



N M Sadguru Water and Development Foundation

Nation's premier NGO in Natural Resources Management

ANNUAL REPORT

Year Ending 31st March 2012 - Published on 5th April 2012



FLOWERS BRINGING PROSPERITY AND FRAGRANCE AMONG TRIBAL HOUSEHOLDS

ORGANISATIONAL PROFILE

Established in 1974

N M Sadguru Water and Development Foundation is a non-government, non-political, not for profit, secular organization, registered under the Public Charitable Trust Act and the Societies Registration Act (1860) and the Foreign Contribution (Regulation) Act. It is recognized by the departments of Rural Development of the Government of three states of Rajasthan, Gujarat and Madhya Pradesh. The organization is receiving funds from the states and central government, national and international funding agencies for its rural / tribal poverty reduction programmes centered around Natural Resources Management.

Its main objectives are to improve the living conditions of rural and tribal people by developing environmentally sound land and water resources programmes ; improve the environment and eco-system ; arrest the distress migration ; improve the socio-economic status of rural people and strive for their overall development. This is promoted by facilitating the growth of community based institutions that support and sustain the Natural Resources Management programmes.

The project area is classified as a drought prone semi-arid region of the country and is pre-dominated by tribals and rural poor representing the poorest section of our society. The project area is presently extended across three states in thirteen districts of Rajasthan, Gujarat and Madhya Pradesh, covering approximately 2,63,659 households and more than 15,83,909 people in 1,326 villages under various NRM activities. Another about 400 villages have been covered by other NGOs who were initially supported by the Organization during their infancy period.

Besides implementation of livelihood programmes centered around NRM, the organization has been at a great scale imparting training, capacity building and technical inputs to large numbers of government and non-government organizations at its state of art training institute at Chosala, Dahod, Gujarat, which has not only excellent physical infrastructure and facilities, but, manned by highly qualified and richly experienced staff known for their expertise and performance in the respective field. Usually, groups from the government and non government organizations from 21 Indian states take benefit of our training and capacity building and often international groups also come for the training-cum-exposure. Through our training and capacity building, we have influenced watershed development programme in about 64.32 lakh of acres (25.73 lakh ha.).



N M Sadguru Water and Development Foundation

MISSION

SADGURU endeavors to develop and expand environmentally, technically and socially sound natural resource interventions leading to poverty alleviation, through community participation and empowering women and other disadvantaged groups, to ensure equitable and sustainable development.

VISION

Elimination of acute poverty among tribal and rural communities with natural resources restored, developed and expanded.



State Map



District Map



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BOARD OF TRUSTEES

As on 31st March 2012

Mr. H. H. Vasa

Chairman & Trustee, Former President,
Standard Industries, Stanrose
Mafatlals, Mumbai.

Dr. Ms. Sindhu Phadke

Trustee, Zonal Director, UNICEF
(Retd.), Pune.

Mr. M. S. Sahu, IAS

Principal Secretary, Industries,
Government of Gujarat.

Ms. Mamta Verma, IAS

Chief Executive Officer, Ahmedabad
Urban Development Authority,
Gujarat.

Ms. Mugdha Sinha, IAS

Officer on Special Duty, Ministry of
Textiles, Government of India.

Mr. A. K. Nigam, IAS (Retd.)

former Secretary with Government of
Gujarat.

Ms. Sharmishtha Jagawat

Trustee & Director, Social Workers,
Working in the field of Rural
Development and Tribal Development
for last 49 years.

Mr. Harnath Jagawat

Trustee & Director, Social Worker,
Working in the field of Rural
Development and Tribal Development
for last 40 years - previously Senior
Executive in Corporate Sector.

ADVISORY BOARD / DISTINGUISHED INVITEES

As in March 2012

GUJARAT

Dr. Y. K. Alagh

Former Minister, Planning, Government of India.

Managing Director

Sardar Sarovar Nigam Limited, Sachivalaya, Gujarat.

Principal Secretary

Agriculture, Gujarat.

Principal Secretary

Energy, Sachivalaya, Gujarat.

Dr. K. N. Shelat, IAS (Retd.)

Former Secretary, Agriculture, Gujarat.

Commissioner

Tribal Development, Gujarat.

Collector

Dahod, Gujarat.

District Development Officer

Dahod, Gujarat.

Project Administrator

Tribal Sub Plan, Dahod, Gujarat.

Director

District Rural Development Agency, Dahod, Gujarat.

Chief General Manager

NABARD, Ahmedabad.

Representative of CInI

Jamshedpur / Ahmedabad.

RAJASTHAN

Principal Secretary
Agriculture, Rajasthan.

Commissioner
Agriculture, Rajasthan.

Commissioner
Tribal Area Development, Udaipur,
Rajasthan.

MADHYA PRADESH

Additional Chief Secretary
Panchayat and Rural development,
Madhya Pradesh, Bhopal.

MUMBAI

Representative of Jamsetji Tata
Trust, Mumbai.

Representative of Navajbai
Ratan Tata Trust, Mumbai.

* Our Advisory Board consists of senior officers of all the Government Departments and other agencies providing financial support in different activities during the specific period. This forum of Advisory Board provides an opportunity to the funding agencies to review our work and make suggestions. One of the main aims of Advisory Board is to make the organization transparent before the funding agencies. Because of large numbers of funding departments and agencies, the Advisory Board is also large in its composition.

BANKERS

Bank of Baroda
Dahod - main Bankers

Bank of Baroda
Banswara - for South Rajasthan operations

State Bank of India
Dahod - for Rajasthan and Madhya Pradesh State operations

State Bank of Bikaner & Jaipur
Chaumahela Branch (Rajasthan) for Jhalawar operations

State Bank of India
Dhanpur for Dhanpur taluka, Dahod

State Bank of India
Sitamau Branch, district Mandsaur, Madhya Pradesh for Integrated Village Development Micro Plan watershed and Integrated Watershed Development Programme operations

State Bank of India
Garoth Branch, district Mandsaur, Madhya Pradesh for Integrated Village Micro Plan Watershed project.

State Bank of India
Basai Branch, district Mandsaur, Madhya Pradesh for Integrated Village Micro Plan watershed project.

AUDITORS

M/s. Mannan A.R.
Chartered Accountants, Baroda - statutory auditors.

M/s. A.W. Pathan & Company
Chartered Accountants, Dahod - Internal auditors, auditors for certification work and Tax consultants.

LEGAL STATUS OF ORGANIZATION

Registered under Bombay Public Trust Act 1950 - No. F/113 Panchmahals dated 21.02.1986

Registered under Societies Registration Act 1860 - No. GUJ/124 Panchmahal dated 21.02.1986

Registered under Foreign Registration (Regulation) Act (FCRA) 1976 - No. 042070038 dated 31st July 1987

Registered under Income Tax Act, 1961 under Section 12(A) (a) No. BRD/SIB110-9-S/86-87 dated 18.08.1986

Registered under Income Tax Act 1961 under Section 80G (5) No. S.BRD/AA-AA-III/Tech/104-140-N/2008-2009 dated 16.06.2009

Income Tax Permanent Account No. : AAATN1972A

Notified u/s 10(23c) of Income Tax Act 1961 for 100 % exemption of income of the Trust. Notification No. BRD/CC/Tech/10(23c)(iv)/10-11 dated 12.05.2010.

NOTE : From 1974 to 1985, the organization was working under the banner Shri Sadguru Seva Sangh Trust, Mumbai, and since 1986 working under the independent status and entity.



P R E F A C E

"A leader is a dealer in hope."

Napoleon Bonaparte

Consistent with the standard set all these years, this annual progress report for the year ending 31st March 2012 is also published on 5th April 2012.

The style and pattern of this report is mostly usual with brief narratives, stories and visuals. We have observed that most of the readers do not read such annual reports of NGOs, and therefore, this time, we have tried to further reduce the size of the report.

The report reflects very good progress, physical and financial during the year. This was possible due to very good financial support from various funding organizations such as Tatas two Trusts, Jamsetji Tata Trust and Navajbai Ratan Tata Trust ; Coca-Cola India Foundation and bulk of funds to the extent of 70 % from the government sources. In terms of amount, the government funds were around ` 24 crore during the year. This government funds also includes large fundings from the NABARD, Gujarat as well as Rajasthan. However, on another side, we have had some problems in getting technical sanctions from the Technical Department, particularly, in Rajasthan which hampered our progress to some extent. But, this is part of our life as NGO and we cannot grudge much.

We are always grateful to donor agencies, government and non-government for adequate funds available to us not only during the reporting period, but, all these years. Our relations with the donors are always of long lasting. The government departments have been our funding partners for last about 40 years since we began our development journey. Similarly, from among major non-government donors, such as Tata Trusts : Sir Dorabji Tata Trust, Sir Ratan Tata Trust, Jamsetji Tata Trust and Navajbai Ratan Tata Trust we have nearly 15 years relationship which has been growing stronger and stronger year after year. These prominent Tata Trusts have helped us in improving our administration, monitoring, financial management and overall performance.

This is also an occasion to acknowledge the contribution of our Trustees and Advisors who have been always helpful in our efforts in Rural Development. Also, the real credit for our achievements during the reporting year should go to our village partners and our dedicated staff members, who have been sticking with us for a long period despite strong attractions elsewhere.

HARNATH JAGAWAT
DIRECTOR

EXECUTIVE SUMMARY OF PROGRESS AT A GLANCE

The summarized progress during the year 2011-12 was as follows ;

NEW VILLAGE INSTITUTIONS

88 new village institutions were set up including large number of SHG groups. Cumulatively there are now 2,710 different kinds of village institutions.

WATER SECTOR

During the period 2011-2012, 19 new community lift irrigation schemes were constructed, with the cumulative figure reaching to 377 schemes. In addition, at the end of the reporting year, 18 lift irrigation schemes were under construction.

During the period 2011-2012, 08 new check dams were constructed during the year. Cumulatively 358 check dams have been constructed so far. In addition, at the end of the year, 08 check dams were under construction.

IRRIGATION COVERAGE

As reflected in the Water Sector Chapter, totally 96,373 acres came under irrigation during Rabi 2011-2012.

MICRO WATERSHED DEVELOPMENT

During the reporting period, 6,133 acres of land was treated under different watershed projects under different funding arrangement.

MAIZE SEEDS MULTIPLICATION PROGRAMME

Seeds multiplication programme for composite variety of GM6 was taken up on 454 acres by 431 farmers. The produce will provide good seeds to thousands of farmers.

VEGETABLE CULTIVATION

During the year 2011-2012, totally 8,544 new farmers opted for vegetable cultivation (seasonal). There are about cumulatively 36,909 farmers who are cultivating vegetables in our project villages.

TRELLIS SYSTEM

During reporting period, as many as 1,075 trellis systems were installed in Dahod. Totally and cumulatively, there are 1,871 trellis system for creeper vegetables.

SPICES CROPS

During reporting period, as many as 5,534 farmers opted for species cultivation such as Ginger, Turmeric, Garlic and Onion.

AGRICULTURE MECHANIZATION

At present 17 villages in Dhanpur taluka are taking benefit of this programme. This programme during the reporting year recovered more than ` 15 lakh by way of offering services to the farmers.

VERMI COMPOST

Under this important programme aiming at organic farming and improving land, 1,105 farmers took up this programme with the support from different agencies. Cumulatively, 9,268 farmers have taken up this programme.

HORTICULTURE

During the year 1,720 plots were raised under horticulture by equal number of farmers. The cumulative numbers of plots under horticulture has come to 29,085 by equal numbers of farmers.

FLORICULTURE

During the year 1,167 plots (long term plots and seasonal plots) were raised under floriculture by equal number of farmers. The cumulative numbers of plots under floriculture has come to 8,074 by equal numbers of farmers.

SOCIAL FORESTRY - AGRO FORESTRY

During the reporting year totally 29,24,288 saplings were planted. Cumulatively 6,28,00,312 plants have been planted by 99,980 households, with long term survival rate around 50 %.

BIO GAS PLANTS

244 bio gas plants were installed during the period 2010-2011 in Gujarat and Rajasthan. Cumulatively, we have installed 2,138 bio gas plants.

SOLAR LANTERNS

Under solar lanterns, totally 100 lanterns were distributed to the tribal farmers.

TRAINING PROGRAMMES

Totally, 373 training programmes were conducted for different groups coming from 14 Indian states in 2011-2012. The number of total participants was 13,439, out of which about 45 % were women participants. This figure does not take in to account the massive village level orientation training programmes being conducted virtually every day by different departments. The number of participants of such village level training / orientation programme was around 1,38,270 during the reporting period.

FINANCIAL ACHIEVEMENT

During the year, our expenditure was ` 340.34 million (` 34.034 crores) which includes beneficiaries contribution in kind and the amount spent by village level committees on different programmes. Out of this, the government share was to the extent of ` 239.67 million (` 23.96 crore) at 70 %.

EMPLOYMENT GENERATION DURING 2011-2012

Under different programmes including on farm employment during the year, 66,80,240 persons days employment was generated, of which 70 % was of women.

HIGHLIGHTS

1. During the year, additional 28,801 new households were covered under various programmes. Cumulatively 2,63,659 households have been covered under various programmes. There is definitely overlapping of numbers with some beneficiaries covered in more than one programme.
2. With our training and technical inputs, we have influenced 25.73 lakh ha (64.32 lakh acres) in various states under Micro Watershed Development.
3. As reflected in respective chapter, Sadguru was represented on various important government committees at States and Central government. There were 24 district, state and central committees where Sadguru was represented.
4. As many as 14 studies / reports / documents were prepared and produced during the year both in-house and by external individuals / agencies.
5. Our women SHG federation, Dhanpur has been allotted a programme of mechanized agriculture with 18 tractors given by John Deere Company under the programme of Department of Tribal Development, Gujarat. The entire project is being implemented by women federation.
6. Overall progress in table form for the reporting year is reflected on Annexure - 1.
7. Overall cumulative progress in table form is produced as Annexure - 2.
8. Last eleven years physical progress is furnished separately Annexure - 3.

CHAPTER - 1 PEOPLE'S INSTITUTIONS (CBOs)

"It does not matter how slowly you go as long as you do not stop."
Confucius

People's institutions in the form of users groups and user institutions at village level and their federations are backbone and real strength of Sadguru Foundation. Effective implementation and sustainability of all our programmes are due to strong village level institutions.

As on 31st March 2012, there are 2,691 village institutions (their federations not included).

Village institutions set up during the year 2011-12 and their cumulative numbers are ;

Sr. No.	Nature of Institutions	Vis set up during the period	Total Nos. of members
1.	Registered irrigation cooperatives	342 (07)	25,712 (90)
2.	Informal check dam management groups (without savings and credit)	239 (-)	1,912 (-)
3.	Women horticulture cooperatives (taluka level)	07 (-)	6,947 (-)
4.	Women horticulture groups (without savings and credit)	322 (20)	16,796 (720)
5.	Informal women groups under various programmes - SHGs and others	1,467 (35)	16,835 (371)
6.	Youth club and farmers groups under different activities	149 (02)	1,852 (30)
7.	Watershed associations	43 (08)	14,484 (2,156)
8.	Drinking water committees	61 (28)	3,355 (2,959)
9.	Milk producers cooperatives {28 (05) women cooperatives and 33 (05) mixed of men & women}	61 (10)	4,191 (736)
	TOTAL	2,691 (110)	92,084 (7,062)

Figures in parenthesis are of the reporting year 2011-12.

Till last year, the forest committee of Joint Forest Management were shown in this table, but, because of certain policy issues, we are not involved in Joint Forest Management. The data related to it has been deleted from this table.

The defunct and non functioning village institutions have been deleted from the above table.

ONE TIME POOR AND MIGRANT TRIBAL WOMAN BECOMING A GREAT LEADER OF WOMEN GROUPS

Few years back, till the year 2000, Shantaben Bhuria of village Bhutardi, was extremely poor and migrant labour working outside the home and district for about eight months in a year, forced to leave on footpaths and under the trees. In the year 2000, she became member of women SHG group and took benefit of the loan. With her ability and leadership quality, she is now managing SHG federation of Garbada taluka, which consist of 172 SHG groups of Garbada having members around 2,000. Due to her leadership qualities, she has been helping in improving the agriculture and other activities of hundreds of women SHG members in above region. Recently, she was instrumental in motivating thousands of women farmers to opt for improved

variety of maize and diversification to spice cultivation such as onion, garlic, ginger, turmeric. In the whole process her economic condition has also improved greatly and she is an accepted leader of hundreds of SHG groups and thousands of members of these groups. She is not only a leader of women group, but, she is also an asset to Sadguru Foundation whenever it comes to mobilizing and motivating tribal women farmers for any important activity. So much is the confidence of women farmers in her that within one or two days, she can easily collect advances or matching contribution from hundreds of women farmers under the programmes like Rashtriya Krishi Vikas Yojana, Jeevika, etc. In recent months our organization helped more than 5,000 farmers in spices cultivation. Major share of this significant coverage could be attributed to the leadership of Shantaben in motivating and preparing women farmers.

LIFT IRRIGATION COOPERATIVES

Lift irrigation cooperatives are the oldest village institutions in the form of users' formal groups under Cooperatives Act. There are now 342 lift irrigation cooperatives as on 31.03.2012. Most of the lift irrigation cooperatives function well, excepting some problems related with disconnection by Electricity Company for the non-payment, mainly due to non-use of schemes in the event of inadequate water and such other problems. In spite of such policy problem of delayed electric connections, disconnections, etc. in any given year, about 85 - 90 % lift irrigation schemes and cooperatives function well. Those which function with adequate water and adequate power supply of about eight hours achieve 90 % or more design command. We believe, if 10 - 12 hours power supply is available, all the lift irrigation cooperatives would function with 100 % achievement of command.

The remarkable achievement of lift irrigation cooperatives managed by tribal farmers is that large numbers of them have been functioning satisfactorily for more than 20 years and few even 30 years and more.

TRIBAL COMMUNITY REVIVED LIFT IRRIGATION SCHEME AFTER TEN YEARS

Ravalikheda lift irrigation scheme in Dahod, Gujarat, was originally commissioned in the year 1986-87. It functioned till 1996-97. Unfortunately, in the year 1997 high floods demolished entire pump house structure with part of machinery. As it remained defunct for a long period, lot of other parts such as pipes, valves, etc. also got damaged or lost. The community had no resources or way out to revive the scheme.

Suddenly, new Sarpanch Kikabhai, took over the political leadership of the village and displayed great deal of initiative and enthusiasm to revive the lift irrigation scheme. He successfully mobilized the community on one side and approached the government offices for

Newly completed community lift irrigation scheme for the Project Affected People of Sardar Sarovar at village Nevariya-2, Gujarat, constructed in 2011-12 with the full support of Sardar Sarovar Narmada Nigam Ltd. - the scheme is put up on Sardar Sarovar's Canal for the upland farmers. It is a unique approach of Sardar Sarovar Nigam to offer irrigation to Project Affected People through lift irrigation system.





providing support for its revival, which required about ` 20 lakh including infrastructure cost for electric lines. The community also sought technical support of Sadguru Foundation to help

Irrigation being taken by tribal farmers at newly completed community lift irrigation schemes for the tribals at village Jalimpura, district Banswara, Rajasthan, under RKVY programme – the scheme constructed during 2011-12. The farmers are taking water from one of the distribution outlets.



in reviving the scheme. As it was necessary to pay the arrears of Electricity Company, the community raised sufficient fund for the same.

The scheme is now fully revived irrigating about 260 acres of the land benefitting almost all the farmers of the village. Considering the constraint of water as well as of limitation of power supply, the community planned gram cultivation on 75 % of the land and on remaining 25 % wheat and maize were taken. It was realistic planning under the above circumstances by entire community.

At the end of irrigation season, the community and cooperative have collected more than ` Two lakh towards the irrigation charges from the farmers, showing surplus of about ` one lakh after meeting all expenses. ` fifty thousand is deposited by way of FDR in the bank and ` fifty thousand they have kept for future working expenses such as electric charges, etc.

This revival of defunct tribal community scheme is an excellent example of leadership and community efforts, reflecting their faith in the scheme. We all know that in the industrial sector, if any industrial unit remained defunct for ten years, it would be almost impossible to revive it. In this case the tribal community have done something which even industrial entrepreneur cannot do.

LIFT IRRIGATION FEDERATIONS

Lift irrigation cooperatives are federated. In Rajasthan, these federations are of district level in Jhalawar and Banswara. Whereas, in Gujarat, particularly, Dahod district, these federations are taluka level because of technical reason of not getting registration of district level federation on account of one district federation already registered long back, though not functioning at all from the first day.

These federations are ensuring various supportive services to the primary cooperatives.

Besides their main function of providing support and strengthening primary cooperatives for irrigation, two federations, Banswara and Dahod, have diversified in other activities and even initiated some kind of business plan during the reporting year. The Banswara and Dahod lift irrigation federations provided improved seeds for wheat. Banswara, Dahod and Limkheda federations undertook seeds production programme of Maize GM6 in different villages. Banswara federation also distributed



significant quantity of fertilizer to the members of cooperatives at reasonable rate. Dahod and Limkheda federations also arranged crop insurance for their members (rainfall insurance).

Jhalod federation helped in installing sprinkler irrigation to 1,200 tribal farmers and 50 farmers for

Newly completed community lift irrigation scheme at village Muniya Khunta in district Banswara, Rajasthan, on river Anas - the picture shows pump house and adjoining field irrigated by this lift irrigation scheme. The scheme was constructed under RKVY programme of Department of Agriculture, Rajasthan in 2011-12.





drip irrigation system. In undertaking this work, the Jhalod federation earned about ₹ 15 lakh in this business activity.

Pre-planning discussion and some strategy is being worked out for two federations for business plan in collaboration and guidance of CInI. They are Banswara and Limkheda. In next phase two more federations will be involved in this business plan. Jhalod federation is already involved in business activity.

PANCHAYAT ELECTIONS BRINGING MORE CONFLICTS

Panchayat elections are becoming hot bed of serious conflicts in the community, particularly, around Sarpanch elections. Recently in Gujarat, Sarpanch elections were held. With the availability of huge government funds at village level, more and more people are aspiring to be the Sarpanchas, not necessarily for serving the community. In most of the cases, intense contests among several candidates take place in a small village. Often, these results in to serious and

Meeting of users group for the orientation to manage lift irrigation scheme at village Nevariya. The scheme put up for the Project Affected People of Sardar Sarovar Nigam with the support of above Nigam.

sometimes bloody conflicts in the community between winners and losers groups. In our long association with villages, we witnessed largest numbers of such conflicts in the villages during outgoing panchayat elections in December 2011. The government and political parties need to do something to prevent such conflicts as much as we can so that the harmony as well as development in the village is not disturbed very severely. As a prominent NGO, in our areas of operation, we also have some responsibility to help the community in preventing such conflict. However, in the matter of any election, our organization keep aloof, and therefore, we have to work out some strategy if we can play some role in minimizing the conflict. It is absolutely necessary that political leaders at all level need to be educated and motivated on ethical values in public life. We can try to inculcate ethical values among Sarpanchas. But, one is not sure, how much it would work as such values are necessary

to be displayed at higher level as people at higher level have to set examples which can percolate at the lowest level of public life.

SHGs AND THEIR FEDERATIONS

There are totally 1,467 SHGs and seven taluka level federations of these SHGs. These 1,467 SHGs have 16,835 membership. While, seven federations have 930 SHGs as members, who have in turn individual membership of 10,589. Remaining SHGs. Remaining SHGs will become member of federations in due course on certain criteria. Almost all these SHGs and their members are involved in productive income generation activities, mostly around agriculture and allied.

TRIBAL BOY TO RUSSIA FOR MEDICAL EDUCATION

Sumitraben Nalvaya and her family of Bhutardi, Dahod, was few years back a migrant labour working elsewhere for livelihood. She joined Sadguru's development programmes like orchard, vegetable cultivation, etc. and also became active member of women SHG. Her grandson got government scholarship for medical study in Russia. While most of money came from the government, family was required to raise ` one lakh for some essential expenses related with above study abroad. SHG arranged this amount. Half of it has been repaid by Sumitraben from the proceeds of mangoes and vegetables and she is sure of full repayment in due course from her agriculture earning.

WOMEN HORTICULTURE FEDERATION

Horticulture activity has reached a good level. There are seven taluka level women horticulture cooperatives involved in horticulture programme. These horticulture cooperatives are involved in the expansion of horticulture programme as through these federations, women farmers are identified for this programme. For example, massive programme of spices cultivation in 2011-12 was undertaken through these federations. One of these women horticulture federation provided interim finance for the purchase of improved variety of seeds of maize. Thus, without assistance from any other agency, seeds could be bought and even in procuring seeds produced by farmers in Rabi 2011-12, women horticulture federation is ready with money worth

more than ` 15 lakh to support this procurement in case such support is not available from any other institution. This incident is narrated in story form in this chapter.

Besides above important village institutions and federations, there are other important village level institutions in the form of watershed associations, drinking water committees, milk producers cooperatives (dairy development), as reflected in the relevant table in this chapter.



Under dairy activity local backward people have started keeping crossbreed cows for better yields and higher income. Savitaben Baria, village Khunta, taluka Limkheda, district Dahod purchased 4 crossbreed cows, each yielding about 10 litters milk in one time and 20 litters a day. she is selling milk worth about 80 litters a day and getting very good income.

WOMEN HORTICULTURE FEDERATION PROVIDING BRIDGE FINANCE FOR MAIZE SEEDS PRODUCTION

In Dahod district under the collaboration of CInI, seeds multiplication programme of maize variety GM6 has been taken up by Sadguru and its CBOs at good scale. The seeds for this programme were to be purchased from Agriculture Research Centre and Agriculture University. For the purchase of seeds, Dahod taluka women horticulture federation provided bridge finance worth ` 6 lakh last year. Similarly, for the procurement of seeds produced by the farmers under this programme in current year, the above women federation is going to provide bridge finance of ` 15 lakh. Thus, without depending on other source the community based organization from its own savings has been providing adequate support to such an important activity of seeds production.

CHAPTER - 2 WATER SECTOR PROGRAMME AND MICRO WATERSHED

“Many a man curses the rain that falls upon his head, and knows not that it brings abundance to drive away the hunger.”
Saint Basil

Water sector programme and micro watershed development have been our priority and pioneering programme. In both these programmes of water resources development and micro watershed development, we have national and international reputation for design, implementation and post project management by the users.

Very brief description of the progress achieved during these programmes during the reporting year is as follows ;

COMMUNITY LIFT IRRIGATION SCHEMES

During reporting year, 19 lift irrigation schemes were executed benefitting 1,069 farmers having 2,290 acres. Their list is furnished on Annexure-5.

At the end of the year, one scheme is under construction.

Mr. J. B. Patel, Chief Engineer (C. G.) & Additional Secretary, Department of Water Resources, Gujarat, on a visit to newly constructed check dam on river Panam at village Chari, Taluka Dhanpur, District Dahod. Chief Engineer was highly impressed with the design and workmanship of the check dam and asked our organisation to undertake more such projects.



All the schemes executed during the reporting year were widely supported by the government under different programmes.

Cumulatively, 377 community lift irrigation schemes have been executed by our organization over the years having designed command of about 49,991 acres in one season of Rabi, benefitting 26,073 farmers.

COMMUNITY MASONRY WATER HARVESTING STRUCTURES - CHECK DAMS

During reporting year, eight check dams were executed benefitting 438 farmers having 1,494 acres. Their list is furnished on Annexure - 6.

At the end of the year, eight check dams are under construction.

All the check dams executed during the reporting year were widely supported by the government under different programmes.

We could execute relatively less numbers of check dams during the year because of problem of technical sanction from the government department in Rajasthan and problem of NGO / farmers contribution percentage in Gujarat. These aspects are narrated in the form of stories in this report.

Cumulatively, 358 check dams have been executed by our organization over the years having designed



command of about 52,386 acres in one season of Rabi, benefitting 23,337 farmers.

DRINKING WATER SCHEMES

During the reporting period, we could install only six drinking water systems, five of which were installed with the support of two Tata Trusts ; Jamsetji Tata Trust and Navajbai Ratan Tata Trust and one larger scheme of almost entire village at Rozam was completed during the reporting period with the support of Department of Tribal Development. Cumulatively, now there are 80 drinking water systems installed in our project areas mainly in Gujarat and few in Rajasthan. We were expecting to execute large numbers of schemes during the year

as was indicated by the government. But, it didn't materialize. A story on this issue of disappointment in drinking water expansion during the reporting year is produced in this chapter itself.

DISAPPOINTMENT ON DRINKING WATER FRONT

During the reporting year, our serious disappointment was on drinking water front. In previous year, we had implemented 33 household based drinking water projects in Dahod with the support of Department of Tribal Development. Everyone including government and Tribal Department were very much satisfied



Newly constructed check dam at Village Panam on river Panam in taluka Dhanpur, District Dahod – Constructed under Tribal Development Department, Gujarat



Newly constructed check dam at Village Simlaghasi on river Panam in taluka Devgad Baria, District Dahod – Constructed under Tribal Sub Plan

with the installation and functioning of these drinking water systems. We were assured to get adequate amount for the expansion of this programme during reporting year, and infact, sufficient amount was given by the Department of Tribal Development to line department for the projects to be implemented by our organization. We did not get any amount. WASMO, the organization, working for drinking water and sanitation had also assured to support our programme of drinking water. This also did not materialize. It appears at local level, some elements are not interested in entrusting the work to our organization, inspite of our good record.

Thus, the year 2011-12 was disappointing for our work in drinking water field. We however, from our own sources, installed five drinking water projects in Dahod with the support of two National Trusts of Tatas ; Jamsetji Tata Trust and Navajbai Ratan Tata Trust.

At the time of preparing this report, there are strong indication that we will get financial support from one Public Sector company of Gujarat and Sir Ratan Tata Trust for this programme. We will also make efforts to get support of WASMO for the expansion of this programme in Dahod.

It would be pertinent to mention that drinking water is the highest priority of government and

large amount is being allocated and spent by different agencies and department in district Dahod on this programme. It is necessary to review seriously and independently as to how many drinking water schemes were sanctioned in Dahod during last five years ? How many completed ? How many functioning satisfactorily ? This kind of honest study by independent agency will help in improving the situation.

ACTUAL IRRIGATION IN RABI 2011-12

During the reporting year in Rabi season 2011-12, totally, 96,373 acres were irrigated under different methods such as lift irrigation, check dams, portable pumps, tanks, wells, etc. The irrigation coverage includes wells and wadi with irrigation. Large numbers of irrigation under wells was in treated micro watershed areas and wadi and vegetable programmes. If there were no issues of inadequate power supply, pending connections and PDC issue, the irrigation coverage would have been much more.

INTEGRATED INTERVENTIONS IN WATERSHED DEVELOPMENT CHANGING LIFE OF A MIGRANT FAMILY

Rajubhai Parmar was a migrant labour working elsewhere for livelihood. He has 2.5 acres of the land from which he was getting about ₹ 24,000/-

a year and struggling for subsistence living for eight members of his family.

Under Indo-German Watershed Development programme taken up in his village Chilakota, taluka Limkheda, he got benefits from this programme and besides soil and moisture interventions, he developed irrigation through new wells and started diversification of agriculture opting for tomato, garlic, onion, coriander, brinjal and flowers production using micro irrigation technology. With the improvement in farm agriculture, he also bought improved variety of milk animal. Together with all these interventions including milk production, his annual earning has gone up to more ₹ 1,37,000/-, almost more than five times the earlier income. This is one of several success stories of beneficiaries of integrated micro watershed development programme.

MICRO WATERSHED DEVELOPMENT

During the reporting year 2011-12, totally 6,133 acres were treated under this programme in our different areas in Gujarat, Rajasthan and Madhya Pradesh.

The state wise achievements in watershed programme during the reporting period 2011-12 is as follows ;

Sr. No.	State	Area treated in acres	No. of beneficiaries	
			Households	Persons
1.	Gujarat	1,403	275	1,650
2.	Rajasthan	1,718	517	3,102
3.	Madhya Pradesh	3,012	751	4,506
	TOTAL	6,133	1,543	9,258

Treated area under RGM Watershed Project at Village Parvaliya, Jhabua, Madhya Pradesh





Chilli plot (Hot Pepper) in 1000 Sq.m. by Senabhai Bhuriya, Chilakota with Silver Mulch Drip irrigation system and fully organic under IGWDP, NABARD Watershed. Better quality and much higher quantity of production is expected under this system.

Cumulatively, over the years, we have treated 77,536 acres of the land.

We need to mention that in watershed development through our training and technical inputs, we have influenced watershed development in 64.32 lakh of acres (25.73 lakh ha.), through training provided to large numbers of groups coming from different states for watershed development.

MASSIVE CONVERGENCE IN WATERSHED DEVELOPMENT PROGRAMME

“Convergence” is very favourite concept being talked about by everyone, every department and lot of policy decision and discussions take place on convergence. Lot many seminars, conferences and workshops are being held on this concept “convergence”. However, at ground level, atleast in watershed development programme, convergence does not take place to the extent of potential in given micro watershed areas.

Sadguru Foundation, from the very beginning,

has successfully shown massive convergence in its watershed projects under different programmes. Subject to the availability of funds, we have achieved convergence at very good scale in our watershed projects and also in other development interventions. Implementing the suggestion of Dr. Hanumantrao Committee and other committees, we have mobilized resources for different programmes not usually covered under watershed project design. From the point of funds mobilization in almost all our watershed projects, we have raised double or triple and even more funds from other sources for convergence of various useful programmes. Just to illustrate how effectively additional funds are mobilized, in village Rozam against about ` 17 lakh of watershed project amount (under earlier norms), we have mobilized and implemented works of nearly ` 1.35 crore, almost more than seven times of original watershed project amount. Similarly in village Matwa against ` 22 lakh of watershed amount, more than ` 1.10 crore were mobilized for additional interventions.

Lalitaben Katara with her Tomato Wadi with low cost drip and Silver Mulching in 1000 Sq.m. and earning Rs. 300/- daily by selling Tomato in Dahod Parel market or Limdi haat.





Under the micro watershed development, small masonry check dams are constructed - One such check dam at village Harinagar, Thandla, district Jhabua, Madhya Pradesh - village children taking benefit of this impounded water as earlier this nalla had no water stored after monsoon.

There are large numbers of watershed project villages where such massive convergence with massive additional mobilization of funds has been effected by our organization.

In such convergence, besides watershed treatment, the activities taken up outside watershed project design (DPR) were capital intensive water resources development such as large check dams, community lift irrigation schemes, drinking water systems, percolation

tanks, massive tree plantation, substantial horticulture and floriculture development, etc. which were not possible to be undertaken with the limited funds of watershed project.

Sadguru Foundation is one such NGO which has achieved maximum convergence in its watershed development and other programmes. Interestingly, the major funds for the convergence were availed from different departments of the government.

A review mission from KFW, Germany, visiting Indo-German watershed project of NABARD Khunta-III, district Banswara, Rajasthan on 11-12-2011



CHAPTER - 3
**AGRICULTURE : HORTICULTURE :
AGRO FORESTRY**

*"Farmers are the only indispensable people on the face of the earth."
Li Zhaoxing*

Agriculture, horticulture and agro forestry, are major land based programmes of Sadguru Foundation. In recent years, these programmes have been greatly diversified with greater scale, covering and benefitting thousands of farmers.

Important and tangible activities under these programmes have been very briefly described as under ;

SUNSHINE PROGRAMME OF TRIBAL DEVELOPMENT

We implemented some important programmes under the title SUNSHINE programme of Department of Tribal Development, Gujarat, during the reporting period. Under this programme, Monsanto - Prabal variety of Maize was cultivated by 6,913 farmers in the equal numbers of acres during Kharif 2011 in Dhanpur taluka. Another programme undertaken was Bt Cotton by 500 farmers in 500 acres. Third programme was of improved Pigeon Pea by 500 farmers in 500 acres. Thus, totally, 7,913 farmers were involved in Sunshine programme in the year 2011.



**FIRST TIME Bt COTTON CULTIVATION
IN DHANPUR TALUKA OF DAHOD, GUJARAT**

Cotton crop is seldom grown in tribal district of Dahod. Tribal farmers are not aware of high yielding Bt cotton cultivation. First time Bt cotton cultivation was introduced in Dhanpur taluka under the Sunshine programme of Department of Tribal Development, Gujarat. 500 acres of Bt cotton cultivation by equal numbers of tribal farmers was done in 2011 in Dhanpur under above programme. The result of this Bt cotton cultivation has been satisfactory. Chokhliben Bariya of village Sajoi, Dhanpur, is seen in this photograph with her harvested cotton crop. She is expecting about ` 30,000/- from this crop on one acre against ` 5,000/- to ` 6,000/- that she was getting in one acre from other crops earlier.



With the support of CInI and Seeds Corporation of Gujarat, the seeds multiplication programme for Maize GM6 was undertaken during the year with good result. This programme was taken up on 450 acres of the land in Dahod, Gujarat and Banswara, Rajasthan

MAIZE SEEDS MULTIPLICATION PROGRAMME

With the support of Department of Agriculture, Anand Agriculture University and their research stations, Gujarat Seeds Corporation and CInI, we continued the programme of seeds multiplication of Composite variety of Maize GM6 in the Rabi 2011-12. Totally, 431 farmers took up this programme on 454 acres. This is perhaps the largest seeds multiplication programme of Maize, atleast in Gujarat undertaken by a single NGO. To meet the need of good maize seeds, it is desirable to have larger coverage of this programme, but, considering the quality of tribal farmers, it is not possible to cover more area under this programme as experienced by us. Many technical and manmade problems crop in seeds production. Therefore, we have restricted this programme on limited numbers of acres. In this programme we received important support from CInI such as partial funding, training, technical

guidance of experts, etc. We are expecting 50 % of the produce to come back to be available for the use as seeds for Kharif 2012.

VEGETABLE CULTIVATION

During the period, as many as 8,544 farmers opted for vegetable cultivation with very good income. Atleast another around 15,000 farmers who cultivated vegetables in past years, continued to do so in the reporting year also outside our project activity as they find vegetable cultivation very paying proposition. Because of this vegetable development, Dahod Agriculture Produce market is flooded with large quantity of vegetables with prospects to send sizeable produce outside Dahod. As vegetable cultivation is stabilizing and increasing, already efforts are being made for quality production and some strategy for marketing. CInI is also helping in this direction.



New wadi – orchard – at village Mander, Taluka Limkheda, district Dahod with inter cultivation of different vegetables, Onion, Garlic, Fenugreek, Coriander during gestation period under the programme of NABARD, Gujarat

TRELLIS SYSTEM

As reported earlier, the creeper vegetable production is much better, qualitatively and quantitatively under trellis system. During reporting period with the support of different agencies such as the government, Department of Tribal Development, Department of Agriculture and Horticulture, NABARD, as many as 1,075 trellis systems were installed in Dahod. Totally and cumulatively, there are 1,871 trellis system for creeper vegetables. This is extremely paying system under which each farmer raising vegetable on 1/4th an acre gets anything between ` 40,000/- to ` 75,000/- as per field reports and observation. Considering average income of ` 45,000/- per trellis the total income of farmers from above trellis would be more than ` 8 crore in one season / year.



Cost effective Bamboo trellis system for vegetable cultivation at village Dumka, Taluka Dhanpur under NABARD Organic Wadi Programme. Every day or alternate day farmers earn ` 700/- under this system of vegetable cultivation. Farmers opting for this system for vegetable cultivation usually earn ` 50,000/- to ` 75,000/- on 1/4th of an acre.



TOMATO UNDER NET / POLY HOUSE

Savitaben Bariya of Menpur village opted for Tomato cultivation under net / poly house technology on about 1,000 square meters (ten guntha). With various advantage of net house technology, she is going to earn about ` 30,000/- from this Tomato cultivation on 1/4th of an acre. Same crop without net house would have given her half the above amount.

There are now 119 net / poly houses, mostly in Dhanpur and few in other talukas of Dahod, which help in quality production in higher quantity for different variety of vegetable cultivation.

POLY / NET HOUSES

For improvement in quality and quantity, our farmers have started taking benefit of net houses and poly houses for certain favourable crops. During the reporting period, 111 poly / net houses were set up by the tribal farmers under different programmes of the government, mainly Department of Agriculture, Department of Tribal Development. Cumulatively, 117 poly / net houses have been installed.

SPICES CROPS

During reporting period, large scale cultivation of different variety of species were undertaken by our tribal farmers with the support of Department of Agriculture, Gujarat, NABARD, etc. The details of different variety of species cultivated are as follows in 2011-12;

Sr. No.	Spice	Households benefitted	Acres covered
1.	Ginger	1,536	346.00
2.	Turmeric	257	51.00
3.	Garlic	1,739	434.75
4.	Onion	2,002	500.50
	TOTAL	5,534	1,332.25

GINGER CULTIVATION

During 2011, under the programme of RKVY of Department of Agriculture, Gujarat, and other agency about 1,536 tribal farmers opted for ginger crop in the project villages of Sadguru Foundation. Champaben Mohaniya of village Sajoi, Dhanpur, is seen here with her Ginger crop. Each farmer opted for 5 - 10 gunthas (500 -



1,000 Square meters) cultivation of Ginger under above programme. As often happens, at the time of harvesting, prices of agriculture crops slump down. This time, Ginger prices have also slumped down. To counter this situation, large numbers of farmers have decided to retain the product and sell it as seeds in April - May which would get them good rates.



Ginger as inter cultivation under NABARD Programme at village Nani Vav, Taluka Limkheda

AGRICULTURE MECHANIZATION

As reported in previous Annual Report, our farmers in Dhanpur taluka have adopted agriculture mechanization programme through 18 tractors provided by Department of Tribal Development Gujarat and John Deere Co. The important highlight of this programme is that it is managed by women SHG federation of Dhanpur.



Training programme for Mechanised Agriculture for operation and maintenance of tractors was conducted by the expert staff of John Deere Co. at our training institute.



Under the Mechanised Agriculture programme being managed by women federation in Dhanpur, Gujarat, Thrasher is being utilised by the farmers at village Gahelwagha. this is serving important need for village farmers. the above women federation is managing 18 tractors with necessary equipments. This is a collaborative programme of Department of Tribal Development, Gujarat, John Deere Co. and Sadguru Foundation with local management being done by tribal women federation.

They have been managing this programme satisfactorily inspite of several difficulties. It is proving very useful and in future more and more farmers and more and more land will be benefitted under this programme. At present 17 villages are taking benefit of this programme. This programme during the reporting year recovered more than ` 15 lakh by way of offering services to the farmers.

VERMI COMPOST

Under this very important programme aiming at organic farming and improving land, 1,105 farmers took up this programme with the support from different agencies. Cumulatively, 9,268 farmers have taken up this programme.

PAPAYA GIVING GOOD INCOME TO TRIBAL FARMER

Kantiben Mohaniya, a tribal woman farmer, raised 104 plants of Red Lady 786 (Taiwan



Papaya) Papaya fruit on a small portion of her land in village Sajoi, Dhanpur. The variety, quality and size of Papaya may get her anything between ` 30,000/- to ` 35,000/- from this activity which is almost 5-6 times more than previous cultivation from other traditional crops on the same quantum of land.

HORTICULTURE - WADI

This programme has become very important programme in recent years. It is well received by people and benefitting very much to the tribal farmers. During reporting year, 1,720 wadis were set up by equal numbers of farmers. Totally and cumulatively, 29,085 wadis / fruit orchards have been set up by equal numbers of farmers in project areas, most of them in Dahod.

The significant income has started coming under this programme, mainly from quality mangoes. As per our assessment, the farmers sold mangoes, Kesar, Langda and Rajapuri worth about ` 11 crore during summer 2011. Considering the gestation period of seven years for about 50 % production and almost

optimum on ten years, it is projected after 5 - 7 years from now, Dahod farmers who have undertaken this programme may get income in the wide range of ` 50 - 100 crore.

This time, in summer 2011, Big Bazaar, Ahmedabad, also bought our mango products and they and their customers were very happy with the quality of our mangoes. However, we could not meet their requirement because by that time most of the mangoes were sold by the farmers to different buyers, locally and otherwise. Maybe, if workable arrangements are finalized, more quantity of mangoes may be sold to Big Bazaars and other urban outlets.

Dahod has not been known for quality mangoes produce, and therefore, it is very significant development opted by thousands of tribal farmers.

FLORICULTURE

This programme is also very popular and highly paying to those who have opted for it. During the reporting period, 1,167 farmers opted for seasonal



Ramilaben Patel, Dabhada, Limkheda Taluka cultivated Chilly, Brinjal and Creeper vegetable under trellis system and together earned around Rs. 70,000/- in little more than half an acre of the land (25 Guntha) precisely.



Orientation, training and input distribution event for tribal farmers for Spices cultivation under RKVY programme of Department of Agriculture, Gujarat. In 2011, 5000 tribal women farmers were involved in this programme of Spices cultivation, a significant development in the most backward tribal region. It is reported that each farmer earn around Rs. 18,000/- from a small patch of land.

and long term floriculture programme on 5 - 10 gunthas of their land. Cumulatively 8,074 farmers have equal numbers of plots under this programme. On a small patch of land, the income varies from ` 35,000/- to even ` one lakh as reported by the farmers themselves.

**A TRIBAL FARMER EARNING ` THREE LAKH
A YEAR FROM FLOWERS AND
VALUE ADDED ACTIVITY**

Savitaben Nalvaya and her husband Titabhai have developed a well established business

through creative marketing of flowers. She cultivates huge variety of flowers like Rose, Marigold, yellow Chrysanthemum, yellow Gaillardia, etc. in two acre of land. She takes orders like houses decor for vastu, mandap decor for marriages, temple / mosques decoration on festivals, room / car decorations, garlands, bouquet, etc. Annually she gets 70 - 80 orders of decoration in different villages from which she earns about ` 1,50,000/- annually. She has utilized her entire land in floriculture and she happily earns an annual income of ` 3,00,000/- from flowers and value added articles. Her continuous efforts and creative art is making her future more bright and secure.

Photograph reflects house decoration from flowers and value added produce. The house in picture also belongs to a village and flower cultivator testimony of impact in economic status.

AGRO FORESTRY

On the basis of appropriate land use pattern, local need, and the fact that one time dense forests and dense tree cover in the tribal region has almost vanished, this programme of agro forestry has been taken up by the organization since the year 1982. Under this programme, sizeable plantation is taken up by the farmers themselves on their wastelands or suitable land for the plantation. In the year 2011, totally 29,24,288 seedlings were planted by 8,307 farmers. Cumulatively, over the years, 6,28,00,312 seedlings have been planted by 1,08,287 farmers. As this programme has been taken up by very large numbers of farmers in large numbers of villages, it is very difficult to reliably survey the survival status. However, at the rate of 50 % survival after five years of plantation, there could be about 3,14,00,150

trees. Even if we take conservative figure of 30 % survival at long run, the survival figure would be very good. Incidentally, many farmers have replaced trees like Eucalyptus with some other plantation including horticulture plantation, once their basic need of fuel, timber and fodder is met.



CHAPTER - 4 PARTNERSHIP WITH THE GOVERNMENT

"In a country well governed, poverty is something to be ashamed of. In a country badly governed, wealth is something to be ashamed of."
Confucius

The government, states and central, have been our constant partners from first day of our Institution. This relationship has continued for nearly 40 years. One can understand the depth of relationship from one fact that most of senior bureaucrats of Gujarat are our supporters and admirers. Large numbers of such senior bureaucrats of Rajasthan are also very well aware of good work of Sadguru Foundation in Rajasthan. Present Chief Secretaries of all the three states; Gujarat, Rajasthan and Madhya Pradesh, know our organization personally. As a result of faith in our performance, transparency and integrity, by and large, the government is very supportive to our organization.

FINANCIAL SUPPORT FROM THE GOVERNMENT

During the reporting year 2011-12, the financial support from the government was to the extent of ` 23.96 crore (say ` twenty four crore). This is very impressive support. It was received for different government programmes in three states that we have been working actively. The above amount constitute 70 % of overall expenditure of our organization during the reporting year.



Shri Narendrabhai Modi, Chief Minister, Gujarat during visit to our stall in agriculture exhibition under the event of Swarnim Gujarat interacting in jolly mood with tribal women of our women federation managing Mechanised Agriculture project.

INFLUENCING GOVERNMENT POLICIES

Constantly Sadguru work on policy changes with the state and central government on various important issues related with the development programmes. Some of such issues and their favourable resolutions have been reflected in the form of stories produced in this chapter.

WISE DECISION OF GUJARAT GOVERNMENT ON PUBLIC TRUST ACT

Gujarat has been governed by Bombay Public Charitable Trust Act 1950, as the state was part of erstwhile Bombay state. In 2011, Gujarat Government enacted its own Public Trust Act under the name, 'Gujarat Public Trusts Act, 2011'. Many of the provisions in Gujarat Public Trusts Act were detrimental to the functioning and growth of Trusts in the state. Large numbers of Trusts opposed various provisions on bonafide ground. Sadguru Foundation was among the first

to represent systematically and strongly on certain undesirable provisions of new Act. There was wide spread opposition and discontent against new Act. Ultimately and wisely, Gujarat Government repealed the entire Act in the budget session of Assembly in February 2012. This decision has been welcome by each and every section of the society, particularly, the institutions governed under the Public Trust Act. Gujarat Government deserve compliment for its wise decision.

As a responsible organization operating under Public Trust Act, we would welcome any changes in the Public Trust Act which encourage good trusts and punish wrong doers. Civil society organization operating under Public Trust Act are important part of society, and therefore, right kind of organization serving society with transparency and integrity needs constant encouragement under the legislation as well as practices of the state.



The foundation stone ceremony for Dhirahedi check dam – anicut - under RKVY in Sangod tehsil, district Kota, Rajasthan by Shri Bharatsinhji Kundanpur, Minister of Rural Development Rajasthan and Shri Ijjajraj Sinhji, Member of Parliament, Kota, Rajasthan on 04.04.2011



Shri A. K. Joti, IAS, Chief Secretary, Gujarat, visited our institute on 15.04.2011 on the occasion of Swarnim Gujarat concluding mega event for all the districts of Gujarat on above date

REPRESENTATION ON DIFFERENT GOVERNMENT COMMITTEES

During the reporting year 2011-12, Sadguru Foundation was represented on 24 committees at district, state and central level reflected on Annexure - 7.

HELPFUL DECISION OF GUJARAT GOVERNMENT (DEPARTMENT OF TRIBAL DEVELOPMENT)

Tribal Development Department, Gujarat, was earlier entrusting water resources works such as lift irrigation, check dams, percolation tanks, with 90 % government grant and 10 % contribution by beneficiaries / NGOs. The above department,

nearly two years back, changed this ratio to 80 % government grant and 20 % contribution of beneficiaries / NGO, for new project proposals of NGOs. The organization like Sadguru Foundation involved in large scale implementation of water resources development cannot afford to give 20 % contribution. Also, as beneficiaries contribution was not taken in any public irrigation projects by the government, it was unjust to take 20 % contribution from beneficiaries and NGO. Sadguru Foundation represented to above Department on this issue and wrote to the government very clearly that it would not implement any water resources programme at this changed ratio of 20 % contribution. Fortunately, our representation has

been considered favourably by the government and in its recent orders by government resolution dated 17.02.2012, the above Department has reverted to 90 : 10 ratio. We are thankful to above Department and State Government for showing positive response to our representation.

ISSUES WITH THE GOVERNMENT

Though we have excellent relationship with the government and we receive constant support from the government, it is natural that any organization will have some problems or issues with the government. During reporting period, we faced such issues and problems which are narrated in the form of stories produce in this chapter.

ISSUE OF DIS-ALLOWING SPLITTING OF MOTORS / PUMPS

In one circular of Electricity Company, Gujarat, splitting of motors at one place / connection was dis-allowed in agriculture connection. In our

practice, we invariably split the motors at one connection because of various advantages such as operation of fewer motors in case of shortage of water, reduction in irrigation need, ensuring partial functioning in case of breakdown of one motor, etc. This approach is advantageous to the Electricity Company and the government in saving electricity as well as saving subsidy on agriculture power supply. We took up this issue at the highest level of Principal Secretary, Energy ; Chairman and Managing Director of Gujarat Urja Vikas Nigam and other senior officers at Gandhinagar in November 2011. In that meeting it was clarified by one senior officer of Gujarat Urja Vikas Nigam that the circular in question was not applicable to our category of users. However, our new applications for new connections for our tribal lift irrigation cooperatives were not considered by the Electricity Company even after above meeting and clarification therein. We again strongly represented to the government and Electricity Company for not considering our applications inspite of their own clarification on splitting of



Principal Secretary, Tribal Development, Gujarat, Shri A. M. Tiwari, IAS, visited our institute on 15.04.2011 on the occasion of Swarnim Gujarat concluding mega event for all the districts of Gujarat on above date

motors not applicable to our lift irrigation schemes. Fortunately, at the time of writing this report, Gujarat Urja Vikas Nigam have approved our new connections with splitting of motors and they have issued written orders in the matter, probably making exception to our connections. We are happy for the decision of Gujarat Urja Vikas Nigam and thankful to all the senior officers of above Nigam as well as of the State Government to be supportive in above matter.

DIFFICULTY IN RAJASTHAN

There is a case going on in Rajasthan High Court on anicut. Our arguments should reach to High Court as it is important to take note of our arguments based on our uniquely rich experience in water resources development.

We had described in our Annual Report of 2010-11 (published in the first week of April 2011) our difficulty in getting technical sanction for anicuts in Rajasthan. Because of situation created in Ramgarh, Bisalpur, etc. the Government and Department of Rajasthan took a decision not to allow new anicuts in the state without prior permission of the concerned Department. It has become difficult to get prior permission from Water Resources Department even in apparently favourable conditions. We have been arguing for about two years that some requirements of prior permission in relation to the available potential for water harvesting were not applicable and relevant in southern Rajasthan, specifically, in Udaipur and Kota divisions where there is enough rainfall and great potential for harvesting through anicuts and other method. We have submitted enough data supported by Department's own field offices on the available potential, and yet, the Department is not appreciating the reality situation. As a result of this, the tribal regions and tribal people have been denied and deprived of the benefit of water harvesting and water utilization. Not only the requirement of prior permission is hampering the water resources development in Southern Rajasthan, but, to add to it, the Department disallow lift irrigation scheme on anicuts even if there is enough water in large anicuts. The Department's argument is that the anicuts are meant only for recharging the ground water. Our rational argument is that, if there is enough water

which can serve the purpose of recharging as well as irrigation through lift irrigation, it's a good situation to be encouraged. Ultimately, irrigation also improves ground water. Also, in the tribal region, due to typical topography large anicuts attached with lift irrigation are always very useful. This has been amply demonstrated in Rajasthan itself. Our repeated requests to give us an opportunity to discuss our views at any level including at the highest level are also not responded by the government. We hope, the state government and concerned Department will see reasoning in our genuine arguments and remove irrational and unscientific policy related with anicuts and lift irrigation, particularly, for the tribal regions of Southern Rajasthan. In a large and diversified state like Rajasthan, there cannot be uniform approach and policy for water resources development. The State Water Policy has to be region specific and should even permit flexibility not only from district to district, block to block, but, even up to village level depending on scope and potential.

GOOD WISHES TO SHRI S. AHMED, IAS, ON HIS RETIREMENT

Shri S. Ahmed, IAS, has retired as the Chief Secretary of Rajasthan at the end of February 2012. We have had wonderful experiences of Shri S. Ahmed in his different positions as senior bureaucrats in Rajasthan. If we have to describe him in fewest of the words, we could state that in our experience of nearly 40 years with the Government we have come across large numbers of helpful bureaucrats, but, Shri S. Ahmed stands out as the most dynamic and quickest decision maker, once he has faith in individual or agency.

Shri S. Ahmed has helped us greatly in our contribution in Rural Development in Rajasthan. In his capacity as Commissioner, Tribal Development around 1995, thereafter in his capacity as Principal Secretary and Additional Chief Secretary, Agriculture, before he became Chief Secretary, Rajasthan, he encouraged us in scaling up our activities in Rajasthan. Particularly, in a state like Rajasthan, when we come across helpful bureaucrat like Shri Ahmed and few others, it gives us extra incentive to work for the rural poors in that state.

CHAPTER - 5 TRAINING AND CAPACITY BUILDING

*“You cannot teach a man anything. You can only help him discover it within himself.”
Galileo Galilei*

The training and capacity building for our village partners and others is an integral part of Sadguru approach and activities. Very high focus is accorded to this aspect resulting in very good result of all our activities and converting our village partners in to very powerful and empowered groups.

It is not only our village partners and their institutions and leaders receive constant training, large numbers of external groups from all over country take benefit of our training and capacity building programme related with NRM. The external groups coming from different states expressedly state that ours is amongst the best training institute for field training in NRM field.

BROAD SUMMARY OF TRAINING PROGRAMMES

During the year 2011-2012, the training programmes at our training institute were broadly as follows ;

Sr. No.	Particulars	No. of trainings	Training days	No. of participants		
				Male	Female	Total
1.	Training for external groups	48	249	1,215	270	1,485
2.	Exposure-cum-learning by other agencies	30	51	518	371	889
3.	Training programme and seminar conducted by other agencies, hiring our premises	57	180	2,107	576	2,683
4.	Sadguru's in-house training for village functionaries and village partners	216	298	3,041	4,569	7,610
5.	Sadguru's in-house staff training and workshops	22	24	570	202	772
	TOTAL	373	802	7,451	5,988	13,439

The above table indicates the scale and massiveness of our training and capacity building efforts during the year.

IMPORTANT TRAINING PROGRAMMES

Among the important training programmes which were conducted at our Training Institute, large numbers of training programmes were conducted for different level of groups of watershed development programme of Madhya Pradesh. Similarly, groups related with watershed development in Gujarat, took training from three districts of Gujarat as our Training Institute is one of the identified training institute for training in rural development.

Besides conducting training programme for different groups, many important institutions took benefit of our training institute for their training programmes or workshops or seminars. To mention few of them, BIRD, Lucknow ; SDTT, Mumbai ; SRTT, Mumbai ; IWMI in the form of delegates from 16 countries ; SWECHA, New Delhi ; Samaj Pragati Sahyog, Bagli, Dewas ; AKRSP ; BAIF ; VIKSAT, Ahmedabad ; EDI, Ahmedabad ; etc. Also, SDTT conducted two training programmes on financial management for its grantees.

The list of important training programmes and exposure visits is furnished at Annexure-9.



Delegation from Yemen visiting our organisation for exposure to our NRM model, as a part of their training programme at IRMA, Anand

NATIONAL IMPACT IN WATERSHED DEVELOPMENT

From the year 1995, we have been involved in training programmes for different groups associated in watershed development in Gujarat as well as different states. It would be interesting to produce summary of such training programmes for different groups and watershed projects over the years till March 2012.

Total projects benefitted :4,786 watershed projects from different states (till 2009, each project was of

around 500 ha. whereas from 2010, it is about 5,000 ha.)

Total area of benefitted projects : 25.73 lakh Ha. And 64.32 lakh acre (in ha. and acres)

We believe, it has been a massive contribution in watershed development programme at national level.

During the reporting year, 40 projects and their groups received training on different aspects of watershed development covering about 2 lakh ha of the land.



Dr. Vikrant Padey, IAS, DDO, Dahod, Gujarat giving valedictory address to the participants of IWMP groups of Guna and Mandsaur, Madhya Pradesh. Madhya Pradesh government, Department of Rural Development and Rajiv Gandhi Watershed Mission entrusted large number of training programmes to our institute for different groups during the reporting period.

FEEDBACK FROM PARTICIPANTS AND VISITORS

All the participants of different programmes have admired our training programmes, methodology, contents, quality and field exposure. Similarly, visitors have also appreciated our work and various aspects of Institutions. Few of the feedbacks are reproduced here below ;

“The work done by Sadguru in watershed development and horticulture, floriculture development programme was excellent. We have seen the impacts of floriculture programme and really improved the life of tribal people. The discussion with SHG members at Katholiya was very participatory and healthy. Training programme at Sadguru was excellent and we have learn a lot and seen practically in the field. The way of imparting training to us is really appreciated. More time to spend on PRA exercise and impart training programme to Village watershed committee members at Sadguru Foundation.”

*Smt. Hemlata Mandloi,
CEO (Janpad), Biaora (Rajgarh), MP
19 - 21 April 2011*

“Training of trainers' trainings for four days was quite useful to us. We learnt about how to prepare design

and modules of the training, importance of participatory training, characteristics of good trainers and roles and responsibilities of trainer in planning and organizing training. We have acquired skills and knowledge as trainer and we will use in our field to train leaders of community.”

*Mr. Nirav Datal and participants,
MDT, Vadodara
19 May 2011*

“After taking training programme we feel like a Engineer because here we learn the calculation, layout of contour, selection of activity and use of different instrument very well. The theoretical and practical combination of training module helps to understand very well. The practical exercise of record keeping, measurement book and register helps lot to us. We have learned about the importance of watershed development programme, guideline of IWMP programme, role of presidents and secretary, agriculture productivity and livelihood generation activities, record keeping very well. The



facilities of lodging and boarding at Sadguru Foundation are very good. The atmosphere is very serene and the staff are very polite."

*Manoj Kumar Sharma,
Secretary, Garha, IWMP, Guna (Guna)
18 July - 1 August 2011*

"Training on basic training course on watershed development and management was quite useful to us. We learnt about DPR, PRA and net planning and its importance in watershed programme and field visit at various villages was quite useful to us. We have learnt about how to communicate with village people in simple language to educate them about NRM activities and its benefits."

*Mr. Atul Parmar and participants,
WDT of Vadodara and Godhra districts,
15 September 2011*

"These five days technical training is memorable for me. I got the theoretical knowledge from the college. But actual practical knowledge, I got from Sadguru's field exposure and its engineers. This practical

knowledge is very much useful to me in my present work."

*Participants,
Technical training, Water resources
19 - 23 September 2012*

"The work done by the Institution is highly credible. The approach and dedication of staff is worth appreciating. The services provided by the institution should go a long way to cherish the cause of NRM and rural development as a whole."

*Jyotsna Sarwaikar,
Task Manager,
Rajiv Gandhi Mission for Watershed Mission,
Madhya Pradesh
10 November 2011*

"Lift irrigation scheme and its participatory management by people of Pali village of Limkheda taluka is marvelous. Approach and contribution of Sadguru for development of farmers is quite praiseworthy. Visit of Dabhda, Kamboi and Rozam villages was useful to our team members as we

IWMP group, Barwani, Madhya Pradesh group during their field visit to village Kamboi, Gujarat.



learnt about prosperity of people after doing floriculture, wadi and vegetable cultivation through trellis system. We are motivated to encourage our farmers to do floriculture in our villages. Boarding and lodging facilities were excellent."

*Mr. Vishal R. Pradalurao and team
Action for Rural Technology,
District Yevatmal, Maharashtra
3 December 2011*

"I was amazed by the horticulture and floriculture and water resources development programme at Kamboi, but, particularly, the floriculture. It was so extensive. Could not believe the numbers of flowers they harvested every single day."

*Mary Lodwik,
Member of Cincinnati University Team
11-21 December 2011*

"We highly appreciate your work on water resources management projects specially lift irrigation schemes and water harvesting structures and involvement and empowerment of local communities in the process. Organizations like yours and we are working on similar issues but in different geographical and cultural boundaries,



SDTT partners workshop at the Sadguru Foundation, Chosala on 9-11 December 2011 – Field visits to Sadguru's NRM programme was an important component of this workshop.

however the basic issues related to water remain the same. The visit to water harvestings structures and lift irrigation schemes and specifically meeting with lift irrigation federation and villagers was a close encounter for our colleagues on water management works in a different geographical and cultural setting. We were delightful with the excellent



infrastructure and training facilities provided by Sadguru Foundation."

*Mr. Salahuddin Saiphy,
Program Leader- Water Management
S. M. Sehgal Foundation, Gurgaon (Haryana)
26 December 2011*

"We are very much impressed to see community managed lift irrigation scheme and water harvesting structure at village Ranapur. We are also surprised that tribal farmers managed this scheme since last 25 years and taking the benefit of it. Besides these, we also visited the village Rozam, a floriculture village, each and every villager, growing the floriculture. We interacted with farmers and saw the floriculture field."

*Mr. Aditya Sharma,
Agriculture Officer,
Agriculture Department, Vidisha, MP
17-19 January 2012*

"We are very lucky to get an opportunity to take training at Sadguru Foundation. During five days training at Sadguru foundation, we learnt more than our expectations and we visited various activities like community managed lift irrigation scheme, water

harvesting structure and horticulture development programme of the organization. We also interacted with all the programme beneficiaries, and we were impressed with all the work done by Sadguru Foundation. Our areas, situation, topography is same of Dahod and all work done here can easily be replicated in our area. We request Sadguru Foundation to start work in our area."

*Group Member,
Gramin Vikas Trust,
Banswara
13-17 February 2012*

"The work done by Sadguru in watershed development and horticulture, floriculture development programme was excellent. We found that the activities of natural resource management are well planned and very much suits to the needs of the area. The Sadguru doing excellent work in the area and we found visibly its impact in the field also. The vegetable cultivation and floriculture activities have really improved the life of tribal people. The facilities of lodging and boarding at Sadguru foundation are very good."

*Mr. Uday Arya and Team Members
Ramky Foundation, Shamshabad (Vidisha)
5 - 6 March 2012*



SRTT conducted their workshop of Rural Livelihood and Community at our institute on 12-14 October 2011

CHAPTER - 6 FINANCE : PROGRAMME MANAGEMENT : MONITORING

"Money is not the only answer, but it makes a difference."
Barack Obama

FINANCE

This chapter gives broad financial information in general at a glance pertaining to the year 2011-12. It is not an audited accounts as the audited accounts take not less than two months in audit and certification of the same while this annual progress report is furnished in a week on the completion of financial year. However, information furnished in this chapter represents true financial picture of the organization during the reporting period. In our practice, audited accounts and balance sheet duly audited by the statutory Chartered Accountants are furnished at later date separately.

Following table reflects our funding partnership i.e. funds received and utilized during the reporting year 2011-12 ;

Sources of funds	(In ` Million)		
	Funds available (including opening balance of last year)	Total expenditure during the year	Funds closing balance as on 31.03.2012
Government fund (including Gujarat, Rajasthan, Madhya Pradesh, Gol ; NABARD all regions and funds received by village committees from the Government)	259.82	239.67	20.15
Foreign Individuals and interest	09.97	01.79	08.18
Sadguru's own funds including corpus donation (Sir Ratan Tata Corpus fund ; Sir Dorabji Tata Corpus fund ; Bio gas Revolving fund ; other donors including individuals and corporate sector ; training income ; etc.)	81.87	13.78	68.09
Bio gas Revolving fund	02.06	01.34	00.72
Other institutions	00.88	01.22	- 00.34
Navajbai Ratan Tata Trust, Mumbai	47.99	31.82	16.17
Jamsetji Tata Trust, Mumbai	24.30	14.88	09.42
Sir Dorabji Tata Trust, Mumbai - Tata Chair	12.79	00.75	12.04
Sir Dorabji Tata Trust, Mumbai -Best Village Panchayat Award	02.07	-	02.07
HSBC, Mumbai	00.69	01.27	- 00.58
UNESCO, New Delhi	00.04	00.04	-
Coca Cola India Foundation	12.97	05.73	07.24
Beneficiaries Contributions (in kind and cash)	28.85	28.05	00.80
GRAND TOTAL	484.30 48.43 crore	340.34 34.03 crore	143.96 14.39 crore

NOTE :

1. The above financial figures are un-audited, provisional and subject to change.
2. The government grant received by Village Committees under the project included under government receipts is not reflected in our books of account.
3. Due to rounding up in rupees in million, there would be slight discrepancy in the actual amount.
4. The closing balance under the government column shown above, may be changed because this chapter of Annual Report was finalized on 31st March 2012 and it is very much possible that some Government

Departments may give grants in the beginning of April 2012 with the date of instrument being 31st March 2012 and as we will have to credit that amount on 31st March 2012 and to show that amount in reconciliation in our audited accounts and balance sheet, therefore, the figures of Government balance may be different in ultimate audited balance sheet.

BENEFICIARIES CONTRIBUTION

The major break up of beneficiaries' contribution and the amount spent by village level committees during the reporting year 2011-12 as shown in the above table under Beneficiaries Contribution is as follows. This amount will not reflect in our Books of Accounts as it was in kind in labour and / or spent by village level committees, related with our programmes ;

Particulars / Programme	Beneficiaries contribution in kind	Expenditure directly incurred by village level committees	(In ` Million)
			Total
Horticulture, orchard development & social forestry	12.17	-	12.17
Watershed Development	01.00	15.82	16.82
CInI KMS Maize seeds programme Rajasthan region	01.71	-	01.71
Grand Total	14.88 (1.48 crore)	15.82 (1.58 crore)	30.70 (03.07 crore)

During the reporting period, an amount of ` 2,15,15,896/- (` 2.15 crore) has been received at various village level committees of watershed programme, in Gujarat, Rajasthan and Madhya Pradesh, for the purpose of expenditure to be incurred under watershed programme. However, this is not reflected in our books of accounts.

APPLICATION OF FUNDS

During the year 2011-12, the funds were spent in the following rural development activities, consistent with our objective and that of donors objectives for giving the funds.

Programme Activity	Amount utilized (in ` Million)
	2011-12
A. PROGRAMME EXPENDITURE	
Social forestry : Horticulture : Orchard development	102.54
Water Harvesting Structures - check dams	87.52
Lift irrigation schemes	54.40
Watershed Development	34.22
Other programmes-advocacy and net working, support to other NGOs, beneficiaries contribution for maize seeds and inputs distribution programme under Government, dairy development, APMC Tractor programme, CInI KMS Maize Seeds programme, women SHG federation, etc.	17.72
Drinking Water systems - House to house drinking water systems / percolation tank / construction of new dug wells & bore wells for installation of hamlet based community drinking water systems for drinking and irrigation	04.64
Bio gas / Solar lanterns	02.82
TOTAL A	303.86
B. NON PROGRAMME EXPENDITURE	
Managerial / implementation cost	26.98
Training and support	07.70
Equipments / vehicles (capital)	01.74
Training institute construction / modernization	00.06
TOTAL B	36.48
GRAND TOTAL A + B	340.34 (34.03 crore)

Due to rounding up in rupees in million, there would be discrepancy in the actual amount.

APPROVAL OF NEW PROJECTS / PROGRAMMES

Besides large numbers of ongoing projects, being carried forward from the past, during the reporting period, some new projects were approved by different agencies as follows ;

1. Gujarat Government, Department of Agriculture, approved under RKVY following programmes ;	
a. Water resources - check dams and lift irrigation	` 1735 lakh (` 173.50 million)
b. Soil and moisture works in Dhanpur taluka	` 1432 lakh (` 143.20 million)
Total	` 3167 lakh (` 316.70 million)
2. Gujarat government, Department of Agriculture, Approved under RKVY the programme for spices, vegetables, trellis, net houses, etc.	` 278 lakh (` 27.80 million)
3. NABARD, Gujarat approved wadi programme - 3 for Dhanpur	` 347.93 lakh (` 34.79 million)
4. Sardar Sarovar Nigam, Gujarat, approved four lift Irrigation schemes on SSNL Canal for Project Affected People for district Vadodara (Dabhoi)	` 136.72 lakh (` 13.67 million)
5. Gujarat Water Resources Development Corporation Approved three lift irrigation schemes for Dahod, Gujarat	` 216.86 lakh (` 21.68 million)
6. Under Jeevika-III project of D-SAG of Department of Tribal Development Project, agriculture diversification programme for 3,000 farmers was approved	` 1500 lakh (` 150.00 million)
7. IWMP watershed development programme through Rajiv Gandhi Watershed Mission, Madhya Pradesh (16 villages and 770 Ha. of land in Sitamau, district Mandsaur)	` 924.00 lakh (` 92.40 million)
TOTAL APPROVED AMOUNT ON ABOVE PROEJCTS	` 6570.51 lakh (` 657.05 million) (` 65.70 crore)

THE MANAGERIAL / IMPLEMENTATION COST

The managerial / implementation cost during the year 2011-12 was 8 % of the total utilization of the funds. Part of managerial cost which was admissible in the project cost was charged to project cost. Hence, above managerial cost. If the managerial cost charged to project cost is to be added in managerial cost, it would be around 11 %. This is extremely reasonable cost.

THE MAJOR FUNDING ORGANIZATIONS DURING THE YEAR 2011-12

The list of major funding organizations during the year 2011-12 is attached as Annexure - 8.

BENEFITS AND PERKS TO THE STAFF

Our regular and permanent staff are offered various perks and benefits, some almost rare and unique in NGO sector are reflected as Annexure - 10.

INSPECTION AND AUDITS OF OUR ACCOUNTS

Inspection and audits of our accounts and finances during the reporting year 2011-12 were as follows ;

1. Officials from NABARD, Gujarat region, verified and inspected on TDF organic wadi funded programme (May 2011).
2. A firm of Chartered Accountants, M/s P. Parikh and Associates, Mumbai, verified and inspected Indo-German funded watershed project both for PIA and village committee level of Gujarat (June 2011).
3. Official from NABARD, Gujarat, visited and inspected the accounts of Indo-German funded watershed project both for the PIA and village committee level of Gujarat (June 2011).
4. A firm of Chartered Accountants audited our accounts on IWMP watershed project, Basai block, tehsil Sitamau, District Mandsaur, Madhya Pradesh, for the financial year 2010-2011 (July 2011).
5. Officials from NABARD, Jaipur, visited our project on NABARD funded Tribal Development Fund - wadi project, Talwara block and also took overall view on accounting system (October 2011).
6. A firm of Chartered Accountants, Atul Kumar & Associates, Gwalior, Madhya Pradesh, audited our accounts for RGM NREGS watershed projects for the period from 2007-2008 to 2010-2011 and for the project NVDA - CAT Alirajpur watershed projects (November 2011).
7. Financial evaluation by Rozmin & Ajani firm of Chartered Accountants, Hyderabad, appointed by Jamsetji Tata Trust, Mumbai, re-evaluated our accounts for the period from August 2009 to November 2011 (December 2011).
8. A team from AG Auditors from Bhopal reviewed the accounts of MP Government funded watershed project (January 2012).
9. A firm of Chartered Accountant M/s. Trupal J. Patel and Co., Ahmedabad, reviewed the accounts on Sunshine project, D-SAG, Department of Tribal Development, Gujarat (February 2012).
10. M/s. A. W. Pathan & Co., Chartered Accountants, Dahod, audited the organization's accounts in capacity of Internal Auditors for the year 2011-12 (for first three quarters of reporting year 2011-12).
11. Mr. A. R. Mannan, Chartered Accountants, Vadodara, audited the organization's accounts as required statutorily for the year 2011-12 (for first two quarters of reporting year 2011-12).

MONITORING

We have strong system of monitoring of programmes at the village level, department level and organizational level. In monthly meeting progress and problems of works are discussed.

BASELINE SURVEY

The baseline studies were conducted during the reporting year 2011-12 in 18 villages for different programmes and end line survey to know post operational status of LI was done for 20 villages. In this end line survey and study high focus was given on changing migration status. Besides, in-house impact studies, large numbers of reviews and impact studies were undertaken by external agencies and individuals of repute which are reflected in chapter-7.

TRANSPARENCY

The organization observes total transparency on all aspects of its functioning. Virtually everything is shared with the staff as well as anyone other stakeholders on asking all information available.

CHAPTER - 7 OTHER INFORMATION

"Information is not knowledge."
Albert Einstein

Some non-NRM programmes, activities are described in this chapter.

NON CONVENTIONAL ENERGY PROGRAMME

BIO GAS PLANTS

During the reporting period 2011-12, totally 244 bio gas plants have been installed in Gujarat and Rajasthan. All these plants have been functioning well.

SOLAR LANTERNS

During the reporting period, 100 solar lanterns were provided to tribal households.

PARTNERS IN NETWORKING

We are partners in some important networking such as ;

SAJJATA Sangh network organization in NRM, Guj.
PRAVAH drinking water network in Gujarat
IRENet, a network for rural energy
Mahila Swaraj Abhiyan, a network of Gujarat NGOs working for women

STAFF DEPUTED FOR TRAININGS AND WORKSHOPS

As many as 52 staff attended seminars / trainings / workshops during the reporting year 2011-2012 at various places outside our Institute.

THE STUDIES / REPORTS / DOCUMENTS DURING THE YEAR 2011-12

1. 2011-2012 journey of Sadguru Foundation for Socio Economic Ecological Upliftment of tribal marginal farmers (June 2011).
2. Significant Development (Important information) (July 2011).



3. NRM based livelihood activities promoted through women and their institutions (lecture delivered at regional seminar-cum-workshop on ensuing livelihood security in watershed project areas by GSWMA at Saputara on 21-22 July 2011) by Dr. Swati Samvatsar.
4. ISO document by Dr. Swati Samvatsar (MR), under the guidance of Mr. Sunil Karkare (Quality manual, management procedure (MR), technical manual, system manual, authority, responsibility and competency manual for key designations of Sadguru Foundation (July 2011).
5. Pictorial documentation of horticulture, vegetable, agro forestry activities undertaken in project areas of Sadguru Foundation (semi-arid tribal region in western India catching up with progressive regions and progressive farmers in producing fruits, flowers and vegetables - a transformation brought under the government and non-government partnership) (August 2011).
6. ASSOCHAM report by Aaloak Singh Negi and Deepak S. Dixit, of S. P. Jain Institute of Management and Research, Mumbai, (August 2011).



Under the international collaboration, students and faculty from Cincinnati University, USA undertook some project work in our project villages in December 2011 – the group interacting with village women at village Sahada

7. Pictorial document of recharging structures (check dams) constructed by Sadguru Foundation in Dahod district under the Gujarat Water Supply and Sewerage Board constructed during various period (August 2011).
8. Pictorial document of Green Revolution by Marginal Farmers through Water Centered NRM programme in semi arid tribal dry lands by Harnath Jagawat (October 2011).
9. Enhanced food security and reduced migration in lift irrigation schemes (a case study of 19 lift irrigation schemes) by Dr. Swati Samvatsar & Radheshyam Yadav (November 2011).
10. Village Profile : Sahada edited by Dr. Swati Samvatsar (December 2011).
11. Village Profile : Kamboi edited by Dr. Swati Samvatsar (December 2011).
12. Village profile : Chilakota edited by Dr. Swati Samvatsar (December 2011).
13. Impact assessment of N M Sadguru works on client communities village studies : A synthesis report (final version) by Mr. Rakesh Tiwary and Mr. Vivek Kher carried out on behalf of SDTT / JTT (December 2011) and Sadguru's comments on the same.
14. Metamorphosed lives livelihood and landscape - a journey of three decades by Sadguru (2011 - collaboration with University of Cincinnati and N

M Sadguru Water and Development Foundation) (January 2012).

STAFF TURNOVER

Six staff from regular position left the organization during the reporting period which came to about 6 % of the total staff.

It would be interesting to mention the longitivity of our present staff with us which is given in the table below ;

Sr. No.	Years	Numbers
1.	More than 20 years	25
2.	Between 15-20 years	24
3.	Between 10-15 years	06
4.	Between 5-10 years	20
5.	Less than 5 years	18
	Total	93
	Department heads and equivalent senior staff with more than 10 years	18

About 55 % of the staff have been with us for 10 and more years and 49 of them for 15 and more years.

The above information indicates good stability of our staff which results in very good performance in all our activities.

Participants from 16 countries under the aegis of International Water Management Institute visited Sadguru's programme on 19-20 January 2012 – international group interacting with the villagers at village Ranapur - the group greatly impressed with the water centered NRM model of Sadguru Foundation.



INTERNATIONAL COLLABORATION

For last four years, we have collaboration with the honours students of Cincinnati University, USA. Few students visit every year for specific assignments and undertake such assignments in our villages. This was the fourth year of such collaborative visit by the above University. Infact, above university and our organization have reached an MoU for such long term collaboration for mutual interest. This time, the students undertook the assignment on Metamorphosed lives, livelihood and landscape - A journey of four decades by Sadguru and did very good work. There were 12 students and five faculty came as a part of collaboration.

VISITORS

Totally 5,334 visitors visited our activities during the reporting year 2011-12, the list of which is prepared

separately for those who may need it as it is not convenient to incorporate entire list in this report on account of the number of visitors.

Category	Numbers of Visitors
Government Organizations	2,034
Non-Government Organizations	1,729
Academic Institutes	301
Journalists/Consultants	30
International Visitors	61
Others	1,179
Total	5,334

EMPLOYMENT GENERATION

During the reporting year 2011-12 the direct employment generation under various activities of Sadguru was as follows;

Sr. No.	Programme	Total Employment in person days	Women Employment in Person days	Percentage of women employment
1.	Construction of Lift Irrigation projects	1,46,072	90,504	62 %
2.	Construction of Check Dams	1,64,494	1,05,206	65 %
3.	Watershed Development	1,00,043	55,782	55 %
4.	Social Forestry	42,66,506	31,99,880	75 %
5.	On Farm Irrigated Agriculture 2010-2011 @ 25 person/acre	20,03,125	12,01,875	60 %
	TOTAL	66,80,240	46,53,247	70 %

USA Students of Cincinnati University in one of the Rose flowers field at village Kamboi



CHAPTER - 8 CREDIBILITY ALLIANCE - INFORMATION ON DESIRABLE NORMS

“Choose a job you love, and you will never have to work a day in your life.”
Confucius

As a member of Credibility Alliance and having Accreditation certificate from Credibility Alliance, we have to furnish information under minimum norms as well as under desirable norms, which are furnished in this separate chapter in this annual report of 2011-2012.

ORGANIZATION INFORMATION

Name of organization and address

Already given in the beginning and end of this report. Registered address of the organization is not different from the address for communication.

Registration under different Acts

1. Registered under Bombay Public Trust Act 1950 - No. F/113 Panchmahals dated 21.02.1986
2. Registered under Societies Registration Act 1860 - No. GUJ/124 Panchmahal dated 21.02.1986
3. Registered under Foreign Registration (Regulation) Act (FCRA) 1976 - No. 042070038 dated 31st July 1987
4. Registered under Income Tax Act, 1961 under Section 12(A) (a) No. BRD/SIB110-9-S/86-87 dated 18.08.1986
5. Registered under Income Tax Act 1961 under Section 80G(5) No. S.BRD/AA-AA-III/Tech/104-140-N/2008-2009 dated 16.06.2009
6. Income Tax Permanent Account No. : AAATN1972A
7. Notified u/s 10(23c) of Income Tax Act 1961 for 100 % exemption of income of the Trust. Notification No. BRD/CC/Tech/10(23c)(iv)/10-11 dated 12.05.2010.

Information on Board members

The information on Board members as on 31st March 2012 is reflected in the beginning of this report.

Numbers of Board meetings held in a year

Two Board meetings were held during the reporting year (2011-2012) on 27.08.2011 and 09.02.2012. The numbers of Board members attended the first meeting was three out of total seven members (and four advisors) and second meeting was attended by five (and three advisors) out of total seven members. Both the time requirement of quorum was met.

Both the above two Board meetings on 27.08.2011 and 09.02.2012 were combined and jointly held with Advisory Board consisting of all the funding departments and agencies.

Names and addresses of auditors

Sr. No.	Name	Addresses
1.	Mr. A. R. Mannan	Chartered Accountant Campus Corner, 3 rd Floor, Near Narhari Hospital, Fatehgunj, BARODA - 390 002
2.	Mr. A. W. Pathan	Chartered Accountant Star Complex, Second floor, Darpan Cinema road, DAHOD - 389 151

Names of Bankers and legal advisors

Main Bankers :

Bank of Baroda, Hanuman Bazaar, DAHOD - 389 151 (Gujarat)

Other Bankers are listed in the beginning of report along with list of Board members.

Legal Advisor

Not applicable

Details of number of staff and their range of salary

	Gross Monthly Remuneration	Designation
Highest paid employee	₹ 37,327/-	Tata Fellow & Senior Programme Executive
Second highest paid employee	₹ 31,645/-	Finance Manager as Senior Programme Executive
Third highest paid employee	₹ 30,623/-	Senior Programme Executive

	Gross Monthly Remuneration	Designation
Lowest paid employee	₹ 9,073/-	Junior Supervisor
Second lowest paid employee	₹ 9,290/-	Driver
Third lowest paid employee	₹ 9,364/-	Senior field Supervisor

Remuneration CEO / Director	Gross Monthly Remuneration
Mr. Harnath Jagawat	₹ 20,925/-
Mrs. Sharmistha Jagawat	₹ 16,500/-

Two full time Directors-cum-Trustees have been paid remuneration after the year 2000. Till the year 2000, both of them were on the pay roll of Corporate House and paid by the Company as per long term arrangements. They have voluntarily opted to take lower remuneration than most of the senior officers of the Organization. One Director ranks 17th and second Director ranks 27th in remuneration status.

Details of number of staff and their range of salary (regular permanent staff)

Slab of gross salary (in Rs.) plus benefits paid to ;

Staff (per month)	Male	Female	Total
Less than 5000	-	-	-
5,000 - 10,000	24	04	28
10,000 - 25,000	38	17	55
25,000 - 50,000	09	01	10
50,000 - 1,00,000	-	-	-
Greater than 1,00,000	-	-	-
TOTAL	71	22	93

Village level honorary workers mainly employed on seasonal basis and temporary basis are not included in above information, as they are in huge numbers due to seasonality of some of our works.

Networks and Linkages

Networks and linkages with other organizations is mentioned at relevant place in Chapter - 7.

Historical origins, brief history, milestones of the organization

The organization started working since 1974 with the main objective to improve the living conditions of rural poors and tribals in the most backward areas in Western India. Right from the beginning it focused on water resources and land resources development. In the beginning of first twelve years it worked under the banner of another Trust, Shri Sadguru Seva Sangh Trust, and from February 1986 it started working as independently registered organization as agreed by the earlier sponsors. Right from the beginning, it has the support of Government and business houses. Over the years it has acquired expertise in land and water resources development and presently it covers 1,326 villages, about 2,63,659 households and about 15,83,909 people under various activities described in the present Annual Report. Last eleven years physical progress is furnished separately Annexure - 3.

PROGRAMME INFORMATION

Mission of Organization

Mission of organization is stated in the beginning of this report

Main Activities and objectives

Main activities are various programmes like community lift irrigation, water harvesting structures - check dams, agriculture development, horticulture development, floriculture development, milk producers cooperatives (women), etc., all aimed to improve the living conditions of poors. Besides

programmes, the community institutions are built up and developed for managing the programmes by people themselves as narrated in Annual Report.

At present the geographical area is spread over in thirteen districts of three states ; Gujarat, Rajasthan and Madhya Pradesh, mostly contiguous though in different states. The training and technical inputs are provided to different groups of 21 states and few international participants.

Review of Progress

The entire present annual report is full of progress and various other details including studies, evaluations and reviews by various agencies. The list of such studies is furnished in Chapter - 7.

Information regarding internal and external evaluations

Regularly internal and external evaluations as well as audits take place by various agencies and donors including AG auditors CAG of Government of India. The list is shown in this report in Chapter - 6.

Major plans for future

Intends to replicate and expand with integration in different villages and areas with diversification and focus on marketing and agro processing, etc.

To provide training, other inputs including technical support to NGOs and other groups for the replication of our programmes for rural poors and tribals in present project areas and other areas on demand on support available in other areas.

To play more effective role in advocacy and policy changes.

We plan to upgrade our training institute into AFRO-ASIAN training institute in NRM by virtue of our expertise and relevance of the same for Afro Asian countries.

FINANCIAL INFORMATION

Audited statement of accounts

Our annual report is published within a week on completion of outgoing financial year. Audited accounts are not furnished in annual progress report. Audited accounts are published after duly auditing which takes about 2-3 months. They include all the schedules and will be available on request free of cost. However, financial information for reporting year is furnished in Chapter 6, giving un-audited financial progress.

Our audited accounts are full accounts and not abridged balance sheet. However in our audited balance sheet of the year 2011-2012 we will incorporate abridged balance sheet also.

Our system of accounts is on mercantile basis.

Annual Report

The annual report is presented within a week of the completion of outgoing financial year. However balance sheet does not form part of annual report as it will take some time in auditing of our accounts. This is our practice for several years and accepted by all funding agencies and government departments.

We have in this report furnished provisional un-audited statements of accounts showing percentage wise expenditure, etc. in our Chapter - 6 on Finance.

This chapter on finance shows achievements and main features of our financial performance during the reporting period.

Board members who are related to one another by blood or marriage

Following Board members are related as husband and wife ;

1. Mr. Harnath Jagawat
2. Ms. Sharmishtha Jagawat

Though they are related by marriage, they are in the Board by virtue of their qualifications, experience and husband-wife team who was responsible for the creation of this NGO as Founder Trustees. They have lifelong commitment for rural development and both have been working for more than 4 decades nurturing, strengthening and making NGO as one of the most successful, with national and international reputation with the support of highly qualified professional team.

Board Rotation Policy in organization

We don't have rotation policy parse, but, our Board of Trustees is reconstituted periodically as per the provision of the Trust Deed. The members of retiring Board or outgoing Board are eligible to be re-elected / re-nominated in re-constituted Board.

Details of International travel by staff / volunteers and Board Members at the expense of the organization in the last financial year

Two staff went abroad independently with the sponsorship by other organizations and no cost by our organization nor deputed by our organization.

ISO Certificate

The organization has obtained ISO 9001 - 2008 certificate during the year 2011-12.

STATEMENT SHOWING PROGRESS UNDER VARIOUS PROGRAMMES
FOR THE YEAR 2011-12

ANNEXURE - I

Sr. No.	Programme	Physical Achievements	Acres Covered	Nos. of Beneficiaries Households	Persons
1	Community lift irrigation schemes (Nos.)	19	2,290	1,069	6,414
2a	Water harvesting structures - check dams (Nos.)	08	1,494	438	2,628
2b	Mini water harvesting structures by watershed development (Nos.)	21	459	217	1,302
3.	Construction of new dug wells & bore wells for installation of hamlet based drinking water systems (Nos.)	06	-	185	1,110
4.	Social forestry (Nos. of Saplings)	29,24,288	2,924	8,307	49,842
5	Fruit orchard wadi - Horticulture Development (Nos.)	1,720	1,165	1,720	10,320
6a	Floriculture plots (long term) (Nos.)	192	23	192	1,152
6b	Floriculture plots (seasonal plots) (Nos.)	975	128	975	5,850
7a	Vegetable crops (trellis system) (Nos. of plots)	1,075	644	1,075	6,450
7b	Vegetable crops (seasonal plots) (Nos.)	8,544	1,997	8,544	51,264
8.	Pump sets (Nos.)	36	-	36	216
9.	Vermi compost (Units)	1,105	-	1,105	6,630
10.	Construction of wells development and wells recharging (Nos.)	337	-	337	2,022
11.	Construction of Poly House (Nos.)	111	-	111	666
12.	Agriculture extension, demonstration, multiplication of seeds, production, certification, packaging and marketing, etc. (acres)	454	454	431	2,586
13.	Intensive micro watershed development - soil and moisture conservation works (Acres)	6,133	6,133	1,543	9,258
14.	Percolation tanks (Nos.)	11	159	84	504
15.	Wells Renovation (Nos.)	51	142	302	1,812
16.	Drip irrigation system (Watershed) (Nos.)	06	03	06	36
17.	Sprinkler units (Watershed) (Nos.)	34	34	34	204
18.	Promotion, development and strengthening of milk cooperatives (Nos.)	10	-	736	4,416
18a	Purchase of buffaloes (Nos.)	28	-	28	168
18b	Vaccination camp (Nos.)	06	-	532	3,192
18c	Account managing training	01	-	38	228
18d	Animal breeding, sterility and artificial insemination camps (Nos.)	06	-	212	1,272
18e	Fodder cutter equipments (Nos.)	200	-	200	1,200
19a	Bio gas plants (Nos.) (Gujarat)	46	-	46	276
19b	Bio gas plants (Nos.) (Rajasthan)	198	-	198	1,188
20.	Solar lanterns (Nos.)	100	-	100	600
	Total		18,049	28,801	1,72,806

The numbers of households and acres may have overlapped to the extent of about 25 %.

CUMULATIVE ACHIEVEMENTS TILL MARCH 2012

ANNEXURE - II

Sr. No.	Programme	Physical Achievements	Acres Covered	Nos. of Beneficiaries	
				Households	Persons
1.	Community lift irrigation projects (Nos.)	377	49,991	26,073	1,56,438
2.	Water harvesting structures - check dams (Nos.)	358	52,386	23,337	1,40,002
3.	Wells recharging (Nos.)	18,070	36,156	18,070	1,08,420
4.	Drinking water systems (Nos.)	80	-	2,713	18,233
5.	Intensive micro watershed development - SMC works (Acres)	77,536	77,536	25,512	1,53,072
6.	Social forestry (Nos. of saplings)	6,28,00,312	65,963	1,08,287	6,49,772
7.	Planting of horticulture saplings (fruit nurseries) (Nos.)	27,75,378	24,922	15,000	90,000
8.	Joint forest management (Acres)	-	13,390	4,339	26,034
9.	Horticulture development (Nos. of plots)	29,085	15,945	29,085	1,74,510
10.	Bio gas (Nos. of plants)	2,138	-	2,138	12,828
11.	Rural sanitation blocks (Nos.)	9,105	-	9,105	54,630
	TOTAL	-	3,36,289	2,63,659	15,83,909

Nos. of beneficiaries and acres have been overlapped to some extent in more than one programme.

PHYSICAL PROGRESS OF DIFFERENT NRM ACTIVITIES
FROM 2001-02 TO 2011-12 (ELEVEN YEARS)

ANNEXURE - III

Sr. No.	Programme	Physical Achievements	Acres Covered	Nos. of Beneficiaries	
				Households	Persons
1.	Community lift irrigation projects (Nos.)	183	18,711	9,597	57,582
2.	Water harvesting structures - check dams (Nos.)	160	31,401	13,136	78,816
3.	Wells development / recharging (Nos.)	14,853	16,588	15,251	91,506
4.	Intensive micro watershed development - SMC works (Acres)	42,853	42,853	14,003	84,018
5.	Social forestry - Agro forestry plantation (Nos. of saplings)	2,20,63,743	23,834	63,858	3,83,148
6.	Joint forest management (Acres)	13,390	13,390	4,339	26,034
7.	Horticulture development (Nos. of plots)	26,534	14,814	26,279	1,57,674
8.	Floriculture development (Nos. of plots)	3,486	525	3,586	21,516
9.	Vegetable cultivation (Trellis and seasonal) (Nos. of plots)	29,466	10,455	29,466	1,76,796
10.	Fruit nursery (Nos. of plants)	27,75,378	24,922	25,765	1,54,590
11.	Milk producers cooperatives of men and women (Nos.)	61	-	4,191	25,146
	TOTAL	-	1,97,493	2,09,471	12,56,826

Our knowledgeable well wisher suggested that in a annual report, occasionally we should furnish progress of one decade or so, hence this information.

Progress like drinking water, sanitation, training and capacity building are not shown in this table as the focus in this information is on livelihood activities centered around NRM.

RAINFALL DATA OF LAST SIXTEEN YEARS

ANNEXURE - IV

Sr. No.	Years	Rainfall in mm		
		Dahod, Gujarat	Banswara, Rajasthan	Jhalawar, Rajasthan
1.	1996	1212.00	1174.00	1261.60
2.	1997	1104.00	968.00	1115.70
3.	1998	838.00	944.00	703.30
4.	1999	433.00	661.00	1142.80
5.	2000	338.00	491.00	726.10
6.	2001	544.00	644.00	768.60
7.	2002	605.00	525.00	484.60
8.	2003	917.00	841.00	749.00
9.	2004	1041.00	1018.00	907.50
10.	2005	560.00	945.00	676.00
11.	2006	1204.72	2586.00	1359.62
12.	2007	746.00	1413.02	656.00
13.	2008	671.00	624.00	687.00
14.	2009	385.00	464.00	721.00
15.	2010	702.00	594.00	575.00
16.	2011	573.71	1455.20	1236.80
	AVERAGE	742.15	959.20	860.66

LIST OF COMMUNITY LIFT IRRIGATION SCHEMES

ANNEXURE - V

COMPLETED DURING THE YEAR 2011-12

Sr. No.	Name of L. I. scheme	Taluka / district / state	Estimated cost in lakh	Potential area covered in Rabi season (acres)	Nos. of beneficiaries	
					Households	persons
1.	Vankol	Zalod / Dahod / Guj.	36.29	112.50	35	210
2.	Ghattiya-1	Gangdhar / Jhalawar / Raj.	27.46	90.00	73	438
3.	Ghattiya-2	Gangdhar / Jhalawar / Raj.	46.70	112.50	62	372
4.	Bharka-2	Gangdhar / Jhalawar / Raj.	49.84	112.50	85	510
5.	Muniyakhunta-1	Kushalgarh / Banswara / Raj.	36.98	112.50	135	810
6.	Muniyakhunta-2	Kushalgarh / Banswara / Raj.	32.53	90.00	111	666
7.	Jalampura	Bagidora / Banswara / Raj.	33.12	90.00	60	360
8.	Bochara	Kushalgarh / Banswara / Raj.	38.54	75.00	67	402
9.	Lotana-1	Savali / Vadodara / Guj.	33.26	153.00	30	180
10.	Lotana-1	Savali / Vadodara / Guj.	24.52	109.00	21	126
11.	Neveriya-1	Kalol / Panchmahals / Guj.	30.49	180.00	36	216
12.	Neveriya-2	Kalol / Panchmahals / Guj.	40.82	184.00	36	216
13.	Neveriya-3	Kalol / Panchmahals / Guj.	33.26	154.00	30	180
14.	Kambola-1	Savali / Vadodara / Guj.	45.08	220.00	37	222
15.	Kambola-2	Savali / Vadodara / Guj.	35.38	130.00	26	156
16.	Magarda Khetala Sath	Kushalgarh / Banswara / Raj.	17.24	60.00	50	300
17.	Magarda Damara Sath	Kushalgarh / Banswara / Raj.	33.41	120.00	50	294
18.	Lilwa Thakor	Zalod / Dahod / Guj.	58.19	112.50	103	618
19.	Batakwada	Santrampur / Panchmahals / Guj.	33.04	72.00	22	132
	TOTAL	-	686.15	2,290.00	1,069	6,414

LIST OF CHECK DAMS UNDER COMPLETED
DURING THE YEAR 2011-12

ANNEXURE - VI

Sr. No.	Name of site	Taluka / district / state	Storage Capacity (mcft)	Potential created for irrigation (acre)	House holds
1.	Degawada / Baiyna	Devgadh Baria / Dahod / Gujarat	08.00	62	30
2.	Chari	Dhanpur / Dahod / Gujarat	15.00	350	42
3.	Simlaghasi	Devgadh Baria / Dahod / Gujarat	20.00	350	171
4.	Panam	Dhanpur / Dahod / Gujarat	08.00	186	28
5.	Bhanpur	Dhanpur / Dahod / Gujarat	05.00	186	33
6.	Dhiraheri	Sangod / Kota / Rajasthan	03.50	50	30
7.	Kandalkhedi	Jhalarpatan / Jhalawar / Rajasthan	15.00	260	88
8.	Nindka-2	Fatehpura / Dahod / Gujarat	00.28	50	16
	TOTAL	-	75.00	1,494	438

REPRESENTATION ON THE GOVERNMENT COMMITTEES

ANNEXURE - VII

As recognition to Sadguru's contribution, reputation and standing, the Governments have nominated Sadguru on various District, State and national Committees during the year 2011-2012, the list of which runs as follows ;

DISTRICT COMMITTEES

1. Member of the Governing body of the District Rural Development Agency, Banswara, Rajasthan.
2. Member of the Government body of District Rural Development Agency, Panchmahal.
3. Member on the District Level Advisory Committee on the Watershed Development, District Dahod, Gujarat.
4. Member of the District Level Advisory Committee on the Watershed Development, District Banswara, Rajasthan.
5. Member of the District Advisory Committee on Watershed, Jhabua, Madhya Pradesh.
6. Member on the District Vigilance and Monitoring Committee for various Rural Development Programmes, District Rural Development Agency, Banswara, Rajasthan.
7. Member, District Committee, Panchmahal, under the National Social Justice and Social Help.
8. Member, District Vigilance Committee for rural development programmes, Jhalawar, Rajasthan.
9. District Agriculture Committee, Jhalawar, Rajasthan.
10. District Micro Agriculture Committee, Jhalawar, Rajasthan.
11. District Watershed Committee, Kota, Rajasthan.
12. District Horticulture Development Committee, Banswara.
13. Member, Lead bank Committee of Bank of Baroda, Dahod.

STATE COMMITTEES

14. Member of the State Level Working Group on the Joint Forest Management, Gujarat.
15. State Advisory Council for Tribal Development, Rajasthan.
16. Member, State level committee for Horticulture development, Rajasthan.
17. Member, Government of Rajasthan, Department of Rural Development, have nominated our organization on the State Level Resource Group for ensuring implementation of various activities under NREGS, specially converging with the activities of Water Resources Department.
18. Executive Member, Governing Body of Gujarat State Watershed Management Agency (GSWMA).
19. Executive Committee Member, College of Agricultural Engineering and Technology, Anand Agriculture University, Godhra.

NATIONAL COMMITTEES

20. Member, Executive Committee, India Water Partnership.
21. Member, Executive Committee, Rural Development, Confederation of Indian Industries (CII).
22. Member on Water Resources Committee, FICCI, New Delhi.
23. Member, Expert Group on Convergence of NREGA activities, Ministry of Rural Development, Government of India.
24. Member of Institute of Rural Management, Anand (IRMA).

MAJOR FUNDING AGENCIES

ANNEXURE - VIII

The broad list of the funding agencies during the reporting year 2011-2012 is as follows ;

1. The government of India, Ministry of Rural Areas and Employment (SGSY Special Project - Phase-II) through DRDA, Jhalawar, Rajasthan (holding past funds for various NRM programmes).
2. The Government of Gujarat, Department of Rural Development and DRDA, Dahod for Rural Development programmes for forestry & horticulture.
3. Tribal Area Sub Plan, Dahod.
4. Gujarat Water Supply and Sewerage Board (GWSSB), Gujarat.
5. District Rural Development Agency, Jhabua, Madhya Pradesh - NREGA - Watershed development programme
6. Government of Gujarat, Narmada Water Resources and Water Supply, Kalpsar Department, Gandhinagar, for Sardar Sarovar Narmada Nigam Ltd. for lift irrigation, for PAP, Gandhinagar.
7. District Planning Officer, Panchmahal, Vikas Sheel Taluka Development Fund.
8. Rashtriya Krishi Vikas Yojana for Jhalawar, Banswara and Kota regions of Rajasthan, Department of Agriculture.
9. Rashtriya Krishi Vikas Yojana for Dahod and Panchmahals districts through Gujarat State Seeds Corporation, Gandhinagar for Horticulture programme.
10. D-SAG, Gandhinagar, Government of Gujarat, for Monsento Maize programme, Sunshine I & II, for lift irrigation schemes, water harvesting structures and Agriculture mechanization project (APMC) Tractor Project.
11. Madhya Pradesh Rural Livelihood Programme, Bhopal, for watershed projects NVDA-CAT (Narmada Valley Development Authority).
12. Indo-German watershed programme through NABARD, Gujarat and Rajasthan.
13. District Rural Development Agency, National Rural Employment Guarantee Scheme, Jhalawar (holding past fund).
14. NABARD, Gujarat and Rajasthan (Tribal Area Development Fund - TDF) for wadi and horticulture programme
15. Integrated Village Development Micro Plan (IVMP) watershed development programme, Government of Madhya Pradesh.
16. Sakhi Mandal through Tribal Area Sub Plan, Dahod.
17. Khadi and Village Industries Commission.
18. Sir Ratan Tata Trust, Mumbai (corpus fund) (given in past years).
19. Sir Dorabji Tata Trust, Mumbai (corpus fund) (given in past years).
20. Jamsetji Tata Trust, Mumbai.
21. Navajbai Ratan Tata Trust, Mumbai.
22. Deutsche Gesellschaft for Technische Zusammenarbeit (GTZ) (holding past funds).
23. Training cost from various groups.
24. UNESCO, New Delhi, for the feasibility report for the development of AFRO-Asian Training Institute (holding past funds).
25. Coca Cola India Foundation, New Delhi.
26. Hong Kong Shanghai Banking Corporation (HSBC), Mumbai.
27. Beneficiaries contribution in cash and kind.
28. Individuals from India and abroad.

IMPORTANT TRAINING PROGRAMMES

ANNEXURE - IX

Important training programmes and exposure visits conducted by various Government, Non-Government organizations and academic institutes at Sadguru Training and Research Institute, Chosala, from April 2011 - March 2012 ;

Sr. No.	Date	Title of Training	Duration (Days)	No. of Participants		
				M	F	Total
1.	2 - 15 April 11	Training on Watershed development & Management for WDT Member's from Bhopal IWMP (M.P)	15	44	9	53
2.	4 - 8 April 11	Exposure cum Learning visit to NRM Activity for SWDF from SVNIT, Surat (Guj)	5	11	2	13
3.	4 - 5 April -11	Training Programme on IWMP & New common Guideline IWMP (Guj)	2	22	0	22
4.	6 - 7 April -11	Training on Micro-finance & SHG Concept sponsored by IWMP, Gujarat.	2	28	8	36
5.	16 April 11	Exposure cum Learning visit to NRM Activity IRMA, Anand (Guj)	1	11	2	13
6.	19-20 April 11	Exposure cum Learning visit NRM activity for Ekkalgarth (Rajasthan)	2	19	0	19
7.	9 - 12 May 11	Training for Trainers (TOT) Dist - Dahod IWMP Guj	4	15	3	18
8.	7 - 9 June 11	Training cum Exposure for MPOWER Organization Jodhpur (Raj)	3	8	0	8
9.	23 - 25 June 11	Out Bound training programme from L & T, Ranoli Baroda	3	28	0	28
10.	11 - 25 July 11	Training on watershed development & Management for Watershed committee Members' IWMP (M. P)	15	31	0	31
11.	13 - 18 July 11	Gujarat State training of Trainers on Sabla Scheme ICDS Department (Guj)	6	0	33	33
12.	8 - 11 August 11	Training on Behavior aspects participants, gender & Monitoring & Evaluation Training for WDT / MDT Dist- Baroda IWMP. (Guj)	4	16	7	23
13.	19 August 11	Training programme on Entrepreneurship in Agriculture Organized by EDI, Ahmedabad	1	151	1	152
14.	19 - 24 September 11	Field based technical Training programme on small water resources development And Management organized by Sadguru Foundation.	6	30	0	30
15.	15 - 18 September 11	Osho Dhayan Shibir Dahod, Organized at Sadguru Foundation, Dahod	4	98	54	152
16.	3 - 4 October 11	Exposure cum Learning visit to NRM Activity for Sadguru From VIKSAT, Ahmedabad (Guj).	2	47	0	47
17.	7 - 13 November 11	Orientation training on Watershed development and management for WDT members from M.P (Rajiv Gandhi Watershed Mission)	7	16	00	16
18.	11 - 17 December 11	Workshop on Metamorphosed- Lives, livelihood and landscape for students from Cincinnati university, U.S.A	7	10	7	17

Sr. No.	Date	Title of Training	Duration (Days)	No. of Participants		
				M	F	Total
19.	19 - 24 December 11	National Level Field base technical training programme on Watershed and Horticulture development and management for agriculture officers from various non- Government organizations organized by Sadguru Foundation, Dahod	6	18	00	18
20.	26 December 11	Exposure Cum Learning Visit by Sehgal Foundation, Hariyana officers to Sadguru's water resources development programme	1	12	00	12
21.	27 - 31 December 11	Exposure cum training programme on Participatory Watershed Development for various government and non- Government Staff organized by BIRD, Lucknow, U.P	5	24	00	24
22.	13 - 17 January 12	Training on Soil moisture conservation & Water management organized by GVT, Banswara	5	34	07	41
23.	2 - 4 January 12	On Location programme on exposure cum Orientation on watershed and post-watershed approaches organized by BIRD, Lucknow	3	30	3	33
24.	9 - 11 January 12	Workshop for SDTT Staff Member's organized by SDTT, Bombay	3	42	2	44
25.	19 - 20 January 12	Exposure visit to Sadguru NRM Activity for IWMI partner Organized by IWMI , Anand	2	22	12	34
26.	30 January 1 February 12	Exposure visit to Sadguru NRM Activity organized by Swechha New Delhi	3	19	20	39
27.	11 - 13 February 12	Exposure visit to Watershed Development Programme to SWDF organized by Samaj Pragati Sahyog, Bagli, Devas, M.P	3	25	15	40
28.	17 - 18 February 12	Exposure visit to SHG Federation & W/S programme Organized by BAIF, Gwalior, M.P.	2	19	00	19
29.	19 - 20 & 22 - 23 March 12	Two days Training programme on "Finance and accounting for SDTT partners organized by SDTT, Bombay (Two Programmes)	2	63	17	80
30.	22 - 23 March 12	Exposure Cum Learning visit by President, Secretary and Watershed committee members (IWMP) from Dhar, M.P.	2	37	1	38

IMPORTANT EXPOSURE VISITS

Sr. No.	Title of Training	Target Group	Duration of each programme (Days)	No. of Programmes	No. of Participants
1.	Exposure cum sensitization training programme for strengthening of PRIs on comprehensive water conservation livelihood generation and micro planning for integrated and sustainable resource management for chief executive office, Jilla Panchayat from M. P Government sponsored by SIRD, Bhopal , M. P	CEO (Jilla Parishad) & CEO (Janpad) of M.P	3	16	308
2.	Orientation training programme on Watershed Development & Management	Watershed Team members of M.P	12	3	87
3.	Orientation training programme on Watershed Development & Management	President & Secretary of IWMP, M.P	15	6	203
4.	Orientation training programme on Watershed Development & Management	Watershed Team members of Gujarat	12	12	307
5.	Orientation training programme on Watershed Development & Management	Committee members / SHG	4	20	966
6.	Field base Technical training programme on Water resources Development & management	Govt. & NGO Staff	6	2	50

BENEFITS TO THE STAFF

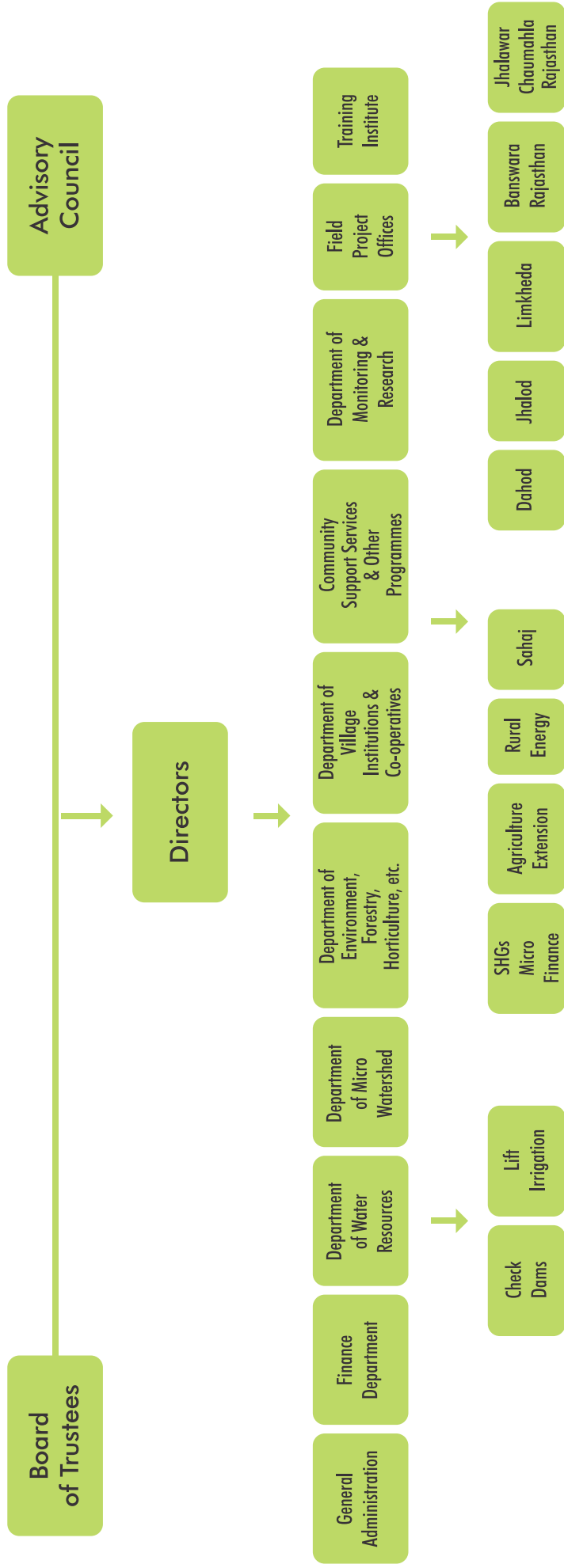
ANNEXURE - X

1. Fairly good annual increment.
2. Reasonable house rent allowance is given with relaxation for higher house rent allowance on actual basis.
3. Annual bonus @ 10 % of annual basic salary.
4. Contributory Provident Fund @ 12 % of basic salary contributed by Sadguru and 12 % by the staff.
5. Gratuity as per Gratuity Act and permissible under Income Tax Act 1961.
6. Superannuation Pension Scheme linked with Group Insurance Plan with LIC fully contributed by Sadguru @ 15 % of basic salary.
7. Maternity benefits to female staff combined with paternity leave.
8. Time bound career development - promotion plan, in which every staff has guarantee of minimum three promotions in a span of 10 years.
9. Group personal accident policy.
10. Group personal life insurance plan with Life Insurance Corporation of India covering maximum benefit up to ₹ 25,000/- per staff in case of accident and death.
11. Home travel assistance (LTC) once in a year up to a family of four persons to senior staff not having their home town in Dahod.
12. Subsidy on premium for Mediclaim policy for both spouses for ₹ four lakh (₹ two lakh for each spouse).
13. Emergency funds for the assistance in the event of abnormal and chronic sickness.
14. Creation of contributory welfare fund for the staff.
15. Fixed medical allowance.
16. Reimbursement of fixed telephone charges provided to senior staff.
17. Working lunch allowance.
18. Shoes allowance.
19. Ample training opportunities in India.
20. Totally free transportation for official work - field as well as to office.
21. The staff welfare society wherein a prompt loan of ₹ 75,000/- is given to the needy staff and for housing purpose a loan up to ₹ 1,50,000/- is granted in exceptional promptness.

GLOSSARY

AKRSP : Aga Khan Rural Support Programme	NABARD : National Agriculture Bank for Rural Development
BIRD : Bankers Institute for Rural Development	NRM : Natural Resources Management
BAIF : Bharatiya Agro Industries Foundation	PDC : Permanent disconnection
CBOs : Community Based Organizations	PRA : Participatory Rural Appraisal
CInI : Collectives for Integrated Livelihood Initiatives	RKVY : Rashtriya Krishi Vikas Yojana
EDI : Entrepreneurship Development Institute	SDTT : Sir Dorabji Tata Trust
GM6 : Gujarat Maize 6	SHGs : Self Help Groups
IWMI : International Water Management Institute	SRTT : Sir Ratan Tata Trust
IWMP : Integrated Watershed Management Plan	NRTT : Navajbai Ratan Tata Trust
JTT : Jamsetji Tata Trust	WDT : Watershed Development Team
NGO : Non Government Organization	

ORGANOGRAM OF ORGANIZATION





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