

ANNUAL REPORT

+ 2020-2021 +



CEO'S MESSAGE

I trust you and your loved ones, are well and safe. Hopefully, we are emerging from possibly the most challenging period of our lives, and I extend my heartfelt condolences to all who have suffered during this calamity. In our small way, we, at SRIJAN, undertook a large number of initiatives to assist the underprivileged, including providing hundreds of thousands of meals and support kits for them.

Our employees are the backbone of our organization. They have displayed exemplary grit and commitment, and I would like to take this opportunity to thank each one for their contribution during these challenging times. We continue to develop a young, energetic, and competent team that is steering us through this crisis.

We supported many families through this tough time

by organizing Dry ration distribution and other relief measures, including the distribution of safety kits with support from our funders. Undoubtedly, the pandemic has reinforced the need to build back better and collectively create a greener, more sustainable, and inclusive world.

We learned a great deal about climate change and how human interventions are destroying nature during the pandemic. Our more than capable teams in the fields introduced new climate-smart agriculture and natural farming practices to small farmers.

We are clearly at an inflexion point in history today, which calls for a paradigm shift in crafting new livelihood models that innovatively integrate environmental stewardship and livelihood generation as core outcomes.

It gives me immense pride to share with you the growth we have made through the year. Several other initiatives encompassing biodiversity, sustainable agriculture, women empowerment have been expanded, yielding encouraging results. To amplify impact, more than 5000 families have been covered in areas like Water Stewardship, Sustainable Agriculture, and backyard nutrition gardens. The Climate-Smart Agriculture initiative, aimed at building the climate resilience of farmers, has covered over 8000 farmers across our locations.

I am confident in SRIJAN's ability to seize opportunities that may arise in the future. We will continue to aim for even greater success through our well-thought-out strategy, organisational effectiveness, and healthy work culture in the years ahead.

I am confident of SRIJAN's ability to seize opportunities that may arise in the future. We will continue to aim for even greater success through well thought out strategy, organisational effectiveness, and healthy work culture in the years ahead.



As I conclude, I would like to thank you once again, our valued community members, for your continued support and goodwill. Let me take this opportunity to wish everyone the very best for a safer and healthier tomorrow. I would also urge you to continue following all precautions, be it proper usage of masks, safe distancing, or other hygiene protocols. These are steps that we can and must take to contribute to this fight against the pandemic.

Stay safe, stay healthy.

CONTENTS

PROGRESS SO FAR	6-7
------------------------------	------------

INTRODUCTION	8-11
---------------------------	-------------

SRIJAN'S APPROACH TO DEVELOPMENT: THE 5 CIRCLE MODEL.....	12-14
--	--------------

COMMUNITY INSTITUTION WITH MANAGEMENT CAPACITY	15-18
---	--------------

NATURAL RESOURCE MANAGEMENT(NRM)	19-24
---	--------------

Irrigation system	21
-------------------------	----

Access to safe drinking water	21
-------------------------------------	----

Solar powered safe drinking water.....	21
--	----

Area Treatment.....	22
---------------------	----

A case study on improving livelihood.....	23-24
---	-------

AGRICULTURE/HORTICULTURE.....	25-34
--------------------------------------	--------------

Agriculture.....	26
------------------	----

Multi-layer farming	27
---------------------------	----

Vegetable cultivation program	28
-------------------------------------	----

Climate smart agriculture.....	29
--------------------------------	----

Horticulture.....	30
-------------------	----

Champion nano orchard farmers.....	31-33
Case Study on sustainable agricultural practices.....	33

VALUE CHAIN (AGGREGATION, PROCESSING, WAREHOUSING & TRADING)	34-36
---	--------------

LIVESTOCK	37-39
Goat based livelihood program	38
Case study.....	39

RURAL INFRASTRUCTURE CREATION	40-42
Rural infrastructure creation.....	41
Smart class development	42

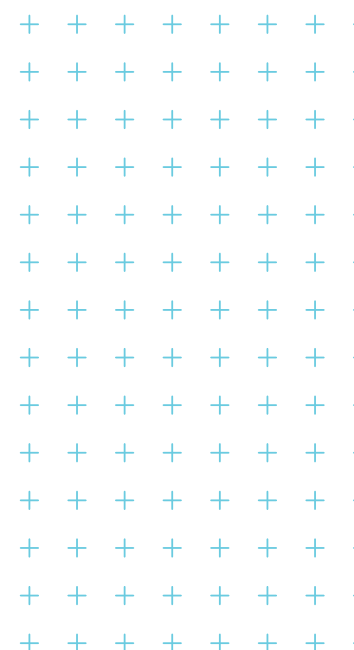
CAPACITY BUILDING & ENTITLEMENTS OUTREACH PROGRAM.....	43-52
---	--------------

Human resource development at srijan.....	46
Organization development.....	48
Organizational events.....	48
Internship	49
Recruitment.....	50
Staff strength	51
HR policies.....	52

BOARD MEMBERS	53
----------------------------	-----------

FUNDING AGENCIES	54-55
-------------------------------	--------------

FINANCIAL STATEMENT	56-62
----------------------------------	--------------



HORTICULTURE

3,224

Orchards

8

Number of Nursery

1595

Acres of land under orchards

206

Number of Machans

2,893

Vegetable Plots

AGRICULTURE

22,597

Families supported in natural farming/organic farming/soil health improvement

52,705

Families supported with sustainable agriculture/POP/variatal change/agri-input support/seed production

10,169

Families supported with technology transfer/solar irrigation pump, micro-irrigation unit, farm equipment, custom hiring center, storage house

85,471

Total Families

04
states

2204
villages

NATURAL RESOURCE MANAGEMENT (NRM)

8.01	106,542	5,108	24.03
Billion litres of water storage capacity created	Ha of area treated	WHS Structures	Billion litres of water recharge potential created
24.03	23,212	8.01	71,905
Billion litres of water recharge potential created	Ha of area brought under irrigation	Billion litres of water Storage Capacity created	Total Families

FARMER PRODUCER COMPANY (FPO)

25,000	1,000	200	6
Tribal families supported through unique NTFP-based livelihood model	Women employed in processing units	Women trained as entrepreneurs	Farmer Producer Companies (FPOs)

2,00,000
families

INTRODUCTION



The year 2020 shook the world as it hit humanity with an unprecedented challenge: The COVID-19 pandemic. Though the damage it has caused and continues to cause affects all sections of society, the poor and marginalized have been hit the hardest. For SRIJAN, the communities with which it has been working for more than a decade were particularly vulnerable to the impact of COVID-19 in India. Along with the risk of catching the disease, the nationwide lockdown in March 2020 led to the loss of jobs, especially within the unorganized sector, leading to a mass exodus of migrants back to the villages. Within the villages, many small and marginal farmers were left at the risk of falling back into traps of poverty and food insecurity as they were left with no work, lost wages, and exhausted savings, and health infrastructure and public resources were put to a severe test. Hence, a collaborative effort with the vast network of community resource persons and community leaders in villages, and committed team in the field was taken to fight the COVID19 pandemic on the following aspects:

COVID-19: IMMEDIATE RELIEF

After the Indian Government announced the COVID-19 lockdown in March 2020, families with little to no savings or landholdings struggled to earn their daily bread, so the first point on SRIJAN's agenda was to ensure food security.

Our field team identified and mapped vulnerable families with participation from community members, community institutions such as SHG/federation, PRI (village council) members, and local cadre operating in the field. We chose

the most distressed and vulnerable families who needed immediate support. While within the villages, SRIJAN supported 30,410 community members with dry ration, sanitary products, and medicines. To avoid the spread of the virus, we distributed 1,05,000 masks at the community level and raised awareness on the usage of masks.

Additionally, SRIJAN supported 47,395 households of small and marginal farmers with seeds and other necessary agri-inputs for cultivation in kharif (monsoon), rabi (winter), and zaid (summer) seasons.

Deeply rooted in and engaged with these communities, SRIJAN understood and witnessed these challenges closely. Hence, our response to COVID-19 was designed to not only address immediate needs, but provide a cushion for possible future hurdles. Along with direct and new measures, our existing interventions were also modulated to address the impact caused by the pandemic.



18,346

Reverse migrants helped access MGNREGA job cards and PDS entitlements

149

Haqdarshika cadre trained and developed to help the poor access their rights

54,538

Families assisted by liaising with Government schemes

1,66,901

People reached via awareness campaigns through wall painting, banners, IVRS messages etc

47,395

Families reached via agriculture demonstrations

2500

Panchayat representatives trained

30,410

Families provided with relief kits that included dry ration, medicines & hygiene products

16,000

People benefitted from initiatives to support water availability

400

Frontline staff members trained on safety protocols

1,05,000

masks distributed

AWARENESS CAMPAIGNS FOR COVID-19

Along with ensuring food security, the next crucial step was to prepare communities for the risks posed by COVID-19. Hence, SRIJAN is geared towards creating extensive awareness to mitigate fear and adequately support communities with available information and resources.

To make sure no one is left behind in the process, awareness through different mediums of communication such as Interactive Voice Response System (IVRS) calls, mobile vans, wall paintings, and banners were used to reach out to community members, Front line workers. The awareness was majorly on COVID-19 measures, government-aided schemes, and smart agriculture practises. In total, we reached out to 1,66,901 families.

ENABLING COMMUNITY TO ACCESS SOCIAL PROTECTION SCHEMES AND EMPLOYMENT THROUGH MGNREGA

In the later part of lockdown, reverse migration was experienced by families working on daily wages from larger cities to their villages. MGNREGA became the only possible source of income in villages to provide livelihood opportunities to families through unskilled works. We worked closely with PRIs members and the community in villages. With support from the local cadre, we facilitated the community in mobilizing applications for work demand in MGNREGA and mobilizing them for Job Card application, putting forth their demand on assets building under MGNREGA. We were able to help 18,436 reverse migrants to access MGNREGA job card and PDS entitlements and assisted 54,538 families by liaising with different government schemes such as the PDS system and social protection schemes (widow pension, PM Jan Dhan Yojana).





TRAININGS AND DEVELOPMENT OF COMMUNITY CADRES

During COVID19, we worked on developing the capacity of PRI members by partnering with Samarthan. In total we were able to train 2,500 representative from panchayats. Additionally 400 frontline staff members were trained on safety protocols as well. In order to make community self-reliant, we trained and developed 149

Haqdarshikas among which 65 Haqdarshikas are active and are helping the poor to access their rights and in turn these Haqdarshikas are able to generate their own income.

SAFE DRINKING WATER

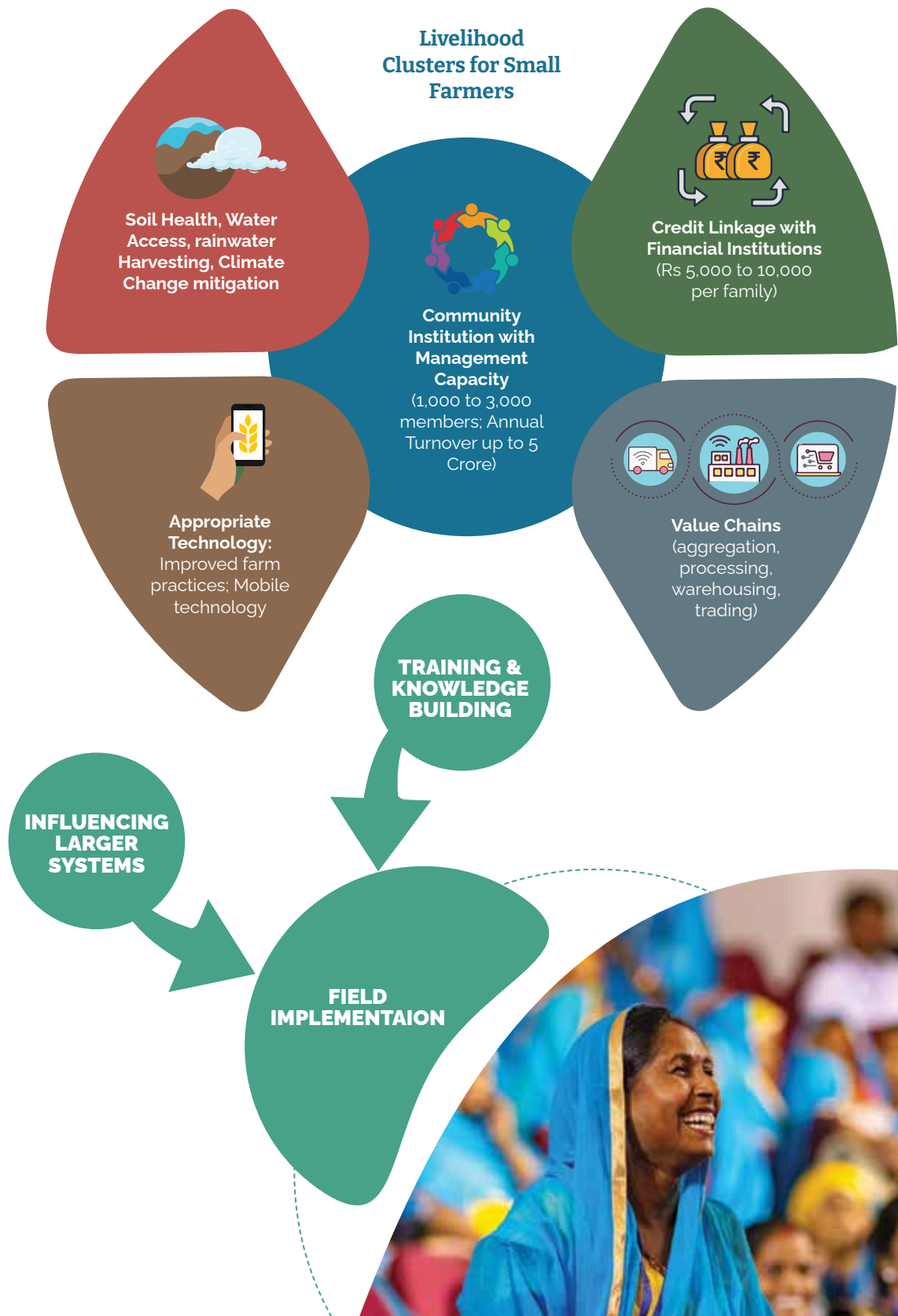
Drinking water is always a challenge in rural areas for communities, especially during the summer season. With the COVID-19 scenario in place, It was difficult for

people (primarily women involved in fetching water for domestic purposes) to maintain social distance from common places.

We mapped drinking water sources, mainly open wells in villages from where vulnerable communities fetch water. Chlorine disinfection of these open wells was completed to ensure safe drinking water for the families. We were able to provide benefits to 16,000 families.

SRIJAN'S APPROACH TO DEVELOPMENT

THE 5 CIRCLE MODEL



SRIJAN believes in sustainable socio-economic initiatives to enhance livelihood opportunities for the marginalized and seeks to empower them to demand the benefits to which they are entitled. Hence our approach is based on fundamental principles of improving livelihoods by engaging Community based Organizations, empowering them through facilitation, training, Capacity Building activities, engaging them in building productivity assets, and managing them through their participation.

The livelihoods model is driven through five circle model that essentially includes:

- Improving soil and water accessibility
- Adopting appropriate technology and practices about production and productivity, bringing resilience towards climate change vulnerability, and income vulnerability. The technology includes seed, breed, IPM and INM, agriculture, irrigation equipment, and technology.

SRIJAN also believes in collaboration and partnership with technical institutions like research and academic institutions.

- Providing Training (Technical, Managerial, and Organization Development Leadership) to ensure the sustainability of programs and interventions.
- Providing Access to Market through value chain development through collectives of Farmers (FPOs) and value chain of agro commodities and NTFP
- Facilitating Access to Financial Linkages through formal credit institutions aimed at reducing the cost of borrowing and exploitation.

Since most families are heavily indebted, these loans are used to create tangible and intangible assets.

Community Institution-Building (CIB) forms the core of the model and links all the other livelihood circles around it. SRIJAN promotes strong women-based community institutions and collectives across their geographical locations. To make these CIBs more resilient and self-reliant, SRIJAN through its projects invests in building their capacity and links them into larger collectives through federations at the cluster and higher levels. To make these institutions financially viable, appropriate linkages are established with banks and fi-

nancial institutions to enable access to credit and micro-finance. Since most families are heavily indebted, these loans are used to create tangible and intangible assets for poor families. The major activities include organizing the poor and investing in their leadership and management capacity at all levels. The objective behind the promotion of community institutions is to make the project sustainable.

Another important component of the model is the focus on bringing improvement to the two most critical

natural resources- soil and water. SRIJAN helps develop models of water harvesting and conservation by the construction of farm ponds and check dams, field bunding, and other soil and moisture conservation activities. The fourth component of SRIJAN-Model is to support communities by transferring appropriate technology in agriculture, livestock & horticulture activities based on strong research and learning from leading farmers in other regions. The aim is to increase farm productivity and reduce input costs.



COMMUNITY
INSTITUTION WITH



MANAGEMENT
CAPACITY





It is our core belief that communities, even the most underprivileged, have the potential to work for their social, economic, and political betterment. Building on this drive, SRIJAN has been organizing collectives/cooperatives of the rural poor. These collectives help vulnerable communities develop skills to better manage their livelihoods, and adopt modern farming and animal husbandry practices. Being part of the collectives give members more power to access Government programs and entitlements. They develop the confidence to air their grievances at the panchayat level, advocate for social change, develop skills to manage their own enterprises and are more in control of their finances.

These SHGs present an ideal platform for rural women to break out of their traditionally regressive existence and actively participate in bringing about systemic changes within their families and, by extension, society.

Since 2004, SRIJAN has deepened its focus on forming Self Help Groups for women where members of an SHG contribute small amounts of their savings towards a common kitty. These members can then access loans from the group to start their own livelihood venture or to meet other family needs. These SHGs present an ideal platform for rural women to break out of their traditionally regressive existence and actively participate in bringing about systemic changes within their families and, by extension to society. In addition to SHGs, we started developing producer groups and Village Development Committees to bring the community members on a single platform and undertake different interventions and capacity-building programs. During 2020-21, 102 producer groups were formed covering 1975 families across 5 different project locations. These groups are Women-led groups in which members with the same interest come together

and initiate small businesses to support their living and financial condition and 121 village development committees were formed.

SRIJAN continued to work extensively with federations including Ghomar Mahila Samitee, Pali, Rajasthan; Maitri Mahila Mandal, Dooni, Rajasthan; Perna Mahila Mandal, Chhindwara and Sangam Mahila Mandal, Chhindwara.

Maitri and Ghoomar Federations have become fully independent as SRIJAN has withdrawn its Human Resources and operational support, and both of these federations can meet their costs. SRIJAN has provided program inputs and worked closely with them on various livelihoods and social development themes like agriculture, financial literacy, and financial inclusion. SRIJAN facilitated the linkage with RangDe, which provided an interest-free loan to its associated Self-Help Groups (SHGs)



Many activities require deep-rooted social change which relies on participation and commitment from the community at all levels. VDCs were introduced as anchors for this change, by acting as an authority and form of governance within the community. The sustainability of VDCs is important to ensure that there is an institution committed to working towards the development of the community.

102

Number of
Producer
Groups

121

Number of
VDCs

7

Number of
Federations

540

Number of training
programs

38420

Number of
SHG mem-
bers trained



to promote agriculture. Also, SRIJAN facilitated the federations to implement a WHO sanctioned project to generate awareness about social distancing norms and encourage COVID-19 appropriate behavior in the villages. It also became the Project Implementation Agency of the Swacha Bharat Abhiyan and facilitated the construction of toilets. This also facilitates their interaction and experience in dealing with mainstream agencies and building institutional linkages. To Prerna and Sangam federations, SRIJAN continues to provide programmatic support of professionals where the SRIJAN executive is the acting manager.

Developing the capacity of community leaders is an important aspect of building community institutions. As part of building capacities of community leaders, we trained 1197 community leaders under different interventions. In total, we trained 38420 SHG members regarding financial links, credit management, social development and livelihood activities undertaken by group members through 540 different training programs. In association with Sammunati, we conducted 25 training sessions with 115 federation leaders. We also provided management and leadership training to 45 Village Development Committee (VDC) Leaders.





NATURAL RESOURCE MANAGEMENT (NRM)





Soil and water conservation are two of the major components of Natural Resource Management, which also includes prevention of soil erosion, and augmenting water for improving water status and water quality. The Sixth Sustainable Development Goal clarifies this and serves as the foundation for all development outcomes. We have put in our effort in those project locations where there has been a scarcity of water and issues in availability of safe drinking water.

IRRIGATION SYSTEM

To promote water use efficiency technology among smallholder farmers, we installed micro irrigation systems in the form of drip irrigation and sprinklers at 229 farmers' fields for demonstrating efficient water management practices. Additionally, we created awareness programs on the efficient use of water across these many farmers during installation of the systems.

16,000

Families ensured
with safe drinking
water

2874 Ha

of land bunding

547 Ha

of land leveling

229

Farmers plots where
microirrigation
systems were
installed

300

Families ensured
with solar powered
drinking water
system

2393

farmers benefited
from land bunding

596

farmers benefited
from land leveling



We have worked in developing irrigation systems, installing sprinklers, providing access to safe drinking water by restoring handpumps, constructing new wells and renovating the existing wells, developing different water harvesting structures, field bunding, field leveling and installing solar powered safe drinking water.

ACCESS TO SAFE DRINKING WATER

Owing to the uncertain availability of water and with dysfunctional drinking water sources such as handpump, wells etc, it becomes difficult to access drinking water due to which women had to travel long distance to collect water especially during the scorching summer season. Hence, efforts were taken to restore these resources by developing platforms around wells making it safer to draw water. Also, the handpumps were repaired and soak pits were constructed near to the handpumps which resulted in soaking of waste water in the subsoil. With

these initiatives, we could ensure access to safe drinking water for 16,000 households.

SOLAR POWERED SAFE DRINKING WATER

Solar energy as a source of renewable energy helps in the betterment of the community. We undertook an initiative to install five solar powered drinking water systems catering to 300 families. To ensure that the water is safe for drinking, the same has been tested by the Public Health Engineering Department (PHED).





AREA TREATMENT

SRIJAN is working in undulating terrains of Rajasthan, Madhya Pradesh, Uttar Pradesh and Chhatisgarh with marginalized families dependent largely on their smaller landholding to secure livelihood and food security for their families. Because of undulating lands the land productivity is comparatively very low due to soil erosion, disproportional nutrients & water accessed by plants and low soil moisture condition. Area treatment is essential for a community's success in rainfed regions. SRIJAN is implementing area treatment work such as field bunding and land levelling in individual farm lands with community participation. As part of the Natural Resource Management Activity, the objective was patch-wise treatment of a selected geography. The areas to be treated were selected on the basis of need, watershed principle, and com-

munity participation. Also, convergence with government program such as MN-REGA is mobilised. We have completed 2874 Ha of land bunding benefitting 2393 Farmers and 547 Land levelling work benefitting 596 Farmers. These interventions has resulted in improving soil and moisture condition of soil, checking the soil erosion and improving land & crop productivity.





A CASE STUDY ON IMPROVING LIVELIHOOD THROUGH LAND & WATER CONSERVATION

Hari Gurjar S/o Badri Gurjar lives in a village named Marmada of Sapotra Block in Karauli district, Rajasthan. His livelihood option is limited to farming and live-stock rearing as others in the area. He has 2.5 Ha (10 Bigha) of total land out of that 50% of total land were Barren and 30% of land were unproductive due to sloppy and hilly topography, shallow soil depth, without soil & moisture conservation measures and poor irrigation facility. By this land, he supports his family of seven members including family's members of his deceased brother. He aspired to reclaim their barren land, but he couldn't reclaim due to the lack of resources and over projection of reclaiming cost of land which every time frustrated him.

After conducting the exposure of villagers, twenty-six villagers collectively formed the "Bajrang Bali Village Development Committee (VDC)" with objective of achieving common aspiration of members. Initially, he didn't take membership of VDC because of their prejudices about nothing to be done by development agency and fear of acquisition of land. Once the planning process was started, simultaneously his neighbor encouraged him to take membership of VDC. After taking membership, he actively participated in the village development planning process and also submitted his wish to strengthen irrigation facility through de-siltation of Dhanirar Ki Talai, use of excavated silt on barren land (1.25 Ha) and unproductive land (0.75 Ha) to convert that into productive land (2.0 Ha). The Dhanirar Ki Talai was constructed with support of Gram Panchayat in 1999. The Talai has joint ownership of four families of the village and there was no de-siltation work done after its construction.

During implementation, 662 number of trollies with excavated silt are applied over the surface of hilly barren land and unproductive land.

The total projected cost involved in land and water development was INR 1,35,790/-, out of that INR 62,890 (46%) was NSE Foundation supported and rest INR 66,200 as lead charge & INR 6,700 as broadcasting charge of pond silt borne (INR 72,900) by farmers as labor contribution. In addition, he also contributed INR 6,620 to village development fund as corpus support which will be utilized for maintenance and development of common work of VDC.

With application of 2,979 metric ton (662 trollies) of silt (As per observation, density of the soil is 1125 Kg/Cum), the soil depth increased up to 15cm to 30cm. He completely converted 1.25 hectares of barren land into cultivable land and protect their 0.75 Ha land with soil moisture conservation work. In addition, 2,648 Cubic meter water storage capacity created which can irrigate approximate 7 Ha of Mustard crop field (Assuming 350-400 Cum per Ha for Mustard in Rabi season) and it will indirectly recharge water bodies of 15 beneficiaries as well. The water harvesting potential is 7,944 Cum (Assuming 3 times of storage capacity in a year).

Hari completely converted 1.25 hectares of barren land into cultivable land and protected their 0.75 Ha land with soil moisture conservation work.

SNAPSHOT OF MARMADA VILLAGE :

26 Ha	14	60,588 Cum	24	Rs 5,43,158
Total area treated through SMC	Water harvesting structure	Water harvesting potential created	No of families benefitted	Nse foundation support
9 Ha	20,196 Cum	28.75 Ha	Rs 5,77,852	Rs 48,837
Barren land converted into cultivated land	Water storage capacity created	Additional irrigated area	Community contribution	VDF

Their family remarked on a serious note, “We could not muster courage to take up the de-silting work for decades to prune our land but with contribution from NSE Foundation and SRIJAN, it gave us hope and risk-taking capacity to part with money for creating extra livelihood generating options for next generation too”.

First time, he cultivated Bajra on his 1.25 Ha recently converted land and received 24 quintal of grain yield and 50 quintals fodder yield. He earned 31,200 INR from selling Bajra (Pearl Millet) at the rate of 1300 INR per quintal and also sold fodder worth of 7,500 INR. He also grown paddy on 0.75 Ha which yield 18 Quintals of paddy worth of 35,100 INR. Total revenue generated from the barren land in Kharif season was INR 73,800/- including both paddy as well as pearl millet.

Their family remarked on a serious note, “We could not muster courage to take up the de-silting work for decades to plough our land but with contribution from NSE Foundation and SRIJAN, it gave us hope and risk-taking capacity to part with money for creating extra livelihood generating options for next generation too”.

The story of Hari Singh Gurjar keeps resonate with other 29 other members of VDC who took 13 Water harvesting structures (WHS) under de-siltation work, construction of one new water harvesting structure, pond silt applied in 18.25 Ha of land while 26 Ha treated through soil water conservation intervention. Overall, 20,196 cubic meter water storage capacity created that can be irrigated 17.5 Ha of mustard field. After seeing the impact, other farmers also get motivated to join the VDC. At present, there are 83 households out of 237 HHs of Marmada village taken membership of Bajrang Bali Village development Committee. All the members contributed near around INR 48,837/- as village development fund and they are also planning to renovate of defunct solar electric grid for lighten their village.



AGRICULTURE/ HORTICULTURE





AGRICULTURE

This year, a total 20,138 families benefited through various agriculture interventions led by SRIJAN. A total of 5843 kitchen gardens were developed. The teams also initiated improved practices of paddy cultivation, that includes line sowing, seed and soil treatment, root promoter and neem based oil to protect against insects and fungal attack that led to considerably high production. Pigeon Pea (arhar) plantation was also promoted as not only the crop assists with soil erosion but also can be used for consumption.

SRIJAN continued to provide seeds to the households for food security, an initiative that became all the more crucial due to COVID-19. 18829 families benefited from the initiative in Kharif Season, 13774 during Rabi and 162 during Zaid. In Kharif season, 9000 litre of Dashparni Ark from SHGs in intensive and Non-intensive blocks was distributed to 1800 vulnerable families for paddy, maize and vegetable crops. Additionally, 1800 vulnerable households were supported with Agri-inputs such as Yellow sticky Traps, Trichodema, Azatobactor, Marigold flower seeds and Dasparni Ark. To support these agri initiatives, 237 capacity building events were conducted across various locations.





20,138

Families benefited from various agricultural interventions led by SRIJAN

5,843

Kitchen gardens were developed

18,829

Families benefited from initiatives in Kharif Season

13,774

Families benefited from initiatives in Rabi Season

162

Families benefited from initiatives in Zaid Season

908

nano orchards promoted with 67,375 plants covering 463 acres of land

1800

vulnerable families were supported with Agri-inputs such as yellow sticky traps, Trichodema, Azatobactor, Marigold flower seeds



MULTI-LAYER FARMING

Multi-layer farming is an adoption of new farming technique for small and marginal farmers who have less land to cultivate. Under this model, such farmers can do multi crop farming with 5 layers of plantation at a time. The crops are currently grown using seeds of native varieties and there are further plans to connect with organic seed bank. This ongoing project has been successfully replicated with 263 farmers from different locations. The farmers are reaping economic benefits as on every alternate day, most of the farmers are able to sell each crop in the market, leading to a regular and sustainable income.



VEGETABLE CULTIVATION PROGRAM

As a part of SRIJAN's Vegetable Cultivation Program, a total of 1291 plots were cultivated. Availability of water and commitment to develop the plot for commercial sale were two of the main selection criterias for the farmers under

this program. Summer season was chosen for the cultivation program since the prices offered for the produce are higher compared to other cropping season. In many villages, development of vegetable plots was a group activity. SRIJAN promoted collective nursery setup and provided farmers group input like shed net, seedling tray, coco peat, water cannon and Bio-fungicide. Despite challenges posed by COVID-19 and subsequent lockdowns, many farmers could earn upto Rs. 10,000 by marketing their produce in the nearby local markets.





CLIMATE SMART AGRICULTURE

With the spread of COVID-19 in India and lockdown, the supply chain of agricultural commodities was severely disrupted. With the onset of kharif, supply of seeds and inputs were not re-established with India fighting through the pandemic. Farmers were dependent on own seeds and cow dung for cultivating their kharif crop. Therefore, Climate Smart Agriculture (CSA) was promoted among the farmers across crops such as Soyabean, wheat, maize, urad and vegetables. The objective of the intervention is to promote self sufficiency among the farmers with cultivation of crops using local resources

and decrease dependency on the market for inputs. CSA practices were demonstrated on a total of 10382 plots. More than 4500 farmers have been trained around Climate Smart Agriculture practices. The trainings are conducted at regular intervals to discuss the POP, deepen the understanding of farmers about application of different inputs at different stages of the crop, and preparation of organic extracts like Jeevamrit, Ghan Jeevamrit, Beejamrit and vermi-compost. Mixed cropping was promoted as a mitigation strategy to minimise crop loss due to unpredictable weather conditions. During the Rabi season, seed for wheat, Gram and Sorghum crops of improved quality were distributed to farmers for crop production through natural farming techniques.





HORTICULTURE

In 2020-21, SRIJAN promoted a total of 908 nano orchards, with 67375 plants, covering 463 acre of land with Guava, Mango, Lemon, Oranges and Pears as major crops. SRIJAN's efforts for developing nano orchards as a model has been converted into a policy in Madhya Pradesh. In Chhindwara, after rounds of advocacy, the district administration has agreed to include a small nano orchard model under MNREGA; earlier it required a minimum of

1 acres of land. Therefore, in Chhindwara the nano orchards have been developed under MNREGA. The model is also being adopted by other districts as a part of MNREGA. SRIJAN's teams worked towards building the capacity of MNREGA staff as well as the farmers on nano orchards. Most of the orchards developed are intercropped with vegetables and other field crops, these orchard are helping to increase diversity and reduce risk of crop failures. Additionally, 11 farming training programs were conducted for 222 farmers in which information related to fruit production was imparted.





CHAMPION NANO ORCHARD FARMER – DALI BAI / MANNA LAL MEENA

Dali Bai Meena and her husband Manna Lal Meena are resident of Manpura village in Suhagpura block of Pratapgarh district in Rajasthan. They adopted Nano-Orchard model in their 0.25 acre of land out of total 2 acres of landholding where they usually

used to cultivate maize and Gram in agriculture seasons and use for their self-consumption. They have planted 60 plants of Guava and 45 plants of Papaya in their Nano Orchard.

This season from October 2020 to March 2021, they have got production of 17.2 Quintals of Papaya which they sold with an average 31 per kg. and earned Rs 53,605/- by March'21. This is phenomenal in their realities and they feel overwhelming with this earning only from 0.25 acre of land. More, they are looking forward for production of Guava from this winter too and smile in their faces says it all!



CHAMPION NANO ORCHARD FARMER – RADHA BAI / PARTU MEENA

Radha Bai Meena and her husband Partu Lal Meena has made a decision to invest in their 0.25 acre of land through Nano Orchard Model in February 2018. They live in Manpura Village

of Pratapgarh district in Rajasthan. Since then, they planted 60 Plants of Guava and 50 plants of Papaya as intercrops in 2018 and 2019 both. In their first fruiting during November to March'20, they have earned Rs. 29,560/- from Guava and Papaya and this season (October'20 to March'21), they earned Rs. 44,060/- from production of 7.9 Quintals of Papaya and 5.13 Quintals of Guava. They realized the power of new technology and knowledge. And able to work hard and look forward to earning such handsome amount each year through their orchard. Cheers to their hard work!

CHAMPION NANO ORCHARD FARMER – DITUDI BAI / PARTU MEENA



Ditudi Bai Meena and her husband Unkaar Meena in their mid-age tried to adopt horticulture in their 0.25 acre of land in February 2018. They live in Badayala Village of Pratapgarh district in Rajasthan. They are one among master horticulture farmers and an inspiration to their neighborhood. They planted 60 Plants of Guava in their first year and 90 plants of Papaya as intercrop, through which they earned Rs. 27,640/- last year only from Papaya and this season (from November'20 to February'21), they produced 985 Kgs. of Guava as their first production which supported them to earn Rs. 19,450 with average selling price of 20 per Kg. Their hard work just paid off!

Apart from this, they have learnt manufacturing of organic extracts and cultivating climate smart agriculture at their plots.

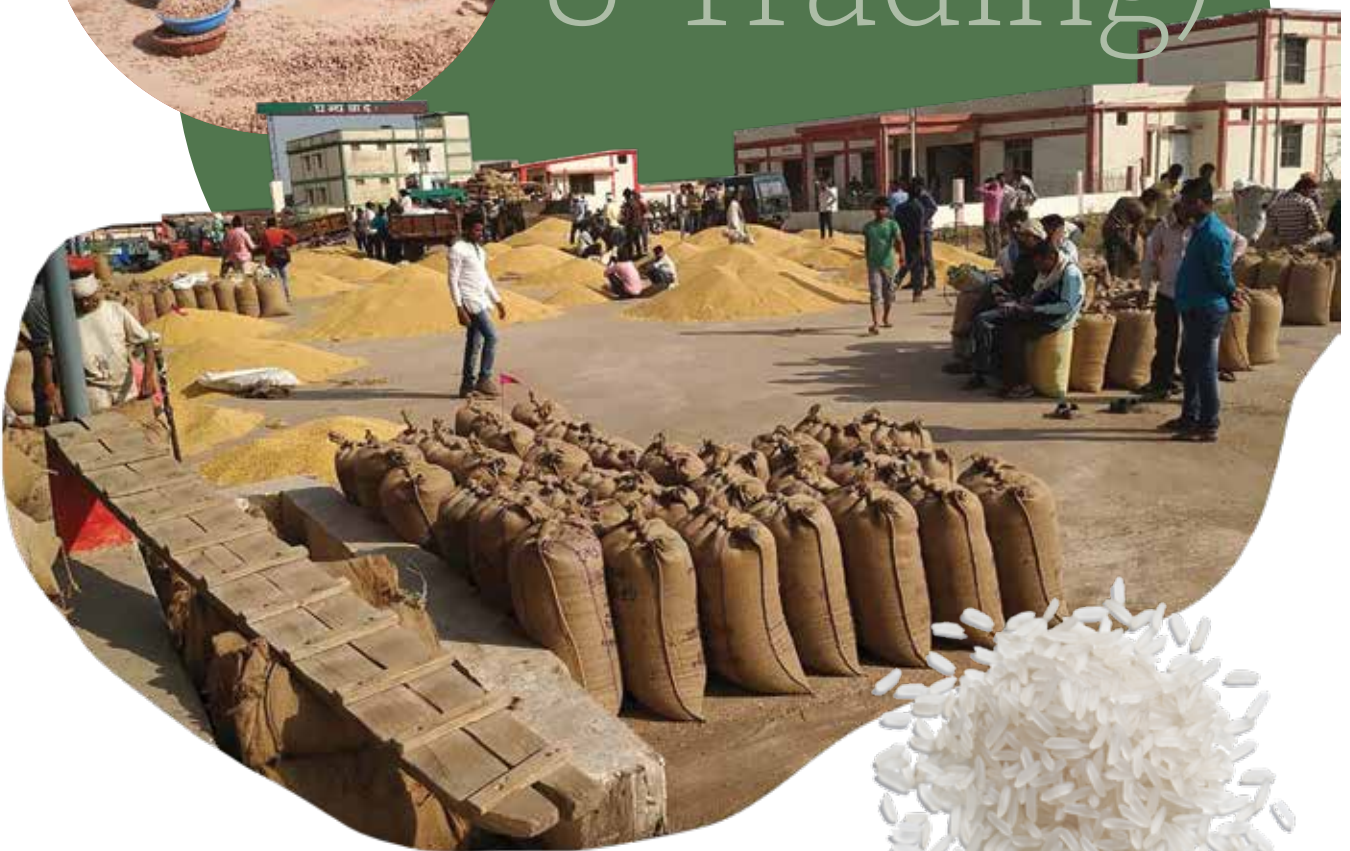
CASE STUDY ON SUSTAINABLE AGRICULTURE PRACTICES:

Prabhu Gurjar S/o Bansri Gurjar is also a member of Radha Kishan VDC in Nibhaira village. He lives with 05 other family members in the family. He joined VDC in the month of March 2020. His major source of income are agriculture and livestock. He does have landholding of three hectares out of which 0.75 hectare were semi-barren land with low productivity. He also applied for individual land related works for his 0.75 hectare of land development through using silt of ponds during VDP planning process through VDC.

His works have been executed through which he has applied 203 trollies of silt in his low productive land in which the de-siltation cost has been expedited by SRIJAN while the lead cost of transportation of silt from pond to his field has been expedited by farmers as community contribution which is total of Rs. 24,360/-. This activity supported farmer in increasing the productivity of land in huge proportion as his 0.75 hectares of land became more production due to use of fertile silt. At the same time, the farmer also adopted sustainable agriculture practices in 2.5 Bigha or 0.625 hectare of his land as demonstration. He has applied organic extracts like Jeevamrut, Ghan-Jeevamrut in his paddy fields. Also, he has installed a unit of Vermi-compost nearby his field for production of vermi-compost. All these activities have been promoted to increase the productivity of his land.

His hard work and being premier in taking risk helped him to gain in his first year of intervention. Where he usually gets 22 quintals of paddy in his 2.5 hectares of land, he got production of 40 quintals of paddy in this season. Taking approximately Rs. 1800 per quintal, his income increased by Rs. 32,400 from paddy itself. Apart from this, farmer also demonstrated 'Sesame' crop which is oilseed in his one bigha of land developed which supported him to earn more 12,000 INR through production of 1.5 quintals.

VALUE CHAIN (Aggregation, Processing, Warehousing & Trading)





SRIJAN's intervention helped the farmers in increasing the production of crops as well as reducing the agriculture costs through new technology and collective actions. But another challenge is post harvest management and better market linkages, so SRIJAN facilitates the enabling environment for Farmers Producer Organizations to grow aggregation, processing, storage, and marketing of agriculture and horticulture crops as well non-timber forest produce.

SRIJAN is trying to bridge the gap between farmers and consumers maximizing profits for the small scale farmers.



10

No of New Collection
Units added

52,363 kg

Total Ground Nuts
procured

5,800 kg

Total Palash Flower
procured

3,500 kg

Total Ber procured

34,462 kg

Total Custard Apple
procured

4,40,000 kg

Total Soyabean
procured

4,349 kg

Total Palash and Salai
procured



Continued engagement with farmers leads to creation of multiple inputs and revenue streams for businesses. One of the biggest challenges in the value chain has been bringing stakeholders such as producers, buyers onto a shared platform to interact and engage with each other gainfully. SRIJAN's intervention is strengthening the FPOs to bridge the gap between farmers and consumers maximizing profits for the small scale farmers by setting up new collection centers, procuring custard apple, ground nuts, soybean, palash flower, Salai, and Ber.

We have also conducted the community-led feasibility studies of the new

value chain in Jashpur district of Chhattisgarh and Baran district of Rajasthan which helped the community institutions to understand the end to end business opportunities for some commodities. In the coming seasons, new value chains will be established for Chironji, Jeeraphol rice in Jashpur district of Chhattisgarh and Garlic in Baran district of Rajasthan.

During COVID 19, SRIJAN's promoted producer companies toiled hard and were able to generate businesses of agri inputs to a tune of more than INR 84 lakhs. During this period, it also initiated setting up bio input centers.





LIVESTOCK





GOAT BASED LIVELIHOOD PROGRAM

SRIJAN is currently promoting Goat-based livelihood model as part of the livelihood portfolio for the target population. A baseline survey was conducted across 8 districts of Rajasthan, Madhya Pradesh, and Chhattisgarh. The Goat Trust Lucknow team also carried out a sample study in the district of Tikamgarh. Based upon the findings and the data generated, SRIJAN inferred that the goat rearers were highly vulnerable due to the poor availability of health services for goats. As a result, goat mortality

remains high and uncertain due to diseases and poor management practices.

Therefore, SRIJAN has established a goat health and management practices system across the villages through a village-based cadre that will provide these services. SRIJAN partnered with The Goat Trust as the technical resource agency and trained SRIJAN's staff and a cadre of Pashu Sakhis through online and offline mediums. SRIJAN then provided this trained Cadre of Pashu Sakhis with necessary equipment kits. The cadre provides health services to the goat rearers, such as deworming and vaccinating the goats. Additionally, SRIJAN also promotes goat shed models. Goat feed materials is also prepared and provided to the Goat rearers for improving the feeding practices and overall health of the goats.

870

First aid and general treatments provided to Goats by Pashu Sakhis

4515

Number of Goats dewormed

54

No. of Pashu Sakhis promoted

2463

Total Goat rearer families outreach

816

Number of families with the demonstration of Input materials like Goat feed and mineral block

1200

Number of Goats Vaccinated for PPR and FMD disease

364

Promotion of low-cost Goat shed models

56

Villages

CASE STUDY

Name - Bati Bai Pal
Village name - Vijraban
District - Tikamgarh (MP)
Numbers of goats -3

Bati Bai Pal is one of our beneficiaries, who initially refused to accept the service of deworming provided by the Pashu Sakhi. She was always apprehensive of the Pashu Sakhi and was vocal against her. In due course of time, one of her goats was about to deliver 2 kids. Unfortunately

because of the fragile and weak health condition of the goat, both the kids were aborted and it seemed as if the goat will also die. Finally, she reached out to Pashu Sakhi for help. The Pashu Sakhi delivered both the aborted kids through the training that she had received. The goat had grown extremely weak and was about to die. The Pashu Sakhi initiated the treatment, provided her extra care and attention. In due course of time, the goat recovered but was still too weak and had rapidly lost more than 2-3 kgs of weight. After her goat had fully recovered from the

abortion, Bati Bai asked the Pashu Sakhi to deworm her goat. At that time its weight was 27.8 kg. After deworming Pashu Sakhi encouraged the owner to also provide danamishran to the goat for 15 days. When Bati Bai fed her goat with danamishran for 15 consecutive days, she observed a very rapid transformation in her goat. Her goat gained 4 kg of weight in two weeks and also became very active compared to the pathetic state it was in after abortion. Now it is also ready to deliver a new set of kids and since it has recuperated fully well the goat kids are also anticipated to be born healthy. Inspired by this development, Bati Bai's attitude towards the Pashu Sakhi has changed. Now she regularly speaks to her, takes her advice, and follows her treatment to the last word. Presently she is adopting all the treatment and management practices as suggested by the Pashu Sakhi.





RURAL INFRASTRUCTURE CREATION





RURAL INFRA- STRUCTURE CREATION

We helped develop 75 street lights and 5 solar powered drinking water systems. To demonstrate the eco-friendly idea of illuminating the villages with Solar street lights, we facilitated the participatory processes from orientation of villagers to installation of lights to formation of Solar User groups for maintenance and care of the lights. The major benefits of these solar lights for the village communities are mentioned hereunder:

- Convenience for the villagers in movement, meetings and gatherings in the night
- Decreased risk of wild elephants entry in habitations and accidents on village roads
- Alternate source of light for children

to study in prolonged power cuts of traditional electricity supply

- Increase in efficiency of farmers in primary processing of their agro harvests after sunset
- Demonstration of eco friendly energy resources to influence the larger system

Apart from that, we have also facilitated development of 5 solar powered drinking water systems, which involved orientation with the community on solar technologies as well as identifying suitable place and scope for the systems installations.

WUG FORMATION & NORMS SETTING

With the formation of WUG, every group has been form norms and condition for using the system, beneficiaries will give minimum monthly service charges, this will be using for future maintenance purpose also every group will be having bank account to managing fund, in the perspective of sustainable use of this system WUG will be very helpful for future reference.





SMART CLASS DEVELOPMENT

We found the need to demonstrate model primary government schools in terms of digital methods of teaching, print-rich walls of schools and improved infrastructure. Hence, we planned to install a smart class, apply the BALA concept and provide side pad chairs for the children in 3 different government schools. The first step was to identify the best suitable schools for developing smart classes. We had 3 major parameters to select a school: safety of devices, willingness of teachers and adequate infrastructure. We also consulted the BEO (Block Education Officer) in selecting schools. We finalized three primary schools of Odaka, Bhitghara and Pirai villages. After that, we held orienta-



tions for the SMC (School Management Committees) and VDC (Village Development Committees) of those villages. Furthermore, to increase the retention and interest of children in schools, we adopted the BALA (Building As Learning Aid) concept in these schools. Under these concepts, all basic language and mathematical teachings were painted creatively over the walls of schools. We also provided 25 side pad chairs in each smart class.



CAPACITY BUILDING & ENTITLEMENTS OUTREACH PROGRAM





During the COVID-19 lockdown, SRIJAN understood how crucial Government schemes and entitlements were for a poor rural family. There was rampant reverse migration. Also, there was no work at the village level, and means of livelihoods were scarce due to the lockdown. Hence, the rural population's dependence upon the various relief measures and welfare schemes provided by the Government's public administration services increased.

SRIJAN provided the training related to over 350 members constituting of field level cadre, Community Resource Persons (CRPs), Village Resource Persons (VRPs), Community Based Organisation (CBO) members, SRIJAN Staff, and partner organizations.

Therefore, SRIJAN introduced an Entitlements Outreach Program to facilitate the rural pockets the access to the various Govt. schemes and provisions for which they are eligible. During the first wave of COVID-19, SRIJAN conducted a series of online and offline training.

The SAMARTHAN Center for Development facilitated training on various Government schemes portals in Madhya Pradesh. In contrast, the PRIA Educational Society facilitated the training on working with the PRI system for Rajasthan. SRIJAN provided the training related to Jandhan yojana, Ujjwala Yojana, Sambhal Yojana, PMAY, MGN-REGA, Pension Portal, PM Kishan Samman Nidhi, CSO training on GPDP, and working with Gram Panchayats to over 350 members constituting of field level cadre, Community Resource Persons

(CRPs), Village Resource Persons (VRPs), Community Based Organisation (CBO) members, SRIJAN Staff, and partner organizations. Also, five videos explaining the nuances of some of the Government portals were produced, which explained how to access these portals and extract scheme-related information.

To ensure the sustainability of this program, SRIJAN promoted some of the qualified community members to provide services to the community like generating awareness, form filling and submission of documents among others. The community members paid a specific mutually agreed amount to the service providers. We also collaborated with Haqdarshak Empowerment Solutions (HESPL) to give training and support to these service providers, known as Haqdarshaks. Also, HESPL provided



them with a mobile application with an enumeration facility and information about the relevant scheme as per the local context. This app helped them to facilitate the community and allow them to benefit from the schemes. It was initiated in Chattarpur and Tikamgarh locations as a pilot.

During the first wave of COVID-19 across India, these Haqdarshaks stepped up and supported the people of their community in availing ration from PDS shops during the lockdown. They also generated awareness within the community towards social distancing measures and campaigned against rumours and misinformation regarding COVID-19 vaccination. They supported the concerned health department to ensure that all the eligible villagers get vaccinated.

RESULTS OF THE HAQDARSHAK PROGRAM:

HDS TRAINED	149
HDS ACTIVE	65
BENEFICIARY OUTREACH	4609
SCHEME APPLICATIONS INITIATED	4997
SCHEME APPLICATIONS SUBMITTED	4997
BENEFIT RECEIVED	2278
TOTAL PAYMENTS BY THE BENEFICIARIES	290400



CATEGORY OF SCHEME	NO. OF BENEFICIARIES	FINANCIAL VALUE OF SCHEMES (RS)	NO. OF VILLAGES
Employment & Livelihood Generation Schemes	3423	37,409,182	239
Health and Nutrition	2548	9,600	112
Direct Benefit Transfer Schemes	1141	1,609,540	80
Virtual Identity & Benefit Cards	1123	0	110
Social Security & Pension Schemes	550	560,800	105
Environment, Water & Sanitation	502	5,864,550	86
Insurance Schemes	417	425,000	47
Agriculture and Animal Husbandry	406	21,171,080	63
Bank & Credit linkages	398	5,194,000	22
Housing	261	13,404,378	54
Other Welfare Schemes	183	114,040	40
Grand Total	10952	85,762,170	538

As a result of these efforts, we ensured access to various schemes and provisions to 10953 people with a financial value of 8.57 Crores.

HUMAN RESOURCE DEVELOPMENT AT SRIJAN

The year 2020-2021 was grandly shaken by covid 19, creating a complex and challenging environment for SRIJAN's employees. Continuous lockdowns and the spread of the virus made the situation worse for SRIJAN employees to perform and continue the work on ground. Despite so many logistical challenges, the whole situation forced us to develop new ways of working, amendments in policies, issuing of new memos, all for the safeguarding of health of the employees and to continue the bond of oneness among different teams as part of one organization.



Highlights of new Initiatives:

SESSION WITH EXPERTS

Amidst the situation where people were unable to move outside and were not feeling connected to the outer world, we initiated virtual sessions with external experts as speakers. Various experts from NGO, Government, academic and corporate backgrounds were invited for a session with our colleagues.

Some of the guest speakers were Jacob Ninan, CEO Axis Bank Foundation; Dhruvi Shah, Axis Bank Foundation; R. Parsuram, Public Policy and Rural Development Consultant, Retired Civil servant; Mihir Shah, Indian Economist and former member of erstwhile Planning commission of India and Founder SPS; Apporva Oza, Chief Executive, Aga Khan Rural Support Programme; Madhu Krishna, Deputy Director, Water, Sanitation & Hygiene, Bill, and Melinda Gates Foundation and Anjani from BMGF.

The outcomes of these sessions were fruitful as people felt connected and learnt how everyone is impacted by the situation and are dealing positively with it. Our young staff felt highly motivated after such sessions.

Participants were sensitized about gender, poverty, and casteism through various stories of Premchand.

VIRTUAL SESSION ON “CHANGE AND PREMCHAND” CONDUCTED BY AMOD KHANNA

A series of virtual sessions were conducted by Amod Khanna¹ for our profession-

1 Amod Khanna is a freelance consultant with more than 30 years of experience in the field of rights of the child, local governance, rights and entitlements, livelihood enhancement and natural resource management and climate change

al colleagues in which the participants were sensitized about gender, poverty, and casteism through various stories of Premchand. The sessions were very reflective and thoughtful, they helped the participants to relate the situation with the grassroots initiatives being done in the field.

MOTIVATIONAL SESSION BY SANJEEV KOTNALA

We were privileged to have a series of motivational sessions by eminent public speaker Mr. Sanjeev Kotna-

la² from Intradia World. As everyone around during the pandemic was going through a tough time and the hopes for the betterment of the situation were low, so such powerful sessions were much needed. The sessions were divided into four parts and their topics were PaRAM, TIME FOR MIRACLE, EVERYTHING IN LIFE IS PROBABILISTIC, FULL OF EXPECTATIONS & EXPERIENCES(E-GAP) and NOTHING HAS CHANGED.

2 Sanjeev Kotnala is an independent brand and marketing advisor, coach, and facilitator



ORGANIZATION DEVELOPMENT

Despite the pandemic, training and leadership development initiatives continued on a regular basis while most of them were in virtual mode.

Various Virtual Training Programs attended by the staff during this period-

- Masterclass – Effective Performance Dialogues virtually conducted by Great Manager Institute for the Program
- Managers
- Virtual Training Sessions – Value Chain Engagement, Structuring the FPO for Viability, Management in Farmer Producer Organization for Viability and Growth conducted by NAFPO for Project Managers and Project leaders
- Advanced course on Non-Pesticidal Management virtually conducted by Centre for Sustainable Agriculture and Grameen Academy
- Virtual training on Sectoral Engagement, Value Chain and Management of FPO conducted by Vikas Anvesh Foundation for Project Leaders
- 2 Days Advanced Training Session on Desi - Backyard Poultry, September 4th - 5th, 2020 conducted by WASSAN for our locations

Collective ownership of the organization is enhanced through –

The Management Committee Forum was founded by senior members of the organization to make collective decisions. It is the highest decision-making body, and it continues to have frequent zoom calls in order to boost work and disseminate great sentiments throughout the firm.

ORGANIZA- TIONAL EVENTS

We believe that organizational events ensure cross-learning and strengthen the relationships, it helps people build a bond with each other. Various sessions with location anchors and teams were conducted to understand the covid situation in their geographies and ways to deal with it.

This year, despite the situation, Project Review Meetings were organized timely along with Annual Action Plan and Review meetings. The representatives from each location participated in the meetings and shared their progress made till date.



INTERNSHIP

SRIJAN invests a lot on grooming youngsters directly from colleges by training and motivating them. The process of hiring freshers begins with developing internship opportunities for college graduates. The updates for this year across various divisions are as follows:

This year we had a total of 6 interns from different various social and management colleges.

COLLEGE	NAME OF CANDIDATES	SUBJECT/SECTOR
Dr. Rajendra Prasad Central Agricultural University	Deeksha Jaiswal & Suman Tekam	Improve the farm Income through the promotion of farm mechanization and establish the value chain in Garlic crop, Baran and Karauli, Rajasthan
Birla Institute of Technology and Science, Pilani Hyderabad Campus	Hardik Jain	Undertake the testing of PDO (Project Development Outline) software and support in operationalizing the software across SRIJAN locations, Delhi
National Institute of Rural Development and Panchayati Raj, Hyderabad	Aale Navi & Manish Kumar Singh	Sustainable Environment & Livelihoods through Soil and Water Conservation and importing soil health
Dr. Rajendra Prasad Central Agricultural University	Shalini Priya Barjo	Women's perspectives on water governance, and it's impact on public water management in villages in Jhansi Location

Internship is seen as an opportunity to give the students an exposure of rural reality also to find the best fit for SRIJAN. The interns take up pre-decided assignments and gain complete hands-on experience on ground. The role of field mentors becomes critical as they spend a lot of time nurturing these interns.



We are happy to hear their feedback post-internship. One of the Interns says-

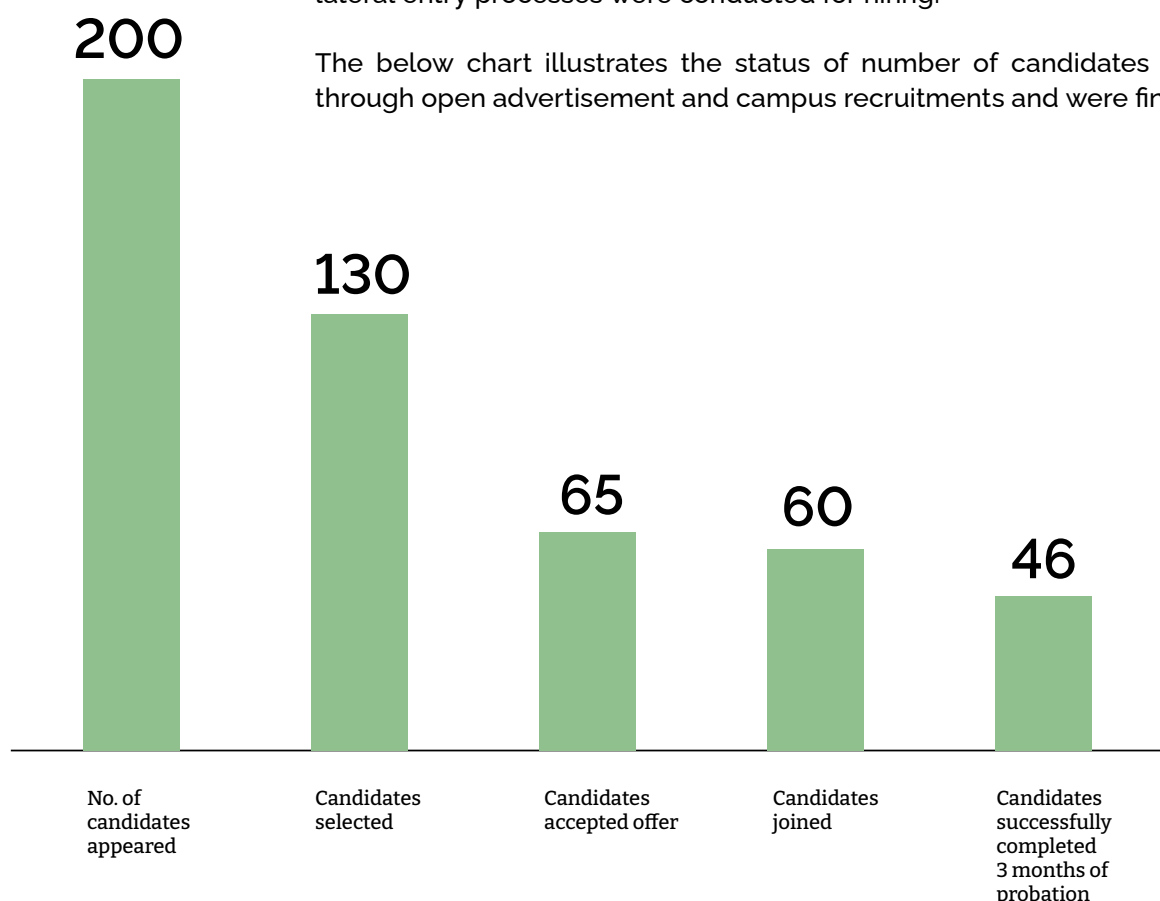
“Overall, it was an excellent learning experience for me. I truly learned the importance of teamwork in the success of a project by following your wonderful leadership. The entire team was helpful, supportive and welcoming throughout my internship.”

-Mohd. Aale Navi, NIRD&PR

RECRUITMENT

Each year, our major recruitment drive happens through campus selection only while this year owing to Covid-19 and frequent lockdowns, none of the recruitments happened through physical tests and processes. Campuses were approached and lateral entry processes were conducted for hiring.

The below chart illustrates the status of number of candidates who appeared through open advertisement and campus recruitments and were finally selected.



EMPLOYEE CADRE:

	MALE	FEMALE	TOTAL
PROGRAM STAFF (PERMANENT):	42	11	53
PROGRAM STAFF (CONTRACTUAL):	56	4	60
ACCOUNTS AND ADMIN STAFF:	17	0	17
TOTAL:	110	15	130

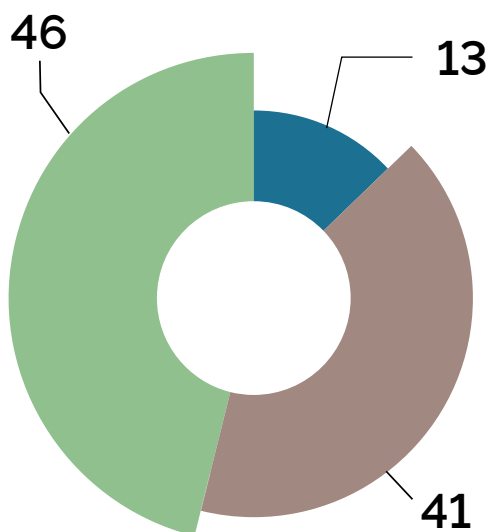
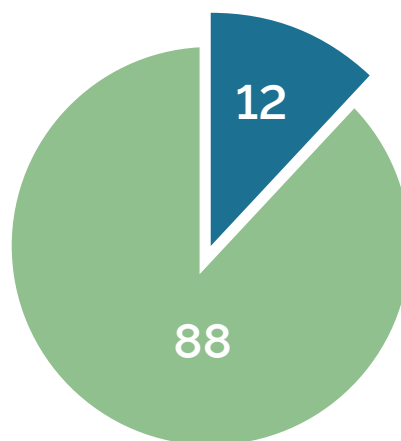
STAFF STRENGTH

Human Resources during the period are shared below. The staff working with SRIJAN is divided into two categories, one is Program Staff – most of them are recruited from technical, social work and management colleges through a rigorous R&S procedure and are placed in the permanent category while also need-based staff for specific

projects are being hired under contractual cadre.

The second category is Accounts and Admin Staff, they are recruited pertaining to technical qualifications required for performing the roles of accounts and administrative jobs.

SRIJAN is always keen to bridge the gender gap in the workforce and makes constant efforts to bring more women on board. Our female workforce counts come to 12%, which we are actively working to improve.

STAFF DETAILS:GENDER WISE STRENGTH:

■ FIELD STAFF ■ SUPPORT STAFF ■ NPs

■ MALE ■ FEMALE



HR POLICIES

Couple of memos were issued to accommodate the changing situation and ensure the safety of staff during the pandemic period:

- Addendum in Travel Reimbursement Policy - Boarding Reimbursement claim limits were raised to a significant amount so that good and hygienic hotels can be booked if people are travelling for work.
- Eligibility Criteria for Promotions was framed and circulated
- Introduced Four wheelers Policy for Official travel to ensure the safety of staff while doing local travel and nearby places
- Introduced Communication Allowance for mobile, laptop and internet connection and made it fixed as per salary slabs
- Issued Memo for COVID-19 Pandemic to allow special covid paid leave (20) effective from April 1st, 2021. To overcome salary loss if someone suffered from Covid and can take rest sufficiently
- Introduced a token amount for senior management to purchase books for personal and professional growth
- Introduced Employee Welfare Loan facilities
- Introduced Group Policies of Medical Coverage of Rs. 5 Lakhs, Group Personal Accidental Rs. 10 Lakhs, and Group Term Plan up to 1 Crores. The claim of this year is 5.36 Lakhs of Group Medical Coverage.

BOARD MEMBERS



PRIYANKA SINGH



C BABU JOSEPH



ROHINI SOMANATHAN



AJAYA MEHTA



REKHA MASILAMANI



SUSHIL RAMOLA



ROHIT BHASIN

DONORS AND PARTNERS



National Stock Exchange
Foundation



Aditya Birla Finance Ltd



Azim Premji Philanthropic
initiatives PVL (APPI)



Pernod Richard India
Foundation



IndusInd Bank Limited



RBL foundation



Axis Bank Foundation-
Rural Livelihoods
Axis Bank Limited- Buddha
Fellowship program



NABARD MP: E-shakti
Project, Watershed Project
in Kotma, Anuppur &
Chhindwara
NABARD Rajasthan:
Livelihood & enterprise
development



National Health Mission -
PLA Project-Anuppur



Transformation Rural India
Foundation (TRIF)



Bharat Rural Livelihood Foundation (BRLF)
Mega Watershed Project
Bharat Rural Livelihood Foundation
-Jyotirgamay



HDFC Parivartan



Walmart Foundation-Covid
Relief



UP Govt. of Uttar Pradesh
SRLM



World wide fund for Nature
India (WWF)- COVID-19
Relief Support



Hindustan Uniliver
Foundation



Laudes Foundation



Bill and Melinda Gates
Foundation



Arpan Foundation



Rajasthan Agriculture
competitiveness project



India Freinds Association
(IFA)



Maharashtra state rural
livelihood mission



The society of elimination of rural
poverty



AIGGPA (Atal Bihari
Vajpayee Institute of Good
Governance and Policy
Analysis)



National coalition for
natural farming



Haritika



Arunoday Sansthan
Mahoba



Caring Friends



ABSSS



YKVM



CARD



SELF RELIANT INITIATIVES THROUGH JOINT ACTION (SRIJAN)

4,Community Shopping Centre First Floor, Anupam Apartment ,M.B. Road,
Saidullajab, New Delhi -110068



**AUDITED FINANCIAL STATEMENT FOR
THE YEAR ENDED MARCH 31, 2021**

THAKUR, VAIDYANTH AIYAR & CO.,
Chartered Accountants,
221-223, Deen Dayal Upadhyay Marg, New Delhi
-11002 Ph:91-23236958-60, 23237772 ,Fax:91-11-23230831
E-mail : tvande@rediffmail.com , tvandeca@gamil.co,

INDEPENDENT AUDITOR'S REPORT

TO,
THE BOARD OF TRUSTEES OF
SELF-RELIANT INITIATIVES THROUGH JOINT ACTION (SRIJAN),

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED ON 31ST
MARCH, 2021

1. Opinion

We have audited the accompanying Financial Statements of **SELF-RELIANT INITIATIVES THROUGH JOINT ACTION (SRIJAN)** which comprise the Balance Sheet as at 31st March 2021, the statement of Income and Expenditure and Receipt and Payment Account for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information which we have signed under reference to this report.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements, read with other notes given thereto, give a true and fair view in conformity with the accounting principles generally accepted in India:

- a) In the case of Balance Sheet, of the state of affairs of the Trust as at 31st March 2021;
- b) In the case of Statement of Income and Expenditure, of the deficit for the year ended on 31st March 2021;
- c) In the case of Receipt and Payment account, of cash flows for the year ended on 31st March 2021.

2. Basis for Opinion

We conducted our audit in accordance with the Standards on Accounting (SAs) issued by the Institute of Chartered Accountant of India. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Trust in accordance with the Code of Ethics issued by the Institute of Chartered Accountant of India together with the ethical requirements that are relevant to our audit of the Financial Statements under the provisions of the Act and the Rules there under, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

3. Emphasis of Matter

- a) We draw your attention to Note No.19 of Note 21 of the financial statements about the prevailing COVID-19 situation across the globe including India and management's assessment of the impact of pandemic COVID-19 on its operations and financial statements for the year ended March 31, 2021, due to lockdown conditions and various restrictions including on travel imposed by the central/ state government(s) for which a definitive assessment of the impact is highly dependent upon the situation that may prevail in the subsequent period(s). Our opinion is not modified in this regard.
- b) We also draw your attention to Note No. 14 of Note 21 of the Financial Statements regarding grants wherein some of the utilisation certificates (UCs) have not been received from



implementing partners or not sent to funding agencies in few cases or there are some differences between the figures of UCs and expenses accounted for which are under reconciliation and would be adjusted after reconciliation of the same in the Financial Year 2021-22.

4. Responsibility of Management for the Financial Statements

The Management is responsible for the preparation of these Financial Statements that give a true and fair view of the financial position and expenditure of the Trust in accordance with the accounting principles generally accepted in India, including Accounting Standards, to the extent applicable, prescribed by the Institute of Chartered Accountants of India.

This responsibility also includes maintenance of adequate accounting records for safeguarding of the assets of the Trust and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the Financial Statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements, management is responsible for assessing the ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. The Management is responsible for overseeing the Trust's financial reporting process.

5. Auditor's Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal financial controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Trust to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and events in a manner that achieves fair presentation.



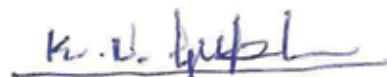
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

6. Report on Other Legal and Regulatory Requirements

- a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;
- b) In our opinion, proper books of account as required by law have been kept by the Trust so far as it appears from our examination of those books;
- c) The Balance Sheet, Statement of Income and Expenditure and Receipts & Payment Account for the year ended 31st March 2021, dealt with by this Report are in agreement with the books of account;
- d) In our opinion, the aforesaid financial statements comply with the Accounting Standards, to the extent applicable, issued by the Institute of Chartered Accountants of India.

For **Thakur, Vaidyanath Aiyar & Co.**
Chartered Accountants
FRN: 000038N



(K. N. Gupta)

Partner

M. No. 009169

UDIN: 21009169AAAAAU6145



Place: New Delhi

Date: July 10, 2021

SELF - RELIANT INITIATIVES THROUGH JOINT ACTION [SRIJAN]

Financial Statements

		Amount in ₹	
Balance Sheet as at		31st March, 2021	31st March, 2020
SOURCES OF FUNDS			
CORPUS FUND	1	75,02,638	2,75,02,638
OTHER FUNDS AND RESERVES			
Capital Assets Fund	2	75,69,725	78,41,287
Restricted Project Funds	3(a)	9,14,20,119	9,93,40,609
Un-Restricted Funds	3(b)	5,73,08,398	4,32,70,435
Specific Reserves	3(c)	18,80,197	18,80,197
Total		16,56,81,077	17,98,35,165
APPLICATION OF FUNDS			
FIXED ASSETS - Funded by Donor's	4		
Assets under possession of SRIJAN		41,03,527	34,78,329
Assets in possession of Community, accounted for by SRIJAN		34,66,197	43,62,958
INVESTMENTS	5	85,00,000	1,76,60,672
CURRENT ASSETS (A)			
Cash and Bank Balances	6	13,78,47,055	14,27,53,961
Loans and Advances	7	37,13,321	30,29,631
Other Current Assets	8	89,23,658	89,79,423
Grant amount receivable	3 (a)	2,61,41,040	1,75,55,370
		17,66,25,074	17,23,18,385
CURRENT LIABILITIES AND PROVISIONS (B)			
Current Liabilities	9	2,63,79,595	1,72,81,902
Provisions	10	6,34,126	7,03,277
		2,70,13,721	1,79,85,179
NET CURRENT ASSETS (A-B)		14,96,11,353	15,43,33,206
Total		16,56,81,077	17,98,35,165

Significant Accounting Policies & Notes on Accounts 21

The accompanying notes to accounts referred to above form an integral part of these financial statements.

As per our report of even date attached

for and on behalf of Board of Trustees of
Self-Reliant Initiatives through Joint Action (SRIJAN)

For Thakur, Vaidyanath Aiyar & Co.

Chartered Accountants

FR No:00038N

(K.N. Gupta)

Partner

M. No: 009169

Place: New Delhi

Date: 10 JUL 2021



(Prasanna Khemariya)

Chief Executive Officer

(C. Babu Joseph)

Chairperson

SELF - RELIANT INITIATIVES THROUGH JOINT ACTION [SRIJAN]

Financial Statements

Amount in ₹

Statement of Income and Expenditure		For the Year Ended March 31, 2021	For the Year Ended March 31, 2020
	Note		
REVENUE			
Grants and Contributions	11	24,51,82,629	19,80,53,891
Interest on Fixed deposits and Savings Bank balances	12	83,23,850	1,16,18,562
Other Income	13	26,44,251	18,50,394
Total		25,61,50,730	21,15,22,847
EXPENDITURE			
Livelihood Promotion Activities	14. A	13,61,10,038	6,07,08,236
Grant to other NGO	14. B	2,55,70,451	1,28,00,107
Livelihood Programme Support	15	7,82,12,894	9,68,60,536
Livelihood Consultancy and related expenses	16	1,52,00,483	1,53,89,385
Administration Cost	17	2,06,41,916	2,56,15,031
Depreciation on Fixed Assets	4	25,44,613	13,28,021
Fixed Assets written off (Community/Owned)		36,572	42,74,658
Bad debts Written off		15,250	22,51,045
Irrecoverable Grant Balances Written Off		42,80,358	-
Total		28,26,12,575	21,92,27,020
EXCESS OF EXPENDITURE OVER INCOME FOR THE YEAR		(2,64,61,845)	(77,04,173)
Total		25,61,50,730	21,15,22,847
APPROPRIATIONS			
Balance Brought Down			
Excess of Expenditure Over Income for the year		(2,64,61,845)	(77,04,173)
Transferred to / from :			
Capital Assets Fund (Refer Note "2")		2,71,562	36,64,318
Restricted Fund		1,65,06,162	1,05,90,867
Unrestricted Fund		96,84,121	(65,51,013)
Funding Agencies Wise Receipt & Payment	18		
Restricted and Un-Restricted Fund Balances	19		
Natural Head Wise Income & Expenditure A/c	20		

The accompanying notes to accounts referred to above form an integral part of these financial statements.

for and on behalf of Board of Trustees of

As per our report of even date attached
For Thakur Vaidyanath Aiyar & Co.

Self-Reliant Initiatives through Joint Action (SRIJAN)

Chartered Accountants
FR No.00038N

K.N. Gupta

(K.N. Gupta)

Partner

M. No: 009169

Place: New Delhi

Date:

10 JUL 2021



Prasanna Khemariya
(Prasanna Khemariya)
Chief Executive Officer

C. Babu Joseph
(C. Babu Joseph)
Chairperson

SELF - RELIANT INITIATIVES THROUGH JOINT ACTION [SRIJAN]

Consolidated Financial Statements

		Amount in	
RECEIPTS AND PAYMENTS ACCOUNT		For the Year Ended March 31, 2021	For the Year Ended March 31, 2020
Opening Balances :			
Investments		1,76,60,672	3,28,81,001
Current Assets, Loans & Advances	15,47,63,015		
Less : Current Liabilities & Provisions	1,79,85,179	13,67,77,836	17,35,97,361
Receipts:			
Grant and Contribution	24,51,82,629		15,00,53,891
Income on Investments and Bank balances	83,23,850		1,16,18,562
Other Income	20,85,977	25,55,92,456	18,50,394
Total		41,00,30,964	37,00,01,210
Payments:			
Direct Project Expenditure			
Programme Expenditure	10,97,41,934		2,71,22,974
Training and Workshop	36,04,683		74,18,306
SHG (Formation, Training and Mobilisation)	54,93,260		86,60,414
Livelihoods Activities			
Grant to other NGO	2,55,70,451		1,28,00,107
		14,44,10,328	5,60,01,801
Payment to and Provision for Employees			
Program Execution Staff	8,87,95,720		10,17,51,773
Admin Staff	1,12,10,004		1,23,23,334
Staff Insurance	9,10,730		-
Recruitment and Selection Expenses	1,41,912		1,89,591
		10,10,58,366	11,42,64,698
Training / Consulting Charges		1,45,21,953	1,28,58,074
Travel & Conveyances		82,13,873	1,62,19,826
Other Operating Expenses			
Rent, Water and Electricity	31,51,752		36,40,721
Printing & Stationery, Books	13,08,618		45,80,331
Postage, Telegram and Telephone	3,12,734		5,34,284
Auditors Remuneration (including travelling)	8,89,552		9,38,663
Office Repairs and Maintenance	7,35,437		7,68,255
Maintenance of Equipment	3,04,798		9,66,602
Staff Welfare	7,59,210		4,52,225
Bank Guarantee Charges	-		-
Bank Charges	44,572		49,728
Miscellaneous Expenditure	39,837		23,49,133
		75,46,510	1,42,79,941
Non Recurring			
Purchase of Fixed Assets		23,09,621	19,38,361
(Net of Transfer to Inter Branch)			
Closing Balances:			
Investments		85,00,000	1,76,60,672
Current Assets, Loans & Advances	15,04,84,034		
Less : Current Liabilities & Provisions	2,70,13,721	12,34,70,313	13,67,77,836
Total		41,00,30,964	37,00,01,210

As per our report of even date attached

For Thakur, Vaidyanath Aiyar & Co.

Chartered Accountants

FR No.00038N

(K.N. Gupta)

Partner

M. No: 009169

Place: New Delhi

Date:

10 JUL 2021



for and on behalf of Board of Trustees of

Self-Reliant Initiatives through Joint Action (SRIJAN)

(Prasanna Khemariya)

Chief Executive Officer

(C. Babu Joseph)

Chairperson



srijan  **सृजन**

Self-Reliant Initiatives through Joint Action

SRIJAN is a public charitable trust
registered in National Capital Territory of Delhi

4, Community Shopping Centre, 1st Floor, Anupam Apartments,
Mehrauli Badarpur Road, Saidullajab, New Delhi - 110068
Email ID: delhi@srijanindia.org