



GLRA INDIA

Stop
diseases
of poverty



2021

Annual Report



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BOARD OF TRUSTEES



Dr. Debajit Sarkar
Managing Trustee



Mr. Suresh Kaul
Trustee



Dr. Suresh Sundar
Trustee



**Dr. Ananda Rama
Krishnan**
Trustee



Mr. Vinay Kumar
Trustee



Dr. Sangeeta Pikale
Trustee

OUR TEAM



Dr. Vivek Srivastava
Asia Regional
Representative, DAHW



Dr. Debajit Sarkar
Chief Executive Officer,
GLRA India



Dr. Archana Trivedi
Asia Medical Advisor



Mr. V. Venkateswaran
Regional Finance
Manager, DAHW Asia



Mr. Shibu George
Regional Social Advisor,
DAHW Asia



Mr. Charles Livingston
Head- HR & Admin



Ms. Sushmita Yadav
Head – PR &
Mobilization



Mrs. Uma Kannan
Manager - HR & Admin



Ms. Belina Murthi
Divisional Finance
Manager – DOS



Mr. Suvankar Pal
Divisional Finance
Manager – DOE



Ms. Poonam Pradhan
Lead - Strategic
Partnership



Ms. Rashmi Choubey
Divisional Finance
Manager – HO



Ms. Bhagya Shree
Asst. Manager – HR & Admin



Ms. Debapriya Chakraborty
HR & Admin Assistant - DOE



Ms. Nameera Nawaz Khan
Communication and PR
Officer, Red Aid



GLRA AT A GLANCE

Founded in 1966, GLRA India and has been working with the core objective of care and support to people affected by Leprosy, Tuberculosis and Disabilities. Besides medical care for the affected, GLRA also promotes their empowerment and participation through socio-economic rehabilitation. Over the last 5 decades, our support reached out to 2.5 million people affected by the above diseases and conditions. GLRA works independently through direct initiatives, while coordinating with the governments and also in collaboration with like-minded NGOs across the country. In 2021, GLRA extended its work in 62 districts in 12 Indian states through 6 thematic areas i.e.; leprosy, TB, disability inclusion, COVID, WASH and humanitarian assistance by implementing 14 projects.

GLRA India is a secular NGO registered under the Trust Act with its registered office in Chennai, operates from the head office in Delhi with divisional offices in Chennai, Kolkata, Lucknow and Mumbai.

We collaborate with the National Leprosy and National TB programs and also with several bi-lateral/multilateral

agencies such as The Global Fund, BMZ, MISEREOR, DBS (Germany) and the Indian corporates such as Fullerton, Apollo Tyre Foundation for example. We are proud to be a part of our parent organization DAHW Germany over many decades and continue to enrich the association.

Our vision is a world which no one suffers from Leprosy, TB and poverty-related diseases, and the consequences of physical disability and social exclusion.



OUR AREAS OF WORK

Leprosy

- Outreach, promoting early identification
- Diagnosis & treatment
- Hospital Care
- Reconstructive surgeries
- Physiotherapy
- Ulcer Care
- Customized MCR footwear
- Socio-economic Rehabilitation

Tuberculosis

- Promoting early identification
- Hospital Care EP TB
- Health Care for Truckers & Allied population
- Treatment Adherence Support
- Nutritional Support for seriously ill
- Infection Control Practices
- Psycho Social Counseling

Disability Inclusive Development

- Advocacy and Communication
- Access to rights and entitlements
- Empowerment for social participation
- Livelihood & income generation
- Promoting Education
- Rehabilitation Intervention

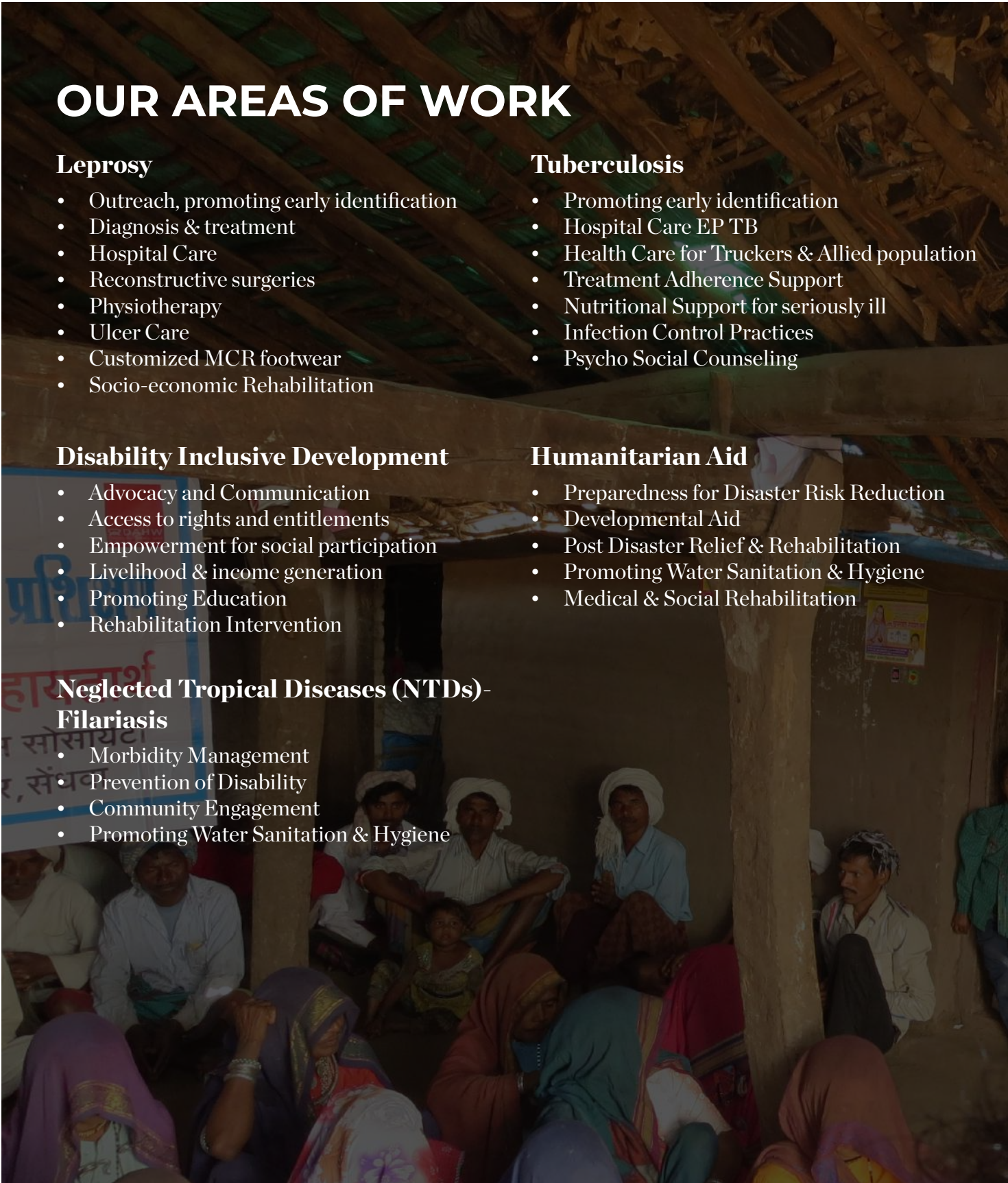
Humanitarian Aid

- Preparedness for Disaster Risk Reduction
- Developmental Aid
- Post Disaster Relief & Rehabilitation
- Promoting Water Sanitation & Hygiene
- Medical & Social Rehabilitation

Neglected Tropical Diseases (NTDs)-

Filariasis

- Morbidity Management
- Prevention of Disability
- Community Engagement
- Promoting Water Sanitation & Hygiene







LEPROSY

India remains the epicentre of the leprosy, accounting for 58% of all recorded global leprosy cases. Despite various new measures over the last decade, the presence of these new cases implies that transmission is continuing and that treatment is being delayed. These new cases are added to millions of people already living with leprosy-related disabilities who require ongoing medical and social rehabilitation each year.

To meet current demand, GLRA India, through Project NIRMAYA, assists 7 hospitals in providing quality leprosy care through in-patient and field-based operations. The hospitals provided secondary and tertiary level referral services, including specialised leprosy care, skin clinics, physiotherapy, reconstructive surgery, and general health care, while also encouraging early case identification and addressing the affected people’s social needs.

Project Nirmaya II – Comprehensive Leprosy Care through Strengthening and Streamlining Referral Services

GLRA supports 7 secondary and tertiary level referral hospitals in 4 states (Chhattisgarh, Maharashtra, Tamil Nadu & Telangana) with 395 exclusive beds and providing quality leprosy care by well-trained personnel with expertise in leprosy care. In 5 hospitals we promote hub & spoke models where the outreach activities were also included. GLRA also supports the state NLEP in West Bengal for the program implementation.

Case detection and management have been the major components of our leprosy control strategies, including activities such as prevention of disability, social rehabilitation and stigma reduction measures.

Activities	Achievements
New cases of Leprosy identified	792
New leprosy cases put on treatment	588
New leprosy cases referred to GHCs for treatment	204
Total No. of patients received OPD care	15,006
No. of hospital admissions for leprosy care	2,664
Reconstructive surgeries performed	129
Provision of special footwear	1,368
Provision of aids & appliances	202
No. of people affected supported for rehabilitation	1,402

Support to National Leprosy Program (NLEP):

GLRA, as part of Project NIRMAYA and an ILEP member organisation, continued to support NLEP at the national and state level. In West Bengal our state-level coordination team providing technical support to the state leprosy office in the administration of routine programmes and special campaigns. The state coordination intends to strengthen the capacity of government health personnel in early detection, validation, and management of complications, as well as to provide monitoring and supervision support in the districts.





TUBERCULOSIS

According to the Global TB Report 2021, there were 188 new cases of TB per 1,00,000 people in India in 2020. India has the highest rate of tuberculosis (TB) in the world, and as a result, recorded a dramatic 19% increase in TB cases in 2021 compared to the previous year (India TB report). In 2021, 19,33,381 incident TB patients (new and relapse) were notified overall, compared to 16,28,161 in 2020. Despite the National TB Elimination Programme (NTEP's availability) of free diagnostic and treatment care, there are still issues with notification, early diagnosis and treatment, drug transportation, adherence, and patient support systems. The diseases stigma also frequently causes problems and discourages people from seeking a correct, timely, and effective treatment.

In order to combat TB in India, the public sector must be strengthened and private parties must be involved. With the aim of increasing screening, early reporting, and greater treatment adherence among the underprivileged and vulnerable people, GLRA India supports the National TB programme through a continuum of TB services across multiple locations.

Project HOPE (Hospital-Based Care of Patients with Serious Forms of Extra-Pulmonary Tuberculosis)

The exclusivity of project HOPE is, in-patient TB care for women and children with serious forms of extra-pulmonary tuberculosis. Many of the EP TB patients require several months of hospitalization, which may not be possible in government hospitals. Project implementing partner, Bantra St. Thomas Home Welfare Society, Howrah, West Bengal provides in-patient facility to EP TB patients considering the high incidence of TB in the urban slums of Howrah (project site) due to various factors including socio-economic disparities, overcrowding, illiteracy, poor hygiene, malnutrition, and migration.



The project provided in-patient care to 32 EP TB patients (all women) in 2021, including one female child <14 years. 19 patients were given surgical treatment and 21 were discharged by the end of the year. Though the project supports only 10 beds, the impact is quite visible in the quality of life of fully recovered women who now are able to support their families as before.

Project NAI DISHA:

Nai DISHA (New Distinctive Integrated & Sustainable Health Action) aims to improve the demand for, access to and availability of TB treatment services at the target Trans Shipment Location (TSLs). Thus, the project contributes to the reduction of morbidity and mortality due to tuberculosis amongst truckers & allied populations. The project's slogan **"on the road to end TB"** encourages the population on the road to have easy access to TB services.

Specific objectives are:

- To improve the awareness about tuberculosis (TB) and general hygiene amongst truckers, and the allied population in the targeted Trans-shipment Locations (TSLs)
- To promote early diagnosis and initiation of the treatment of tuberculosis (TB)
- To establish mechanisms for follow up for diagnosis of presumptive cases
- To ensure TB treatment adherence mechanisms, even when the truckers are mobile
- Ensure the routine tracking of the mobile truckers and allied population, their diagnosis for TB if found with symptoms and if confirmed for TB,
- Enrol them in the project or the government centre for treatment and vice versa.
- Subsequently follow-up, with those confirmed with TB, for adherence to treatment



Nai Disha Project Achievements

1. Honourable Governor of Uttar Pradesh Mrs. Anandiben Patel facilitated our TB patient



With the efforts of Nai Disha team, we identified a 12 year old child who was suffering from paediatric TB, we enrolled him in the government portal for immediate treatment. Our work has been appreciated by the NTEP department Lucknow, and our TB patient got the scholarship from Governor of Uttar Pradesh, Honourable Mrs. Anandiben Patel Ji for supporting his studies.

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2. Award from Transport Department of Rajasthan for Road safety awareness amongst the Truckers.



With the efforts of Nai Disha team, we got the Award from Transport Department of Rajasthan for Road safety awareness amongst the Truckers.

3. Honourable Deputy Chief Minister Mr. Dinesh Sharma and Honourable Governor of Uttar Pradesh Mrs. Anandiben Patel has appreciated our work.



Nai Disha team participated in an exhibition at circuit house Agra on the occasion of World TB day during which Honourable Deputy Chief Minister Mr. Dinesh Sharma appreciate our work.

Nai Disha team participated in an exhibition at circuit house Agra in which Honourable Governor of Uttar Pradesh Mrs. Anandiben Patel appreciated our work.

Project Nirog Bharat:

GLRA India implemented an effort "NIROG BHARAT" to ensure vaccination and awareness among TB patients & General Population with the support of Fullerton India Credit Company Limited (FICCL). The project aims to dispel myths and misconceptions about TB and immunize TB patients with the Astra Zeneca vaccine (Covishield) and (Covaxin). The project began with Covid19 awareness and vaccination activities among TB patients in the selected locations Varanasi, Jabalpur, Jaipur, and Malda districts from December 2021.

Achievements:

Component	Total outreach via activities
Total T.B. patients family members vaccinated	2,750
T.B. patients vaccinated	2,511
12+ vaccinated	3,950
General population vaccinated	33,172
Total vaccination covered (Referral and routine vaccinations)	42,383

Objectives:

- To improve the awareness amongst TB patients and their contacts about COVID and vaccination
- To ensure the vaccination of TB patients & contacts and follow-up during their post COVID recovery period

Glimpse of Activities

Vaccination drive



Group meetings



Inter personal communication



Tuberculosis day celebration



12+ vaccinations



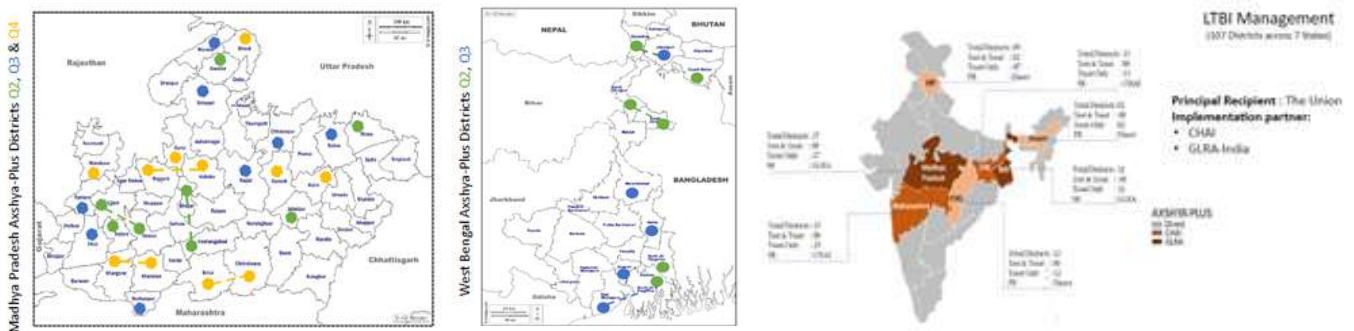
Cancer day celebration



Project Axshya Plus:

Axshya Plus is a three years long Global fund project to Fight AIDS, TB and Malaria with the primary objective of Programmatic Management of Tuberculosis Preventive Therapy. Project is being implemented in 107 districts across seven states. The Union is the principal recipient whereas GLRA-India is the implementation partner in Thirty-Eight districts, Twenty-seven in Madhya Pradesh and Eleven in West Bengal between April 2021- March 2024.

One of the major components of the project “**Programmatic Management of TB Preventive Therapy (PMTPT)**” is being implemented by GLRA India.



Madhya Pradesh

July 21 - July 22	
Total notification in Nikshay portal	111,955
Total eligible PTB cases as per project guideline	69,821
Total HH contacts underwent screening	161,479
Total number HH contacts put on TPT	100,335 (65%)
Total number of treatment outcomes signed by the end of July 22	16,731
Total number of HH contacts treatment completed by the end of Jul 22	15,544 (93%)

West Bengal

July 21 - July 22	
Total notification in Nikshay portal	36,519
Total eligible PTB cases as per project guidelines	23,456
Total HH contacts underwent screening	57,758
Total HH contacts put on TPT	33,836 (59%)
Total number of treatment outcomes signed by the end of July 22	4,669
Total number of HH contacts treatment completed by the end of Jul 22	4,456 (96%)

Project Health Care for Truckers (ATF):

Truckers are one of the most vulnerable sections who are deprived of adequate personal health care due to several reasons. Being away from their families for months, they are habitual in living in sub-standards unhygienic conditions thus exposure to communicable diseases. To address the health issues of truckers and allied populations, in association with Apollo Tyres Foundation (CSR initiative) GLRA is providing health care in Chennai and Namakkal in Tamil Nadu and is providing health services such as HIV testing, Vision Care, Diabetes, Hypertension, and Tuberculosis through static and outreach camps. Overall, 18,560 truckers received the services in 2021 from these health centres and from mobile medical units.



DISABILITY INCLUSIVE DEVELOPMENT

Inclusive development is all about empowering people with disabilities and facilitating access to mainstream services for equal opportunities for their individual, family and community development. The 2011 Census reported that India has 26.81 million persons living with some form of disabilities which is 2.21% of the total population comprising 56% male and 44% female. 69% of them are in the rural areas while the remaining 31% resided in urban areas. Despite India’s RPWD Act 2016 “Rights of Persons with Disabilities” the quality-of-life of people with disabilities in India remains the same for decades.



GLRA India implemented a DID project “Empowering Persons with Disabilities for Social Inclusion” in Kurnool – Andhra Pradesh, with an objective that the Persons with Disabilities are empowered to increase their participation in the community level decision making. Formation of inclusive self-help groups and Disabled Peoples Organizations are the key priorities in this project, with an aim to empower their knowledge and self-esteem for addressing right based issues, advocate, demand for social changes, access to social welfare schemes, vocational trainings, income generation programmes, sensitization on importance of prevention and management of disabilities. The project reached out to 1,240 people with disabilities and catered to their needs.

Achievements:

Project direct beneficiaries	1,242
Health care - Referred for therapies, preventive treatment, physical rehabilitation, assistive devices	348
Educational support - Enrolment in schools/ colleges, vocational courses, skill trainings	36
Livelihood – Training for financial skills, self-employment, micro-finances, access to safety net programs	260
Social – Trained in personal assistance, improving life qualities	350
Empowerment – Formation of SHGs, DPOs and Members	172



NEGLECTED TROPICAL DISEASES (NTDS)

Lymphatic Filariasis (LF)

Lymphatic filariasis (LF) is a serious public health problem in India. The disease is prevalent in rural and urban areas of 256 districts of 16 states and 5 union territories.

Lymphatic Filariasis (LF) and leprosy are the most common disabling infectious diseases. The disabling effects of LF and leprosy can be addressed through morbidity management, self-care practices, physiotherapy, surgeries and supportive medications.

Project WaSH MY EYES

GLRA India has taken up a multi-year project along with WASH as a cross-cutting theme in Sitapur (Uttar Pradesh), Kaimur (Bihar) and Malda (West Bengal) through field-based interventions, promoting home-based self-care, sensitisation of healthcare workers for disability prevention and morbidity management besides involving PRIs for social security linkages. The project is funded by the Federal Ministry of Economic Corporation and Development, Germany and Lions Foundation Germany (SDL).

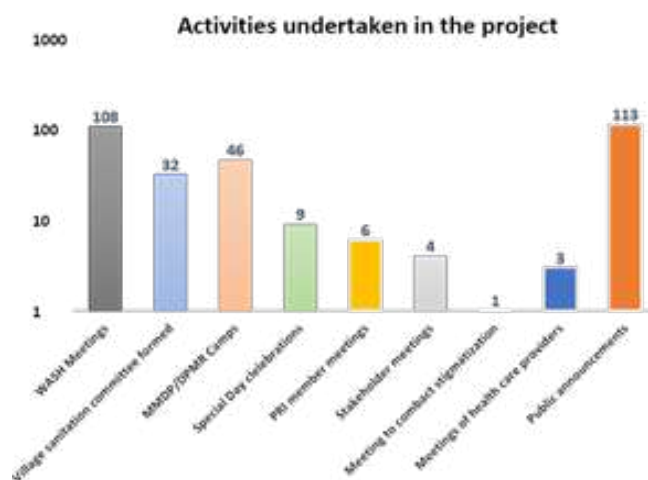
The project “BMZ- WASH My Eyes”, initiated by GLRA INDIA with objective to contribute to improve the living conditions of the target populations by reducing WASH-associated diseases in the three districts - Kaimur in Bihar, Sitapur in Uttar Pradesh, and Malda in West Bengal with 100 villages in each district respectively.

Overall objective (Impact) of the project: Contribution to improving living conditions by reducing WASH-associated diseases and preventing disability in 3 the target districts..

There are different efforts by the government in the area of WASH and the needs of NTDs. However, these cannot achieve results because the components of capacity building in the communities and demand generation are missing. The project is putting these missing parts together. The project complements the efforts of the government’s main vertical programmes. Capacity will be built in the target communities, SHGs, VSCs, volunteers, PRIs and key decision makers to sustain the project results and ensure adequate community participation to continue the delivery of already defined health and WASH services, especially for the sick, disabled and vulnerable groups.

Achievements:

S.No.	Activities performed	Numbers
1.	WaSH Meetings	108
2.	Village sanitation committee formed	32
3.	MMDP/DPMR Camps	46
4.	Special Day celebrations	9
5.	PRI member meetings	6
6.	Stakeholder meetings	4
7.	Meeting to combat stigmatization	1
8.	Meeting of Healthcare providers	3
9.	Public Announcements	113
	Total	322



Under the project 113 public announcements have been organized followed by 108 WASH meetings. Whereas 32 Village Sanitation Committees were formed. Along with them 46 MMDP/DPMR camps were initiated. Currently the project organizes PRI with stakeholder meeting and also health care providers sensitization were held to address stigmatization and discrimination associated with LF.

Project also celebrated 9 special days like Hygiene day & Women's Day.



Project Audiopedia

Project Listen & Learn (Sunke Seekho) is implemented with an objective to the knowledge, attitude, practices (KAP) and health-seeking behavior among the selected population through awareness raising activities on COVID19, Leprosy and WASH by using Audiopedia web app. In partnership with the parent organization, DAHW Germany, GLRA India has initiated this project (funded by GIZ) to understand the

efficacy between digitalized awareness by using Audiopedia web app and conventional methods in three locations.

The project aims to assess the Audiopedia web app's effectiveness in spreading awareness (Leprosy, Covid, its prevention, and WASH practices) in two intervention sites (Mumbai & Palghar – Maharashtra) in comparison with the results of those with the conventional awareness campaigns at the control site (Salem – Tamil Nadu) over a period of 7 months in 2021.



HUMANITARIAN AID – COVID 19 RESPONSE & RELIEF

Project RAY OF HOPE II & Project COVID Response for vulnerable communities:

GLRA India has always been upfront in post disasters through rehabilitation measures of the affected and the victims, and been quick in providing emergency relief measures during disasters. Being a humanitarian aid organisation, GLRA India with the help of our parent organization DAHW Germany extended its support (Project Ray of Hope II) for the people affected by Leprosy, TB and Disabilities through various interventions. Through its offices, staff and NGO partners were in the forefront by implementing various measures like supplying foot operated sanitizer dispensers, PPEs, distributed food baskets and nutritional kits to the beneficiaries besides providing oxygen concentrators to the partner hospitals. Comprehensive health awareness and behavior change sessions on hygiene

practices were also initiated through community outreach campaigns in villages and in urban slums. As the death toll and shortage of oxygen was at its peak during the second wave in 2021, GLRA India initiated a comprehensive model of 'relief and rehabilitation' for its prime beneficiaries, who were affected by Leprosy, TB, Disabilities & Lymphatic Filariasis with the financial support from DAHW Germany and Lions Foundation International, USA. On a war footing many GLRA partner hospitals were converted as COVID care centres and a total of 1,729 seriously ill COVID related patients were treated. With the help of BEGECA Germany, 50 Oxygen concentrators were supplied to 18 hospitals across India. Further GLRA India provided clinical care to all its partner hospitals and food kits to 20 locations in 10 states. GLRA also impart skill development to the marginalized, especially to the underprivileged women. The self-help groups received the critical support they needed to face challenges that were accelerated by Covid-19!



Activities	Achievements
Clinic support - distribution of thermal scanner, hand sanitizer machine, oximeter, gloves, mask, face shield & sanitizers	10,000 visiting patients
Essential dry ration kits for affected families	1,281
Health aid coverage for COVID affected staff & families	71
Pandemic prevention through exhibitions/public announcements/awareness events	39,000 people 125 schools
COVID and WASH sessions for inclusive Self-Help Groups, hygiene kits distribution, sanitary napkins	49 SHGs 442 members
Nutrient's support for staff and families	261

Project ASAL UTTAR - Covid-19 Response in Madhya Pradesh and Uttar Pradesh

The lockdown measures during COVID enforced to contain the spread of the pandemic. The pandemic left with a deleterious impact on the poor and marginalised and exacerbated the existing inequalities in India. The support provided by the government for social well being of the vulnerable population was an interim help, however health literacy, community level screening, participatory

engagement and strengthening resilience at the community level was a demand. To address the prevailing needs of the poor, GLRA India with the financial support of MISEREOR Germany is implementing a two-year COVID response project in 2 vulnerable and high-risk communities in the slums of Agra and in the tribal areas of Sendhwa in Madhya Pradesh.

Achievements:

Promotion of awareness COVID risk communication, promoting vaccination and testing	189 events 1,33,619 people 4,410 vaccinations
Identification & sensitizing community volunteers	295 volunteers
Promotion of health seeking behaviour and respiratory hygiene practices	3,999 women participated
Psycho-social education & counselling for those affected/ quarantined	1,876 people affected by COVID
Capacity building sessions for front line health workers	482 workers
Sensitization for teachers, religious leaders	555 participants
Provision of essential welfare services & linkages with welfare for COVID affected families	275 families
Identification and promotion of well-being of members of vulnerable communities	561 members facilitated
Tailored services to returned migrant (individuals) for livelihood support	50 individuals



On 07.01.2022, Awareness programme in school of Dhonora, Sendhwa (M.P.) shared basic information with the children like hand wash, mask, distance, personal hygiene & healthy diet to keep them healthy.



Date- 22-02-2022 (Capacity building sessions for frontline health workers at Fatima Hospital, Agra)

RESEARCH

GLRA India completed 2 research studies in 2021. These evidence-based studies are our pathways for developing future strategies in the related thematic projects.

Stakeholder Analysis of Knowledge, Attitudes and Practices Related to Lymphatic Filariasis was a multi-centric study conducted in four LF high-endemic districts; i.e. Ernakulam – Kerala; Tapi – Gujarat; Sitapur - Uttar Pradesh; and Malda – West Bengal. The aim of the study was to attain insights into the knowledge, attitude and practices (KAP) associated with LF among stakeholders i.e.; persons affected by LF, community members and the healthcare providers.

Leaving no one behind is an integral part of inclusive development and people with disabilities are equally counted for all fundamental rights. Access to information and available materials for people with disabilities are to be assessed and to understand the end user's views. With this insight, GLRA India conducted an exploratory study to assess the usefulness and impact of accessible information from the experiences of 300 persons with disabilities in the remote region of Sendhwa, Madhya Pradesh. The overall objective of this study is to evaluate the impact of accessible information in improving the living conditions of persons with disabilities, identify best practices and interventions that work in line with the impact, to recommend improvement in legislation, policies and programmes at different levels.



FINANCIAL REPORT

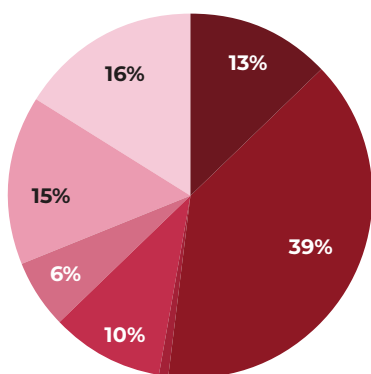
Our sources of income are from multilateral agencies within India and abroad besides our parent organisation DAHW, Germany. For the year 2021 our major donors are Global Fund, Deutsche Bahn Foundation, BMZ/LIONS, Apollo Tyre Foundation and many well-wishers. Even though the trend of support is declining every year, GLRA India is taking necessary steps to improve the resources through Co-financed Projects.

In 2021, GLRA India had invested more funds for TB than Leprosy, followed by Management Expenditure, Covid relief, WASH & LF, PR & Communication, CBID and Research. This includes hospital based in-patient and out-patient care, strengthening Govt. programmes, Drug-adherence support, followed by community based social inclusion, morbidity care for Lymphatic Filariasis and specific allocation for research.



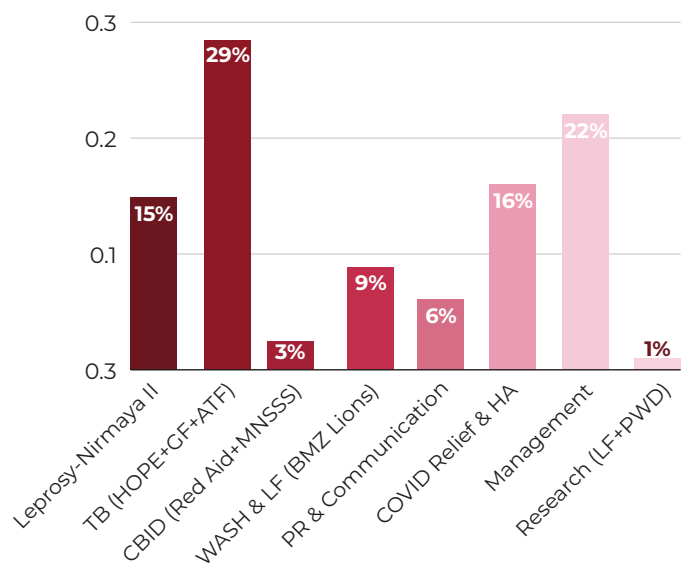
We are balancing between our resources and utilization effectively by prioritizing the needs of our beneficiaries.

Overall resources in 2021



- Leprosy-Nirmaya II
- TB (HOPE+GF+ATF)
- CBID (Red Aid+MNSSS)
- WASH & LF (BMZ Lions)
- PR & Communication
- COVID Relief & HA
- Management

Utilization of Funds in different Thematic areas in 2021



PROFOMA (A UNIT OF GLRA REHABILITATION FUND (GLRA-RF))

PROFOMA is the protective footwear material manufacturing unit of GLRA Rehabilitation Fund located in Palakkad, Kerala. With funding from the Federal Ministry of Economic Development & Cooperation, Germany, the unit was established 29 years ago with the goal of producing high-quality Micro Cellular Rubber (MCR) Sheets for the Insoles & Outer Soles of Footwear for People Affected by Leprosy. Today, the facility provides leprosy, diabetic, and orthopaedic footwear across the nation with Soft MCR Sheets and MCR Footwear. The technical resources team from Rubber Research Institute of India (Rubber Board) and PROFOMA collaborate closely to develop new products and enhance the quality of already-existing ones.

■ Sales details for the year 2021 (Financial Year 2021-22):

Sr. No.	Product	Size	UOM	Quantity	Value (INR)
1	Micro Cellular Rubber Sheets for Insole	1 Square Meter Sheets	Nos.	6118	89,65,759.91
2	Micro Cellular Rubber Sheets for Outsole	1 Square Meter Sheets	Nos.	448	5,46,444.36
3	Pre-Cut MCR Insoles & Outsoles	Size: 3 - 12	Pairs	4919	4,30,306.13
4	MCR Sandals & Shoes	Size: 3 - 12	Pairs	4764	
Total					1,19,03,569.00

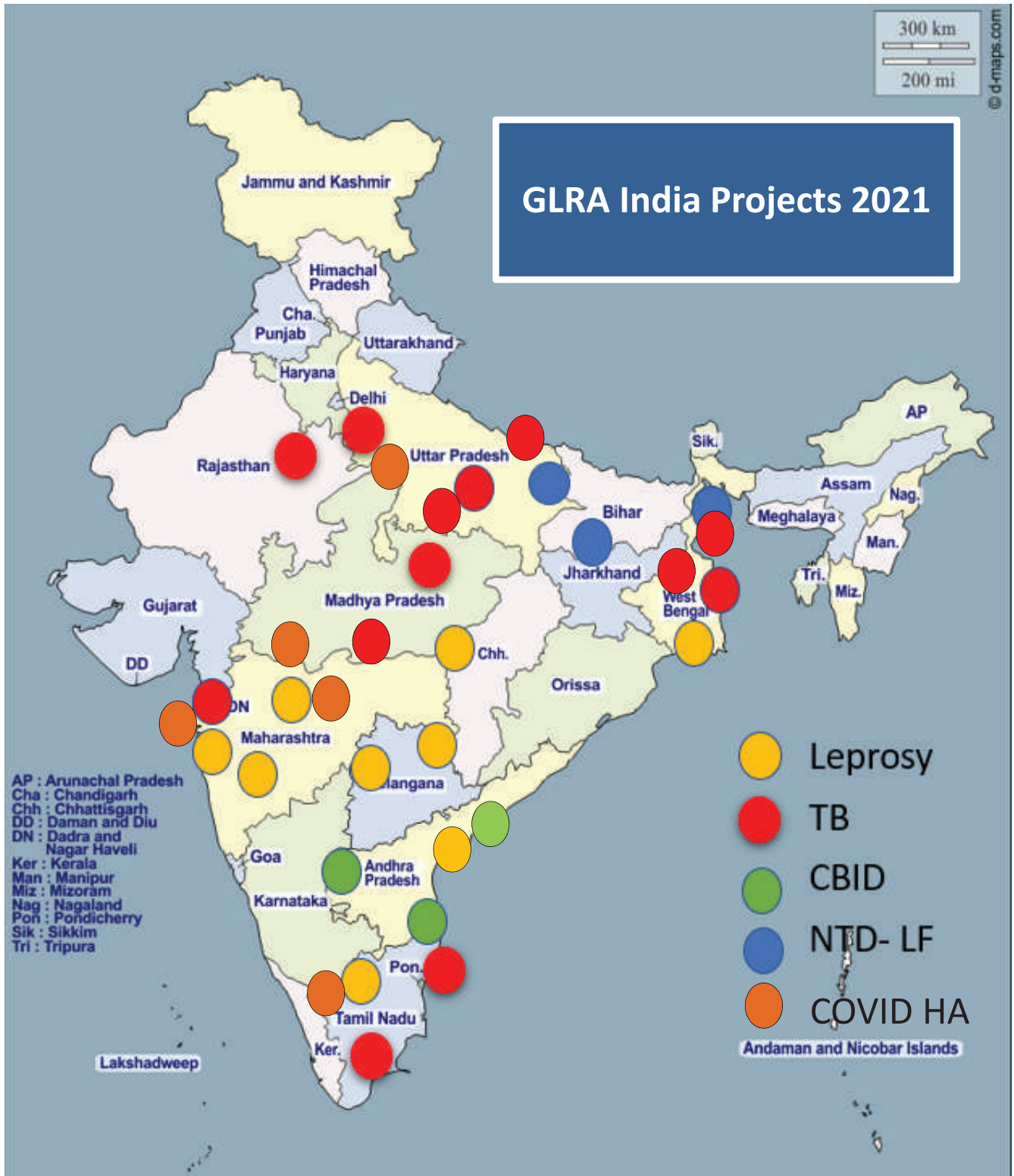
Gross: sales recorded an increase of 20% compared to the year 2020-21.

New Product Development:

1. Micro Cellular Rubber Insole sheets developed with design on top surface. This will help easy identification of PROFOMA products and will provide more aesthetic appearance and grip for the footwear.
2. Natural Rubber based lightweight 9mm thick MCR Outer Sole sheets were developed for the bottom sole of footwear. This product is more cost effective and the weight of footwear reduces considerably when compared with existing Outer Sole sheets. This product is free from petroleum products like EVA, PVC, PU etc. which cause damage to the environment.



MAP



HUMAN RESOURCES

The HR department always aspires to meet the needs of every employee, and that ensures the organisation will function smoothly. The policies drafted are mainly to remove all the obstacles and adapt a more innovative and conducive environment from both the perspective of the organisation and the employee. In accordance with both government regulations and international law, the rules have been updated and modified.

The key functions: staffing, development, compensation, safety, health and employee relations are always implemented to focus on the employees betterment. The HR department strives to enhance the workplace environment. The success of GLRA is a result of the employees' dedication, which illuminates the organization's work through their deliverables and credibility. All of these things were made possible in 2021 because of the team's diligent and well-coordinated efforts. The recent

pandemic has significantly altered the workplace culture and the structure

In order to fulfil the organization's goal and its mandates, all policies implemented by GLRA are followed properly. GLRA India's Handbook is the guide for all the rules and regulations.

Following are the staff details:

S.No	Payroll	Number of staffers
1.	Direct Payroll	22
2.	Project	241
3.	Consultant	1
Total		264



ACKNOWLEDGMENTS

GLRA India expresses gratitude to all those who have supported the organization despite challenging times. GLRA remains indebted to its parent organisation DAHW Germany board members and the entire member's assembly for their continuous support to carry out the activities. We like to especially thank our co-funding donors BMZ, Lions, Deutsche Bahn, Red Aid, Fullerton India, GIZ, Global Fund and The union, MISEREOR, Apollo Tyre foundation, local donors, and the central and state government.

GLRA India owes special thanks to its Board of Trustees and the staff across offices and projects for their selfless commitment and support.



SUCCESS STORIES

Shivjaggi Singh,

75, is a native of the Kaimur Village Khardiha Panchayat in the Jaitpur District.

Shivjaggi Singh is a farmer by profession and his wife, Girja Devi, who is 71 years old, is a housewife. Shivjaggi Singh had leprosy in his left leg, which prevented him from performing the everyday task he was previously able to do before leprosy. Shivjaggi Singh has three children, but sadly none of them have offered much assistance.



Due to his disability, villagers used to treat his problem as a stigma and discriminate against him. Mr. Singh has faced a lot of mental as well as physical stress because of the non-acceptable treatment given by society. His self-confidence was dropping day by day. He was unable to focus on his life.

Shivjaggi Singh learned about GLRA India, which works on health and sanitation issues in Kaimur UP. Furthermore, he discovered that GLRA offers free health services to the deprived members of society. Shivjaggi Singh contacted our counselors. He described the issue he has been dealing with for the past three years. The counselors understood his situation, gave him sound advice, and took him to Bhabhua Kaimur District Sadar Hospital.

He was felt motivated by the team's support throughout the counseling session and decided to receive the treatment. However he was worried about the treatment's outcomes, then, GLRA Team Kaimur discussed past patient experiences who had the same problem and had been successfully treated by the hospital personnel at Sadar Hospital.

After the successful treatment, Shivjaggi gained his self-respect and felt happy. His entire family appreciated GLRA India's support. Ever since he has recovered from the problem he was facing, he is now actively participating in programs conducted by GLRA, India team in Kaimur district.

Charulata Paul

72-year-old Charulata Paul resides in the village Palpara, P.O. GP-Aiho, Block-Habibpur, district Malda, with his potter son. Thirty years ago she noticed that one of her legs had swollen up due to which she was feeling uncomfortable in doing daily activities. Due to the family's relatively low monthly income, they have experienced several issues. She is completely dependent on her son and therefore was unable to do routine activities on her own. She sought advice from an RMP and received a few treatment. But after a few days, she felt uneasy again, got high fever and leg ache. After being admitted to R.N. Roy hospital Malda, it was confirmed that she had lymphatic filariasis.

Even after receiving the treatment from the hospital, she continued to be in poor health because no one had really assisted her or given her advice on how to properly take care of herself to prevent further problems. She was gradually losing hope, until one fine day when the GLRA India team, in Malda discovered about Charulata Paul's plight, they went to see her.

The GLRA, India team introduced themselves to her and explained that they focus on health related concerns of the targeted people of the village and provide treatment for such issues. Additionally, the team assured and motivated her that she need not worry because GLRA, India team would assist her to healthier life.

She was demonstrated self-care procedures at-home by a team member, who also gave her the necessary kit. Team routinely visits to check on her health and help her with her concerns. After receiving the team's guidance, Charulata Paul is happy now since she independent and driven to take care of herself. She now carries out her daily tasks independently and actively participates in the MMDP/DPMR camps conducted by the GLRA India team.



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