

ANNUAL REPORT 2023-24



CHOTANAGPUR SANSKRITIK SANGH

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SECRETARY'S DESK

CSS is a non-profit organization committed to improving the lives of women, children, persons with disabilities, indigenous communities, and those facing vulnerabilities and distress. We envision a society where individuals from all backgrounds have equal opportunities to lead a dignified and fulfilling life while preserving their unique identities, interests, and needs.



At CSS, we firmly believe that equality and justice are not favours to be bestowed but fundamental rights essential for everyone to contribute to societal progress. Our presence spans Ranchi, Gumla, and Hazaribagh districts of Jharkhand. In 2023-24, our efforts focused on key thematic areas such as gender equality, women's empowerment, health, holistic education, skill development, livelihood enhancement, and child care and protection.

This annual report serves as an evaluation of our programs and financial accountability, providing a comprehensive review of our impact. It reflects the active contributions of all stakeholders—ranging from families and target groups at the village level to state officials and partners.

Our approach is rooted in community-driven development, emphasizing empowerment through community mobilization, capacity building, skill development, legal awareness, sustainable livelihoods, research, and collaborative partnerships. We uphold the principles of inclusivity, scalability, sustainability, accountability, transparency, and holistic development in all our interventions. By fostering change from within, we ensure that our initiatives strengthen local capacities and empower communities to take charge of their own progress.

One of our major focus areas this year has been promoting young women entrepreneurs through skill development, vocational training, and continued mentorship. Alongside, we address the cultural heritage of Jharkhand, which has always promoted communal harmony, inclusive development, and self-reliance while upholding the core values of equality, equity, participation, and cooperation. CSS remains committed to driving social transformation while preserving the rich traditions and good practices of the Chotanagpur region. CSS also aligns its initiatives with the Sustainable Development Goals (SDGs) to maximize impact and ensure long-term progress.

This year also marked a significant transition in our child protection work. For many years, CSS has been the Childline support organization in Ranchi district, providing emergency assistance and intervention services for children in distress. Previously operating under Childline India Foundation, the program was integrated into the Mission Vatsalya scheme by the Ministry of Women and Child Development in 2023.

We express our deep gratitude to our supporters, including government agencies, funding partners, resource persons, and well-wishers, whose unwavering support has enabled us to create meaningful change. We extend sincere thanks to Andheri Hilfe, Stichting Kinderpostzegels Nederland, Capital for Good USA, Girls First Fund, Childline India Foundation, UNICEF Jharkhand, Miracle Foundation India, Rotary Club of Ranchi South, and many others for their invaluable contributions. Their support fuels our mission, and we remain dedicated to uplifting marginalized communities and improving lives.



Sachi Kumari

Secretary cum Chief Functionary

1. ABOUT CSS

1.1. Background

With the changes brought by industrialization and urbanization after independence, the socio-cultural identity of the Chotanagpur Plateau began to shift. The establishment of industries like the Heavy Engineering Corporation (HEC) in Hatia created new opportunities but also led to the displacement of many communities, disrupting their livelihoods and cultural traditions. Recognizing the need to preserve heritage and support these communities, Chotanagpur Sanskritik Sangh (CSS) was founded on 8th May 1968 in Ranchi, then part of Bihar, and officially registered under the Societies Registration Act, 1860, on 11th August 1975.

Initially, CSS focused on community support through volunteer-driven efforts, choosing not to accept external funding until 1988. Using arts and culture as a means of engagement, it raised awareness among the local population, particularly those with limited literacy. By 1992, the organization expanded its work to include community development, healthcare, self-governance, rehabilitation for persons with disabilities, sustainable agriculture, human resource development, and advocacy. Specialized programmes for women, children, marginalized communities, tribal populations, and persons with disabilities were launched in 1995, the same year CSS was registered under FCRA, opening new avenues for support.

Dedicated to inclusivity and empowerment, CSS continues to partner with communities and policymakers to create positive, lasting change.

1.2. Vision and Mission

Vision Statement: A society where everyone has equal opportunities for growth and development in line with their own genius.

Mission:

- i. Uplift the downtrodden and underprivileged.
- ii. Foster a sense of sisterhood and brotherhood among members of society.
- iii. Encourage self-reflection and constructive criticism to improve the standard of life.
- iv. Establish educational and training institutions based on societal needs.
- v. Preserve and promote the arts and culture of the Chotanagpur Plateau.

1.3. General Objectives

- i. **Raise Community Awareness on Key Issues:** To increase awareness on critical topics such as gender equality, disability inclusion, health, sanitation, education, government schemes, legal provisions, and livelihood opportunities, using social and behaviour change communication strategies to foster positive societal shifts.
- ii. **Enhance Capacity Building of Target Groups:** To strengthen the skills and capabilities of target groups through comprehensive training, empowerment initiatives, and by encouraging their active participation in development programs.
- iii. **Promote Self-Confidence through Community-Based Organizations (CBOs):** To build collective confidence by establishing and empowering Community-Based Organizations (CBOs), including women's groups, youth groups, sports organizations, farmers' associations, disability-focused organizations, and cultural and adolescent groups, thereby ensuring sustainable community development.
- iv. **Facilitate Linkages with Government Programs:** To connect rural communities with relevant government schemes, agricultural initiatives, and natural resource management programs, thereby fostering sustainable livelihoods and alleviating economic vulnerabilities.
- v. **Develop and Promote Scalable Development Models:** To design and promote innovative, scalable models in education, healthcare, community-based rehabilitation, alternative child care, production units, and agriculture, which can be adapted and implemented across various rural contexts.

- vi. **Conduct Surveys, Research, and Publish Findings:** To carry out surveys and research in rural Jharkhand, generating comprehensive reports and manuals that inform and enhance intervention strategies.

1.4. General Strategies

- i. **Gender-Sensitive and Inclusive Development:** Integrating gender-sensitive approaches in all programs to challenge patriarchal norms, strengthen women's leadership, prevent gender-based violence, and engage men and youth as allies in promoting equality.
- ii. **Community-Led Interventions and Empowerment:** Strengthening community-based organizations (CBOs), promoting participatory governance, and engaging local leaders and influencers to drive behavioral change and collective decision-making.
- iii. **Capacity Building and Skill Development:** Enhancing leadership, vocational skills, and advocacy capacities of marginalized groups through training, workshops, and exposure visits to foster self-reliance and economic empowerment.
- iv. **Legal Awareness, Rights Protection, and Advocacy:** Raising awareness on rights and entitlements, facilitating access to justice, supporting legal aid, and advocating for policy reforms to protect vulnerable communities.
- v. **Sustainable Livelihoods and Economic Inclusion:** Promoting micro-enterprises, financial inclusion, climate-resilient agriculture, and market linkages to enhance income security and economic self-sufficiency.
- vi. **Child Protection and Alternative Child Care:** Strengthening child protection systems, preventing child labour and early unions, and promoting community-based foster and kinship care solutions.
- vii. **Disability-Inclusive Development:** Ensuring accessibility, rehabilitation, livelihood opportunities, and policy advocacy for persons with disabilities through self-help groups and state-level networks.
- viii. **Cultural Advocacy and Indigenous Knowledge Preservation:** Using traditional art, literature, and indigenous knowledge as tools for social change, promoting local languages, and preserving cultural heritage in development initiatives.
- ix. **Networking, Partnerships, and Multi-Sectoral Collaborations:** Engaging with government agencies, civil society networks, and global partners to amplify impact, mobilize resources, and enhance advocacy efforts.
- x. **Evidence-Based Research and Knowledge Dissemination:** Conducting research, community assessments, and publishing reports to inform policy, improve interventions, and develop scalable development models.

1.5. Core Values

Cooperation

- ☐ Decentralized decision-making encourages local involvement.
- ☐ Clear communication ensures mutual understanding at all levels.
- ☐ Partnerships with local groups enhance initiative impact.

Equality

- ☐ Non-discriminatory practices ensure fair treatment for all.
- ☐ Equal access to education, healthcare, and employment is prioritized.
- ☐ Marginalized groups are supported with necessary resources.

Equity

- ☐ Targeted interventions provide support to marginalized communities.
- ☐ Resources are allocated based on need to address disparities.
- ☐ Development strategies address historical and social inequalities.

Mutual Participation

- ☐ All community members actively participate in decision-making.
- ☐ Feedback mechanisms allow community influence on programs.
- ☐ Community ownership is built through collective action

1.6. Historical Impact and Key Achievements

Since its inception, CSS has made significant strides in strengthening communities and promoting sustainable development across Ranchi, Gumla, and Hazaribagh districts. The following highlights the key impacts and achievements of our efforts leading up to this report.

- i. **Promoting Gender Equality and Women Leadership:**
CSS has capacitated over 32,000 women across three districts, enabling them to take on decision-making roles, safeguard their rights, and actively contribute to community development. More than 22,000 women have challenged gender-based discrimination, with 950 emerging as frontline workers and leaders in local bodies and structures.
- ii. **Childcare, Protection, and Education:**
CSS has strengthened 8,000 families' caregiving abilities, ensuring better protection and holistic development for children. The organization also facilitated the education of 1,200 children and youth, including school dropouts, through community-based schools and learning centres. Additionally, through the Childline program, CSS has protected over 2,100 children from child labour, trafficking, and abuse.
- iii. **Inclusion of Persons with Disabilities:**
CSS has supported 9,000 individuals with disabilities, providing access to their rehabilitation, entitlements, alternate education and livelihood opportunities while promoting their networks and associations such as over 300 inclusive self-help groups and a state-level network -Jharkhand Divyang Jagruti Mahasangh- promoting the socio-economic development of persons with disabilities. The organization also created employment opportunities for 130 women with disabilities through establishment of production groups.
- iv. **Community-Based Organizations (CBOs) and Local Empowerment:**
Over 300 local bodies, including child clubs, adolescent groups, parents' associations, farmer cooperatives, production groups and organisations for persons with disabilities, have been strengthened by CSS. These bodies have fostered financial inclusion, safety nets, and greater community engagement, contributing to improved governance and community-led initiatives.
- v. **Micro-Enterprise and Economic Empowerment:**
CSS has supported 3,500 vulnerable families, including 2,000 women, in establishing micro-enterprises in sectors like food processing, handicrafts, tailoring, organic farming and livestock. These initiatives have enhanced financial independence, resilience, and sustainable economic growth for the families involved.
- vi. **Agriculture and Water Conservation:**
CSS helped 2,500 farmers adopt advanced agricultural practices, had developed five large ponds, planted over one lakh trees, and implemented sustainable water harvesting systems, along with introducing backyard kitchen gardens in Bero and Itki blocks, ensuring consistent access to free and nutritious food.
- vii. **Health and Living Conditions:**
CSS had significantly improved healthcare, sanitation, clean water, and rehabilitation services for over 10,000 families through its comprehensive WASH programs and health initiatives, enhancing access to essential services and contributing to reduced waterborne diseases and healthier living conditions.
- viii. **Reducing Social Issues and Promoting Justice:**
CSS has played a transformative role in reducing harmful practices such as witch hunting, child marriage, child labour, and trafficking. Through targeted advocacy, awareness campaigns, community mobilization, and legal support, CSS has empowered individuals to challenge these practices.
- ix. **Rescue and Rehabilitation:**
CSS has safeguarded over 5,000 women, children and marginal workers from exploitation, including trafficking, domestic violence, and child labour, while facilitating their rehabilitation, counseling, and reintegration support. 600 such individuals later even took leadership roles in their communities.
- x. **COVID-19 Response:**

During the COVID-19 crisis, CSS supported over 12,000 families with food rations, healthcare, and livelihood opportunities. More than 500 migrant workers were rescued, two containment zones were managed, and through collaboration with local authorities, comprehensive relief was provided.

1.7. CSS's Thematic Engagement



Women Empowerment and Gender Equality: CSS has been at the forefront of empowering women and promoting gender equality. Over the years, the organization has mobilized more than 30,000 women across three districts, enabling them to take active roles in decision-making and community development. By challenging traditional gender norms, CSS encourages women's participation in education, employment, and leadership roles. Initiatives such as the MISSI Women Farmers' Cooperative and the involvement of women in agriculture, local governance, and other sectors exemplify CSS's commitment to breaking gender barriers and supporting women in overcoming violence and discrimination.

Disability Inclusion: CSS advocates for the inclusion of persons with disabilities (PWDs) through its Community-Based Rehabilitation (CBR) model. The organization strengthens the state disability policy, ensuring access to education, assistive devices, and rehabilitation services for PWDs. By partnering with resource centres and collaborating with state and national networks, CSS supports livelihood initiatives, education, and cultural activities for PWDs. Its work promotes the rights and representation of PWDs while fostering a more inclusive society where individuals with disabilities can lead independent, dignified lives.

Education for All: CSS is committed to ensuring every child has access to quality education. The organization has set up community schools, learning centres, and post-school support initiatives, focusing on the education of out-of-school children and youth. Through its partnerships with parents, teachers, and local authorities, CSS has facilitated the re-enrollment of many children, addressing barriers such as child labour and child marriage. Additionally, CSS strengthens early childhood education through its work with Integrated Child Development Services (ICDS) centres and supports vocational and higher education for women.

Livelihood and Skill Development: CSS works to create sustainable livelihood opportunities through skill development programs. These initiatives are particularly focused on marginalized groups, including women and youth. By offering training in various trades such as food processing, tailoring, and livestock farming, CSS helps individuals establish small-scale enterprises, fostering financial independence. These programs aim to promote economic resilience, enabling individuals to take on leadership roles in their communities and contribute to social and economic growth.

Child Care and Protection: CSS ensures the safety and well-being of children in vulnerable communities by preventing child labour, child marriage, and other forms of exploitation. Through community-based programs, such as the Alternative Child Care Project and post-school programs, CSS works to protect children's rights and provide access to education. The organization collaborates with local authorities and educational institutions to strengthen child protection systems and promote inclusive care, particularly for children with disabilities.

Promoting Art and Cultural Heritage for Social Change: CSS utilizes local art, music, folklore, and dance as tools for social change and community empowerment. These cultural expressions are not only a way of preserving Chotanagpur's heritage but also serve to promote unity, social justice, and inclusion. CSS incorporates regional traditions into development programs, ensuring that cultural heritage is respected while encouraging progressive growth. By engaging with art and culture, CSS fosters community collaboration and inspires collective progress, highlighting the importance of culture in social development.

1.8. Target Group

Women And Girls	Children	Persons With Disabilities
Marginalized Farmers	Unemployed/Dropout Youth	Tribal/Underprivileged Communities
Discriminated/Socially Excluded Individuals	Persons in Extreme Poverty	Persons In Distress

1.9. Human Resources

Human Resource	Numbers	Engagement	Additional Details/Experience
<i>Field Staff</i>	16	Full-time	Trained in grassroots operations, community mobilization, and project implementation.
<i>Project Coordinators</i>	3	Full-time	20 years of experience in social work, PESA, and gender-related programs. 5 years of experience in child rights with a Bachelor's degree. 3 years of experience in business management.
<i>Programme Facilitator</i>	1	Full-time	Master's in Socio-cultural studies, with expertise in community-based interventions and awareness campaigns.
<i>Accountant</i>	1	Full-time	Over 10 years of experience in financial management and accounting for development projects.
<i>Projects Director</i>	1	Part-time	Master's in Tribal and Regional Languages, honorary doctorate from J & B Harvard USA, 30+ years of leadership.
<i>Vocational Trainer</i>	2	Part-time	Specialized in skill development programs and vocational training for marginalized communities.
<i>Legal Consultant (Lawyer)</i>	1	Consultant	Experienced in legal advisory, specializing in NGO-related laws and compliance.
<i>Statistical/Data Analyst</i>	1	Consultant	Proficient in data analysis, statistical modelling, and generating actionable insights for project evaluations.
<i>Writers and Researchers</i>	2	Volunteer	PhD, Retired Professor from Ranchi University, Master's in Human Rights, experienced in academic and social research.
<i>Health Professional</i>	1	Volunteer	Retired MBBS doctor, previously associated with Jharkhand Government Health Services.
<i>Physiotherapist</i>	1	Volunteer	Skilled in therapeutic interventions, certified by RCI.
<i>Counselor (Clinical Psychologist)</i>	1	Volunteer	Expertise in psychological counseling, certified by the Rehabilitation Council of India (RCI).

2. LEGAL STATUS

Name of the Organisation	CHOTANAGPUR SANSKRITIK SANGH
Address	House No. HI-98, Harmu Housing Colony (Near Sahjanand Chowk) Post – Doranda, Ranchi 834002 (Jharkhand) India Phone: +91 9504900590 Email: cssrnchjh@gmail.com
Name of Contact Person Designation Contact	Dr. Sachi Kumari Secretary cum Chief Functionary +91 9504900583 css_sachi@yahoo.co.in
New FCRA Bank Account details (SBI, NDMB)	Account Holder: CHOTANAGPUR SANSKRITIK SANGH Account no: 40141518525 Bank: State bank of India Branch: New Delhi Main Branch Address: 11, Parliament Street, New Delhi-110001 IFSC: SBIN0000691 SWIFT code: SBIININBB104 Purpose Code: P103
Society Registration details	Registered under Society Registration Act 1860- Reg. No: 37 (dated 11-08-1975) Renewal in Jharkhand-No: 670 (dated 01-12-2006)
FCRA details	Registration No: 337800044 (dated 05-01-1995)
12A	Technical/VIII-60/00-01 (dated 09-03-2001) Renewed in 2021 (AAATC7827PE20004)
PAN	AAATC7827P
TAN	RCHC00213D
EPF /ESIC	JHRAN1642149000
Auditor Details	Firm Name: PSD & Associates Chartered Accountants Address: Office no. 408, 4 th Floor, Estate Plaza, Old H.B. road, Kantatoli Chowk, Ranchi, Jharkhand-834001
CSR	CSR00001219
Darpan/ NITI AYO	JH/2016/0100964

3. THEMATIC PROJECT INTERVENTION

Year 2023-24 MAJOR PROJECTS

Programme	Key Areas	Target Group	Location	Donors and Partners	Operational Budget
Women Empowerment in 20 villages of Bharno block, Gumla	Gender equality, prevention of VAWG, Women empowerment, Women Leadership, Safe and secure mobility	Women	Bharno Block, Gumla	Andheri Hilfe	INR 18,05,2530.28
Strengthening Community for Child Protection through Alternative Child Care	Child care and protection, child labour, child marriage, health, nutrition and education	Children, caregivers, children in foster and kinship care	Bero and Itki block, Ranchi	Stichting Kinderpostzegels Nederland	INR 21,67,191.58
Preventing and Responding to Child Marriage and Early Unions	Child marriage, child labour, education, skill development, livelihood, girl leadership	Girls, family members, educators, community leaders	Bharno block, Gumla	Capital For Good USA Support Network: (Girls First Fund)	INR 36,77,327.70
Promotion of Rural Girls' Education	Higher education, vocational training	Rural Girls	Ranchi and Gumla	Andheri Hilfe	INR 15,82,116.88
CHILDLINE	Childcare and protection, emergency services	Children in need of care and protection	Ranchi	Childline India Foundation (Ministry of Women and Child Development, GoI)	INR 1,33,074.00
Expedited Case Management	Child protection	Children in distress due to Covid-19	Ranchi	Childline India Foundation (UNICEF)	INR 40,200.00

3.1. Gender Equality and Women Empowerment

3.1.1. PROJECT SUMMARY

ANDHERI HILFE

Project Title	Women Empowerment in 20 villages of Bharno block of Gumla District
Project Location	Bharno Block, Gumla
Project Duration	April 2023 to March 2024
Target Groups	Women and Girls
Supported By	ANDHERI HILFE

3.1.2. INTERVENTION STRATEGIES

- **Community Awareness and Advocacy:** Focused on raising awareness about gender equality, safe migration, women's empowerment, and relevant laws and schemes through community-level engagements, such as awareness drives, wall writings, street plays, and seminars.
- **Capacity Building of Women and Community Leaders:** Empowered women, particularly leaders from SHGs, with knowledge about laws, schemes, and protection provisions to enhance their role in advocacy and decision-making within the community.
- **Men's Involvement in Gender Transformation:** Engaged men in discussions and activities to challenge and change harmful gender norms, fostering a supportive environment for women's rights.
- **Livelihood Enhancement and Economic Independence:** Promoted women's economic empowerment through skill training and livelihood support, including establishing small enterprises, linking women to government schemes, and providing capital for self-sustenance.
- **Youth Involvement in Gender and Social Issues:** Encouraged active participation of youth, particularly through FGDs and seminars, to increase awareness about gender issues, domestic violence, unsafe migration, and child marriage.
- **Strengthening Local Support Systems and Advocacy Networks:** Collaborated with local administration and stakeholders to build strong advocacy networks and systems for women's empowerment, ensuring sustainability and continuity.

3.1.3. KEY ACTIVITIES CONDUCTED

- Village-level meetings with SHGs and community leaders to raise awareness on gender equality, safe migration, and women's rights.
- Awareness drives through wall writing and street plays organized by women, focusing on women's empowerment and the prevention of domestic violence.
- Capacity-building workshops for women on laws, schemes, and government provisions related to women's safety and rights.
- Collaboration with block administration to register candidates for labour schemes to prevent unsafe migration and exploitation.
- Conducting gender sensitivity workshops for men and boys to challenge harmful gender norms and promote equality.
- Organizing skill training sessions for women on livelihood activities like pig farming and tailoring.
- Establishment of livelihood units, including providing capital support for women-run businesses in local communities.
- Youth engagement through FGDs, focusing on issues like domestic violence, unsafe migration, and child marriage.
- Organizing district-level seminars with stakeholders to build understanding and strengthen systems supporting women's rights.

3.1.4. MAJOR ACHIEVEMENTS

- **Enhanced Awareness:** 2,200 women participated in awareness programs on gender equality, safe migration, and legal protections, resulting in increased understanding of women's rights and self-empowerment.
- **Leadership Development:** 300 women were trained on laws and government schemes, empowering them to advocate for their rights and contribute to their communities.

- **Strengthened Support Networks:** Collaboration with local administration led to the successful registration of 1,630 candidates for labour schemes, protecting them from unsafe migration and exploitation.
- **Economic Empowerment:** 12 livelihood units were established, with 90 women linked to skill development programs, improving their financial independence and economic security.
- **Male Engagement:** 180 men actively participated in workshops to challenge traditional gender norms, contributing to a broader societal shift towards gender equality.
- **Youth Sensitization:** 120 youth engaged in FGDs, leading to greater awareness and action on issues such as gender-based violence and child marriage.
- **Government Linkages:** 108 women were successfully linked with government schemes, improving their access to resources for livelihood and empowerment.

3.1.5. STORY OF CHANGE

In Raykera village, Bharno block, 40 women were traditionally confined to household chores, with little time for learning, sharing, or leisure. Burdened by domestic responsibilities, they lacked opportunities for personal growth and recreation. Recognizing this inequality, CSS launched an initiative to use sports as a tool for change. Women were encouraged to meet weekly at the block level to participate in kho-kho, kabaddi, and football—activities they had never engaged in before. Initially, there was hesitation, and some in the community questioned whether sports were meant for women.



However, as these women continued playing, they gained confidence, visibility, and a stronger presence in their community. Sports became more than just a game; it was a statement of equality, proving that women's rights to leisure and self-expression are fundamental, not a privilege. The initiative also sparked conversations about social issues and gender roles, inspiring more women to step forward and create a safe, supportive space for themselves. These women are role models, challenging norms and paving the way for a more inclusive society.



3.2. Alternative Child Care



KINDERPOSTZEGELS
voor kinderen door kinderen

3.2.1. PROJECT SUMMARY

Project Title	Phase out alternative care CSS 2022-23
Project Location	24 villages, Bero block, Ranchi district
Project Duration	Dec 2023 to Nov 2024
Target Groups	Children, Children under foster and kinship care
Supported By	Stichting Kinderpostzegels Nederland (SKN)

3.2.2. INTERVENTION STRATEGIES:

- **Strengthening Family and Community Support Systems:** Focused on strengthening the capacity of families to care for children by providing financial aid, parental training, and guidance, ensuring families are empowered to support their children's overall well-being and development.
- **Strengthening Local Child Protection Structures:** Collaborated with local child protection committees and other stakeholders to enhance community-based child protection mechanisms, ensuring that children are safe and cared for in their environments.
- **Convergence with Government Schemes and Services:** Ensured that children and families were linked with government schemes for poverty reduction, income generation, and child welfare, fostering better access to resources and services.
- **Parent and Stakeholder Capacity Building:** Trained parents and community stakeholders on child care and protection, including legal rights and responsibilities, fostering a protective environment for children.
- **Holistic Monitoring and Individualized Child Support Plans:** Used Family Development Plans (FDPs) and Individual Development Plans (IDPs) to assess children's needs, ensuring that every child received tailored support for their physical, emotional, and educational development.
- **Educational and Social Engagement for Children:** Organized school and community-based activities that engaged children in learning and awareness on child rights, protection, and the importance of a safe environment for their growth and development.

3.2.3. ACTIVITIES CONDUCTED

- Need-based financial support to families for adequate resources for child care
- Cluster-level training meetings with parents to enhance their parenting skills and child care practices, engaging them at the community level to develop a structured parenting and caregiving matrix
- Dissemination of IEC materials on child care, protection, and relevant laws to families, PRI members, and other stakeholders
- Cluster-level events with child clubs and adolescent groups to create an inclusive environment for children's development and safety
- Development and assessment of comprehensive Family Development Plans (FDPs) for the holistic development of children
- Convergence of families with government poverty alleviation schemes, scholarships, healthcare, and income generation programs
- Establishment of Community Learning Centres (CLCs) in Itki and Bero blocks for the holistic development of children, later integrated with Anganwadi Centres
- Organizing school events such as debates, essay writing, recitation, and awareness drives to educate students about child protection and care
- Facilitating block-level meetings of peer groups of young adults to promote networking and leadership skills
- A district-level workshop with adolescent leaders, CWC, DCPO, Childline, and other networks/agencies to discuss rights, challenges, initiatives, and safety mechanisms for children

3.2.4. MAJOR ACHIEVEMENTS

- **Improved Family Support:** 55 families enhanced their living and housing conditions, improved healthcare practices, and ensured better care for their children through stabilized economic conditions with financial support and regular training.

- **Capacity Building of Parents:** 176 parents enhanced their parenting skills through training sessions, leading to improved caregiving practices within intervention families.
- **Child Protection Awareness:** 550 families, local PRI members, and stakeholders gained awareness of child welfare rights and provisions through the distribution of educational materials on child care and protection. School events reached 512 students, equipping them with knowledge on child protection and rights.
- **Holistic Family Assessments:** Personalized support plans were created for over 60 families through Family Development Plans (FDP) and Individual Development Plans (IDP), addressing gaps in children's nutrition, education, and protection, thereby improving overall child development outcomes.
- **Development of Children and Young Adults:** Over 360 children and young adults developed and enhanced their academic and interpersonal skills through post-school activities at Community Learning Centres and peer groups.
- **Strengthened Local Child Protection Systems:** Local child protection systems were strengthened in 24 villages across 2 blocks through regular coordination and meetings with child protection committees at the village and block levels.
- **Engagement of Local Stakeholders:** Over 300 youth, local leaders and parents actively participated, bringing the concerns of parents, educators, and children into mainstream discussions.
- **Increased Access to Government Schemes:** 80 families were successfully linked with government schemes, improving their access to essential resources for child welfare and income generation.

3.2.5. STORIES OF CHANGE

RADHA KUMARI: From Learner to Leader

Age: 18 years

Village: Sarnatoli, Bero

Radha Kumari comes from Sarna Toli, Jariya, in Bero block and has grown up in kinship care with her maternal grandparents and uncle. While her uncle and grandparents encouraged her studies, some relatives felt she should focus on family duties and marriage. Despite these challenges, Radha remains committed to becoming educated and independent. CSS identified Radha in 2016 when she was 10 years old. She actively participated in her village's child club, later becoming the leader of the adolescent peer group, gaining confidence and expanding her knowledge. A significant moment in her journey was addressing an audience of 600 at a football tournament organized by CSS, where she spoke about child marriage and the importance of education. She and her group raise awareness on various social issues through regular village-level activities, ensuring that children receive care and attention from their families and teachers. Now, as a young adult, she is engaged in informing girls about their opportunities and available support systems. Radha believes that with continuous efforts, more children will have the opportunity to complete their education and make independent choices for their future.



3.3. Combating Child marriage through Girls' leadership

3.3.1. PROJECT SUMMARY



Project Title	Preventing and Responding to Child Marriage and Early Unions
Project Location	Bharno Block, Gumla
Project Duration	July 2023 to June 2024
Target Groups	Girls
Supported By	CAPITAL FOR GOOD USA
Coordinating Partner	Girls First Fund

3.3.2. INTERVENTION STRATEGIES:

- **Leadership Development for Adolescent Girls:** Provided training and capacity building to adolescent girls to become leaders and advocates for gender equality, ensuring they have the skills and confidence to act as change-makers in their communities.
- **Awareness and Education on Gender Equality:** Focused on raising awareness among adolescent girls and boys about gender discrimination, patriarchy, and human rights, empowering them to challenge social norms and stereotypes through group discussions, training, and workshops.
- **Promoting Gender Justice through Youth Engagement:** Engaged both girls and boys in open discussions, activities, and sports to challenge gender stereotypes, break down barriers, and create a more inclusive and supportive environment for all.
- **Entrepreneurship and Economic Empowerment:** Focused on empowering adolescent girls by providing skill training and financial support for entrepreneurship, creating opportunities for them to become economically independent and self-reliant.
- **Community sensitization on child marriage:** Organized campaigns, events, awareness programs, community-level dialogues, to raise awareness about the dangers of child marriage and its impact on girls' health, education, and future prospects.
- **Community-Level Engagement and Capacity Building:** Conducted workshops and training sessions for parents, community leaders, and local stakeholders to address harmful gender norms, promote girls' rights, and create a supportive environment for girls' development.

3.3.3. ACTIVITIES CONDUCTED

- Facilitating regular meetings of adolescent girls' groups to strengthen their initiatives.
- Capacity-building workshops for adolescent girls to develop leadership skills and an understanding of harmful gender norms and patriarchy.
- Organizing FGDs with girls to understand societal norms and gender discrimination in local villages.
- Forming sports and cultural groups to break gender stereotypes and build confidence in girls.
- Providing skill training to identified girls in entrepreneurship, including handicrafts, tailoring and designing, Sohrai painting, and home décor items.
- Offering capital support to entrepreneurial girls, with outlets established for the sale of their products.
- Organizing a "Run Against Child Marriage" program with participants from the community, including government officials.
- Conducting training sessions for parents and community leaders on gender norms and girls' rights, aiming to address early unions and child marriage.
- Organizing a Model Talk Show with community leaders, community role models, and adolescent girls to initiate dialogues on girls' rights and gender equality.

3.3.4. MAJOR ACHIEVEMENTS

- **Girls Leading Initiatives:** 15 girls' groups formed in villages, driving self-initiated actions and gaining community recognition.
- **Leadership Development:** 180+ girls gained leadership skills, knowledge on laws, and gender issues, strengthening their ability to challenge societal norms.
- **Capacity Building:** 225 adolescent girls gained insights into gender equality, patriarchy, and women's rights, promoting a gender-sensitive environment.
- **Community Engagement:** 120 girls, 60 boys, and 200 parents participated in FGDs, fostering understanding of gender discrimination and shifting perspectives.

- **Challenging Gender Norms:** 8 sports and cultural groups enabled girls to break gender stereotypes and express themselves.
- **Skill Building & Economic Independence:** 23 girls trained in entrepreneurship; 13 received capital support to establish businesses.
- **Community Awareness:** 300 girls raised awareness on child marriage, impacting 1200+ families in 5 villages. The “Run Against Child Marriage” involved 150 participants, including officials.
- **Engaging Community Leadership:** 120 community leaders, including educators and village committee members, were sensitized to combat child marriage.

3.3.5. STORY OF CHANGE

SUMATI ORAON: Leading Change with determination

Age: 22 years

Village: Khatko, Bharno

Sumati Oraon is a young woman with a strong will and a kind heart. When her father fell ill, she took responsibility for managing the household while continuing her studies. Alongside her daily tasks, she nurtured her love for dance and music, making time for the things that brought her joy. Her days were busy—helping her mother with farming, looking after her young niece and nephew, and tutoring children in the village. Yet, she did not let these duties stop her from learning new skills. When she started attending training sessions to play the traditional Mandar drum and joined discussions in youth group meetings, some villagers made fun of her. They wondered why a girl was learning to play a drum and even spread rumours about her. But Sumati did not let these comments discourage her. She knew she wanted to do more for herself and her community. Through her own efforts, she learned about important social issues like child marriage and began raising awareness through street plays. Slowly, people’s views changed. The same neighbours who once questioned her now proudly talk about how the girls in their village are moving forward. Seeing her dedication and ability to bring people together, CSS recognized her as a natural leader. She was not only hardworking but also deeply committed to helping others. Her knowledge, experience, and willingness to take initiative made her the right choice for the role of field staff. Today, she works in five villages in the Bharno block, guiding young girls and supporting community efforts. Sumati’s journey—from managing household duties to becoming a leader in her village—shows her determination and self-motivation. She is shaping her own future and inspiring others to follow their dreams with confidence and courage.



3.4. Vocational Education of Girls

3.4.1. PROJECT SUMMARY

ANDHERI HILFE

Project Title	Promotion of Rural Girls Education PRGE
Project Location	Ranchi and Gumla Districts
Project Duration	Oct 2023 to Sep 2024
Target Groups	Rural Girls
Supported By	ANDHERI HILFE

3.4.2. INTERVENTION STRATEGIES:

- **Collaborative Selection Process:** The involvement of PRI members, school teachers, and ICDS workers played a crucial role in spreading awareness and gathering applications from interested girls. Volunteers helped collect and disseminate information about educational opportunities, ensuring broad participation in the selection process.
- **Comprehensive Selection Criteria:** The selection process emphasized the commitment to education, with criteria that focused on the girl's interest in professional courses like nursing, teaching, and law. Families were also required to demonstrate willingness to contribute to the educational costs.
- **Monitoring and Support:** The organization maintained consistent engagement with the students and their families through monthly calls, quarterly visits, and regular progress reports, ensuring continuous support throughout the course duration.

3.4.3. ACTIVITIES CONDUCTED

- **Awareness and Information Disseminated:** Information about educational opportunities for girls was spread through PRI members, school teachers, and ICDS workers in project villages.
- **Applications Collected and Scrutinized:** Applications were collected and scrutinized, and interviews were conducted to ensure eligibility and genuine interest.
- **Enrollment Facilitated:** Seven girls were enrolled in the two-year ANM course at St. Ursula Nursing School in Gumla.
- **Regular Follow-ups Conducted:** Quarterly visits and monthly phone calls were made to students and their families for updates, guidance, and encouragement.
- **Family Support Encouraged:** Families were engaged and encouraged to support their daughters' education and well-being.

List of beneficiaries (girls) enrolled in 2023-24

Girl Name (2023-25)	Course	Institution	Address
Biraj Oraon	ANM	St. Ursula ANM Nursing School	Larango, Sisai, Gumla
Fulmani Kumari	ANM	St. Ursula ANM Nursing School	Parsa, Bharno, Gumla
Kaushalya Kumari	ANM	St. Ursula ANM Nursing School	Lohanjara, Sisai, Gumla
Kiran Tirkey	ANM	St. Ursula ANM Nursing School	Karanjtoli, Bero, Ranchi
Laxmi Kumari	ANM	St. Ursula ANM Nursing School	Jamtoli, Bero, Ranchi
Sandhya Kumari	ANM	St. Ursula ANM Nursing School	Turiamba, Bharno, Gumla
Mukta Ekka	ANM	St. Ursula ANM Nursing School	Kamta, Sisai, Gumla

3.4.4. MAJOR ACHIEVEMENTS

- **Successful Enrollment:** Despite challenges like delays in admissions and examinations, seven girls from vulnerable families were successfully enrolled in the ANM nursing course.
- **Commitment and Resilience:** The 7 students displayed great dedication and resilience, successfully overcoming challenges such as changes in examination schedules and admission timelines.

- **Ongoing Monitoring and Support:** Regular monitoring through visits and telephonic conversations allowed the organization to provide continuous support, ensuring the students' academic progress and personal well-being.
- **Community Impact:** The program not only impacted the students directly but also contributed to shifting community attitudes towards educating girls and fostering greater involvement in the education of their daughters, thus creating long-term positive change in the villages.

3.4.5. STORY OF CHANGE

JYOTI KUMARI: Leading Change with determination

Age: 20 years

Village: Masu, Ranchi



Jyoti, hailing from a tribal and economically challenged family, grew up in a village where farming, agricultural labour, and cattle grazing were the primary occupations. The community often migrated for work, and the issues of substance abuse and youth dropout were widespread. Despite these challenges, Jyoti showed resilience from a young age.

At 16, Jyoti's potential was recognized during a block-level networking meet for young adults. Her active participation, critical thinking, clarity about her future goals, and eagerness to seek guidance made her stand out. Motivated by her desire for change, she began volunteering with CSS, which eventually led her to become the leader of her village's peer group.

Jyoti's family faced difficulties, with her parents often migrating for work, leaving her four siblings behind. However, with institutional support, CSS collaborated with local authorities, including the PRI head, Urmila Devi, and village head, Bisu Munda, to ensure Jyoti continued her education uninterrupted.

In 2021, after completing her schooling, Jyoti was supported to enrol in the ANM nursing training at St. Ursula Nursing School in Konbir, Gumla. Completing the two-year course in 2023, she secured a job at Baba Hospital in Piska, Ranchi, earning a monthly income of 9,500 rupees.

Today, Jyoti's parents work and live in the village, a transformation that has had a positive impact on their community. Her journey has become an inspiration, and she is now seen as a symbol of change in her village, with her role in motivating other girls to seek higher education widely appreciated.



3.5. CHILDLINE 1098

3.5.1. PROJECT SUMMARY

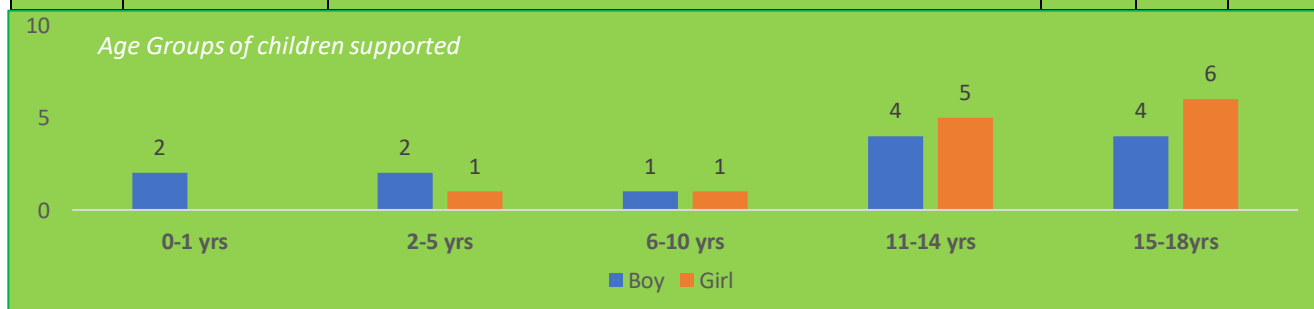


Project Title	Childline 1098
Project Location	Ranchi district
Project Duration	April 2023 to August 2023
Target Groups	Children in need of care and protection
Supported By	CHILDLINE INDIA FOUNDATION (CIF)

CHILDLINE is a national, 24-hour emergency outreach service that provides free phone helpline support (1098) for children up to 18 years of age in need of care and protection. The toll-free number 1098 is accessible across all cities in India. CHILDLINE operates as a project under the Ministry of Women and Child Development (MWCD), Government of India. Key activities under the project include:

- Case Review & Intervention – Reviewing pending cases, addressing child protection concerns, and implementing intervention protocols.
- Outreach & Awareness – Expanding outreach efforts, assessing strategies, and conducting special awareness programs on child protection.
- Coordination & Compliance – Following up on CAB meetings, ensuring compliance with feedback, and strengthening linkages with allied sectors.
- Operational Monitoring – Phone testing reviews, open house discussions, and finalizing weekly action plans for service enhancement.

S.N.	Type of Case	Strategy	Cases Intervened		
			Boys	Girls	Total
1	Missing/Lost Children	Rescuing children found alone, lost, or fleeing unsafe conditions and reuniting them with families or providing shelter.	10	2	12
2	Child Abuse	Addressing cases of neglect, violence, or emotional distress, ensuring child safety and psychological support.	0	4	4
3	Child Labour	Rescuing children from hazardous work, preventing exploitation, and linking them to rehabilitation services.	0	2	2
4	Sponsorship	Facilitating financial and material support for children in need through sponsorship programs.	2	0	2
5	Child Marriage	Preventing early and forced marriages, providing legal intervention and counseling support.	0	5	5
6	Health Support	Providing medical assistance, emergency care, and linking children to healthcare services.	1	0	1
	Total Cases Intervened				26



3.6. Expedited Case Management (ECM)

3.6.1. PROJECT SUMMARY



Project Title	Strengthening Expedited Case Management Mechanism and Family-Based Care Program in Jharkhand
Project Location	Ranchi district
Project Duration	June to August 2023
Target Groups	Children affected by Covid-19
Supported By	Childline India Foundation

The Expedited Case Management (ECM) project is a collaborative effort by UNICEF Jharkhand and Childline India Foundation, with CSS as a Childline Support Organization, to protect and support children affected by COVID-19, particularly those reintegrated into families from child care institutions or who lost their parents/guardians.

Implemented through civil society organizations, the initiative appoints Case Managers at the district level, ensuring timely intervention, monitoring, and support services for vulnerable children. CSS, as a Childline Support Organization, works in coordination with the District Child Protection Unit (DCPU) and Child Welfare Committee (CWC) to oversee case management and family-based care.

3.6.2. Intervention Strategies

- Strengthening Case Management – Case Managers ensure systematic tracking, documentation, and follow-ups for each child, maintaining confidentiality and child rights protection.
- Family-Based Care Approach – Preventing family separation by offering counseling, financial support, and linkages to social security schemes to strengthen families.
- Stakeholder Coordination & Training – 96 Case Managers and Regional Supervisors were trained through Miracle Foundation India, equipping them to handle cases effectively in collaboration with CWC, DCPO, and other stakeholders.

3.6.3. Key Activities

- Home Visits & Follow-Ups – Case Workers conduct six visits per month, reaching 24 children to assess new cases and ensure continued support.
- Identification & Intervention – At-risk children facing child labour, abuse, school dropouts, unsafe living conditions, and child marriage are identified and reported for intervention.
- Case Tracking & Documentation – Social Investigation Reports (SIR) and Individual Care Plans (ICP) are submitted to CWC for tailored interventions.
- Counseling & Family Strengthening – Families receive psychosocial support and financial linkages to prevent neglect and abandonment.
- Monthly Case Conferences – Enhanced coordination between CWC and DCPO through recorded discussions and action plans.

3.6.4. Achievements and Impact

- 15 critical cases intervened, resolving health, education, and safety concerns.
- Successful family linkages to social security schemes, reducing financial vulnerability.
- Enhanced case tracking and coordination among stakeholders for efficient case resolution.
- Strengthened capacity of child protection teams, improving long-term intervention strategies.

4. OTHER KEY ACTIVITIES

4.1. DAHAR 2023 (Dr. Gounjhu special)

DAHAR, a periodical of Chotanagpur Sanskritik Sangh (CSS), has been a vital platform since the early 1970s, promoting regional heritage, tribal culture, diversity, and unity. It has provided a space for artists, laureates, writers, social workers, and community leaders to express their thoughts and contributions.

The 2023 edition of DAHAR was launched on April 15 at the Old Vidhan Sabha Campus, HEC, Ranchi. This special issue, was dedicated to the memory of Padma Shri Dr. Giridhari Ram Gounjhu on his second death anniversary, honouring his immense contributions to literature, culture, and social development.

Dr. Gounjhu served as the joint secretary of CSS for seven years before becoming its president. A distinguished lecturer, writer, researcher, poet, and satirist, he taught at Gossner College and Ranchi College and later led Ranchi University's Regional and Tribal Language Department. Authoring 29 significant books on Jharkhand's language, literature, and culture, including the satirical *Om Vishwavidyalaya Namah*, he played a key role in strengthening CSS's mission. He received numerous national and state-level honours, and in 2021, was posthumously awarded the Padma Shri for his outstanding contributions.



The launch event witnessed the participation of Members of Parliament, Members of the Legislative Assembly, eminent writers, philosophers, NGO representatives, and folk and cultural artists. Discussions focused on Jharkhand's rich heritage, the development of its people, language, and cultural art forms, as well as Dr. Gounjhu's lasting impact in these fields.

DAHAR 2023 honoured Dr. Giridhari Ram Gounjhu's legacy while reaffirming CSS's commitment to Jharkhand's cultural heritage and progressive growth. His work continues to inspire, ensuring that cultural heritage and development move forward together.

4.2. Karam Mahotsav

On 25th September 2023, Chotanagpur Sanskritik Sangh (CSS) and Jharkhand Lok Kala Sangam Sanskriti Graamin Manch (Jhalak Sangam) jointly organized the Karam Program at Jagannathpur HEC, Dhurwa, the birthplace of CSS. This annual gathering reinforces CSS's ties to the community and provides an opportunity to reconnect with individuals and organizations that have supported its mission.

The program highlighted cultural harmony and collective spirit, with a special focus on honouring soldiers, embodying the sentiment of "Meri Maati Mera Desh" as a tribute to their service. Key personalities participated, enhancing the event's significance.

More than just a gathering, CSS's involvement facilitated meaningful engagement with communities, encouraging youth participation, and nurturing ongoing relationships with various individuals and organizations. Through this annual event, CSS continues to promote social awareness, ensuring that tradition and progress go hand in hand.



4.3. Promotion of Mandar groups of girls

The Girls' Mandar Group has become more than just a musical initiative. It now stands as a symbol of change. What started as a small step is gradually giving young girls a place in a tradition that was once reserved for men. Their journey is not only about learning to play Mandar but also about proving that girls can take part in cultural expressions that were once beyond their reach.

With regular practice and growing confidence, the group is beginning to gain recognition. Jyoti Kumari and Saraswati Kumari are now leading independently while CSS continues to provide guidance. Their mentor Sudama Singh has helped them participate in some larger programs, giving them their first experiences beyond their local community.



Each beat of the Mandar carries a deeper message of confidence, determination, and change. Although they are still at the beginning of their journey, they are already challenging old ideas and creating space for future generations of girls to follow.

4.4. Exhibition-Event with young Entrepreneurs



In partnership with Missi Maghi by Shraddha Mehta, a designer and trainer, CSS organized an exhibition to showcase the work of girls trained in tailoring and design under its Skill Training and Entrepreneurship Development Programmes. The event, held on 31st March 2024 at Audrey House, Ranchi, featured artworks, crafts, and designs inspired by Jharkhand's traditional and cultural heritage.

This collaboration was more than just an exhibition. It gave the trained girls a platform to present their work, gain confidence, and connect with buyers and professionals. Working with an experienced designer helped them improve their skills, learn industry standards, and explore new ideas while keeping their traditions alive.

CSS took this step to support the girls in turning their skills into real opportunities. The event helped them gain exposure, understand market needs, and take a step towards financial independence. It was a celebration of their talent and a way to encourage more young women to explore creative careers.



4.5. Community Learning Centres



For years, villages across Bharno and Bero have struggled with limited access to structured learning, skill development, and career guidance. With families focused on livelihoods, opportunities for education and growth remained scarce. To bridge this gap, CLCs were introduced as spaces where youth, women, and children could come together to learn, build skills, and explore new possibilities. Over time, CLCs have grown into strong community-driven initiatives, promoting self-learning and shared progress.

With continued support from the Block Development Office, teachers, and academicians, CLCs are evolving to meet community needs. CSS is refining and expanding the model, motivating educated young adults to contribute their knowledge. As Gram Sabhas and Panchayat representatives integrate CLCs into village plans, six more villages in Bharno and Bero are preparing to establish their own. Though challenges exist, growing acceptance signals steady progress.

CLCs continue to provide structured learning, career guidance, and skill-building activities. Community educators, trained through a five-day residential program, are leading sessions and mentoring participants. With ongoing involvement from families, teachers, and local leaders, CLCs are gradually becoming more organized and effective. While still developing, they are offering a much-needed space for learning and engagement, and efforts are being made to strengthen them further.

4.6. CSS Participation

4.6.1. 5th SABAL Awards on the occasion of International Women's Day

The 5th SABAL Awards, held on 7th–8th March at Sabal Centre, Jamshedpur, recognized individuals and organizations working for Persons with Disabilities (PwDs). Alongside, SABAL Sahyog – Enabling Confluence brought together NGOs, DPOs, and professionals to discuss challenges, policies, and best practices in disability inclusion.



Chotanagpur Sanskritik Sangh (CSS) was honoured to participate, with Dr. Sachi Kumari receiving an award for her dedicated work in enhancing opportunities, skills, and participation for PwDs. CSS remains committed to advancing disability inclusion through collaborations and community-driven efforts.

4.6.2. National Health Campaign workshop

CSS participated in the "Health for All & Patient's Rights" workshop organized by Arthik Anusandhan Kendra (National Health Campaign) on 29-30 September 2023 at Ranchi Press Club, engaging in discussions on health accessibility and patient rights.

4.6.3. CII consultation

On 24th February 2024, the Confederation of Indian Strategy hosted a consultation on "Formulating a Care Economy Strategy for the Government of India" at Chanakya BNR Hotel, Ranchi. The event focused on unlocking opportunities in India's care economy. CSS participated, sharing insights from its work in community-based care, skill development, and livelihood support.

4.6.4. CEQUIN Bridging the Gender Gap



On 5th February 2024, CSS participated in the symposium *Bridging the Gender Gap: Challenges & Opportunities for the Next Decade* organized by CEQUIN at the India International Centre, New Delhi. Marking CEQUIN's 15 years of grassroots work, the event brought together key stakeholders to discuss strategies for advancing gender equity.

CSS shared its experiences from Jharkhand, focusing on women's leadership, economic participation, and social inclusion. By fostering skill development and challenging gender norms, CSS continues to drive change at the grassroots. The symposium facilitated knowledge exchange, strengthened networks, and explored collaborative solutions to bridge India's gender gap.

5. NETWORKS, PARTNERS AND COLLABORATIONS

Name	Type	Level
Jharkhand Anti-Trafficking Network (JATN)	Network	State
Girls First Fund	Alliance	National
Block Minorities Development Committee	Committee	Block
Rotary Club of Ranchi South	Collaboration	District
Miracle Foundation/UNICEF	Alliance	State
District Child Rights Committee	Committee	District
NAWO (National Alliance of Women's Organisations)	Network	National
Centre for Equity and Inclusion (CEQUIN)	Network	National
Sabal Sahyog (Tata Steel Foundation)	Collaboration	National
Jharkhand Disability Rights Forum	Network	State
Multipurpose Disability Forum, India	Network	National
Jharkhand Divyang Jagriti Mahasangh (JDJM)	Alliance	State
Wada Na Todo Abhiyaan	Network	National
Bahuddeshya Viklang Jan Forum (BVJF)	Alliance	National
Jharkhand Right to Education Forum (JRTEF)	Network	State
Girls Not Brides	Network	National
Kailash Satyarthi Foundation	Collaboration	National
Bal Kalyan Sangh (State Chapter of NACG)	Network	State

6. GOVERNANCE AND ADMINISTRATION

6.1. Policies

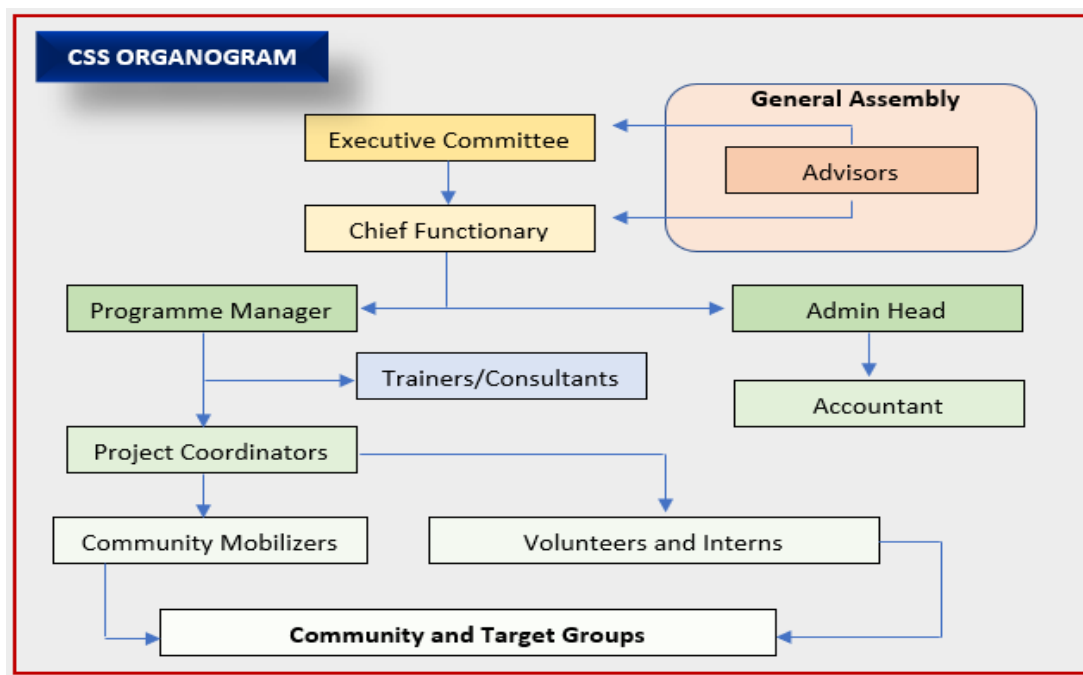
Governance Policy (Manual)	Human Resource Policy
Gender Policy	Finance Policy (Manual)
Procurement Policy	Work Place Sexual Harassment Policy
Child and Adult-at-risk Safeguarding Policy	Conflict of Interest Policy
Code of Conduct	Zero Tolerance on Corruption Policy

CSS is continuously striving to enhance its policies, ensuring greater inclusivity, equality, and opportunities. The organization actively reviews and updates its gender, safety, and anti-harassment policies to adapt to changing needs, fostering a supportive environment where every individual can grow, lead, and succeed.

6.2. Board members

S.no.	Name	Designation	Address
1	DR. RAM PRASAD	PRESIDENT	407, Kumud Niketan, Road No - 4, Basant Vihar, Harmu Housing Colony, Doranda, Ranchi - 834002, Jharkhand
2	MR. PHILMON BECK	VICE-PRESIDENT	Vill- Idri, PO- Murto, PS-Bero, Ranchi, Jharkhand, PIN-835301
3	DR. SACHI KUMARI	SECRETARY	Matree Sadan, 46, Pragati Vihar, Harmu Bypass Road, Doranda, Ranchi, Jharkhand, PIN-834002
4	MS. MONIKA GARI	JOINT SECRETARY	Vill - Baridih, PO+PS - Bero, District - Ranchi, Jharkhand, PIN-835202
5	MR. AMRENDRA NARAYAN SINGH	TREASURER	Qtr No B/155, Sector 2, HEC Colony, Dhurwa, Ranchi - 834004, Jharkhand
6	MR. RANDHIR KUMAR	MEMBER	Vill- Naitand, PO-Baddiha, PS - Hirodih, District- Giridih, Jharkhand, PIN-825412
7	MS. ALAM ARA	MEMBER	Vill-Parsa, PO-PS- Bharno, District Gumla, Jharkhand, PIN-835203
8	MS. MUNNI MUNDA	MEMBER	Vill- Kadojora, PO - Ita, PS - Bero, Ranchi, Jharkhand, PIN-835202
9	MS. PARWATI BHAGAT	MEMBER	Vill-Khaksitoli, PO+PS - Bero, Ranchi, Jharkhand, PIN-835202
10	MS. NIKHAT ANJUM	MEMBER	Churitola, Kanke, Ranchi, Jharkhand, PIN-834006
11	MS. GEETA KUMARI	MEMBER	Vill- Dahutoli, PO-Khatri Khatanga, Bero, Ranchi, Jharkhand, PIN-835202

6.3. Organogram



6.4. Women Leadership in CSS

CSS is deeply committed to gender equality and women's leadership, making these values integral to its organizational structure. Women play a central role in the leadership of CSS, with seven out of eleven board members—nearly 70%—being women. This strong representation is also reflected in the core team, where three out of five members are women. Overall, women make up 64% of the governing board, 56% of the general assembly, and 76% of the staff, affirming CSS's status as a women-led organization. The organization's gender and sexual harassment policies ensure a safe and secure environment for female colleagues. Women at CSS are provided with the necessary resources, such as transport and field visit support, to excel in their roles. Promotions are prioritized to increase women's representation at senior levels, ensuring they have opportunities to advance and lead. CSS fosters a culture of equality, equity, and cooperation, placing a high value on women's leadership. Women hold key roles throughout the organization, from volunteers and field staff to project coordinators and program managers. Leadership positions, including those on the Board and Core Team, are actively filled by women, allowing them to shape decisions and drive the organization's mission. Women are also encouraged to take on leadership roles in community mobilization and program implementation, building confidence and enhancing their professional growth. The organization takes several concrete steps to ensure gender equality at every stage of its operations. Women are prioritized in recruitment, with female staff also participating in the recruitment process. CSS also ensures equal pay for equal roles, promoting fairness in compensation. Furthermore, women are actively encouraged to engage in decision-making, with equal representation in leadership and governance bodies.

6.5. Board and Committee Meetings

- The Annual General Body Meeting was held on 23 July 2024 at Navratan Garh, Sisai Gumla, with 39 members.
- The Governing Body Meetings were held on 17 April 2023 with 9 members, 27 July 2023 with 10 members, and 17 January 2024 with 11 members.
- The POSH Internal Committee Meetings were held on 07 April 2023 with 5 members, 09 July 2023 with 5 members, 07 October 2023 with 5 members, and 08 December 2023 with 5 members.
- The Child and Adult Policy Committee Meetings were held on 07 April 2023 with 5 members, 09 July 2023 with 5 members, 07 October 2023 with 5 members, and 08 December 2023 with 5 members.
- The Purchase Procurement Committee Meetings were held on 21 April 2023 with 5 members, 13 July 2023 with 5 members, 16 October 2023 with 5 members, and 28 January 2024 with 5 members.
- The Project Management & Finance Committee held 12 meetings on a monthly basis throughout the year.

7. FINANCIALS

PSD & Associate
CHARTERED ACCOUNTANTS

Office No:-408, 4th Floor, Estate Plaza Behind Mangal Tower
Old H.B. Road, Kantatoli, Chowk, Ranchi-834001 (Jharkhand)
Mobile NO:-8294294370/990511462

CHOTANAGPUR SANSKRITIK SANGH
H.L.98, Harmu Housing Colony, Dranda, Ranchi 834002
(A/C:- Consolidated Account Of the Organization For The Year 2023-2024)
Receipt And Payment Account For The Period 01.04.2023 To 31.03.2024

RECEIPT	AMOUNT(Rs.)	AMOUNT(Rs.)	PAYMENT	AMOUNT(Rs.)	AMOUNT(Rs.)
Opening Balance:-			Programme Expenses:-		
To Cash at Bank (104)	63,216.00		By Woman Emporment in 20 Villages of Bharno Blok in Gumla District (Andheri-Hilfe Bonn e.V) in Gumla District(Promotion of Rural Girls Edu.) (Andheri-Hilfe Bonn e.V)		14,68,045.00
To Cash at Bank (67)	1,845.00		By Preventing and responding to child marriage (GFF:Capital of Goods USA)		13,72,500.00
To Cash at Bank SBI Doranda	77,319.99		By Phase out Alternative Care CSS (Kinderpostzegels)		26,91,188.00
To Cash at Bank SBI Sec II	3,688.49		By Fixed Assets Expenses of FC Project		19,60,663.00
To Cash in Bank FC SBI Utilization	5,94,114.28		By Childline Programme		2,64,452.00
To Cash in Bank FC SBI (NDMB)	5,51,382.90		By Fooding & Refreshment		1,16,754.16
To Cash in Hand (FC)	5,643.00		By Support to MISSI		1,750.00
To Cash in Hand -Gen	32,356.00	13,29,565.66	By Dahar Magazine Launch Exp		3,200.00
			By Srishti Seva School Maintenance		6,900.00
Grant-in -Aid from:-			By EPF & ESIC Contribution		1,200.00
To Andheri-Hilfe Bonn e.V		18,05,253.28	By Legal & Revenue Exp		1,93,737.00
To Andheri-Hilfe Bonn e.V(PRGE)		15,82,116.88	By Website Maintenance & Development		8.00
To GFF:Capital of Goods USA		36,77,327.70	By Sanitation Exp		1,180.00
To Kinderpostzegels (Phase Out)		21,67,191.58	By SECM Support by UNICEF		1,900.00
To Bank Interest		25,334.00	By Repairing and Maintenance		40,200.00
To CIF (CHILDLINE)		1,33,074.00	By Repayment of Loan		1,100.00
			By Security Deposit (Audrey House)		25,500.00
Receipt for the Programme			By Child Line Project		10,000.00
To Membership		5,300.00	By Repayment of Loan(CSS)		1,14,450.00
To Donation Received		2,69,531.00	Administrative Overheads		1,33,078.40
To Sale and disposals		1,750.00	By Field, Office Rent Maintenance		3,39,477.00
To Contribution for Magazine		6,300.00	By Tour & Travel		1,00,584.00
To SECM Support by UNICEF		40,200.00	By Staff & Employee Benefits		55,410.00
			By Printing, Stationery, Postage, Admin Exp.		97,636.96
Advance:-			By Audit and Bank Charge		42,872.00
To Received fom CSS(Child line Project)		1,14,450.00	By Review & Monitoring		44,653.00
To Received fom Child Line(CSS)		1,33,078.40	By Accountant & Office Assistant Charge		4,62,683.00
			Closing Balance		17,39,350.98
			By Cash at Bank (104)	62,980.00	
			By Cash at Bank (67)	1,845.00	
			By Cash at Bank SBI Doranda	48,679.92	
			By Cash at Bank SBI Sec II	92,429.40	
			By Cash in Bank FC SBI Utilization	14,78,273.76	
			By Cash in Bank FC SBI (NDMB)	21,716.90	
			By Cash in Hand (FC)	15,767.00	
			By Cash in Hand -Gen	17,659.00	
		1,12,90,472.50			1,12,90,472.50

For PSD & Associates
(Chartered Accountants)
Firm Reg. No-004501C

CA Raj Kumar
Partner
M.No-407573
UDIN- 24407573BKBYQO4463
Place:- Ranchi
Date:- 21/09/2024



For Chotanagpur Sanskritik Sangh

Secretary

सेविका, सहिया व एएनएम को मिला प्रशिक्षण

मनजो. प्रखंड कायलय सभागार में सोमवार को छोटानागपुर सांस्कृतिक संघ के प्रशिक्षण का आयोजन किया गया. प्रशिक्षक ने प्रखंड के आंगनबाड़ी सेविकाओं, सहियाओं व एएनएम को प्रशिक्षण दिया. प्रशिक्षण का उद्घाटन प्रमुख पारसनाथ उरांव, बीडीओ तेज कुमार हस्सा, सीडीपीओ सुनीता केरकेट्टा व संस्था की सचिव सह परियोजना निदेशक डॉ सचि कुमारी ने संयुक्त रूप से किया. बीडीओ ने कहा कि बाल-विवाह व रूढ़िवादिता को समाप्त करने के लिए सामाजिक व विभागीय प्रयास को मजबूत बनाने की जरूरत है. मौके पर समितें कुमारी, जोफा लकड़ा, पैरो देवी, कृणाल कुमार गुप्ता आदि मौजूद थे.

प्रांति मन्त्री आचार्य के. जे. शर्मा

आइड हाउस

माटी-संस्कृति से प्रेरित कला प्रदर्शनी एवं कार्यक्रम का आयोजन आर्ट्स हाउस में हुआ

आर्ट्स हाउस में कला प्रदर्शनी का हुआ आयोजन

संवाददाता। रांची

मिस्री माथी एवं ओटनगम्भू
संस्कृतिक संघ के संयुक्त
तत्त्वावधान में माटी-संस्कृति से प्रेरित
कला प्रदर्शनी एवं कार्यक्रम का
आयोजन आर्ट्स हाउस में किया गया।
हलायिका, रामगढ़, गंधी और
गुलाब के सांघों में हैटनेमिन
वस्तुओं की प्रदर्शनी में भाग लिया।
कार्यक्रम का उद्घाटन फैडरेशन
ऑफ़ चैबर ऑफ़ कॉमर्स रंधी के
अध्यक्ष किशोर गंधी, पवर्डी मंत्री
मंगरी हंसमुख, डॉ. सुधीरत खेप,
सांघ कुम्भार एवं ब्रह्मा मेहता ने
संयुक्त रूप से दीप प्रज्ज्वलन कर
किया। इस अवसर पर चैबर मुख



મિસી માધી

- महिलाओं के लिए भी वैंडर मार्केट की आवश्यकता है
- अरुण मेहता झारखंडी कला को पहचान दिलाने में जुटी हैं

काम किया जा सके, इसके
टेक्सटाइल डिजाइनर अद्वितीय
जुओं को डिजाइन करते हैं।

वह दुनिया भर में इबरखंडी को पहचान दिलाने में जुटी है। छोटानागपुर सांस्कृतिक संघ इबरखंड की भाषा, कला व संस्कृति के विकास में जुटी हुई है।

अतिथि ने कहा कि इतरखंड के कलात्मक धरोहर को विशिष्ट पहचान के साथ-साथ सुगम बाजार की आवश्यकता है।
उन्होंने कहा कि स्थानीय शिल्पकार

विशेषकर महिलाओं के लिए वि-
स्तर पर वेंडर मार्केट
आवश्यकता है, इसके लिए
लगातार प्रयास में जुटे हुए
इस खंड सहित देश भर में अ-

लुप्तप्राय कला के संरक्षण, संवर्धन एवं विभिन्न उत्पादों के माध्यम से रोजमर्रा के उपयोग में लाने वाले उत्पाद बनाकर इन कलाओं और इनसे जुड़े समुदायों के साथ फैस-

गुमला

बाल विवाह उन्मूलन व किशोरी सशक्तीकरण पर लगी कार्यशाला
कम उम्र में शादी करना अपराध

प्रतिनिधि, गुमला

छोटानागपुर सांस्कृतिक संघ द्वारा चलाये जा रहे बाल विवाह उन्मूलन एवं किशोरी सशक्तिकरण कार्यक्रम के तहत के ओ कलेज मुमला के विज्ञान संकाय भवन में एक दिनी कार्यशाळा हुई. उपाध्यक्ष सीटब्ल्यूसी की अध्यक्ष स. डेबरा खेस, महिला थानेदार सुमन कुमारी, कॉलेज के प्रभारी प्राचार्य प्रोफेसर डॉ. सीमा, शिक्षक आचार्य कुमारी, नंदकेशोरे ने किया. कार्यक्रम में बाल विवाह के परिणाम और रोकथाम पर चर्चा की गयी. पाँच ही कानून प्रावधान, अधिकार, सौकी ओ.एन. जुवेनाइल जस्टिस एक्ट पर कुमा खेस द्वारा जानकारी दी गयी. डॉ सीमा ने कहा कि इस तरह का कार्यक्रम पहले

। बाबा अजनाथ का जन्मदिन २२



उद्घाटन करते अतिथि.

कभी नहीं हुआ. कॉलेज में बाल-विवाह बहुत पुराना है. आजादी के 77 साल होने को है, पर हम उसी मुद्दे पर हैं. 29 सितंबर को बाल विवाह निषेध अधिनियम लागू

हुआ. उस समय इसका बहुत विरोध किया गया. एक जमींदार, राजा महाराजा या मुस्लिम समाज के ऊँचे वर्ग के लोग इसका विरोध किया. इसलिए इस अधिनियम को पूरी तरह से

लागू नहीं किया जा सका, समय बीतता गया और समस्या बनी की बनी रही। पुनः इस नियम को 2006 में बाल विवाह अधिनियम आया, पर लागू हुआ एक नवंबर 2007 से, इस समय में बहुत सारे नियम व कानून बनाए गये, कानून इतनी कड़ी कर दी गयी कि जो भी बाल विवाह करता है य शोभित होता है, तो उस पर एफआईआर होती है।

उन्होंने कहा कि बाल विवाह बहुत बड़ी कुुरीतियों को जड़ से हटाने के लिए हम सभी को मिल कर प्रयास करना होगा. धन्यवाद ज्ञापन सुमति कुमारी ने किया. मौके पर अनिकेत, सीएसएस से पैरो जोफा, शशि, आकांशा, सुमति, सरस्वती, शिवानी, सुनील आदि मौजूद थे.

बाल विवाह कानूनन अपराध : बीडीओ



तिल्हाई: छोटानागपुर सांस्कृतिक संघ ने मंगलवार को बीएन जालान कॉलेज में बाल-विवाह उन्मुलन व किशोरी सशक्तीकरण के तहत एकदिनी कार्यशाला हुई. मुख्य अतिथि बीडीओ सुनीता खलखो ने कहा कि बाल विवाह बचपन समाप्त कर देता है. बाल विवाह के शिकार किशोर-किशोरी शारीरिक व मानसिक रूप से परंपक्व नहीं होते हैं, जिसका सीधा असर न केवल दोषल्य जीवन पर, बल्कि उनके परिवार और समुदाय पर अभिशाप की तरह पड़ता है. लाइवियों को ब्रसका खारियायाजा अधिक उठाना पड़ता है. बाल अवस्था में गर्भधारण व प्रसव से किशोरी दुर्बल हो जाती है. इसमें कइयों की मौत हो जाती है. बाल विवाह रोकने के लिए कानून होने के बाद भी जागरूकता, शिक्षा, गरीबी व कुप्रथा से प्रतिवर्ष देश में लाखों किशोर-किशोरी बाल वधु बन रही है, जिसे रोकने के लिए हम सभी को आगे आना होगा. एसआइ अंजली कुमारी ने बाल विवाह रोकने के कानूनी प्रावधान, अधिकार, पोक्सो एक्ट, जुवेनाइल एक्ट की विस्तृत जानकारी दी. मौके पर प्रोफेसर साहू प्रकाश लाल, डॉक्टर प्रवीण भगत, सुदिनी कुमारी लांबा, डॉ रेखा कुमारी, सुमति कुमारी, शांति सेवइया, आकांक्षा कुमारी, शशि, पूरे कुमारी, सुनीता कुमारी, सुमति, कृति मिंज, विश्वंभर देव तिवारी मौजूद थे.

खेलकूद का हुआ आयोजन

भरनो। प्रखंड के प्लस टू हाई स्कूल मैदान में शुक्रवार को छोटानागपुर सांस्कृतिक संघ द्वारा बाल विवाह उन्मूलन व किशोरी सशक्तिकरण कार्यक्रम के तहत फुटबॉल व कबड्डी टूर्नामेंट का आयोजन किया गया। जिसका उद्घाटन बीडीओ तेज कुमार हस्सा, संस्था के सुमति उरांव, मुखिया शांति उरांव ने किया। टूर्नामेंट में फुटबॉल के 10 टीम व कबड्डी के दो टीम ने भाग लेकर अपनी प्रतिभा को दिखाया।

પળ ૩૪ ન વિવાહ કરના
કાનૂનન અપરાધ : બીડીઓ



वीडीओ व अन्य लोग

પ્રતિનિધિ, મરજો

विजयी रही. वहीं महिलाओं का फाइनल मैच जीत कर ब्राना मोरगांव के बीच खेला गया, जिसमें मोरगांव की टीम विजयी रही. बीडीओ तेज कुमार हस्सा ने कहा कि सीएसएसएस हाइ प्रवर्ड ने किशोरियों व महिला सशस्त्रीकरण के तहत खेल के माध्यम से समाज में लौकिक असमानता को दूर करने का बेहतर प्रयास किया है। समाज में किसी भी तरह का कोई भेदभाव न हो. उन्होंने कहा कि कम उम्र में लड़कियों की शादी करना कानून अपराध है. मौके पर शूनित कुमारी, सबैया, पैरो कुमारी, सुनील उरांव, सीता देवी, सोमा देवी, पिंकी उरांव, नीली पंथी, आकांशा कुमारी आदि मौजूद थे.

बेड़ो में बाल संरक्षण एवं विकास पर सात दिनी कार्यशाला का आयोजन

नवप्रदेश संवाददाता



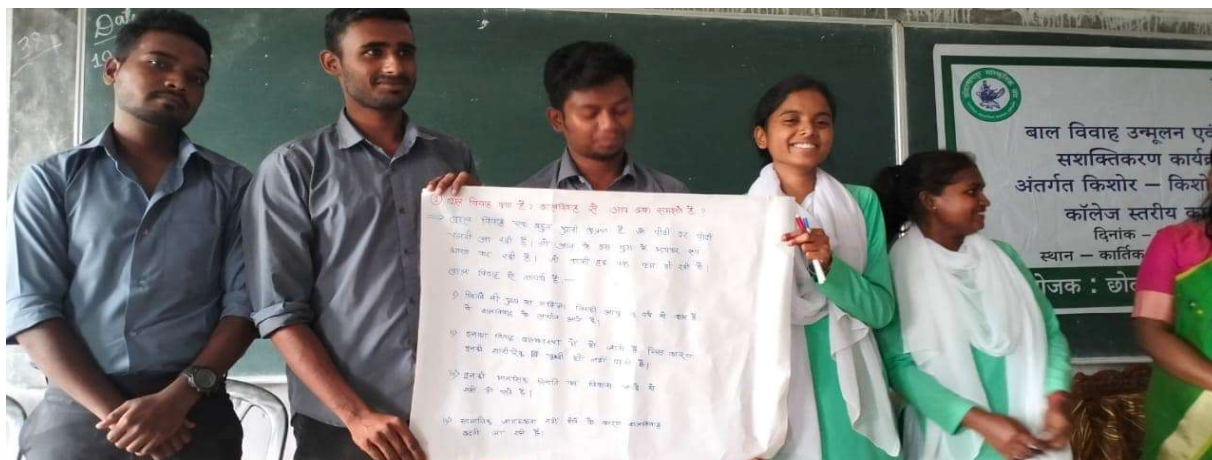
बेड़ो: छोटानागपुर सांस्कृतिक संघ के तत्वावधान में प्रखंड के पंचायतों में बाल संरक्षण एवं विकास पर गत 20 फरवरी से चलाया जा रहा सात दिनी कार्यशाला का आयोजन मंगलवार को समाप्त हो गया। इस कार्यशाला में कुल 240 अभिभावकों ने भाग लिया। साथ ही विभिन्न पंचायतों से आये अभिभावक समूह के सदस्यों को अभिभावकीय कौशल, किशोर न्याय अधिनियम 2015, पोस्को कानून 2012, श्रम कानून, बाल विवाह निषेध अधिनियम व डिजिटल सुरक्षा के संदर्भ में विस्तार से जानकारी दी गयी। वहीं उपस्थित

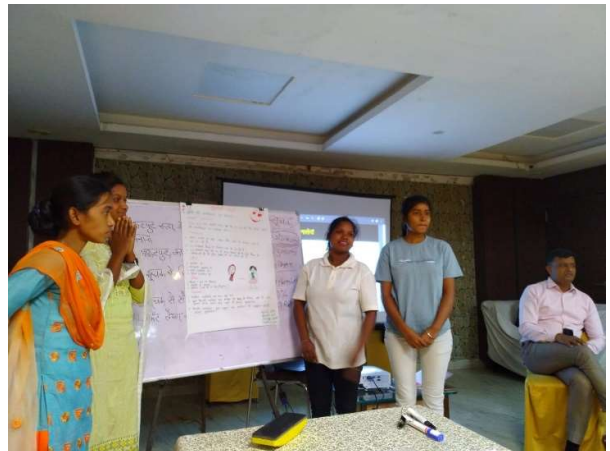
सदस्यों को बालकों के देख-भाल सम्बन्धी कौशल के विभिन्न पहलुओं की जानकारी देते हुए समुदाय द्वारा अपनाये जाने वाले सुरक्षा - उपायों को ज्यादा कारगर माना गया। अभिभावकों ने चिंता जतायी कि किशोर वय बालकों में विभिन्न प्रकार की समस्या गंभीर रूप ले रही है। उच्च शिक्षा में एग्रीजन्स की जरूरत रही है। छात्रों को समर्थन

फोन व मोटर बाइक के लिए मजदूरी करना पसंद कर रहे हैं। संस्था की सचिव डॉ. सचि कुमारी ने पैनल चर्चा के दौरान प्रतिभागियों का मार्गदर्शन किया। कहा कि बदलते परिवेश में भीतिक लोलापुता के कारण नैतिक जिम्मेवारियों के प्रति उदासीनता तेजी से बढ़ रही है। इस समय विशेष कौशल एवं जागरूकता बढ़ाने के परवर्तिन के लिए

आवश्यक है। कानून एवं योजनाएँ ही सत बात को मजबूत बनाती हैं। केन्द्र सरकार द्वारा अप्रैल 2023 से देश भर में लागू मिशन वास्तव्य योजना जल्द से लेकर गांव तक दायिगवत व्यस्तथा को मजबूत करेगी। अधिभावकों ने बच्चों के मामलों को जानकारी निर्धारित स्थितियों को देते का संकल्प लिया। साथ ही सरकार द्वारा चलाये जा रहे योजनाओं को धरातल पर मजबूत बनाने में अपनी भूमिका निभाने व बात कही। सत कार्यक्रम को सफल बनाने में संस्था की मोनिका गाड़ी, अर्चना आदिन, रामप्रकाश ठाकुर, नर्स जर्मिना कर्मा, कप्रमी कुमारी व जुली कुमारी ने सराहनीय योगदान दिया।

9. AT A GLANCE









"We help the people to help themselves"

CHOTANAGPUR SANSKRITIK SANGH

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Email: cssrnchjh@gmail.com

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 Chotanagpur Sanskritik Sangh Css

 CHOTANAGPUR SANSKRITIK SANGH

 @cssjharkhand

 Chotanagpur Sanskritik Sangh (CSS)

