

Project Report

321 – 904 – 1047 ZG: Dalit Development in Bihar: Capacitating Youth, Women and Children

Project Location: Bihar

Reporting Period: 1st January to 30TH December 2023

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1- Description of Report Preparation

This report is based on several types of reports received from the units and the central team using the required reporting forms. Additionally, an evaluation is conducted at the central level with unit heads and other project staff. Aside from that, the report is based on personal interactions, group discussions, and observations made by the central project team during field monitoring trips. The PME officer collects all essential data. The report is based on documentation presented to the central team by unit staff and validated by the PME department, as well as the project coordinator's experience overseeing the task.

2- Project implementation and achieving the objectives

Objective 1: To support children from dalit communities (total 4700 children) for quality education		
Indicators	Progress (January to June 2023)	Means of verification
Estimated 2000 dalit girls and boys 6-14 years of age) participated in activities of APKs and developed their academic competency, child rights awareness, and psycho-social skills	<ul style="list-style-type: none"> ✓ 1236 dalit children between 9 – 12 years of age have joined APD ✓ On an average 85% of APD children participate in different academic and extra-curricular activities ✓ Approximately 75% of dalit children are aware of child rights ✓ Approximately 70% of target children have improved their performance ✓ Approximately 65% of children have improved their understanding level of moral values. 	MIS, enrolment forms Monitoring reports Monitoring & FGD reports Stories
Around 100 leaders of children have emerged who can be child rights advocates and motivators of children	<ul style="list-style-type: none"> ➡ At least 58 dalit boys and 57 dalit girls have emerged as village-level children's leaders ➡ Near about 200 other APD children have improved leadership quality ➡ APD children have played vital role in creating awareness on child rights and quality education in the target areas. 	Tracking records Monitoring & FGD reports
About 80% of 1800 Dalit Girls and Boys to be registered for academic support, completed secondary education, 70 percent	<ul style="list-style-type: none"> ➡ 755 dalit children have accessed academic support ➡ 98% of enrolled children are regular in their coaching as well as in their schools ➡ 206 dalit children completed secondary education 	MIS, monitoring records, financial transaction records

of 450 boys and girls successfully completed senior secondary education	<ul style="list-style-type: none"> ➔ 85% dalit children have accessed academic support belong to APD. ➔ Near about 650 boys and girls are studying in senior secondary education out of which 280 students have access to academic support. 	Mark sheets, online results, tracking records
At least 100 of them shall have taken admitted to professional courses after senior secondary	➔ Near about 650 boys and girls are studying in senior secondary education out of which 280 students have access to academic support.	Monitoring reports, ID cards of the children
Objective 2 To develop leadership, organizational strength, and social capital of dalit communities		
At least 40 percent of the dalit organization in 100 villages are capable of effectively resolving internal conflicts and disputes that arose during the period and at the same time 20 percent of cases related to atrocities on dalits in the operational area have received competent legal follow up	<ul style="list-style-type: none"> ➔ At least 89 village organizations are formed ➔ 34 village organizations opened their bank accounts and doing financial transactions ➔ 60% of village organization leaders have improved their understanding of the whole 'Sangathan' ➔ 50% of leaders have a fair understanding of their responsibilities ➔ Few incidents reflects that the sangathan is emerging as a rising force among the communities. ➔ At least 32 village-level legal-aid committees have been formed. ➔ Documentation of landholding of the poor has reached to its final shape. A professional consultant is continuously working on it under direct supervision of the director. ➔ A Socio-economic Survey of the dalits has been done. At present analysis of the finding are going on with the help of the two distinguished researchers. ➔ Sense of trust has emerged among dalit communities ➔ Few disputes had been resolved by the legal-aid cells. 	<p>Monitoring reports, MIS</p> <p>Training reports</p> <p>FGD findings</p> <p>Monitoring reports, MIS</p> <p>Monitoring reports, MIS</p>

Objective 3:**To support youth to develop skills; employment; and community leadership**

80% of dalit youth in the project villages participated in the youth activities and benefited over the next 3-years	<ul style="list-style-type: none">☀ 91 Village level AYMs are established out of which 82 AYMs are active.☀ 55 village-level AYM are well-organized.☀ 1229 youths have joined the AYM☀ At least 200 youths who emerged as leaders last year are being nurtured.☀ Near about 60% of youths regularly meet for group study, SET practice, computer practice, online applications, etc☀ A team of 14 AYM members have emerged as the SEVA DAL.☀ At least 10 AYMs took initiatives to draw the attention of the government authorities towards community issues.☀ At least 10 instances can be seen.☀ AYM leaders are playing vital role in helping communities to know better and access the various govt schemes and required documents	Field reports, Monitoring reports Training and tracking reports Attendance registers, monitoring tools FGD report
Nearly 200 youth will have gained employment - either self-employment by availing available schemes or employment through placement based on skills acquired. Besides this, 60 per cent of 270 girls trained in stitching will have begun earning from their skill	<ul style="list-style-type: none">➡ At least 82 AYM members have received skill training.➡ Out of which 47 have received placement and 9 are self-employed.➡ 15 youth are engaged in the govt jobs.➡ 10 youths are engaged in successful self-employment➡ More than 300 AYM members have applied for private jobs.➡ More than 300 AYM members have applied for police force and teachers' vacancies.➡ All together 175 girls/women are engaged in tailoring.➡ 137 girls/women have received tailoring training➡ 118 girls have completed the tailoring course, received the certificate too and	Monitoring reports, Attendance registers Monitoring reports

	<p>engaged on their own by the constant support of BDVS.</p> <ul style="list-style-type: none"> ➡ 49 women were provided the machine and with that they have started their own business. ➡ At least 39 girls/women and a man have completed an advanced tailoring course. ➡ 2 tailoring-based business models are growing. ➡ approximately 100 youths are engaged in different income-generating activities 	
Objective 4: To develop leadership and entrepreneurship among women and improve health - hygiene - nutrition conditions in villages through women lead awareness creation.		
At least 400 dalit women increased their income significantly from land leasing-farming operations and other IGP programs over the next 3-years	<ul style="list-style-type: none"> ➡ Over 500 dalit women are engaged in different agricultural activities ➡ Out of which 133 women have been supported in agricultural land leasing activity ➡ Over 150 women have increased their income from different income-generating activities and sustainable business ➡ 89 women's organizations formed ➡ Near about 1628 dalit women have joined Sabitribai mata samiti ➡ 28 women have benefited from government schemes. 	<p>Monitoring records</p> <p>Bank transactions</p> <p>Meeting register, MIS</p>
At least 30 herbal gardens and 500 kitchen gardens and associated campaigns have created awareness on health, hygiene and nutrition	<ul style="list-style-type: none"> ➡ Over 238 dalit women have done kitchen gardens using the seed last year given ➡ 48 model kitchen gardens have been initiated. ➡ 26 herbal gardens have been initiated by dalit women. ➡ 72 women are directly engaged in IGA ➡ Out of that 36 women were financially supported. ➡ Over 300 dalit women have improved their understanding of nutrition, hygiene, etc. 	<p>MIS, Monitoring records</p>

3- Some major activities

List of the activities except village level meetings can be seen in the MIS document

What is below?

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Women's Day celebration

The Women's Day Celebration was organized to commemorate the achievements and contributions of women, promote gender equality, and raise awareness about the challenges women face. The event aimed to empower and inspire women through various activities and discussions. Dalit women came out of their homes this year to celebrate International Women's Day. BDVS intended to organize this Women's Day celebration in a unique way. As the event was organized at the unit level, women from various villages marched to the program location, carrying banners and raising slogans. Once they gathered in a stipulated place, they took a rally to the nearby villages and towns and when they were passing through some government and private offices or institutions, the women's representative committee extended the wishes of women's day celebration to the official of those institutions. It was a situation that no one had ever expected. Officers and bureaucrats were amazed by this act of happiness. Usually, our women were found to be protesting and raising slogans against injustice but, on this day, they wished the officers which was a new experience for both women and officers. Unit heads contacted local female officers (CDPO/BDO/PHC supervisor/women police, etc.) and invited them to be the speakers. Women took part in

different activities at the event. They sang motivational songs, played street plays, and gave wonderful speeches. The whole event was led by the women. Photos of great women personalities such as Sabitribai, Sarojini, Indra Gandhi, etc were shown in the program, and their roles in nation-building and women empowerment were explained. A few banners with women empowerment slogans and one with information about legal provisions for women were also used. Participants were given food packets. The event was excellent and had a significant impact. Women were inspired and felt the power of unity. They learned about their various rights and saw how many women are connected. As the crowd grew, the program had an impact on their block as well; It let people know that dalit women are not hiding in rooms any longer and that their numbers are steadily rising. The Women's Day Celebration was a resounding success, with a significant turnout of participants from diverse backgrounds. The event provided a platform for women to share their stories, learn from each other, and gain inspiration. Different activities helped to raise awareness about women's issues and promote gender equality. The networking and mentoring sessions facilitated valuable connections and support networks among women. Overall, the celebration was a step towards empowering women and creating a more inclusive and equitable society. A strong relationship with the local government bodies was also guaranteed by the program.

In the coming days, BDVS hopes to collaborate with government departments. The table that follows provides additional details.

Unit	Date of the event	Participants Details			Total
		Female	Male	Others Guest	
Barbigha	10--03--22	130	65	3	198
Barh	12--03--22	155	20	35	210
H Kharagpur	12--03--22	157	18	16	191
Patory	14--03--22	162	25	10	197
Jhajha	15--03--22	175	12	39	226
Total		779	140	103	1022

Ambedkar Jayanti

Ambedkar Jayanti is celebrated annually to commemorate the birth anniversary of Dr. Bhimrao Ramji Ambedkar, a prominent social reformer, jurist, and architect of the Indian Constitution. The celebration aimed to honour Dr. Ambedkar's contributions, promote his ideals of social justice and equality, and raise awareness about the issues faced by marginalized communities. The event was organized at the unit level precisely with the support and cooperation of locals. All the units followed more or less the same pattern.

The event began with an inauguration ceremony, where a prominent guest lit the ceremonial lamp and delivered an opening address. This was followed by a floral tribute to Dr. Ambedkar's portrait, paying homage to his immense contributions towards equality and social justice.

We invited renowned social activists, like-minded bureaucrats, and representatives of people to deliver lectures on various aspects of Dr. Ambedkar's life, work, and teachings. The lectures covered topics such as his role in drafting the Indian Constitution, his fight against caste discrimination, and his vision for an inclusive society. The audience actively participated in discussions and asked questions, promoting a deeper understanding of Dr. Ambedkar's ideologies.

To showcase the rich cultural heritage of marginalized communities, we organized cultural performances, including traditional music, dance, and drama. The performances highlighted the struggles, resilience, and achievements of these communities, paying tribute to their contributions to society. Youth and children enjoyed playing different roles in this session.

We set up an exhibition displaying photographs, documents, and artifacts related to Dr. Ambedkar's life and work. The exhibition provided insights into his journey, achievements, and struggles, educating the attendees about his significant contributions to social reform and the empowerment of marginalized communities.

The Ambedkar Jayanti Celebration was a grand success, attracting a large number of participants from diverse backgrounds. The event effectively honored Dr. Ambedkar's legacy and promoted his ideals of social justice, equality, and inclusivity. The lectures, discussions, and cultural performances provided a platform for dialogue and understanding. The exhibition offered valuable insights into his life and work. Overall, the celebration served as a reminder of the ongoing struggle for social justice and equality, inspiring individuals to work towards a more inclusive and equitable society. The following table may give few more information.

Unit	Date of the event	Participants Details		
		Male	Female	Total
Jhajha	13--04--2023	800	1250	2050
Barh	14--04--2023	180	247	427
Barbigha	12--04--2023	186	79	265
kharagpur	14--04--2023	259	212	471
Patory	14--04--2024	225	175	400
Total		1650	1963	3613

MSCM Convention

The Convention of MSCM (post matric) was held on 27-28 March 2023 at Vijay Nagar, Bailey Road, Patna. The event brought together at least 200 academic support recipients from various villages and panchayats to share experiences, enhance networking opportunities, and foster a sense of unity and excellency. Adding to this, the event aimed at appreciating those students who had shown their excellency.

The convention commenced with an inspiring opening ceremony, featuring speeches from renowned IPS officer, director general (special forces- Bihar) DG. A K Ambedkar, scholar Dr. Munshi Prashad and other social activists and educationalists. The speakers emphasized the

importance of scholarship programs in promoting academic excellence and social mobility. They also inspired the students with their experience of struggling lives.

Several panel discussions were organized, covering a wide range of topics such as academic success strategies, career development, skill development, government educational schemes and provisions, student credit card, and community engagement. Distinguished professors, industry experts, and government representatives shared their insights and experiences, providing valuable guidance to the attendees. The sessions were quite interactive to enhance the attendees' personal and professional development. The convention provided ample opportunity for networking and building connections among the attendees. Informal networking sessions enabled students to establish valuable relationships with their peers from different institutions and fields of study. A small discussion centered around the challenges faced by the students, including the pressure to perform academically, financial constraints, and social adjustment. MSCM students shared their personal experiences and exchanged strategies for overcoming these challenges, fostering a sense of solidarity among themselves. The convention also emphasized the significance of scholarship recipients giving back to their communities. Students were encouraged to engage in community service initiatives, mentorship programs, and knowledge-sharing activities to create a positive impact beyond their academic pursuits.

Outcomes:

1. **Enhanced Peer Support:** The convention served as a platform for MSCM students to connect and support each other. Attendees expressed gratitude for the sense of companionship and the opportunity to share their experiences with like-minded individuals.
2. **Strengthened Mentorship Opportunities:** Through interactions with scholars, experts, and professionals, attendees gained valuable insights into their chosen fields. The convention fostered mentorship opportunities, enabling students to seek guidance and advice from experienced individuals.
3. **Increased Awareness of Opportunities:** The convention provided MSCM students with a broader perspective on available scholarships, grants, and fellowships. Attendees learned about various funding opportunities for further education and research, allowing them to plan for their future academic endeavors. The Convention of MSCM Students was a successful event that brought together academic support recipients from diverse backgrounds. Through different activities, students gained valuable insights, built connections, and developed essential skills for success. The convention served as a catalyst for fostering a strong sense of community among MSCM students and inspired them to make a positive impact in their respective fields and communities.

Legal-aid training

The purpose of this report is to provide a summary of the 2-day legal aid training program that took place from 2nd to 3rd Feb 2023 at our administrative office, Patna. The training aimed to enhance participants' knowledge and skills in providing legal aid services to underprivileged individuals who cannot afford legal representation. The main participants were the human resource engaged in different organizations like BDVS, Manthan, PJS, Jeevdhara, Jeevan Sangam, DMM, MDVS, KDVS, NCVK, Umang vikas kendra etc. At least 70 people participated the training. The program included various sessions, group discussions, and interactive activities to ensure a comprehensive learning experience.

Training Objectives:

- ➔ To provide an overview of the legal aid system and its importance in promoting access to justice.
- ➔ To develop participants' understanding of the legal rights and obligations of individuals seeking legal aid.
- ➔ To enhance participants' knowledge of relevant laws and regulations related to legal aid services.
- ➔ To foster a network of legal aid professionals and encourage collaboration in supporting vulnerable populations.

Training Program Overview:

- ➔ Introduction to legal aid: Importance, principles, and challenges.
- ➔ Overview of legal aid systems in different jurisdictions and current situation.
- ➔ Understanding the effective way of filing an FIR.
- ➔ Understanding the legal rights and obligations of individuals seeking legal aid.
- ➔ Role-playing activities to simulate client interviews and effective communication.
- ➔ Understanding of drafting legal documents, including petitions, affidavits, and pleadings.
- ➔ Networking sessions and group activities to promote collaboration among participants.

The 2-day legal aid training program was well-received by the participants, who reported a significant increase in their knowledge and skills related to legal aid provision. Specifically, the training helped participants:

- ➔ Gain a comprehensive understanding of the legal aid system and its importance in ensuring access to justice.
- ➔ Develop practical skills in filing an FIR, case analysis, and drafting legal documents.
- ➔ Improve their ability to communicate effectively with the vulnerable and provide appropriate legal advice.
- ➔ Enhance their knowledge of relevant laws and regulations.
- ➔ Establish a network of professionals, social activists for future collaboration and support.

A Leadership Training for Sabitribai Mata Samiti Leaders

The following report provides an overview of this training event aimed at empowering and equipping Sabitribai Mata Samiti leaders with the necessary skills, knowledge, and mindset to excel in their respective fields. The event was organized at the unit level. Two leaders from each target village attended the event.

The primary objective of the training event was to enhance the leadership capabilities of Sabitribai Mata Samiti leaders across all the target areas. The program aimed to inspire,

educate, and empower women to become effective leaders, fostering a culture of inclusivity and diversity in the villages.

Key Highlights:

The event was facilitated by administrative thematic coordinators and the program coordinator. They focused on topics such as the aim and objectives of Sabitribai Mata Samiti, effective communication practices, effective decision-making processes, negotiation skills, and overcoming challenges specific to women leaders. In addition to this, the facilitators also emphasized strategic planning, conflict resolution, team building, and self-care. The hands-on approach allowed participants to apply their learnings in a practical setting. To inspire and motivate participants, the event showcased success stories of influential women leaders who have made a significant impact in their respective fields. These stories highlighted the challenges faced by women leaders and the strategies they employed to overcome them.

The leadership training event for women leaders had a profound impact on the participants. Feedback from the attendees indicated that they felt empowered, motivated, and equipped with new leadership tools and strategies. Many participants expressed their intention to implement the learnings in their lives, thereby positively influencing their teams and organizations. A few more details can be seen in the following table.

Unit	Date of the event	Participants Details		
		Members	Leaders	Total
Barbigha	20--06--2023	5	39	44
Barh	21--06--2023	0	35	35
Kharagpur	21--06--2023	2	34	36
Patory	09--06--2023	0	38	38
Jhajha	17--06--2023	1	35	36
Total		8	181	189

Model Kitchen Garden

BDVS believes that the Kitchen Garden can prove to be an important resource for Dalit families. Considering it as a good source, many people of the targeted Dalit community are using it to overcome the nutritional deficiency of their families. Generally, people use kitchen gardens in traditional ways, which they feel requires a lot of land. Due to this mentality, many Dalit families are not able to avail its benefits.

Bihar Dalit Vikas Samiti has taken a new initiative against this mentality and to prove that the kitchen garden can be developed by using waste things in minimum space, mainly the roof of the house, courtyard, broken cartoons, cement bags, pots, tires, etc. Some papaya plants, drumstick plants, greens, green vegetables, tomatoes etc. are produced around the house. People are encouraged to use only natural fertilizers. This is an experiment and has just been started.

By growing their own vegetables, and herbs, they have immediate access to fresh and nutritious produce. This allows them to incorporate more healthy options into their meals. It

helps them save money in the long run. When they grow their own food, they have control over the use of pesticides and chemicals. They choose organic methods or use fewer harmful substances, ensuring that their produce is safe and chemical-free.

This initiative is an important step towards making Dalit families self-reliant. Through this, they can freely produce their own food and improve their economic condition too. Apart from this, it also provides them an opportunity to learn the art of gardening and helps them provide healthy and nutritious diets to pregnant women, children, and the elderly.

Under this initiative, Bihar Dalit Vikas Samiti provides necessary materials, seeds, training etc. to the people for kitchen gardening. Along with this, they are also given assistance so that they can operate their garden properly. Thus, the kitchen garden proves to be a useful tool for Dalit families which can make them economically and recreationally self-reliant.

Herbal Garden

A herbal garden is a delightful and practical addition to any home or community space. It offers an opportunity to grow a variety of medicinal herbs, providing easy access to natural remedies. This is a very interesting and important part of the project. The concept of an herbal garden originated from one of the very common observations in the lives of the people of Bihar. People like to have a nursery and they are quite skillful in that. BDVS thought that dalit families may take an interest in this and it will definitely help them improve their health conditions and also it will reduce medical expenses to some extent.

The concept was liked by some families of the Madhepura district but later it was observed that the locality was a low land area and very often it gets covered by flood water. Hence the plan was canceled. Later the concept was shared with other communities of different 5 units, at least 3 to 4 meetings were held with the people but it was not productive. BDVS tried to find out the reason behind their rejection. It was learned that all of the expectants were looking behind its monetary profit, in fact in an immediate manner. BDVS was later convinced by their explanations and decided to modify the policy for the herbal garden. The policy was the person shall give a piece of land and different herbal plants shall be planted, later the community people would have permission to access the medicinal plants and they would make tonics, oil, etc. It was a complete social service and our people had no land. Hence no one took an interest in it.

In the last quarter, the BDVS team decided to modify the policy and allowed the land owner to get some profit from the herbal garden. For instance, 40% of the land will be cultivated by the land owner and the products will be like ginger or turmeric or onion etc. That will belong to the land owner but the land owner will ensure to give the samples of the seeds to at least 10 women of the village. The rest 60% of the land will have medicinal plants. Villagers will have access to this garden and can make ayurvedic medicines, tonics, boosters etc.

This policy looked better than the earlier one and now the communities had meeting and unanimously decided the location. 15 herbal gardens in two units have been initiated. Now the garden is in its initial stage the plants are small but we expect that it will be ready to use by the last quarter of the year.

Awareness among women on health and hygiene

Dalit women are still learning about nutrition. What diet can provide them with good health, and how can those diets be obtained? The government has various programs in place to address the most prevalent issue, 'malnutrition' among mothers and children. ICDS has been delivering dry ration items, though not in sufficient quantities or on a consistent basis. Women's vitamin supplements, for example. The fundamental problem is a lack of awareness and behavioral habits.

BDVS recognized this problem and initiated a few campaigns, such as promoting the kitchen garden alongside the herbal garden, making nutrition discussions a regular part of regular meetings with women, and so on. We are pleased to inform you that over 300 dalit and tribal women have done kitchen gardens on their own. They had saved the seeds from the previous year, and this year they are doing it on their own. Our female animators were given a basic understanding of health and hygiene and told to include a brief talk about it. Each target village had about 5 sessions, and the topic was given top importance.

It was noticed that the dalit woman once did not want to have a moringa plant near her house due to certain insects, but now they are planting this plant around their house; earlier they thought that they needed quite a bit of land to have veggies and greens, but now they find kitchen gardens more beneficial; they realize that many nutritious foods can be produced in a hand reach. Once they were satisfied with one item in their meal, like rice and curry, but now they are expanding their meal options; in addition to this, in dalit communities, coriander leaf production has increased as a result of a greater understanding of this green's nutritional benefits. All of these behavioral changes imply that there is a change among dalit women.

Legal-aid committees

In 32 communities, village-level legal assistance cells have been established. Following the dissemination of the concept of legal aid cells to the community, at least one unit-level training was organized in each unit with the goal of raising legal awareness and assisting communities in understanding the relevance of these cells. Mr. Abhisek Kumar, the thematic coordinator, and Mr. Sinaya Nayak, the project coordinator, facilitated these trainings. Later, at least two village-level meetings were held, during which community members attempted to comprehend its significance before recommending 5 to 10 names of those with legal skills and who are actively assisting communities in legal concerns. This group of 5 to 10 people was designated as the legal-aid cell. They have not yet obtained any specialized instruction. During next quarter they will be capacitated.

Unit-Level Training for Dalit Sangathan Leaders

Unit-Level Training for Dalit Sangathan Leaders is an essential effort that aims to improve leadership skills and capacity building among local leaders. The training program aims to provide Dalit Sangathan leaders with the information and skills they need to successfully

spearhead grassroots community development activities. There were three major goals, such as

- I. To empower Dalit Sangathan leaders with leadership skills and knowledge about community development strategies.
- II. To enhance the capacity of Dalit Sangathan leaders in resource mobilization, and community mobilization.
- III. To promote collaborative efforts among Dalit Sangathan leaders in addressing community challenges and fostering sustainable development.

The training program was a one-day event that was held at the unit level. Two leaders from each Dalit Sangathan attended. Thematic coordinators and other professionals helped to facilitate the program. Participants were helped to comprehend the concept of Dalit Sangathan formation, its significance, and their direct involvement in the community change process. Facilitators made it easier to understand issues such as "ways of identifying and mobilizing community resources, addressing community challenges and fostering sustainable development, promoting fraternity and mutual coordination," among others. This program inspired our Dalit Sangathan leaders to take active roles in their communities and lead them effectively. The table below contains some further information.

DATE	UNIT	MALE	FEMALE	TOTAL	FACILITATOR
22-06-2023	Barbigaha	18	9	27	Birendra Kumar
27-06-2023	Kharagpur	13	8	21	Birendra Kumar
19-07-2023	Jhajha	42	22	62	Nayak
29-06-2023	Patory	10	28	38	Birendra Kumar

Unit-level AYM Convention

As a result of the decision made at the beginning of 2022 to guide the AYM toward autonomy in order to foster independence and progress, BDVS organized unit-level AYM convention. In 2023, AYM wanted to uphold democratic norms in its running and operations. Thus, the village-level AYM leadership selection procedure was launched. Leaders at the village level filed nominations, and the election was held. One AYM member won and represented his or her village in the Unit level AYM convention. As part of the same procedure, Unit-level AYM leaders were elected in the conventions. Out of 18 to 20 contestants in a unit, only three were elected and represented their unit at the state level. To carry out the AYM strategic vision, the Bihar Dalit Vikas Samiti convened a state-level AYM convention in the middle of December 2023. Key outcomes of this unit- level convention include as follows

- ★ AYM gaining recognition at the block level
- ★ AYM strengthened structurally
- ★ All level of AYM leaders developed leadership quality

- ★ Infusion of new energy and enthusiasm among the youth
- ★ Realization of the strength of unity among the young participants
- ★ Increased understanding of AYM's mission and objectives by a significant number of Dalit youth
- ★ Enhanced organizational efficacy of AYM operations

further details can be found in the table below:

SL NO	UNIT	DATE	PARTICIPANTS			FACILITATOR
			MALE	FEMALE	TOTAL	
1	Barh	11--12-2023	57	76	133	Birendra Kumar
2	Barbiga	28--11-2023	60	26	86	Birendra Kumar
3	Kharagpur	24.11.2023	77	19	96	Birendra Kumar, Fr. Jose
4	Jhajha	12.11.2023	92	25	117	Sinaya nayak
5	Patory	26.11.2023	52	75	127	Birendra Kumar

State- level AYM convention

AYM hosted its third state-level annual convention under the direct supervision of Bihar Dalit Vikas Samiti. The program began on December 15, 2023, at a community hall near the BDVS administration office in Patna where all together 166 male and 105 female participated in the program.

There were just two primary objectives.

- ➡ Empower AYM members to understand constitutional ideals, democratic processes, and their rights as citizens of the country.
- ➡ Improve and strengthen AYM's organizational structure.

The program was jointly opened by Fr. T. Nishant the principal of St Xavier college, Patna, BDVS director Fr. Jose, project coordinator Sinaya Nayak, unit heads, and a few AYM officials. In his inaugural speech, Fr. Nishant stated that our country belongs to young, youth are the future architects of our country, Dalit youth must obey Baba Saheb Ambedkar's great commandment; our communities cannot be developed without educating our youth and children; education is the only way to understand the importance of the ideals enshrined in our constitution. He encouraged the participants to band together, work hard, and take advantage of government benefits and schemes as soon as possible. Mr. Prahlad, AYM leader from the Barbiga unit, presented a brief yearly report of AYM, demonstrating that AYM members are actively participating in their community development activities.

The program coordinator welcomed the attendees and underlined the value of youth organizations. He underlined the increasing importance of waking up and staying involved since unity has power; ununited young cannot build up their communities or contribute.

Mr. Abhi Udaya, a social activist and member of the AISA Zonal Committee, underlined the necessity of Dalit solidarity and the role of youth in improving Dalit communities. He claimed that sacrifices foster a feeling of unity. He advised AYM members to begin sacrificing little wishes for their friends. He also brought some of the major problems to the forefront, particularly when working in a group. Mrs Kamayani, a well-known social activist, urged girls to aggressively participate in decision-making processes. She further stated that our dalit youth are manipulated by political parties solely for political advantage. All of the units shared time on stage, and on day two, the election of the state-level steering committee began. Mr Sinaya Nayak and members of Seva Dal facilitated the session. Three of the 15 leaders at the unit level won the election. In addition to this, the BDVS delegated another two members to handle the practical concerns. Together, these five executives comprised the steering committee.

All of the units were given responsibilities and all of them gave their best. The program was a success because at the end AYM was completely structured, leaders were elected democratically, role and responsibilities were accepted by the leaders, an action plan was made together, and moreover all of the participants took part in the whole process.

Career counselling on Bihar police recruitment

Looking to the interest of the AYM members and the job openings of the government, BDVS organized a one-day event on career counselling especially emphasized on Bihar police force at the state- level. The event was organized on 29th July 2023 where 70 boys and 37 girls from all of the five units participated.

objective

The career counselling event on Bihar police recruitment was organized with the aim of providing guidance and information to AYM members interested in pursuing a career in law enforcement. The event sought to educate participants about the requirements, opportunities, and challenges associated with a career in the police force.

The main sessions were designed as follows

- ➔ Presentation on the role and responsibilities of police officers.
- ➔ Information session on the recruitment process, eligibility criteria, and selection procedures.
- ➔ Q&A session for participants to clarify doubts and seek guidance.
- ➔ Mock physical fitness test to give participants a glimpse of the physical requirements.
- ➔ Sharing information on the study materials and the best ways of preparation.

Mr. Harikant Singh, Mr. Vijay kumar, and Mr. Rajiv Kumar ('Career winner' coaching professor) helped BDVS and facilitated the sessions. They were good enough to guide our youth in pursuing a career in law enforcement.

Key Points Covered

- ➡ Educational qualifications and physical fitness requirements for police recruitment.
- ➡ Training programs and career progression opportunities within the police force.
- ➡ Importance of integrity, teamwork, and communication skills in law enforcement.
- ➡ Overview of the application process, written exams, interviews, and background checks.
- ➡ Tips for preparing for the recruitment process and standing out as a candidate.

The event received positive feedback from participants who found the information provided to be valuable and insightful. Many attendees expressed their gratitude. The event developed a motivation among the participants to pursue a career in law enforcement and appreciated the opportunity to interact with experienced professionals in the field.

The career counselling event on police recruitment was successful in achieving its objective of guiding and motivating AYM members interested in joining the police force. By providing valuable information and support, the event played a crucial role in helping participants make informed and pursue career in law enforcement.

Advanced Tailoring Training program

With the assistance of BDVS, at least 118 women and girls finished a tailoring course in 2023. Although many of them bought the machines on their own, the machines were provided to at least 49 underprivileged girls. Their curiosity increased as a result, and they wished for an advanced tailoring course. In consideration of their interest and needs, BDVS organized an advanced tailoring training course. The training was conducted in two batches.

The 1st batch was dated on 20th to 27th MAY—2023 whether the 2nd batch was dated on 6th to 12th Aug 2023

Objective

The advanced tailoring training program was conducted with the aim of enhancing the skills and knowledge of experienced as well as newly passed out students in the tailoring sector. The program sought to provide participants with advanced techniques, trends, and best practices in tailoring to help them excel in their designs and stay competitive in the market.

Key Points Covered

- ★ Advanced garment fitting and modification techniques.
- ★ Customization and personalization of garments to meet client requirements.
- ★ Sustainable tailoring practices.
- ★ Business aspects of tailoring, including pricing strategies, client management, and marketing.

Participants of the advanced tailoring training program expressed high satisfaction with the content and delivery of the sessions. They appreciated the hands-on approach, practical

demonstrations, and the opportunity to learn from experts. Many participants noted that they felt more confident in their skills and inspired to incorporate new techniques into their work.

The advanced tailoring training program was successful in equipping girls/ women with advanced skills and knowledge to elevate their craft and meet the evolving demands of the fashion industry. By providing a platform for continuous learning and skill enhancement, the program contributed to the professional growth and competitiveness of participants in the tailoring sector.

Skill training program

Dalit kids should be skilled because there are fewer job openings, therefore skills can provide an income source. In response to AYM members' needs, BDVS arranged residential skill training programs such as driving training, mobile repair training, and computer hardware training. These trainings were held at the BDVS administrative office in Patna, but others were held with the Asha Deep organization in Muzaffarpur. Asha provided training in areas such as general duty assistant, home nursing, and e-commerce. Details are provided below.

SL NO	PLACE	BATCH	TRADE	BENEFICIARIES	PLACED	SELF EMPLOYED
1	Regional office, BARH	14-22--09-2023	Mobile repairing	18	6	2
2			Computer hardware	9	3	2
3	BDVS administrative office	26 March to 5 April--2023 05 to 14 Sep 2023	Driving	24	11	5
4	Asha Deep, Muzaffarpur	Jan to March 2023	GDA	14	10	0
5			E- Commerce	9	9	0
6		July to Sep 2023	Home nurshing	7	7	0
7			Hospitality Assistant	1	1	0
TOTAL				82	47	9

Main Objective

The skill training program was designed to equip participants with essential skills and knowledge to enhance their employability and career prospects. The program aimed to provide practical training in various skill areas to help AYM members develop expertise and confidence in their chosen field.

Key Points Covered

- ➔ Importance of soft skills, such as communication, time management, and adaptability, in the workplace.
- ➔ Technical skills training in areas such as Mobile services, computer literacy, customer service, and basic financial management.

- ➔ Career development strategies, including goal setting, networking, and continuous learning.
- ➔ Personal branding and professional image building for job readiness.
- ➔ Resources and support available for further skill development and career advancement.

Participants of the skill training program expressed gratitude for the opportunity to enhance their skills and knowledge in a supportive and engaging environment. Many attendees noted a significant improvement in their confidence and readiness to enter the workforce or seek new career opportunities. The interactive nature of the program and practical approach to learning were particularly well-received.

The skill training program was successful in empowering participants with valuable skills and knowledge to enhance their employability. By focusing on a combination of technical and soft skills development, the program equipped individuals with the tools necessary to succeed in the competitive job market.

Leadership training for APD leaders

Leadership skills empower Dalit children to overcome social barriers, discrimination, and inequalities they may face. It enables them to assert their rights, voice their opinions, and advocate for themselves and their community. By investing in their leadership development, we can create a more inclusive and equitable society where every individual, regardless of their background, has the opportunity to thrive and contribute positively to the community. Thus, BDVS envisaged to raise at least 200 dalit children as the community change agents. In pursuing the dream BDVS organized five days residential training program for the APD leaders. The training was organized in four batches.

Main objective

The leadership training event for APD leaders was organized with the aim of empowering them with essential leadership skills and capabilities. The program sought to foster leadership qualities, teamwork, and self-confidence among children to help them become effective leaders within their communities.

The main activities of the training

- ★ Interactive workshops on leadership principles, communication skills, and decision-making.
- ★ Team-building exercises and group activities to promote collaboration and problem-solving.
- ★ Role-playing scenarios to simulate real-life leadership situations and decision-making processes.
- ★ Creative sessions for self-expression, public speaking, and presentation skills development.
- ★ Inspirational talks and motivational sessions by guest speakers and mentors using audio/ visuals.

Major Points Covered

- Understanding the role of a leader and qualities of effective leadership.
- Communication skills development, including active listening, empathy, and assertiveness.
- Conflict resolution strategies for effective leadership.
- Goal setting, time management, and decision-making skills for successful leadership.
- Building self-confidence, resilience, and emotional intelligence as a leader.

Participants of the leadership training event, the APD leaders, expressed enthusiasm and appreciation for the valuable learning experience. They highlighted the interactive nature of the sessions, engaging activities, and inspiring speakers as key highlights of the event. Many children shared how they felt more confident and motivated to make a positive impact in their communities. Few more details can be seen below.

Training name	Date	Place	Male	Female	Total	Facilitator
Leadership Training for APD leaders- 1	13 to 17 Feb-2023	BDVS, Administrative office, Patna	30	28	58	Raj Kumar & Raghav Nayak, Abhishek Kumar
Leadership Training for APD leaders- 2	22 to 25 March		28	20	58	Raj Kumar & Raghav Nayak, Abhishek Kumar
Leadership Training for APD leaders- 3	08 to 12 May--2023		27	33	60	Raj Kumar , Raghav Nayak
Leadership Training for APD leaders- 4	1--2--10--2023-2023		35	28	63	Raghav Nayak & Raj Kumar

Conclusion

The report reflects a year of significant progress, impact, and commitment to empowering the Dalit community. Through our collective efforts and dedicated initiatives, we have taken significant steps in addressing the challenges faced by Dalit individuals and promoting their social inclusion, economic empowerment, and overall well-being.

As we conclude this annual report, we reiterate our commitment to advancing the rights, dignity, and opportunities of the Dalit community. We recognize the ongoing challenges and obstacles that Dalit individuals face. However, with continued collaboration, advocacy, and support from stakeholders, partners, and allies, we are confident in our ability to create a more inclusive, equitable, and just society where every individual, including Dalit individuals, can thrive and fulfil their potential. Together, we stand united in our mission to build a future where the rights and aspirations of the Dalit community are respected, protected, and celebrated. Thank you to all who have contributed to the success of the Dalit Development Project, and we look forward to continued progress and impact in the years to come.