively involved in relief work during this time. We will give more details on our activities in our next report.

The year gone by is significant for two reasons: We have moved out of Bengal to Assam and we have entered in the field of monitoring and evaluation (M&A). We have started our project to build sustainable careers in STEM in Assam. The project is similar to the work we have done among the women students of Kolkata colleges. The challenge is we will be doing the work in Guwahati based from Kolkata, which requires us to work in much greater details in the programme scheduling. While doing the work in Guwahati we will be more focussed in building the women's circles in colleges from the very beginning. The work has been impacted by Covid-19, but we have decided to move our activities to Zoom.

The other major area of work is merger and evaluation. We have done M&A work for the Common Service Centre in evaluating their programme on Digital Literacy for the ministry of minority affairs. We realised the similarities of the challenges we face while doing our work. Our Digital Literacy programming is doing very well and we have developed the Hub and Spoke Model to generate greater numbers.

We are also embarking on a new project called FARM. Farmers will be able to predict crop output using artificial intelligence. We are upbeat on the prospects of project.

Our school project Kisholoy has grown bigger. We are introducing new learning methods and expanding the scope of our extra-curricular activities. We have teamed up with the alumni of IIT Chennai for online career counselling among school children in remote regions of West Bengal.

All in well it has been a very satisfying year. I owe a huge debt of gratitude to our principal stakeholders: the women, the youth and students in our projects who have made the journey such fruitful. We acknowledge the contribution of our donors, without whose support nothing can be done. Finally, a debt of gratitude to our well-wishers who have mad the journey such a exciting one.

**Mr Suryatirtha Ray (Secretaty, Honorary)**



## Board Members 2019-2020

Name of the Board Member	Designation	Gender	Age	Profession
Mr Sibaji Roy	President (Honorary)	Male	84	Advocate
Dr Mukul Mukherjee	Vice -President (Honorary)	Female	81	Retired professor in Economics, Delhi University. Guest lecturer in Calcutta University and Jadavpur University (Women's Studies)
Mr Suryatirtha Ray	Secretary (Honorary)	Male	53	Journalist. MA in Economics from Delhi School of Economics.
Ms Sumita Mondal	Treasurer (Honorary)	Female	48	Service. M.Com Calcutta University
Dr Sarmistha Banik	Member (Honorary)	Female	45	Assistant Professor Physics. BITS Pilani.
Mr Soumen Gupta	Members (Honorary)	Male	53	Cost accountant
Mrs Sanghamitra Majumder	Member (Honorary)	Female	48	Service. M .Sc Economics. Calcutta University
Mrs Sujata Chatterjee	Member (Honorary)	Female	66	B.Sc. Former Education worker in UK
Sudipta Das	Member (Honorary)	Male	51	Financial Consultant



# *About Change Initiatives*

Change Initiatives mission is to promote learning so that everyone lives a life of dignity, is capable of exercising choices that affect their well-being, contributes to the society and nurtures the environment.

Our objectives are

a) providing after-school education to poor children and engaging in their mental development as well as interacting with their parents and community. b) offering skill-development training to young boys and girls and the youth c) mentoring the youth for entrepreneurship and d) empowering communities and the vulnerable through awareness and counseling on social issues, gender and the environment

## **Strategies:**

a) Implementing proven solutions in development that are based on the principles of evidence-based approach to poverty reduction

b) Use ICTs and proven ICT- based solutions to development as they accelerate development outcomes and impact

c) Set up human development centres as a single place to carry out all community development activities besides being a meeting place for women, children and youth.

## **Principles:**

Work among the vulnerable sections of the society — women, youth, children, the aged and the disabled



# Annual Report 2019-20

## CAPGEMINI DIGITAL LITERACY CENTER

Project Name	Target Group	Location	Target Number	Number Achieved	Funding Agency
Capgemini Digital Literacy Mission	14 to 60 Years	Kolkata	1250	1277	Capgemini India

Change Initiatives is in the third phase of its digital literacy programme with the support of Capgemini. The third phase started in June 2019 and is on. The centre is located at Beleghata , near the EM Bypass. The centre has six computers all of them connected to the internet and training takes place six days a week.

We successfully completed the target to enroll 1250 in digital literacy. We have developed a new model for our digital literacy centre. It is called the Hub and Spoke model. Our Hub is the Beliaghata centre, while the spokes are spread across all parts of the state. The spokes are the sub-centres. These could be schools, local clubs, gram panchayats. At all these places we give 20 hours training to prospective candidates. They then come to the centre to give the tests. The ExamPro model has also been developed fully. This is an online examination process and it is working well for us.

The National Digital Literacy Mission (NDLM) programme aims at creating at least a digitally literate and empowered person per household in India. The program would not only bridge the digital divide existing within the country but would also empower its beneficiaries to adopt internet technology for their day-to-day living.

### Objectives of NDLM

- To empower communities with capacity building & training programs and make them digitally literate using ICT as an outreach platform
- To create an opportunity for collaboration of industry bodies to enhance digital literacy in the country



- To facilitate deployment of rural citizen services through digital means thus reducing frictional losses suffered by under-served communities in trying to meet their basic human needs Target group

The NDLM centers aim primarily to engage citizens in diverse age groups in diverse communities across India to significantly impact human development indices. Women, youth and children in urban, semi urban & rural communities will be the primary target groups.

Each NDLM center will be housed in a unique community, and the idea is to extend the outreach to the whole community to bridge the digital divide.

## KISHOLOY

Location	Target Group	Number Achieved	Funding
Panchanantala, Kolkata	3 to 10 Years	85	Indira Kanjilal & Biswajil Kanjilal, Change Initiatives own funding
Madandanga and Kantabele Village, Nadia District	3 to Youth	630	Local Donation, Sumita Basu Community Foundation, US Change Initiatives own funding
Ranaghat, Nadia	4 to Youth	45	Community Foundation, US
Canning, South 24 PGS	4 to Youth	105	Community Foundation, US

Our child development project Kisholoy is into its 11th year. What started as a small event to distribute books and exercise copies in two villages in West Bengal has now grown over the years. We now have four learning centres in West Bengal both across villages and cities. We now engage with the students in multiple ways: remedial classes, extra-curricular activities, including stage acts, pre-primary school support, early childhood development, libraries and modern learning techniques. The project has seen active involvement of volunteers both from within the country and abroad.

Our learning centres are located at the Panchanantala slum in Kolkata, Canning in South 24-Parganas, Ranaghat in North 24-Parganas and at Madandanga and Kantabele villages. The focus of our work has been more on consolidation and strengthening our existing activities.



We had introduced Teaching at the Right Level at Panchantala last year. We assessed our learnings from last year and decided to take a more formal approach. Students of class 2,3,4 were grouped according to their abilities. Our team of four volunteers at Panchanantala are giving individual attention to the groups. They are keeping progress reports of the children. Some novel mental enrichment activities such as music therapy have been introduced at the Panchanantala slum.

At Madandanga and Kantabele, it was the third-year of the classes being held at a community-run place. Parveen Bibi, a commerce graduate, holds the classes twice a day, six days a week. The children are in the three-plus to the 10-12 age group. The remedial classes have gained strong acceptance in the community, with more children joining the classes. We also continue to support our wards who are studying in colleges with tuition support and mentoring.

We continue to hold remedial classes in Canning in the Sunderbans. The hostel for students has also been functional. At the Niharika Primary School, Ranaghat, we focused on the evaluation of the learning process and the maintenance of the infrastructure. The school is running in an orderly fashion. This school has benefited from the Dutch learning methods that were brought by the volunteers from the Netherlands sometime back.

This was the second year running we organized a social function with our learners at the Okakura Bhaban, Salt Lake. Like a year ago, the children did drama, held skits and poetry sessions. It was a very joyful experience seeing the children grow up in front of our eyes.

We also took a step back and looked out at the evolution of Kisholoy. How we could have done things better and what is the road ahead. Our conclusion is there is little we could have done differently, given the exigencies of the situation. As for the future, possibly local partnerships will play a bigger role.

Each of our learning centres have different contexts. Take the Madandanga and Kantabele villages, our oldest learning centre. We got to know the residents of the villages in our previous projects, identified a need and worked on the need. Now we have a student like Ashique Mondal, who has set up his own ICT centre and he works as a DTP operator in the local gram panchayat. Riziya Khatun: another great achiever. She did very well in her Bengali (Honours) exams and is very good at recitation. She now takes recitation classes in her community. Piya Khatun: Change Initiatives spotted her talent in drawing. We nurtured it. Now she holds drawing classes and has built a very good portfolio of drawings.

Shikha Ghosh as our project co-ordinator works tirelessly in Madandanga and Kantabele. She monitors the classes and progress of the children. She visits the homes of the children regularly, discusses their progress with the parents, highlights their achievements, points to their





shortcomings. She organizes all the major events in the community such as Republic Day, Independence Day, Teacher's Day and Children's Day .

Our Panchanantala project is in a slum setting. Children find it hard to study within the deprived environment of the slum. Besides, living in a 8x 8 foot tenement there is a lot of tensions in their family. But kids like Roby, Sanjit, Payel have dreams and want to reach for the sky. They see the big multi-storied buildings around them, the cars and shopping malls — and there is no reason why they should be denied of the privileges of the children living in this other world. In this, the first step is education. Credit go to our volunteers in this project who have been promoting modern teaching techniques.

Our Canning project is another study in contrast. Because of the brakish water, the region is not good for farming. People are involved in aquaculture and honey. Again they spend most of their day in earning a living and can devote little time to their children or their studies. Sunderbans being a forest, there are many tiger widows in the region.

## WOMEN IN STEM: BUILDING SUSTAINABLE CAREERS

Project Name	Target Group	Location	Target Number	Number Achieved	Funding Agency
Women in STEM. Building sustainable careers	Students studying B.Sc (Hons) courses	Kolkata & Guwahati	60	60	American Embassy New Delhi

We have started work on building the Assam Chapter of Women in STEM: Building Sustainable Careers project. The selection process is over. We will promote sustainable STEM careers among 37 women students from five Assam colleges: B. Borooah, Handique Girls, Cotton University, Guwahati College and Guwahati Institute of Science & Technology. The students will participate in



workshops on leadership and gender. Guest speakers will also interact with them directly and through virtual sessions.

The project Widening the Support System: Women in STEM, follows Women for Women: Building Sustainable Careers in STEM. In this project we had built the Kolkata Chapter of Women in STEM project. In this project we mentored 28 women undergraduate students from seven colleges of Kolkata over a seven-month period.

We have completed the selection of the students for the leadership training and gender development workshops. The selection was done in over two phases in February. In the first phase, we took an aptitude tests of the students from five colleges: B. Barooa,, Handique Girls, Cotton University, Guwahati College, and Guwahati University Institute of Science and Technology (GUIST). Shortlisted students from the first phase had to sit for a group discussion and personal interview in the second phase. The final 37 students were picked from the group discussions and the interviews.

The first phase of the work was done in February. About 250 students took a questionnaire that tried to assess their attitude towards STEM careers, their willingness to do higher studies, their interest to go to the US and their ability to cope with challenging situations. The purpose was to get an idea about their resilience and their leadership qualities, rather than their academic abilities. The sessions were held at the five colleges.

In the second phase, five rounds of simultaneous group discussions and personal interviews were done at the premises of Handique Girls Hostel and at GUIST.

The group discussions and interviews assessed their communication skills, leadership qualities and whether they were willing to attend the mentoring workshops at GUIST. The final 37 students were selected from this exercise.

The inaugural programme was scheduled for March 24, which was to be attended by senior officials from American Embassy, Kolkata, and the dean and registrar of the Guwahati University d Cotton University and the principals of the colleges. The programme has been deferred because of the corona virus outbreak.



We also successfully completed the first phase of building the Kolkata chapter. We finished the last two workshops (Workshop 15 & Workshop 16) at the American Centre, as well as the virtual sessions. A visit was organised at the TCS campus at Rajarhat. Workshop 15 was on what makes a good leader and A Mindful Minute. Through this session the participants came to know about how to become a good leader and the process of attention management. Workshop 16 was conducted through PPT, Discussions, and individual activities on self-management. The participants became aware of Identifying self with personal effectiveness scale, Utilising time productively and Applying 5 steps success formula.

The virtual session was hosted by Dr Sarmistha Banik, Associate Professor of BITS Pilani, Hyderabad Campus. She shared her personal journey in her higher studies and Career building in India and USA. She highlighted the fact that participants should always give stress on communication.

Our alumni also visited TCS Research Innovation Workplace at Rajarhat. Visiting a work place was a different kind of experience for them. They understood opportunities were enormous in corporate also for the STEM students. They students also realized the importance to build competencies in programming, teamwork and leadership communication.

The final programme was held at the American Centre, Kolkata, on April 24, 2019. US Consul General Patti Hoffman delivered remarks at the event, met the participants, and handed out program completion certificates. Consul General Hoffman said, "Gender equality is at the heart of development. It's a crucial development objective, and also smart economic policy. Equality for women is set to become the largest global civil rights struggle of the next century."

Jhumpa Ghosh Ray, Director of Change Initiatives said at the event, "Social prejudices against women's ability to succeed in STEM fields force many promising female students to quit their studies and take up less demanding careers, considered the "preserve" of women. Through this project, the participants learned that they are not alone in their career journey, and a



favorable environment needs to be created so that all female students can pursue their STEM career goals and meet their objectives.”

We also started building the Women for Women Circle in colleges. Our alumni was responsible for setting up the Circles.

Many thanks to our fabulous team of mentors for successfully conducting the project. Mr Anamitra Chatterjee, alumnus of London School of Economics UK & IIM Calcutta.

Ms SairaStephanos, An alumnus of IIM Ahmedabad and University of Buffalo USA.  
Ms Rupa Misra: Currently, Head — Marketing, Branding and Communications. Corporate Research & Innovation at Tata Consultancy Services, Ms Habiba Hussain, Assistant Professor at the National Institute of Technical Teachers’ Training & Research (NITTTR), Kolkata and Anamitra Mukherjee, Gender Specialist.

## Nabanna

Nabanna is our oldest programme. It started in 2003 at Baduria and has expanded to all parts of Bengal. The thrust of the programme has remained women and ICTs for development. Our focus has been training and entrepreneurship. The training is being given under the PM’s National Digital Literacy Mission programme. Entrepreneurship is provided in ICT-based enterprises.

We focused on consolidating our two ICT-based enterprises at Bali Island in the Sunderbans and at Bishnupur Gram Panchayat in South 24-Parganas. The Bali project is into its second year. The project is operated by five women of the NGO Disha which fights violence against women in the Sunderbans. The focus is on training the school children in computer basics. The project has done exceedingly well and the women have been able to repay the loan for the generator in just one year. Change Initiatives is mentoring the women of Disha. The focus is on consolidation even as we provided them more training on accounting and other business principles.

The women of Digital Graphics at Jokha has expanded their clientele. Unlike in the Sunderbans, we have advised them on diversification. They are putting more items for sale under their retail operations such as hand-made items. On the ICT side we are training them on how to win more clients. We are also advising them to expand geographically. We are trying to link the training component with the National Digital Literacy Mission.



## Basudha (Environment)

Basudha: Basudha is our environment programme in operation for more than a decade. We have consolidated our operations under climate change programme. We adopted a mission-specific strategy of fighting climate change. As part of our objectives we have decided to focus on specific livelihoods that will fight climate change. A livelihood-based approach is more sustainable and attracts greater interest in the community. We have been articulating this approach among our partner organizations at Sabuj Mancha, a network of 40 organisations in West Bengal fighting environmental destruction.

The highlight of our work is the impact we have been able to generate against the use of plastic bags of less than 40 microns. The local markets are using it less and less because of greater awareness. Shopkeepers have virtually stopped stocking them. This is our observation at the Bidhannagar markets. A more detailed study on the impact is required.

Likewise, our campaign against sound pollution is bearing fruit. We have been educating communities to make formal complaints to the police and the environment authorities. This is bearing fruit. More people are coming forth to complain against sound pollution. We are also keeping track of the noise levels during Diwali.

We have now started campaigning against erosion of river banks. This is acquiring serious proportion, which is linked to climate change. Rivers are changing their courses and impacting the live of the communities.

For the next year, the focus will be on integrating environment with our ICT components. Discussions have started and we hope to report greater progress next time.



## Financial Brief Report

- **Total income & expenditure of the Change Initiatives in last three years (as per audited accounts).**

<b>Years (last three years)</b>	<b>2019-20</b>	<b>2018-19</b>	<b>2017-18</b>
Total Income	30,50,379	20,31,654	9,30,228
Total Expenditure	23,38,717	19,04,077	7,80,716
Deficit			
Surplus	7,11,662	1,27,577	1,49,152

- **Annual Receipts of the organization: (receipts are the total money received by a Change Initiatives in a year) for the above 3 years**

### **1. On the basis of source**

<b>RECEIPTS (for last three Financial Year)</b>	<b>2019-20</b>	<b>2018-19</b>	<b>2017-18</b>
Self Generated (fees/ subscriptions/ interest/ community contributions etc)	83,655	36,455	46,343
Donations from Indian individuals	31,000	28,000	20,000
Donations from foreign individuals (under FCRA)			
Grants from Indian sources (trusts/ govt/ companies/ foundations)	12,37,500	9,90,143	4,24,347
Grants from International sources (under FCRA)	11,61,477	15,20,802	4,31,322
<b>TOTAL RECEIPTS</b>	<b>25,13,632</b>	<b>25,75,400</b>	<b>9,22,012</b>



## 2. On the basis of programmes/projects

RECEIPTS (for last three Financial Year)	2019-20	2018-19	2017-18
For general/office costs (here you can mention unconditional funding received which can be used by the you for any purpose)	114655	64,455	66,343
Project 1 (Kisholoy)		3,73,102	2,17,422
Project 2 (NDLM)	12,37,500,	9,90,143	6,38,247
Project 3 (STEM)	11,61,477	11,47,700	
<b>TOTAL RECEIPTS</b>	25,13,632	25,75,400	9,22,012

- The expenses incurred in main projects/programmes conducted in last three years, alongwith the locations.

Expenses incurred (for last three Financial Year)	2019-20		2018-19		2017-18	
	Amount (in Rs)	Site/location	Amount (in Rs)	Site/location	Amount (in Rs)	Site/location
Project 1 (Kisholoy)	2,73,495	Kalyani, Ranaghat (Nadia district), Canning (South 24-Parganas). Panchanantala Kolkata	2,76,245	Kalyani, Ranaghat (Nadia district), Canning (South 24 Parganas), Panchanantala, Kolkata	3,70,443	Kalyani, Ranaghat (Nadia district) Canning. Panchanantala, Kolkata
Project 2 (Nabanna)	19,270	Kalyani	33,975	Joka (North 24-Parganas), Kalyani, Bali Island, Sunderban	56,500	Joka (North 24-Parganas), Kalyani
Project 3 (NDLM)	9,81,454	Beliaghata	9,35,230	Muchibajar, Kolkata	2,46,509	Muchibajar (Ultadanga)
Project 4 (Basudha)			11,200	Kolkata,	8,000	Kolkata
Project 5 (STEM)	9,87,035	Kolkaa	5,63,510	Kolkata		



## **PROCUREMENT POLICY and ACCOUNTING GUIDELINES**

**These guidelines are to be complied with while procuring, spending and accounting for the grant received. These guidelines are applicable with immediate effect. (15 September 2017)**

The procurement list should be placed before the Executive Committee (Secretary, Treasurer and Director) who will decide the mode of procurement in each case and approve the same.

### **Capital Expenditure**

**While purchasing any Fixed Assets (FA) above Rs. 20,000/-(Rupees twenty thousand only), the following points are to be ensured:**

- Obtain the quotations from at least 3 vendors.
- Such quotation should be for the same type of asset with same configurations to be considered valid.
- Management should approve the purchase of FA by selecting the lowest quotation. In case lowest quotation is not selected, the reason for choosing any other quote must be recorded in writing.
- The purchase must be supported with an invoice which must contain the name of purchasing organization. GST bill must.
- Further, Invoice should contain the serial number, brand, and other particulars of the asset purchased for their unique identification.
- Furthermore, invoice should be dated and contain the name of the party to whom it is issued, invoice no. and signature of the vendor/company.
- The invoice received from the vendor should be in agreement with the Purchase Order and / or the quotations issued.
- The purchase should be as per the budgeted amount. In special case seek an approval from Executive Committee.

**• Fixed Assets Records/Register should be maintained and should contain the following details:**

- Item wise details of all the fixed assets:
  1. S. No of the assets
  2. Name of the vendor
  3. Date of purchase of asset





4. Type of assets Example: Computer
5. Description of Asset – Example: LG Computer i5 3rd Gen.
6. Location of Asset
7. User of Asset
8. Value of asset purchased
9. Asset code – Each Asset should be allotted a Unique code for identification

**Sample format for FAR is provided below:**

S. No of the assets	Asset code	Name of the vendor	Date of purchase of asset	Type of assets	Description of Asset	Location of Asset	User of Asset	Value of asset purchased

• **Mode of payment:**

- Any cash purchases exceeding Rs. 5,000/- shall not be allowed; in special case seek an approval from EC.
- Any payment for an asset purchase above Rs. 5,000/-, must be made through Chq/ DD/ NEFT or any other banking method.
- The payments should only be from the bank account of the organization.

• **Location of asset:**

- Assets purchased should belong to that location only for which it is purchased.
- Physical verification should be done by the member of Governing body once in a year and the report of it should be made and kept as an audit trail. Such report should mention that the asset located at the center are in working condition or not and if not, the reason for it.
- In some cases where fixed assets are usually taken to other places, such movement should be authorized and documented by the authority. A register for asset movement should be kept for the purposes.

### **Operating Expenses**

Operating expenses include the office running expenses like Rent of the center, housekeeping charges, Internet expenses, Salaries of Project staff, Travelling expenses and other related expenses.

The following general points are to be ensured while spending the fund: -

- Expenses will be allowed only if incurred during the period of the project.



- All the operating expenses should be supported with the proper invoices  
Payment of expenses should be made through Bank Account of the organization and no cash payments of any expense exceeding Rs.5, 000/- shall be allowed for any project head. This limit, however, is subject to another disallowance for salaries / rent etc. The purchases made in Cash would be excluded from the acceptable fund utilization.
  - Reimbursements should be made only after authorization from the relevant authority and should be supported with the bills wherever practicable.
  - If the bills received are in regional language, the contents of the invoice should be translated in the English language through hand written interpretation on the invoice and should be attached to the invoice.
- **Salary / Contractual Employment:**
    1. In case of the employees are on payroll, their appointment should be supported by the Employment Agreement. These must be signed by the authorized signatory of the organization and must be accepted by these staff.
    2. In case the employees are on contractual basis (and not as employee), their appointment must be documented before their start of work in the form of a written Contract. These must be signed by the authorized signatory of the organization and must be accepted by these staff.
    3. The remuneration/ salaries paid should be in agreement with the contract entered and should be paid only through normal banking channel such as Crossed chq/ DD/ NEFT etc. No payment through bearer cheque is allowed.
    4. Attendance of staff should be maintained at the office in the form of Attendance Registers and should be verified at the time of making the payment.
    5. Leaves should be authorized from the appropriate authority and relevant leave records should be maintained at the center.
  - **Rent:**
    1. A valid lease agreement should be entered into for the office and project office.
    2. Payment of rent should be made according to the rent agreement entered and should be paid only through the normal banking channel such as Crossed Chq/ DD/ NEFT, and should be paid to account of the landlord only. No payment through bearer cheque is allowed.
    3. Rent receipts may be collected from the landlord.



## **List of Partners**

**UNESCO, Social & Human Science Sector, Paris**

**UNESCO, Communications & Information Sector, New Delhi**

**Department for International Development (DFID)**

**European Union**

**United Nations Economic and Social Commission for Asia and the Pacific**

**IDPM, University of Manchester, United Kingdom**

**Natural Resources Institute, University of Greenwich, UK**

**InfoBridge Foundation, the Netherlands**

**Radboud University, the Netherlands**

**WeForHope, USA**

**Community Foundation, USA**

**DIT, India**

**IT Dep, West Bengal**

**WEBEL**

**Centre for Advancement of Sustainable Agriculture, New Delhi, India**

**Deccan Development Society, Hyderabad, India**

**Rural Agency for Social and Technological Advancement, Kerala, India**

**National Dairy Resource Institute, India**

**West Bengal Renewable Energy Development Authority**

**Sarva Sikha Mission, Hoogly**

**Sarva Sikha Mission, North 24 Parganas**

**Panchayet & Rural Development dept , West Bengal**



**Directorate of Animal Resource and Animal health, West Bengal**

**Pollution Control Board, West Bengal**

**Bidhan Chandra Krishi Viswavidyalay**

**Uttar Banga Krishi Viswavidyalay**

**Krishi Vigyan Kendra, Nadia**

**University of Burdwan**

**Kolkata Municipal Corporation**

**Howrah Municipal Corporation**

**Bidhannagar Municipal Corporation**

**IL&FS Education**

**Capgemini**

**Jeevika Development Society**

**Extension Training Center, Rajarhat**

**About 50 Gram panchayets of Nadia, 24 Parganas (North) and 24 Parganas (South)**

**Above 500 schools**

**Farmers' club, SHG, CBO**

**And**

**Many more.....**

**Awards: Change Initiatives is a winner of the Gender and ICT Awards for 2003 presented by APC Women's Networking Support Programme and Global Knowledge Partnership in the category of Community/Individuals Advocacy and Networking. (<http://www.genderawards.net/winners/2003/winners.htm>).**

**Nabanna has also received an Honorary Mention at Prixars Electronica 2004.**

