

JAL SEVA CHARITABLE FOUNDATION

CREATING WATER SECURE SLUMS THROUGH
COMMUNITY MANAGED EFFORTS (DELHI)

&

CREATION OF MODEL WATER, SANITATION AND
HYGIENE SECURE SLUMS, SCHOOLS AND AANGANWADI
CENTERS (HYDERABAD)

Grant Reporting Requirements

This report is used to collect information about the progress of the grant awarded to your organization by BA Continuum India (BACI). The information provided by you helps the Bank better assist the organizations we fund and learn more about the impact of the grant to date.

Project Titles:

- 1) Creating water secure slums through community managed efforts (Delhi)
- 2) Creation of model water, sanitation and hygiene secure slums, schools and Anganwadi centers (Hyderabad)

Name of Grantee: Jal Seva Charitable Foundation

Grant Amount: INR 1,14,04,470 (Delhi – 10 slums) + **INR 74,43,700 (Hyderabad – 7 slums)**

Grant Period: Feb 2018 to Jan 2019 (Delhi) and April 2018 to March 2019 (Hyderabad)

Budget FY: 2018

Report submission date : 7th February 2019

1. Project Status

Based on the project timeline as provided in your grant application for **projects funded in 2018**, please answer the following questions:

- a. Please indicate what percentage of the BACI funded project has been completed to date:

Delhi (10 Slums)	Hyderabad (7 Slums)
<input type="checkbox"/> 0-25%	<input type="checkbox"/> 0-25%
<input checked="" type="checkbox"/> 25-50%	<input type="checkbox"/> 25-50%
<input type="checkbox"/> 50-75%	<input type="checkbox"/> 50-75%
<input type="checkbox"/> 75-100%	<input checked="" type="checkbox"/> 75-100%

- b. Have there been any changes to the original timeline? If yes, please provide a revised timeline. (Delhi)

There are no major changes in the proposed timeline. All activities are being implemented as per given schedule. There is little deferred timeline in construction of drinking water facilities due to monsoons. Till July'18 construction work has been completed in 3 slums and work is under progress in 1 slum.

- c. What have been the major highlights, challenges and key learnings encountered for this project so far? (Delhi)

- **Highlights**
 - **Baseline data collection** completed in all proposed slums for intervention. Gap analysis and mapping of poverty pockets on Water, Sanitation and Hygiene through participatory baseline at community level has been done.
 - **Inception workshop with Stakeholders for project roll out**- Project launch events were organized at slum level as well as city level. This helped in bringing all stakeholders together for collective understanding on the project as well developing complementary role in implementation of project activities especially related to construction of drinking water facilities, handwashing and solid waste management.
 - **Detailed project implementation plans prepared**- Slum wise detailed plans were prepared with community consultation for designing drinking water system, waste management.
 - **Community mobilization sessions**- Regular mobilization sessions and Hygiene education programs were organized in slums with women, children and adolescent girls. The key focus of hygiene sessions is on Handwashing, Safe handling of water and Menstrual Hygiene Management.
 - **Campaigns**- Important days such as World Water Day, Menstrual Hygiene Day and World Environment Day & Women's Day were celebrated with the community.
 - **BCC**- IEC materials (basic WASH and hygiene messages) and training booklet (WASH Rights of the community) have been prepared to be used during community sessions and trainings.
 - **Community collectives**- Community women collectives have been formed in eight slums and orientation organized. The women have been trained on basic WASH orientation, communication and life skills, WASH entrepreneurship etc.
 - Youth groups have been formed in 5 slums and trained for water quality testing in the community.
 - **Stakeholder engagement**- Advocacy and engagement with stakeholders has resulted in quick resolution of issues and leveraging of facilities (Meeting with DJB for leveraging of facility such as increase in the duration of water supply)
 - **Water quality testing**- This activity has been done in slums where construction for drinking water supply has been initiated. The water source is tested and found to be safe at the source of supply and at the end of supply.
 - **Details of construction/ hardware work**- Access to safe drinking water ensured in 3 slums, 3 Handwashing units constructed, Solid waste management system established in 4 slums.
 - **Effective process of Employee engagement**- 11 Volunteering events organized for employees of Bank of America.
- **Challenges and key learning**
 - There are varied layers of stakeholders in context to Urban WASH so bringing them together and building consensus was major challenge but the Project Inception workshop and project launch activities in slums helped in bringing them all on one platform and building consensus.
 - Community engagement process right from the planning stage helps in building community ownership- The baseline and participatory planning process helped in bringing community into discussion and community conflicts were resolved in initial stages and hardware designs were prepared taking into account community needs, accessibility and inclusiveness.

- Youth engagement process- Youth can play an important role in community WASH mobilization. Within their communities, youth have been trained to ensure water quality.

d. Please list the major milestones and targets to be met that are remaining for this project (Delhi)

- Construction community based Drinking water system need to be completed in remaining slums. Including establishing system of solid waste management
- Establishing Rain Water harvesting system
- Building model slums
- Setting up WASH marts
- Global handwashing day campaign
- Workshop with Stakeholders

e. Have there been any changes to the original timeline? If yes, please provide a revised timeline. (Hyderabad)

There are no major changes in the timeline. Only following two activities have taken long time to be initiated.

- ***Restoration of toilets with child-friendly pans:***
Efforts made towards ensuring best value for the investment and safety for users (children) through provisioning of ergonomically designed toilet pans in ICDS centers. Different options and materials were considered to tailor make the product. Activity is initiated and testing with prototype. Activity will be completed in February 2019.
- ***Decentralized solid waste management in schools:***
We initially planned to address menstrual waste management in School through setting up incinerators. Keeping environmental concerns in mind, we attempted to move a step ahead with linking to Hospital waste management systems. However, the activity could not be taken further keeping the "Process- Chain" related gaps.

f. What have been the major highlights, challenges and key learnings encountered for this project so far? (Hyderabad)

Baseline data collection completed in all proposed slums for intervention. Baseline work is reiterated in few slums to ensure effective coverage and accurate strategy to ensure saturation in Water, Sanitation and Hygiene context through participatory approach.

Borewell handpumps/power pumps repair:

Borewells and hand pumps are not used for drinking water purposes in Hyderabad. We have ensured improved access to water through repair of stand posts in some slums.

Repair of Public stand posts:

Proposed activity is completed with providing increased access to drinking water through fitting gate valves and stand posts in Pandit Nehrunagar.

Repair/ reconstruction of platforms around water points:

We wanted to take up Repair /reconstruction of public stand posts around water points through ensuring the investment from utility, the Deputy General Manager (DGM) expressed that stand posts do exist in some slums regardless of providing household drinking water (tap) connection. However, stand posts are still in operation where connectivity and pressure issues are prevalent. HMWSSB will not invest anything on existing stand posts because stand posts are obsolete and superseded by household level tap connections. Now it is evident that department will not invest in **Repair of Public stand posts, we would be completing the task in the month of Feb- March**

Conversion of abandoned Borewells to recharge structures:

The activity is completed in two locations with creating a potential to recharge 1 lakh liters to the ground effectively.

Construction of rain water harvesting structures – slums:

While designing and selecting the locations to construct Rain water harvesting structures, we have ensured maximum leverage in terms of storage capacity RWHS structures are constructed in two locations with creating a potential to harvest 3,41,580 liters of water annually

Purchase of Water Quality Testing Kits:

Water quality Testing kits are procured through the project are instrumental in ensuring water quality check in all identified points in slums and schools. While ensuring water quality, community members also trained in handholding approach.

Decentralized solid waste management:

As a strategy, we are marching step by step towards ensuring Decentralized solid waste management in slums with involving domain and subject experts. We have carefully reviewed available options from user point of view and promoting solid waste management in slums

Provision of access to safe drinking water:

In Schools and AWCs, towards ensuring provision of safe drinking water in schools we have provided WHO certified (log 5: 99.999%) safe water through setting up LifeStraw water filters.

Construction of rain water harvesting structures - Schools:

RWHS structures are constructed in two locations with creating a potential to harvest 8,400 liters of water to be utilized for different purposes.

New toilet Blocks:

Three units of new toilets constructed in two schools.

Repair of defunct toilets:

3 units of defunct toilets were repaired through the project

Repair of defunct urinals:

3 units of defunct urinals were repaired through the project

Decentralized solid waste management – School:

Constructing of Handwashing Stations:

5 units hand washing stations construction is completed in three schools.

Restoration of toilets with child-friendly pans:

Due to lack of availability of suitable child friendly pans in the market (Indian type), this activity could not be rolled out as per the schedule. However, we have engaged a FRB fabricator and proto type is ready. Activity will be rolled out in Feb-March

Constructing of Handwashing Stations in AWCs:

All AWCs are provided with hand washing stations. These hand washing stations were useful in promotion of hand washing among children at AWC

- **Highlights**
 - ***Solid Waste Management in slums***
 - ***School Management Committee Orientation***
 - ***Capacity building of Child Cabinets***
 - ***Provision of safe drinking water in Schools and AWCs***
 - ***Installation of Customized Hand wash stations in AWCs***
 -
- **Challenges and key learning**
 - ***Lack of available skilled and professional workers to execute hardware installations.***
 - ***Security for installed hardware in schools.***
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- g. Please list the major milestones and targets to be met that are remaining for this project (Hyderabad)

- ***Restoration of toilets with child-friendly pans:***
- ***Decentralized solid waste management in schools***

2. Project Activities

Planned activities delivered during the year in Delhi:

Activity Description	Units	HY1		HY2	
		Target	Actual	Target	Actual
Completion of baseline	1 st Quarter	1	1		
Information, education and communication (IEC) tools development	Quarterly	1	1		
WASH Training of youth	Monthly	4	4		
MHM sessions with adolescent girls	Monthly	2	6		

Training of Nari Nirmal Awas Samiti members	Monthly	7	5		
Establishing sanitary mart	Monthly	-			
Training of frontline workers	Monthly	25	26		
Developing models of Solid Waste Management	Quarterly	6	4		
Development and construction of community managed water supply system models	Quarterly	3	2		
Celebration of International Days and hygiene campaigns	Quarterly	2	3		
Knowledge sharing workshop	Monthly	1	1		
Construction or repair of hand washing facilities	Monthly	3	3		
Information dissemination on hygiene through WASH kits	Monthly	2	21		

Planned activities delivered during the year in Hyderabad:

Activity Description	Units	HY1		HY2	
		Target	Actual	Target	Actual
Baseline understanding communities access to WASH and marginalisation levels	Quarter 1	1	1		
Formation/ Strengthening of Basthi Vikas Manch (BVM)	Monthly	1	1	1	1
Community organisation and capacity building through BVMs for WASH solutions	Monthly	1	1	1	1
Creation of hardware infrastructure	Monthly				
Ops and Maintenance training of BVM and communities	Monthly	7	7	7	7
Demo of decentralised drinking water supply systems	Monthly	3	0	0	4
Demonstrate sustainable and environment friendly models of solid waste	Quarterly	0	0	3	4

management, effectively managed by community and BVMs					
Provision of safe water in schools and Anganwadi centers	Quarterly	500 (schools) 200 (AWC)		500 (schools) 200 (AWC)	2150 (schools) 660 (AWC)
Provision of toilets in schools	Quarterly			2	3
Restoration of toilets with child friendly pans in Anganwadi centers		6	0	4	0
Construction of Handwashing stations in schools	Quarterly	2	0	3	5
Construction of Handwashing stations in Anganwadi centers		6	6	4	5
Hygiene promotion in slums	Quarterly	7	7	7	7
Hygiene promotion in schools	Quarterly	7	7	7	7
Hygiene promotion in Anganwadi centers	Quarterly	11	11	11	11
Capacity building of community level frontline workers – Anganwadi	Quarterly	1	1	0	0
Capacity building to teachers	Quarterly	4	1	0	4
Capacity building to department functionaries	Quarterly	1	1	0	0
Advocacy meetings with government depts. for WASH, equity and inclusion	Quarterly	6	6	6	4

Please include narratives to explain the above tables

Delhi

- **What were the major challenges faced? What were the steps taken to address them? (if any)**

No Major challenges faced. Project inception workshop and project launch activities in slums really helped in building up the momentum.

- **Have there been any changes in the planned activities? No Changes**
-

Hyderabad

- **What were the major challenges faced? What were the steps taken to address them? (If any).**
-

No major challenges were encountered during the implementation of planned activities in the project. However, Security for the infrastructure (Hardware) built through project remains a protracted challenge. Even after educating and orienting community members about Operations and maintenance, at times safety is not guaranteed.

We have involved local leaders, decision makers and primary users – women in the community during planning and implementing operations and maintenance. We have adopted hand holding approach to engage communities effectively. BVM members are playing important role in operations and maintenance.

- We have faced certain level of difficulty in ensuring “Restoration of toilets with child friendly pans” in AWCs As designing and tailor making a “Child friendly Pans” was a complex task due to lack of availability of suitable model of pans. Available models were not suitable and there are very few players in the market to provide child friendly pans. Those who have showed some interest in fabricating new pans, the limited number (10) was not so encouraging for them to take up the task. We have convinced a fabricator to come up with a steel fabricated design to develop child friendly pans. The end product was not ergonomically designed and was not child friendly.

- **“Ensuring decentralized solid waste management in schools” also got delayed.**

Based on the guidelines of solid waste management, we intended to address the issue of sanitary solid waste management in schools. Initially we planned to setup incinerators. Domain experts suggested small scale incinerators are not environment friendly. We have explored and tried to link to the existing hospital waste management system which has taken sizeable time and it figured out that this model would not be sustainable due to recurring costs involved in it.

- **Repair /reconstruction of platforms around water points also got delayed.**

We wanted to ensure best value for the invested made by BACI. The project team interacted with concerned officials at various levels. Deputy General Manager (DGM) of Moosapet division re to obtain information about the formal status of existing stand post in project area.

As per the work inspector Mr.Srinivas information, that stand posts/platforms are illegal connections. During the past, when household connections were very limited in Hyderabad due to scarce water supply , People in some communities have come together to obtain water from the main pipeline that were passing through their premises. Later on in due course of time HMWSSB provided HH connection to all, but still there is a problem of adequate water, that's the reason HMWSSB has not removed those illegal connections.

When we wanted to take up Repair /reconstruction of platforms around water points through the investment from utility, the Deputy General Manager (DGM) expressed that stand posts do exist in some slums regardless of providing household drinking water (tap) connection. However, stand posts are still in operation where connectivity

and pressure issues are prevalent. HMWSSB will not invest anything on existing stand posts because stand posts are obsolete and superseded by household level tap connections. However, HMWSSB does not have any objection in case others are interested to restore/improve existing stand posts. HMWSSB will not provide any formal consent does not provide any formal letter regarding this point.

- **Have there been any changes in the planned activities?**

There are no change in the planned activities.

3. Beneficiaries

a) How many individuals have been supported as a direct and indirect result of the BACI funded project? (Delhi)

Direct: 3482 people reached with access to safe Water
- **6671 people reached with Hygiene education**

b) Who are the primary beneficiaries of the BACI funded project? (Delhi)

Community residing in the slum are the primary beneficiaries.

c) Were they being supported before the project began? If so, please describe how. (Delhi)

Out of 10 slums, in 5 slums, the previous work existed but it was more towards community mobilisation. No hardware/construction work was done previously.

d) How many individuals have been supported as a direct and indirect result of the BACI funded project? (Hyderabad)

10,006 Individuals are supported through BACI funded project
Direct Beneficiaries :
Hygiene promotion : 7981 in slums
Hygiene promotion: 1834 in Schools
Safe drinking water : 3485 (slums, schools and AWCs) with WaterAid support
Through Advocacy : 127 HHs (635 people)
Sanitation: 1450 in schools

e) Who are the primary beneficiaries of the BACI funded project? (Hyderabad)

10,004 Individuals including School children and the community members residing in the slums are the primary beneficiaries.

- f) Were they being supported before the project began? If so, please describe how. (Hyderabad)

No

Beneficiary details

Overview of beneficiaries in the year

Location	Beneficiaries	Directly Supported* (Primary Beneficiaries)				Description of Support
		HY1		HY2		
		Target	Actual	Target	Actual	
Delhi	Slum Residents	4000	3482			MIS report
Hyderabad	Slum Residents	10004		6500	7981	
	Schools	2620		2620	2620	
	Anganwadi Centres	3190*		3190*	660	
Total					11261**	

(* Enrolled in ICDS) (** Represents/ includes other than baseline coverage)

Slum Name	Senior citizens (Above 60 years) - Male	Senior citizens (Above 60 years) - Female	Adults (18-60 years) - Male	Adults (18-60 years) - Female	Children (5-18 years) - Male	Children (5-18 years) - Female	Infants (under 5 years) - Male	Infants (under 5 years) - Female	Total
Anjaiah Nagar	6	6	257	278	154	138	65	64	968
Harijanwada	12	14	314	292	116	118	68	70	1004
Indira Gandhi Puram	21	24	497	533	247	264	89	102	1777
Kaithalapur	5	4	290	297	139	115	46	52	948
Pandit Nehru Nagar/Amal Basthi	32	39	696	731	573	461	216	212	2960
Rajiv Gandhi Nagar	13	19	341	296	159	144	57	49	1078
Rasoolpura	24	48	302	330	215	248	50	52	1269
TOTAL									10004

(Please give break up of beneficiary profile eg; gender, age wherever possible)

If this is not your first year of support from BACI, please answer the following questions:
NA

- Number of years BACI has supported your organization:
- Number of beneficiaries impacted by BACI funding:

b) Schools:

School	Boys	Girls	Total
Allapur Primary and High school (Urdu Medium)	158	278	436
Anjaiah Nagar Primary School	41	36	77
Begumpet Primary and High School	212	258	470
Hasmathpet High School	409	455	864
K.S. Nagar Primary School	64	40	104
Khaithalapur Primary School	48	44	92
Sanath Nagar Primary and High School	237	340	577
Total	1169	1451	2620

c)

d) ICDS:

e)

Name of the Slum	Name of the ICDS Centre	Children (6 months-3 years) - Numbers	Children (3-6 years) - Numbers	Adolescent girls - Numbers	Pregnant Women - Numbers	Lactating Mothers - Numbers	TOTAL
Anjaiah Nagar	Anjaiah Nagar 1	192	140	80	35	35	482
Anjaiah Nagar	Anjaiah Nagar 2	200	30	50	46	36	362
Harijanwada	Harijanwada	112	117	60	19	20	328
Indira Gandhi Puram	Balkampet	62	87	18	11	12	190
Indira Gandhi Puram	Indira Gandhi Puram	80	90	87	11	9	277
Kaithalapur	Khaitlapur 1	90	100	41	10	6	247
Kaithalapur	Khaitlapur 3	76	76	60	11	7	230
Kaithalapur	Khaithlapur 2	23	50	40	11	6	130
Pandit Nehru Nagar/Amal Basthi	Pandit Nehru Nagar	100	105	147	15	8	375
Rajiv Gandhi Nagar	Rajiv Gandhi Nagar	124	164	128	24	19	459
Rasoolpura	Indira Jhopdi Sangam	50	20	25	7	8	110
TOTAL		1109	979	736	200	166	3190

f)

g) Note: Above tables are extracted from baseline survey

4. Project Outcomes and Impact

- a) What are the major accomplishments of this project compared to the original objectives listed in your grant application? (Delhi)

Please answer the question referring to the outcomes agreed at the beginning of the funding period.

Outcome 1:

- Description of outcome – **Ensuring Equitable and Sustainable access to improved Water, Sanitation and Hygiene services in the 10 slums.**
- *Your analysis of progress made towards this outcome – The planned outcome progress is on track. The project is reaching out to most marginalised community with access to safe drinking water.*
- *Quantitative Indicators (if applicable):*
 - Number of people reached with access to safe water- 3482
 - Number of people reached through hygiene education- 6747
- *Qualitative Indicators (if applicable):*
 - Baseline completed in all 10 slums
 - Detailed Project intervention plan made for all 10 slums
 - Water quality test done in the slums where construction work is in progress

Outcome 2:

- Description of outcome – **To ensure empowered people demand and realize their Water, Sanitation and Hygiene rights.**
- *Your analysis of progress made towards this outcome – Effective coordination established with Stakeholders especially with Elected Representatives and Officials of Delhi Jal Board. Regular Community level interfaces and visits organized to ensure effective resolution of problems.*
- *Quantitative Indicators (if applicable):*
 - Number of Interface events organized- 19
 - Number of Stakeholder visits- 21
- *Qualitative Indicator (if applicable):*

Outcome 3:

- Description of outcome – **Formation and Capacity Building of Community collectives.**
- *Your analysis of progress made towards this outcome – Community collectives are key to the program sustainability. Right from the planning discussion with community, process of facilitating formation of community collectives was initiated. Interested community members which included women and youths were identified from the community for the group formation process. Now the formation stage is complete, currently more effort is being put towards capacity building and handholding*
- *Quantitative Indicators (if applicable):*

- Number of women collectives formed-5
- Number of Women leaders trained-80
- Number of Youth Trained- 82

- Qualitative Indicator (if applicable):

Outcome 4:

- Description of outcome – **Improved hygiene practices at community level with focus on handwashing, safe handling of water and menstrual hygiene management.**

- Your analysis of progress made towards this outcome – Hygiene education is key to the community level interventions. Separate hygiene sessions are organized for Children, Adolescent girls, women. There are few community level sessions also. Standard hygiene messages using effective tools and IEC materials are delivered. Hygiene practices especially related to handwashing and safe handling of water visible at community level.

- Quantitative Indicators (if applicable):
 - Number of Frontline workers trained-26
 - Number of Hygiene sessions organized- 17
 - Number of Safai Karamchari (Cleaning Staff) Trained- 13

- Qualitative Indicator (if applicable):

Outcome 5:

- Description of outcome – **Create Public and Political awareness through engagement with local urban bodies (ULBs) and public campaigns on four critical days like World Water Day and influencing**

- Your analysis of progress made towards this outcome – Campaigns brought community and Political representatives together and they collectively pledged for clean water, toilets and good hygiene. Political Representatives and Representatives of Urban Local Bodies realize the importance of WASH and contributing effectively. There have been instances where political representatives have supported community through their development funds.

- Quantitative Indicators (if applicable):
 - Number of Workshops organized with ULB- 1
 - Number of Meetings with elected representatives- 19
 - Number of campaigns organized- 3

- Qualitative Indicator (if applicable):

- b) Please list the major impact/improvement in the lives of the primary beneficiaries, their communities and your organization as a direct result of this project.

One of the major impact/ improvement in lives of the primary beneficiaries is that they have enhanced access to water and the water collection time has considerably reduced, better hygiene practices as the household level such as safe handling of water, handwashing and personal hygiene. The community has become more sensitive towards WASH and has started taking part in larger community discourse due to the presence of the women collectives and youth.

- c) Please provide at least one or two success stories from the project include photos or media if available.

Inculcating Community Ownership to create a Water Secure Slum in Delhi



Brief History of Kirti Nagar

8/35 Industrial Area Kirti Nagar is a slum located in the western part of Delhi. This area took the shape of a slum gradually with increasing migration from other States. Nearly 40 years back, the slum comprised of more than 800 House Holds which reduced to 300 Households over a period of time as many families were evicted to nearby areas due to construction of an under pass in Kirti Nagar.

Community Composition

People belonging to the scheduled castes dominate the area and majority of the slum comprises migrants from the states of Uttar Pradesh, Bihar and Jharkhand. The community here is engaged in a variety of occupations ranging from being homemakers to owning small shops, cable operators, domestic helpers, working in the nearby factories of wheat flour, biscuits, toys, sweets, footwear, and furniture and so on.

Water Woes

During interaction with *Krishnavati*, an old resident of Kirti Nagar and a member of the Operation & Maintenance committee, she narrated about the struggle that the community

has faced for drinking water. Krishnavati lives in a small room in Kirti Nagar with her two sons, and has three daughters who are married. She shared how, "People at Kirti Nagar have experienced a long struggle period in order to access drinking water in their area. For many years, there was no source of drinking water in the slum. People fetched drinking water from nearby factories or the railway station. They would carry the water in drums and containers and they spent nearly 2-3 hours every day to bring water to their doorstep. Some even transported water cans on their bicycles or auto rickshaws."

This water was not pure, sometimes even greyish in colour. Krishnavati further threw light on the plight of women as mostly they were the ones collecting water from these far off places and not everyone had access to same amount of water. Moreover, access to water was never equal, and was largely dependent on the earning capacity of the families.

Around eight years back, a borewell pump was installed in a park here through MLA's support, which gave some relief to the people. However, people here continued to drink untreated water from the borewell for many years.

"Bade dukh uthaaye hain humne peene ke paani ko lekar. Boring lagwaane se thoda sa aaram, zaroor hua hai"

- An old resident of the slum

Water quality test conducted by WaterAid India and local Partner organisation (FORCE-Forum for Organised Resource Conservation and Enhancement) via a field-testing kit, revealed the presence of high levels of E-Coli.

The women from the community, led by the community facilitator, submitted a letter to Delhi Jal Board (DJB) requesting for piped water supply to the slum. Implementing partner also sought support from the MLA and presented the issue to DJB in a meeting wherein Engineers from DJB as well as the MLA was present. After a series of such meetings for more than five months, drinking water supply was sanctioned for 8/35 Kirti Nagar Industrial Area. Bilateral meetings were also held with the Public Works Department for road cutting so that the pipeline could reach the slum. After a long struggle, the community was able to access drinking water very close to the slum. However, people still did not have household level piped water supply, as there was only one stand post on the entry point of the slum so people had to walk down until the road to fetch water.

State of Sanitation

Community Toilet Complex (CTC) was constructed with support from Delhi Urban Shelter Improvement Board (DUSIB). Prior to the CTC there only existed *kutchra* public toilets sans bathrooms or a handwashing unit. The water pipeline that had been provided by DJB, was very close to the public urinals in the slum, thereby increasing the risk of water contamination.

Current intervention with support from Bank of America

Community Engagement

Initially several meetings around hygiene, clean water and sanitation were organised with the local *collectives* here. Led by WaterAid and Local Partner, key hygiene messages were reiterated during the meetings with the community.

During these meetings, few women had expressed their desire for availing the water close to their house as a lot of time was spent in collecting water through a single pipe. Taking the community need forward, rounds of planning meetings were organised and the idea of laying down the pipes further in each lane of the slum through construction of stand posts was proposed and collectively decided by the community.

Few women expressed their apprehensions around such a construction sharing that it could hurt the children while playing, and even cause fights if the community was not cooperative. Asha, the leader of the Women's group (Nari Nirmal Awas Samiti) elucidated to the women how the stand posts could help in availing cleaner water and would lessen the collection time. The baseline findings were also shared with the women and after a few meetings, everyone was convinced about the benefit they could derive by having water close to their Houses.

Access to Safe Drinking Water-

Previously, the pipeline from DJB was present until the slum entrance. With support from Bank of America, in the month of June 2018, this pipeline has been extended to connect several HHs by means of nearly 19 stand posts at different locations within the slum, thereby ensuring that there is one water tap catering to nearly 10/11 households. Besides this, a handwashing station has been installed near the community toilet complex on slum entrance along with a display of the steps for handwashing, which is encouraging the community to adopt the practice of regular handwashing. To ensure that the community does not run out of water here, water is pumped and stored in tank worth capacity of 500 litres for the handwashing point.

Over a period of time, as an outcome of the advocacy efforts and with support from the MLA, Delhi Jal Board has increased the supply of water to the slum 8/35 Kirti Nagar, with additional 30 minutes of water supply in the morning and evening which has reduced the water collection time per household.

Overall, today the families at Kirti Nagar are able to access clean drinking water very close to the households. Now each HH does not spend more than 30 minutes on collecting drinking water every day. Consequently, women are able to devote more time for other household activities, their children as well as their livelihoods.

Krishnavati shared how the incidence of illnesses due to impure water has decreased. Families spend lesser on trips to the doctors and buying medicines. Children are well aware of the hand washing practices and talk to each other about the benefits of handwashing as well as hygienic practices.



Figure 1- Water points outside household



Figure 2- Installation of Hand Washing Unit

"Kaafi suvidha ho gayi hai. Ab pani bharnе ke baad, bachhon ko bhi taiyyar kar sakte hain" Now we get water right outside out house, the collection time has reduced so I can also get my child ready for school.

- **Member of the Operation & Maintenance Committee**



Figure 3- Community filling water through the installed stand posts

Community Monitoring of Hardware

Women from the Nari Nirmal Awas Samiti, which also constitute the Operation & Maintenance committee in the area, have been effectively ensuring that people from all HHs get access to water during the prescribed timings. One or two women ensure that a few taps are closed when the pressure of water is less, so that HHs in the interior do not face any problem in availing the water. Even at the handwashing station, HHs take turns to purchase the soap and currently there is no system of collection of money per HH for the same.

These women also ensure the safety of the installed hardware and request people to collect water in turns so that collection time as well as the waiting time is reduced.

Sustainability

WASH SHGs are being formed in Kirti Nagar and the Operation & Maintenance committee feels that the fund gathered through SHG could come in handy for maintenance of the installed hardware. The committee has collectively given responsibility of maintaining the handwashing unit (cleaning, paying bills to ensure water is pumped to the tank, etc.) to one person and this would change every month on a rotational basis. An interesting aspect of community dynamics at Kirti Nagar is active male participation in ensuring water access to HHs and the committee aspires to continue and further increase this male engagement.

"Pehle paani magate the, ab toh data ban gaye hain"

- ***A senior member of the O & M Committee who monitors water distribution***

Project Outcomes and Impact (Hyderabad)

- d) What are the major accomplishments of this project compared to the original objectives listed in your grant application?

Please answer the question referring to the outcomes agreed at the beginning of the funding period.

Outcome 1:

- Description of outcome –
Provision of Drinking water to slums and schools

- *Your analysis of progress made towards this outcome –
Since the majority of schools in intervention areas are not having adequate access and safe storage of drinking water, in order to enhance access to drinking water, water filters with storage facility with retrofittings are provided in schools.*

In the context of communities, Through Mission Bhagiratha scheme, the state is providing individual water connections to households. Project based efforts are focused towards making it more inclusive and ensure equitable access to all sections.

- *Quantitative Indicators (if applicable):
Number of BVM members oriented -105*

- *Qualitative Indicators (if applicable):*
 - *Baseline completed in all 7 slums*
 - *Base line survey dissemination conducted in all seven slums involving community members, local leaders, elected public representatives and BVM members*
 - *Detailed Project intervention plan made for all 7 slums*
 - *Water quality testing completed for all water points the 7 slums.*

Outcome 2:

- Description of outcome –

User groups established and strengthened at slums and school levels;

- Your analysis of progress made towards this outcome –
User groups were formed before the construction of hardware. Orientation and capacity building of user groups towards an effective operation and maintenance of infrastructure built would be ensured through the project.

- *Quantitative Indicators (if applicable):*
 - *207 HHs (1035 People)*

- *Qualitative Indicator (if applicable):*

Outcome 3:

- Description of outcome –

Improved knowledge on WASH issues at both Community and School level through IEC activities;

- Your analysis of progress made towards this outcome – With the help of Series of capacity building meetings with BVM members, is showing up a good progress. BVM members have started to represent WASH related issued to the concerned line departments and pursuing their grievances.

Regular hygiene sessions are organized in schools and ICDS centers to ensure increased awareness about WASH importance and anchor WASH rights in the future.

- Quantitative Indicators (if applicable):
Number of BVM members oriented on water quality -84
Number of HHs oriented on Hygiene:1911 HHs (7981 people)
Number of water points tested : 55 community points
Number of water points tested : 15 (WaterAid invested LifeStraw filters)
Number of School children promoted with Hygiene sessions – 1834
Number of Sanitary and Solid waste management workers trained : 38
Qualitative Indicator (if applicable):

Outcome 4:

Description of outcome –
Promotion of decentralized solid waste management in slums
Your analysis of progress made towards this outcome –
Door to door campaign on segregation of waste at source for SWM
Twin bins were provided.
Quantitative Indicators (if applicable):
covered 600 HHs through Door to door campaign on SWM
Twin bins provided to 500 HHS(300 through project and 200 through advocacy)
Qualitative Indicator (if applicable):

- e) Please list the major impact/improvement in the lives of the primary beneficiaries, their communities and your organization as a direct result of this project.

Major Impact of the program in the lives of the primary beneficiaries is as follows:

- Communities were able to get organized and mobilize funds for addressing water issues in their locality (Pandit Nehru nagar).
- Communities are empowered to raise concerns related to WASH rights and able to take up the issues with the concerned departments and authorities.
- Installation of LifeStraw water filters in schools has reduced the time spent in fetching water. Institutions have reached from Limited to Safely managed in water access.
- SMCs are strengthened and started to get involved in school development activities.
- Hand washing has become a regular practice in schools with provision of hand wash facility in school
-

- f) Please provide at least one or two success stories from the project include photos or media if available.

Khaithalapur Primary School, Sanath Nagar Primary and High School, Anjaiah Nagar Primary schools are located in Moosapet cluster under Greater Hyderabad Municipal Corporation (GHMC) administration, Hyderabad city, Telangana. These schools has the strength of around 94 in primary schools and 577 in Sanath Nagar Primary and High School.

Most of the children coming to this schools are residing nearby basthi's which are 1 to 2 kms away from the Khaithalapur, Anjaiah Nagar and Indira Gandhi Puram basthi's of which the project is intervening. Section 21 of the Right to Free and Compulsory Education Act 2009 (RTE), mandates the formation of School Management Committees (SMCs) in all government-aided schools in the country. These SMC shall be responsible for ensuring that the school is managed satisfactorily and the education of the students is promoted in a proper manner.

Though the SMCs were present in all the government schools they are not aware of their roles, responsibilities, deliverables and why they have been elected as a SMC? It is very sad that these schools have a list of SMC members on paper but never ever functioned or monitored or involved in the school development activities.

This case study tries to capture the before and after situation of the SMCs with the project team intervention in all the above mentioned schools. One of the major objective of the project intervention in schools is WASH in schools- which refers to water, sanitation and hygiene education in schools. The school must also have a sufficient number of toilet facilities for students and teachers that are private, safe, and clean and gender segregated. As a part of the project activities students are capacitated on WASH through the promotion of 6 key hygiene messages and menstrual hygiene management only for adolescent girls to ensure the sustained personal hygiene behavior on WASH from their early lives itself.

In this context, realizing that there is a need for participation and support from school staff, child cabinets and SMC members for the effective functioning of the school, SMC meeting is planned in all the schools. The project team have started meeting headmasters, teachers and it is found that still there is no official notification released for the present academic year for conducting SMC meetings and 7 months of the academic year have almost completed but there is no record of SMC meetings in schools. Whenever there is need for SMC chairman's signature that particular member would attend the school, sign on document/cheque and left. This was the regular kind of attitude with headmasters and parents. With a great effort team have contacted the SMC members list and conducted the meeting.

During the meeting it came into the light that most of the SMC members are daily wage labourers and attending the school meetings or any other would affect their daily livelihood and they are least bothered about what happening at school and they also said that it is a school staff duty to check over the students education and other managing activities. Later the team has taken a lead and tried explaining then

Why do we need a School Management Committee? What role can headmaster, teachers and parents can play together?

What are the objectives of SMC and how it is composed of?

What were the SMCs roles, responsibilities and deliverables?

Active parental participation has the potential to improve the efficiency of a school as parents have the highest incentive to demand a better quality of education for their children. Same way couple of meetings were conducted with SMC to orient them on roles and responsibilities to ensure their participation and

involvement in the school management activities right from education to monitoring of utilization of grants received, School Development plans, WASH plans preparation, implementation, other recommendations etc.



In continuation capacity building to SMC on RTE with inclusive on WASH was conducted in the month of October inviting SMC members from all the project intervening schools to orient SMCs on Right to Education (RTE) and child rights and given awareness about addressing WASH related issues in an inclusive manner. With these series of meetings and capacity building programs there is a gradual increase in SMC members attending the meetings in schools and started engaging in school development activities like involving in the preparation of WASH plans for schools, submitting representations to the line department on WASH issues in schools, participating in Swachh Bharat

campaigns at school, monitoring of midday meal provisions etc.

This is one of the fruitful results of the interventions where in the beginning mobilizing SMCs was the biggest task and more over they are unaware of roles and responsibilities, not involved in any of the activities and didn't even bothered to sign on official grants etc. Now they are a step ahead in monitoring and started finding out what is happening with headmasters, teachers and children. Recognizing the role and involvement of SMC members in school development activities, SMC members were felicitated in these schools and this activity had made them more responsible in monitoring school activities.

Water- Though all the above mentioned schools have a bore wells located in the schools but they are defunct because of various reasons and depending on water bubbles or students carry water bottle from their home for drinking.

SaciWATERs with the support of WaterAid have installed LifeStraw water filters in schools for which around 800 children have an access to safe and clean drinking water in schools.

Sanitation - Except for Sanath Nagar Primary and High school, remaining schools doesn't have running water supply connection to the toilets. Children have to carry water in mugs or buckets from nearby storage in the toilet.

Hygiene- Khaithalapur primary and Sanathnagar schools doesn't have a Handwashing facility in school. SaciWATERs with the support from WaterAid have constructed handwashing stations in the schools to promote hygienic behavior among students and to practice it in their daily life. Anjaiah Nagar school has a handwashing station.

SMC members Anuradha (Khaithalapur primary school), M.D Buran and Shajahan Begum (Sanath Nagar



Primary and High school) says “we do not know anything about the committee, during the time of our children’s admission they have asked us to be a member and we said ok, apart from that we never tried or asked what is SMC and its purpose. Now with your intervention we came to know that more than a parent as a SMC what could be done to the school to increase the efficiency of school and children’s education”.

Principal of Sanath Nagar Primary and High schools says “Earlier we used to constantly remind the SMC members to attend the meeting and hardly 3-4 members used to attend the meeting. With SaciWATERs intervention we could see a gradual increase in their attendance during the meetings and involvement”.

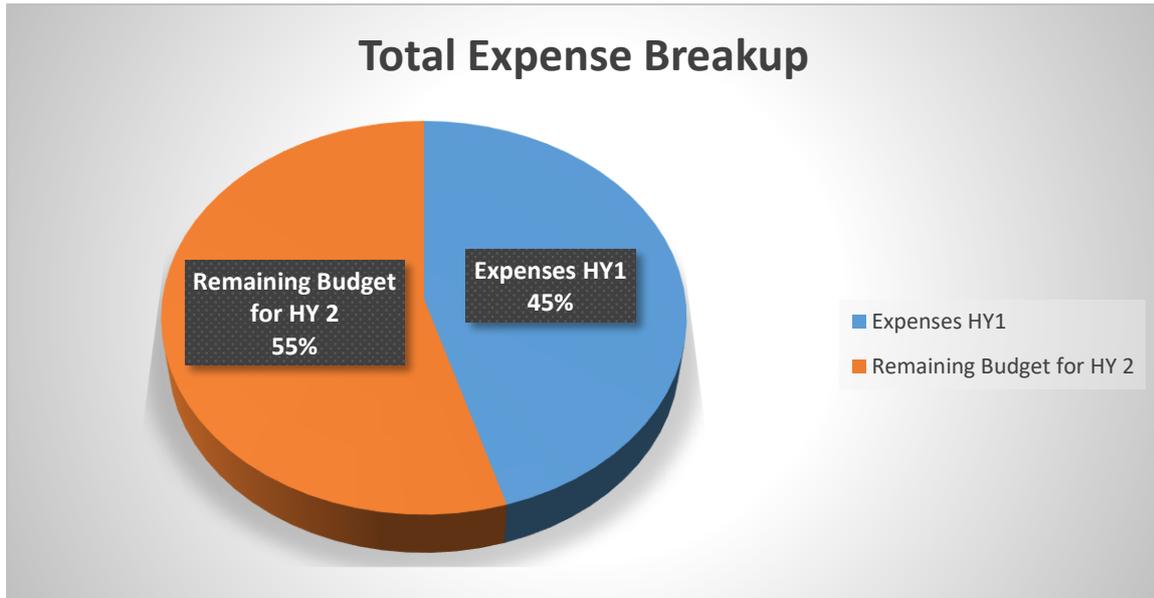
Capacity building and strengthening of Child cabinets, SMCs, teachers on their roles and responsibilities through inculcating leadership qualities and proactive engagement in effective school management. This brings to the light that a sense of responsibility and confidence has built in SMC members to work for their children’s education and school development realizing the WASH rights and child rights.



5. Financial Assessment

Financial health for the year: Program expenses, utilization etc. (Delhi)

-- (Please insert graph here)--



Narrative:

- Identify the three largest areas where budget was *under-spent*- **Policy reforms** (There is saving in planned budget for HY1. Balance amount will be clubbed with the budget planned for Workshop to be organised in HY2)
- Identify the three largest areas where budget was *over-spent*- **Active and accountable mandated institutions** (Formation of community collectives is still in process hence as per plan 7 trainings were planned but only 5 could be organised. Hygiene education activities have been prioritised and preponed as hardware work was in progress so that by the time the facility is ready the community is already sensitized and aware about the hygiene practices. Menstrual Hygiene Day campaign was also organized.)
- Have there been any significant changes to the budgets as planned? **No Changes**

Employee Engagement (Delhi)

Please answer the following questions using the below table:

- a) List the activities in which BACI volunteers have participated

b) How many BACI volunteers participated in these activities?

c) How many beneficiaries have BACI volunteers served through their participation?

Activity	Date	Number of Volunteers	Number of Beneficiaries
Community Orientation on safe handling	Delhi	3	96
Safe handwashing – Hygiene session	Delhi	12	69
Menstrual Hygiene Session	Delhi	2	26
Water, Sanitation and Hygiene skill training of youth	Delhi	7	27
Financial Inclusion training for SHG members	Delhi	9	81
Hygiene session with women and children	Delhi	7	27
Orientation on Environment protection for SHG members- Celebration of World Environment day	Delhi	11	202
Sensitization on safe Drinking water	Delhi	7	45
Session on safe handling of Water	Delhi	5	58
Hygiene session at community level	Delhi	7	74

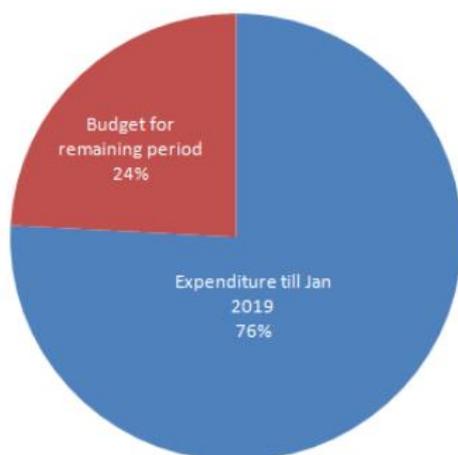
d) Did the participation of BACI volunteers directly benefit the primary beneficiaries of the project? If yes, please describe how.

Yes, participation of BACI volunteers directly benefitted the primary beneficiaries of the project. Volunteers facilitated the session on communication during youth training, Session on banking system for members of women collectives, Facilitated sessions during campaigns on World Environment Day, Menstrual Hygiene day. Therefore, the sessions planned for volunteers were part of the planned program activities leading to direct engagement with primary beneficiaries.

Financial health for the year: Program expenses, utilization etc. (Hyderabad)

-- (Please insert graph here)--

Expenditure Pie Chart



Narrative:

- **Identify the three largest areas where budget was *under-spent*? Explain**
 - **Repair/ reconstruction of platforms around water points** is unspent so far due to multiple factors like obtaining clarity on legality aspects of the proposed area and obtaining informal consent from the concerned department. On the other hand existing pressure drop in existing pipelines. The activity is freeze and it will be completed by Feb-Mar 2019
 - **Restoration of toilets with child-friendly pans:** This activity registered 8% utilization. We found difficulties in figuring suitable child friendly pans for Anganwadi centers. Suitable models were not available in the market. We have to tailor make the products and it was a cumbersome task. Manufacturers were not coming forward to take up the order as the volume (Nos) is very less. We have tried to fabricate with SS 202 materials and then we have moved to fiberglass material, Design is finalized and will be completed in Feb 2019.
 - **Decentralized solid waste management – Schools.** This activity is registered 10% utilization. Through this activity we intended to address the issue of “Menstrual waste management in Schools” Initially our plan was to set up Incinerators to address this issue. Domain experts have advised us not to go for incinerators as they are not environmental friendly. Now we have finalized the process and activity will be completed in February 2019.
 -

- **Identify the three largest areas where budget was *over-spent*? Explain**

- **Formation & Capacity building to Child Cabinets:** has registered 133% utilization. The available fund Rs 4000/- is a bare minimum to ensure formation and build the capacities of Child cabinets. The amount utilized to provide simple training inputs like pens and register to record child cabinet meetings.
- **Development of IEC and BCC materials and distribution:** has registered 118% utilization spend on wall paintings, Badges for child cabinets, Personality skill development sessions for children.
- **Baseline Activity** has registered 114% of utilization. Additional expenditure in baseline is incurred due to reiteration of the process to arrive at better conclusions and focused intervention areas.
-

- **Have there been any significant changes to the budgets as planned? Explain**

No significant changes to the budget

Employee Engagement (Hyderabad)

Please answer the following questions using the below table:

- a) List the activities in which BACI volunteers have participated
- b) How many BACI volunteers participated in these activities?
- c) How many beneficiaries have BACI volunteers served through their participation?

Activity	Date	Number of Volunteers	Number of Beneficiaries
Women leadership in WASH	Hyderabad	15	96
Solid waste management – source segregation	Hyderabad	15	1052
Key hygiene messaging in schools	Hyderabad	15	444
Menstrual Hygiene management orientation to women and adolescent girls	Hyderabad	18	80
Drinking Water quality and security – water quality testing	Hyderabad	25	33
	Hyderabad	10	60

Drinking Water quality and security – water quality and Hygiene promotion			
Hygiene promotion in community	Hyderabad	7	32
Solid Waste Management (SWM)''	Hyderabad	12	100 HH
Global Handwashing day at ICDS	Hyderabad	7	70
Solid Waste Management (SWM)''	Hyderabad	11	60 HH
Personal Hygiene in Schools	Hyderabad	11	92
Wall Painting'' and hygiene orientation in School	Hyderabad	20	100
Wall Painting'' was organized in Hasmathpet Primary and High School which is situated near Harijanwada slum.	Hyderabad	23	860

d) Did the participation of BACI volunteers directly benefit the primary beneficiaries of the project? If yes, please describe how.

Participation of BACI volunteers is certainly benefiting to the primary beneficiaries of the project. However, it is quite complex to quantify the benefit in tangible terms.
Volunteer's participation is serving as tool to build youth and adolescents of the target community through providing possible employment opportunities and instilling confidence in target beneficiaries to look up in life.

6. Recognition

Has the project received any media coverage, awards or prizes? If yes, please include details.

Media coverage is reported in half yearly report and no additional coverage is received there after.

Date of Report: 07th February 2018

I certify that information provided in this report is accurate and in accordance with the terms and conditions of the Grant Agreement.

Signature: _____

Name: _____

Title/Position: _____

Date: _____

*****This signed certification MUST be submitted with any report *****

Common Results Framework (Delhi)

Jal Seva Charitable Foundation	Delhi	HY1		HY2		Variance	Reason
		Target	Actual	Target	Actual		
No. of people reached through hygiene education		5000	6747				
No. of people reached with access to safe water		4000	3482			518	Some planned construction work could not complete due to Monsoon
No. of slums covered with pre and post water quality testing process		10	10				Activity completed as planned
No. of key stakeholders trained		75	82				Activity completed as planned
No. of interface meetings organised		18	19				Activity completed as planned
No. of visits made by stakeholders to slums		18	21				Activity completed as planned
No. of Community collectives formed		5	5				Activity completed as planned
Number of community volunteers trained		50	65				Activity completed as planned
No. of training/ sensitization sessions for women collectives		7	5			2	Proposed to be completed by next month

Number of Youths trained		50	82				Activity completed as planned
Number of Frontline workers trained		25	26				Activity completed as planned
Number of Hygiene sessions including menstrual hygiene sessions organised at community level		15	23				Activity completed as planned
							Activity completed as planned
Number of Safai Karamchari (cleaning staff) trained		10	13				Activity completed as planned
Workshop organised with ULB		1	1				Activity completed as planned
Number of meetings with elected representatives of ULBs		5	9				Activity completed as planned
Number of campaigns organised		1	3				Activity completed as planned
People reached through campaign		4000	995			3005	There is upcoming Global Handwashing day campaign

Common Results Framework (Hyderabad)

Jal Seva Charitable Foundation	Hyderabad	HY1		HY2		Variance	Reason
		Target	Actual	Target	Actual		
No. of institutional building and local planning processes strengthening activities conducted		14	28	14	21		Proactive engagement of team and communities
No. of individuals provided access to safe water				1250	1035		Some of the activities/tasks are yet to be culminated
No. of households/families provided safe water				250	207		Some of the activities/tasks are yet to be culminated
No. of basthis water-quality testing streamlined		7	7	7	7		Proactive engagement of team and communities
No. of beneficiaries receiving hygiene promotion				6000	7981		Proactive planning and engagement of team and communities
No. of students access safe drinking water		500	1000	500	2150		
No. of Anganwadi children accessing safe drinking water		200	0		300		
No. of community-based groups with requisite support from government managing the system				7	7		
No. of communities with active hygiene promoters/ volunteers/				7	7		

social mobilisers/ frontline health workers							
No. of youth involved in community management							
No. of key stakeholders trained in their role				105	140		Proactive planning and engagement of team and communities
No. of Operation and Maintenance (O&M) systems operational				7	2		

Annexure-1

**Financial Utilization Report - Delhi
Program Expenses (in INR Lakhs)**

(Note: Please rename cost 1, 2 and salary 1,2 according to your budget heads,)

Bank of America Continuum Grants – Financial Reporting Template

Sr. No.	Particulars (Add sub heads, as required)	Q1	Q2	HY1	Q4	Q5	HY2	Annual Budget	Balance	Variance in planned expenses	Comments
1	Head A- Direct Costs										
1.1	Assets Purchased										
1.2	Training Costs										
2	Head B – Travel and Lodging										
2.1	Cost 1 (rename as per budget head)										
2.2	Cost 2 (rename as per budget head)										
3	Head C – Salaries and Consultancy Fees										
3.1	Salary – 1 (rename as per budget head)										
3.2	Salary – 2 (rename as per budget head)										
4	Head D – Monitoring and Evaluation/ Impact Assessment										
4.1	Cost 1 (rename as per budget head)										
4.2	Cost 2 (rename as per budget head)										
5	Administrative expenditure (Overheads)										
5.1	Cost 1 (rename as per budget head)										
Sr. No.	Particular	Q1	Q2	HY1	Q4	Q5	HY2	Cumulative Total	Projected/	Variance	Comments

										Planned Total		
2	Grant from other sources											
3	Internal/Project revenue generation											

*HY1=Q1+Q2; HY2=Q3+Q4

**Financial Utilization Report - Hyderabad
Program Expenses (in INR Lakhs)**

(Note: Please rename cost 1, 2 and salary 1,2 according to your budget heads,)

Bank of America Continuum Grants – Financial Reporting Template											
Sr. No.	Particulars (Add sub heads, as required)	Q1	Q2	HY1	Q4	Q5	HY2	Annual Budget	Balance	Variance in planned expenses	Comments
1	Head A- Direct Costs										
1.1	Assets Purchased										
1.2	Training Costs										
2	Head B – Travel and Lodging										
2.1	Cost 1 (rename as per budget head)										
2.2	Cost 2 (rename as per budget head)										
3	Head C – Salaries and Consultancy Fees										
3.1	Salary – 1 (rename as per budget head)										
3.2	Salary – 2 (rename as per budget head)										
4	Head D – Monitoring and Evaluation/ Impact Assessment										
4.1	Cost 1 (rename as per budget head)										
4.2	Cost 2 (rename as per budget head)										

*HY1=Q1+Q2; HY2=Q3+Q4

HR supported under the grant

Delhi

Sr. no	Name of the employee	Designation	Gross salary for the reporting quarter (INR)	Salary apporportioned to the project in the reporting quarter (INR)
1				
2				
3				
4				
5				
6				

--(Add rows if required)---

Hyderabad

Sr. no	Name of the employee	Designation	TOTAL CTO FY 2018-19	Salary apporportioned to the BOA project till Jan 2019
1	Mr. Byjesh. K	Research Fellow	1,43,759	97094
2	Dr.Solomon Raj Gaddam	Research Fellow	6,53,035	364515
3	Jevala Sudheer Kumar	Project Coordinator	4,67,760	-
4	M.Shalini	Research & Documentation officer	4,53,210	367533
5	Saidulu.G	Civil Engineer	2,93,036	211278
6	Mohammad Munwar chand	Field Coordinator	2,95,290	232925
7	P.Sai Kiran	Field Coordinator	2,72,250	40000
8	Md.Wahedali	Field Coordinator	1,95,753	-

9	Y.Uma Maheshwari	Community Organizer	1,21,671	52387
10	Shaik Gousya Bee	Community Organizer	1,18,566	92604
11	Katukuri Saroja	Community Organizer	1,55,982	115700
12	Mary Anthony	Community Organizer	1,55,982	123550
13	Gajala Jyothi	Community Organizer	1,55,982	121809
14	K.Lakhmamma	Community Organizer	62,003	30974
15	Dr.Sucharita Sen	Executive Director	14,40,000	-
16	Dr. Snehalatha	Executive Director	10,99,950	68298
17	Mr. C. Sreenivasulu	Head - Finance	13,03,278	60000
18	Ms. Judith	Head - H R	8,62,650	14400
19	Mr. Hari Babu	Finance Officer	5,73,750	89981

--(Add rows if required)---