

ANNUAL REPORT 2013



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PARTNERS AND BUDGET ALLOCATION

Partner	Component	Budget
Tibetan Children's Educational and Welfare Fund	Education	19,45,000
Tibetan Voluntary Health Association	Health	17,40,995
Central Tibetan Relief Committee	Economic Empowerment	15,80,000
Sisters of the Little Flower of Bethany	Education	11,50,000
Kiran Society	Education	14,00,000
Reaching The Unreached	Economic Empowerment	18,50,300
Maximising Employment to Serve the Handicapped	Fair Trade	31,05,597
New Life Centre	Economic Empowerment	11,00,000
Tribal Educational and Environment Development Trust	Economic Empowerment & Education	35,00,000
Asha Deep Foundation	Economic Empowerment	10,52,890

EDUCATION

Objective: Access to good quality primary and secondary level education to approximately 8 000 marginalized boys and girls, including children with disabilities to live to their, by 2014 in order to enhance their career opportunities and enable them full potential.

Indicators

4000 marginalized children, including children with disabilities, have access to educational and vocational training through opportunities.

Results or progress towards results

- 1105 marginalized children have had access to educational opportunities.
- 525 children have had access to educational opportunities the evening study centre.
- 76 youths have had access to vocational training. 37 received employment after the vocational training.
- Enrolment and attendance of children with disabilities is increasing.
- Balwadi (pre-nursery) received support from government departments for school building, nutrition food, medicines as a result of lobbying from parents committees.
- Five schools have accepted to admit children with disability after their completion of high school.
- There is good initiative and cooperation from other schools in regards to the concept of inclusive education.

Teachers and parents from 22 schools under SPARKE project are aware of the rights of children and have knowledge on methods for positive disciplining and prevention of bullying.

- 628 teachers, 20 principals, 1500 students from 22 schools are aware of child rights, child psychology, corporal punishment and bullying, importance of student council in schools.
- There is increased initiative and participation from the teachers towards positive disciplining.
- Teachers have realized the importance of instilling ethics and values in the students rather than using corporal punishment which was the norm earlier.
- Teachers have acknowledged the SPARKE project as a collaborative approach rather than a confrontation.

Improved teaching skills of 85 teachers through exchange program and exposure between Tibetan schools.

- 19 teachers improved their teachings skills through teacher exchange program.
- 73 primary teachers improved their teaching skills through workshop on BEP.
- 13 university science students got practical teaching experience.

3700 Tibetan school students from grade 6-12 and 300 Tibetan college students have access to career counseling and are aware of the opportunities.

- 3782 (1914 girls and 1868 boys) have access to career counseling and 84 college students are aware of career opportunities.

Local authorities support the implementation of successful models, based on experiences from education projects.

- Government school teacher has adopted the teaching model created by a balwadi teacher.
- Ten government and private schools are ready to adopt the concept of Inclusive Education.
- District Basic Education officer has supported the concept of Inclusive education and the replication of Inclusive education in government schools.

Processes leading up to the outcomes

It can be seen clearly that access to different forms of education has increased for marginalized groups due to the SOIR-IM funded interventions. Quality of education has also improved, which is the second most important factor after access.

Despite the fact that this type of change comes slowly, Kiran Society has had a few ground-breaking processes during the year in regards to lobbying work with inclusive education. This is the result of a long term and hard work based on well-established strategies.

An unexpected outcome during the year was that principals representing schools which do not participate in the SPARKE project asked to participate in the principals' conference held in April. This clearly shows that the project has come a far way in convincing decision-makers within the school administration of the importance of working against corporal punishment and bullying.

HEALTH

Objective: Improved health and knowledge on preventive health measures among individuals from marginalized groups through awareness raising, and service delivery.

Indicators

Increased awareness on how to prevent tuberculosis, sexually transmitted diseases and water borne diseases in three Tibetan settlements with a target population of 11 000 through campaigns and workshops.

Reduced number (70% of target population) of new cases of tuberculosis (TB), sexually transmitted diseases and water-borne diseases through improved access to clean water and awareness-raising.

Results or progress towards results

- 6827 people participated in workshops and awareness campaign on Tuberculosis, sexually transmitted diseases, sanitation, hygiene and general health issues.
- Improved access to clean water through construction of one water tank and pipeline.

Processes leading up to the outcomes

Within this component there is only one intervention, implemented by Tibetan Voluntary Health Association. Awareness is one of the most important strategies in improving the health of the target groups in this region. Although baselines are not available to exactly measure the progress, the Tibetan Voluntary Health Association are quite confident that the initiatives taken within the area of awareness-raising has led to positive outcomes for the target groups. The feedback from the participants is generally very positive, for example that the talks are relevant and useful, that the target groups want more talks, and that the talks are especially important for newly arrived refugees who have very low health awareness when they arrive. It is therefore assumed that the awareness also leads to a changed behaviour which in the end results in improved health. The same can be said of getting access to clean water; even though it is difficult to measure, the assumption is that this has had a very positive outcome for the target groups in regards to hygiene and health.

ECONOMIC EMPOWERMENT

Objective: Improved socio-economic status of marginalized individuals and communities through waste management, organic farming and cooperatives.

Indicators

Enhanced socio-economic status and self-confidence among 450 self-help groups with 7000 marginalized women in rural communities.

Improved environment and public awareness amongst three Tibetan settlements in Central India with a population of 4 800 through Solid Waste Management.

10-15 job opportunities in the three settlements through this intervention.

Improved forest cover and income generated from the produce from the tree plantation program.

Results or progress towards results

- Approximately 500 self-help groups functioning with 7400 members.
 - SHG members have received ration cards, old age pension and scholarship for their children.
 - SHG women have improved their marketing and communication skill resulting in door-to-door sales of home-made products like incense stick, candle making, soap, detergent etc.
 - SHG women members have played an active role in closing down liquor shops and in stopping child marriages.
 - SHG women have given financial support from their group savings to marginalized students in their villages for continued education.
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- Five field staff gained knowledge on SWM through exposure visit training.
 - Public awareness raised through talks on waste management system and environment protection, 269 persons participated.
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- 12 job opportunities created in three settlements.
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- Two projects were initiated during 2013:
 - Tea plantations that is projected to result in sales of 200 ton tea leaves per year after five years.
 - 25000 fruit and other trees planted expected to generate income for marginalized groups.

Processes leading up to the outcomes

An analysis and learning that has been done during 2013 in conjunction with the strategic planning work, is the enormous importance of capacity building. This goes for both implementing partners and for the target groups. As can be seen in Strategic Direction for 2015-2017, the role of SOIR-IM will increasingly be one of a capacity builder or enabler of capacity building.

An important factor to take into consideration when it comes to the self-help group work is that it takes time. It is not realistic to just set up SHGs and expect there to be positive outcomes after 1-2 years. Several of the SOIR-IM-funded interventions have been running for quite some time, and now we can actually see some real outcomes, such as the ones listed under the first indicator above. For every marginalized and discriminated women, it is a very long-term process to build their self-confidence, change their self-image, and change the rest of society's image of these women. It is not until all that is done that the women can start doing activities that actually lead to long-term outcomes and impact in their lives.

Just like was mentioned in last year's Annual Report, one of the key success factors in the SHG work is the holistic approach. This approach means that it is not a pure focus on for example income-generating projects, but on a vast variety of topics such as receiving government schemes, improving literacy, importance of education for children, health and hygiene awareness, domestic and sexual violence. It is the combination of all these areas that lead to a sustainable improvement in the lives of these women.

It is also important to note that as interventions are allowed to grow and mature over time, they will have the opportunity to develop more advanced or sophisticated methods of operations. An example of this is the work with federations for the self-help groups. As the SHGs become stronger and more independent, more focus can be put on strengthening the federations which in turn can have an even stronger force and influence while dealing with their problems.

Finally it can be concluded that several of the partners within the Economic Empowerment are very activity-focused and not as focused as they should be on getting the SHGs to be sustainable.

CIVIL SOCIETY STRENGTHENING

Objective: SOIR-IM has contributed with technical and management capacities to the partner organizations, in order for them to be articulated, constructive organizations open to dialogue in society. The partner organizations in their turn have strengthened the target groups they work with.

Indicators

19 partner organizations have improved their knowledge and capacities in the coordination of projects and management.

Dissemination of information and knowledge-sharing among SOIR-IM's 19 partners through Development Network Magazine and the Annual Network Meeting for partner organizations.

Results or progress towards results

- Ten partners have improved their quality of plans and reports and their understanding of concepts such as strengthening civil society, participatory approach, PME etc.
- Two development magazine issues have been published and distributed.
- One annual network meeting was conducted on planning.

SPONSORSHIP

Below is a summary of the sponsorship support during 2013.

Types of receivers	Target groups	Types of support	Individuals reached
8 schools run by NGOs and foundations, and 15 Tibetan schools run by NGOs, foundations and under the management of Tibetan Children's Educational and Welfare Fund	Orphans, abandoned, HIV/AIDS affected, tribal children, children with leprosy parentage, refugee children	Hostel maintenance, midday meal/extra diet, teachers' salary, general running costs, school fees, and books.	3623
7 school clinics, 2 NGO's TB program TB patients	Refugee children,	School clinic running costs, TB eradication work and treatments	4152
7 Tibetan Old People's Homes, 3 NGO's leprosy colonies and elderly support	Refugee elders, elders with leprosy and impoverished elders	Old People's Homes' running costs, medical care, nutrition, individual weekly financial stipends	338

MAINSTREAMING

A large portion of the SOIR-IM funded interventions is focusing on economically empowering women, which clearly addresses the power imbalances between men and women. Many of these interventions also often raise issues related to domestic violence, sexual violence, alcoholism etc. which all relate to the gender issue.

SOIR-IM's two mainstreaming issues were included in the PME staff training conducted in March. This increased the staff's capacity somewhat in this regard, but it is still felt that much remains to be done. The partners are informed about that these are our mainstreaming issues. However questions on mainstreaming are not included in the formats for the partners' Project Plans or Annual Progress Report. The reason for this is that the partners generally have lacked quite a bit when it comes to planning and reporting and there have been other issues related to this that have been seen as more important to prioritize.

The gender assessment has been done for six out of nine partners. Aspects from the outcome of the assessment were taken into consideration during the work with the Project Plans for 2014 and will continue to be followed up on by the office during 2014. Due to the fact that other more pressing issues were prioritized, not much has been done in regards to the Environmental Lens, besides explaining the tool as such to Kiran. This was very much appreciated as it was seen as an eye-opener for the partner.

ANNUAL NETWORK MEETING AND WORKSHOP WITH PARTNERS

A four day Network Meeting with SOIR-IM's development partners was conducted in September 2013. It was facilitated by SOIR-IM office. The main topic was "Planning for Development" and sub-topics such as strengthening civil society, monitoring, cost-effectiveness, participatory approach, and baseline studies were included and discussed. The evaluation from the Network Meeting showed that the participants benefited from the learnings and this has also been verified by the improved quality of the partners' Project Plans for 2014.

Due to lack of time and prioritizing other work the tentative thematic network meeting for self-help group work mentioned in the AOP was not conducted during the year.

The Director and one of the Project Officers conducted a four-day PME&R training for project related staff working for the Central Tibetan Administration in November of 2013. The aim was to increase the staff's capacity in regards to PME&R but a secondary aim was also to improve the networking between SOIR-IM and the CTA, which was fulfilled. The evaluations showed a genuine appreciation for the training and that there is a great need for such trainings. According to the participants there are not many other NGOs that focus on this type of capacity building initiatives for the CTA staff.

INTERVENTION WORK

PROJECT WORK IN SIHPHIR, MIZORAM

Partner: Bethany Sisters

Intervention: Children's Education and Prevention of HIV/AIDS

In the second year of the SOIR-IM Intervention 2012-14, similar activities (care and prevention of HIV/AIDS) are carried on in Sihphir as in the first year but with a focus on adhering to the strategies and goals set. The work towards reducing the number of IDUs (Injecting drug users) is challenging as the supply and use of drugs in Mizoram almost seems to be an undefeatable issue. And there we are, along with many other organizations trying to contribute our little share to support the affected people.

The awareness building for the adolescents in 10 schools in and around Sihphir has been an important tool to prevent drugs use and the spread of HIV. These classes are made interesting with creative methods. The teachers also cooperate in spreading the awareness on the dangers of drugs.

Education to prevent drugs is also imparted to mothers' groups as well as fathers' groups in villages that is now done in a planned way. They are made aware on drug addiction and how to care for their addict children and how to have '0' addiction in their locality.

On the occasion of International Women's Day, a workshop was arranged. 35 women had training on Women's rights as per State Law, as well as Mizo customary law, where an advocate enlightened the women on Mizo Marriage and Divorce law, property law and issues regarding gender equality.

One of the focus villages named Nausel has no jeepable road and people carry the sick on the wooden carriers for hospitalization walking long distances. As a result of legal awareness given, the villagers have applied through RTI towards getting a good road done. They are also supported towards applying for a health centre in their locality.



Few events

International Women's Day at Guwahati– a workshop cum celebration

About 70 women mainly from Self help groups participated in the Women's Day organized at Bethany School hall, Guwahati in the first week of April 2013. Mrs. Gargee Patwari, an advocate, highlighted on the plight of women in various walks of life, and the participants felt supported in their initiative to progress in life through the interactive sessions which were inclusive of useful legal awareness.

Training for SHG women at Guwahati:

Mrs. Mina Boro, an NGO worker from Guwahati city was the resource person for the day; it was a second such training of the year, held in mid April for the SHGs at Guwahati. Women members from the different SHGs participated, and were motivated to take up income generating activities in order to keep their groups viable and to aim at economic progress of their families.

Mid-term evaluation at Bethany Guwahati

April 13th to 16th were the days for midterm evaluation of Guwahati part of the SOIR-IM project; Silchar and Siphir being 2 more parts of the same project. Mrs Bonnie Polson was the external evaluator. As she went around the promotional schools and SHGs, she was keen to locate the strengths as well as areas of concern in the field. Her visit was educative and supportive. We are enriched not only by her suggestions for growth in the project field, but also by her personal stories from America, she being a native of that place. We did find a philanthropist in her! Thanks to SOIR-IM for arranging this programme.

INAUGURATION OF SOYA MILK PLANT – ADF

Partner: ASHA DEEP FOUNDATION

Intervention: Integrated Rural Development Program

Introduction

Integrated Rural Development Project (IRDP) adds a feather in its cap with the inauguration of Soya Milk Plant on 10th October 2013 at Shamsher Village. The plant was inaugurated by Mrs. Mamta Chauhan, External Evaluator and Sr. Jothi Chetty, Chief Executive, Asha Deep Foundation. The event was organized by the Village Development Committee (VDC) and the Women Federation Group (WFG) of Shamsher Village with support from Asha Deep Foundation and SOIR-IM. The main aim of the event was to encourage and appreciate the villagers for taking up own initiatives in building up income generation activity for better livelihood. The capacity of the VDC member on this particular IGA activity was built through an exposure visit conducted for three days at Seva Mandir in Udaipur in 2012 which was organized by ADF and sponsored by SOIR-IM. There were total 20 villagers including 6 VDC and 14 WFG members in the visit. They interacted with SHG members, visited income generation programme project Sadhana, Soya Urja Project and the Short Stay Home (for victims of domestic violence) NGO.



About the Soya Milk Plant owner Mr. Ram Niwas

Mr. Ram Niwas is a 70 year old native of Shamsher village. He has been an active member of VDC since 3 years. He is the President of Social Development VDC sub-committee. He is father of four children. He has been active in social welfare activities even before his association with the project. His life's turning point came when he started to associate with IRDP Project of ADF. In 2012 VDC members visited N.S.I.C (National Small Scale Industries Corporation, Rajasthan) and participated in the demonstration of soya milk production at Sewa Mandir, Udaipur. He was encouraged and made up his mind to start the soya milk plant in his native village. He collected lots of information and struggled a lot to start the IGA activity and finally inaugurated the plant on 10th October 2013.

This Soya Milk Plant is solely owned by Mr. Ram Niwas and his wife, Mrs. Rani who is also an SHG member of Bhole Shankar Group. The VDC have plans to start tomato sauce production and nail making units. Santoshi Maa, SHG of Mohanpur village also has plans to start a washing powder production unit – so many are being inspired!

Inauguration:

Around 200 villagers from Attor, Nagla, Shamsher, Mohanpur and Shamsher attended the programme. Villagers ranging from young children to senior citizens attended. There was significant presence of women which is a very positive sign of women's participation. Mrs. Mamta Chauhan cut the ribbon and started the soya milk plant to inaugurate the IGA activity. The activity was held for the first time in the village and everybody enjoyed the activity. There was



lot of interest shown by the villagers in knowing about Asha Deep Foundation and its projects. Speeches were delivered by Mrs. Mamta Chauhan; Mr. Nawab, President VDC and Mrs. Seema WFG member. Mrs. Chauhan expressed her happiness for the efforts put in by IRDP project and VDC member, Mr. Ram Niwas for successfully installing the Soya Milk Plant. She addressed that it is the first step and lot of research should be done on different soya products, new technology, and innovation and marketing avenues and also that Mr. Niwas should also remain prepared for any unforeseen challenges. Mrs. Chauhan encouraged the village women to take up such initiatives. She hoped that such inaugurations will also take place in other villages. VDC President and Mr. Ram Niwas thanked Asha Deep Foundation for its support in organizing the activity. He said that such types of programme helped them to go forward in the positive direction. WFG member, Mrs. Seema, expressed that IRDP programme has enabled them to take active participation in the development of the villages. The VDC and Federation members also shared that they planned to start production units for iron nails and tomato sauce in future.



SUCCESS STORY OF A SHG MEMBER WHO IS ABLE TO RE-ENROLL HER DAUGHTER IN SCHOOL

Partner: New Life Centre

Intervention: Socio-economic and political empowerment of Tribals and Dalits with focus on women in Rayagada block, Rayagada District.

Dume Jilaka from Eramonda village of Bada Allubadi GP of Rayagada Block joined Himaliya SHG in 2009. She has two children, one girl now aged 15 years and a boy aged 12 years. When she joined the SHG Himaliya, her daughter, Jhunu Jilaka was a school dropout from 5th standard. After Dume Jilaka joined the literacy Centre of the project as a learner, she started developing keen interest in re-enrolling her daughter Jhunu in school. She sought the help of the development worker of the project, Pramila Samal and could re-enroll her daughter Jhunu Jilaka in a nearby school. Presently, she is reading in standard 8th. Dume Jilaka is able to provide her children with adequate nutritious food, clothing and other needs and also enabling her children to continue in school from the additional income generated from her IGA. She is involved in vegetable vending with the loan she received from the Self Help Group (SHG), Himaliya.



Dume Jilaka with her daughter Jhunu Jilaka

HOW DREAMS CAN BE FULFILLED, GIVEN THE OPPORTUNITY!

Partner: KIRAN SOCIETY

Intervention: Mainstreaming of children with disabilities and marginalized girls through Inclusive Education program

Miss Bajjanti Singh is an unmarried young lady of 31 years of age and lives with her farming family in village Bagahan, Mirzapur (UP). She is paralyzed on both her legs due to a spinal injury thus wheelchair bound. She had received her primary schooling at a school nearby her village. She was already 21 years of age when Bajjanti was found and taken under the Kiran's CBR (Community Based Rehabilitation) programme. She was very happy to be taken under Kiran's CBR programme and received support for more than 5 years.

Slowly, the situation for Bajjanti and her family started to improve for the better. With the encouragement and support of her family and from Kiran's CBR programme, she managed to complete her class XII. To empower the family economically, Bajjanti and her family was supported under the programme to open a telephone (P.C.O.) booth under the Income Generation Program (IGP). With the promising progress that she continued to do, she was also supported to purchase two goats on the condition that she will return to the programme two female kids after six months. She managed very well. Her loan paybacks have been satisfactory.



Baijanti wanted to aim for still bigger and better things that she can work on so that she can be self-reliant and self-supporting. The big break came with the completion of her class XII with good marks that enabled her to join Kiran's Human Resource Training Centre (Baijanti with her students – inset photo).

In 2010, Baijanti took admission in Human Resource Training Centre of KIRAN and a year later completed the one year diploma course in Special Education (Cerebral Palsy) successfully. This was later (in 2011) extended to a 2 year course by the Rehabilitation Council of India (RCI).

It was, therefore, necessary that Baijanti do two (June 2011-June2013) years of Internship with any other school to complete fully her diploma as a teacher and be registered with the RCI. She chose a school, Shiv Devi Public School, Bagahan, Mirzapur (nearby her village) with guidance from CBR team. She is presently teaching in this school under Internship with KIRAN. Once in a month she comes to collect her stipend from KIRAN – that is supported under the SOIR-IM Sponsorship Programme. She received Rs. 1500/- pm during 2011 and Rs. 2500/-pm for 2012 & 2013. Her internship will complete in the month of June 2013. She will then register herself with the Rehabilitation Council of India (RCI) that will support her future career and job opportunities.

Along with her Internship, Baijanti is doing her IIInd Yr. B.A. (Bachelor of Arts) degree. Her dream of becoming a good teacher, with support from Kiran and SOIR-IM, is soon going to be a very happy reality that will make her life so much more empowered and complete.

Baijanti's hard work and dedication has helped to achieve so much and we are very happy for her. We hope that she will set a very good example to so many of her background.

Baijanti with her students at the Shiv Devi

School, Bagahan, Mirzapur, UP

INTERNATIONAL WOMEN'S DAY 2013

Partner: Reaching The Unreached

Intervention: A proposal for Women Empowerment

DEVELOPMENT GOAL

“To work towards the economic improvement of rural households through self-help groups (SHGs) especially for women and consolidating SHG's efforts in Federations to achieve rural sustainability.”

RTU SHG's apex body called Vidiyal Women's Federation (mother body) celebrated International Women's Day on March 17th, 2013 at RTU campus with 1408 women members from 97 SHGs participating. Mrs. Chinnapillai, Leading figure in SHGs and Social actions from Development of Humane Action (DHAN) Foundation, Madurai, and Mrs. Rani, a leading civil Advocate from the Civil Court at Nilakkottai were the main speakers. The resource persons shared on the topics of women's rights concepts, alcoholism, women's empowerment and impacts of girls' education. The advocate gave a very detailed speech on the Domestic Violence and Protection Act 2005. She explained what is physical abuse, sexual abuse, verbal and emotional abuse and economic abuse. She also explained about the immediate care and long term care for abused women. All SHGs members signed a request demanding the government to close down all the liquor shops. SHGs beneficiaries shared their success stories and the benefit from income generating activities. SHG Members and study center girls did variety shows like speeches, games, folk dances, songs and dramas etc. focusing on social changes and women's up-lift. Concluding the function, prizes were given to the winners in sports and dances. All present SHG members stood up and took oath against alcoholism.



HIV / AIDS - Awareness training on prevention and Tolerance

With support from SOIR-IM through their intervention, 3 trainings on HIV/AIDS awareness have been conducted. Around 350 people participated in the trainings. The participants were given insights on the spread of HIV/AIDS: 1) by unprotected sex, 2) by used syringes or needles and 3) from infected mother to child in the fetus.

The couples resolved to be faithful and to be more understanding, caring and tolerant among family members. At the same time, issues of sexual abuse and domestic violence against women was raised and discussed.

WEIGHT OF VIRTUE - SPARKE PROJECT

The 4-man SPARKE-III team had a marvelous time travelling to and working with teachers and students in 7 schools this summer! We initiated our journeys travelling very challenging roads to Spiti to begin our teaching at Munsel-ling School and then Serkong School. We then travelled to the Tibetan Homes Schools in Mussoorie and Rajpur which was followed by our teaching at the Central School for Tibetans in Mussoorie. We closed up our wonderful whirlwind tour of teaching at the Sambhota Tibetan Schools in Paonta and Dekyiling.

Two specific programs were developed for this round of teaching: one focused on students being engaged in dialogue regarding what bullying really is (including cyber bullying) and how students can distinguish between bullying and corporal punishment administered by a teacher. Students were also taught about the power and importance of student councils and how to go about setting them up in collaboration with teachers and administrators within their schools.

The second program began with a song played on the Native American flute that demonstrated the power of the environment (created by the teacher) to affect students' willingness and ability to learn in the classroom. The program then introduced the subjects of corporal punishment, understanding why children misbehave, the three



Mr Lou Farley and Mr Tenzin Lhawang (SPARKE-III/OD
Co-ordinator) in a session with the students of Serkong School,
Tabo, Lahaul & Spiti

goals of children's behaviours (power, attention and security), the Four Roots of Lifestyle (self-concept, self-ideal, image of the world and ethical convictions) and teaching strategies that support students' academic and behavioural success within the school environment. Teachers had opportunities to play basketball, throw bags at targets as well as play a Native American flute while learning about child development issues. At-home meditation techniques were also suggested to assist teachers in modulating their own emotions and perceptions while dealing with challenging students. Teachers also learned how to recognize and reinforce within their classrooms the Six Perfections (generosity, discipline, patience, perseverance, concentration and wisdom) that support strong teacher-student and peer-to-peer relations within the schools. This part of the presentations focused on the importance of teaching academic subjects and character development to our students all at the same time. It is believed that if children's hearts and minds are full of these virtues there is less room inside of them for serious negative attitudes and behaviours, such as disrespect and bullying.

The vast majority of administrators, teachers and students were very receptive to our presentations and added many wonderful ideas and strategies to our discussions! We consistently heard from participants that they had learned new ways of thinking about and implementing these topics to make students' educational experiences the best they can be!

COMMUNICATION

Two issues of SOIR-IM's Development Magazine have been published and distributed to approximately 175 recipients within our network. A survey was also sent out to recipients in order for the Office to learn how the magazine should develop. The survey showed that most readers appreciate it but would like more issues about SOIR-IM's strategies and policies to be included, which is something that was taken into consideration when the 2nd issue of the year was published. These recommendations will also continue to be taken into consideration in the future.

The Office during the autumn of 2014 conducted a mapping and analysis of networks that could be relevant for SOIR-IM to join. This product will be used as a basis for decisions during 2014 on how SOIR-IM should improve its work with networks and alliances.

STAFF TRAINING

Staff Training and Capacity Building activities implemented during the year.

According to the Annual Operational Plan (AOP), six day staff training was conducted in March 2013. All the staff attended the training. The topics were: Planning Monitoring Evaluation (PME), and mainstreaming issues. Setting indicators and objectives were originally planned to have been included in the training, but due to time constraints and the severity of the problems with indicators and objectives for the region these sections were minimized. The evaluations showed that all the staff really appreciated this learning opportunity. The improvement in the quality of the work after the workshop also shows that the staff's capacity was significantly raised.

Something that was not part of the AOP was a workshop on the Strategic Direction. This was conducted in November of 2013 and all the office staff participated. This was partly a practical workshop where the drafts for the Strategic Directions were developed, but it was also a capacity building opportunity about how to work with context analysis and strategies. The Director conducted the workshop. The evaluations from the workshop showed that many of the participants valued the opportunity to raise their gaze and look beyond our day-to-day operations. Many also commented on that they better understand strategic processes after this workshop.

A two-day training in Microsoft Office Word and Excel was conducted in December 2013 for all the Office staff. This was a need that was identified during the PME Staff Training held in March, and not something that was part of the AOP. An external consultant from Delhi conducted the training. The staff felt that this was of great benefit to them in their day-to-day work.



SOIR-IM

The Swedish Organisation
for Individual Relief

The characteristics of SOIR-IM

SOIR-IM has three characteristics that shall guide our work and pervade the organisation:

Compassion – We show interest, knowledge, respect and openness when meeting people. All human beings should be treated equally, regardless of gender, ethnicity, sexual orientation, age and disability. We give marginalized and discriminated groups priority in our work. Our work is made possible thanks to the compassion and commitment of people around the world to uphold human rights.

Empowerment – Our aim is to support women, men, girls and boys so that they can empower themselves. We strive to support sustainable solutions and it is our ambition that our partner organizations become independent.

Presence – Good results are dependent on proximity to partners and participants in our programmes and a good knowledge about the local context. SOIR-IM interacts closely with our partner organisation.

