



SARD

ANNUAL REPORT

2019-2020

སྤྱི་ཚོགས་འཕེལ་རྒྱུ་གཞི་རྒྱུ་ཆུང་བ་ ༢༠༡༩~༢༠༢༠

Social And Resource Development Fund Annual Report 2019-2020

Social and Resource Development Fund (SARD), a non-profit organization established in 1997, is the development agency of the Central Tibetan Administration (CTA) and the Tibetan community in exile. SARD mobilizes resources, serves as a technical and knowledge center, and facilitates the capacity building of individuals and institutions.

Editorial Director
Kelsang D. Aukatsang

Senior Associate
Tenzin Norsang

Technical Editors
Kelsang D. Aukatsang
Lobsang Wangmo

Assistant Editor
Tenzin Paljor

Contributing Editors
Tenzin Norsang
Tashi Wangdue
Jigme Yangchen
Lodhen
Dolma Lhadon
Nyima Yangzom
Tenzin Wangyal
Tenzin Migmar
Tenzin Tsetan
Tsering Kyi
Tenzin Pasang
Kunga Soepa

Editorial Assistant
Lobsang Wangmo
Tenzin Paljor

Graphic Designer
Tenzin Paljor

Photographer
Tenzin Phende

Illustrators
Lobsang Wangmo
Tenzin Paljor

CONTENTS

LETTER FROM THE KALON	02
LETTER FROM THE SARD DIRECTOR	03
ORGANIZATIONAL STRUCTURE	04
SARD EXPENDITURE 2019-20	06
KEY ACTIVITIES	07
NEWS IN PICTURES	50
FINANCIAL STATEMENT	58
DONORS AND PARTNERS	59

MESSAGE FROM THE KALON

July 27, 2020



Karma Yeshe
Kalon,
Department of Finance

I am honored to share this message on the occasion of releasing the SARD 2019-2020 Annual Report. The Social & Resource Development Fund (SARD) is one of the important entity affiliated with the Department of Finance and plays a central role in facilitating and mobilizing resources for the CTA and the Tibetan community. Restructuring of SARD in 2015 by the Kashag was successful in exploring new roles at a different level and integrating the Planning Commission has further strengthened its capacity. SARD has grown significantly over the last five years and has now become the key facilitator for the implementation of CTA's development projects in the Tibetan community and supporting capacity building initiatives.

This report contains implementation updates of program and projects implemented by various departments of CTA through SARD-facilitated funding. SARD works closely with these departments in facilitating the implementation of the projects. Building financial literacy in the Tibetan community, intergrating gender and monitoring, evaluation and learning (MEL), and inviting volunteers through Tibet Corps are initiatives directly implemented by SARD. Tibet Corps is a platform that provides opportunity for the Tibetan professionals, university students and retired officials to serve the Tibetan community through the CTA. It also administers a livelihood support program by helping micro, medium and small Tibetan enterprises (MSMEs). SARD provides technical support to other CTA's project such as Youth Empowerment Support (YES), Tibet Museum, Tibetan Entrepreneurship Development (TED), Women Empower Development Support (WED), etc. Similarly SARD's MEL section is involved with all CTA projects.

I appreciate and applaud SARD's board, leadership and staff for their efficiency, hard work and the results achieved so far.

Before I conclude, I would like to express my sincere gratitude to all the partners and donors of SARD.

LETTER FROM THE SARD DIRECTOR

July 27, 2020



Kelsang D. Aukatsang
SARD Director/
Chief Resilience Officer

The Year of the Iron Mouse has brought changes far beyond one's imagination as the world grapples with COVID-19 which originated from the Chinese city of Wuhan. While the pandemic brought SARD's last fiscal year ending March 31, 2020 to a sombre end, the past year was one of the most productive ever for SARD and further reinforced the critical role that SARD is poised to play as the Tibetan community navigates the post-COVID 19 world.

SARD under the direction of Kashag was able to quickly mobilize and reprogram significant amounts of funding from donors for urgent COVID-related activities including purchase of medical supplies, sanitization, and provision of food security and stipends to the most vulnerable members of the Tibetan community.

The past year witnessed the achievement of a historic milestone as for the first time ever, the CTA received direct foreign assistance from the United States government. A Cooperative Agreement for almost USD1 million was signed between the USAID and SARD. This award paves the way for larger amounts of funding to flow directly to the CTA/SARD. The process for receiving direct funding began in February 2019 and involved many rounds of meetings with USAID officials including the co-creation of the first set of programs to be funded.

I had the amazing experience of touring over 20 cities in the United States, Canada and West Europe along with the CTA Chief Planning Officer. We raised over USD2 million in investment pledges from Tibetans for the Gangjong Development Finance - the Tibetan financial service institution set up by the CTA.

The CTA and governance strengthening program supported through the United States' Bureau of Democracy, Human Rights and Labor (DRL) supported a comprehensive assessment of the Tibetan

Parliament-in-Exile, Tibetan Election Commission, and the communications work of the DIIR undertaken by the National Democratic Institute based in Washington, DC. Digital payment of Chatrel is now finally in the development stage with the work being done by an IT firm based in Mumbai. A major capacity building program is being designed in collaboration with IFES. The contours of a transformative digital governance project to leapfrog the CTA and the Tibetan freedom movement into the digital era is being put together in collaboration with ZeroPoint, e-Governance Academy (Estonia) and Dalberg.

During my term as the SARD Director from 2016-2020, SARD's work grew exponentially and annual funding awarded to Tibetan projects increased from USD2.9 million in 2016 to USD12.5 million in 2020 and number of staff/consultants increased from 19 in 2016 to 39 in 2020. SARD's reserve fund increased from INR1.27 crores (USD170,169) to INR37 crores (USD4.95 million). Furthermore, a core group of SARD staff has been nurtured and they are now well positioned to carry forward the important work of SARD.

I want to thank Paljor Kalon, Paljor Secretary and the Department of Finance leadership for their trust, cooperation and support.

Lastly, I express my deepest gratitude to our funders and partners and request your continued support.



His Holiness the 14th Dalai Lama
HONOURARY PATRON

BOARD MEMBERS



Dr. Lobsang Sangay
CHAIRPERSON



Mr. Karma Yeshe
VICE-CHAIRPERSON



Ms. Yeshi Wangmo
MEMBER



Mr. Kelsang Dorjee Aukatsang
MEMBER SECRETARY



Mr. Chimmey Rinzin Choekyapa
MEMBER



Mr. Tenzin Legdup
MEMBER



Mr. Tenzin Norsang
MEMBER



Mr. Tenzin Norsang
Assistant to SARD Director



Mr. Kelsang Dorjee Aukatsang
**SARD Director/
Chief Resilience Officer**



Dr. Kunchok Tsundue
Chief Planning Officer



Mr. Tashi Wangdue
Head Project Officer



Mr. Lodhen
Senior Project Officer



Ms. Dolma Lhadon
Project Officer



Ms. Passang Chokpa
Project Officer



Ms. Nyima Yangzom
Project Officer



Ms. Lobsang Wangmo
Project Officer



Ms. Jigme Yangchen
Head Project Officer



Mr. Tenzin Sangpo
Project Officer



Ms. Tsering Youdon
Project Officer, Nepal



Mr. Tsering Dorjee
MEL Officer



Mr. Jamphel Sherap
MEL Officer



Mr. Jigme Thinley
MEL Officer



Ms. Tenzin Nordon
MEL Officer



Mr. Lobsang Tenzin
Head MEL Officer



Ms. Tenzin Yullo
MEL Officer



Ms. Tashi Tsering
MEL Officer, Nepal



Ms. Tenzin Pasang
Head Financial Officer



Mr. Kunga Soepa
Accountant



Mr. Tenzin Wangyal
TED Executive Program Officer



Mr. Tenzin Topchen
TED Program Officer



Mr. Tenzin Urgyen
TED Program Officer



Ms. Tenzin Tsetan
Gender Project Officer



Ms. Tsering Kyi
Gender Project Officer



Mr. Tenzin Migmar
Banking Program Officer



Mr. Palden Phuntsok
Banking Program Officer



Ms. Gaden Dickyi
Banking Program Officer



Mr. Tashi Tsering
Banking Program Officer



Ms. Tsering Choskit
Banking Program Officer

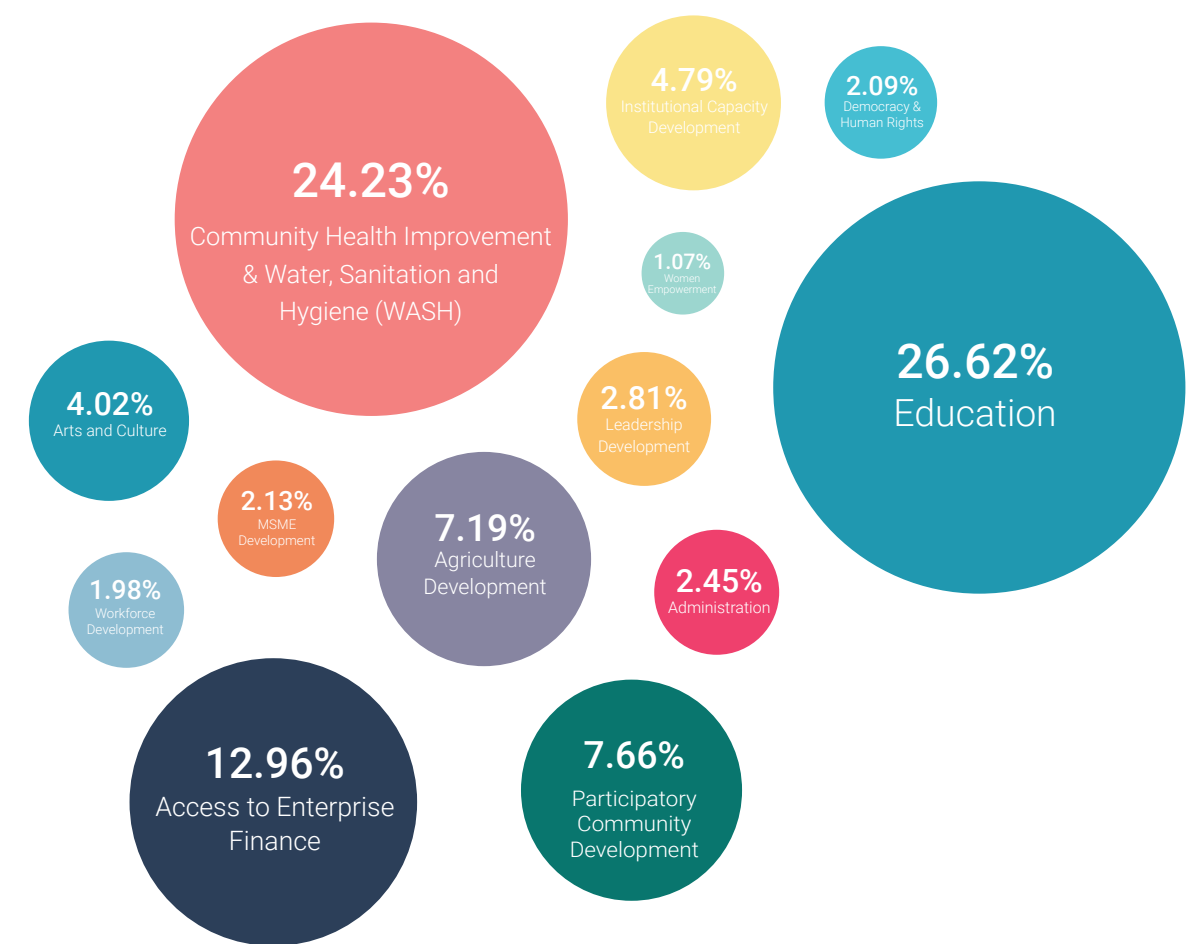


Mr. Tsering Dhargyal
IT Officer



Mr. Karma Thupten Yarphe
Field Officer

SARD EXPENDITURE 2019-2020



Category	Expenditure (INR)	Expenditure (USD)
Access to Enterprise Finance	₹6,01,28,832	\$858,983
Agriculture Development	₹3,33,55,670	\$476,510
Arts and Culture	₹1,86,54,680	\$266,495
Community Health Improvement	₹11,24,07,018	\$1,605,815
Democracy, Human Rights and Governance	₹97,10,371	\$138,720
Education	₹12,35,22,313	\$1,764,604
Entrepreneurship and MSME Development	₹98,65,703	\$140,939
Institutional Capacity Development	₹2,22,30,477	\$317,578
Leadership Development	₹1,30,18,248	\$185,975
Participatory Community Development	₹3,55,30,926	\$507,585
Women Empowerment	₹49,58,608	\$70,837
Workforce Development	₹91,98,893	\$131,413
SARD and Partners Administration	₹1,13,52,060	\$162,172
Total	₹46,39,33,799*	\$6,627,626*

(1 USD = 70 INR)

*This amount does not include expenses paid directly by the intermediary organizations that partners with SARD.

ACCESS TO ENTERPRISE FINANCE

Budget: ₹6,01,28,832 (\$858,983)

This program addresses the critical needs of the Tibetan enterprises for start-up and expansion capital and other financial services. A major initiative here is a revolving loan fund, and strengthening capacity of Gang Jong Development Finance, a Non-Banking Financial Company (NBFC).

- SARD successfully completed the third cycle of revolving loan fund (RLF) lending to winter garment vendors to purchase inventory for the winter business season with 100% on-time repayment of principal and interest. Six-month loans of INR 200,000 were disbursed to a total of 890 winter garment vendors. The NBFC team continued to work closely with the Tibetan Refugee Traders Association (TRTA).
- Full repayment was collected from 252 RLF loans disbursed earlier in the year. 227 handicraft vendors and summer garment vendors in Ladakh and Dharamsala, and 25 trekking horse guides in Ladakh returned loans and interest with a 100% repayment.
- New RLF six-month loans of INR 200,000 were disbursed to a total 95 street vendors conducting summer business in outdoor retail markets in Himachal Pradesh and Ladakh at the end of 2019 and full repayment with interest were also collected in 2020.
- Repayment of commercial vehicle loans made in FY18 continued in the past quarter. 58 borrowers made third installment repayments; six borrowers have completed full payment of principal and interest. The vehicle loans, which are not directly funded by TSRR, offer credit of up to INR 600,000 for 3 years at 4% annual interest repayable in 6 bi-annual installments.
- Emergency zero-interest loans were made to 14 Tibetan shopkeepers in Itanagar, the capital city of Arunachal Pradesh after their shops were gutted following a prolonged regional disturbance. One-year loans of INR 200,000 at zero interest were intended to provide emergency relief to victims and their families.
- Repayment of emergency zero-interest loans to 12 Tibetan winter garment vendors who lost all their inventory in a warehouse destroyed by fire in Duhule, Maharashtra, last year was completed. Six-month loans of INR 200,000 at zero interest were intended to provide emergency relief to victims and their families.
- SARD began implementing the next cycle of RLF lending to handicrafts vendors in Ladakh and Dharamsala to purchase inventory for their street market stalls, and to horsemen in Ladakh to purchase horses and mules to carry goods for trekkers. In a replication of earlier cycles, borrowers receive up to INR 100,000 for six months at 6% annual interest. After discussions with joint liability groups and an application review and selection process, loans were disbursed to 80 handicraft vendors and 35 horsemen. SARD also distributed seasonal loans to 24 street vendors in Dharamsala and Dalhousie of up to INR 200,000 for six months at 6% annual interest.
- Gangjong Development Finance Pvt. Ltd. (GDF) began planning for a commercial loan product targeting potentially scalable Tibetan businesses. The product is being designed to meet larger financial requirements of successful Tibetan businesses. The expected size of this loan product is up to INR 2 million for a three-year period.
- Mr. Kaydor Aukatsang and Dr. Kunchok Tsundue completed a successful fundraising tour of 9 cities in the United States and Canada in June/July 2019 and 5 countries in Europe (Switzerland, Austria, Germany, France and Netherlands) in November 2019. Over USD 2 million was raised in investment pledges for GDF.
- In Nepal, announcements of the second round of Community-Managed Revolving Fund (CMRF)



Financial Inclusion & Services For Development

Gang-jong Development Finance PVT. LTD. (TibFin), an initiative of the Central Tibetan Administration, was incorporated on November 27, 2017 as an unlisted company registered with Registrar of Companies in the state of Himachal Pradesh, India. The registered office of the company is located at Gangchen Kyishong, Dharamsala. Gang-jong was granted the *Certificate of registration* from Reserve Bank of India (RBI) on 13th December 2018 to commence business as a non banking financial institutions without accepting public deposits.

VISION

Create a prosperous and resilient Tibetan community in exile capable of sustaining its unique socio-economic and public institutions.

PRODUCTS OFFERED

WINTER SWEATER SELLER SUPPORT LOAN

Loan Amount: INR 1,00,000 / 2,00,000

CARAVAN LOAN

Loan Amount: INR 1,00,000

SUMMER LOAN

Loan Amount: INR 2,00,000

TRLSP BUSINESS LOAN

Loan Amount: 2,00,000

MISSION

Provide affordable capital, financial services, and financial literacy to Tibetan entrepreneurs and promote Tibetan Micro, Small and Medium Enterprises (MSMEs)

CORE FOCUS AND SERVICES

TibFin will particularly strive to provide need-based and competitively priced loan products to the community of small and medium entrepreneurs who have low financial literacy and no collateral by better understanding their needs, repaying capacity, and increasing their income and financial well-being.

TibFin will also provide consulting, training and support services to the constituent clients including the introduction of new technologies, methods and tools for working and MSME business development services to prospective clients.

WINTER SWEATER SELLER LOAN

Traders of winter garments, sweaters, jackets and related garments

TRINKET SELLER LOAN

Traders of trinkets, jewellery items and souvenirs

OTHER LOAN PRODUCTS

Future loan products



CARAVAN LOAN

Providers of transportation services to tourists with horses and mules

COMMERCIAL LOAN PRODUCTS

Loans for business expansion and MSMEs

COMMERCIAL TAXI LOAN

Providers of transportation and taxi drivers

SUMMER SEASONAL LOAN

Traders of garments, travel accessories mainly during summer season

INVEST IN DEVELOPMENT INVEST IN TIBET EQUITY

THE FOLLOWING PRODUCTS FOR CAPITALIZATION OF TIBFIN ARE CURRENTLY BEING OFFERED TO DIASPORA TIBETANS

EQUITY

DONATION

Equity Shares

USD 6 million or more for a face value of Rs 10 per share from the investors not exceeding 100 investors per year. The returns will be in the form of appreciation as explained in the term sheet and dividends if any declared by the Board of Directors from time to time. In the next 5 to 8 years, the company will offer buyback or bring fresh investors to buy back or for initial public offering (IPO).

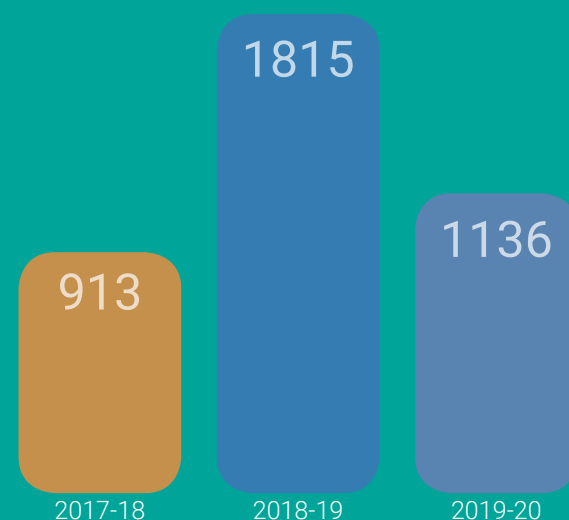
Compulsorily Convertible

The dividend is fully repatriable and will be converted into equity at the end of 10 years. This option is good for those who seek regular returns. The company hopes to achieve the returns as business calculations.

Donation

Tax-deductible donations can be made payable to the following address of TCDF.
*Tibetan Community Development Fund (TCDF),
1228 17th St N.W.
Washington, DC 20036
USA*

No. of loans from 2017 to 2020*



* TRLSP assistance is made through SARD

80.72% of 3867 loans were from Winter Sweater Seller Support Program.

₹54 crores

were loaned out from 2017-20 with the major loans such as Winter Sweater Loan, Trinket Loan and Summer Loan.

₹250 crores

(approximately \$35 million) loan book size to be reach by 2024.

Funders:





Dr. Kunchok Tsundue, Representative Ngodup Tsering, and Kaydor Aukatsang visiting the US Congress to brief Members of Congress and staff on various CTA development projects

loans were made in five Pokhara settlements. Utilizing the amounts collected from first repayment installments, nine new borrowers received loans of between NPR 100,000-200,000. Most beneficiary borrowers are involved in souvenir and restaurant businesses and use their loans to increase inventory and purchase small equipment.

- Savings and credit groups (SCGs) were then formed in all five settlements, and a total of 90 new community members joined the six SCGs. All SCGs set the initial level of savings collection at NPR 1,000/month, with a savings interest rate of 3.5% (0.5% less than the CMRF loan interest rate of 4%).
- In preparation to establish CMRFs in three settlements in Kathmandu in FY20, CMRF consultants led a one-day orientation for settlement officers and secretary-accountants from Boudha, Swayambhu, and Jawalakhel on 14th Sept, 2019. Consultants explained basic features of community-managed revolving loan funds, loan sizes and periods, repayment, savings, the role of social mobilizers, and their importance in CMRF implementation. A tentative activity timeline for CMRF establishment was developed and announcements were made for social mobilizer recruitment.
- CMRF technical consultants conducted the first training for social mobilizers from Kathmandu (Boudha, Swayambhu, Jawalakhel) and Tserok

settlements on 21st to 23rd Nov, 2019. The consultants introduced the five newly recruited social mobilizers (two from Boudha, one from Swayambhu, one from Jawalakhel and one from Tserok) to concepts of community development, including participatory development tools, social mapping and well-being ranking.

- 13 new savings and credit groups with a total of 192 members were formed in Kathmandu and Tserok settlements. Monthly SCG meetings started in Kathmandu, during which SCG executive members were elected and initial monthly savings amounts were decided – some groups at NPR 500 per month and others at NPR 1,000. SCGs disbursed loans totaling NPR 211,000 in varying amounts to 16 SCG members.
- During SCG formation, the CMRF revolving loan program was also announced and application forms were distributed. 151 applications were received from Kathmandu settlements and 27 from Tserok. SMs visited businesses of loan applicants to verify the information and collect additional details from business owners. Interviews and additional appraisal of loan applications were conducted by settlement loan committees (SLC). Based on SLC recommendations, the Central Loan Committee (CLC) provided final approval to 101 loan applicants from Kathmandu settlements. Tserok applicants were to be decided at the next meeting.

AGRICULTURE DEVELOPMENT

Budget: ₹3,33,55,670 (\$476,510)

The program aims to revitalize agriculture in targeted Tibetan settlements in India and Nepal by identifying new opportunities for value addition and marketing of both conventional and organic cash crops. Efforts are underway to transform Tibetan agriculture from farm production to an agribusiness model so that less agricultural lands remain idle.

- 210 soil samples were collected from fields in five settlements and sent for tests. Laboratory tests of soil and distribution of soil health cards were recommended after experts found that soil fertility conditions on Tibetan farm land remain unknown. Samples from approximately 478 acres of farmland were sent to nearby laboratories for testing, and 142 soil health cards were distributed to farmers in Mundgod, Odisha, Tenzingang, and Tezu. Based on soil health card reports, DOH began providing micronutrients for soil treatment to farmers.
- A Bangalore-based landscape architecture firm completed work on a landscaping master plan for Organic Research and Training Centre (ORTC) encompassing spatial planning, natural resource management, and ecotourism development.
- In Chandragiri settlement in Odisha, 34 acres of high yielding maize and 2.5 acres of black gram planted on demonstration plots were harvested. Maize yield will be measured following threshing and shelling in the next quarter.
- Training and exposure visits were organized for 45 farmers in 3 settlements in south and central India, in partnership with horticulture and agriculture departments of Karnataka, Chhattisgarh and Odisha state governments. 13 farmers from Kollegal settlement, 15 farmers from Mainpat settlement and 17 farmers from Odisha settlement visited regional Krishi Vigyan Kendras (KVK) centers to attend talks by experts and observe cultivation techniques. To improve agriculture extension services, laptops were provided to Agriculture Extension Officers (AEOs) in Bylakuppe, Mainpat, Kollegal, Hunsur, Tezu, Tenzingang, Miao, Odisha, and Mundgod.
- Department of Home (DOH) organized a meeting to review and update the Tibetan Organic Agriculture Policy formulated in 2002. Senior officials

including CTA Home Department Kalon, Secretary and 41 Tibetan settlement officers took part in the meeting held in Dharamsala.



Quality checking on maize

- Improvement of ORTC's irrigation system was completed. Two new borewell pumps were installed and irrigation pipes were laid connecting the main fields to an overhead tank. Furniture and a pick-up truck were procured for the center, and fencing of 50 acres of farm land began as part of a new ORTC-led citrus development initiative. The new vehicle will be used to transport inputs and products between ORTC and local markets, and for agriculture officers to visit farmland and local markets.
- Organic cashew trees in Chandragiri yielded their first harvest, which was sold to a local trader. 70 acres of organic mango and cashew trees were planted with USAID funding in FY17.
- Quality protein maize (QPM) was harvested in Kollegal settlement, where a pilot cultivation was carried out on 51.2 acres of land belonging to 18 farmers. A foliar disease caused by the fungus *Setosphaeria Turcica* attacked some standing crops at the harvesting stage which affected yield. A sample of the maize harvest has been sent to the Central Food Technological Research Institute in Mysore for protein content testing.



Quality protein maize

- Training and exposure visits were organized for 271 farmers in eight settlements in south, central and northeast India, in partnership with regional KVK centers, horticulture and agriculture departments of state governments, and a regional agriculture university.
- 12 AEOs received motorbikes in Bylakuppe, Mainpat, Kollegal, Hunsur, Tezu, Tenzingang, Miao, Odisha, and Mundgod settlements. Improved mobility will enable AEOs to visit and provide extension services to farmers more frequently and efficiently.
- A team of scientists from the National Dairy Research Institute and National Institute of Animal Nutrition, both based in Bangalore, completed a dairy development feasibility study in five Tibetan settlements in Karnataka. Key recommendations are to support settlement dairy units with loan assistance and subsidies, promote green fodder cultivation by dairy farmers, revive cattle feed manufacturing units, and build capacity of extension officers to advise dairy farmers in all the five settlements.
- DOH and agriculture consultancy firm Ingenus launched a new customized smartphone app for use by Tibetan farmers and agriculture extension officers (AEO). A team of ICT professionals visited Kollegal and Mundgod Tibetan settlements to conduct trial runs of the Padma App. Based on their feedback and review the app will be further customized for user friendliness and performance.
- Six Tibetan cooperative staff completed a seven-month long farm mechanization training at the Samarth Engineering College and Technical Institute in Pune on mechanical operation, repair and maintenance of farm machinery

and equipment. Trainees then began providing mechanical repair and maintenance services after returning to their respective settlements. DOH indefinitely postponed an AEO training scheduled at the Vegetable Growers Association of India (VGAI) in Pune due to the COVID-19 lockdown. The training will be rescheduled to a later date.

- In Nepal, 11 farmers from Jampaling settlement took part in an exposure visit to Kailali district in southern Nepal to observe different banana farming methods and successful agribusiness models.
- Jampaling farmers attended a one-day training on papaya transplantation. 550 saplings germinated in the papaya nursery were transplanted following the training, and 125 saplings were distributed to each household in the community. A fence was installed around the community pineapple farm.



Farm mechanization training centre

- In Dhorpatan settlement in Nepal, a training on potato and vegetable cultivation was conducted by experts from the GON's District Agriculture Development Office. 14 farmers learned new cultivation and post-harvest management techniques for vegetables including potato, radish, and carrot.
- 26 farmers in Jampaling settlement attended a two-day vegetable and tropical fruit cultivation training organized by Local Initiatives for Biodiversity Research and Development (LIBIRD), and 41 farmers in Tserok settlement received a two-day training in apple tree management, vegetable cultivation and compost preparation from experts at the Temperate Horticulture Development Center. Training topics included soil properties, use of bio-pesticides, and appropriate vegetables to cultivate at high altitude.

ARTS AND CULTURE

Budget: ₹1,86,54,680 (\$266,495)

In the area of preservation of Tibetan arts and culture, funding is currently focused on four major initiatives: core support and strengthening of the Tibetan Institute of Performing Arts (TIPA), establishment of a new Tibet Museum in Dharamasala, support for the Himalayan Buddhist Library and Cultural Center in Nepal, and the Tibetan Arts and Culture Fund.

Tibetan Performing Arts Revitalization

- TIPA's curriculum committee continued work on a standardized performing arts course curriculum. A draft of the second year coursebook was completed and submitted to a committee of experts for review.
- Eleven new performing artist trainees were recruited for pre-service training following auditions in Bylakuppe Tibetan Settlement and Dharamasala. The new trainees began attending regular Tibetan and English language classes along with classes on ceremonial songs, flute notation and marching band songs.
- 40 pre-service trainees and seven senior artists received training in the unique traditional art of playing the Toepa dranyen (Tibetan lute).
- 31 pre-service trainees and senior artists received a four-day performance makeup skills training at TIPA.
- Five performance costume tailors at TIPA completed a multi-session tailoring skills training in Dharamasala led by a master tailor.
- TIPA celebrated its 60th Anniversary of achievement in preservation and promotion of traditional performing arts of Tibet from 28th October to 30th October, 2019, the grandeur of which was magnified by the presence of His Holiness the Dalai Lama who is also the founding figure of the institution.
- TIPA and the Tibet Policy Institute (TPI) co-organized an international conference on Tibetan performing arts to commemorate the 60th founding anniversary of TIPA. Tibetan scholar

Tashi Tsering Josayma convened the three-day conference during which 23 scholars presented research papers on various forms of Tibetan performing arts. Awards were conferred to twelve artists for their contributions to preserving Tibetan music and performing arts.

Tibet Museum

- Museum staff visited Bylakuppe, Hunsur and Kollegal Tibetan settlements in south India to solicit artifacts related to Tibet history and culture. Another team led by the museum director visited four settlements in Nepal to source artifacts and old photos. Artifact donations included property ownership papers issued by Tibetan authorities before China's invasion and Tibetan military uniforms. In Nepal, museum staff met with the content developer of the 'Resistance and Resilience' section and received updates.
- Video footage and photographs to enrich the museum AV library were purchased from British Pathe, London, Critical Past, Virginia, and National Film Division, Mumbai. Around 800 seconds of rare video footage and historical stills on the themes of Tibet's occupation, escape from Tibet and early life and reconstruction in exile were added to the museum's collection. These clips and stills will be used as exhibition content for the 11 themes at the new museum. Also, 108 reference books in Tibetan and English were purchased for the new museum library along with I-pads for digital exhibitions.
- Museum staff visited Paonta Sahib, Puruwala, Herbertpur, Kamrao and Sataun Tibetan settlements in the Doon region of north India to solicit artifacts related to Tibet history and culture,

and also gave presentations on the ongoing work and themes of the new museum. Artifact donations included a binocular used by Tibetan guerilla fighters and idols of King Trisong Detsen, Guru Padmasambhava, and Abbot Santaraksita. A replica of a statue of Buddha Shakyamuni was also procured.

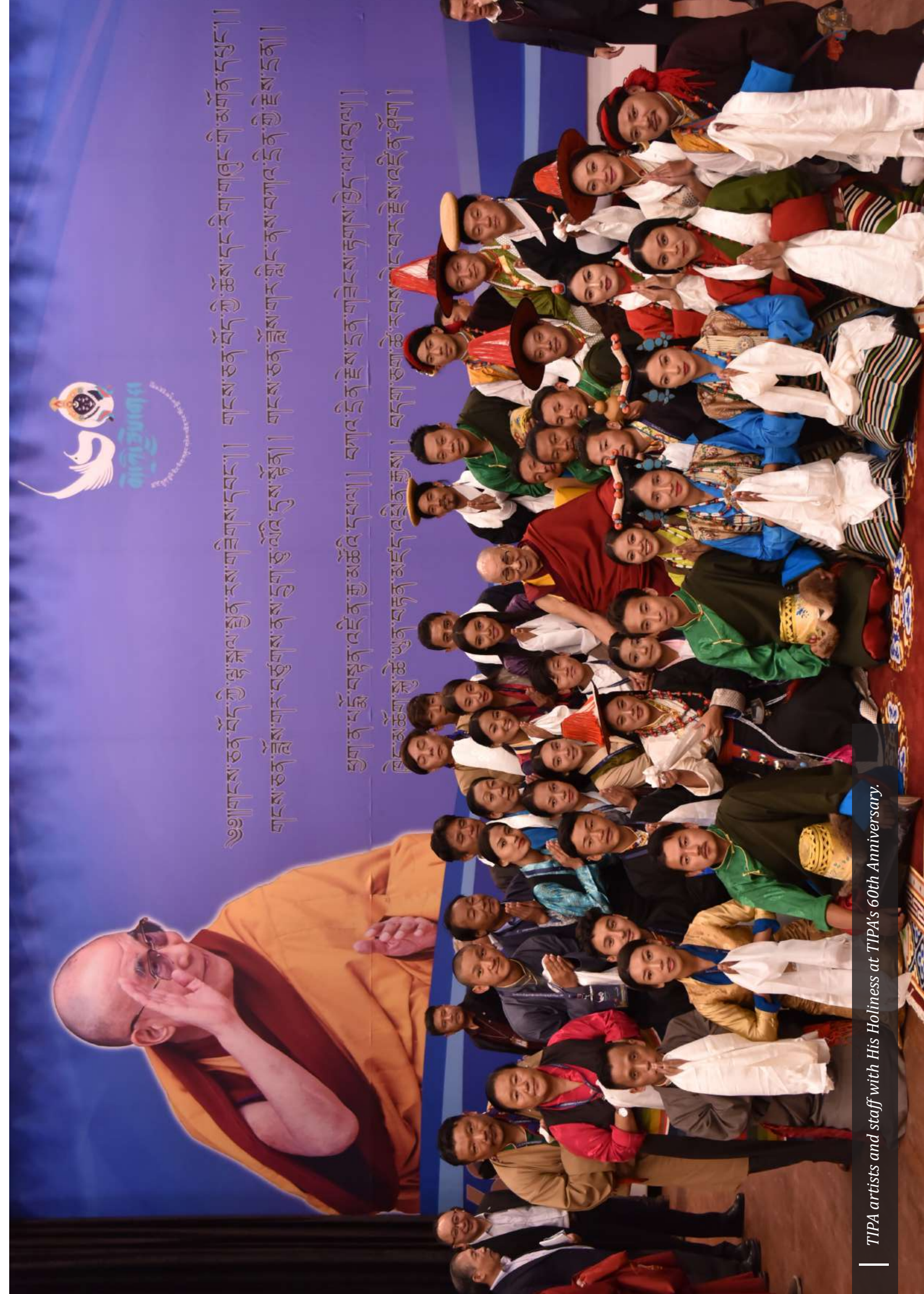
- Tibet Museum hosted the 2019 Asian Sites of Conscience conference in Dharamsala in collaboration with the International Coalition of Sites of Conscience. The theme of the conference was ‘Reconstructing Memories: Objects, Narratives and the Legacies of Colonialism.’ Over a dozen museologists from seven countries including the Philippines, Cambodia, Sri Lanka, Spain, Nepal, Bangladesh, and India, in addition to the staff of Tibetan museums, CTA officials, and Tibetan NGO representatives, gave presentations.

Tibetan Arts and Culture Fund (TACF)

- 17 recipients of small grants awarded in FY17, 7 recipients of small grants awarded in FY18 and 13 recipients of small grants awarded in FY19 completed their projects, while the remaining five continued to make steady progress. TACF grants are awarded for either specific projects or general support to individuals who are full-time practitioners of one or more aspects of Tibetan culture preservation and promotion. Recipients include the Norbulingka Institute, Tibetan Karma Gardi Traditional Art of Thangka Painting, Milarepa Preservation Association, Shalu Monastery, Dangla Riwo Association, two Tibetan culture associations, and five individual Tibetan artists and researchers.
- A total of 25 applications were received in FY19 and following a process of sorting, reviewing, and interviewing, 5 organizations and 8 individuals were shortlisted. The 13 recipients received their first installments in FY20. TACF makes awards to individuals who are full-time practitioners of one or more aspects of the preservation and promotion of Tibetan culture.

Himalayan Buddhist Library and Cultural Center (HBLCC) - Nepal

- HBLCC organized a day-long trans-Himalayan studies seminar in Kathmandu on 25th Nov, 2019 to facilitate linkages among researchers and act as a knowledge-sharing hub. 14 scholars attended from different institutions in Kathmandu including Rangjung Yeshe Institute, International Buddhist Academy, and regional monasteries. The theme of the seminar was the Rime (nonsectarian) approach of Tibetan Buddhism. Five young people attended the seminar as external observers.
- 700 Himalayan and Tibetan residents of Boudha, Kathmandu, attended a three-day Buddhist teaching on the text “37 Practices of a Bodhisattva” from 18th Sept to 20th Sept, 2019. A respected Buddhist teacher based in Kathmandu gave the teaching, which included a question and answer session at the end of each day. A large number of people from the Himalayan communities of Limi, Dolpo and Yolmo attended the teaching.
- 20 Tibetan and Himalayan students from three schools in Pokhara participated in a week-long summer camp in Kathmandu. During the camp’s exposure trip they visited cultural institutions including the Tibetan Opera Association, Buddhist heritage sites, monasteries, and HBLCC’s newly opened history and religion gallery. They also attended study sessions on Buddhism, Tibetan language and culture. The exposure visit provided students with an opportunity to learn from their shared cultures and offered a space for understanding, study, and engagement.
- In collaboration with the Nepal Tibetan Lhamo Association (NTLA), HBLCC organized a Tibetan opera festival in Pokhara. 50 performers travelled from Kathmandu and performed one evening show in Tashiling settlement which 200 community members and tourists attended. The following day, they performed throughout the day at Pema Tsal monastery, near Tashi Palkhiel settlement. Around 500 Tibetans and Himalayans attended.



THE NEW TIBET MUSEUM

The new Tibet Museum, located in Dharamsala, will offer education programs to suit people of all ages and from all around the world. Through its exhibitions and programs, the new museum will seek to engage a global community about the history, culture and present situation of Tibet while inspiring appreciation for the Tibetans' freedom struggle and the issues currently faced by the people in Tibet. The new museum is expected to open by Losar 2021.

GOALS AND OBJECTIVES

- Create a venue for the celebration and understanding of Tibet and its people
- Provide carefully curated permanent, temporary and online exhibitions that showcase both traditional and contemporary Tibetan art and culture
- Design a year-round calendar of temporary exhibitions with other museum, members of the Tibetan community, Tibet supporters and academics
- Build an archive where important documents, images and artifacts can be safely stored
- Create a professionally recognized institution with trained staff that follows accepted international museum standards and practices.
- Collaborate with other non-profit organizations and artists in the region on educational programs, exhibitions, and marketing and communications

TEAM

CTA Project Team:

Tashi Phuntsok, Yeshe Wangmo, Tenzin Topdhen, Kunga Choedon, Karma Tashi, Tenzin Youtso, Dawa Tsamchoe and Kunga Sara

Content:

Dr. Emma Martin

Design:

Markus Strumpel, Alex Grandjacques

Production:

Design Habit

Project Funders:

CTA, USAID, SARD, NED and Tibet Fund

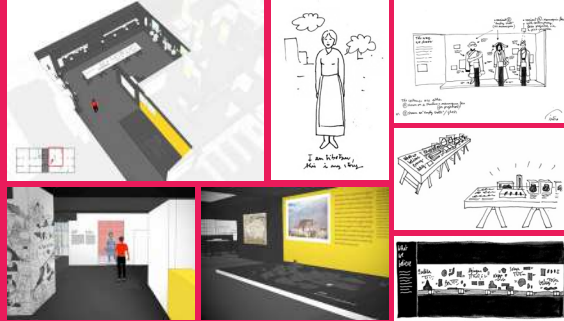


བུ་ཤིན་པུ་ལྷོ་ལྷོ་ལྷོ་
THE TIBET MUSEUM

Funders:



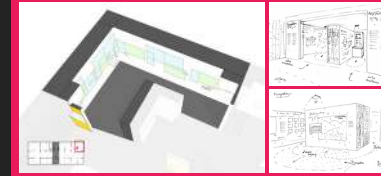
1. INTRODUCTION:
Tibetan Life Before Chinese Occupation including photographs, documents and physical objects such as Tibetan traditional dress, objects of home life, the Tibetan national flag, examples of political and religious life etc.
This section aims to deliver an insight into the magnanimity of Tibet and the Tibetan people.



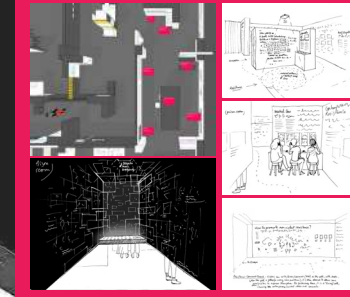
3. HISTORY:
This section will show from the first king of Tibet to the Chinese invasion in 1949, including photographs, artistic renderings and digital imagery etc.
It will also document the cultural traditions and religious art of historical Tibet, including literature, music, dance, painting and architecture.



4. INVASION & OCCUPATION:
This section will show the Consequences of Chinese Occupation—through the use of photographs, documents and digital imagery examine the repercussions of the Great Leap Forward, democratic reform, the Cultural Revolution, the destruction of monasteries, Sinicization, population transfer, 1.2 million deaths etc.
It aims to render the impact of China's occupation of Tibet and the aftermath of its imperialist designs.



5. RESISTANCE:
This section address the 1959 uprising, the Nyemo revolt, the 1987, 1988, 1989 and 2008 uprisings in Tibet, the animal fur burning movement, the Lhakar movement, the No Losar movement, the language rights movement and self-immolation in Tibet.
It aims to depict the Tibetan resistance to repression and resilience in face of efforts to obliterate Tibetan cultural identity.



2. His Holiness The Dalai Lama:
This section focuses on His Holiness 4 main parts in Life - as a human being, as a simple monk, as a leader of a nation and as a scientist and philosopher.



10. CONTEMPORARY TIBET:
An understanding of Tibet's contemporary situation and its drivers in a political, international and historic context, grounded in the context of China's international reach.

9. ENVIRONMENT:
Environmental Issues and Concerns (historical and current)—address environmental protection before 1959, environmental changes since 1959 due to deforestation, mining, climate change, glacial melting, etc., Tibet as Earth's Third Pole and water tower of Asia, current impacts on downstream countries (south and east Asia).



4. INVASION & OCCUPATION

3. HISTORY

5. RESISTANCE & RESILIENCE

2. HHDL

1. INTRODUCTION

9. ENVIRONMENT

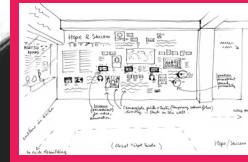
10. CONTEMPORARY TIBET

6. ESCAPE

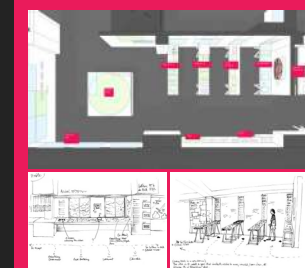
7. EXILE

8. HOPE & SUCCESS

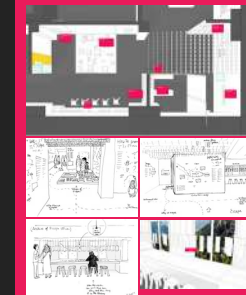
8. HOPE & SUCCESS:
The value of Tibetan culture to the world. The influence of HHDL and Tibetan Buddhism. The resilience of Tibetan people. A new generation of Tibetans re-defining and re-imagining what it is to be Tibetan.
This section aims to inspire, move people and educate. It should reveal the vibrancy of a living culture and seal the success story of Tibetan people and the freedom struggle based on non-violence and reconciliation.



7. EXILE:
Creation of the Central Tibetan Administration and exploration of the contemporary life of Tibetans in exile, including home life, family, education, locations of Tibetans in exile, etc.
This section aims to deliver the experience of life in exile—the diaspora where change is the only constant in life and reconciliation is a recurring pattern.



6. ESCAPE:
Documentation of the difficult journey undertaken by Tibetans while crossing Tibet toward a better life and education in exile, using testimonies, maps and personal narratives
This section aims to showcase stories of courage in the face of adversity—the rugged Tibetan spirit that braved the rough terrain.



HEALTH IMPROVEMENT AND WASH

Budget: ₹11,24,07,018 (\$1,605,815)

The major areas of health and WASH funding include strengthening the Tibetan Medicare System (TMS); improving the quality of TB care; Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCHA) services; social and behavior change communication (SBCC); strengthening the Health Information System (HIS); comprehensive community outreach and coordinated care (CCOCC); integration of western and Sowa Rigpa; increasing the overall capacity of the Department of Health; and provision of drinking water and sanitation facilities.

Tibetan Medicare System (TMS)

- TMS enrollment for 2019-20 increase to 27,496 members, consisting of 5,863 families and 1,267 individuals. This represents a 13% increase compared to the last enrollment.

Tuberculosis Care and Management Services

- 93 patients received Short Course Chemotherapy (SCC) and 38 patients received multi-drug resistant (MDR) medicine support. In addition, 26 economically vulnerable patients in India and two patients in Nepal received special diet and nutrition support.
- Department of Health (DOH) staff conducted supervision and monitoring visits to nine settlements in north east, south, and central India to review the implementation of TB programs and establish linkages with regional GOI TB centers. In Tezu, Tenzingang, Ravangla, and Odisha settlements DOH and local hospital staff met with district TB officials to strengthen communication and referral systems between host government TB care providers and Tibetan health care workers. In Sonada settlement TB prevention, early detection, and symptoms were discussed with Tibetan school authorities and hostel administrators. In the south settlements of Mundgod, Hunsur, Kollegal, and Bylakuppe, DOH staff observed that TB cases have declined significantly.

Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCH+A)

- To promote menstrual health and hygiene among school girls a sanitary pad vending machine and disposal kiosk were installed at Sambhota Tibetan

School in Paonta Sahib. Sanitary pads were provided and a disposal kiosk was installed at TCV School in Gopalpur.

- A campaign of anemia screening and prevention for Tibetan school girls continued. 2816 girls underwent HB tests in 18 schools in Kollegal, Ladakh, Suja, and Chauntra, Ladakh, Miao, Bylakuppe, Kollegal, Paonta Sahib, Bir, Odisha, and Mundgod settlements. 684 girls began taking iron tablets based on test results.
- 731 crèche children in Ladakh, Miao and Dharamsala received supplemental nutritional support, including extra fruit, milk, and eggs. Prioritization of children in Ladakh and Miao is based on the relatively higher risk of malnutrition in these settlements due to their remoteness. In Dharamsala, support is also intended to promote healthier dietary practices.



Zumba trainer teaching Zumba Dance in Dharamsala

- Trained nodal teachers and counselors led awareness sessions and activities on adolescent health issues and challenges for students, teachers and parents. A total of 2,815 students in 12 schools took part in awareness sessions led by adolescent clubs on various adolescent issues, life skill development on self-awareness, and interpersonal

skill building. Also, 227 teachers and parents in Rajpur and Miao settlements took part in sessions on promoting safe internet usage practices for children especially during the two-month winter vacations.

- In Nepal, Snow Lion Foundation (SLF) coordinated with Nepal Fertility Care Center (NFCC) to deliver HPV vaccinations for students in five schools in Kathmandu and Pokhara. The first dose of vaccine was administered to 399 girl students in grades 6 and above, and the second dose will be administered in the next quarter. Government of Nepal protocols were followed and a GON-authorized vaccinator conducted orientations for school nurses and HPV awareness sessions for girl students.

Social and Behavior Change Communication (SBCC)

- 17 nurses and community health workers from 14 settlements attended a two-day HIV counseling training in Delhi on 19th and 20th Sept, 2019 led by experts from the National AIDS Control Organization (NACO), Tata Institute of Social Sciences (TISS), and Delhi State AIDS Control Society (DSACS). The training covered topics including syphilis, TB, and other co-infections, PPTCT interventions, the HIV/AIDS Prevention Act 2018, and pre and post-test communication. Trainers conducted hands-on training on HIV and syphilis screening tests (WBFPT), post exposure prophylaxis, and Universal Safety Precautions.

- 45 newly arrived girls from Tibet attended a workshop on women's health and hygiene at TCV School in Suja. Led by health experts from DOH, Tibetan Medical and Astro. Institute and Delek Hospital, the workshop focused on menstrual hygiene, sexually transmitted diseases, urinary tract infection and chronic diseases prevalent in the Tibetan community including TB, Hepatitis B, and HIV/AIDS, as well as other emerging issues such as mental health and cancer, were also addressed.
- Three-day yoga camps were organized in eight Tibetan settlements in north India. Led by two trained yoga instructors, a total of 466 people in Paonta Sahib, Kamrao, Puruwala, Sataun, Manduwala, Khera, Lakhanwala, and Dekyiling benefitted from the camps. Various yoga poses, body balancing, meditation and pranayama were practiced during the twice-a-day sessions. DOH is endorsing the practice of yoga as a preventive measure to improve community health.

Comprehensive Community Outreach and Coordinated Care (CCOCC)

- Facility health workers continued conducting CCOCC household visits in 32 settlements in India and Nepal using point of care testing (POCT) kits, Pico projectors, educational flipbooks, and animated videos. A total of 4,826 households were covered during outreach visits, during which POCT kits were used to check hemoglobin, random blood glucose, urine, blood pressure, pregnancy test and blood grouping tests for 4,264 community



Observing World Diabetes Day in Paonta Sahib

members. 2,747 people were also screened for hypertension and 1,075 for diabetes, of which 1,351 received follow up tests.

- 4,713 settlement residents received preventive health messages from CCOCC health workers on topics including HPV vaccination, dengue prevention, personal and environmental hygiene, hepatitis vaccination, hypertension and diabetes, and geriatric care, and 684 individuals received HIV and mental health messages and support.
- DOH health workers provided household level community outreach health services in 27 settlements in India and Nepal using point of care testing (POCT) kits, Pico projectors, educational flipbooks, and animated videos. A total of 4,597 households were covered during outreach visits, during which POCT kits were used to check hemoglobin, random blood glucose, urine, blood pressure, pregnancy and blood grouping tests for a total 2,507 community members.



CCOCC active screening in Hunsur

- 2,369 people were screened for hypertension and 227 for diabetes, of which 1,100 received follow up tests. During household visits 147 community members received TB health education, directly observed therapy (DOT), presumptive TB findings, contract tracing and intensified case finding services.
- 798 pregnant women and newborn children received ante and postnatal care, vaccine reminders and child feeding advice. 3,594 settlement residents also received preventive health messages from CCOCC health workers on topics including COVID-19, proper hand washing techniques, hypertension, Hepatitis B, and cancer, and 119 individuals received HIV and mental health messages and support.

Covid-19 Emergency Response

- In March DOH began conducting a COVID-19 prevention awareness campaign using social network and CTA websites. Helpline numbers of medical professionals and staff in major Tibetan settlements were circulated for queries or concerns related to COVID-19, and a TV talk show was aired in collaboration with the CTA Department of Information and International Relations, on which two Tibetan physicians talked about best preventive measures and precautions against COVID-19.



Sanitization at Tuting Monastery amid COVID-19

- Nurses and health workers in settlements in India began conducting regular temperature checks and monitoring symptoms of more than 1,500 Tibetans in home self-isolation with recent travel history from high-risk places such as Delhi.
- In Nepal, Snow Lion Foundation (SLF) staff and community health workers began conducting hand washing, social distancing and correct self-isolation awareness campaigns, and distributing disinfectant kits, hand sanitizer and soap to schools, settlements and elder homes.
- Snow Lion Foundation (SLF) began developing guidelines on preventive and referral measures for COVID-19 for settlement officers, health workers and other community leaders in Nepal. The guidelines include directions on prevention measures, appropriate management, and referral of suspected patients to designated fever clinics and hospitals, based on GON MOHP and WHO criteria.

Key Activities Under the PRM Program

- 3,836 highly vulnerable refugees in India and Nepal received medical care to meet their basic health needs, including economically destitute refugees, patients with mental health disabilities, disadvantaged elders, and substance abuse clients.
- Hepatitis B screening was completed in Ladakh, Miao, Tezu, Odisha, Sirmour and Dehradun. Out of a total of 5,494 individuals screened, 483 (8.8%) tested positive. Confirmatory testing began to determine treatment needs and was completed for 210 positive cases; treatment will begin in the next reporting period. In addition, 45 high-risk individuals received Hep B vaccination doses; 48 children under 5 years of age received Hep B vaccination doses; 21 DOH health workers received Hep B titer tests, and 1,629 community members from 9 settlements attended Hepatitis B Day awareness events led by settlement doctors and nurses.
- 201 mental health patients, highly vulnerable refugees in India received medical care to meet their basic health needs, including economically destitute refugees, patients with mental health disabilities, disadvantaged elders, and substance abuse clients.
- Hepatitis B screening was completed in Raipur, Rajpur, Dekyiling, Lakhanwala, Mandhuwala and Khera. A total of 2,054 individuals screened, 95 are tested positive. Confirmatory testing began to determine treatment needs and was completed for 3 positive cases; the rest didn't need any follow up treatment. The follow up test are done for Ladakh, Sirmour region and Odisha; 4 people from Sirmour are under the Hep. B treatment plan, 3 from Sirmour are in the plan, 23 from Ladakh is under the treatment plan. 61(40M, 21F) children under 5 years of age received Hep B vaccination doses out of which 57 are new beneficiaries; 1 baby with mother of Hepatitis B received Hep. B Immunoglobulin D.
- Hepatitis B screening was completed as planned in Dharamsala. Out of a total of 2,979 individuals screened, 209 (7%) tested positive. First round confirmatory testing to determine antiviral treatment needs was completed for 196 positive cases, and treatment began for 29 patients in Dharamsala.
- DOH and Sangath began survey data collection for a mental health assessment. The survey sample is 3,920 residents from 34 settlements in India, and DOH nurses trained by Sangath are responsible for data collection in their respective settlements. In the past quarter 1,000 respondents were surveyed before the Covid-19 lockdown was imposed.
- 1,848 highly vulnerable refugees in India and Nepal, including physically disabled, disadvantaged elders, and patients with HIV, received subsistence support in the form of allowances for basic needs.
- 17 Tibetan refugees (10 Males, 2 Females) arrived at the Reception Center in Dharamsala. After they obtained legal status to remain in India, they were transferred to their preferred learning Institutions in India.
- 8,084 beneficiaries received primary care services at 34 PRM-supported facilities in India and Nepal administered by the CTA Department of Health (DOH) and Snow Lion Foundation (SLF). 22 DOH facilities and 12 SLF facilities received support for procurement of standard precautions medical supplies and essential medicines. Of these, DOH facilities in Kollegal, Ladakh, Odisha, and Bhandara in India and all 12 SLF facilities in Nepal received partial salaries for facility nurses, lab technicians and health workers.
- 558 refugees in India and 1,315 in Nepal received Hepatitis B vaccinations as part of ongoing Hep B screening programs. 91 Hep B positive cases in Nepal received free viral load testing, of whom 14 required medication and other treatment, and were referred to liver specialists for further consultation and treatment.
- In Nepal, 14 patients in Kathmandu who were screened and tested positive in 2019 received antiviral treatment, and 412 individuals in Pokhara received second and third Hep B vaccination doses.
- Nepal Fertility Care Center continued providing technical guidance to SLF to implement Sexual and Gender-Based Violence (SGBV) prevention activities in three schools and settlements in Nepal. SGBV orientation training was conducted for six new gender focal persons and twelve additional



Enhanced Wellbeing of Tibetan Communities and Children through WASH Intervention in Ladakh

Partner Profile



Leh Nutrition Project

Leh Nutrition Project (LNP) was established in 1978 by SAVE THE CHILDREN (UK). It established feeding centers in village south of Indus River for catering to children and mothers with supplementary nutrition. LNP expanded its programmes into healthcare, education and rural development. In 2016, SAVE THE CHILDREN (UK) team discussed about sanitation and drinking water issues faced by Tibetan Refugees in Leh and Cangthang. In 2017, PRM agreed to help fund various WASH projects and LNP was offered a contract by the CTA to implement projects under the banner of “Enhanced wellbeing of Tibetan communities and children through WASH intervention in Ladakh”

AIM

Improving access to safe drinking water and creating proper sanitation facilities at Tibetan Refugee settlements in Ladakh.

OBJECTIVE 1

Providing safe drinking water and sanitation facilities such as toilets and bathrooms

OBJECTIVE 2

Ensuring sustainable adoption of hygiene and sanitation practices through KAP (knowledge, attitude and practices)

DURATION

From August 2017 to July 2020

TARGET GROUP

12 Camps at Leh and 6 Villages at Changthang

RESULT

A total of 1354 families with 6918 people (3414 males and 3504 females) have benefited from this program.

“Over the past two years, we have had a productive partnership with LNP and projects have been successful in solving almost 80% of drinking water and 70% of sanitation problems in Sonamling and Chanthang settlements. The project has also promoted health education amongst students and community members which has brought about behavioural change and good sanitation habits.”

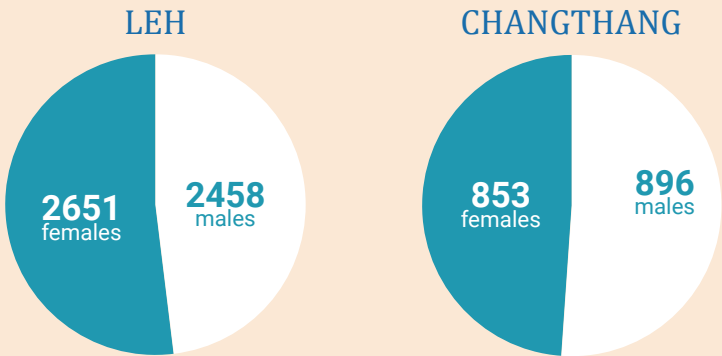
- Mr. Tseten Wangchuk
Chief Representative Officer
Sonamling Tibetan Settlement
UT Ladakh.



PROJECT ACTIVITIES



Program beneficiaries:



Funders:



Solar compost toilet at Camp No 8 Agling



Solar water heaters installed at Dongti and Nyorma



Hand Washing Stations to improve hygiene



Child Health and Hygiene Club (CHHC) doing activities



Traditional Households toilet at Kuyul Changthang

participants from settlements in Pokhara. Safety audits and awareness sessions were conducted in three schools in Pokhara.

- 20 existing gender focal persons (GFP) participated in refresher training in Kathmandu and 12 new GFPs participated in basic GBV training in Pokhara, both conducted by Snow Lion Foundation (SLF) and Nepal Fertility Care Center (NFCC).

Water, Sanitation and Hygiene (WASH)

- Lehigh Nutrition Project (LNP): completed repair of 23 non-functional water pumps, established and strengthened WASH committees and child health and hygiene clubs, and conducted workshops on community-led total sanitation.
- In India, new activities were undertaken with use of cost savings from other activity budgets: Public toilets were constructed at Drukpa Kagyu monastery in Bylakuppe, costing INR 700,000; construction of an overhead water tank at Camp 2 in Ladakh was completed (INR 585,000); renovation of a storage room for WASH equipment in Gangkyi (INR 95,000); procurement of water storage tanks for STS Dolanji school (INR 7,000). Additional monitoring visit of WASH projects was also conducted in Ladakh, Kamrao settlement, Paonta settlement, Manduwala and Tsering Dhondenling settlements (INR 199,250).



Ngoenga School overhead tank

- Under the Swachh Bharat program the construction of 4 individual toilets at Hunsur and the construction of toilets at the playground in settlement will be completed by the end of February. The department successfully completed Swachh Bharat awareness on single use of plastic on the 150th anniversary of Gandhi.
- In Hunsur settlement, four out of nine planned check dams were completed, a hospital water filter system was installed, and renovation of a hospital sewage tank was completed. Renovation of toilets at STS Gurupura school was completed, and four new household toilets were constructed. 12 borewell recharge pits were completed in Odisha settlement. Five new community toilets were constructed in Miao settlement.
- Eleven WASH infrastructure improvement activities in India and twelve in Nepal were completed and implementation continued of other planned activities by the CTA's Department of Health (DOH), Snow Lion Foundation (SLF), and Lehigh Nutrition Project (LNP). LNP completed construction of three new compost toilets, one hand washing station, 18 traditional household toilets and three solar bathing rooms in Tibetan schools and settlements of Ladakh. LNP also conducted training on handpump and submersible pump maintenance for 333 participants, continued to establish and strengthen WASH committees and child health and hygiene clubs, and conducted workshops on community-led total sanitation.
- In Nepal, cost savings from WASH activities planned in SLF schools were used to repair the drainage system at Boudha settlement office (NPR 61,910) and renovate Samdupling clinic's toilet (NPR 7,550).
- Underground water tanks at Tashiling settlement in Nepal were repaired and a new washbasin was installed at the Choejor settlement clinic. At Namgyal Middle School, bathroom leaks in staff and student hostel accommodation were repaired, repair and retiling of two wash basins was completed at Namgyal High School, and a water borewell and drainage system were repaired at Srongsens Brikhuti School.

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE

Budget: ₹97,10,371 (\$138,720)

Major initiatives under this program include the Tibet Policy Institute (TPI), Department of Information and International Relations (DIIR), support for human rights defenders, and key workshops and activities of the Tibetan Parliament-in-Exile and the Tibetan Supreme Justice Commission.

Tibetan Supreme Justice Commission (TSJC)

- The Tibetan Supreme Justice Commission (TSJC) conducted its 9th Legal Training from 25th November to 5th December 2019 at Dharamsala. The training was attended by around 30 participants from law graduates, CTA officials, and independent lawyer. The training was to educate participants on TSJC laws and practices of the Tibetan judiciary system.

Tibetan Parliament in Exile (TPiE)

- The workshop entitled 'Workshop on Strengthening of Democracy at Grass-root Level to the Members of Local Tibetan Assembly' held in Mundgod from 14-18 June and Kollegal 24-28 June with around 110 participants from Tibetan settlements in southern India. The resources for this training were, members of the 16th Tibetan Parliament-in-Exile, Deputy Speaker Acharya Yeshe Phuntsok, and Khenpo Sonam Tenphel.
- The 8th session of the 16th Tibetan Parliament in Exile was held from 20-30 September 2019 in Dharamsala. The session was carried on for 9 days beginning with a proposed official resolution of solidarity with the sufferings of Tibetan inside Tibet and to peacefully resolve the Tibetan issues. The session also discussed CTA's different departmental and offices annual work report.



The 8th session of the 16th Tibetan Parliament in exile

Tibet Policy Institute (TPI)

- CTA's Tibet Policy Institute organized the 5th Young Tibetan Research Scholar Conference in Bangalore with Dalai Lama Institute of Higher Education (DLIHE), Bangalore from 1 to 3 September 2019.
- As a part of outreach program, 6 TPI research fellows visited Bangalore, Hyderabad, Pune, Mumbai, Kalimpong, Darjeeling, Siliguri, Sikkim, and North Bengal University. They presented their research work to the students, faculty and think tanks of University of Hyderabad, Symbiosis School of International Studies, Gateway House, Observer Research Foundation, Tata Institute of Social Science, Centre for Himalayan Studies at the North Bengal University, CST Kalimpong, Department of Political Science, St. Joseph's College, Sikkim University, and Namgyal Institute of Tibetology, Sikkim. They presented their research on China's pursuit of Buddhist soft power in South Asia, and a study on Chinese cyber security and online censorship policy with special reference to Tibet. The main focus of such visits is to collaborate with the regional based think tanks and to create a better understanding about Tibet.
- 3 TPI research fellows attended the 15th seminar of International Association of Tibetan Studies (IATS) held in Paris, France from 7-13 July 2019 attended by around 600 researchers and scholars all around the world. The TPI researchers presented their papers on "The status of Tibetan's language in Tibet", "Nationality issue: Discussing one of the most pressing issues in China", and "Eco-conversation on the Tibetan plateau: A case study of Zachu environmental organisation".
- TPI in collaboration with Foundation of Nonviolent Alternative organised a 2nd environment conference on climate change on the Third Pole and its impact in Delhi on 2nd August 2019. 13

prominent environment scholars and researchers from India, Czech Republic, Australia, Norway, and the United States have attended the conference and more than 150 participants have participated in this conference.

- Ahead of COP25 UN Climate Summit which was held in Spain from 2-3 December 2019, the Head of environment development desk of TPI launched the “2nd Climate Action for Tibet: The earth’s Third Pole”. He urged Dr. Lobsang Sangay, President of CTA to officiated the campaign during the press conference on 6th November 2019.

- TPI in collaboration with Tibetan NGOs such as Tibetan Youth Congress, Tibetan Women’ Association, Students for Free Tibet, International Tibet Network, and Gu Chu Sum of Tibet organised a ‘Climate Run Action for Tibet campaign’ on 17th November 2019 in Dharamsala. Around 150 people participated and the participants covered a distance of around 10 kilometers from CTA headquarter to Bagsunath river fall, upper Dharamsala. The aim of such an event was to spread awareness to locals and the world on critical climate conditions and the importance of the Tibetan plateau.



‘Climate Run Action for Tibet’ campaign on 17th November, 2019

- A team of Tibetan delegates and Tibetan supporters made a highly visible participation at both the official and parallel civil society gathering of the United Nations Framework Convention on climate change (UNFCCC) in Madrid, Spain from 6th December 2019. Mr. Tempa Gyaltzen and Ms. Dechen Palmo led the Team Tibet and met with 37 official delegates personally apprised them of the

importance of Tibet’s ecology and urged them to include Tibet in the discussion on global climate change.

- TPI with Casa Del Tibet organised the 2nd Climate Action for Tibet’s panel discussion at the Ateneo de Madrid hall on 7th December 2019. Around 130 participants have attended the event.



Tibet Climate Truck during COP25 in Spain

- On 8th December 2019, the Tibetan delegation rented a truck and promote the message from His Holiness the 14th Dalai Lama and the Central Tibetan Administration to the delegates from 194 countries. The truck covered important locations of Madrid and attracted strong attention. The Tibet climate truck is one of the major initiatives carried by TPI for the 2nd Climate Action for Tibet campaign.
- TPI’s researchers published 26 articles online at www.tibetpolicy.net on human rights issues including surveillance, censorship, sustainable developments, rejoinders, and response to the Chinese government propagandas, etc.
- Tibet Policy Institute (TPI) organized the Fifth Young Tibetan Research Scholar Conference in collaboration with the Dalai Lama Institute of Higher Education (DLIHE) in Bangalore from 1 to 3 September 2019.

EDUCATION

Budget: ₹12,35,22,313 (\$1,764,604)

Education funding focused on a few key areas. Early Grade Reading skills improvement; teachers and educators training and professional development; science and math education strengthening; Basic Education Policy (BEP) strengthening; counselling and Information and Communication Technology (ICT); and scholarships.

Educational Information and Communications Technology (EICT)

- Eight schools completed school-based digital literacy workshops conducted by computer instructors to a total of 165 middle school teachers. The workshops covered ICT-based learning theories and approaches, use of ICT tools in classroom teaching, adoption of technology in schools and the role of teachers.
- 20 classroom technology corners (CTC) were installed in four schools, with each CTC consisting of four laptops and ten tablets, an LCD projector, and internet connectivity. Teachers and students also have access to a printer, scanner, digital video camera, and audio recorder to enrich the classroom learning experience. These improvements are intended to facilitate technology-based hands-on and collaborative learning in classrooms. Also, four Tibetan EICT trainer-mentors conducted school-based EICT workshops for 62 teachers in the schools. A total of 1,119 Grade 6 to 10 students benefit from classroom technology corners.
- In Nepal, 22 teachers from two pilot schools in Kathmandu (Namgyal High School and Srongtsen Brikhuti Boarding School) participated in a six-week EICT training. Conducted by an EICT specialist, the training consisted of 12 modules including basic computer literacy, introducing and sustaining EICT-based classroom instruction. EICT equipment including projectors, electric screens, laptops, tablets, color printers, cameras and audio recorders were procured for the two schools.

Early Grade Reading (EGR) Skills Improvement

- A final review of syntax simplicity and child friendly language in ten new children’s book translations was completed, and 3,000 copies of each title were

printed, totaling 30,000 copies. 23,750 copies were distributed to schools in India and Nepal, and 3,500 copies will be distributed to parents in FY20. Printing and distribution of 15,000 copies of five additional new titles produced in FY19 will be completed in the first quarter of FY20.

- Installation of 30 classroom reading corners (CRC) in grades 4 and 5 classrooms in ten schools was completed. Each CRC was stocked with a collection of high-quality Tibetan and English children’s books. In addition, library furniture including open shelves and reading tables, and library book collections were improved at eight schools.



Pre-primary classroom reading corner

- Copyright permission was obtained for Tibetan translation of children’s books including 5 picture books, 5 STEM books and 5 fantasy books, and translators completed translation of 4 titles. After the remaining 11 titles are translated a team of Tibetan language experts, primary teachers, and children’s literature specialists will review and finalize the drafts, and 3,000 copies of each title will be printed, totaling 45,000 copies, of which 43,900 will be distributed to schools and parents in India and Nepal.
- 20 grade 4-5 classroom reading corners were installed in ten schools, ten pre-primary classroom reading corners were installed in eight schools, and

60 hostel reading corners were installed in three residential schools. In addition, library collections in 16 primary schools were enriched. Each school procured around 400 new books with small grants provided the DOE.



New books are added in the library of 16 primary schools

- In Nepal a team of experts from Room to Read (RTR) completed a diagnostic assessment to develop a more effective and locally appropriate EGR strategy for Tibetan primary schools in Nepal. Four Tibetan enumerators were trained to conduct student assessments, and interviews were held with teachers, parents and school leaders. Classroom and library observations were also conducted as part of the assessment, which took place in six schools in Kathmandu and Pokhara. Based on assessment recommendations a multi-year EGR strategy will be designed that is specific to the Nepal context.
- Snow Lion Foundation (SLF) primary education coordinator worked on an annual EGR plan for implementation in six schools in Kathmandu based on recommendations from Room to Read's assessment. Activities will focus on building the capacity of school leaders, teachers and librarians, improving instructional design, strengthening engagement with parents and improving utilization of libraries. Implementation is expected to begin in the next quarter.
- Room to Read's literacy director facilitated an EGR workshop for eight school leaders from Tibetan schools. During the orientation school leaders were guided on the significance of early grade reading and their role as school leaders in consolidating best practices of EGR in their schools. The approach and specific components of the EGR plan

for the year were explained in detail, including the importance of aligning the curriculum with EGR.

Teachers and Educators Training and Professional Development

- 40 Tibetan schools completed school-identified teacher professional development activities and submitted their completion reports. Teachers participated in self-led activities including peer lesson observations, lesson study groups, book discussions, and educational exchange visits with neighboring schools. Teacher reading corners in 25 schools out of the 40 received new titles for their book collections. A total of 1,069 teachers benefitted from these activities in India.
- 28 school principals and headmasters attended a teacher professional development and leadership training for school heads in Dharamsala. Senior Tibetan educators and administrators conducted sessions on TPD related topics ranging from instructional leadership and the importance of teaching portfolios to positive disciplining and parental involvement in education. The six-day workshop was intended to enable school heads to better guide and support their teachers in implementing TPD activities in schools.
- 33 pre-primary teachers from 22 schools in South India received Montessori methods training. The 60-hour long training course covered topics including introduction to Montessori Education, Montessori theory and practice, an overview of human development, the child's mind from birth to six years, how children learn, social development of children, freedom and discipline, and how to maintain a Montessori environment.



Tibetan language teacher pre-service training

- Two experts from the Aavishkar Center for Science and Math Excellence provided on-site mentoring to 36 middle school science and math teachers in the Dharamsala region. Based on observations and findings from the first mentoring visit conducted in the previous quarter, the experts conducted group mentoring sessions with teachers to discuss the key shortcomings in their classroom instruction and ways to address them.
- A total of eight Tibetan students participated in the prestigious Jawaharlal Nehru National Science Exhibition at Raipur organized by NCERT. The students presented their exhibits on Chemical Bonding, Handmade Water Filter, Organic Lizard Repellent and Anti-fungal Soap. NCERT selected the exhibits from an earlier TSRR-supported science exhibition organized by the DOE in FY19. Science exhibition events aim to encourage students' creativity and innovation while enhancing their interest in STEM.

Basic Education Policy Strengthening

- Production of five animation videos of Tibetan nursery rhymes was completed and the videos were uploaded on the DOE's Tibetan language website www.bodiyiglobjong.com. The videos are expected to facilitate Tibetan language instruction in pre-primary classrooms.
- In Nepal, Early Childhood Education Center (ECEC) completed its assessment of pre- primary education in six primary schools in Kathmandu and Pokhara. Key findings recommend more child-friendly classroom arrangements, increased parental involvement, more consistent grade teachers, and continual assessment rather than the existing exam system.
- ECEC visited 3 schools in Kathmandu with SLF's primary education coordinator to introduce themselves to school leaders and teachers and orient them to their plans. This was also to build the confidence of teachers, encourage reflection and positive learning regarding their teaching process. ECEC recommended an initial one-day pre-primary education workshop, prior to the extended training to initiate this approach. This was conducted in December for 16 pre- primary teachers. The workshop included an introduction

to small group teaching, conducting circle time and daily planning.

Higher Education Scholarships

- 259 students continued receiving higher education scholarships, and nine additional students began receiving new scholarships to pursue undergraduate, graduate and professional degrees. Of the 268 students, 39% are post graduate candidates, 57% are female, and 8% are residents of Nepal. One student is a resident of Bhutan.
- A team of consultants completed data collection and analysis for an ongoing Department of Education (DOE) scholarship policy review. The team analyzed data from focus group discussions and an online survey of 586 scholarship recipients and potential applicants, and prepared an initial draft report. The team presented key findings and recommendations, which include creating separate scholarship buckets for exceptional, needy and general scholarship applicants; revising applicant selection criteria; and bolstering counseling activities. The DOE scholarship selection committee will revise and implement the amended policy from FY20 onwards.

Test Preparation Coaching

- Prior to the COVID lockdown, 296 grade 12 students and 165 grade 10 students completed month-long AISSCE and AISSE test preparation coaching to prepare for national board exams. Experts coached students in subject matter and test taking strategies, after which students took the exams in February. In addition, 73 secondary students received after-class coaching to prepare for the Joint Entrance Examination (JEE), a rigorous test required for engineering school applicants.



School-based coaching

- 13 secondary school graduates completed gap year study scholarships to prepare for highly competitive entrance exams to gain admission to medical schools. Out of the 13, 12 appeared for National Eligibility Entrance Test (NEET) for admission in medical colleges in India. Two students secured MBBS seats while the remaining 10 opted for other medical courses including dentistry, physiotherapy, nursing and pharmacy.

Career Guidance and Counseling

- 292 secondary school graduates in five Tibetan settlements in Karnataka attended career orientation events. Conducted by a DOE counselor, orientations provided information about college admissions, scholarships and career choices.
- 665 Grade 8 to 12 students in five Tibetan schools attended career awareness workshops in South India. The DOE south zone counselor provided information about career choices, scholarship opportunities, stream selection after Grade 10, life skills, and substance abuse.
- In Nepal, 629 grade 6-12 students attended group counseling sessions in three schools. Led by a guidance counselor from Snow Lion Foundation (SLF), sessions focused on goal setting and decision making. SLF also began working with the Center for Mental Health and Counseling (CMC) to improve mental and emotional counseling services in schools. An assessment survey of students' emotional behavior was conducted with 99 teachers and 600 students in three schools in Kathmandu. Following analysis of the data, CMC will present findings and recommendations.
- SLF organized an exposure visit to six reputed colleges and professional institutions in the Kathmandu valley to observe college campus activities and interact with college admissions staff. 59 graduating students from Namgyal Higher Secondary School visited Sowa Rigpa International

College, Vajra College, Thames College, Nepal College of Travel and Tourism Management, K&K International College, and Shankar Dev College.

Education Activities Funded by PRM

- 6,134 students in India and Nepal received education support. In India this included Tibetan medium instruction and special classes for newly arrived refugees designed to integrate them into the formal educational system. In nine schools in Nepal, meals with increased nutritional value were provided to all students.
- In India, 433 students and 172 patients participated in school counseling sessions in three target schools, and 66 students were assessed for learning disabilities and 51 teachers were trained in best practices of inclusive education.
- 4,000 students in India received education support. This included Tibetan medium instruction and special classes for newly arrived refugees designed to integrate them into the formal educational system.
- 12 teachers and 12 caretakers were trained in Individual Education Plan in Ngoenga School including a special educator from TCV Chauntra. Under the activity for installation of CCTV, STS CVP Bylakuppe, 4 GB HDD storage, 1 monitor, 5 cameras were installed. STS Sonada completed the installation of 4 GB HDD storage, 1 monitor, and 16 cameras. STS Kollegal completed the installation of CCTVs.
- 3,948 students in India received support for formal education in two schools, informal adult education at the Tibet Transit School, and traditional education at 56 monasteries and nunneries. In India, this included Tibetan medium instruction and special classes for newly arrived refugees designed to integrate them into the formal educational system.

ENTREPRENEURSHIP AND MSME DEVELOPMENT

Budget: ₹98,65,703 (\$140,939)

The Tibetan Entrepreneurship and MSME Development (TED) program provides pre-incubation training, mentoring and seed funding for potentially scalable businesses. TED also supports Tibetan MSMEs.

- 10 start-up entrepreneurs in India who received pre-incubation training and won seed awards in FY17-18 continued growing their businesses. In the past quarter one entrepreneur running a travel agency in Bylakuppe, Karnataka, received the final installment of his seed funding. 6 entrepreneurs have now received the full amount of seed funding originally awarded and 3 are expected to receive final installments in the next quarter. Beneficiary businesses include an agricultural startup, a travel agency, and two IT related enterprises, a dance studio cum beauty parlor, a healthy snack manufacturing enterprise, and an e-commerce site.
- A new incubation center was established in Dharamsala where TED staff began organizing on-site pre-incubation training for start-up entrepreneurs as well as "skills to enterprise" business training for vocational skills trainees. Furniture and computer equipment were installed to equip the space, located near the CTA premises.
- TED began conducting on-site pre-incubation training in Dharamsala for a new cohort of 8 entrepreneurs and business partners representing 6 businesses. Following widespread marketing of TED services, a total of 16 entrepreneurs applied for the pre-incubation training. The five-week training is being led by a team of TED staff and five external sector experts, including faculty members of the Jindal Center for Social Innovation and Entrepreneurship (JSIE) in Sonapat, Haryana. The training will culminate with business plan presentations, after which the 6 businesses are expected to receive seed funding of INR 300,000 each.
- TED completed a year-long program with Micro-Credit Ratings International Limited (M-CRIL) to implement business development services for street vendor microenterprises. Experts from M-CRIL conducted a financial planning training and a digital marketing workshop for 20 shopkeepers, restaurant owners and other MSMEs in Dharamsala. The training focused on the importance of financial planning, setting investment goals, portfolio building, importance of online marketing, introduction to online platforms, and social network strategies.
- TED organized a business plan competition for vocational skills trainees at the Dharamsala Tibetan Career Center (DTCC). Six trainees participated in the competition and the jury selected three hairdressing trainees to receive seed funding awards ranging from INR 100,000



TED Workshop at OP Jindal University



Pre-incubation training at Dharamsala

to INR 300,000 to start and improve salon businesses in Dharamsala and Clementown settlement in Dehradun. The trainees had earlier completed a three-month skills to enterprise (STE) program designed and led by Natio Cultus, a strategy consulting and financial advisory firm based in Bangalore. The program focused on products, services and value proposition, business development, marketing, operation and financial management, public speaking, body language, and business pitching.

- A business plan competition for vocational trainees was organized as part of TED's skills-to-enterprise (STE) program. Earlier in the year, eleven hairdressing trainees at the Dharamsala Tibetan Career Center (DTCC) attended a series of business training workshops. Of these, five aspiring new hair salon enterprises competed, of which two received seed funding awards of INR 150,000 each to start salons in Kollegal and Mundgod, Karnataka.
- Three entrepreneur hubs (E-hubs) continued organizing activities to bring together business-minded young professionals, MBA students and college students in Delhi, Bangalore, and the Dalai Lama Institute of Higher Education (DLIHE) near Bangalore. In Delhi, business books were purchased for joint book reviews to improve E-hub members' business knowledge and entrepreneurial acumen. In Bangalore, E-hub members participated in a mock business plan competition, at which seven students pitched their business plans. At DLIHE, 69 students took part in a month-long simulated trading exercise to practice investing in stock

markets. Students conducted market research, bought virtual stocks, regularly studied stock market charts, and analyzed stock movements. E-hub members also joined an exposure visit to the Indian Institute of Management (IIM) in Bangalore, ranked among top business schools in the world.

- TED conducted a three-day goods and service tax (GST) and basic bookkeeping training followed by individual consultancy services in Bylakuppe. 28 micro enterprises benefitted from the training and consultations. An expert was hired to lead the GST training which focused on GST registration, procedures and e-way bill system. The experts also provided individual consultancy services to businesses on types of GST registration.
- In Nepal, existing beneficiaries of entrepreneurship training and seed funding continued receiving mentorship support from a small business development consultant. Beneficiary businesses include a sportswear retail store, a bakery, two noodle production enterprises, two tailoring shops, a statue manufacturing enterprise, a graphic design business, a mountain bike repair shop, and a dried fruit production enterprise.
- A team of independent consultants completed a midterm review of TED activities in Nepal following concerns expressed by beneficiaries and partners over the program's implementation, management and effectiveness. Findings and recommendations were presented to TTF and SARD staff in Kathmandu in May.

GENDER AND WOMEN EMPOWERMENT

Budget: ₹49,58,608 (\$70,837)

Gender and women's programming is facilitated by the Women's Empowerment Desk (WED) and key initiatives include Sexual and Gender-Based Violence (SGBV) prevention and response; establishment of safe space and committee at schools and Settlements; setting up of a helpline; gender sensitization workshops; women's leadership development; and capacity strengthening of WED.

- Women's Empowerment Desk (WED) conducted four gender sensitization workshops at Mundgod Tibetan settlement and the Dalai Lama Institute for Higher Education, Bangalore. A total of 119 participants including settlement residents, secondary school students, and college students attended workshops led by WED staff. The one-day workshops covered topics including gender roles and stereotypes, differences between gender and sex, the power of patriarchy and gender-based violence.
- WED organized a training of trainers (TOT) on GBV at Martha Farrell Foundation (MFF) in Delhi. 17 trainees participated in the five-day training. Led by MFF trainers the workshop focused on topics including gender stereotypes, gender role divisions and power relations, gender and work, GBV, and trauma counseling. The workshop also included sessions on Indian laws for the safety of women and children such as Protection of Children from Sexual Offences (POSCO) and Juvenile Justice Act of India. In addition, trainees also learned different methods and techniques to effectively facilitate GBV workshops.
- Three training manuals were developed, two were field-tested, and master trainers received training to conduct SGBV prevention training for Tibetan communities, schools and workplaces and build local capacity to address SGBV issues. After field testing of the third manual in the next quarter, they will be finalized based on feedback from trainers and participants. 14 community members in Bir took part in a workshop organized to field-test one of the training manuals.



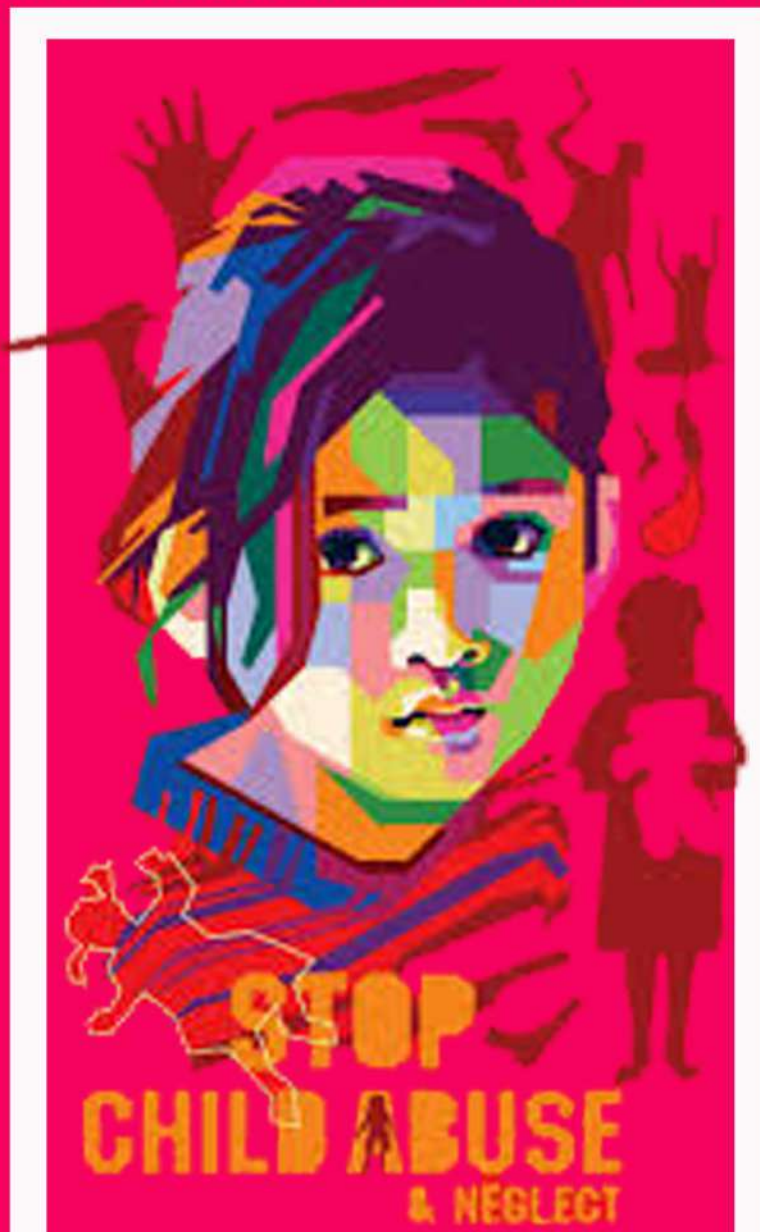
Women Empowerment Women Leadership Development Training on Sept 07, 2019

བོད་ཀྱི་བྱང་མེད་རོགས་རམ་འབྲེལ་མཐུན་ལས་ཁུངས།

TIBETAN WOMEN HELPLINE

CALL 01892 220120

DOMESTIC VIOLENCE / SEXUAL HARASSMENT / CHILD ABUSE
SEXUAL HARASSMENT AT WORK PLACE



tibwomenhelpline2019@gmail.com



- 14 staff of Dharamsala-based Tibetan NGOs attended a training on prevention of sexual harassment at the workplace. Trainers used participatory methods to actively engage with participants and led discussions on sex and gender, organizational responsibility in safeguarding employees against sexual harassment, and how different forms of violence create hostile work environments.
- WED organized a women leadership training for female grassroots leaders to increase their participation and encourage them to take greater responsibility in community affairs. 28 female grassroots leaders from Tibetan settlements in central and south India took part. Held in Bylakuppe, the three-day training was led by experts from the Dharamsala-based Tibetan Center for Conflict Resolution and included sessions on understanding and managing conflict, developing interpersonal and listening skills, qualities of democratic leaders, gender and leadership, and the importance of teamwork, cooperation and dialogue.
- WED hired The Alternate Space (TAS), an organization with experience setting up software-based emergency support hotlines all over India, to review the operations of the SGBV helpline and further standardize call reporting and response procedures that maintain confidentiality and meet GOI legal requirements. TAS conducted a four-day training for Safe Space staff on handling helpline calls and steps to document the cases. Training included discussion on topics of child sexual abuse, illegal confinement, trafficking, acid/dangerous attack, and sexual abuse at work place among other to understand the concept, and the scope of a helpline and safe space, and sessions on co-counseling. Helpline staff attended mock calls and practiced detail procedures for reporting sexual assault and molestation cases.
- WED received a helpline number (01892-220120) with assistance from TAS, however a request for a toll free number is still pending. The team began work on revising and contextualizing the standard operation protocol provided by TAS as per community needs. In addition, the helpline team introduced the Tibetan helpline to various local institutions including police stations, district level counseling centers, district women and child development departments, and district child welfare committee to seek official support and to build a network.
- Catholic Relief Services (CRS) and CTA's Women's Empowerment Desk (WED) continued implementing SGBV/PSEA activities in India in two schools and one settlement - TCV Suja, CST CVP Bylakuppe, and Bylakuppe Dickyi Larsoe settlement. They provided Tree of Life sessions to 312 students in both schools. Tree of Life is a psychosocial support tool that builds confidence to report protection issues and seek support. In addition, 72 school staff and 21 camp leaders received Journey of Life sessions, which use a mobilization and planning methodology to inform PSEA policy and procedures.
- WED organized a two-day orientation workshop on gender and sexual harassment at workplace at The Dalai Lama Institute of Higher Education (DLIHE) in Bangalore. 34 DLIHE faculty members attended the workshop led by experts from Martha Ferrell Foundation (MFF). The workshop topics included basic concepts of sex and gender, gender and socialization, gender stereotypes and gender at the workplace, definitions and understanding of sexual harassment at workplace, and the roles of stakeholders under the SHW Act 2013.
- Tibetan Women Helpline (TWH), the first ever SGBV helpline for Tibetan women in exile, was launched by WED and the Tibetan Women's Association. The helpline received a few cases through referrals and provided services by meeting with aggrieved women, facilitating legal help, conducting house visits, and providing the safe space facility to a woman seeking shelter from an abusive partner. TWH currently serves only the 12 districts in the state of Himachal Pradesh. To seek official support and build networks with state and district institutions, the helpline team visited the state capital Shimla and met the Director of Himachal Pradesh Women and Child Development division and the director of the state police force. The team also visited a shelter home to witness managerial practices and maintenance of confidential filing systems.



Women Empowerment Desk (WED)

The Women's Empowerment Desk (WED) under SARD aims to ensure gender perspectives are incorporated in the design, implementation and monitoring of all of CTA's program activities. It works to ensure women and men participate in and benefit equally and strengthen CTA capacity to address key issues facing Tibetan women and girls.



Catholic Relief Services (CRS)

Catholic Relief Services began working in India in 1946 to help the local Church in Bombay to provide food to people affected by the war. CRS programming in India focuses on emergency resilience, relief and recovery, strengthening agricultural livelihoods, improving health system and services, and preventing human trafficking and sexual and gender based violence.

Program

To prevent gender based violence (GBV) and Sexual Exploitation and Abuse (SEA) in Tibetan communities and schools.

Program Objectives

The program aims to prevent gender based violence (GBV) and sexual exploitation and abuse (SEA) in Tibetan Settlements and schools and include activities to strengthen Tibetan community structures and referral systems.

Under the program, WED/CRS has organized different training, activities and workshops that help promote knowledge, skills and positive gender attitudes among the Tibetan women and children.

Gender Focal Persons in Schools

Gender Focal Person (GFP) is an individual appointed to support and promote awareness on gender in the school.

The role of a GFP includes:

- Information dissemination on gender
- Conduct workshops and activities to create awareness on gender and prevention of GBV in the school
- Advocate for greater attention to gender perspectives and approaches in the school environment



Under our program two GFPs, one male and one female has been identified in two schools.



TCV, Suja



STS CVP, Bylakuppe

Posters and Banners with key messages and steps to prevent GBV and SEA, as well as available services in schools and communities were put in and around the school campus of TCV Suja and STS CVP School.

Six suggestion boxes at TCV Suja School and two suggestion boxes at STS CVP school were installed as a part of the feedback mechanism.

Journey of life



The Journey of Life (JOL) is a workshop designed to assist communities in caring for children. It is for all people who interact with children. This includes caregivers, parents, classmates, friends, police, teachers, nurses, doctors and all those who have an impact on the daily lives of children.

The JOL Series seeks to address the psychological and social needs of children affected by violence. The series helps communities to support both caregivers and children in need with the information and skills to be able to plan a course of action with the community resources.

80 female teaching and non-teaching staff with 49 males from TCV Suja and STS CVP Bylakuppe School participated in the JOLS session

16 camp leaders of TDL Settlement, Bylakuppe participated in the JOL workshops which strengthened and capacitated them to prevent and manage GBV/SEA within the community.

Safety Audit



The Safety Audit is a participatory problem-solving tool that engages students and the key school management staff to assess and identify safety and risk oriented areas within the schools and make recommendations for appropriate actions.

The safety audit process includes the following steps:

- Defining safety and its definition
- Mapping school
- Mapping service areas of the school
- Mapping venerable areas of the school
- Safety Walk
- Review the findings
- Share the findings with the school management
- Addressing the gaps

42 students (21 girls & 21 boys) participated in the safety Audit process.

Following the recommendations of the safety audit report, the school environment was improved accordingly.

In STS CVP school:

1. Clear ventilators, proper lighting and window panes were installed in the school washrooms
2. Speed breakers and School signs near the school gate were put up to avoid accidents
3. Ground flooring of the water tank was cemented to avoid encounters with small yet dangerous animals

In TCV Suja:

1. Around 14 CCTV cameras were installed in the school campus
2. Two major street lights were installed at key points in the school campus.
3. Toilets at a boy hostel were renovated

Barefoot Counsellors

Barefoot counsellors are trained grassroots women leaders who use counselling as a tool for social change and promote positive living. They have been professionally trained to reach out to women in vulnerable situations.

Their roles includes:

- Providing psychosocial counselling to the aggrieved women
- Support and strengthen women in building self-confidence, self-esteem and self-respect.
- Referral of the extreme cases to other agencies accordingly
- Facilitate workshops and meeting to create awareness on the issue of GBV in the local communities.

15 counselors has been identified by WED/CRS to provide psychosocial support for GBV/SEA survivors in TDL Bylakuppe Settlement.

359 Adults and 57 children were reached with Street Corner Plays organised by the counselors.

70 individuals have received counselling or some form of Psychosocial Support from the counselors.

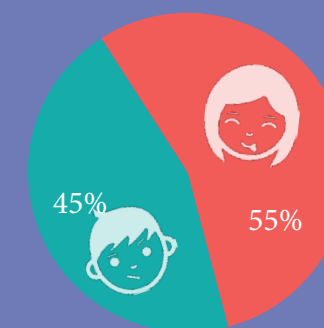
Tree of Life



The Tree of Life is a psychosocial support tool based on narrative practices. It is a tool that uses different parts of a tree as metaphors to represent the different aspects of our lives.

It involves people drawing their own 'Tree of Life' in which they get to speak of their 'roots' (where they come from), their skills and knowledge, their hopes and dreams, and the special people in their lives.

The Tree of Life is designed to offer a safe space for participants to revisit some of the difficulties that they have experienced in their lives, express their relationship equations with others, their strong roots, emotions and to identify the safe adults for reporting any abuses.



478 students in class 8-12 standards from TCV Suja and STS CVP School participated in Tree of Life Workshop.

263 girls (55%) among 478 students participated and recieved participation certificates.

Funders:



INSTITUTIONAL CAPACITY DEVELOPMENT

Budget: ₹2,22,30,477 (\$317,578)

Institutional capacity building program supports capacity strengthening needs of the CTA and key Tibetan institution in exile. Major areas of focus include undertaking and following up on the organizational development assessments of CTA departments and entities, staff training and workshops, Tibet Corps, and other capacity building activities.

- 42 staff from CTA's major departments of home, education, health, finance and information and international relations completed a six-month long capacity building and on-the-job training on core competencies and project management facilitated by Intellecap. Dedicated sectoral deep dive sessions were conducted across three areas, agriculture, education and health. Sector experts and social enterprises also led sessions on technology solutions.
- As part of the six-month training Intellecap worked with CTA MEL officers to review existing theories of change, output and outcome indicators, and data collection methods. Revised MEL frameworks for ICT, RMNCHA and WASH programs were developed and new indicators were developed.
- 18 CTA staff began a five-month training on communications, public speaking and leadership skills in Dharamsala. Led by the Delhi-based Holistic Training Solutions, the training was held in a series of capacity building and handholding sessions. Personality assessments were conducted after which consultants led introductory sessions on communication and public speaking. One-on-one sessions were also held with participants to gauge interpersonal and interaction skills.
- Organizational Development Assessment (ODA) for the Department of Information and International Relations (DIIR) was completed. A comprehensive report was finalized after incorporating suggestions and feedback from department staff. The report contains observations and recommendations for each section and subsection of DIIR. An overarching strategic plan and policy recommendations along with a communications plan were also developed.
- Intellecap developed a competency assessment framework to assess the core (soft skills) as well as functional competencies of the SARD team member in March 2019. The Intellecap team conducted interviews with each member of the SARD team. These interviews included questions aligned to 19 competencies identified in the framework. Individual reports were provided to each member.
- SARD, with help from the Tibetan Computer and Resource Centre (TCRC), is currently developing a knowledge management platform on the CTA intranet server. The design and layout of the platform were put forward by the SARD to enable project staff for uniform data management and knowledge sharing.
- DIIR Photographer Mr. Tenzin Phende joined the three months advanced photography training at ADMEC Multimedia Institute and the classes started in May. DIIR graphic designer Mr. Kunga joined the three months training at the same Institute.
- SARD in collaboration with Institute of Rural Management Anand (IRMA), Gujarat conducted the Advanced Statistical Analysis of Survey Data from 18-22 June for SARD MEL and program officers at Dharamsala.
- A fundraising and grant writing workshop was conducted by SARD at Dharamsala and around 20 participants attended the three-day training. The participants include appointed fundraisers of various departments and the project officers of the same. The trainer was Mr. Parag Shah, EduPristine.

- DIIR invited trainer Sohini Bhowmik to their office to provide training to the Tibet Information Bureau team and personnel of different departments of CTA consisting of 20 participants. The training was carried out for 15 days and the main topics discussed were Traditional and Digital News writing and reporting, Organizational communication and media coordination, Overview of prevalent social network platforms and managing CTA's social network presence. In addition, the training emphasized how social network is the most effective tool to produce, disseminate and discuss news in the digital age.
- 78 volunteers from India, USA, Canada and Swiss participated in the Tibet Corps program, 2019-2020. These volunteers diligently served

in different departments of the Central Tibetan Administration in Dharamsala, and also in various Tibetan Settlements all over India. Volunteers are provided stipends, accommodation, and travel expenses.

- 20 Tibet Corps volunteers attended a two-day orientation program in Dharamsala on 3rd and 4th of July, 2019 about structure and functioning of CTA's various departments and offices. Interactive sessions were held with senior CTA officials including President Lobsang Sangay. The volunteers shared their experiences of serving the CTA and offered suggestions on improving the program, and had an audience with His Holiness the Dalai Lama on 12 July, 2019.



Tibet Corps volunteers with President Dr. Lobsang Sangay in a two-day orientation program in Dharamsala on 3rd and 4th of July, 2019.

LEADERSHIP DEVELOPMENT

Budget: ₹1,30,18,248 (\$185,975)

The leadership development program is focused on three target groups: senior and mid-level officials with managerial and administrative responsibilities, junior CTA staff with potential to become future leaders, and college and secondary school students interested in public services and leadership.

- Four recipients of public service scholarships (PSS) completed their master degree programs at the Jindal School of Government and Public Policy (JSGP).
- 28 aspiring CTA civil servants, most of whom are recent graduates from college and graduate school, completed the second and final phase of a ten-month pre-service public administration training program at Sarah College for Higher Tibetan Studies near Dharamsala. The three-month-long training focused on CTA administrative rules and regulations, the Tibetan Charter and democratic structures, auditing and budgeting, and leadership and communication. Trainees are expected to take the CTA civil service entrance exam after the completion of the course.
- 30 aspiring CTA civil servants began the first phase of a ten-month CTA pre-service public administration training program at Sarah College for Higher Tibetan Studies. Trainees were selected following an entrance exam to test their Tibetan and English language proficiency. The first seven-month phase of the training focuses on building proficiency in Tibetan and English with emphasis on Tibetan grammar, literature, history, letter writing, Tibetan calligraphy, and Buddhist philosophy and ethics. The course is designed to prepare them for the CTA civil service entrance exam.
- 21 mid-senior CTA staff at the ranks of Deputy Secretary, Under Secretary and Section Officer attended a ten-day leadership and management training at the Indian Institute of Public Administration (IIPA) in Delhi. The training included theoretical and practical sessions on building team synergy, leading organizational transformation, change and time management, emotional intelligence, effective communication, leadership and decision making, public policy and administration, ethics and values in governance, and conflict management.
- 26 newly hired CTA civil servants completed a 45-day new recruits induction training in management, public administration, and advanced Tibetan and English language training for entry-level recruits at the Human Resource Development Training Center in Lower Dharamsala. Topics included public administration, strengthening leadership qualities, ethics in governance, conflict resolution, the Charter of Tibetans in exile, the human rights situation in Tibet, basics of office procedures, drafting proposals, effective communication, and CTA's rules and regulations, budgetary system and organizational set up. Out of the 26 newly recruited CTA civil servants, seven received pre-service public administration training at Sarah College.
- 24 junior CTA staff at section officer and office superintendent ranks attended a ten-day leadership and management training at the Himachal Institute of Public Administration (HIPA) in Shimla. Training sessions covered topics including public service delivery systems, interpersonal behavior and effective communication, leadership and decision making, public policy and administration, ethics and values in governance, and official letter writing.
- 17 senior CTA officials at the rank of secretary, additional secretary, and joint secretary attended a weeklong residential training on transformational leadership at the India Institute of Public Administration (IIPA) in Delhi. The course covered a wide range of topics including leading organizational transformation, team building, emotional intelligence, time management, effective communication, decision making strategies, gender

sensitization, and self-transformation. Following the course, trainees reported improved knowledge on ethical governance, effective communication with subordinates, and building a strong team.

- 25 newly recruited CTA civil servants completed a 24-day training in management, public administration, and advanced Tibetan and English language training for entry-level recruits at Administrative Training and Welfare Society (ATWS), Dharamsala and Indian Institute of Public Administration (IIPA), New Delhi. The 11-day training sessions at ATWS covered topics including Tibetan grammar and history, basics of office procedures, drafting proposals, human rights situation in Tibet, CTA rules and regulations and organizational setup. Following the training sessions in Dharamsala, trainees attended training sessions in IIPA for 13 days on topics ranging from organizational transformational, and effective communication to emotional intelligence, and strengthening leadership qualities.
- 263 secondary school students from 28 Tibetan schools travelled to Dharamsala during winter vacation to participate in an eight-day training on leadership, group activities, and seminars. A host of trainees including senior CTA leadership spoke on different topics including leadership qualities, principles of nonviolence, adolescent issues, evolution of democracy in exile, importance of Tibet's environment, gender equality, digital security, secular ethics, effective communications skills, and critical thinking. Organized by the CTA Education Department, student leadership training aims to develop youth leadership skills and inspire the next generation of educated youth to become future leaders in their careers and communities.
- In Nepal, 87 grade 10 and 12 students from Namgyal High School and Srongsens School in Kathmandu and SOS School in Pokhara participated in two student leadership training. The 2-day long training sessions were organized by the local NGO Himalayan Society for Youth and Women Empowerment (HSYWE) and led by trainers from the National Research and Development Foundation. Training focused on developing leadership qualities, effective communication skills, building positive habits, time management, ethical leadership, emotional intelligence, and career options.
- A total 36 women working in Tibetan settlement offices and NGOs took part in a women's leadership training in two locations: Pokhara and Kathmandu. The women were gender focal persons, social mobilizers, health workers and members of the Tibetan Women's Association. Organized by HSYWE, the training focused on communication and facilitation skills and conflict resolution tools.
- 21 Tibetan settlement office and NGO staff attended a 2-day leadership training in Dhulikhel on the outskirts of Kathmandu. Five resource persons from various organizations led the training. The content of the training was designed by HSYWE based on capacity building areas and support identified by the participants. Topics included project management, financial management, monitoring and evaluation, and Microsoft project software. A 4-day follow up training was conducted in Kathmandu for 13 participants from the first training. The training provided additional guidance on project management and financial management and included a session on building workplace communication skills and report writing.
- 17 Tibetan settlement office and NGO staff attended a four-day leadership and communication skills training in Nagarkot on the outskirts of Kathmandu. Led by experts from LEAD Nepal, the training focused on communication challenges, basic public presentation, developing a communication strategy, and building skills in decision-making, problem solving, and critical thinking. A local television anchor and magazine editor were invited as guest speakers.
- Himalayan Society for Youth and Women's Empowerment (HSYWE) in Nepal organized a three-day youth leadership workshop, attended by 28 Tibetan and Nepalese youth. HSYWE selected participants through online applications based on age, gender, geographic representation, academic background and work experience. The focus of the workshop was entrepreneurship and included sessions on developing a business model canvas, effective communication for marketing and expanding networks.

Supporting Tibetan Democratic Governance

The goal of this multi-year program is to strengthen Tibetan democracy and improve the CTA's governance and strengthen its capacity. The program seeks to accomplish this by building CTA's capacity to oversee democratic leadership transitions, implement governance practices that are more representative and transparent, and improve its outreach, communication, and advocacy. Program strategies to strengthen the capacity of key CTA institutions will include the development of an e-Governance model to allow easy access to CTA services to increasingly scattered Tibetan diaspora communities, and a digitized electoral system to improve election management.

Funders:

Bureau of Democracy, Human Rights and Labor (DRL), United States Government (USG)

Project Partners:

International Foundation for Electoral Systems (IFES)

ZeroPoint Security

National Democratic Institute (NDI)

Central and Eastern European Law Initiative (CEELI)

Budget:

USD 6 millions over 2 years

Projects under Supporting Tibetan Democratic Governance



Funders:



zeropoint



PARTICIPATORY COMMUNITY DEVELOPMENT

Budget: ₹3,55,30,926 (\$507,585)

Through this program, community members identify self-perceived local development needs and priorities through a Participatory Needs Assessment (PNA) process. Community-driven projects are developed and funded.

- A new procedural outline to improve the FY19 PNA process was finalized following a series of review meetings with senior Department of Home (DOH) and SARD officials and consultations with participatory development experts and DOH PNA facilitators. Based on past experience and best participatory development practices, the new guidelines focus on decentralizing needs identification and prioritization to communities at the settlement level in order to improve participation and ownership and also increase efficiency of the process.
- In Dekyiling settlement, new textile weaving machinery was assembled and a trainer began providing weaving training to two handicrafts center staff; new mechanized looms are expected to start producing textiles by the end of the next quarter.
- In Bandhara settlement, implementation began of two community priorities identified in 2018. Sewing machines and over-lock machines were delivered and orders for cloth were placed for a new tailoring enterprise. Managed by a group of eight women working under the Shidhe Tailoring Center. Work also began on nonstructural cosmetic renovation of the Bandhara community center.

- Department of Home (DOH) conducted PNAs at Tenzingang and Bomdila in Arunachal Pradesh, Gangtok and Ravangla in Sikkim, and Darjeeling, Kalimpong, and Sonada in West Bengal. Project team successfully followed the new PNA procedural guidelines in Tenzingang, Ravangla and Sonada as these are proper settlements with the local Tibetans living together in camps within a single continuous periphery.



PNA tools and methodology training

- In the Chandragiri settlement, work began on three community priorities identified in 2018. Orders were placed for maize peeling, shelling, and dehussing equipment and work began to install a borewell pump to irrigate existing cashew fields. An expert from eQuiera, an agriculture consultancy firm based in Bhubaneswar, conducted an initial survey to develop an ecotourism development plan for unused land near the settlement with tourism potential.
- In Mundgod settlement, implementation continued two community priorities identified in 2018, a tailoring enterprise and a carpentry enterprise. Installation of carpentry machinery and electric wiring began, and preparations continued to organize training for carpentry apprentices.
- In Bylakuppe settlement, implementation was completed of two community priorities identified in FY18. Irrigation and water supply systems in camps #1 and #6 were improved by installing submersible pumps and pipes that will benefit 14 farming families in these camps. Work also began to establish a tailoring center in the settlement. Sewing machines and furniture were ordered, and floor and roof repairs at the center were completed.

through stakeholder cost sharing. Cosmetic renovation of the Bylakuppe Milk Producer Cooperative Society's office was also completed. New wall painting and coverings were applied and electrical wire and broken windows and doors were replaced.

- In Hunsur settlement, implementation continued three community priorities identified in 2018: a bakery enterprise, a tailoring enterprise and a noodle production enterprise. With the help of TSRR funded baking equipment and supplies, the Ama bakery group began baking and is now selling more than 400 doughnut and flat bread items per day. In the future they hope to expand to supply local monasteries and Tibetan and Indian shops. The Hunsur tailoring enterprise received twelve sewing machines, an interlock machine, cloth material, furniture, and supplies including scales, scissors, threads, needles, and measuring tapes. The Hunsur noodle enterprise received a kneading machine, noodle making machine, and motor pump.



AMA bakery group is currently selling more than 400 doughnuts and flat breads in a day

- In Tenzingang settlement, five community-identified priorities were selected support: 1) start-up equipment and supplies for a new vehicle tire repair and welding enterprise; 2) steaming and waxing equipment, supplies and furniture for a new beauty salon enterprise; 3) a master-trainer's salary, sewing machines, furniture, and materials for a new women's tailoring enterprise; 4) metal trellises for an existing TSRR-supported

kiwi plantation; and 5) new office equipment for the settlement office.

- In the nearby town of Bomdila, where there are six small cluster communities, three priorities were selected: 1) equipment, supplies, and salary support for an existing noodle production enterprise; 2) new equipment, tools and supplies to upgrade the workshop of an existing traditional metal work enterprise; and 3) sewing equipment and supplies for a new tailoring enterprise.
- In Kalimpong cluster communities, six community-identified identified priorities were selected for support: 1) a pick-up truck, water tanks, pipes, and a pump for a new water delivery enterprise; 2) start-up rent and office equipment for a new travel agency enterprise; 3) office equipment, furniture and cosmetic improvements for the community hall and settlement office; 4) classroom furniture, audio-visual equipment, learning materials and teacher fees for Sunday language classes; and 5) musical instruments, electrical wiring repair, office equipment and furniture for the Kalimpong Tibetan Opera Association (KTOA).
- In Darjeeling cluster communities and Sonada settlement, five community-identified priorities were selected for TSRR support: 1) new kitchen equipment, supplies and cosmetic improvements for a café; 2) equipment for a barley production enterprise; 3) baking equipment for a bakery enterprise; 4) garments stock, a trolley, and a power inverter for a group of five women street vendors; and 5) sound equipment, cosmetic floor and wall improvements, replacement windows and doors, and solar lighting system repairs for the Sonada settlement community hall.
- In Ravangla settlement, seven community-identified priorities were selected: 1) cosmetic improvements of floors, walls, doors, and windows for two community halls; 2) barbed wire for a local monastery; 3) new production equipment, milking cows, and cosmetic improvements for a dairy farm enterprise; 4) cosmetic improvements, repairs, office equipment and furniture for guest rooms of a cooperative society; and 5) a portable iron rain shelter for a group of seven street vendors.

- In Gangtok cluster communities, eight community-identified priorities were selected for TSRR support: 1) cosmetic improvement, furniture, kitchen and sound equipment, and a water filter for Lachen, Dopta and Lhonak community halls; 2) equipment and furniture for a paper manufacturing start-up enterprise; 3) office equipment, rent and furniture for a new travel agency; 4) start-up equipment and rent for a new vehicle repair workshop; 5) sewing equipment and cosmetic improvements for an existing tailoring shop; 6) kitchen equipment, furniture, and cosmetic improvements for a restaurant; 7) sound system for a local organization, Six Associations; and 8) musical instruments for a Tibetan Sunday school.
- In Bylakuppe settlement, a tailoring training center completed cosmetic improvements and received 25 sewing machines and furniture, and a dairy farm placed orders for a milk container packing machine, bulk milk cooler, and milk processing equipment. A group of five farmers received 1,500 saplings of organic banana, avocado, and pomegranate plants, and a group of 77 farmers received 53,375 organic areca nut saplings and organic manure. Another group of 5 farmers received 1,733 organic avocado saplings and support for land preparation and planting labor, and a group of seven farmers received submersible pumps, farming tools, and organic saplings of coconut, lemon, black pepper.
- In Bylakuppe settlement, a dairy farm completed procurement of an automatic milk container packing machine and a 1,000-liter bulk milk cooler. Delivery and installation of a milk processing

equipment is expected in the next quarter following the completion of a cost shared construction of milk parlor.

- DOH conducted a PNA in Tuting settlement, located in a remote border region of Arunachal Pradesh. Tuting has 18 cluster villages: Pekong, Sango colony (Bihari Line), ALC Line, PI Line, Lali Basti, Kopu, Bona, Gelling, Norbuling, Bishing, Nyering, Nyukong, Payingdem, Yortong, Mankota, Tashigong, Yimoling and Shimoling.
- In Kollegal settlement, an indoor community gym was inaugurated in the presence of local authorities and community members following installation of equipment. A management committee to oversee maintenance of the gym was formed and a gym instructor was hired. Around 70 people enrolled for membership and the gym is expected to reopen to the public after the relaxation of COVID-19 restrictions.
- In Nepal, a mid-term review of PNA processes and results was completed by an experienced participatory development practitioner. The consultant visited Paljorling, Jampaling, Tashigang, and Tashi Palkhiel settlements in Pokhara, where she met with settlement office staff and community members, observed the unique context of settlements, and assessed approaches to conduct more successful PNAs in the future. She also reviewed available information on community priorities identified in earlier PNAs that may still have high implementation feasibility.



Tailoring training center in Lugsam Tibetan Settlement at Byllakuppe

WORKFORCE DEVELOPMENT

Budget: ₹91,98,893 (\$131,413)

The workforce development programs managed by the Department of Home includes providing employable and vocational skills training, career counselling and job placement services for unemployed youth, school dropouts, recent college graduates and new arrivals from Tibet. Another major initiative under this program is the development of Workforce Information System that will improve the quality of future workforce development planning and monitoring.

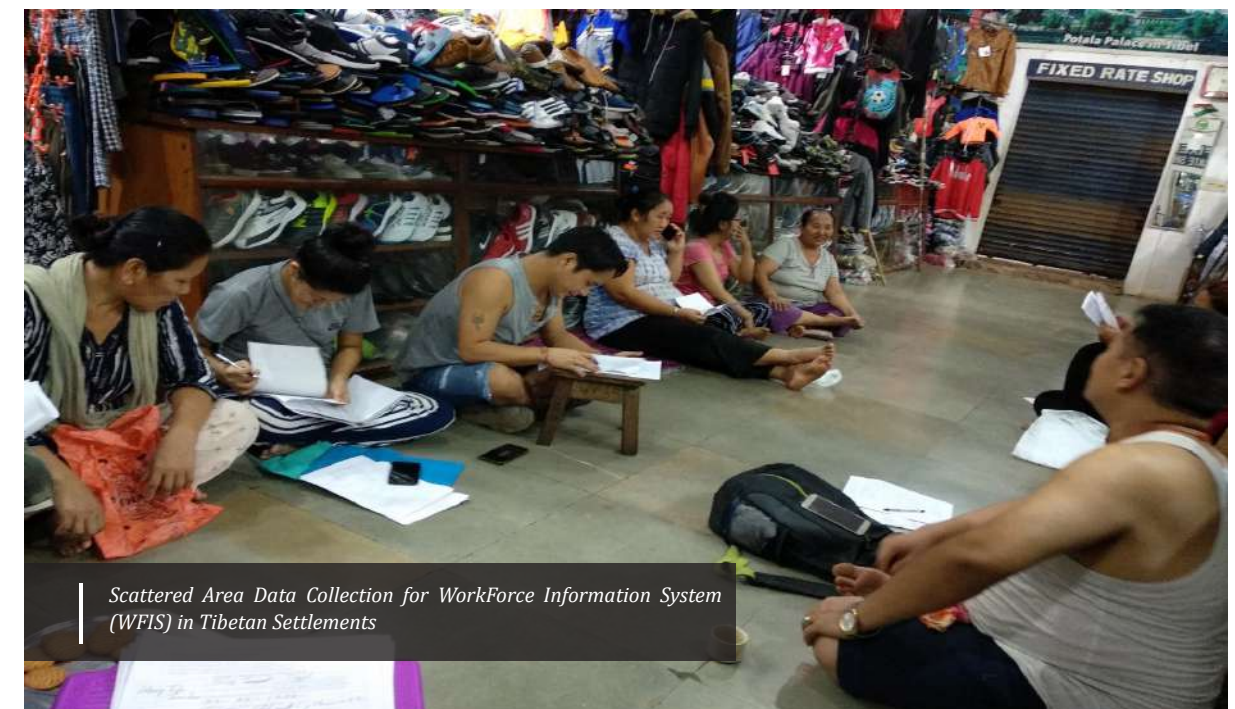
- 11 trainees completed a three-month hairdressing course and 7 trainees completed a four-month hairdressing course at the Dharamsala Tibetan Career Center (DTCC). The course included daily practice cutting and styling hair and theoretical training on hair anatomy, hair treatment, and hair spa, and massage. Some trainees took part in English language classes, received gender sensitization sessions, and visited a nearby elders' home and school to give free haircuts. The trainees also received skills-to-enterprise business training and participated in motivational talks. 6 trainees won seed funding at the completion of the training. The course is affiliated with the Jawed Habib Foundation, which feeds trainees into its franchise of 184 unisex salons across 62 Indian cities.
- 31 trainees completed a one-month Adobe InDesign training. The course included a complete package of Adobe In-Design CS6 and covers the introduction of workspace area, book, newsletter & magazine designing, creating brochures, conversion of files to PDF format.
- 20 trainees completed a one-month Adobe Illustrator training at DTCC affiliated with the Institute for Advanced Computer Technology (IACT). The training included an understanding of the principles of vector graphics through the fundamentals of illustration, image management, and drawing. The trainees also worked on images and layout pages for posters, flyers, and advertisements.
- 43 trainees completed a one-month Photoshop training at DTCC, and 76 trainees completed an introductory course in basic computer skills. Both trainings were led by experienced Tibetan trainers.
- 34 trainees took part in a two-day workshop from 1st July to 30th Sept, 2019 conducted by trainers from the Tibetan Center for Conflict Resolution. Topics included languages of conflict, non-violent communication, active listening, and conflict resolution. Successful professionals and entrepreneurs were invited to share their personal stories and inspire the trainees as part of the center's 'Saturday food for soul' event, including a TED seed fund recipient who runs a Tibetan lute production and retailing business.
- 76 school and college graduates benefitted from individual counseling and consultation services provided by career counselors at DTCC. The counselors gave guidance on employability assistance, course opportunities, career counseling and services, and placement offers via email, Facebook, phone, and walk-in visits.
- DTCC career counselors visited Tibetan settlements and schools in Ladakh, Bylakuppe, Mundgod, and Bir settlements where they conducted outreach events and a career awareness program attended by more than 830 students and community members. The purpose was to increase awareness of DTCC services including vocational courses, career counseling, job placement, and parental counseling.
- 14 unemployed youth began their long-term vocational courses at the Industrial Training Institute (ITI) in Uttarakhand, administrated by the Tibetan Children's Village. Trainees are attending 18 to 20-month courses in basic cosmetology (3 trainees), food and beverage (1 trainee), food production (6 trainees), secretarial skills (3 trainees), and bakery and confectionary (1 trainee). Courses are affiliated with the National Skill Development Council of the Ministry of Skill

Development and Entrepreneurship.

- DTCC formed an online group of former and current hairdressing trainees. The group has around 35 members and information regarding employment opportunities, skill training, and counseling services are shared.
- 11 managers and program officers from six vocational training institutes in India and Nepal took part in a week-long capacity building training at the National Institute for Micro, Small and Medium Enterprise (NI-MSME) in Hyderabad. Key topics of the training focused on sector-specific skills training curriculum development, counseling techniques to promote self-employment, hand-holding trainees for an effective career path, developing linkages and effective networking, team building, conducting job fairs, and documenting success stories. The training program also included exposure visits to local training institutes and industries. Trainees included managers and staff from DOH's YES section, DTCC, Norbulingka Institute, Tibetan Homes Foundation in Mussoorie, ITI in Selakui, Envision in Delhi, and SOS in Nepal. The training also acted as a forum for participants to share their experience and discuss ways to provide better skills, education services, and employment opportunities to young Tibetans.
- DOH began implementing a new vocational

education fund designed to support unemployed people who did not complete their studies and want to pursue long-term vocational training. Guidelines for the vocational fund were formed and announcements inviting applicants were circulated through settlement offices and CTA news and social network handles. The educational fund is expected to serve a wider audience of unemployed and unskilled Tibetans, as applicants do not require minimum educational qualifications and the upper age limit is 45.

- Work continued to build a workforce information system (WFIS) database to maintain standard data on the Tibetan workforce in South Asia, including current employment status, age, gender, academic and professional qualifications, and career aspirations. Verification continued of data recorded and entered in Tibetan settlements, and WFIS staff provided technical handholding support to database managers in settlement offices. WFIS team and software developers conducted regular maintenance of the database and fixed minor bugs.
- 31 trainees took part in motivational talks from 1st Jan to 31st Mar, 2020 led by successful Tibetan professionals including a Tibetan music video director and an MMA fighter. The speakers spoke about their life journeys, challenges and achievements, and the importance of discipline and dedication to build successful careers.



Scattered Area Data Collection for WorkForce Information System (WFIS) in Tibetan Settlements



PRESENTING THE NEW TIBETAN BLUE BOOK

The Tibetan Blue Book is a program that connects people to Tibet, the Tibetan cause, community and the culture. Your contribution and support will greatly help in realising the aspirations of the Tibetan people for restoring freedom in Tibet and securing the rights and dignity of the Tibetan people.

Sign up today to become a Friend of Tibet!

More information:

www.sardfund.org/support/blue-book



NEWS IN PICTURES

April 03, 2019



NDI delegation visit in CTA, Dharamsala



April 09, 2019



Workshop on parenting skills for Home mothers

April 14, 2019



Kaydor Aukatsang speaking about Tibet Corps to Tibetans in Zurich

April 23, 2019

ཐུགས་དང་བལ་ཕྱལ་ནང་གི་བོད་ཁྱེད་མེད་ཀྱི་
གནས་ཁབ་ལེན།

STATUS OF TIBETAN WOMEN
AND GIRLS IN INDIA AND NEPAL



STUDY REPORT
2018

Women's Empowerment Desk published a report on an assessment study conducted on the status of women and girls in Tibetan communities in India and Nepal in 2017-2018

NEWS IN PICTURES



NEWS IN PICTURES



NEWS IN PICTURES



NEWS IN PICTURES



NEWS IN PICTURES



NEWS IN PICTURES



NEWS IN PICTURES

March 07, 2020



Students thanking for newly arrived books in their school's library.

March 11, 2020



Final Presentation of WorkForce Information System (WFIS)

March 17, 2020



Saying goodbye to Chenam Barshee and Tenzin Dolkar Tsagong, the first two Fellows to be placed at the CTA under the program with the American Indian Foundation



ITS ABOUT TIME YOU GOT TIBETAN MEDICARE

SECURE YOUR FAMILY'S HEALTH, JOIN THE EVER GROWING NUMBER OF TIBETANS ENROLLED IN TMS.

REGISTER TODAY AT YOUR LOCAL TIBETAN HEALTH CENTER OR YOUR SETTLEMENT OFFICE.



Tibetan Medicare System (TMS) is a holistic Secondary and Tertiary Health Care Program meant for all Tibetan refugees under the direct cover of Tibetan Voluntary Health Association (TVHA), registered under the Societies Act 1860. TMS is a nonprofit and charitable Health Plan that aims to improve public health and well-being of the Tibetan community in-exile. For more information: www.tibetanhealth.org



Join Tibet Corps Today

Tibet Corps offers Tibetan professionals, university students, and retirees an opportunity and platform to serve the Tibetan community through voluntary service. The program seeks to inspire Tibetans to strengthen the community, its institutions and the Central Tibetan Administration.



Consolidated Balance Sheet*

Balance Sheet as at 31st March 2020

Amount

ASSETS

Fixed Assets	₹2,05,35,317.62
Current Assets	₹18,50,130.00
Cash & Bank Balances	₹37,10,87,562.93

TOTAL ASSETS ₹39,34,73,010.55

LIABILITIES

Corpus Fund	₹1,26,61,379.30
General Fund	₹21,99,33,180.68
Fund Pending Utilisation	₹3,21,79,973.84
Fixed Asset Fund	₹2,05,35,274.52
Current Liabilities	₹14,92,125.00
Excess of Income over Expenditure	₹10,66,71,077.21

TOTAL LIABILITIES ₹39,34,73,010.55

Income & Expenditure Account*

Balance Sheet as at 31st March 2020

Amount

INCOME

By Interest & Other Income ₹3,49,29,037.94

By Earmarked Fund Recieved:

PRM Grant	₹11,30,21,192.00
USAID	₹28,69,76,891.50
IM	₹49,94,059.00
FNF	₹42,96,689.00
Les Amis Projects	-----
Others	₹84,70,747.00
EC Project	₹96,70,241.07
CRS WED	₹21,51,981.65
DRL Fund	-----
HBF Projects	₹10,39,650.00

TOTAL INCOME ₹46,55,50,489.16

EXPENDITURE

To Administrative and other expenses ₹12,43,578.86

To Earmarked Fund Utilised:

PRM Grant	₹11,23,25,824.00
USAID	₹31,94,71,496.00
IM	₹53,56,726.00
FNF	₹44,34,259.00
Les Amis Projects	₹4,38,351.00
Others	₹69,51,457.00
EC Project	₹81,74,313.00
CRS WED	₹14,48,996.00
DRL Fund	₹7,70,000.00
HBF Projects	5,63,689.00

To Excess of Income/Expenditure ₹3,36,85,459.08
Earmarked Fund (₹2,93,13,659.78)

TOTAL EXPENDITURE ₹46,55,50,489.16

* All data are tentative and not yet been finalised

DONORS



SARD FAMILY



