



ANNUAL REPORT

2022 - 2023

24th years
of service to
the nation

Development Interventions of ASHA:

- Community Development Programs,
- Human Advancement Programs,
- ASHA Training Centre, and
- Social & Charitable Programs.



ASSOCIATION FOR SOCIAL AND HUMAN ADVANCEMENT

Damdamia, Lembucherra, Agartala, Mohanpur,

West Tripura, TRIPURA - 799210

Contact: (Phone & Fax) 0381-89740 74298 / 8730 24211

Mobile: 91 - 94361 19128

E-mail: ashaagartala@gmail.com

Website: ashaholycrossnortheastindia.org



PROGRAMS & ACTIVITIES:

The Association for Social and Human Advancement (ASHA) executes its development work through four sectoral programs using a blended resource approach, combining internal organizational assets with externally mobilized community contributions and sponsor funding. Facing resource constraints, ASHA employs a rotating priority system. This approach concentrates resources on one lead program at a time while maintaining baseline operations across all sectors.

Accordingly, ASHA introduces four (4) sectoral programs and activities during 2022-2023, demonstrating how the available resource prioritization translates into effective community interventions throughout ASHA's operational areas in Tripura.

I. Community Development Programs:

ASHA implements its community development programs using a comprehensive approach to address social, economic, and environmental dimensions. By positioning women as active participants rather than passive beneficiaries, ASHA builds individual and collective capacity while fostering confidence for self-directed community improvement.

Therefore, ASHA's community development philosophy activates internal community resources and strengths before seeking external solutions. To achieve meaningful community transformation, ASHA structures its interventions to enhance multidimensional wellbeing, strengthen community cohesion, build capacity for self-governance, implement sustainable solutions to persistent challenges, and advance social justice principles for vulnerable groups.

Accordingly, the ASHA has organized following four community development programs:

- a) Seminars & Workshops,
- b) Capacity Building Programs, and
- c) Skills Training Programs.

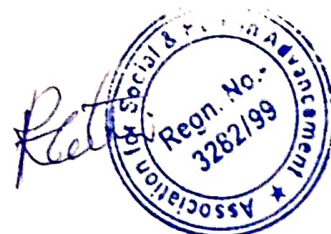
More details of each of these programs are placed below:

(a) Seminars and Workshops:

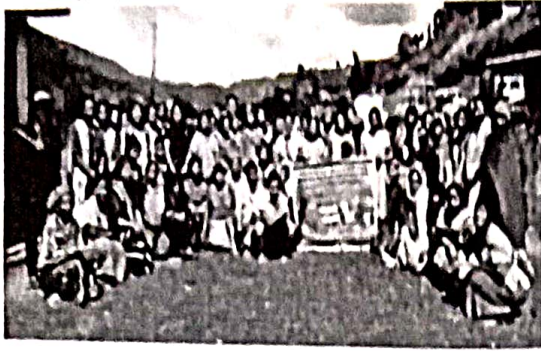
ASHA's seminars and workshops function as dynamic hubs where expertise meets application. These carefully crafted events transcend traditional knowledge transfer by creating interactive spaces where diverse stakeholders. Unlike passive learning environments, ASHA designs these forums for active engagement. Participants don't merely absorb information but actively contribute through structured dialogue, practical exercises, and collaborative problem-solving. This participatory approach transforms theoretical concepts into actionable community solutions.

During the year, ASHA organizes seminar and workshops for awareness generations:

| Sl. | Title of Seminars and Workshops for Awareness Programs | Quantity | Participants |
|-----|---|----------|--------------|
| 01. | Awareness on Gender Justice & Equality | 2 Nos. | 75 |
| 02. | Awareness on Gender Discrimination, Equality of SHG Women | 2 Nos. | 98 |
| 03. | Awareness on Sanitation & Health (Adolescent Women) | 1 No. | 48 |
| 04. | Enacting and Displaying on Gender | 1 No. | 39 |
| 05. | Enacting & Display Gender Equality Street Cluster Level | 1 No. | 46 |
| 06. | Legal Women Cell in SHG Clusters Areas | 2 Nos. | 48 |
| 07. | Workshop on Transgender and Power Relations | 1 No. | 15 |
| 08. | Workshop on Social Empowerment of Women SHG Members | 1 No. | 58 |



Photographs of seminars & workshops organized to generate awareness placed below:



(b) Capacity Building Programs:

ASHA's capacity building initiatives transcend conventional training by cultivating multidimensional competencies in individuals, organizations, and communities. These programs strategically strengthen leadership acumen, management effectiveness, and technical proficiency while nurturing innovation, and ensuring sustainable outcomes.

ASHA through adopting an integrated methodology combining structured training, personalized mentorship, targeted coaching, and strategic networking, ASHA creates transformative learning environments, where participants develop critical thinking capabilities and decision-making frameworks. This comprehensive approach delivers measurable improvements in performance metrics, operational efficiency, and community impact to produce resilient, self-reliant entities capable to take up development challenges.

During 2022-23, ASHA conducted following awareness campaigns for capacity building:

| Sl. | Title of Awareness Campaign on Capacity Building Programs | Qty. | Participants |
|-----|--|-------|--------------|
| 01. | Campaign on Social and Educational Aspects of UD Women | 1 No. | 62 |
| 02. | Campaign on Finance Educational Aspects of UD Women | 1 No. | 55 |
| 03. | Campaign on Women Welfare Schemes of Central & State Govt. | 1 No. | 58 |
| 04. | Campaign and Training on Central & State Governments | 1 No. | 60 |
| 05. | Campaign on UD Women & SHG Leaders | 1 No. | 47 |

Photographs of awareness campaigns for capacity building programs are placed below:



(c) Skills Training Programs:

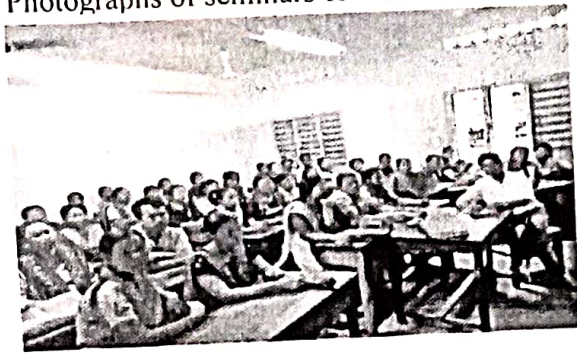
ASHA's skills development trainings equip participants with targeted practical competencies essential for personal and professional advancement. These programs focus on high-impact skills including communication, leadership, problem-solving, time management, and technical capabilities. Using hands-on, immersive methodologies, ASHA creates experiential learning environments where participants develop practical mastery alongside theoretical understanding.

This dual approach bridges critical skill gaps while instilling habits of continuous improvement. The result: empowered individuals with enhanced productivity, accelerated career trajectories, and increased capacity for meaningful community contribution.

During the year, ASHA has organized the following three (3) skills development trainings:

| Sl. | Title of Skills Development Training Programs | Quantity | Participants |
|-----|---|----------|--------------|
| 01. | Training on Advance Livestock Management | 1 No. | 18 |
| 02. | Training on Home-Based Livelihoods Products | 1 No. | 32 |
| 03. | Training on Management of Organic Vegetation | 1 No. | 45 |

Photographs of seminars & workshops organized to generate awareness placed below:



Further, this year, the training for trainers was been organized at ASHA Training Centre for SHG leaders from Koloriang.Parsi-Parlo Damin in Sangram in Arunachal Pradesh. A group of SHG leaders have come over here to learn tailoring for a couple of months and mastered the art of operating the electrical swing machines which are very easy and fast working in nature. The trainer Mr. Uttam Mondal was training SHG women effectively and efficiently with theoretical and practical knowledge for 60 days. The trainer were glad and satisfied with the content of the teaching and practical aspects as well.

During the year, ASHA has organized the following four (4) skills development trainings:

| Sl. | Title of Skills Development Training Programs | Quantity | Participants |
|-----|--|----------|--------------|
| 01. | Training on Tailoring & Embroidery (Fashion Designing) | 2 Nos. | 60 |

Photographs of seminars & workshops organized to generate awareness placed below:



II. HUMAN ADVANCEMENT PROGRAMS:

The Association for Social and Human Advancement (ASHA) seamlessly integrates its motivation and leadership initiatives, recognizing them as essential components for achieving success in any endeavor. Motivation ignites the individual spark, driving people to pursue their passions and strive for excellence. ASHA's leadership-building initiatives provide the guidance, vision, and support necessary to channel this motivation into collective action.

A skilled leader inspires, empowers, and motivates team members to work collaboratively toward a common goal, fostering a culture of trust, accountability, and open communication. By combining motivation and leadership, individuals and organizations can unlock their full potential, overcome obstacles, and achieve remarkable results.

This year, ASHA has organized its motivation and leadership programs within its capacity-building framework for both Self-Help Groups (SHGs) and their members. The primary focus of these training sessions has been on leadership development, aiming to provide effective orientation for establishing strong clusters for long-term development.

ASHA structures its Human Advancement Programs around four core initiatives:

- (a) **Motivation & Leadership Programs,**
- (b) **Capacity Building Programs, and**
- (c) **Development Network for Special Tribe.**

More details of each of these education programs are placed below:

(a) Motivation & Leadership Programs:

ASHA seamlessly integrates its motivation and leadership initiatives, recognizing them as essential components for achieving success in any endeavor. Motivation ignites the individual spark, driving people to pursue their passions and strive for excellence. ASHA's leadership-building initiatives provide the guidance, vision, and support necessary to channel this motivation into collective action.

A skilled leader inspires, empowers, and motivates team members to work collaboratively toward a common goal, fostering a culture of trust, accountability, and open communication. By combining motivation and leadership, individuals and organizations can unlock their full potential, overcome obstacles, and achieve remarkable results.

This year, ASHA has organized its motivation and leadership programs within its capacity-building framework for both Self-Help Groups (SHGs) and their members. The primary focus of these training sessions has been on leadership development, aiming to provide effective orientation for establishing strong clusters for long-term development.

During the year, ASHA has conducted its capacity building for 1,403 members of five (5) SHG Cluster and 28 SHGs from 28 villages as presented below:

| Sl. | Name of the Cluster | Nos. of SHGs | Nos. of Villages | Nos. of Participants |
|--------------------------------|-------------------------|----------------|--------------------|--------------------------|
| 01 | Damin SHG Cluster | 6 SHGs | 5 Villages | 319 SHG Members |
| 02. | Koloraing SHG Cluster | 5 SHGs | 6 Villages | 235 SHG Members |
| 03. | Passang SHG Cluster | 6 SHGs | 6 Villages | 345 SHG Members |
| 04. | Parsi Parlo SHG Cluster | 6 SHGs | 5 Villages | 257 SHG Members |
| 05. | Sarlii SHG Cluster | 5 SHGs | 6 Villages | 247 SHG Members |
| TOTAL FIVE (5) CLUSTERS | | 28 SHGs | 28 Villages | 1,403 SHG Members |

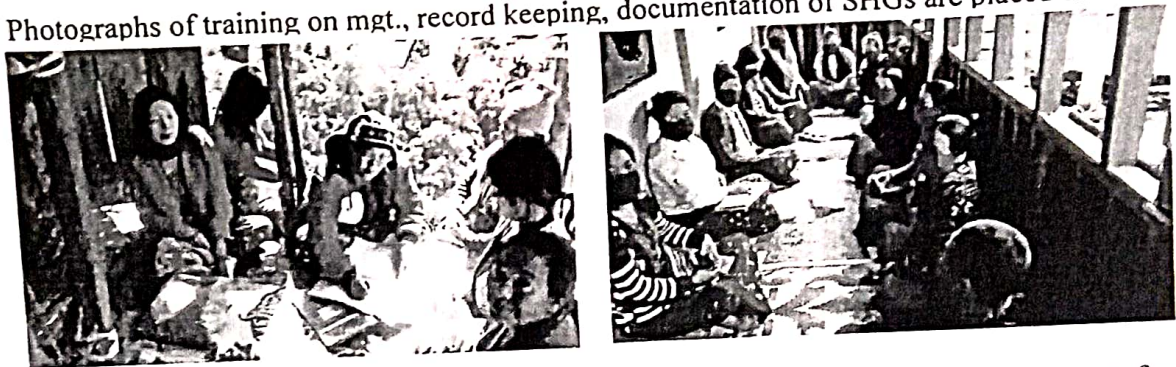
(b) Capacity Building Programs:

ASHA offers comprehensive capacity-building programs for members of self-help groups (SHGs). These programs start with a baseline survey and continue with the formation of SHGs, and SHG clusters, record-keeping, documentation, leadership trainings, and exposure programs for SHG leaders. These capacity-building programs are regularly introduced and conducted as needed, while introducing new members to the SHGs and SHG clusters.

During the year, ASHA has conducted the following four (4) capacity building programs:

| Sl. | Particulars of Capacity Building Programs | Nos. of Training | No. of Participants |
|---|---|------------------|---------------------|
| 1. | SHG Formation and Management | 2 | 34 |
| 2. | SHG Promotion Meeting | 2 | 64 |
| 3. | SHG Record Keeping | 2 | 18 |
| 4. | SHG Documentation | 2 | 30 |
| TOTAL CAPACITY BUILDING PROGRAMS | | 8 | 146 |

Photographs of training on mgt., record keeping, documentation of SHGs are placed below:



In a similar vein, ASHA has conducted farm-based skill-building training programs for SHG members to ensure the optimal use of available resources and establish a regular income flow for the SHG members and SHGs. This initiative brings stability to the members, SHGs, and ultimately the SHG clusters. The training focuses on livestock rearing, including pig rearing and chicken bird rearing, to facilitate their smooth entry into entrepreneurship.

This year, ASHA organizes following skill building training programs as mentioned below:

| Sl. | Particulars of Skill Building Trainings | Nos. of Training | No. of Participants |
|---------------------------------------|---|------------------|---------------------|
| 1. | Training on Livestock | 2 Nos. | 32 Nos. |
| 2. | Training on Agriculture | 2 Nos. | 44 Nos. |
| 3. | Training on Non-Farming Sector Activities | 3 Nos. | 61 Nos. |
| TOTAL SKILL BUILDING TRAININGS | | 7 Nos. | 137 Nos. |

Photographs of skills building trainings on livestock, agriculture & non-farm placed below:



Capacity building on the management of program staff is an essential components for successful execution of the programs and leads towards desired growths, sustainability and impact. ASHA through its targeted training programs, workshops, special sessions, staff members acquired new skills, enhanced their knowledge and refined their confidence and performance. This holistic approach ensures that SHG members can develop the necessary skills and confidence to become successful entrepreneurs, contributing to the overall sustainability and growth of the community.

| Sl. | Capacity Building of Management of Program Staffs | Nos. of Training | No. of Participants |
|---|---|------------------|---------------------|
| 1. | Management of Programs Staffs (Capacity Building) | 2 Nos. | 18 Nos. |
| 2. | Monthly Review Meeting | 12 Nos. | 64 Nos. |
| 3. | Organize TOT on Micro Credit | 6 Nos. | 42 Nos. |
| TOTAL OD MANGEMENT OF PROGRAM STAFFS | | 20 Nos. | 124 Nos. |

Photographs of capacity building of management of programs staffs are placed below:

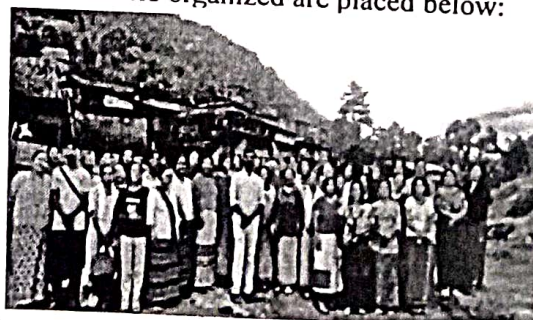


Additionally, ASHA has successfully conducted zone-wise exposure programs for the women leaders of SHG across four ones, providing a transformative experience that broadened their perspectives and enhanced their leadership capabilities. Through carefully curated itineraries, participants engaged with inspiring role models, visited successful women-led initiatives, and learned from experts in various fields.

These exposure programs facilitated cross-cultural exchange, fostered networking opportunities, and instilled a sense of solidarity among women leaders from diverse backgrounds. Details of exposures organized during 2023-2024 are as follows:

| Sl. | Zone-wise Exposure for the Women SHGs Leaders | Nos. of Exposure | No. of Participants |
|---|---|------------------|---------------------|
| 1. | Damin Zone | 1 Nos. | 100 Nos. |
| 2. | Koloriang Zone | 1 Nos. | 100 Nos. |
| 3. | Phassang Zone | 1 Nos. | 100 Nos. |
| 4. | Parsi Parlo Zone | 1 Nos. | 100 Nos. |
| TOTAL EXPOSURE FOR WOMEN SHG LEADERS | | 5 Nos. | 400 Nos. |

Photographs of zone wise exposure of women SHGs leaders organized are placed below:

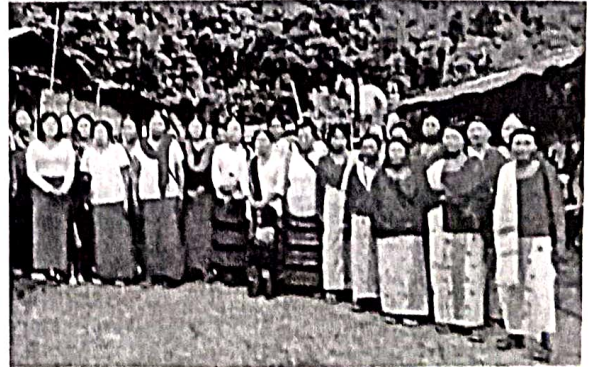
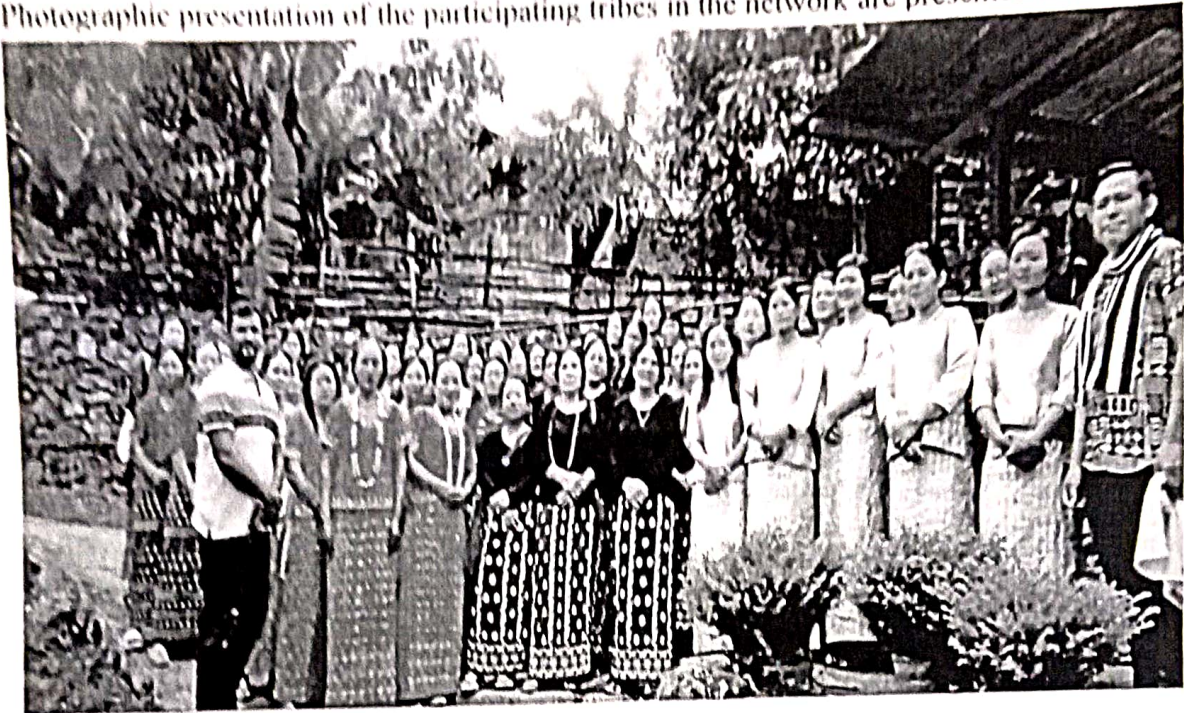


(d) Development Network of Special Tribe:

ASHA has established a development forum for the tribal people of the northeast region, known as the development network of special tribe. Initially started with ten NGOs, comprising five each from Assam and Tripura states. Later, states like Arunachal Pradesh, and Mizoram joined the network and NGOs from Meghalaya are also showing their interest.

This year, NGOs from four (4) states have participated in the network for development of the selected tribes. Photographic presentations of the participating tribes include the state of (1) Arunachal Pradesh-Kolorinag Tribe, (2) Assam-Tea Tribe, (3) Mizoram-Mizo Tribe, (4) Tripura-Tea Tribe and Reang Tribe.

Photographic presentation of the participating tribes in the network are presented below:



III. ASHA TRAINING CENTRE:

The ASHA Training Center is a beacon of empowerment, dedicated to capacity building and human advancement. By offering a wide range of programs and workshops, the center equips participants with the knowledge, skills, and attitudes they need to excel in their personal and professional lives. These capacity-building initiatives boost leadership, communication, and problem-solving abilities, while the human advancement programs focus on personal growth, emotional intelligence, and well-being. By fostering a supportive learning environment, the training center enables individuals to unlock their full potential, sparking positive change and transformation within themselves and their communities.

In line with this vision, during the financial year 2022-23, ASHA has organized four distinctive environmental programs:

- a) ASHA Centre for Learning & Leadership, and
- b) Maintenance of Training Centre.

Details of each of these above stated two (2) environment programs are placed below:

(a) ASHA Centre for Learning & Leadership:

ASHA is making strides by introducing its own centre for learning & leadership, a pivotal step in providing accessible, affordable, and quality education to the local community. This isn't just about classrooms and lectures; it's about creating a hub of opportunity where vocational training, and lifelong learning converge. By catering to diverse student needs and interests, ASHA's centre fosters a supportive and inclusive environment, serving as a seamless gateway to higher education.

Over the past year, ASHA has organized several dynamic training programs under the centre for learning & leadership banner. These initiatives aim to empower individuals with the knowledge, skills, and values necessary to thrive both personally and professionally. They're not only enhancing competencies but also inspiring participants to become catalysts for positive change in their communities. It might be exciting to explore the specific training programs offered and how they've impacted the participants.

This year, the centre for learning & leadership organised the following trainings:

- (i) 15 days Anganwadi teachers' training, and
- (ii) DDK/GKY-QUESS training and activities

More details of the above training are placed below:

(i) 15 days Anganwadi teachers' training:

Anganwadi centres play a crucial role in early childhood care and education in Tripura. These centres serve as the first point of contact for children aged 0-6 years and provide them with essential services such as early education, health, nutrition, and overall development. However, to ensure the best quality of care and education, it is essential to equip Anganwadi teachers with the necessary skills, knowledge, and resources.

A few photographs of ASHA Centre for Learning & Leadership are placed below:



Training programs for Aganwadi teachers can significantly contribute to the holistic development of children and improve the quality of early childhood education.

(ii) DDU/GKY-QUESS Training and Activities:

ASHA along with IKYA-(Means The Power of Being One) with DDU-GKY (Deen Dhayal Upadhyaya and Grameen Kaushalya Yojana has signed an MoU for conducting trainings with job placement at different domains like Hospitality and House Keeping (HSP) and HES. The complete is being supported and funded by the Ministry of Rural Development, Government of India. The organisation (IKYA) uphold 9 detailed entitlements as the successful features and the package of the training process.

A few photographs of ASHA Centre for Learning & Leaderships are placed below:



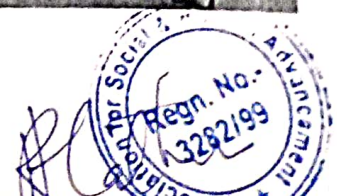
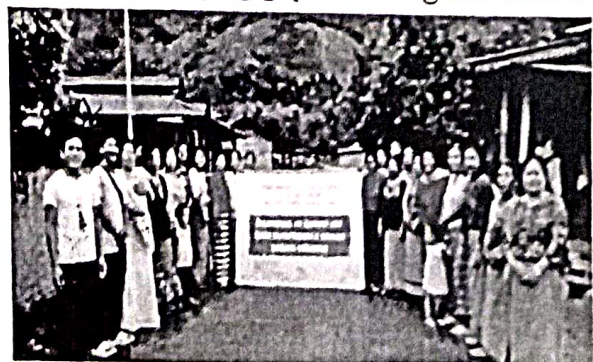
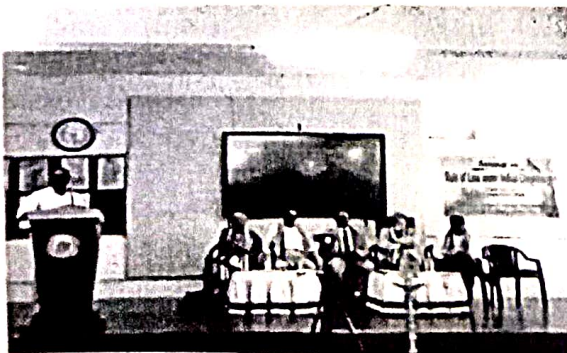
b) Maintenance of Training Centre:

The Association for Social and Human Advancement (ASHA) established the ASHA Training Center to address critical community needs, particularly for economically disadvantaged individuals from Bengali-medium schools. This purpose-built facility, designed to accommodate hundreds of trainees, serves as a hub for empowerment, providing diverse programs aimed at enhancing skills and promoting economic independence.

ASHA continuously invests in its infrastructure and resources, ensuring effective training delivery through practical demonstrations. Recent expansions include a state-of-the-art fashion design and tailoring workshop, equipped with over thirty commercial sewing machines. This initiative empowers trainees to launch their own production units, fostering entrepreneurship and contributing to local industry growth.

Furthermore, ASHA introduced a pig farming demonstration project, illustrating sustainable capital generation and income-generating strategies. By showcasing effective resource management, ASHA empowers trainees to create investment capital, promoting self-sufficiency. All participants receive merit certificates, recognizing their dedication and skill development. ASHA commends their commitment to learning, encouraging them to set ambitious goals and navigate the competitive world.

Combining theoretical knowledge with practical application, ASHA Training Center equips individuals with skills and confidence necessary to thrive, bridging gap for a brighter future.



IV. SOCIAL & CHARITABLE PROGRAMS:

Association for Social and Human Advancement (ASHA) is deeply committed to uplifting marginalized communities through a variety of social and charitable initiatives. These programs address poverty, education, healthcare, and environmental sustainability, ensuring that vulnerable groups have access to essential resources, services, and opportunities.

By focusing on empowerment, inclusivity, and long-term impact, ASHA seeks to break cycles of poverty and social inequality, enabling individuals to build self-sufficient and dignified lives. In 2022-23, the organization spearheaded three key initiatives:

In accordance to the above concept during the year 2022-23 ASHA has organized the following social and charitable programs as stated below:

- a) **Gifts to Poor, and**
- b) **Donation to Orphanage.**

Each of these above stated three (3) social and charitable programs are placed below:

a) Gifts to Poor:

Association for Social and Human Advancement's (ASHA's) charitable programs focus on bridging resource gaps and providing support to those in need. In 2023-24, the organization extended assistance to orphanages, ensuring that vulnerable children receive essential care, education, and nourishment.

Through financial sponsorships, ASHA has:

- 1) Funded educational programs for underprivileged children.
- 2) Provided clothing, food, and healthcare support to orphanages.
- 3) Encouraged community participation in acts of kindness.

By prioritizing compassionate giving, ASHA strengthens social bonds and creates a ripple effect of generosity that benefits countless lives. ASHA has provided essential supports through its project based activities, social and charitable programs aim to empower individuals, foster inclusivity, and drive positive change.

b) Donations to Orphanage:

ASHA empowers vulnerable communities through targeted charitable programs addressing poverty, education, healthcare, and environmental needs. By bridging resource gaps, ASHA fosters inclusivity and drives positive change. This year, ASHA extended its support to several orphanages, demonstrating a compassionate commitment to vulnerable children.

Providing financial donations, ASHA enables these orphanages to bridge resource gaps, ensuring the provision of essential care, education, and nurturing. These sponsorships cover vital needs such as food, clothing, healthcare, and education, empowering children to thrive and reach their full potential. By offering these resources, ASHA is actively contributing to the well-being and future prospects of these children, creating a tangible positive impact.

A few photographs of development of donation to orphanage are placed below:

