

# GRAMEENA MAHILA OKKUTA



**Annual Report  
2024-2025**

# **GRAMEENA MAHILA OKKUTA**

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## Acknowledgements

All that we have done and will continue to do has been possible by the wonderful team that we have and the support that people like you have been giving us. While looking forward to your continued support, we assure you that we will live up to the organisation's vision, mission and the Core values and continue our contribution to building human resource & sustainable social change in the communities.

We are happy to see the change that we are able to bring along. The very fact that we are continuing to engage with multiple stakeholders without compromising on our core beliefs and commitment is proof that Grameena Mahila Okuta is here to stay.

We acknowledge with thanks the many Organisations, Donors, Communities, Experts, Advisers, Consultants, Translators, Volunteers, Banks and Government, Departments, Grama panchayats whose Commitment and dedication have made this year possible to carry our objectives, activities and Projects. We also thank Our Auditors M/s. Prabhashankar Co, M/s. Phillipos & co, M/s. Mallikarjunaiah & Co. for their continuous support. All our Team members who worked during the crisis period and stood with the communities whose contribution is much appreciated by GMO Governing Board.

Governing Board  
Grameena Mahila Okkuta



## From the Administrator's Desk



For the last 28 years, GMO has been operating as a community-based organisation in the Kolar district of Karnataka State, focussing on Kolar and Mulabagilu taluk. It strives to create sustainable livelihoods, advance gender equality, and reduce or eradicate violence against women in rural disadvantaged communities, mostly including women, children, and men. It facilitates the creation of a secure space where women may freely discuss and confront the violence, they are either experiencing or seeing in their communities.

Representatives of government departments, officials from departments at the taluk level, Grampanchayat officers and members, grassroots workers including ASHA and Anganwadi workers, teachers, and NRLM staff have all taken an active part in our program intervention. We are working with L&T, a private agency, in addition to the other organisations. We have conducted programs for children by fostering close ties with government programs. Police department staff, the Santwana Centre, the free Legal Service Committee, and experienced advocates have been participating as resource persons and providing valuable insights on certain subjects with pertinent examples.

The SC-ST Corporation, the legal authority, the press and publicity department, the District Collector, and the district-level line department personnel are all in better touch with our CDC now. We are using local media, social media, and other channels to spread the word about our work. The Pragati Mahila Okkuta the district network has been holding activities at district level, and we have been actively participating in them.

### **Towards transformation in rural areas:**

Through one-on-one conversations, meetings, house visits, workshops, and training programs, we have attempted to understand the priorities, ideas, and wishful thinking of CDC members. We concentrated on the youth's interests, goals, and aspirations. As we examined their goals, we tried to talk about and comprehend which government programs benefit them and what strategic changes may be done to better handle the difficulties.

### **Problems:**

- Institutionalized corruption (government and private sector) and increased corruption at all levels
- Increased rural unemployment.
- Prices for everyday necessities including food, milk, gas cylinders, petrol, medicines, and electricity are rising daily.
- Due to higher toll rates and taxes villagers, particularly the impoverished and marginal farmers, have been negatively impacted.
- Policy on Government Excise: this has led to an increase in the number of liquor stores and the impoverished men who are used to spending their earnings on alcohol. This is a major contributing factor to the rise in violence against

women by intoxicated husbands and the detrimental effects on social wellbeing.

- More loans with higher interest rates are being taken out by low-income families from private finance lending organisations.
- The rising expense of cultivation has made farmers less interested in dry land farming.
- Government employment prospects are not of interest to the public.
- Animal care, horticultural and agricultural endeavours, the availability of drinking water, and other areas have all been affected by the drought.
- Living conditions, health, and family food security have all been impacted by climate change.
- The statistics showing a rise in violence against women are concerning. Child marriage and child pregnancy statistics are concerning.
- Concern should be expressed about the education experts' reports of declining educational quality.
- Poor individuals are having difficulty accessing government facilities due to bribery and the requirement for several documents.
- The number of women, men, and young people attending and actively participating in ward and gram sabha meetings has declined.
- Communities have seen the emergence of politicised groups. Women's wish lists for purchases of appliances including washing machines, refrigerators, smartphones, and LED TVs are growing as they attempt to compare themselves to wealthy families. As a result, their MFI debt is also rising.

- There is a decline in public interest in protecting natural resources such as lakes, forests, rocks, sand, trees, and tanks.
- Facilities to develop the skills necessary to start small enterprises are insufficient and ineffective.
- People are not working together to carry out community development initiatives, and they lack marketing abilities.
- Individuals are not working together to carry out community development initiatives.
- People will not bond together to protest the government since the community is split along caste, political party, and financial lines.
- People in positions of authority will take advantage of the impoverished for their political ends.
- Young people have developed addictions to drugs, alcohol, smoking, and excessive smartphone use.
- The wealth gap between the affluent and the poor is widening.
- When compared to wealthy families, people are drawn to the luxury lifestyle and want to acquire a home, vehicle, motorbike, smart TV, etc.
- Sustainable development and sustainable living are not on people's minds.
- The implications of social and community issues, their long-term effects, and how to address them with a practical contextual strategy are not being discussed.
- People believe that fundamental amenities are a sign of progress.

- Not making decisions or developing or implementing plans in a manner that takes deliberation, consultation, and consideration into account,
- The cost of cultivable land has gone up in recent years. The impoverished are unable to purchase, therefore they work as agricultural workers without land. Outsiders are buying up property and growing commercial crops using pesticides, fertilisers, and excessive groundwater use. This has affected the soil and land quality.

### **Based on our work experience and beliefs,**

GMO is developing operational methods that can provide answers. As a result, we are planning our activities and carrying them out appropriately. We need resources, an effective operating strategy, and collaboration and support to be successful in our endeavours.

### **We are outlining a few of the strategies;**

- In the current scenario, community organising is essential. So, we are working to organise and create a long-lasting community group that can work together to address community issues. Therefore, we are increasing their ability to learn and become aware through conferences, workshops, meetings, and training.
- Young people and women who have been chosen are undergoing leadership trainings, so they can help in address issues in the community.
- To disseminate information to the community, posters on government programs, facilities, credit, department-specific schemes, and their procedural details have been gathered and put up on the CRC wall.
- Organised a range of training sessions to educate women on topics including legislation, regulations, programs for women and children, and children's rights from professionals.
- To guarantee that the women eat wholesome food, women were encouraged to cultivate kitchen gardens and supplied vegetable seeds.
- Distributed educational kits to 1000 students to support continuation of the education of rural poor children Giving awareness sessions on topics such as POCSO, gender equality, the negative impacts of child marriage, the significance of education, and ethics and values in life,
- After getting approval from school officials, a review using a questionnaire is given to assess how girls and boys have changed after the gender equality session and to refresh their learning.
- Training sessions were held to help both men and women understand how men helping out around the house may reduce the workload for women and is a step towards gender equality. Additionally, a study has been carried out to examine and assess the influence of the post-session on the gender division of labor and breaking gender stereotypes.
- Community development committees were encouraged to participate in resource rejuvenation projects such as tank desilting, channel building, bund construction, road construction and maintenance, and tree planting under NREGA to create jobs and earn revenue.
- They received assistance with the necessary paperwork to turn in to the Grampanchayat.
- Women were urged to join the Sanjeevini Sangha to enhance their financial

position and the skill set. This will enable them to qualify for credit facility under NRLM.

### **Conclusion: Resources**

Thirty-five of the project's villages now have Community Development committees. Monthly meetings are held regularly. Topics covered in the agenda include issues in villages, sharing about gender discrimination and violence, employment issues with the national employment guarantee scheme, issues related to children's education, problems with MFI loans, visiting government departments, inviting government officials to meetings, writing letters and applications about the issues to notify the officials, and accessibility issues with government programs. This will assist CDC in assuming responsibility, gaining leadership abilities, and taking charge.

- The CDC in consultation with GMO nominates two active women to serve on the Vigilance Committee. In addition to reporting drunken men causing chaos in the house and the village, they will observe and document instances of violence against women. They will assist victims in filing complaints, alert the Santwana centres, and accompany victims to the appropriate offices. They will inform GMO and take note of their advice.
- It is necessary to invest in human, financial, intellectual, and social capital to effect changes in the villagers' viewpoint, attitude, social elements, and financial resources.

### **NGO's network:**

Currently, there is a crucial need to bring together like-minded non-profit organisations that care about social issues. Together, we can pool resources, knowledge, and expertise to help the community speak out against

pressing issues and collaborate to effect social change.

### **Donors:**

A value for the assistance received and a consistent outcome/impact may be attained if civil society groups, national and international philanthropists, and national and international donor organisations provide long-term financial support for the sustainable development of the underprivileged. Making a profit is not the goal of this investment, nor is it a for-profit venture. A social capital investment is any financial outlay for a program or activity. Indicators of social, economic, and political transformation include human resource development, sustainable natural resource preservation, and livelihood possibilities. Seeing some significant advancements and changes in the second generation's lifespan is beneficial.

### **Expectations from Government:**

- To develop initiatives to assist the impoverished, especially women and children, in preserving the environment, creating jobs, focussing on agriculture, developing a climate action strategy, nutrition, health, and sanitation, and educating children
- Government program implementation through public engagement and assessment, supervision, and evaluation

### **Curbing bribery:**

- Proper oversight of government initiatives targeted at the impoverished and rural, The execution of MGNREGA, oversight, and prompt fund assistance.
- Reduce taxes on necessities and discontinue free guarantee programs.
- To comprehend and take notice of the ground realities, implementation at the

village level, and current issues, assign representatives of NGOs to various government committees.

- To disseminate to the community via non-profit groups the government issued educational posters, hand outs, guidelines, and guidebooks.

### **GMO's Action Plan:**

GMO has spent the last 28 years trying to empower women and promote community development. Strategies that will work for another ten years must be developed in the current environment. These are the thematic areas that we have determined.

- Poverty
  - Human Rights
  - Education
  - Disaster Relief
  - Social Justice
  - Community development
1. We have gained knowledge about creating programs and teaming up with service minds, supporting those with a human viewpoint.
  2. For local youth organisations, it is crucial to organise events, GMO is already in the process of selecting young boys and girls and creating committees for them to execute programs
  3. Agriculture and animal husbandry are vital community activities
  4. Require effective leadership at the community level
  5. The preservation of native seeds, native breeds, chemical-free farming methods, soil erosion and soil health, moderate water use, and the use of technology to boost agricultural output are all areas that require awareness-raising.
  6. We have learned to develop the programs and work with service mindfulness, and advocate for people with a human perspective.
  7. The Climate Status quo will help us understand the preparedness of people to escape from environmental risks and how much the environment's readiness is.
  8. It is very important for youth organisation in villages. Already GMO has plans to identify young boys and girls and form groups to carry out activities.
  9. We can better understand how prepared individuals are to flee environmental hazards and how prepared the ecosystem is by looking at the current climate.
  10. There is a need for efficient leadership, the important community activities such as agriculture and animal husbandry.
  11. There is a need to create awareness to revive the disappearing systems, native breeds, native seeds preservation, chemical-free agriculture practices, soil erosion and soil health, moderate water usage, and use technology to increase agriculture productivity.



## Highlights of the year 2024-25

1. Established community resource centres in Yalagondahalli, J.Agrahara Angondahalli, and Nandamballi. These serve as a venue for women to meet, talk, and debate women's concerns, with a particular emphasis on domestic abuse, and to develop strategies for dealing with such difficulties. An animator for each CRC is appointed at the local level. Regular awareness workshops will be held on the disadvantages of early marriages, children's rights and responsibilities, gender equality, the panchayat raj system, and familial concerns. Posters and hand outs are put on the walls of the CRCs so that women may go through and reinforce learning.
2. The staff of the GMO working in 35 communities visit the villages regularly and have CDC meetings to identify the problems and preparing action plan. Also gather data on Nutrition, gender and about violence. This year the total meetings conducted by staff with the CDCs are 720 meetings.
3. Acquired 10 sewing machines from the Rotary Club of Vijayanagara, bengaluru. Established three tailoring training facilities in three communities, where 80 women were trained. A six-month tailoring course was held, and the taught stitching skills. ladies are now able to stitch their cloth, with some working in garment factories. This is a livelihood alternative for women and allows them to live their life a bit more comfortably.
4. The targeted women in GMO communities belonged to low-income households. To assist the students of these households in their education, Dr.Shruti from Bangalore provided notebooks and other study materials for around 1000 students ranging from first grade to PUC and technical education.
5. Among the GMO Working Village Vegamdagu, village tank was de-silt for 15 days. 39 people took part in this MGNREGA project. Yalagondahalli, Kuppandahalli, and Mannenahalli locals participated in the MGNREGA tank desilting project and used the silt to fertilise their agricultural land. In four villages, 14 people have taken on labour such as the construction of cow sheds, and farm ponds.
6. In 20 communities, 190 CDC women-involved in kitchen gardens and enhanced healthy food intake by cultivating vegetables.
7. 29 CDC women from 14 villages received vegetable seeds, seedlings, manure, and pesticides from the Agriculture and Horticulture department with the help of GMO.
8. 4667 CDC members participated in awareness activities on various themes conducted between March 2024 and April 2025.
9. At all events done at Rotary meetings, schools, and colleges, cotton bags were provided in place of plastic bags, and people were educated on how to limit plastic consumption, which is hazardous to the environment.
10. Members of the CDC were notified about the updated MFI policy, as well as its norms and regulations.
11. CDC members learn about topical issues such as child marriage, child trafficking, gender inequality, organic farming, and climate change. Discussions were undertaken on ways to minimise and/or reduce the impact locally.

12. Around 600 students from six schools and colleges participated in awareness seminars regarding gender, gender inequality, and child marriage. The laws that safeguard children from these horrors were revealed. Students were inspired to take steps at the individual, home, and school levels to help themselves and others minimise or limit the damage.
13. Government officials, police officers, Santwana Centre staff, and activists served as resource persons in GMO-organized trainings and seminars to help CDC and VC members strengthen their knowledge and skills.
14. GMO supported the establishment of a milk dairy in Timmapura village a community initiative to improve the livelihoods of CDC members.
15. 80 chosen young women were trained to take on the role of VC members.
16. A gender-equitable role survey was done in six communities to promote male participation in domestic tasks. Workshops were held to raise awareness about the need for their role in changing gender stereotypes.
17. Baseline data was acquired by employing PRA approaches, with the community participation in seven villages.
18. With the support of WE SHARE HAPPINESS group from Bangalore GMO-provided sarees and ready-to-eat kichadi packs for 10 women
19. The annual general body meeting was conducted on April 30th and reviewed the strict adherence to current compliances, regulations and new policies.
20. The Governing body conducted seven meetings and discussed village-wise concerns including; financial concerns, budget, new donors, annual audit, annual report, village problems, personnel, and the Board members' capacity development programs.
21. The staff who worked in 2023-2024 were continued to work in GMO for the year 2024-25
22. GMO have submitted project proposals to around six donors including Concept Notes, and two have expressed interest in supporting it.
23. GMO submitted the required documentation for society renewal on time. Annual report, submission of annual returns of FC 4 form, ITR-7, Form 10-B, TDS. Professional taxes and contract renewals.



## About Us

### GMO's Vision, Mission and core values

#### Introduction

Grameena Mahila Okkuta (GMO) is a community-based organization of rural women, registered as a society under the Karnataka State Societies Registration Act, 1960. GMO is the federation of rural women's groups based in villages in the Kolar District of the southern Indian State of Karnataka. It is

headquartered at Honnsetthalli, Yelagondahalli P.O. Mulbagal Taluk, Kolar District – 563127

#### Structure

GMO has a two-tier structure of democratic representation and self-governance. The first tier is the General Body comprising representatives of women's groups. The General Body meets twice a year. The General Body takes the responsibility to elect the second tier - the Governing Body

#### VISION

- Facilitating women to emerge as leaders of communities and agents of change, who work towards bringing about change within families and communities towards greater gender equality and secured livelihood

#### MISSION

- Facilitating / Supporting women and adolescent girls to exercise their rights, obtain an education, develop entrepreneurial and employability skills to earn a livelihood, and increase resourcefulness to overcome gender inequality on their path to social and economic empowerment through individual and organizational strength.

#### CORE VALUES

- Grameena Mahila Okkuta is an equal-opportunity employer. We do not discriminate based on race, religion, caste, gender, sexual orientation, disability, or any other characteristic protected by law. Our HR policy is designed to ensure fairness and equity for all employees.
- Develop, manage, and continuously implement effective controls to avoid corruption and favoritism at all levels. GMO has a separate anti-corruption policy and procurement policy in place.
- We believe everyone in the community deserves the chance to realize their full potential, and as a responsible organization, it is our job to contribute to building the capacity to meet their needs.
- We respect people's views and involve the concerned members in decision-making and actions.
- We believe in organizational power therefore Implementation of the majority of our projects is through grassroots collectives/forums/groups.
- We collaborate with other organizations and community partners to achieve more by supplementing and complementing services rather than duplicating them.
- An employee is expected not to discriminate against any individual because of age, disability, sex, religion or belief, gender, marriage, sexual orientation, or relationship while discharging their duties.

## Administration and Management:

### Annual General Body Meeting:

Date: 30.04.2024

Place: Grameena Mahila Okkuta

**Participants:** Smt. M.S. Jayalakshmi, Administrative Officer, Smt. Sunandamma, President, Smt. M.G. Papamma, Secretary, Smt. Saraswathi; Vice-President; Smt. Geetha, Treasurer, Smt. H.M. Lakshamma, Administrative Board Member; Members: Smt. C.R. Venkatamma, Smt. Chinnakka, Smt. Veena; Smt. Pushpalatha, Program Coordinator and staff, CRCs, General Body members and invited members.

Invocation: C.R. Venkatamma, Administrative Board Member

Welcome Note: Smt. Pushpalatha

### Topics discussed in the meeting:

- Presenting previous year's meeting report
- Presenting audit report for the year 2023-2024 and taking approval
- Selection of auditor and fixing honorarium for the auditor for the year 2024-25

- Bank financial transactions for the year 2024-25
- List of elected representatives and members selected for the year 2024-25
- Discussion about the 2023-24 financial and audit reports and funds
- Selection of administrative board members is made for the year 2024-25 after taking approval by the members.
- Office-bearers for 2024-25 are identified and elected by the board members

### Policies

A few policies are compulsorily required in order to take forward the programs of GMO and implement in the community. Such policies should be discussed in the meeting and resolutions/ decisions will be taken. Hence, the following three important policies were read out to the participants in the general body meeting (members of general body and the invitee members from CDCs) and they were explained in detail.

- Whistle Blowing Policy
- Anti-corruption Policy
- Conflict of interest



### **Whistle blowing policy:**

Misusing of finance at the community and GMO level, misuse of any official and legal documents, material, vehicles, giving preference for personal works during working hours are against to the GMO policy. It is violation of rules and regulations.

There is a committee at the GMO level to monitor whether all the members are following the values and maintaining transparency. The committee comprises board members and staff members. However, nobody will be knowing who will manage the committee. Whenever the committee receives a complaint the members will meet and discuss. All this will happen confidentially. A decision will be arrived at after enquiry, interrogation, opinion sharing, discussions, etc.

### **Anti-corruption policy:**

No member or functionary of GMO shall demand or accept any bribe from the beneficiaries against reaching out government facilities or benefits. In case if anybody is found violating this rule, the committee will take action. The GMO will either not accept or give money to reach out government benefits, facilities to the beneficiaries. Receiving or giving bribe is illegal according to law. After explaining all this, the members in the meeting approved by raising their hands.

### **Conflict of interest:**

Any member, staff of functionary of GMO shall not work in any other organization or involve in any kind personal work or activity while working with GMO. By doing so they cannot be fair enough towards their work. Hence, they should be liable to work according to the rules and regulations of GMO.

GMO Administrative Officer Smt. M.S. Jayalakshmi informed the members not to do so.

Further she explained, "Any person should exhibit interest towards whatever work they are doing. For example, the duty of a teacher is to teach children. He/she should not involve in running any society/ group/ network, receive or accept money. Any person who is involved with GMO should do only the work that is given to him/her.

### **List of members selected for the Administrative Board for the year 2024-25**

- Smt. Sunandamma Moparahalli
- Smt. T. Lakshamma, Nandamballi
- Smt. M.G. Papamma, Minejenahalli
- Smt. Geetha Chadumanahalli
- Smt. H.M. Lakshamma, Madenahalli
- Smt. C.R. Venkatamma, Chennapura
- Smt. Veena Madhaghatta
- Smt. Chinnakka Angondanahalli
- Smt. Saraswati Cholangunte
- Smt. Salamma, Nandamballi
- Smt. Nagamma, Vegamadugu

### **Inclusion of new members 2024-25:**

Smt. Nagamma and T. Lakshamma have been included as the Administrative Board members for the year 2024-25.

In her vote of thanks, Smt. Sunandamma, President observed that the general body members extended their heartfelt thanks and wishes to donor SWALLOWS for providing financial help to implement this year's programs. Role of Government Department officers, CDC members, VC members and CRC animators, staff and administrative board members, is very important in implementing the programs and projects in an effective manner in the community. She thanked all the participants and concluded the meeting.



## Minutes of the Governing Board Meetings April 2024 - March 2025



Sl. No.	Date	Venue	Total Members	Discussion of the meetings based on the agenda
1.	03/04/2024	Okkuta office	8	<ul style="list-style-type: none"> <li>Review of Last Meeting</li> <li>Planning of Annual General body Meeting</li> <li>Fixing date for General body meeting</li> <li>Meeting notice to board and general body members</li> </ul>
2.	04/05/2024	Okkuta office	11	<ul style="list-style-type: none"> <li>Election of Office bearers for the year 2024-2025</li> <li>Preparation of documents for Renewal of the society</li> <li>Nomination of persons to authorise signatories and the responsibility of bank correspondence for the year 2024-2025</li> <li>Discussion on Amendment to the by-law to change</li> <li>Constituting advisory committee</li> </ul>
3.	15/05/2024	Okkuta office	8	<ul style="list-style-type: none"> <li>Induction of New members into the Board</li> <li>Exploring New donors and the growth of the organisation</li> <li>How to address local issues</li> </ul>

Sl. No.	Date	Venue	Total Members	Discussion of the meetings based on the agenda
4.	12/08/2024	Okkuta office	7	<ul style="list-style-type: none"> <li>To provide annual Incentive to staff</li> <li>Funds from Swallows and the funding situation</li> <li>Grant request to swallows for II ND Instalment</li> </ul>
5.	03/12/2024	Okkuta office	6	<ul style="list-style-type: none"> <li>Participation of Board members and about the absence of few members</li> <li>Review of last 2 months programmes</li> <li>Planning and discussion on future programmes for 2 months</li> <li>Financial situation and Funding</li> <li>About attending NPM meeting at Madurai</li> <li>Swallows programme Review</li> <li>Informing about Procurement committee</li> <li>Discussed on Purchase of Camera, Laptop and office table.</li> </ul>
6.	03.01.2025	Okkuta office	7	<ul style="list-style-type: none"> <li>Discussion on Policies and about New policies need to be adopted</li> <li>Review of by-law</li> <li>Compliances to follow during the year( 12 A, 80 G, roles &amp; responsibility of board, Audits and the renewal of the society)</li> <li>Discussions about the programmes for next week</li> </ul>
7.	21.03.2025	Okkuta office	6	<ul style="list-style-type: none"> <li>Review of the previous meeting</li> <li>Annual audit conducted by Philipos and reporting to board about the audit</li> <li>Swallows midterm review and other changes in funding policies</li> <li>About finding new donors, and application submitted online</li> <li>Grant received from Swallows of 1st instalment</li> </ul>



**Award for the Year**

### **Award for the Year**

The Grameena Mahila Okkuta has earned the 'Excellence Award,' for its programs like livelihood and skill development. The Rotary, Bengaluru has felicitated GMO, identifying its pro-societal works, which is a happier moment.

### **Annual Audit:**

In the fiscal year 2024-2025, auditing staff from Sri K.N. Prabhashankar and Company, Bengaluru, conducted a physical verification of the organization's books of accounts and assets. A detailed report was submitted following the audit. The approval of the governing body was obtained for funds allocated by donors for various program expenses, ensuring transparency and accountability in financial management.

### **Annual Report and Renewal:**

The annual report of Grameena Mahila Okkuta was prepared in both English and Kannada languages and submitted to donors. Additionally, the proceedings of the annual general body meeting and audit reports were submitted for the renewal of registration for the year 2023-24. Renewal of registration for

the year 2023-24 was completed after visiting the Registrar of Societies in Kolar and submitting all necessary documents.

### **Half-Year Report and Budget Preparation:**

A half-yearly report covering January 2024 to June 2024, along with a budget and notes on deviations, was prepared and submitted to the SWALLOWS office. Additionally, a report detailing expenses from January 2024 to December 2024 was prepared and sent. Discussions on annual accounts were held with Phillipos and Co., Bengaluru, and preparations were made for auditing expenses of the programs. The SWALLOWS audit report was prepared in February 2024 and emailed to the SWALLOWS office in Sweden.

### **Submission of Accounts:**

The annual returns of FC-4 were filed in December 2024 with the Ministry of Home Affairs (MHA). Furthermore, documents for IT returns, form 10B and form 7 of accounts were sent to the Income Tax Department online through auditors. The filing of TDS and Professional Tax returns was also completed.

## DONORS AND FUNDS FOR THE YEAR 2024-2025

Sl. No.	Year	Name of the Donors &	Title of the Project	Amount/ Status
1.	2024-2025	THE SWALLOWS INDIA BANGLADESH Spolegatan 5, 222 20, LUND, SWEDEN <a href="http://www.svalorna.org">www.svalorna.org</a>	Livelihood, Empowerment, Gender Equality and Development (LEGEND)	15,34,859.00
2.	2024-2025	THE SWALLOWS INDIA BANGLADESH Spolegatan 5, 222 20, LUND, SWEDEN <a href="http://www.svalorna.org">www.svalorna.org</a>	Livelihood, Empowerment, Gender Equality and Development (LEGEND)	5,31,265.00
3.	2024-2025	THE SWALLOWS INDIA BANGLADESH, Spolegatan 5, 222 20, LUND, SWEDEN <a href="http://www.svalorna.org">www.svalorna.org</a>	Livelihood, Empowerment, Gender Equality and Development (LEGEND)	13,12,157.00
<b>Total</b>				<b>33,78,281.00</b>

## Proposals to New donors for funding support-2024

Sl. No.	Date	Name of Donors	Title of the Project	Status
1.	May 2024	SIDA Application	Concept Note	Not Approved
2.	2.5.2024	IIFL – Bangalore	Note Books for School and College	Approved
3.	8.5.2024	IIFL – Bangalore	Concept Note for Skill Development	Approved
4.	12.7. 2024	Rotary Club of Vijayanagara, Bangalore	Sewing Machine Support for Skill Development	Approved
5.	4.10.2024	Annanya Birla Foundation	Gender Concept Notes	Not Approved
6.	24.10.2024	Common Wealth Foundation	Climate Change	In Progress
7.	29.10.2024	Rotary Club of Bangalore Spandana	Note Books and Stationery Support for School Children	Approved
8.	4.11.2024	IIFL – Bangalore	Scholarship for Education Support	Approved



Sl. No.	Date	Name of Donors	Title of the Project	Status
9.	3.1.2025	Sachethana Foundation	Note Book Support for 1000 School & College Students	Approved
10.	April 2025	DASRA- Mumbai	Programe Support	Approved

## Donor Relations

Name of the Partner Organisation:

**Grameena Mahila Okkuta**

Project Name: **LEGEND**

### 1. Assessing the Organisation Capacity Development

#### a. Describe if any aspects of your respective organisations were strengthened during the implementation? If so, how and why?

The project team which is responsible and committed to implement the program has been provided several trainings with an aim of increasing their skills, especially proposal writing, fund raising, leadership development qualities, how to engage themselves in the community-level, understand gram Panchayat functions, importance of gram sabha and ward sabha meetings, etc.

The team is encouraged and motivated to participate in protests, work with different government department officials, conduct community development committee (CDC) meetings and attend training programs held at different places. Most importantly they are provided chance to participate in International meetings like the World Social Forum (WSF) convention held at Nepal.

The staff actively took part in the training programs and information

dissemination workshops, which helped them to know more about the project, continuity, improving their knowledge and establish network and contact with various government department officers. It has helped them to record the daily works and reporting and implement the program successfully.

The National partners' meeting was held at Madurai. The GMO team took part in this. This meeting gave an opportunity to interact with other partner NGOS and their work. Also got an opportunity to attend workshop on Climate change during NPM and workshop on Fund raising from Swallows, which is very useful and informative to enhance our knowledge on these Topics.

GMO is working in 35 Villages under SWALLOWS LEGEND project in 2024 to provide various types of services to women in the Village. Many trainings and information sharing, Workshops, thematic conferences, Review meetings, Leadership trainings, PRA Process, Visit to departments, Panchayat, Participating in Network meeting at Taluk and District level. Total of 116 Workshops have been conducted for women during this year, and Capacity development training have also been provided to the Staff. 5473 women participated in the trainings and gained knowledge. By providing training for Okkuta women in many

ways helped leadership and Capacity building among women by imparting training. Building leadership and sustainable development.

### **Prominent learnings**

The visiting GMO team actively took part in all the workshops and seminars that are useful for our work. The team gained valuable information on various topics and knowledge. The GMO team actively engaged with key topics aligned with our mission during the workshops and seminars organized by various agencies and groups. Through these sessions, we acquired valuable insights and knowledge, expanding our understanding of pertinent issues.

#### **b. Do any aspects of your respective organisations need to be strengthened to be more effective? If so, which aspects?**

Okkuta needs a capacity building for admin and prog. staff on Strengthening of organisation policies, we need to get strengthened with the suggestions and recommendation By the financial review report recommendations like capacity building for second line leadership, organisational internal leadership and the following the statutory compliances. Some of the things that GMO expect Swallows support for their partners with capacity building in strengthening internal documentation such as organizational policies, change theory, proposal writing, and templates for concept notes. This will help partners to improve and strengthen internal systems and documentation

## **2. Assessing and Developing the Partnership**

#### **a. How has the Swallows worked towards flexible, long-term, and strategic support to the partner organisation?**

Our Donor organisation SWALLOWS has helped in fulfilling the requirements in the last six months, like changing funding policies by the donors and SIDA in Sweden and Swedish Government. The SWALLOWS team immediately used to organize online meetings and provide information to us. SWALLOWS team also conducted virtual meeting titled 'FACT' to understand the recent developments and renew the partners and know the situation. SWALLOWS has renewed its policies at the institutional level and discuss with the partners with all statutory requirements. SWALLOWS has also assisted Okkuta during its process of submitting concept note to SIDA through online application format, with its valuable inputs, besides sharing code of conduct, theory of change and HR policies with GMO. It helped the Okkuta to revisit its policies and make inclusions and further strengthen through amendments.

Swallows also supports its partners by approving exchange gains in writing concept notes and Proposal to encourage them to apply to find doors. Besides this, it has extended its support financially to update our policies. As a result of all this, GMO has updated several of its policies and preparing new proposals for Climate change and gender rights. Several meetings have been conducted this year with the donors. As a result of change in Sweden government the five-year project that was supposed to run from 2023-2027 ended in 2025. Several discussions were held prior to this, before ending the Legend project finally in September 2025.

**b. Do you have any suggestion as to strengthen Swallow's work with sustainable support to partners?**

Our suggestions include advocacy work through Swallows for the benefit of other development organizations to change foreign funding policies with the Swedish government, CSOs and SIDA to change funding policies in favour of poor and needy countries and communities.

To support the work of Swallows and partners through visibility and exchange programs and issues Swallows should interact through various media forums to reach a wider audience to convince them to improve their commitment and concerns, Swallows has already supported its partners with considerable commitment and support towards long-term funding and sustainability.

**c. Describe your analysis of the external factors and conditions that, positively and negatively, affected the implementation of the initiative.**

**Micro Finance:**

The GMO functionaries noticed that majority of the households in the village had availed more than three loans at a time from micro finances, which had indeed increased their burden of repayment. Majority of them were women and they were shouldering the responsibility of repayments. GMO works for the empowerment of women and children. It focuses on prevention of domestic violence. However, it is a challenge in gathering the women because of their responsibilities of work and loan repayments. Due to presence of several finance groups in the village.

**d. How has the budget worked for you in the implementation period and what, if any, kind of adaptations have you made to your budget planning and follow-up?**

The approved Budget is planned according to the needs of the community and desired change to happen. The strategies and outcomes are budgeted on the basis of the costs, inflation and required components for trainings, awareness and administration. We have not exceeded admin costs more than 20% during the year. We also got support in the middle of the year with the additional funds for other needs such as office chairs, phone for office use and a support for translation of a baseline document. Also got some additional admin costs through organising baseline workshops. year there was enough funds to implement the project with approved heads and funds. The accounts were maintained regularly and all the norms were followed according to the audit guidelines and TOR from Forum CIV. All the new books were opened for the new phase and also followed the recommendations suggested by our auditors. GMO monitors implementation of activities as per the program, through site visits, field meetings, review meetings with staff at the GMO office as well as periodic review meetings involving the target community. GMO staff and Board members are expected to produce monthly progress reports, half-yearly progress reports, and annual progress reports. The budget reviews happens once in fifteen days by administrator, accountant and the Programme coordinator. Monthly planning is reviewed according to the expenditure and the budget allocated. This year we

got our budget approved in March. The staff of the Grameena Mahila Okkuta prepares a monthly plan of activities every month. Accordingly, we have started working on implementing the activities. We have sent a proposal to Swallows for approval to use some of the additional amount earned by the Okkuta through Exchange Gain. This includes proposal writing, camera, laptop, computer table, etc.

Monthly financial review at the organization level, which includes the auditors, administrator, program coordinators and secretary, to discuss the expenditure and balances by the board and review the unspent budget lines, which are discussed every month and adopted for the next projects.

### 3. Following-up on Risk Analysis, Do-No-Harm and HRBA perspectives

- a. Describe how internal and external risks that materialised have been managed during the implementation period, and how newly identified risks will be managed going forward. Attach an updated risk matrix, if there have been changes.

#### Risks:

1. **Community Engagement and Participation:** Lesser participation: Due to burden of availing loans from micro finance companies some women are unable to participate in the Okkuta meetings. As a result of this only repeated members are taking part in the meetings. Opposition to change: A few community members including members might adoption of new practices and technologies.

2. **Funding and Resources:** Shortage of funds: It is a challenge in getting enough funds for the project through different sources like the government. CSR funding and local funds. Shortage of funds will also limit the impact and scope of the program/project.

**Resource allocation:** Poor management or inadequate allocation of resources by government towards convergence activities can lead to inefficiencies and undermine program objectives.

### 3. Environment points:

#### Unexpected weather conditions:

Serious weather conditions or unexpected changes might lead to hurdles in implementation of the program and achieving expected results.

4. **Long-term impacts:** The long-term effectiveness of the program may be uncertain, and the benefits may take years to materialize.
5. **Political and Social Dynamics:** Political instability: Changes in local or national political leadership may affect the continuity and support for the program. It might also not make serious impact on the program planned.

#### Assumptions:

1. **Community Participation:** The women members are ready to take measures and participate to reduce the impacts of microfinance loan burden
2. **Availability of resources:** There

are enough financial, human resource and technical resources available to support the implementation of this program and at its management level.

### 3. Support from stakeholders

It is assumed that the program would get continuous support from the local officials, NGOs and from the stakeholders that are critical for its implementation and success.

#### b. Do-no-harm approach: How did you manage the risks of your initiative causing harm to or having unintended negative consequences for participating and affected actors?

Whenever any risks are noticed while implementing the activities, programs in the village, efforts are made to address those risks using strategies. When it is noticed that it would will rebound, we will stop it then and there and we will give it enough time and follow up later.

#### Illicit sale of liquor:

Illicit sale of liquor problem is found in several villages like Angondahalli, Timmapura, Bandahalli, Ramenelluru, Gandhipura, Madagatta, and Nandambhalli. The Angondahalli CD-C members approached the GMO regarding this problem. The GMO functionaries along with five women members visited the Excise department office and submitted an appeal explaining the problem and requested the authorities concerned to maintain confidentiality and initiate action against this. When problems like improper functioning of Anganwadi, and the Anganwadi activist, problems in NREGA works, whenever any of

the activities do not happen as per our plan, absence of the required number of members, we do not lose hope and will make all efforts to reset the problem.

#### c. Describe how you have worked with integrating gender equality and equity (and if relevant environment and climate change, and conflict sensitivity) in the initiative?

GMO is making all efforts to sensitize the community about gender equality. Gender equality means equality between men and women in all aspects, including social, financial, economical, agriculture, education, etc. Equality should be there between both in distribution of food, facilities. Similar equality can be seen in the Anganwadi as of now, where ration distribution is equal. Equality should exist in giving equal wages for both men and women in NREGA works, equal amount of work in agriculture, equal distribution of income, equality in distribution of PDS, etc. Equality exists in several government programs of different government departments including education, women and child development, milk producers' cooperative society, kisan samman scheme, pension facility, etc. GMO has made efforts to create awareness of maintaining equality in families, education, distribution of food, accommodation, women rights, etc.

In all our Legend programs implementation we discuss about the prominence of gender equality and we ensure that every women in every family gets equality in everything. We also make efforts that all our discussions will materialize. For example: Facilities from various government departments like agriculture, NREGA, women and child



development, education, health, horticulture, etc.

#### 4. Following-up on Anti-Corruption

##### a. How have you worked with detecting, preventing, and following up on irregularities?

A few policies have been prepared to implement the Legend program in the community effectively. Also information of the anti-corruption policy has been provided to all the members in the General Body meeting. Certain rules and conditions should be followed at the CDC/ CRC Community level and at the institutional level in order to prevent corruption/irregularities. Therefore all the staff members and management committee members of GMO should follow it. In whatever level corruption may be noticed the members should shoulder the responsibility and they will be liable to settle it. In case of mistakes, everyone should take precautions so that it is not repeated.

Likewise, in case corruption is found at the community level, the management committee members and the GMO staff will be held responsible. In case if corruption is found at the office-level the management committee members can question the administration and can ask to rectify, in fact it will be there duty.

Information on these policies will be provided to the community members in the CDC meetings. Every management committee member should shoulder the responsibility in their respective villages. The management committee members should take part in the community meetings along with the staff. Efforts will be made to create awareness among the CDC members about the significance of policies. This will help more people to get awareness. If staff violates the policies, it should be immediately brought to the notice of the management committee members.







**b. How did you work with sharing information about and ensuring access to a whistle-blowing mechanism for the target group(s) and stakeholders?**

**Policies:**

A few policies are very essential in order to continue the programs of the Okkuta and to implement it at the community level. Such policies should be discussed in the meetings and the following resolutions were explained to the members.

1. Whistle Blowing Policy
  2. Anti-corruption Policy
  3. Conflict of interest
- **Whistle Blowing Policy:** Misuse of funds at any level in the community and Okkuta, misuse of any official and legal documents, materials, resources,

vehicles, giving priority for personal works during working hours are against to the Okkuta policy. There is a committee to monitor whether all the members are following the values and maintaining transparency at the GMO level. This committee comprises management committee members and staff members. However, nobody knows who is maintaining it. Whenever the committee receives a complaint the members will discuss it and everything is done confidentially. Finally a settlement would be arrived at, after interrogation, exchange of views and opinions and discussions.

- **Anti-corruption policy:** Neither the Okkuta members or functionaries should demand bribe or receive from beneficiaries against providing government facilities or benefits. In case if anybody is found to have violated the rules the committee will



be forced to initiate action. The Okkuta will not accept money that is given by the government under various programs, schemes and facilities meant for beneficiaries. Receiving and giving bribe is illegal according to law. After explaining all these points, all the members agreed to it.

**Conflict of interest:** Members and staff of GMO should not work for any other institution or organisation, or involve in any kind of personal or any such other activities while working at GMO, because if they do so, they cannot provide justice to our works. Therefore, all of them should be liable to work according to the rules and regulations of GMO, informed Okkuta Administrative Officer Smt. M.S. Jayalakshmi. Everybody should develop interest in their respective works and tasks. For example: duty of the teachers is to teach the students. It should be ensured that the staff do not engage in any social/ group/ network activities, receive bribe. Everyone should do only those works that are assigned to them by GMO.

**c. How did you ensure transparency about the initiative amongst target group(s) and stakeholders?**

We at GMO will recode all the problems first. After that applications are prepared according to the problem addressing the government department concerned and sent. We have the proof for all the works that we do. We follow maintaining applications to invite officials to the meetings. We maintain proceedings book of the meetings and record the entire information. We also prepare planning chart to implement our programs and projects. Everything is recorded at the office-level. We use indicator wise

format for everything. It ensures transparency in our works.

**The financial policy has been prepared keeping in mind the following key components**

- Assigning authority for financial actions and decisions
- Delegation of authority for financial decisions and transactions to staff
- Procedures for authority to utilise funds and write cheques
- Procedures for managing payroll
- Assignment of authority to enter into contracts
- How financial records are to be documented
- Procedures for conflicts of interest and insider transactions
- The accounts management and financial processes outlined in this document are intended to safeguard GMO, maintain accurate financial records, and guarantee compliance with reporting obligations from government departments and donor organisations

**For example:**

- FTO copies collected for MGNREGA works.
- Financial Services format (NRLM loan)
- Formats for schools
- VC members format
- Gender equitable roles format
- Women openly discussing on VAW formats

- 6 months report and annual reports
- We collect pictures & videos
- We can see transparency in our work through the IEC materials that we collect from all the government departments.

## 5. Identifying and Incorporating Lessons Learnt

### a. What were the lessons learnt from the initiative so far? Consider both achieved and non-achieved goals as well as unexpected results.

#### Learning from all the activities:

- Local advocacy: It is our learning that by engaging more of the community women in solving the community problems and through local advocacy the community problems can be addressed.
- Continuous efforts: Any problem can be solved through continuous efforts and follow up
- Letter campaign: It is our learning that the authorities concerned will recognize the problem when efforts are made to bring the problem to their notice continuously and by submitting repeated applications.
- Importance of participation of women in ward and gram sabha meetings is very important. For example: As there are not works under the MGNREGA program in the present year action plan, the women are not getting jobs.
- Local people including GP members, Anganwadi activists, ASHA workers, school teachers, etc., should come together and join hands for effective implementation of any program in the community.
- We have understand the different types of strategies that will work for every problem.
- Men should be motivated to take part in all the meetings.
- Problems can be solving through increased community participation.
- We have learnt how to manage things in sensitive cases like VAW. For example: We handled the Bandahalli murder case. However, we stopped involvement when we came to know the risk.
- Whatever efforts we made to create awareness among the men for participation of men in household works they won't change. Male dominant families and the wrong conception that men should not do household works are deep rooted in them. However, it is our learning that by creating awareness among the younger generation of boys and girls can bring change gradually.
- Though there are no priorities for basic infrastructure problems in our programs, if we work on this in the villages, we can gain the trust and cooperation of the villagers. For example: Discrimination in distribution of groceries at Anganwadi, drinking water problem in the villages.
- Appeals were made to the Santwana Kendra by GMO against incidents of domestic violence against women and regular
- Appeals were made to the Santwana Kendra by GMO against incidents of domestic violence against women and regular follow ups were also done. For example: Smt. Gangaratna case of

Timmapura. One of the board members of GMO and GMO staff regularly followed up.

- When irregularities were found at Anganwadi centre in distribution of ration, its measurement and mismanagement, the GMO functionaries visited the Anganwadi and legally ensured that the community members get justice.
- Learnt new strategies to meet the goals of Legend program by inviting more and more officials and by adopting new strategies.
- Conducted a survey to know up to what extent the male members in the households will involve in household works. Later, following organising awareness programs and village visits the situation has improved as per the feedback.
- After creating awareness and educating the parent and school students the number of students dropping out of school has reduced.

### **Unexpected goals:**

- Officials have responded to our appeals
- Our staff members are also doing follow up continuously. Officials are also making regular visits to the village creating a little fear among the people.
- Efforts are made to visit the advocates directly whenever problems are found, to discuss the problems. It has helped to ensure justice to the villagers up to certain extent. For example: C.R. Venkatamma, Chinnakka have stopped illegal building construction.
- Fund raising through Rotary
- Baseline PRA unexpected development. PRA is an advantage.
- Capacity building, skill development, spoken English training for staff members for unexpected results
- Provided job opportunities for SPG groups through fund raising
- Fund raising and proposal writing training to staff for unexpected results.

## Governing Board for the year 2024-25

Sl. No.	Name of the members	Designation	Age	Caste	PAN.No	Aadhar No.	Phone No. Email .id
1.	Smt. Sunandamma w/o Late Chandrappa Moparahalli village, Mallanayakanahalli Grama panchayat Post Mulbagal Taluk , Kolar district	President	59	BC	LCOPS3237C	627981 029246	99005 06098 jayagmo@gmail.com
2.	Smt. T. Lakshamma W/O Late Nagarajappa Nanadamballi, Shapur Grama panchayat, Chamarahalli post, Kolar Taluk, Karnataka-563101	Vice president	46	SC	AZUPL1126H	412942 944310	89718251 52 jayagmo@gmail.com
3.	Smt. M.G. Papamma W/O Late Chinnappa, Minijenahalli, Yalagondahalli post, Mulabagilu taluk, Kolar District	Secretary	62	SC	FNUPP9975H	710307 559600	97317929 14 jayagmo@gmail.com
4.	Smt. Geetha w/o Murali MohanS.Chadumanhalli, Balla Grama panchayat, Balla Post, Mulbagal taluk, Kolar district	Treasurer	38	SC	DFFPG6263C	302798 975448	87225698 84 jayagmo@gmail.com
5.	Smt. Saraswathi w/o Narayanaswamy, Cholangunte, Avani panchayat, post Mulbagal taluk, Kolar district	Member	46	SC	DKVPS9900R	569644 504917	87224747 42 jayagmo@gmail.com
6.	Smt. .M.Lakshamma w/o Venkateshappa, Doddamadenahalli, Virupakshi post, Balla Grama panchayat, Mulabagilu taluk, Kolar district	Member	66	SC	AQUPL8830B	423195 711111	89714808 93 jayagmo@gmail.com

7.	Smt. C.R. Venkatamma w/o Hanumappa, Chennapura, Balla post, Angondahalli Grama panchayat, Mulabagilu taluk, Kolar district	Member	70	SC	BPBPV1386P	838851 027868	96110210 48 jayagmo @gmail. com
8.	Smt. Veena w/o Kumar, Madhagatta, Mulbagal ( Taluk) post, Kurud- umale Grama panc- hayat, Kolar district	Member	38	BC	FXIPR1976N	942060 587927	86606724 64 jayagmo @gmail. com
9.	Smt. Chinnakka w/o Munivenkatappa Angondahalli, Balla post, Mulabagilu taluk, Kolar district	Member	51	SC	CNMPC8490H	477565 516772	82969721 69 jayagmo @gmail. com
10.	Smt. Nagamma w/o Venkataramappa , Vegamadugu , Thimmaravathanahalli Grama panchayat 563136, Mulabagilu taluk, Kolar district	Member	40	SC		798066 922151	70229147 58 jayagmo @gmail. com
11.	Smt. Saalamma w/o Narayanaswamy , Nandamballi, Shapur Grama panchayat, Chamarahalli post , Kolar District	Member	54	SC	AQJPY8738L	855233 309737	87488138 53 jayagmo @gmail. com



## Activities

### Indicator: 1.1 Number of families reporting nutrition and food security

A concept of distribution of seeds has been given to the women in the villages in order to help and develop old practices and conserve seed protection. This has helped the women to adopt this method. GMO team also check whether every household is receiving ration provided by the government and also they visit schools and check whether all the children are getting midday meals and whether the food is nutritious are not. They constantly make visits to the Anganawadi's and check whether the facilities meant for pregnant and lactating mothers are reaching them properly.

The facilities totally benefitted by 622 families during the year. 29 CDC members from 14 villages have received sowing seeds and tarpaulins at subsidized rates from the Agriculture Department and Farmer Contact Canters.

Five CDC members received subsidized drip pipes as a support for agriculture. 12 CDC members from two villages have received maize seeds from animal husbandry department.

130 CDC members from 28 villages have received vegetables, green seeds and medicines from Horticulture Department.

270 CDC members from 35 villages have availed benefits of the Kisan Samman scheme which support agriculture activities like sowing, weeding, harvesting and manure. The Okkuta has encouraged CDC women to start kitchen gardening by providing greens and vegetable seeds to 190 families in 20 villages.





## 2.1 Number of students reporting increased gender equality and respectful relationships by peers in schools, and colleges

We are making efforts on creating awareness among the student community on gender equality and respectful relationships through schools and CDC meetings. Efforts are made to educate the students of 8th, 9th and 10th standards at Angondahalli School by inviting expert resource persons and showing informative video clippings. The awareness lessons include gender restrictions, characteristics, dominance, etc. A questionnaire was prepared and given to the students to answer. Scores were given for each answer. In the year 2023, when this activity was conducted and evaluated the students had replied only under two sectors. The students failed in one sector scoring just 2.3%. Again in 2024 in our evaluation the students of the same school at Angondahalli were found to be following gender equality and respectful relationship. We also conducted a sensitization program on the same subject in the same school of 8th standard students.





## 2.2. Women openly discussing VAW and discrimination

Baseline has been conducted in 12 villages this year. Pairwise ranking tool was adopted to find out incidents of domestic violence and abuse on women in these villages. 168 women were interviewed in six villages who revealed that they faced incidents of domestic violence and abuse in their families. The various forms of violence and abuse includes beating, using un parliamentary language, insult, financial problems, mental torture, sexual harassment, dowry harassment, murder threat, rape, using bad words, etc. In six villages where the women openly shared the problems they are facing, we make efforts of organizing legal awareness and rights workshops, free legal advice from Legal Services Authority, Police, and they will be educated about the court proceedings and efforts are made to help them meet the officers concerned, where they are allowed to share their problems with the officers directly and find solutions to certain extent.

Efforts are made to visit schools and Anganwadi and create awareness. Last month a format comprising pictures of various types domestic violence and harassments were prepared and made house-to-house visits and questions were asked to the women to understand whether they are facing incidents of domestic violence or not, and if 'Yes' what type of incidents they are facing. The questionnaire included frequency of such incidents like 'Every day,' 'sometimes,' 'Rarely,' and they were asked to tick against the options. After compilation of this information, comparison of similar survey information done in 2023 was done to know the facts. And the result shows that totally 168 women are openly discussing VAW and about discrimination. However, after trainings and awareness programs were conducted in 2024 and after review it was found that an incident of domestic violence has reduced. Thus, we can see the change in the community





### 2.3 Number of families practicing gender-equitable division of household roles

The GMO team executed "gender awareness workshops" for 153 CDC members from seven villages as part of the capacity-building initiative.

GMO was interested in whether the women talked to their family members about gender and how it affects the division of labour between the sexes, specifically regarding men's involvement in household tasks. Do men perform household work because they want to challenge gender norms? Workshops were thus held to help CDC members better understand the effects of gender awareness among women in assigning domestic duties to men and boys and if men can accept the responsibilities healthily and voluntarily by stepping up to share the workload to lessen the burden on women.

A total of seven workshops were organized, all in the villages. Each venue in the village was chosen to ensure that it was reachable to the other CDC communities from nearby villages.

Each CDC member participated in an individual exercise to complete the impact assessment form, which had eleven indicators and was written in Kannada language and illustrated form to make it illiterate-friendly.

The purpose of this activity was to determine the impact on the CDC members who learned about the importance of breaking the gender division of labour and implementing them at home.





## 2.4 Initiatives taken up by VCs and CDCs to reduce discrimination and violence on women.

During the year VC members were selected and trainings were provided, along with conducting revision meetings and kits were distributed. Posters and handbills having relevant information was also distributed through various government departments like Santwana Kendra, Police Department, Free Legal Services Authority, Women and Child Development Department. The beneficiaries were taken to these Departments offices and were introduced to the officials. It has helped them in improving their capabilities like how to respond when they face such cases. Thus efforts are made to strengthen the VC members. In 2024 the Okkuta was involved in 35 different activities and the CDC and VC members in 12 villages voluntarily attending cases in the community-level, department-level and bring the problems to the notice of the Okkuta through applications. They also were found in solving several problems by themselves. Case studies have been enclosed with this.





### 3.1 Activities taken up through MGNREGA for conservation of land/soil/ tanks related works in the area, like feeder channels, cattle ponds in tank during summer, tree planting in tank bed

The Grameena Mahila Okkuta (GMO) has been disseminating information about MGNREGA jobs through the Gram Panchayat PDO, from the last one year continuously. The CDC members have availed jobs individually. Four agricultural ponds have been made in two villages, earning a sum of Rs. 5.92 lakh under the MGNREGA. In three villages 10 CDC members have constructed cow sheds and in 25 CDC members in two villages have undertaken silt removal works from the tanks in their villages and filled the silt into their agricultural fields. A total of 3993 loads of silt have been utilized. In Vegamadugu village, 39 CDC members engaged in removing silt from the village tank in 13 days, earning a total sum of Rs. 1,76,943. In one village the beneficiaries have received fruits plants from the Gram Panchayat and in two other villages 30 CDC members have availed job cards. All these activities have helped the members in gaining income, and agricultural ponds have been created which have helped the livestock in getting drinking water.





#### 4.1. Community members accessing financial services.

The GMO is functioning in 35 villages, and 89 people from 19 groups in 29 villages have availed a total sum of Rs. 27,35,000 loan. 20 CDC members from two villages have availed a sum of Rs. 50,000 loan each from the DCC Bank. Likewise 15 CDC members from Kappalamadugu have availed a total sum of Rs. 8,00,000 loan from the bank. They have availed loans for various income generating activities like animal husbandry, sheep rearing, petty business, agriculture, grocery store, to build house. Women were advised to avail the facilities available from the government. In villages where there are no NRLM Sangha's, the Okkuta helped the women in getting NRLM membership and avail loan by educating them through CDC meetings.

CDC members have submitted applications under the Vishwakarma Program, a new scheme from the Government of India and out of them a few of them have enrolled for training. According to their profession like flower tying, tailoring, preparing mats, stone work, carpentry, cobblers, etc., training will be provided to enhance their skills.

Applicants of this scheme can avail bank loans at subsidized rates for training and will also get toolkits, which will help the women in getting livelihoods. The Government of India has introduced Vishwakarma Scheme for which 102 women have submitted applications and availed 7-days training and obtained a sum of Rs. 4,000 stipend each. Out of them two women have received Rs.2 lakh loan which they have used for income generating activities.





## 5.1 Issues that are taken up with relevant authorities

CDC committees are formed and training programs and meetings are conducted by selecting VCs. Training programs are conducted for CDC members on capacity building thereby strengthening them. Apart from this, visits to various government department offices, gram Panchayat office, discussing the problems of the villages in the Community Resource Centers meetings and other committee meetings, submitting appeals to the govt. department officials concerned and explaining them the problems are done regularly. Problems existing in the community-level are identified and discussions are held with the elders of the village and attempts are made to solve the problems. A visit by the government department officials has helped the people to know them. The Okkuta advocate will address the problems of the village by taking it to the government authorities concerned. The CDC and VC members are given training about all this regularly. Efforts is made to identify problems at the community level and discuss it with the village elders and solve the problems. The Okkuta was working in 35 villages in 2024, and in five villages the beneficiaries visited Panchayat offices voluntarily and availed facilities under the NREGA program. In one village the people themselves have formed micro finance and availed membership in Sanjeevini Sangha and obtained loans.



## .1. No. of issues that are taken up with relevant authorities

The Okkuta is organizing several training programs and workshops for the benefit of its staff members. Regular participation of the staff members has increased their capabilities and leadership qualities. Trainings also include functioning of Gram Panchayat, Climate change, visits to Govt. Department offices, etc. It has helped the GMO staff to gain courage and visit the government offices and gram panchayats offices and air the 12 grievances and problems of the village and community and submit applications. Regular follow ups are also done by them.(CASE STUDIES ATTACHED)



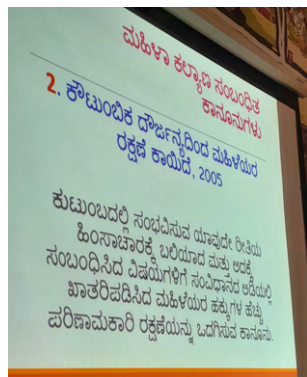


## .2. No.of issues solved by the staff through their own leadership.

In the last one year GMO has organized Staff Capacity Building Trainings. As a result of this they are visiting various government departments and Panchayat's offices and identifying problems in the community and voluntarily taking these problems to the government department officials concerned and trying to solve the problems under their voluntary leadership. This has helped them to visit the various government department offices and gram panchayats offices and talk to the officials concerned and explains them the problems of the village and solves the problems to certain extent using their own leadership skills.(CASE STUDIES ATTACHED)









## Support for Education Kits for Students in Schools and Colleges





Impact assessment of awareness workshop  
on  
Gender equality, rights, and legal matters  
to  
students of Government Higher Secondary School

# SWALLOWS LEGEND PROJECT

Reporting period: January to December 2024





## Introduction

Grameena Mahila Okkuta works to promote social change. GMO under the SWALLOWS LEGEND project designed and implemented a curriculum around promoting gender equality among adolescents. The program targeted secondary school students of 9th and 10th Standard as adolescence is believed to be a critical time for development when students are still forming their attitudes and are mature enough to reflect on complex issues.

The program titled Awareness Workshop on Gender Equality, rights and Legal and Prevention of Child Marriage was centred on classroom discussions. The facilitators of GMO conducted a 1.5 hours session held every 3 months during the school day. Sessions included, interactive discussions, video presentations, and analysis of facts and figures in Kolar district in the classroom. After the workshop, students discussed gender with family members and friends.

To measure the program's impacts, facilitators surveyed 55 students. They distributed the self-assessment form to every student to determine whether the program had a gender-progressive position.

The graphic below shows the combination of the replies and the results of the influence on the girls and the boys.

## Impact on girls

### Exercising basic rights:

- All girls i.e.100 % believe that there should not be prejudice against schooling, providing food, and health care.

### Prevention of Violence against Women:

- Over 90% of girls disagree that violence against women and tolerance by women and girls is unacceptable.

- Almost 80% of girls think that talking about a man's violence is NOT a personal subject that shouldn't be brought up.

### Decision making:

- Over 80% of girls agree that both boys and girls ought to have options when it comes to marriage.
- 70 % of the girls disagree that a man should have the last say when it comes to making a big family purchase.
- 35% of girls think that a man's choice is final in family matters, while 47 % disagree.

### Employment:

- 85% of girls think that they should have their source of money by getting employment.

### Gender division of labour:

- 85% of the girls want to break gender stereotypes in childcare and elder care.
- 61% of girls agree or disagree that their primary obligation after marriage is domestic tasks and childcare

### Women's status in the family:

- 75% of the girls disagree that they must submit to their partner.
- Nearly 60% of females agree that they become part of their husband's family following marriage.

## Impact on Boys

### Exercise of fundamental rights:

- 80 to 90 % of boys think that discrimination against access to healthcare, food, and education should be prohibited.



### **Preventing Violence against Women:**

- 66% of boys think that violence against women is unacceptable, and 76% of boys say that women and girls should not tolerate it.
- 52 % of boys believe that discussing a man's violence is not a private matter that should be avoided.

### **Making decisions:**

- More than 57% of boys concur that they should have choices when it comes to marriage.
- 52% of boys believe that girls should have choices in marriage.
- When it comes to making a significant family purchase, 52% of the boys disagree that a male should have the final word.
- In family affairs, 42% of boys think that a man's decision is final, while 52% disagree.

### **Employment:**

- 52 % percent of boys believe that girls should work to support themselves.

### **Gender division of labour:**

- 66 % of the boys wish to break gender stereotypes in elder care and childcare.
- 52% of boys don't think that a girl's main responsibilities after marriage are taking care of the home and the kids.

### **The position of women in the family:**

- 76% of the boys don't think that girls have to be subservient to their partners.
- 76% of boys agree that girls become part of their husband's family following marriage.

### **Conclusion:**

Overall, students have been able to understand the issues of gender, law, and rights and express their positions for positive change. Girls in particular have given the highest level of positive responses in all indicators. Girls and boys have given importance to basic rights such as food, education, and healthcare. They have given a full response that violence against women and girls should stop and that women should not tolerate it. They have realized that deciding on marriage to help shape their future, and women should engage in earning after marriage, etc. They have stated that eradicating gender-based discrimination, giving up attempts to devalue women's place in the family, and making sure that men consult women in family matters before making decisions.

We should motivate students to be open-minded. Teachers are one of the most effective resources available to assist adolescents deal with gender prejudice. By being aware of gender bias, parents may assist children in dealing with this struggle and responding to intolerance in real life.

By associating more with women, girls can understand the challenges and have the mindset to nip the problem in the bud. In addition, if they regularly motivate their male classmates towards gender equality, there is no doubt that this project will achieve the expected results.

However, it seems appropriate to re-orient students, especially boys, about decisions related to the family, buying goods, the position of women after marriage, etc. They should reflect on their behaviour. And let us hope that they develop an attitude that will eliminate discrimination against women and girls.





## Annexure: Survey format

1. Consent  
2. Not Decided  
3. Non Consent

Sl. No.	Gender Aspects	1. Consent	2. Not Decided	3. Non Consent	Total
1	A man's use of violence against his wife is a private matter that should not be discussed outside by the				
2	A woman must endure violence to keep her family together				
3	A man or a boy can hit wife or Friend at times				
4	A Woman should always be obedient to her spouse				
5	A man's decision is final in family affairs.				
6	A man should decide about purchasing important household items				
7	After marriage , a woman become part of her Husband's family				
8	Women's primary responsibilities include caring for their homes, Children and cooking for the family.				
9	Boys should receive health service more than girls				
10	Boys should attend school more than girls				
11	Boys should be served food before girls.				
12	Girls should more domestic chores				
13	Married girls should engage in employment and generate Income.				
14	Boys choice about marriage				
15	Girls decision about marriage				

**A consolidated report:**  
**Title: An assessment of the Level**  
**of**  
**Men's Participation in Housework work**  
**and**  
**a Review with the CDC members**

# **SWALLOWS LEGEND PROJECT**

**Reporting period: January to December 2024**







**Name of the Organisation** : Grameena Mahila Okkuta  
**Name of the project** : SWALLOWS - LEGEND  
**Reporting period** : January 2024 to December 2024

**A consolidated report:**

Title: An assessment of the Level of Men's Participation in Housework work and a Review with the CDC members

**Dates of the midterm impact assessment:**

04.12.2024 → 0 .12.2024 → 11.12.2024 → 10.12.2024 → 13.12.2024 → 1 .12.2024

**CDC Villages involved:**

.Agrahara	Timmapura	Yalagondahalli	Chiyandahalli	Gandhipura
Nagasandra	Cholangunte			

The GMO team executed "gender awareness workshops" for 153 CDC members from seven villages as part of the capacity-building initiative.

GMO was interested in whether the women talked to their family members about gender and how it affects the division of labour between the sexes, specifically regarding men's involvement in household tasks. Do men perform household work because they want to challenge gender norms Workshops were thus held to help CDC members better understand the effects of gender awareness among women in assigning domestic duties to men and boys and if men can accept the responsibilities healthily and voluntarily by stepping up to share the workload to lessen the burden on women.

A total of seven workshops were organized, all in the villages. Each venue in the village was chosen to ensure that it was reachable to the other CDC communities from nearby villages.

Each CDC member participated in an individual exercise to complete the impact assessment form, which had eleven indicators

and was written in Kannada language and illustrated form to make it illiterate-friendly.

The purpose of this activity was to determine the impact on the CDC members who learned about the importance of breaking the gender division of labour and implementing them at home.

**Methodology**

**Individual exercise and discussion**

Eleven indicators were included to demonstrate the involvement of men in household chores. Given that the majority of members are illiterate or just partially literate, a format consisting of eleven visuals that illustrate a specific household work was created. The participants were explained this format. They were then instructed to indicate men's degree of participation by marking in the relevant column. According to their understanding, each member filled out the form. The form is included as an annexure 1.

The completed forms were consolidated and analysed.

Sl.No	Household Tasks performed by men in absolute numbers	Not sharing 0	Lesser 1	Equal 2	More time 3	Not Applicable 4	Total Members
1.	Cooking	13	91	47	2	-	153
2.	Cleaning	23	98	31	1	-	153
3.	Child care	4	37	73	3	36	153
4.	Fetching water	4	60	82	1	6	153
5.	Washing clothes	28	104	21	-	-	153
6.	Agriculture work	3	14	113	10	13	153
7.	Gardening	9	31	29	4	80	153
8.	Animal care	0	16	68	7	62	153
9.	Firewood collection	6	40	77	14	16	153
10.	Poultry & Livestock Management	5	26	33	13	76	153
11.	Rural Markets	0	7	130	14	2	153

Sl.No	Household chores shared by men in	Not sharing 0	Lesser 1	Equal 2	More time 3	Not Applicable 4
1.	Cooking	8.5	59	31.5	1	0
2.	Cleaning	15	64	20	1	0
3.	Child care	2.5	24	48	2	23.5
4.	Fetching water	2.5	39	53.5	1	4
5.	Washing cloth	18	68	14	0	0
6.	Agriculture work	2	9	74	6.5	8.5
7.	Gardening	6	20	19	2.5	52.5
8.	Animal care	0	10.5	44.5	4.5	40.5
9.	Firewood collection	4	26	50.5	9	10.5
10.	Poultry and livestock management	3	17	21.5	8.5	50
11.	Rural marketing	0	4.5	85	9	1.5



## Findings:

- Equal time is spent by men and women in fetching water, child care, and animal care.
- 20% to 45 % of men equally take part in household tasks including cooking, cleaning, kitchen gardening, poultry and livestock management.
- " 85 % of men are involved in marketing such as procurement of groceries, and vegetables for regular consumption and occasions such as festivals, family functions, local fairs, and others.
- Between 40 % to 70% of men spent less time in cooking, cleaning (sweeping and mopping), and washing clothes.
- 8% to 20 % of men do not take part in domestic chores such as; cooking, cleaning, and washing clothes.
- Between 4 % and 10 % men involve more time in domestic chores such as agriculture work, animal care, firewood collection, poultry and livestock management, and rural marketing when compared to women.
- Meager 1-2 % of men have spent more time in tasks such as cooking, cleaning, child care, fetching water, and kitchen gardening when compared to women.
- Around 40 to 55 % have no place to raise a kitchen garden and do not own farmland to do agriculture. They also do not possess cows, ox, sheep, and poultry birds.

## Conclusion:

Some of the findings from the GMO team fieldwork, house visits, and discussions with CDC members are presented here.

Men's participation in housekeeping throughout this project is a positive shift. For a variety of reasons, men have begun to help out around the house in some households.

1. Ongoing education initiatives by Grameen Mahila Okkuta
2. Women are teaching men and children what they have learned in their households.
3. Men are given some tasks to complete
4. Women realise the benefit of allocating some tasks to men to break gender stereotypes
5. The taunting of men doing chores is being ignored by them
6. If there are little children, men do chores without assistance while the women of the household go to work.
7. Concerned about the kids attending school, getting them ready
8. Out of compassion for the children attending school, getting them ready since they need to reach school on time
9. In certain houses, there is no reluctance to work since there are no elderly people.
10. Working with the belief that certain work may be done within the house and not observed by outsiders.
11. Certain men like preparing non-vegetarian food, thus they frequently do it themselves.
12. Men help out around the house, even in nuclear households.
13. Some guys engage in housekeeping with self-consciousness.
14. In some tasks when money is involved, men's engagement is slightly higher than in routine physical work.

In many houses, men have not helped with housework. Some of these explanations are obvious.

1. Women have denied men the chance to take on domestic chores.

2. Women are hesitant to provide men with a broom, do laundry, sweep the yard, and clean up leftover dishes.
3. Women think it's better to do it themselves as men are unskilled to do it.
4. Men in joint families are ashamed to work in front of their relatives.
5. The importance of both men and women helping out around the house is still not well understood.
6. Men's attitude and mindset towards women is minimal

Positive things need to be realized and implemented through several strategies to maintain, nurture, and achieve desired results.

In many families where there is an elderly couple, change can be slow or difficult to achieve. Therefore, it is good to make the children accustomed to doing housework right away. In this regard, awareness about gender equality is already taking place in schools through this project. Parents should pay attention and encourage this to prevail at home.

If an awareness campaign is launched to promote gender equality among young before marriage, it would inspire them to have a happy married life.

#### Annexure: 1 Individual format for CDC members

ಪ್ರಾಥಮಿಕ ಮತ್ತು ಮಾಧ್ಯಮಿಕ ಶಾಲಾ ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು, ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು				
ದಿನಾಂಕ : 14-09-2021				
ಶಾಲಾ ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು				
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2	ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು			

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3	ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು			
4	ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು			

ಪ್ರಾಥಮಿಕ ಮತ್ತು ಮಾಧ್ಯಮಿಕ ಶಾಲಾ ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು, ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು				
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5	ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು			
6	ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು			
7	ಮಕ್ಕಳು ಮತ್ತು ಯುವ ಮಕ್ಕಳು ಮತ್ತು ಯುವತಿಯರನ್ನು ಉತ್ತರಿಸುವುದು			

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