

20th Annual Report 2015-16



Ensuring livelihoods with equity & dignity



20 years and counting,
working for rural development

20th Annual Report

2015-16

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Acknowledgement

Dear Readers

I am happy to bring forth our 20th Annual Report with updates and information of all our programmes and hope that you will enjoy reading the efforts made by our team towards improving quality of life of the people we work for.

The core of our works has been always land and water resources development trying to improve the two most fundamental resources required for improved agriculture. Special highlights of the year was working with the Government programme ie; Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) leveraging resources for land and water resources development.

Our effort of working with MGNREGS by providing technical handholding support to the gram panchayats got further strengthened during 2015-16. We worked with government of Jharkhand and Chhattisgarh in nine blocks covering about 700 villages as technical support organisation for MGNREGS at the gram panchayat level. Such collaboration made tremendous impact in community participation and improved last mile delivery of the MGNREGS. Utilisation of labour days increased significantly in remote villages, so is the case for number of productive assets, mainly for irrigation increased substantially at the household and community level. Assets like farm ponds and dugwells, orchards, etc. were created in large numbers. About Rs. 375.73 million was spent as convergence from the MGNREGS.

This year has been important for ASA for the fact that we have started working on multiple themes on a pilot basis- ie; primary health, sanitation, primary education, entitlements of the citizens, etc. This is an experiment that ASA has decided to take up to ensure a holistic livelihood development of the villagers. We are doing this experiment in two development blocks of M.P. covering most of the villages of the block. This experiment is also significant for ASA for the reason that we are engaging with thematic expert institutions and working with them in collaboration mode towards achieving a collective goal of well being of villagers in general.

Our organic farming promotion programme expanded many folds during the year. We are now working for organic cotton with 4500 farmers and about 7000 organic rice farmers, mainly in M.P. Alongside our Responsible crop initiative programme or "Jimmedar Kheti" as popularly known, has reached over 1,00,000 farmers in 2015-16.

Our work on linking smallholders with the market was further consolidated. A state level Consortium of Farmers' Producer Companies was formed in 2014-15, in M.P. The consortium and the FPCs together expanded their business and outreach manifold during the year.

On behalf of the Board of Trustees, I take the opportunity to convey our sincere gratitude to all our donors, supporters, collaborators, well wishers and the village communities for their continuous support and trust in our endeavour. Last but not the least my heartiest congratulations to my colleagues for their sincere efforts in bringing positive change in the lives of needy farmers.

Sincerely,

Ashis Mondal

Director & Managing Trustee



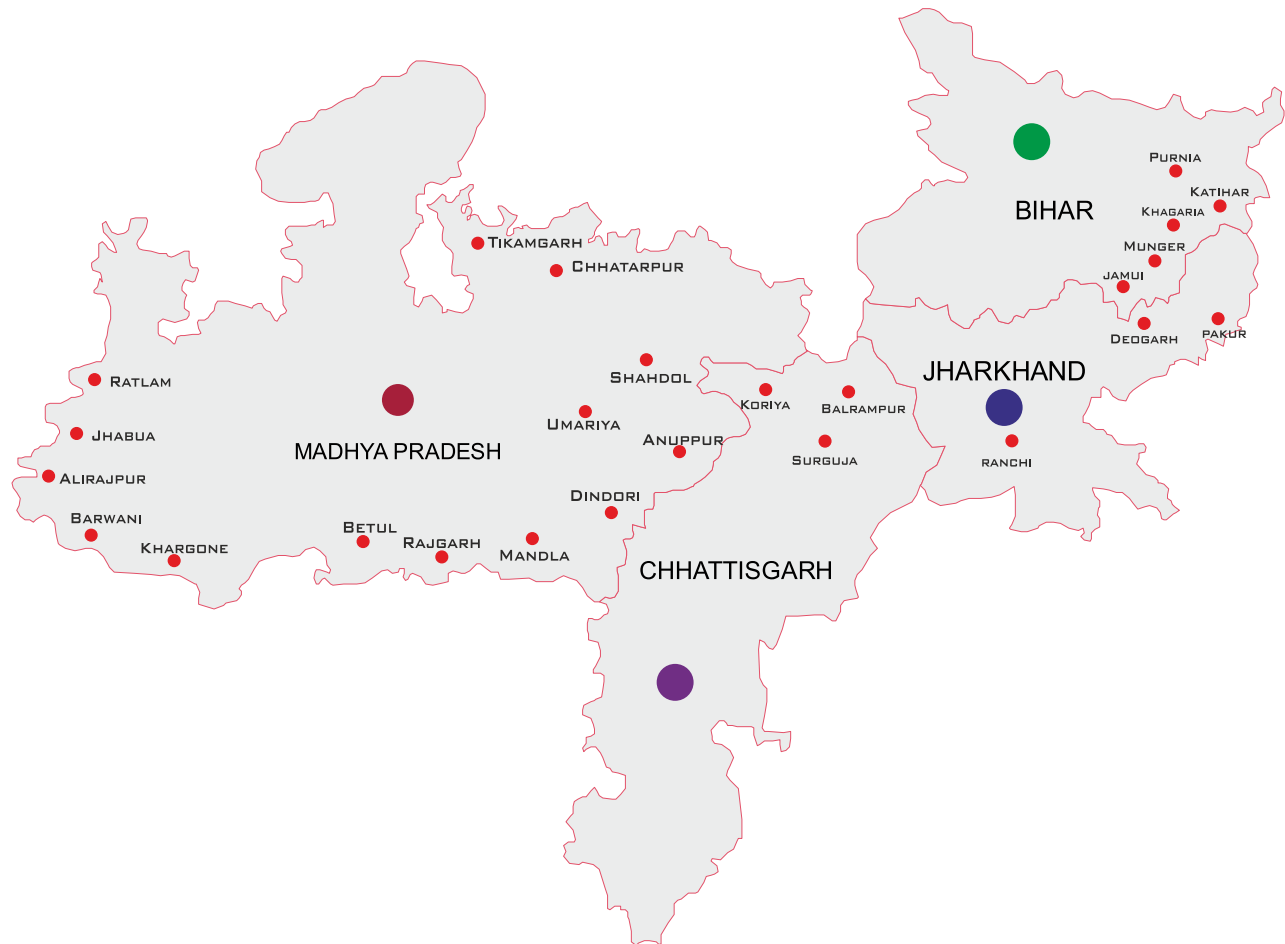
SHG members of Maheshpur block (Jharkhand) participate in MGNREGS awareness rally walking through 3-4 villages and more than 10 kms a day

Impact Areas

4 States

21 Districts

42 Blocks



***1323 Villages
and 1,40,000
Families**

Directly benefitted through
ASA's project grants

***1597 Villages
and 1,90,000
families**

Benefited through ASA's
technical support to the
Gram Panchayats for NREGS
implementation as well as
some recent projects

***40,850 families**

Benefitted by direct services of
55 Farmer Producer Companies
and state level producer
company in M.P.

* No. of villages & families are overlapping.

Mission

Ensuring livelihoods of the poor through providing developmental services, in particular through natural resources development.

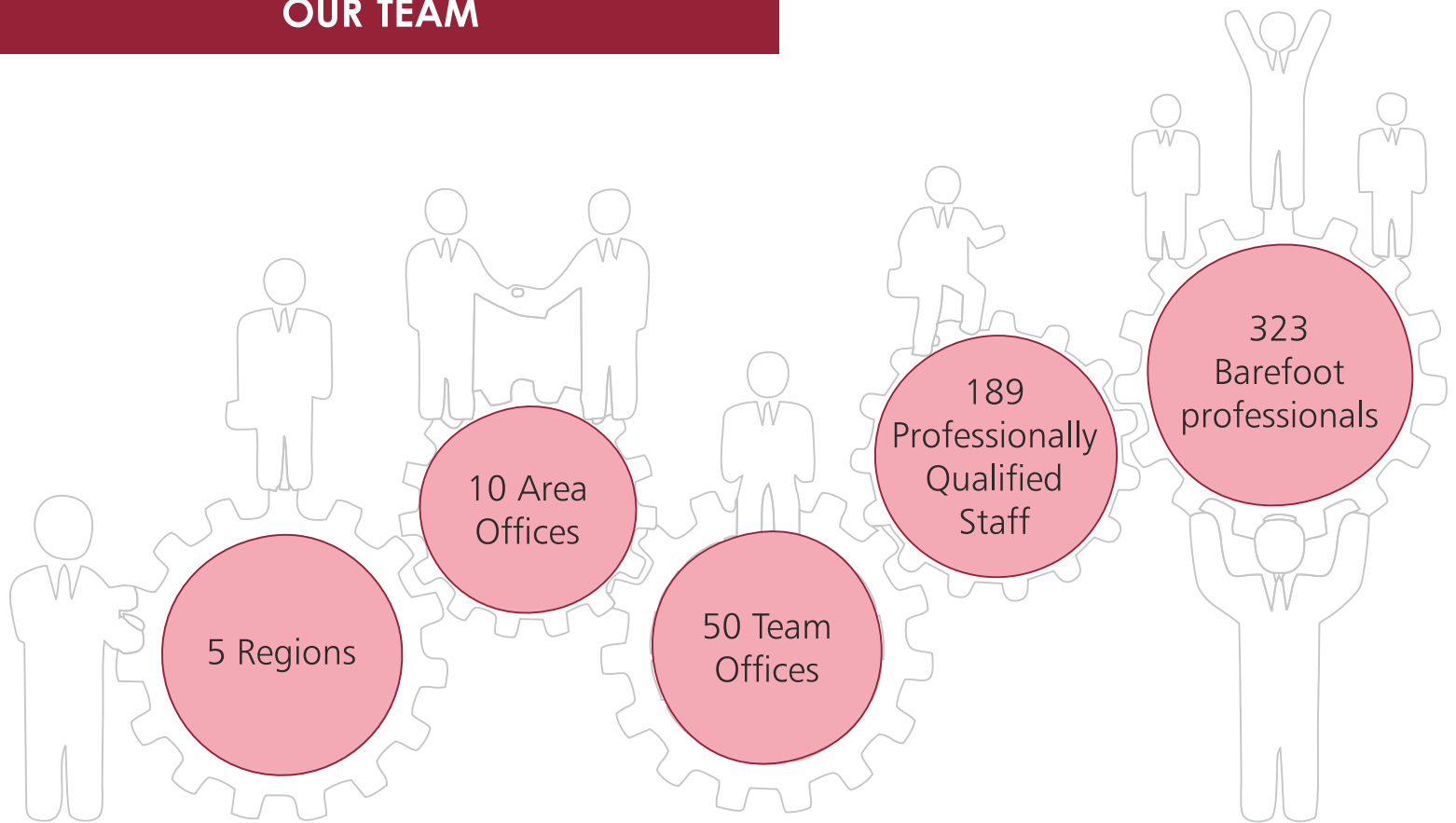
Core values and objectives

ASA's approach to development is firmly founded upon participatory action at the community level. At the heart of the organisation is the aim of developing livelihood security, which is facilitated by an intensive participatory process of natural resources development and local institutional development. Particular emphasis is placed upon the poor and women.

Our Target for 2020

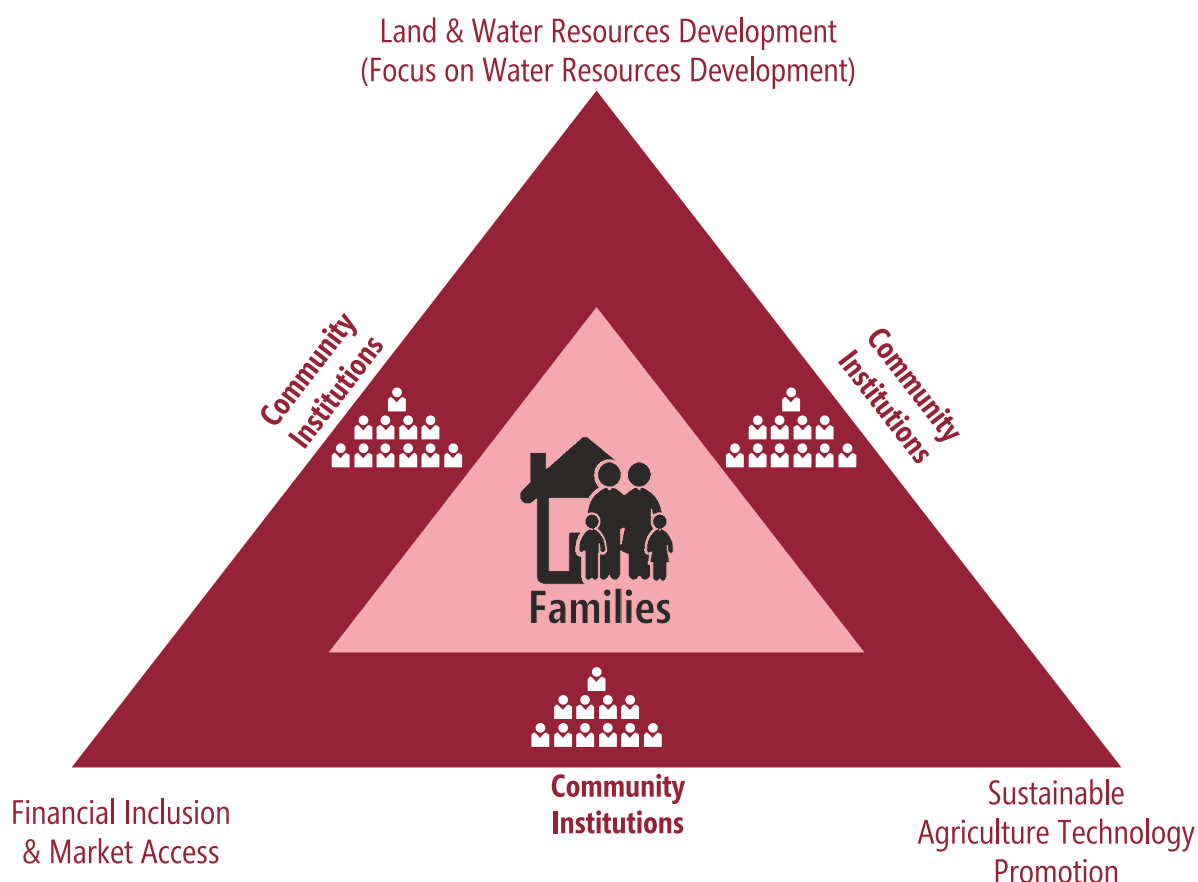
Reach one million small farmers through livelihoods interventions related to natural resources development, community institutions building to engage with market and public and private institutions.

OUR TEAM



"Planting an orchard of belief"- Dewan Tudu and his wife in their mango orchard plot in Bangabari village, Littipara Block (Jharkhand)

Livelihoods Enhancement Model



There can be no single definition for Livelihood, as different cultures and various social groups in those culture keep adding to it. However, at ASA, we realise that restoration and management of natural resources offer significant opportunities for enhancement of rural livelihoods. Therefore our strategy is based on the following hypothesis: With over 55-60 per cent of the population dependent on agriculture, either directly or indirectly, land, water and vegetation constitute

the basic resources for the rural poor. The only sustainable route to livelihoods enhancement is through improvement in these core resources, supported by a steady flow of institutional credit for agriculture. In this model of livelihoods enhancement, local institutional development is instrumental in the management and the sustainability of the investments made. This model focusses on the poor and the women.

A photograph of three women in a cotton field. The woman on the left wears a blue sari and is smiling while holding a cotton ball. The woman in the middle wears a green sari and is also smiling. The woman on the right wears a purple and yellow patterned sari and is focused on inspecting a cotton ball. They are surrounded by green cotton plants with large leaves and some yellow flowers.

PROGRAMME AREA PROFILE

- Erratic and highly variable rainfall (750 mm per annum in Jhabua to 2000 mm in Purnea)
- Degraded natural resource base, undulating topography, poor soil depth and poor vegetative cover
- High population growth rate and low literacy rate.
- Poor infrastructure
- Widespread poverty, with high concentration of Tribals, Scheduled Castes and Other Backward Classes
- Rigid caste structure, especially in the Bundelkhand region of Madhya Pradesh and Bihar
- Exploitative practices like money-lending, multi-layer agents in agricultural marketing, etc.
- Limited role of women in community activities
- Agriculture being the primary source of livelihood, with small holdings providing 6-8 months of food security.
- < 20-25% area under irrigation

Women inspecting their organic cotton balls which they say is so much softer and feels thicker, Petlawad block, Jhabua district (Madhya Pradesh)

Chapter – 1

Fostering Communities and their Institutions



Shareholders participating in the Extraordinary Annual General Meeting for the election of new Board of Directors, Palsud Block, Barwani district (Madhya Pradesh)

The core of ASA's work in livelihood promotion is building poor people's capability that involves organizing them into Community Based Organisations (CBOs) as Social organisation. Participatory approach and gender dimension are the key elements in our overall scheme of Institutional Model. ASA promotes agriculture based livelihood initiative for smallholder. At the most basic level, communities are organised into "purpose-specific" community groups such as:

- *Self Help Groups (SHG) as the foundation of institutional architecture,*
- *Users' Group/Association as users of Common resources like water, forest, etc.,*
- *Village wide Responsible Crop Producer Group, Organic Producer Groups, etc.*

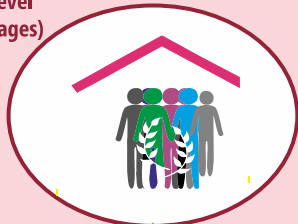
While some of these primary groups are generic in nature (viz. SHGs) and broad based, others are livelihood or activity specific groups. Households may have multiple memberships in these groups. All these primary groups have their distinct identity in terms of name and norms of functioning.

A self-help group (SHG) is usually comprised of 15–20 women from the same hamlet where the members make small regular savings contributions and lend among the members. The SHGs promoted by ASA are in due course of time 'linked' to banks for meeting their larger credit need.



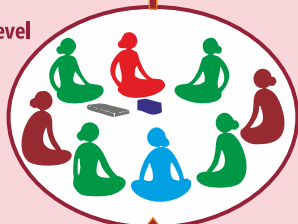
Community Institutional Model

Cluster Level
(20-25 villages)



Farmer Producer Company (FPC)

Village level



Self Help Group (SHG)/ Primary Group



Families

On-field training being facilitated by a VRP on use of dumpy level to the members of WUGs in Deoghar district (Jharkhand)

Community Institutions

| | Progress 2015-16 | Cumulative Progress |
|---|---------------------|------------------------|
| Watershed Development Committee (Nos./ members) > | 0 | 148/1978 |
| Water Users' Group (Nos./ members)* > | 24/322 | 575/4994 |
| Water Users' Association (Nos./ members) > | 0 | 11/4200 |
| Lift Irrigation Groups (Nos./ members) > | 16/320 | 99/1518 |

* groups managing water bodies like stop dam and earthen tanks

Self Help Groups

| | | Progress 2015-16 | Cumulative Progress |
|-------------------------------|---|---------------------|------------------------|
| No of SHGs | > | 3087 | 5434 |
| Women SHGs (No./%) | > | 2957 / 96% | 5258 / 97% |
| Total Members | > | 37537 | 68236 |
| Women Members (No./%) | > | 35587 / 95% | 66020 / 97% |
| Total Savings mobilized (₹) | > | 3,36,43,708 | 5,13,19,550 |
| Total Internal Loan Given (₹) | > | 2,74,71,335 | 3,71,09,009 |
| Bank Loan Received (No./ ₹) | > | 587/3,75,00,190 | 667/47298652 |



Members of Farmer Producer Companies registering themselves for attending the FPC Extraordinary Annual General Meeting , Rajpur Block, Barwani district (Madhya Pradesh)

The gender policy of ASA explicitly makes it mandatory to have at least 50 percent women's participation in all its initiatives to address gender dimensions. 99% of the SHGs promoted by ASA are women SHGs. These SHGs empower members and move them from positions of marginalisation within household and exclusion within community, to one of greater centrality and

inclusion of voice. ASA's experience with women SHGs show that "savings" activity irrespective of its size is still popular activity as it provides financial and social security. Even small savings of group has helped them in getting unsecured loans without much formalities and collaterals at lower rates compared to that available from money lenders.



Heap NADEPs are being adopted by every farmer under the organic farming initiative that is being done across ASA project areas, Rawti block, Ratlam district (Madhya Pradesh)

Community Capacity Building

Progress
2015-16

| | | |
|--|---|----------|
| Training / Exposure events (no.) | > | 15854 |
| Participants in Training Exposure events (no.) | > | 3,57,440 |
| Women Participants (no.) | > | 2,69,082 |
| Men Participants (no.) | > | 88,358 |



"Farmer's field day" to FLD plots

Chapter – 2

LAND AND WATER RESOURCES DEVELOPMENT



Checkdam constructed under the IWMP project in Tikamgarh district

ASA continues the conquest of land and water resources development, reaching new milestones in the last fiscal. The strategy for resource mobilisation for LWRD works has good proclivity towards MGNREGS by forging collaboration with the state government to recognise the contribution of team in field as technical support to the gram panchayats for planning and implementation of the MGNREGS resources.

Adhering to the aforementioned strategy, ASA in Jharkhand and Chhattisgarh, provides technical support to the GPs under MGNREGS in 9 blocks covering about 700 villages. These are covered under a government scheme called Cluster Facilitation Team under MGNREGS and

National Rural Livelihood Mission.

The results of this approach are very encouraging and have been recognised and hailed by the state and central government on various platforms. This is an interesting model emerging for the CSO participation in the NREGS. **Rs.37,57,35,643/- worth of work was completed during 2015-16, mostly in Chhattisgarh. Jharkhand, which started late and focusing more on village level watershed planning, is also picking up. Over 90 percent of the investment has gone into the land and water resources development and that too for the private asset development like- farm bund, dug well, farm pond, patch plantation for horticulture crops, etc.**

Summary of Interventions under Land & Water Resources Development

| | | Progress 2015-16 | Cumulative Progress |
|---|---|---------------------|------------------------|
| Land development*/SMC Work (Ha.) | > | 337 | 77569 |
| Stop Dam (Nos.) | > | 14 | 260 |
| Earthen Tank (Nos.) | > | 10 | 97 |
| Dugout Pond/Farm Pond (Nos.) | > | 44 | 357 |
| Group dug wells (Nos.) | > | 127 | 2922 |
| Canal restoration (Running Meter) | > | 0 | 33137 |
| Group lift irrigation systems (Nos.) | > | 13 | 112 |
| Micro sprinklers/drip Irrigation (Nos.) | > | 0 | 419 |
| Increase in irrigated area (Ha.) | > | 820 | 28542 |
| Drinking water scheme (Nos.) | > | 3 | 7 |
| Wadi (horticulture plots) (Nos.) | > | 110 | 468 |

* includes soil & moisture conservation measures like treatment of drainage lines, field bunding, afforestation, land reclamation, etc.



Drip & Sprinkler systems in Ojhar, Barwani district (Madhya Pradesh), ASA has installed about 419 drip and sprinkler systems so far

Convergence through CFT projects of Government & other Govt. Dept.

Progress
(Rs in lakh)

| | | |
|-------------------------------------|---|---------|
| CFT Project - Jharkhand | > | 811.55 |
| CFT Project - Chhattisgarh | > | 2286.69 |
| Convergence other than CFT project | > | 659.1 |
| Convergence from other Govt. Depts. | > | 112.74 |

| | | |
|--------------|-------------|----------------|
| Total | > | 3870.08 |
|--------------|-------------|----------------|

Summary of Activities through convergence of MGNREGS Program

| | | Progress 2015-16 | Cumulative Progress |
|--|---|---------------------|------------------------|
| Land development*/SMC Work (Ha.) | > | 2658 | 6066 |
| Large WHS-Earthen Tank, Check Dam (No.) | > | 42 | 219 |
| Small WHS-Farm Pond (No.) | > | 197 | 219 |
| Group Dug Wells (No.) | > | 217 | 716 |
| Micro sprinklers/Drip Irrigation/ LI (No.) | > | 69 | 473 |
| Agro forestry (Bund plantation) (Ha.) | > | 0 | 578 |
| Canal Restoration (Running Meter) | > | 2670 | 13690 |
| Horticulture (Running Meter) | > | 40.50 | 153 |
| Area increase for irrigation (Ha.) | > | 964 | 4331.35 |
| Drinking water scheme (No.) | > | 3 | 7 |

* includes soil & moisture conservation measures like treatment of drainage lines, field bunding, afforestation, land reclamation, etc.

Trained Village Resource Person installing pipelines. Such LI system irrigate more than 10-12 ha. of land benefitting >20 farmers. (Jharkhand)

Chapter – 3

AGRICULTURE PRODUCTIVITY ENHANCEMENT



Wheat seed production undertaken by Ratlam Adivasi Kisan producer co. Ltd. in Village Karamdi in Ratlam district (Madhya Pradesh)

With an aim to expand the **Responsible Crop Initiative*** programme coverage, this year ASA launched an innovative **"RCI Agripreneur model"** that is envisioned as a way of extending support to a larger base of farmers through a fleet of 'Agripreneurs' on the ground. The RCI Agripreneur Model looks to develop a franchise system for RCI extension, established with the efforts of the entrepreneur. The model is being piloted with as many as five Agripreneurs in different areas, each working with 3000 farmers .

Under the Farmer Support Program, ASA worked

in 11 blocks in 7 districts of M.P. with 20100 farmers from 210 villages. RTRS certification and third party audit by the M/s. Control Union was undertaken with 6766 farmers and 8798 ha. with certified volume of 12495 MT. Due to adverse weather condition in Kharif 2015-16, there was crop loss in entire State, however the farmers who practiced good agronomic practices taught to them were in a better condition and could redeem their crops to a reasonable extent.

*Responsible crop Initiative known as "Jimmedar Kheti" a form of certification for agricultural practices followed that reduces the environmental and social footprints of agriculture, while increasing yield and productivity for the farmers, making the business of farming more sustainable.



Dug well created under the CFT project through convergence of MGNREG Scheme

Summary of Responsible Crop Initiative

| Parameters | | Progress 2015-16 |
|---|---|---------------------|
| Farmers registered for voluntary certification (Nos) | > | 77496 |
| Crops under RCI (Nos) | > | 9* |
| Farmers certified as Responsible Producers by 3rd party (Nos) | > | 36000 |
| Villages covered (Nos) | > | 1219 |

* (Paddy, Pigeon Pea, Maize, Millet, Wheat, Chick Pea, Vegetables, Chilli, Soyabean, Cotton)



Key achievements under organic cotton :

- **3000** cotton farmers trained:
- **2840** cotton farmers certified as organic producers
- **1014** ha. cotton under organic cotton
- **374** kg/acre cotton was seed cotton yield
- **67** kg/acre yield increase over baseline under organic farming

Thankful that she switched over to organic cultivation, Radha Bai with her cotton harvest under the Organic Cotton Initiative in Palsud block, Barwani district (Madhya Pradesh)

Another initiative of ASA that has received accolade this year has been the introduction of Organic farming from Kharif 2015 in selected areas of Jhabua and Ratlam for organic cotton, Paddy and other associated crops in Mandla, Dindori, Anuppur, Shahdol, Umaria (Madhya Pradesh) and Deoghar, Ranchi and Pakur (Jharkhand) and Jamui (Bihar). The selected areas have huge potential for growth of organic.

Overall, about 11500 farmers have participated in the programme. The idea is to create organic production zone in a large geographical area to attract market and processing infrastructure to invest near the production zones.

Systematic execution of Programme activity, staff training, building village level cadre for extension, IEC material development, community training, software development, etc. has ensured success.



Bringing in mechanisation support for the farmers by establishing custom hire center in bundelkhand

In pursuit of bringing in mechanisation support for the farmers, ASA with the support of JRD Tata Trust, took up a venture to establish two Custom Hiring Centres (CHC) or "Samadhan Kendra" in Chhattarpur and Tikamgarh districts in Bundelkhand region. This centre is set up in collaboration with a start-up private company "EM3 Agri-services", in which FPCs and EM3 have invested equally in farm machinery. It is a kind of joint venture of the FPCs and private company to promote farm mechanisation services in the catchment areas of the FPCs. The management control of the centres are with the "EM3 agri-services" due to their domain expertise while the marketing is the joint responsibility. After successful piloting. ASA intends to scale up this initiative.

ASA has also launched a full-fledged agrobiodiversity conservation programme in collaboration with the Bioversity International, a CGIAR institute based in Rome, Italy and MSSRF, Chennai, in Mandla and Dindori districts of M.P. The other collaborators of the project being ICRISAT, Hyderabad, JNKVV, Jabalpur, and Bio-Diversity Board and Tejaswani project of M.P. A

pilot project was already done during 2012-15. The multi-stakeholder approach in the project focuses on the conservation issues particularly for minor millets and other neglected and underutilized crop species which constitute a significant part of tribal food and nutritional security. A national level workshop cum project launching was done in June'15 at Bhopal with participation of all stakeholders.



Drip and sprinkler system in a WADI plot in Mandla district (Madhya Pradesh)

For the primary objective of the conservation of kodo millet and small millet and development of value chain of these crops, the project in 2015-16 has introduced 15 land races of minor millets in the project area for varietal diversification. Alongside seed production of kodo and small millets was taken up by the producer companies of the area. In total 200 quintals of certified seeds was produced

and sold by the FPCs. Besides, 800 quintals of kodo and small millets was procured from the producers and sold in the bigger market for better price realisation. Based on the experience a larger initiative of seed production has been planned for 2016-17. Also about 5000 quintal of grain is expected to be procured and sold by the FPC in bigger market in 2016-17



Bags of Pigeon Pea (Tuar) procured from member farmers, stored in the warehouse by Kapil Dhara Kisan Producer Co. Ltd. Amadand block, Shahdol district (Madhya Pradesh) for sale in bigger markets for better prices

Chapter – 4

AGRIBUSINESS PROMOTION FOR SMALL FARMERS



BOD of Nimad Farmer Producer Co. Ltd. presenting progress and annual plan in the Board meeting

On the front of Agribusiness promotion for small and marginal farmers, the following featured:

- With 3 new FPCs added in year 2015-16, ASA has so far promoted 46 FPCs, with a total number of members/shareholders being 40519 and total equity amount of Rs.269.20 lakhs. A State level federation of FPCs was formed in M.P. named Madhya Bharat Consortium of Famers Producers Co. Ltd. (MBCFPCL) in 2014, with membership of about 50 FPCs of the State including primary FPCs promoted by Organisations other than ASA..
- ASA, through MBCFPCL, is providing governance and business development support to 51 FPOs (16 more are under consideration for membership). The MBCFPCL has done a business of Rs.69 crores,
- while ASA promoted FPCs have achieved a business of Rs. 47.60 crores collectively in 2015-16.
- Seed production activity, a strong area of the FPCs of ASA, has been further consolidated with, technical guidance on production, quality control and complete marketing solution. by the MBCFPCL. 2015-16 was a bad monsoon year which affected the seed production activity reducing the annual progress to about 50% of the target at 17,000 quintal. However in Kharif 2016, which is a very good monsoon year so far, the cumulative target of seed production at the MBCFPCL is about 50,000 quintal and the progress to this target so far is satisfactory. The MBCFPCL has launched its own brand called "Madhya Bharat Beej" successfully with a network of 35 dealers and distributors.

- Infrastructure Development and Fund Mobilization support for FPCs realised sanctions and release of Rs.6.79 crores as credit, as well as, Rs. 3.24 crores as central government grant for 11 FPCs for development of grading, processing, storage, marketing and Farm machineries for custom hire facilities.
- Support was extended to FPCs for MIS management, business management support and compliances of all statutory requirements as per norms. A full fledged cloud-based MIS

software has been developed to help daily accounting of all FPOs, evolving an efficient information system for monitoring. This is under testing phase.

- ASA introduced the decentralised programme management systems across all the project areas. It allows increased monitoring and hand holding support to local teams. Area and Regional offices are now providing direct support to producer companies allowing better synergy and convergence amongst different themes.



Presenting the SOPs in the Gram Sabha meeting for convergence to tap MGNREGS funds for land & water resources structures.

Chapter – 5

RESEARCH, TRAINING AND DOCUMENTATION



Awareness generation related to job cards application women under the CFT project in Pakur district (Jharkhand)

Social research initiatives:

- An **Impact Assessment study** was conducted by the **Tata Institute of Social Sciences (TISS)**, to assess the quantitative and qualitative impact of ASA's programmes. TISS submitted the study report in 2015. The study has found significant change in livelihood status of the target families where ASA has worked. The income from agriculture has significantly increased resulting into various trickle down effects on to good health, education, housing and other improved livelihood status. See the full report in <http://asaindia.org/TISS%20report/TISS%20Impact%20Assessment%20Study%20Report%202015%20for%20Web.pdf>
- An end-line study to explore impact of the Lutheran World Relief (LWR) project **"Gender in Agriculture (GIA)"** implemented by ASA at Chakai block of Jamui, Bihar, was undertaken by the Geo-climatic Risk Solutions at the instance of LWR, which concluded with several positive findings on increase of Food security from 4-5 month to 12 months, cropping intensity from 110% to 230% and rise in share of women's role in agriculture activities from about 15% after the project. For the full report visit [http://asaindia.org/Project-Evaluation-Summary-LGI-India%20\(1\).pdf](http://asaindia.org/Project-Evaluation-Summary-LGI-India%20(1).pdf)

- A study was undertaken by MART entitled "**Baseline study for promotion of farm mechanization service centres**" in Chhattisgarh and Tikamgarh districts of M.P. The study finding is that Agri-mechanization has huge scope as small and marginal farmers face constraints in agriculture due to lack of mechanized equipment. As a result of this study Custom Hiring Centres on pilot basis have been set up in Tikamgarh and Chhattarpur districts having new farm machinery in sufficient number for the farmers to avail these facilities,
- Study was also undertaken by ASA Development Services, a sister organisation of ASA, for Development Support Centre entitled "**The yield gap analysis and value chain analysis of three principal crops -soybean, wheat & chickpea**" in selected areas of M.P". The study concluded on reasons for the low productivity and measures for improvement.

Publications/external communications

seven e-Caselets were published on various themes that showcase ASA's interventions. They are all available on ASA website in <http://www.asaindia.org/NewsLetters/nc1.htm> to [nc7.htm](http://www.asaindia.org/NewsLetters/nc7.htm) and <http://www.asaindia.org/newsletter2box.htm>

- Canal Restoration: The participatory route to prosperity
- Advantage "lift irrigation"
- The Self help groups of western Madhya Pradesh: Pathways out of poverty
- Responsible Farmer: Responsible Crop
- "Well Intentioned" in western Madhya Pradesh
- Towards sustainable livelihoods: The "check dam" route
- Farmer Producer Organisations: Setting new goal posts

Other initiatives



- National Geographic channel filmed ASA's work on Organic Cotton. The film was globally released in a premier show in Berlin in April'2016.
- "Making Millets Matter in Madhya Pradesh, India" published in global edition of "Farming Matters" a magazine of Agriculture Network:
<http://www.agriculturesnetwork.org/magazines/global/Farming-Matters32-2/making-millets-matter-in-madhya-pradesh#sthash.x8vLfsM5.dpuf>

Chapter – 6

GOVERNANCE & INSTITUTIONAL DEVELOPMENT



Annual General Meeting of a producer company in progress

ASA has set in place systems to direct and monitor structure, policies, practices and financial obligations, within a framework which is both open and accountable.

Governing structure

ASA is governed by a General body and a Board of Trustees. The general body meet once a year while the board of ASA meet twice a year formally to discuss mainly policy issues and review progress. Besides these formal meetings there are regular email discussions among the board members on issues that require board's engagement.

A Financial Sub-Committee constituted out of the board members and external experts meet twice in a year to review financial aspects of the organisation. The Programme Director-Finance, of ASA is the ex-officio Secretary of the Committee.

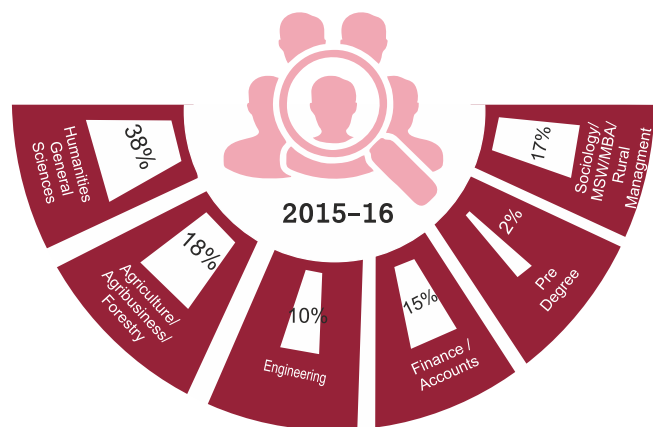
Internal control system

There are Standard Operating Procedures (SOPs) for all programme themes and sub themes which are reviewed every year. Similarly for Human Resources, Administration, and Accounts and Finance such SOPs are used for governance.

The Internal audit is carried out by M/s R Rishi & Associates, Bhopal, which undertakes the financial audit of Head office as well as the field offices of ASA. This also includes the audit of the community institutions supported by ASA. The report of the internal auditor is presented to the Financial Sub-Committee and the Board.

There are established programme process audit mechanism in the organisation and followed rigorously.

Discipline wise Staff Breakup



Staff welfare:

Staff welfare schemes such as Group Leave Encashment and Staff Benevolent Fund and staff Group Medi-claim and Accidental Insurance are continuing.

Staff appraisal: A system of Incentive/ Disincentive based performance appraisal system is followed.

The Best Area office Award in memory of Late Fr. Bogaert, Advisor of ASA, is continuing. The Best Area office Award recognizes and rewards the performance of entire Area office and the Teams in its purview. It comprises of a Trophy and cash prize of Rs 30000/- to the Area office as a whole.

The Pakur Area office was awarded with the title for the year 2015-16

More categories of awards were introduced this year. They were: Best field worker, Best innovation and Best strategic planning & Management awards. Other than this "Honouring social commitment awards" were given away to those who have been with ASA for more than 10 years. Another category ie; Director's Special award was introduced. The awards under this category were: Best emerging leadership, and best non programme and support staff awards.



Glimpses of staff receiving various awards during the Staff Annual Retreat celebration event

Our Partners – Past and On-going

We sincerely acknowledge the contribution of our donors during the year whose generous contribution has made the work possible.



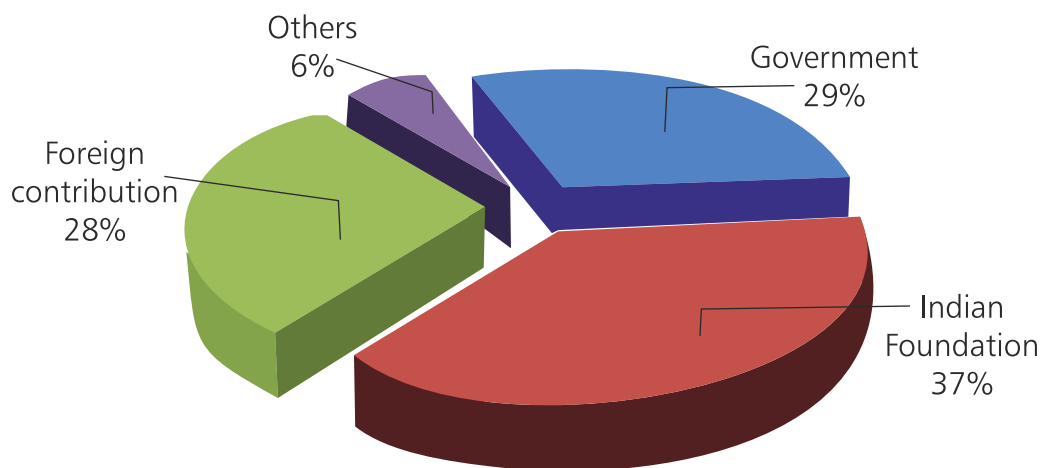
Awards and recognition:

- 👍 ASA was awarded best Indian NGO in the medium category in 2008 by the Nand and Jeet Khemka Foundation and Resource Alliance.
- 👍 ASA was awarded the best NGO in the Participatory Irrigation Management by the Central Water Commission and M.P. Water Resources Department in 2005
- 👍 The Director of ASA served as member in the National Advisory Council (NAC) of the Government of India from June 2012 till May 2014.
- 👍 The Director of ASA is a Member of Agriculture Sector Innovation Council, GoI since 2013
- 👍 For three consecutive terms since 2009 ASA has been elected in the Executive Board of the Round Table for Responsible Soy Bean Association, a global multi-stakeholder platform for improving soy bean value chain (www.responsiblesoy.org)
- 👍 The Director of ASA invited to be the Board member of the NABKISAN, a subsidiary of NABARD
- 👍 The planning commission of Chhattisgarh invited ASA to become the member of the Standing Working Committee on agribusiness

Chapter – 7

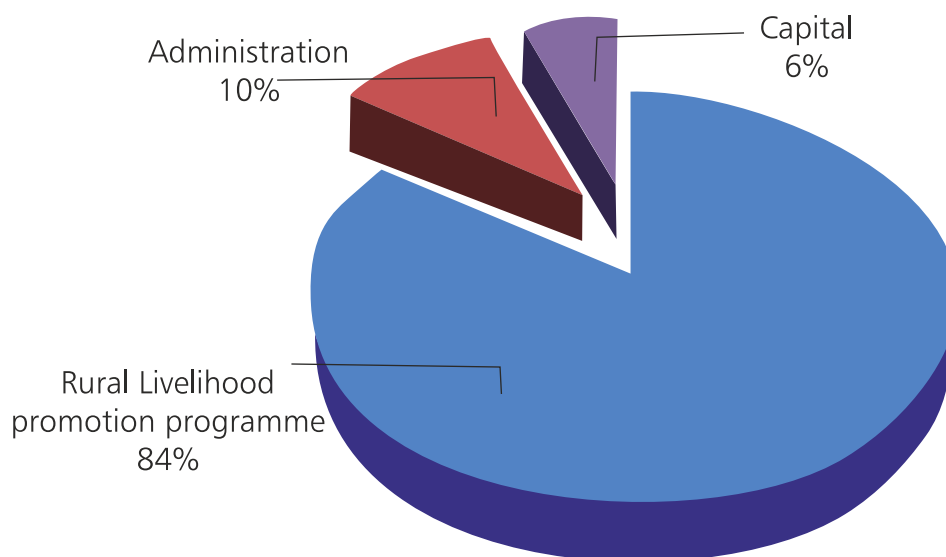
FINANCE

Sources of Income for the Year 2015-16



Total Income Rs. 15,68,30,201/-

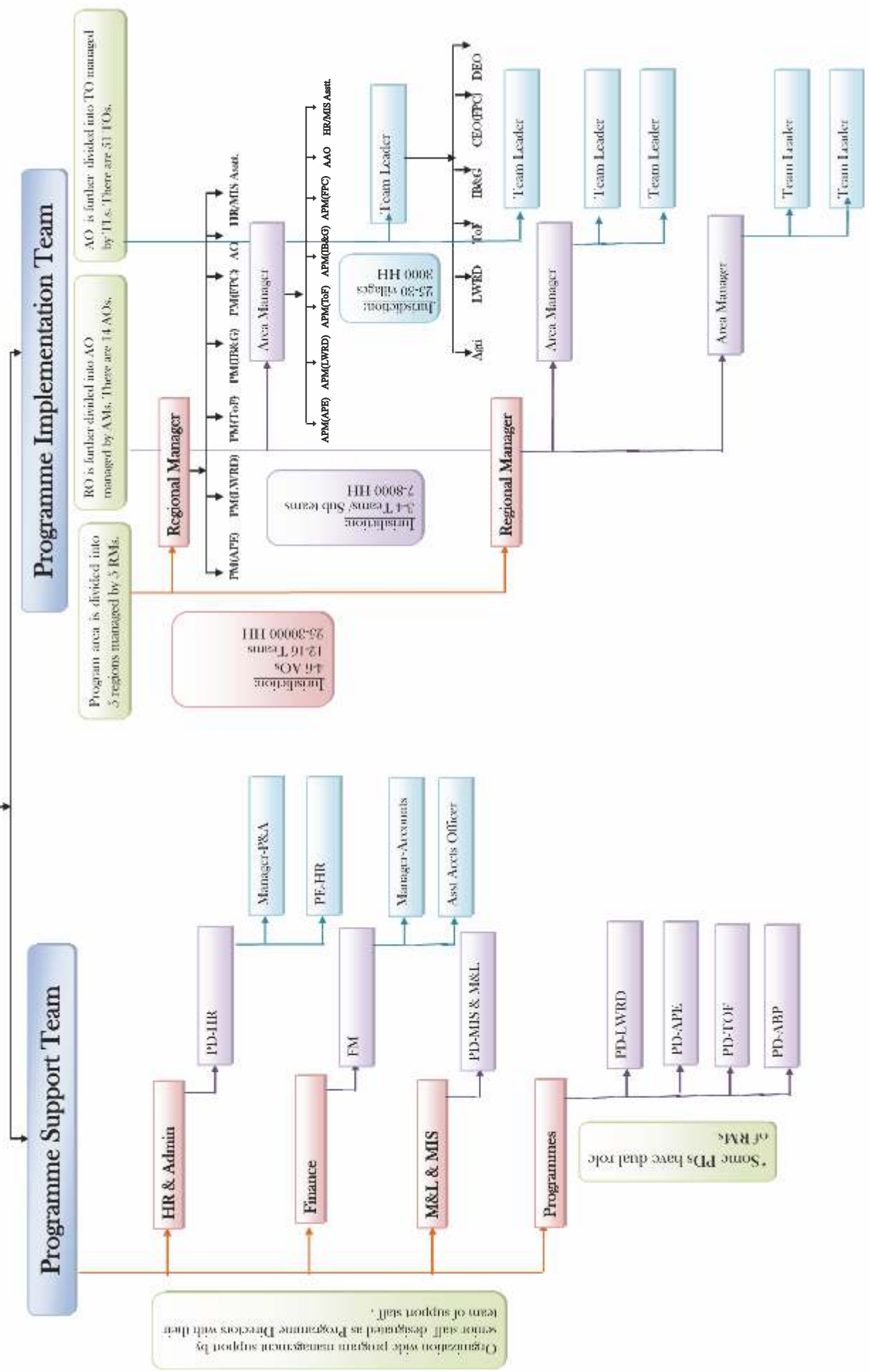
Break-Up of Expenditure for the year 2015-16



Total Expenditure: Rs. 15,89,55,141/-

ASA Board

Director



Other initiatives



- National Geographic channel filmed ASA's work on Organic Cotton. The film was globally released in a premier show in Berlin in April 2016.

"Making Millets Matter in Madhya Pradesh, India" published in global edition of "Farming Matters" a magazine of Agriculture Network:

<http://www.agriculturesnetwork.org/magazines/global/Farming-Matters32-2/making-millets-matter-in-madhya-pradesh#sthash.x8v1fsM5.dpuf>



Head Office

Action for Social Advancement

E- 5/A, Girish Kunj, Above State Bank of India,

Arera Colony, Bhopal, Madhya Pradesh- 462 016

Email : info@asabhopal.org Url: www.asaindia.org