

GRAMIN PUNARNIRMAN SANSTHAN-GPS



(A civil society organization committed for the development of women belonging from Dalit and marginalized sections of community)



ANNUAL REPORT

2022-2023

Registered Head Office

Village Bilari PO Barhya (Atraulia) District Azamgarh 223223 U.P. India

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Table of Contents

1. Letter from Chief Executive Officer/ Secretary
2. About the organization
3. Program Highlights:
 - 3.1 Strengthening Civil Society Organizations Towards Fostering Women Empowerment In Eastern Uttar Pradesh, India
 - 3.2 Enabling women from marginalized communities to have access over government schemes through 3.3 local governance system.-ERW.
 - 3.4 SHADHIKA DAWN Initiative to End Gender Based Violence
 - 3.5 Partnership program of Care and Education for 59 Semi-Orphan and Poor Children in VARANASI
 - 3.6 Digital School Program
 - 3.7 Tarang Mere Sapne Meri Udan
 - 3.8 Community health program
4. Case study
5. Alliances and partnership
6. Policies/ Manuals in the organization
7. List of Executive Board and staff



We are extremely delighted to present our Annual Report 2022-23. This annual report highlights small and big achievement of past one-year's interventions in line with our specific vision and mission statement.

Creating a better world requires teamwork, partnership and collaboration. India today needs an army of change-makers working towards the shared purpose, of a more just and equitable society.

The credit of our all these efforts goes to the people of our community and members of CBOs who have made our efforts visible success full and worthy. Main of these are:-

- All those person and group of the community with them our activities were activate directly.
- All the struggle full women and men who shared their experience of violation of rights with courage.
- Partner organization, donner agencies and friends who helped to make our programme successful.
- Our general body and respected members of governing body.
- All the ex and present staff of our organization.
- We are sure that you shall help in people development mission of GRAMIN PUNARNIRMAN SANSTHAN in future.

WITH A LOT OF THANKS.

RAJDEV CHATURVEDI

CEO/ Secretary

Our Vision

To realized the dream of a developed and self dependent rural community, sufficiently Empowered to achieve Gram Swaraj (Rural self Governance) in its true sense.

Our mission

Gramin Punarnirman Sansthan believes in the dignity of the people and in their capacity to overcome the pressures that exploits them. Therefore GPS develops autonomous groups to achieve the objective of development and self-Reliance by capacity building.

Background history of organization

Founder secretary Mr. Rajdev Chaturvedi Since his student life, he has been very sensitive about the issues of women and marginalized community. He entered in social sector in 1990, when he first time interacted with Prem Bhai (a reputed social worker with Sarvodaya background) of Banwasi Sewa Ashram-Sonbhadra, Uttar Pradesh. During the one-hour discussion with him, Mr. Rajdev inspired with the Sarvodaya (upliftment of all) ideology and Gandhian philosophy of development. He realized and decided to work for the upliftment of poor and marginalized community with especial focus on women. In order to shape his development vision, he set-up an organization named Gramin Punarnirman Sansthan-GPS in Azamgarh with some like-minded people. His organization got registered in 1992 under the Societies Registration Act. In inception stage, he started work in community with women of Dalit and marginalized community in rights framework in Atrauliya block of district Azamgarh and initially focused on the issues of women health. Currently GPS has been focusing on issues of women empowerment by strengthening their understanding about their rights and entitlements; and promoting their voices in local self governance and govt. machinery. GPS has been also focusing on issues of reproductive and child health, Right to Information and gender equality in association with various state level networks and forums. His key area of competency are- CBO facilitation with rights perspective, women and child health promotion, Right to Education, Adolescent Development and digital literacy, liaisoning and CBO-led advocacy with stakeholders.

Core Values

To respect each other at every level of the society, feelings of equality, availabilities and accessibilities of equal opportunities, transparency in development works, dedication towards target. Self discipline & responsibility.

Our believes

Entire development of society for the happy nation and this is possible only when every member of society will be happy.

Theory of change

We compliance with democratic process and respect each other without any differentiation on the basis of religion, caste and have equal opportunity for all at every level without any gender bias, we believe that.

Organization's understanding of Constitutional Values

Gramin Punarnirman Sansthan believed Indian Society is a religion and cast based patriarchal capitalist society and if we need to overcome with the all forms of discrimination and violence to become a just society and uphold the preamble of the Indian constitution. We uphold the core values of the Indian constitution and create awareness, sensitization and intensive intervention towards the behavioral change. Constitutional Values like Socialism, Secularism, Democracy, Justice, Liberty, Equality, Fraternity, the dignity of the individual and Unity and integrity of the Nation is all part of the human right feminist approach and also the values of the feminism.

Program Highlights:

1. Strengthening Civil Society Organizations Towards Fostering Women Empowerment In Eastern Uttar Pradesh, India

Uttar Pradesh is the most densely populated state in northern India with 200 million people. The majority of the population depends on agriculture for their livelihood. As in many other parts of India, migration, unemployment and poverty issues are widespread in Uttar Pradesh. The climate change impacts agriculture and other livelihoods in the region severely, which promotes migration of male members of the family primarily; that has adverse effects on women and children. Most women in the region are engaged in agriculture and allied activities. Though their engagement is very high, it is not recognized either by the family or society. Social norms, cultural beliefs, and traditional practices of oppressing women make reach and effectiveness of development programs focusing on women hard or impossible.



This project is aiming at addressing the gaps that hamper the progress of women especially the women farmers and foster their empowerment through the local Civil Society Organizations (CSOs).

Geographical coverage:

15 Gram Panchayats Atraulia block of districts - Azamgarh,

Name of Gram Panchayat	Village Name	Population of Village	Total No. of HH	No. of WFG in the Village	Total No. of WFG members
Aidilpur	Aidilpur	1490	180	4	101
Madanpatti	Madanpatti	1515	204	4	103
Penadra	Penadra	1305	140	2	56
	Bhurkurhan	1300	196	2	47
Chatturpurkhas	Chatturpurkhas	1678	180	4	108
	Basahiya	1477	156	2	55
Thiraiapati	Thiraihatti	2563	270	4	109
Tejapur	Tejapur	1129	179	3	85
Sikanderpur	Sikanderpur	1524	166	4	115
Boudralakshirampur	Boudralakshirampur	2900	357	3	62
Bhiura	Bhiura	2815	360	3	68
	Mangurgarh	989	115	2	61
Atraulia	Atraulia	2799	529	5	129
Chistipur	Chistipur	2344	285	4	117
Selhrapatti	Selhrapatti	1623	258	1	26
	Shekhpura	950	179	2	57
Sukhipur	Sukhipur	2408	226	2	68
	Agaya Jamin Agaya	1074	115	3	67
Chatturpurnmadhaipatti	Chatturpurnmadhaipatti	2296	286	4	112
Dehula Saltant	Dehula Saltant	2544	308	3	68
	Total	36723	4689	61	1614

Beneficiaries:

- 61 Women Farmers Group (WFG) (Approximately 1614 marginalized women farmers living in 20 villages of Atraulia block Azamgarh)
- 1 Agrozazamgarh Mahila Farmers Producer Company (Approximately 945 Women farmers living in 20 villages)

Project Achievements/ Focus:

- Capacity building of 10 CSOs towards promoting gender-equitable, climate-informed, business environment and opportunities for women from 150 villages.
- Organize 1614 women and sensitize them on their rights, issues related to gender, agriculture, climate change, environment, climate-informed farming, etc. through Women Farmers Groups (WFG)
- Promote climate-informed agriculture practices engaging women farmers.
- Develop leadership and managerial skills among women in running a business enterprise and gender-sensitive governance.
- Form a Farmers Producers Company with 945 women farmers in Azamgarh district.
 - Agrozazamgarh Mahila Farmers Producer Company have Farm Machinery Bank, Agriculture



Input Center, start production and marketing of chane ka satttu, chane ka besan, milate atta, rice and organic fertilizers vermy compost etc.

- Ensure the participation of women in addressing the family, community and village related issues and the decision-making processes at these levels.
- Collaborate with PRIs, local administration, government departments and resource agencies in building the capacities of women farmers and also mobilizing the schemes and benefits meant for them.

- Regular capacity building of CSOs and women farmers through digital platforms.

3 Enabling women from marginalized communities to have access over government schemes through local governance system.-ERW

Objective:

- To create enabling environment in communities for women empowerment & inclusion, and responsible citizenship.
- To promote & facilitate effective realization of entitlements to eligible families/HHs
- To make effective and regular Gram Sabha in the participation of women collectives and their families.
- To promote the development of developing Gram Panchayat Development Plan-GPDP in the community participation.

Beneficiary:

1419 women’s from marginalized community of 10 Gram Panchayats of Atraulia block Azamgarh district



Achievements

Name of schemes/ Entitlements	No. of family benefited
Labour card	286
Matritv Shishu evm Balika Madd Yojna	8
Kanya Vivah Yojna	1
Ayusman card	133
Old age pension	37
Widow pension	18
MGNREGA job	284
PM Kisan	14
Kanya Sumangla	3
PM Awas	91
Total	717



4 SHADHIKA DAWN Initiative to End Gender Based Violence

“SHADHIKA DAWN Initiative to End Gender Based Violence” project supported by Shadhika from US Jointly implemented by Gramin Punarnirman Sansthan, Azamgarh and Asian Bridge India, Varanasi in 4 village panchayats of Varanasi. We create awareness, sensitization and behaviour change of selected participants on topics and issues like violence against women and gender inequality for the selected 4 Panchayats of Arajji Line Block, including Benipur, Ganeshpur, Kallipur and Nagepur Panchayats.

Goal 1: Deepen the knowledge, skills, understanding and confidence of Year 1 and Year 2 participants to identify, articulate and take actions to prevent gender-based violence and its root causes in the year 1 and year 2 targeted villages

Goal 2: Adopt the community-based learning and best practices from the 2 years of programming with adolescent boys and adult men and replicate these activities in 2 schools with schoolboys and teachers for scaled-up behavioural, attitudinal and systemic change.

Goal 3: Capacity building of the returning participants to become community mentors and role models who showcase behaviour and attitude change by utilizing peer-to-peer modelling and activities in the schools and communities.

Achievements/Outcomes:

- 1. Better Family Relationships:** Adult men have responded positively to the training, exhibiting reduced use of verbal abuse and alcohol at home. They have taken on more household responsibilities and interact with female members in a polite and respectful manner. Through the training, boys and youth gained a deeper understanding of the impact of gender-based discrimination within families. They learned to identify harmful behaviors and attitudes, which led to a positive shift in how they interacted with their family members. Improved communication and empathy helped in a respectful and supportive family environment.
- 2. Understanding of gender based violence is enhanced:** The training extensively covered the dynamics of gender, power, and violence. Participants were encouraged to challenge aggressive behaviors and adopt non-violent approaches to conflict resolution. As a result, awareness of GBV and commitment to stop it at home increased.
- 3. Fathers are more engaged:** The sessions on fatherhood played a crucial role in reshaping traditional notions of parenting. Adult men discovered the importance of being actively involved in their children's lives and providing emotional support. They committed to be more ‘present’ in the family.
- 4. Importance of constitutional values and human rights:** In addition to this, the facilitators integrated discussions on Indian constitutional values and human rights, emphasizing their role as an active citizen in promoting equity and equality.
- 5. The increased trust and support for GBV partners work within the community** have led to a surge in mobilization. As a direct result, more girls and women have stepped forward to participate in their other programs.
- 6. Awareness of Toxic Masculinity:** Because of the training, boys are able to recognize toxic masculine behaviours and patriarchal attitudes. They have become more sensitive, refraining from using slur language and participating in eve-teasing. Their comments on females and girls have decreased significantly.

7. **Rational thinkers and sensitive boys:** The participatory approach of the training encouraged rational thinking, sparking deeper reflections and meaningful discussions. Even the most resistant participants eventually engaged in dialogue and experienced a transformational shift.
8. **Awareness of health and significance of consent:** The training modules on sexual and reproductive health and rights (SRHR) equipped boys with valuable knowledge. They learned about safe practices, consent, and respecting the rights of their partners. This newfound awareness will hopefully lead to responsible sexual behaviors, reducing the risk of unplanned pregnancies and sexually transmitted infections.
9. **Attitudinal shift in teachers:** Initially, some of the teachers were reluctant and unsure of the content of the training. However, by the end of the program, a dedicated group of 20 teachers showed commitment and actively engaged in the training. They demonstrated interest in implementing the curriculum for other students in their schools.
10. **Effective Facilitations:** The facilitators skillfully integrated the real-life observations from the school and campus to contextualize lessons, making the learning process more effective. This approach fostered open conversations, making boys feel comfortable enough to ask personal questions privately.
11. **Supportive School leaders:** The school management team supported the training programs by providing space and time for the training with teachers and students. They altered their school schedules and helped in installing gender wall projects at their schools.
12. **The 16 days of activism campaign:** program had a profound impact on the students, increasing their awareness of human rights issues, empowering them, and motivating them to actively advocate for human rights.

The speaker encouraged them to refrain from engaging in violent practices and urged them not to be bystanders when witnessing incidents at school or home. With the presence of IPS officer Ms. Priya Sheel Pal serving as a positive role model and fostering inclusivity and active participation among students from diverse backgrounds.

These events provided a platform for 600 students and 1500 students, respectively, to actively engage in discussions and activities related to gender-based violence and human rights issues.

The presence of esteemed Ms. Anju Yadav and r Ms. Priyasheel Pal, not only inspired students but also provided a valuable opportunity for them to interact with the role-models, This experience instilled a sense of responsibility and commitment to promoting gender equality and social justice.





5 Partnership program of Care and Education for 59 Semi-Orphan and Poor Children in VARANASI

The project covered many slums of Varanasi city of Uttar Pradesh state. However since April 2021 the project is working in many urban slums of Varanasi to provide non-formal education to deprived children of the slums who do not have access to formal education facilities, mainstreaming the children into formal school, strengthening of child rights through community meetings and mass mobilization & functioning of community-based institution of children i.e., Children meeting and adults i.e., Community meeting to promote child rights, and strengthen the economic development of poor families through livelihood support.

The main objective of the project is- To organize and sensitize the community members towards child rights and facilitate building up of systems and structure for protection and improvement of the circumstance and of the rights of the children, To provide formal and non-formal education to the children from marginalized community and in difficult situation.

To develop approaches in strengthening community-based health systems and mechanism to achieve the objective of healthy environment.

To facilitate utilization of indigenous skills and Knowledge to identify better livelihood options, to provide social advocacy for children agenda and mainstream the issue of child Rights in government programmes.

The primary target groups are children's groups, Youth group and elderly group in the slum.

I want to take this moment to write this special yearend message, a farewell to 2022 and a "hopeful hello and big virtual hug" to 2023.

This year we forged strong new partnership, we teamed up with Lotus Spain Foundation and we started schooling, Mid-day meal and medical support for 63 poor children and their family members of Varanasi slum of UP State in India.



6 Digital School Program

During the COVID-19 pandemic it was realized that there are many children in the rural areas who are in the danger of being pushed out of formal education. Gramin Punarnirman Sansthan with support of eVidyaloka's Digital Schooling program envisions that no child is deprived of learning. This program aims to provide multimedia content aligned with the school curriculum in a ready-to-consume format so that the children from even the remotest villages in India can access quality learning content just like their urban counterparts. This is an outside school learning opportunity and intervention for children through which they can connect with eVidyaloka's volunteer teachers from across globe to learn English, Mathematics and Science.



The execution strategy incorporates proven methodologies, extremely qualified personnel, and a highly responsive approach to managing deliverables. The outcome of the program implementation is observing an improvement in learning outcome among students, substantiating the gap in learning among students and preparing the children for a technology driven future.

Three such Digital Schools are running in Atraulia block of Azamgarh district (UP) with the help of Gramin Punarnirman Sansthan (GPS). Atraulia block is mostly inhabited by the Dalit and Marginalized section of community. The socio-economic condition of people living in Atraulia block is primarily agricultural, with a significant proportion of the population engaged in farming and other traditional occupations. The majority of the people in Atraulia block belong to lower-income groups, and many of them live below the poverty line.

Details of Digital Schools

Name of Digital School	Student class 6			Student class 7			Student class 8		
	Girls	Boys	Total	Girls	Boys	Total	Girls	Boys	Total
GPS Bal Shiksha Kendr Bhatpurwa	16	7	23	13	6	19	22	6	28
GPS Bal Shiksha Kendr Selhrapatti	30	29	59	13	25	38	28	5	33
GPS Bal Shiksha Kendr Madanpatti	12	13	25	2	5	7	17	8	25
Total	58	49	107	28	36	64	67	19	86

Average attendance in digital schools

Name of Digital School	Class 6 th			Class 7 th			Class 8 th		
	Girls	Boys	Total	Girls	Boys	Total	Girls	Boys	Total
GPS Bal Shiksha Kendra Bhatpurwa	16	8	24	8	3	11	20	8	28
GPS Bal Shiksha Kendra Selhrapatti	24	21	45	4	14	18	19	7	26
GPS Bal Shiksha Kendra Madanpatti	10	14	24	1	5	6	8	2	10
Total	50	43	93	13	22	35	47	17	64

7 Tarang Mere Sapne Meri Udan

Youth, Sexual, Reproductive Health and Rights To further the rights of adolescent girls from marginalized communities we worked in 10 Gram Panchayats of Ahiraula block of Azamgarh district.

Objective:

- To empower girls from marginalized communities and build awareness on gender equality, menstrual hygiene management (MHM) and other SRHR issues (early & forced marriage, mobility and gender based discrimination).
- To enhance girls' participation in the implementation, monitoring and action around the disposal mechanism for sanitary napkins/pads and other SRHR issues (Early & Forced Marriage, Mobility and Gender Based Discrimination)
- To facilitate an enabling environment by raising awareness on the health and rights of girls among men and boys in the communities, local administrators and officials.

Strategies Adopted:

- Enhancing knowledge and leadership capacity
- Increasing mobility and confidence in the public domain
- Creating enabling environment by mobilizing boys and sensitizing gatekeepers
- Establishing community based monitoring system.
- Advocacy with the Govt. at block and district level

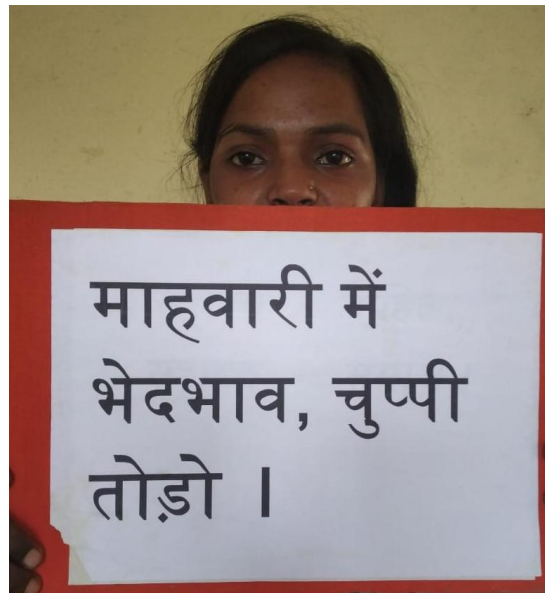
Activities:

- **Capacity strengthening of leader girls:** 35 girls were oriented on core issues that include sexual and reproductive health and rights, gender justice, leadership skills, and creative communication.
- Documentation of stories of change: 10 stories of changes have been documented during this period.
- **launched to help people:** regarding issues related to SRHR service, mental health, VAW cases, social security, employment, online education.
- **Community-based monitoring:** Community services including VHSND, RKSK services AWCs, MGNREA sites, PDS, cases of domestic violence by our 35 leader girls.

- **Exposure visits:** Total of 46 girls have visited police stations, block offices, CHC of Ahraula and CMO & DM offices with Field Facilitators and Supervisors.
- **Interface meeting with officials:** Total 48 Kishori Utsav were organized in Panchayats level During Kishori Utsav leader girls shared their experience of Gender-Based discrimination, myths & taboos around menstruation, the importance of mobility for girls, RSKS services, VHSNDs etc.
- **Facilitating campaigns:** Awareness campaigns were facilitated only in communities due to the closure of schools. Girls Child Week, 16 days of activism, World Women’s day awareness campaigns were organized at the community level.

Impact of our intervention:

- **Enhanced leadership:** 35 Girls have emerged as leaders among all 316 girls and took initiative for themselves along with others in the community.
- **Strengthened relationship:** Strong working relationship with district administration and RSKS team
- **Self-reliance:** Girls are able to ensure menstrual hygiene management and nutritional status even during pandemic by utilizing knowledge and skill provided by the organization.
- **Bridging the digital divide:** Girls negotiated with their parents to attend online training sessions and facilitator took initiative to take offline classes for those who are unable to attend online classes.



8 Community health program

The Gramin Punarnirman Sansthan-GPS recognizes that women’s health in Azamgarh is severely affected by the lack of effective policies and appropriate services especially in the area of **maternal health** care, and for **determinants of health**. Through community mobilization, monitoring, case documentation, capacity-building, campaigns, and advocacy with service providers and the media, the Maternal Health and Rights Programme seeks to make a change in the ground realities of maternal health in India.

GPS **investigates** the reasons behind poor maternal health indicators and experiences, engages in **advocacy** to hold the government accountable for creating and implementing effective maternal health policies, and builds the **capacity** of underserved and marginalized women to **campaign** for their rights to

accessible and accountable quality maternal health services and entitlements such as nutrition, social security, livelihoods, personal safety, sanitation and safe water.

Objectives

Increasing the ‘voice’ of marginalized women in priority-setting for health planning, in programme monitoring and in demanding accountability for their right to health.

Informing local and national policy makers and other stakeholders including the media about the perspectives and experiences of poor women vis-à-vis health systems



Case study

Work with men and boy's

1. Sanjay is a 40- year old resident of Nagepur village. He is working as a power loom machine weaver at someone's house to raise his family of 4, including his wife, son and daughter. Sanjay is a straightforward and hardworking person, who studied till the 8th standard. He is a master of Saree making, and he loves his profession, but due to lack of money, he is facing a hard time. Sanjay is living in a separate house with his family in Nagepur village. He is working in the daytime and hardly earns less than 500 rupees daily. One day, while project team members were holding a meeting with the people to discuss the objective of the project of Shadhika at Nagepur Panchayat Bhawan, Sanjay, while passing by, stopped to listen to the meeting. Later on, he became engaged in the discussion, attended the discussion, and decided to participate in the Shadhika project. At present, he is very stressed due to his wife's sickness. He keeps Havan (prayer meet) for his wife's better health. Sanjay used to physically and verbally abuse his wife because of her illness for the past one year. Before, he was never interested in helping his wife with household work and used to threaten her every day. He has a drinking habit, and after drinking, he used to beat his wife. Due to continuous training and guidance given by Shadhika team, Sanjay has started to change his behaviour towards his wife and is now becoming a more caring and helpful husband.
2. This is the story of Mr. Chotelal, from Village Kallipur, Arajiline Block, PS Mirzamurad District Varanasi, Uttar Pradesh in India. He lives with his wife and 5 children. He is a very active member of the adult group formed under the Shadhika program in Kallipur since 2021. He was always part of all the trainings and campaigns. According to him two years before joining the Shadhika program he was not as sensitive as now and followed the social norms and discriminated children based on gender. But now he changed himself and became very sensitive and cooperative in the home with all the female members of the family. Now he also showed good response and reduced the use of verbal abuse in the home, and alcohol use also reduced. He also took responsibility for household chores at home. His voice of tone while interacting with the female members in the house has become more polite and respectful towards female members. Now he feels his home has more peace and harmony in the home. He also eats dinner with all the family members and that practice helps him to reduce his aggressive attitude and slur language in the family. He also stops discrimination between boys and girls in the family and supports his daughter for study.

Story digital school

1. My name is Shakina. I study in class 8th my father is a farmer and my mother is a housewife. I have 6 members in my family. I'm the younger of my sisters. I never went to school before

digital chalking. One day in my village Anjali didi came and she told me about GPS Bal Shiksha Kendra Thiraiipatti (digital school) in which class 6th, 7th, 8th students are teaching mathematics, science and English. This news was very exciting. Anjali didi talk with my mother and she became ready to enroll in digital school. This is very new to me and now I can take chalking on three subjects. According to her parents, before digital chalking when Childs come from school they go to the ground or do other activities. After digital chalking it makes a better environment for our child's. When children come back from chalking they talk about what they learned today.

From house wife to a small entrepreneur:

1. Uma is secretary of Unnati Women's Group, having 25 women farmers as member. Earlier she did not have any knowledge, but the Gramin Punarnirman Sansthan workers gave her various kinds of information. The turning point was training in entrepreneurship development in which she learnt how she could start a small enterprise at home. She got a kit for making manure and information to use it. First, she collected cow dung and spread it to dry. Then she sprinkled water to make it moist. Thereafter she transferred the moist dung to the container provided and added 1 kg of earthwork given. The manure produced was used in paddy fields and the yield was very good. For the first time, she sold surplus paddy. Uma has six goats and a cow at present. She had earlier sold two goats for ₹8,000. She cultivated mushrooms and sold the produce. She is now raising fruit trees. She is determined that she will sell fruits in the market and earn money. With the increasing income she paid the fees of her four children who are studying in a private school. Uma's women group has been given a smart phone by the project. Now online meetings are held and the members are given tips on how they should do the agricultural operations.

Adolescent girl of Taran:

1. My name is Sangeeta, I am a native of village Abhay Pur Post Gauri, District Azamgarh. I am also a member of Rani Laxmibai Kishori Group. Earlier I did not speak to anyone and did not go anywhere. Ever since I joined the Institute of Rural Reconstruction, there is a lot of love inside me. Changes took place. I was visited by the Institute of Rural Reconstruction at CHC Ahirula and we got information about our rights and entitlements. Now we go alone without anyone's company to the government hospital and get our treatment done and get it done by others and also advise others. If anyone needs to get treatment in the government hospital, I go with them too. . Even my family members say go away. So such changes have taken place inside me.

Policies/ Manuals in the organization

The human resource and the financial management are the backbone of any organization. Today, whether one is a non-profit organization, corporate organization or any other entities, the human resource management and financial management area are of paramount importance. The HR and Financial policies have been formulated by the Gramin Punarnirman Sansthan's senior management group on the basis of previous practical experiences. The core values of organization have been the key guiding principles behind giving shape to these policies/manuals. These policies are in practice by giving utmost importance to the self-respect and dignity of organization's human resource.

There is a flexibility and scope to make needful amendments or modifications in these policies/manuals from time to time. That's why; it provides an opportunity to Gramin Punarnirman Sansthan and its partner agencies to modify these policies by providing their concrete views and experiences. Organization has the following management and program policies for maintaining the accountability and transparency in the system.

- 1) HR policy
- 2) Finance policy
- 3) Gender Policy
- 5) Child Protection Policy

Internal Compliant Committee ICC:

Gramin Punarnirman Sansthan has formed a "Internal Compliant Committee-ICC" as per the guideline provided by the Act. All cases, complaints/grievances related to sexual harassment of any Gramin Punarnirman Sansthan employee is dealt/handled by the Internal Compliant Committee-ICC as per the set standard, procedures and provisions.

Internal Complaint Committee Members

Sn	Name	Designation
1	Anita Yadav	Chairman
2	Shiv Prasad	Member
3	Kusum	Member
4	Shabina	Member
5	Ashutosh Prakash Shukla	Member

BUILDING ALLIANCES (NETWORKING FOR ADVOCACY)

During the year 2022-2023 Gramin Punarnirman Sansthan continued to partner with the following networks to advocate on issues concerning children, young people and women’s health and development.

U.P. Forum for Crèches and Childcare Services (U.P.FORCES)

FORCES is an advocacy group committed to the survival and development right of disadvantaged and marginalized children in advocating for quality child care services through a regional network in the states of Gujarat, Rajasthan, Tamilnadu, Maharashtra, Orissa, Uttar Pradesh, Delhi, Bihar and Karnataka. Each state chapter addresses local issues. Gramin Punarnirman Sansthan is a founder core group member of U.P.FORCES.

Health Watch Forum

Health watch Forum is a groups of NGOs and individuals formed in 1996 with the concern that UP and Bihar urgently need civil society action to monitor the situation of women’s health. It is engaged in advocacy and monitoring of program and policies to insure that health and population policies actively promote women’s health and rights. Gramin Punarnirman Sansthan is a core group member of Health watch forum.

SATHI Uttar Pradesh

SATHI Uttar Pradesh is a state level network working 41 district of U.P. with credible Grass Root organization its decentralize unit SAHTI District forum. Gramin Punarnirman Sansthan is convener organization of SATHI district forum Azamgarh

Our partners



Affiliation/Collaborating with Govt.

1. District Health Society – Azamgarh
2. ASHA Mentoring Group – Azamgarh
3. Quality Assurance Cell Health Department - Azamgarh
4. Block Child Protection Committee Koilsa Azamgarh
5. District Child Protection Committee- Azamgarh
6. Gender Equality and Women Empowerment committee-SDG-Goal -5, Azamgarh
7. District Level committee on SDG vision 2030 Goal – 10 , Azamgarh
8. Rogi Kalyan Samiti – CHC Atraulia, Ahiraula and District -Hospital Azamgarh
9. District Resource Group ICDS-Azamgarh
10. Utaar Pradesh State Resource Group GPDP

Our Social media presence

<https://www.linkedin.com/in/rajdev-chaturvedi-1b0a55239/>

<https://www.facebook.com/rajdev.chaturvedi>

https://twitter.com/gps_azm

https://www.instagram.com/gramin_punarnirman_sansthan/

https://www.youtube.com/@GPS_Azamgarh

Gramin Punarnirman Sansthan Governing Board members

	<p>Ms. Poonam Yadav Chairperson a Master of Social Work is working with SAHAYOG society as a Senior Program Associate. She has been working with Adolescents and Youth of Uttar Pradesh and Uttarakhand at the grassroots level in the domain of SRHR, Gender Justice, Education, Constitution, Livelihood and Mental Health inclusivity since almost a decade. She is passionate about issues related to Youth and believes in building a sustainable Youth Leadership. She stands for increase in women representation in politics and other sectors to create a better and safe space for women and girls. She vehemently opposes caste and gender-based discrimination.</p>
	<p>Mr. Indramani Pandey Vice Chairperson Associated with social work since 1993 with Narayan gram in vikas avam Prashikshan sansthan Azamgarh. After completing B.Sc. he got involved in the work of the organization. Presently Indramani Pandey is working on the post of Chairperson in Narayan gram in vikas avam Prashikshan sansthan Azamgarh. Presently the organization is working on the issues of Women Empowerment and Livelihood.</p>
	<p>Mrs. Pushpa Pal Treasurer Associated with social work since 2010 with Jan Shikshan Kendra. After completing B.Ed in 2013, her father R.B. After his death, she got involved in the work of the organization. Presently Pushpa Pal is working on the post of Secretary in Jan Shikshan Kendra. Presently the organization is working on the issues of Women Empowerment, health, Adolescents empowerment, Child Right Livelihood, Climate Change.</p>



Mr. Rajdev Chaturvedi Secretary is the founder Chief Functionary of Gramin Punarnirman Sansthan he is a prominent and professional Gandhian Social Worker; he is working for the socio-economic betterment of vulnerable peoples and society. He is working as a team leader along with GPS in various programmes since 30 years. He has lot of experience to works on Community health, Nutrition, Agro based livelihood, Education, Women Empowerment, Work with Men and Boy's for Gender Justice etc. He is the founder of MASVAW, Health Watch Forum, SATHI-UP like networks.



Mr. Amarnath Sharma Board Member Associated with social work since 1995 with Saket Sansthan Azamgarh. After completing M.A. he started a school in his village for child education and involved in the work of the organization. Presently Amarnath Sharma is working on the post of Manager in Saket Sansthan Azamgarh. Presently the organization is working on the issues of Women Empowerment, Education and Livelihood.



Mr. Umashankar Sharma Board Member Associated with social work since 1996 with Jan Kalyan evm Gramin Utthan Sansthan Azamgarh. After completing B.A. he started a NGO for women's vocational training and involved in the work of the organization. Presently Umashankar Sharma is working on the post of Secretary in Jan Kalyan evm Gramin Utthan Sansthan Azamgarh. Presently the organization is working on the issues of Women Empowerment, Vocational Training on solar system and Livelihood.



Mr. Virendra Kumar Upadhyay Board Member after completion of his graduation involve own agriculture practice he is a progressive farmer and independent social worker, he is interested in other social issues and working for marginalized and poor people focused on democratic values.