



ANNUAL REPORT 2023 - 2024

Table of Contents

I. NOTE FROM PRESIDENT	2
II. MISSION	3
III. IMPACT AREAS	4
1. BUILDING SELF-RELIANT WOMEN-LED ENTERPRISES	5
• Quick Highlights	6
• Type of Trainings Provided	6
• Varanasi: Financial Power	7
• Varanasi: Sustainable Livelihood	8
• Varanasi: Social Support	10
• Stories of Hope And Resilience	14
• Sampark's Cooperative Societies In Koppal	16
2. EMPOWERMENT OF MIGRANT WORKERS	19
• Quick Highlights	20
• Bangalore: Information & Awareness Sessions for Migrant Workers	20
• Workers Resource Centres (WRC) & Migrant Support Helpline	21
• Enabling Access to Social Protection Schemes	22
• Social Benefit Through Sampark's Intervention	23
• Shramik Mithras	24
• Karnataka Construction Workers Union	24
• Process of Collectivization & Unionization Of Migrant Construction Workers	25
• Stories of Hope And Resilience	26
3. EARLY CHILDHOOD CARE & DEVELOPMENT	27
• Quick Highlights	28
• Types of Location of ECCD Centres	29
• Age-appropriate Programs For Children At Sampark ECCD	30
• Teachers Become Master Trainer	32
• Impact Analysis	33
• Changes In Movement Rate	35
• Stories of Hope And Resilience	36
4. EMPLOYEE VOLUNTEERING PROGRAMME (EVP)	38
5. BOARD MEMBERS & ADVISORY PANEL	38
6. INSTITUTIONAL DONOR LIST 2023-24	39
7. INDIVIDUAL DONOR LIST 2023-24	40
8. STAFF LIST	41
9. EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) STAFF	42

NOTE FROM PRESIDENT



Dear Friends of Sampark,

Sampark has completed 33 years of development work this year and it gives me immense satisfaction to present Sampark's Annual Report 2023-24. I hope our hard work and commitment gets conveyed through the report while you enjoy reading it.

Till date, Sampark directly reached out to over 16,200 women, 2,37,886 migrant workers and 59,212 children through its various intervention programmes. A total of 6,201 children have been integrated into regular schools. Its these innumerable stories of hope and resilience from these communities that keep us going.

In this reporting year 2023-24, Sampark's dedication could touch the lives of 1,200 women, 27,886 migrant workers and 2,712 children. Our strong team of 60 core staff, 35 support staff and 10 consultants provide their utmost commitment to high quality work. Our partnerships with 12 foundations, 22 Corporates and many well-wishers enabled us to make a positive and long lasting impact on our beneficiaries.

Over the past three years, Sampark has inducted new Board members, Advisors and the Sampark team members, a trend that we continued by welcoming Ms. Santana Khurana and Ms. Stuti Poddar to the Sampark Advisory Board this year. Their involvement has brought in new knowledge and wisdom to propel the team to a new level of effectiveness.

It is my pleasure to share some highlights of 2023-24 across Bengaluru, Koppal and Varanasi. The Early Childhood Care and Development (ECCD) centre in CLPD introduced the smart classroom and it was a pleasure to watch the excitement in the eyes of the children. The Worker Resource Centre team has enrolled migrant workers in new schemes- Ayushman Bharath, E-shram, Gruhalakshmi and Annabhagya schemes. Our SHG women in Varanasi are making the most of the awareness on domestic abuse. Monthly meetings with women surviving the abuse, enable them to share their stories and provide a safe place to provide professional legal assistance. Women's Cooperative in Koppal are successfully running the day care centre for the second year.

Additionally for Advocacy, Sampark published a range of publications, namely Ensuring Access to Finance for Women Entrepreneurs - T20 Policy brief for G20 summit Innovative Approaches to Assessing Progress in the SDGs - T20 Policy brief for G20 Summit These papers ensure that the needs and challenges of women reach a larger audience.

The coming year we plan to reach more migrant families and their children by expanding our scale of work. We are also working on a collection of stories of the migrants, so these stories from the blue tents go outside the labour colonies. For the SHG women we hope to facilitate many of them to start small scale business, through a household level analysis of their incomes.

The Sampark team, Board members and the people and communities we work with, have actively engaged and contributed, to make the above achievements possible. Not to forget the continued support we have received from Sampark's donors, individuals, trusts, to continue to do the much needed work in the development sector. While It's been a year of great teamwork in empowering the marginalized, we are all geared up to do more impactful work in the years to come.

**Ms. Neena Paul,
President Sampark**



MISSION

As a humanitarian organization, Sampark is dedicated to alleviating the living conditions of marginalized communities, particularly women and children affected by social and systemic injustices. Our comprehensive interventions enable individuals to gain direct control over their lives and exercise their rights with dignity. Sampark's diverse initiatives include supporting migrant workers, enhancing women and children's welfare, and advocating for social protection and rights. Through tailored educational programs, skill-building workshops, and advocacy, we foster economic independence, social justice, and self-sufficiency, creating pathways for a better and more equitable future.

OUR IMPACT AREAS



Early Childhood Care & Development



Childhood Nutrition



Skill Based Training for Women



Building self-reliant women-led enterprises



Migrant Worker Access to government schemes

CONNECTION TO SUSTAINABLE DEVELOPMENT GOALS



NO POVERTY - Sampark's emphasis on self-reliance emboldens impoverished men and women to reclaim their lives and find means to sustain themselves. This, along with awareness of government schemes and linkages directly contributes to the first United Nations Sustainable Development Goal of No Poverty.



ZERO HUNGER - Owing to poor incomes and affordability, migrant children are often subject to hunger and malnutrition. Sampark's early childhood care and development centers provide nutritious meals to migrant children contributing to the second United Nations Sustainable Development Goal of Zero Hunger.



GOOD HEALTH AND WELL-BEING - Sampark's worker resource centers act as information & awareness hubs, providing access to government-linked health schemes, & they contribute to increasing the overall well-being of migrant worker families. Sampark also focuses on healthcare for women & children's nutrition, thus further contributing to the third United Nations Sustainable Development Goal of Good Health and Well-Being.



QUALITY EDUCATION - Sampark's Early Childhood Care & Development Centers offer infant care, early learning & after-school educational activities for children from 6 months to 15 years of age. This solid foundation discourages drop-outs, encourages timely school enrollment, primes migrant children for mainstream schooling & contributes to the fourth United Nations Sustainable Development Goal of Quality Education.



GENDER EQUALITY - Sampark's relentless efforts to provide opportunities of self-reliance, growth, education, financial independence of marginalized women contributes to the fifth Nations Sustainable Development Goal of Gender Equality.



BUILDING SELF-RELIANT WOMEN-LED ENTERPRISES

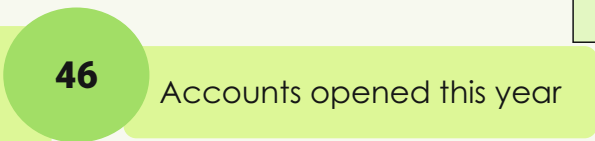
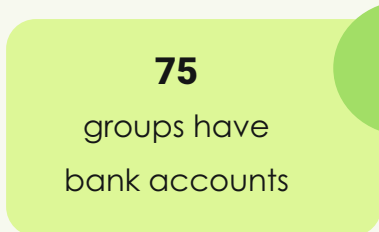
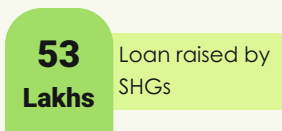
Sampark recognizes the structural, economic, and functional challenges faced by women, particularly those in rural areas. Owning an asset or business alone does not accelerates a rural woman's ability to realize her income-potential. She will need to fight social norms, patriarchy, improve and build her skills and capacity to achieve this. Meanwhile, health support, and assistance against domestic violence are also necessary to gain mobility and confidence to overcome her constraints. Sampark provides diverse forms of timely support to women to realize their financial independence and dignity.

QUICK HIGHLIGHTS

For the last **6 years** Sampark has been actively working in **12 villages** of Chiraigaon Block which has increased to **15** villages this year.



- List of 15 villages of SHG women**
- Kamauli
 - Khalispur
 - Raipura
 - Hanumanpur
 - Singhwar
 - Babhanpura
 - Nevada
 - Kotwa danipur
 - Rajapur
 - Salarpur
 - Dinapur
 - Tatehpur
 - **Gaura kalan**
 - **Phoolpur**
 - **Arazi Nevada**
- New Villages



Capacity building for women

This year 56 skill-based trainings were conducted for women and 1,770 women participated in them. From 11 villages there was about 80% participation rate of women in the training programs. **These trainings improved the skill-sets of women who are interested in setting up their own enterprises in the near future.**

TYPE OF TRAININGS PROVIDED

LIVELIHOOD EMPOWERMENT

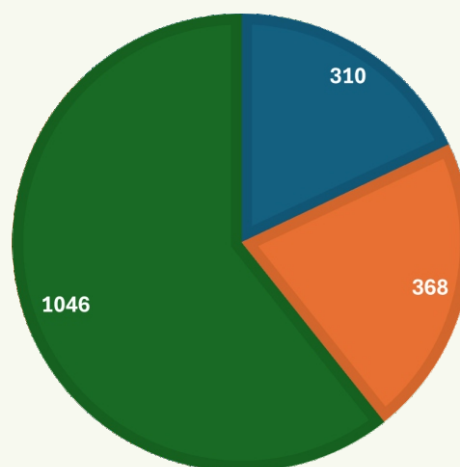
- Papad and Pickle training
- Spices training
- Digital literacy – Computer classes
- Beautician Training
- Toto training
- Agarbatti making
- Envelope making training
- Hair massage Potli making training
- Enterprise training
- Goat rearing training

FINANCIAL EMPOWERMENT

- Financial literacy & SHG book keeping
- CRP & YC capacity building

SOCIAL EMPOWERMENT

- Health camp
- Awareness and training against domestic violence
- Leadership Training



VARANASI: FINANCIAL POWER

STRENGTHEN 102 SHGS & CAPACITY BUILDING OF BOOK-KEEPERS

For women to start enterprises involves strengthening their agency through Self Help Groups (SHGs) that shape their savings and credit habits. In Varanasi, 1,200 women were organised into 102 SHGs, whose systematic management requires following the 5 SHG principles and maintaining good bookkeeping. Proper record-keeping is essential for SHG success.

While each group has at least one literate woman, many of them are underconfident in their skills.

Through attending Sampark's training, women have realized that maintaining SHG books is simple and manageable.



COMMUNITY RESOURCE PERSONS(CRP) AND YOUTH CADRE (YC)

Assisting SHGs involves monitoring meetings, recording minutes, and matching book records with cash balances. 11 CRPs and 6 young girls assist in running the SHGs. They are trained on interest calculations, loan repayments, and ensuring all

transactions are documented. They also help to prepare the monthly reports for all SHGs and enter the data into the Sampark app, recording all transactions in an Excel sheet. This thorough record-keeping allows members to track their financial activities, promotes transparency, and helps them make informed decisions, thereby building confidence and unity within the group.

FINANCIAL LITERACY SESSIONS



8 sessions were conducted this year to educate women on the importance of having a bank account, maintaining the right documents, and protecting themselves from fraud. Recent sessions have focused on loan recovery and improving the creditworthiness of SHG women by introducing an EMI system for efficient repayment. With consistent follow-up, we successfully opened 46 SHG

bank accounts, assisting women in collating the necessary documents, including group by-laws, seals, PAN cards for the president and treasurer, Aadhaar cards, and photos of all members. Many women fear being cheated or insulted, thereby avoiding bank interactions. Financial literacy sessions help build their confidence in managing bank transactions and monitoring their group's loans and repayments.

VARANASI: SUSTAINABLE LIVELIHOOD

To increase women's agency and voice it's important to focus on increasing their income earning opportunities and for them to have a sustainable and independent income stream.



61 women attended **Papad and Pickle** making training for 10 days at R-SETI Gaura kala wherewomen are taught to make multiple types of Papad, Achar and Murabha.

52 women learned **Agarbatti making** at Krishi vigyan Kendra, Chiraigaon block.



40 women received **spice-making training**. The aim of the training is to make our SHG women to teach the knowhow of producing masala, hygiene and quality standards to follow, machinery handling and reaching out to maximum people for sales.



28 women participated in **Goat rearing training** in Krishi Vigyan Kendra. These women gained knowledge and awareness over correct ways of goat rearing, illness symptoms to watch out for, feed frequency, different breeds of goats and their maintenance and growth etc.

15 women received seasonal training that includes **Beautician Training**, Toto- Erickshaw training and festival season specific training like Envelope making, Hair massage Potli making were also given.



69 women participated in Enterprise training. Sampark identified women who were interested in starting an enterprise and topics like types of businesses, sound business plan, importance of loan repayment, family involvement in the business were discussed.

4 Community training centres help to provide incubation support for women to make sample products, pack samples for vendors and getting their feedback to scale up their venture. This acts as a safe place for them to try and test, make mistakes, learn and refine their product. These centres are used by women often as they are closer to their homes. Incubation support has been much appreciated by women who have created their own packaging.



3 Exposure visits were conducted to understand the wholesale markets, meet the sellers and understand their requirements. Marketing linkage is very important for women to connect them to the final market.

Women set up stalls in Delhi Livelihood Conference, G20 summit in Varanasi, government events in Varanasi, local residential complexes, office buildings, BSL colony and office, Bank of Baroda office in Varanasi. **This year 2 women, Kiran (Nishad Raj SHG, Tatepur) and Sanju (Chandrika SHG, Dinapur) went for a Livelihood conference to Delhi. Also, 3 women Munni (Hajrat Palanga SHG, Kamauli), Rekha Devi (Jai maa ambe SHG, Rajapur) and Jai Prada (Ravidas SHG, Newada) traveled from Varanasi to Delhi** to display their products at Livelihood conference.



In addition, SHG members who have small enterprises were entitled to exhibitions, Sampark events. Women sold mats, pickles, envelopes and dupattas weaved by them. This provided a great deal of confidence to them to manage the stalls, interact with customers, explain the product features and speciality. This multi-pronged strategy of providing skills training, exposure trips, incubation support and market linkage support enables women to improve their livelihoods.

VARANASI: SOCIAL SUPPORT

At Varanasi, Sampark works with women from SC, ST communities and . SHG women struggle with multiple reproductive health challenges, Combined with the social stigma around it, never discuss these issues with doctors. Majority of our SHG women face domestic abuse issues and live with it without any support. These are issues which need



to be addressed and provided support to enable women to step out of their house with confidence and improve their incomes. Women have stepped out of their homes for the first time, travelled out of the villages for attending events and for participating in exposure visits.

To keep this momentum going women require access to education, healthcare, and legal services, that supports them to exercise their rights and assert their individuality with dignity.

45 women enhanced Digital literacy through computer classes. Digital literacy helps to create a platform for women and their girls to further excel in education.



9 Leadership trainings for 195 women who were identified due to their interest towards their SHG improvement. Initially train the trainer sessions (TOT) were conducted for staff members and CRPs to enable them to effectively identify and develop leaders from Self-Help Groups (SHGs). This 3 day training consisted of many creative exercises to understand each aspect of leadership in SHGs. The training also covered foundational concepts such as the role and responsibilities of leaders, effective communication, decision-making, and conflict management. To enable the training to reach the grass root level, every month training



session is conducted with 195 identified women from SHGs. The training is seen as bridging the gap of women empowerment at village level, identifying village level problems and mitigating it through togetherness. Women discuss village road issues, water challenges. They learn in the meetings how to write letters to Gram Pradhan or block / district officials to raise their concerns.

6 Health camps catered to 547 women in our working village. Our goal is to make

women disease-free and highlight the importance of their health, especially in areas where women's health is often neglected. Our health camps provide free medical check-ups, awareness on menstrual hygiene, child vaccination and distribution of medicines. Sampark staff, along with external medical professionals (gynecologists and specialists), organize these camps. These camps also offer personal interactions with gynecologists and physical check-ups, which are often unavailable in community health centers. The camps also address common issues like joint pain, stomach problems, and seasonal diseases.



10 sessions for awareness on domestic abuse and monthly meetings for 304 women.

Domestic abuse often goes unnoticed due to societal pressures and lack of awareness. To address this, awareness sessions on domestic abuse are conducted for SHG women with a legal expert. These sessions educate women on empowerment and help them recognize different types of abuse. The expert also encourages and

assists women in combating domestic violence. Through these sessions, women gain knowledge about gender differences, types of domestic violence, and available legal solutions. The sessions help staff members in identifying women who are experiencing violence for providing crucial support on-time.

After the sessions, small groups of women who wish to have private discussions, meet monthly to continue the discussion against domestic violence. These discussions have proven effective in encouraging women to speak up. There have been instances where the group of women, supported by Community Resource Persons (CRPs), have

intervened in domestic abuse cases to offer immediate assistance and legal recourse by filing cases at the local police station. Karate classes for self-defense have also been introduced, 15 girls started learning although sustaining participation has been challenging.



31 Scholarship for girls - In our working villages very few girls have the privilege to study any further than high school. Convincing families and girls to pursue undergraduate degrees is an ongoing challenge. Cultural expectations and traditional gender roles often prioritize marriage over education for young women, creating significant barriers to their academic and professional advancement. Despite these challenges, Sampark is dedicated to advocating for girls' education and actively supporting adolescent girls to overcome the cultural constraints.

SHG WOMEN'S EVENT IN VARANASI

Sampark team organised an event - "Apne Sapne ki aur" for the SHG women to congregate in one venue, experience the power of unity, interact with project seniors, understand the bigger role that SHGs play in social empowerment and financial empowerment. The event was honored by Dr. Smita Premchander, Founder & Secretary - Sampark, Ms. Marzia and Ms. Simona - Fondazione Pangea, Ms. Dinah Bennett - Women Enterprise expert and Ms. Clara Ariza - Expert on climate change issues. Mr. Kumar Radhakrishnan, Director - Krishnamurthi Foundation and Dr. Alka Singh - Principal, Vasanta College our local partners graced the occasion too. The event also had participants from external agencies like Union Bank, RSETI and KVK Varanasi. Vasanta college provided the venue to host the event.



Women climbed the stage and confidently spoke about how they manage their groups and shared their success stories. Individual SHG women set up stalls for the products made by them. Stalls of pickles, papads, envelopes, dupattas, baskets were set-up to raise awareness among attendees about the significance of supporting these women-led enterprises. This event is a milestone for rural women as it provided them with a platform to voice their experiences and showcase their journey of empowerment.



2 women from each SHG were asked to participate in the event. Women interacted with other SHG groups in their village, coordinated with the CRP/YC for organizing their transport and were at the venue on time for the event. Women registered themselves and their group at the reception desk and they collected their gift bag for participation. Girls and women participated through dance, role plays, folk music.

Sampark team felicitated the CRPs, YCs for their contribution and honored them with badges. Some women had tears in their eyes with the honoring of their work. Good performing SHGs were also felicitated with awards to motivate other SHGs to open and transact in their bank accounts, repay the loans on time etc.



Sharing of stories by sales cadre women, CRP women, SHG women as to how their



confidence improved, skills improved and image in front of their family improved inspired other SHG Women.

The conference was enjoyed by all the women, who spent a whole day, had lunch and were a very interactive audience. The team felt that the event saw the women coming together more as a community.

STORIES OF HOPE AND RESILIENCE

SEEMA JI'S HUMBLE BEGINNINGS FOR A VAST DREAM



Seema didi, a 40-year-old resident of Newada village, studied until the 8th grade before marriage. Her father believed higher education was not suitable for girls and did not send her for further studies. She now lives in Mughal Sarai City, U.P., with her husband, Govind and their son, who is currently in the 8th grade. The family of three relies on Govind's income as a mason, earning ₹15,000/- per month.

Despite her limited formal education, Seema didi harbored a strong desire to start her own business but lacked direction. She learned about Sampark through Poonam Didi, an active community worker in her village. Intrigued, Seema didi began attending Sampark meetings, where she learned about the organization's initiatives for women's empowerment. Gradually, she became more involved and reached out to Poonam Didi for further guidance.

Poonam Didi explained the benefits of joining Self-Help Groups (SHGs) and how saving ₹20 weekly could provide financial support, including access to loans. Motivated by this information, Seema didi joined the Mahadev Mahila Sampark Samuh and started attending various training sessions, including achar (pickle) and papad (snack) making.

She learned valuable skills from Sampark about sourcing and selling goods in the market. Eventually, she expressed her desire to start a business selling groceries, particularly because there was no grocery shop in her village. Her SHG members supported the idea, recognizing the convenience of having a local supplier. Seema didi took a loan of ₹10,000 from the group's revolving credit fund in January, purchased groceries wholesale from the market and sold it to SHG members. She did not have a shop setup but stored the groceries at home itself.

By May, Seema didi had made a profit of ₹ 2,000 and planned to expand her business. Her family, seeing the potential benefits, supported her involvement in the SHG, understanding that the financial assistance from Sampark could help grow their business further. She also plans to make achar and papad and sell them in the future. With the group's support, Seema didi also aspires to start an achar and papad business in the future.

NAGEENA'S NEW-FOUND COURAGE TO BATTLE DOMESTIC VIOLENCE



On September 28, 2023, Poonam (CRP) called the Sampark team to report that Nageena from Nevada village had been beaten by her husband. Nageena had reached out to Poonam Didi for help, explaining that she is a member of the SHG in Nevada village. Nageena, 42, lives with her two children and husband. Her elder daughter, Neelam, lives with her grandmother and uncle but occasionally visits. Nageena works as a daily laborer, and her husband works in a factory. However, due to his poor health, he often skips work and drinks alcohol daily, leading to abuse

towards Nageena and their children. This situation has persisted for the past 14 years.

Nageena had previously heard that Sampark offers training and support for those affected by domestic violence. She attended a training session, met with Sampark staff, and shared her story. Sampark team assured her that she could contact them anytime she faced abuse.

One day, her husband started a quarrel and tried to hit her. Nageena managed to escape and called the Sampark team through Poonam the next day. The Sampark team, along with Poonam and other SHG members, visited Nageena's home to confront her husband. Initially, he was unwilling to talk or listen, but the women persisted, and he finally met them. He claimed he had beaten Nageena because she didn't give him food. Nageena explained that she was sick that night and could only manage to cook dal and rice, which he refused to eat before becoming violent.

We tried to convince him not to repeat his actions, but he insisted he would do it again whenever he wished because he considered his wife his property. He also claimed he was the sole provider for the family. As the situation escalated, the Sampark team called the emergency number 112, and the police arrived. The police warned him that if he repeated his actions, he would be jailed.

The police advised Nageena to report the case at the Women Police Station in Ashapur, Varanasi. Initially hesitant, but the Sampark team convinced her to act. She went to the police station, registered a complaint, and informed her husband about it. Following this incident, her husband refrained from hitting her and avoided disputes for a few days. When he started fighting again, Nageena reminded him about the complaint and the police, which made him control his behavior.

In October, we invited Nageena to a legal training session and discussed her case in detail with the legal expert. The lawyer advised Nageena that she could visit their office for legal counseling anytime or file an First Information Report (FIR) with the police for strict action against her husband.

SAMPARK'S COOPERATIVE SOCIETIES IN KOPPAL

Cooperative societies play a vital role in improving rural women's financial inclusion and economic participation. Co-operatives manage SHG's who manage substantial financial resources, including share amounts, fixed deposits, and savings, while also generating profits. Sampark supports functioning of three Cooperative Societies: Eshwar Cooperative Society, Sadhana Cooperative Society, and Gavisiddeshwar Cooperative Society. Cooperative women run multiple micro-businesses successfully over the years.

Financial status of Cooperatives Apr2023 - Mar 2024

SL	Name of the co ops	Share amount (₹)	Fixed Deposit amount (₹)	Savings Bank amount (₹)	Profit (Interest, greading fee, book writing fee, shgs books sales, loan application fee) (₹)	Loan out standing (₹)	Over due loan amount (₹)
1	Eshwara	9,58,800	16,50,000	5,35,000	19,37,500	50,81,300	9,00,000
2	Gavisiddeshwara	3,90,000	4,80,000	1,50,000	1,53,000	11,73,000	50,000
3	Sadhana	15,40,000	10,00,000	8,32,300	14,57,700	48,30,000	39,30,000
	Total	28,88,800	31,30,000	15,17,300	35,48,200	1,10,84,300	48,80,000

Businesses run by the Cooperative- Annual performance

Sampark has guided the cooperatives to be registered as "multipurpose/credit cooperatives. They earn primarily through circulating the savings and share capital as interest-bearing loans. Various enterprises including agriculture, beauty parlors, hand embroidery, auto purchases, beedi making, pan shops, puffed rice making, roti business etc. are run by cooperative members. This year the cooperative themselves were involved in Soap box reselling and saree sales. Some



cooperative members associated with Pollinate Groups sold items such as pads, knee pain oil, and electric light bulbs for commission through products made by Pollinate group. Cooperative members are engaged in sales to promote and distribute Kashika spices. BMM company at Danapur, Unnathi Project NGO at Bagalakot, Seeds NGO at Koppal, KSRLM at Koppal, private residence school at Gadag, and FPO at Kampli - current buyers of the spices.



ECCD centre: In 2022, cooperative members established a ECCD centre at the district hospital in Koppal where 31 children are enrolled at the centre. Sampark ECCD master trainers trained the cooperative members to enable them to run and manage the centre. Cooperatives receive funds yearly from the Women and Child Department, Koppal to manage the centre expenses.

Experience Sharing: Koppal Team's Visit to Varanasi

Sharing about Enterprise Activities:

A team of cooperative leaders, who were once trainees themselves under Sampark's enrichment sessions, have emerged into entrepreneurial trainers. They visited Varanasi to train rural women on enterprise activities. It was a huge achievement for Sampark to enable women-women sharing of best practices. During the visit to Varanasi, the team provided details on Sampark's operations, office, and history of establishing SHGs. The purpose of the visit was to discuss self-employment, drawing from Sampark's 20 years of experience. The team covered various topics, including the necessity of employment, job selection criteria, outreach strategies, essential traits for job seekers, market surveys, connecting jobs with the market etc. Success stories from various enterprises were shared, including agriculture, beauty parlors, hand embroidery, auto purchases, beedi making, pan shops, tractor purchases, puffed rice making, roti business etc.

Sharing multiple ways to handle SHG problems and solutions

During the visit, common issues faced by SHGs and their respective solutions were explored. These included challenges in opening SHG bank accounts, concerns regarding interest rates and loan repayments, continuous requests to withdraw savings deposit, members attending meetings solely to give money without engaging in discussions, clarifying the roles of Presidents and Secretaries and concerns about repayment dues and overdue overdraft loans repayments that often result in ill feelings.

Support provided through Government schemes to Devadasis

Some of our cooperative members are Devadasis and the Sampark team still supports them to access the benefits from Government schemes.

◆ Devadasi women get a pension of Rs. 1,500/- per month. Every year KYC has to be updated to receive the pension regularly. Non submission of the same leads to withholding the pension. Sampark team member received information from women about non-receipt of pension. 15 women faced the issues and on approaching the "Devadasi Punarvasati Nigama (Rehabilitation of Devadasi women) under Women & Child Department, and completing the KYC procedure the issue was resolved.

◆ Devadasi marriage scheme under which a devadasi son/daughter gets married receives a marriage benefit of Rs. 3 lakhs for daughters and Rs. 2 lakhs for sons. To avail this scheme a marriage certificate is mandatory. Cooperative member Lakkamma's son Hanumesh, from Muddaballi, reached out for support to apply for a marriage certificate. With support from Sampark team members, he received the marriage certificate and has applied for the marriage benefit.

◆ The Gruhalakshmi scheme announced by the Karnataka Government benefits every woman to support their families. Sampark team members made them aware about the new scheme and encouraged them to apply. On making them aware, 312 women applied and started receiving Rs.2,000 every month.



◆ Challenges - Khadi Gram Udyog, loans under the PMRY scheme of the Khadi Village Industries Department. The applicant must approach an officer who collects necessary documents, uploads the application online, and recommends it to the government. The government then sends a request letter to the bank via email, indicating the bank's objective of providing the loan. However, despite applicants providing all required documents, especially those from the SC category, the bank often does not sanction the loans under the assumption that they will not repay the loan. Multiple discussions with the department has not benefitted the applicants.

Digital literacy for daughters of Cooperative women

Sampark conducts computer classes for PUC and graduate students of Cooperative members in Koppal. The classes are held from 10:30 AM to 12:30 PM. The participants are learning about operating a computer, MS Word, MS Excel, Mail and PowerPoint. Additionally, a computer class has been organized specifically for college women who are interested in learning computers. This year 48 girls got trained. They are a mix of working professionals, college goers and school students.

The digital classes have benefited women from diverse range of backgrounds and roles. Among them are private high school teachers who find the computer skills useful for creating question papers, downloading educational videos, and preparing lesson PowerPoint presentations. Some are currently unemployed and need the skill for job prospects. A few work as guest lecturers in colleges or as data entry operators and field staff at NGOs. There are students who are still studying and have found the computer skills beneficial for accessing study materials, old question papers, and other applications for educational purposes. There are women working as medical assistants and as assistants to blood test technicians.





EMPOWERMENT OF MIGRANT WORKERS

Migrant workers struggle with realizing and claiming their individual and social identity in the clutches of very poor or non-existent basic living amenities, education, health, subsidized food from PDS, pre and post-natal care. Lack of access to these basic living and working conditions is mainly due to lack of awareness among migrant construction workers about their entitlements eventually hindering their claim to such rights. There is a lack of space to voice out their concerns due to the fear of contracting and subcontracting systems. Ironically, the awareness of principal employers and contractors about the existence and benefits of the Karnataka Building and other Construction Workers Welfare Board (KBOCWWB) and its welfare schemes, especially those designed for the benefit of the construction workers remains very low. Sampark's aim is to make the basic facilities and knowledge of it available for the migrant workers deprived of the same.

QUICK HIGHLIGHTS

2,37,886 cumulative migrant workers reached out **since inception** of the project

₹13 Crores worth of social security benefits availed by migrant workers **since inception** of the project

27,886 workers reached in the year 2023-24

46% (12,860) women reached through intervention

6,333 workers participated in awareness sessions

51% women participated in awareness sessions

3,646 migrant workers enrolled for various social protection schemes and benefits.

52% (1928) women accessed social protection schemes

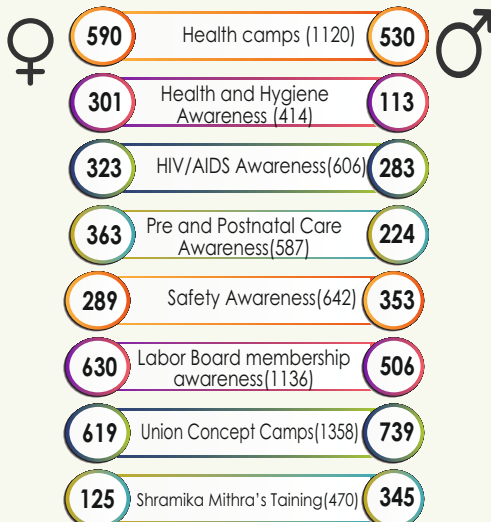
₹52 lakhs worth of social security benefits accessed in 2023-24

₹ 8,30,000 received from resolution of 8 wage disputes

5,431 members enrolled to the Karnataka Construction Workers Union as of 2023-24

BANGALORE: INFORMATION AND AWARENESS SESSIONS FOR MIGRANT WORKERS

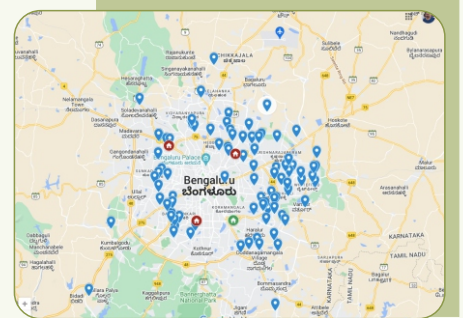
Attendance of training sessions



Sampark across 76 labour colonies conducted 109 awareness programs reaching out to 6,333 migrant workers of which 3,240 (51%) were women. These awareness programs inform the migrant community on their rights to lead a dignified life. Their rights with regards to health, education, social protection and safety and the ways to claim and access the same are provided to them. **These programs assisted migrants in bolstering their resilience against socio-economic challenges.**

Workers Resource Centres(WRC) & Migrant Support helpline

Sampark provides information and awareness to migrant workers in 76 labor colonies in Bangalore. This is achieved through WRCs which are the one-stop centres that workers visit anytime to get authentic guidance. The eligibility documents required differ for each and every state and central government scheme and WRCs guide the workers in collating the correct documents. Queries regarding registration to labor board, application to board social protection schemes, activating a bank account and requesting support for resolving wage disputes are all supported. These centres act as safe places for migrants where they do not fear exploitation, and receive timely and accurate information and support.



In Bangalore, 3 Workers Resource Centres are in Peenya, Kammanahalli and Banashankari and workers in close proximity to multiple labor settlements. Field officers from these centres visit migrant labor colonies and interact with workers on a regular basis.

Collective Impact of the three WRCs

520 workers supported by migrant helpline

2,746 migrant workers walked into 3 Worker Resource Centers seeking in-person assistance with health, scholarships and employment-related issues

8,577 new migrant workers reached out this year- 45% women

3,133 workers supported with new government schemes- Ayushman Bharat, Eshram, Gruhalakshmi and Anna Bhagya schemes

1,576 migrant workers dormant bank accounts activated

513 workers received benefits from Karnataka Building & Other Construction Workers Welfare Board (KBOCWWB)

96 migrant workers received treatment for their severe illnesses in government hospitals in Bangalore

8 wage disputes resolved worth ₹ 8,31,000

ENABLING ACCESS TO SOCIAL PROTECTION SCHEMES

BOARD BENEFITS- Construction workers once registered with Karnataka Building and Other Construction Workers Welfare Board (KBOCWWB) can avail benefits under 14 social protection schemes.

E-SHRAM CARDS - E-Shram is a government scheme that builds a safety net for unorganized sector workers in terms of receiving income security, pension, insurance, spousal benefits and registered worker ID. They receive 12-digit Universal Account Number (UAN) valid across Indian states

GRUHALAKSHMI SCHEME - Gruhalakshmi Scheme, initiated by the Karnataka Government, provides ₹2,000 monthly financial assistance to the head women of households. This scheme supports housewives, landless women, and agricultural workers through Direct Benefit Transfer (DBT).

AYUSHMAN BHARATH CARDS - Ayushman Bharat Scheme is a Government initiative launched in 2018 to provide health protection to the rural population. The scheme provides coverage to healthcare needs of rural population at primary, secondary, and tertiary levels of disease prevention, health promotion, and ambulatory care.

ANNABAGHYA - Under Annabaghya scheme, the Karnataka state government provides free rice allocation for Below Poverty Line (BPL) cardholders upto 10 kg per person. This enhancement aims to provide greater food security and support to economically vulnerable families.

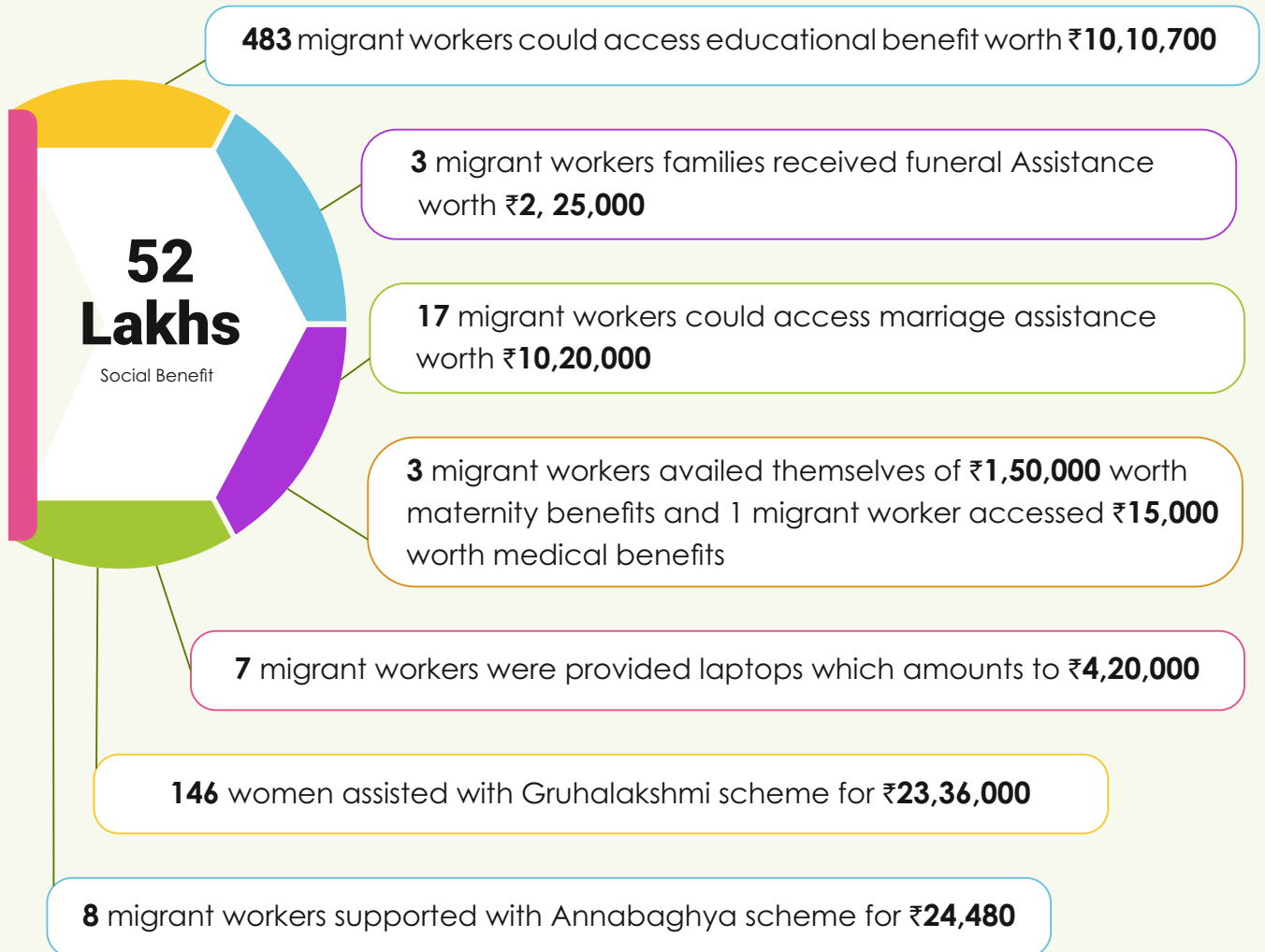
“Mere registration to Government schemes does not help the workers. The migrant workers need consistent interaction, reiteration of benefits and renewal of board registration, tracing of bank accounts and rapport with the Labor department. The rigorous followup of Sampark team has resulted in workers availing benefits worth of ₹52 lakhs this year.”

Last Mile Support to access benefits from KBOCWWB

Last Mile Support to access benefits- Construction workers, flowing into Karnataka from varying backgrounds and vulnerabilities are eligible to access social protection schemes post registration to Karnataka Labor Welfare Board. This is made possible by Sampark not just by ensuring workers are registered with the Board, but multiple follow-up, to open the doors to access multiple support schemes from educational assistance to Funeral assistance, medical assistance, maternity benefits, marriage assistance and access to Shramika Laptops.



SOCIAL BENEFITS THROUGH SAMPARK'S INTERVENTIONS



SHRAMIK MITHRAS - FRIENDLY COMMUNITY LEADERS

Sampark identifies and trains 3-4 Shramik mithras per labor colony to ensure sustainability and scalability of efforts. Considering the temporary nature of their jobs and stay, it becomes important to train community representatives Shramik Mithras every year. They are the bridge between Sampark and the community and make the new migrant moving into the colony aware about their entitlements in the city. This year 470 Shramik Mithras attended capacity-building sessions of which 125 were women.



It's interesting to note that Shramik Mithras understand their role and facilitated the registration of 1,576 members (341 women and 1235 men) to the Building and Other Construction Workers' Welfare Board (BOCW) and renewed the membership of 407 members (109 women and 298 men).

KARNATAKA CONSTRUCTION WORKERS UNION

Sampark had facilitated the formation of Construction-worker's trade union- Karnataka Kattada Shramikara Sangha (KKSS). As on 31st 2024, KKSS has 5,431 members of which 32%, 1,734 are women. This year 1,916 new members joined. Union charges 125 as

annual membership fees and 100 for renewal annual membership fee. As on 31st March 2024, they had a surplus of 4,00,985 . Union's spend is towards administration charges, meeting expenses and towards expenses for exposure visits to various other unions. Sampark's vision is to enhance the voice and agency of the population deprived of it, through the collectives and KKSS is a proud feather in Sampark's cap.

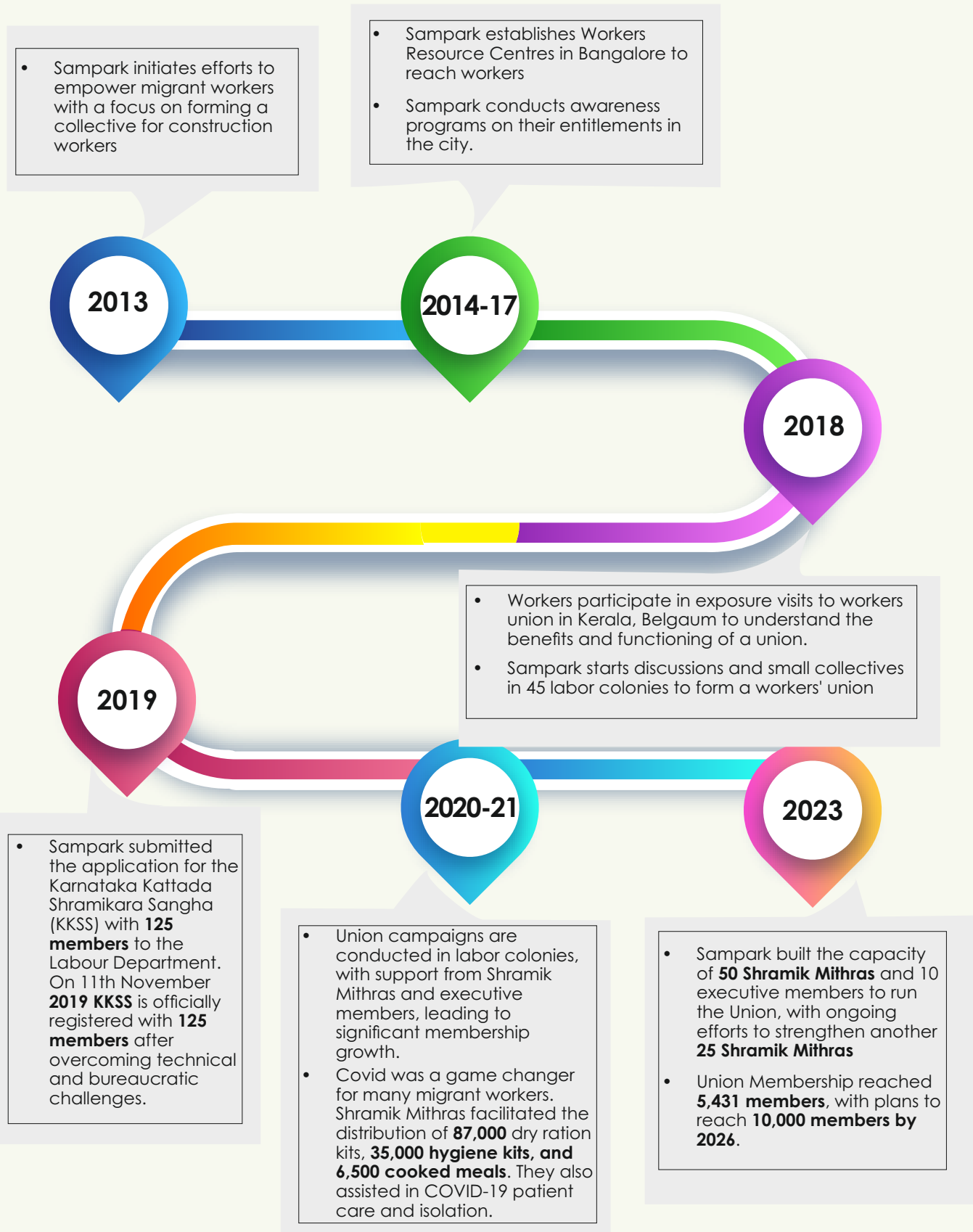


KKSS's plans for the future are to increase membership to 10,000 by 2026. This would strengthen their voice and also enable them to attain financial sustainability.

By 2026, KKSS plans to enroll 10,000 members, recruit staff and hire its own office as currently Sampark WRC serves as Union office.

Construction industry being a male-dominated industry is very tough for women to work and sustain it. Sampark is very proud to add that "The President" of the Union is a woman

PROCESS OF COLLECTIVIZATION & UNIONIZATION OF MIGRANT CONSTRUCTION WORKERS



STORIES OF HOPE AND RESILIENCE

A better future for Mallamma



Name: Ms. Mallamma

**Source Location: Shahapura Village,
Yadgir District, Karnataka**

Over a decade ago, Mallamma and her family moved from Shahapura to Bangalore, seeking a better future. They settled in Garudacharpalya labor colony, paying a high rent of ₹8,000 for a small shed. Mallamma found work as a construction helper.

With the new government in Karnataka, the Gruhalakshmi Scheme was launched, offering ₹2,000 monthly to women. To avail this, beneficiaries needed to fill out an online form. Illiterate and intimidated by the process, Mallamma sought help from Sampark. **Field officer guided her, taking her to a Bangalore-One centre to complete the application on 27 July 2023.**

On 31 August, Mallamma received her first ₹2,000 payment through the Gruhalakshmi Scheme. This ongoing support will greatly help her family in meeting the rental expenses of their accommodation. Grateful, Mallamma extended her heartfelt thanks to Sampark team.

A journey of hope!

Name: Sharanappa (30) and Devamma (25)

Family: 1 Child.

Source Location: Huli Hyder, Koppal, Karnataka.

Sharanappa and Devamma, from Huli Hyder Koppala District in Karnataka, began their life together in Bengaluru's Summanahalli Labor Colony. When Devamma became pregnant, they were excited, but a serious health issue was detected in their unborn baby during an antenatal checkup. After giving birth at Amar Children's Hospital, an X-ray at the baby's 6-month immunization revealed a small hole in the baby's heart, requiring immediate attention at Jayadeva Heart Hospital in Bengaluru.

At a health camp organized by Sampark, Sharanappa met Sampark's field officer, who quickly connected them with Jayadeva Heart Hospital. The baby required surgery and treatment for a chest cough, which was managed at Indira Gandhi Children's Hospital.

The surgery was successful, and a follow-up visit confirmed the baby's improved health. Grateful, Sharanappa thanked Sampark team, Jayadeva's cardiologists, and the hospital staff for their support, and promised to share their positive experience with others in need.

“Sampark team's advocacy reduced their bill from ₹2,75,000 to ₹5,000 utilizing the Bala Sanjeevini scheme which allocates free treatment to rural children below 1 year of age.”

A young child with dark hair, wearing a red school uniform with a dark blue collar and cuffs, is smiling broadly. The background is a blurred outdoor setting with green foliage and a building. The page is decorated with green circular graphic elements in the corners.

EARLY CHILDHOOD CARE & DEVELOPMENT

In India the primary responsibility of childcare prevents women from earning incomes, exposing women and children to multitude of problems. The first 1000 days of migrant children are important and they need a safe and nurturing environment to grow, learn, and play. Sampark's 27 centres are lifelines that transform the future of migrant children residing across 27 labour colonies. We have witnessed the joy of 2,712 children who have access to safety, education and healthy growth. Also see their parents, especially mothers, relieved from the burden of childcare, focus on their work and contribute to family income.

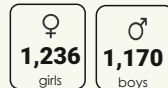
QUICK HIGHLIGHTS



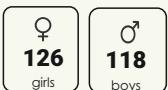
Periodic pediatric health camps at the ECCD monitored the health for the year 2023-24.



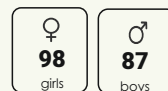
Immunization drives, including deworming, Vitamin A supplementation, and Pulse Polio vaccination, reached



Identified as undernourished.



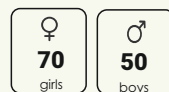
Undernourished children showed improved health outcomes.



Integrate with government schools



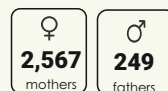
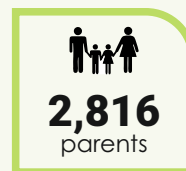
Integrated with Anganwadi centers.



The facility could provide pre and postnatal care to mothers.



Participated in the ECCD meetings in the mentioned year.



EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) ACTIVITIES

In **2023-24** **27** centres of Sampark's Early Childhood Care and Development (ECCD) program supported

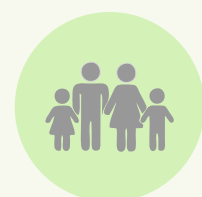
2,712 children, **1321** girls and **1391** boys of 0-14 years of age.



Our ECCDs are safe and prepared spaces for children to learn, grow, and interact joyfully with their peers. These centres are not just about education—they're about holistic development. which also requires the provision of healthcare assistance, nutrition and immunization

The year opened with **24 centres**, **8 were added**, **5 closed**. So the year ended with **27 centres**

Women can go to work without worrying about their child's safety, meals, education, or immunization. This expansive support system lets children thrive as their mothers focus on their work, knowing their kids are in good hands.



TYPES OF LOCATION OF ECCD CENTRES

Builder Sites

13

13 ECCDs are run on the builder site of construction workers. While the builders manage the maintenance, cleanliness, and electricity needs of these centres, Sampark focuses on ECCD operations and resource allocation. This partnership ensures that children receive the best care while their parents work on construction projects.

- T R Rajan
- KPTL-Brigade Utopia
- CLPD
- Prestige Lakeshore Drive
- D S Max Sky Shubham
- Prestige Waterford
- KPTL Bagmane Solarium City
- DSR Highland Greenz
- Prestige Golfshire Club
- KPTL Prestige Tech Forest
- Rohan Ekanta
- Purva Zenium
- Sab Labs



- Thubarahalli
- Patalamma
- Avalahalli Center
- Ibaluru
- Soladevanahalli
- Total Environment
- G R Homes
- V S Reddy Colony
- Bidadi Center
- Doddakannelli Centre
- Siddapura Center
- Hoysala Nagar

12 ECCDs are run in informal labour settlements. These migrant workers are not associated with any particular construction company and work for small and mid level contractors. These families face multiple levels of vulnerability and are the most in need. The operation and maintenance of the centres are executed entirely by Sampark.

Informal Labour Settlement

12

Government department

2

2 ECCDs operate in government premises where Sampark works closely with the RDPR (Rural development and Panchayat Raj) department and is responsible for providing ECCD services.

- Panchayat Raj office
- Commercial Tax office (Majestic)

6 ECCDs are run by solar power

Solar-Powered

6


AGE-APPROPRIATE PROGRAMS FOR CHILDREN AT SAMPARK ECCD

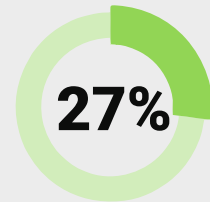
CRECHE: Early stimulation for children below 3 years

From birth to 3 years, children rely on sensorial inputs to learn about the world. Dr. Maria Montessori termed this phase as the "Unconscious Absorbent Mind" as the child absorbs information from surroundings like a sponge soaking up water. Creche provides a safe and stimulating environment that nurtures migrant children below 3 years settling into ECCD



environment in a new city. The teachers work toward meeting the children's emotional and developmental needs through a prepared learning centre, nutrition and growth monitoring.

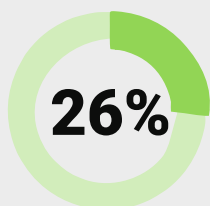
 **725**
children, constituting



of the total children of the ECCD were enrolled in **Creche**.

720

children, constituting



of the total children under Sampark's care, were enrolled in **Balwadi**

BALWADI : For children aged 3 to 5 years introduce learning through motor skills and activities

From ages 3 to 5, a child's learning pattern becomes more intentional. It is characterized as a "Conscious Absorbent Mind", which continues to absorb human nature but with intent to become more socially acceptable. Children learn to interact, share, and cooperate with peers, expand their vocabulary and develop basic literary or numeracy skills through interactive activities. The ECCD supports the child's development of gross and fine motor skills. They learn to establish healthy habits such as punctuality, regularity, and discipline and get school ready.



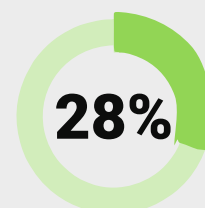
BRIDGE COURSE PROGRAM: For children above 5 years to 12 years for re-integration into formal school

The Bridge Course aims to reintegrate school dropouts aged 5-12 into the formal education system. It employs a non-formal, holistic approach to learning, utilizing creative activities that sustain the interest of learners till they are reintegrated into the government school. The Bridge Course offers a unique opportunity to experience a school-like environment and catch up with their peers academically. By being positive role models, teachers inspire students to adopt positive behaviors and attitudes towards learning and life.



Smart classrooms have been introduced this year. The exposure to online videos, content and working with gadgets bridges the digital divide and brings them in par with mainstream school-going children.

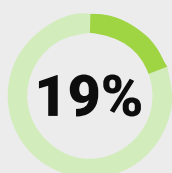
748
children accounting for



of ECCD were enrolled into the **Bridge course**

AFTER SCHOOL PROGRAM: For Government school students within age range of 6-14 years

519
children, accounting for



of ECCD enrolled children utilize the **After school facility** post their regular school hours.

The ECCD centre ensures that school-going children have a secure and supportive environment in the absence of their parents. The working parents return home by 6 PM, and the school programs culminate by 3 PM or earlier for younger children. ECCD facility covers the need for a safe and secure environment for the children to learn, complete their school work, and get academic support.



Teachers become Master Trainers for Shishu Palana Kendra program of Karnataka Government

Sampark and Mobile Creche, Delhi have partnered with the Rural Development and Panchayat Raj department, Karnataka to assist and build capacities of their teachers to set-up and run day care centres in RDPR department offices in 31 districts in Karnataka.

ECCD centres are established in Zilla hospital, Gram panchayat office, Taluk panchayat office, District collector office, and MNREGA offices (100 days of work with teachers). Early childhood care workers identified by all these centres come together for a 10 day training at an assigned training centre in the district. A minimum of 15-20 ECCD workers participate and learn. Over the past 2 years, Sampark trained 654 ECCD workers and set up 124 ECCD centres in 22 districts .

This year 4 of our master trainers Prema, Lakshamma, Shilpa and Kavya trained 150 ECCD workers in 10 districts - Shivamogga, Mysore, Gadag, Udupi, Chamraj nagar, Bidar, Gulbarga, Kodagu, Chikkaballapur and Chitradurga districts.

TRAINING PROCESS INVOLVES

- Sharing of a 10-day agenda prior to the training with the Government staff.
- A 10-day training curriculum covering child-centric games, activities, rhymes delivered to the chosen candidates. The training sessions are conducted at the premises of the Women and Child Department.
- Attendance records of the trainees are maintained and informed to the department
- Teachers follow up on the necessary materials required to set up the day care centre and support in the set-up of the centre
- Teachers ensure the arrangements are in place for training, including the setup of the hall, provision of water and toilet facilities, and arrangement of food for all participants.
- Pre-training tests and post-training knowledge tests are administered and provided to the department personnel.
- Trainee teachers are impressed with the modes of learning that are made available and the systematic approach to learning which they have not experienced before.
- Officials from the department visit to gather feedback from the teachers regarding their learning experiences, prioritizing the teacher's view in the training as well.
- Sampark's master trainers have recommended that the state government conducts periodic reviews of ECCD centres to assess their effectiveness and make improvements.





IMPACT ANALYSIS

Safety net for children of migrant workers

One of the perils of being a construction worker is that when work finishes on one site, the workers must move to another. Migrant workers carry their children resulting in children changing locations often. Children leaving the ECCD centre for more than 15 days is not something new in the ECCD centres. They may or may not return due to the nature of their parent's - migrant worker's work. Festival season, harvest season, family events and lull in the employment opportunities could be reasons for moving. Children are caught in a drop-out and rejoin cycle that repeats several times in a year due to the instability in their lives. Economically vulnerable parents and the changing nature of their jobs often require them to migrate seasonally or move between cities in search of better opportunities. This constant movement disrupts the continuity of children's care and education aggravating their vulnerabilities. The movement rate at the ECCD refers to the number of children who leave the ECCD centres.

In the Sampark ECCD centres we notice:

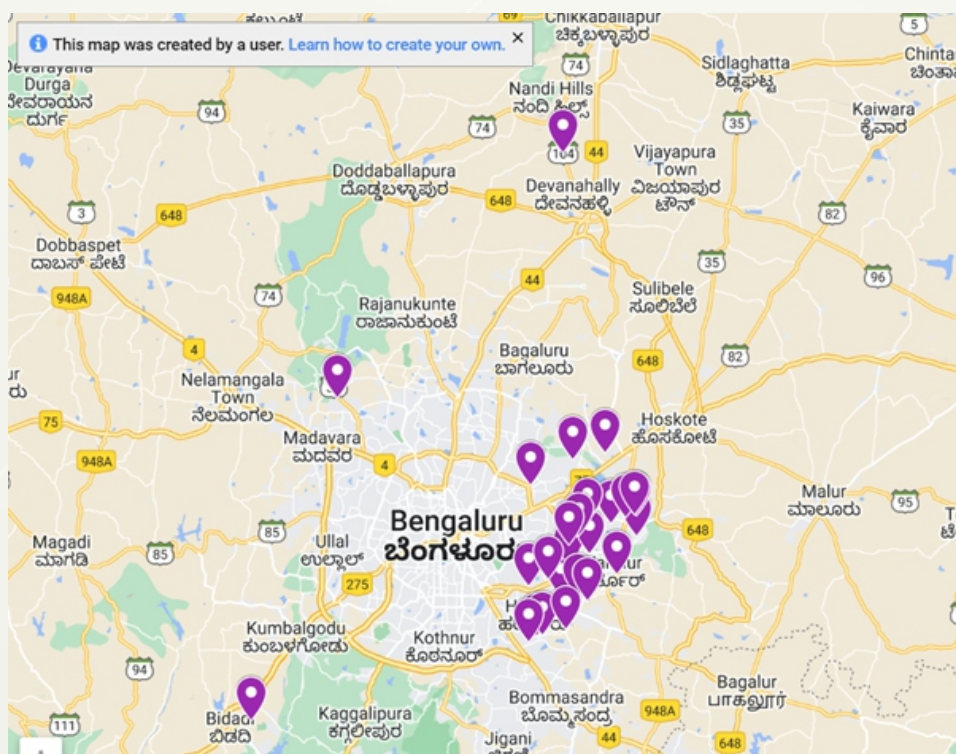
58% of children move in a particular year

27%

movement is observed on an average in informal labor settlements as the workers are on their own in these colonies and are more or less settled in these colonies.

56%

of movement on an average is observed in builder provided labor settlements, as the families come for a specific work of tiling, carpentering etc and move back once the tasks are completed.





There are several levels of marginalization that incapacitates migrant worker's children from accessing consistent care and education, such as:

Location of parent's employment

where Semi-Urban or Rural area adds to marginalization since care or education facilities might not be adequate

Gender of the child

where being a girl child can mean greater burden of sibling care and lower access to nutritious food.

Proximity of the care or education centre from the residence

where the greater the distance, greater the inaccessibility

Average duration between consecutive migration

where less than a year's duration between migration breaks the consistency in education program

Income allocation per child in the household,

where more number of children surviving on low-income parents have less money available for care or education expenses

Nourishment of the child,

where undernourishment or frequent illness adds to frequent drop-out from education programs

A child subjected to structural or social disadvantages in more than one of the aforementioned levels, struggles to access the adequate education, skill and growth opportunities.

CHANGES IN MOVEMENT RATE

While children go back to their village with their parents, many of them do come back and join the ECCD centres in the same labor settlements and rejoin the programs. Some children are regular and attend the program throughout. Sampark focuses on the needs of children whose nutritional, educational and growth needs are not met regularly due to settlements to their movements. An analysis of the movement of children in

20 ECCD centres of Sampark reveals that,

831 children moved out of the centres within the year, of which:

73% = 603 children left completely and

27% = 228 children rejoined the program within the year



Centers in their initial years show variable strengths and rejoining rates.

35

is the average annual enrollment in the first year

79

is the average annual enrollment in fourth year with **24%** rejoining rate

57

is the average annual enrollment in the second year

116

is the average annual enrollment in the fifth year with **41%** rejoining rate

60

is the average annual enrollment in the third year

122

is the average strength in the sixth year with **31%** rejoining rate

These numbers indicate that longer-established centers not only attract more children but also retain them better. The rejoining was largely driven by the exposure offered by ECCD centres, the learning and participation in the the activities conducted, the experience of school-going joy and the eagerness and curiosity to continue the learning.

The children and their parents realize the importance of school going, building discipline and experiencing the joy of learning. This mitigates the fear of going to school and makes the school-going process easy and fun.

STORIES OF HOPE AND RESILIENCE !

Jayamma and Bhagavan could have a true childhood with Sampark's ECCD care

Children's Names: Jayamma (11 years) and Bhagavan (9 years)

Name of Parent: Malamma and Bhimanna

Source Village: Shapura, Yadgiri

Centre: Thubarahalli Center



Malamma and Bhimanna from Shapura, Yadgiri, moved to Bangalore five years ago for better opportunities with their children, 11 years old Jayamma and 4 years old Bhagavan. They settled in the Thubarahalli labor settlement. Malamma's husband Bhimanna was an alcoholic and his health worsened day by day until he was bedridden. Malamma couldn't manage the family with her two kids, so she left her husband in the village in the care of his mother.

Malamma's daughter, Jayamma, was mildly mentally challenged from birth and unable to walk. She used to leave both children at her neighbor's house while she worked as a helper in a nearby hotel. During her absence, the other children in the colony would trouble Jayamma, tying her hands and beating her. Worried by this, Malamma consulted a doctor for Jayamma's treatment but later couldn't bear the cost and stopped taking her to the hospital for further treatment.

Sampark identified the need for childcare in Thubarahalli labor settlement and started an ECCD centre. Soon after the center opened, Malamma enrolled both her children in the bridge course. Malamma could now go to work without any fear, leaving her two children in the care of the teacher and helper at the center. The teacher gave special care to Jayamma and supported Malamma in taking her daughter to Sanjay Gandhi Hospital for free treatment. After six months of treatment, Jayamma can now walk, and her learning skills have also improved over time at the center.

Malamma is extremely thankful to Sampark for their initiatives in taking care of the children of working parents.

From Struggle to Success

Niganna's Inspiring Journey and Dream of Becoming an IAS Officer

Niganna hails from Andhra Pradesh and moved to Bangalore in 2008, settling in Ibbaluru Centre. His father worked at a construction site and his mother in housekeeping. Niganna enrolled in Sampark's ECCDCentre at the age of 4.

Expressing gratitude for the care he received from Ms. Prema, the teacher at ECCD Ibbuluru centre, Niganna mentioned that she played a pivotal role in enrolling him in a Government School at the 2nd Standard in 2012. Despite facing financial challenges and his father's struggles with alcohol, Niganna completed his 7th Standard. For 8th Standard, he was supposed to attend a school in Agara, but his parents insisted he start working to support the family. Niganna found a job in a hotel, earning 200 per day, which he used to pay house rent, and travel expenses to school. Despite the hurdles, he managed to complete his 10th grade in 2019-2020 with a score of 67%. Unfortunately, his family provided no support for further education.



Determined to continue his studies, Niganna worked in housekeeping and construction while enrolling in 1st PUC. After college, he worked as a cleaner at four houses to cover fees and transportation costs, completing his 2nd PUC in 2020-2022 with an impressive 83.5%.

In 2022-23, Niganna pursued a BA at Bharath Education Society (BES) College in Jayanagar, Bangalore achieving a remarkable 90% in the 1st semester and 93% in the 2nd semester. Currently, in the 3rd Semester, he is preparing for competitive exams with the dream of becoming an IAS Officer. Niganna's story exemplifies determination, hard work, and the transformative power of education in overcoming adversity.

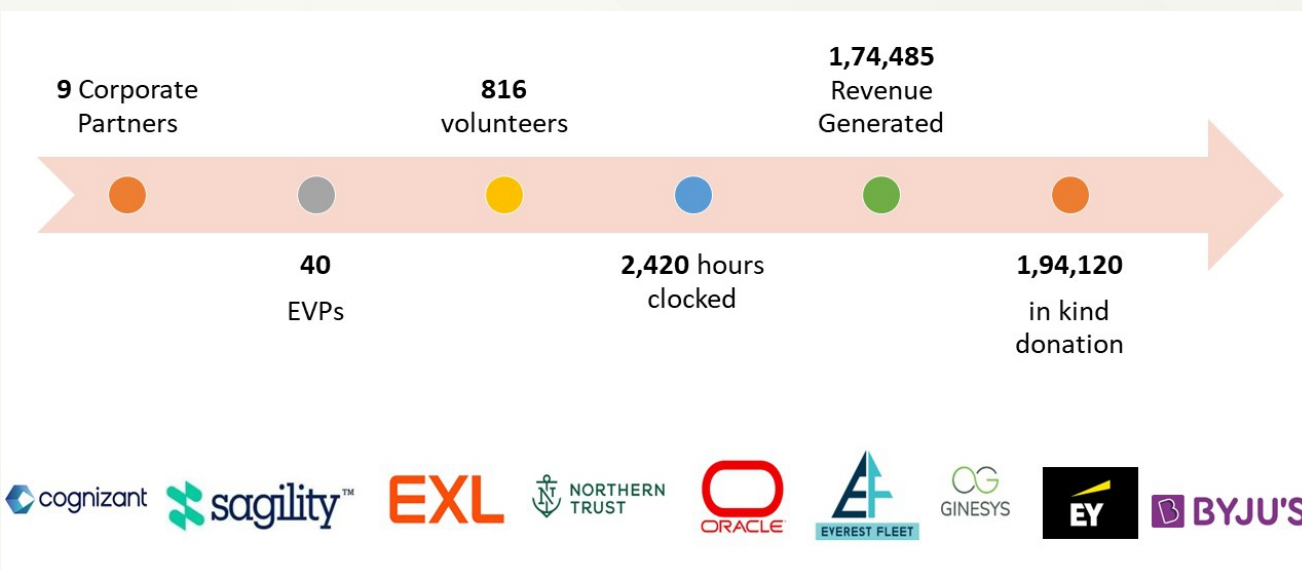
The preparedness for school that Sampark ECCD could develop in Niganna became the pivotal point for his life. The journey could have been very uncertain and turbulent had he not been provided with this crucial care and support early in his educational journey.

EMPLOYEE VOLUNTEERING PROGRAMME (EVP)

Employee volunteering, is where staff donate time and skills during work hours to tackle social issues, is an effective and powerful way for businesses to invest in their people and communities, as part of their wider business approach to creating a fairer society and more sustainable future.

Employee volunteering is a key mechanism to deliver value to communities. It can enable the sharing of skills and insights between different members of communities, and is an important way to help build the capacity of the charity sector to help organisations deliver their mission and operate sustainably.

Sampark is thankful to all our EVP partners and the hours volunteered.



BOARD MEMBERS AND ADVISORY PANEL

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Mrs. Neena Paul ----- President
 Ms. Madhu Singhal ----- Vice President
 Dr. Smita Premchander ----- Secretary
 Mr. Chranjiv Singh ----- Member
 Dr. T. Sujatha ----- Member
 Ms. Sudha Ramesh Iyer ----- Member
 Ms. Sunayana Smita Premchander ----- Member
 Ms. Aparna Nair ----- Member
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