

REBUILDING HOPE

Annual Report | 2015-16



Sustainable Environment and Ecological Development Society



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Innovating for a safer future

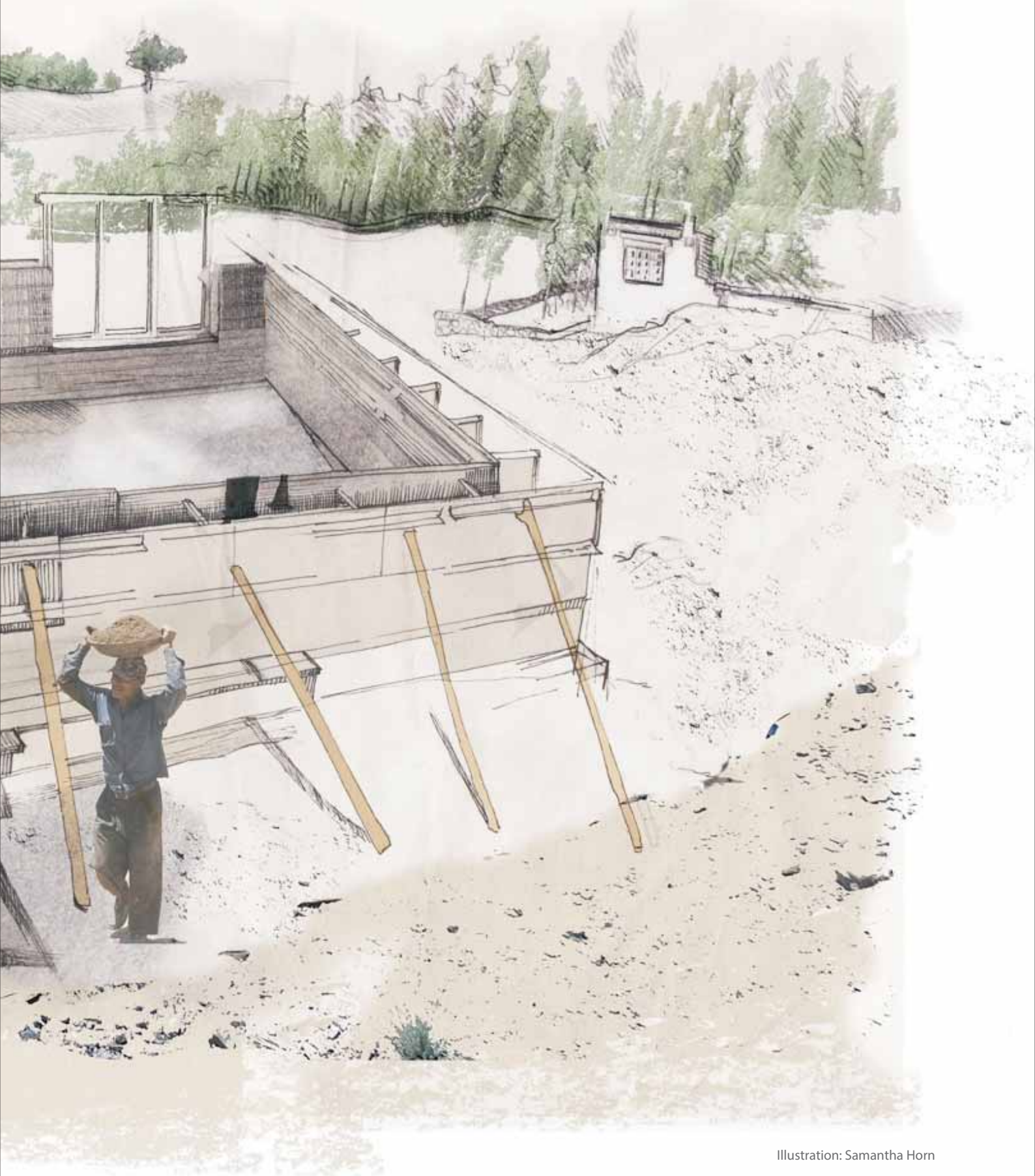


Illustration: Samantha Horn

MESSAGE



Dear Friends,

This year has really showcased experiences of both building and rebuilding hope.

This sentiment reflected in our mason and plumbing training with women, challenging entrenched social norms. It shone through as we continued work on getting children back to school in Kashmir and Uttarakhand. It was harnessed in the collective power of communities – from dealing with unprecedented flood events in events in Chennai to adaptation measures in Saharsa, Bihar.

Finally, hope was illuminated in our shared humanity, not just with communities in India, but in Nepal after the devastating earthquakes that shook the country.

I am pleased to share with you wonderful news on completion of our early recovery efforts in Nepal. Over 2500 families across 10 of the worst affected districts are now sheltered in strong homes. These were built themselves, with material, designs and handholding support that we could provide to them. We have been able to do so only due to innovative multi-pronged partnerships; and the overwhelming response we received from our friends and supporters in India.



Across programmes, SEEDS has maintained close partnerships with key government institutions and the private sector, based on a joint approach to addressing problems. Risk reduction and developmental linkages feature strongly in all our efforts to reduce underlying vulnerabilities.

Unfortunately, such disaster risks continue to affect millions of lives every year in our region and the impact is only growing more unpredictable. Our work continues to be critical. We thank all our donors, partners, volunteers and friends who have extended their generous support. It is your trust and the overwhelming response from the communities that we serve that allows us to continue working towards a safer and more sustainable world.

Warm Regards

Manu Gupta
Executive Director
2016



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AWARDS

- CNN-IBN Indian of the year 2010 for Public Service
- Drukpa Award 2011
- UNFCCC 2013 Momentum of Change Lighthouse award
- Best film award in the Climate Change Adaptation category at Asia Ministerial Conference for Disaster Risk Reduction (AMCDRR) 2016
- Recognised as Sendai Target Champion for reducing disaster mortality by UNISDR
- GuideStar India NGO Transparency award 2016 (Gold Level)

ACCOUNTING SYSTEMS

Sustainable Environment & Ecological Development Society (SEEDS) was incorporated on January 31, 1994 as a voluntary organisation under the Societies Act 1860. SEEDS is registered under Section 12A of the Income Tax Act, 1961 of India. SEEDS also receives foreign contributions and has been granted registration under Foreign Contributions Regulation Act (FCRA). The permission is valid upto 2021, after which the renewal will be done again.

SEEDS undertakes various projects, so the accounting is done project wise. It maintains three separate set of books of accounts. The first set of books is to comply with the requirements of Foreign Contributions Regulation Act and accounts for contributions & expenses on foreign contribution projects. The second set of books is for local projects and office overheads and the third set of books is for international projects.

Besides compliance under various accounting standards issued by the Institute of Chartered Accountants of India, SEEDS also maintains its accounts as per the requirements of donor organisations. SEEDS financial year commences on April 1 of every year and ends on March 31 of the subsequent year. It follows accrual basis of accounting and has a centralised accounting system maintained at the Head Office.

An independent auditor audits all accounts of SEEDS every year. As per law, SEEDS submits yearly statement of Foreign Contributions to the Ministry of Home Affairs. We also submit yearly income tax returns to the Government of India along with a balance sheet covering all projects and activities. Close monitoring of all project budgets is done based on the monthly reporting of expenses and progress of projects.

BOARD OF DIRECTORS

- Dr. V. K. Sharma - President
- Dr. Manu Gupta - Vice President
- Dr. Anshu Sharma - Secretary
- Prof. J.H. Ansari - Member
- Mrs. Manjusha Gupta - Member
- Prof. Rajesh Bheda - Member
- Dr. Rajib Shaw - Member
- Dr. R. Kuberan - Member

VISION & APPROACH



VISION

Resilient Communities

MISSION

Equipping the most vulnerable with appropriate tools and technologies, sharing knowledge and skills and promoting linkages among stakeholders to prevent loss of life and suffering.

GUIDING PRINCIPLES

- Prompt in our action
- Identify and reach out to the most vulnerable
- Facilitate community participation in decision making
- Adapt to local and cultural environment
- Non-discriminatory in our approach
- Focus on individuals
- Promote excellence

SEEDS is a member of and signatory to:

- The Code of Conduct for International Red Cross and Red Crescent Movement
- SPHERE Standard in Humanitarian Aid
- The International Council of Voluntary Agencies
- Asian Disaster Reduction and Response Network (ADRRN)
- Humanitarian Accountability Partnership (HAP)
- Active Learning Network for Accountability and Performance (ALNAP)

Humanitarian Accountability Partnership (HAP)

The Humanitarian Accountability Partnership (HAP) is an international standard of accountability for humanitarian organisations. It is based on six main benchmarks: Humanitarian quality management; transparency; beneficiary participation; staff competencies; complaints handling and continual improvement. SEEDS is now a HAP certified organisation and has committed itself to HAP's general principles for humanitarian work.



OUR APPROACH TO BUILDING SAFER AND MORE SUSTAINABLE COMMUNITIES

From our humanitarian response and early recovery programmes to reconstruction, training and innovation activities, SEEDS takes a long-term and inter-connected approach to its work.

Integrated approach

SEEDS takes a broader and integrated approach to ensure maximum impact. Our housing and school construction projects are all customised and look at key related elements. As appropriate this includes elements around clean water, sanitation access and hygiene; livelihood enhancement; behaviour change and awareness campaigns; and mason training.

Community-led to ensure skill transfer

All of SEEDS' initiatives are driven by the community, with particular focus on involving women. All stakeholders, including the local government, are actively involved in the process, ensuring shared responsibility. Adopting such an approach during reconstruction helps make the process as meaningful as the final structure.

Locally appropriate and sustainable

SEEDS pushes the use of local (and where possible natural) materials and integrates modern disaster-resistance techniques with traditional practices. As appropriate, this has included bamboo, wood, stone, mud, CGI sheeting, traditional grasses and often the use of salvaged material in the aftermath of a disaster. This approach of melding with the local culture, rather than importing foreign materials, helps decrease the carbon footprint and has social benefits.



RESPONDING TO AFFECTED COMMUNITIES



Asia, the most disaster prone continent, experienced more than half of the world's major disasters in the last half century. SEEDS acts with urgency to save lives and get affected communities back on their feet. We focus on emergency tents and early recovery housing as the situation demands. Related non-food items – utensils, blankets and essential hygiene items are also addressed.

This is carried out with due regard for human dignity, respect for local cultures and values and accountability towards all stakeholders. Perhaps most importantly, we aim to start the recovery and reconstruction process from the very first day. Through it all, SEEDS continues to contribute and advocate for better coordinated and improved quality of response at all levels.

NEPAL EARTHQUAKE RESPONSE

On April 25th, 2015, a catastrophic 7.6 magnitude earthquake struck Nepal. It was followed by more than 300 aftershocks and another 6.8 magnitude earthquake 17 days later. Lives and buildings alike were shattered; affecting an estimated 8 million people.

In the immediate aftermath of the earthquakes, people were living out in the open. The relief distribution process helped meet the most urgent needs of the most vulnerable people; providing protection from the elements in the face of inclement weather.

Identifying those most in need of help from among the affected communities is often a challenge. A rigorous selection process helped in this. Priority was given to those most vulnerable within the selected areas – from an economic, social, age, gender or disability viewpoint.

Each family kit was an integrated package that took care of the shelter, hygiene and cooking needs of a family. A few tents were also set up as emergency schools, with additional teaching materials and student kits. Having these basics in place helped families get back to a normal routine and brought about a feeling of well-being.



The initiative reached out to 636 families across 9 wards of Jhangajoli village in Sindhuli district.

Being one of the first interventions in a very long-term recovery delivery process, it also helped create a foundation. It set and established benchmarks; promoting principles for emergency relief, local and cultural appropriateness of material and a strong regard for human dignity.





CHENNAI FLOOD RESPONSE

The non-stop torrential rains in two consecutive spells in November and December 2015 brought the urban life of Chennai to a standstill. Over 400,000 people were affected by the worst flooding witnessed by the state in the last 100 years.

In the immediate aftermath of the floods, extensive relief operations reached out to 7328 families residing in low-income areas of Chennai: Jamalia Lane, Gouthaman Nagar, Viyasarpadi Madha street, Sathiyamoorthy Nagar, Annai sathya Nagar, Madhavaram, Chandadripet, Pallavan Nagar & Pumping Station, Madhavaram II and Jamalia Lane II.

Hygiene kits comprising essential utilities like shoes, mosquito repellents, mosquito coils and bath soaps were distributed. For near real time monitoring, a mobile application was used for collection of data and geo-tagging of every family receiving our support.





BUILDING BACK HOMES



The reconstruction process is an opportunity not just to restore what was lost, but to help the community better withstand future disasters.

Once the immediate humanitarian response is over and the disaster is no longer in the news, communities are mostly left to recover alone. Families cannot survive in tents alone until government schemes materialise. Rather than risking unsafe rebuilding, SEEDS works with the most vulnerable families to create transitional shelters. These follow cultural norms, often using materials that are local. They incorporate disaster reduction techniques. These homes are the foundation towards permanent housing.

Our sustainable housing model refers to shelters that are culturally apt, environmentally suitable, safe and secure. Continuous engagement with emerging architects and engineers on indigenous designs and technologies complements this approach. Bridging the gap between knowledge and practice, SEEDS also trains local masons and construction workers on retrofitting and safe construction practices.

NEPAL EARTHQUAKE RECONSTRUCTION

The 2015 Nepal earthquake (and subsequent aftershocks) caused severe damage to houses and public buildings. People were forced to reside in open areas under tents or temporary structures. In Nepal, where many families also run stores from their homes, building back was not just a matter of shelter, but also livelihood. So rather than risking unsafe rebuilding, we worked with the most vulnerable families to create transitional shelters.

The house itself was designed keeping in mind earthquake stability and resilience; as well as local climactic conditions. The material choices including bamboo, CGI sheet, GI wire, mud and stone, are frequently used locally and are not alien to the community. With features such as cross bracing and the very lightness of the walls themselves, it is both safe and sustainable. Local building techniques were incorporated to ensure long-term acceptance and replication.

The strong, highly-engineered design was then broken down into a simple step-by-step process. These easy-to-use guides meant families learned to build on their own. Trained house owners from one village then actually became the trainers for other communities. This made it easy to replicate and scale up in a rapid manner.

The process was entirely owner driven, whereby a member of the family was trained to construct their house and necessary guiding material was provided. Numerous teams operated simultaneously to ensure construction was completed in the least possible time.

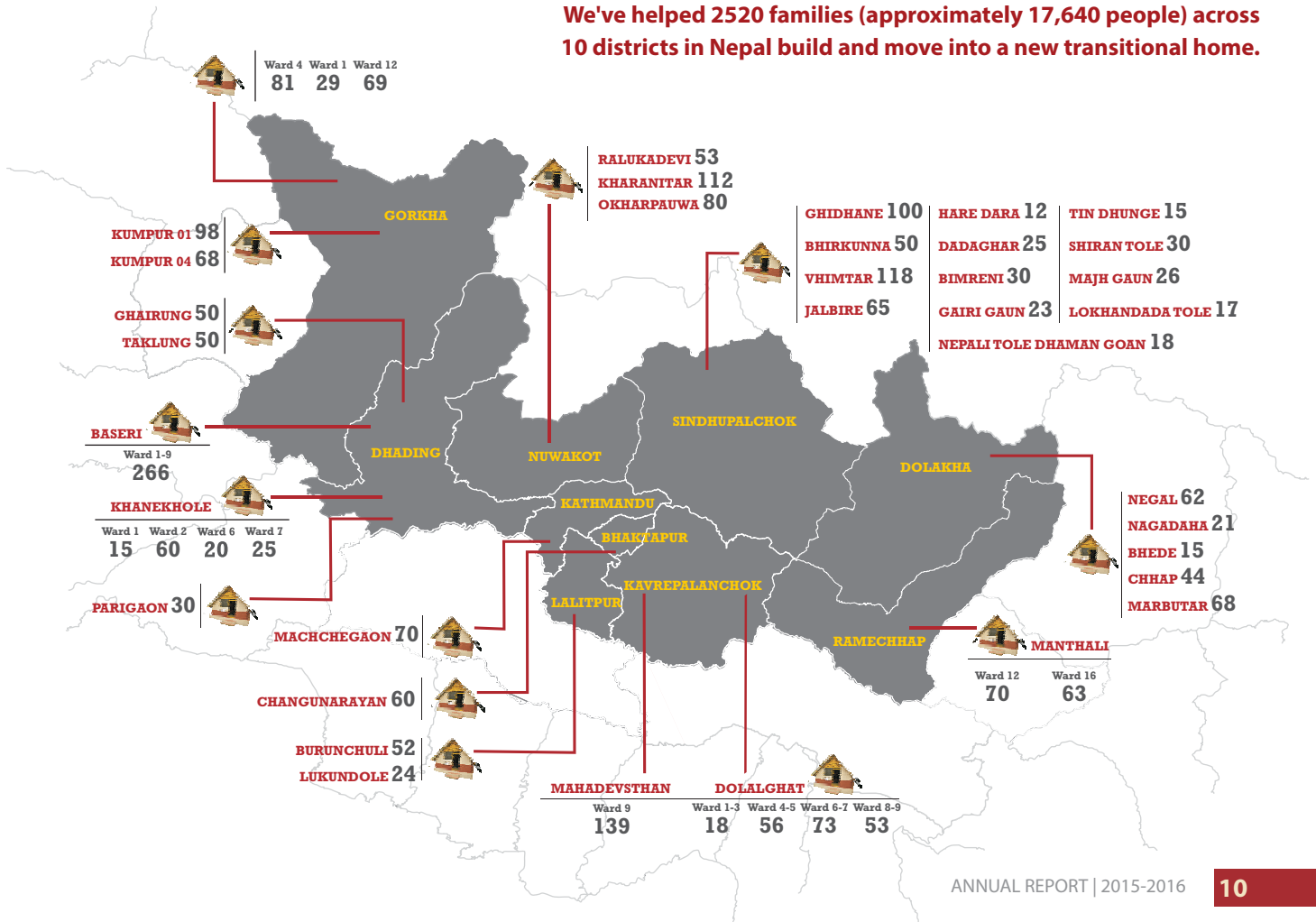
In fact, the building was a unique grassroots cooperation of construction artisans locally and across the border from Bihar. In terms of livelihood, more than 100 masons from Bihar were trained and earned a living due to the intervention.

The owner-driven process was backed with a strong multi-pronged partnership. This included local private sector who helped with supply chains (Chaudhary Foundation), a consulting firm who led on monitoring (PwC India), technical partners (NSET) and of course SEEDS who led with design and oversaw the process. This showcased a unique model of cooperation that can be emulated. Without the involvement of each strategic partner, it would not have been possible to achieve the efficiencies of cost and scale; or to create lasting impact.





We've helped 2520 families (approximately 17,640 people) across 10 districts in Nepal build and move into a new transitional home.



MORE THAN HOMES

SCHOOLS Working with the local administration and Village Development Committees, four semi-permanent schools were constructed. These are located across four different wards of Naubise, Dhading district. Together they gave 128 students back their schools.

The school design was a real challenge for architects and engineers. It had to fulfill the usage needs, be safe, be time and cost-effective, but also had to be feasible to build in areas with poor or no accessibility! The team opted for a modular design with a pre-fabricated MS tubular structure, a combination of poles and trusses with CGI roof and infill walls. This not only helped the construction to be quick and cost effective, but facilitated ease of transport.

WATER AND HYGIENE

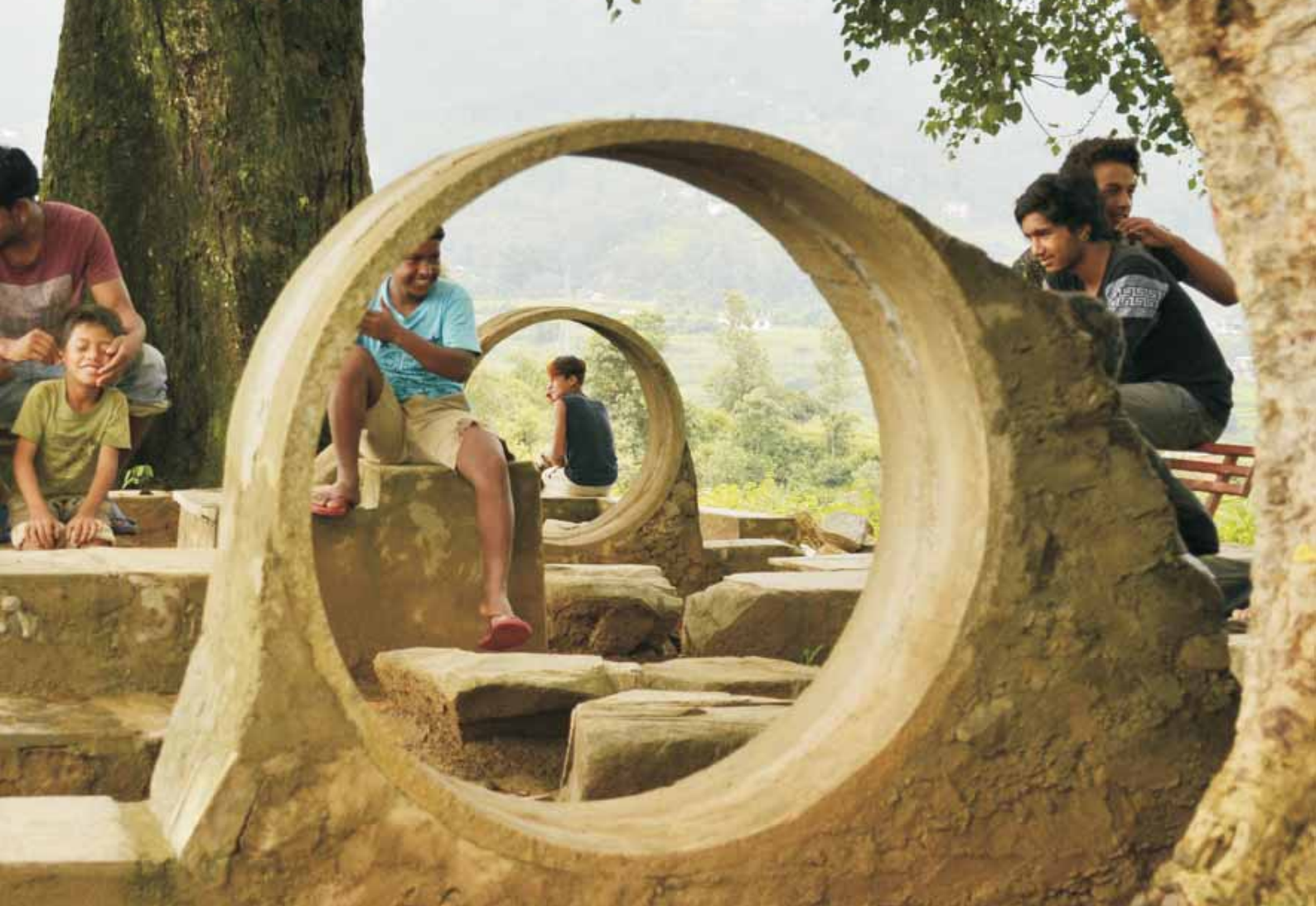
Families in Naubise also faced critical issues beyond shelter and food needs. From water scarcity to sitting places to hygiene, these efforts were again community-led. Committees were formed for each initiative, often headed by women, which conducted real time monitoring and oversaw the process.

People across Naubise were grappling with the shortage of drinking water. Following the earthquake, roads had shifted and natural springs were damaged beyond repair. With the help of community members, two underground water reservoirs were constructed. Labour, stone and basic raw material for construction was provided by the communities. The improved access to water has saved families time (in walking to collect water) and money.

COMMUNITY SPACES

Helping lift the community's spirits also meant the need for places to gather and engage. Community sitting arrangements were built at two different locations. The entire idea for the seating place came from the community. Every mason was allotted their area to explore and mould. The team took their experience with stone to the next level, showing their creativity. No two benches were alike. When challenges of daily work arose, the community again came up with a solution. A roster of groups was created as per their working pattern and routine. Today, these spaces witness smiles, laughter and togetherness like never before.





LEAVING A MARK

RAPID SCALING, TRANSFERRING SKILLS AND EMPOWERING WOMEN

For the first time, a post-disaster construction initiative put the community in the driving seat on such a large scale. The emphasis was not just on giving houses, but on 'learning to build more safely'. This embedding of skills within the community will help inculcate safer and environment friendly construction techniques in the future, reducing dependence on outside masons.

The creation of a strong multi-pronged partnership (private sector – consultancy – NGO) created efficiencies of cost and scale and lasting impact.

2520 families across 10 districts were enabled to build a safe and sustainable house. 128 children got back their schools. Over 14,000 people have additionally benefitted directly and indirectly through WASH trainings, restored water reservoirs and community sitting spaces.

Women were at the centre of each part of the initiative; from house building to monitoring committees to WASH rallies. For several, this marked the first time they stepped out of their communities; even convincing their families to let them serve as trainers for other villages.



REBUILDING CHENNAI

In the aftermath of the 2015 floods, housing became a challenge for numerous low-income families. After careful consideration of the needs, Madhavaram was chosen as the intervention area. Unlike other slums in Chennai, this community had received little assistance from the government. Located on the outskirts of Northern Chennai, Madhavaram is a former village that is now considered an urban local body. Largely from marginalised communities (scheduled castes), families here primarily earn through daily wage labour. The high incidences of alcoholism and young widows render the community even more vulnerable.

Homes here were mainly thatch huts that had weakened with the long-standing water. Some had collapsed completely and those standing were filled with muck, making it inhabitable for families. Yet, with nowhere else to go, some families were actually still living in the water. The transitional housing process started in February 2016.

After detailed surveys in partnership with the Madras School of Social Work, selection process of the most-needy families was begun. There was an emphasis on women-headed households, people with disabilities, the elderly and those truly unable to recover on their own. The shelter design had to be quick to build, low-cost and comfortable to live in. At the same time, the tight spaces meant that each home had to be customised in size according to the land available with the family. Market surveys were done to assess available local resources and skills. Based on this, the design process began, incorporating pre-fabricated elements of RCC pillars and ferro-cement panels to quicken the process.







**REBUILDING SCHOOLS AND EDUCATING
FOR DISASTER PREPAREDNESS**



Disasters cause disproportionately high damage to school infrastructure and re-establishing education is one of the key priorities.

For a school is more than a building. It's a place for children to learn, to play, to be safe, to be inspired and to grow. In the aftermath of a disaster, it is also one of the most important ways for them to heal.

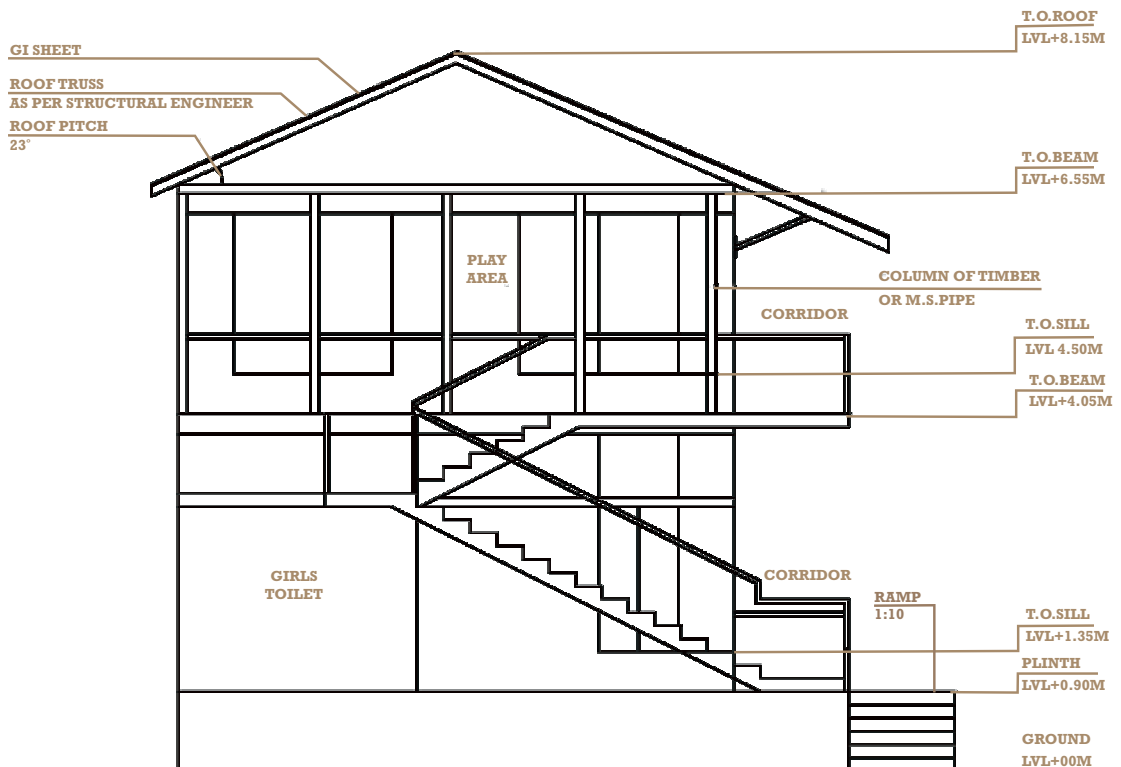
Our efforts are not just to rebuild, but to upgrade school buildings. Existing school structures are strengthened through retrofitting. For safer schools mean safer communities.

This is complemented by school safety and preparedness initiatives. The programme works to ensure that the school community is better equipped to respond and involves the neighbouring communities. This includes training on life saving skills, effective response and the development of school disaster management plans. SEEDS also works with frontline workers to build their capacity to deal with and respond to disaster risks.

NAVED-E-SEHER: Jammu & Kashmir Flood Reconstruction Initiative

In the first week of September 2014, the state of Jammu and Kashmir, India, experienced the worst flood that it had seen in 60 years. The incessant rain gave rise to a swelling Jhelum river and its tributaries. The valley is a lakebed, but as the state has been built up, its chain of natural wetlands has rapidly disappeared. With nowhere for the water to go, flooding took place in a matter of few hours, leaving almost no time for people to evacuate.

Following its relief and house rebuilding activities, SEEDS turned its attention to schools. With a basic model in place, an interactive consultation session was held at each school to incorporate the students' suggestions and the teachers' requirements into the final design. Conducted through discussion, drawing session and answering queries, the key observations were then integrated into the design. The schools were designed with disaster resilient features in line with INEE (Inter Agency Network for Education in Emergency) norms and all applicable building codes. Seismic resistance features were added as J&K lies in zone IV and V (highly earthquake prone).





LEAVING A MARK

SCHOOLS TO INSPIRE

The openness, light, playfulness and local material choices integrated into the design were all more conducive to better study. The final schools generated curiosity among the community to further use these techniques and even resulted in new enrolments!

Operational and resource challenges posed by the locations meant that aspects of the design were iterated through the construction process. However, the core aspect of structural safety and the spirit of simplicity, spaciousness and smiles were always retained. Exposed brickwork, high ceilings, large windows and artful incorporation of timber gave both schools a distinct visual identity. The designs reflected vernacular approaches and local construction techniques. At the same time, basic furniture including desks, tables, chairs, blackboard and cupboards were provided to ensure ease of use.

With no provision of safe and clean drinking water at the schools, RO filters were installed and drinking water facilities added. With sanitation also being a major concern, separate boys and girls toilet units were also constructed, adding to the comfort level.

The initiative went beyond brick and mortar alone. Over the course of reconstruction, the School Management Committee was oriented on the intervention and disaster risk reduction practices. Both students and teachers were trained on basic dos and don'ts during an emergency. Task forces on first aid, fire safety, search and rescue and early warning were created in the neighboring community. These didn't just increase ownership, but also bolstered a feeling of confidence, creating the beginning of linkages to broader community disaster management planning.



Primary School, Gulab Bagh Wanibatoo

In Wani Batoos village, the destroyed primary school building was the sole educational facility for a number of villages. Classes were being conducted in the house of a school teacher. There was an acute need for a proper school building, but the education department did not have adequate resources to do this restoration. Further, since the school was located in a remote location it was overlooked by other civil society organisations working on school restoration in the area.

The school's risky location on the edge of the river and structural assessments of the remaining buildings forced one conclusion – the school had to be relocated. The new site in Nowdal village, government-owned land with an adjacent CRPF base camp, was found after many obstacles. Donated for the student's welfare, it was also just a kilometre away from the old school, ensuring that the students didn't have to travel further.

The building integrated five big classrooms. Large windows and doors brought in plenty of natural light and air. An artistic staircase led to an open area on the upper floor. This kind of open area serves multiple purposes in this location. Not just play and prayer, but as a place to teach in the sunshine in winter months where temperatures drop below freezing.





Upper Primary School, Hajibal

For the Government Upper Primary School, Hajibal Village, Pulwama district, prolonged inundation had caused extensive damage. The school's 70 students studied in class VI to VIII. With six rooms divided into three blocks, five were used as classrooms and one as an office. Detailed assessments showed that four rooms could be salvaged, but two were damaged beyond repair and needed to be completely rebuilt. These covered an area of roughly 750 sq. ft.

Armed with go-aheads from the Education Ministry who also helped clear the rubble, the construction of a new block began.



REBUILDING UTTARAKHAND: School Reconstruction

In June 2013, a cloudburst and torrential rainfall led to massive flooding and landslides in Uttarakhand. Schools were badly impacted and school administrations were still struggling to cope. Based on discussions with communities, local/state administration and other agencies, they emerged as a focal point for SEEDS' restoration phase of rebuilding Uttarakhand.

For children were forced to study in unsafe class rooms and with hardly any facilities. This inadequacy was also a contributing factor to school dropouts and migration.

This reconstruction process planned to demonstrate construction techniques for safe school buildings in a region which is highly vulnerable to earthquakes and floods. Therefore efforts are also being made to build the capacities of local workmen.

The first phase of school rebuilding took place in 14-15. In March 2015, the designing process began for five more schools in Rudraprayag district. The buildings show how natural elements can be used to enhance the learning experience as well as influence local school design. The buildings will integrate risk reduction measures and sanitation facilities, raising resilience levels for children.

Along with the physical building, a number of awareness and training components were carried out on school safety. These include risk identification, preparation of school disaster management plan, training on first aid, search & rescue and fire safety and practicing mock drills.







**HELPING COMMUNITIES ADAPT
FOR RESILIENCE**



Often communities face multi-faceted problems that require a pre-emptive approach. Growing impacts of climate change, unplanned urbanisation and underlying risks add to this vulnerability. SEEDS is committed to empowering local communities to better withstand these risks; making them leaders in building their own resilience.

This overall resilience perspective includes elements such as adapting for livelihood security; managing and mitigating financial and environmental risks; access to clean water; and advocacy for change.

Community-led forums have brought together people from various walks of life to take up neighbourhood issues and advocate with local governments for change. These forums act as a collective learning and action hub to reduce day-to-day stresses. They also create an enabling environment to strengthen government-citizen partnership.

BUILDING RESILIENCE OF DISASTER-AFFECTED FAMILIES IN SAHARSA

In low-lying villages of the Kosi belt, communities are extremely vulnerable to disasters. There are high levels of poverty, limited infrastructure and education and a strong caste structure. These communities often have little access to basic needs of food, shelter and water. The conditions become even more dire in the heavy monsoon periods when floods are common.

10 hamlets of Sonbarsa block located in the flood-prone district of Saharsa, Bihar, were selected as the intervention area.

All the 10 hamlets are characterised by high proportions of unemployment and migration. This is largely because agriculture is difficult due to recurring floods and lack of skills makes it difficult for people to find a job in nearby towns. In this northern belt of Bihar, an alternative occupation is of bamboo artisans and masons. Traditionally bamboo was a common construction material, but there was a need to upgrade knowledge of disaster resilient construction. 91 bamboo masons were trained under the project, covering basic techniques, bamboo treatment, safe construction practices and hands-on demonstrations of joinery.

The project area faces major challenges with safe drinking water. The key source is hand pumps, but the water is unhygienic and high on arsenic content, posing serious health risks especially amongst children. After studying various technologies, Terafil filters were chosen as the best option.

SEEDS technical team undertook training with the Institute of Minerals and Materials Technology (IMMT), Bhubaneswar to understand the technology and its nuances for community use, based upon which the system was designed.

The filtration disk is produced through a mix of ordinary red clay, river sand and saw dust, without the use of any chemicals. The mixture is sintered at high temperatures leaving large pores in between. The filtered material clogs the top surface of the terafil over time and can be scrubbed off easily to reopen the pores. The terafil filters remove turbid particles, iron and bad odour from the water. While the disk can be made in any shape, circular is preferred due to high strength and easy maintenance.





Five filters were created, each with a capacity of 1000 litres per day. Together, they serve 620 families (over 1800 people). Low-cost and high strength with a long operational life and no electricity required makes it a very feasible solution for these communities.

In order to help increase food security, the concept of 'grain banks' was also introduced. This helps to ensure that the community can sustain themselves during the initial days after a disaster strikes; or in times of personal crisis for a particular family. One grain bin, two quintals of rice and two quintals of wheat been distributed to five Disaster Management Committees (DMC) of five hamlets respectively. 40 women are involved in grain bank activities in each hamlet.





IMPARTING SKILLS TO BUILD SAFELY



Bridging the gap between knowledge and practice, SEEDS trains local masons and construction workers on retrofitting and safe construction practices. This is done onsite during reconstruction programmes and through the SEEDS Academy. It imparts fundamental skills and knowledge of disaster-resistant techniques to construction workers. The SEEDS Masons Association, which began in Patanka after the 2001 Gujarat earthquake is slowly expanding. Members of SMA have since worked on our reconstruction projects in the Andamans, Kashmir, Bihar, Ladakh, Nepal and Tamil Nadu.

SUPPORT TO TRAINING AND EMPLOYMENT PROGRAMME (STEP) FOR WOMEN

The underlying theme of SEEDS Mason Academy aims to build a skilled construction workforce, including women, while helping formalise the largely informal sector of labour and construction workers in India.

Savda Ghevra JJ Colony, where the Academy is located, is a resettlement colony on the outskirts of Delhi established in 2006. It houses around 8000 families, but infrastructure is sub-standard. Families are culturally conservative and survive mainly on daily wage jobs.

The Support to Training and Employment Programme for Women (STEP) was run under the Ministry of Women and Child Development initiative. The vision was to help women boost their skills and get employed. Such job placement was an insistent attempt of the Academy, enhancing income and subsequently the quality of life. At the same time, this was an effort to instil confidence and a can-do attitude among women who had doubted themselves for a long time.

There were two relevant and demand based courses of assistant mason and plumber general (helper). The modules were designed after a thorough assessment of the skills required and needed in the market. The rigorous 864-hour curriculum emphasised basic theory of measurements and drawings, safe and economical construction practices, as well as introducing softer skills of communications. This was aligned with the National Occupational Standards as per National Skill Development Corporation (NSDC) and National Skill Qualification Framework (NSQF).
















282hrs Theory
582hrs Practical

Field Visit and Internship

5 Star Rating System and Certification by DDMA

STEP Training

Syllabus Elements

 Introduction, Basics and History of plumbing	 Health, Safety and Environment	 Measurements, Maths and Calculation – Basic	 Tools, Equipments and Uses	 Material, Material Handling and Storage	
 Plumbing Drawings – Basic	 Repairs and trouble shooting	 DRR Techniques	 Waste Reduction	 Work and Labor Management	 Communication and Work Ethics

Course specific Modules

Plumbing	Pipes, Valves and Joints	Water Supply	Fittings and Fixtures	Drainage, Waste and Vent Systems – Basic	Preliminary Installation – Cutting, Assembling and Fixing		
Masonry	Basic of Building Structures	Basic Masonry – Bricks, Stone and Blocks	Scaffolding, Shuttering and Formwork	Basic RCC	Doors & Windows – Openings & Fixing	Plastering and Finishing	PCC and Flooring

The process of identifying trainees was done through door-to-door visits and community focus group discussion meetings after which both experienced and novice women were enrolled. Committed, passionate and diligent, these women trainees challenged multiple social barriers. Juggling between work, home and children, these women equipped themselves with new skills. One of the major challenges was finding a suitable time, without compromising daily wages. Understanding the situation, SEEDS therefore came up with evening/night classes from 6 pm to 9 pm.

Many women had limited formal education. However, this was not seen as a hindrance to learning, encouraging more creative ways to impart training. The programmes ran with a combination of audio-video lectures, presentations and practical sessions that enabled women from all levels of education to grasp the concepts.

A 5-star grading and certification system was introduced, based on theory and practical tests. Most women in the course met the 3-star benchmark.

Following a holistic method from enrolment to placement, the academy not only provided classroom training, but engaged the students in field visits and internships, giving them opportunities to learn on ground. The internship period of one month post the training bolstered their experiences of work and diversified their knowledge.

Working in collaboration with Delhi Urban Shelter Improvement Board (DUSIB), the trainees from SEEDS Mason Academy were taken to their project sites as part of field visits and were later associated with them as interns. 12 trainees have completed their internship and are in the process of placement.





LEAVING A MARK

NOT JUST TRAINING, BUT A PASSION TO LEARN

Between August 2015 and March 2016, 96 women enrolled in theSTEP programme.

While many joined the academy in hopes of better work opportunities, there were others for whom these classes were more than just skill training. They found a sense of purpose here.

The presence of other women in large numbers provided security and unity of goal in achieving what others had doubted. The simple fact that this academy could make them self-sufficient and equip them with the basics to fix their own homes was in itself a life altering (and money-saving) opportunity.





**PARTNERING AND INNOVATING
FOR CHANGE**



Understanding local knowledge and broader trends is essential to apply fresh input to on-ground projects. SEEDS' programmes are supported by strategic partnerships and innovative action research. It cooperates and networks with allied groups for knowledge exchange and to reach out more broadly. At the same time, it conducts research and experiments with innovations.

SENDAI SPRING CAMPAIGN

In the run-up to the World Conference on DRR, the Road to Sendai campaign (www.roadtosendai.net) helped amplify local successes that linked to HFA and voices of what the general public wanted to see in the new framework. With outreach to over seven million people in 55 countries the outcome only reinforced that communities do not perceive or experience risks in isolation. Problems on the ground are multi-faceted and inter-linked, failing to fit neatly into sectoral boxes. This has meant that some of the key issues exacerbating vulnerability fall through the cracks.

For the first time and in a marked change, echoes of this thought reverberate across the post-2015 frameworks. The Sendai Framework for Action, Sustainable Development Goals, Paris Agreement, the World Humanitarian Summit report and Habitat III all cross-reference each other, looking at underlying risks and cross-cutting issues.

Keeping these insights and needs in mind, Sendai Spring (www.sendaispring.net) was conceptualised as an action-oriented campaign on turning risk to resilience, helping to catalyse change at the frontlines.





LEAVING A MARK

BREAKING SECTORAL BARRIERS FOR LOCAL 'RESILIENCE' ACTION

In rare unity, practitioners from the development, climate change, disaster and private sectors all came together to discuss their national 'resilience' priorities. It was a chance to break sectoral barriers and spread knowledge of global frameworks.

Through the workshops' participants, the campaign has reached out to representatives of over 130 different organisations in India, Bangladesh, Nepal and Sri Lanka. This includes local CSOs, INGOs, private sector companies, media outlets, academic institutions and individual experts.

Scaling up the initiative, similar national workshops are being held by ADRRN partners in Pakistan, Myanmar, Indonesia, Vietnam and the Philippines.

Sendai Spring looked at three main aims:

- De-mystify and widely circulate the concept of SFDRR and other post-2015 frameworks to improve understanding among various stakeholders.
- Encourage communities around the world to take and voice innovative resilience measures
- Attempt to link with other upcoming frameworks through outreach to help ensure that local action is cohesive and not done in silos

The campaign spread awareness of these frameworks among local leaders and civil society, breaking them down for inter-linked resilience action and to catalyse change at the frontlines.

National level workshops were held across four South Asian countries – Bangladesh, India, Nepal and Sri Lanka. The workshops aimed to deliberate on the way forward to implement these global frameworks in each national context and the role that CSOs can play in making them real. These workshops brought together development, disaster, climate change, humanitarian, government, media and private sector actors. Joint discussion was held on resilience priorities, challenges and action planning. It's been a start for 'resilience' thinking.

A key point that underscored all discussions was the level at which such resilience building is best achieved - sub-national. The second leg of Sendai Spring will hence look at ways to empower local leadership.

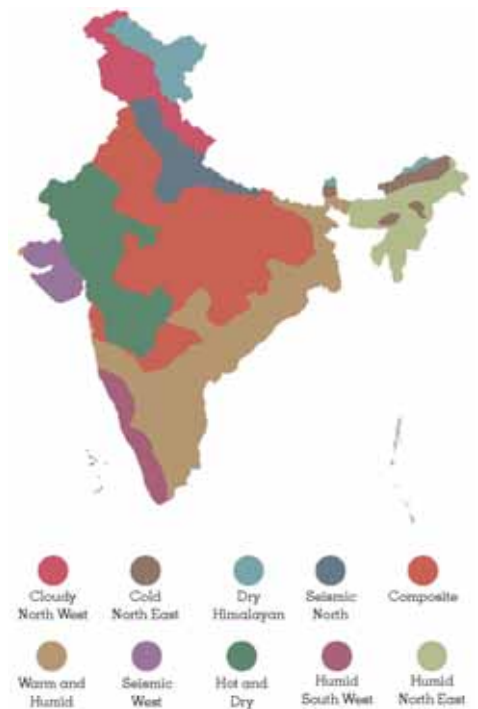
TOWARDS PERMANENCE: A Shelter Study

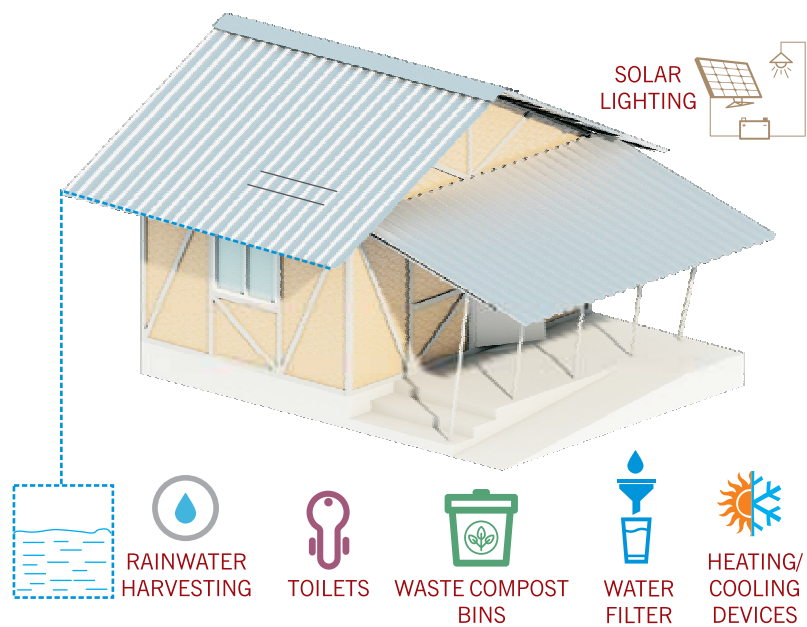
In the wake of a disaster, shelter response and recovery remains a challenge for the humanitarian sector. As the intensity and frequency of disasters continues to grow, a number of diverse organisations are running shelter interventions. While adhering to basic humanitarian principles, each often follows its own idea, resulting in major variations of approach, targeting, process and output. At times, the post-disaster imperatives of rapid deployment, large scale and low-cost result in one-size-fits-all options that don't fit the context and need. At others, interventions driven by sustainability and local appropriateness struggle to meet time frames or demand. The general norm has also been to create a new structure at each phase.

A set of guidelines was thus critically required to streamline the process of shelter response; helping to make efficient and appropriate decisions.

The report's guidelines were primarily drawn from a pan-India shelter study conducted by SEEDS. The study aimed to learn from indigenous architecture and post-disaster shelter design in a methodological manner. Its premise was that shelter is primarily designed according to its material and physical conditions. The study first developed ten shelter zones across India, constituted from their geo-climatic, hazard, and materials context. Within these zones, shelter features were identified from disaster resilient and culturally appropriate shelter practices. A total of 35 shelter typologies were investigated. The study paid close attention to both the structural characteristics which primarily mitigate hazard risk, and the climate-adaptive characteristics which mitigate climate vulnerabilities. The shelter survey also catalogued how local materials and mason skills were incorporated and reflected in each architectural form. The result was a matrix of ten shelter zones pan-India and corresponding appropriate shelter features per zone.

Based on the pan-India study, a universal shelter design has been developed. It is a simplified modular system to meet the demand of speed and scalability at low cost. The flexible design solution can adapt itself to different geo-climatic conditions, by changing the material of structural frame and wall infill. It is a progressive solution that can transform itself with time. From a quick emergency shelter, it grows to be a home!





LEAVING
A MARK

A FRESH PERSPECTIVE ON SHELTER RESPONSE

Shelter response continues to be a challenge for the humanitarian sector. The research and design of this simple, sustainable, adaptable and scalable transitional shelter model brings a fresh perspective. It's shifting the conversation towards permanence!

FRONTLINE

Frontline – turning community views into action is a global participatory action-research project undertaken in conjunction with government bodies and local communities. SEEDS is handling the India dimension. The thrust was to identify various climatic, geographical and hazard zones – in order to develop actions that would help build community resilience designed in a context specific manner. Six risk zones were identified including Assam, Bihar and Odisha (East), Uttarakhand and Delhi (North) and Tamil Nadu (South).

Following the interactive 6-state study, a pattern emerged. The priority threats including waste, pollution, unemployment and water pollution spoke of issues that go beyond just DRR, encompassing macro concepts of sustainable development and climate change. Clearly, communities perceive threats in a much wider net and this was telling of the gaps between perception and policy. Therefore, widening the horizon of risks as we understand it appeared to be the need of the hour

A pan India workshop organised in New Delhi in January 2016 provided a platform to discuss and gain a national perspective on the study results and the opportunities to take them forward. It brought together an array of participants from different corners of India (varied risk zones). Linking with the ongoing Sendai Spring campaign, the workshop was also unique in bringing together experts and practitioners from different fields. Moreover, it threw open the floor to explore opportunities, big and small, within the new international frameworks.

Drawing from experiences and learning from both the study and the workshop, shows the need for greater multi-stakeholder engagement, local level advocacy and public awareness. This fundamentally carved the pathway for next phase of the programme.

Two out of the six surveyed districts in India have been identified, in the urban state of Delhi and the rural state of Bihar for in-depth activities. These will be based on key threats and actions as identified by the communities.





REPORT ON VOICES OF OLDER PEOPLE

The elderly constitute over 11 per cent of the total global population and this number is likely to double in by 2050. A study of their vulnerability and wisdom offers an opportunity both to reduce the impact of disasters by addressing known weaknesses and to apply traditional methods with tested outcomes.

This survey was administered by UNISDR in August 2014. 202 responses from the elderly or their care givers and 136 responses from policy makers and government officials were gathered on issues relating to ageing and DRR were gathered. Nearly 40 countries participated in the survey.

The report presents the results of this survey to better understand elderly knowledge and experiences with disasters, and to inform messages for future campaigns.



ASIAN DISASTER REDUCTION & RESPONSE NETWORK (ADRRN)

SEEDS is an active member of the Asian Disaster Reduction and Response Network (ADRRN) and currently holds the secretariat.

2015 -16 was a year of continuing consultation processes on disaster risk reduction and response; and ADRRN was at the heart of the action. Various consultations were held and papers developed. The Sendai Spring campaign brought together different members. ADRRN also continued contributing to the consultation process of the World Humanitarian Summit. At the same time, the network continued to form partnerships; and to work on issues related to the promotion of innovative practices, enhancing accountability and a fellowships programme for capacity building of members in the region. Joint response action was carried out for the first time in the wake of the Nepal earthquake.





OUR PARTNERS

The various activities carried out by us are made possible through the support of individuals and organisations. We gratefully acknowledge the financial, material, moral and technical support of the following partners.

Alliance for Adaptation and Disaster Risk Reduction (AADRR)
 Asian Disaster Reduction and Response Network (ADRRN)
 Asian Paints
 Bata Foundation
 BitGiving
 Charities Aid Foundation (CAF)
 Chaudhary Foundation, Nepal
 Christian Aid
 CNN-IBN
 CSIR-IMMT Bhubaneswar
 Embassy of India, Nepal
 Eros Hotels
 Eureka Forbes Limited
 Give India
 Global Network of Civil Society Organisations for Disaster Reduction (GNDR)
 Godrej
 Government of Nepal

Great Eastern Shipping
 Herofin Corp.
 IBM
 Jumbo Group India
 Lutheran World Relief (LWR)
 Madras School of Social Work
 Macquarie
 Mahindra Com Viva
 Manav Seva Sangh
 MERCY Malaysia
 Ministry of Home Affairs, Government of India
 Ministry of Women and Child Development, Government of India
 National Disaster Management Authority (NDMA)
 National Society for Earthquake Technology (NSET) Nepal
 Owner Driven Reconstruction Collaborative (ODRC)

Pricewaterhouse Coopers India (PwC)
 RedFM
 SEEDS Asia
 Shapoorji Pallonji
 Sphere India
 Sri Bhuvaneshwari Mahila Ashram (SBMA)
 Snap Deal
 Super Tannery Limited
 Tata Relief Committee
 Trafigura
 United Way of India (UWI)
 UNISDR
 Friends of SEEDS and individual donors

ADMINISTRATIVE EXPENDITURE | BALANCE SHEET

SUSTAINABLE ENVIRONMENT AND ECOLOGICAL DEVELOPMENT SOCIETY
(Registered under the Societies Registration Act, 1860, Delhi)

BALANCE SHEET AS AT MARCH 31, 2016

In Rupees

Particulars	Schedule	As at March 31,	
		2,016	2015
SOURCES OF FUNDS			
Funds			
Corpus Fund	1.1	3,987,624	2,120,000
General Fund	1.2	13,559,151	11,523,469
Specific Funds	1.3	16,966,677	2,708,055
Assets fund	1.4	1,794,892	1,910,497
TOTAL		36,308,344	18,262,021
APPLICATION OF FUNDS			
Fixed Assets			
Gross Block	2	6,691,459	7,154,004
Less : Depreciation		4,896,567	5,243,508
Net Block		1,794,892	1,910,496
Investments	3	5,302,801	206,000
Current Assets, Loans & Advances			
Cash and Bank Balances	4	29,878,897	14,631,319
Other Current Assets	5	1,524,399	1,115,626
Loans and Advances	6	-	2,859,400
		31,403,296	18,606,345
Less: Current Liabilities & Provisions			
Expenses Payable	7	151,605	25,930
Other Liabilities		2,041,040	2,434,891
Net Current Assets		29,210,651	16,145,524
TOTAL		36,308,344	18,262,021

Significant Accounting Policies and Notes

10

Note: The Schedules referred to above form an integral part of the Balance Sheet

In terms of our report attached.

For Rakesh B. Lal & Co.
Chartered Accountants
Firm Regn. No.: 001884N

Rajat Behari Lal
Partner
Membership No.: 082412

Place: New Delhi
Date: 16th September 2016

For SUSTAINABLE ENVIRONMENT AND
ECOLOGICAL DEVELOPMENT SOCIETY

Manu Gupta
Vice President

Anshu Sharma
Secretary



SUSTAINABLE ENVIRONMENT AND ECOLOGICAL DEVELOPMENT SOCIETY
(Registered under the Societies Registration Act. 1860, Delhi)

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2016

Particulars	Schedule	In Rupees	
		For the year ended March 31, 2015-16	2014-15
A. INCOME			
Grants & Donations Received	8	100,222,730	62,261,105
Interest & Other Income		1,712,616	3,660,836
		101,935,346	65,921,941
B. EXPENDITURE			
Details of Expenditure	9	85,756,646	76,888,570
		85,756,646	76,888,570
Excess of Expenditure over Income		16,178,700	(10,966,629)
		16,178,700	(10,966,629)
Significant Accounting Policies and Notes	10		

In terms of our report attached.

For Rakesh B. Lal & Co.
Chartered Accountants
Firm Regn. No.: 001884N



Rajat Behari Lal
Partner
Membership No.: 082412

Place: New Delhi
Date: 16th September 2016

For **SUSTAINABLE ENVIRONMENT AND ECOLOGICAL DEVELOPMENT SOCIETY**


Manu Gupta
Vice President




Anshu Sharma
Secretary



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