



Annual Report

2018-19

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EXECUTIVE DIRECTOR'S NOTE



NITI Aayog, Gol selected and recognised Yadgir as one of two 'Aspirational Districts in Karnataka', from among 115 districts nominated across India. This mandate necessitates the district administration to work on improving key socio-development indicators in the district. Kalike has served as a key knowledge partner in helping the district administration make the required proposals and plans, and we will continue to provide support.

In 2018-19, the Kalike team advanced its work in many regards. An event promoting libraries in government schools was held in Yadgir district, to showcase the children's and teacher's efforts in making vibrant libraries in their respective schools. Bala-melas were organised as a platform for students to represent their best work and build confidence. The Early Childhood Development (ECD) program expanded to six districts under the aegis of the 'Hyderabad Karnataka Region Development Board' (HKRDB) and has subsequently reached around 13,000 anganwadis. We explored allied activities in the farm sector by collaborating with the Karnataka Milk Federation and Horticulture Department.

Kalike's Mission 2020 culminates in the coming year. We have planned to review and consolidate our learnings from the initiative and have, consequently, begun groundwork on three major initiatives. We are launching an Elder Care program to care for the often-ignored elder generation. While we worked on restoration initiatives in Kodagu district of Karnataka (which experienced destruction on account of floods and landslides), we simultaneously developed a comprehensive program for Disaster Management to aid in relief and rehabilitation of the affected communities.

Learnings from Yadgir will be taken to new geographies so that programmes can be replicated and scaled up. We would like to thank our donors for having helped us actualise our vision, and the government agencies for their cooperation at every step of our journey, they have remained committed to the cause. Last but certainly not the least, we thank Kalike's on-ground team whose firm conviction and persistent effort has made everything we are proud of possible. Let us remain focused and continue to empower the lives and future of the people we work with.

D. Shivakumar
Executive Director

OVERVIEW



Kalike, an associate organisation of Tata Trusts, has been working in North Karnataka since 2009. The pulse of our vision is to ensure holistic development and sustainable transformation that span wide ranging areas of rural development and enterprise.

Our interventions employ an integrated approach encompassing education, health and livelihood, with the intention of positively impacting overall human development. To realise long term change, we empower stakeholders, strengthen institutional framework, grow community action, organise alternatives, train capacities at the individual and community level, consult experts, forge synergic partnerships, facilitate field and exposure visits, liaison between the individual and state, among a number of other roles demanded by emerging challenges.

Deeply anchored in grassroots, our initiatives have met with overwhelming support from the community as well as government. In Kalike's journey, we have had our learnings that have constructively improved our intervention framework and outreach strategies.

In 2015, we launched 'Mission 2020' that, coupled with 'Kanya Sampurna', has tied together our earlier efforts. Kalike is not only ready to scale up but also carry forth this core developmental work in other geographic regions. Kalike's interventions significantly impact critical stages of an individual's life. They comprise:



Early Childhood Development (ECD)

All-round physiological and psychological growth of children aged 0-6 years through age-specific interventions.



Education

Long-term transformation by building on each stage of a child's development (with a special focus on the girl child).



Water, Sanitation and Hygiene (WaSH)

Access to safe drinking water and improved sanitation practices through a community managed system.



Livelihood

Agricultural sustainability through knowledge sharing and increased participation to improve the lives of community farmers.



Skill Development

Employment opportunities and building confidence among youth and women for better livelihood options.



New Interventions

Elderly care, Yadgir's first community radio station and disaster relief-rehabilitation.

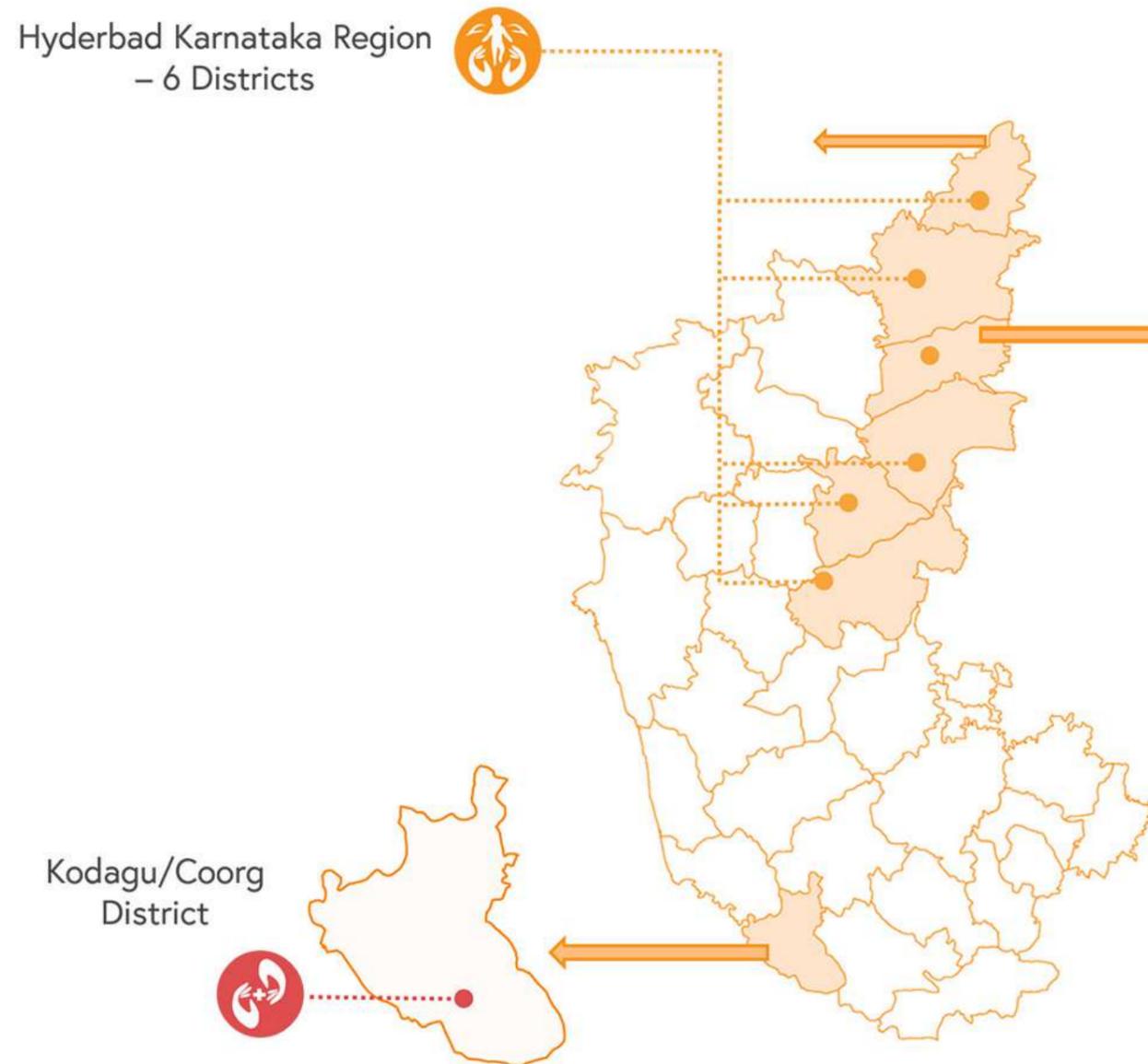
OUTREACH



Kalike is an associate organization of Tata Trusts working towards improving the quality of life in communities.

Our multi-thematic and integrated model works to bring about sustainable change, moving the community towards holistic human development.

With over a decade since our inception, our base of operations is steadily spreading across regions of Karnataka.



-  ECD
-  Education
-  Livelihood
-  Water, Sanitation and Hygiene
-  Skill Development
-  Elder Care
-  Disaster Relief & Rehabilitation
-  Community Radio



EARLY CHILDHOOD DEVELOPMENT



We actively work alongside the Department of Women and Child Development (DWCD) and Anganwadi Centres (AWCs) offering intensive capacity building to ensure health and education of children from 0 – 6 years of age. We do so by employing a two-pronged approach that focuses on pre-school education and nutrition. The former has grown beyond the range of Yadgir, where the Early Childhood Education (ECE) intervention was honed, and is now being scaled to five other districts under jurisdiction of the Hyderabad Karnataka Region Development Board.



Perspective and Knowledge Building



Material and Resource Support



Monitoring and Evaluation



Management and Information System



Establishment of District and Block Resource Centres

- Expansion to **6** districts of HKRDB
- Growth monitoring for **3,333** children
- Facilitated **169 NRC** admissions
- **7,164** trained (CDPOs, ACDPOs, Supervisors)
- Demonstration centres for future trainings in **1,385 AWCs**

ECD - Programme

Early childhood is a crucial period for the development of vital functions and neurobiological interconnections. In Yadgir, early childhood is characterised by high mortality, malnutrition and low literacy that exacerbate the problem. Kalike has deployed its interventions both independently and in partnership with organisations such as Community Development Foundation (CDF).

The major activities accomplished in the reporting period were trainings for Anganwadi workers and helpers by the trained supervisors, in their respective circles, who went on to set up demonstration centres for future trainings in 1385 AWCs. Bala-melas focussed on raising awareness regarding the wellbeing of children below six years of age, the development of modules and set up of the mobile library were the other key activities.

We organised intensive trainings, practical demonstrations, capacity and skill building sessions on subjects such as locally available nutritious food, immunisation, personal hygiene, growth monitoring using MUAC measuring tools; and also provided basic medical equipment to PHC sub-centres. We also extended support to the Nutrition Rehabilitation Centre (NRC), facilitated 169 admissions, offered counselling to mothers regarding diet and care of the Severely Acute Malnourished (SAM) and facilitated "Village Health and Nutrition Day" to sensitise stakeholders.

Detailed lesson plans, innovative TLMs and other valuable timely inputs have led to significant improvements.

Expansion to six districts of HKRDB

The most notable development in our pre-school education programme was the expansion of Kalike's Early Childhood Education to six districts of Hyderabad Karnataka Region, with the vision of strengthening the quality of education in AWCs. HKRDB has created a dynamic learning space by developing a model AWC in each circle and establishing a District Early Childhood Development Resource Centre, under DWCD, to strengthen professional development of mid-level functionaries. We worked closely under the aegis of DWCD and Tata Trusts, networking with the block / circle level resource centres for potential cross learning. HKRDB attracted desirable support and co-operation from the department.

Best practices

- Active participation and inputs on ECE in circle meetings
- Acting as resource persons alongside supervisors and developing the AWCs as demo centres to serve as a focal point for field exposure





EDUCATION



An intervention developed to augment quality of teaching, ensuring that children learn in a creative and practical space. It prioritises involvement of the child, locally sourced materials, and employing a teaching methodology that is age-specific so as to build and achieve tangible learning outcomes.

- › EPEL Coverage of **14,100** children and **126** teachers from **100** government schools

- › **18,849** students covered under Nali-Kali and LIP

- › **147** SDMCs strengthened

- › Functional library across **100** schools

- › **21** teachers underwent the Teaching Knowledge Test (TKT) by Cambridge ESOL



Nali Kali

09

We work on all links in the chain and begin with Nali-Kali for grades 1 to 3. This was a successful year for this intervention with the following key highlights -

- Orientations for headmasters, Cluster Resource Persons (CRPs), Block Resource Persons (BRPs), Block Resource Centre Coordinators (BRCs), Block Education Officer (BEO), 169 teachers and 23 cluster schools
- Enrolment drives and rallies, both independently and in collaboration with the departments, lead to accelerated attendance in schools
- Teaching learning material workshop for 67 Nali-Kali teachers to enhance the pedagogy
- 74% Nali-Kali teacher participation at Cluster-level Meetings in 23 clusters
- Infrastructure and resource material to 23 clusters for setting up model Nali-Kali centres

Learning Improvement Programme (LIP)

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Under this initiative we conducted baseline, midline and end-line assessments across 80 centres. The evaluation revealed qualitative insights such as 'children are more expressive and confident'. Quantitatively 67% secured more than 75% marks thus moving from level 4 to 1; as opposed to 95% of children who secured 25% or less marks during the baseline study. Review cum planning meetings were conducted with 80 animators.

Enhancing Proficiency in English Language (EPEL)

The EPEL initiative facilitates a smooth transition into English fluency, by adopting a methodology driven by content and storytelling. Selected English language teachers underwent Teaching Knowledge Test (TKT) developed by Cambridge English for Speakers of Other Languages (ESOL), and were awarded professional credentials upon completion. The coverage spanned 100 schools including 126 teachers and 14,100 students of which 1,100 students were from grades 1 - 3 and 13,000 were from grades 4 - 8.



Kanya Sampoorna

Kanya Sampoorna is a holistic programme that empowers the girl child through every stage of development. We implemented **technology-enabled education and pre-vocational training** as part of our innovative education intervention. The pre-vocational training centre is linked to vocational courses of our current skill development interventions. The products created by our students in pre-vocational training centres were put on exhibit at bala-melas and twenty-six students studying in pre-university college were awarded **scholarships**.

Further Kalike's **'Adolescent Education Programme'** emerged as a safe space for young women to build resilience and respond to real-life situations responsibly in a positive manner. As part of our **'Non-formal Education'** intervention, we recruited and trained animators from 17 villages. Two training centres, as part of the "Pre-Vocational program", continued to impart training on arts, crafts and basic computer skills. Remedial teacher training support activities continued in girls' hostel and high schools.



Technology enabled and pre-vocational training forms an integral part of the Kanya Sampoorna programme for empowering the girl child



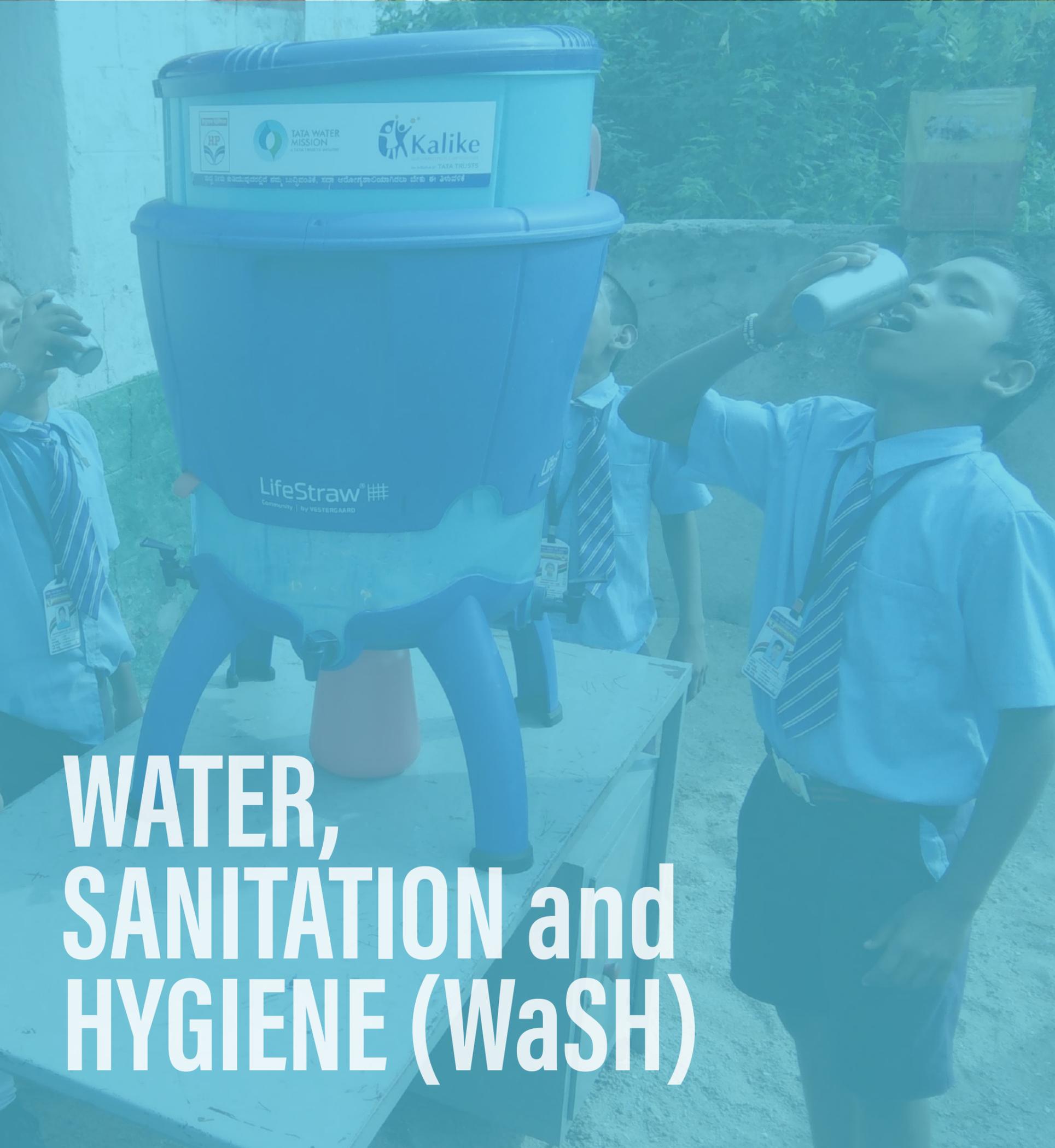


CASE STUDY

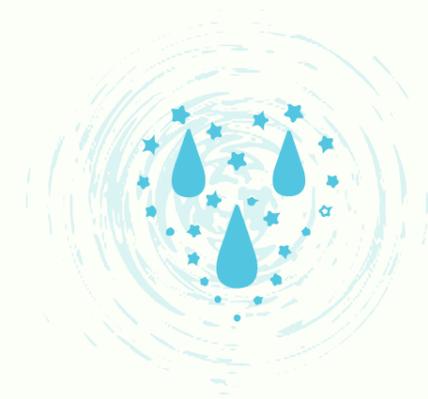
Education

Nagesh, from Keshawar village, was orphaned at a young age and raised by his three older sisters. Surviving hand to mouth Below Poverty Line, Nagesh was hungry to learn. His native language being Telugu, he struggles with English at the Government Primary School in his village. Ms. Shivaleela, the English teacher at the school took note of his difficulty to pronounce words and that he was lagging behind the other students as he was unable to comprehend the language. She took a keen interest, made a home visit and successfully earned the buy-in of his sisters in Nagesh's education.

Together, they worked as a team to ensure he received the right stimulus and opportunity. With special attention and extra time spent on building his foundation, he soon was able to speak basic English and was making progress on his LSRW skills. Today, he completes his homework as soon as he comes home, can read full sentences from text books and is very much at par with his class. Determined, his progress has been impressive so much so that even his Head Teacher Mr. Devya Rathod has remarked on this achievement, and graciously thanks Kalike's Proficiency in English programme for this success story. For Nagesh, education and the English language will spell the difference between comfort and poverty.



WATER, SANITATION and HYGIENE (WaSH)



Establishing health, hygiene and sanitation by ensuring clean drinking water, raising the standard practices of hygiene and improving sanitation facilities. This intervention works on the levels of anganwadi, school and the community at large.

- **80** schools covering **18,290** children
- **2,160** adolescent girls across **30** schools impacted by MHM
- Cluster-based WaSH intervention plan facilitated in **19** villages from **5** GPs
- Sanitary infrastructure and water purifiers across **80** schools
- **10,517** Individual Household Toilets (IHHL) constructed

WaSH - Programme

Yadgir ranks low on health indicators. Being drought prone, its source of water is contaminated with nitrates and fluorides, rendering it unfit for consumption. People who live here have little choice but to rely on alternate sources to meet daily needs. What further exacerbates the issue is the fact that only 11% of households have toilets. Since 2016, Tata Water Mission has been an active force in 40 Gram Panchayats, covering 156 villages. The objectives of the programme are the provision of safe drinking water and improved health by reducing water-borne illness, also to create an Open Defecation Free (ODF) society, a hygienic living and working environment.

Poor hygiene habits are linked to increased occurrences of illness and absenteeism. We implemented WaSH through village-level institutions like Water and Sanitation Committee and School Development Monitoring Committees (SDMCs) and evolve communication strategies that influence good behaviour.

Regular monitoring and impact assessments revealed that the children are able to remember important messages, infrastructure is well-maintained over the years. The School Health and Sanitation Committees (SHSCs) formed in 60 schools that worked on sanitation infrastructure and developed Solid and Liquid Waste Management (SLWM) detailed action plans in two villages in consultation with the respective Gram Panchayats. The Menstrual Hygiene and Management (MHM) initiative raised awareness on menstrual hygiene with a focus on busting myths.





Yadgir strives to be ODF Zone

Yadgir enjoys the status of being an ODF (Open Defecation Free) Zone. We conducted a verification survey covering 5,081 households and a population of 30,300 on the subject. It revealed a dire situation, attributed to a collectively orthodox mindset and age-old practices that hinder progress rather than a lack of access to facilities or substandard infrastructure.

Subsequently, we held a two-day workshop, facilitated by Feedback Foundation, to capacitate necessary stakeholders toward action, a platform to draw a roadmap and work towards addressing the issue. Further, water quality testing was done across 156 villages on 9 basic parameters assessing potable drinking water. Contaminants, including bacterial ones, were found across 150 villages before, after and during the monsoon months.

Best Practices

- Children are the best agents of change, to spread the message far and wide
- Girls are switching to eco-friendly menstrual hygiene products
- Taboos concerning menstruation are weakening resulting in the establishment of healthy social and cultural practices concerning menstruation

Our biggest achievement was the fact that we successfully catalysed a behaviour change in the community



CASE STUDY

WaSH

With dismal hygiene infrastructure, the majority of school-going children in Yadgir grow up without basic facilities leading them to health issues and unsafe practices with regard to their body. Often, bad hygiene has resounding effects beyond health and has been known to lead to low attendance and increased dropout rates. Eleven year old Bhagyashree studying in the government primary school of Lingeri Station was asked about what changes she has observed as a recipient of the WaSH intervention. Previously unaware of the importance of hygiene, she says that after she learned good practices, she compelled her parents to install a toilet at home. They no longer defecate in the open, resulting in considerable improvement in their health.

Bhagyashree promises that she will do her best to spread the programme to other children through fun games and activities. Dashrath, from 6th standard in the same school, has also convinced his parents to install a toilet and makes a commitment to spreading the good news to subsequent batches in his school. As is evidenced by both Bhagyashree and Dashrath, children are the most powerful agents of change.

LIVELIHOOD



Kalike's livelihood intervention aims to create sustainable livelihoods by facilitating knowledge sharing, access to innovative technologies, improved market linkages and financial support. We adopt best practices to increase household incomes and mitigate challenges to agricultural productivity. This intervention is realised primarily through a decentralised network of Village Resource Persons (VRPs).

- › **1,366** crop demonstration plots set up
- › **2.5x** times increase in milk production
- › **2,743** farmers covered through demos and trainings of improved farming practices
- › **30%** increase in yield and reduced input costs through cropping
- › **23** farmer groups formed

Livelihood – Programme

Kalike engaged with small & marginal farmers across 50 villages to enhance their agricultural productivity. We have set out to build a robust community-based extension system so as to increase the community's risk-taking ability and strengthen the value chain for Kharif and Rabi seasons.

Highlights

- Intervention implemented in 50 villages (with a cumulative reach of 8,000 farmers)
- Technical partnerships forged with expert institutions such as the University of Agricultural Science-Raichur, Krushi Vigyana Kendra-Kavadimatti, Agricultural College- Bheemarayanagudi, Department of Agriculture and Horticulture
- Improving Crop Yield: three major crops were selected and monitored, timely inputs offered in field day visits and 641 Kharif and 725 Rabi crop demonstration plots set up
- 19 field day events conducted for beneficiaries across three major crop types
- Dairy Milk Co-operative Society was inaugurated and milk production boosted from 40 to 100 litres per day from 150 member families
- Soil and Water Conservation: sessions reached 3000 farmers and taught techniques for farm ponds, micro-irrigation, de-silting, reviving catchments and traditional water bodies. Two clusters for developing pilot watersheds were identified as well
- Establishment of a Village Information Centre (VIC) to facilitate seasonal trainings
- Custom Hiring Centre (CRC) at Konkal benefitting 246 farmers

Farmer Groups

The implementation strategy included forming a network of Farmer Groups (FGs) wherein 15 – 20 farmers combine to form a single FG whose key roles are:

(a) Sensitisation and awareness building

(b) Trainings based on Package of Practices (PoPs)

(c) Inputs on new technologies

The role of a FG is to strengthen the existing government scheme. Village Resource Persons (VRPs) function as an extended arm of Kalike at grassroots level and work closely with FGs through VICs setup by Kalike. In the coming year, we plan to federate these FGs at block level into Farmer Producer Organisation (FPO) to provide end to end market linkage.



Intervention implemented in 50 villages with a cumulative reach of 8,000 farmers



CASE STUDY

Livelihood

Kalike augmented the implementation of Government's concept of a Custom Hiring Centre (CHC) in Konkal through an innovative step. CHC has been set up in response to the farmers' need for agricultural implements. While, the equipment was in place, local farmers had to rely on richer farmers for transport to and from the fields. To mitigate this, we took critical decisions and secured a tractor as well as a driver ensuring the equipment was equally accessible by all. It has emerged as a best practice in the Livelihood intervention

The CHC also has hired a centre manager for enhanced functionality. The centre has been such a valuable asset to its farmer beneficiaries that the latter have requested the addition of additional and varied equipment such as seed drills, cultivators and ploughs. The centre maintains its relevance by consistently responding to dynamic needs of the agricultural community here. The team conducted a cost analysis, and found that the farmers' input costs have significantly reduced by as much as 20% as a direct result of fixed and subsidised rates of equipment. This enlarges their profit margin considerably.

The secretary of the local Farmers' Co-operative, Mr. Gurunath Reddy, has appreciated the CHC's services, and has suggested that we invest in more equipment to meet the growing demand. Certainly a promising indicator of the future and success of Kalike's CHC.



SKILL DEVELOPMENT



Enabling employment and building confidence and leadership among women and youth, so as to improve vocational skills, increase household income and forge better livelihood options. To accomplish this, we have developed a three-pronged approach

- **Micro-enterprises and Entrepreneurship**
- **Vocational skill training**
- **Finishing schools**

In Yadgir, agriculture is the primary occupation. Nonetheless, there is an undesirably high (60%) incidence of seasonal migration to the city. The migrants mainly comprise unskilled youth who are even unable to capitalise on the state's institutional advantages such as reservations since they lack basic soft skills and clear goals. Tardy industrialisation and a total absence of opportunities are other factors that cause this problem. To combat this, Kalike has designed an intervention with an estimated outreach of 2000 youth that aims to grow the economy around Yadgir and ultimately reduce the incidence of migration.

Micro-enterprises and Entrepreneurship

The micro-enterprises and entrepreneurship approach aims to develop a value chain model to create an ecosystem of micro, small and medium enterprises. What it looks like on ground is a mentorship programme as part of which mentors directly interact with youth and women to increase their awareness about job opportunities, educate them on the skill gap and bring them one step closer to livelihood opportunities including entrepreneurship.

Vocational Skill Training Centre

The vocational skill training centre would provide need-based short-term training across multiple sectors to semi-skilled youth on two models. First, Pre-Vocational Centres (PVCs) to motivate children between 16 to 18 years of age, preparing them to enter the work force. Second, provide short-term, farm and non-farm based trainings.

Finishing Schools

The finishing skills approach is to help educated unemployed youth in a dual pronged manner; by providing finishing skills to boost aspirations and make informed career decisions; and creating a platform across the Hyderabad-Karnataka region for sharing employment opportunities.





NEW INTERVENTIONS



With the success of Kalike's current interventions in Yadgir over the last half a decade, we have gained an in-depth understanding of the district. Further, the villagers have provided us with data and insight to guide us into the next phase of our efforts. In the upcoming year, we plan to spend resources on three new initiatives.

➤ **Community Radio -**

Empowering the people of Yadgir by setting up its first community radio station, titled 'Kalike Dhvani 90.4 FM'.

➤ **Disaster Relief and Rehabilitation -**

Quick response through essential aids in disaster affected areas with community engagement for long-term rehabilitation.

➤ **Elder Care -**

Addressing the basic health needs of the elderly in rural areas through the National Programme for Health and Care of Elderly (NPHCE).

Community Radio, Yadgir

Widespread awareness and clear communication is vital to earning the trust of the community, as well as the success of any rural developmental mission. Currently, Yadgir does not have any active radio stations. So far, Kalike has disseminated necessary information using traditional platforms such as FGDs or community-based institutions.

The Kalike 90.4 FM community-based radio station will be a one of a kind initiative under which we hope the reach of our interventions flourish. We will work to streamline knowledge sharing across ages, genders and sectors so as to advance the shared vision for community development in the district. It will be developed as a channel to enhance cross-learning within the community by dissipating information across the board.

Our method of delivery will be dynamic, engaging through diverse media such as songs, skits, interactive sessions and dialogue. The project outputs are:

- (a) Community gains access to information, utilise according to their emerging needs**
- (b) To relay information on government schemes pertaining to agriculture, education, health, sanitation - thus bridging the gap between state and community**
- (c) Build awareness on the programmes of Kalike and other institutions within the community**

Disaster Relief and Rehabilitation

In mid-August 2018, Kodagu district faced severe flooding leading to landslides and flash floods. It damaged the lives and livelihoods of as many as 2,00,000 people. Kalike, in collaboration with Tata Sustainability Group, conducted on-ground assessments in the region aimed at designing a multi-pronged strategy for economic development and social empowerment of the affected regions. We have identified a range of farm based and off-farm based livelihood alternatives for the families of Kodagu. A report submitted was and implementation has been planned for the following year. Broadly, the intervention plan envisions:

- (a) Improved quality of life of disaster impacted communities**
- (b) Enhanced access to newer sources of livelihood**
- (c) Increased income of small and marginal farmers**



Elder Care

Care of the elderly is often forgotten, excluded from developmental agendas, more so in rural India where there exists a major gap in data on their socio-economic and demographic characteristics. We aim to create a comprehensive model for implementation of the government's NPHCE programme, ensuring access to affordable and quality health care including home care for those who require it, awareness on health and nutrition, social engagement and promotion of preventive care. We will work with government-run health care facilities, the community and families of elderly persons to make this intervention sustainable in the long run. This year, we started our activities in this initiative.

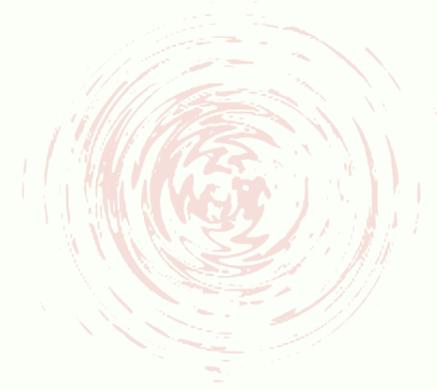
Highlights

- Situation analysis of geriatric facilities at PHCs, CHCs and the district hospital was completed
- Survey of 30 villages with the output of 360 demographic profile of the elderly
- Established rapport with medical staff and affiliated officials across PHCs and sub-centres
- 60 out of 150 villages in Yadgir have been profiled via interactions with ASHA workers, PDOs and AWWs
- Identified 3 villages for the establishing 'Elderly Activity Centres' (Gram Hiriyara Kendra)

The reporting period was utilised primarily for extensive data collection based on which advanced interventions will be designed for deployment in the following year.



COMMUNITY STRENGTHENING



We hold clear conviction that people must be empowered and systematic change decentralised in order to sustain real transformation. Kalike focuses on strengthening community-based organisations across the board. To accomplish this, community strengthening is an inextricable aspect of all our thematic interventions. Kalike works closely with SDMCs, Balvikas Samithis, Gram Panchayats and similar bodies. In the reporting period, we bridged the gap and ensured maximum advantage of existing government bodies and frameworks for the individual as well as the community, at large. Let us examine two thematic interventions in particular.



Education

We facilitated intense sensitisation of Gram Panchayats in our intervention villages that guarantees access to available facilities and puts the onus in the hands of GPs. We initiated the formation of an SDMC forum connecting community with the government in terms of looking at the quality of education and infrastructure in our Education intervention. Capacity building, trainings and exposure visits were also organised for SDMC members. We engaged with them to understand the challenges faced and brainstormed innovative mitigation strategies to combat these obstacles. Meetings to strengthen the SDMC in support of primary education project co-ordinators, focussing on attendance, active participation and developmental work were accomplished.

WaSH

The implementation of this thematic area was largely made possible by village-level institutions such as VWSC and SDMCs. We empowered SDMCs to engage in Operation and Maintenance (O & M) through a trained workforce. Further, the role of School Health and Sanitation Committees (SHSC) in effective implementation of WaSH was essential to achieving the programmes objectives in schools. We formed SHSCs representing all grades in 60 schools, and constituted VWSCs in consultation with the GP to initiate an action plan that addressed pertinent issues and ensured implementation of WaSH at the community level. The team has worked on identifying villages and GPs to work on cluster-based interventions in 19 villages for basic data collection and analysis. They will also set up demonstration sites, while the cluster-based intervention idea will be further discussed with the programme's advisor to include inputs for developing plans on water security and solid and liquid waste management (SLWM).

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TATA TRUSTS



LIST OF ABBREVIATIONS/ ACRONYMS



1.	ASHA	Accredited Social Health Activist
2.	AWC	.....	Anganwadi Centre
3.	AWW	.....	Anganwadi Worker
4.	BCC	.....	Behaviour Change Communication
5.	BEO	.....	Block Education Officer
6.	BRC	.....	Block Resource Centre / Block Resource Centre Coordinator
7.	CHC	.....	Custom Hiring Centre
8.	CRP	.....	Cluster Resource Person
9.	ECD	.....	Early Childhood Development
10.	ECE	.....	Early Childhood Education
11.	EPEL	.....	Enhancing Proficiency in English Language
12.	ESOL	.....	English for Speakers of Other Languages
13.	FG	.....	Farmer Groups
14.	FGD	.....	Focus Group Discussion
15.	FPO	.....	Farmer Producer Organisations
16.	ICDS	.....	Integrated Child Development Services
17.	ICT	.....	Information & Communication Technology
18.	IEC	.....	Information, Education and Communication
19.	HKRDB	.....	Hyderabad Karnataka Region Development Board

20.	LIP	.....	Learning Improvement Programme
21.	LSRW	.....	Listening-Speaking-Reading-Writing
22.	MHM	.....	Menstrual Hygiene Management
23.	MUAC	.....	Mid Upper Arm Circumference
24.	NPHCE	.....	National Programme for Health and Care of Elderly
25.	O & M	.....	Operation and Maintenance
26.	ODF	.....	Open Defecation Free
27.	PDO	.....	Panchayat Development Officer
28.	PHC	.....	Primary Health Center
29.	PIE	.....	Proficiency In English
30.	PoP	.....	Package of Practices
31.	SDMC	.....	School Development Monitoring Committees
32.	SHG	.....	Self Help Groups
33.	SHSC	.....	School Health and Sanitation Committees
34.	SLWM	.....	Solid and Liquid Waste Management
35.	TKT	.....	Teaching Knowledge Test
37.	TSG	.....	Tata Sustainability Group
38.	VHW	.....	Village Health Worker
39.	VIC	.....	Village Information Centre
40.	VRP	.....	Village Resource Person
41.	VWSC	.....	Village Water and Sanitation Committee
42.	WaSH	.....	Water, Sanitation and Hygiene
43.	WCD	Women and Child Development
44.	WSC	Water and Sanitation Committee



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