

BADLAO INSTITUTE OF TRAINING AND MANAGEMENT



BITM

An Institution for Management & Leadership for social Transformation



ANNUAL REPORT

2018-19

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Philosophy

Qualified and skilled human resources are the key to the success of any initiative. Education, skills & expertise form the backbone of initiatives for development and social transformation. Nations and States with quality human resources are in the forefront of development today.

'Quality is often understood as a fusion of ability to deliver technical solutions along with sensitivity to respond to social requirements. Badlao Institute of Training & Management (BITM) is a human resource development initiative to bridge the prevalent 'quality gap' in management and leadership skills for development and social transformation.

Vision

To strengthen Grass root knowledge, action and initiative for sustainable development of Society.

Mission

BITM empowers people for social reforms. The institution is committed to social service and strengthening grass root knowledge, action and interventions in the decision making process for socio economic development and growth of the people. BITM aims at providing common platform for all the stakeholders (government agencies, NGOs, Corporate sector, media, academic and research institutes and community) to work together for the upliftment of the deprived people living in difficult situations.

अध्यक्ष की कलम से...

झारखण्ड बने एक दशक गुजर गए। इस एक दशक में विकास की गति नजर नहीं आ रही थी। समाजशास्त्री और जयप्रकाश आंदोलन से जुड़े बजरंग भाई संधालपरगना जैसे आदिवासी बहुल और राज्य के सबसे पिछड़े इलाके में 1983 से बदलाव की कोशिश कर रहे थे। उन्होंने सोचा कि सुदूर पिछड़े ग्रामीण इलाके में सरकार के भरोसे बैठे रहने से बात नहीं बनेगी इसलिए सामाजिक कार्यकर्ताओं की ज्यादा आवश्यकता है। गैरसरकारी संगठन NGO और स्वैच्छिक संगठनों से झारखण्ड के विकास की गति दी जा सकती है। प्रशिक्षित और प्रतिबद्ध कार्यकर्ता हों तो गांव/क्षेत्र को समझकर उस इलाके में वहां के लोगों की सलाह और जरूरत से उनके इलाके में उनकी ही सहायता से "संपूर्णक्रांति" की ओर कदम बढ़ाया जा सकता है। बदलाव फाउण्डेशन द्वारा संधालपरगना में महिला सशक्तिकरण करने का उनका अनुभव भी था। तब उन्होंने राजधानी में ऐसे कार्यकर्ताओं के प्रशिक्षण के लिए बदलाव इंस्टीच्यूट ऑफ ट्रेनिंग एण्ड मैनेजमेंट संस्थान खोलने का प्रस्ताव रखा। संधालपरगना छोटानागपुर के कई NGO ने अपने संस्थान के कार्यकर्ताओं और अपने क्षेत्र में काम से जुड़े कार्यकर्ताओं के प्रशिक्षण पर सहमति भी दी थी। लेकिन संस्थान जब बनकर तैयार हुआ तो सबने चुपी साध ली। फिर भी बदलाव ने अपने बूते एक बैच चलाया। प्रयोग सफल रहा लेकिन आगे चलाना मुश्किल लगने लगा तब NGO और सरकारी/अर्द्धसरकारी संस्थानों को प्रशिक्षण में सहयोग देने की भूमिका 10 सालों से चल रहा है।



BITM आज भी अपने मूल उद्देश्य के प्रति समर्पित है। कोशिश जारी है। इन दस वर्षों में दर्जनों प्रतिष्ठित गैरसरकारी संगठनों ने BITM में प्रशिक्षण शिविर लगाया। टाटा इंस्टीच्यूट ऑफ सोशल साइंसेज (TISS) भी BITM को केन्द्र बनाकर अपना काम कर रहा है। हमें उम्मीद है कि हम अपने मूल सपने को जल्द ही साकार करने में कामयाब होंगे। अपने इस वक्तव्य में BITM के कार्यकारिणी परिषद्, सलाहकार समिति और प्रबंधक श्री रोहन प्रसाद को साधुवाद।

श्री मधुकर
अध्यक्ष

From Secretary's Desk

Training along with theoretical background is the backbone of practical knowledge. For kaushal Vikash programmes of the Govt., maximum emphasis has to be given to practical training. Rural development of the backward areas in Jharkhand is a major task of the society in general and the Government in particular. The state govt has launched several programmes for rural development in the state but the progress made is far from desired. The participation of agencies other than the government in fulfillment of this huge task is much needed. Badlao Institute of Training and Management (BITM) was started in the year 2009 as an offshoot of Badlao Foundation with the idea of training young youth, desirous to undertake the challenging work of rural development in the economically backward regions of Jharkhand. It has been working over the years to ensure brighter future for the youth by providing training to those who are working in the social development sector for the upliftment of underprivileged communities in the tribal state of Jharkhand. We help in developing their career by imparting different aspects of training so that they would be able to earn their livelihood and at the same time work for the wellbeing of the marginalized people.



From our humble beginning, with the objective of empowering and capacitating the youth to make them capable of working for the welfare of common people, we have crossed a few years, and this year we have shared our views on our vision and mission through paradigm shift of training and management procedures, and as a result, we have continued to act as a catalyst in mobilizing and empowering the trainees by addressing the root causes of issues like gender equity, rights & entitlements, organic farming, women empowerment their exploitation and violence which hamper the realization of their civic and human rights. We have undertaken different studies & research and in the coming years we are going to study on variety of issues for tribal community development. We are going to initiate many new ideas to ensure grass root action & initiatives for their sustainable development.

The Institute has made two publications during the period under report. One book entitled "Go Palan" written by Dr. Rabindra Bhakt, Ex. Professor Animal Nutrition, BAU and Dr. C.S.P. Singh Ex. Dean Veterinary Science BAU in Hindi has been published. One research study entitled "Sustainable Development of Climate change Resistant Livelihoods among Sauria Paharia of Sunder Pahari Block, District Godda, Jharkhand written by Dr. Manohar Lal, Ex. Professor, A.N. Sinha Institute, Patna has been published.

I am looking forward for continuing support and guidance from Sri Bajrang Singh and his team in Badlao Foundation. I am also thankful to Sri Madhukar, an eminent Journalist and chairman executive Council of this Institute and Sri Arvind Kumar, treasurer of the executive Council for their continuous help and encouragement.

C.S.P. Singh
Secretary

About The Organization

Badlao Institute of Training and Management is an Institution for Management & Leadership for Social Transformation. It is registered under Society Registration Act 1860. The Institute acts as a Centre for learning and development for social sector organizations based at Jharkhand. Recently we conducted need based training and skill building program for mid-level and grass root level functionaries of Government, Civil society and PRI functionaries. Since inception we have trained more than 8200 people in diversified streams of development including PRI, Natural Resource management, off & on farm & on Vocations, HIV/AIDS and Education. Apart from this we organized Workshops, Meetings and seminars for beneficiaries. We have expertise in documentation, Research, and Evaluation of development initiatives.



The newly created state of Jharkhand has to face many formidable tasks in village development. Rural areas have remained neglected over the years. The development machinery needs to educate the farmers on new technologies for agricultural productivity. Badlao Institute of Training and Management (BITM) was established as an offshoot of Badlao Foundation to meet the required skilled manpower for rural transformation. BITM aims to capacitate its staff and that of like-minded organizations on reforms on livelihood, health, education, economic transformation and social upliftment.

Over the years, BITM has been striving to promote development initiatives for the community towards sustainable livelihoods and poverty alleviation amongst dalits and marginalized ST/SC communities. The organization takes empowerment based participatory approach to bring a sustainable solution to their poverty. Based upon its futuristic vision, the organization contemplates action upon pro-people issues in an autonomous mode backed by the support and coordination from all like-minded individuals, organizations and Government agencies inspired by Gandhian thought and J.P movement.

Prologue

BITM was established with a sole objective to built capacity of the youth those who are working in the voluntary sector. After receiving the training, the trainees will disseminate their knowledge and learnings to the grass root workers to make people aware on the contemporary issues and also their rights and entitlements. The training and capacity building session are being imparted on the issues like women empowerment, agriculture and organic farming, capacity building of PRI leaders, livestock management, natural resource management, Govt. schemes and services etc.

As a sister concern of Badlao Foundation, we have mainly targeted the Tribals especially the paharia tribal and other backward communities as they have been one of the most backwards of our society. Many of them, right from childhood, grow up in a cloistered upbringing, and are therefore not exposed to the real, challenging and competitive world of ours, and our aim is to mould such people who would be self-reliant and self-dependent, and would be able to look after their own needs and requirements as well as manage their families. Thus, in the long run, we not only hope to produce valuable assets, but also a poverty-free country.

BITM working as a support service organization and a centre for participatory learning. It is also a resource centre which provides support for capacity building training to different grass root NGOs and civil society actors. The institute also organizes seminars, workshops and different orientation programmes. The institute is also working to strengthen the local self Governance through providing training to the elected members specially the women those who will work for gender equality and better space of women in the decision making process. The institute also imparts training on Training of trainers, Group dynamics, Micro planning, NGO management, financial management, Disaster management, Rights and entitlements, Social audit, Govt. schemes & services etc. BITM working as a support service organization and a centre for participatory learning.



The Activities at a Glance

(I) A workshop on forest right act 2006

Organized by BITM on 10-11 Aug'18. In this workshop the participants discussed the rights of tribal farmers around forests on the forest products. The present situation of farmer's rights in Jharkhand was discussed. It was emphasized that the farmers should be informed about the law and its implications are their life.



(ii) Training on Mango Gardening

This training was held on 28th and 29th August 2018. Farmers were trained on preparation of soil, pit, compost application sapling preparation plantation, distance between plants, use of pesticides helpful flowering, spraining of plants for protection against practices after fertilization, Mango presentation and marketing.



(iii) Capacity Building Training for farmers

This training was held on 8th and 9th Sept 2018.

During this training the farmers were trained on the need of having knowledge about the availability of inputs for any project to be undertaken, their sources and procedures to be followed to avail them. They should be aware of the output and its utilization. They were informed about the project preparation, and its expected economic knowledge needed for project preparation, and its expected economic return.



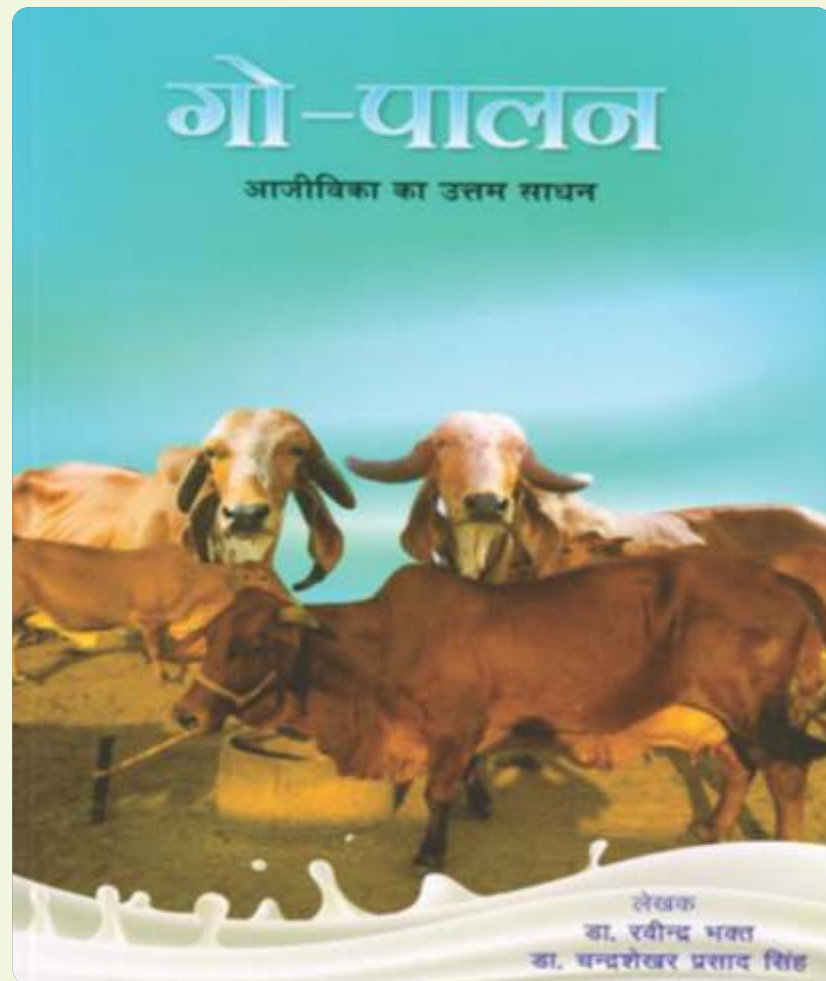
(iv) Training on Animal Husbandry

This training was organised on 28th and 29th Dec'18. The farmers were informed about the signs of health and disease in animals, package of managerial practices for animals of different age groups, housing, feeding, heat detection and breeding. Types of diseases in animals and birds, their prevention and control were also discussed.

Publication

(i) A book entitled "Go-Palan" in Hindi written by Dr. Rabindra Bhakt Ex professor, Animal Nutrition BAU and Dr. C.S.P. Singh Ex. Dean veterinary Science, BAU has been published.

This book is very useful for the people interested in rearing cows for their livelihood. It deals with the essentials for establishment of cattle farm like choice of place, construction of houses for animals of various age groups, space requirement for each animal, types of animals to be purchased according to availability of funds, selection of animals, signs of health and disease in cows, breeds of Indian and exotic cattle, economies of milk production in different ages, breeding plan of animals, signs of heat and time of insemination. It also deals with the merits and demerits of crossing local animals with exotic males, points to be considered in calf rearing, preparation of calf starters, and concentrate mixtures for cows. It further deals with the types of diseases, their prevention and control.



(ii) A study report on sustainable development of climate change resistant livelihoods among Sauria Pahariya of Sunder Pahari Block, Dist Godda, Jharkhand has been published by the institution. This study report was prepared by Dr. Manohar Lal.

This study was conducted in 339 households of 8 Villages of Sunder Pahari Block of Godda district which are inhabited by Sauria Pahariya Tribe.

The study revealed that the project has succeeded in improving the living conditions of Sauria Paharia by raising their income level and food security through various livelihood interventions such as natural resource management, sustainable agricultural practices and supplementary income generation activities related to animal husbandry and Non Timber Forest Produce. The project has also helped in reducing out migration of adults by providing employment in construction of water harvesting structures and land development activities in the project villages. The project also organized Sauriya Paharia to participate in the process for their own development. There is an urgent need to sustain the benefits of the project over a longer period of time. For this linkage with government line departments is very essential.



Future programmes to be undertaken

The Organization has undertaken the impact study of interventions of Badlao on land and water resources on the life of beneficiaries. The data has been collected and is under process of analysis. Similar impact studies on interventions of Badlao Foundation with respect to education, sanitation, solar lamp and smokeless chulhas distribution are planned.

Details of Training

During the the period under report a total of 49 Trainings were held in 161 days involving 1098 participants from difference Institutions. All together 11 organizations organized these trainings. Maximum numbers of trainings were held by Society for Promotion of Wastelands Development (SPWD), Ranchi.

Workshops

12 workshops were held in which 372 people participated.

Meetings

A Total of 15 meetings from difference organizations were held in which 320 persons were present.

Executive Council Members Meetings

S No	Date	Place
1.	22 April 2018	Siddho-Kanhu Aashram, Domdih, Sundar pahari, Godda
2.	17 July 2018	BITM office, Arsandey, Kanke, Ranchi
3.	03 November 2018	Gandhi Aashram, Kebatjali, Mihijam, Jamtara
4.	01 March 2019	BITM office, Arsandey, Kanke, Ranchi



MEETING OF EXECUTIVE COUNCIL

Statement of Grants & Expenses:- Expenditure Profile

SNo.	Details	INR (Rs.)
No. A	Rural Development	915,953.20
B	Trainings / Workshops	116,726.00
C	Running/Personnel Costs	160,973.80
D	Facilitation to Training Partners	1,248,758.00
E	Fixed Assets (During the F.Y)	167,234.00
	TOTAL :	2,609,645.00

BITM ANNUAL EXP. DIGRAM



BALANCE SHEET AS ON 31ST MARCH 2019

Capital & Liabilities		Amount (In Rs.)
Capital Fund		1,119,837.34
Current Liabilities		217,700.00
TOTAL		1,337,537.34
Assets & Properties		Amount (In Rs.)
Fixed Assets		951,312.64
Current Assets		386,224.70
TOTAL		1,337,537.34

Chandrashekhar Prasad Singh
Secretary

Madhukar
Chairperson

Arvind Kumar
Treasurer

Executive Council

SL.N		Name	Designation	Address	Specialization
1.		Mr. Madhukar	Chairperson	Sarvoday Nagar, Kanke Road, Ranchi, Pin: 834008, Jharkhand, M:9431103486 E-mail: madhukarranchi@gmail.com	Activist & Journalist
2.		Dr. C.S.P. Singh	Secretary	KusumSmriti, Lower Boreya Road, Arsandey, Kanke, Ranchi- 834006 Jharkhand. M-9199739171 Email Id: cspsinghranchi1@yahoo.com	Administration & Rural Livelihood
3.		Mr. Arvind Kumar	Treasurer	106, old A.G. Colony, Kadru, Ranchi-2, Jharkhand, M: 9470931502, E-mail: arvindjournalist@gmail.com	Journalism & Social work
4.		Mr. Bajrang Singh	Member	At/Po: Mihijam, P.S -Mihijam, Dist- Jamtara, State-Jharkhand, Email id: bitm.ranchi@rediffmail.com, M:9334653133	Community Organization & Livelihood
5.		Mrs. Bitiya Murmu	Member	Village-Dudhani (Kurwa)Dumka, P.S -Dumka, Jharkhand, M:9973150445 Email Id: lahanti@rediffmail.com/ lahanti06@gmail.com	Women empowerment & social Activist
6.		Dr. Rabindra Bhakt	Member	House No-215, Village-Arsande, P.o- Boreya, Ranchi, Jharkhand, M:9430344266, Email Id: rabindrabhakt.47@gmail.com	Education & Veterinary Science

Advisory Council

6.		Dr. Rabindra Bhakt	Member	House No-215, Village-Arsande, P.o-Boreya, Ranchi, Jharkhand, M:9430344266, Email Id: rabindrabhakt.47@gmail.com	Education & Veterinary Science
7.		Dr. Manohar Lal	Member	403 A, Block-1, NawalAasaram Complex, JahajiKothi Road, Opposite Rajdhani Market, Dariyapur, Kadamkua, Patna, Bihar, Pin:800003, M:9798477961, Email Id:dr.manoharlal123@gmail.com	Education & Livelihood
8.		Mr. Pradeep Kumar	Member	“Chauhans” Gonda Town, Kanke Road, Ranchi, Jharkhand, M:9431104847, Email Id:kumarpradip1@gmail.com	Materials Management & Social Service
9.		Dr. D.K.Srivastava	Member	Housing Colony, Harmu, Ranchi, Jharkhand M:9430377779, Email:dksifs@gmail.com	Role of Forest Management in Rural Livelihood

SL. N	Name	Address	Specialization
1.	Dr. A.K.Singh Ex. Chief Secretary Jharkhand	A-1/204, Simphoni Apartment Harmu, Near SahjanandChowk Ranchi, M:9431107411	Administration & Management
2.	Dr. Sheen Akhtar Eminent Educationist	Jamia Nagar Colony, Kadru Ranchi-834002, M:9431106171	Eminent Educationist
3.	Dr. R.P.P.Singh Ex Vice Chancellor Kolhan University Chaibasa, Jharkhand	Ranchi University Morabadi Campus, Ranchi Pin:834008 Jharkhand M:09835149480 mail to rpp_singh@yahoo.co.in	Eminent Educationist & Economist
4.	Sri M. N. Jha Ex. Public Relation Officer Coal India	303, Shivalaya Apartment ChandaniChowck, Kanke Road, Ranchi - 834008 Jharkhand M: 09470959074	Social Relationship
5.	Anjna Kumari	Quarter no-D/7,Durdarsan Colony Ratu Road, Ranchi-834001 M:9431491547	Women employment & social service
6.	Dr. Reeta Shukla Ex. Director Dept. of Journalism, Ranchi University	‘KAHANI’ Tagore Hill Road, Morabadi, Ranchi, Jharkhand M:9431174319	Literature & Communication