



# ANNUAL REPORT 2022-23







Gram Vikas is a rural development organisation working with the poor and marginalised communities of Odisha, since 1979, to make sustainable improvements in their quality of life. We build their capabilities, strengthen community institutions and mobilise resources to enable them to lead a dignified life. More than 5 million people in 8000+ villages have advanced their lives through this partnership.

[www.gramvikas.org](http://www.gramvikas.org)

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# ABBREVIATIONS

ANM	Auxiliary Nurse and Midwife
APP	Annual Performance Plan
APR	Annual Performance Report
ASHA	Accredited Social Health Activist
AWW	Anganwadi Worker
BSSK	Bandhu Shramik Seva Kendra
CPP	Community Professionals Programme
FCO	Field Coordination Office
FCRA	Foreign Contribution Regulation Act
FTK	Field Testing Kit
GBM	General Body Meeting
GP	Gram Panchayat
GPDP	Gram Panchayat Development Plan
GST	Goods and Services Tax
ICC	Internal Complaints Committee
ISA	Implementation Support Agency
JJM	Jal Jeevan Mission
LDP	Leadership Development Programme
LPRPPF	Learning from the Past, Reading the Present, Planning for Future
MG	Management Group
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MGNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
MT	Management Team
PEO	Panchayat Executive Officer
PET	Performance Effectiveness Training
PRI	Panchayati Raj Institution
RMSG	Resource Mobilisation Support Group
SBSK	Shramik Bandhu Seva Kendra
SC	Scheduled Caste



SDG	Sustainable Development Goals
SDMP	Safe and Dignified Migration Programme
SHG	Self Help Group
ST	Scheduled Tribe
VAP	Village Action Plan
VDC	Village Development Committee
VES	Vertical Electrical Sounding
VISP	Village Institution Service Provider
VLM	Village Lekha Mitra
VPRP	Village Poverty Reduction Plan
VWSC	Village Water and Sanitation Committee
WQM	Water Quality Surveillance and Management
WSGP	Water Secure Gram Panchayat
YMT	Young Management Trainee



## VISION

We envision an equitable and sustainable society where people live in peace with dignity.



## MISSION

We aim to promote processes which are sustainable, socially inclusive and gender equitable, to enable critical masses of poor and marginalised rural people or communities to achieve a dignified quality of life.



## VALUES

Gram Vikas operates on the foundational values of inclusion, equity, and dignity. Both individually and collectively, we at Gram Vikas are dedicated to cultivating an organisational culture that embodies and upholds these principles.

### **We are embedded in the community**

Our actions are anchored in the evolving needs of our partner communities, with every outcome forged collaboratively, valuing their knowledge and trusting their capabilities. Motivated by solidarity over charity, we strengthen the collective agency of the communities to carve their paths towards dignified lives.

### **We have people at the centre**

We value our team as our greatest asset, fostering a workplace prioritising continuous learning, growth, and professionalism. Honouring our core value of inclusion, we ensure equal opportunities for all team members, irrespective of caste, religion, gender, age, or orientation, and treat everyone with respect and dignity.

### **We are open, transparent and collaborative**

We champion open communication and growth, embracing new ideas, providing empathetic feedback, and having authentic, respectful discussions. We emphasise transparency and collaboration across all levels, valuing the diverse contributions and perspectives of our teams, communities, and stakeholders.

### **We are agile and resilient**

In an ever-changing, volatile world, we embrace change and take risks, leveraging technology and both new and indigenous knowledge to remain agile and ethical. Through continuous learning, acknowledging diverse voices, and fostering communities of support, we build resilience in our teams and systems.

## MESSAGE FROM THE CHAIRMAN

I am delighted to note that the year 2022-23 was a good year for Gram Vikas.

The progress made in deepening the engagement with our community partners is very heartening. The maturing of the Water Secure Gram Panchayat programme and the Safe and Dignified Migration programme is noteworthy.

Odisha is witnessing substantial changes in the economic, social and political spheres. Aspirations of the communities we partner with, particularly those of the youth, are changing in tune with the times. The changes in the larger legal, political and resource environment in which we operate also pose several challenges.

There is a constant push to show results at scale, at the shortest possible time. Such an approach negates the fundamentals of the social change processes, particularly when communities that have been historically marginalised are the key stakeholders.

The challenge before Gram Vikas will be in finding ways to match the aspirations of the communities, and balancing the demands of the larger environment, while ensuring that the core principles of equity and inclusion are not diluted.

I am confident that Gram Vikas will continue to face up to these challenges and grow.

**Joe Madiath**





# EXECUTIVE DIRECTOR'S NOTE

The transition back to regular operations, after two years of constraints posed by COVID-19, was a major source of rejuvenation for communities, partners, and staff of Gram Vikas.

The pandemic's far-reaching effects and the many restrictions have given us a wealth of insights. We are continually drawing closer to a genuine essence of collaboration and to the value of contingency plans. These trials have also imparted a profound sense of humility, grounding us in a greater and more realistic understanding of our capabilities. It has also made us aware of the ecological limits within which we need to operate.



## Recognition for our work

### 10<sup>th</sup> Earth Care Awards 2022

Our work on building community institutions and local capabilities for long-term water and natural resources security in Thuamul Rampur block of Kalahandi district won the 10th Earth Care Awards 2022. Presented by the JSW Foundation and The Times of India group, we were honoured in the Community-based Climate Action category for enhancing the community's resilience to address climate change challenges.

### Local Adaptation Champions Awards

The GCA Local Adaptation Champions Awards selected our above work in Kalahandi as among the five global initiatives in the Capacity and Knowledge category, recognising interventions that strengthen local knowledge and skills for climate resilience.

**Anchoring Change: Seventy-Five Years of Grassroots Intervention That Made a Difference**  
Gram Vikas was featured in the book "Anchoring Change: Seventy-Five Years of Grassroots Intervention That Made a Difference" published by HarperCollins. The book contains experiences of 24 organisations from different parts of India that have contributed to bringing about social change in India.



## HIGHLIGHTS OF OUR WORK IN 2022-23

In 2021-22, we initiated the development of a comprehensive approach to our community work. This year, our efforts came to fruition by successfully establishing robust systems for planning, implementing, and monitoring of the Water Secure Gram Panchayats (WSGP) and the Safe and Dignified Migration (SDM) programmes. Several efforts have been notably instrumental in this regard, as detailed below.

### **Working with elected PRI representatives**

One of our primary goals during the year involved enhancing our collaboration with elected representatives across the three-tier Panchayati Raj Institutions (PRIs). We celebrated the inauguration of newly elected representatives at the Gram Panchayat (GP), Panchayat Samiti, and Zilla Parishad levels through formal field-level events, ensuring they received regular updates about ongoing village activities. Moreover, we prepared the Gram Vikas Annual Plan for 2023-24 at the village and GP levels, with the active and valued participation of the PRI leaders.

### **Enabling stronger convergence between citizen institutions and local governments**

We initiated efforts to enhance internal capabilities and develop community-based strategies to foster a closer alignment between citizen institutions and local governments. The Village Poverty Reduction Plan (VPRP) is a cornerstone of this initiative, facilitating a comprehensive planning process and serving as a blueprint for multi-sectoral demand identification and advocacy. Our predominant focus now is to strengthen village-level expertise to seamlessly integrate the VPRP into the Gram Panchayat Development Plans (GPDP). To support these endeavours, we established the Resource Mobilisation Support Group (RMSG).

## NEW INITIATIVES

### **Resource Mobilisation Support Group**

The Resource Mobilisation Support Group (RMSG) has been established as a central entity, designed to coordinate internal organisational processes related to capacity building and facilitate local resource mobilisation processes. Functioning as an organisation-wide entity, the RMSG will offer steadfast support across various working levels, including the Gram Panchayat, Field Coordination Office (FCO), and District Office. The group will spearhead various pivotal areas of work, which include but are not limited to:

- Capacity building
- Creating resource mobilisation plans
- Developing systems to track and audit mobilised resources
- Establishing protocols and guidelines for local resource mobilisation activities
- Building connections with local non-governmental development organisations for joint actions
- Supporting field teams in financial resource mobilisation
- Preparing Village Poverty Reduction Plans (VPRP) and compiling them at the Gram Panchayat level
- Managing a comprehensive database on resource mobilisation
- Mobilising technical and knowledge resources to augment ongoing work

### **Work in the Education and Youth focus area**

We commenced our initiatives in the Education and Youth focus area towards the end of 2022-'23. We formed a Management Group and launched several pilot interventions, providing us with greater clarity on the work required among children and youth in the villages. We are now crafting a comprehensive plan for this focus area, which will come to life in the upcoming year, 2023-24.

## **ORGANISATIONAL DEVELOPMENT EFFORTS**

We undertook several initiatives to strengthen the organisation in the fifth decade and build a base for its continued relevance and effectiveness.

The “Learning from the Past, Reading the Present, Planning for Future” (LPRPPF) exercise was initiated this year to understand and document Gram Vikas’ 43-year contribution to community development, validate the Gram Vikas Decade V Strategic Approach, and formulate a strategic plan for its implementation.

Our efforts to strengthen staff capacities continued throughout the year. We strengthened the Young Management Trainee (YMT) programme with a formal 100-day induction programme. The programme brings in professionally trained young people to engage in grassroots development work in the early part of their careers. This year also saw the introduction of the Gram Vikas Apprenticeship Programme as a pilot to engage undergraduate students interested in rural development, with two students comprising the inaugural batch.

The Community Professionals Programme (CPP), aimed at developing rural management capabilities among young men and women from our partner communities, expanded with the induction of its third cohort—29 individuals—in April 2022. The CPP programme now has 37 men and 18 women.

## **ACKNOWLEDGEMENTS**

Gram Vikas is what it is today due to the hard work and commitment of my colleagues and the guidance and support of the elders in the Governing Board. Our community partners, including the men, women and children in the villages have continued to repose their trust in Gram Vikas as an all-weather friend and supporter. Their belief motivates us and holds us accountable. We have benefited greatly from the support of the district and block administration in the operational areas and the leadership of the Panchayati Raj institutions.

We are privileged to have the support of a large number of donor partners, government departments and agencies, knowledge and technology partners, academic and research partners, and implementation support partners. The following section of this report is dedicated to acknowledging their contributions, and I extend my heartfelt thanks to all our partners.



I am honoured to present this year's annual report for the year from April 2022 to March 2023. The report begins with an acknowledgement of our partners, followed by brief introductions to the Water Secure Gram Panchayat and the Safe and Dignified Migration programmes. Subsequent sections provide detailed coverage of our work, updates from various thematic areas and support functions throughout the year. A summary of the annual financial statements is at the end, with a link to access more detailed accounts statements.



**Liby T Johnson**



# PARTNERSHIPS

Gram Vikas has had the privilege of being supported by a wide range of partner organisations and individuals who have shared financial resources, technical and managerial knowledge and materials and supported in developing the human resources in the organisation and at the community level. We take this opportunity to acknowledge, with gratitude, the support provided by our partners.

## DONOR PARTNERS

Partner organisations that provided financial resources for our work during 2022-23 are:



### ACC LIMITED

Water and livelihood security in Bargarh

Completed in 2022



### ASSOCIATION FOR INDIA DEVELOPMENT, USA

Rehabilitation support for cyclone and flood affected communities in Baleshwar

Ongoing from 2021



### AXIS BANK FOUNDATION

Rural Livelihood Project in Ganjam and Kandhamal

Ongoing from 2022



### AZIM PREMJI FOUNDATION-PHILANTHROPY

Enabling Water Secure Gram Panchayats in Gajapati, Ganjam, Kalahandi, Kandhamal and Nayagarh

Ongoing from 2021



### BIG1, USA

Support for water and sanitation and afforestation projects in Odisha and Jharkhand

Ongoing from 2017



### BAJAJ FINANCE LIMITED

Project SAMRUDHI- Livelihood Enhancement through Water Management and Safe and Dignified Migration in Ganjam and Gajapati

Ongoing from 2022



### CHARITY: WATER, USA

Increasing Access to Improved Water, Sanitation and Hygiene Services in Odisha and Jharkhand

Ongoing from 2018

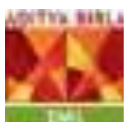


**DELOITTE FOUNDATION**

Water and Livelihoods Secure Gram Panchayats Programme in Jharsuguda, Sundargarh and Gumla  
Ongoing from 2022

**ECONOMIC LAW PRACTICE**

Renewable Energy Access in Maligaon in Kalahandi  
Ongoing from 2022

**ESSEL MINING & INDUSTRIES LIMITED**

Project for Building Sustainable and Resilient Rural Communities in Angul  
Completed in 2022

**HDFC BANK PARIVARTAN**

Holistic Rural Development Programme in Bolangir  
Ongoing from 2017

**HVS FOUNDATION**

Drinking water support for Phatkimahul in Kalahandi  
Ongoing from 2022

**ICRISAT**

Expansion of Sunflower Areas in Rice Fallows in Ganjam  
Ongoing from 2022

**INTERGLOBE AVIATION LIMITED - IndiGoReach**

Community-led Environment Restoration and Women-led Livelihood Enhancement in Gajapati  
Ongoing from 2022

**INTERGLOBE FOUNDATION**

Community-Owned Social and Agroforestry in Kalahandi  
Ongoing from 2018

**JAPAN STAR CO. LTD**

Project Sujal - Community managed Water Quality Management cum Improved WASH Initiative in Odisha and Jharkhand  
Ongoing from 2021

**PwC INDIA FOUNDATION**

Project for Water and Livelihood Security in Gajapati  
Ongoing from 2022



### RCRC

Facilitating Integrated Farming Clusters in Gajapati  
Ongoing from 2022



### SBI FOUNDATION

- Gram Seva - Integrated Village Development in Kalahandi
  - Vibha - Rural Electrification Project in Kalahandi
  - Sahayog - Support to projects of Youth for India Fellows
- Ongoing from 2022



### WIPRO CARES

Water Secure Initiative in Khurdha  
Ongoing from 2022



UK ONLINE GIVING FOUNDATION

**Benevity Causes Portal** and the **UK Online Giving Foundation** for aggregating individual donations from around the globe.



**Sunlit Future**, Auroville for its coordination of support from the Grundfos Foundation (Poul Due Jensens Fond), Denmark to implement solar-based drinking water projects and technical and material support for our work in renewable energy.



**State Bank of India - Youth for India (SBI-YFI)** Fellowship programme for enabling young people from different parts of India to live, work, and learn in rural Odisha.



Collective Good Foundation

**Rang De P2P Financial Services Pvt Ltd.**, and the **Collective Goods Foundation** for their support to the community partners with valuable credit support.

We extend our gratitude to 15 individuals giving directly to Gram Vikas.



## GOVERNMENT DEPARTMENTS AND AGENCIES

- ◊ Department of Agriculture & Farmers' Empowerment, Government of Odisha
- ◊ Department of Mission Shakti, Government of Odisha
- ◊ Odisha Livelihoods Mission, Government of Odisha
- ◊ Panchayati Raj & Drinking Water Department, Government of Odisha
- ◊ Planning & Convergence Department, Government of Odisha
- ◊ National Bank for Agriculture and Rural Development
- ◊ National Jal Jeevan Mission, Department of Drinking Water & Sanitation, Government of India

## IMPLEMENTATION PARTNERS

- ◊ Centre for Migration and Inclusive Development, Perumbavoor, Kerala, stands as our long-standing knowledge and implementation partner for the Safe and Dignified Migration programme.
- ◊ Jagruti supports the implementation of the Rural Livelihoods project in Daringbadi block of Kandhamal district.
- ◊ Social Shapes Foundation, New Delhi co-implements the Vikalp programme for children and young adults in villages in Jharsuguda and Gajapati districts.

## KNOWLEDGE AND TECHNOLOGY PARTNERS

We have received technical and knowledge support from many organisations and individuals helping us build staff and community level capabilities and put in place the equipment and operational systems for our in the different thematic areas.

### Water thematic area

- ◊ ACWADAM, for facilitating work on groundwater management, support for action research, training, and policy advocacy
- ◊ AguaClara Reach, for designing and deployment of Hydrodoser
- ◊ Anvic Systems, technical partner for capacity building and technology demystification on use of Vertical Electric Sounding (VES)
- ◊ Urdhvam Environmental Technologies Pvt. Ltd., technical partner for artificial borewell recharging projects
- ◊ VillageRes, technical partner for the design and installation of Micro-hydro power projects for community-led electrification
- ◊ Zeo Detect, technical partner for hydrogeological survey and water siting and detection

### Livelihoods thematic area

- ◊ International Centre for Free & Open Source Software (ICFOSS), Thiruvananthapuram, Kerala, support for installation of automatic weather stations
- ◊ Krishi Vigyan Kendra, Gajapati, Ganjam and Kalahandi districts, support in capacity building for farm livelihoods activities
- ◊ Kudumbashree – National Resource Organisation, Government of Kerala, support for enterprise development activities
- ◊ Life Circle, Hyderabad, support for Geriatric Caregiver training

- ◊ L & T Construction Skill Centre, Cuttack, support for training of masons
- ◊ Skymet Weather Services, support for weather forecast information
- ◊ The Goat Trust, Lucknow, support for developing programme on goaterly
- ◊ Watershed Organisation Trust, support for weather forecast and crop advisory

#### **Sanitation and Health thematic area**

- ◊ INREM Foundation, Anand, Gujarat, support for work in water quality management and surveillance
- ◊ UNICEF, Odisha State Office, support for work related to water, sanitation and hygiene, and with children and adolescents

#### **Habitat and Technology thematic area**

- ◊ CodeFire, support for implementation and rollout of smart community mobile application
- ◊ Desi Technology, Bhubaneswar, support for renewable energy applications

#### **Internal systems and capacity development**

- ◊ EMULUS Consulting LLP, Gurgaon, support for building a comprehensive technology platform for results monitoring and reporting
- ◊ Group Relations India, support for building staff capacities
- ◊ Indian School of Development Management, Noida, support for recruitment of young management trainees
- ◊ Institute of Rural Management, Anand, support for building staff capacities
- ◊ LEAD India, New Delhi, support for leadership capacity building for staff
- ◊ Listeners Collective, Bengaluru, support for building staff capacities
- ◊ TREE Society, Bengaluru, support for management capacity building for staff

## **ACADEMIC AND RESEARCH PARTNERS**

- ◊ Azim Premji University, Bengaluru, for collaboration in multiple streams of capacity building, research, and recruitment of young management trainees
- ◊ Emory University, Atlanta USA, our longstanding research partner helping develop internal capacities for diversifying programmatic interventions and creating evidence of the work

# WATER SECURE GRAM PANCHAYAT PROGRAMME

The Water Secure Gram Panchayat (WSGP) programme aims to enable community-led water resource management and resilient, sustainable and gender equitable institutions. It brings together work in the areas of Village Institutions, Water, Sanitation and Health, Livelihoods and Habitat and Technology, contributing to improved health and economic outcomes for rural households. The Gram Panchayat, as a federation of its constituent habitations, is the unit of implementation. It envisages bringing together all households in the habitations within a Gram Panchayat, to effectively manage their water resources and building the capacities of the local governance system to facilitate this.

The WSGP programme stems from our recognition of the pressing water and natural resource security issues confronting rural communities in the areas where Gram Vikas operates.

- Widening gap between water demand and availability for domestic and productive uses
- Increasing instances of water source failures and unpredictable seasonal patterns
- Adverse impact of climate change factors on farm livelihoods
- Lack of access to safe drinking water for all households
- Access to sanitation and hygiene and related behaviour issues
- Changes in community level dynamics and inter-generational leadership issues
- Limited capabilities of community institutions and local governments to work with each other

WSGP envisages a multi-dimensional approach to address these challenges.

- Enabling citizens and their institutions to work with local governments to ensure equitable development
- Augment and build community capabilities to manage natural resources and derived benefits
- Enhance participation and leadership of women in local development planning and decision-making
- Demystify technologies and scientific inputs for community use
- Demonstrate and spread customised solutions for increasing the productivity of natural resources and incomes
- Integrated data-based planning for natural resource management and interventions
- Leverage government programmes for natural resources development and strengthening livelihoods

We aim to cover 1000 Gram Panchayats in Odisha and Jharkhand by the year 2030. Our attention is centred on 15 districts in Odisha and one in Jharkhand, sharing comparable geo-hydrological and topographical traits, and marked by a significant presence of Scheduled Tribe and Scheduled Caste communities.





A Gram Panchayat that is water secure will have the following features.

- Households have access to safe drinking water and safe sanitation
- Land and water resources are managed effectively
- Collectives of producers enable improved production and increased incomes from farming and allied occupations
- Technology and data are leveraged for making better use of physical and natural resources
- Vulnerable households have access to institutional mechanisms for social protection, and participate in development processes
- Women, youth and children contribute to and influence local development decision making

## COMPONENTS OF WSGP

The WSGP Programme is built on four components.



### Equity and Resilience

Equitable access to water and other natural resources needs strong institutional systems to be built at different levels. The working together of village communities with local governments for planning and resource allocation decisions is also critical. Women should be able to occupy positions of authority in the community decision-making platforms. Resilience to multiple vulnerabilities, whether caused by climate change or pandemics, should be built into all community-level actions and processes. Youth and children will play a key role in determining development priorities for their communities.

Key results to be achieved under this component are as follows.

- Water security plans are used for mobilising funds
- Increased access to funds for the poorest 25% households in the village
- Women in leadership positions at village and GP level institutions and producer collectives
- Women with experience in community leadership, elected to PRI positions
- Institutional platforms enable participation of youth and children in local development



### Sustainability

Availability of adequate water to meet the drinking, domestic, and productive needs of communities have to be ensured. This necessitates equipping village communities and local governments with technical proficiency and sufficient financial resources to effectively undertake water and natural resource management. Water-related conflicts have to be managed in a fair manner. Scientific principles of hydrogeology and information technology tools have to be de-mystified and made accessible to everyone. Traditional knowledge of the communities on resource management needs to be documented, understood, and incorporated into the interventions.

Sustainability is envisaged to materialise as follows.

- Drinking water sources in the village have water throughout the year
- Increased tree cover
- Increased water levels in wells, and discharge of springs
- Water Passbook is used for decision making



### **Safety**

Improvements in overall health and nutrition status of rural communities depend on safe water, sanitation, and hygiene behaviours. Drinking water must be safeguarded against contamination, whether caused by human behaviours or geologically induced factors. Village environments must be clean and safe. Technical and managerial capabilities of community institutions, particularly those of women and children, have to be built to take control over their health and nutrition.

The following aspects of safety are expected to be achieved.

- Households have access to functional household taps and have a latrine, and private bathing spaces
- Villages have mechanisms for water quality management
- Wastewater is managed properly



### **Prosperity**

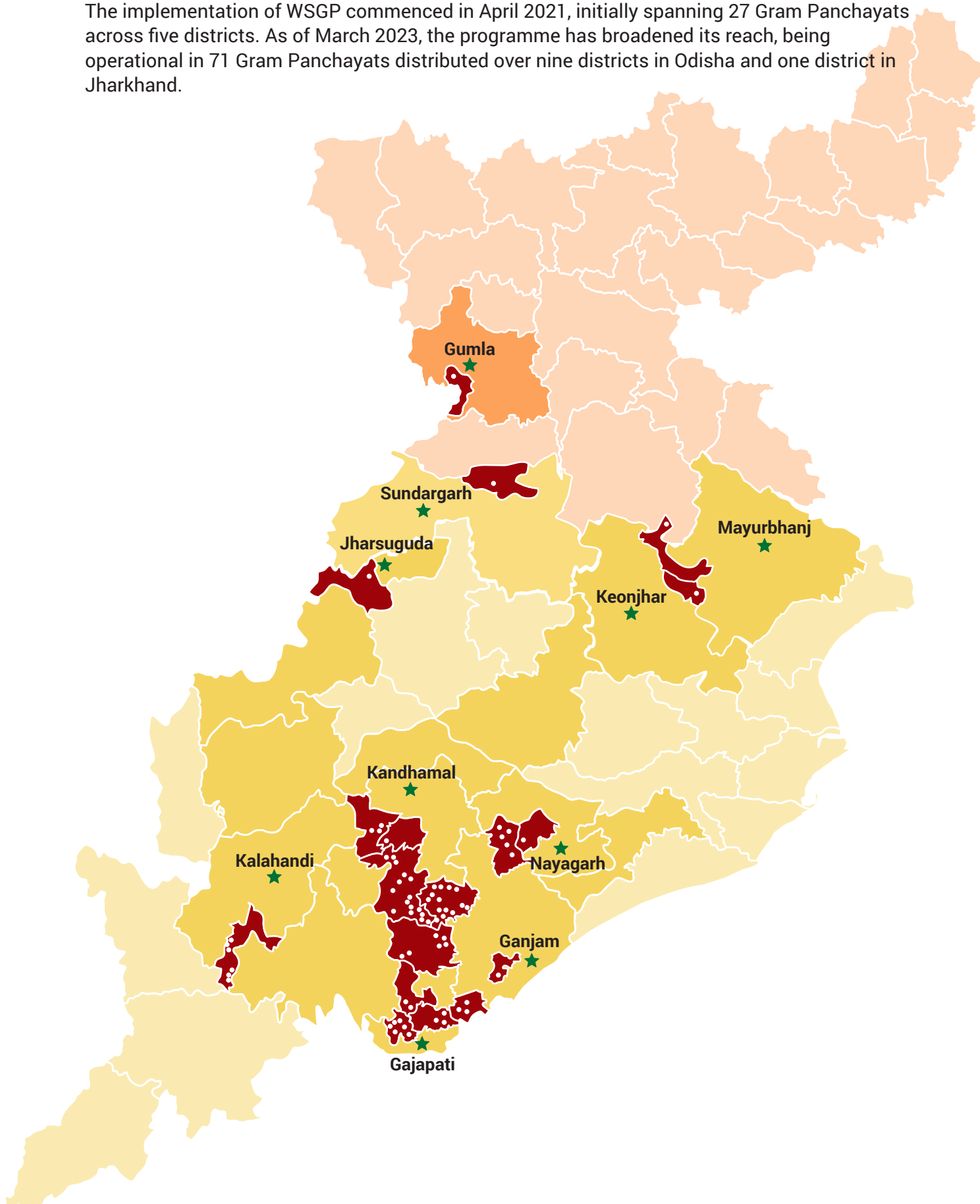
Economic benefits play a pivotal role in ensuring community ownership of efforts to attain water security. Effective and smart use of water and natural resources can ensure livelihood security for communities. Equipping communities to tackle climate change challenges is essential. Women need to be recognised and encouraged as active and effective agents and promoters of climate change adaptation and mitigation. Linkage with input and product markets, facilitated by producer institutions can enable reduced costs and enhanced incomes.

Key results to be achieved under this component are:

- Farmers have confidence and the means to intensify farming
- Collectives manage linkages with markets and resources
- Household income earned from farming and allied occupations

## CURRENT STATUS

The implementation of WSGP commenced in April 2021, initially spanning 27 Gram Panchayats across five districts. As of March 2023, the programme has broadened its reach, being operational in 71 Gram Panchayats distributed over nine districts in Odisha and one district in Jharkhand.





We have successfully captured the baseline information at the Gram Panchayat, village, and household-levels across 71 GPs. Village Development Committees (VDCs) are being reformed or newly formed, with members undergoing capacity building initiatives. We are forming or strengthening other village level institutions such as self-help groups of women, Bal Sabha (children's clubs) and Kishor Kishori Samuh (adolescent groups).

We are crafting Village Poverty Reduction Plans (VPRP) as the primary demand plan at the habitation level. Water Security Plans are being developed at the habitation and GP levels. Activities aimed at afforestation, and land and water development have been initiated. We are rallying support from the Swachh Bharat Mission and Jal Jeevan Mission to enable access to safe drinking water and household sanitation infrastructure.

Water quality management and surveillance systems are being strengthened at the village level, through trained cadre and village institutions. Efforts to bolster water quality management and surveillance systems at the village level, through trained cadres and village institutions, are underway. We are improving agricultural livelihoods through farmer producer groups, alongside providing weather forecasts and crop advice to enhance cropping resilience.



# SAFE AND DIGNIFIED MIGRATION PROGRAMME

The Safe and Dignified Migration Programme (SDMP) seeks to support opportunistic or aspirational migration, as against migration out of distress, to enable a dignified livelihood for the rural communities with which we work.

The SDMP will contribute to the overall social and economic development of remote areas, while enhancing their capacity to manage the impacts of climate change. The COVID-19 pandemic aggravated the situation, particularly for those who are already migrating, and there is a need to address the emotional and social costs of migration. Engaging migrating individuals, families remaining behind, local communities, and local governments as key stakeholders is vital in this endeavour.

The objectives of the Safe and Dignified Migration Programme are to:

- Create community-level capabilities, institutional systems, and processes to enable informed migration decisions by workers and their families, while ensuring social protection for the families that stay behind.
- Establish a migrant support system that provides information and decision support systems, facilitate access to information about job opportunities, and alleviate the stress related to travel and financial transactions.
- Promote skill building of men and women, to enable better employment opportunities, both locally and during migration.
- Develop an interface mechanism that connects migrant workers, their families, and communities with local, district, and higher administrative levels to ensure access to entitlements and social security schemes.
- Build partnerships with specialised agencies and programmes at different migration destinations for information sharing, access to employers and skill building opportunities, ensure entitlement access and grievance redressal, and guarantee access to healthcare and safe and good quality living conditions.

The outcomes of the SDMP are determined based on the following parameters.

- Enhanced ability of households to make a decision to migrate or not migrate
- A rise in household incomes resulting from safer migration
- Enhanced contribution by women to the household income
- Improved educational achievement of children
- Reduced incidence of migration before completing school education
- Improved physical quality of life for migrant households

The programme adopts a corridor approach, to address the challenges and issues faced by migrant workers and their households both at the source and the destination levels. The implementation approach of SDMP consists of the following elements.

- Facilitation and information centres at the source and destination levels
- Telephone helpline, with follow-up support, assisting migrant workers at source and destination
- Network of Community Champions (service providers) facilitating interaction between migrant workers, households, local governments, and the programme
- Financial literacy campaigns and support for access to financial institutions

- Investment advisory and support for financial planning
- Support for setting up micro enterprises and skill development
- Strengthening self-help groups of women for emotional and social support
- Support to access social protection schemes at source and destination

The SDM Programme will be taken up in 15 Blocks in Gajapati, Ganjam, Kalahandi and Kandhamal districts, where opportunistic migration has emerged as a livelihood option in the last decade. Around 3.56 lakh households from 345 Gram Panchayats will benefit from the SDMP. Of the 15.89 lakh people in these Gram Panchayats, 50% belong to Scheduled Caste and Scheduled Tribe communities.





## COMPONENTS OF SDMP

The SDM Programme is built on three components:



### Occupational Security

Occupational security encompasses households' migration choices, access to grievance resolution, social safeguards for destination workers, and skill enhancement for improved income prospects.

Key results to be achieved under this component are:

- Support systems are available in the migration corridor
- Migrant workers have access to grievance redressal mechanism
- Migrant workers have access to social protection schemes at the destination
- Migrant workers have access to skill development opportunities
- Local administration at the source have updated information about migrant workers



### Financial Security

Financial security pertains to the ability and willingness to use mainstream financial institutions and instruments, make productive investments of remittance incomes to ensure viable income sources at home, and the enhanced role of women dependents in ensuring household income security.

Key results to be achieved under this component are:

- Improved access to banking services
- Increased financial savings
- Productive investments made from remittance income
- Increased role of women in economic activities



### Emotional and Social Security

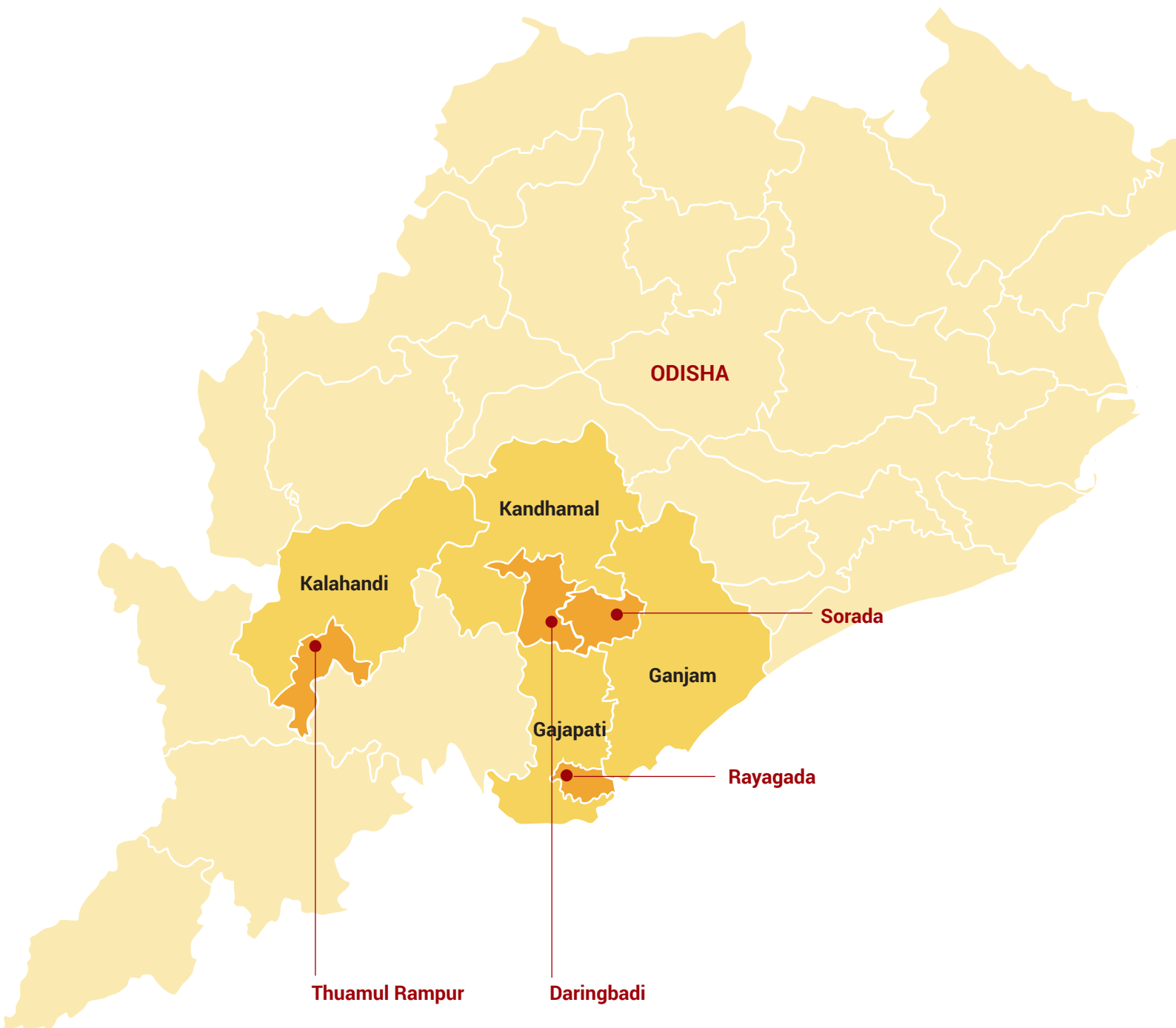
Emotional and social security pertain to the ability of women and children to manage emotional consequences of migration, access to social security benefits for dependents, and the ability of children from migrant households to continue education.

Key results to be achieved under this component are:

- SHG networks become capable of providing social and emotional support to women and older people
- Access to social protection schemes for migrant households
- Improved ability of children from migrant households to continue education
- Access to support systems for migrants to overcome emergencies

## CURRENT STATUS

The SDM Programme was first taken up in Thuamul Rampur block of Kalahandi district in May 2020, during the COVID-19 pandemic. As of March 2023, the programme is fully operational in Thuamul Rampur, and Daringbadi block of Kandhamal, covering nearly 40,000 households, of which 61% belong to SC and ST communities. Initial activities are underway in the Rayagada block of Gajapati and Sorada block of Ganjam district.



# COVERAGE

Gram Vikas' work in 2022-23 reached out to

11,92,221

Households

8195

Habitations

983

Gram Panchayats

68

Blocks

15

Districts of Odisha

1

District of Jharkhand

Reflecting the nature of the work taken up with the community partners, the coverage is in two streams.

## INTENSIVE PROGRAMME COVERAGE

'Intensive Programme Coverage' pertains to areas where work is taken up under the two programme platforms or standalone projects related to the Gram Vikas Decade V framework.

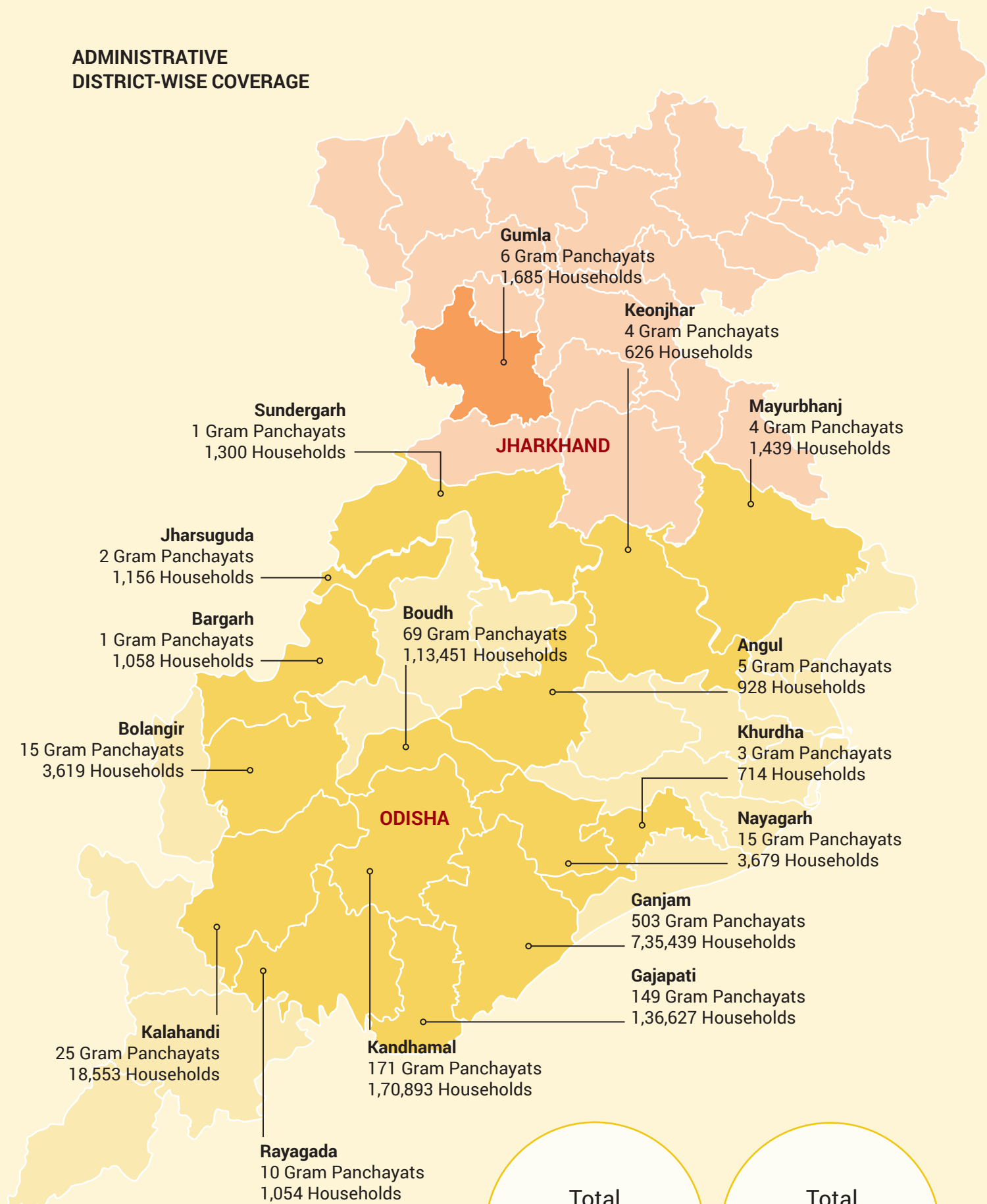
	Districts	Blocks	Gram Panchayats	Villages	Households
 Both WSGP and SDM Programmes	4	5	39	825	40,041
 WSGP Programme	11	16	29	814	32,117
 SDM Programme	3	4	57	1381	53550
 Stand-alone Projects	15	37	78	136	14,753
<b>Total</b>	<b>15</b>	<b>47</b>	<b>196</b>	<b>3,156</b>	<b>1,40,461</b>

## COMMUNITY OUTREACH COVERAGE

'Community Outreach Coverage' involves campaign-style efforts carried out as part of our role as the Implementation Support Agency for Jal Jeevan Mission. This initiative reached 11,56,410 households across 7,678 revenue villages in 892 Gram Panchayats, spanning 44 blocks in four districts of Odisha.



## ADMINISTRATIVE DISTRICT-WISE COVERAGE



Total  
Gram Panchayats  
**983**

Total  
Households  
**11,92,221**



# VILLAGE INSTITUTIONS





The primary focus of our work in Village Institutions is to foster and fortify village and panchayat-level institutions that act as channels for residents to shape and manage developmental aspects impacting their lives. Our work facilitates capability building, enabling strong and sensitive leadership, and establishing organisational systems and processes for democratic and transparent functioning of these institutions. The work in this focus area is the foundation for all activities in the Water Secure Gram Panchayat, and Safe and Dignified Migration programmes.

## Building strong and transparent citizen institutions

At the habitation level, the Village Development Committee (VDC) serves as the primary institutional platform. During the year, we began efforts to form the Gram Panchayat Coordination Committees, as a federation of all VDCs in the habitations of a Gram Panchayat.



The VDC leaders were provided capacity building inputs in organisation management and leadership. The training helped the community leaders to take the lead in facilitating activities like organising Aadhar Card camps, preparing Village Poverty Reduction Plan (VPRP) in their villages, demanding for work under MGNREGS and ensuring quality of work undertaken, and supporting eligible households to access social security schemes. The village leaders also participated actively in the Gram Vikas' Annual Plan preparation process for 2023-24.

- New Village Development Committees were formed in 292 villages and existing VDCs revived/reformed in 141 villages. Women occupy the position of either the President or the Secretary, in all the 433 villages, and 33% of members of the VDC are women.
- Gram Panchayat level Coordination Committees were formed in Tarava GP of Gumma block in Gajapati district and in Rutungia GP of Baliguda block in Kandhamal district.
- 2216 leaders from 74 Village Development Committees were provided with organisation management and leadership training.

### ● Village Institution Service Providers

Village Institution Service Providers (VISP) are being trained and positioned as technical service providers to support the VDC in taking up various activities in the village. Focus has been on training to build capacities and confidence of the VISP and enabling systems at the VDC level for effective use of human resources. Provision of VISP is done for operations and maintenance of



piped water supply systems, water quality management, sanitation, and hygiene activities and for working with children.

The VDCs are equipped with protocols for regular monitoring of the work done by the VISIP and to make regular payment for their services. The Committees are supported to develop resource mobilisation plans within the village for VISIP payment.

- During the year, systems for VISIP management were set up in 475 villages, with 591 persons trained and deployed as VISIP. Women constituted 39% of the VISIP.
- 31% of the VISIP are paid on a regular basis by the Village Committee.

### ● Village Poverty Reduction Plans

The preparation of Village Poverty Reduction Plans (VPRP) were taken up during the campaign conducted for institution building at the village level. This comprehensive plan serves as a lasting demand blueprint, reflecting the village community's developmental aspirations. The planning process fosters community unity, addressing core concerns collectively. The process of planning helps in strengthening community cohesion and addressing core issues of concern of the community.

The VPRP plays a crucial role in designing strategies for resource mobilisation through convergence and acts as a tool for the community in building and strengthening their active participation in the PRI system. Plans formulated at the habitation level are compiled for all habitations within a revenue village. These plans are presented in the Palli Sabha and later approved by the Gram Sabha. During the Gram Sabha, efforts are made to include prioritised demands from the VPRP in the Gram Panchayat Development Plan (GPDP).

- During 2022-23, Village Poverty Reduction Plans were prepared in 162 habitations in 13 Gram Panchayats. Of these, plans of 126 habitations have been approved by their respective Gram Sabha.
- Village Development Committees have mobilised ₹16,64,549, from Panchayati Raj Institutions for implementation of activities prioritised in VPRPs. Activities taken up include land development activities under MGNREGA, ponds under Mo Pokhari scheme, and support to SHGs from the Odisha Livelihoods Mission for livelihood activities, etc.

### ● Access to social protection schemes

The Village Development Committees also lead the efforts to support households eligible for various social security schemes. Errors in Aadhaar cards are frequently identified as a reason why eligible persons are deprived of benefits.

Gram Vikas supported the villages to organise Aadhaar corrections camps, conduct awareness sessions on various government schemes, and support individuals and households to complete and submit documents to access benefits such as MGNREGS job cards, old age pension, disability pension and ration cards.

During the year, 1158 Aadhar Cards were corrected and 1692 persons identified as eligible for different social protection schemes. We assisted 1441 persons to complete the requisite documentation, and 683 persons successfully obtained the benefits for which they were eligible.

### ● Village Lekha Mitra – Innovation for transparency

The village institutions are supported to maintain proper books of accounts and records of functioning. The Village Lekha Mitra is an innovation by Gram Vikas that supports the institutions with accounting and auditing services.

Gram Vikas provided orientation to the VDC on the importance of accounts reconciliation and auditing. After the VLM completes the reconciliation and audit, the VDC presents the accounts to the village in the Annual General Body meeting.

25 Village Lekha Mitra were trained and engaged for auditing accounts of Village Development Committees. During the year, 56 Village Development Committees utilised their services.



## CASE STUDY

### **Village Lekha Mitra ensures transparency and financial accountability of village committee records**



In June 2022, Kasturi, a Village Lekha Mitra, completed her nine-day training on bookkeeping, accounting, and auditing of books of accounts of the Village Development Committee (VDC) and started working with the VDC of Tikiripada village in Gopinathpur Panchayat in Kalahandi district, to audit the committee accounts. She soon realised that the VDC did not properly maintain the receipts and bills for the several financial transactions accounted for. She updated the records, reconciled the VDC books of accounts, and oriented the Tikiripada VDC members to maintain registers and logs in future. After submitting the finalised audited books and registers to the Tikiripada VDC President, Kaifhul Majhi, she received a fee of 5000. Post this, Kasturi got another assignment to audit the records of Bafla Goudapada village in Gopinathpur Panchayat and Tangiri Goudapada village in Adri Panchayat.

Village Lekha Mitra are Service Providers who take up reconciliation and accounting work for the VDC. They maintain records, registers and undergo training to reconcile the VDC books of accounts. The objective is to support the VDCs in getting their accounts audited and streamlined, which helps them maintain transparency in their communities. This self-sustaining entrepreneurial model creates job opportunities for the youth where VLMs receive payments from the VDCs for their services.

Kasturi finds this work well-suited as it allows her to conduct audits at her convenience. She shares, "It took me over two months to complete auditing the Tikiripada village committee accounts as I had to prepare for my exams and attend classes simultaneously." She enjoys balancing her work with her studies as she can pay college fees and bus fares. "I will use the money I earn as a Village Lekha Mitra (VLM) to pay for my education. It's a big burden off my parents' shoulders this time," says Kasturi.

Tikiripada VDC President Kaifhul Majhi, 35, says that in February 2023, during the General Body Meeting (GBM) of the village, it was easy for him to explain the past year's accounts to the residents transparently and thoroughly. In the past, the VDC did not streamline the expenses or any incoming funds, and the committee members could not explain the balance sheet clearly during GBMs, leading to distrust among residents. But with the guidance of VLMs, the VDC members are witnessing a significant shift.

He says, "During the GBMs, community members would get into arguments during the presentation by the President as they were not in full agreement of the expenses incurred and the services provided. Presidents would only show the updated bank passbook during the GBM to avoid unpleasant situations. But this year, the presentation on expenses conducted took residents by surprise. I explained every small and big expense to the satisfaction of the residents attending the meeting."

## Institutions of women, children, and adolescents

Self-help groups of women, Bal Sabha for children and Kishor-Kishori Samuh for adolescent boys and girls are the other institutions promoted or supported by Gram Vikas.

Gram Vikas works with the existing network of women self-help groups supported by Mission Shakti or Odisha Livelihoods Mission. Our efforts concentrate on enrolling women who were previously not part of these groups into existing or newly formed SHGs. We also supported the groups with capacity building inputs related to leadership development, enterprise promotion and village development.



Children and Adolescents play a crucial role in steering development processes at household level but are often ignored when it comes to participating in the planning process. Recognising the need to enhance the quality of engagement with children and adolescents in the villages, Bal Sabha and Kishor-Kishori Samuh are promoted. Activities conducted with these groups include awareness and sensitisation on personal health and hygiene, art and craft, cultural activities, and village and Gram Panchayat level sports events.

The work with children and adolescents has received good traction from the village community. Participation in the activities have helped the children increase their self-confidence and improve learning outcomes. Many children who dropped out of school are seen to have re-enrolled in schools.

- 7818 women leaders from 1954 self-help groups in 390 villages participated in leadership development programmes
- 5320 boys and girls have joined 410 Bal Sabha in 248 villages, 242 Kishore Kishori Samuh with 2912 members promoted in 145 villages
- 242 Kishore Kishori Samuh with 2912 members promoted in 145 villages



## CASE STUDY

### Bal Sabha boosts confidence in children and reinforce positive behaviour



Saraswati Majhi, 36, is a resident of Asanbani village and mother of two primary school-going children. She takes pride in talking about her children. Her daughter Panasari, who is nine years old, insists that Saraswati washes her hands every time before cooking. Panasari helps her mother clean the kitchen once everyone at home has had their meals. Saraswati says her son Purushottam who is eleven years old, used to run out of the house earlier to urinate in the open. These days he only uses the toilet. Both her children insist on wearing clean clothes and comb their hair daily. Her children are members of a Bal Sabha called Bahajan Sishu Sangathana, in Asanbani village, Saharapada block in Keonjhar district. There are other parents who share the same enthusiasm as Saraswati.

Dasarathi Marandi, 35, father of Miki Marandi, 7, says his daughter does not allow anyone in the family to dip their hands into vessels of water as the water gets contaminated. Dasarathi feels that ever since Miki became a member of the Bal Sabha, she has started wearing clean clothes and cuts her nails regularly and has been asking family members to follow basic hygiene.

All these have been the outcomes of the Bal Sabha which was formed in October 2021 in Asanbani village. The members of the Bal Sabha sit twice in a month. There are 18 boys and girls in the group, in the age range of 6-12 years and there is a volunteer from their own village who facilitates the prescribed activities of the Bal Sabha at the village level. Through the sessions conducted on personal health and hygiene, children got sensitised enough which led them to pick up good habits like washing hands regularly, using the toilet and bathroom, and maintaining personal hygiene.

Bal Sabha serves as institutional platforms for the holistic development of rural children. Being a member of the Bal Sabha gives them opportunities to engage in a range of activities within their village that also boosts their confidence and understanding of each other. The activities in a Bal Sabha are interactive and this includes singing, dancing, playing games, and attempting quizzes together.

Ananta Tudu, 57, Secretary of the VDC, says that he was pleased to see children from his village, for the very first time, participate in the General Body Meeting (GBM) held in the village and set an example by placing their demands for cricketing gear and equipment. Earlier, only adult members of the village community attended the GBM, and issues of the children were often not discussed in the meetings. Through the Bal Sabha, children are encouraged to participate in the village meetings so that they can become a part of the development process of the village from a very young age itself and gradually be groomed into future leaders of the community.

It has created visible differences in the classroom transactions too. Rambhabati Tanti, 46, teacher at the Prathamika Bidyalaya in Asanbani village says children's attendance in the school has improved. She feels that having a group where children get to interact with other children, indulge in recreational activities, and read story books and comics, has helped them become more confident and responsible individuals.





# WATER



Our work in Water aims to ensure continuous availability of safe drinking water, adequate water supply for domestic and productive needs, and the lasting preservation of water resources. The work also creates awareness and sharing contemporary and traditional scientific insights to guarantee the enduring stability of water sources, ultimately leading to sustained water security within communities. The work in the Water focus area is a crucial component of the Water Secure Gram Panchayat (WSGP) Programme.

## Water and sanitation infrastructure

The BASUDHA and Jal Jeevan Mission schemes of the Panchayati Raj & Drinking Water Department of Government of Odisha are being pursued with a mission-oriented approach to extend piped water supply across rural Odisha. Gram Vikas supported village communities to access these schemes where available.



### ● Functional household tap connection in remote, small habitations

Gram Vikas focused its resources on smaller villages located in remote areas. Such habitations are unlikely to be covered under the piped water supply schemes through the government schemes. The guidelines for Jal Jeevan Mission provide for solar powered water supply systems that do not guarantee household connections. We utilised grant resources available from various donor partners to support such village communities build piped water supply systems to enable 100% coverage of functional household tap connections.

In addition to financial support, Gram Vikas provided village communities with technical training and handholding for taking up construction activities. Local volunteers were trained to assist in the supervision in piped water supply system construction sites. These trained persons supported the Village Development Committees (VDCs) in ensuring quality of construction and timely completion of works. We trained and deployed 55 volunteers to support the construction works in the villages. Gram Vikas supported the VDCs to pay honorarium to these volunteers.

Many of the remote villages do not have access to reliable electricity for pumping of water. We made use of mountain springs as the source of drinking water, where available. A solar-powered pumping system is provided to villages where springs were not available or adequate to meet the demand. Village level volunteers are trained by Gram Vikas to assist the village committees in regular and preventive maintenance of the solar pumping system. This cadre is now able to provide quick turnaround in case of breakdowns.



## ● Household toilets and bathing rooms

Support to households for planning and estimation for household toilet and bathing rooms was taken up. Trained estimators surveyed each household to assess the status of existing sanitation infrastructure and prepare estimates based on the type of work that the household needed. Some households require new toilets and bathing rooms to be built, while some need repair and maintenance of existing toilets and bathing rooms. In case of households having only a toilet, estimates are made for retrofitting a bathing room. The field teams and village level volunteers conducted village level meetings to motivate and organise the households to take up the necessary works. The volunteers helped in organising masons for the work and arrange local materials required. Subsidy support under Swachh Bharat Mission was mobilised for eligible households.

- Construction of new piped water supply systems were taken up in 75 villages, and augmentation of existing systems in 12 villages. Work in 35 villages were completed during the year.
- During the year, 2184 households obtained functional household tap connections.
- Solar pumping systems were installed in 65 villages, and 45 village volunteers trained to take up maintenance calls and act as first responders when preventive maintenance was needed for solar pumps.
- 2937 households completed repair or retrofitting of existing toilets and 156 households built new toilet and bathing rooms.
- Household level estimates for toilet-bathing room construction/repairs have been completed in 341 habitations in 21 Gram Panchayats covering 14,341 households.

## ● Changing attitudes

Our experience during the year suggests that many households are willing to take up construction/repair of toilets and bathing rooms on their own, without waiting for external financial assistance. Poorer households still cannot afford to do this, and will require financial assistance, but there is substantial change in the attitude towards toilets.

Another area where village communities have recognised the need for greater surveillance is in measuring household level water use. Gram Vikas has supported villages to install water metres at the household level. This has brought in greater accountability at the village level. The village committees are able to track and take decisions on the demand-supply gaps raised due to reduced yield at the water source. Water use fee collection system has been streamlined due to increased transparency in water usage brought in by the water metres.

## Ensuring source sustainability

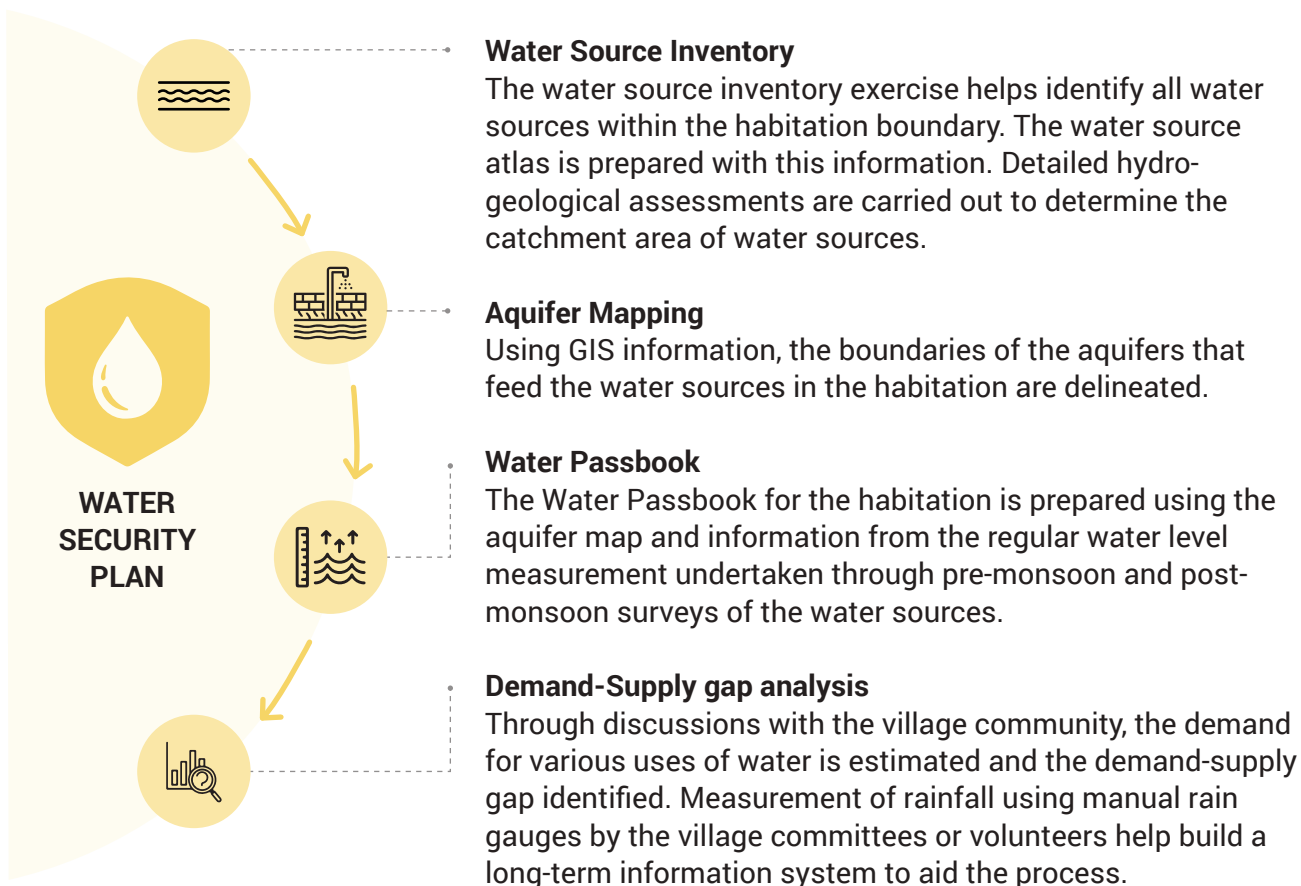
Work commenced on sustainable water resource preservation guided by the local geo-hydrological features. Springshed or watershed-based management and development activities are taken up in our operational areas in the Eastern Ghats region of Odisha, following the Participatory Groundwater Management approach.



We have also started working on Artificial Borewell Recharging to address the needs of drinking water security in the plain and riverine areas. The recharge activities were taken up in four villages on an experimental basis, and the tracking of progress has shown an increase in the yield of the rehabilitated borewells. There is great need to make sure that the technologies used are demystified, for the communities to take ownership of the work and sustain it in the long run.

### Water Security Planning

The aggregation of habitation-level water security plans at the Gram Panchayat level constitutes a key strategy for communities to manage source sustainability and collaborate with local authorities for resource mobilisation. The water security plan of a habitation is prepared through a five-step process.



The Water Security plan is a detailed description of all the interventions planned by the community to ensure long-term water security in the habitation. Demand side intervention planning aims to influence water consumption behaviour based on the quantum of water surplus or scarcity in the habitation. It flows from the use of Water Passbook and involves managing the consumption of water for drinking, domestic and irrigation purposes. Supply side intervention planning aims to improve groundwater availability and accessibility of the same through water sources. It primarily focuses on improving groundwater availability in critical water sources in the habitation, through groundwater recharge, water source maintenance, new water source construction, etc.

The Water Security plan is made accessible to everyone in the habitation in the form of a Water Security Plan Map. This map is prepared by overlaying proposed water security interventions information over the village resource map.

- Water Security Planning activities have begun in 34 Gram Panchayats.
- 9550 water sources - 1614 are springs, 2574 dugwells, 4214 borewells and 1148 other sources - were identified and mapped.
- Detailed aquifer mapping exercise was taken up by 237 trained volunteers.
- Water passbook work was initiated in 40 villages.





## CASE STUDY

### Rural communities measure rainfall for long-term water security



Santi Jani, 45, President of Gramadebati Village Development Committee feels that no one understands water woes during summer better than her. “Water woes due to water scarcity takes us two steps back. The taps in our homes running dry during summers can be frustrating. In fact, the rainfall data we monitor will help us in understanding groundwater availability on a monthly basis.”

“Being a localised forecast, the rainfall data collected with the help of a rain gauge helps in deciding which crop to cultivate in which season,” says Uttam Jani, 42, a farmer from Gramadebati village in Jagannathprasad block in Ganjam district. He continued saying “We believe that monitoring of this data regularly over a period of time will help us in getting precision forecasts in coming years. Climate change is now a reality, and such localised accurate forecasts will help us increase our produce.”

The village uses a rain gauge to collect this data. A rain gauge is an instrument used to measure the amount of rainfall in a certain area over a period of time. The manual rain gauge is a simple device with a funnel that is used for collecting and channelling rain into a small container within the device. The rainwater is then poured into a measuring tube to take the reading. To get accurate precipitation data, the rain gauge device is set up in an open area away from buildings, trees, electric wires, or edges of roofs. The monitoring of data over a few years will provide a month-wise accurate forecast in advance. This will help farmers to choose the crops they want to cultivate or the amount of watershed activities that should be done for increasing the moisture of the soil.

Mangaraj Jani, is the trained volunteer who measures the rainfall data in Gramadebati village using a rain gauge. He takes the reading once in 24 hours and records the data by writing in a register and then uploading it on a smartphone application called mWater.

The community uses a borewell for supplying water to every household. Santi says that the compiled rainfall data will help them in the future to decide the duration of water supplied to households in a day during different seasons helping us save water. “This way, borewells won’t completely dry up if extraction of water is done judiciously. This would mean that households will get water supplied to them for a shorter duration because we will extract less water from the borewell. But at least, this will prevent women from walking long distances every time in the summer to fetch water from outside sources.”

Availability of water is an issue that communities face at varying levels of intensity, across rural areas of Odisha and Jharkhand. The manual rain gauge device allows a community to efficiently monitor the rainfall in their area. The data collected over a period of time allows village committees flexibility in creating water-focused development plans for their village. This small technological adoption provides regular, usable data to users at the micro-level to optimise for water use.

### ● Land and water development activities

Village communities prepare resource maps to locate the critical water sources which need immediate treatment and delineate the catchment areas of such sources. Tree plantation and land development activities are taken up in these areas.

Soil and water conservation measures were taken up on the hills as per ridge-to-valley principles to improve soil fertility and soil moisture conditions on the hills to conserve soil and facilitate recharge of groundwater from rainwater runoff. The demarcation of lands was done after the hydrogeological survey conducted by the village cadres.

The treatment carried out include Water Absorption Trenches in the hill tops, Staggered Contour Trenches and Contour Stone bunds across the slopes, Field bunds across lower slope farmed lands and Gully plugs in the drainage lines.

### ● Trees for water

Afforestation of the higher slopes and common land is taken up as a community-managed activity. Ownership of the plantations is with the village community, and protection and management systems are set up for each village. The choice of species is made to ensure balance between ecological and economic benefits to the communities. These plantations are typically situated on sloping terrain in upper catchment areas, with inclines ranging from 8 to 15 degrees. Much of this land is often devoid of vegetation and has minimal topsoil.

Measures to conserve the land along the slopes are also undertaken to curb further topsoil erosion. Wild fruit bearing species are promoted to ensure natural propagation of seeds by birds and animals. Local and indigenous varieties such as Neem, Mahua, Karanja, Tamarind, Wild mango, Harada, Jamun and Kendu, and fast-growing species such as Chakunda and Simarua are planted. 400 to 600 saplings are planted in each acre of land.

These plantations were done based on a quadrant system. A group of users from the villages come together to clear the land, do the pit digging, do the plantations and weeding in the initial phases. The same group took care of the plantations, performed gap filling, and provided essential care. Once the plants are grown fully into trees, the user groups will have rights to use it to meet their fuel and fodder demands on a sustainable basis.

On privately owned land on the mid-slopes, horticulture plantations are taken up, with mango and cashew being the most preferred species. Farmers plant 50 to 60 saplings in each acre of land. Individual landowners take responsibility for upkeep and maintenance of horticulture plantations. Inter-cropping is practised by the farmers in these plots. For plantations on private land, owners made greater contributions and protected the plants at their own costs.

Women self-help groups and Jal Bandhu take up plant nursery activities to supply saplings for tree plantation.

The first batch of the Jal Bandhu fellowship, initiated in 2021-22 in Kalahandi district, concluded during the year. The Fellows were motivated to take up entrepreneurial activities such as setting up local nurseries to cater the demand for plantations. These fellows also provide technical support to the Village Committees and Gram Panchayats in taking up water conservation works as needed.

- Tree plantations, and land and water development activities were taken up in 1289 acres of land.
- 15 nurseries were set up to meet the demand of saplings for afforestation work.
- Eight fellows from the first batch of Jal Bandhu fellowship graduated in the year, four of whom have started their entrepreneurial journey by setting up their own nurseries.

#### CASE STUDY

### Young Adivasi women become microentrepreneurs to secure land, water sources and their own future



Mangel Majhi, 19, and Kalindri Majhi, 21, are hopeful owners of an agroforestry microenterprise in Dudukaguda village of Odisha's Kalahandi district. The two young women from smallholder farming families in remote Adivasi habitations see this as a path to realising their aspirations for a better life.

Mangel belongs to Dhuliguda village in Thuamul Rampur block of Kalahandi district, a predominantly tribal hamlet with 90% population belonging to the Scheduled Tribe communities. Her father, Leli Majhi, happens to be the only earning member of the family, who worked in a small Dhaba, a roadside eatery in a nearby village, Kaniguma. Mangel failed in Class 12, but her parents wanted her to study but at the same time were unable to afford to pay for her education.

Kalindri belongs to Dudukaguda, a smaller village with only 194 people, where 21% are from the Scheduled Tribes. Her father struggles with alcoholism and, though landed, has sold off most of the land to service his debts. Kalindri worked as a tailor in a garment factory in Bengaluru for six months in late 2020, "I returned home after my mother fell ill. I am their only child. I wanted to find work in or around the village."

Mangel and Kalindri met at Gram Vikas while training to be Jala Bandhu, in the Spring Stewardship Fellowship programme in the year 2021. The programme builds a cadre of young men and women from the Adivasi communities trained in hydrogeology, accounting, and technologies such as Google Earth Pro and Vertical Electric Sounding tests to become a knowledge resource pool for their communities. It promotes local skill-building and entrepreneurship while allowing the cadres earn a stipend of 8000 a month. Under the fellowship programme, the fellows monitor community level water sources including the springs, both pre and post monsoon. The data collected is used to prepare the five-year (2020-2025) Village Groundwater Management Plan.



Mangel and Kalindri learnt and trained their communities to map groundwater, monitor springs, develop degraded land, set up nurseries, undertake social and agroforestry plantations, conserve soil and moisture, and intercrop to rejuvenate land and water sources. Together, they visited a total of 22 villages in Kaniguma Gram Panchayat to help their communities plan, execute, and manage water and land development work.

After closing of their one-year fellowship, Mangel and Kalindri started their own nursery in March 2022. Their ambitions of further education and financial independence fuelled the entrepreneurial spirit, "We had no means to earn in the village to pursue our goals. So, we decided to raise plants in a nursery, something we learned during the fellowship." They engaged labour to prepare the soil, got manure and made the polybags ready. "My father, Leli Majhi, and Kalindri's father, Derang Majhi, helped us set up the thatched roof for the nursery," says Mangel. The entire process took them around 15 days. In the next two days, the girls collected over 20,000 seeds of mahalimba, chakunda, karanja, custard apple, jackfruit, tamarind, and kendu from the nearby forest and soaked the seeds in water for three days.

Mangel's mother, Somabari, 50 and Kalindri's mother, Panamati, 52, helped fill the polybags with the treated soil and plant a seed in each polybag. In total, they invested 25,000 in setting up the nursery. Within six months of setting up their nursery, in August 2022, they sold 19,450 saplings to Gram Vikas at the rate of ₹5.53. "Out of the 20,000 saplings, 550 did not survive. We sold the remaining 19,450 to Gram Vikas as they were doing plantation work on the hills of a village in our Gram Panchayat. We earned ₹1,07,559."

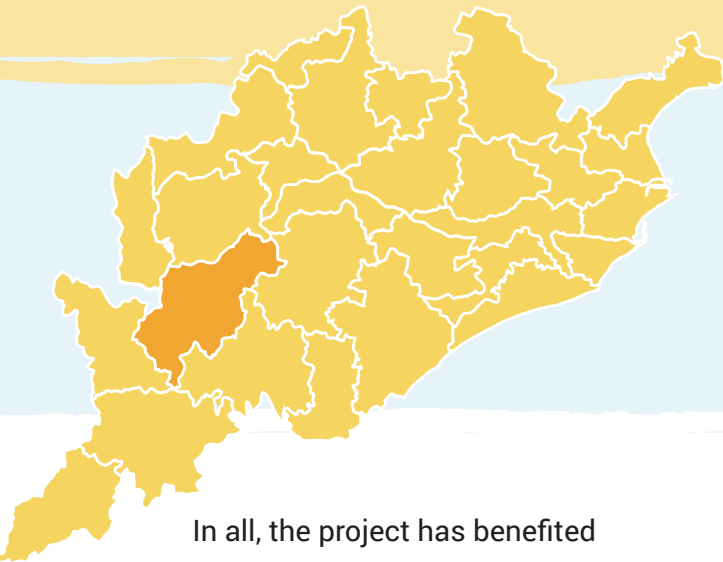
The girls hope to make the most now that each one has earned a tidy sum. With the money she earned, Mangel decided to pursue her studies and started preparations to appear for the Class 12 exam in 2023. She desires to take up a course in nursing, "I am confident I can make decisions and not depend on my parents for money."

Kalindri travelled to Bangalore in September 2022 to get the Provident Fund due from the garment export company she worked in earlier. After getting her money, Kalindri returned to her village in December 2022. For three months, she stayed in Bangalore, working in the same factory stitching clothes to meet her daily expenses in the city. Back home, she has bought a sewing machine from the money she had saved while working in Bangalore and has started a tailoring shop in Bhawanipatna town, the district headquarters of Kalahandi, about 65 kilometres from her village in Dudukaguda.



## Water Source Sustainability efforts – results of a four-year project

The 'Community-owned social and agro-forestry project', supported by InterGlobe Foundation, is essentially a Water Source Sustainability intervention through which Gram Vikas worked in partnership with village institutions to establish a community centric approach to management of local ecosystems. The project provides lessons on what can contribute to building water secure gram panchayats and communities.

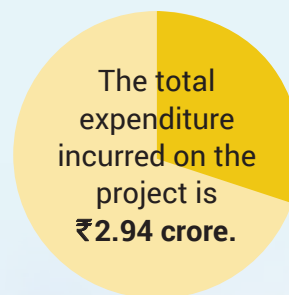


The intervention was taken up in 13 habitations in six Gram Panchayats of Thuamul Rampur block in Kalahandi district of Odisha, during November 2018 to March 2023.

In all, the project has benefited

**3,430** persons from **778** households

69% belong to Scheduled Tribes and Scheduled Castes.



28% came from community contributions and local convergence.

### THE PROJECT HAS ESTABLISHED NEW TREE PLANTATIONS OVER 690 ACRES



**2,42,230** trees of forest, fuel, and fodder species on

**400 acres** hilly land with slopes ranging from 8 to 15%

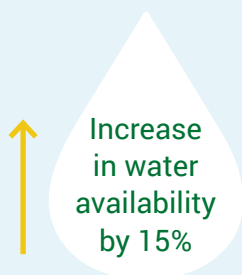


**17,250** mango and cashew saplings planted on

**290 acres** privately owned land on the mid-slopes

The survival rate of the plantations is 55%.

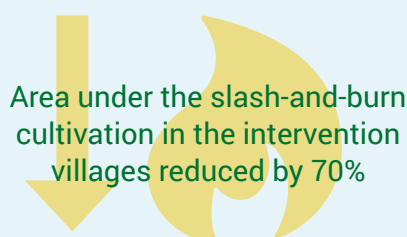
These trees have a survival rate of 75%.



in critical water sources which cater to the drinking water and productive end uses. This is a combined result of the tree plantations and land development work taken up in 940 acres of land.



Second crop of paddy is now being taken in 207 acres of land where it did not happen earlier. This is a result of the increased soil moisture and water availability, from the land and water development, and plantation activities taken up.



This is a result of increased agriculture activity now being possible due to improved soil moisture conditions and water availability. Communities giving up on slash-and-burn cultivation will have high positive influence on overall ecological security of the region.

## The plantations have created carbon sequestration potential of 6400 tonnes per year.

During the project period, the 13 village communities earned a direct cash income of ₹3.53 crore, complemented by an additional income of ₹2.61 crore earned from intercropping in horticultural plantations.



In the fiscal year 2022-23, 242 acres of land were designated for intercropping within these plantations. A diverse mix of crops was planted, including turmeric, oilseeds (such as niger and sunflower), millets (like finger millet, little millet, and sorghum), legumes (such as horse gram, pigeon pea, and cowpea), and various vegetables.



Farmers saw an additional income of ₹32,000 per acre through the sale of additional produce, specifically in cases of turmeric, niger, and sunflower. When millets and legumes were cultivated, the supplemental income amounted to ₹24,250 per acre. Furthermore, **wage income of ₹85 lakh** was generated by the villages through engagement in project activities, with over 75% of this income accruing to the villages' women.

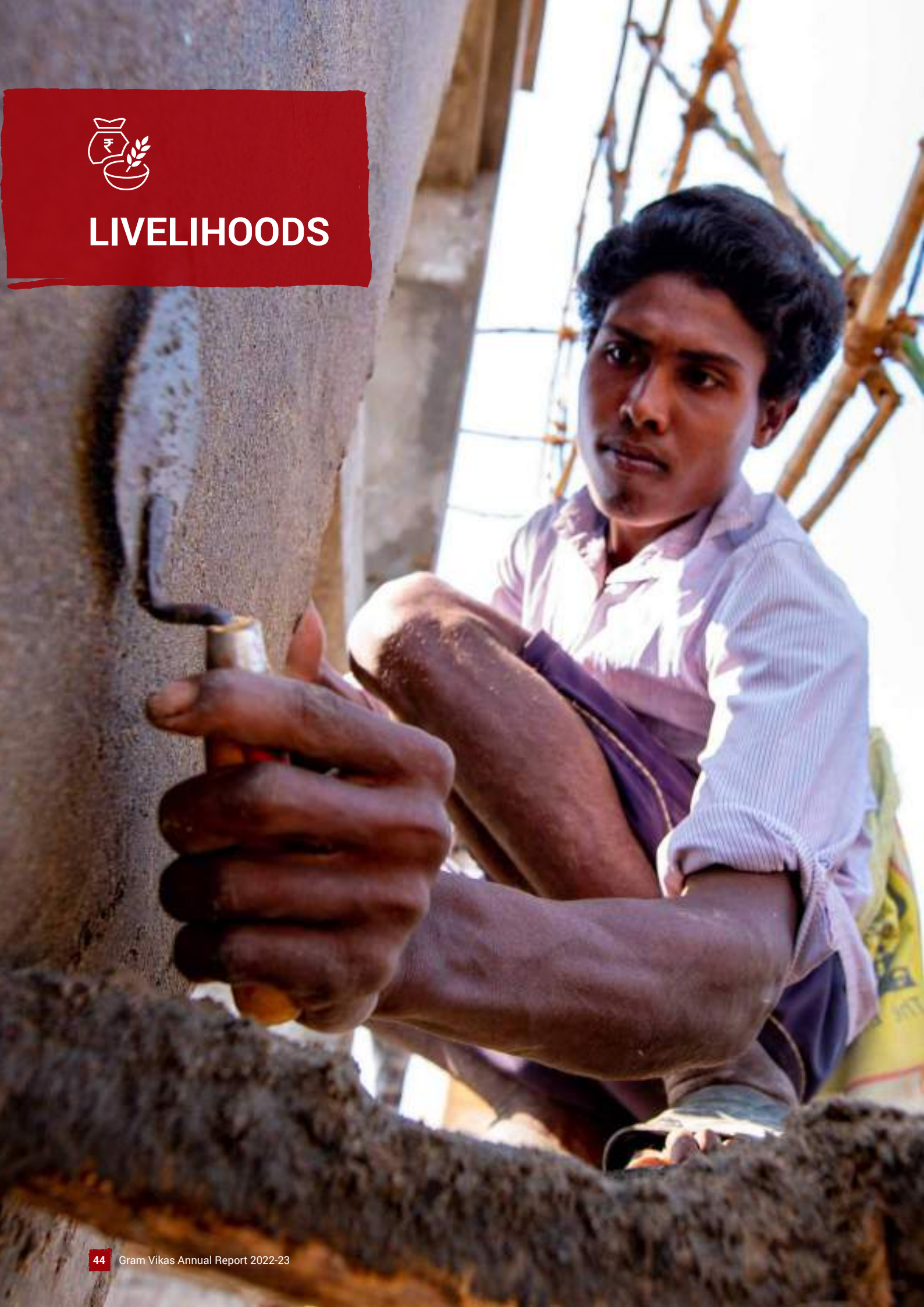
**Women's self-help groups also benefited, earning an additional income of ₹7.5 lakh by participating in project activities.**







## LIVELIHOODS



Work on strengthening livelihoods is an integral part of both the programme platforms – the Water Secure Gram Panchayat (WSGP) programme and the Safe and Dignified Migration (SDM) programme. The objectives of the work are to enhance the institutional and technical capacities of village communities for market engagement and improving the production systems.

## Farm livelihoods

Capacity building of farmers on improved farm practices and enabling the growers to adopt rice-fallow farming were key focus areas of work during the year. Farmer Producer Groups were formed following a land-based cluster approach. Farmers owning/cultivating adjacent land parcels willing to form groups were identified and motivated to form the groups.

Share capital is mobilised from the members, and bank accounts opened in the name of the group. Joint planning for upcoming cropping seasons is taken up by the groups.



### ● Improved animal husbandry and fisheries

The focus of work was to promote knowledge and practices around improved habitat, nutrition and disease management practices for goats, sheep, and poultry. A cadre of Pashu Mitra were trained to facilitate awareness and training sessions. They also delivered the support at the household level.

- 276 farmer producer groups were formed with 3312 members, 17% of whom are women.
- 1476 farmers had 70% increased production following improved package of practices.
- Cropping intensity increased in 140 acres of land because of irrigation coverage.
- 116 farmers supported for goatery and poultry through Farmer Producer Groups.
- Commercial fisheries were taken up in 25 villages.
- ₹19 lakhs mobilised by farmer groups and village institutions from government programmes for irrigation and farm sector interventions.



## CASE STUDY

### Women became fish farmers to stand on their feet



"I remember, in 2020, along with two other SHGs, we went to the Khetamundali Panchayat office to participate in bidding for a three-year lease for a pond. When the Sarpanch declared that the base price for the pond was ₹22,500, the other two SHGs present decided to drop out and not take part in the bidding. They felt the price was too high. It left the Sarpanch with no other option but to lease the pond to us for three years with the base price", said a beaming Satya Jani, President of Maa Saraswati Self Help Group from Talasahi, a small hamlet of Gramadebati village in the Jagannathprasad block in Ganjam district. Soon after her husband's demise, Satya, 40, shifted with her son Sukura, 14, to her elder brother-in-law Shyam Jani's house. She works as a farm labourer in her brother-in-law's land, where they grow horse gram, finger millet, maize, and vegetables.

Gramadebati village has 46 households and is divided into three hamlets - Gramadebati Talasahi with 19 families, Mundia Sahi with 20, and Dhobi Sahi with seven families. For the past four years, the women of Maa Saraswati SHG in Talasahi have been hoping to improve their lives by using their spare time productively to earn an extra income.

Due to a water shortage during the dry months, farmers in the village do not cultivate their fields. As a result, women like Satya work as farmhands in nearby villages. Satya wants to earn well to support her son's education. She recalls "I was thrilled when all the members of our group agreed to start fish cultivation together. To single-handedly start and manage an enterprise is difficult. Starting an enterprise in a group together with other members and sharing responsibility has helped us form a strong bond among us."

In 2020, the group planned to bid for the pond for pisciculture. Subhasini Mallik, 28, Secretary of the group, adds, "Though the base price was quite high, we were confident about our decision to go ahead with the bidding. The group had met a couple of times to discuss every aspect of the business before the bidding. With some good advice from the elders and well-wishers we went ahead."

Subhasini Mallik's husband, Ramesh Mallik, says, "My wife wanted to utilise her spare time productively and add to the family's income. Our son is just two years old, and it was not easy for her to leave him alone at home and work as a farmhand in nearby villages. I work the entire day in my field. When their group bid for the pond, I told her to go ahead with the group's decision. I decided to support my wife by taking responsibility for looking after our son for some time in the day whenever it was required."

After procuring the lease, the members bought fingerlings of salmon and Katla from the nearby Gerada bazaar for ₹12,000. In April 2021, the group harvested three quintals of fish. They sold the



catch to residents from neighbouring villages like Khetamundali, Sisunda, Gerada, and Tirigoccha for ₹140/kg. They earned a total sum of ₹42,000 that year. "Our investment included ₹12,000 for the fingerlings and ₹5000 for the net we rented from Kokalaba village to harvest the fish. The group paid off the first year's lease amount of ₹7500, while we deposited the remaining ₹16,500 in the group's savings accounts," said Satya.

After leasing the pond, the members dutifully fed the fish and ensured the pond was clear of weeds. One evening, during a random check, the women spotted several men with a net inside the pond, attempting to steal the fish. The intruders fled upon seeing the women, abandoning their net behind. From that day forward, the women took turns guarding the pond for two months, until the fish were ready to be harvested.

Subhasini Mallik says, "During June 2022, we caught a total of 2.45 quintals of fish and sold at ₹130/kg earning ₹31,850. Our expenditure on fingerling was ₹11,000, and the netting was ₹5000. Our profit in the second year was ₹16,850. I took a small loan from the amount we earned that year for sudden expenses in my family."

Rasmita Jani, 25, a group member, says, "We harvested three times this year and have sold over four quintals of fish for ₹56,000 at the rate of ₹140/kg. We purchased fingerlings for ₹9780 and ₹15,000 for netting three times. We have also paid the annual lease amount of ₹7500. After meeting all the expenditures, we have earned an amount of ₹23,720 this year. We will try to bid for the pond yet again." The women say that the income has made them confident in meeting sudden expenses in their families and they don't have to depend on anyone for money.



## Non-farm livelihoods

Facilitating safe migration was the key focus of our work during the year. Facilitation of support to migrant workers and migration dependent households through the network of resource centres at source and destination remained the main approach of the programme. Results achieved during 2022-23 include:



- Nine Shramik Bandhu Seva Kendra (SBSK) are operational in Ganjam, Gajapati and Kandhamal districts, providing source level support, and two Bandhu Shramik Seva Kendra (BSSK) are operational in Ernakulam and Thrissur districts in Kerala, providing destination level support.
- These Centres have supported more than 4500 workers in settling workplace disputes related to wages and working conditions.
- Nineteen Community Champions are active in the districts of Ganjam, Gajapati and Kandhamal.  
The telephone Helpline has been responding to 200 calls on average every month.
- We provided investment advisory services to 345 households, of which 21 have set up village level enterprises using remittance income as the capital.
- Financial literacy programmes have covered more than 7500 persons, while 4700 households have been supported to access social protection schemes.

## CASE STUDY

### **Migrant support centres help workers recover dues from their employer**



Abhiram Majhi, 22, is a migrant worker from Karnibel Village in Thuamul Rampur block of Kalahandi district, Odisha. He lives with his three brothers and parents. He is not the first in his family to migrate in search of work. Rajendra, his eldest brother, had earlier moved to Kottayam, Kerala, to work in a pineapple farm. Abhiram had to drop out after Class 5 but has always wanted to study. In 2016, he decided to migrate to Palakkad, Kerala. He found work in a construction company through recommendations from Jitendra, a fellow migrant worker from his village. Over two months, Abhiram saved ₹8000 from his daily wage of ₹500. But he had to use that money for a family medical emergency when he returned home.

Again in 2017, Abhiram migrated to Ernakulam district in Kerala to work in a papad manufacturing company. Over the next five years, his monthly income gradually increased from ₹8000 to ₹12000 per month. The company had agreed to pay him and his colleagues ₹3000 at the end of every week. However, from 2019 payments became irregular. They received only weekly payments of ₹500 to ₹2000. Abhiram says there were many issues, "The work was physically exerting. We had to work long hours. The employer had also promised ₹40 per hour for overtime but we rarely got it".

The employer then promised to clear all dues once the workers decided to return. Abhiram then started keeping track of the money to be received. He also kept track of overtime and encouraged his co-workers to do the same. In January 2021, Abhiram wanted to return to his village with Gajendra, another fellow migrant from Karnibel. They approached their employer and asked for their dues, which were ₹63,000 and ₹25,000, respectively. The employer physically and verbally assaulted and refused to give them any money. The following day, he apologised and promised to clear their dues soon but that never happened. Left with no other choice, they returned home without their payment.

Abhiram and Gajendra learned about Financial Literacy Training for migrants and migrant dependents in Karnibel. Gram Vikas' Community Champion, Tambudhar Nayak, conducted the training. They learned about the Shramik Bandhu Seva Kendra (SBSK) and the Bandhu helpline. Abhiram called the helpline to register his complaint with the Berhampur operator, who then forwarded the complaint to the support centre at the source, Bandhu Shramik Seva Kendra (BSSK) in Ernakulam. The BSSK, with the support of the Labour Department of the Government of Kerala, reached Abhiram's employer. He agreed to refund all of Abhiram and Gajendra's outstanding money. Abhiram already had a bank account, but Gajendra did not. Tambudhar took Gajendra to Bhawanipatna, 65 km from Karnibel, and guided him to open a bank account. It would help the company transfer the pending payment to his account.

Abhiram is currently cultivating paddy, millet, and some pulses on his land. He and Gajendra have increased confidence after learning about the Bandhu helpline and the SBSK. They are eager to migrate again in search of work. Their story has provided hope to many migrant workers often exploited at their workplaces without adequate grievance redressal mechanisms.





# SANITATION AND HEALTH





Our efforts in the Sanitation and Health focus area aim to promote safe and proper sanitation and hygiene practices at personal, household, and community levels, ultimately driving improved health and nutrition outcomes. We equip village communities and institutions with the necessary skills to inspire behavioural shifts in individuals and the broader community. Importantly, this initiative plays a significant role in advancing the Safety impact dimension of the Water Secure Gram Panchayat programme.

## Water Quality Management

Our work in Water Quality Surveillance and Management (WQM) have centered on water quality testing, raising awareness about water quality, and implementing community-led mitigation and corrective actions. Guided by the Village Development Committee, the WQM cadre conducts water quality tests using field-test kits. Both pre-monsoon and post-monsoon assessments are undertaken. To complement these field tests, additional evaluations are performed at the Water Quality Laboratory, SUJAL, in Mohuda.



SUJAL started operations this year. Our field team members collect water samples and forward them to the lab. Once at the lab, each sample receives a unique code before undergoing testing. The results of these tests are auto-generated and stored using a Google Workspace application. These reports, complete with test outcomes and recommendations for mitigation or remedial measures, are then shared with the field staff, who in turn, share this critical information with the village communities.

### ● Village level tests

- Village-level water tests were conducted in 375 villages, utilising Field Test Kits to analyse a total of 1049 samples.
- Out of these, bacterial contamination was detected in 194 villages.
- Of the 1049 samples, bacterial traces were most prevalent in potable water storage at homes (205 samples), while tap water points showed the lowest contamination (96 samples).
- Three samples exhibited high fluoride levels.
- Nitrate levels exceeded permissible limits in 194 samples, with 35 of these samples showing exceptionally high nitrate content.
- In 10 villages, iron contamination was significantly high.

### ● Lab tests

A total of 229 samples from 223 villages underwent testing at the lab against 21 parameters.

The key findings from these tests included:

- High iron content detected in 24 villages.
- Elevated nitrate levels observed in three villages.
- Magnesium content identified in six villages.
- Bacterial contamination found in 75 villages.

### ● Remedial measures

In 212 villages, we mobilised communities to undertake rectification measures, primarily related to infrastructure repairs. Out of these, 138 villages began the required actions within the year, with 128 successfully completing the necessary work.

For villages with bacterial contamination, measures included cleaning water tanks and repairing storage, distribution lines, and the peripheral area of the water source. Additionally, we took up behavioural change initiatives to address contamination at collection, transportation, storage, handling, and usage points of water.

In areas where high magnesium levels were detected, residents have transitioned to alternative water sources for drinking and cooking.





## CASE STUDY

### An Adivasi village learns to monitor water quality



Biluamara village falls under Jagannathprasad block in Ganjam district. It is home to 35 Adivasi families. In 2006, each household in the village received a piped-water supply for the toilet, bathroom, and kitchen. This arrangement worked well for village women who spent hours fetching water daily. However, the village saw a sudden spurt in water-borne diseases among children and adults.

The village has a “water quality cadre” responsible for monitoring the water quality and facilitating the rectification of issues found with support from Village Development Committees. Sanju Jani, 26, the water quality cadre in question, lives with her parents and two brothers in Biluamara village. Sanju has passed Class 12 and works with the Van Suraksha Samiti. As a Poshan Mitra, she is responsible for testing the quality of all drinking water sources that the village accesses.

Sanju took on the challenge despite being unsure at first. She says, “Although I own a smartphone, I was not comfortable filling out online forms and uploading information to the mWater app. Due to my lack of technology expertise, I was unsure how to handle the role.”

Water Quality Management involves several aspects such as testing water samples collected from water sources using Field Testing Kits (FTKs), uploading the results of water tests and sanitary surveys to the mWater app, share the test results with the community and facilitate the rectification of issues (if found) with support from VDC.

In April 2022, Sanju received the training on the above aspects for water quality management. She happens to be one of the 84 volunteers in the Ganjam district of Odisha, among whom 24 are women. In training, she learnt about the testing protocol and using field testing kits (FTKs) to test water quality from the source, main pipeline, and household. Soon after taking up the role, she started with the water testing work in Biluamara. The sample water collected and tested revealed bacteria contamination.

Soon a sanitary survey took place in Biluamara. It revealed damage in the pipeline which was suspected to be the cause of water contamination. Sanju then organised a meeting on awareness of water quality management based on the survey results. While the community learnt about the health risks of contaminated water and water-borne diseases, Sanju convinced the Village Development Committee members to repair the pipeline. Several meetings were held to make the village residents aware of water quality and hygiene practices. Sanju persuaded all the 35 families residing in the village to contribute to repairing the damaged pipeline and cleaning the overhead water tank. The community was also asked to get the water tank cleaned at least once in every quarter.

“We were able to solve the water contamination problem in our village. At first, we did not believe Sanju when she spoke to us about the contamination of the drinking water with bacteria. However, with the water pipeline repair, the problem is now completely solved,” says Bijay Jani, 55, a farmer and a village committee member of Biluamara village.

## Safe Sanitation and Hygiene Practices

Our efforts towards ensuring safe sanitation and hygiene behaviours centred around raising awareness of kitchen sanitation, personal hygiene, safe practices for food and water, proper use of toilet and bathing room, and appropriate excreta disposal. In solid and liquid waste management, our focus was to establish systems at the household and village levels. This ensures health risks are minimised by preventing indiscriminate disposal of solid waste and water stagnation in the village.



Regular awareness sessions on safe sanitation and hygiene were conducted in 375 villages covering more than 17,000 households, during the year.

- 6671 households use toilets and bathing rooms by all members.
- 8741 households follow safe kitchen sanitation practices.
- 8533 households follow good personal hygiene practices.
- 6774 households adopted measures to prevent wastewater stagnation through backyard gardens and/or soak pits, of which 5300 households are raising backyard kitchen gardens.
- 4627 households practice source level segregation of solid waste regularly.
- 13 villages have systems for non-biodegradable waste management through community level collective action.
- In 80 villages the village community has ensured creation of wastewater diversion in the schools, Anganwadi centres and community infrastructure to prevent stagnation.
- 274 villages are conducting regular village cleanliness drives.

## CASE STUDY

### Communities make efforts to set-up a sustainable waste management centre in the village



“To achieve a clean Panchayat, all the villages under our Panchayat should implement solid waste disposal systems. Let us start with village-level waste disposal through awareness meetings educating the community on biodegradable wastes, non-biodegradable wastes and what are hazardous wastes with different segments of people/groups in the village like households, SHGs, tea stalls, shopkeepers, and school children. The next step would be to make them understand how to do segregation from the household level,” says Joseph Gamango, Panchayat Executive Officer (PEO) of Tarava Gram Panchayat in Gajapati district during a felicitation ceremony of the newly elected PRI members in the Tarava community hall.

After formation of a Village Development Committee in Samagaitha village in Tarava Panchayat in April 2022, Gram Vikas introduced its plans to engage the local community in water resource management and to build sustainable and gender-equitable institutions for long term sustainability of interventions.

The village committee and SHG members of Samagaita village, met to discuss waste piling on their streets and scaling up waste management in their village following the Panchayat meeting in Tarava. The focus was on first bringing about behavioural change to eliminate the littering of waste in open areas and scaling it up through a participatory approach for implementing a community waste management programme in the village. They decided to mobilise the residents through SHG meetings and village meetings.

In the following days, the village witnessed awareness sessions with SHG members on waste disposal and the benefits of living in a clean environment. The SHG members made placards and carried them around in the village to spread awareness. The SHG and village committee members discussed the health benefits of safely disposing waste that would otherwise contaminate the environment. They also discussed the economic benefits of recycling waste products. Dumping waste in the open can contaminate the soil and groundwater, and become a breeding ground for flies, rats, and other insects.

The awareness sessions helped the community understand the difference in solid and liquid waste based on usage. Rispa Gamango, 25, of Janani SHG, says: “When dustbins at homes get filled up, they get thrown out on the sides of streets and open ground. But having a place exclusively to dump waste will ensure cleanliness in the environment.” After a village meeting, forty-five households from the village agreed to set up a waste management system. The village approached the Naib Sarpanch with a request for funds to build a waste disposal centre. The Naib Sarpanch released the funds for the construction of the centre the following week.



The residents of Samaghaita feel a sense of pride in having a community waste disposal centre. This is quite evident when residents from other villages, such as from neighbouring Ukhura Panchayat, notice the disposal centre on the side of the main road while passing by and enquire about it. Tibati Gamango, 32, of Janani SHG, says: "The residents from Maliar and Minjri, villages in the Ukhura Gram Panchayat, visited the disposal centre in Samagaitha. We explained to them the benefits of having a waste management system and how to approach the Panchayat for funds to build a community bin in their village. After talking to us, both villages approached their Sarpanch and have received funds to build a community bin in their village."

### ● Menstrual Health and Nutrition

Our initiatives on menstrual health and nutrition primarily focused on raising awareness among adolescent girls and women. Throughout the year, we have streamlined these sessions, conducting them in close collaboration with ASHA, AWW, and ANM, and with support from village-level cadres. We piloted 'Saheli Diwas' to offer a unified platform for discussing menstrual cycle-related issues. The platform serves as a common space for learning and sharing, promoting healthy hygiene practices during menstruation

- Saheli Diwas is being held in 24 villages every quarter for discussing Menstrual Health.
- Learning by Sharing events were held with women and adolescents in 71 villages to discuss nutrition related topics.





# HABITAT AND TECHNOLOGY





Our efforts in Habitat and Technology promotes the use of renewable and appropriate energy technologies. In collaboration with our partner communities, we design and implement tailored technology solutions to meet their specific needs.

## Village electrification using renewable energy

Work is in progress in two villages in the Thuamul Rampur block of Kalahandi district.

In Karnibel village, efforts are underway to rehabilitate and augment a Micro hydro system by integrating it with a Solar photovoltaic generation unit. Land treatment was carried out in the catchment area of the stream that feeds the micro-hydro unit, in partnership with the forest department. Plantations were done in five acres of land. Soil water conservation works like contour trenches and gully plugs were taken up in 10 acres of land.



In Maligaon village, the successful rehabilitation and commissioning of a solar mini grid in 2019 paved the way for its second-phase enhancement. The new phase has introduced the replacement of older Photovoltaic panels with 10 kWp of new panels, boosting both reliability and backup capacity. We are championing the use of renewable energy for productive purposes. Land mapping, exposure visits and motivational activities for the farmers were taken up during the year. Farmer producer groups have been formed with farmers interested in using renewable energy for farm related activities. Capacity building of local youth and women' SHGs are ongoing to ensure effective daily operations of the unit and necessary troubleshooting for the system.



## CASE STUDY

### A micro-hydro project has communities hopeful



One has to travel four kilometres from Gunupur town through the forest and then wade through the water to cross the Nagavali river to reach Karnibel village, an Adivasi village which is home to 22 families. Most of the families are primarily into farming.

During the rainy season, the village remains cut off from the nearest town of Gunupur as the river swells and remains in darkness for an entire month. The main grid fails in the incessant rains, and sometimes the transmission lines suffer damage and lay unattended for weeks at a stretch.

When the micro-hydro project came up in this village for the first time in 2010, a rice mill was kept at the powerhouse for the convenience of the community to mill their harvested paddy and pulses instead of travelling to Gunupur town. They used to mill their agricultural produce in the village using this rice mill free of cost and did not need to spend money on hiring a tractor to transport it to a mill in Gunupur.

Jugu Majhi, 37, a farmer, lives in Karnibel village with his wife and two children. He laments about the rice mill lying unused in the powerhouse as the micro-hydro project has been defunct for the past six years.

After every harvest of rice and pulses, Jugu Majhi and the other village residents are now having to hire a tractor for 500 each trip to transport the produce to the rice mill in Gunupur. They travel two kilometres to Khakesh village a day or two in advance to book the tractor. He says, "Even if there is a power supply from the main grid in the village, the rice mill will not work due to low voltage."

But Jugu Majhi is hopeful that Karnibel will soon get a micro-hydro power plant in Karnibel. Harnessing the power of water from the Trunja Jharan stream, the plant, once commissioned, will generate enough energy to keep a small village of 22 households illuminated 24X7. Moreover, the solar photovoltaic system as part of the power plant creates a hybrid power generation system of micro-hydro and solar energy, enabling sufficient electricity supply in the summer season when the stream flow is lean.

Farmers like Jugu Majhi would not have to travel anywhere but could mill their paddy and pulses free of cost and at their own convenient time in the mill in their village if the micro-hydro power plant became a reality.

The power plant will produce enough clean energy to power the village's households, support livelihoods, and provide much-needed lighting to educate Karnibel's school-going children.





## NETWORKING AND SECTORAL CONTRIBUTIONS





## SUPPORT TO FLOOD AND CYCLONE AFFECTED COMMUNITIES IN BALASORE DISTRICT

We continued in our efforts to support the communities affected by flash floods in Balasore and Mayurbhanj districts. The Yuva Vikas Foundation supported us for community outreach. Persistent low pressure induced heavy rains, coupled with the release of water from a reservoir, led to the inundation of 40 villages in Bhogorai, 30 villages in Baliapal, and 25 villages in Sadar blocks.

To address immediate needs:

- Eight community kitchens were established in four blocks in Balasore and one block in Mayurbhanj districts. These kitchens served three meals daily to over 5,000 individuals from 1,237 households.
- After strong winds uprooted trees and heavy rains damaged thatched roofs and mud walls of most houses, we distributed tarpaulin sheets of size 15'x12' to 846 families in Balasore for temporary shelter.
- Assistance was also extended to farming households for rehabilitating their damaged crops.
- Mobilising technical and knowledge resources to augment ongoing work

## IMPLEMENTATION SUPPORT AGENCY FOR GOVERNMENT OF ODISHA FOR JAL JEEVAN MISSION

Gram Vikas was appointed as the Implementation Support Agency (ISA) in July 2021, by the Panchayati Raj and Drinking Water Department of the Government of Odisha. The role of the ISA is to support preparation of Village Action Plans and formation of Village Water and Sanitation Committees (VWSC) as per the Jal Jeevan Mission (JJM) guidelines in all revenue villages in Gajapati, Ganjam, Kandhamal and Boudh districts of Odisha.

A team of eight Gram Vikas staff members and about 200 Gram Panchayat and village level volunteers worked intensively to achieve the results. Village Water and Sanitation Committees (VWSC) were formed, and Village Action Plans (VAP) developed in 7678 villages of 892 Gram Panchayats in the four districts. These committees have now been equipped with bank accounts and essential internal systems to manage the piped water supply systems efficiently.

We embarked on an expansive information campaign in March 2023 to reinforce the messaging around community-managed water and sanitation. This campaign, utilising specially equipped vehicles, seeks to reach every village in the four districts, dispersing crucial audio and video messages related to the Jal Jeevan Mission and Swachh Bharat Mission.

## MEMBERSHIP OF NETWORKS

Gram Vikas continued to be an active member of the RCRC Coalition, with membership of the Working Committee at the national level and implementing several projects at the State level. Gram Vikas is also a member of VANI and Sustainable Sanitation Alliance.



## ARTICLES PUBLISHED

Articles written by staff of Gram Vikas published on various platforms.

- How migration is changing villages in Odisha; Kabir Rana, Liby Johnson and Manjary S in India Development Review, November 2022
- Ensuring safe and dignified migration for informal workers; Benoy Peter and Liby Johnson, in India Development Review, June 2022

## SPEAKING EVENTS

Representatives of Gram Vikas participated in events organised by different agencies, sharing their experiences from Odisha. Significant events during 2022-23 were the following:

- Roundtable on understanding the links between water resources and rural drinking water supply, organised by Ashoka Trust for Research in Ecology and the Environment
- 'WASH asset management - learning from community-owned initiatives', event on Asset Management in Water, Sanitation, and Hygiene (WASH), organised by Development Management Institute and Institute of Rural Management
- The World Water Congress and Exhibition, organised by International Water Association
- 3rd Annual Learning Exchange of the Household Water Treatment and Safe Storage (HWTS) network for India, organised by S M Sehgal Foundation in Gurgaon, Haryana

## LEARNING VISITS HOSTED

We facilitated learning-exposure visits to our operational areas for other organisations to understand our work on-the-ground.

- In June 2022, a delegation consisting of 10 members from Samaj Pragati Sahayog embarked on a week-long visit to the Ganjam district to understand the interventions and interact with the community level institutions regarding their role in establishing and managing piped water supply systems in the villages. It included learning about the sanitation and piped water supply infrastructure, household level water metres, and solid and liquid waste management interventions done by Gram Vikas.
- Officials and community members from Chaupal Gramin Vikas Prashikshan Evam Shodh, a Chhattisgarh based organisation, had a two-day exposure visit to Kalahandi district to learn about the Migration and Water Security related work in November 2022.
- We hosted the Jagriti Yatra, the 14-day, 8000-km entrepreneurship train journey to inspire youth to become entrepreneurs, with more than 500 Yatri and over 100 facilitators, at Mohuda.

# PLANNING AND MONITORING

The Planning and Monitoring function supports the work of all programmatic focus areas, district offices and field coordination offices. It focuses on creating data collection and analysis systems, information management systems and capacity building of staff at different levels.

During 2022-23, substantial focus was put on creating baseline information of every operational village. This baseline is necessary to establish the measurement framework for outputs and outcomes of our work. We also initiated the development of technology-enabled tools to streamline planning, reviewing, and monitoring processes. Review meetings at different levels - Field Coordination Offices, District Offices and Central level got regularised during the year.

## BASLINE INFORMATION SYSTEM

A core area of our work was the establishment of a team of community volunteers to undertake baseline assessments across various locations. We identified and trained 86 volunteers from diverse field locations on the mWater application, equipping them for village and household surveys as part of this assessment.

To date, we have gathered baseline data from 80,958 households spanning 1,470 villages and 88 Gram Panchayats. Meanwhile, assessments are underway in 121 villages across four Gram Panchayats, targeting an additional 3,425 households.

## TECHNOLOGY INTERFACE FOR PLANNING AND MONITORING

We developed a monitoring framework and an mWater-based tool for monthly, activity-specific reporting, which we then rolled out across all field locations. Our field implementation teams received training on how to use this tool effectively. Additionally, we introduced another mWater-based tool designed to capture village-level planning information for the 2023-24 period. This new approach has proven successful, promising utility not only for activity planning and tracking at both village and GP levels but also for crafting individual staff Annual Performance Plans (APP) and generating Annual Performance Reports (APR).

# COMMUNICATIONS

## SOCIAL MEDIA AND WEBSITE

Gram Vikas' presence in the internet space continued to be strong during the year. The Gram Vikas website had 31,397 visitors during the year, with 86% being new visitors.

The Gram Vikas LinkedIn page added 6941 followers during the year, taking the total to 13,998. The Facebook English page has 5585 followers, 19% of whom were added during the year, while the Instagram profile has 2257 followers, 426 added during the year. The YouTube channel has 683 subscribers, 35% of whom were added in the current year. Growth in these platforms is driven organically through quality and consistency of content.

The growth and engagement on the website and social media handles were because of publishing of strategically designed fresh content. We managed to engage the audience in our social media handles by publishing 148 pieces of content in English and 144 pieces in Odia.

We also celebrated several days of international importance (World Environment Day, International Day of World's Indigenous people, World Water Week, International Toilet Day, International Migrants Day, International Women's Day) by running social media campaigns.

## COMMUNITY ENGAGEMENT AND CAPACITY DEVELOPMENT

On-field training programmes were organised to strengthen community capabilities to harness their power of storytelling. Staff capacities were enhanced in story writing, mobile photography and videography which helped them to record activities, processes, and events.

Six digital editions of Gram Vikas Samachar were published and shared over 24 WhatsApp groups. These are location-wise separate groups of men and women constituting VDC, SHG and other members from the partner communities.

As part of our Community Media initiative, a module on "Story-driven participatory video production workshop" was developed and men and women from the communities were trained on audio-visual storytelling skills which involved story and character identification/development along with technical information to shoot and edit videos using smartphones.

41 Gram Vikas Saathi and eight staff members were trained on recording video testimonials of stakeholders using a mobile phone. 58 such testimonials of community leaders and members about their experience on the JJM-ISA intervention were recorded from across nine blocks in five districts.



# GOVERNANCE AND MANAGEMENT

Gram Vikas is registered under the Societies Registration Act 1860. The General Body of Gram Vikas consists of 12 members. The Annual General Body Meeting of the Gram Vikas Society was held on 07 September 2022.

## GOVERNING BOARD

The Governing Board of Gram Vikas consisted of 11 members and the Executive Director as an ex-officio Secretary .



### **ANANTA MOHAPATRA, MEMBER**

Anant Mohapatra is a noted theatre personality from Odisha. He is the founder of the Utkal Rangmancha Trust and is associated with several notable cultural initiatives in the State. He has been a member of the Gram Vikas Society since 1999.



### **ANUP KUMAR MOHAPATRA, MEMBER**

Anup Kumar Mohapatra is a leading businessperson and philanthropist from Odisha. He has been a member of the Gram Vikas Society since July 2019.



### **BIREN BHUTA, MEMBER**

Biren Bhuta had led multi-sectoral stints with prominent names like Standard Chartered Bank, NDTV, and the International Union for Conservation of Nature. He was also the chief of CSR, Tata Steel in Jharkhand, and Odisha. Biren Bhuta is a graduate of the Indian Institute of Management, Kolkata. He joined the Gram Vikas Society in 2019.



### **DEBIPRASAD MISHRA, MEMBER**

Debiprasad Mishra, a former professor at the Institute of Rural Management Anand (IRMA), Gujarat, has been a member of Gram Vikas Society since 1998. He served as the Executive Director of Gram Vikas from July 2015 to September 2017.



### **JOE MADIATH, CHAIRMAN**

As a development worker, Joe Madiath came to Odisha in 1971. He founded Gram Vikas in 1979 and served as its Executive Director till 2013. A globally recognised social entrepreneur, Joe Madiath has been part of several important committees of the Government of India and Odisha.



### **MEENA GUPTA, MEMBER**

Meena Gupta was part of the Indian Administrative Services' 1971 batch of Odisha cadre. As part of her illustrious administrative career, she had occupied various senior positions in the Government of India and Odisha in the areas of health, labour, tribal affairs, environment, and forests. She has been a member of the Gram Vikas Society since July 2016.

**NAMRATA CHADDHA, MEMBER**

Namrata Chadha is a lawyer by profession and advisor to various non-profits, public and private institutions. She was formerly a member of the Odisha State Commission for Women. She is on the Prevention of Sexual Harassment Committee of eight institutions including the State Bank of India and Mindtree Technologies. She joined the Gram Vikas Society in 2019.

**PRADOSH CHANDRA MOHANTY, MEMBER**

Pradosh Chandra Mohanty retired from the services of the Income Tax Department in 2018, as the Chief Commissioner of Income Tax, Andhra Pradesh. He joined the Gram Vikas Society in 2019.

**RAM SHANKAR, TREASURER**

Ram Shankar is a Chartered Accountant, exporter, and businessperson working in the leather industry. He is credited with the first book published in India on Accounting and Financial Management of NGOs. He has been a member of the Gram Vikas Society since 2008.

**SANJEEV NAYAK, MEMBER**

Sanjeev Nayak is an entrepreneur from the Information Technology sector, and Trustee of the Silicon Institute of Technology, Bhubaneswar. He joined the Gram Vikas Society in July 2016.

**VEENA JOSHI, MEMBER**

Veena Joshi is a renowned expert in the field of rural and renewable energy. She has worked with the Swiss Agency for Development and Cooperation and Tata Energy Research Institute, Delhi. She has also served on the advisory groups of the UNDP and Shell Foundation. Veena has a PhD in Physics from the Indian Institute of Technology, Kanpur. She joined the Gram Vikas Society in 2019.

**LIBY T JOHNSON, EXECUTIVE DIRECTOR & EX-OFFICIO SECRETARY**

Liby Johnson has led large-scale poverty eradication efforts in his 25+ years of social development work across diverse sectors. He has worked with grassroots organisations, government programmes and the United Nations. Liby regularly contributes to policymaking in rural drinking water and sanitation and livelihoods sectors at the national and state levels. He joined Gram Vikas as the Executive Director and ex-Officio Secretary in October 2017.

**Meetings of the Governing Board**

The Governing Board met four times during the year. The meetings were held on the following dates.

- ◊ 23 July 2022
- ◊ 07 September 2022
- ◊ 06-07 December 2022
- ◊ 30 March 2023

## MANAGEMENT TEAM

The Management Team (MT) consists of senior managers who lead day-to-day programmatic and administrative functions. The primary role of the MT is to support the Executive Director in achieving the mission of Gram Vikas and fulfilling the mandate set by the Governing Board from time to time. The Management Team develops the Annual Plan and Budget and supports the Executive Director in presenting it to the Governing Board. It presents quarterly updates of progress to the Governing Board.

The Management Groups (MG) for leading programme/thematic or support functions are formed from amongst the members of the Management Team. The Management Groups provide programmatic and implementation leadership for activities under the different programmatic and thematic support areas. The MG is responsible for implementing activities, for achieving the intended results, ensuring quality of processes and results, and overseeing all related financial and accounting matters.

The position of District Managers was created in April 2021, to be responsible for all activities of Gram Vikas in the specific geographic area, termed the District Office. They are the nodal person for all nodal liaison with the various government departments and agencies in the district including ensuring convergence with all different forms of programmes and financial resources required for the work in the district. They also oversee the maintenance and upkeep of all Gram Vikas properties and assets in the district office area.

### Management Team as on 31 March 2023

Name	Thematic Areas/ Districts
Apurva Ghugey	Sanitation and Health
Ambika Prasad	Administration
Ashutosh Bhat	Water, Habitat and Technologies
Chandramohan Patnaik	Administration, Finance and Accounts
D P Debashis Hota	Administration, Human Resources
Jannatun Begum	Village Institutions, Sanitation and Health
Jyotsna Tirkey	Village Institutions, Livelihoods
Kailash Chandra Sahu	Water
Nirmal Chandra Mohanty	Livelihoods, Village Institutions
Nirmal Kumar Panda	Village Institutions, Water
Pratap Chandra Panda	Livelihoods, Sanitation and Health
Ranjan Patnaik	Finance and Accounts
Sangita Patra	Documentation and Communications, Human Resources
Sukant Bhattacharya	Village Institutions, Human Resources, Planning and Monitoring
Laxminarayan Panda	District Manager, Gajapati
Sarat Chandra Mohanty	District Manager, Ganjam
Ramesh Chandra Naik	District Manager, Ghumusur
Varun Namineni	District Manager, Kalahandi
Jobin Chacko	District Manager, Kandhamal
Basanti Devi	District Manager, Keonjhar
Biswajit Sahu	District Manager, Sundergarh



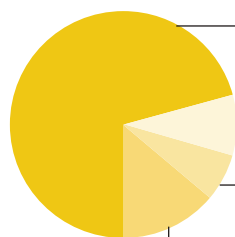
# HUMAN RESOURCES

## Staff Profile

As of 31 March 2023, Gram Vikas had 292 employees:



**22%** of all employees were women



**71%** staff in Programme Implementation and Management  
**7%** in Programme Support  
**6%** in Accounts and Finance  
**16%** in non-core support functions

41 staff members left during the year, while 39 new persons joined.

## Staff Development Cell

With the deepening and expansion of Water Secure Gram Panchayat (WSGP) and Safe and Dignified Migration (SDM) programmes, the need for improved thematic understanding and knowledge expanded and this required different levels of staff capacity building initiatives. A major part of the implementation teams was newly formed, with limited practical understanding on coordination and management capabilities. The need was clear to facilitate adequate and appropriate capacity building at every level and brushing up on latest knowhow.

A strategic leadership capability development programme was initiated to help build the managerial and leadership capacities of the Management Team. Professional Effectiveness Toolkit (PET) workshops were conducted to build capabilities for structured problem solving and effective project management. We are conducting a Leadership Development Programme (LDP) to help individuals develop themselves towards a more reflective and analytical approach to leadership. The PET workshops were also conducted for the Junior Managers.

Special focus is being put on the capacity development of the young professionals who form part of the Community Professionals Programme. An eight-month long process was taken up for improving mental health and self-awareness, and to help the youngsters understand and overcome the aspirations-attainment gaps.

- 230 staff members, including 59 women, attended various training programmes during the year. A total of 3013 person-days of training was conducted during the year.
- Staff retreats were organised for different categories of employees to provide a conducive platform to reflect on their performances and environment around which they are functioning.
- Professional Effectiveness Toolkit workshops were organised to strengthen project management capabilities of Management Team and Junior Managers. In the workshop for Management Team members, the participants were divided into five groups and took up five real-time issues as their projects.
- A Leadership Development Programme for Management Team members was organised. The workshop focused on reflection on self and identity.
- 14 rounds of thematic orientation and training programmes, spread over 41 days, were organised during the year. Topics of such training and orientations included Water Quality and SnH Behaviour, Remote sensing using QGIS etc.

Opportunities for staff members to attend external training programmes were facilitated.

- Three persons attended the Training of Trainers programme on localising Sustainable Development Goals (SDG), organised by Planning and Convergence Department of Government of Odisha.
- Two persons attended training on System Thinking for Managing sustainable transitions - Food for Thought, at Institute of Rural Management Anand (IRMA).
- Three persons attended the workshop on Listening to the Unconscious, organised by Group Relations India.
- Three persons attended training on Remote Sensing using QGIS, organised by Azim Premji University.

### **Performance Management System**

The Performance Management System has been an integral part of Human Resource Management strategy of Gram Vikas since 2018-19. The system aims to measure performance of individual employees and teams through a systematic review of performance, reward and recognise performance, and identify gaps in performance and plan for capacity building.

The Annual Performance Review Process for the period April 2021 to March 2022 was carried out. 193 employees were assessed and assigned performance grades.

A new component on peer/user review was introduced within the Performance Assessment processes. This process has not only helped in streamlining the performance assessment of the employees in the programme support category but also has paved a way to acknowledge and analyse the cooperation and coordination among the staff members in achieving the individual goals and organisational objectives at large.

The Gram Vikas Performance Management Rules 2022 and the Gram Vikas Cadre & Compensation Rules 2022 were approved by the Governing Board of Gram Vikas and rolled out during the year. Annual performance plans for the year 2022-23 for 223 staff members were prepared based on the Key Result Areas and Key Performance Indicators under relevant Thematic Programme Components. A tool built on mWater has been introduced to record periodic performance results by the employees themselves on a regular basis.

## INTERNS, VOLUNTEERS AND FELLOWS

During the year we were able to consider 53% of the internship requests received. While most of the internship requests were from postgraduate students, there were a few graduates and undergraduates too.

### Long-term internships

Name	Project	Period
Samir Lal, University of Sussex	<ul style="list-style-type: none"> <li>Assessing the impact of watershed interventions on crop yielding</li> <li>Geriatric Caregiver - A means of occupational security for Adivasi girls from Odisha-Opportunities and Challenges</li> </ul>	June 2022-continuing
Amrutha Jose Pampackal Tata-Cornell Institute	Food & Nutrition Security of People living in forested landscapes	August 2021-August 2022
Thahseen Nibras Central University of Karnataka	Water Resource Technology	November 2022-June 2023
Joseph Kurian	Renewable Energy	November 2021-continuing
Darshan Borgohain, Krantiguru Shyamji Krishna Verma Kachchh University	Water Resource Technology	March 2022-August 2022
Leelu Tims Pothen, Jesus & Mary College	Education & Youth	November 2022-continuing
Baisakhi Mishra	KIIT School of Mass Communication	June 2022-Sept 2022

### Student Interns

Name	Institute	Project	Period
Nirupa Minz Bikas Baa	National Institute of Social Work and Social Sciences, Bhubaneswar	Formation of new child clubs in Gram Vikas partner villages in Ganjam	April 2022-May 2022
Nandeen Bhattacharya	International Institute for Population Sciences, Mumbai	Establishing the association between migration and drop out of school going children in Kalahandi district	April 2022-June 2022



Name	Institute	Project	Period
Dikshya Sharma	Centurion University of Technology and Management, Jatni	Budgetary and project analysis of Holistic Rural Development Programme	May 2022-June 2022
Gourav Sardar Kanishk Savarnya Anwasha Bose Sakshi Dwivedi Sneha Zen	TISS, Tuljapur	Promotion of education in rural villages through agency involvement and child clubs	May 2022-June 2022
Aditya Agarwal	NMIMS, Mumbai	Studying the allocation of grants and rephrasing it in financial terms	June 2022
Upasana Roy Choudhury	TISS, Mumbai	Nitrate Contamination in surface water and groundwater	June 2022-July 2022
Durba Guha Shrestha Bhattacharjee	Kaziranga University	Providing counselling to the dropout youth under the Vikalp programme and developing a career counselling document	July 2022-Aug 2022
Riya Handique Abhilash Dutta Drishti Hazarika Antara Hazarika	Dibrugarh University	Developing a Career Counselling Document targeted for students and youths of 10th standard and Intermediate	Oct 2022-Nov 2022
Arpita Routray Subhechha Mishra Hansa Mohanty	IRMA, Anand	Gram Panchayat & Village level profiling of Khajuripada GP with respect to the WSGP programme concept	Oct 2022-Dec 2022
Aakash Mohanty Giri Prabhu V Sagar	IRMA, Anand	Gram Panchayat & Village level profiling of Tarava GP with respect to the WSGP programme concept	Oct 2022-Dec 2022
Nirabadya Panda Vishal Pratap Singh	XIM University, Bhubaneswar	Feasibility Study of Farmer Producer Group in Bandipahar village, Jharsuguda district	Nov 22-Jan 23
Bidyalaxmi Biswal Isha Sharma Sweta Panda	XIM University, Bhubaneswar	Feasibility study for promotion of women-led enterprises in the assigned villages of Sundergarh district	Nov 22-Jan 23
Gopika Rajendran Roshan John Netto	Loyola College of Social Science, Kerala	Disaster Mitigation Measures through Village Poverty Reduction Plan	Nov 22-Dec 22

Name	Institute	Project	Period
Narayan Kumar Anmol Mohak	IIT, Guwahati	Disaster Mitigation Measures through Village Poverty Reduction Plan	Dec 2022
Nirlipta Pattanayak Chandan Tripathy Cherish Samantara Subhashree Mishra Uttara Datta Samir Murmu	KIIT School of Rural Management	Assessment on access to social protection schemes.	Dec 2022- Jan 2023
Sumeet Kumar Mahapatra	NMIMS, Mumbai	Data Visualisation for Water Secure Gram Panchayat	Jan 2023- Feb 2023
Suraj Indwar	TISS, Mumbai	Disaster Mitigation Measures through Village Poverty Reduction Plan	Feb 2023- Apr 2023
Rinku Singh	IIHMR, Jaipur	To study and compare the impacts and challenges of backyard gardening using grey water in plain and hilly region of rural Odisha	Mar 2023- May 2023

We expanded the internship opportunities to younger students as well. Two students of Humanities from Class XI were hosted for an exposure visit which helped them understand the grassroot level issues closely and provided a deeper and practical understanding on the concepts of development.

A PhD student from TISS, Hyderabad, who was doing research on the topic 'Rural Livelihoods: a study on implications of watershed development in Odisha', made an exploratory visit to Kalahandi.

Gram Vikas continues its partnership with the SBI Youth for India Fellowship during the year. Closing formalities of six SBI YFI fellows of 2021-22 cohort were done during the year and joining formalities were completed for the eight fellows of 2022-23 cohort.

#### SBI Youth for India fellows during August 2021 to October 2022

Name	Domain & Project	Location
Binjal Shah	Domain - Water, Village Institutions Project - Enabling Access to Piped Water Supply in Phatkimahul village	Kalahandi
Kiran Sasidharan	Domain - Technology Project - Community Media for Safe & Dignified Migration	Kalahandi
Kishore Dandhare	Domain - Livelihood Project - Improved Goat Husbandry in villages of Koinpur and Laxmipur gram panchayat	Gajapati
Mansi	Domain - Village Institutions Project - Encouraging participation of Adolescent & Youth in Village Institution	Kalahandi
Nilesh Tripathi	Domain - Water, Village Institutions Project - To meet the water demand of community by Natural Resource Management under Water Secure Gram Panchayat	Ganjam
Sachin Korla	Domain - Habitat & Technologies, Village Institutions Project - Resources cum Knowledge dissemination through Local Task Force formation	Gajapati

#### SBI Youth for India fellows from August 2022

Name	Domain & Project	Location
Jahnvi Rathod	Domain - Education Project - Promoting the use of Saura language and culture in and through Gram Vikas residential school	Mahendra Tanaya Ashram High School, Gajapati
Rohan Gehlot	Domain - Education Project - To improve the employability of students through soft skill development and career guidance and to enable significant opportunities for alternate employment outside of agriculture, without causing migration pressure on urban areas	Mahendra Tanaya Ashram High School, Gajapati



Name	Domain & Project	Location
Vaani Khanna	Domain - Alternate Energy, Livelihood Project - To repair problems with the batteries of the solar microgrid in Maligaon so as to make it reach its full potential. To promote productive end use of acquired surplus energy from the solar microgrid in Maligaon	Kalahandi
Vikram Singh	Domain - Water Project - To meet the water demand of community by natural resources under Water Secure Gram Panchayat	Ganjam
Sarthak Seth	Domain - Art Project - Commercializing and promoting Idital Art	Kalahandi
Yukti Goel	Domain - Livelihoods Project - Migration Forum Youth: Enabling a path towards safe and dignified migration	Kalahandi
Shriya Saraswat	Domain - Sanitation and Health Project - Suchita - Awareness on WASH, nutrition, and waste management	Kalahandi

## INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee (ICC) of Gram Vikas functions by the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The Committee has four internal members and one external member. There were no complaints received by the Internal Complaints Committee during the year 2022-23.

# ACCOUNTS AND FINANCE

## ● Statutory Compliances

During the year, we complied with all statutory requirements within the specified time limits. Income Tax, GST and FCRA related filings and returns were made in time. Compliance with Provident Fund and other labour laws has also been regular.

## ● Statutory Audit

M/s AASA Associates, Bhubaneswar was the Statutory Auditor for Gram Vikas during 2022-23.

## ● Internal Audit

M/s BBM & Co. Bhubaneswar continued as Internal Auditors during the year. The internal audit team conducted concurrent checks of all financial transactions. The scrutiny of books and records were followed up with periodic field-level verifications and checks.

Scan here to access the audited financial statements.



## BALANCE SHEET AS AT 31ST MARCH 2023

Particulars	As at 31.03.2023 [₹]	As at 31.03.2022 [₹]
<b>1. Liabilities</b>		
General Fund	35,66,16,838	36,30,80,996
Deferred Project Receipts	4,87,31,012	4,83,38,947
Project Funds - Restricted Grants	5,75,36,407	5,07,32,532
Capital Asset Fund	9,05,90,728	8,81,72,908
Dairy Development Fund	1,80,551	1,80,551
Other Funds	1,73,08,171	1,67,22,053
Current Liabilities and Provisions	94,15,169	1,18,16,513
<b>Total</b>	<b>58,03,78,876</b>	<b>57,90,44,500</b>
<b>2. Assets</b>		
Fixed Assets	9,05,90,728	8,81,72,908
Investments	11,19,49,115	14,38,45,705
Piped Water Supply Projects' Advances	2,90,30,057	4,38,57,003
Current Assets	22,95,29,772	21,93,62,173
Application out of Past Accumulation	11,92,79,204	8,38,06,711
<b>Total</b>	<b>58,03,78,876</b>	<b>57,90,44,500</b>

In terms of our report of even date

For: AASA & ASSOCIATES  
Chartered Accountants

For: Gram Vikas

**Amit Agrawal, FCA**  
Partner  
Membership No.: 063572

**Joe Madiath**  
Chairman

**Liby T Johnson**  
Executive Director

BHUBANESWAR  
Date: 18.08.2023



# INCOME AND APPLICATION ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023

Particulars Year ending 31.03.2023 [₹] Year ending 31.03.2022 [₹]

## 1. Income

Grants and Donations	1,96,98,823	1,84,95,341
Award	4,00,000	
Interest Income	54,87,033	48,62,060
Add: Interest income earned on donor funds - Grant-in-aid	8,16,877	10,51,475
Income from Investments	1,79,11,938	2,15,01,680
Income from Sale of assets	75,353	
Reimbursements	10,98,704	4,79,972
House Rent Income	14,82,624	11,08,174
Miscellaneous Income	14,82,649	9,14,861
Overhead recoveries from the projects	19,46,826	8,35,345
Utilisation against restricted grant (Annex to Schedule III A) - Pass through entry	21,18,43,060	19,25,62,554
<b>Total Income</b>	<b>26,22,43,887</b>	<b>24,18,11,462</b>

## 2. Application

<b>Application - Programme - Revenue</b>		
Village Institutions	68,78,350	1,07,76,343
Water	2,61,19,259	1,33,33,194
Livelihoods	30,56,217	12,75,281
Sanitation and Hygiene	34,29,701	17,85,579
Habitat and Technology	12,35,311	6,71,531
Education and Youth	12,51,404	-
Disaster Relief and Rehabilitation		78,331
Planning and Monitoring	25,63,730	17,22,390
Documentation and Communication	53,26,808	26,74,439
Human Resource Development	60,52,778	11,62,485
Strategies and Systems	42,68,149	20,21,126
Audit Costs	15,18,740	16,07,533
Staff Costs	93,48,173	42,42,526
Administration Costs	1,03,59,570	57,33,107
Utilisation against restricted grant (Annex to Schedule III A) - Pass through entry	21,18,43,060	19,25,62,554
<b>Application - Programme - Capital</b>		
Capital Expenses		
Depreciation on assets acquired from sources other than Income- Donor funds	15,18,404	13,58,838
Depreciation on assets acquired from sources other than Income- Past accumulations	29,46,726	31,59,827
<b>Total Application</b>	<b>29,77,16,380</b>	<b>24,41,65,084</b>
Less: Application Amount in excess of the application to the extent of available Income met out of Past Accumulation transferred to Balance Sheet	3,54,72,493	23,53,622
<b>Total</b>	<b>26,22,43,887</b>	<b>24,18,11,462</b>

## INCOME AND APPLICATION APPROPRIATION ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023

Particulars	Period ending at 31.03.2023 [₹]	Year ending at 31.03.2022 [₹]
Add: Depreciation on assets acquired from sources other than income transferred to BS	44,65,130	45,18,665
Less: Interest on Donor Project Funds trf.to Project Fund A/c- Grant-in-aid	8,16,877	10,51,475
Less: Interest on Bank deposits of Gram Vikas Employees Welfare Fund transferred to Balance Sheet	8,93,018	-
<b>Net Surplus</b>	<b>27,55,235</b>	<b>34,67,190</b>

As per report of even date

For: AASA & ASSOCIATES  
Chartered Accountants

**Amit Agrawal, FCA**  
Partner  
Membership No.

For: Gram Vikas

**Joe Madiath**  
Chairman

**Liby T Johnson**  
Executive Director

BHUBANESWAR  
Date: 18.08.2023

## SCHEDULE FOR PROJECT FUNDS (RESTRICTED GRANTS) FOR THE YEAR ENDED 31ST MARCH 2023

Particulars	Year ending 31.03.2023 [₹]	Year ending 31.03.2022 [₹]
<b>Opening Balance of Project Funds</b>	<b>5,07,32,532</b>	<b>7,17,05,398</b>
<b>Accretion during the year</b>		
Grants in Aid	21,78,30,058	17,05,38,213
Interest Income on donor funds transferred from Income & Application app. A/c	8,16,877	10,51,475
<b>Total</b>	<b>21,86,46,935</b>	<b>17,15,89,688</b>
<b>Depletion during the year</b>		
Village Institutions	2,03,47,947	1,43,33,482
Water	10,89,00,949	8,56,98,867
Livelihoods	2,95,99,446	1,70,71,554
Sanitation & Hygiene	1,29,22,766	1,16,83,294
Habitat & Technology	75,73,884	1,14,90,238
Education & Youth	61,66,049	1,05,600
Disaster Relief and Rehabilitation	30,60,801	1,71,77,335
Planning and Monitoring	44,22,286	81,26,609
Documentation & Communication	22,31,672	38,79,352
Human Resource Development	43,10,073	38,05,838
Strategies & Systems	37,00,998	69,19,779
Grants and donations		50,000
Audit Costs	8,16,886	6,81,783
Staff Costs	20,32,618	65,59,055
Administration Costs	20,24,142	20,79,324
Project assets	37,32,543	17,46,242
Swachh Bharat Mission support		11,54,202
<b>Total</b>	<b>21,18,43,060</b>	<b>19,25,62,554</b>
<b>Closing Balance of Project Funds</b>	<b>5,75,36,407</b>	<b>5,07,32,532</b>

As per report of even date

For: AASA & ASSOCIATES  
Chartered Accountants

For: Gram Vikas

**Amit Agrawal, FCA**  
Partner  
Membership No.

**Joe Madiath**  
Chairman

**Liby T Johnson**  
Executive Director

BHUBANESWAR  
Date: 18.08.2023



# RESOURCE MOBILISATION AND UTILISATION ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023

Particulars	Total [₹]	Project Grants [₹]	Government [₹]	Own [₹]
<b>1. Income</b>				
Grants and Donations	23,75,28,881	21,78,30,058	1,96,98,823	-
Award	4,00,000	-	-	4,00,000
Interest Income	63,03,910	8,16,877	35,184	54,51,849
Receipts from RWSS	1,46,93,063	-	1,46,93,063	-
Security deposit from RWSS	13,53,931	-	13,53,931	-
Income from Investments	1,79,11,938	-	-	1,79,11,938
Income from Sale of assets	75,353	-	-	75,353
Reimbursements	10,98,704	-	-	10,98,704
House Rent Income	14,82,624	-	-	14,82,624
Miscellaneous Income	14,82,649	-	-	14,82,649
Overhead recovery from projects	19,46,826	-	-	19,46,826
<b>Total income</b>	<b>28,42,77,879</b>	<b>21,86,46,935</b>	<b>3,57,81,001</b>	<b>2,98,49,943</b>
<b>2. Expenditure</b>				
Village Institutions	2,72,26,297	2,03,47,947	16,15,809	52,62,541
Water	13,70,27,847	10,89,00,949	1,81,97,958	99,28,940
Livelihoods	3,26,55,663	2,95,99,446	-	30,56,217
Sanitation and Hygiene	1,63,52,467	1,29,22,766	-	34,29,701
Habitat and Technology	88,09,195	75,73,884	-	12,35,311
Education and Youth	74,17,453	61,66,049	-	12,51,404
Disaster Relief and Rehabilitation	30,60,801	30,60,801	-	
Planning and Monitoring	69,86,016	44,22,286	96,755	24,66,975
Documentation-Communication	75,58,480	22,31,672	-	53,26,808
Human Resource Development	1,03,62,851	43,10,073	9,712	60,43,066
Strategies and Systems	79,69,147	37,00,998	-	42,68,149
Audit Costs	23,35,626	8,16,886	-	15,18,740
Staff Costs	1,13,80,791	20,32,618	-	93,48,173
Administration Costs	1,23,83,712	20,24,142	-	1,03,59,570
Capital Expenditure	1,27,11,671	37,32,543	1,51,800	88,27,328
<b>Total expenditure</b>	<b>30,42,38,017</b>	<b>21,18,43,060</b>	<b>2,00,72,034</b>	<b>7,23,22,923</b>

As per report of even date

For: AASA & ASSOCIATES  
Chartered Accountants

**Amit Agrawal, FCA**  
Partner  
Membership No.

For: Gram Vikas

**Joe Madiath**  
Chairman

**Liby T Johnson**  
Executive Director

BHUBANESWAR  
Date: 18.08.2023

**Gram Vikas**

Mohuda village, Ganjam district  
Odisha - 760002

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