



**CENTRE FOR
HUMANISTIC
DEVELOPMENT**

Enabling participation in development process.

DECADES OF CHD

2023-2024

A Guwahati-based research and training organization, **Centre for Humanistic Development** was established in the year 2001 with the mission to *“catalyze enabling environments for improved participation and enhanced bargaining power of disadvantaged groups like women, poor and excluded peoples in the development processes”*.

Led by **Dilip K. Sarma**, a former bank economist, CHD in the initial years, focused on “Understanding Grassroots and Institution Building”. For understanding grassroots, especially understanding communities, poverty and livelihoods, it had undertaken many fundamental grassroots studies. Some of its national and international collaborators were Praxis-India (on behalf of Asian Development Bank); International Livestock Research Institute (ILRI), Nairobi; Action Aid India, NEI office; UNICEF, Guwahati; Asian Dialogue Forum, Singapore; Indo-Global Social Service Society (IGSSS), Guwahati; Basix Livelihood School, Hyderabad; etc. The focus of these research studies were marginalized communities like Tea tribes.

It also undertook extensive vision building exercises, livelihood and organizational management related training for NGOs and other CBOs with active support from IGSSS and Rashtriya Gramin Vikas Nidhi (RGVN).

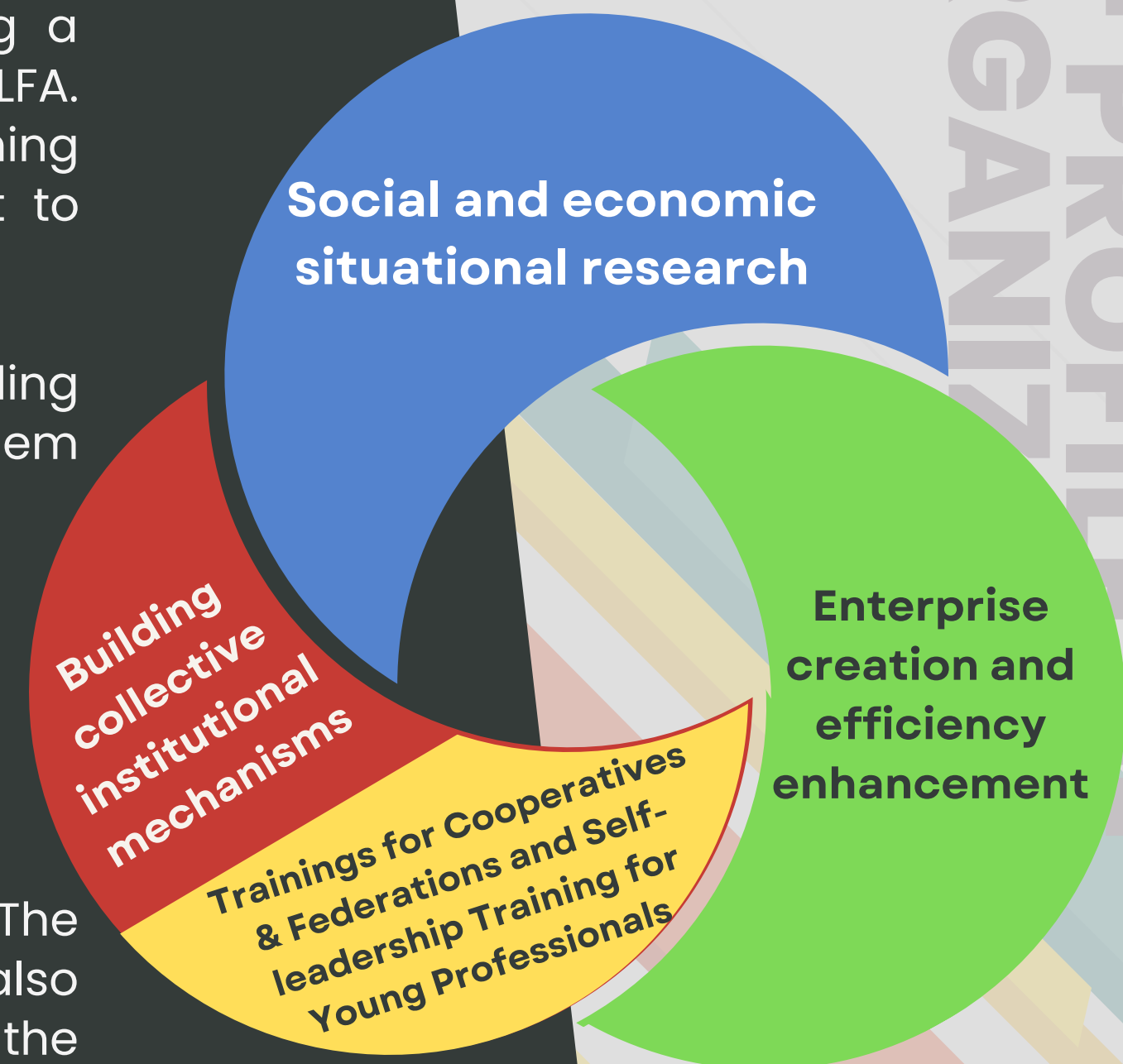
It also actively moved into entrepreneurship training and handholding, especially among youth and women in remote areas. The trainees were also organized under cooperatives. Two such notable endeavours, among others, were dairy cooperatives of youth in Kakopathar, Tinsukia (2007-08) and Saral Para, Kokrajhar (2009-10).

The organization back in 2007-08, started a mobilizing, training and handholding programme – **Entrepreneurship Development & Enterprise Creation (EDEC) Programme**. Over the years, it became CHD's **flagship programme** and expanded to different parts of Assam and has been continuing till date. It trained ex-militant youth from Bodo, Karbi and Tea tribes in 2014-16 under this programme. In 2017-18, CHD was also engaged in training & handholding a programme for forming a cooperative at Kokrajhar District for ex-militants of ULFA. During 2016-18, it collaborated with Numaligarh Refinery Ltd. (NRL) for training youth organized in JLGs and also highly educated local youth with intent to prepare them to hold small contracts in NRL's expansion activities.

Since 2019, CHD, supported by NRL, has been organizing, training and handholding of two women cooperatives in business development, by actively supporting them in

- Developing Business Leadership;
- Creating businesses in non-traditional areas;
- Creating systems & procedures;
- Developing a Technological platform for online marketing;
- Creating a marketing network.

CHDs' core focus has been Enterprise Building & Efficiency Enhancement. The programme of self-leadership development which was started in 2007-08, also became an important ingredient of its programmes over the years. At present, the organization's strategy is to create a trinity.



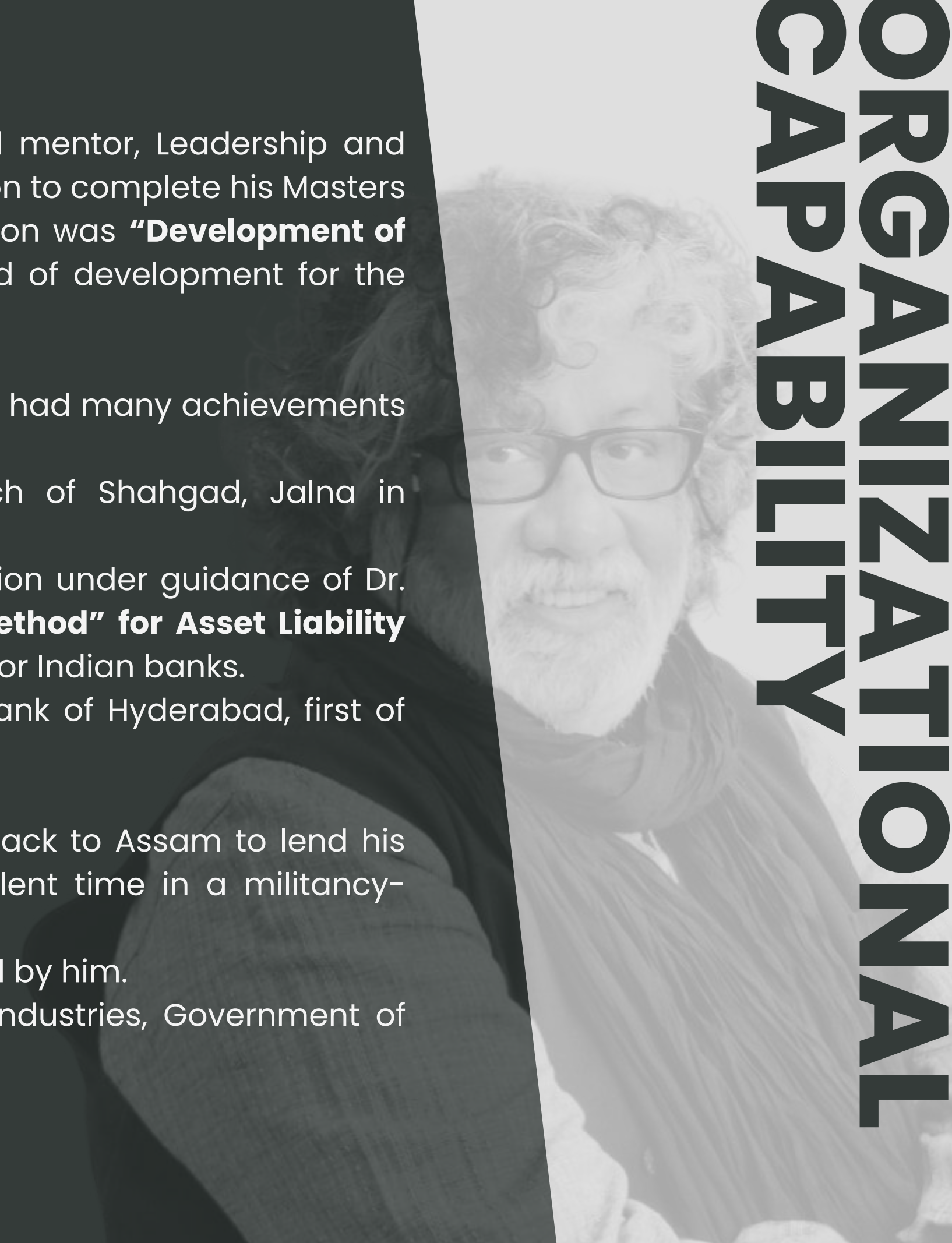
DILIP K. SARMA, CHD's founding member and present lead coach and mentor, Leadership and Entrepreneurship Development, had a bright academic career and went on to complete his Masters in Economics from JNU, New Delhi and the topic for his M. Phil dissertation was **"Development of underdevelopment"**. He is regarded as a pioneering thinker in the field of development for the state of Assam.

As a main line banker first and then as a bank economist (1983-2000), he had many achievements to his credits.

- He "turned around" the 15-year chronic loss making rural branch of Shahgad, Jalna in Maharashtra.
- As the recipient of the prestigious Bhabha Fellowship, in his dissertation under guidance of Dr. K.C. Chakravarti (later Dy. Governor, RBI), he advocated for **"Gap method" for Asset Liability Management in Indian Banks**. This method was later adapted by RBI for Indian banks.
- He was the resource person for in-house vision exercise for State bank of Hyderabad, first of such processes in Indian Banks.

In 2000, after 17 years of service, he resigned the bank job and came back to Assam to lend his expertise for the development of his people, then undergoing a turbulent time in a militancy-infested state.

- All of CHD's last two decades of initiatives were conceptualized and led by him.
- He was the chairperson of Skill Development Committee, Dept. of Industries, Government of Assam.
- He was also in the governing board of many state PSUs.



Dr. Geeta Gudihal, CHD's co-Coach and mentor, Leadership and Entrepreneurship Development, has a master's degree in both English & Law and PhD in Law from Osmania University, Hyderabad. She taught Masters students in Law at Osmania University for a decade. As a research guide who supervised 60+ dissertations while teaching LLM at Osmania University, she led CHD's numerous situational research studies, especially for one of the very disadvantaged communities – Tea Tribe Community of Assam.

Her prominent research works beside what was conducted on behalf of UNICEF, includes, documenting the "**Genesis of tea tribes in Assam**" and "**Why the same people flourished in Mauritius and West Indies and not in Assam?**" The second study was presented in an international conference in Paris.

Though she supports CHD's work in Assam, especially in the sphere of building leadership mindset and behaviour among youth, she is presently based at Hyderabad. There she guides young professionals (both existing and aspiring) in enhancing their communication and Emotional Intelligence, through behavioural change. She does this through one-on-one interactions and through workshops for groups (young professionals working in multi-national companies professional institutes like engineering colleges, etc.).

She has also taken training sessions for middle-level/senior bankers (including Reserve Bank of India) on Communication and E.I. at Indian Institute of Bank Management.

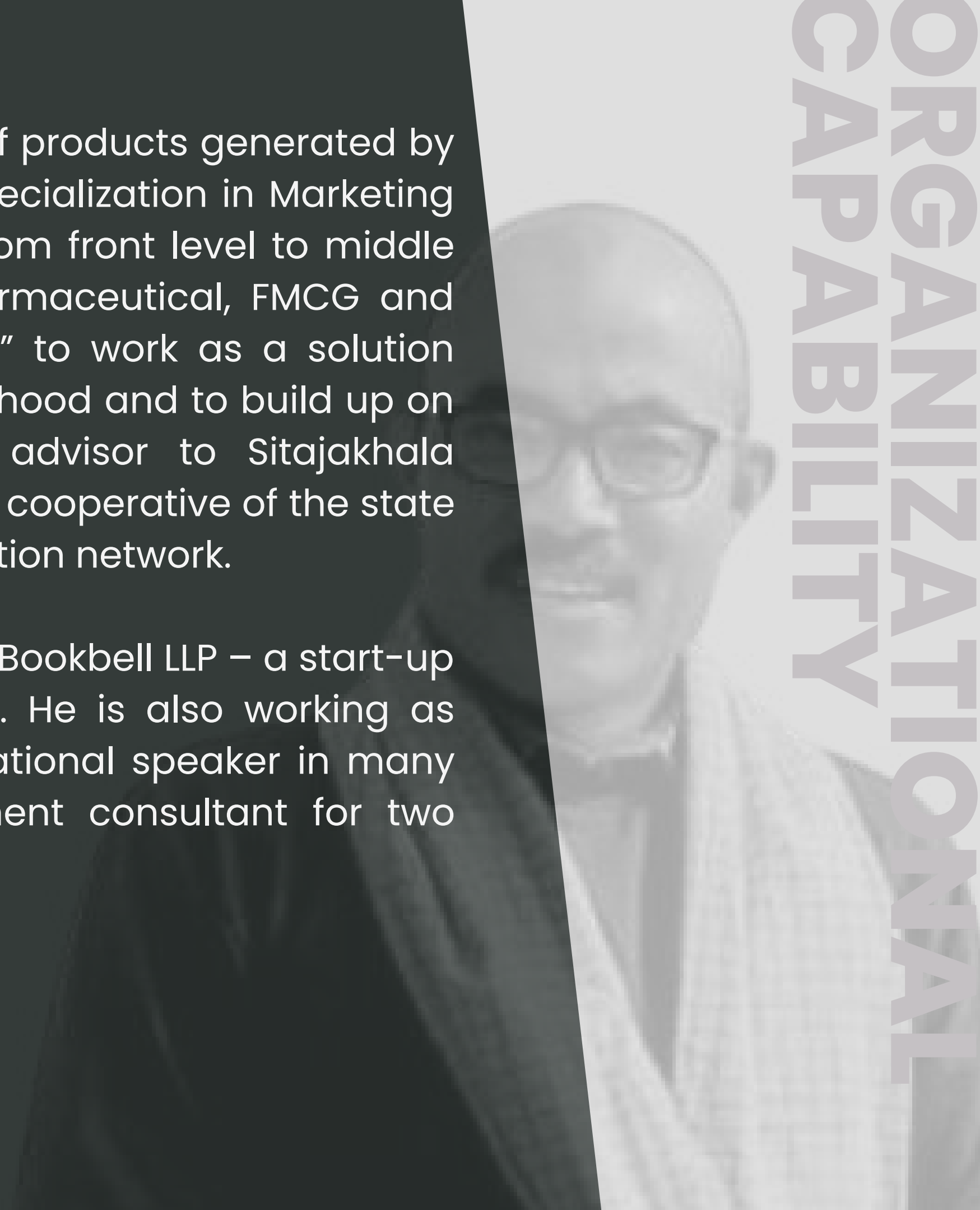
Divik Bhattacharjee, a Mechanical Engineer and a graphic designer, is the financial management and technology expert in CHD. He contributes in efficiency enhancement of various enterprises promoted by CHD by training and handholding its members in financial management and technological aspects. He designs and prepares various advertisements for the products produced by cooperatives both online and offline. He is also leading the team in supporting the coach for putting in place a system for improving efficiency in enterprises and both coach and co-coach in their trainings and handholding leadership/entrepreneurial development.

ORGANIZATIONAL
CAPABILITY



Satyen Mahanta, is the advisor for CHD for marketing of products generated by grassroots artisans. He is an MBA by education with specialization in Marketing and has experience in working in various capacities from front level to middle management with exposure to direct marketing, pharmaceutical, FMCG and telecom. He founded “SATYEN MAHANTA- the connect” to work as a solution window and value chain developer for sustainable livelihood and to build up on Assamese business community. As the marketing advisor to Sitajakhala Dugddha Utpadak Samabai Samiti Ltd. (a 60+ years old cooperative of the state of Assam), he helped them to establish a strong distribution network.

At present, he is the advisor in business development of Bookbell LLP – a start-up venture in the field of digital printing and packaging. He is also working as assignment – based entrepreneurial as well as motivational speaker in many NGOs and other institutions and business development consultant for two organizations.



**Collective Institution
Building
&
Building Efficient
Enterprises and Creating
Business Leaderships**

- Mobilizing, training and handholding of rural young women from Kuruabahi Satra village, Golaghat District in traditional Assamese pickle-making and formation of **Kuruabahi Mahila Silpa Cooperative Society Ltd.**
- Mobilizing, training and developing women from Rong Bong area in Golaghat District, as entrepreneurial group in decorative candle-making under NRL CSR programme. Formation of **Rashmi Mahila Shilpa Samabai Samiti Ltd.**
- **Technical handholding in computer, accounts and social media management to the younger members** of the two cooperatives.

**MAJOR ACTIVITIES BY
CHD FROM 2018 TO 2023**

2018 TO 2023

Self-leadership, Leadership & Entrepreneurship Development

- .Online workshop on **Self-leadership/ Leadership Development**. The participating crowd consisted of all young adults, mostly students from various universities (Tezpur University, USTM, etc.), entrepreneurs, young professionals, grassroots CBO women leaders, etc.
- **Leadership training of under-graduate students** at ADP College, Nagaon.



Designing, Branding, Advertisement & Marketing

Designing, branding, online and offline advertising & marketing of the products produced by the two women's cooperatives under the brand “**easternkaziranga.com**”. This platform is being created with the aim to promote all kinds of grassroots products under NRL CSR initiatives.



**Training,
Handholding NGOs,
Cooperatives &
Federations**

Training Field Officers and Project Executives of Grameen Sahara, a Chhayygaon – based NGO on **Results Based Management**.

Cooperative rules and regulations training and helping in **creating standard operating protocol (SOP)** in production and running of the organizations.



**Self-leadership,
Leadership &
Entrepreneurship
Development**

Training youth and women under CHD's flagship programme - **Entrepreneurship Development & Enterprise Creation (EDEC) Programme** - sponsored by the CSR department of Numaligarh Refinery Limited (NRL).

CHD Collaborated with NRL CSR for training **highly educated local youth** with intent **to prepare them to hold small contracts in NRL's expansion activities.**

Training of **ex-militant youth from Bodo, Karbi and Tea tribes** in under **EDEC programme** sponsored by Special Branch, Assam Police for rehabilitation of the ex-militants.

Training & handholding programme for **forming a cooperative at Kokrajhar District for ex-militants of ULFA** under **EDEC programme.**

Leadership Programme for all-India staff of ActionAID Society.

Leadership Programme for state public enterprises of Assam.

**MAJOR ACTIVITIES BY
CHD FROM 2011 TO 2017**



Social and Economic Situational Research

A Review and Impact Study on provisions and processes of ECCE services in Schools and ICDS centres in the State on behalf of UNICEF, Assam.

Social and Livelihood Impact Assessment of NEDFi's Microfinance in Assam and Manipur - NEDFi.

A logistic survey identifying probable locations for amenity centres in Assam sponsored by AIIDC.

Social and Economic Situational Research



Study on **'Sanitation and Hygiene Conditions of Tea Gardens in Assam'** for UNICEF. The purpose of the study was **to find out the water and sanitation status, as well as the hygiene practices of the families living in the labor lines of the tea gardens in upper Assam** – Dibrugarh, Tinsukia & Sivasagar district. The findings of the study were presented to Cabinet Minister of Labour, senior political leaders from these districts, office-bearers of Assam Chah Mazdoor Sangha (ACMS) and other members and office-bearers of Assam Branch of Indian Tea Association (ABITA) and Civil Society leaders.

Assessment of Sanitation Programme in Tea Gardens: Concurrent Monitoring & Evaluation on behalf of UNICEF where,

- **"Access & Impact of Institutional Facility: An Inter Community Comparative Analysis "** (Social Exclusion) was a part. It was a comparative Access & Impact Study (2009) for UNICEF. This study was presented to UNICEF All-India Staff Strategy Meet.

District Situational Analysis of Dibrugarh District for UNICEF to evaluate youth behavior in the district for assisting design for their further intervention especially in HIV/AIDS.

A participatory study titled **"Understanding Assam's Agricultural Policies and Programs – an Exploration into its Impact on the Poor and the Excluded peoples of Assam"** with support from Action aid India that consisted of case studies and PRA's conducted in 40 different sites across Assam.

Qualitative study of Assam's Dairy sector in collaboration with International Livestock Research Institute (ILRI), Nairobi for Government of Assam. CHD had conducted a **Participatory Rapid Assessment in five districts of Assam** for creating a design for further studies and pro-poor intervention in dairy sector in Assam.



MAJOR ACTIVITIES BY CHD FROM 2006 TO 2010



Social and Economic Situational Research

Asian Dialogue Society, Singapore, and Bristol University, U.K., had commissioned CHD to carry out a study entitled “**Conflict and development in the Context of Human Security: An Exploratory Investigation in Northeast India**”. The study aimed at having an intensive examination of interrelationship between conflict and development for the broader perspective of designing more effective human security policies. Additionally, CHD under this study also **formulated a globally applicable methodology for ‘Human Security Impact Assessment’**. The study had taken northeast region of India as an exploratory case for such an endeavor. A brief version of the study was published internationally as a chapter of the book titled “_____”

‘**Upper Assam Employment Study**’ for CHAI (Community Health and Advancement Initiative) which is an assessment to identify employment market demand for youth in service sectors, organized and unorganized in Tinsukia, Dibrugarh and parts of Sivasagar district.

Study on Sanitation and Hygiene Conditions in Schools in Assam for Sarba Siksha Abhijan (SSA). This assessment was undertaken to look at the condition of sanitation and water facilities and hygiene behavior in the schools of 6 districts in Assam.

Self-leadership, Leadership Development of Educated Youth

Soft Skill Development Programme for Youth - this programme was in a pocket in Nalbari District, where a group of 20 young trainees were trained in **five areas of soft skills: Lifestyle Management, Communication, Computer Literacy, Basic Management and Basic Finance**. We have been tracking the trainees till recently. At least 12 of them have been doing extremely well in their professional and personal lives.



Institution Building & Entrepreneurship Development



Skill Development Programme for Youth in 5 locations/sites in the BTAD's Indo-Bhutan border areas where 260 unemployed youth from different communities have undergone the training. This was done under the Civic Action Programme 2008-09 of Sashastra Seema Bal, Assam. Among 5 cooperatives, **the dairy cooperative at Saralpara, Kokrajhar district is still operating.**

Another programme was conducted at a village named **Kopahtoli, in insurgency affected Kakopathar Development Block, Tinsukia District, Assam**, in collaboration with Assam Livestock and Poultry Corporation, where a group of 50 youth have been trained in areas such as attitude and leadership building, organizational & business management. The group of 50 youth has formed a dairy co-operative on its own and was running successfully for a long time.





Capacity Building & Efficiency Enhancement

CHD has developed **MIS for capacity building and efficiency enhancement of District Milk Cooperative Societies in Assam** under the Promotion and Efficiency Management of Milk Marketing under RKVY.

Social and Economic Situational Research

CHD in collaboration with PAJHRA has conducted a **study to understand land alienation and its patterns among ex-Tea (Adivasi) Community of Assam.**

Centre for Humanistic Development had **mobilized the persons of the relief camps in Chirang District to form a district level relief committee.** The committee is now working for the rights of the relief camp inmates. For advocating the cause of the IDPs of western Assam, CHD has made a film on the issue, which has been viewed at different fora, including United Nations (UN).

V.V. Giri National Institute of Labour sponsored CHD for a **preparatory study for a skill up-gradation programme among the ex-Tea (Adivasi) Community.** The study was conducted in Lakhimpur district in eastern Assam.

The initial chapters of the above - mentioned study is still being used by activists and researchers to know about **genesis of tea tribe of Assam .**

Dilip Sarma, as the socio - economist and the principal grassroots researcher in collaboration with Praxis India (on behalf of Asian Development Bank), **conducted a Participatory Poverty Assessment (PPA) in Assam.** The participatory study was an **intensive and exhaustive exercise conducted in 80 locations in Assam over a period of 3 months, involving 48 researchers.**

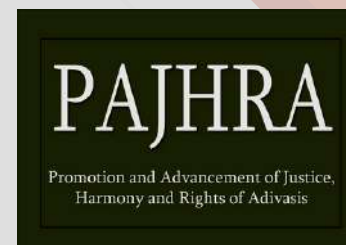
MAJOR ACTIVITIES BY CHD FROM 2001 TO 2005



Institution Building

CHD conducted training in building of **vision/mission/goal-setting for leaders/team members of NGOs, CBOs, and other institutions**, sponsored by Indo Global Social Service Society (IGSSS) and Rashtriya Grameen Vikas Nidhi (RGVN). Some of the major NGOs who had availed this programme are – Naba Vihan Samaj (north-east Assam), CYRD (western Assam), Welfare Society (eastern Assam), Lotus Progressive Centre (central Assam), JPYS (central Assam), and RSLTC (Meghalaya).

SOME WORKING PARTNERS



33, M.C. Road, Barowari, Guwahati- 781003

(+91) 70021 94147, (91) 84720 83909

humandevelopment7@gmail.com

@centreforhumanisticdevelopment

Dilip K. Sarma

CHD is registered under Society's Act (Govt. of Assam), 12AA, 80G (Under IT Act), CSR (Corporate Affairs Ministry) & DARPAN (NITI Aayog) and submits ITR regularly.

GET IN TOUCH