

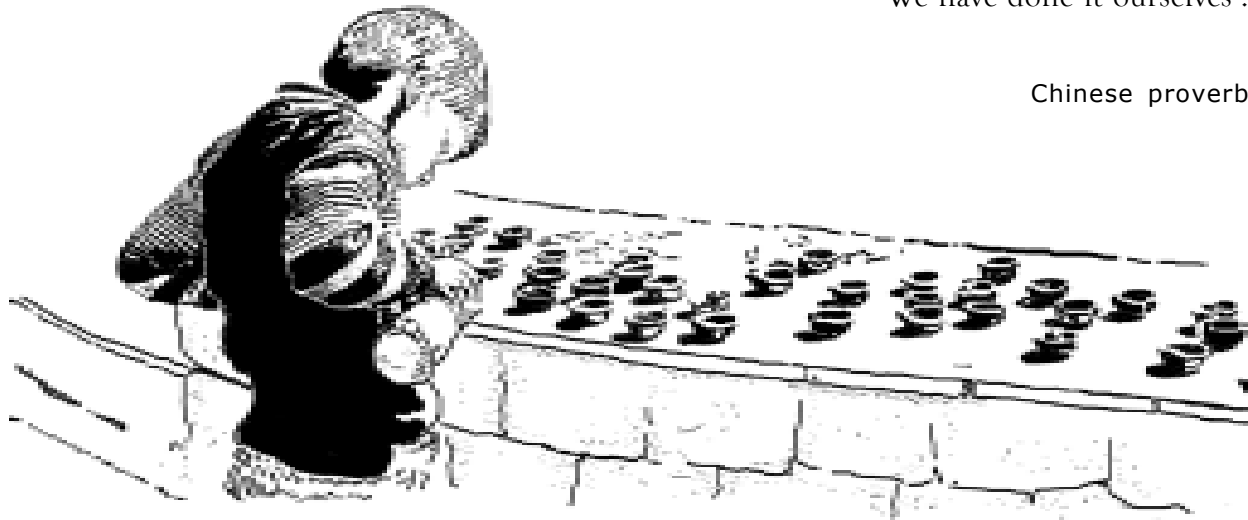


Chirag

Central Himalayan Rural Action Group

Go to the people,
Live among them,
Learn from them,
Love them.
Start with what they know.
Build on what they have.
But of the best leaders,
When their task is accomplished,
Their work is done,
The people all remark,
'We have done it ourselves'.

Chinese proverb



Our vision

To be a catalyst for the creation of a society rooted firmly in the principles of dignity, justice and solidarity.

Our mission

Chirag's mission is to improve the quality of life of rural people - especially the poor and women - in the Central Himalaya. We try to do this through interventions in health, education and natural resource management, and by providing access to diversified livelihood options. We promote the sustainable ownership and management of common resources by the community.

THE YEAR IN RETROSPECT

Twenty-five years! The words themselves impose a certain gravitas, yet they are also a reason to rejoice, celebrate, reflect and even to renew vows.

Chirag has been both a witness to and a participant in the changes that parts of Kumaun and its residents have experienced in these twenty-five years. Given the complex nature of change itself, it would be futile to even attempt to identify the exact contribution Chirag has made to this change.

In many families that we have worked with since the late '80s, we are now interacting with the third generation. The livestock composition & cropping pattern have changed. Some forests are greener while others have become degraded. Transport and access have improved dramatically. Joint families have given way to nuclear families. The number of educated young women in the area has increased exponentially. The age of marriage for girls has been delayed. Access to water has improved whereas availability in many locations has deteriorated. In most villages, immunisation is not a challenge any more. The list could go on...

Not surprisingly, Chirag has changed. It now works in four blocks of Nainital district, two blocks in Almora district, and in one block of Bageshwar district. There are just over 150 people working full-time in the organisation. Chirag has three training facilities - one of which it owns. Chirag even has its own office. Chirag promotes an integrated approach wherever it works. The focus and thrust of programmes has altered like in agriculture, animal husbandry and even water. The Chirag School and Hospital were mere dreams. Kumaun Grameen Udyog wasn't even a dream, but today is an independent institution to be reckoned with.

We must also celebrate the accomplishments of those who have been associated with Chirag since its inception and those that we are fortunate to still have in the organisation. Every individual who has been a part of this journey - irrespective of how long they were associated, what they did or whether they remain associated with Chirag or not - has reason to be proud of the fact that twenty-five years into this journey, we are still young and thirsty for more.

It is rare for a voluntary organisation working in a rural area to survive multiple changes in leadership and to remain vibrant and strong. The primary reasons why Chirag is part of this rare club, are its governance structure and its team. I will soon be handing over the baton to Mukul Prakash, Chirag's fifth Executive Director. Mukul brings with him rich and diverse experiences and insights from the worlds of hospitality, tourism, infrastructure, rural livelihoods, natural resource management and, more recently, primary education. I sincerely hope that Mukul will receive the same support and affection that have made the past eight years pass by in a flash.

V K Madhavan
September 2012

CHALLENGES

Change is more often than not a double-edged sword, the benefits of which are accompanied with unanticipated and adverse consequences. The narrative of change in the region over the past twenty-five years is reflective of this. Given twenty-five years of Chirag's activities and presence in the region, it is an opportune moment to pause, and to recognise some of the new challenges that have emerged. We are fortunate to be able to respond to the new and emerging needs with the benefit of experience and a strong institutional foundation.



This report then, it not just a compilation of the activities and accomplishments of the past year, but is also an attempt to identify some of these new challenges and to look at our programmes critically as we forge ahead.

CHALLENGES IN THE REGION

There are seven major challenges that we need to recognise and find ways of responding to. Each of these must be viewed through the lenses of equity and equality. There are families in villages we work in, for whom feeding the family, access to good health care, basic infrastructure and education are out of reach. They may be a relatively small proportion of the total population but they exist, are real and are invisible. The fact that literacy rates of girls is better than in many other parts of the country, or that women are more visible in villages, leads to the conclusion that women do not have problems that are unique to them or that they are equal partners in progress. This is far from the truth. Inequality persists in access to education and health care, and in decision-making in formal institutions and even in homes. The prevalence of violence against women and growth in sex-selective abortions is reflective of the malaise.

Water

Attempts to increase access to water that marked efforts in the past two-decades were based on the assumption that availability was not a constraint. This is far from the truth. Springs are drying up, and have become unreliable and unpredictable. This is not a localised problem and will require significant efforts over time to yield results. Decentralised storage of water through rain-water harvesting and increased efficiency of water use through micro-irrigation will help but the springs will need to be recharged.

Water quality is a matter of growing concern. The results of water-quality tests conducted by Chirag, and the prevalence and increase in water borne diseases bear testimony. Excess water from springs upstream is the sources of irrigation in the low-lying areas. Irrigated areas in the hills, despite being less than 18% of the total agricultural area, are still important for local food security, and these may be adversely affected.

Young People

Young people not just in Kumaun but in most rural areas are being educated out of agriculture and the job-market. Post-school, their aspirations and their perceptions of their own self alter and traditional agriculture does not fulfil their needs any more. Unfortunately, most of them do not have the skills, education or confidence even after twelve years in school to secure jobs elsewhere. The growing ranks of educated and unemployed youth who cannot find jobs that suit their needs is a matter of grave concern. Can agriculture be made attractive and remunerative for them to turn to? Can they be provided the skills to enable them to find appropriate jobs? Can large numbers of jobs either in decentralised manufacturing or the service sector be created in the hills?

Agriculture and Animal Husbandry

Irrigation currently supports less than a fifth of the total cultivable area in the hills. The rest is entirely dependent on rainfall. The uncertainty in water availability leads to poor investment in land and in inputs. Nuclear families and increased literacy and well-being in many instances have led to larger herds of traditional livestock being replaced by a few improved breeds of cows or buffaloes. This has led to a reduction in the availability of manure. Meanwhile, productivity of livestock is stagnating or declining as a consequence of poor availability of quality fodder and nutrients. This in turn has been caused by a degradation of commons. Run-off on the hilly terrain leading to the loss of top-soil and nutrients, changes in the livestock composition and total availability of manure, a reduction in the bio-mass available - are all contributing to poor soil health. An increase in the population over time has led to the shrinkage of the size of land-holdings. Moreover, families have migrated out of the region and their lands lie barren since the land laws create disincentives for others to lease or rent them. The absence of a sustained regeneration of natural resources and a coherent strategy to promote animal husbandry and agriculture has led to a vicious cycle of inefficiency and poor productivity. Families are being pushed out of agriculture - not always by choice but more often than not because of necessity. Can this cycle be broken? Farmers should move out of agriculture or the region if their aspirations cannot be met by it and if they have better options. Today, they do not have a choice and do not wish to invest in their lands since they do not visualise a future in it.

Basic services

Since the quality of government service is poor, private service-providers in education and health care are burgeoning. Anyone who can afford these uses them. Those who cannot afford them are also those with the least ability to influence government. There is a desperate need to improve the quality of public services. However, there is little evidence either in terms of policy or action to suggest that these are priorities in the region and will be addressed. The inability of the government to provide basic services such as education and health care of an acceptable quality reinforces inequity. Families with a low-income base, who cannot access private services, will continue to languish with poor education and ill-health. Can this system be fixed? Can demand be generated for better services? Can other options be provided to families with low-incomes?

Local self-governance

Given the investment made by the government on social security, basic services, natural resource regeneration and employment, there should not be a need for any other agency to invest in these areas. Yet, the needy cannot access the benefits of the social security schemes, basic services languish, the off-take of employment benefits remains low and the quality of works is poor. Despite the existence of institutions such as the Gram Panchayats and Van Panchayats, governance and delivery remain poor. In the absence of demand from communities and pressure on their own local bodies, the environment for an improvement in services and delivery just does not exist. Can a favourable environment be created for decentralisation? Have decentralised institutions been invested in to plan for, execute and manage so many programmes? Is there an alternative?

Natural Resources

A subtle change has taken place in the relationship between families and natural resources, in particular, common property resources. Indiscriminate lopping and fuel-wood extraction, and the growth in incidence and intensity of fires are but an indicator of this trend. On one hand, LPG has eased the burden on women, but on the other, it has altered the social dynamics that regulated the management of the commons. As the dependence of the wealthy on natural resources for their sustenance and livelihoods decreases, their incentives to cooperate in the management of these resources also decreases. There are no new institutional mechanisms to manage and regenerate these resources. Even laws with promise, such as the Van Panchayat Act, are ineffective due to apathy regarding their enforcement. Whilst the possibility remains, the management of commons has not improved dramatically. Life in the hills without healthy forests, soils and water is impossible to envisage.

Adverse Climatic Events

The micro-climate has changed since Chirag commenced work in the area. In addition to an alteration in the rainfall pattern, for example low or no precipitation in winter, the number of wet days is declining. For two years consecutively there have been marked climatic deviations, events such as very heavy showers in a short span of time, that have adversely affected the region. The unpredictability of the weather and these adverse climatic events have had a negative impact on agriculture, water availability, the quality and quantity of fodder and on natural regeneration. Low-income families are more vulnerable to these changes. While these events cannot be averted either in the short-run or through the efforts of a single agency, there is a need to mitigate risk, particularly of the low-income families.

THE WAY FORWARD

Chirag's current programmes have recognised some of these challenges, and are, in effect, a response to them. To increase the effectiveness of the response a simple three-pronged strategy will need to be adopted: Integration, Investment in Institutions and Innovation.

Integration

There is no magical silver bullet that can eradicate poverty. The traditional approach of operating in independent silos has limitations too. There is a need to revisit the original notion of an integrated approach to development. In each village that Chirag works in, there is a need to ensure that an integrated set of choices is made available to families, in particular, to households with a low income. In other words, to provide families with a basket of opportunities pertaining to education, health, rural livelihoods, livelihood support and natural resource management. For example, any effort to strengthen agriculture must be accompanied with initiatives in animal husbandry, market access, water and a regeneration or management of the commons.

Invest in Institutions

Chirag works with a diverse set of formal and informal institutions at the village level. The leadership in many of these institutions is common. Sporadically, capacities are developed in particular institutions. There is a need to develop a strategy for development of village level institutions - informal and formal - with a view to ensuring that there is a synergy in their functioning. Within these institutions, the specific needs of individuals vary and there is a need to recognise this and then to facilitate development of leadership skills. In

villages where Chirag has worked for more than a decade, there is a need to help develop a new generation of leaders. This investment can help generate demand, create transparency and synergies across institutions and facilitate planning and implementation of programmes.

Innovation

There is a need to remain nimble and to create the space for innovation within existing programmes and in attempting new ones. Without attempting new processes or activities or approaches, new challenges cannot be addressed. Chirag doesn't need to do this alone. By collaborating with other institutions of a specialised nature, the space to innovate and attempt new things can be created. Chirag will need to ensure that its own communication and documentation is of a higher order to facilitate such collaborations and the exchange and transfer of knowledge and information.

Chirag's own internal structures must be adapted to implement such a strategy - to foster integration, build and strengthen capacities of local institutions and to facilitate documentation and alliances for research and innovation.

CHIRAG'S INITIATIVES - AN OVERVIEW



WHERE WE WORK

Chirag works in 182 villages in seven blocks in the districts of Nainital, Bageshwar and Almora. There are seven decentralised teams, consisting of specialists and individuals with responsibility for specific villages, headed by an Area Coordinator. The area teams are supported by programme teams lead by Team Leaders, who are based at Simayal. The Simayal office, in effect, functions as a support unit with the programme teams and the administration and finance teams. There are two experimental farms, at Simayal and Dewaldhar, both of which only follow organic methods of cultivation. There are three training centres - at Simayal, Dhokane and Dewaldhar.

Area	District	Block	Gram Panchyats	Village
Devaldhar	Bageshwar	Bageshwar	21	32
Kathpuriyachina	Bageshwar	Bageshwar	19	28
Pinron	Nainital	Bhimtal	8	11
Naukuchiatal	Nainital	Bhimtal	15	17
Suyalbari	Nainital	Ramgarh	11	25
	Nainital	Betalghat	7	9
	Almora	Hawalbagh	4	6
	Almora	Tarikhet	2	2
Reetha	Nainital	Ramgarh	26	35
Kasiyalekh	Nainital	Ramgarh, Dhari	17	17
Total			130	182

Agriculture, health, education, community forestry and the livelihood initiatives are the largest in terms of geographical spread. Over time as programmes expanded geographically based on the need of communities, the emphasis on ensuring that integrated choices were being provided became diluted. In the past two years, a renewed emphasis on ensuring integration of our initiatives has set in. In 2010-11, only a third of the villages that Chirag worked in had a significant amount of integration. This has increased marginally and in the past year two-fifths of the villages reflected a significant amount of integration. In the short-run to ensure the primacy of the integrated approach

there may be a need to shrink geographically and to consolidate before expanding again. Further, there is also a need to restructure the area teams to increase their efficiency and to ensure that they are based and operate close to their adopted villages.

WHAT WE DO

Chirag has seven broad programme initiatives. Each of these initiatives in turn consists of multiple thrust areas. The objectives of each of these programme initiatives and a summary of the programmes is as follows:

Primary Education

- To improve the quality of education in primary schools of the government.
- To foster the habit of reading amongst children in primary schools.
- To ensure that girls from disadvantaged backgrounds have the opportunity to complete their schooling.
- To demonstrate that quality education that is a consequence of exploration and fun can be provided to rural children at an affordable price.

The attempt to improve the quality of education is being undertaken in 60 primary schools that cater to nearly three thousand children. There are two paths through which this is being attempted. In some schools the emphasis is on libraries and remedial learning whereas in the others the emphasis is on libraries and working with children in Class 1 and 2. There are 135 girls from disadvantaged backgrounds who receive a scholarship that will support them in their attempt to complete their schooling. The Chirag School has seven classes - two pre-school and five at the primary school level. The first batch of children is due to graduate shortly after completing their fifth.

Investing in Young People

- To invest in young people by providing them with access to information, knowledge, skills and opportunities.
- To encourage and foster the spirit of voluntarism and discovery, particularly amongst young people.

The programme currently focuses on improving the employment prospects of young women from disadvantaged backgrounds by providing them with access to a residential training which emphasises the development of broad life skills, confidence, analytical reasoning, conversational English and computer literacy. Chirag supports the efforts of B2R Technologies which runs five centres that employ a total of nearly 250 people. Finally, students, interns and volunteers are encouraged to come and spend time at Chirag, discovering themselves and rural life.

Health Care

- To provide through the Chirag Hospital access to quality health care at an affordable price.
- To focus at the Chirag Hospital on preventing deaths, reducing morbidity and expenditure on health care particularly amongst low-income families and women and children.
- To strengthen the statutory health committees in Gram Panchayats, support the creation of their annual health plans, and to assist them in using these plans to leverage services from government and other service providers, including Chirag.
- To support the Accredited Social Health Activists (ASHAs) through training and village based support in carrying out their work effectively.
- The Chirag Hospital at Sargakhet has a full-time doctor, a lady doctor who visits three days a week, a pathology lab, X-Ray facility, trained personnel and a pharmacy. Dental camps are conducted on two days each month. Further, the curative health team also responds to request for camps from health committees. The preventive and promotive health programme works in 82 villages in 50 Gram Panchayats.

Natural Resource Management

- The conservation, development and management of common lands to ensure sustained availability of leaf-litter, fodder and fuel wood and for their hydrological services.
- The recharge of springs.
- Adoption of the watershed development approach to treat micro-watersheds.

- Support and strengthening of village level institutions for sustainable management of forests.

As part of the forestry programme, reforestation was carried out with communities in 55 villages and fodder cultivation on common lands in 37 villages. The recharge of forty-four springs is being attempted in 35 villages. Soil and water conservation efforts involving the construction of structures such as contour terraces, gully-plugs, percolation tanks or pits and check-dams are undertaken in all these locations as per requirements. Ideally, soil and water conservation efforts precede the planting of saplings or fodder. The Pirna Watershed in Bageshwar district comprising of eight villages is being developed. Chirag works with diverse village level institutions engaged in natural resource management - watershed development committees, self-help-groups, Van Panchayats, user groups and forest protection committees.

Livelihood Support

- To promote sustainable agriculture and in particular no-pesticide management through farmer led trials, experiments and demonstration.
- To strengthen the production base and reduce expenditure through the sustainable improvement of soil health, by improving the quality of planting material and by promoting pest and disease control and management through low-external inputs.
- To mitigate risk by promoting crop diversification.
- To increase the productivity and improve the health of livestock by promoting better management practices, access and availability of improved nutrition, community based care of livestock, breed improvement and risk mitigation.
- To focus not just on large livestock but on small ruminants as well as other animal husbandry opportunities.

Nearly 750 farmers were involved in trials in their own fields in the past year. The two experimental farms focus on organic cultivation, in particular, on trials that can subsequently be adopted by farmers after an initial testing. Farmers cultivate culinary herbs on marginal lands for sale to Kumaun Grameen Udyog. There are five community based para-vets providing services to families. The cultivation of forage crops on private lands, silage to retain nutrients in fodder during storage, fodder treatment, improvements in cattle sheds and the use of cattle troughs and chaff cutters have been promoted.

Notably, the animal-husbandry programme has revived its efforts at promoting back-yard poultry.

Rural Livelihoods

- To promote rural livelihood opportunities pertaining to agriculture, horticulture and animal husbandry amongst women producers from low-income families.
- To facilitate the formation of producer institutions and collectives of women producers and to provide them with access to markets, financial services, inputs, common logistical support, information, a common brand and value addition.
- To strengthen and develop the capacities of women members of producer institutions and collectives.
- To strengthen existing self-help-groups of women and to lead them to greater financial efficiency and productive use of capital.
- To support existing livestock based micro-enterprises in emerging as viable independent institutions.

Chirag works with over 200 self-help-groups of women, 9 cooperatives and 3 livestock based micro-enterprises. Of the nine cooperatives, seven are relatively new whereas the two older cooperatives are actually federations of self-help groups. The cooperatives are engaged in the marketing of fresh fruits, vegetables and agricultural produce and in the rearing of goats and poultry. The livestock based micro-enterprises currently produce traditional home remedies for livestock care, cattle feed and *pahari desi* ghee.

Technical Support

- To expand the scale of Chirag's learnings indirectly, by providing technical support to other institutions in the central Himalayan region.
- To focus initially on natural resource management and rural livelihoods.

Chirag currently provides technical support to three other organisations in the region on integrated fodder and livestock development. Further, Chirag is supporting six organisations in Kumaun in developing integrated natural resource management and rural livelihood plans that could potentially be supported by Sir Ratan Tata Trust. Chirag's support includes conducting technical trainings, workshops with heads of institutions, field-based training support and monitoring.

INITIATIVES - PROGRESS AND CHALLENGES

The programmatic highlights from the year of each of Chirag's initiatives and the challenges specific to them are described below.



EDUCATION

Primary School Support Programme

Chirag's Primary School Support programme was implemented in 60 primary schools in the area. Just over 2,800 children studied in these schools with girls comprising a little over half the total strength. In 44 of these schools the Bal Shikshak taught classes 1 and 2 during the first half of the school session and ran a library for the remainder of the day. In 16 of these schools, since there were adequate government teachers, a decision was taken to focus on remedial education. The Bal Shikshak would commence after the mid-day interval in the school with the library and would work after school with the slow-learners from classes 1 and 2. Forty four women and eighteen men currently serve as Bal Shikshaks. The school management committee in 60% of these schools contributed in excess of Rs 500/- per month towards the stipend of their Bal Shikshak.

Scholarships for Girls

The scholarship for girls from disadvantaged backgrounds is to help them complete their schooling; it includes uniforms, stationery and books, medical check-up and tutorial support. 126 girls currently receive a scholarship and over the next three years, nearly three-fifths of them will graduate from school. Only 20 of these girls are from Bageshwar district, while the rest are from Nainital district. The activities undertaken during the year include monthly meetings, meetings with parents and teachers, a life skills training each quarter, health check-ups twice a year, visits to the home, weekly tutorial sessions and residential camps twice a year.

Chirag School

The Chirag School finally received recognition from the Uttarakhand Government easing the path for the batch of students that will graduate from class 5 this summer. There are a total of 90 students in the school in seven groups: two groups in pre-school and the rest in classes one to five. More than half the children in the school are girls. To ensure that

children from families with a low income can attend the school, sixteen children receive scholarships.

The children at the school benefited from the time and effort that a host of well-wishers and supporters invested in the school. For example, Anuradha and Krishna from Sitlingi held a four-day workshop with students from classes 4 and 5 on how to take basic measurements for construction. Salla Savelenin, an illustrator, and Yuha Virta, an author from Finland, spent a day at the school along with Arundhati and Arvind Kumar. To ensure that the teachers constantly find new opportunities for learning, an exposure visit was organised to Dehradun where the teachers visited Raphael, John Martyn School and Purkal. The continued support of Tanuj, Siddhartha and Gita are invaluable to the school.

Challenges

- It is difficult to assess the utility and impact of the remedial education being imparted to children from classes 1 and 2. This component may need to be reconsidered.
- With the Right to Education Act being passed and implemented in the state, logically the proportion of teachers in government schools should increase. In schools where there are adequate teachers should the Bal Shikshaks continue to work with children?
- The proportion of girls-scholars will decline substantially over the next three years. Chirag should find ways of enhancing the support for this programme since the impact is substantial.
- To utilise opportunities presented by the Right to Education Act and in particular the role envisaged for School Management Committees, it may be prudent to invest in the capacities of these committees.

INVESTING IN YOUNG PEOPLE

A third residential training programme was held for young women from disadvantaged backgrounds in May and June 2011. Nineteen girls participated in this 37-day training in which computer literacy, life skills, conversational English and analytical reasoning were focused on.

A follow-up was conducted of 108 young women who had participated in residential programmes between 2009 and 2012. 36% of the girls had found some employment after

graduating from the programme. More than half the girls continued their education after the training. 84% of the girls who continued their education were still single - evidence that the motivation to study and the access to opportunities can delay the age of marriage.

There are sixteen youth clubs at the village level, with 177 members. Except for two clubs, which have a mixed membership, the others are all for young women. One interesting benefit of these clubs has been the decision of four of them to undertake income-generating activities - strawberry cultivation in Pokhrar, poultry in Binsar, gladioli cultivation in Dhura and turmeric cultivation in Kangadchina. Twenty six girls, primarily from these youth clubs, are involved in rural marketing with Kumaun Grameen Udyog. They retail energy-efficient devices and sanitary napkins.

The partnership with B2R Technologies Pvt Ltd which runs rural Business Process Outsourcing units in the area has led to 204 new jobs being created in the area. More than half the people employed are women.

Four issues of the newsletter - Yuva Sansar - by and for young people were published during the year. The themes were the importance of computers, youth and stress, growing corruption and the importance of sport. The annual youth fair - Chail Chailiya Utsav was held at Suyalbari in December.

Challenges

- The attempt at cultivation of gladioli in Dhura was a disaster. We picked the wrong village to attempt this - a relatively isolated village with poor road access, no access to irrigation and on a site that was exposed to the wind. Not surprisingly the young people did not find this remunerative. Selection of the village for pilots of this kind is crucial.
- Support to invest in young women by providing them with access to life skills is declining. If we were to seek support to improve the employment prospects of young women, it would be easier to find support; but then if only a fifth found employment, that would be deemed a failure. Even if we were to focus on women from low-income families the fact that only a fifth could find employment would not be adequate. There is a need to invest in young women for the long-term benefits that will accrue to their families, villages and communities. There is also a need to improve employment opportunities. But given the poor base they are emerging from it seems short-sighted to expect quick results. We will need to persist!

HEALTH CARE

Chirag Hospital

The number of patients accessing the outpatient facility at the Chirag hospital during the year was 4,845, a 16% increase over the preceding year. A snapshot of the activities of the hospital is as follows.

Chirag Hospital	1010-11	2011-12	%increase over last year
Outpatients	4,182	4,845	16%
Patients admitted	52	69	33%
Deliveries at Hospital	7	18	157%
Deliveries at home (attended by health staff)	5	12	140%
Ante-natal care	130	156	20%
X Ray	405	495	22%
Pathology tests	3,447	5,817	69%

Seven health camps were held during the year and 167 patients were treated. Dr Prem Dutt Tyagi, Dr Tavinder Pal Singh and Dr Ruma Mukherjee conducted these camps. Dr NK Joshi, a dentist from Bageshwar has been visiting the hospital for two days each month. During the year, 442 patients were treated by him, a 94% increase over the previous year. Interestingly, 1,007 patients who were treated in the OPD opted for Ayurvedic treatment, a 35% increase over the previous year.

Preventive and Promotive Health

The strategy is to work with the statutory health committees of the Gram Panchayat to facilitate creation of annual plans, and for the committees to use the plans to leverage services and monitor progress. In the annual planning exercise, waterborne diseases and an improvement in the functioning of the health committee itself were the top two priorities. While ante-natal care, post-natal care and safe deliveries received the third highest number of mentions, they were the first priority in only 4% of the Gram Panchayats.

A review of the data emerging from these Panchayats makes interesting reading. 80% of the births were registered. The Accredited Social Health Activists (ASHAs) earned on an average Rs 1,700 per month through incentives. The proportion of institutional deliveries was marginally higher than home deliveries. However, the most shocking fact was that there were 30 infant deaths.

Camps were held at the request of the health committees with support from Chirag and the government. Fifty-one camps to check haemoglobin levels were held and nearly 1,500 women tested. Similarly, 39 camps were held to address the problem of white discharge and 663 women attended these.

The other activities that were held during the year included regular cleaning of water sources, water testing and treatment using bleaching powder and chlorine, health rallies to spread awareness, preparation and distribution of educational material on jaundice, anaemia and leucorrhoea, and three workshops for *dais* and ASHAs on safe deliveries and vaccination.

Challenges

- With the hospital stabilising, the focus needs to shift to offering in-patient facilities routinely.
- There is a significant demand for dental care given poor dental hygiene in the region.
- Thirty infant deaths in 82 villages in a year is unconscionable. There is a need to understand this better and to take immediate steps to address it.
- The fact that water-borne diseases still account for a bulk of the morbidity we are witnessing is a matter of concern but the crucial question is how to communicate the importance of consuming safe water.

NATURAL RESOURCE MANAGEMENT

Weather Stations

In 2010, three automatic weather stations were established in three different locations. Information from these weather stations is available on an hourly basis. Some of the information for the year 2011-2012 is as follows:

Location	Total Rainfall	Number of Wet Days	Max. Temp.	Min. Temp.
Simayal	1414.06	143	27.70 June 11	-1.30 Jan 12
Kathpuriyachina	1276.20	136	34.30 May 11	-0.40 Jan 12
Pinron	2053.98	129	32.20 May 11	1.80 Jan 12

Pinron is the wettest area with over 2,000 mm of rainfall. However, it also had the least number of wet days and was the warmest in winter. The bulk of the rainfall in all three locations was received in the month of August 2011. Simayal received a third of its annual rainfall in this month and 13% of its annual rainfall within twenty-four hours in this month. In 2010, a similar event took place in the month of July.

Soil and Water Conservation

An attempt is made to precede all our work on common lands with soil and water conservation efforts and ideally we seek to accomplish the bulk of the plan for the year between the monsoon and the following spring so that the conditions of the site can improve even prior to plantation.

During the course of the year contour trenches, contour terraces, khals or percolation ponds, check-dams, gully plugs, percolation pits and terrace levelling were undertaken. For example, over a 1,000 running metres of check-dams - loose boulder, gabion or sub-surface check-dams were constructed and nearly 1,800 cubic metres of percolation ponds.

Community Forestry

The target for plantation for the year was 223,467 saplings against which 195,313 saplings could be planted in 211 hectares of land. Of the saplings that were planted 19,096 were damaged and in all 26,916 saplings from 2011-2012 will need to be planted in the coming year. Reetha and Dewaldhar areas were able to exceed their planned target.

In the coming year, the plan is to work on 187.86 hectares of land and 194,416 saplings have been raised in nurseries by over 400 nursery personnel. This includes, 15,000 saplings being raised in three central nurseries. Kathpuriyachina and Suyalbari areas account for almost half the planned target for the coming year.

This year, 14,446 saplings of grafted amla were planted on common lands and 3,131 on private lands. The Herbal Research and Development Institute of the State Government made these saplings available.

Protection measures included wire- and wall- fencing, repairs to existing walls and fire lines of 8,648 running metres - a three-fold increase over the previous year.

The plots of land under protection and management yielded 1,178 quintals of leaf litter to 549 households and lopping yielded almost 300 quintals.

Fodder Development

In 108 hectares of land, 923 quintals of fodder were planted. The yield of natural grasses from common lands was 7,384 quintals whereas the yield from the planted varieties of grasses was only 453 quintals. Quite clearly, protection leads to substantially higher yields of natural varieties of fodder. Nearly, 1,000 households benefited from the production of fodder. 142 quintals of root-stock from 205 decentralised nurseries were sold for plantation.

Spring Recharge

Over a three- year period an attempt is being made to recharge 46 springs. These springs are being treated in a staggered manner in three phases. Soil-water conservation and forestry efforts that were undertaken in the recharge zones of these springs have been mentioned earlier. By the end of summer, all planned soil-and-water conservation efforts as well as the balance due to be planted will be completed.

Preliminary results based on interaction with families reveal a slightly higher discharge during the lean months in springs where treatment was undertaken two years ago. It would seem that the results of soil-water conservation efforts as well as plantation require at least twenty-four months before any impact can be noticed. Since, both 2010 and 2011 were years when the monsoon rainfall was substantial, we are loathe to arrive at hasty conclusions since we will need to understand the behaviour of these springs over at least a five year time-frame.

Discharge from these springs is measured on a monthly basis, data on evaporation rates are recorded and water quality is tested periodically. Over a three year period, in nearly all the observed springs there has been an increase in the prevalence of faecal coliform, Nearly three-fourths of the springs in the Reetha area, and half the springs in Kasiyalekh and Suyalbari areas are contaminated where as less than 3% of the springs in Kathpuriyachina reveal contamination.

Watershed Development

There are five Village Development Committees and one watershed committee in the Pirna watershed with a total membership of 47 members. The soil-water conservation efforts, plantation of fodder and forestry species are undertaken by these institutions. One Rain-water harvesting tank was constructed in the watershed in addition to soil-water conservation and plantation. The community contribution during the year for developmental works was just nearly 110,000 Rs.

Strengthening Village Level Institutions

The community forestry efforts are managed by 46 village level institutions with a total membership of nearly 500 people. These institutions met 1,412 times during the year. In two locations, a total of Rs 105,000 from the Mahatma Gandhi National Rural Employment Guarantee Act were leveraged by the village level institutions to support soil and water conservation efforts. During the year, a total of 1,817, 480 Rs were contributed by communities towards natural resource management efforts. The community forestry and spring recharge programmes contributed two thirds of the total community contribution.

Challenges

- With these three weather stations contributing fairly reliable data, there is a need to expand the number of stations and more importantly to explore the possibility of the data being used to generate localised weather forecasts.
- With the number of wet days decreasing, the size and design of the soil-water conservation structures will need to be reconsidered.
- The test of the plantation efforts is actually the survival rate a few years later. With large targets there is a tendency to plant saplings that are not hardy enough to be transplanted and it is better to resist the temptation to meet the target than end up with a poor survival rate.

- A challenge in voluntary organisations involved in implementation is the regularity and quality of information collection. To understand the full impact of the spring recharge efforts thus far, these springs will need to be monitored for at least five years. This is essential if a substantive case for the region as a whole is to be made.
- We are yet to identify appropriate measures that can be undertaken to increase the infiltration of water in private lands without compromising on crop yields for farmers.
- Not just water availability but also water quality are the next major challenges to understand and to find solutions for.

LIVELIHOOD SUPPORT

Agriculture and Horticulture

- The test of the farmer-led trials will be in the adoption of these practices by other farmers. We need to pro-actively attempt to track this.
- Organic control of pests and diseases requires early action especially if one is using low external inputs. After a full-blown pest or disease attack control is difficult and expensive.
- If improved livestock management practices such as the use of cattle-troughs or cattle-shed renovation are successful, then evidence of adoption by others must emerge or else the strategy may need to be altered.

RURAL LIVELIHOODS

Producer Institutions

The combined membership of women associated with cooperatives that Chirag works with is 1,126. Of these 268 women are from 20 self-help groups and 858 women are from seven cooperatives in Nainital District. During the year, 301 members sold 629.7 quintals of agricultural and horticultural produce and realised just over Rs 720,000/-. Peach, onion and apricot were the top three selling products. Only 35% of the members of the cooperatives actively participated in the business and their average transaction was for Rs 2,827 per member.

Since the highest margins are in producing value-added products, a pilot production effort was commenced during the year. Peach halves in sugar syrup and fruit nectar, pear halves in sugar syrup, and apple jam were produced. Based on the response, the peach and pear products will be produced in larger quantities in the coming year. A small dehydration unit has also been set up and fruit candies and onion and garlic flakes and powders were produced for testing. These will also be produced in larger quantities in the coming year.

The poultry programme was re-initiated after a hiatus of more than a decade. Four brooder houses with a capacity of 250 chicks were established by members of the cooperatives and sold to other members after 21 days. The owners of the brooder houses made a profit of Rs 1,357.

Livestock Based Micro-enterprises

There are three livestock based micro-enterprises that produce ghee, cattle feed and traditional medicines. The Parvatiya Pashupalak Sangh - produces cattle feed. During the year 47.30 quintals of feed were produced and the total sale was Rs 65,175. The Gaupalak Sangh at Dhokane produces traditional medicines for livestock care and they produce six products. On a turnover of Rs 54,185 they earned a profit of Rs 15,905. The Agar Pashudhan Vikas Sangh produces ghee. They procured 7,848 litres of milk and paid Rs 157,550 to producers during the year. They sold 148 kgs of ghee in addition to toned milk and turned a profit of Rs 1,225.5.

Challenges

- The participation of members in the producer institutions must reach at least Rs 5,000 per individual and ideally in any given year at least 80% of the members must transact with the cooperative.
- It will take at least another two years before the members will have the faith in the ability of their cooperatives to consistently provide them with a better price than the traditional marketing channels.
- Of the three livestock based micro-enterprises, Agar Pashudhan Vikas Sangh and Parvatiya Pashupalak Sangh will need to expand and increase their turnover dramatically to be viable in the long-run.

CHIRAG AND ITS PARTNERS

Chirag's General Body comprises of thirty one members, and nine of them form Chirag's Governing Body. The Governing Body consists of members with diverse backgrounds and interests.



CHIRAG GOVERNING BODY

Mr Kanai Lall	Chairperson and Founder Geologist and retired corporate executive
Mr Morad Chowdhury	Member Architect and partner- Kanvinde Rai and Chowdhury Architects and Engineers
Ms Kamla Bhasin	Member Gender specialist, activist, founder-member of Jagori
Prof Bhushan K Joshi	Member Political Scientist, formerly Vice-Chancellor of Kumaun University
Prof Malavika Karlekar	Member Ethnographer, formerly of Centre for Women's Development Studies
Mr Radhesh Lall	Member Engineer and entrepreneur
Dr Rajesh Thadani	Member Founder and Chief Executive of CEDAR, Independent consultant & Entrepreneur formerly Executive Director of Chirag.
Dr Prashant Upadhyaya	Member Paediatric Surgeon, graphic designer and formerly Executive Director of Chirag

Mr Radhesh Lall is the son of Mr Kanai Lall. None of the other members are related to each other.

THE TEAM

In March 2012, there were 154 people working full-time at Chirag. The investment in people from within the region - their long-term commitment to the region and the organisation, and their involvement at all levels in the organisation - is a key contributor to Chirag's resilience and continued dynamism. The team consists of people with tremendous experience and expertise - albeit several of them have limited academic qualifications - and a small core-group of professionals with backgrounds that include micro-biology, education, forestry, accounting, law, engineering, health care and social work. Women comprise a third of the programme as well as administration and finance teams.

Staff Breakup

	Programmes	Support	Administration and Finance
Women	50	-	03
Men	89	6	06
Total	139	6	09

OUR PARTNERS

The support and encouragement of the following institutions and individuals makes our work possible.

Institutions

ACWADAM

A & A Book Trust

Alstom Corporate Foundation

Bhai Bal Mukund Trust

Berkeley Reafforestation Trust

B2R Technologies Pvt. Ltd.

CAF- Ameroca (Nike Foundation)

Canada India Village Aid

Dr. Mary Badhwar Trust

Ernst & Young Foundation & employees

Himjoli Pvt Ltd.
 Himmotthan Society
 Kumaun Grameen Udyog
 Kurve Wustrow
 Mahindra United World College India
 National Bank of Agriculture and Rural Development (NABARD)
 Narayani Gulab Foundation
 Prayas
 Paul Hamlyn Foundation
 Rajeshwar and Susheela Dayas Charitable Trust
 Room to Read
 Sir Ratan Tata Trust
 TARAA Human Development Facilitation Consultants Pvt Ltd
 The Ford Foundation
 University of Washington at Seattle
 Unniti Foundation
 Uttaranchal Livelihood Improvement Project for the Himalayas

Individuals

Ashish & Deepa Arora	Puja Jawahar
Arundhati Deosthale	Dr G K Jayaram
Keith Goyden	Atima Joshi
Arvind Kumar	Dr. Ruma Mukherjee
Neil Kumar	Ann Mukedrjee
Gita Krenek	Jayant Sahani
Josettee Leibfried	KV Rajan
Chicu Lokgariwar	Pankaj Wadhwa
Lalita Manjunath	Dr Mahendra C Watsa
Debra Menaker	Elisabeth Weiss
Siddhartha Menon	

Interns and Volunteers

The stream of students, interns and volunteers that we are fortunate to host is a constant reminder that idealism persists! Their questions and enthusiasm create a buzz that enriches our environment.

Some students, interns and volunteers establish contact directly, while others come from institutions such as the Tata Institute of Social Sciences, the University of Washington at Seattle, SP Jain Institute of Management and Research, Mahindra United World College India, Ambedkar University and Nirmala Niketan. We also hosted volunteers from Indi-Corps, I-Volunteer and Kurve Wustrow.

Niveda Manjunath, Katharina Hopp, Anuj Iyer , Mohit Sabharwal, Sanaya Nariman and Jessica Bensley in particular, contributed immensely during their stint at Chirag and will be missed.

ACKNOWLEDGEMENTS

Our work could not be possible without the following

We have been blessed and fortunate to have the support of four remarkable ladies: Dr Ruma Mukherjee, Ann Mukerjee, Lakshmi Lall and Gita Krenak. The Chirag Hospital and School and Kumaun Grameen Udyog, in particular, continue to be richer because of their contributions.



The residents of the villages we work in and with, who continue to tolerate us, challenge us and inspire us.

All the individuals and institutions that have reposed their faith in us.

Our general body and governing body for ensuring that we remain true to the cause.

ANNEXURE 1: VOLUNTARY DISCLOSURE

In the spirit of transparency, Chirag voluntarily discloses the following information:

GOVERNANCE

- At least two-thirds of the members of the Governing Body are unrelated to each other by blood or marriage.
- The Executive Director is not related to any member of the Governing Body by blood or marriage.
- Elections to the Governing Body are held as per the rules of the Society. However, no policy of rotation of members of the Governing Body is followed.
- No members of the Governing Body received any remuneration from Chirag during the year. One member was reimbursed Rs 2,437- for expenditure incurred on travel to attend meetings.
- The Governing Body met more than twice in the last year with the requisite quorum.
- Minutes of the meeting were documented, read out and approved in the subsequent meeting but were not circulated in advance.
- The General Body of the Society approved the Annual Report and the audited statement of accounts.

BENEFITS TO STAFF

Gross Salary and Benefits	Men	Women	Total
(Rupees per month)			
Less than 5,000	28	14	42
5,000 - 10,000	54	34	88
10,000 - 15,000	12	03	16
15,000 - 25,000	06	02	07
more than 25,000	01	-	01

Note: Gross salary includes all benefits payable by the organisation.

STAFF REMUNERATION (GROSS MONTHLY SALARY+ BENEFITS IN RUPEES PER ANNUM)

Head of the organisation	Rs. NIL
Highest paid full time regular staff	Rs. 379,704/- per year
Lowest paid full time regular staff	Rs. 51,588/- per year

Note: This includes basic salary, cost of living allowance, provident fund (including Chirag's contribution), medical benefits, medical and accident insurance and scholarship. All figures are correct as on 31st March 2012.

COST OF TRAVEL

Total cost of international travel incurred by Chirag during the year- NIL
 Total cost of national travel incurred by Chirag during the year - Rs 64,365/-

OUR STATUTORY AUDITOR

R Balasubramanian
 Partner
 S Ramanand Aiyar and Co.
 708 Surya Kiran Building,
 19 Kasturba Gandhi Marg,
 New Delhi-110001

Registration Details

OUR BANKERS

- State Bank of India
- Hong Kong and Shanghai Banking Corporation of India Ltd.
- Nainital Almora Kshetriya Grameen Bank
- Almora District Cooperative Bank Ltd.
- Nainital District Cooperative Bank Ltd.

- The Central Himalayan Rural Action Group (Chirag) is a Society registered under the Indian Societies Registration Act of 1860. Registration No. 16928, dated 29th July 1986.
- The Central Himalayan Himalayan Rural Action Group (Chirag) is authorized to receive foreign contributions as per the Foreign Contribution Regulation Act 1976. Registration No. 231650446, dated 5th July 1987.
- Chirag is registered under Sections 12A and 80G of the Income Tax Act, 1961.
 - Section 12A - No. CIT-VI/TE (276)/86/1292 dated 9/1/1987
 - Section 80G-No. DIT (E) 2007-2008/C245/1918 dated 21/09/2007

ANNEXURE II: ACCOUNTS

Central Himalayan Rural Action Group Balance Sheet as on 31st March 2012

	Current Year (Rs)	Previous Year (Rs)
Liabilities		
Corpus Fund	47,237,178	47,237,178
Reserve Fund	2,651,832	25,84,166
Fixed Assets Utilisation Fund	25,368,955	27,124,355
Transport Fund	526,144	526,144
Chirag Hospital Project Fund	-	6,920
Reafforestation Fund	775,764	1,270,847
Chirag Education Fund	470,058	813,641
Current Liabilities	2,702,687	6,361,229
	79,732,618	85,924,480
Assets		
Fixed Assets	25,368,955	27,124,355
Investments	47,925,945	47,925,945
Current Assets, Loans and Advances		
Cash, Bank Balance and Term Deposit	5,817,750	10,405,968
Loans and Advances	615,968	464,212
Security Deposit (endorsed in favour of Government Authorities)	4,000	4,000
	79,732,618	85,924,480

Signed on behalf of Chirag

Chairman: Kanai Lall

Member: Malavika Karlekar

Member: Rajesh Thadani

Executive Director: V K Madhavan

Manager Accounts and Administration: B K Kabdwal

In terms of our report of even date annexed

For S Ramanand Aiyar and Co.

Chartered Accountant

Registration No. 000990N

R Balasubramanian

Partner

Central Himalayan Rural Action Group
Receipts and Payments Accounts for the year ended as on 31st March 2012

Receipts	Current Year (Rs)	Previous Year (Rs)
Balance as on 1st April 2011	10,196,623	38,804,069
Project Funding		
Foreign Contribution	15,170,879	26,874,041
Local Contribution	6,173,508	5,210,165
Rural Health Services	938,140	678,550
Donations	629,291	503,440
Interest	3,030,303	2,707,970
Others	5,254,757	3,126,685
	41,393,501	77,907,920
Payments		
Canada India Village Aid (CIVA)	929,731	1,574,659
Berkeley Reafforestation Trust	914,660	1,672,671
Ford Foundation	10,134,380	12,391,469
Room to Read	1,354,959	1,539,717
Paul Hamlyn Foundation	1,414,743	703,738
Alstom Corporation Foundation	3,070,955	1,387,711
CAF America (Nike Foundation)	558,803	1,243,291
Unniti Foundation	274,155	334,753
PRAYAS	111,965	25,882
Other Payments (FCRA)	602,666	3,200,451
CAPART (WS)	-	555,289
Sir Ratan Tara Trust (Small Grant Programme)	395,871	346,653
NABARD	220,094	966,381
Uttaranchal Livelihood Improvement Project for Himalayas	754,729	1,183,313
Himmotthan Society (IFLDP)	2,658,534	2,143,058
Rajeshwar & Susheela Dayal Charitable Trust	1,304,503	262,765
TARAA (Human Development Facilitation Consultants Pvt.)	-	678,529
Chirag Hospital Project	-	20
Rural Health Services	936,910	621,857
Chirag School	370,083	217,002
Other Payments	6,894,884	36,662,087
Balance on 31st March 2012	8,490,876	10,196,623
	41,393,501	77,907,920

Central Himalayan Rural Action Group
Income and Expenditure Account for the year ended as on 31st March 2012

Income	Current Year (Rs)	Previous Year (Rs)
Project Funding		
Foreign Contribution	15,170,878	26,874,041
Local Contribution	6,173,508	5,210,165
Donations	629,291	503,440
Rural Health Services	938,140	678,550
Interest	2,996,155	1,239,064
Others	2,216,804	3,024,779
Projects in Progress	6,361,229	4,927,525
	34,486,005	42,457,563
Expenditure		
Canada India Village Aid (CIVA)	894,058	1,546,659
Berkeley Reafforestation Trust	914,660	1,672,671
Ford Foundation	9,280,281	12,391,469
Room to Read	1,354,959	1,539,717
Paul Hamlyn Foundation	1,393,107	703,738
Alstom Corporation Foundation	3,070,955	1,354,219
CAF America (Nike Foundation)	558,803	866,732
Unniti Foundation	274,155	334,753
PRAYAS	111,965	25,882
Other Payments (FCRA)	602,666	1,485,229
CAPART (WS)	-	555,289
Sir Ratan Tata Trust (Small Grant Programme)	395,871	346,653
NABARD	220,094	966,381
Uttaranchal Livelihood Improvement		
Project for Himalayas	754,729	1,183,313
Himmotthan Society (IFLDP)	2,658,534	2,143,058
Rajeshwar Susheela Dayal Charitable Trus	1,304,503	262,765
TARAA	-	678,529
CHIRAG Hospital Project	-	20
Rural Health Services	912,693	511,344
Chirag School	317,235	212,008
Other Payments	9,331,518	8,046,520
Total Expenditure	34,350,786	36,826,949
Available Funds	135,219	5,630,614
	34,486,005	42,457,563

Aadya Singh
 Ajay Singh Bisht
 Alka Mer
 Aloka J. Hiremath
 Anand Singh Bisht
 Anil Chandra Binwal
 Anil Keshari
 Anoop Singh
 Arjun Singh
 Asha Sah
 Atul Shah
 Bahadur Singh Mehra
 Balam Singh Negi
 Basanti Bisht
 Bhagat Singh Thapliyal
 Bharati Jalal
 Bhaskaranand Joshi
 Bhim Singh Negi
 Bhupal Singh Bisht
 Bhupal Singh Jeena
 Bhuwan Chandra Pant
 Bhuwan Singh Negi
 Bimla Bisht
 Binod Kumar Pandey
 Bipin Kumar Kabdwal
 Bipin Kumar Negi
 Champa Pandey
 Chandan Singh Bisht
 Chandan Singh Chamiyal
 Chandan Singh Mehta
 Chandra Shekhar Joshi
 Chandrakala
 Deepa Joshi
 Deepa Palariya
 Devendra Singh Nayal
 Devkinandan Sharma
 Dharmanand Kabdwal
 Dheeraj Kandpal
 Dinesh Pandey
 Divesh Kaul
 Diwan Chandra
 Diwan Ram
 Diwan Singh Bisht
 Diwan Singh Mehta
 Durga Bisht
 Ganesh Singh
 Ganesh Singh Ashwal
 Ganga Joshi
 Geeta Bisht
 Geeta Bisht Rautela
 Girish Chandra Budhani
 Govind Singh Bisht
 Harendra Singh Nayal
 Harendra Singh Sizwali
 Harish Chandra Arya
 Harish Chandra Palaria
 Hema Bisht
 Jagdish Mishra
 Janki Bisht

Jaswant Singh Bisht
 Jitendra Singh
 Juhi Arya
 Kailash Chandra Joshi
 Kalawati Pandey
 Kamla bisht
 Kanchan Arya
 Keshav Dutt Joshi
 Khasti Mer
 Khushal Singh
 Kiran Bisht
 Kishor Singh Rautela
 Kishor Singh Negi
 Krishan Chandra Bhandari
 Krishan Kumar Nayal
 Kuldeep Kumar Thapliyal
 Kundan Singh Latwal
 Kunti Bisht
 Kusum Rawat
 Kusum Tiwari
 Lakhan Singh
 Lal Singh Dangwal
 Lalit Mohan Tiwari
 Lalit Tiwari
 Lata Harbola
 Leela Joshi
 Leela Pandey
 Leela Raikwal
 Madhavi Dangwal
 Mahendra Singh Bisht
 Mahendra Bisht
 Mahendra Singh Bisht (Dr)
 Mahendra Singh Raikwal
 Mahesh Singh Bisht
 Mamta Arya
 Mamta Mer
 Manju Rautela
 Manoj Kumar Pandey
 Mariam Bhatt
 Maya Bisht
 Maya Pandey
 Meena Sah
 Meenakshi Arya
 Meera Bisht
 Mohan Singh
 Mohan Singh Bisht
 Mohan Singh Sammal
 Mukesh Singh Bisht
 Munni Bisht
 Munni Tamta
 Murlidhar Bhatt
 Nandan Singh
 Naveen Bhatt
 Neema Arya
 Neema Bisht
 Neetu Mehra
 Neomi Pal Singh
 Nirmala Mehra
 Om Prakash Pandey

Pan Singh Bisht
 Pan Singh Mehta
 Pankaj Singh Shahi
 Poonam Negi
 Pooran Singh Raikwal
 Pooran Singh Sammal
 Prakash Chandra
 Prakash Gusain
 Pramod Kandpal
 Prema Janoti
 Prema Tiwari
 Pritam Singh
 Pushpa Devi
 Pushpa Negi
 Raghvendra Singh
 Rajendra Singh Bisht
 Rajendra Singh Dangwal
 Rajendra Singh Jeena
 Rajendra Singh Negi
 Rajendra Singh Nayal
 Rajni Bisht
 Ram Singh Bisht
 Ramesh Chandra Gutholia
 Ramesh Chandra Joshi
 Ramesh Chandra Palariya
 Reeta Negi
 Rekha Rani
 S Shyleja
 Sangeeta Rani
 Sanjay Joshi
 Sanjay Tiwari
 Santosh Kumar
 Satish Kumar Tamta
 Shailesh Kumar Pant
 Shankar Singh
 Shilpa Solanki
 Shubhangi Shukla
 Suman Das
 Sundar Lal
 Sundar Singh Nayal
 Sundeep Dutt Bhatt
 Sunil Kumar Tamta
 Sunita Arya
 Sunita Dighe
 Surendra Singh Negi
 Suresh Kumar
 Tej Singh
 Thakur Singh
 Trilok Singh
 Triveni Sati
 Tulsi Negi
 Umakant Sharma
 Umesh Singh Mehta
 Uttam Singh
 V K Madhavan
 V Rajiv
 Vikas Kumar
 Vikram Kaushal
 Vikram Singh Raikwal



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