

ANNUAL REPORT



Empowering
Rural Lives

2020-2021

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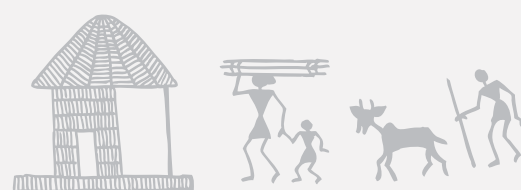
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OUR PARTNERS



GOVERNING BOARD MEMBERS



Mr. Sunil Daga Khairnar



Mr. Vikas Maruti Kardile



Dr. Bhiva Rao Patil



Mr. Kamal Khurana



Ms. Liza Bhansali



Dr. V V Sadamate

Empowering Indian Agriculture Innovation



INDIAN SOCIETY OF AGRIBUSINESS PROFESSIONALS

A LOOK BACK

Founded in 2001, Indian Society of Agribusiness Professionals has evolved over the past decades as one of the prominent Indian NGOs working towards revitalizing and transforming rural communities through access to expert knowledge, technical innovations, livelihood and business skills for farmers, women and rural youth. ISAP's work today touches more than 1 million people in around 10,000 villages, across 40 poorest districts. In the villages, a variety of community institutions have come into existence, with the community ready to take charge of their own lives and livelihoods. ISAP's work has created multi-level impacts at rural community level. ISAP does this through large-scale field implementation projects with integrated deployment of technological innovation for efficiency and scale. ~~With more than 600 staff and experts across 17 field offices in 11 states, ISAP's interventions have contributed to enhancing livelihood opportunities for more than one million farmer households, 2458 agripreneurs, more than 20,000 youth and 20,000 women in 8000 villages in 250 blocks across 100 districts in India. ISAP has physical establishments at 100 locations, which include 12 Agribusiness Village Resource Centres (AVRCs), 20 Single Window Centres (SWCs), 20 Skill Development Centres (SDCs), 46 Custom Hiring Service Centres (CHSCs) and a hospital.~~



Technology Intervention

We apply scientific research and new technical knowledge to agricultural practices for farmer education in improved productivity and translation of the new knowledge into innovative practices in the fields. We have worked with more than 100 stakeholders and partners to identify their needs and develop solutions that are practical, cost-effective, and sustainable. This involved conducting research and field trials to test new technologies and practices and adapting them to local conditions. ISAP has involved 10,00,000+ farmers through training and capacity building, and other stakeholders to improve their knowledge and skills. This includes training in areas such as crop management, soil health, water management, and pest and disease management.

Institution Building

By establishing FPOs and AVRCs, ISAP aims to build strong local institutions that can promote sustainable agriculture and rural development. These institutions help to empower smallholder farmers, improve their access to markets and finance, and promote inclusive growth in rural areas. 300+ FPOs are operational, ISAP mobilizes these groups of farmers and provides training and capacity building to help them establish and manage their FPOs effectively. By working together, FPOs can access better markets, negotiate better prices for their products, and reduce their input costs. AVRCs, on the other hand, are managed by trained FPOs and offer value-added services to farmers. These centers provide a range of services, including seed storage, soil testing, crop management, and marketing support. They also provide training and capacity building to farmers and help them access credit and other financial services. Additionally, AVRCs have sections devoted to community development, such as women's centers, healthcare facilities, and children's recreation areas.

Skill Development & Placement Programs

ISAP provides market-relevant training in modern agricultural techniques and non-farm vocational training to farmers, women, and youth. The organization aims to empower these groups by providing them with the knowledge and skills needed to improve their livelihoods and participate in the local economy. After training, ISAP works with employers to place trainees into jobs. The organization has been successful in placing more than 70% of its trainees into jobs. By providing market-relevant training and job placement support, ISAP helps to improve the economic prospects of farmers, women, and youth, and promote inclusive growth in rural areas. In addition to technical training in agriculture and vocational skills, ISAP also places special emphasis on the empowerment of women. The organization provides complementary training in areas such as agency and civic rights awareness to help women become more active participants in their communities and promote gender equality. environmental impact of agriculture and improve the sustainability of rural communities.

Market Facilitation

ISAP promotes and strengthens FPOs by addressing the challenges of access to investment, technology and quality inputs to prepare farmers for new market linkages. In parallel, ISAP works with its affiliate partners to create business relationships with agri-buyers. By building these relationships, ISAP helps to ensure that farmers have a reliable market for their products and can negotiate fair prices for their produce. Complimenting this is the training of farmers around market fluctuations, crop diversification and value-added products. This in turn results in developing understanding on market demand and supply dynamics, diversify their crop portfolio to capture higher margins and improve their profitability. This year more than 20 FPOs generated 50 lakhs of turnover.

Natural Resource Management

ISAP's approach to agriculture is holistic and recognizes the interdependence of agriculture, natural resources, and rural communities. We identify the importance of water management in agriculture, particularly as water becomes an increasingly valuable commodity. The organization supports farmers in the harvesting of water and promotes frugal usage of water for irrigation. By promoting sustainable water management practices, ISAP aims to help farmers increase their productivity while reducing their water usage and environmental impact. We have implemented projects on the use of renewable energy in agriculture through biogas and solar. We believe that by promoting the use of renewable energy there will be subsequent reduce in the



FROM THE **CEO'S DESK**

The fiscal year 2020-21 posed unprecedented challenges for India, due to COVID-19 pandemic which severely impacted lives and livelihoods. The economy faced uncertainty and many sectors experienced restricted mobility and curtailed production.

Indian Society of Agribusiness Professionals witnessed the gravity of the situation first hand, as an NGO working in remote areas, we observed the limited health facilities and awareness levels among communities. In collaboration with district administrations and NGO partners, we provided essential aid and conducted awareness drives to support our community members. The pandemic also resulted in economic difficulties for the rural poor, as the Indian economy suffered setbacks, leading to weakened crop prices and job losses for migrant laborers. Despite these challenges, ISAP India Foundation remained committed to revitalizing the rural economy. We worked closely with local administrations, government departments, donor partners, and community members to infuse cash into households through various initiatives, such as promoting high-value crops, strengthening Farmer Producer Organizations, Enterprise Development, Skill Building activities.

Our collaborative approach for development was instrumental in providing support at the grassroots level, we formed partnerships with different agencies to amplify our impact. These collaborations helped us expand our reach and support communities across multiple states. In the fiscal year 2020-21, there was direct engagement with 5,00,000 farmer households, impacting almost 1 million individuals. Our efforts focused on creating sustainable livelihood models and empowering rural communities.

As we enter our 20th year of operation, Indian Society of Agribusiness Professionals remains dedicated to transforming the lives of the rural poor and marginalized. We are grateful for the support we have received from our partners, including government bodies, corporates, foundations, and civil society organizations. Together, we will continue our journey towards a better future for rural India.

Kamal Khurana

Mr. Kamal Khurana

CEO

Indian Society of Agribusiness Professionals

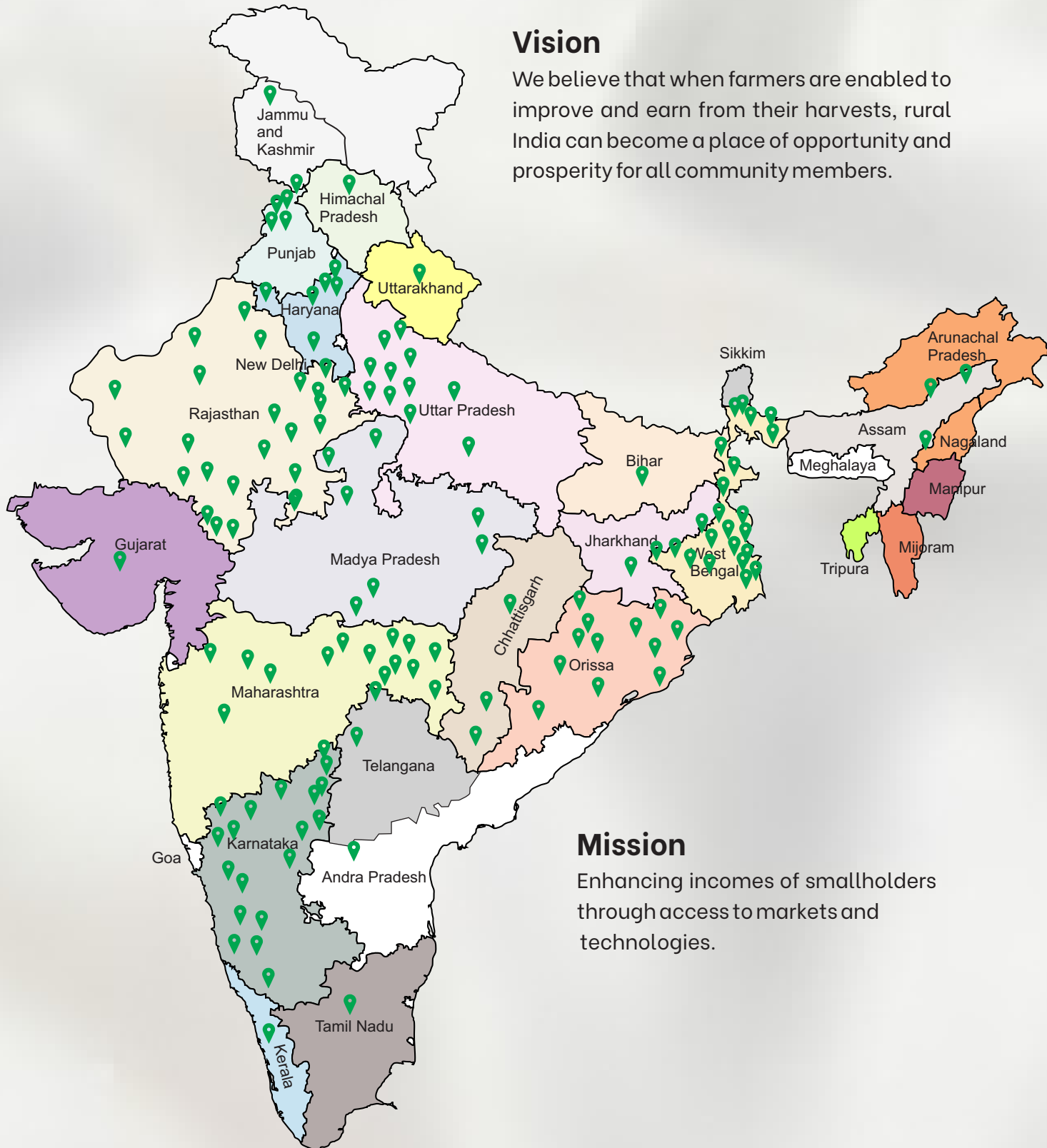




OUR FOOTPRINTS

Vision

We believe that when farmers are enabled to improve and earn from their harvests, rural India can become a place of opportunity and prosperity for all community members.



Mission

Enhancing incomes of smallholders through access to markets and technologies.

ISAP'S RESPONSE TO THE PANDEMIC

ISAP, present in around 8,000 very remote and backward villages in 250 Blocks in 127 Districts across 11 States in all corners of the nation, touches millions of lives every day. Through its deeply entrenched community relationships, it is uniquely placed to support all COVID-19 related interventions, besides acting as support to the health and civic administration on the ground needs of the community.

In 2020, as COVID-19 started making its presence felt and the Government responded with lockdowns to ramp up the healthcare infrastructure, ISAP mounted significant efforts to support our communities through various initiatives, with the generous and kind support of donors and individuals from all walks of life through the #HumHongeKaamiyaab campaign. Mass awareness campaign amongst 9000+ beneficiaries, distribution of 1000+ Kg high protein biscuits, 9600 personal hygiene kits and 1.6 Lakh masks across 3300 villages bear testimony to the initiatives carried out. ISAP also assisted in the vaccination of 1000+ elderly community members across 7 panchayats. Nearly 1 million people were reached out through different programs that belonged to various nomadic groups, fisher folk, brick kiln workers, farmers, refugees, persons with disabilities, elderly folk, religious minority communities, adolescent children, factory workers, salt workers, sewage workers, rag pickers, people with cognitive disabilities, pregnant and lactating mothers, construction workers, migrant laborers, socially ostracized communities such as transgenders, and other vulnerable groups.

Information Dissemination

Various strategies were adopted to increase awareness and encourage people to get vaccinated. The initiatives included door-to-door campaigns, community meetings where healthcare workers provided information and answered questions about the vaccine. The local ISAP team played a crucial role in increasing awareness and encouraging vaccination. They provided information about the vaccine to their patients and addressed any concerns or questions they had.

Engaging Key Stakeholders

It was important to address the underlying reasons for vaccine hesitancy, which generally included factors such as misinformation, mistrust of healthcare providers, and concerns about vaccine safety. By addressing these concerns and providing reassurance, key influencers and community institutions can help to increase vaccine acceptance and uptake. Outreach strategies included partnering with local organizations, community leaders, and religious groups.

Convergence for the common goal

Only a convergent and coordinated effort could possibly address the multiple challenges that this situation presented. ISAP team supported transportation to the district health department, this helped the vaccinators to carry the vaccine to the session sites and helped ANM's to reach the vaccination site while organizing the regular vaccine camps. Support was extended to the district health departments in data entry on the CoWin portal, this helped in maintaining records and reporting.

Building trust with Transgender Community

Kovilpatti is a small town in the southern Indian state of Tamil Nadu. The transgender community in the area faces numerous challenges, including discrimination, social exclusion, and lack of access to basic healthcare. The government has built houses for the transgender community, but these individuals still face challenges in accessing healthcare services.

Alaina is a 28-year old transgender woman living in Kovilpatti. She, like others in the community, faces challenges in accessing healthcare services due to social stigma and discrimination. When the ISAP team first tried to approach the community, they faced difficulties in meeting with them. However, they persisted and eventually were able to connect with the community leader and organize three COVID-19 awareness camps.

During the awareness camps, the ISAP team provided information about COVID-19 and the benefits of vaccination. Through continuous conversations and relationship building, the community began to trust the ISAP team and agreed to get vaccinated. The team was even allowed to take photographs of the vaccination process, which helped to build further trust and confidence within the community.

Moreover, the community leader shared a phone number with the ISAP team so that they could follow up with the community each week to gather information about new people coming in from other districts. This allowed the team to provide ongoing support and ensure that the community members were receiving the care they needed. By investing time and effort in building rapport with the transgender community in Kovilpatti, the ISAP team was able to overcome initial challenges and provide COVID-19 vaccination to those in need

ISAP has over the last decade, collaborated with different social impact organisations, private and government stakeholders to catalyse change. In FY 2020-21, during the COVID-19 pandemic ISAP supported rural communities to help rural households withstand pandemic by providing them livelihood opportunities and other support.



SUSTAINABLE AGRICULTURE



FARMERS PRODUCER ORGANIZATION

As part of our livelihood activities, we empower farmers with knowledge and encourage in the farmers to form Farmer Producer Organization which supports them in getting affordable inputs, increasing productivity, marketing of produce

Number of states covered through our intervention

12

Number of villages reached through livelihood interventions

10,000 +

FPOs formed through our facilitation

150+

Number of FPOs covered through capacity building, orientation, facilitation meetings

150

FPOs promoted by ISAP and now acquired by NAFED

500

Turnover generated by 20+ FPOs

INR 40 lakhs



On Field Activities

Project: Jeetega Kisan

Funder: DCM Shriram Foundation

Implementation State: Rajasthan



The Jeetega Kisan Project was launched in 2019 in Kota district, Rajasthan, with the support of the DCM Shriram Foundation. Its primary objective is to improve the socio-economic status of farmers in the area by providing them with training in new and improved agronomic techniques. By adopting these techniques, farmers can increase productivity while minimizing negative impacts on the environment.

One of the key initiatives of the project is the Agri skilling program. Through this program, farmers receive training in modern farming techniques, enabling them to enhance their agricultural practices and improve crop yields. The program covers a wide range of topics, including soil health management, water conservation, crop rotation, pest and disease management, and efficient use of fertilizers and pesticides. By equipping farmers with these skills, the project aims to enhance their knowledge and capabilities for sustainable and profitable farming.



The project has also focused on establishing direct marketing channels for farmers. By connecting them directly with potential buyers and eliminating intermediaries, farmers have better access to markets and can obtain fair prices for their produce. Technology platforms, such as mobile apps and online marketplaces, have been utilized to facilitate these direct connections, ensuring a transparent and efficient market system.

The project is playing a significant role in creating the Hadoti Farmer Producer Company which acts as a platform for agricultural extension work in the region. It disseminates knowledge and information about new practices and technologies to farmers, facilitating their adoption. The company also assists farmers in accessing markets by providing marketing support and linking them with potential buyers. By strengthening the collective power of farmers, the Hadoti Farmer Producer Company promotes their socio-economic well-being and facilitates their participation in value chains.

The Jeetega Kisan Project has made substantial progress over the past year. It has directly impacted 1200 farmers in the Kota district by providing training, market access, and support services. Additionally, the project has indirectly influenced other farmers through crop demonstrations and convergence with government schemes. The implementation of sustainable agricultural practices has improved farmers' incomes, enhanced their resilience, and contributed to the overall socio-economic development of the region.

Project-Kisan First

Donor-HDFC

Implementation State: Jammu & Kashmir

The project focuses on uplifting the economic status of 10,000 farmers in the Kashmir region. Specifically, it aims to add value to apples, walnuts, cherries, and other stone fruits grown in six districts: Shopian, Pulwama, Budgam, Ganderbal, Baramulla, and Kupwara. One of the main strategies is mobilizing farmers into Farmer Producer Organizations (FPOs).

These collectives enable farmers to collectively participate in agri-horti value chains, thereby increasing their income potential. The project aims to establish and strengthen these FPOs, providing them with the necessary support to climb up the value chain.



Several activities have been conducted as part of the project:



- **Awareness and mobilization events:** Over 8,000 producers have participated in these events, with more than 5,000 farmers mobilized into FPOs.
- **Pre and post-harvest management training:** More than 1,500 farmers have received training in effective pre and post-harvest practices, ensuring quality produce and reduced post-harvest losses.
- **Guest lectures:** Experts from government agriculture departments, agriculture universities, and industry

professionals have conducted guest lectures, sharing their knowledge and expertise with the farmers.

- **Value addition units:** 10 locations have been identified for primary and secondary level value addition. These units enable farmers to process and add value to their produce, opening opportunities for higher returns.
- **Market linkages:** FPOs have initiated discussions for market linkages through various e-commerce and online platforms such as HFN (Horticulture Fresh Network), eNAM (National Agriculture Market) portal, and partnerships with agri-tech startups.



Project: Soil Care Project - A healthy soil initiative

Funder: Syngenta India Limited

Implementation State: Punjab and Haryana

The project is being implemented in the regions of Punjab and Haryana, involving 2000 farmers. The main objectives of the project are to educate farmers on soil health, conduct soil testing, and provide training on optimal fertilizer use to increase crop productivity. To begin with, a baseline survey was conducted using online tools to assess the current level of awareness and exposure among farmers regarding the soil testing process. This survey also helped gather information about any past or ongoing programs related to soil health in the region. Farmers were then mobilized and trained on the importance of soil testing using various ICT tools. Through these tools, farmers were educated about the benefits of soil testing and its impact on crop productivity.



In the next phase, soil samples were collected from selected plots in the presence of the farmers. This process allowed farmers to learn the proper methodology of drawing a soil sample. The collected soil samples were carefully packed, labelled, and sent to soil testing laboratories for analysis of available nutrient contents. Geotagging was utilized to ensure the integrity of the samples and prevent mixing.

Once the soil test results were obtained, farmers were educated and trained on the interpretation of the results and provided with recommendations for optimal fertilizer use based on the specific needs of their soil. The project also involved monitoring the changes in farming practices and documenting the progress made by farmers in implementing the recommendations provided.



Strengthening of on-farm livelihoods through Farmer Producer Organizations (FPOs) under Mission Sammridhi

The project has actively engaged 5,000 small and marginal farmers by forming 10 Farmer Producer Organizations (FPOs). The primary focus of the project is to empower these farmers through various initiatives such as educating them on resource optimization, skill-building, institutional development, and market integration. Through these comprehensive efforts, the project endeavours to empower small and marginal farmers, enabling them to become self-sustainable, resilient, and active participants in the agricultural value chain

- Enhancing farmers' knowledge and understanding of effective resource management techniques, enabling them to optimize their use of inputs such as water, fertilizers, and seeds.
- Skill-building activities to enhance farmers' capabilities in modern agricultural practices, including crop management, pest control, and post-harvest techniques.
- Strengthening the FPOs and enabling them to function effectively., this includes capacity building for FPO members, establishing transparent governance structures, and facilitating access to financial services and government schemes.
- Market integration involving facilitating access to markets, connecting them with potential buyers, and providing support in negotiating fair prices for their produce. By integrating farmers into the market ecosystem, the project seeks to enhance their income and overall economic status.



Promotion of Farmers Producer Company (FPC) in Agri-Horti Sectors (HMNEH)

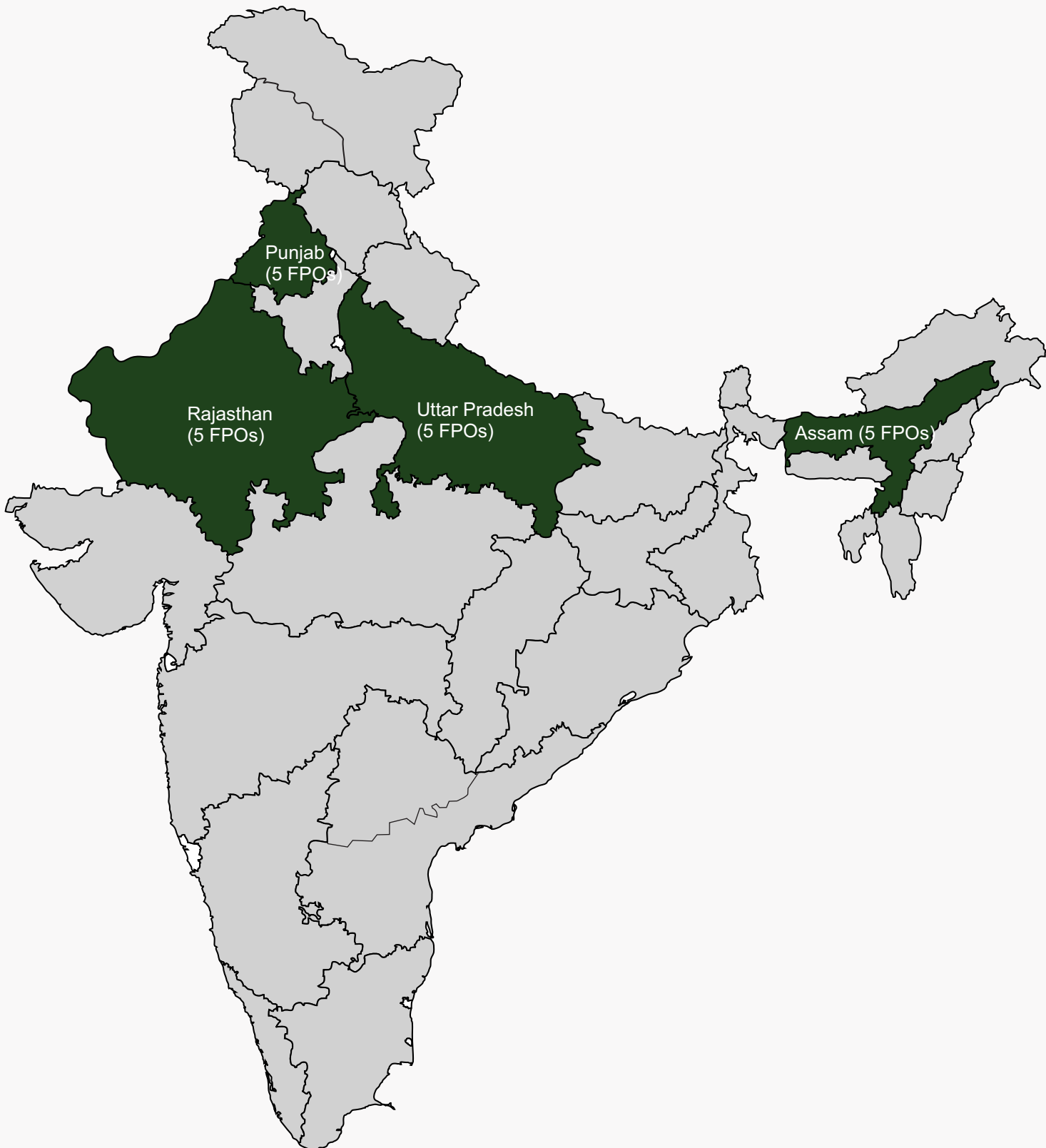
In collaboration with the Department of Agriculture, Assam, ISAP is actively promoting the formation of Farmer Producer Organizations (FPOs) in nine districts of Assam, covering 1000 horticulture crop growers. The project, initiated in 2019, is currently in phase 5, and significant progress has been made throughout the year. Here are some key highlights:

- **Registration of 10 FPCs:** Ten Farmer Producer Companies (FPCs) have been successfully registered as part of the project, providing a formal structure for collective action and decision-making.
- **Infrastructure establishment:** Office spaces and collection centers have been set up to facilitate the operations of the FPCs. These physical facilities serve as operational bases for conducting activities related to marketing and value addition.
- **Business plan development:** Each FPC has developed a comprehensive business plan, outlining their strategies, objectives, and targets. These plans serve as roadmaps for the FPCs' activities, ensuring a focused and coordinated approach.
- **B2B network and market linkages:** Collaborations have been established with various businesses, including Reliance, GeeCom, Nahar Organics, Seven Foods Processing, and Juhaal. This has enabled the FPCs to procure farm-based products and establish business-to-business (B2B) relationships, providing market opportunities for the farmers.
- **Establishment of portable retail points:** Portable retail points have been set up in nearby towns and villages. These points serve as outlets for FPCs to directly sell their produce to consumers, ensuring better market access and opportunities for farmers.
- **UPI integration for financial transactions:** To facilitate ease in financial transactions, the FPCs' bank accounts have been directly linked with Unified Payments Interface (UPI). This digital integration enables smooth and secure financial operations for the FPCs and streamlines their financial management.arket ecosystem, the project seeks to enhance their income and overall economic status.



Association with NABARD

As the Central Business Development Organization (CBDO) for the Central Sector Scheme (CSS) focused on Farmer Producer Organizations (FPOs), ISAP plays a vital role in implementing the scheme across several states in India, including Punjab, Assam, Rajasthan, and Uttar Pradesh. The scheme aims to empower farmers by promoting the formation of FPOs, which serve as platforms for collaboration, resource sharing, and market access. ISAP's involvement ensures effective implementation of the scheme, enabling farmers to enhance their agricultural practices and improve their livelihoods. Through the establishment and strengthening of FPOs, the scheme contributes to the sustainable growth of the agricultural sector and uplifts the socio-economic status of farmers in these states.



Promotion of FPOs by Watershed Development Department, Karnataka

The project primarily emphasizes identifying and engaging new farmers, as well as existing farmer clubs and Self-Help Groups (SHGs), to become part of Farmer Producer Organizations (FPOs). ISAP plays a crucial role in supporting these FPOs by aiding in various areas:

- Formation of FPOs, registration & documentation
- Capacitating FPOs for sustainability
- Business Plan
- Identification of Market & Financial Linkages
- Value Addition of Products



Cluster Based business Organization for Formation and Promotion of FPOs- NAFED

Under the promotion of NAFED, a total of 29 Farmer Producer Organizations (FPOs) have been established across 10 states in India, including Jammu & Kashmir, Karnataka, West Bengal, Uttar Pradesh, Madhya Pradesh, Bihar, Rajasthan, Odisha, Punjab, and Ladakh. The project is focused on mobilizing farmers and achieving significant progress during the year. Here are the key highlights:

10,000 + farmers mobilized



Delivered better price & market linkages



All FPOs received training on package of practices of selected crops

Delivered market information & market related training

29 FPOs were trained on various agriculture extension topics



LIVESTOCK



20,000 livestock rearers will be organized in SHGs

100+ SHGs were formed to assure sustainable income from livestock activity

Advisory services have been offered to address the veterinary needs of the livestock owned by these women farmers

Dairy related collective marketing will begin for fair trading and securing income of women livestock rearers.



Project: Dairy Gender Project

Funder: DCM Shriram

Implementation State: Uttar Pradesh

The DCM Shriram sugarcane project, implemented in partnership with IFC, focuses on four sugar mills located in Hardoi and Lakhimpur Kheri districts of Uttar Pradesh, India. The project covers a vast command area of 3,632 villages, with 603 villages in close proximity to the sugar mills known as the 'gate area,' while the remaining villages are situated in the outer areas.

Over 150,000 sugarcane farmers, including approximately 12,000 women smallholder farmers from 600 villages within the gate area, regularly supply their sugarcane to these mills. The project aims to specifically work with these women farmers in the first year and expand its reach to include more farmers, ultimately targeting 20,000 farmers.

The project's dairy component focuses on organizing women farmers into Self-Help Groups (SHGs), which serve as platforms for collective learning, resource-sharing, and decision-making. ISAP, in collaboration with IFC, takes the responsibility of organizing and supporting these SHGs. The women farmers are provided training and guidance on milk production techniques, ensuring the adoption of good dairy practices.

Moreover, ISAP offers advisory services to address the veterinary needs of the livestock owned by these women farmers. The objective is to ensure the well-being and health of their animals. Additionally, the SHGs are educated about government schemes specifically designed for livestock farmers and receive assistance in availing these schemes, enhancing their access to financial support and other benefits.



Project supported by JSW Foundation

Livestock play an important role in the lives of marginal and small farmers as well as landless agricultural laborers as agriculture provides seasonal employment and rearing of the small ruminants is an important subsidiary occupation to households. ISAP with JSW foundation is promoting good dairy practices amongst women farmers aiming to increase the overall household income in Uttar Pradesh in 2 districts namely Hardoi and Lakhimpur Khiri.

Inclusion of women as project field functionaries:

7,000 women have been selected for implementation of this project from 600 villages. Baseline study will be conducted and thereafter facilitation will be done in formation of around 30 dairy farmer SHGs

Capacity Building: The beneficiaries will be trained in implementation of good dairy practices and standards.

Handholding Services: ISAP will support these SHGs in functioning, developing women leaders, ensuring access and delivery of government schemes, monitoring activities



VOCATIONAL, SKILL & ENTREPRENEURSHIP DEVELOPMENT



VOCATIONAL, SKILL & ENTREPRENEURSHIP DEVELOPMENT

Total number of skill centres

20

Number of youths mobilized

50,000 +

Number of placement partners

100+

Number of students trained

30,000+

ISAP recognizes the challenges faced by rural youth in accessing education, skills, and employment opportunities. To address this, ISAP has implemented projects that create pathways for youth to enhance their livelihood options and self-advancement. In collaboration with partner organizations, ISAP has undertaken skill development initiatives targeting over 5,000 youth in four districts of India over a period of three years. The projects specifically aim to include 30% women as beneficiaries, promoting gender inclusivity and empowerment.

The objective is to equip the youth with relevant skills and knowledge to enhance their employability. The projects strive to ensure that at least 70% of the trainee's secure gainful employment upon completion of their training. Notably, more than 1,500 youth have already been trained through these projects, indicating their positive impact. By providing opportunities for skill development and fostering employment prospects, ISAP is working towards empowering rural youth and enabling them to create better livelihoods for themselves.

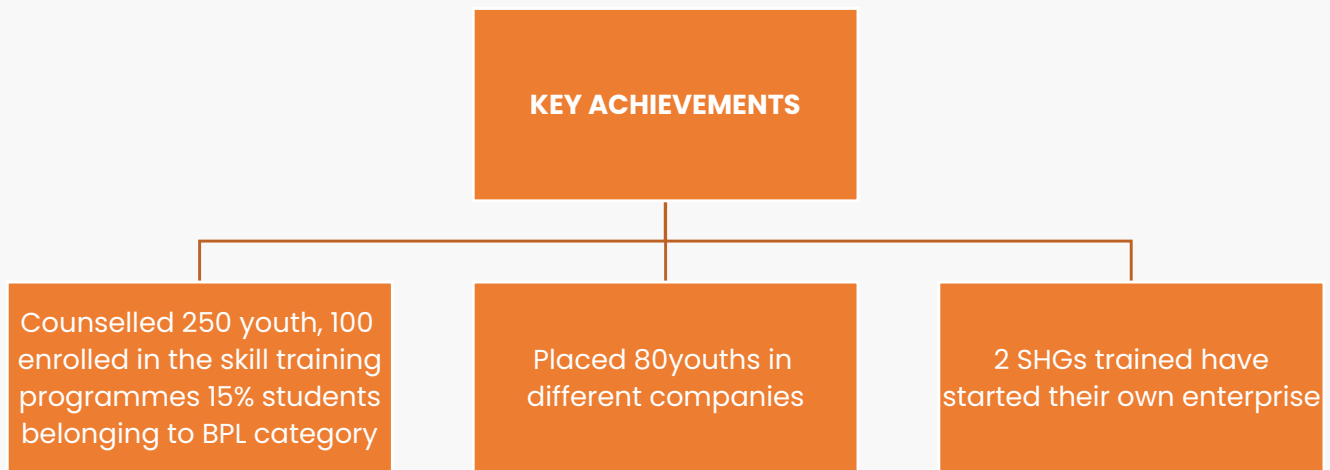


Project- HUNAR

Funder-United Way Mumbai

Implementation States: Madhya Pradesh, Maharashtra, Karnataka

Initiated in 2018 with funding from United Way Mumbai, this project operates in three districts across Madhya Pradesh, Maharashtra, and Karnataka. Its primary objective is to develop a local workforce capable of fulfilling the present and future requirements for tractor, harvester, and combine operations. The project focuses on training mechanics to utilize modern inputs and technology to enhance agricultural productivity and improve the quality of yields. By equipping individuals with the necessary skills, the project aims to meet the evolving demands of the agricultural sector and contribute to the overall growth and efficiency of farming practices.



ENTREPRENEURSHIP DEVELOPMENT

ISAP acknowledges enterprise promotion as a crucial strategy for its agricultural interventions, especially for marginalized and vulnerable farming communities. To drive social impact and ensure a tangible return on investment, ISAP has developed a model called 'Enterprise for Impact' (E4I). This model combines community education and entrepreneurship, emphasizing outcome-driven implementation. Through the E4I model, ISAP empowers farmers, fosters growth and productivity, and supports communities in taking charge of their own sustainable futures. By providing the necessary knowledge, skills, and resources, ISAP enables farmers to establish and grow their enterprises, creating avenues for economic advancement and self-reliance. This approach not only benefits individual farmers but also contributes to the overall development and resilience of farming communities. By adopting a hybrid approach of community education and entrepreneurship, ISAP strives to make a lasting difference in the lives of farmers, promoting sustainable practices and fostering inclusive agricultural development.



OUR APPROACH

Types of Enterprises

Agri-input store, Poultry hatchery & feed, Dairy & cattle feed, Mushroom, seed production, floriculture, horticulture, piggery, fishery, goat, organic farming

Incremental Income

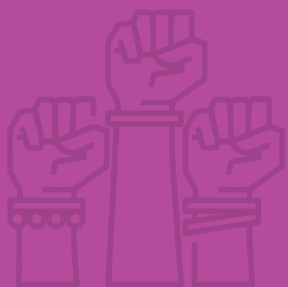
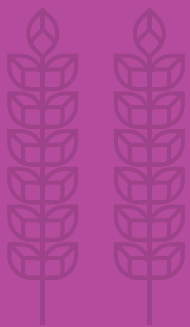
100+ enterprises are having turnover of more than 1 crore

No. of Entrepreneurs

2400+



WOMEN EMPOWERMENT



Tejaswini Project- Community Service Provider

In 2019, ISAP took on the Tejaswini project in Jharkhand's Zone 3, operating in three districts: Saraikela Kharsawan, Simdega, and East Singbhum. The project aims to build capacity among Adolescent Girls and Young Women (AGYW) by promoting confidence, assertiveness, and overcoming existing challenges and barriers they face. ISAP's role involves mobilizing the community and delivering a range of services to support the project's objectives.

During the establishment phase, ISAP focused on engaging project personnel and conducting trainings and workshops for effective implementation. Surveys were carried out in villages to identify AGYW between the ages of 14 and 24 and register them into Tejaswini Clubs. These clubs provide social empowerment, education, skills training, and linkages to employment opportunities. Additionally, families and community members were informed about the project and encouraged to support AGYWs' participation in the clubs.

After a year of implementation, the project has made significant progress in Zone 3, reaching and impacting a large number of AGYW. Key achievements include identifying and mobilizing over 1.94 lakh adolescent girls and young women, forming 2059 Tejaswini Clubs, and conducting hygiene awareness programs and WASH (Water, Sanitation, and Hygiene) training in all clubs. One of the project's initiatives focuses on menstrual hygiene awareness and aims to provide skills training, entrepreneurship opportunities, and the distribution of sanitary pads to AGYW, with the goal of preventing health issues and promoting reproductive hygiene in rural areas. By raising awareness about the importance of menstrual hygiene and promoting the use of sanitary napkins, the project aims to address long-standing challenges and improve the overall well-being of AGYW in the region. Handholding support and supervision are provided throughout the process to ensure effective implementation and support for the AGYWs involved in the project



Strengthening & Nurturing Women Entrepreneurs In India – Ford Foundation

The project aims to create a favourable ecosystem for women-led start-up businesses in low-income regions across aspirational districts in India. By focusing on the agri-food-livestock sector, the program seeks to promote sustainable economic growth and double the income of farmers. The program specifically supports women entrepreneurs in scaling and diversifying their existing agri-food and livestock enterprises in underserved areas. Additionally, the project aims to build a cadre of coaches and mentors who can guide and support women entrepreneurs in aspirational districts, ensuring ongoing support for their ventures.

The focus areas of the program include food, agriculture, agri-tech, dairy, and livestock farming. Under the food sector, activities related to agriculture inputs, organic farming, commodity trading, and other related areas will be supported. The agri-tech sector will focus on technologies related to online farm supplies, pest detection, pest control, post-harvest, and other similar areas. In the dairy sector, the program will support milk production and processing activities. Lastly, the livestock farming sector will cover activities related to cows, goats, poultry, and other livestock.



IMPACT TILL DATE

100+ hours of training and mentoring sessions spread over three months were conducted, over a digital platform, in 12+ joint sessions and 60+ cluster-wise mentoring sessions.

Funding Ecosystem **8/10**

Jobs Generated – **150 /250**

FPOs reached & farmers served – **35,000 / 2,50,000**



WATERSHED



SYNGENTA BOREWELL PROJECT: Construction & Commissioning of hand pump in Barmer & Jaisalmer

This project is implemented in 124 villages across the border districts of Barmer and Jaisalmer to avail drinking water to the marginalized and poor population for the purpose of life sustenance. A baseline survey at the proposed location was conducted and a total of 50 sites were selected for implementing the project. Thereafter block wise clusters were formed in order to ensure time line of installation and proper maintenance of assets through community participation. Borewells have been installed in all 40 villages from Barmer and 10 villages. The two methods of implementing system will be used i.e., DTH system and Rotary system of installation of bore wells. The installation of bore wells in the community is expected to have a significant impact by providing a reliable source of water and enabling economic development and improved quality of life.



HEALTH



CAVACH (Covid Awareness and Vaccination Campaign for Health) By NSE Foundation

Areas of Operation: Nandurbar, Dhadgaon, Akkalkuva, Navapur Blocks in Nandurbar District

The project focused on achieving following objectives:

- To raise community awareness on Covid-19 in around villages (136 Gram Panchyat) across 4 blocks of Nandurbar district through audio-visuals, IEC (Information Education and communication) and IPC (interpersonal communication) activities etc.
- To mobilize eligible beneficiaries for vaccination in around villages (136 Gram Panchyat) across 4 blocks of Nandurbar through door-to-door surveys, registration support, vaccination sites linking and follow-up activities.
- To support the Nandurbar district administration and other concerned departments in 4 blocks for vaccination drives through joint efforts for beneficiary mobilization, logistic arrangements, counseling and follow-up activities etc.
- To work towards achieving 100% vaccination in the 4 blocks of Nandurbar district.



Project Samarthya: Elderly Care programme(55 years+) in Nandurbar district, Maharashtra

Funded by NSE Foundation the Project "Samarthya" was conceptualized to help the elderly citizens regain their empowerment, independence and cooperation among their families and the community. To ensure this, it was proposed to create Elderly Self Help Groups (ESHGs) to bring together the elderly citizens in the village and club them to form groups so that they grow together and empower each other with mutual support and trust. The Project also stressed enabling them with technical, digital and financial literacy and other life skills so that they are less dependent on others for these aspects and become the agents of change in the community. The Project also gave impetus to health issues and not only on curative measures to the destitute elderly citizens but would also help the active and assisted early in preventive medication.

During the project implementation following activities were conducted:

- Baseline Study and Health Assessment
- Awareness and Mobilization Campaign
- Elderly Self-Help Group Formation and Operations
- Chair Distribution to ESHGs
- Digital, Legal & Financial Literacy Training Programme



COVID 19 Response Project – #COVIDActionCollab

The project is operational in 5 districts of Rajasthan namely Karauli, Sawai Madhopur, Dholpur, Kota and Bundi. Following milestones have been achieved under the project

Quantitative Milestones:-

- Total number of Households reached with vaccine and covid awareness – 2,99,453
- Total number of people (with an average of 4 people in each HH) reached with vaccine
- and Covid 19 awareness – 11,99,114
- Total number of people supported with vaccine registration – 76,520
- Number of individuals supported with at least 1 dose of vaccination – 48740
- Number of individuals supported with both doses of vaccination – 26582
- Number of individuals supported with precaution dose of vaccination – 454
- Total number of people reached with SP awareness – 26,622
- Application for Social Protection Schemes – 5,038
- Number of schemes facilitated – 37
- Number of individuals screened in health camps for NCD – 11,581
- Number of individuals assessed for COVID risk – 23698
- Total number of people referred for COVID testing – 640
- Total number of people identified to be covid positive – 263

Qualitative Milestones:-

- Induction training and capacity Building of the staff on all the interventions on time to time basis.
- Meetings were held with CMHO, BCMHOs, and ANMs of respective locations in the months of September and October.
- NCD equipment was procured and distributed in September and October.
- The ISAP team organized special NCD screening camps in association with the health camps organized for the local community by the government and a total of 4 camps were done in these two months. In these camps, check-ups were conducted and medicines were distributed at free cost to the local people.
- There was difficulty to reach the unvaccinated individuals as very few people were left to get the vaccine. We informed CAC about this and in this regard, a virtual training was given to the team on an online survey software named Vaccine Inequity Pilot which was developed by them. The very next day, our team did a total of 42 surveys.
- We have had few meetings with the District administration and were asked to focus more on the vaccination of 14-18 years of age children



OTHER ASSIGNMENTS



ISAP collaborates with different stakeholders including government agencies, NGOs, private companies, and development organizations to provide valuable insights, recommendations, and solutions for sustainable agricultural development and rural empowerment. A wing within ISAP is dedicated to consultancies where it collaborates with various stakeholders to conduct studies and provide consultancy services. The services include

- Feasibility Studies
- Market Research
- Impact Assessment
- Baseline Studies
- Policy Research
- Value Chain Analysis

Assignment	Duration	Client	Role	Location
Impact Evaluation of Central Sector Schemes (CSS) of Indian Council of Agricultural Research (Sector-Horticulture and Crop Science)	4 months	Indian Council of Agricultural Research	To evaluate the performance of ICAR Crop Science and Horticultural Science scheme(s) in the country on key intended outputs and outcomes. To qualitatively and quantitatively map the actual contribution against the intended contribution of scheme(s) to National Development Priorities and SDGs. Assess Relevance, Efficiency, Effectiveness, Equity and Sustainability of the schemes. Assess the scheme on various cross-sectional themes. To suggest a way forward to improve and enhance the reach and performance of the schemes	PAN India
Impact Evaluation of Central Sector Schemes (CSS) of Indian Council of Agricultural Research (Sector-Agricultural Extension and Agricultural Education)	4 months	Indian Council of Agricultural Research	To evaluate the performance of ICAR Crop Science and Horticultural Science scheme(s) in the country on key intended outputs and outcomes. To qualitatively and quantitatively map the actual contribution against the intended contribution of scheme(s) to National Development Priorities and SDGs. Assess Relevance, Efficiency, Effectiveness, Equity and Sustainability of the schemes. Assess the scheme on various cross-sectional themes. To suggest a way forward to improve and enhance the reach and performance of the schemes	PAN India

Impact Evaluation of Central Sector Schemes (CSS) of Indian Council of Agricultural Research (Sector-Animal Science and Fisheries Science)	4 months	Indian Council of Agricultural Research	To evaluate the performance of ICAR Crop Science and Horticultural Science scheme(s) in the country on key intended outputs and outcomes. To qualitatively and quantitatively map the actual contribution against the intended contribution of scheme(s) to National Development Priorities and SDGs. Assess Relevance, Efficiency, Effectiveness, Equity and Sustainability of the schemes. Assess the scheme on various cross-sectional themes. To suggest a way forward to improve and enhance the reach and performance of the schemes	PAN India
Undertaking primary data collection in Madhya Pradesh and Maharashtra for a Vulnerability Assessment Study	5 months	Institute for Sustainable Communities	To conduct the survey to assess the vulnerability of cotton farmers in major cotton producing regions in Maharashtra and Madhya Pradesh.	Maharashtra and Madhya Pradesh
Terminal Assessment of HPCDP	4 months	HPCDP-JICA	The objective was to carry out the project evaluation in accordance with the project result framework on the items, listed as Operation and Effect Indicators and other long-term aspects of the project. Collect, analyze and interpret the relevant impact assessment data on the project, Operation and Effect indicators and other long term aspects e.g Profile of assets, resource situation and other profile of livelihoods.	Himachal Pradesh

FINANCIAL

INDIAN SOCIETY OF AGRIBUSINESS PROFESSIONALS
E-16/B-1, 1st & IInd Floor, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi - 110044
CIN No. - U74899DL2001NPL109771

Balance Sheet as at 31st March, 2021

(Amount in Rs.)

Particulars	Note No.	31st March, 2021	31st March, 2020
I. EQUITY AND LIABILITIES			
(1) Shareholder's Funds			
(a) Share Capital	2	100,000	100,000
(b) Reserves and Surplus	3	105,921,508	120,618,008
(2) Non-Current Liabilities			
(a) Long-term borrowings	4	-	327,272
(b) Long-term provisions	5	2,692,771	3,599,443
(3) Current Liabilities			
(a) Short-term borrowings		-	-
(b) Trade payables		-	-
(c) Other current liabilities	6	65,849,237	79,673,521
(d) Short-term provisions	7	41,652	54,608
"Total"		174,605,168	204,372,852
II.Assets			
(1) Non-current assets			
<i>(a) Fixed assets</i>			
- Tangible assets	8	26,051,894	27,279,577
(b) Non Current Investment	9	10,095,000	10,190,000
(c) Long-term loans and advances		-	-
(d) Other non-current assets		-	-
(2) Current assets			
(a) Receivables	10	82,477,692	83,553,713
(b) Cash and cash equivalents	11	37,620,808	59,693,019
(c) Short-term loans and advances	12	9,370,408	10,514,654
(d) Other current assets	13	8,989,366	13,141,889
"Total"		174,605,168	204,372,852

Summary of Significant Accounting Policies

The accompanying notes (1-25) are integral part of Financial Statements

Signed in terms of our report of even date

For M S A & ASSOCIATES
CHARTERED ACCOUNTANTS
 FRN No. - 009717N

CA SANJAY BHARDWAJ
 (PARTNER)
 M.No. - 087847

Place : New Delhi

Date : 27.10.2021

UDIN : 21087847 AAAADW6045

For and on Behalf of Board of Directors
INDIAN SOCIETY OF AGRIBUSINESS PROFESSIONALS

BHASKAR NATARAJAN
 DIRECTOR
 DIN NO. - 02208379

KAMAL KHURANA
 DIRECTOR
 DIN NO. - 08907102

INDIAN SOCIETY OF AGRIBUSINESS PROFESSIONALS
E-16/B-1, Ist & IInd Floor, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi - 110044
CIN No. - U74899DL2001NPL109771

Statement of Income & Expenditure A/c for the year ended 31st March, 2021

(Amount in Rs.)

Particulars	Note No.	31st March, 2021	31st March, 2020
I. Revenue from operations		-	-
II. Other Income	14	21,04,27,946	22,42,18,397
III. Total Revenue (I + II)		21,04,27,946	22,42,18,397
IV. Expenses:			
- Purchase of Stock-in-Trade		-	-
- Changes in inventories of finished goods, work-in-progress and Stock-in-Trade		-	-
- Employee benefit expense	15	1,45,60,695	2,46,15,395
- Financial costs		7,89,349	1,90,434
- Depreciation and amortization expense	8	18,69,128	24,20,441
- Other expenses	16	20,79,05,275	19,51,85,534
Total Expenses		22,51,24,446	22,24,11,804
V. Surplus/(Deficit) before exceptional and extraordinary items and tax (III - IV)		(1,46,96,500)	18,06,593
VI. Exceptional Items			
- Prior Period Expenses / (Income)		-	-
VII. Surplus/(Deficit) before extraordinary items and tax (V - VI)		(1,46,96,500)	18,06,593
VIII. Extraordinary Items			
IX. Surplus/(Deficit) before tax (VII - VIII)		(1,46,96,500)	18,06,593
X. Tax expense:			
- Current tax		-	-
- Deferred tax		-	-
XI. Surplus/(Deficit) for the period from continuing operations (IX - X)		(1,46,96,500)	18,06,593
XII. Surplus/(Deficit) from discontinuing operations		-	-
XIII. Tax expense of discontinuing operations		-	-
XIV. Surplus/(Deficit) from Discontinuing operations (XII - XIII)		-	-
XV. Surplus/(Deficit) for the period (XII + XV)		(1,46,96,500)	18,06,593

The accompanying notes (1-25) are integral part of Financial Statements

Signed in terms of our report of even date

For M S A & ASSOCIATES
 CHARTERED ACCOUNTANTS
 FRN No. - 009717N

CA SANJAY BHARDWAJ
 (PARTNER)
 M.No. - 087847

Place : New Delhi
 Date : 27.10.2021
 UDIN :

For and on Behalf of Board of Directors
 INDIAN SOCIETY OF AGRIBUSINESS PROFESSIONALS

BHASKAR NATARAJAN
 DIRECTOR
 DIN NO. - 02208379

KAMAL KHURANA
 DIRECTOR
 DIN NO. - 08907102

INDIAN SOCIETY OF AGRIBUSINESS PROFESSIONALS

E-16/B-1, 1st & 2nd Floor, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi - 110044

CIN No. - U74899DL2001NPL109771

Notes on Financial Statement for the year ended 31st March, 2021

The previous year figures have been regrouped/reclassified, wherever necessary to conform to the current year presentation.

(Amount in Rs.)

Note-2: Share Capital	31st March, 2021	31st March, 2020
(a) Authorised Share Capital 5,00,000 (Previous year 5,00,000) Equity Share of Rs. 10/-each	50,00,000	50,00,000
(b) Issued, Subscribed & Paid up Share Capital 10,000 (Previous year 10,000) Equity Shares of Rs. 10/- each fully paid issued at par	1,00,000	1,00,000
"Total"	1,00,000	1,00,000
(c) Par Value of per Equity Share	10	10

(d) Reconciliation of the Shares outstanding at the beginning & at the end of the reporting period:

	31st March, 2021		31st March, 2020	
	No. of Shares	Amount	No. of Shares	Amount
Shares outstanding at the beginning of the period	10,000	1,00,000	10,000	1,00,000
Add: Shares Issued during the period	-	-	-	-
Shares outstanding at the end of the period	10,000	1,00,000	10,000	1,00,000

(e) Terms / Rights attached to Equity Shares

Company has only one class of equity shares having a par value of Rs. 10/-. Each holder of equity shares is entitled to one vote per share. The dividend, if any, proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing AGM. In the event of liquidation of the company the holders of equity shares will be entitled to receive remaining assets of the company after distribution of all preferential amounts. The distribution will be in proportion to the number of equity shares held by the shareholders.

(f) None of the shares in any/each class is held by its holding company or its ultimate holding company including shares held by or by subsidiaries or associates of the holding company or the ultimate holding company in aggregate.

(g) Detail of shares held by shareholder holding more than 5% of the aggregate shares in the Company :

Name of the Shareholders	31st March, 2021		31st March, 2020	
	No. of Shares	% of holding	No. of Shares	% of holding
(a) Sunil Khairnar	9200	92%	9,200	92%
(b) Dr. Anuradha Sunil	800	08%	800	08%

As per records of the company, including its register of shareholders/members and other declarations received from shareholders regarding beneficial interest, the above shareholding represents both legal and beneficial ownership of share.

(h) Shares are not reserved for issue under options and contracts commitments for sale of shares .

(i) No shares are issued other than for cash pursuant to contracts (last 5 years)

(J) No shares were bought back. (last 5 years).

(k) There are no convertible securities.

(l) No calls are unpaid (including directors and officers)

(m) No forfeited shares (original paid amount)



Handwritten signature of Anuradha Sunil



Handwritten signature of Sunil Khairnar

(Amount in Rs.)

Note 3: Reserves & Surplus	31st March, 2021	31st March, 2020
(a) Capital Reserve (Land) (A)		
At the commencement of the year	16,63,326	16,63,326
Add: Addition during the year	-	-
Capital reserve at the end of the year	16,63,326	16,63,326
(b) Surplus (Income & Expenditure Account)		
At the commencement of the year	11,89,54,682	11,71,48,089
Excess of Income Over Expenditure for the year	(1,46,96,500)	18,06,593
	10,42,58,182	11,89,54,682
Net surplus in the statement of Income & Expenditure A/c (B)	10,42,58,182	11,89,54,682
"Total" Reserves & Surplus (A) + (B)	10,59,21,508	12,06,18,008

(Amount in Rs.)

Note 4: Long Term Borrowings	Non Current Portion		Current Maturities	
	31st March, 2021	31st March, 2020	31st March, 2021	31st March, 2020
Other Loans				
- Secured				
-HDFC Car Loan	-	3,27,272	3,27,272	1,42,575
(secured against car)				
"Total"	-	3,27,272	3,27,272	1,42,575

Terms of repayment of the HDFC Car Loan

Lending Institution	Outstanding as at 31.03.2021	2021-22
HDFC Bank	3,27,272	3,27,272
"Total"	3,27,272	3,27,272

(Amount in Rs.)

Note 5: Long Term Provisions	31st March, 2021	31st March, 2020
(a) Provision of Gratuity	26,92,771	35,99,443
(Non Current Liability- Amount due over one year)		
"Total"	26,92,771	35,99,443

(Amount in Rs.)

Note 6: Other Current Liabilities	31st March, 2021	31st March, 2020
(a) Current maturities of long-term debt (Vehicle loan amount due within one year)	3,27,272	1,42,575
(b) Duties & Taxes		
GST Payable	5,39,460	10,97,666
TDS payable	23,39,740	26,86,216
ESI Payable	4,583	3,062
EPF Payable	18,783	50,642
(c) Other Payable		
Expenses Payable	19,19,637	27,20,724
Salary Payable	25,46,609	12,05,449
Consultancy payable	2,98,22,395	3,00,27,835
Audit Fees Payable	3,70,000	6,76,500
(d) Grants Unutilized	97,31,319	2,90,98,032
(e) Payable Against Project	1,74,99,439	80,47,602
(e) Advance From Party	-	39,17,218
(f) Security Deposit Payable	7,30,000	-
"Total"	6,58,49,237	7,96,73,521



Abharbar



R. K. Sharma

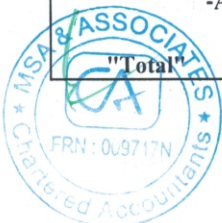
(Amount in Rs.)		
Note 7: Short Term Provisions	31st March, 2021	31st March, 2020
(a) Provision of Gratuity (Current Liability - Amount due within one year)	41,652	54,608
"Total"	41,652	54,608

(Amount in Rs.)		
Note 9: Non Current Investment	31st March, 2021	31st March, 2020
8.1 Other Investments (Valued at cost, Except for permanent diminution in value)		
Investment in Equity Instrument		
-Subsidiary Companies		
a. Indigram Labs Foundation (10,09,500 Equity Shares 99.95% fully paid up of Rs. 10/- each)	1,00,95,000	1,00,95,000
b. Federation of Indian FPOs & Aggregators (Formally known as ICRIS) (9,500 Equity Shares 95% fully paid up of Rs. 10/- each)	-	95,000
Aggregate amount of unquoted Investments	1,00,95,000	1,01,90,000
Aggregate provision for diminution in value of Investment	-	-

(Amount in Rs.)		
Note 10: Project Receivables	31st March, 2021	31st March, 2020
(a) Unsecured Considered Good		
Debts Outstanding for a period exceeding six Months	1,79,17,826	2,25,87,325
Other debts	6,41,26,486	5,63,02,295
(b) Doubtful		
Debts Outstanding for a period exceeding six Months	4,33,380	46,64,093
Other debts	-	-
"Total"	8,24,77,692	8,35,53,713

(Amount in Rs.)		
Note 11: Cash & Cash Equivalents	31st March, 2021	31st March, 2020
(i) Cash & Cash Equivalents		
(a) Balances with banks	1,00,70,984	2,03,66,734
(b) Cash on Hand	7,259	7,259
(c) Bank deposits due to mature within 12 months of the reporting date	2,17,03,792	3,45,07,298
(d) Imprest with staff	3,20,427	72,818
i) Balances with banks to the extent held as bank guarantee		
- Maturity within 12 months of the reporting date	8,86,290	12,51,843
- Maturity after 12 months of the reporting date	34,00,209	21,82,720
(iii) Accrued Interest Receivable	12,31,847	13,04,347
"Total"	3,76,20,808	5,96,93,019

(Amount in Rs.)		
Note 12: Short Term Loan & Advances	31st March, 2021	31st March, 2020
(i) Short term loans & advances		
Secured, considered good		
a) Short term loans & advances to related parties - Subsidiary	25,88,862	2,10,258
b) Others -Advance to parties	66,28,546	1,00,23,846
-Advance to Staffs	1,53,000	2,80,550
"Total"	93,70,408	1,05,14,654



Abhishek



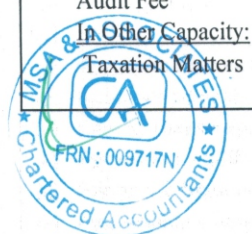
B. Sharma

		(Amount in Rs.)	
Note: 13 Other Current Assets		31st March, 2021	31st March, 2020
(a) Security Deposits		10,05,289	10,83,329
(b) Others			
TDS Receivable		57,21,274	79,73,910
Earnest Money Deposit (EMD)		18,16,500	37,86,500
Prepaid Expenses		24,762	43,725
IGST HO		12,602	-
ECL - IGST		1,09,732	-
ECL - CGST		90,376	-
ECL - SGST		90,376	-
GST RJ		-	1,35,970
Input GST MH		77,302	77,302
Input GST HR		41,152	41,152
"Total"		89,89,366	1,31,41,889

		(Amount in Rs.)	
Note: 14 OTHER INCOME		31st March, 2021	31st March, 2020
(a) Interest Income	ANNEXURE - A	24,61,369	30,12,947
(b) Other Non-Operating Incomes			
Grants	ANNEXURE - B	19,04,33,695	20,48,33,201
Grant- Non Exempted	ANNEXURE - C	1,75,32,881	1,63,72,249
"Total"		21,04,27,946	22,42,18,397

		(Amount in Rs.)	
Note: 15 Employee Benefit Expenses		31st March, 2021	31st March, 2020
(a) Salary		1,32,89,380	2,23,72,572
(b) Incentive to staff		1,46,200	7,50,000
(c) ESI Expense		25,401	64,412
(d) EPF EXP.		1,64,978	3,79,782
(e) Gratuity		6,52,789	6,05,129
(f) Ex Gratia		2,46,553	2,08,612
(g) Staff Welfare		35,394	2,34,888
"Total"		1,45,60,695	2,46,15,395

		(Amount in Rs.)	
Note: 16 Other Expenses		31st March, 2021	31st March, 2020
(a) Power and Fuel		98,116	6,41,529
(b) Rent		16,86,582	53,23,500
(c) Repair & Maintenance		56,420	1,32,705
(d) Insurance Charges		96,156	87,509
(e) Rate & Taxes Exp.		1,03,916	1,11,544
(f) Payment to Auditor (Refer Detail Below)		4,00,000	4,95,000
(g) Printing & Stationery		5,71,726	6,95,306
(h) Professional Charges		13,22,250	12,28,144
(i) Project & Field Expenses		19,25,76,455	18,16,34,238
(j) Misc. Exp.		1,09,93,653	48,36,059
"Total"		20,79,05,275	19,51,85,534
Payment to Auditor			
As Auditor:			
Audit Fee		4,00,000	2,00,000
In Other Capacity:			
Taxation Matters		-	2,95,000
"Total"		4,00,000	4,95,000



A. Bhanu



K. K. Sharma

