



Vision

DOCUMENT

2023-2028

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Tribal women attending community screening

Purpose

The purpose of this document is to give a sense of direction to all stakeholders associated with Manbhum Ananda Ashram Nityananda Trust (hereinafter referred to as MANT) and guide them to reach the Goal. It focuses on the capabilities and/or action needed by the stakeholders to live sustainably in the ecosystem, and, what impact it would have / bring in the next five years.

ॐ सर्वे भवन्तु सुखिनः
सर्वे सन्तु निरामयाः
सर्वे भद्राणि पश्यन्तु
मा कश्चिद्दुःखभाग्भवेत्

This was the mandate chosen by the founding fathers of MANT in 1960. The verse from the Brihadaranyaka Upanishad 1.4.14 means:

May all be happy, May all be free from illness, May all see what is auspicious and good in life, May no one suffer, Let peace reign supreme.





Tribal woman in a village of Bandwan, Purulia after a good harvest

Scope

The Trust believes in the people-centered development through empowerment of marginalized people. It stipulates the dictum that integrated development is a process in which people take the conscious initiative to manage resources for the people, thereby ensuring people's participation, which leads to the development by the people. This Vision Document, thus, applies to five thematic intervention areas where MANT is focusing, namely:

- Education
- Health
- Social Enterprise building
- Climate resilience
- Culture and Communication

MANT will constantly strive to involve and create women and youth-led initiatives and support functions that help in the mainstreaming of the indigenous people in eastern India.





Community outreach worker using podcast as job-aid

Target Beneficiaries

Tribal communities ; Women; Children; Adolescents;
Youths Artisans; Farmers; Fishermen communities;
Climate vulnerable communities

Mission

Creating a healthier and equitable world by
empowering communities





On the way from nursery bed to paddy field in Purulia

Principles

- **Community Participation and Inclusiveness:** To achieve long-term impact and sustainability by actively involving and including all community members.
- **Empowerment, Equality, and Non-Discrimination:** Fostering an environment where everyone is empowered and treated equally, without any form of discrimination.
- **Equity, Social Justice, and Cultural Sensitivity:** Ensuring fairness and justice in all actions while being culturally sensitive and respectful towards diverse traditions and practices.
- **Quality, Collaboration, and Partnership:** Prioritizing high-quality outcomes through collaborative efforts and forming strong partnerships.
- **Flexibility, Responsiveness, Transparency, and Accountability:** Adapting to changing needs and circumstances with a transparent and accountable approach.



Education

Challenges

The tribal children suffer because of language barrier. Text books are not available in tribal language and the teachers are often not from their community. This makes the situation precarious because the tribal children feel insecure and they drop out over time.

Solutions

- Running 50 non-formal schools
- Introduce primary education in indigenous languages
- Build the capacity of the tribal youths to facilitate these informal schools

What next

- Ingraining tribal folklores into pre-primary education
- Translate at least one major author from the genre of STEM textbooks,
- Use of micro-learning tools accommodating culture and learning styles to build higher-level conceptualization in the cognitive domain
- Increase our reach by establishing 500 non-formal schools
- Build institutional capability to develop indigenous people as teachers
- Form study circles to focus on specialized or customized needs of the selection

Science communication for the school children in tribal language in a tribal village of Purulia



Health

Challenges

Institutional Health service delivery, in any form, has remained out of bound of these indigenous people because of their location disadvantages and cultural barriers. Research shows that about 80% of the rural areas in India do not have proper medical care facility and rural people cannot afford to go to cities for medical treatment. This has been leading to deaths from curable diseases even till date.

Solutions

- Reach out to one million people for providing reproductive and child health care, curative, diagnostics, x-rays, and free medicines through Mobile Medical Units (MMUs)
- Reach out to one thousand underserved villages in eastern India to control outbreaks of infectious diseases, prevention and management of Non-communicable diseases (NCDs)
- Train and engage young tribal women to promote neo-natal care, run vaccination and immunization program

What next

- Plan to reach out and bring seventy million tribal people into the ambit of health service delivery across eastern India.
- Being a primary research-driven organization with access to an ocean of data on health indicators, working on tools such that a surveillance system can be put in place.
- Centre for Public Health Research (CPHR) will become a center of excellence in Tribal Health Care Delivery, One Health, and Anti-Microbial Resistance (AMR) - reducing mortality and morbidity.

Health care services in Mobile medical clinics in Jalpaiguri



Social Enterprise Building

Challenges

Due to lack of money, poor people are struggling every day to feed their families with a well-balanced diet. This is leaving our youth malnourished and weak. There is also a continuous conflict on the rights of the indigenous people over forests and their produce. From time immemorial, the indigenous people have revered forests as their preservers. But modern development and corporatization have pushed land use patterns, thereby depriving the tribal people from accessing Non Timber Forest Produces (NTFP) and resources.

Solutions

- “PRANTIK” (means marginal or terminal) owned and managed by 378 tribal women, trained in weaving, using natural dyes, producing hand-woven fabric, with hand embroidery, and promoting tribal motifs in their designs on 100% linen / cotton / tussar fabrics.
- Train and engage tribal women in preparing yoga mats out of *Madur Kathi* as a part of NTFP value chain.

What next

- Set up value chains to engage twenty thousand women and create common facility centers (CFCs) in at least five places in eastern India
- Collaborate with institutes of repute and integrate traditional knowledge of the tribals with modern sustainable technology.
- Support the development of a network of artisans and entrepreneurs by organizing fashion weeks.
- Create women-led assets in micro-enterprise - augering bargaining power for rights, both in closer circles and in the social system.

Weaving dreams at Prantik, Purulia (Common Facility Centre)



Climate Resilience

Challenges

Our home has been facing frequent extreme temperatures, erratic rainfall, droughts. This has led to loss of occupation, outbreak of hyper endemic diseases, migration due to subsidence, and change in land use patterns, loss in soil fertility, water and food shortage, and despondency. Moreover, out of total agricultural land over 70% belongs to smallholders and marginal farmers and cultivation is mono cropped even in rainfed conditions

Solutions

- Share inputs with farmers to integrate different subsystems to increase the total varied farm output and yield.
- Restore degraded forest land through rewilding and agro-forestry
- Culture of endangered and nutrition-rich fish varieties along with excavation and renovation of water bodies.

What next

- Integrate climate smart practices with the creation of social enterprise.
- Promote renewable resources and circularity in projects
- Collaborate to adopt sustainable technological interventions to reduce drudgery.
- Set up a Peoples' Science Centre (PSC) in the next five years to train more than five hundred youths as climate champions and cascade the impact to over fifty lakh lives.
- Bring access to climate finance and help the community to acquire additional revenue streams.

Mangrove plantation in Sunderbans



Culture and Communication

Challenges

Indigenous peoples have unique linguistic and cultural identities, requesting recognition and preservation of their traditional ways of life. However, the preservation of their natural resources and habitat, as well as preventing foreign exploitation, is at stake. Their culture is being defaced due to their desperate need for survival, helplessness, and forced assimilation, causing concern for their identity, traditions, and customs.

Solutions

- Preserve and perpetuate life and traditions - document folklore and tribal dance forms, exhibit tribal arts and paintings, hold festivals
- Run a community radio station - Nityananda Janavani 91.2FM, which broadcasts 7-8 hours of edutainment in *Santhali* language.
- Train tribal girls and utilize their storytelling skills and cultural nuances to create dramatized award-winning audio-visual content which fosters awareness, dialogues, and positive change.
- Ensure the participation of people to express and exchange views starting from program inception, implementation and feedback.
- Established an indigenous tribal cultural center - Adivasi Lakchar Talma (ALT).

What next

- Create a repository of audio and visuals facilitated by the community in almost thirty tribal languages.
- Help in raising the choice and voice of the people who are at the center of all things - and thereby address their “identity crisis”

Annual Baha festival, organized by MANT



Our Reach

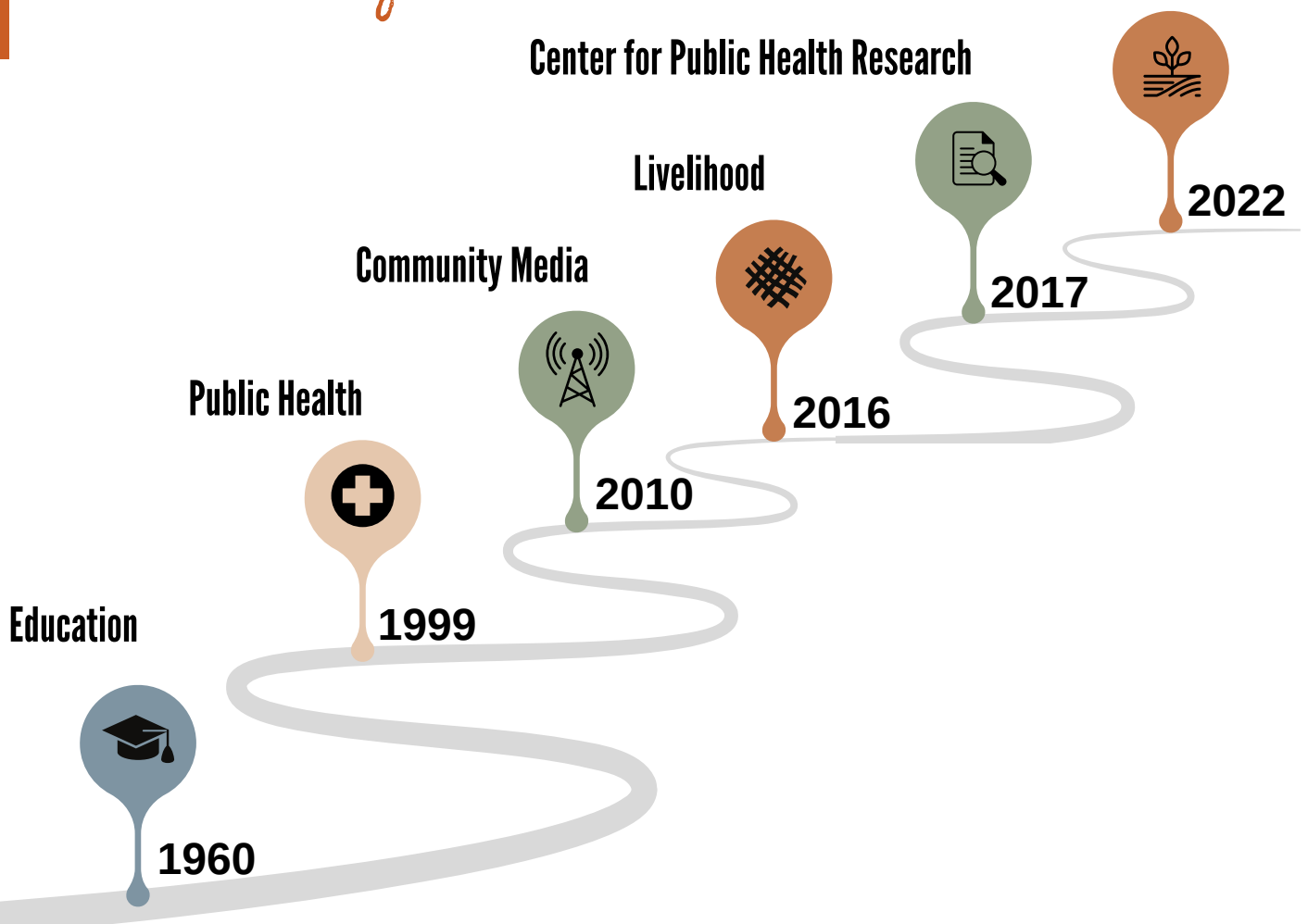
- Since 2007, more than 15 million people received healthcare services
- Reaching more than 200,000 people every month through community media initiatives
- More than 10,00,000 tribal people have been reached through cultural activities, organizing festivals, and community screenings
- Covered more than 1,50,000 adolescent girls through adolescent intervention programs
- Established a system for effective evidence generation and implementation for healthier world



Our Journey

Peoples' Science Centre

Center for Public Health Research



MANT as a work place

Clear Mission and Community Impact: MANT's compelling mission and significant community impact create a highly motivating work environment, where employees feel purposeful and fulfilled.

Positive Work Culture: MANT cultivates a supportive, inclusive, and collaborative atmosphere, emphasizing respect, diversity, and open communication.

Professional Growth: MANT prioritizes professional development, offering training, workshops, and opportunities for tackling challenging projects, supplemented by regular meetings and feedback in a flat-structured organization.

Work-Life Balance: Recognizing the importance of balance, MANT provides flexible schedules, telecommuting options, and manageable workloads.

Inspiring Leadership and Recognition: MANT's leadership is dedicated and resourceful, continually inspiring our teams. MANT also focuses on recognizing and rewarding employee achievements to enhance job satisfaction.



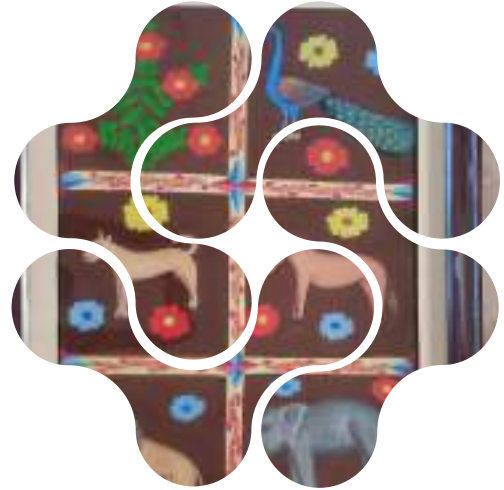
Carrying aspirations

Tribal musical instruments



Core Team

Initially, MANT started with a group of like-minded people who were educationists, philanthropists and now at present it has an incredible synergy and diversity within its team, which brings together development professionals and Ph.D. people from various backgrounds including Environment, Earth Sciences, Economics, Anthropology, Architecture & Urban Planning, Climate Change and Health, trafficking, and the like. The multidisciplinary nature of the team is its greatest strength. The combined expertise empowers MANT to tackle complex challenges from a multitude of perspectives, allowing the organization to develop innovative solutions that consider both the immediate and long-term impacts on our environment, societies, and public health.



Program management team



We Speak



I plan to be an established researcher with more publications, supervise Ph.D. scholars that MANT would be fostering, and provide mentorship support to the research team. In the next 2 to 5 years I aspire to grow my research skills in the domain of public health and climate change.

Dr. Sajda Khatoon
Research Officer



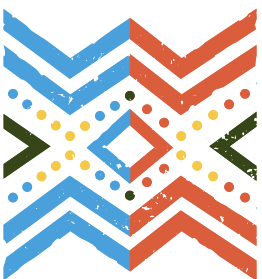
MANT now has started prioritizing the personal and professional development of its employees. This commitment to continuous learning and growth fosters a sense of engagement, and motivation among us, leading to higher levels of productivity and retention, which is good.

Anirban Roy
Asst. Director - Administration

At MANT I get ample learning opportunities which include training programs, workshops, conferences, mentorship, and enough scope for cross-programme collaboration.



Barsha Nandy
Regional Coordinator



In the next two years, we want to increase our network and scope of work. In the next five years I want to achieve professional recognition. And in the next ten years we would establish our expertise with strategic influence and legacy.

Kaushik Guha
Digital Marketing & PR Executive



Community Voices



I am Behula Tudu, residing in Gobindpur village in Purulia. Prior to my training at MANT, I had no knowledge or experience in the fields of photography and videography. However, through practical training, I acquired a significant amount of new skills and knowledge. As a result, I conduct interviews and film various individuals across different villages with confidence. I have produced almost 200 videos in the rural area.

Behula Tudu
Video volunteer, Purulia



I am really appreciative of the care I received at the Mobile Medical Clinic organized by MANT. This camp is a godsend for someone like me who lives in a rural area and therefore does not have ready access to medical care.

Sanchariya Mandi
MMC Attendee, Jalpaiguri



I live in the remote village of Purulia and learned about MANT's handloom training program through the radio station of MANT. Enrolling in the program, I received valuable guidance from skilled trainers and instructors, enhancing my knowledge of handloom weaving. This training has significantly increased my earnings, I have gained the skill to weave sarees, stoles, and mats. Thanks to MANT, I have gained self-sufficiency and currently generate income by operating the loom.

Kalyani Mandi
Artisan, Prantik, Purulia





Ploughing the paddy field

We uphold ethical standards by prioritizing partnerships that align with our commitment to social and environmental responsibility for the betterment of communities worldwide.



www.mant.org.in



www.prantikhandloom.com

PSC
Peoples' Science Centre

www.psc-mant.org




www.communitymedia.org.in



www.cphr-mant.org

Dr. Nirmalya Mukherjee
Director

The Chambers, Space no. 006 & 007, Ground Floor
1865 Rajdanga Main Road Kolkata – 700107
Tele- +91-33-48089721 / 22

 **+91-8420011313**

 **mant.kolkata@gmail.com // nirmalya@cphr-mant.org**