

KABIL

Annual Report 2019-20



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Summary of activities up to March 2019

KABIL was registered as a society under the Societies Registration Act in December 2012. The first year after formation was devoted to obtaining various necessary legal certifications, exploring opportunities for work, and initiating action. The then existing Sir Dorabji Tata Trust - SDTT (now unified with the Tata Trusts) was kind enough to partner with KABIL even though KABIL was just a start-up. SDTT considered KABIL's proposal to work in northeastern and eastern regions to support other NGOs in capacity building for livelihood promotion and set up a pilot project on irrigation. With support from SDTT, KABIL set up a project office near Guwahati. The pilot project was initiated in Assam to help small farmers improve the productivity of their homesteads through appropriate irrigation technology. The project created irrigation facilities for the cultivation of vegetables and plantation crops in the homes of about 400 farmers, mainly in Kamrup Rural district. KABIL also supported eight local NGOs Assam with an operating area in Kamrup Rural, Bongaigaon, Sonitpur, Nalbari, Kokrajhar, Goalpara, and KarbiAnglong districts. The aim was to enhance their abilities for livelihood promotion of the rural poor. These NGOs voluntarily formed a learning group in which KABIL also participated.

Support of KABIL professionals was sought by Tripura State Rural Livelihood Mission (TRLM), and they trained TRLM staff in phases on matters relating to the promotion of SHGs. Elsewhere in the country, KABIL supported ASA in Madhya Pradesh, BanausodhiVikas (an SHG federation in Odisha), Kudumbashree at Attapadi of Kerala and Shamayita Math at Dantewada of Chhattisgarh.

KABIL also initiated collaboration in the first year itself with the North-eastern Rural Livelihood Project (NERLP) of the Government of India (supported by the World Bank). The work involved helping the project facilitating teams of NERLP and the local communities to create community development plans as well as capacity building of NERLP staff. The initial work was in Sikkim, which later expanded to Nagaland.

In the year 2016, the Government of Jharkhand invited KABIL to impart orientation training to all the Block Development Officers (BDOs) as well as the Block Programme Officers (BPOs) of Mahatma Gandhi Rural Employment Guarantee Scheme (MGNREGS). The training events were about how to implement MGNREGS for livelihood promotion using the principles of Integrated Natural Resource Management (INRM). Through a series of orientation training, each of three days' duration, nearly 500 BDOs, and BPOs were trained.

In a unique initiative in Assam, the group of NGOs belonging to the learning group remained engaged in to improve the quality of MGNREGS implementation and strengthen the natural resource management component of the scheme, particularly concerning the creation of water bodies as individual assets in the homesteads of small and marginal farmers. The initiative spread over ten blocks in 7 districts. By the end of March 2018, Rs 3.38 crore worth of funds was sanctioned for individual livelihood asset creation by the government, and 56 farm ponds were completed. However, the initiative could not gather momentum for want of donor support, required to meet the institutional costs of participating NGOs. Efforts are still on to garner support.

A collaborative project at the Udalguri district of Assam (Udalguri project) between Assam State Rural Livelihoods Mission (ASRLM), Axis Bank Foundation (ABF), and KABIL began in April 2018. The four-year project has completed its first full year by March 2019 with some distinct outcomes. The project is significant on several counts. This is the first of its kind collaboration between a state rural livelihood mission, a private donor, and an NGO implementer, initiated through a detailed written agreement. Unlike most other projects being implemented by NGOs and government agencies for livelihood promotion in rural areas that adopt classical extension methodologies, this project has taken entrepreneurship by the local youth as the pivot on which the interventions revolve. Mahatma Gandhi Rural Employment Guarantee Scheme, which never focused on creating individual livelihood assets for the poor in Assam, is now being extensively used for this purpose under the project. Several new technology applications have taken place through the project, and more are to be applied in the next few years. The project has made rapid advances in reaching households. Out of 15,000 households to be impacted in four years, we reached nearly 6,000 households by the end of first year (March 2019). We could develop an excellent working relationship with the staff of ASRLM at all levels, as well as the local government functionaries and chairpersons of the VDCs.

During the same year, we conducted a study for OXFAM to identify livelihood opportunities for forest dwellers who had received land as an entitlement under the Forest Rights Act.

Activities during the year (April 2019- March 2020)

The Udalguri (Assam) project:

The goal of the project is to improve the income of 15,000 households by the implementation of different rural livelihood interventions over a four-year period, which began in April 2018. These households have members in SHGs promoted by ASRLM. The Bodo tribe, in particular, resides in the area. Other inhabitants are Santhals and other “tea tribes,” Rabha and Garo tribes.

The total outlay of the project is Rs. 61.71 Crore, out of which Axis Bank Foundation will bear Rs. 8.9 Crore, essential for KABIL’s costs and livelihood capacity building of target households. The rest will be sourced from the target households, government programmes (notably MGNREGS) as well as financial institutions.

By the end of March 2020, The project has reached 11,711 households in 202 villages spread over Udalguri and Harisinga development blocks.

Outreach up to 31st March 2020

Parameters	Unit	By March 2019	Addition in 2019-20	By March 2020
Villages	Number	199	3	202
Households covered under our program	Number	5,994	5,717	11,711
Male Beneficiaries reached out to under our program	Number	2,806	4,123	6,929
Female Beneficiaries reached out to under our program	Number	3187	1,595	4,782

Progress of the year:

The thrust of the year 2019-20 was to expand the number of livelihood activities with the existing households and include a new set of households with at least one livelihood activity. The activities under farm-based livelihoods comprise of improved paddy, leafy vegetables under rain shelter, Rabi cash crops like water melon, sweet corn, pumpkin, chili; the introduction of Assam lemon plants as intercropping with Areca nut plantation, monitoring of already transplanted black pepper plants, and transplantation of horticultural crops on the embankment of farm ponds created through MGNREGS funds. Livestock intervention includes the construction of scientific pigsties, gradual replacement of local pig stock with improved breeds, the introduction of quality pig ration, swine fever vaccines, and vaccination against Ranikhet disease for backyard poultry.

KABIL's persistent efforts have resulted 1,720 farmers take improved vegetable cultivation, 1,830 households start improved piggery, 830 households initiate Assam lemon cultivation in their areca nut orchards and 738 households start high yielding variety of papaya cultivation in their homestead in this financial year. 1,250 households also did improved paddy with replacement of old seeds with quality certified seeds. About 13 tons high yielding seeds of Swarna, Ranjit and Naveen variety replaced the poor quality seeds of 1,250 poor households in last kharif season.

The gradually increasing figures are the reflection of the positive vibrations that were aroused among the participating households for doing things differently and profitably. There has been huge demand for both rain shelters and low cost pigsties among the community, which is phenomenal in terms of KABIL's endeavour to motivate the community and this is going to create significant numbers of improved vegetable cultivators as well as improved pig farmers in the region. At this time, KABIL identified the urgent need to explore convenient markets for these commodities as local demand will not be able to absorb the whole production. This is also one of the significant impacts of engagement of KABIL with the community at high scale and pace.



Fig 1: Cultivation of Radish for leaves by Mr. Laxmi Prasad Pokhrel from 1 No. Sapkhaiti village under Sapkhaiti VCDC

Though KABIL's vigorous interaction with the community has significantly motivated them to take up improved livelihood practices, many households could not translate their enthusiasm into action because of lack of capital. So, KABIL approached various financial institutions for lending to the community on comfortable terms. While the public sector banks did not show much interest on lending the poor households, a private "small finance bank" of the region, the North East Small Finance Bank (NESFB) has recently made an agreement with KABIL to extend the credit support to community for the promotion of improved piggery. Already, credit support has been extended to 8 households in Harisingablock, and the beneficiaries have already purchased the piglets as per their credit plan. All piglets are also insured against death. Simultaneously, NESFB is also actively exploring opportunities to provide credit for promoting vegetable cultivation which are expected to materialise by next financial year.

KABIL has also been successful to leverage significant amount of fund from MGNREGS to create individual livelihood assets for the targeted households. Two pronged strategies are being followed to achieve this goal. First, generating awareness among the community and their representatives on robust processes of harnessing the opportunity of creating individual productive assets and second, simultaneously motivating those Govt. machineries who are involved in administration and implementation of MGNREGS plan, to unfold unexplored opportunity of MGNREGS for creating productive assets for poor households. Until the end of this financial year, work of Rs. 1.77 crore benefitting 242 numbers of households have been completed (cumulative for two years); of which individual assets of worth Rs. 1.44 crore has been completed in this financial year 2019-20. The achievement in Udalguri is unique in terms of creating individual assets by utilizing MGNREGS fund as in the other districts of Assam MGNREGS is still

considered as a scheme to construct public assets especially the roads. KABIL has demonstrated a replicable and impactful model for Assam how this fund can be utilized so creatively.

The SPE (Service Provider Enterproner) approach is another story worth mentioning. About 30 livestock SPEs and 20 Agriculture SPEs are contributing positively by providing necessary quality input materials and services to the beneficiary households through establishing their business enterprises in rapid pace and scale. In a recent analysis of income pattern of agriculture SPEs, 55% of SPEs are earning in the range of Rs. 50,000 to 1,20,000 until last February (Since the beginning of the financial year). Similarly, 97% of livestock SPEs earned in the range of Rs. 50,000 to Rs. 1,72,000 in the same time period. Almost all SPEs are expanding the scale of their enterprise in rapid pace, out of which 7 livestock SPEs have expanded exceptionally with the potential of earning Rs. 2 lakhs and above in the coming year. The same is also true for agricultural SPEs, at least 4 SPEs are seen to expand their activities with high enthusiasm. The site of SPEs of both themes are now the exposure sites of choice.

Regarding the beneficiary households, segregated income data have been collected from 343 sample households to assess the net incomes that accrued due to KABIL's intervention from January 2020 to June 2020 (two quarters). The net income per household has had a wide variation of Rs. 1,000 to Rs. 1,40,000. About 29 households earned Rs. 50,000 to Rs. 1.4 lakh net income, which is only 8.45% of total sampled data but it shows the potential of incomes that can accrue by our interventions if production factors are well managed. 55 households, which is 16% could make a net income ranging from Rs. 20,000 to 49,999, whereas 74 households (21.6%) could make a net income in the range of Rs. 5,000 to 19,999/. However, 185 households comprising 53% could make an income of less than 5,000 per household.

Therefore, the results were further analyzed to single out the factors for very high or low income range. One critical factor found is that about 40.5% of the total sampled households have gone for only coriander cultivation under rain shelter, from which crop could be harvested only for one cycle. Hence, earning of Rs 5,000 in one cycle of coriander is actually a very good start. The other factor for low income was identified to be the inability to sell the produces on time because of prevailing lockdown situation. The third reason is that those who could sell their produces (specially fruits) could not get expected price for the lack of buyers.

Out of 233 households who did summer paddy (Boro Paddy), we analysed the income of 77 households on a random basis. Out of these households, 61% farmers cultivated paddy in 0.33 acre to 1 acre, 20% farmers in the range of 1 to 1.5 acre and another 19% households went for paddy cultivation in more than 1.5 acre of land. The yield per acre of land is reported fairly high at 1,989 Kg resulting in a gross income of Rs. 25,095 per acre. The average net income per acre is Rs. 15,822. Out of 77 households, some 22 households earn a net income up to Rs. 20,000; 23 households earn a net income up to 50,000 and 25 households even earned net income above Rs. 50,000. 7 households incurred losses in paddy cultivation.

The total yield by all farmers is around 190 tons which is enough to ensure food security for 6 months in 233 participant households (Assuming that one 5 membered family needs 75 kg of rice per month and 1 ton of paddy will yield 625 Kg of rice)

KABIL has identified two new opportunities so far; first is engaging with fishery activity and the second one is expanding the scope of MGNREGS to include other schemes which have greater potential to contribute in strengthening of livelihoods of the targeted beneficiaries.



Figure: Tank excavation under MGNREGA program.



Low cost improved pigsty (shelter for pigs)

Progress in MGNREGS: KABIL's persistent efforts to influence the administration of Udalguri district to include more and more "individual beneficiary schemes" (IBS) in the annual action plan of MGNREGS has yielded an outstanding response. This year technical sanction of schemes worth Rs. 279 lakhs have been obtained in 9 VDCs through the continuous engagement of our team members with the community, VDCs, block and district officials.

In this quarter, 16 farm ponds and 68 pigsties have been constructed across 9 VDCs in Udalguri block, with a net expenditure of Rs. 57.2 lakhs towards these activities, benefitting 85 households.



Second Gram Sabha meeting at Kochpara village of Ambagaon VDC held on 2 October 2019

Participation of the women members in the Gram Sabha is a visible change seen in this locality. This is happening due to growing awareness of the community on individual beneficiary schemes (IBS) which was done by engaging with the community at grassroots.

Water sector study and action research with support from Rajiv Gandhi Institute of Contemporary Studies

The Rajiv Gandhi Institute of Contemporary Studies (RGICS), a policy analysis and advocacy institution, works on how India can engage deeply with the rest of the world to protect its interests and to promote global peace and security.

RGICS aims to develop practical and sustainable solutions to address the water crisis in the water-starved areas of the country. It intends to thus study the successful experiences in China and India and utilize the lessons for addressing the imminent water crisis in India. China, where the context is somewhat similar to that of India, is known to have addressed the issues of water shortages with success improving the lives of millions of population dependent primarily on agriculture. RGICS thus has signed up KABIL to study the

policies, institutional arrangements, and interventions for successful water conservation. The objective is to identify and suggest scalable and sustainable solutions, including policy-level interventions relevant to the Indian context.

The brief objectives of the study are:

- *To understand the key innovations and solutions at the policy, legislative, institutional, technical and operational, and local initiatives level* that addressed the water crisis successfully and sustainably. From the study, it is envisaged to identify and highlight those interventions which are high on efficiency, equity, and sustainability.
- *To prepare useful recommendations* that offer effective solutions in addressing water crisis through policies, laws, and programs, by *drawing relevant lessons* from successful interventions and innovations .
- To suggest actionable steps (at the policy, legislative, institutional, technical, and local management levels) for addressing the water crisis .

To achieve the above objectives, analysis of policies, laws, institutions, technologies, and local management related to water resources, as exist in India and for comparison in China was done to understand their effectiveness in terms of efficiency, equity, and sustainability. Both countries were studied separately to analyse the trend of water management with different interventions and their impacts. A comparison between the two countries is made to suggest the reforms that can be undertaken in India to meet its water challenges at present and in the future.

As a part of the process secondary literature review, expert consultations, and field visits were undertaken on the themes of Water Policy, Water laws, Water Institutions, Water technology, and the Political economy of it. The experts included policymakers, government officials, academicians, implementers, and community users, among others.

A study was conducted in Madhya Pradesh, to explore solutions to ensure equitable, sustainable, and efficient use of water with the objectives of a) Study the situation of Shahdol and Betul districts of MP and suggest options to ensure adequate water for all; and b) Study the urban water supply system of Bhopal and suggest the potential of improvement. Another field visit was made to the Gram Gaurav Sansthan, Karauli, to understand the local measures on water conservation in the local villages. This visit has provided with insights of designing the recommendations based on the needs of the people.

The Rajiv Gandhi Institute for Contemporary Studies (RGICS) and the Indian National Association of the Club of Rome (CoR) conducted a workshop – Regeneration of Natural Capital: Land, Water and Forest’ in collaboration with Water and Land Management Institute (WALMI) in Bhopal on 27 and 28 August 2019. It attempted to reflect on issues related to the degradation of Land, Water, and Forest. The workshop also tried to come up with policy recommendations for the regeneration of natural resources in Madhya Pradesh.

Recognising changes in the ground realities (role of governments, capital market, innovation, technology and complexity of human and ecological problems), the workshop discussed the idea of Panchmukhi Samvaay (Collaborative Pentagon) as a framework of sustainable community development.

The objective is to bring social, economic and cultural change without exploiting nature. These five segments create five corners of the pentagon or five faces (Panchmukhi). These five segments are (1) Government, (2) Corporate Sector, (3) Civil Societies; (4) Capital Market and (5) Knowledge Institutions. The collaborative action by these five segments is the Panchmukhi Samvaay.

Initialing an Action Research project at Tikamgarh (MP): Following the Bhopal workshop, KABIL has been able to tie up with the District Administration of Tikamgarh (Bundelkhand region of MP) with the support of local NGOs. Kabil worked with six like-minded NGOs experienced in community-led NRM activities. Tikamgarh District Administration sought NGO partnership in one of its flagship programs “Ur river rejuvenation” spread over 173 villages with an investment of 200 Crore over four years. The District Administration sought NGOs’ help in developing a participatory INRM plan for river rejuvenation in a cluster of 13 villages from 7 Panchayats having an area of around ten thousand hectares.

This is a unique situation where a study leads to action research with the involvement of different stakeholders, including the government. This fits into RGICS’s prior work from policy observant to policy laboratory. With the financial support from RGICS, KABIL has initiated Action Research activity on “Ur river rejuvenation”.

River Rejuvenation Strategy: River can be rejuvenated if the rain is harvested as surface storage in the catchment area of the river. The surface storage will gradually percolate down in subsoil from where it will drain very slowly towards the lower elevations where small rivulets or drainage lines are located. More surface storage means the rivulets will continue to receive such drainage water throughout the non-rainy season and this makes the river from seasonal to perennial. Thus the key strategy of the intervention is to enhance ground water recharge through rainwater harvesting in the crop field, belong to individual farmers through MGNREGS by using traditional knowhow on water harvesting such as Dabra, Talab, Pokhar, and farm ponds.

Objectives of Action Research Project: Our objective was to develop plan for around 600 farm-ponds (field tanks) in the crop fields for an equal number of farmers residing in 13 villages of 7 Panchyats, approved under MGNREGA. Additionally, at least implementation of 10 tanks would be initiated by 31 March 2020.

Intervention Strategy and Approaches: KABIL is to provide required skill, knowledge and capability to government departments so that they are able to coordinate and facilitate the Panchayat, and community to create rainwater harvest tanks in the field. There will be number of tanks in a geographical cluster creating adequate surface storage that would contribute to river rejuvenation process as well as ensure irrigation to at least two crops a year. Farmers’ livelihood would be greatly enhanced from cultivating two crops a year. This is a win-win situation.

KABIL and partner NGOs work with the community to develop this new perspective and participatory village level water harvesting plan and create more surface storage. It would make shift in thoughts toward rejuvenation of natural resources and to build confidence to work with Panchayats and local line departments.

The community is helped to collaborate with permanent system (PRI, line departments, other Institutions). The system is not so prompt and functioning at a lower efficacy to attain the sustainable desired change and to strengthen the institutional capacities of such organisations and departments.

Progress of work: Following key activities were undertaken during the year:

- a) **Conducting a mass campaign and create awareness about rainwater harvesting:** Every year, during 14-22 January, *Makar Sankranti mela* is organized at Dunai village, located by the side of Ur river. This place is regarded as a holy place, where people take Markar Sankranti bath. Around a lakh people attend the fair. NGOs and District Administration jointly organised a Stall in the festival for exhibition, puppet show, songs, and campaign for water harvesting. Around 20,000 people visited the stall and witnessed the puppet show. Government officials including CEO, Zilla Panchayat addressed the gatherings. Over 400 youths registered to become volunteers in the campaign. This event created a lot of enthusiasm among the villagers. Government Puppet show of half an hour duration were also scheduled in 13 villages to convey the usefulness of rainwater harvesting. Women, school students and farmers attended the puppet shows.
- b) **Exposure visit of Sarpanchs, RojgarSahayaks and government functionaries**
The project conducted 12 exposure visits for Sarpanches, RojgarSahayaks and government functionaries. This was done in a village (Anora, Lalitpur) where land treatment in a compact area with the excavation of field tanks and land bunding to harvest rain-water was successfully demonstrated by PRADAN eight years back. Farmers to farmers interaction was facilitated to understand the benefit accrued due to the intervention. Over 150 target farmers and 30 functionaries of PRIs (Panchayati Raj Institutions) have undertaken the exposure visit. On return, the visiting team shared their findings with the other villagers. This has helped to create demand for field tanks in the villages.
- c) **Training of local youths, RojgarhSahayaks and other field functionaries:** KABIL has conducted two participatory water harvesting planning “do how” training events of 3-days duration in December 2019 and January 2020. The training had both classroom sessions and field practices. Total of 35 persons have been trained.
- d) **Helping the community to develop a catchment treatment plan:** Nine staff consisting of local youths and NGO members have been engaged to develop a treatment plan for river rejuvenation in a cluster of 13 villages. Three planning teams were formed consisting three members in each team. Each team spends for four days in a village consulting the farmers and visiting the fields along with the farmers. The visit was followed by collecting the relevant land record and other documents. The entire process of planning, arranging land documents, verifying the plots, completing all approvals and initiating the implementation has happened within one month time, which is remarkable. Conventionally, it takes at least six months or so to complete these. This has occurred due to proactive government machinery with our active involvement in the entire process.
- e) **Developing the catchment treatment plan for approval under MGNREGA:** Treatment plan of nine villages have been submitted to the CEO, Janpad’s office for technical, financial and administrative approval. The layout of three tanks have been given, and work started in one

tank. The entire process of planning, arranging land documents, verifying the plots, completing all approvals and initiating the implementation has happened within one month time.

- f) **Following the implementation of the catchment treatment plans:**Ten field tanks of one village has been sanctioned for implementation. Our team is supervising the work through regular visits to ensure the desired quality in implementation.

Specific Output achieved:

The team has submitted the treatment plan of 9 villages to the Administration and got them approved. Approved plan includes creation of 560 field tanks belong to same number of farmers- one tank to each farmer. Implementation work has begun in one village and will start in other villages soon. Together these plans of 9 villages aim to create around 5 Lakh cubic meters or 50 hectares-meter of rainwater storage capacity with an investment of around Rs 5 crore. This means that rainwater storage of one cubic meter capacity is planned with an investment of Rs 100.

Challenges:District Administration of Tikamgarh has witnessed the efficacy of partnership. They have indicated to work in all the 173 villages to develop the participatory treatment plan in one lakh hectares as well as help the villagers in implementation of the plan in the next four years. The challenge is to raise the development support cost to make it a reality.

COVID 19 relief, RCRC

Widespread ramifications of the new disease COVID 19 started manifesting countrywide by the end of the financial year. Following the “Janta Curfew” on 22nd March, the first lockdown was imposed on March 24, 2020 for 21 days which lasted up to 14th of April 2020. In this period, like any other part of India, there was total suspension of movement of people from their homes in our project area at Udalguri of Assam. Lockdown was announced suddenly, no shop was open, people were stuck in their homes, and they were hearing many things about corona virus causing panic in the villages.

Neither KABIL professionals nor SPEs could do any field work during the first phase of lockdown. But KABIL team was involved in arranging funds for relief works and was also monitoring the development in the villages of Udalguri. We called each of our SPEs and tried to understand the crisis. All SPEs reported that the poor people like daily wage earners, petty traders, landless, women headed households were in very much trouble to get daily food. There was production of 2-3 tons of water melon daily in Sonaigaon and Gersong villages which were perishing in the field due to lack of buyers. They could not sell these by sitting at the road side as had done last year. There were many instances which indicated that some of the families were in extreme distress and they needed support urgently with some food or cash. There was long queue of women to withdraw Rs. 500 from bank which had been transferred by the Government to their Jan Dhan accounts.

After announcement of food relief by the Finance Minister, rice reached the villages nearby Udalguri town within 5-7 days but it did not reach the villages located far off from the district head quarter Udalguri. Mr. Rihan Daimari, State Minister and local MLA, requested KABIL to reach relief to the interior villages. After assessing the situation, KABIL approached Axis Bank Foundation (ABF), Mumbai for some fund to help the community in distress. In response ABF promptly provided Rs. 5.5 lakhs for relief

operation by adding a budget line item within the budget of the existing project on 7th of April. On approval by ABF, we supported 540 households with a dry ration packet of Rs. 1,100/- each.

Meanwhile a number of CSOs came together to form a National Coalition to enable a Rapid Rural Community Response to COVID-19 or RCRC. KABIL was one among them.

We got Rs. 2.5 lakhs grant through RCRC network and that fund was again utilized to support 360 more vulnerable families with a ration packet of Rs. 640/- each. So a total of Rs. 11.5 lakhs could be spent by early April for distribution ration to 1715 numbers of families who were in extreme distress.

However, reports were still pouring in about more starvation. So we approached RCRC again. We got another amount of Rs. 3.5 lakh in last week of April by which we could support 815 more families with dry ration packets. As rice was being provided by the Govt. through PDS under PM Garib Kalyan Yojana; we skipped including rice in the ration packets so as to reach more numbers of needy families.

Other activities

A team from KABIL conducted a study to find appropriate livelihood opportunities for women survivors of violence. Shri Ramananda Saraswati Pustakalaya (SRSP) a charitable society located at Jokahra Village in Haraiya Block in Azamgarh District of Uttar Pradesh, is working with women who faced violence and helping them fight such violence. Generating and strengthening livelihoods for the survivors are now a prime concern so that they can live a new life with dignity.

The study was undertaken with support from OXFAM India

Human resources and capacity building

Three executives left KABIL during the period, and four have been newly recruited. Total full-time functionaries on KABIL's payroll are now fifteen. 13 of them are placed in Assam, and the rest two are in Delhi. Three more part time personnel (either as part-time staff or as retainer consultant) function at the Head Office. Another retainer consultant functions from Kolkata.

The newly recruited staff are undergoing process awareness and sensitivity training in phases. A three-days Retreat for all staff was organized in December 2019. A couple of more training that had been planned during the end part of the financial year could not be organized due to covid 19.