



Grameen
Development
Services

ANNUAL REPORT 2023-24



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1. EXECUTIVE SUMMARY

Adding one more year to its development trajectory in voluntary sector, Grameen Development Services (GDS) completed 31 years of its operation striving to bring transformative socio-economic impact in the life of poor, underprivileged and disadvantaged section of community particularly women. A highly dedicated GDS team of volunteers including founder members and functionaries continued bestowing their efforts for the cause of improving their quality of life through adaptive strategic advancement and appropriate field interventions. Approximately 83000 households were covered in all 3 states; Uttar Pradesh, Rajasthan and Bihar. Livelihood promotion for these households has been the prime focus of GDS. Agriculture and allied sectors being the largest source of livelihood in diverse contexts of GDS operational area were considered as key thematic area to persuade economic gains for rural people. GDS usually prefers to involve small and marginal farmers for promoting agriculture-based livelihoods through its various initiatives.

For doubling the agriculture income of small and marginal farmers, high value crops (HVCs) were promoted in Shravasti under Tata Trusts supported CSAL project¹ and 60.3% of the total farmers (20042) adopted HVCs while 87.9% of these farmers could double their agriculture income in FY 2023-24. The coverage of major crops increased by 3-5 times. The supply of quality of agri-input particularly seed was channelized through networking of 72 local agriculture entrepreneurs and LAPCL (a GDS promoted FPC). Change in agriculture income was remarkably achieved shifting from low range to higher. In Jamunaha block of Shravasti, being the 1st year of SLAD Project² crop demonstrations were held in 20 villages for introducing high value crops aiming at increasing the agriculture income of farmers. Emphasis on farm mechanization was laid on in both the projects. The project nudges to instigate for substantial adoption of natural/organic farming with gradual shift from the current farming practices among the target farmers. Installation of net-houses, solar pumps for low-cost irrigation and renovation of village water bodies was facilitated at both the projects.

The collaborative venture taken on with the support of ITC Ltd. in 3 aspirational districts; Bahraich, Balrampur and Shravasti identified by NITI Aayog in Devipatan division of UP state in 2018, progressed to lead towards consolidation and phasing out from two districts except Bahraich after execution of planned interventions for 6 years. Interventions like developing climate smart model villages in 50 villages of each district, DSR & zero-tillage promotion, conducting 545 FFS for on-site technical support, wall writing in 150 villages were done for knowledge empowerment, linkages with government schemes as institutional support, soil health improvement initiatives and renovation of water bodies for natural resource management and adopting livelihood diversification. Under water conservation interventions, construction of water conservations structures were taken up in Lalitpur district benefitting 545 farmers for agriculture development. In Oxfam Novib & IUCN supported TROSA-II project being implemented in Lakhimpur Kheri & Pilibhit districts, community support system could be well established through vitalization and capacitation of VWMCs, citizen science groups and EWS task force members in all 25 project villages.

As sustainable model of community development replicated across GDS locations, a 3-tier community institution structure (primary, secondary & apex level) consisted of 978 functional CIs for addressing the local and broader socio-economic issues of the community. Capacity building of these groups continued for the knowledge and skill enhancement for ownership and sustainability of development initiatives. Local volunteers like CRPs, VRPs, para-vets, Pashu Sakshis etc. were engaged in their individual capacity as per the specific project requirement. Under community owned business approach, GDS promoted

¹ CSAL Project is supported by TEDT (Tata Trusts, Mumbai) under Sujalam Sufalam Initiative

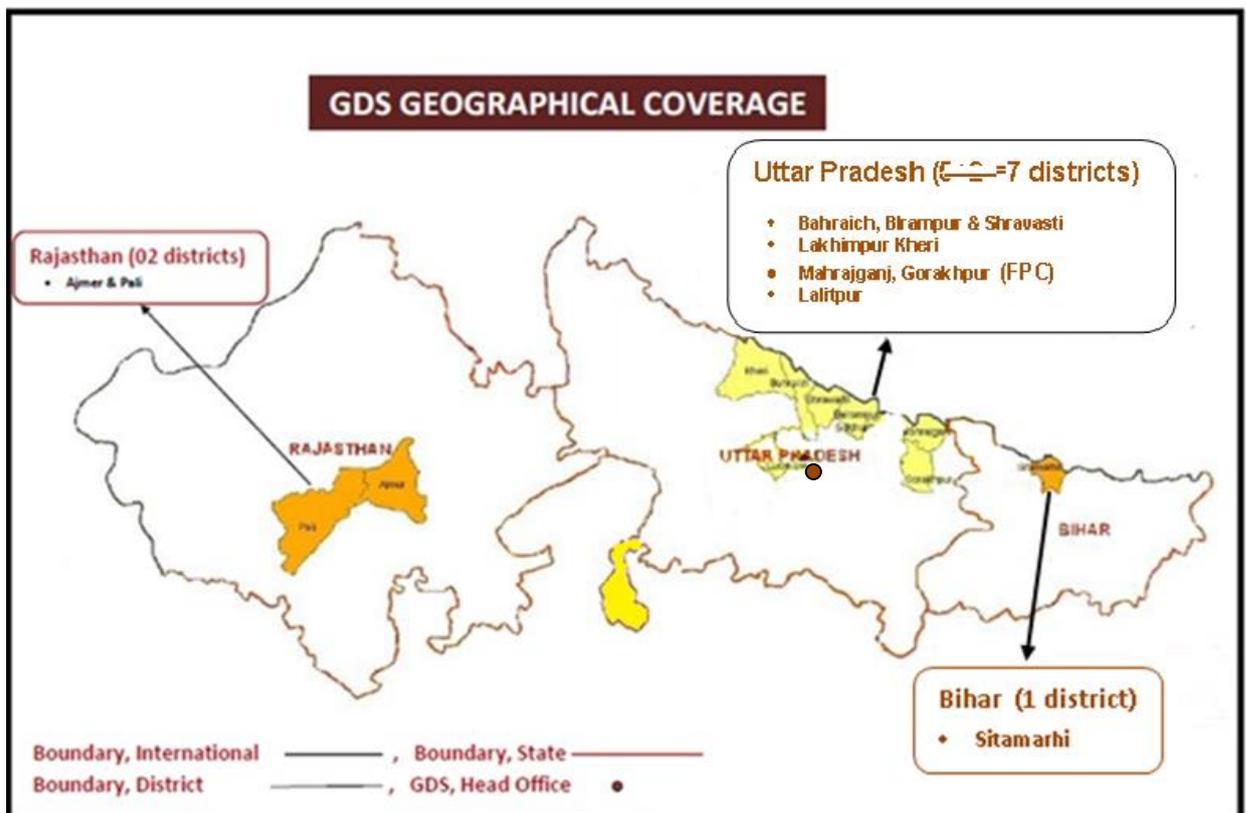
² SLAD Project is supported by APPI Pvt. Ltd. for a period of 3 years covering 8500 famers in Jamunaha block, Shravasti

FPC 'LAPCL' enrolled shareholders focusing at Shravasti achieving an annual turn-over of 1.6 crores through agri-business channelized through a network of 72 agriculture entrepreneurs.

Two training-cum-production centers (TCPCs) were established in Shravasti district involving 50 women entrepreneurs skilled in stitching, collective production and marketing in support with Usha International Ltd. These centers are at their initial stage likely to enter into their main operation and self-management in near future. In addition, 277 women learners mainly in the age group of 10-24 years were trained with sewing skills in Bahraich and Balrampur districts to earn their livelihoods through home based tailoring units.

For improving organizational effectiveness and ability to change in coherent with sectoral need, organizational development initiatives were executed through mobilizing internal and external support as well. During 2nd year of implementation of EdelGive Foundation supported GROW Project, system strengthening took place through revisiting and revising organization's existing manuals and policies. As a product of collective contemplation and action thereon, a five-year GDS strategic plan was devised for the period 2023-27 for its prospective growth and success. An ecosystem supporting multi-stakeholder approach of GDS could be established for collaboration and convergence to maximize the attainment of project objectives particularly for promoting agriculture-based livelihood. To rightfully mention, the execution of all above community development endeavors would have not taken place without the generous support extended by the funding agencies and GDS highly acknowledges the same.

In a capsule, GDS belief that social transformation happens more effectively through economic pathway and specially by way of strengthening livelihoods could be strenuously translated into action through progression of field interventions, appropriate strategies & approaches, periodic plans & policies, professional approach and resource mobilization as witnessed by the performance made in the reporting year of 2023-24.



2. INTRODUCTION

2.1 About the organization

Since its inception in February 1993 and strenuously striving for transformative development, GDS has now emerged as a premier, mature and competent institution to augment livelihoods of its target communities as visualized long back by the group of its founder members comprising eminent professionals, academicians and NGO leaders. Besides working in UP since beginning, the organization started working in Rajasthan in 2000 and in Bihar from year 2007. From 1993, GDS covered more than 0.1 million poor households living in 1323 villages spread over 552 GPs in 59 CD blocks of 20 districts. For the purpose, it joined hands with the renowned national & international development players. For field operation, it has, currently, its 6 field offices located at selected locations in the above states and its head office at Lucknow (UP). The current workforce strength of GDS is represented by a team of 53 employees and a network of 225 community volunteers.

The organization has its legal entity and is registered under 'Societies Registration Act 1860. It is also registered under 12A & 80G of Income Tax Act, FCRA, CSR, EPFO, ESIC and NGO Darpan. During FY 2023-24, all the above registrations were effective. The renewal of FCRA registration was obtained from MoHA, GoI for a further period of 5 years.

2.2 Mission, vision & core values

Mission	Vision	Core Values
<p>“To create and strengthen sustainable livelihood systems through community-based participatory approaches with techno-managerial inputs to achieve social and economic empowerment for poor and disadvantaged sections living in areas of structural poverty within India”</p>	<p>“GDS will contribute to building a just, humane and economically prosperous society”</p>	<ul style="list-style-type: none"> ■ Integrity ■ Gender equality ■ Professionalism ■ Reflection & learning ■ Collaboration

2.3 Approaches and objectives

GDS prefers to strenuously work on various program themes selected on the basis of;

- Their relevance to the current needs of the community and geographical contexts where GDS is currently working.
- Organizational experience expertise and core competence on specific areas and themes identified.

These **programme themes** are;

Core themes

- ✚ Agriculture based livelihood
- ✚ Livestock based livelihood
- ✚ Climate change resilience
- ✚ Vocational skills & entrepreneurship Promotion
- ✚ Nutrition security

Subsidiary themes

- Disaster risk reduction (DRR)
- Water, sanitation & hygiene (WASH)
- Women literacy
- Migrant workers' livelihood

Objectives

GDS envisages the following organizational objectives;

- **Objective 1** : Strengthening grass-root action – community first
- **Objective 2** : GDS as resource organization
- **Objective 3** : Community based business development
- **Objective 4** : Enhance organizational effectiveness and performance
- **Objective 5** : Enhance information management and knowledge sharing
- **Objective 6** : Resource mobilization

3. PROGRAMMES & INITIATIVES

3.1 Outreach and locations

Over 31 years of its functioning in NGO sector, GDS reached out more than 1, 00, 000 households through implementation of its various projects and other relevant initiatives focusing towards strengthening livelihoods and gearing up socio-economic empowerment processes in the community. Earlier, the coverage was comparatively in small patches and in scattered manner over 3 states; Uttar Pradesh, Bihar and Rajasthan but now prefers to cover in more compact way intensifying its efforts for high impact. As an implementing NGO, the organization operates in diverse contexts of semi-arid, floodplains and Gangetic plains regions. During the FY 2023-24, GDS covered 83064 households in above 3 states as denoted in the table appended below;

State	District	Name of blocks	No. of blocks	No. of GPs	Villages	Households
Uttar Pradesh	Balrampur	Balrampur sadar, Tulsipur, Gainsari, Uttaraula and Sridattganj	5	50	50	9984
	Bahraich	Jarwal, Kaiserganj, Fakharpur, Tejwapur, Shivpur, Mahasi, Nawabganj & Payagpur	8	344	350	8860
	Shravasti	Sirsiya, Hariharpur Rani, Gilaula, Ikauna and Jamunaha	5	144	151	30724
	Lakhimpur Kheri	Palia Kalan & Nighasan	2	20	20	11083
	Pilibhit	Puranpur	1	4	5	2410
	Lalitpur	Birdha	1	18	20	6956
	Lucknow	GDS HO, Aliganj, Lucknow				
Sub-total (Uttar Pradesh)			22	580	596	70017
Rajasthan	Ajmer	Jawaja	1	18	48	2731
	Pali	Raipur	1	4	7	316
	Sub-total (Rajasthan)			2	22	55
Bihar	Sitamarhi	Runni Saidpur, Belsand, Parasauni, Dumra, Nanpur	5	42	173	10000
3 states	Total (10 districts)		29	644	824	83064

Aligned with the socio-economic development indicators of NITI Aayog (GoI), GDS launched agriculture focused interventions in 3 aspirational districts located at floodplains of eastern Uttar Pradesh. The intensive coverage has been in Uttar Pradesh. The whole coverage is characterized with major focus on SC, ST and OBCs. Coverage of women has been in preference for empowering them in development process.

3.2 Community institutions (CIs)

Gradual deterioration in collective initiatives has, constantly, been observed particularly in rural areas to respond with development proceedings whether taken up by the state or any other development players. Started in June 2011 by the government, the vital role of NRLM and SRLMs paved the way for strengthening the women in their self-help groups but prior to that GDS had already entered into the process. As an organizational strategic forwardness, community institutions are an integral part of GDS programmes leading towards social cohesion and economic sustainability in the target community. These are theme or issue based and broadened with their objectives depending upon their representation at the levels; primary, secondary and apex at GDS field locations. The existence of all these 3-tier CIs is not necessarily required across the GDS locations. Currently, there are 978 such CIs in GDS operational areas as given below;

Current location	Primary level CIs			Secondary level CIs				Apex level CIs	
	Producer Groups	SHGs	WUGs	VOs	Federations	VDMC	Citizen Forum	FPC	Trusts
Shravasti	292	350						1*	
Lakhimpur Kheri						25	1		
Lalitpur			11						
Jawaja (Raj.)		265		15	2				
Total GDS	292	631	11	15	2	25	1	1	

*The FPC registered in Mahrajanj district (UP) started its new outfit at Shravasti.

Tier 1- Primary level CIs

- **Producer Groups** – The existing 292 informal producer groups of farmers with membership of 3632 formed at Shravasti under CSAL & SLAD projects continue their support in project interventions while others were converted into SHGs in support with UPSRLM.
- **SHGs** – So far, 631 SHGs with membership of 6990 organized at Shravasti and Jawaja (Raj.). 350 UPSRLM SHGs are layered under CSAL project. At Shravasti, the SHGs provide support in promotion of agricultural activities. 16 new SHGs were formed by APPI supported SLAD Project at Jamunaha block. In Jawaja, the credit support of Rs. 3.39 crores was mobilized from Banks for 80 SHGs during the year. So far, total credit support of Rs. 30.6 crores has been given by the Banks to SHGs at this location. The imitative of organizing SHGs was taken up long back in the year 2004 at Jawaja and currently 3042 households are linked with 265 SHGs including 29 new SHGs formed



during the reporting year. 214 members from new SHGs were given orientation on group modalities and development activities. 255 SHGs do have their regular monthly meeting. 97% of these member women are OBC. 232 SHGs with membership of 2618 women are linked with federations including 12 SHGs got linked during the year. This year, 372 SHG members from 34

SHGs were benefitted with dividend sharing of Rs. 49.66 lacs. On getting credit support, the SHG members started their own business for the economic sustainability and self-reliance.

- **Water User Groups** – Aiming at developing sustainable adaptation strategies tailored to local conditions, promoting livelihoods and resilience in the face of changing climate patterns, GDS started its new project in Birdha block of Lalitpur district in UP in support with ITC Ltd., though the organization has been working at this location since 2006. Based on its past experiences, 11 WUGs were organized with membership 278 for maintaining functional and sustainable models of water conservation and management systems in their respective villages
- **Goat rearers' groups (GRGs)** – In Jawaja, goat rearing is also a major source of livelihoods mainly being managed by women particularly when male members of the family migrate to earn livelihood for their families. The SHG federations initiated to organize the goat rearing women in groups and 10 GRGs with membership of 278 are functional in the GDS operational area. It includes 7 new GRGs organized this year. This year, the vaccination and de- worming services were arranged for 1680 goats at doorstep.

Tier 2 - Secondary level CIs

- **Village Organization (VOs/VLIs)** – Represented by women SHGs, 15 VOs including 2 new are functional at Jawaja in Rajasthan. The selected members from each SHG of village are engaged in VOs to address the village level issues. The village level issues for Bank linkage, credit mobilization, gender, social disparity, agriculture and collective action etc. are taken up for redressal by the VLIs.
- **Village Water Management Committees (VWMCs)** – One VDMC with membership 20 has been organized in each of the 25 project villages under TROSA Project at Palia Kalan block of Lakhimpur Kheri district of UP to strive for water management and convergence with government schemes.
- **EWS Task Force** – In support with VWMCs, one EWS task force was organized in each of 25 villages of TROSA Project at Palia Kalan to co-ordinate for providing early information about flood to community at downstream villages for risk reduction.
- **Citizen forums (CF)** – Under TROSA project, 25 citizen forums with membership of 200 have been organized in all the project villages. The CFs are entrusted with community role in improving the water quality.

Tier 3 – Apex level CIs

- **SHG Federations** – Suraj and Ujala Mahila Mahasangh (women federation) at Jawaja exhibit the self-sustaining model of apex level CIs in GDS. These federations, now, need minimal external support for strategic and managerial input. For strengthening livelihoods of SHGs members, total credit support worth



Rs. 13.93 lacs to 72 members was given by these federations in this year. The federations have helped in mobilizing credit from Banks to their member SHGs as reported earlier. Suraj federation facilitated supply of 138 quintals of food grains at reasonable rates to 162 members households through the on-going practice of collective procurement. The federations continued to provide services for book-keeping and other compliances and realized service charges from them.

Under other activities, about 2100 SHG members witnessed the women's day. 199 eligible women were benefited with various social welfare schemes of government during observation of Labharthi Sammelan and Zila Parishad Apke Dwar events.

- **Lehra Agro Producer Company Limited (LAPCL)** – Registered under 'Indian Companies Act, 1956 (amendment 2002)' on June 17, 2010 and a wholly farmers owned profit making enterprise started its outfit as extended arm at Shravasti district in the year 2022. Despite technical and managerial support from GDS, the Company had ripple impact on its business with very slow progress in the past due to either of the reasons; reluctance towards business promotion being one of them at BOD end. At the behest of GDS through its Tata Trusts supported CSAL Project, the decision for expansion of its geographic coverage to Shravasti was taken by BoD to revitalize its business endeavors.

LAPCL has been engaged in agri-business for input supplies and output marketing for its member farmers and other non-member farmers also. Availability of quality agri-input is a major issue and the Company is addressing it through its supply channel engaging 'Agriculture Entrepreneurs (AEs)' who are from the project villages.

3.3 Agriculture based livelihoods

Agriculture is the major employment provider in rural areas and important aspect of state economy GDS is working in. Over the years, the organization has worked on agriculture sector of rural livelihood through implementing various projects in support with renowned technical and funding agencies. During the year 2023-24, the following major initiatives were taken to strengthen agriculture-based livelihoods at various locations;

- ✚ ***Doubling the agriculture income of small and marginal farmers*** – Under Tata Trusts supported 'Climate Smart Agriculture & Livestock (Sujalam Sufalam Initiative)' Project being implemented by GDS in Nepal bordering Shravasti district, 20042 small and marginal farmers are covered in two blocks; Gilaula and Sirsiya. Shravasti is most backward district identified as an aspirational district by NITI Aayog, Gol, in 2018. The broad goal of this initiative was doubling the agriculture income of farmers within 5 years by the end of March, 2024. The availability of quality seed and technical support was given to the possible extent to farmers through capacity building for enriching their knowledge & skills and strengthening supply channels – *the FPC and agriculture entrepreneurs (AEs)*. In addition to LAPCL (FPC), a network of active 53 AEs was strengthened for doorstep supply of quality agri-input to farmers. 20 AEs were given support for their branding and agri-business.

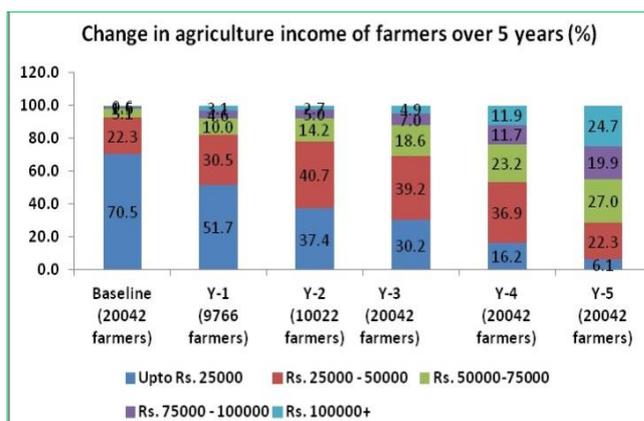
Through adoption of HVCs & improved practices in other crops, 17617 farmers (87.9% of the total) doubled their income in 2023-24 to base-line (2019-20).

Promotion of high value crops (HVCs) has been the prime focus of the project for enhancing the farmers’ income. Potato, onion, ground nut and machan vegetables have emerged as most preferred HVCs in the area. In 2023-24, total 12092 farmers (60.3%) adopted minimum one HVC

sharing 24% of their total agriculture income while 19435 farmers adopted other staple crops including pulses by 7907 farmers. The up-scaled coverage of farmers and more meaningfully the crop area enabled for product cluster development for the above HVCs. In addition to crop promotion, installation of 12 solar pumps in convergence with govt. scheme was done. All 60 solar pumps installed earlier were functional. The average per solar pump irrigation cost saving was worth Rs. 29000/- in the year. During last 5 years, a remarkable shift from low agriculture income range to next higher was observed as an impact of these interventions. For example, the shift from 75% farmers to 6.1% in income range up to Rs. 25000/- attaining the higher levels of income was observed. Installation of 27 net-houses for vegetable

Change in coverage of major crops

Name of star crop	Farmers		Area (acre)	
	Year 1	Year 5	Year 1	Year 5
High Value Vegetable Crops				
Potato	862	5337	53.4	911.7
Onion	1325	5107	199	937.0
Ground nut		2892		593.3
Machan	178	889	12.05	102.3
Staple crops including pulses				
Lentil	1011	5419	327.6	1390.3
Maize	1154	2771	348.9	847.2
Wheat	4222	17286	2730	14728.0
Paddy	1445	18994	1387	23403



growing in protected environment and maintaining 7 high-tech nurseries to ensure supply of quality saplings to farmers were in place. An eco-system could be established through practicing multi-stakeholder approach for benefit multiplication to farmers. Syngenta Fdn., Kamakhya Agritech, Bayer, Women on Wings, Social Alpha, Gyandhara, CInI, IFFCO, ITC Ltd., Harvest Plus, LAPCL and others including mainstream line department (Govt. Agriculture & Horticulture Deptt.) were some key stakeholders joining hands with GDS to implement project interventions. Also, a network of 72 agriculture entrepreneurs (AEs) linked with FPC provided agri-input supplies at the door-step of target farming households in both the blocks.

Agriculture development in aspirational districts – Aiming at enhancing income of small and marginal farmers, GDS has been striving for enhancing farming income of rural households through implementation of various field interventions. Capacity building of agriculture extension workforce deployed by government in 3 districts of Shravasti, Bahraich and Balrampur in support with ITC Limited since 2018 under MSK programme. Having assessed the socio-economic backwardness, these Nepal bordering districts, located at floodplains of eastern U.P., were identified as aspirational districts by NITI Aayog, GoI. The entire agriculture development framework of the project entails to its following 4 components being focused in the districts;

Coverage	Bahraich	Balrampur	Shravasti
No. of CD Blocks	8	5	5
No. of GPs	344	50	50
No. of villages	350	50	50
No. of households	8860	9984	13695

- I. *Knowledge empowerment* - Taken up through 3-generation cascading training approach to firstly facilitate capacity building of Master Trainers (MTs), secondly, second generation training to VRPs by MTs and thirdly the end beneficiaries-the farmers trained by the VRPs. In all 7 district level workshops held this year, the district authorities of line departments participated involve mainstream line departments in discussion and action for developing climate smart model villages, sharing impact of project interventions; strategize for prospective collaborations in above 3 districts.

In addition, 545 FFS sessions were conducted for farmers to provide on-site PoP based technical support required for various crop stages, crop management and technology transfer like

DSR, zero-tillage, line sowing, machan for vegetable cultivation. Information about benefits from using these technologies to be readily



available to farmers was given through wall writing at prominent places at 150 project villages (50 village in each of 3 districts). Further, use of digital cascading continued through massaging on WhatsApp groups of farmers, govt. functionaries and project team members.

- II. *Institutional support* – Linking farmers to various government schemes particularly agriculture focused to mobilize DBT, subsidies, relief, free supplies etc. was facilitated for benefitting the farming households. In all, total 12879 households were benefitted with such schemes in these districts. Some of these schemes were; PMKSN, subsidized crop seeds, PMFBY, KCC, mini kits (MIDH) animal vaccination, agri-equipment & implements and so on.
- III. *Natural Resource Management (NRM)* – Aimed at strengthening the existing natural resources and technological percolation to maintain & enrich these resources at village level, soil health cards were issued to 1103 households and installation of 58 solar irrigation pumps was done to use clean energy for low-cost irrigation.
- IV. *Livelihood diversification* – Enabling farmers to exploit opportunities from agriculture and allied sectors for diversified livelihood initiatives continued through their capacitation and linkages. Developing fisheries ponds (20), mango orchard, animal husbandry services for milk production, goatery etc. were such activities promoted under this project in all 3 districts.

✚ **Enhancing agriculture income of farmers in aspirational CD block** - In program partnership with Azim Premji Philanthropic Initiative (APPI) Pvt. Ltd., a 3-year project was started in Jamunaha CD block of Shravasti district in Feb'23 covering 8500 small and marginal farmers from 40 villages spread over 38 GPs to increase their agriculture income. The experiences of other projects of GDS

were largely replicated in designing this project. During initial phase of Y-1, profiling of 4342 farming households from 20 villages was done with their baseline data followed by base-line

- ✚ survey of the project to decide baseline indicators for progress assessment in future. The current situation of agriculture, livestock and convergence with govt. welfare schemes
- ✚ was reflected highlighting the areas to be prioritized and focused for execution.

On completion of project establishment, the 1st year of the project was spent for crop PoPs based demonstrations of selected high value vegetable crops and technical support to enhance productivity of staple crop including pulses. While proceeding with crop interventions, emphasis was laid on adopting natural & organic farming by the farmers. Soil testing of 100 samples collected from 20 villages was got done at IISR, Lucknow and the test results together with recommendations were shared with farmers involving soil scientist from KVK. Installation of 6 shade-nets was done to demonstrate vegetable cultivation in protected environment. As a GDS strategic practice, 32

Crop coverage in Year 1

Crop	No. of farmers	Area (acre)
Potato	174	34.8
Onion	150	30
Groundnut	100	20
Machan	75	7.5
Paddy	700	140
Wheat	700	140
Lentil	110	22
Pigeon pea	50	10



producer groups were organized with 401 members; 85.3% of them being women. During Y-1, the village level volunteers including 10 agriculture entrepreneurs (AEs), Community Resource Persons (CRPs) and Pashu Sakhis were identified as frontline providers to be trained and engaged in project implementation processes. Thus, efforts were made to evolve a strong community support system through networking of community groups and individual volunteers.

In Birdha block of Lalitpur, 50 farmers raised machan (*trellis*) for growing creeping vegetables each in 0.01-acre area likely to be up-scaled on availability of irrigation water through ITC supported project initiatives. There had been constant monitoring by the GDS management and the funding agency on regular basis to provide strategic guidance, identify the gaps and develop prospective plan to attain the broader goal of the project.

3.4 Livestock based livelihoods

GDS has vast experiences in promoting livestock-based livelihoods while implementing its erstwhile projects in Bundelkhand (UP), Mahrajganj (UP) and Jawaja (Rajasthan) where basic health care services and breed improvement initiatives were taken to support bovine and small ruminant keeping households. Based on these experiences, a new project was raised for approval from Tata Trusts in Feb'24 to be implemented in Shravasti which is still in pipeline. As one of its major components, an integrated livelihood approach was adopted in APPI supported SLAD project, in Jamunaha CD block, Shravasti through incorporating livestock promotion activities. The project would cover 3000 livestock caring households.

The self-sustaining para-vet & Pashu Sakhi model of GDS is being replicated through developing network of such volunteers to provide quality veterinary services in Jamunaha block of Shravasti

During Y-1, the ground work of selection of para-vets and Pashu Sakhis (the female volunteers) was completed. A 3-month comprehensive technical training was organized for 1st batch of 5 para-vets in

support with BAIF Institute for Sustainable Livelihoods and Development (BISLD), Pratapgarh (UP) enabling them to cater quality veterinary services in the area including AI. They will provide basic health care and AI services particularly to bovine animals while the training to 1st batch of 10 Pashu Sakhis is under planning processes with Goat Trust, Lucknow. Prior to above, basic health care services were provided to 495 animals in support with local veterinary hospital, Jamunaha. Vaccination and AI services were provided to 4299 animals at Bahraich & Shravasti locations in support with veterinary hospitals under ITC MSK. Further, AEs continued providing sale supply of nutritious cattle feed to animal rearing farmers through-out the year.

3.5 Skill based livelihoods

Encouraging impact had been experienced by GDS to enable rural people for earning livelihood through skill building particularly among youth and migrants in past. Many of the youth trained in technical trades could start their skill based own business at locale and also some of them were able to earn better while migrating to outside places.

At the behest of Usha International Ltd., GDS joined hand to initiate economic empowerment of village women with developing cloth tailoring skills in Shravasti district which was further replicated in Bahraich and Balrampur districts of Devipatan division (UP). On getting basic training last year, the women started their work in the vicinity of their homes but it was an ad hoc approach. The contemplation over adopting professional & entrepreneurial approach continued and Usha International. in support with SIDBI construed to engage

50 committed trained women to proceed for starting training-cum-production centers in Shravasti in FY 2023-24. Consequently, 2 TCP Centers were established at Katra and Khargaura (Shravasti) each having 25 trained women. These previously trained women were further given specialized training



in 2 installments to sharpen their technical and managerial skills for owning and running the centers in a professional manner. Their technical proficiency was enriched to produce marketable garment products and compete in the markets. The use of renewal energy was also facilitated at these centers. This group based enterprising has some critical challenges – group dynamism, skills and competencies, working capital, market linkages etc. to be addressed in future.

3.6 Water conservation and governance

During 2013-16, soil & water conservation was focused in support with Tata Trusts in 9 villages of Birdha block of Lalitpur district. Small & medium sized bunds were developed and construction of gabion on bunds was taken up in 3 villages. After 8 years, GDS succeeded to have another opportunity from ITC limited to launch its project titled 'Promoting Climate Smart Villages in Lalitpur'in October'23 covering 6956 households of 20 villages spread over 18 GPs in the same block. GDS started working in the block since 2006 through implementing PACS programmes and later on series of programmes for livelihood promotion among rural people. Under the project, construction of gabion



dam on 3 village ponds and 4 farm ponds in individual holdings for common use was completed at strategic locations. Approx. 517 farming households would be benefitted from these structures. For day-to-day management for use, water user groups (WUGs) were organized in 11 villages with membership of 278 farmers. Meeting with all other stakeholders including PRIs and mainstream functionaries was done to mobilize their support as and when required.

For promoting water governance and resilience agriculture livelihood in Palia Kalan & Nighasan blocks of Lakhimpur district and Puranpur block of Pilibhit district (UP) falling in Mahakali-Sharda river basin, the second phase of project titled '*Trans-boundary Rivers of South Asia (TROSA)*' was started in July'23 in support with Oxfam Novib & later on with IUCN covering 13493 households in 25 villages of these 3 blocks. GDS has already completed the 1st phase of this project started in 2017. One village water management committee (VWMC) was organized in each project village involving 500 members (79% being women). Similarly, citizen science groups were also formed in project villages. With the support of VWMCs, the identification of 100 EWS task force members was completed. The numbers of interactive meetings were conducted with mainstream village level frontline workers & volunteers followed by block officials & PRIs to develop plan for water governance (in GPDPs) and mobilizing convergence with govt. schemes.

3.7 Climate change resilience

Climate change and its impact on human life were well perceived since long as one of major global concerns and commitment at all levels. Highly sensitized with the facts, GDS has incorporated climate change as cross cutting theme in all its field interventions particularly for livelihood promotion in its five year strategic plan (2023-27). Apparently to this, climate change initiatives were confined with the relevant interventions across GDS projects implemented during 2023-24. These interventions included installation of solar pumps, renovation of village ponds, promotion of pulses & intercropping to save irrigation water, use of zero tillage, DSR method of rice growing, construction of water structure, soil health improvement initiatives, developing climate smart village models etc. in GDS projects.

With the installation of 12 new units in CSAL project, Shravasti this year, the total 72 solar pumps were in operation impacting savings on irrigation cost, fuel and carbon emission. Of these, 60 solar pumps were mobilized from CInI (Sustain Plus) on subsidized cost during last year. 32 solar pump units were installed in Bahraich and these were subsidized under government scheme. Average per solar pump unit irrigation cost saving was Rs. 29000/-year.

during one year. Most of the solar pumps were 2 hp benefitting small and marginal farmers each providing irrigation to approx. 2.5 acres cropped area. Water conservation initiatives to promote climate smart villages in Lalitpur were wholly devoted to bring in climate resilient practices in the semi-arid region of U.P. As mentioned earlier, construction of gabion, check dam and ponds were the significant steps taken towards climate mitigation approach. Soil testing, green manuring through Dhaincha cultivation, NADEP construction, promoting organic/natural farming in 20 villages of Jamunaha block led to prevent soil health deterioration and bring improvement. In Bahraich district, 4897 farmers adopted DSR method and zero tillage for wheat sowing by 102 farmers under MSK project.



3.8 Gender justice

Since long, GDS has been striving for inculcating gender justice in all its programmes and system. The organization functions under the overall leadership of women who provided strategic direction to incorporate gender mainstreaming as organizational policy revised as per need from time-to-time. The gender policy enunciated by GDS in year 2002 entails organization's commitment to avoid gender-based discrimination in its programmes and community. Keeping in mind the emerging changes, the above gender policy was revised in FY 2023-24 in comprehensive consultation with gender experts, managers, and decision makers. In addition, the new Prevention of Sexual Harassment (PoSH) policy 2024 was devised making organization to maintain dignity and respect of women at all its work places. The erstwhile ASH Committee was replaced with 4-member Internal Committee (IC) and its duties and key responsibilities were well defined in the policy. The PoSH policy 2024 was brought under the impression of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013' enacted by Govt. of India.

GDS has enunciated its revised gender policy 2023 and PoSH policy 2024 portraying its mission for socio-economic empowerment of women & gender justice.



At the beginning of Sujalam Sufalam and SLAD Projects in Shravasti, recognition to women as head of the farming households was usually emphasized upon and the profiling of these households was shown

under the lead of women farmers for their respective households. This was the action taken for the first time of its kind in GDS portraying its gender justice. As usual, the self-help groups, producer groups and their federations were organized in women's domination at all field locations. Gender sensitization was realized to be essential at different level in the organization and community as well. The issue was largely discussed during 3 day workshop on gender orientation & mainstreaming held on Dec. 21-23 at Lucknow. Emphasis was laid on gender sensitive programmatic approach in all field operations of GDS. More than 70% of the LAPCL members were women at Shravasti.

3.9 Community owned business approach

Enhancing productivity through efficient, cost effective and sustainable resource use by the small farmers and realizing higher returns for their produce has, always, been a major challenge in agriculture both for public and private sectors as well. Collective leveraging of their production and marketing strength through empowering them to effectively overcome this challenge was well perceived by GDS. Keeping in view the above, Kisan Sansadhan Sangh (KSS) was organized representing 41 farmers club in Mahrajganj district to provide quality input to farmers. The KSS was, further, institutionalized as business entity, a FPC titled '**Lehra Agro Producers' Company Limited (LAPCL)**' a wholly farmers owned profit making enterprise to provide service to farmers. It is registered under 'Indian Companies Act, 1956 (amendment 2002)' on June 17, 2010. It was under category of company limited by shares and sub-category of Indian non-government Company as private limited and overall governance of a 7-member Board of Directors (BoD) constituted by small & marginal farmers themselves.

LAPCL has 4291 shareholders including 2037 new shareholders from Shravasti district enrolled during FY 2023-24. The total shareholders from Shravasti are 2402 enrolled so far. 68.4% of the total



shareholders are women. It covers 63 villages in Shravasti and 34 in Mahrajganj district. GDS has, constantly, been facilitating technical support (compliances, capacity building etc.) to the Company sourced from technical agencies and donors. Support for farm machinery bank and establishment of seed processing unit was mobilized from government in past. Currently, the FPC is engaged in the business of quality input supply

particularly seeds & agri-chemicals as shown in the table appended below;

Sale of quality seed/commodities during FY 2023-24 (quantity in quintal)											
Paddy	Wheat	Lentil	Potato	Onion	Ground nut	Veg. seeds	Maize	Til	Cattle feed	Pesticides	Others
94	460	5.8	1941	9.5	81	4.6	7.12	60	1332	2850 Ltrs.	9.8

A five year business plan (2024-29) was prepared projecting the highest turn-over of Rs. 26.4 crores in 5th year earning net profit of Rs. 1.4 crores. The total turn-over in current year was Rs. 1.6 crores. Company planned to provide services to 9000 small & marginal farmers in Shravasti within a period of next 3 years.

In Jawaja (Raj.), the community mobilization was underway to organize and establish new FPC in support with SHG federations already working there.

NABKISAN, a subsidiary of NABARD, accorded sanction of credit facility of Rs. 25 lacs and announced in the same in the presence of Union Finance Minister, GoI during Mahrajganj district credit outreach programme held on March 22, 2024. It was working capital loan assistance approved by the institution.

3.10 Stakeholders and convergence

Multi-stakeholder approach has been instrumental in gearing up the implementation process through adding external inputs to multiply the gains for target population. They helped in innovation trials, developing technical competencies through CB programmes & exposures, resources for interventions, subsidy for materials and equipment's, relief work and more importantly financial support to run the projects. The technological percolation and up-scaling could be possible through convergence as witnessed in case of solar pumps, farm equipment, construction of water structures, supply of subsidized agri-inputs, demonstrations, net-houses and so on. These stakeholders are from mainstream line department, corporate sector and private players and funding agencies. The community stake had value to develop their ownership and contribution to the cost of interventions in cash and or in-kind. The community institutions have also been community level stakeholders to support the project activities utilizing their own resources. A notional value of convergence mobilized from various agencies including government was Rs. 2.45 crores for agri-inputs, farm equipment, solar pumps, soak pits, other materials etc. during the year. The programme eco-system established in CSAL Project Shravasti consists of various development players from mainstream, private sources and community institutions including FPC; some of these are;

- Syngenta Foundation
- Harvest Plus
- CInI (Sustain Plus platform)
- LAPCL (FPC)
- Women on Wings
- AEGF
- Social Alpha
- IFFCO
- Kamakhya Agri-tech Ltd.
- Govt. agriculture & horticulture department
- Techno Serve
- Bayer Pvt. Ltd.
- Gyandhara
- Kheyti Pvt. Ltd.
- Samunnati
- Rallis India Ltd.

Further, the financial support was received from renowned national and international funding agencies to implement livelihood focused and other projects at different field locations. A list of these funding agencies is given in next section.

3.11 Organization development initiatives

The span of GDS trajectory has significance to complete 31 years of its operation in voluntary sector serving the poor and underprivileged particularly women in rural areas. Its life has witnessed many ups and downs in rural livelihoods in diverse contexts.

GDS as a learning organization extracted experiences yielding positive results for replication. During last many years, the support for organizational development shrank and the funds provided by donors had the scope confined with fulfilling the objectives of a particular project.

In a diagnostic survey taken up by EdelGive Foundation under its GROW Fund initiative, GDS capacity score at baseline was 61.06 in growing cluster while it improved to 84% in maturing cluster as shown in diagnostic end-line report.

Despite utmost need, there was minimal support for OD activities. Amidst limited resources, GDS was able and succeeded to mobilize resources for OD activities from EdelGive Foundation under its GROW

Project in FY 2022-23. During 2nd year of its implementation, the following OD activities were undertaken in GDS;

- i. *Strategic plan development* – There had been a rigorous process to arrive at developing a five-year strategic plan of GDS for the period 2023-27. Prior to GDS HO level assignment, location

level churning took place to come out with community and front-line workers level feedback and input for bringing in essence of field situation and



requirement in the plan. The whole extensive exercise amalgamated team members and community volunteers to consolidate their joint perception at all GDS locations. In addition to internal discussions, the expertise of external consultant and GDS Board members was utilized to evolve and fine-tune the strategic plan repeatedly to come out with final plan. The contemplation over GDS mission, vision, core values, objectives, programmatic themes, future up-scaling, field locations' input, resources etc. happened while taking up the agenda during a three-day workshop organized by GDS involving its senior team members, consultant and Board members at Lucknow on June 19-21, 2023.

- ii. *Revised gender policy 2023* – As constant cross cutting theme, gender mainstreaming lies at the crux in GDS for accelerating women empowerment process. For the purpose, a three-day workshop was organized at Lucknow for 28 senior GDS staff members and Board members to comprehensively discuss about GDS gender policy 2002 for revision, and strategize for future action to develop prospective plan of gender mainstreaming. Utilizing the expertise of external consultant made it more meaningful to fulfill the aspiration of GDS. The above gender policy was revised through internal and external consultation and the revised gender policy 2023 came in existence for its reinforcement in the system along with a plan for monitoring gender in all its programmes and organization.
- iii. *Technological percolation* – Use of technology in GDS was perceived to be inadequate. Initiative was taken to develop ERP solution for MIS software with the technical support of 'M/S Metiyas Solutions LLP, Ahmedabad. Based on the feedback from GDS staff, the above software was developed to be used in future. Also, technological support was given to LAPCL (FPC) through developing software by M/S Farms.io for business operation and it is in operation to maintain all the necessary data for effective management.
- iv. *GDS presence in digital world* – Keeping in mind the need for updating, GDS website was redesigned with appropriate contents involving local service provider 'M/S Aadi Creation, Lucknow' in its original domain name 'www.gdsindia.ngo' this year. The use of social media tools 'Facebook, WhatsApp and LinkedIn' though already in practice for most of the cases was streamlined in a focused way.
- v. *Periodic performance review* – As an organizational process, quarterly review meetings were held in August'23 and March'24 to review the progress of individual projects, identify the gaps and

adopt corrective measures for improvement. The process created opportunity for mutual learning and planning.

- vi. *Organizational retreat* – The retreat being recurring organizational process of GDS is usually held to step away from routine work and focus towards strategic discourse among team members for future to attain its mission. This year, the annual organizational retreat was organized at Orchha (MP) on September 25 & 26, 2023. Five-year strategic plan (2023-27), strengthening grass-root actions, knowledge management and technology implementation were the core issues taken up for discussion in the retreat to further deliberate on mainstreaming.
- vii. *Capacity building initiatives* – Despite provision of CB made in individual projects, CB programmes on; online training on PoSH to MIS person & project Manager arranged by NIDM Delhi, fund raising and communication to OD Manager at IICSR, Goa, finance & compliance to Finance Manager at IICSR Goa, operational processes to SMS (Institutional Building) at IICSR, Goa and gender responsive planning & monitoring to 2 Project Managers at Visthar, Bangalore were arranged to capacitate for equipping with knowledge & skills for strengthening internal human resource. In addition, a senior 5-member team got exposure to Andhra Pradesh to learn about natural farming practices in Dec'23- and 3-member team visited SPS Dewas for a week long training cum exposure on Natural Farming. Having completed the above trainings, the follow-up action was planned by respective GDS staff members. Online courses were offered by EdelGive Foundation, Mumbai and MIS-cum-Documentation Coordination was awarded certificates for undergoing these courses from time-to-time.
- viii. *Revision of GDS manuals* – In addition to reviewing & updating of GDS policies, the **HR and Finance & Accounting manuals** as reference guide of GDS were revisited, reviewed and updated with necessary rectifications as found necessary under the consultation of subject experts and team members. Expert opinions were taken while incorporating changes in the above manuals valuing compliances as per law of the land. GDS policies; **whistle blower policy, protection of children & vulnerable adult policy, procurement policy, PoSH policy and Gender policy** were thoroughly reviewed and revised with necessary amendment wherever found necessary. In addition, GDS code of conduct was also reviewed and incorporated in HR Manual document.

Importantly, the movement in cluster and substantial growth in capacity increase as reported in diagnostic base/end line survey has been encouraging. OD is an on-going process in GDS enable it to respond to the emerging socio-economic and policy environment and maintain its relevance in the community and voluntary sector as well.

4. CHANGE STORIES

Change story # 1 - Potato as change maker in household income

Sharing her crop result of potato, an expression of happiness was visible on the face of Smt. Jagarana who adopted potato cultivation and succeeded to get yield of 14 quintals in an area of 0.2 acre. The total produce was sold realizing the price of Rs. 1300/-quintals and she could earn a net profit of Rs. 12, 200/- which she never got from any crop in a period of 4 months. Encouraged by the gain, Jagarana told that she would repeat the crop next year covering more land area up to 1 acre.

Smt. Jagrana w/o Shri Jag Prasad lives in village Laxmanpur of Laxmanpur Gangapur Gram panchayat in Jamunaha block of Nepal bordering Shravasti district. GDS started its APPI supported SLAD Project in this block and during 1st year of its implementation. The Project organized series of awareness meetings and trainings followed by crop demonstrations with selected farmers; Jagrana being one of them. Her family has total land area of 4.2 acres. Paddy, wheat, lentil and maize were the major crops grown in this area. There are 5 members in her family and to

earn the bread for family is the sole responsibility of Jagrana. Her husband is not mentally fit to perform his routines.

During all its meetings and awareness sessions, the emphasis was laid to promote natural farming through using products prepared from cow urine & dung, composting, green manuring etc. The farmers were made learnt about preparation of Jeevamrit, Ghanjeevamrit, Mathastra, Agniyastram Bahubeejiya extracts etc. Jagrana participated in these sessions and became motivated for potato crop demonstration in her field. Quality seed of Kufri Pukhraj variety and nutrients were facilitated by the project for demonstration. She also contributed for the input cost. She used all natural farming practices during potato crop demonstration. The crop growth was decent despite adopting natural farming practices and motivated other neighboring farmers for adoption.



On crop harvesting, the potato productivity and net income was quite encouraging and instrumental for further up-scaling in the area. Like Jagrana, many other farmers in the villages expressed to go with the intervention in future when contacted during follow-up and sharing visits. Jagrana shares her experiences with other farmers to invite them joining the crop and pattern.

Change story # 2- and she became champion women farmer

“My family is pleased with the progress that we have made in recent years. We thank GDS and ITC Mission Sunehra Kal Project for their support. I always strive to motivate other farmers from my village, especially the



women farmers to adopt the improved farming practices that we learned.” says Mr. Shanti Devi with cheerful expression on her face. Encouraged by participating in FFS, she started potato, onion & other vegetables cultivation initially in 0.2 acre of land and earned a fair net income of Rs. 25000/- within the Rabi season. Being the shareholder of FPC, the quality seed and agri-chemicals together with technical support are made available on reasonable price at her doorstep. The gains from high value vegetable crops proved to be a driving force to intensify and increase the area from 02 acre to 1 acre under vegetable cultivation. Shanti Devi lives in village Masaha Kalan located at Himalayan foothills sharing border with Nepal. There are 6 members in the family and agriculture is the only source of livelihood for their family. Mr. Lal Bahadur, her husband is a farmer and owns 3 acres cultivable land. Earlier, paddy and wheat were the main crops grown in their fields. Hence, the family had low income to meet

rudiments for their family.

With the increased agriculture income Shanti Devi opted for installation of subsidized solar pumps for low-cost irrigation and avoid drudgery. The improved practices of zero-tillage and DSR for crop sowing impacted reduced cost of cultivation and productivity enhancement. She organized women of her inhabitation and formed Jai Maa Durga SHG under UPSRLM involving 10 other women as its members. Later on, due to her leadership quality, she was conferred as president of VO of 10 SHGs.

Thus, the annual income of Shanti and her family increased 4 times from Rs. 35000/- to Rs. 120000/-. Now, she owns tractor, zero-tillage & harrowing machine and potato planter as means of earning through putting these on rent. Shanti is, now, a source of inspiration and motivation to many other women in the area and being considered as expert in agriculture operations in her village.

Change story # 3- She got over through community institutions

Before she became member of SHG, Maina Devi used to earn bread for her 5-member family through labour and MGNREGA works in her village Mojha Bhairukheda of GP Badkochra in Jawaja, Ajmer (Rajasthan). On joining SHG, she started small savings and got exposures to learn about new avenues of income. In a SHG meeting, she proposed for credit support of Rs. 10,000/- and the same was sanctioned by the SHG. She used the above credit support to start tailoring clothes in her village. After sometime she made the repayment of loan taken from SHG.

Further, Maina decided to open her garment shop together with her on-going tailoring work. This time, she applied for a credit support of Rs. 50000/- from federation and on the recommendation of SHG, she was able to get the proposed loan sanctioned from federation. With this credit support and up-scaling the idea, she opened not only a garment shop but a provisional store also. Now, she earns a fair amount of Rs. 9000-10000/- per month with all above income initiatives and manages the schooling of her children properly. Inspired with her efforts, her husband also joined a private company to earn livelihood for the family. The loan taken from federation was also returned in full to federation.

Encouraged by her success, Maina organized 3 SHGs in her village to support the women members for strengthening livelihood of their families. The confidence of Maina Devi is very high and her respect in her family and the society enhanced manifold.



5. DONOR RECOGNITION

GDS acknowledges the generous support given by its supporting organizations & agencies through technical & financial inputs required for the socio-economic empowerment of poor, underprivileged and women. We, in GDS, express our sincerest gratitude to our renowned donors for their generous support & guidance through paying monitoring visits frequently to respective projects. To name some of them, the following donors may be enlisted here-below;

- | | |
|---|--|
| ❖ <i>Tata Trusts, Mumbai</i> | ❖ <i>Oxfam Novib, Netherland</i> |
| ❖ <i>ITC Limited, Kolkata</i> | ❖ <i>CRS, New Delhi</i> |
| ❖ <i>APPI Pvt. Ltd., Bengaluru</i> | ❖ <i>UNICEF, New Delhi</i> |
| ❖ <i>IUCN, New Delhi</i> | ❖ <i>UNDP, New Delhi</i> |
| ❖ <i>EdelGive Foundation, Mumbai</i> | ❖ <i>CInI (Sustain Plus platform)</i> |
| ❖ <i>Usha International Ltd.</i> | |

6. PRIZES & AWARDS

The services being provided by GDS in rural areas are recognized by the govt. and other agencies from time-to-time. Sometimes, the recognition/award is given during public events like kisan mela, district level development exhibitions etc. and some of these are;

- Commendation letter was issued from KVK, Bahraich for the support provided by the organization to make the event on 'Kisan Samman Mahotsav 2023' organized by Dainik Jagaran on 15-16 Dec'23.
- Awarded by KVK, Nanpara (ANDUAT, Ayodhya) with certificate of commendation for securing 1st position for exhibition displayed by GDS on 22/12/2023 under the project supported through central sector scheme 'In-situ management of crop residue' in UP state.
- In its annual distributor meet 2023-24, M/S Gyandhara (a renowned dairy company) gave 'Best Distributor Award' to GDS promoted FPC 'LAPCL'. The Company is one of its best distributors engaged in cattle feed supply chain through the AE network in Shravasti district.
- NABKISAN, a NABARD subsidiary, recognized the service of LAPCL to farmers and approved working capital loan assistance of Rs. 25 lacs to provide services to farmers.



7. FINANCIAL PERFORMANCE

Voluntary disclosures by the organization**A. GDS Registration Details:**

Sl. No.	Registration	Details	Valid Up to
1.	Registered under Societies Registration Act, 1860	2026/ 1992-93 dated 26.02.1993, renewed on 25.02.2023	25.02.2028
2.	Registered under Foreign Contribution (Regulation) Act, 1976/2010	136550091 dated 22.04.1997 renewed on 29.12.2023 for next five year.	31.03.2029
3.	Registered under section 12A of the Income Tax Act, 1961	Registration number AAATG2067ME20214 dated 28.05.2021	AY 2026-27
4.	Registered under 80G of the Income Tax Act, 1961	Registration number AAATG2067MF20214 dated 28.05.2021	AY 2026-27
5.	Permanent Account Number (PAN)	AAATG2067M	Life time
6.	Tax deduction Account Number (TAN)	LKNG03807G	Life time
7.	Registration under Ministry of Corporate Affairs registered for undertaking CSR activities	Registration number is CSR00000639 dt. 06.04.2021	Life Time

B. Remuneration paid to Executive Council members' during the Year 2023-24

Sr. No.	Name	Position held	Type of payment	Amount
1.	Mr. S. K. Dwivedi	Secretary & Executive Director	Salary	11,40,000.00
2.	Mr. Amitabh Mishra	Treasurer & Prog. Director	Remuneration	5,41,400.00

C. Distribution of staff according to salary levels and gender break-up

FULL-TIME			
Remuneration Levels	No. of team members		
	Male	Female	Total
Up to Rs. 5000			
Between 5001-15000	09	02	11
Between 15001-25000	14	02	16
Between 25001-50000	17		17
Between 50001-75000	06		06
Between 75001-100000	02		02
	48	04	52
PART TIME			
Remuneration Levels	No. of team members		
	Male	Female	Total
Up to Rs. 5000	147	79	226
Between 5001-15000			
Between 15000-25000			
Between 25001-50000			
Total	147	79	226

D. Details of international travel by GDS personnel during the year

Name of the Member with Designation	Travelled to	Purpose of visit	Expenses borne by
No international travel by GDS personnel			

Ajay Goel & Co.

CHARTERED ACCOUNTANTS

Shubhrich, 2/74 Vishal Khand,
Gomti Nagar, Lucknow - 226010
TF.: 522 - 4026665, 7991576665
E.Mail: ajaygoel.co@gmail.com

Auditor's Report

To the Members of Grameen Development Services

Report on the Financial Statements

1. We have audited the accompanying financial statements of **Grameen Development Services** ("the Society"), which comprise the Balance Sheet as at 31st March 2024, the Income and Expenditure Account and Receipt and Payment Account for the year then ended, and a summary of the significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

2. The Society's Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Society in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

3. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Those Standards require that we comply with the ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
4. An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal control relevant to the Society's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by the Management, as well as evaluating the overall presentation of the financial statements.
5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

6. In our opinion and to the best of our information and according to the explanations given to us, the financial statements, read with give a true and fair view in conformity with the accounting principles generally accepted in India:
 - a. in the case of the Balance Sheet, of the state of affairs of the Society as at 31st March 2024;
 - b. in the case of the Income and Expenditure Account, of the surplus of the Society for the year ended on that date; and
 - c. in the case of the Receipt and Payment Account, of the receipts and payments during the year ended on that date.
7. We report that:
 - a. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
 - b. In our opinion, proper books of account as required by law have been kept by the Society so far as it appears from our examination of those books.
 - c. The Balance Sheet, the Income and Expenditure Account and the Receipt and Payment Account, dealt with by this Report are in agreement with the books of account.

UDIN: 24071257BKDZ mc 87 26

Place: Lucknow
Date: September 07, 2024



A. K. Goel
(ICAI Mem. No.: 71257)
Partner
for and on behalf of
AJAY GOEL & CO.
Chartered Accountants
(FRN: 002107C)

Ajay Goel & Co.

GRAMEEN DEVELOPMENT SERVICES

BALANCE SHEET AS AT MARCH 31, 2024

As on 31.03.2023 Rupees		Annexures	As on 31.03.2024 Rupees
SOURCES OF FUNDS			
CORPUS			
503,576.14	As per last account		503,576.14
INCOME AND EXPENDITURE ACCOUNT			
4,699,140.44	Balance as on 01.04.2023	5,646,547.65	
947,407.21	Add: Excess of Income over Expenditure	1,660,255.93	7,306,803.58
CAPITAL RESERVE			
2,927,903.00	Balance as on 01.04.2023	3,398,354.00	
1,408,966.00	Add: Cost of assets purchased out of grant funds	1,462,072.00	
(405,088.00)	Less: Depreciated value of assets sold/ discarded	374,025.50	
(533,427.00)	Less: Depreciation on assets purchased out of grants	1,205,399.00	3,281,001.50
RESERVE FOR SECURITY DEPOSIT			
231,915.00	Security Deposit paid under programmes		231,915.00
UN-UTILISED GRANTS			
5,575,138.17	Balance as on 01.04.2023	12,385,065.82	
44,032,725.84	Add: Grants received	38,410,551.00	
293,505.00	Add: Interest earned	669,438.00	
(36,075,754.19)	Less: Grants utilized	42,289,334.93	
(1,440,549.00)	Less: Grant Returned	433,379.72	
164,169.32	Add: Grants receivable as on 31.03.2024	911,954.48	9,654,294.65
60,000.00			60,000.00
22,389,627.93		Total	21,037,590.87
APPLICATION OF FUNDS			
FIXED ASSETS			
11,858,989.37	Gross Block	12,242,749.87	
(7,316,401.37)	Less : Depreciation	7,017,526.37	
808,241.00	Add: Capital Work-in-progress	-	5,225,223.50
CURRENT ASSETS, LOANS & ADVANCES			
164,169.32	Grants receivable	911,954.48	
1,430,107.50	Loans and Advances	665,730.50	
16,134,568.11	Cash and Bank Balances	14,764,824.39	
		16,342,509.37	
(690,046.00)	Less: CURRENT LIABILITIES	530,142.00	15,812,367.37
22,389,627.93		Total	21,037,590.87
ACCOUNTING POLICIES & NOTES TO ACCOUNTS			
Annexures 'I' to 'VIII' form integral part of the Balance Sheet			

Padmaja Nair

Padmaja Nair
President

Sushil Kumar Dwivedi

Sushil Kumar Dwivedi
Secretary

Amitabh Mishra

Amitabh Mishra
Treasurer

Chanchal Kumar Pandey

Chanchal Kumar Pandey
Finance Manager

Lucknow : September 07, 2024



per our report of even date

A.K. Goel
(ICAI Mem. No.: 071257)

Partner
for and on behalf of
AJAY GOEL & CO.
Chartered Accountants
(FRN: 002107C)

Lucknow : September 07, 2024

UDIN: 24071257BKD2MC8726



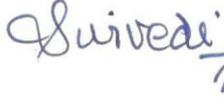
GRAMEEN DEVELOPMENT SERVICES

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2024

2022-23 Rupees	Annexure	2023-24 Rupees
INCOME		
Grants		
(Grants received are accounted as income to the extent utilized during the year)		
Grants from Foreign Donors 'I'		
1,472.18	Balance as on 01.04.2023	66,315.51
7,242,360.97	Add: Receipts during the year	395,546.00
164,169.32	Add: Amount receivable as on 31.03.2024	911,954.48
(230,484.83)	Less: Un-utilised balance as on 31.03.2024	165,641.50
		1,208,174.49
Grants from Indian Donors 'I'		
5,573,665.99	Balance as on 01.04.2023	12,318,750.31
36,790,364.87	Add: Receipts during the year	38,015,005.00
(1,440,549.00)	Less: Grant returned	433,379.72
(12,318,750.31)	Less: Un-utilised balance as on 31.03.2024	9,488,653.15
		40,411,722.44
429,611.55	Interest from banks and others	839,048.00
497,002.84	Surplus from Services for Monitoring and Hand Holding Support to Community	'VI' 1,258,675.74
393,649.00	Receipts against linkage of commuinity with banks	368,251.00
30,000.00	Sale Proceeds of grant assets	38,500.00
43,199.00	Miscellaneous receipts	-
900.00	Membership fees	900.00
37,176,611.58		44,125,271.67
EXPENDITURE		
Programme Expenses 'I'		
7,177,517.64	- out of grants from foreign donors	1,208,174.49
28,898,236.55	- out of grants from Indian donors	41,081,160.44
		42,289,334.93
143,862.18	Other organisational expenses	'VII' 167,427.81
9,588.00	Depreciation	'II' 8,253.00
36,229,204.37		42,465,015.74
947,407.21	EXCESS OF INCOME OVER EXPENDITURE	1,660,255.93
ACCOUNTING POLICIES & NOTES TO ACCOUNTS 'VIII'		

Annexures 'I' to 'VIII' form integral part of Income and Expenditure Account


 Padmaja Nair
 President


 Sushil Kumar Dwivedi
 Secretary

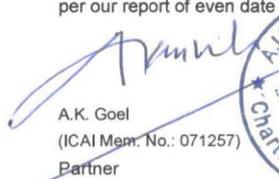

 Amitabh Mishra
 Treasurer


 Chanchal Kumar Pandey
 Finance Manager

Lucknow : September 07, 2024



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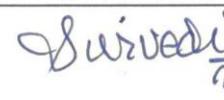
GRAMEEN DEVELOPMENT SERVICES

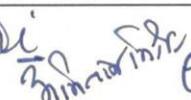
RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED MARCH 31, 2024

Previous Year Rupees		This Year Rupees
	OPENING BALANCE	
8,780,183.25	Balance with Scheduled Banks	16,134,568.11
	RECEIPTS	
44,032,725.84	Grants	38,410,551.00
429,611.55	Interest earned	757,751.00
900.00	Membership fee	900.00
4,261,460.00	Services for Monitoring and Hand Holding Support to Community	3,296,255.00
367,035.00	Receipts against linkage of community with banks	415,075.00
43,199.00	Miscellaneous receipts	-
30,000.00	Sale of assets	38,500.00
2,004.00	EPF Payable (Net)	56,651.00
161,980.00	Refund of TDS from IT Department	-
49,328,915.39	Sub Total	42,975,683.00
	PAYMENTS	
	Expenses on development projects	
612,165.14	Support vaccination programme in 9 vulnerable Gram panchayats of Chauksar PHC and Padvaliya PHC of Shivpur and Sirsiya block in Bahraich and Shrawasti districts.	-
3,523,380.14	GROW Project for Grameen Development Services	4,232,396.96
104,485.00	Strengthening Livelihoods through Agriculture Development in Jamunaha block of Shrawasti district (U.P.)	8,178,279.00
445,009.00	Oxfam India's Prepositioned Contingency Stock Management	-
8,062,931.28	Improvement of Agriculture and Allied Sectors in Bahraich, Shrawasti and Balrampur district of (Uttar Pradesh) 2023-24	8,799,236.96
-	Capacity Promoting Climate Smart Village in Ialitpur District (Uttar Pradesh), 2023-24	3,408,593.10
8,717,477.72	Sujalam Sufalam Phase II - Eastern U. P. meeting aspirational district outcomes in Shrawasti	-
6,366,017.83	Climate Smart Agriculture and Livestock (CSAL) program in Shrawasti district of Uttar Pradesh (0010)	15,333,785.92
856,982.44	Climate Smart Agriculture and Livestock (CSAL) program in Shrawasti district of Uttar Pradesh (0053)	1,333,972.50
7,166,177.64	Cash Based Emergency Flood Response in Shrawasti	76,183.33
-	Trans Boundary Rivers of South Asia (Sharda Basin) Phase-II (Supported by IUCN)	17,705.72
-	Trans Boundary Rivers of South Asia (Sharda Basin) Phase-II(Supported by Oxfam Novib)	897,640.44
108,976.18	Other Organisational expenses	158,728.81
4,415,514.16	Expenses for Monitoring and Hand Holding Support to Community	1,229,384.26
14,500.00	Capital item purchased out of own funds	-
1,440,549.00	Unspent Grant Returned	433,379.72
128,269.00	Income Tax deducted at source (Net)	89,648.00
12,096.00	Payment of GST	138,492.00
	Office Rent Security	18,000.00
41,974,530.53	Sub Total	44,345,426.72
	CLOSING BALANCE	
16,134,568.11	Balance with Scheduled Bank	12,264,824.39
-	Fixed Deposits	2,500,000.00
		14,764,824.39

Annexures 'I' to 'VIII' form integral part of Receipts and Payments Account


 Padmaja Nair
 President


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Lucknow : September 07, 2024



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8. APPENDICES

8.1 Governance & team

General Body is the highest decision-making authority of GDS registered as society. It has 9 members including those representing in executive council (list given below). and next to it, is the **Executive Council** that provides strategic inputs and guidance to GDS's day-to-day operations. In the normal course, EC meetings are held twice a year while the AGM is held annually.

S. No.	Name	Brief Background
1.	Ms. Padmaja Nair, Lucknow President	Masters in Economics with a Diploma in planning and management from the School of Public Policy, University of Birmingham, she has over 25 years' experience in the social development sector in program and project planning, Water resources development & urban issues, institutional development, capacity building and gender.
2.	Mr. Probir Bose Lucknow Vice President	Graduate in Commerce from St. Xavier College, Kolkata, has served for 22 years in the corporate business sector and over 20 years in GDS as Program Director. His expertise has been organization development and business cluster development through Business Development Services.
3.	Mr. S. K. Dwivedi Lucknow Secretary	A master in Economics and Rural Development, he has, previously, served with technical institutions and NGOs for 11 years before joining GDS in 1996. Mr. Dwivedi has vast experience of a variety of income generation and livelihood programs as a strategist, implementer and a trainer.
4.	Mr. Amitabh Mishra Lucknow Treasurer	MA in Political Science from Jawaharlal Nehru University, New Delhi and has seven years teaching and research experience before joining GDS in 1996. He has substantial understanding of issues relating to women's empowerment, livelihoods and community development. Presently he is Program Director associated with various field projects in GDS.
5.	Ms. Nishi Mehrotra Lucknow Member	Senior Development professional with more than 30 years' experience in the field of women's rights and child education issues. She is associated with several national and international development agencies and in various committees. She has held key positions as State Project Director in 'Mahila Samakhya', with BETI Foundation and SHPHP GTZ, New Delhi.
6.	Dr. Biswajit Sen, Jaipur, Member	Dr. Sen is well known development professional on livelihoods of poor. He was among the promoters of Pradan, GDS, Nalanda and several other voluntary initiatives. He also worked in World Bank on Livelihoods. Presently, chairperson of Pradan.
7.	Dr. B. K. Joshi Dehradun Member	Former Director of Giri Institute for Economic Studies Lucknow and Vice Chancellor of Kumaon University and well-known academician. He has been an evaluator and consultant to UNICEF and other education programs in India and overseas.
8.	Dr. C. S. Verma Member	Dr. Verma served as senior researcher and Professor at Giri Institute of Development Studies Lucknow. Has deeper understanding of socio-economic issues and an advocate of climate action.
9.	Mr. M. S. Singh Lucknow, Member	Experienced Rural Development professional with expertise in rural marketing and agriculture development. Has been associated with Kribhco and has fair understanding of economics related to Agriculture.

AGM & EC meetings

- As a recurring organizational process, the annual General Body meeting (AGM) of GDS was held on August 19, 2024 for confirmation of minutes of AGM previously held and discuss the agenda of this meeting for organization related decisions. The physical and financial progress of the organization was reviewed and future planning was discussed.
- The 4-member Executive Committee meeting is held twice a year. During FY 2023-24, the EC meetings were held on 25/02/2023 and 27/05/2023. The resolutions passed in these meetings were further considered in AGM for confirmation.
- New project proposals were submitted to various funding agencies but none of these succeeded to win except those already in implementation. The proposal for goat-based livelihood promotion and next phase of CSAL was drafted and shared with Tata Trusts for further proceedings of approval.

GDS Workforce

The organization functions with its well experienced HR base. The workforce of GDS includes senior and middle level managers, front-line providers and network of dedicated volunteers (CRPs/VRPs) contributing at local level. The workforce status as on 31st March, 2024 was as below;

- Full-time employee (FTE) = **52**
- Part-time employee (PTE) = **01**
- Local level volunteers = **230**

8.2 Major projects implemented during FY 2023-24

The following major projects were implemented during the year;

Title	Supported by
Climate smart agriculture & livestock (CSAL) project, Shravasti	Tata Trusts, Mumbai (Tata Education and Development Trust)
Strengthening livelihood through agriculture development (SLAD), Jamunaha	Azim Premji Philanthropic Initiatives (APPI) Pvt. Ltd., Bengaluru
Trans-boundary rivers of south Asia (Sharda basin)- TROSA-2	- IUCN, Delhi
Improvement of agriculture and allied sectors in Balrampur, Bahraich & Shravasti districts (UP) 2023-24	ITC Limited, Kolkata
Capacity promoting climate smart village in Lalitpur district (UP) 2023-24	ITC Limited, Kolkata
GROW Project for Grameen Development Services	EdelGive Foundation, Mumbai
Renewal energy-based Usha SIDBI-TPCDT & TPRMG Training cum Production Centre at Shrawasti"	Usha Silai International

9. GDS CONTACT INFORMATION

Head Office, Lucknow (UP)	
<p>B 1/59, Behind Kendranchal Colony, Sector-K, Aliganj, Lucknow- 226 024, UP Phone : 0522 – 4075891, Email : ho@gds.org.in, & info@gds.org.in Website: www.gdsindia.ngo Contact Person: Mr. S. K. Dwivedi, Executive Director, Mobile: 094151 10759</p>	
Project Locations and Offices	
<p>Shravasti, Uttar Pradesh CSAL Project Grameen Development Services Keshav Nagar, Pure Khari, Bhinga, Shravasti- 271831 (U.P.) Contact person : Mr. Ravikant Upadhyay Mob. No. : +91 97943 82098</p>	<p>Lalitpur, Uttar Pradesh Grameen Development Services Govind Sagar Dam Road, 42, Azadpura Lalitpur (U.P.) Contact person : Mr. Ashok Kumar Mob. No. : +91 77668 14273</p>
<p>Shravasti, Uttar Pradesh SLAD Project Grameen Development Services Near Tahseel, Village Ganeshpur, Jamunakala, Shravasti- 271 803 (UP) Contact person : Mr. S.H.H. Abidi Mob. No. : +91 73554 66975</p>	<p>Lakhimpur Kheri, Uttar Pradesh TROSA-II Project Grameen Development Services 05, Mohalla Indra Nagar, Palia Kalan, Kheri,-262902 (U.P.) Contact person : Mr. O. P. Rai Mob. No. : +91 63931 68944</p>
<p>Bahraich, Uttar Pradesh Grameen Development Services Mohalla Dhawalpurwa, Near-KDC, Bahraich- 271 801 (U.P.) Contact person : Mr. N. D. Pandey Mob. No. : +91 96956 35017</p>	<p>Ajmer, Rajasthan Grameen Development Services Indra Colony, 12 Quater, NH-8, Udaipur Road, Jawaja Distt.- Beawar- 305 922 (Rajasthan) Contact person : Mr. Shivraj Vaishnav Mob. No. : +91 70143 01663</p>