



Policy and Protocols for Gender Mainstreaming and Social Action under NRLM in Jharkhand



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A. Context:

NRLM believes that gender sensitization and social action should be mainstreamed in its framework, systems, institutions and processes to achieve sustainable social, economic and political development. NRLM mobilizes poor women in general and also undertakes special mobilization efforts for reaching women in exploitative situations/ occupations (Single women, divorced, separated, survivors of violence, trafficked women, HIV+ve women etc.) in particular.

NRLM focuses on building institutions which support women towards gaining:

- a) Identity: Positive self-image and dignity;
- b) Solidarity: Voice, Decision-making and feeling of not alone;
- c) Capacity: Knowledge, Skills, Resources and Ownership;
- d) Access: Rights, Entitlements and Services;
- e) Well-being: Livelihoods and Lives; and therefore
- f) Enhanced freedom and portfolio of choices

In this context, following are the protocols for 'Gender Sensitization' at the level of Mission and community institutions in NRLM, 'Gender and Social Action' in Jharkhand.

B. Gender Sensitization

All staff from state to the village level needs to be sensitized towards equity and equality related issues of development, issues of marginalised sections, gender related discriminations and violence, about the legal provisions made to protect the rights of women and 'have nots'. The responsibility of such sensitization in JSLPS would be of Social Development Domain who, in turn, may take help of NMMU and various others National and state level resource organisations/persons to sensitize all staff of JSLPS and the community institutions, formed by JSLPS, towards the issues of all kinds of discriminations and violence prevalent and practiced in the rural area towards vulnerable sections of the society including women.

Social Development Domain of JSLPS to :

1. Form Resource Group/Pool at state, district and block level in the form of State/District/Block Resource Persons/Master Trainers-Social Development who should be trained on the above aspects and shall be engaged to facilitate VO and CLF to raise the voice of voiceless, women and vulnerable people.
2. Assign districts to State Master Trainers.
3. State master Trainers to coordinate with DMMUs and formulate the Gender Sensitization plan of all the mission staff.
4. SMTs to handhold BRP-SDs in sensitizing the Community Institutions as per the action plan the DMMU in the line of Social Development & Gender Sensitization Plan.

5. Finalize the relevant training material (manuals, handouts, case studies, posters, flip charts, songs, videos etc.) for gender sensitization of Mission staff, Trainers, Community cadre and Community (SHG members, Non-SHG members, girls, boys and men).
6. Conduct training of Trainers.
7. Develop State-wide Gender Sensitization Plan.
8. Complete trainings of Mission staff, community cadre etc.
 - a) In existing villages, Gender Sensitization training of Community members and cadre should be done with an immediate effect. However, in new villages, Gender Sensitization should be done within 3-6 months of SHG formation.
 - b) For new staff, Gender Sensitization has to be an integral part of initial induction/immersion.
9. Develop action plans to mainstream gender in all thematic areas.
10. Prepare and make available a handbook of relevant public services and entitlements of women with processes, eligibility and grievance redressal mechanisms.
11. Develop gender related indicators and integrate them into MIS for measuring outcomes.
12. Make budgetary provisions for financial and human resources in the Annual Action plan.

C. Gender Social Action

1. SHG Level:

- a. One *Badlao Didi* would be identified in every Self Help Group by all the members among themselves with the help of SAC members and assigned BRP-SD on the following criteria:
 - i. Should be the member of the Self Help Group.
 - ii. Must not be a defaulter.
 - iii. Should be unanimously selected by all the group members.
 - iv. Should be interested to become *Badlao Didi*
 - v. Should be comfortable to give time for traveling.
 - vi. Preferably literate.
 - vii. Any other criteria as decided by the VO.
- b. The *Badlao Didi* would have following responsibilities to carry out:
 - i. Discuss existing social issues and gender issues in their group including
 1. Universal enrolment of children in schools and Anganwadi.
 2. Prevention of child marriage, witch hunting, human trafficking, child labour or any other issue as identified by the VO jointly.
 3. Participation of women in Gram Sabha
 4. Ownership and decision making power of woman on land and other assets.
 - ii. To collect and disseminate information regarding rights and entitlements of the group members.
 - iii. To participate in the meeting of *Badlao Manch*, every month to represent the group and share the issues raised by the SHG members.

2. Village Organisation level

- a) Facilitate VO to form a Social Action Committee (SAC) within a month of VO formation having 5 members from SHG leadership.

- b) Facilitate VO to form a *Badlao Manch* (BM - an informal body) at village level, consisting of one member in form of '*Badlao Didi*' from each SHG, to support and guide SAC.
- c) VO's responsibilities:
- i. Identify 5 persons as Social Action Committee (SAC) or *Samajik Badlao Samiti* at VO level who is responsible for conducting training programs in the village with the help of their assigned Block Resource Person- SD.
 - ii. Conduct trainings of *Badlao Didi*, SAC members, *Badlao Manch*, cadre, SHG members, adolescents, PRI members, Anganwadi worker, ASHA, ANM, etc. as per the module developed by Mission.
 - iii. Develop a Gender and Social Action Plan with the support of SAC and Gender Forum - Conduct two days participatory workshop-cum-meeting at village level within 2 months of gender training. The participants include SHG members, other vulnerable non-SHG members, community cadres and Mission staff ;
 - iv. Discuss existing social issues and gender issues in their village including
 - a. Universal enrolment of children in schools
 - b. Prevention of child marriage, witch hunting, human trafficking, child labour or any other issue as identified by the VO jointly.
 - c. Participation of women in Gram Sabha
 - d. Ownership of woman on assets
 - v. Add campaigns, melas, sammelans etc., to create awareness, celebration of Beti Mahotsav, etc. in the Gender and Social Action Plan;
 - vi. Develop a draft Gender and Social Action Plan for resolving the issues which should be integrated into the Vulnerability Reduction Plan.
 - vii. Finalise Gender and Social Action Plan in the discussions with *Badlao Manch* (BM), SAC and VO-EC
 - viii. Promote savings towards Vulnerability Reduction Fund, augment it with other funds and tap VRF towards some of social action elements (individual/collective action) as per the Gender and Social Action Plan.
 - ix. Expenses towards travel to block to access rights/justice, support for legal aid, continuing education, priority for support to survivors of violence should be met from gender fund as well as from VRF and other funds.
 - x. *Badlao Manch* meeting to be conducted one day before the EC 1 meeting of VO in which Gender and Social Action Plan related issues may be discussed including:
 - xi. Report preparation on progress of action taken as per the gender action plan and submit to CLF.
 - xii. Monitor the progress of reported cases.
 - xiii. Prepare a database of the assets created and ownership in women's names singly or jointly- land, housing, livelihood assets such as equipment, livestock etc.
 - xiv. Encourage SHG members to participate in the Gram Sabha and Aam Sabha.
 - xv. Review, support and monitor the work of SAC and *Badlao Didi*.
 - xvi. Develop a social agenda and gender pledge based on gender action plan.
 - xvii. Facilitate the Gender Pledge in every meeting of VO.
 - xviii. Facilitate the discussion on Social agenda and issues in all meetings of VO.
 - xix. Maintain records of discussions in the meetings, issues received and action taken at VO level.

5. *Badlao Manch* (BM) Members' responsibilities:

- a) Facilitate discussion on social agenda in all meetings of their respective SHGs and also record the discussion and resolutions taken in the minutes' book of SHG.
- b) Facilitate Social Development Pledge in every meeting of SHGs.
- c) Meet once in a month in the *Badlao Manch* to discuss the issues and actions taken up at SHG level.
- d) If any woman (SHG woman or otherwise) reports a case related to any kind of violence, or violence of rights or any other related issues -
 - i. Register the case at VO level and support the woman to resolve the problem.
 - ii. Provide counselling to the victim with the help of SAC.
 - iii. Forward the case to CLF, if the case cannot be resolved at VO level.

B. At Cluster Level

- a) Facilitate CLF to form a SAC within 3 months of formation of cluster level federation having 3-5 members from VO leadership.
- b) Facilitate CLF to conduct the meeting of village level Gender Point Persons and SAC members of the VOs on a monthly basis, and as and when required.
- c) CLF's responsibilities:
 - i. Review, support and monitor the work of SAC's in various VOs.
 - ii. Monitor the planning process of Gender Action Plan preparation at VO and its implementation.
 - iii. Monitor the work CLF's SAC.
 - iv. Monitor the training programmes of community cadre and community.
- d) CLF SAC's responsibilities:
 - i. Develop an action plan based on the Gender and social action plan submitted by VO and seek support from Mission.
 - ii. Run a 'call' centre (to receive complaints and provide counselling to SHG members).
 - iii. Resolve the cases received with the support of *Badlao Didi* and VO SACs. If case is not resolved, they should approach the police station and a lawyer at cluster/block level. If necessary the case should be sent to the notice of the District Administration depending on the severity and nature of the case.
 - iv. Maintain a record of discussions in the meetings, issues received and action taken.
 - v. Review all the cases on monthly basis.
 - vi. In order to achieve Gender and Social Action Plan at village level and/or consolidated plans at cluster level, BMMU facilitates VO and CLF to converge with relevant departments like Women and Child Department, Social welfare department, Police department, Education department, Health department, Agriculture department, Horticulture department, Animal Husbandry department, District Industries Centre etc. at all levels.

Policy on *Badlao Didi*



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Vision & Mission of JSLPS

Vision

“Create a socio-economically developed Jharkhand through inclusive growth strategies for empowering the underprivileged members of vulnerable communities/groups, resulting in them leading a dignified life.”

Mission

“We dedicate ourselves to empowering the underprivileged women as well as the members of vulnerable communities/groups in the state by organizing and capacitating their groups and creating sustainable livelihoods. We ensure convergence of prevalent development programmes and schemes as well as forge partnerships with other non-government organizations and International developmental agencies for inclusive growth and the empowerment of the members of the groups served. In order to provide quality member-services, we remain financially sound and secure. We work towards establishing ourselves as a unique organization with deep abiding human values and maintaining the same.”



Policy for *Badlao Didi*

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Introduction:

'*Badlao*' is a Hindi word which means 'Change' in English and '*Didi*' is a word of respect commonly used in the native area of Jharkhand to address an elder sister in general. Therefore, as the name suggests, *Badlao Didi* is the member who is selected as agent for change in the SHG by all the members of the group. *Badlao Didi* has the role to support members of the Self Help Group, she belongs, to carry out the activities related to Gender Mainstreaming, vulnerability reduction and ensuring Rights and Entitlements in the substantive programme of NRLM. The position is linked to the promotion of gender empowerment and social development activities in the village.

Who is a '*Badlao Didi*'

Every SHG, which is more than 6 months old, should have a *Badlao Didi* who could regularly facilitate discussion of social issues, rights and entitlements, social equity, justice, etc. during the weekly group meeting. Out of 4 weekly meeting in a month one of the meeting must be dedicated for the social issues. *Badlao Didi* is the member of SHG who volunteers to train her own group members on the social issues and on their rights & entitlements. She, under the guidance of BRP, collects disseminate the data related to the select rights and entitlements of her group member and share the same in the *Badlao Manch*.

Eligibility criteria for the selection of '*Badlao Didi*'

1. She must have membership of the SHG in excess of 6 months.
2. Must not be a defaulter.
3. Should be unanimously selected by all the group members.
4. Should be interested to become *Badlao Didi*
5. Should be comfortable to give time for traveling.
6. Preferably literate
7. Any other criteria as decided by the SHG/VO.

Role and responsibilities of *Badlao Didi*

The *Badlao Didi* would have following responsibilities to carry out:

1. Discuss existing social issues and gender issues in their group including
 - a. Universal enrolment of children in schools
 - b. Immunization of children and pregnant mothers
 - c. Food, Health, Nutrition, Water, Sanitation and Hygiene (FNHW) Issues
 - d. Prevention of child marriage, witch hunting, human trafficking, child labour, domestic violence or any other issue as identified by the VO jointly.
 - e. Participation of women in Gram Sabha
 - f. Promote institutional delivery
 - g. Ownership of woman on assets



2. To collect and disseminate information regarding rights and entitlements of the group members including social securities and family protection related government schemes.
3. To impart first level training to SHG members and Management on FNHW, Education, and other social issues.
4. Encourage her group members to participate in Gram Sabha.
5. To participate in the meeting of *Badlao Manch*, every month to represent the group and share the issues raised by the SHG members.

Payment to *Badlao Didi*

1. *Badlao Didi* is a volunteer position so no payment will be made to her for her contribution in the group meeting or for attending the meeting of *Badlao Manch*. However travel expenses may be reimbursed as per the following norms.

Travel Expenditure Reimbursement:

1. Tour expenses incurred by *Badlao Didi* for travelling outside their panchayat/block/District will be reimbursed on the following basis by the concerned DMMU;
 - a. **Travel Expenses-** reimbursements of Bus/Sleeper Class Train fare from respective Block Head Quarter to the destination outside their block.
 - b. **Local Travel:** to be paid @ Rs.4/- per km maximum up to Rs.200/- for to and fro travel from her village to the destination within the block boundary. This claim will be accepted only in the prescribed format attached duly filled and verified.
 - c. **Reimbursement for lodging:** Maximum up to Rs.1500/- per day subject to production of the actual printed bills/invoice.
 - d. **Subsistence allowance** @ Rs.100 per day, if in tour for 3 or more days in continuation.
2. However, after successful completion of one year as *Badlao Didi* she will have the chance to be promoted as Block Resource Person, based on her performance as *Badlao Didi*.



Policy on Block Resource Person – Social Development (SD)



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Policy of Block Resource Persons – Social Development (BRP-SD)

Backdrop: NRLM in Jharkhand is already in its fifth year of implementation towards poverty alleviation. While the community organisations created have many feathers on their cap for achieving the financial parameters, achievement towards social parameters would still needs focus efforts and strategic moves. The community organisations still needs intensive facilitations to sincerely analyse their social issues and address it collectively. The status of rural Jharkhand on Education, Health, Malnourishment, institutional delivery, etc. shows poor in comparison to other states of India. On one hand Jharkhand reports highest number of murders in the name of Witch Hunting, highest number of child trafficking from any state, on other hand it also ranks among top 5 states having highest number if malnourished children, poorest institutional delivery, highest infant mortality rate, etc. The status of the rights and entitlements of the rural population is also poor. In order to address all these it is important that these things are discussed, analysed and act upon at the SHG level, to start with. The BRP-SD is strategically being empanelled to fill up the gap of facilitation. The BRP would kick start the discussions on social issues in every SHG with the help of *Badlao Didi*. The social issues at the SHG level would be aggregated and analysed at the village level at *Badlao Manch*. The Badlao Manch would give the content for the discussion at the Vo EC meeting through Social Action Committee. Eventually, the issue would raise in every Gram Sabha by the VO representatives. BRP-SD would prepare VO leaders to raise the issues in the Gram Panchayat Coordination Committee and would facilitate CLF leaders to do the same at the Block Level Coordination Committee.

Therefore, in gist, the BRP-SD is seen as catalyst to make the CBOs deal with their social issues effectively and systematically in sustainable manner.

1. Who is a BRP-SD?

- a) It is now more than 5 years when the SHG formation in Jharkhand under NRLM started taking place. In order to address poverty among the rural mass of the state it is also important that JSLPS works on all the aspects of poverty including the social facet of the poverty. As clearly spelled out in the vision and mission statement of the organisation, JSLPS is committed to work towards inclusive growth and empowerment of vulnerable people. With its experience JSLPS can say that without putting special effort to include the vulnerable sections of the society inclusive growth will remain a distant dream. Engaging Block Resource Persons is the part of that special effort to reach out all the vulnerable people and families individually.
- b) Block Resource Persons would either be taken from the community or from the open market to facilitate the cadre of *Badlao Didi*, Social Action Committee of Village Organisation, Executive Committee of the Village Organisations in understanding the social issues and challenges of individuals as well that of the community.
- c) The services of BRP-SD is rendered on call basis only from the empanelled list. The engagement is purely of temporary in nature. The right of their engagement lies with JSLPS and one cannot pose any claim either for their engagement or for regularisation of their services.

2. Roles and responsibilities of the BRP-SD:-

- a) Train and handhold *Badlao Didi* and Social Action committee of Village Organisation for developing, executing and monitoring Gender and Social Development Plan of the village of individuals, group and community.
- b) Train and handhold Village Resource Persons and Village Organisations (VOs) in Vulnerability Reduction Planning Exercise.
- c) Facilitate *Badlao Manch*¹ at the VO level.
- d) Train and handhold members of Social Action sub-committee of VO as well that of Cluster Level Federation (CLF) also called *Samajik Badlao Samiti*
- e) Facilitate SAC in the EC-1 meeting of VO and CLF.
- f) To ensure that social issues raised by *Badlao Manch* is included in the agenda of the EC-1 meeting of VO and CLF and duly included in the minutes of the meeting.
- g) Supervise and support the maintenance of Entitlement Register and Migration Tracking Register to be maintained at SHG and VO level.
- h) Ensure the minutes of *Badlao Manch*, and take the approval from chairman of the meeting. The *Badlao Manch* need to nominate its president in every meeting from its participants on rotation basis.
- i) To facilitate and support VO in attending Gram Sabha and participating in it effectively.
- j) To facilitate and support VO's representative in the Gram panchayat Coordination Committee meeting.
- k) To report to the concerned BMMU/DMMU through their VO/CLF about the progress of the activities on monthly basis in the prescribed format.
- l) To prepare his or her tentative monthly action plan in consultation with SD representative of the BMMU/DMMU through the VO/CLF.
- m) To update SRP on the progress and seek their support whenever necessary.
- n) Each BRP-SD would be assigned 4 Village Organisations and in each VO the BRP-SD would spent 4 to 5 days in a month to facilitate the above activities.

3. Who can be a BRP-SD?

- a) BRP-SD would be the person empanelled by SD domain of JSLPS either at the District or State level through proper selection process.
- b) BRP-SD may either be nominated by the DMMU with the help of concerned VO/CLF or would be selected through participatory empanelment process, as approved by CEO, JSLPS.
- c) After the identification and selection through empanelment process the BRP-SD would be trained by State Resource Persons on the basic module of 'Gender Sensitization and Rights & Entitlements'. The BRP would have to be graded as 'A' or 'B' in the training programme by their Peer Group and by their Trainers.

4. Criteria for the selection of BRP-SD:-

- a) Education Qualification: 10th Class pass.

¹ *Badlao Manch* is a forum consisting of all the *Badlao Didi* of the village, members of the Gram Panchayat, Front line workers of the government line departments like Asha worker, Anganwadi worker, ANM, School Teacher, PDS dealer, etc. The meeting of the forum would take place once a month in which *Badlao did* would share the issues related to social problems, rights & entitlements, School, Food, Nutrition, Health, Water, Sanitation, Hygiene, etc. The Forum would also encourage people to participate in Gram Sabha with preparation and agenda to be discussed.

- b) Age: 18 years and above.
- c) Should have been graded 'A' or 'B' by his or her trainer in the mandatory trainings of BRP-SD.
- d) Interested to work as BRP-SD
- e) Ready to work with the assigned VO's and CLF.
- f) Ready to devote minimum 15 Days in field.
- g) Must be accepted by the concerned VO/CLF as their BRP-SD.

5. Payment:

- a) BRP-SD would be paid at the rate of Rs.650/- per day (Rs. 450/- honorarium + Rs.150 for incidental expenses + Rs.50 for mobility within the village) for the period of engagement as BRP-SD by the concerned DMMU.
- b) The payment will be made by the DMMU directly to the bank account of BRP-SD at the end of every month on the basis of monthly report submitted by the BRP-SD.
- c) Tour expenditures made by BRP-SD for travelling outside their Block/District will be reimbursed on the following basis
 - a. **Travel Expenses**- reimbursements of Bus/Sleeper Class Train fare from respective Block Head Quarter to the destination outside their block.
 - b. **Local Travel**: to be paid @ Rs.4/- per km maximum up to Rs.200/- for to and fro travel outside his or her assigned villages to the destination within the block boundary. This claim will be accepted only in the prescribed format attached duly filled and verified.
 - c. **Reimbursement for lodging**: Maximum up to Rs.1500/- per day subject to production of the actual printed bills/invoice.
- d) All payments will be made from the Social Development Component under approved NRLM Budget code.
- e) No other monetary benefits apart from the above mentioned provisions shall be allowed from JSLPS.

6. Payment Modalities:-

- a. At the end of each month the BRP-SD will raise an invoice for honorarium along with travel claims, if any supported by monthly progress report in the prescribed format to the DMMU through the concerned BMMU.
- b. It is mandatory to submit the monthly claim along with all the above mentioned reports and travel claims simultaneously. Partial claims will not be accepted separately.
- c. The concerned BMMU/DMMU shall make the payment directly to their bank account within 15 days of the receipt of the invoice.
- 7. **Identity Cards**: The concerned DMMU would issue the identity cards to the BRP-SD.
- 8. **Insurance**: Any incumbent willing to be empanelled as BRP-SD should have a valid Pradhan Mantri Suraksha Bima Yojana (PMSBY) and Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) coverage. The individual has to bear the expenses towards the coverage of PMSBY and PMJJBY.
- 9. **Disputes and grievance**: Any dispute arising out of the engagement as BRP SD or issues thereof shall be negotiated and resolved first at the concerned BMMU before escalating to senior executives at DMMU and SMMU level.



10. **Disclosure:** BRP-SD shall deal with all the data that he or she collects as confidential and guarantees to not to disclose or share such information in any form to others without proper authorization.



भुगतान हेतु आवेदन

दिनांक :

सेवा में ,

जिला मिशन प्रबंधन इकाई , _____

JSLPS

विषयः भुगतान हेतु आवेदन एवं मासिक कार्य प्रगति प्रतिवेदन प्रस्तुत करना ।

महाशय,

उपर्योक्त विषय अंतर्गत कहना है कि _____ माह में मेरे द्वारा निष्पादित कार्य हेतु मुझे रुपये _____ भुगतान किया जाये । मैं अपना भुगतान मांग प्रपत्र, मासिक कार्य प्रगति प्रतिवेदन, प्रस्तावित मासिक योजना इस आवेदन के साथ संलग्न कर रहा हूँ ।

उपर्योक्त सभी संलग्न प्रपत्र सम्बंधित ग्राम संगठन एवं संकुल संगठन द्वारा सत्यापित है । मेरे द्वारा दी गयी सभी जानकारी सत्य हैं ।

आपका विश्वासभाजन

हस्ताक्षर :

नाम :

पता एवं फ़ोन नंबर :

अनुलग्नक :

1. सम्बंधित माह की कार्य योजना एवं मासिक कार्य प्रगति प्रतिवेदन
2. आगामी मासिक कार्य योजना प्रपत्र
3. भुगतान मांग प्रपत्र



अनुलग्नक 1

मासिक प्रगति प्रतिवेदन

नाम :

पद

गाँव

पंचायत

1. ग्राम संगठन (VO) का नाम

2. ग्राम संगठन (VO) का नाम

3. ग्राम संगठन (VO) का नाम

4. ग्राम संगठन (VO) का नाम

CLF का नाम

प्रखंड

जिला

दैनिक कार्य प्रगति प्रतिवेदन

दिनांक	स्थान	की गयी गतिविधियाँ	उद्देश्य प्राप्त

h

दिनांक	स्थान	की गयी गतिविधियाँ	उद्देश्य प्राप्त

1. प्रतिवेदन पर सम्बंधित ग्राम संगठन की टिपणी :

ग्राम संगठन के अध्यक्ष/सचिव का नाम :

हस्ताक्षर

दिनांक

2. प्रतिवेदन पर सम्बंधित संकुल संगठन की टिपणी :

संकुल संगठन के अध्यक्ष/सचिव का नाम :

हस्ताक्षर

दिनांक



अनुलग्नक 2

आगामी मासिक कार्ययोजना : माह

नाम :		पद	
गाँव		पंचायत	
5. ग्राम संगठन (VO) का नाम			
6. ग्राम संगठन (VO) का नाम			
7. ग्राम संगठन (VO) का नाम			
8. ग्राम संगठन (VO) का नाम			
CLF का नाम			
प्रखंड		जिला	

दैनिक कार्य प्रगति प्रतिवेदन

दिनांक	स्थान	की जाने वाली गतिविधियाँ	उद्देश्य

दिनांक	स्थान	की जाने वाली गतिविधियाँ	उद्देश्य

BRP का नाम एवं हस्ताक्षर

दिनांक

संकुल संगठन के अध्यक्ष/सचिव का नाम एवं हस्ताक्षर:

दिनांक



अनुलग्नक 3

भुगतान मांग प्रपत्र

1. नाम :
2. फ़ोन :
3. पद :
4. जमा करने की तिथि :
5. भुगतान सम्बंधित कार्य अवधि : दिनांक _____ से (दिनांक) _____ तक
6. भुगतान मांग विवरण

विवरण	इकाई	कुल इकाई	भुगतान दर प्रति इकाई	कुल मांग (रु०)
(1)	(2)	(3)	(4)	(3x4)
मानदेय	प्रति व्यक्ति प्रति दिन	कुल कार्य दिवस:	रु० 500 / प्रतिदिन	
यात्रा व्यय				
अन्य व्यय				
अन्य व्यय				
कुल मांग :				
कुल मांग शब्दों में : रु० _____ मात्र				

7. बैंक विवरण :
 - a. खाताधारी का नाम :
 - b. खाता संख्या :
 - c. बैंक का नाम एवं बैंक शाखा :
 - d. बैंक शाखा का IFS कोड :
 - e. क्या बैंक पासबुक की प्रति संलग्न है (हाँ/ना)?

मैं, _____ (नाम) घोषणा करता हूँ कि मेरे द्वारा की जा रही भुगतान राशि की मांग सर्वथा उचित है तथा भुगतान हेतु मेरे द्वारा दिए गए मेरे बैंक खाते की जानकारी सही है।

जमाकर्ता
(नाम, हस्ताक्षर एवं दिनांक)

CLF अध्यक्ष/सचिव द्वारा सत्यापित :
(नाम, हस्ताक्षर एवं दिनांक)

BPM, BMMU द्वारा अनुशंसित
(नाम, हस्ताक्षर एवं दिनांक)



Final Grading of BRP trained on Gender Mainstreaming and Rights & Entitlements

S.No.	Name of The Participants	District	Training Venue	Training Dates	Final Grade Obtained
1	SANGEETA VERMA	GIRIDIH	SIDS	19-22 JUNE	A
2	KIRAN DEVI (BK)	GIRIDIH	SIDS	19-22 JUNE	A
3	PAWAN DAS	GIRIDIH	SIDS	19-22 JUNE	A
4	GOWARDHAN DAS	GIRIDIH	SIDS	19-22 JUNE	A
5	DEEPAK KR. BURRWAL	GIRIDIH	SIDS	19-22 JUNE	A
6	KIRAN DEVI (BENGABAD)	GIRIDIH	SIDS	19-22 JUNE	A
7	PRAMILA DEVI	GIRIDIH	SIDS	19-22 JUNE	B
8	SARITA KUMARI	GIRIDIH	SIDS	19-22 JUNE	B
9	RINKI DEVI	GIRIDIH	SIDS	19-22 JUNE	A
10	GEETA DEVI	GIRIDIH	SIDS	19-22 JUNE	B
11	BABAN KUMAR SINHA	GIRIDIH	SIDS	19-22 JUNE	B
12	AAMOD PANDIT	GIRIDIH	SIDS	19-22 JUNE	B
13	RAJESH KR. VERMA	GIRIDIH	SIDS	19-22 JUNE	B
14	PINKI DEVI	GIRIDIH	SIDS	19-22 JUNE	A
15	SUNIL KUMAR YADAV	GIRIDIH	SIDS	19-22 JUNE	C
16	BIJANTI ORAON	GUMLA	SIDS	21 to 25 May	B
17	BALAMDINA KHER	GUMLA	SIDS	21 to 25 May	A
18	SUNITA ORAON	GUMLA	SIDS	21 to 25 May	A
19	MARIA PRATIMA BARA	GUMLA	SIDS	21 to 25 May	A
20	GINNI KUMARI	GUMLA	SIDS	21 to 25 May	B
21	SUSHILA KUJUR	GUMLA	SIDS	21 to 25 May	C
22	AARTI KUJUR	GUMLA	SIDS	21 to 25 May	C
23	SUMRI ORAON	GUMLA	SIDS	21 to 25 May	B
24	RUPU DEVI	GUMLA	SIDS	21 to 25 May	C
25	RANTHI DEVI	GUMLA	SIDS	21 to 25 May	C
26	BERTHA EKKA	GUMLA	SIDS	21 to 25 May	C
27	MUNNI DEVI	GUMLA	SIDS	21 to 25 May	C
28	GANGOTRI KUMARI	GUMLA	SIDS	19-22 JUNE	B
29	NEELAM SANGEETA KUJUR	GUMLA	SIDS	19-22 JUNE	A

Neelam

30	CHANDMANI TOPPO	GUMLA	SIDS	19-22 JUNE	C
31	BASANTI EKKA	GUMLA	SIDS	19-22 JUNE	C
32	AMRITA MINJ	GUMLA	SIDS	19-22 JUNE	A
33	MAMTA KUMARI	GUMLA	SIDS	19-22 JUNE	B
34	BASMATI ORAN	GUMLA	SIDS	19-22 JUNE	B
35	MEERA DAVI	GUMLA	SIDS	19-22 JUNE	B
36	RAJENDRA ORAN	GUMLA	SIDS	19-22 JUNE	C
37	SHANTI TITIO	GUMLA	SIDS	19-22 JUNE	B
38	SUSMA ORAN	GUMLA	SIDS	19-22 JUNE	B
39	EMANTI KANDULNA	KHUNTI	SIDS	19-22 JUNE	B
40	ANURADHA KUMARI	KHUNTI	SIDS	19-22 JUNE	B
41	SARITA DEVI	KHUNTI	SIDS	19-22 JUNE	B
42	MAHIMA GURIA	KHUNTI	SIDS	19-22 JUNE	B
43	DAUD DUNG DUNG	KHUNTI	SIDS	19-22 JUNE	A
44	POONAMI KRI MUNDA	KHUNTI	SIDS	21 to 25 May	A
45	LILI KUMARI	KHUNTI	SIDS	21 to 25 May	B
46	BANFUL DEVI	KHUNTI	SIDS	19-22 JUNE	B
47	DURGA DAVI	KHUNTI	SIDS	19-22 JUNE	B
48	RESHMA KUMARI SAHU	KHUNTI	SIDS	19-22 JUNE	B
49	SUMITRA NAG	KHUNTI	SIDS	19-22 JUNE	B
50	SUSRAMI DEVI	KHUNTI	SIDS	19-22 JUNE	C
51	BIRSA MUNI ORAN	LOHARDAGA	SIDS	19-22 JUNE	A
52	KALAMUNI ORAN	LOHARDAGA	SIDS	19-22 JUNE	C
53	KAVITADEVI	LOHARDAGA	SIDS	19-22 JUNE	B
54	LALITA DEVI	LOHARDAGA	SIDS	19-22 JUNE	B
55	LALMANI DEVI	LOHARDAGA	SIDS	19-22 JUNE	B
56	NEHA DEVI	LOHARDAGA	SIDS	19-22 JUNE	B
57	PRIYA ORAN	LOHARDAGA	SIDS	19-22 JUNE	B
58	SABITA DAVI	LOHARDAGA	SIDS	19-22 JUNE	B
59	SANTOSHI BHAKLA	LOHARDAGA	SIDS	19-22 JUNE	C
60	SURJUMUNI ORAN	LOHARDAGA	SIDS	19-22 JUNE	B
61	ASHA DEVI	RANCHI	SIDS	19-22 JUNE	A
62	PRABHA DEVI	RANCHI	SIDS	19-22 JUNE	A

Neelur

63	URMILA DEVI	RANCHI	SIDS	19-22 JUNE	B
64	ANITA LINDA	RANCHI	SIDS	19-22 JUNE	A
65	SITA DEVI	RANCHI	SIDS	19-22 JUNE	B
66	GURIA DEVI	RANCHI	SIDS	19-22 JUNE	B
67	SAVITA DEVI	RANCHI	SIDS	19-22 JUNE	B
68	BILASHI TIRKEY	RANCHI	SIDS	19-22 JUNE	B
69	RENU KUMARI	RANCHI	SIDS	19-22 JUNE	C
70	REETU GARI	RANCHI	SIDS	19-22 JUNE	C
71	LALITA KACHHAP	RANCHI	SIDS	19-22 JUNE	C
72	JANKI DEVI	RANCHI	SIDS	19-22 JUNE	A
73	BEENA DEVI	RANCHI	SIDS	19-22 JUNE	A
74	DEVANTI DEVI	RANCHI	SIDS	19-22 JUNE	A
75	ROSHNI KUMARI	SIMDEGA	SIDS	21 to 25 May	C
76	IREN BADHWAR	SIMDEGA	SIDS	21 to 25 May	C
77	KAMLI DEVI	SIMDEGA	SIDS	21 to 25 May	C
78	NIRU DEVI	SIMDEGA	SIDS	21 to 25 May	C
79	JYOTI KIRO	SIMDEGA	SIDS	21 to 25 May	C
80	MANJARI MINJ	SIMDEGA	SIDS	21 to 25 May	B
81	KANTA KHESH	SIMDEGA	SIDS	21 to 25 May	B
82	VINITA KHAKHA	SIMDEGA	SIDS	21 to 25 May	A
83	SANEL BAA	SIMDEGA	SIDS	21 to 25 May	C
84	MARIYAMI KULLU	SIMDEGA	SIDS	21 to 25 May	C
85	AMRITA DEVI	SIMDEGA	SIDS	21 to 25 May	B
86	SUMAN SORENG	SIMDEGA	SIDS	21 to 25 May	C
87	PREMINA KERKETA	SIMDEGA	SIDS	21 to 25 May	C
88	DHANESHWARI DEVI	SIMDEGA	SIDS	21 to 25 May	C
89	SHASILATA KIRO	SIMDEGA	SIDS	21 to 25 May	C
90	ELISIBA MAGHIYA	SIMDEGA	SIDS	19-22 JUNE	A
91	JASMANI BAGE	SIMDEGA	SIDS	19-22 JUNE	B
92	MARTHA KULLU	SIMDEGA	SIDS	19-22 JUNE	C
93	PULKERIYA DANG	SIMDEGA	SIDS	19-22 JUNE	B
94	REENA DEVI	SIMDEGA	SIDS	19-22 JUNE	B
95	RITA DAVI	SIMDEGA	SIDS	19-22 JUNE	B

Neelam

96	SASHI DEVI	SIMDEGA	SIDS	19-22 JUNE	A
97	SOBHA DAVI	SIMDEGA	SIDS	19-22 JUNE	A
98	SOROJ TETE	SIMDEGA	SIDS	19-22 JUNE	A
99	SUNITA PRADHAN	SIMDEGA	SIDS	19-22 JUNE	B
100	BASANTI DEVI	WEST SINGHBHUM	SIDS	21 to 25 May	B
101	SUBODH NAYAK	WEST SINGHBHUM	SIDS	21 to 25 May	B
102	MANUSHREE DEVI	WEST SINGHBHUM	SIDS	21 to 25 May	C
103	KALICHARAN TANTI	WEST SINGHBHUM	SIDS	21 to 25 May	C
104	KUJRI PURTI	WEST SINGHBHUM	SIDS	21 to 25 May	C
105	SALMA HAIBURU	WEST SINGHBHUM	SIDS	21 to 25 May	C
106	SHIVANTRI HONHAGA	WEST SINGHBHUM	SIDS	21 to 25 May	A
107	MUNIA MAHTO	WEST SINGHBHUM	SIDS	21 to 25 May	A
108	LILA DEVI	WEST SINGHBHUM	SIDS	21 to 25 May	A
109	JEENAT SANDIL	WEST SINGHBHUM	SIDS	21 to 25 May	A
110	LILAWATI MAHTO	WEST SINGHBHUM	SIDS	21 to 25 May	B
111	MAMTA MAHTO	WEST SINGHBHUM	SIDS	21 to 25 May	B

Neelam