



JANA VIKAS

Committed to Marginalized

ANNUAL REPORT

April 2025 to March 2026

Jana Vikas

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MESSAGE FROM THE PRESIDENT



Dear Friends, Partners, and Supporters,

It is a privilege to present the Annual Report 2025–26 of Jana Vikas. This report reflects our shared commitment to creating lasting change in the lives of marginalized communities and demonstrates the power of partnership, compassion, and collective action.

Over the past year, Jana Vikas has continued to strengthen its mission of promoting inclusive and sustainable development. Through dedicated efforts in sustainable livelihoods, climate-resilient agriculture, education, child protection, forest rights, women's empowerment, and community health, the organization has positively impacted the lives of thousands of families across Kandhamal. These achievements are a testament to the dedication of our staff, volunteers, community leaders, and development partners.

As President, I am proud to witness the organization's continued growth, transparency, and commitment to serving those who need it most. The Board of Directors remains committed to providing strategic guidance and ensuring that Jana Vikas upholds the highest standards of accountability, good governance, and community participation in all its programmes.

The challenges facing rural and tribal communities continue to evolve, particularly in the areas of climate change, livelihoods, education, and social inclusion. These realities call for stronger partnerships, innovative approaches, and sustained commitment. I am confident that Jana Vikas will continue to respond with determination, professionalism, and compassion.

On behalf of the Governing Board, I express my sincere gratitude to our donors, government departments, partner organizations, community institutions, volunteers, and well-wishers for your unwavering trust and support. Your partnership enables us to expand opportunities, strengthen communities, and create meaningful and lasting impact.

Together, let us continue working towards a future where every individual lives with dignity, equality, and hope, and where development is inclusive, sustainable, and leaves no one behind.

With Best Wishes,

A handwritten signature in black ink, reading "John Barwa, SVD". The signature is written in a cursive style.

+John Barwa, SVD
President
Jana Vikas Society

MESSAGE FROM SECRETARY



Dear Friends, Partners, and Well-Wishers,

It is my privilege to present the Annual Report 2025–26 of Jana Vikas, reflecting a year of collective effort, resilience, and meaningful progress. This report showcases our commitment to empowering marginalized communities and highlights the positive changes made possible through the unwavering support of our partners, donors, government departments, volunteers, and community members.

During the year, Jana Vikas continued to work towards building resilient and self-reliant communities across Kandhamal district. Our interventions focused on sustainable livelihoods, climate-resilient agriculture, forest rights, quality education, child protection, women's empowerment, nutrition, and strengthening community institutions. Every initiative was guided by our belief that lasting development can only be achieved when communities actively participate in shaping their own future.

Through the Odisha Millet Mission, we promoted climate-smart agriculture, improved millet cultivation practices, strengthened producer groups, and encouraged the consumption of nutritious traditional foods. These efforts contributed to improved food security, enhanced farm productivity, and better livelihood opportunities for farming families.

A major milestone this year was our work on the implementation of the Forest Rights Act, where we facilitated Community Forest Resource Management Committees, strengthened Gram Sabhas, supported Community Forest Resource Management Plans, and promoted sustainable livelihoods through value addition of Non-Timber Forest Produce. These initiatives have strengthened community ownership of natural resources while fostering environmental conservation and sustainable development.

Education remained one of our highest priorities. Through community-based supplementary tuition centres, child rights awareness, and collaboration with schools and parents, we worked to improve learning outcomes, reduce school dropout rates, and create safe and nurturing spaces where every child can realize their full potential.

None of these achievements would have been possible without the dedication of our staff, the guidance of our Board of Directors, the trust of the communities we serve, and the generous support of our donor agencies and development partners. I extend my heartfelt gratitude to each one of you for believing in our mission and standing with us.

As we move forward, Jana Vikas remains committed to promoting inclusive development, social justice, environmental sustainability, and human dignity. Together, we will continue creating opportunities, strengthening communities, and building a future where every individual has the chance to live with hope, dignity, and confidence.

Fr. Madan Sual Singh
Secretary, Jana Vikas



JANA VIKAS
People's Development

*Empowering People...
Building a Sustainable Future*



ANNUAL REPORT 2025 – 26

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*Inclusive Development
for a Better Tomorrow*





JANA VIKAS

Committed to Marginalized

JANA VIKAS OVERVIEW



WHO WE ARE

- Jana Vikas is a secular, voluntary, and non-profit organization dedicated to promoting inclusive and sustainable development among marginalized communities.
- Established in 1991, the organization is registered under the Societies Registration Act and the Foreign Contribution (Regulation) Act (FCRA), enabling it to collaborate with government agencies, development partners, and civil society organizations in creating lasting social impact.
- For more than three decades, Jana Vikas has been working with tribal, rural, and vulnerable communities to improve livelihoods, strengthen local institutions, and ensure equitable access to rights, opportunities, and essential services.



OUR IDENTITY

The name "Jana Vikas" originates from the Odia language, where "Jana" means People and "Vikas" means Development. It reflects our core belief that sustainable development can only be achieved when people are empowered to become active participants in shaping their own future.

Our approach places communities at the centre of every intervention, promoting participation, inclusion, accountability, and local leadership.



*Empowered People
Stronger Communities
Sustainable Future*



OUR STRATEGIC FOCUS

Jana Vikas implements integrated development programmes in the following thematic areas:



Sustainable Livelihoods &
Climate-Resilient
Agriculture



Quality Education &
Child Protection



Good Governance &
Community Institutions



Women's Empowerment,
Gender Equality & Peace
Building



Health, Nutrition &
Mental Health



Disaster Risk Reduction,
Climate Resilience &
Humanitarian Response



OUR COMMITMENT TO GOOD GOVERNANCE

- Transparency, accountability, and ethical practices are fundamental to our work. Jana Vikas follows well-defined organizational policies covering Human Resource Management, Finance, Procurement, Child Protection, Prevention of Sexual Harassment (POSH), Environmental Protection, Safeguarding, Disability Inclusion, and Risk Management.
- These systems ensure responsible governance and high-quality programme implementation.

Organizational Policies / Focus Areas



Human
Resource
Management



Child
Protection



Safeguarding



Finance &
Accounts



POSH



Disability
Inclusion



Procurement



Environmental
Protection



Risk
Management



OUR REACH & IMPACT

Today, Jana Vikas serves communities across:



3

DISTRICTS



7

DEVELOPMENT
BLOCKS



74

GRAM PANCHAYATS



517

VILLAGES

Through strong partnerships with communities, government departments, donor agencies, and civil society organizations, Jana Vikas continues to build resilient communities, strengthen local leadership, and create sustainable opportunities for inclusive growth.



OUR VISION

A just, inclusive, and resilient society where every individual enjoys dignity, equal opportunities, and the ability to lead a secure and sustainable life.



OUR MISSION

To empower marginalised communities through participatory development, sustainable livelihoods, quality education, Gender Equality, climate resilience, and good governance, enabling them to realize their rights and achieve lasting social and economic well being

*Together for
Inclusive & Sustainable
Development*





JANA VIKAS

OUR VISION, MISSION AND GOAL

VISION



HOLISTIC AND SUSTAINABLE SOCIETY

Jana Vikas envisions a holistic and sustainable society characterized by unity amidst diversity. This society is founded on the core social and human values of justice and equity.



Unity in Diversity



Justice and Equity



Sustainable Future



Human Values at the Core

MISSION

EMPOWERING THE MARGINALISED

Target Group:

The Poor and Marginalised Adivasi, Dalit, and OBCs



- ▶ Sensitizing, Organizing, Enabling, and Empowering
- ▶ Developing their capacity to respond to their issues, needs, problems, and vulnerability.
- ▶ Utilizing their existing potential, strength, and resources.
- ▶ Employing a process of Collective Reflection, Decision, and Action to achieve a common goal and bring sustainable change.

GOAL

DRIVING SUSTAINABLE SOCIAL CHANGE

01

GOAL-1: SUSTAINABLE LIVELIHOODS:

Encouraging livelihoods grounded in a gender perspective, aimed at being free from poverty and hunger, by effectively managing Natural, Human, and Government Resources.

02

GOAL-2: POLICY ADVOCACY & IMPLEMENTATION:

Promoting People-Centered Implementation to change policies, programs, and provisions to meet humanitarian standards in favor of the poor, indigenous, and marginalized sections.

03

GOAL-3: PROMOTING VALUES:

Fostering Values, Culture, Peace, Social Justice, and Harmonization.



JANA VIKAS | MILESTONES

People's Development — A Journey of Growth & Impact

2025/2026 — Sustainable Impact & Future Readiness

- Deepening community impact with inclusive and sustainable development
- Strengthening livelihoods, education, health and protection programs
- Expanding partnerships and resource mobilization
- Building resilient communities for a just, inclusive and empowered future



2025 — Growth of Reach & Areas of Work



2024 — Strategic Partnerships and Policy Strengthening Initiatives



2022 — Partnership in Government Projects

2020 — Covid-19 Response & Institutional Strengthening



Leadership of Fr. Madan Sual Singh



2016 — Leadership of Fr. Madan Sual Singh & Wider Social Interventions



2007/2008 — Relief, Rehabilitation & Peace Building

- Support to victims affected by Kandhamal Violence on Relief and Rehabilitation
- Peace Building Initiative

2011 — Strengthened Leadership & Strategic Peace-Building

2006 — State-Level Expansion & Cultural Preservation



Prashanti Cultural Resource Centre



- Society Registration in IGR on 13/04/2006
- Expansion of operation area in state level
- Establishment of Prashanti Cultural Resource Centre at Surubali
- Preservation, Promotion and Revival of local culture initiatives

2003 — Leadership Transition & Community Empowerment

- Change of Leadership - Fr. Ajaya Kumar Singh succeeded Fr. Augustine Kanknattiyil
- Formation & Strengthening of CBOs
- Strengthening community accessing social security



1988/1989 — From Community Mobilization to Social Entrepreneurship



Micro-Finance Cooperatives

- ▣ Inception & Establishment of Jana Vikas
- ▣ It was registered under the Societies Registration Act, 1860
- ▣ Organizing the community
- ▣ Sensitizing community on health, education and income generation
- ▣ Non-Formal Education Program at community level
- ▣ Emphasis on formation of Women Self Help Groups
- ▣ Opening of Micro-Finance Cooperatives in three Blocks
- ▣ Creating and nurturing social entrepreneurship

1988/1989 — From Community Mobilization to Social Entrepreneurship

Annual Report – April 2025 to March 2026

Jana Vikas, K. Nuagam, Kandhamal, Odisha

Project Title: Odisha Millet Mission (OMM)/ Shree Anna Abhiyan (SAA)

(Special Programme for Promotion of Millets)

Jana Vikas implemented the Shree Anna Abhiyan in G. Udayagiri Block of Kandhamal District during 2025–2026 with the objective of promoting millet cultivation, improving food and nutrition security, strengthening the livelihood of small and marginal farmers and encouraging climate-resilient agricultural practices.

Kandhamal has favorable Agro-climatic conditions for millet cultivation. Farmers face challenges including limited access to quality seeds, inadequate technical knowledge, low productivity and weak market linkages. Jana Vikas worked with farming communities to revive and promote traditional millet-based agriculture.

Major activities included awareness on the nutritional and economic importance of millets, farmer mobilization, promotion of traditional and improved varieties, technical guidance, climate-resilient practices, traditional seed conservation, farmer–FPO–government coordination and promotion of millet cultivation as an income-generating activity.

Objective of program:

1. Promoting household level Consumption.

2. Improving Productivity of Millet Crops.

3. Promoting FPOs and market facilitation.

Metric Achievement	Metric Achievement
Number of GPs Covered	8
Villages Covered	110
Farmer Households Engaged	843
Total Population	48,846 (Male: 23,509; Female: 25,337)
Area Under Millet Cultivation (Ragi)	425.4 Hec
Non-Ragi Cultivation	100 Hec.
Varieties Promoted	Ragi (finger millet), Kodo, Little Millet
SHGs/FPOs Involved	28 SHGs, 1 FPO

Farmers' Participation

The programme was implemented with the active participation of local farmers in G. Udayagiri Block. Jana Vikas facilitated community-level mobilization and awareness activities and encouraged farmers to bring fallow and suitable agricultural land under millet cultivation.

The programme also strengthened the role of farmer groups and the Kaligadu Farmers Producer Company in promoting millet production, aggregation and future market linkages.

Key Outcomes

The implementation of Shree Anna Abhiyan during 2025–2026 resulted in:

- **Increased Awareness:** among farmers about millet cultivation and consumption.
- **Greater Cultivation Interest:** among farmers in cultivating resilience millets varieties.
- **Heritage & Traditional Knowledge:** Promotion of traditional millet varieties and indigenous farming knowledge.
- **Climate-Resilience:** Improved understanding of climate-resilient agricultural practices.
- **Stronger linkages:** Strengthened linkages between farmers, farmer organisations and government agricultural programmes.
- **Nutrition & Food Security:** Increased awareness regarding the nutritional value of

millet, particularly for improving household food and nutrition security.

- **Future Livelihood:** A foundation for expanding millet cultivation and developing

millet-based livelihood opportunities in the coming years.

➤ 2 Day Residential/ Non-Residential Training within District for Women Campaign Team (preferably SHG members).

One training on women campaign team was conducted at Sirki of Malikapadi GP on 25th August 2025 by facilitating Agency Jana Vikas for 10 women SHG members to create knowledge cadre in each block for taking up millets related awareness activities. In this training 10 women from different Panchayat participated.

Topic covered in the training were-

1. Diverse types of millets and their nutrient value
2. Health benefits and need of consumption of millets
3. Preparation of different millet-based recipe
4. Strategies to create more awareness on consumption millets at household level. The women SHG prepared a dissemination plan along with FA Jana Vikas.



➤ Awareness Campaigns in villages to increase household consumption of millets.

The Odisha Millets Mission (OMM) utilizes "Rath Awareness Campaigns" in villages to boost household consumption of millets. These campaigns, organized by trained women "master trainers," aim to educate families about the nutritional value of millets and encourage their integration into daily meals. 2nos of 8 days village level campaign rath was organized from 18th August to 21st August 2025 and 3rd sept 2025 to 6th Sept 2025 by FA, Jana Vikas to create awareness in household level consumption.



➤ 2 Day Residential/ Non-Residential Training within district on System of Millet Intensification.



The Odisha Millet Mission (OMM) has significantly focused on intensifying millet cultivation through improved agronomic practices like the System of Millet Intensification (SMI). This approach, along with line transplantation (LT) and line sowing (LS), has led to increased yields, area under cultivation, and value of produce per farmer household. The OMM also emphasizes procurement, consumption, and processing of millets, integrating them into public distribution systems and other welfare programs. 2nos of training on SMI was organized on 6th & 7th August 2025 at Kakamaha under Gresingia GP and 11th & 12th August 2025 at Kurmingia under Kalingia

GP of G.Udayagiri block by facilitating agency Jana Vikas to create awareness on

- Types of Millets
- Seed treatment and seed bed preparation
- SMI/LT/LS package of practice
- Organic manure preparation and application
- Weeding, Logging, irrigation
- Data collection and data entry in mobile app.



➤ Organizing of Field Day:



The Odisha Millet Mission (OMM), is a state-led initiative focused on reviving millet production and consumption in Odisha. Launched in 2017, the mission aims to promote millet farming, increase household consumption, and integrate millets into the Public Distribution System (PDS) and Integrated Child Development Services (ICDS). Field days are a key component of the mission, providing a platform for farmers to learn improved agronomic practices and showcase successful millet cultivation techniques. **2nos** of field day programme was organized by facilitating Agency Jana Vikas on 17th Nov 2025 at Dubenaju and 18th Nov 2025 at Bilabada of G.Udayagiri block. The participants were in the programme were farmers, SHG members, PRI members, ASHAs, AWWs, staffs from agriculture departments.



➤ Demonstration during CCE:



The Odisha Millets Mission (OMM), has implemented crop-cutting experiments (CCEs) to assess the yield and impact of its interventions. 50 no's of these experiments conducted different villages of G.Udayagiri block by FA, Jana Vikas to, provide data on millet production under different farming practices. The data from these CCEs, along with other factors like area cultivated and market prices, are used

to estimate production and value of produce.



➤ 2 day Residential/ Non-Residential Training of CRPs and Progressive Farmers on Agronomic Practices, Farmer Data collection, implementation, planning, regular follow up orientations etc.

The Odisha Millets Mission (OMM) includes training programs for Community Resource Persons (CRPs) and progressive farmers to promote millet cultivation and consumption. These trainings focus on improved agronomic practices, bio-input preparation, and market linkages. CRPs play a crucial role in disseminating knowledge, mobilizing communities, and providing administrative support for the

program. **6nos** of trainings were organized by Facilitating Agency, Jana Vikas in the office in following dates 4th and 5th August 2025, 13th and 14th August 2025, 4th and 5th Sept. 2025, 16th and 17th Sept 2025 and 22nd and 23rd October 2025. and the resource person for the training were Block agriculture officer.



➤ 2-day Campaigns, Workshops with ICDS and PRI members and food festivals.



The Odisha Millet Mission, has been actively promoting millets through various food festivals and events at block level. These initiatives aim to revive millet consumption, connect with cultural heritage, and promote sustainable food choices. The festivals showcase the versatility and nutritional benefits of millets, with a focus on traditional and innovative millet-based dishes. **5nos** of campaign workshop and food festivals were organized by FA, Jana Vikas in different location of G.Udayagiri block, Dist-Kandhamal.



➤ Awareness Campaigns on Procurement, Marketing, FAQ etc. Each Campaign will be for 4 days.

The Odisha Millets Mission (OMM), has been actively using "Rath" (chariot) campaigns to raise awareness about millet procurement and its benefits. These campaigns aim to educate farmers and the wider community about the nutritional



value of millets, improved cultivation practices, and the government's procurement process. FA, Jana Vikas organized 2 no of campaign rath for G.Udaygiri Block. In this regard wall painting, leaflet distribution, dissemination of posters and hoarding activities were undertaken in different villages of G.Udayagiri block by FA and FPO staffs.



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CONDUCTING CAPACITY BUILDING PROGRAMS OF ODISHA LIVELIHOOD MISSION UNDER ZILLA PARISHAD, KANDHAMAL:

Jana Vikas supported capacity building of community-level institutions through training programmes conducted at its training hall in K. Nuagaon.

A refresher training programme for Master Book Keepers was conducted from 10–15 November 2025 in 10 batches. A total of 93 MBKs participated. The training covered PIP, SHGs, Pancha Sutra, record keeping, leadership, CLF/GPLF functioning, savings and credit, bank linkage and KYC, Micro Investment Plans, PPIF, Start-up Fund, CIF, Institutional Building Plans, RSETI, CRP-CM roles and facilitation skills.

FNHW training for CRP-CMs was also conducted to strengthen knowledge of food security, nutrition, health, maternal and child health, WASH, nutrition-sensitive livelihoods, community mobilization, government convergence and monitoring.

➤ Refresher Training Program for Master in Book Keepers (MBKs) of Kandhamal for 10 Days

There was Refresher Training on different Govt Schemes and Provisions of Master in Book Keepers (MBKs) of Kandhamal district under Odisha Livelihood Mission (OLM), Department of Mission Shakti, Zilla Parishad, Kandhamal in 10 Batch at JANA VIKAS Training Hall, K. Nuagaon, Kandhamal. There was Block level allotment for the different bathes for the training. There were 2 each DLT trainer nominated by OLM for one batch for training. They are namely Sri Manoj Kumar Pattanaik, and Sri Basanta Kumar Pradhan who were allotted to different batch for training. The training was from 10/11/2025 to 15/11/2025 where 93 MBKs participated during the training program.



The **Refresher Training Program for Master Book Keepers (MBKs)** under the **Odisha Livelihood Mission (OLM)**—including districts like Kandhamal—is primarily designed to strengthen the capacity, accuracy, and effectiveness of MBKs who support SHGs and their federations.

Key Objectives of the Refresher Training Program

1. **Strengthening Bookkeeping Skills**
 - To refresh and upgrade knowledge on maintaining SHG and GPLF accounts such as cash books, ledgers, vouchers, and registers.
 - Ensure accuracy and standardization in financial record keeping.
2. **Improving Financial Management & Reporting**
 - Enhance skills in preparing financial statements (income-expenditure, balance sheet, trial balance).
 - Improve transparency and accountability in community institutions.
3. **Enhancing Audit and Compliance Skills**
 - Strengthen the ability of MBKs to conduct regular audits of SHGs and ensure compliance with OLM norms.

- Improve quality of annual audits and verification processes.
- 4. **Capacity Building for Training & Handholding**
 - Enable MBKs to act as resource persons for training Community Resource Persons (CRPs) and SHG members.
 - Improve their facilitation and mentoring skills.
- 5. **Updating Knowledge on New Guidelines & Systems**
 - Familiarize MBKs with updated OLM guidelines, formats, MIS systems, and financial procedures.
 - Align their work with current policies and program requirements.
- 6. **Strengthening Community Institutions (SHGs, CLFs, GPLFs)**
 - Improve the overall functioning of SHGs and federations through better financial practices.
 - Support sustainability of community-based institutions.
- 7. **Problem Solving & Experience Sharing**
 - Provide a platform to discuss field challenges, share best practices, and learn from experiences of other MBKs.
- 8. **Ensuring Quality Service Delivery**
 - Improve efficiency, consistency, and quality of services provided by MBKs at the grassroots level.



➤ Two days Training on FNHW to CRP- CM



The Training on FNHW (Food, Nutrition, Health & WASH) for CRP-CM (Community Resource Person–Community Mobilization) under the **Odisha Livelihood Mission (OLM)** in Kandhamal district held from 25th February to 5th March 2026 in JANA VIKAS Training Hall and was aimed at improving community-level awareness and behavior related to nutrition, health, and sanitation.



KEY OBJECTIVES OF FNHW TRAINING FOR CRP-CM



FOREST RIGHTS, COMMUNITY GOVERNANCE AND FOREST-BASED LIVELIHOODS

Supported by **AZIM PREMJI FOUNDATION**, the Forest Rights Act project focused on preparing and implementing Community Forest Resource Management Plans, sustainable harvesting and sale of forest produce, and strengthening community institutions.

The baseline survey in Sirtiguda and Adimaha Gram Panchayats found that approximately 70–80% of households depend on forest-based livelihoods, particularly NTFPs such as Siali leaves. It also identified gaps in social security access, CFR/IFR processes, institutional functioning, financial literacy and record keeping.

Intervention	Achievement	Focus
Producers' Group Training 	202 participants	Sal leaves, Siali leaves and jackfruit value addition 
Exposure Visit 	13 September 2025	Kurshehgada, Koksara, Kalahandi 
CFRMCs Formed 	28 committees	Gram Sabha-based institutional formation 
CFRMC Bank Accounts 	28 accounts	All committees supported to open accounts 
PRI Engagement 	Panchayat-level	Forest governance, NTFP and convergence 

COMMUNITY-BASED PROJECT HIGHLIGHTS

Staff capacity building covered IFR claim processing, CFR mapping, water-resource assessment and convergence with line departments. The machinery assessment for NTFP value addition examined oil extraction, jackfruit slicing, mango pulp extraction, tamarind dehulling and Siali leaf-plate making, while noting procurement, maintenance and technical-support challenges.

➤ BASELINE SURVEY



The baseline survey conducted across villages of Sirtiguda and Adimaha Gram Panchayats has been completed, covering a substantial number of households across all targeted villages. The data reflects important trends related to livelihoods, forest dependency, and access to entitlements.

➤ REPORT ON TRAINING OF PRODUCERS' GROUPS

A five-day Producers' Group training was organized by Jana Vikas from **29 July to 2 August 2025**, benefiting **202 participants** from Adimaha and Sirtiguda Gram Panchayats. The training focused on value addition of **Sal leaves, Siali leaves and Jackfruit** to enhance livelihood opportunities, improve product quality and increase market value. Government officials and PRI representatives encouraged participants and assured financial and technical support. Participants learned improved leaf-plate making techniques and jackfruit processing,



including chips and halwa. They expressed willingness to adopt these practices, expand production and initiate jackfruit processing for additional income

➤ REPORT ON EXPOSURE VISIT



On **13 September 2025**, a Jana Vikas team under the Forest Rights Act (FRA) project visited Kurshelgada village in Koksara Block, Kalahandi, facilitated by Seva Niketan. The team learned from the CFRMC and Gram Sabha about community forest governance, collective decision-making, financial transparency and Kendu leaf marketing. The visit highlighted the importance of women's participation, inter-village coordination, accountability and collective bargaining. The team also identified challenges such as dependence on Kendu leaves and limited livelihood

diversification. Overall, the exposure visit was informative and inspiring, and the team plans similar visits for CFRMC members to strengthen community governance and forest-based livelihoods.

➤ REPORT ON STAFF TRAININGS AND FIELD ENGAGEMENTS ON FOREST RIGHTS AND RESOURCE MANAGEMENT

Jana Vikas conducted a series of staff trainings and field engagements to strengthen the implementation of the **Forest Rights Act (FRA)**, water resource management and convergence with government departments. Activities included IFR claim processing, Soil Conservation convergence, water-resource assessment and CFR mapping. Staff gained practical knowledge on Diversion-Based Irrigation, Farm Ponds, Coffee Plantation, digital mapping and participatory boundary identification. The sessions also strengthened understanding of documentation, land-record discrepancies and Gram Sabha processes. These capacity-building activities enhanced the team's ability to support communities in securing forest rights, developing sustainable livelihoods, improving water resources and promoting effective, participatory management of forest and land resources.



➤ REPORT ON TECHNICAL SUPPORT TEAM (MACHINARIES FOR NTFP)

On **16 December 2025**, a four-member FRA Project team from Jana Vikas visited Berhampur to explore machinery for **NTFP value addition** and livelihood enhancement. The team interacted with M/s Vijay Mills, M/s Utkal Mills and M/s Royal Enterprises and learned about oil extraction units, jackfruit slicers, mango pulp extractors, tamarind dehullers and Siali leaf-plate machines. The visit provided practical knowledge about their uses, benefits and limitations. However, most machines were unavailable locally and required procurement from Andhra Pradesh and Gujarat. Quotations were collected for feasibility assessment. The team recommended careful planning, maintenance support, skilled technicians and sustainability before community-level investment.



➤ REPORT ON TRAINING COMMUNITIES ON PROVISIONS OF GOVERNMENT SCHEME

On **14 August 2025**, Jana Vikas organized a training programme at its Training Hall to strengthen the capacity of staff, Community Organizers and community representatives on government schemes and livelihood promotion. Resource persons from Odisha Livelihood Mission, Mission Shakti, Fisheries and Horticulture Departments provided guidance on agriculture, horticulture, fisheries and women-led livelihood initiatives. Participants learned about eligibility, application procedures and linking eligible households with



schemes. Discussions addressed documentation gaps, delays and limited awareness. The training emphasized strengthening Gram Sabha processes and coordination with Panchayat and block officials, while promoting convergence with **IFR and CFRMP** for holistic community development.

➤ SUBMISSION OF MANAGEMENT PLAN -CFRMP INITIATIVE AND REPORT ON OPENING OF BANK ACCOUNTS FOR CFRMCs

Following the formation of **Community Forest Resource Management Committees (CFRMCs)** in **28 villages** of Adimaha and Sirtiguda Gram Panchayats, K. Nuagaon, Jana Vikas facilitated the submission of committee documents to the BDO for verification. The BDO forwarded the documents to the Tahsildar, who requested the concerned Bank Manager to open accounts for all 28 CFRMCs. Accordingly, bank accounts were successfully opened, strengthening transparent financial management and community-led forest governance. This achievement provides a strong foundation for preparing and implementing **Community Forest Resource Management Plans (CFRMPs)**. The related proposal and documents were also submitted to the SDLC for further review and approval.



➤ TRAINING CFRMC FOR THEIR ROLE & RESPONSIBILITY

During April 2025–March 2026, Jana Vikas conducted two-day facilitation meetings in villages of Sirtiguda and Adimaha Gram Panchayats to support CFRMCs in preparing Community Forest Resource Management Plans (CFRMPs). With 35–60 participants per village, both men and women actively participated. The sessions focused on the Forest Rights Act, 2006, Community Forest Resources, and the roles of Gram Sabha and forest rights holders. Participants learned about conservation of wildlife, biodiversity, water sources and traditional livelihoods. Discussions also covered CFRMC responsibilities, record keeping, financial management, transparency and accountability. The facilitation strengthened community capacity for participatory and sustainable forest management planning.



➤ GRAM SABHA LEVEL MEETING OF CFRMC CONSTITUTION

Jana Vikas facilitated the formation of **28 Community Forest Resource Management Committees (CFRMCs)** through Gram Sabha meetings, ensuring democratic and inclusive representation. Each committee consists of 7 or 11 members, with Chairperson, Secretary and Treasurer selected through a participatory process. Basic registers and stationery were provided for institutional support. The committee's function under the Gram Sabha and are responsible for preparing CFRMPs, forest and biodiversity conservation, coordination with government departments, record keeping and financial management. Members were oriented on transparency, accountability and inclusive decision-making. Overall, the initiative strengthened community institutions and promoted participatory, sustainable and accountable forest management.



➤ Panchayat Level Training for PRIs

Gram Panchayat-level trainings were organized at Sakusbali High School, Adimaha GP, on 23 April 2025 and at Sirtiguda Gram Panchayat Training Hall in March 2025 to orient PRI members on forest governance and community development. Around 40 participants attended each programme, including Sarpanchs, Ward Members, Samiti Sabhya and Panchayat officials. The sessions covered Jana Vikas's vision and mission,

baseline findings, forest resources, NTFP dependency, DA JUA, CFRMCs and CFRMPs. Participatory exercises helped validate village-level information. Discussions also focused on social security, MGNREGA, water, irrigation and departmental convergence. PRI members committed to supporting community planning, documentation, sustainable livelihoods and forest management.



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EDUCATIONAL EMPOWERMENT OF MARGINALIZED CHILDREN

JANA VIKAS has been working for the quality education of the students. The education programme focused on supplementary tuition for children who require additional academic support, particularly slow learners, first-generation learners, tribal children and children at risk of dropping out.

Improved foundational literacy and numeracy. Reduced learning gaps and academic underperformance. Improved school attendance and support for dropout prevention. Strengthened parental and community involvement. Promoted child rights and child protection.

A two-day orientation was organized for staff, tutors and volunteers on the approved project, child rights, child protection and quality education. Notebooks and Teaching-Learning Materials were distributed, while games and competitions were used to make learning enjoyable and participatory.

FACILITATING CHILD RIGHTS AND CHILD PROTECTION

Child rights and protection were integrated into the education programme. Parents received awareness on Child Rights, the POCSO Act and Child Labour. Sessions highlighted children's legal protections, parental responsibilities, recognition of risks and appropriate reporting and referral mechanisms.



Jana Vikas also engaged with the District Child Protection Officer and Child Welfare Committee in Kandhamal. The coordination focused

on child labour, school dropout, child abuse risks, protection services, referral mechanisms and rehabilitation. Awareness among village leaders, teachers, parents and volunteers promoted collective responsibility for children's safety and education.

Impact of the Program:

- **STRATEGIC CLARITY:** Improved understanding of the approved project's objectives, strategies, roles, and implementation framework among staff, tutors, and volunteers.
- **ENHANCE TUTOR CAPACITY:** Enhanced capacity of tutors to deliver **quality, child-centered, and inclusive education** through activity-based and remedial teaching methods.

- **CURRICULUM ALIGNMENT:** Strengthened alignment of supplementary tuition with the formal school curriculum and project outcomes.
- **CHILD RIGHT AWARENESS:** Increased awareness and application of **child rights principles**, including safety, dignity, non-discrimination, and the best interests of the child.
- **STRENGTHENED COLLABORATION:** Improved ability to identify and respond to child protection issues such as dropout risk, child labor, early marriage, and neglect.
- **CHILD-FRIENDLY CENTERS:** Establishment of a **rights-based and child-friendly approach** within tuition centers.
- **CHILD PROTECTION:** Strengthened coordination, teamwork, and collaboration among project staff and community volunteers.



Training on Child rights, POCSO ACT and Child labor to parents

The training on Child Rights, the POCSO Act, and Child Labour had a significant positive impact on parents by increasing their awareness and understanding of children's legal protections and overall well-being. Through the sessions, parents gained clear knowledge about the fundamental rights of children, the importance of providing a safe and nurturing environment, and their own responsibilities in safeguarding these rights within the family and community.



The training helped parents understand the provisions of the POCSO Act, enabling them to recognize different forms of abuse and exploitation and to respond appropriately if a child is at risk. Parents became more confident in identifying unsafe situations and learned about the importance of reporting cases and seeking support from concerned authorities and child protection mechanisms. This awareness reduced fear and misconceptions related to legal processes and encouraged proactive involvement in child protection.

Network with Government Department

The network and coordination meeting with the District Child Protection Officer (DCPO) and the Child Welfare Committee (CWC) in Kandhamal district had a meaningful impact on strengthening coordination and collaboration for child protection initiatives. The meeting provided an important platform to present field realities, discuss key challenges faced by vulnerable children, and highlight the gaps in protection, education, and rehabilitation services at the community level.



Through constructive dialogue, mutual understanding between the project team and district-level child protection authorities was enhanced. The DCPO and CWC members gained better insight into grassroots issues such as child labour, school dropouts, child abuse risks, and the need for timely intervention. At the same time, the project team became more informed about existing government schemes, legal procedures, and referral mechanisms for children in need of care and protection.

The meeting also helped in building a strong linkage and referral system between the project and statutory child protection bodies. Clear channels of communication were established for reporting cases, follow-up, and joint action.

Awareness session with Parents

The awareness sessions conducted with local stakeholders had a positive and lasting impact on strengthening community involvement in project activities and social issues. These sessions created a common understanding among village leaders, teachers, parents, community volunteers, and other stakeholders about the objectives of the project and the importance of collective responsibility in addressing community challenges.

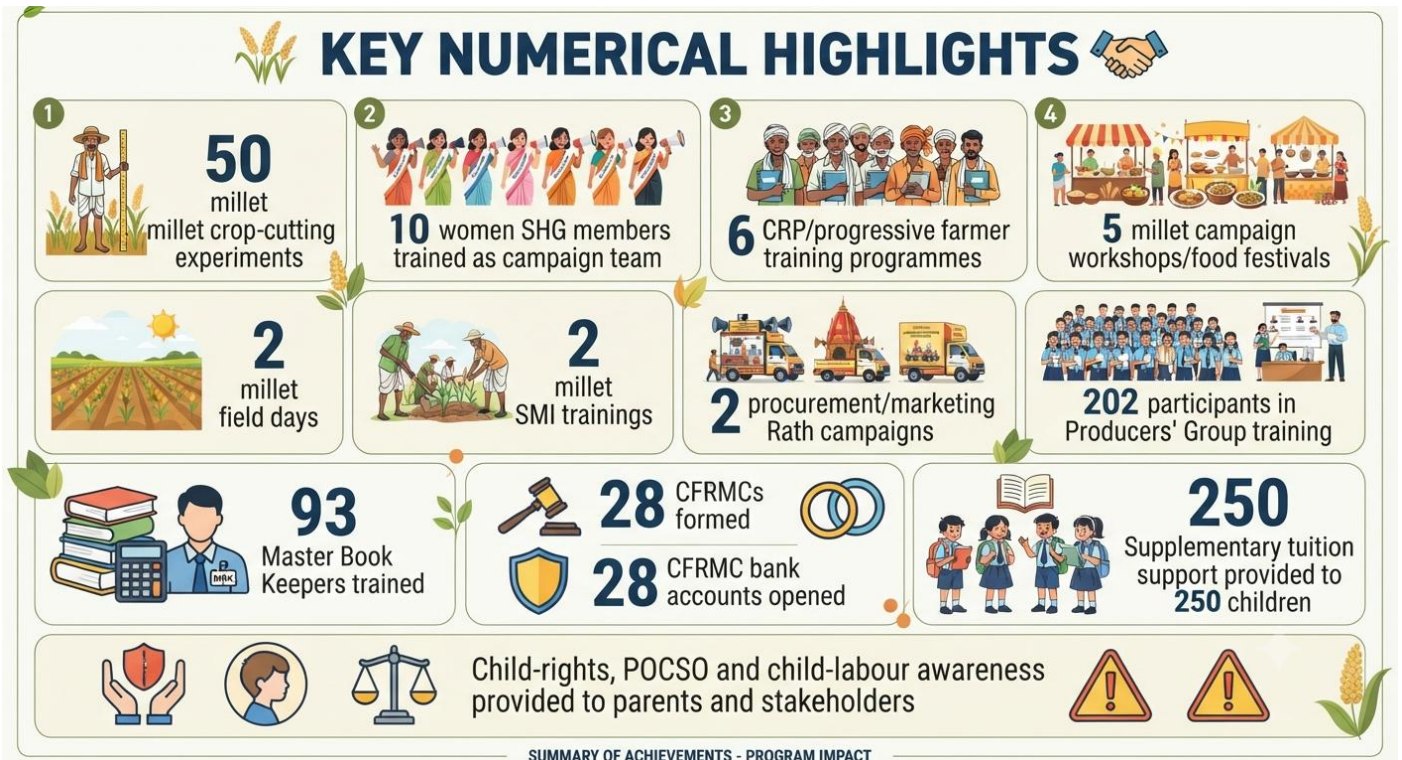
Through the sessions, local stakeholders became more informed about key issues such as child rights, education, child protection, and the role of government systems and community institutions. This increased awareness helped reduce misconceptions and encouraged stakeholders to actively support children's education, protection, and overall well-



being. Stakeholders also gained clarity on identifying vulnerable children and referring cases to appropriate authorities or support services.

The sessions fostered stronger collaboration and trust between the project team and the community. Local leaders and institutions showed greater willingness to participate in planning, monitoring, and follow-up of project activities.

Overall, the awareness sessions empowered local stakeholders, promoted shared ownership, and contributed to creating a supportive and protective environment for children and families at the community level.



FINANCIAL SUMMARY FY 2025-2026

JANA VIKAS AT/PO- K. NUAGAM, KANDHAMAL DIST, ODISHA - 762102 CONSOLIDATED ACCOUNTS

BALANCE SHEET AS ON 31ST MARCH, 2026

	F.C. A/c	General A/c	Current Year Total	Previous Year Total
CAPITAL & LIABILITIES				
CAPITAL FUND ACCOUNT :-				
Balance B/F	5,532,826.56	2,969,498.90	8,502,325.46	11,115,719.20
Add: Excess of Expenditure over Income	(469,077.68)	264,378.78	(204,698.90)	(2,613,393.74)
Grand Total	5,063,748.88	3,233,877.68	8,297,626.56	8,502,325.46
PROPERTIES & ASSETS				
FIXED ASSETS :-				
(As per Schedule-4)	4,644,213.75	495,057.00	5,139,270.75	5,518,595.75
Sub Total	4,644,213.75	495,057.00	5,139,270.75	5,518,595.75
CURRENT ASSETS				
CLOSING BALANCE:-				
(As per Schedule-1)	419,535.13	2,738,820.68	3,158,355.81	2,983,729.71
Sub Total	419,535.13	2,738,820.68	3,158,355.81	2,983,729.71
Grand Total	5,063,748.88	3,233,877.68	8,297,626.56	8,502,325.46

Notes on Accounting Policies:-

- The Society is following the cash basis of accounting system .

Annexure to our report of even date.

Place: Bhubaneswar
Dated: 27.07.2026

For K. D. Lath & Co.
Chartered Accountants
FRN : 306011E
K.D. Lath
K. D. LATH, Partner
Membership No. 9115



[Signature]
Secretary
JANA VIKAS
K. Nuagaon

JANA VIKAS
AT/PO- K. NUAGAM, KANDHAMAL DIST, ODISHA - 762102
CONSOLIDATED ACCOUNTS

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDING 31ST MARCH, 2026

	F.C. A/c	General A/c	Current Year Total	Previous Year Total
RECEIPTS PARTICULARS				
OPENING BALANCES:-				
(As per Schedule-1)	482,477.81	2,501,251.90	2,983,729.71	5,186,620.45
	482,477.81	2,501,251.90	2,983,729.71	5,186,620.45
DONATIONS RECEIVED:-				
Contributions Received from Foreign Sources	988,293.00	-	988,293.00	830,769.00
Donation Received	-	16,900.00	16,900.00	-
Grant from Dhvani Foundation	-	332,060.00	332,060.00	36,000.00
Grant from Azim Premji Foundation	-	3,503,000.00	3,503,000.00	3,207,000.00
Grant Receipt From Government	-	2,397,867.00	2,397,867.00	3,742,965.00
	988,293.00	6,249,827.00	7,238,120.00	7,816,734.00
INTEREST INCOME:-				
Saving Bank Interest	19,797.00	56,948.00	76,745.00	133,392.00
Interest on FD	-	11,096.00	11,096.00	-
Interest on IT Refund	-	10.00	10.00	209.00
	19,797.00	68,054.00	87,851.00	133,601.00
OTHER INCOME :-				
Accommodation Charges Received	-	575,109.00	575,109.00	88,890.00
Organisation Development	-	25,000.00	25,000.00	104,300.00
Membership Fees	-	-	-	450.00
Sale of Old Vehicle	20,000.00	-	20,000.00	-
	20,000.00	600,109.00	620,109.00	193,640.00
TDS Deducted				
	4,445.00	5,000.00	9,445.00	16,230.00
Grand Total	1,515,012.81	9,424,241.90	10,939,254.71	13,346,825.45
PAYMENT PARTICULARS				
REVENUE EXPENDITURE:-				
Relief to Poor				
Rural Development	20,000.00	5,103,660.00	5,123,660.00	7,811,701.00
Relief	-	-	-	46,632.00
Educational	874,558.00	-	874,558.00	944,757.00
(As per Schedule-2)				
Administrative Expenses	196,474.68	1,485,761.22	1,682,235.90	1,514,775.74
(As per Schedule-3)				
	1,091,032.68	6,589,421.22	7,680,453.90	10,317,865.74
CAPITAL EXPENDITURE:-				
Acquisition of Fixed Assets	-	91,000.00	91,000.00	29,000.00
(As per Schedule-4)				
TDS Deposited				
	4,445.00	5,000.00	9,445.00	16,230.00
CLOSING BALANCES:-				
(As per Schedule-1)	419,535.13	2,738,820.68	3,158,355.81	2,983,729.71
	419,535.13	2,738,820.68	3,158,355.81	2,983,729.71
Grand Total	1,515,012.81	9,424,241.90	10,939,254.71	13,346,825.45

Annexure to our report of even date.

Place: Bhubaneswar
Dated: 27.07.2026

For K. D. Lath & Co.
Chartered Accountants
FRN : 306011E
K.D. Lath
K. D. LATH, Partner
Membership No. 9115



K. Nuagaon
Secretary
JANA VIKAS
K. Nuagaon

JANA VIKAS
AT/PO- K. NUAGAM, KANDHAMAL DIST, ODISHA - 762102
CONSOLIDATED ACCOUNTS
INCOME & EXPENDITURE A/C FOR THE YEAR ENDING 31ST MARCH, 2026

	F.C. A/c	General A/c	Current Year Total	Previous Year Total
INCOME PARTICULARS				
DONATIONS RECEIVED:-				
Contributions Received from Foreign Sources	988,293.00	-	988,293.00	830,769.00
Donation Received	-	16,900.00	16,900.00	-
Grant from Dhvani Foundation	-	332,060.00	332,060.00	36,000.00
Grant from Azim Premji Foundation	-	3,503,000.00	3,503,000.00	3,207,000.00
Grant Receipt From Government	-	2,397,867.00	2,397,867.00	3,742,965.00
	988,293.00	6,249,827.00	7,238,120.00	7,816,734.00
INTEREST FROM BANK:-				
Saving Bank Interest	19,797.00	56,948.00	76,745.00	133,392.00
Interest on FD	-	11,096.00	11,096.00	-
Interest on IT Refund	-	10.00	10.00	209.00
	19,797.00	68,054.00	87,851.00	133,601.00
OTHER INCOME :-				
Accommodation Charges Received	-	575,109.00	575,109.00	88,890.00
Organisation Development	-	25,000.00	25,000.00	104,300.00
Membership Fees	-	-	-	450.00
	-	600,109.00	600,109.00	193,640.00
Excess of Expenditure over Income	469,077.68	(264,378.78)	204,698.90	2,613,393.74
Grand Total	1,477,167.68	6,653,611.22	8,130,778.90	10,757,368.74

EXPENDITURE PARTICULARS

REVENUE EXPENSES:-

Relief to Poor				
Rural Development	20,000.00	5,103,660.00	5,123,660.00	7,811,701.00
Relief	-	-	-	46,632.00
Educational	874,558.00	-	874,558.00	944,757.00
(As per Schedule-2)				
Administrative Expenses	196,474.68	1,485,761.22	1,682,235.90	1,514,775.74
(As per Schedule-3)				
Loss on Sale of Vehicle	69,470.00	-	69,470.00	-
Depreciation	316,665.00	64,190.00	380,855.00	439,503.00
(As per Schedule-4)				
Sub Total	1,477,167.68	6,653,611.22	8,130,778.90	10,757,368.74

Excess of Income over Expenditure

Grand Total	1,477,167.68	6,653,611.22	8,130,778.90	10,757,368.74
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Annexure to our report of even date.

Place: Bhubaneswar

Dated: 27.07.2026

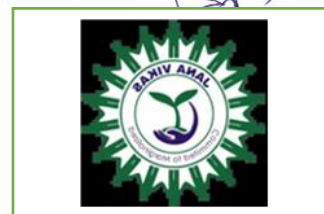
For K. D. Lath & Co.

Chartered Accountants

FRN : 306011E

K.D. Lath

K. D. LATH, Partner
Membership No. 9115



GOVERNANCE



MEMBERS OF GOVERNING BOARD & GENERAL COUNCIL

SL NO	Members of Governing Board & General Council	Designation	Photo
1.	John Barwa	President Administrator & Archbishop	
2.	Nabor Soreng	Vice-President Retired Educationalist	
3.	Pradosh Chandra Nayak	Treasurer Administrator of Archdiocese	
4.	Madan Sual Singh	Secretary Social Worker	
5.	Mary Gabriela Bage	Retired Educationalist	

6.	N. Lena Chand	Social Worker Member of Child Welfare Committee, Ganjam	
7.	Lalita Missal	Social Worker Former Member of Secretary, NAWO	
8.	Bijaya Kumar Behera	Social Worker	
9.	Chottaraya Digal	Social Worker	
10.	Sasibhusana Pradhan	Social Worker	

The Board approves Programmes, budgets, annual activities report and audited financial statements.

The Board ensures the organization's compliance with laws and regulations.

OUR PARTNERS



Government:

GOVT. OF ODISHA



ODISHA MILLET MISSION



SPPIF



ODISHA LIVELIHOOD
MISSION



DISTRICT EMERGENCY
OFFICE



International Organizations:

KING BAUDIN



JOY FOR KIDS



CHRISTIANI FOUNDATION

National

AZIM PREMJI FOUNDATION



Azim Premji
Foundation

DHWANI FOUNDATION



ସ୍ଵାଧୀକାର

ଜଣମାନ, ୧୩୭ (ସ୍ଵାଧିକାରନୁଧ୍ୟ): ଜଣମାନ ବିଭାଗ ସେବାସେବା ଅନୁଷ୍ଠାନ
 ଜନ ବିକାଶ ଅନୁଷ୍ଠାନ ଦ୍ଵାରା କୋଗେଟ ଓ ଚୁପ୍‌ଚିତ୍ତ ଲୁଚାଇ ଜାଣା ପ୍ରଶାସନ
 ଦ୍ଵାରା ଦିଆଯାଉଥିବା ବିବିଧ ଅନୁସାରେ ଗାଁ ଗାଁକୁ ଯାଇ ଲୋକ ମାନଙ୍କୁ ଲିପ୍ଟେଟ
 ଦେଇ ଜନ ସାଧାରଣଙ୍କ ଗୁଡ଼ିକ ଓ ବିଚ୍ଛିନ୍ନ ଚିତ୍ତ ସହିତ ସାଧ କାମକା କି କିପରି

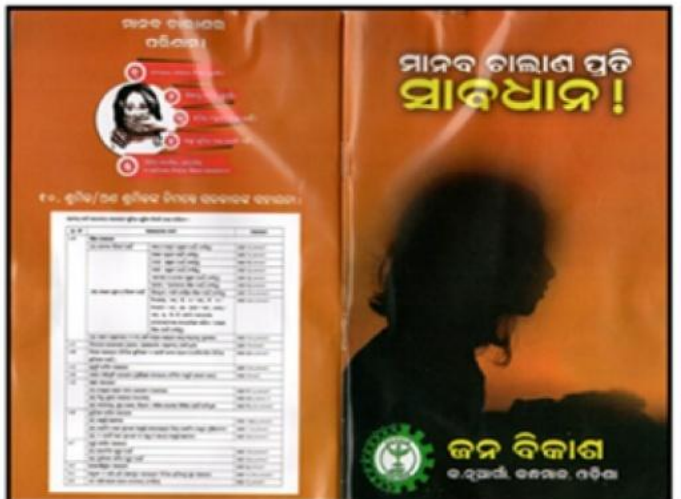
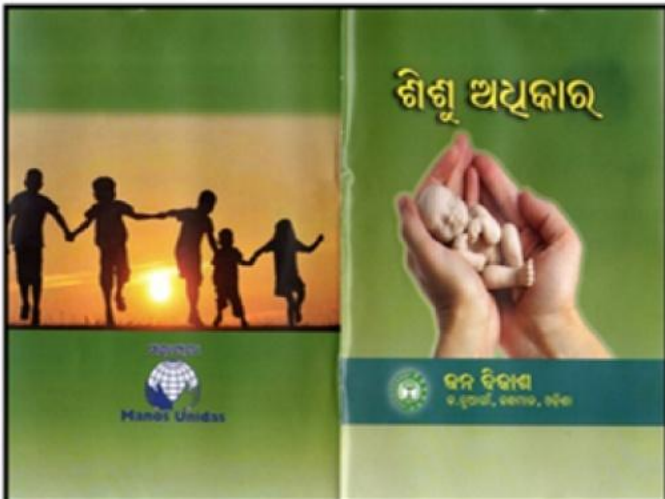
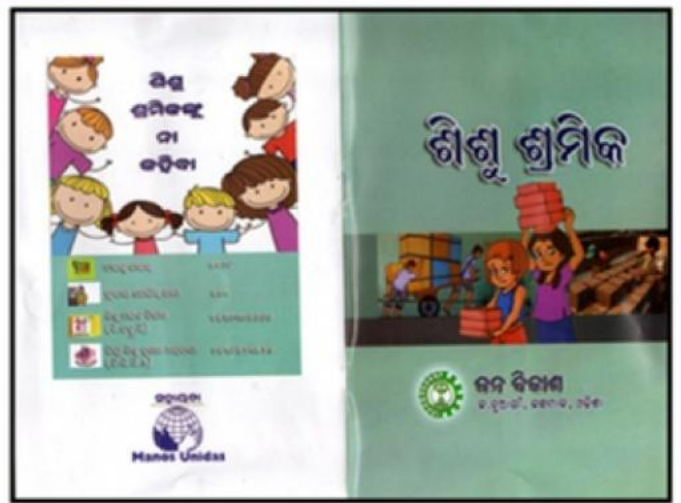
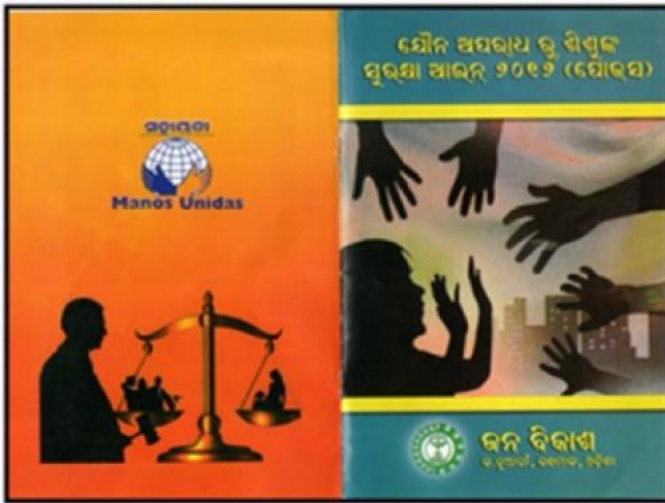


ରବୀ ଯାହାପାରିବ ଏବଂ ଏହି ସବୁ ଦୂର୍ଲ୍ଲଭତା ଠାକୁ ଶିଖି ସମାଜ କିପରି ସୁରକ୍ଷିତ ରହିପାରିବ ତାହା ଲୋକଙ୍କୁ ବୁଝାଉଥିବା ତାହା ଦେଖିବାକୁ ମିଳିଛି । ଯଥା ଜନ ବିକାଶ ଅଞ୍ଚଳର କର୍ମୀ ସମାଜର ପରଦେଠ ଏପରି କାର୍ଯ୍ୟ ଗାଁ ଗାଁକୁ ଦୂର ସେତେନ କରି ଯତନେ ସମାଜରେ କିପରି ଗଢ଼ ତଳେ ନ ରହି ଦୁଇଟି ବିଧି ଖୋଜା ପଡିଥା ଗୋ ଜିଲିକ ଓ ତଳେ ପ୍ରକାରର ସାଧନାପାଦନା ଅସମ୍ଭବ କରିବା ଉଚିତ ରହିଛି । ତାହା କେଶବ କେଶବ ଦେଖାଇ ଦେଖାଇ ଦେଖାଇ ଦେଖି ସାଧ କାର୍ଯ୍ୟରେ କେହି ବି ଶୁଣି ଗାରେଡି ବିଧି ଡ଼ାକୁଆ ନ କରି ବୁରଜ ଡାକ୍ତର ଖାଲକୁ ନେବାପାଇଁ ପରାମର୍ଶ ଦେଇଛନ୍ତି । ବର୍ତ୍ତମାନ ବର୍ଷା ଦିନ ପରିସ୍ଥିତିର ସ୍ଥାନେ ସ୍ଥାନେ ବିଦୁଳି ଘରପରି ଏବଂ ସାଧକାମ୍ବୁ ଯୋଗୁ ଅନେକଙ୍କ ମୃତ୍ୟୁ ହେଉଥିବାର ନଜିର ଥିବାବେଳେ ଧନକାରକ ଏପରି ବରତେନା ପାଇଁ ଜନ ସାଧାରଣ ପ୍ରତ୍ୟକ୍ଷା କରିବା ସହିତ ଧନକାରୀ ସାଧନ ବରଜାଉଛନ୍ତି ।

ମନିଷୀ ମହାତ୍ମା ଗାନ୍ଧୀଙ୍କ ମନିଷା ଲେଖକ

[illegible][illegible]

— Jana Vikas



ମାନସିକ ରୋଗ ସମ୍ବନ୍ଧୀୟ ସୂଚନା



ମାନସିକ ସମସ୍ୟାକୁ କୁଟାନ୍ତ ନାହିଁ
ଶୁଣିବା, ସାହାଯ୍ୟ ପାଇଁ ହାତ ବଢ଼ାନ୍ତୁ
କାରଣ ମାନସିକ ରୋଗର ଚିକିତ୍ସା ସମ୍ଭବ ।

ମାନସିକ ରୋଗ କ'ଣ ?



- ମାନସିକ ରୋଗ କାହାକୁ ବି ହୋଇପାରେ । ମାନସିକ ରୋଗ ହେଉଛି ଏକ ସ୍ୱାଭାବିକ ଅବସ୍ଥା ଯାହା ଆମର ଚିନ୍ତାଧାରା, ଭାବନା, କ୍ରିୟା ଆଦିରେ ପରିବର୍ତ୍ତନ ସୃଷ୍ଟି କରେ ।
- ମାନସିକ ରୋଗ ବୁଦ୍ଧି ପ୍ରକାର ଅଟେ । ସାଧାରଣ ମାନସିକ ରୋଗ ଯାହାକି ସାମାନ୍ୟ, ସ୍ୱଳ୍ପ ସମୟ ପାଇଁ ହୋଇଥାଏ ଏବଂ କେବଳ ଫୈନିନିଆଲ କାନ୍ଦନ ସହିତ ସାମାନ୍ୟ ଉପାୟରେ ଉପଶମ କରାଯାଇପାରେ । ଗୁରୁତର ମାନସିକ ରୋଗ ଯେଉଁଥିରେ ଦିନେ ବ୍ୟକ୍ତି ଚାକରଖାନାରେ ଯିବା-ଆସିବା ଆବଶ୍ୟକ କରିପାରନ୍ତି ।

ମାନସିକ ଅସୁସ୍ଥ ବ୍ୟକ୍ତିର ବିଶେଷ ଲକ୍ଷଣ (ବାୟା, ବାଉରା, ମଦୁଆ) :-

୧. ବ୍ୟକ୍ତିର ବ୍ୟବହାରରେ ପରିବର୍ତ୍ତନ ।
୨. ଲକ୍ଷ ଯୋଗୁଁ ଗୁରୁ ନ ବାହାରିବା ।
୩. ମନେ ମନେ କଥାବେତ୍ତା, ହସିବା, ଶୃଙ୍ଖଳିତ କଥା ଶୁଣିବା ।
୪. ଅନ୍ୟକୁ ସନ୍ଦେହ କରିବା, ଖାଦ୍ୟରେ ବିଷ ମିଶିଥିବା ସନ୍ଦେହ କରିବା, ତେଣୁ ନିଜେ ଲାଞ୍ଜି ଖାଇବା ।
୫. ସ୍ୱାମୀ ସ୍ତ୍ରୀର ଚରିତ୍ରକୁ ସନ୍ଦେହ କରିବା ବା ସ୍ୱାମୀ ସ୍ତ୍ରୀର ଚରିତ୍ରକୁ ସନ୍ଦେହ କରିବା ।
୬. ବାଲ୍ୟର ହାତ ଓ ଗୋଡ଼ ଧୋଇବା, ଘର ପ୍ରାଣ ଧରି ଗୋଡ଼ାଳିବା, ବେଶି ପରିଷ୍କାର ରହିବା, ବାଲ୍ୟର ଘର ସଫା କରିବା ।
୭. ବହୁତ ଦିନ ଧରି ଗୁରୁ ଦିଶିବା, ମଥା ଗରମ ଲାଗିବା, ଆଗ୍ରହ ପୂର୍ବକ ଶୁଣି ନିଶ୍ଚିନ୍ତ ।
୮. ଆତ୍ମହତ୍ୟା କରିବାର ଲକ୍ଷ ହେବା କିମ୍ବା ଉପାସ କରିବା ।
୯. ହଠାତ୍ ଅଶାନ୍ତିଆ ହୋଇ ପଡ଼ିବା, ମନିଷିବାର ଲକ୍ଷ ହେବା, ବୁଦ୍ଧିର ଅନୁପ୍ରାପ୍ତି, ଦେହ ଖିନ୍ନ ହେବା, ଏକଜା ରହି ନ ପାରିବା ।
୧୦. ଅପସ୍ମାର ବାଟ ହେବା ବାଲ୍ୟର ବାଟ ପରେ ବ୍ୟବହାରରେ ପରିବର୍ତ୍ତନ ଦେଖା ଦେବା ।
୧୧. ସବୁ କେବଳ ମନ ଦୁଃଖୀ ଲାଗିବା ଓ ପୂର୍ବ ଲକ୍ଷ ଲକ୍ଷିଣ୍ୟ ବାମରେ ଆଗ୍ରହ ନ ଲାଗିବା ।
୧୨. ନିଦ୍ରାରେ ଅସୁବିଧା ହେବା ।





JANA VIKAS

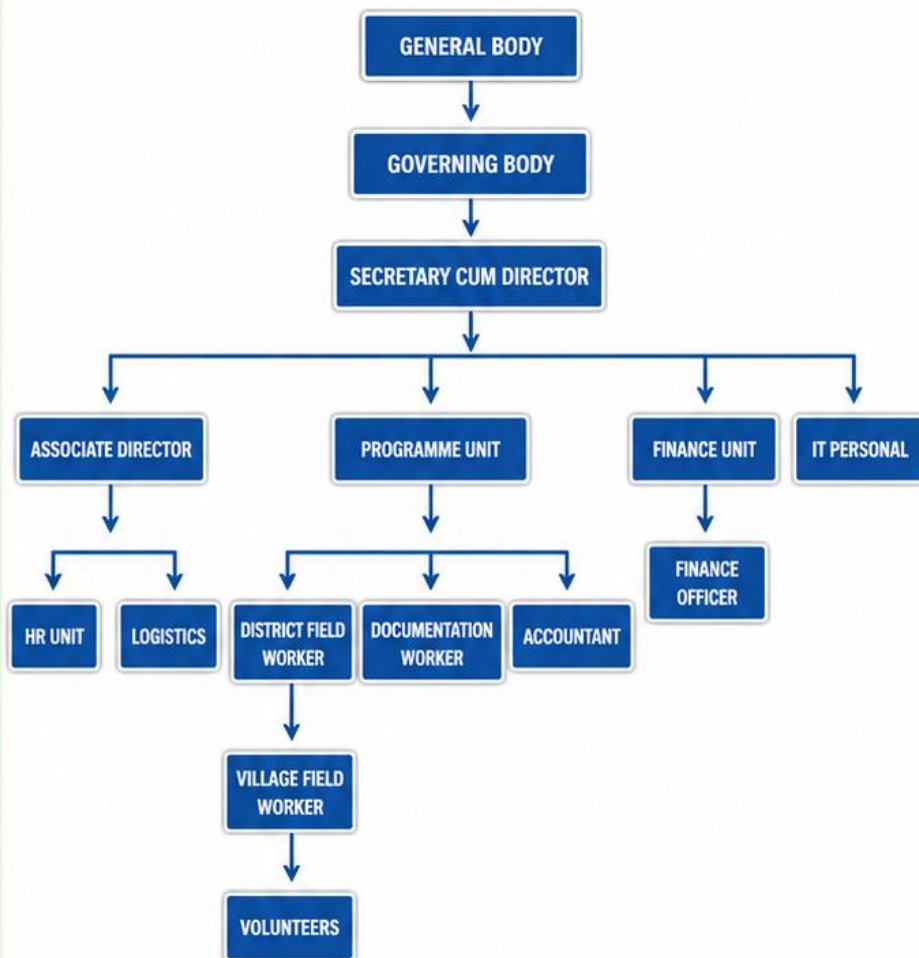
Together for Rural Transformation

HUMAN RESOURCE AND MANAGEMENT

Jana Vikas is a non-profit voluntary organization registered under the Societies Registration Act 1860. Its core team comprises with long experienced grassroots level workers and volunteers having dynamic professionals/technocrats who are well experienced in the field of rural development. This is the reason why Jana Vikas has been able to survive in the development process keeping the vision and mission of the organization.



► ORGANOGRAM



OUR STRENGTH



Experienced and dedicated human resource



Strong teamwork and coordination



Continuous capacity building and learning



Commitment to community and transparency



Vision-driven leadership and accountability



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ABBREVIATIONS

ADEO – Assistant Data Entry Operator	GP – Gram Panchayat
AFO – Assistant Forest Officer	HR – Human Resource
ASHA – Accredited Social Health Activist	Ha- Hecto
ATMA – Agricultural Technology Management Team	ICDS – Integrated Child Development Service
AVS – Assistant Veterinary Surgeons	ICPU – Indigenous Chicks Production Unit
AWW – Anganwadi Worker	IFR – Individual Forest Right
BPM – Block Project Coordinator	IGR – Inspector General of Registration
BTT – Block Technology Team	ITDA – Integrated Tribal Development Agency
BVO – Block Veterinary Officer	KGs – Kilo Grams
CBOs – Community Based Organization	LIs – Livestock Inspector
CCE – Crop Cutting Experiment	MBK – Master Book Keeper
CDVO- Chief District Veterinary Officer	MGNREGA – Mahatma Gandhi National Rural Employment Guaranty Act
CFR- Community Forest Right	MIP – Micro Investment Plan
CFRMC – Community Forest Right Management Committee	NCDHR – National Campaign on Dalit Human Rights
CFRMC – Community Forest Rights Management Committee	NFI – National Foundation for India
CFRMP – Community Forest Resource Management Plan	NGO – Non-Governmental Organization
CFRMP – Community Forest Right Management Plan	NTFP – Non- Timber Forest Produced
CFRR – Community Forest Resource Right	OLM – Odisha Millet Mission
CHC – Community Health Centre	OMM – Odisha Millet Mission
CHO – Community Health Officer	OSSC – Odisha State Seed Corporation
CLF – Cluster Level Federation	PEO – Panchayat Extension Officer
CM- Community Mobilizers	PG – Producer Group
CMDRR – Community Managed Disaster Risk Reduction	PHC – Primary Health Centre
CPP- Child Protection Policy	PLDP – People Led Development Project
CRP – Community Resource Person	PMVDVY – Pradhan Mantri Vaya Vandana Yojana
DA – JVGA – Dharti Aba Janajatiya Gram Utkarsh Abhiyan	PNS – Poultry Night Shelter
DA & FE – Department of Agriculture and Farmers Empowerment	PRI – Panchayat Raj Institution
DHMP – District Health Management Plan	PVT – Participatory Varietal Trial
DMHP – District Mental Health Program	PWMI – Person with Mental Illness
DPM – District Project Manger	SAA- Sree Anna Abhiyan
DRDA- District Rural Development Agency	SDG – Sustainable Development Goal
DRR- Disaster Risk Reduction	SHGs – Self Help Groups
FA – Facilitating Agency	SIRD – State Institute for Rural Development
FCRA – Foreign Contribution Regulation Act	SPPIF – Special Program for Promotion of Integrated Farming
FPO – Farmer Producer Organization	SRA – Societies Registration Act
FRA – Forest Rights Act	THR – Take Home Ration
	VDMP – Village Disaster Management Plan
	VDMP – Village Disaster Management Plan
	WSHG – Women Self Help Groups
	YWCA- Yong Women Christian Association



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