





► Rooted in Odisha

Gram Vikas Brand Identity

Gram Vikas' refreshed brand identity is a visual echo of our deep-rooted commitment to Odisha. Inspired by the elegant strokes and curves of the Odia alphabet, the design evokes the enduring spirit of the communities we have been serving since 1979. It is a tribute to our shared journey of progress, with colours that pay homage to the state bird, the Neelkanth, symbolising the vibrancy and resilience of the people of Odisha.

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

www.gramvikas.org

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List of Abbreviations

ALT EFF	All Living Things Environmental Film Festival
BDO	Block Development Officer
BSSK	Bandhu Shramik Seva Kendra
BWI	Better World Initiative
CDM	Clean Development Mechanism
CESG	Civil Engineering Support Group
CLAP	Climate Change Local Adaptation Pathways
CLF	Cluster Level Federation
CPP	Community Professionals Programme
CROPS	Climate Resilient Odisha Produce Study
CSR	Corporate Social Responsibility
CSSD	Comprehensive Source-shed Development
CWRM	Community-led Water Resource Management
CYSD	Centre for Youth and Social Development
EDRG	Enterprise Development Resource Group
FCO	Field Coordination Office
FPG	Farmer Producer Groups
FPIC	Free, Prior, and Informed Consent
FPO	Farmer Producer Organisation
FRA	Forest Rights Act
GASP	Global Alliance for a Sustainable Planet
GP	Gram Panchayat
GPCC	Gram Panchayat Coordination Committee
GPDP	Gram Panchayat Development Plan
GPLF	Gram Panchayat Level Federation
GUM	Gram Udyog Mitra
GVCDF	Gram Vikas Community Development Foundation
GVS	Gram Vikas Saathi
HRDP	Holistic Rural Development Programme
ICC	Internal Complaints Committee
ICFOSS	International Centre for Free and Open Source Software
JSS	Jan Swasthya Sahayog
KVK	Krishi Vigyan Kendra

KYC	Know Your Customer
MANTRA	Movement and Action Network for Transformation of Rural Areas
MG	Management Group
MGNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
MT	Management Team
NIOS	National Institute of Open Schooling
OSAP	Odisha Special Armed Police
PG/ FPG	Producer Group / Farmer Producer Group
PLA	Participatory Learning and Action
PMO	Planning and Monitoring support area
PTS	Performance Tracking System
PwD	Persons with Disability
RCRC	Responsible Coalition for Resilient Communities
RMSG	Resource Mobilisation Support Group
SBSK	Shramik Bandhu Seva Kendra
SDC	Staff Development Cell
SDM	Safe and Dignified Migration
SHG	Self-Help Group
SLT	Strategic Leadership Team
SSEPD	Social Security and Empowerment of Persons with Disability
SUCCESS	Successful Pathways for Migration as Adaptation
TPC	Thematic Programme Components
UNICEF	United Nations International Children's Emergency Fund
VANI	Voluntary Action Network India
VDC	Village Development Committee
VES	Vertical Electrical Sounding
VLM	Village Lekha Mitra
VOCC	Village Organization Coordination Committee
VPRP	Village Prosperity and Resilience Plan
WASH	Water, Sanitation, and Hygiene
WNRG	WASH Nutrition Resource Group
WRTG	Water Resource Technology Group
WSGP	Water Secure Gram Panchayat

» Guiding Principles

VISION

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

MISSION

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

VALUES

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

» We are embedded in the community

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

» We have people at the centre

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

» We are open, transparent and collaborative

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

» We are agile and resilient

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

THE MANTRA APPROACH

The five principles of the Movement and Action Network for Transformation of Rural Areas (MANTRA) approach form the basis for Gram Vikas' engagement with our community partners.



All-or-None

The 100% Inclusion process ensures that every single household, including the poorest and socially excluded, participates and contributes to the programme. Besides serving equity, the “all-or-none” approach also creates a unique opportunity for the entire village to work together towards a shared purpose.



Share Costs

The community contributes significantly to the capital cost and bears the expenses of running and maintaining the facilities. This inclusive stake-building ensures that people take individual responsibility for the outcomes and hold village institutions accountable.



Take Responsibility

Community members take responsibility from an early stage—generating consensus, mobilising local contributions, managing implementation, and maintaining the assets created. This paves the way for the long-term sustainability of outcomes.



Equitable Participation

The process promotes affirmative steps to ensure that women and poor people are included in decision-making at all levels. This enables their active participation in creating and sustaining solutions, and ensures equitable distribution of benefits.



Financial Sustainability

Financial and institutional mechanisms are created to ensure that future generations continue to benefit from the results achieved. This ensures that resources are available for the upkeep and maintenance of the infrastructure and facilities created.

Message from the Chairman

The year 2024–25 has been a steady one for Gram Vikas. We have continued to build on the foundations laid in previous years. Our programmes in water security, sanitation, livelihoods, and migration have shown visible progress.

The Water Secure Gram Panchayat and Safe and Dignified Migration programmes have matured well. It is heartening to see deeper participation from communities. The outcomes shared in this report are a result of this partnership. The growing leadership of women in village institutions and the ability of communities to raise their own resources are important developments.

We are also beginning new work in areas such as carbon markets. These are early steps but show promise. It is important that new ideas continue to be rooted in the principles of community ownership and long-term engagement.

We continue to work in an environment that asks for quick results. But lasting change in rural communities takes time. It requires trust, participation, and local leadership. The challenge is to stay focused on equity, sustainability, and inclusion, while keeping pace with a changing development landscape.

We lost our colleagues Basanti Devi, Debraj Sahu, Indra Nayak during the year. Their absence is deeply felt, and we remember their contributions with respect and gratitude.

I thank my colleagues at Gram Vikas for their work during the year. The Governing Board has provided guidance and support through regular engagement. I also thank our donors and partners for their trust and collaboration.

Gram Vikas will continue to stay focused on its purpose and priorities in the coming year.

Joe Madiath



Executive Director's Note

I am pleased to share this report on Gram Vikas' progress from April 2024 to March 2025. In the past year, we reflected on the work of previous years, bringing greater clarity to the activities ahead. I am happy that we made steady progress in deepening our work with community partners, strengthening internal systems, and building relationships that will carry our mission forward.

PROGRAMMATIC HIGHLIGHTS

During the year, we made meaningful progress across several programmatic areas. I would like to share a few highlights that are particularly significant in the context of our ongoing work and direction.

Strengthening community mobilisation

Experience from recent years of mobilising community partners for the Water Secure Gram Panchayat (WSGP) programme showed that our mobilisation and capacity-building strategies needed a rethink. Local communities needed to take charge of the initial process, recognising their own strengths instead of waiting for external solutions. Gram Vikas' role is to help identify critical issues, support communities in assessing their strengths and gaps, and plan collective action.

Gram Swabhimaan collaboration with Goonj

The Gram Swabhimaan approach, developed by Goonj, is a community mobilisation and joint action programme. Its strong focus on enabling communities resonated with what we needed. During a Gram Swabhimaan Utsav, villagers engage in discussions around their existing resources and knowledge systems, helping to overcome feelings of helplessness and dependency. The mobilisation team encourages communities to initiate change on their own and, through a series of engagements, supports them in identifying and acting on immediate priorities.



Gram Swabhimaan has now become a core element of the community mobilisation process.

Spearhead Team

The new mobilisation approach required a dedicated, skilled team with the right orientation. Thus, the Spearhead Team was formed, comprising staff with expertise in water resources, water supply and sanitation, livelihoods, and village institutions. Its mandate is to initiate WSGP work in new Gram Panchayats (GPs) through a structured three-phase process, covering every habitation over 15 to 45 days.

The team begins by mapping the GP, building rapport, identifying key influencers, and prioritising community development needs. After engaging local leaders and administrative functionaries, the team facilitates village-level discussions on the WSGP concept with traditional institutions, other community groups, and frontline government workers. A transect walk with key village informants helps deepen understanding. Goonj supported the team's capacity-building by training them in the Gram Swabhimaan approach.

➤ **Platforms for effective local convergence**

Strengthening interactions between citizens and local governments is central to our work. We focus on building the capacity of citizen institutions to identify local needs, prioritise them, and present demands effectively to government authorities. Facilitating platforms for meaningful engagement between communities and officials is an essential part of this process. The Convergence Mela process was initiated during the year.

Convergence workshops are held at the village and Gram Panchayat levels, where Village Development Committees and the Gram Panchayat Coordination Committee come together to develop a consolidated, prioritised list of resource demands from across villages. This is followed by the Convergence Mela, a Gram Panchayat-level event that brings district and block-level officials face-to-face with village representatives placing their demands. The mela also features service stalls to support Aadhar updates, and registration for farmer and labour cards.

➤ **Deepening work on water source sustainability**

The work on source sustainability in the Water Secure Gram Panchayat programme got strengthened during the year as we were able to bring together several years of preparatory work in two critical components.

Community-led Water Resource Management (CWRM)

The Community-led Water Resource Management (CWRM) approach is a structured, five-step process that results in a long-term Water Resources Management Plan for each habitation, later aggregated at the Gram Panchayat (GP) level. This plan serves as a guiding document for the entire community and user institutions, such as producer groups, to ensure long-term water and natural resource security.

The five steps of the CWRM approach include preparation of a Water Source Inventory and Atlas, Aquifer Mapping, development of a Water Passbook, Water Demand and Supply Analysis, and the creation of a Water Security Plan. During the year, implementation progressed through the Water Passbook stage, and preparatory work was undertaken for the final two stages.

Comprehensive Sourced Development (CSSD)

The Comprehensive Sourced Development (CSSD) approach, finalised during the year, complements CWRM by aligning and streamlining water resource management activities undertaken by communities. It focuses on preparing water source sustainability plans for critical sources identified by the village, forming producer groups of land users from the catchment and command zones of the source, and undertaking land development activities in these zones using the ridge-to-valley principle. The approach also emphasises increasing tree cover through

afforestation and agroforestry, and establishment of decentralised village-level nurseries, focusing on indigenous and locally adapted species.

The CWRM and CSSD components are closely interlinked. The groundwork laid in previous years and consolidated in 2024–25 will enable more effective and coordinated implementation in the next phase of the WSGP programme.

► **Scaling-up support systems for safe and dignified migration**

Our efforts to make aspirational migration safe and dignified have centred on building support services along key migration corridors. Over the past five years, we have demonstrated how these services—such as the Bandhu telephone helpline, resource centres at source and destination, and strong partnerships at destination locations—can effectively support migrant workers and their families.

During the year, we deepened collaboration with the Government of Odisha to align more closely with state initiatives. Emergency support for migrant workers, including in cases of accidents or deaths, is now provided in coordination with the Labour Department. We also began preparatory work to demonstrate the efficacy of a dynamic Gram Panchayat-level Migrant Registry that can help track migrant workers' destinations, link them to social protection schemes, and enable timely responses during emergencies.

We are now integrating our approach to building adaptive capacity in migration-dependent communities with micro-enterprise development, drawing valuable lessons from the Swayamshree Project to strengthen this work.

ORGANISATIONAL DEVELOPMENT

Key organisational development initiatives during the year focused on strengthening systems, deepening leadership capacity, and enhancing the use of knowledge and technology across Gram Vikas.

► **Knowledge Management System**

We began building a comprehensive Knowledge Management System, to ensure easy access to organisational knowledge. During the year, teams across the organisation were engaged to assess knowledge needs and existing products. A system was developed to organise, store, and share knowledge resources, followed by a pilot in February 2025 to gather user feedback on usability, navigation, and relevance. Based on this feedback, the system is being refined and rolled out in the upcoming financial year.

► **SLT Programme Unit**

The Programme Unit under the Strategic Leadership Team (SLT) was established during the year to coordinate key initiatives. It oversees the WSGP programme, manages the Gram Vikas Saathi Fellowship, and serves as the secretariat for the Spearhead Team. The unit is also responsible for onboarding partners, managing large multi-location projects, facilitating inter-thematic coordination, compiling evidence, and providing support for pillar-level planning, monitoring, and reporting.

➤ Fractional CxO with Tech4Dev Project

We partnered with Project Tech4Dev under the Fractional CxO programme, gaining access to expert technology support. Over the year, the CxO helped assess tech needs and developed a roadmap for digital transformation. Key areas under exploration include ERP and HRMS, automated reporting, data pipelines and storage, AI applications, photo archiving, and integration with the Knowledge Management System. The partnership will continue in the next year to implement these solutions.

GRAM VIKAS COMMUNITY DEVELOPMENT FOUNDATION

The Gram Vikas Community Development Foundation (GVCDF) is a Section 8 Company and became a wholly owned subsidiary of Gram Vikas in 2024–25, following the donation of its shares by the original promoters. Its Board includes Sri Anup Mahapatra, Sri Sanjeev Nayak, and the Executive Director of Gram Vikas. GVCDF undertakes development support activities that Gram Vikas, as a charitable organisation, cannot directly implement—such as deliverables-based research projects and livelihood initiatives involving fund lending. In 2024–25, GVCDF implemented the CLAPs Project with the Indian Institute of Human Settlements and the in-line chlorination pilot with the University of Chicago Trust.

Recognised by SBI for Advancing Rural Development

Gram Vikas was felicitated by the State Bank of India, Bhubaneswar Circle, for its contributions to societal development and sustained engagement with rural communities. The recognition acknowledged Gram Vikas' work in financial empowerment, skill development, and the preservation of traditional art and culture.



ACKNOWLEDGEMENTS

We owe what Gram Vikas is today, first and foremost, to the unwavering trust and partnership of the communities we work with - the men, women, and children in villages across our operational areas. Their belief in us, and their willingness to walk this journey together, is what gives our work meaning. They see Gram Vikas as an all-weather friend and supporter. Their trust keeps us grounded, motivates us to do better, and holds us accountable to our mission.

The Gram Vikas Saathi cadre of service providers forms the crucial link between our teams and the communities, ensuring that plans turn into actions and intentions into outcomes. Equally important are the large number of volunteers who, often quietly and behind the scenes, help Gram Vikas be a more effective development partner. We are deeply grateful for their selfless contribution.

I feel truly fortunate to work alongside colleagues whose dedication, hard work, and belief in Gram Vikas' vision have shaped the organisation into what it is today. The guidance and support of the elders on our Governing Board has been invaluable in this journey, anchoring us in purpose and principle.

Our work has also been strengthened by the support we have received from district and block administrations and the Panchayati Raj Institutions in our operational areas. Their collaboration has been essential in advancing our shared goals of sustainable and inclusive development. We are privileged to partner with a wide and diverse network—donor partners, government agencies, academic and research institutions, knowledge and technology collaborators, and implementation support organisations. Their continued commitment has made it possible for us to sustain and scale our work.

It is with deep gratitude and a sense of responsibility that I present the Annual Report for 2024-25.

Libby T Johnson
Executive Director
25 July 2025

► Outcomes of Shared Purpose

Gram Vikas' work during the year reflected both the scale of its engagement and the substance of what that work made possible. This chapter outlines the geographic spread across Odisha and Jharkhand, alongside the key outcomes achieved through intensive programme delivery and continued outreach in rural communities.

PROGRAMME REACH

This section presents an overview of the geographic scale and intensity of Gram Vikas' work across Odisha and Jharkhand during the year, highlighting the households and communities reached through both intensive programmes and continued outreach.

Our work has reached



Households 13.47 lakh



Gram Panchayats 1,135

15 districts of Odisha



Habitations 17,947



Blocks 74

1 district in Jharkhand

Work was taken up in the intensive programme mode in 51 Blocks in 13 districts of Odisha and two blocks of Gumla district in Jharkhand, covering 7.33 lakh households. In the remaining areas, the work was in the nature of community outreach following up on work taken up in previous years and in preparation for future expansion.



INTENSIVE PROGRAMMATIC COVERAGE

Total Coverage

 Blocks 53
  Gram Panchayats 633
  Habitations 12,731
  Households 7,33,261

Sundargarh

Blocks 2
 Gram Panchayats 2
 Habitations 16
 Households 1,790

Jharsuguda

Blocks 1
 Gram Panchayats 2
 Habitations 27
 Households 1,955

Bargarh

Blocks 4
 Gram Panchayats 76
 Habitations 1,176
 Households 1,04,200

Bolangir

Blocks 4
 Gram Panchayats 14
 Habitations 20
 Households 4,772

Kandhamal

Blocks 5
 Gram Panchayats 73
 Habitations 3,138
 Households 77,716

Kalahandi

Blocks 2
 Gram Panchayats 50
 Habitations 805
 Households 54,740

Rayagada

Blocks 5
 Gram Panchayats 15
 Habitations 15
 Households 2,252

Keonjhar

Blocks 3
 Gram Panchayats 4
 Habitations 32
 Households 4,517

Mayurbhanj

Blocks 1
 Gram Panchayats 1
 Habitations 11
 Households 1,270

Nayagarh

Blocks 2
 Gram Panchayats 4
 Habitations 34
 Households 897

Khurdha

Blocks 1
 Gram Panchayats 2
 Habitations 6
 Households 269

Ganjam

Blocks 14
 Gram Panchayats 236
 Habitations 3,741
 Households 3,41,225

Gajapati

Blocks 7
 Gram Panchayats 152
 Habitations 3,695
 Households 1,36,629

Gumla (Jharkhand)

Blocks 2
 Gram Panchayats 2
 Habitations 15
 Households 1,029

Total for Odisha

 Blocks 51
  Gram Panchayats 631
  Habitations 12,716
  Households 7,32,232

WHAT COLLECTIVE ACTION HAS ACHIEVED

The summary numbers below offer a snapshot of what sustained community-led action, enabled through long-term partnerships, has made possible on the ground.

RESTORING LAND AND WATER SYSTEMS



2,759 hectares of land have come under improved tree cover since 2018, creating the potential to sequester 13,400 tonnes of carbon dioxide.



4,148 hectares of land have been treated to reduce soil erosion, improve water recharge, and protect soil moisture, with 58% of mapped water sources now having water throughout the year.



ENHANCING LIVELIHOOD OPPORTUNITIES

- 36,346 households have diversified their livelihoods through farm and non-farm enterprises, 81% of which are operated by women.
- 24% in productivity for 52,968 producers in 1,919 collectives has contributed to a total production value of ₹344 crore.





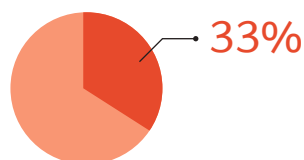
EXPANDING EQUITABLE ACCESS TO SAFE WATER

- 4.14 lakh people in 83,801 households now have access to safe, piped water at home. This has reduced the burden of water collection, improved health, and restored dignity—particularly for women.
- 807 habitations manage water quality surveillance to ensure reliable and safe water.

IMPROVING HOUSEHOLD HEALTH AND SANITATION



87,967 households have toilets and bathing rooms with piped water, built and maintained through community effort. These facilities have improved dignity, especially for women, and strengthened hygiene and nutrition practices.



of the households reuse greywater to grow backyard kitchen gardens, enhancing food security and promoting sustainable water use.

STRENGTHENING LOCAL GOVERNANCE AND RESOURCE MOBILISATION

- 87% of 2,027 habitations with strong local institutions have at least one woman in a decision-making position, reflecting the growing presence of women in local leadership.
- ₹8.26 crore has been mobilised since 2021 by village communities from government and development programmes for infrastructure, water resources, and livelihoods.
- ₹3.43 crore in wages were earned by community members through project works carried out within their own villages.

Partnerships

Gram Vikas has received invaluable support from a diverse network of partners, including organisations and individuals. Their contributions of financial resources, technical and managerial expertise, and assistance in developing human resources at both the organisational and community levels have been instrumental in our progress. We extend our gratitude to these partners for their unwavering support.

DONOR PARTNERS

The following partner organisations provided financial resources for our work during 2024-25:



Axis Bank Foundation

Project supported: Rural Livelihood Project in Ganjam and Kandhamal
Period of Support: Ongoing from 2022

Project supported: Develop organisational capabilities for Promotion of Rural Enterprise

Period of Support: Ongoing from 2023



Azim Premji Foundation-Philanthropy

Project supported: Rural Crèche Initiative
Period of Support: Ongoing from 2023



BIG1, USA

Project supported: Support for water and sanitation and afforestation projects in Odisha and Jharkhand

Period of Support: Ongoing from 2017



Bajaj Finance Limited

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

Period of Support: Ongoing from 2022



Italian Association for Aid to Children

Project supported: Project RAKSHAN- A better future for the children of Kandhamal

Period of Support: Ongoing from 2023



Charity: water USA

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

Period of Support: Ongoing from 2018



Deloitte Foundation

Project supported: Water and Livelihoods Secure Gram Panchayats Programme in Jharsuguda, Sundargarh and Gumla

Period of Support: Ongoing from 2022



Economic Law Practice

Project supported: Renewable Energy Access in Maligaon in Kalahandi

Period of Support: Ongoing from 2022



Gates Foundation USA, and Reliance Foundation

Project supported: Swayamshree - Empowering Women Entrepreneurs Project

Period of Support: Ongoing from 2023



HDFC Bank Parivartan

Project supported: Holistic Rural Development Programme in Bolangir

Period of Support: Completed in March 2025

Project supported: Holistic Rural Development Programme in Keonjhar

Period of Support: Ongoing from 2024



ICRISAT

Project supported: Expansion of Sunflower Areas in Rice Fallows in Ganjam & Introduction of promising climate-resilient new pigeon pea varieties in Odisha

Period of Support: Ongoing from 2022



InterGlobe Aviation Limited – IndiGoReach

Project supported: Community-led Ecological Restoration for Sustainable Development with the Clean Development Mechanism (CDM) Approach

Period of Support: Ongoing from 2023



InterGlobe Foundation

Project supported: Community-Owned Social and Agroforestry in Kalahandi and Gajapati

Period of Support: Ongoing from 2018



Japan Star Corporation

Project supported: Project Sujal - Community managed Water Quality Management cum Improved WASH Initiative in Odisha and Jharkhand
Period of Support: Ongoing from 2022



PwC India Foundation

Project supported: Project for Water and Livelihood Security in Gajapati
Period of Support: Ongoing from 2022



Rainmatter Foundation

Project supported: Localising Climate Resilience in the Eastern Ghats region of Odisha and Jharkhand
Period of Support: Ongoing from 2023



Responsible Coalition for Resilient Communities

Project supported: Facilitating Integrated Farming Clusters in Gajapati
Period of Support: Ongoing from 2022



Standard Chartered Bank

Project supported: Water Secure Gram Panchayat Programme in 28 Gram Panchayats
Period of Support: Ongoing from 2024



SBI Foundation

Project supported: Gram Seva - Integrated Village Development in Kalahandi
Period of Support: Completed in December 2024

Project supported: Sahayog - Support to projects of Youth for India Fellows
Period of Support: Ongoing from 2022



Wipro Cares

Project supported: Water Secure Initiative in Khurdha
Period of Support: Ongoing from 2022

Twenty two individuals donated directly to Gram Vikas. The Benevity Causes Portal and the UK Online Giving Foundation aggregated individual donations from around the globe.

State Bank of India - Youth for India (SBI-YFI) Fellowship programme enables young people from different parts of India to live, work, and learn in rural Odisha. Rang De P2P Financial Services Pvt Ltd. supported community partners with valuable credit support.

GOVERNMENT DEPARTMENTS AND AGENCIES

- Department of Agriculture & Farmers' Empowerment, Government of Odisha
- Department of Fisheries and Animal Resource Development, Government of Odisha
- Department of Horticulture, Government of Odisha
- Department of Mission Shakti, Government of Odisha and Odisha Livelihoods Mission
- Odisha Agro Industries Corporation Limited
- Odisha Millet Mission
- Panchayati Raj & Drinking Water Department, Government of Odisha
- Planning & Convergence Department, Government of Odisha

IMPLEMENTATION PARTNERS

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

KNOWLEDGE AND TECHNOLOGY PARTNERS

We have benefited from technical and knowledge support from numerous organisations and individuals. This support has been instrumental in building staff and community-level capabilities and establishing the technical and operational systems that underpin our work.

- 129 Degrees Design Studio, for branding and designing of our publications
- ACWADAM, for facilitating work on groundwater management, support for action research, training, and policy advocacy
- All Living Things Environmental Film Festival, for organising film festivals and building awareness on environment
- Agratas Global Biz, for training and handholding support for the micro enterprise development programme
- Anvic Systems, technical partner for capacity building and technology demystification on use of Vertical Electric Sounding (VES)
- Assam State Rural Livelihood Mission, for learning support on developing resource mobilization plans for VDCs and GPCCs
- CARE USA, knowledge partner for nutrition in CROPS project
- CEF Engineering, for installation of Nitrate Treatment Systems in Bolangir, maintenance and capacity building of staff
- Centre for Grower-centric Eco-value Mechanisms (C-GEM), for knowledge support and technical back up in the Voluntary Carbon Market initiative
- CTx GREEN, for support in conceptualising and conducting the study on Understanding Rural Settlement Growth Patterns
- Desi Technology, Bhubaneswar, support for renewable energy applications

- Development Logics, for support in maintenance of the Gram Vikas website
- EMULUS Consulting LLP, Gurgaon, support for building a comprehensive technology platform for results monitoring and reporting
- Fair Climate Fund (FCF), for the market linkages for the Voluntary Carbon Market initiative
- Group Relations India, support for building staff capacities
- Genpact Better World Initiative (BWI) for providing the support of Dineel Kumar for developing the Systems and strategies for Gram Vikas Saathi and Bhumika Nanda for setting up an organisational knowledge management system.
- Glific (Tech4Dev), support for outreach to migrant workers through WhatsApp chatbot under the SDM programme
- Goonj, for guiding the Gram Swabhimaan approach in the community mobilisation process for the WSGP programme.
- Greenovera, support for solar based products solar fencing, solar pumps, etc.
- Indus Knowledge Pvt Ltd., for support with the VOLAC accounting software
- INREM Foundation, Anand, Gujarat, support for work in water quality management and surveillance
- International Centre for Free & Open-Source Software (ICFOSS), Thiruvananthapuram, Kerala, support for installation of automatic weather stations
- J-Pal South Asia, support for analysing impact of the Water Quality work through the India Data Capacity Accelerator Fellowship
- Krishi Vigyan Kendra, Gajapati, Ganjam and Kalahandi districts, support in capacity building for farm livelihoods activities
- LEAD India, New Delhi, support for leadership capacity building for staff
- Listeners Collective, Bengaluru, support for building staff capacities
- Marian College, Kuttikkanam – Kerala, support for recruitment of young management trainees
- Martha Farrell Foundation, for support in building organisational capacity on POSH
- Mission Shakti Bazaar, for product marketing under Swayamshree Project
- Newcastle University, for knowledge support in exploring the possibilities of biochar for water treatment
- The Orange Heart, for social media copywriting
- Plan Vivo, as registry for the Voluntary Carbon Market initiative
- Public Health Resources Society for knowledge and training support for the Rural Crèche Initiative
- Pro Sports Development, for knowledge and training support for the sports for community development efforts
- Project Bala, for knowledge and training support for Menstrual Health work
- Project Rishi, for technical and knowledge support on IEC development for behavioural change communication
- Samaj Pragati Sahayog, for learning support on groundwater management
- Skymet Weather Services, support for weather forecast information
- Socion Advisors LLP, technical support for rolling out the course on WSGP
- Solaries, technical partner for solar based products
- Swasthya Swaraj Society Kalahandi, for support on developing internal systems for addressing tropical diseases
- The Goat Trust, Lucknow, support for developing programme on goatery

- Project Tech4Dev, developing a long-term technology strategy for the organisation through the Fractional CxO programme
- Sunlit Future, technical partner for solar pumps for piped water systems
- TREE Society, Bengaluru, support for management capacity building for staff
- UNICEF, Odisha State Office, support for work related to water, sanitation and hygiene, and with children and adolescents
- Waste Warriors, for knowledge and training support for the sports for in solid waste management
- Weathercast Solution Private Limited Mumbai for technology support for weather forecast information
- World Veg, for knowledge and support on agriculture for the CROPS Project
- WOTR Maharashtra, knowledge support for ground water management

ACADEMIC AND RESEARCH PARTNERS

- Azim Premji University, Bengaluru, for collaboration in multiple streams of capacity building, research, and recruitment of young management trainees
- Development Innovations Lab, University of Chicago for the In-Line Chlorination pilot project
- Emory University, Atlanta USA, our longstanding research partner helping develop internal capacities for diversifying programmatic interventions and creating evidence of the work
- Indian Institute of Human Settlements, for collaboration in the Climate Change Local Adaptation Pathways project

INDIVIDUAL RESOURCE PERSONS

A diverse group of individuals, each contributing their unique expertise, have supported the work done during the year.

- Sri. Ankur Roy supports the community theatre programme as part of the work in the Education and Youth thematic area.
- Sri. Ajaya Kumar Behera supports the Documentation and Communication team with content generation.
- Ms. Arshia Gupta and Sri. Hrishikesh Thakur supported the Enterprise Development Resource Group for performance tracking and benchmarking.
- Sri. Atul Gupta provided mentoring support to staff members in the Accounts and Finance support area.
- Ms. Bharti Kumari supports the Village Institutions thematic area in their work with women Self Help Groups.
- Sri. Chinmaya Misra supports the Water Management Group for project management.
- Sri. Gangadhar Panigrahi supports the Chairman and Executive Director in liaison with government
- Ms. Geeta Vaidyanathan supports the Climate Consciousness Action Taskforce.
- Sri. Judhishtir Sahu supports the Administration Management Group and field teams with land related matters
- Sri. Kailash Chandra Sahu supports the Water Management Group for programme quality assurance

- Sri. Kailash Pandey supports the creation of weather information-based crop advisories.
- Sri. Nikhil Damle facilitated capacity development workshops for staff members in the Accounts and Finance support area.
- Ms. Priya Pillai has anchored Gram Vikas' strategic communications functions since 2018.
- Sri. Purna Chandra Sahu supports the Civil Engineering Support Group
- Sri. Ranjeet Ranade facilitated the Professional Effectiveness Toolkit workshop for the Junior Managers.
- Sri. Ratnakar Shaw supports field teams with government liaison
- Sri. Salil Mehta provided English language training to staff members in the Community Professionals Programme.
- Sri. Siddharth Patil supports the participatory groundwater management work and provides technical backstopping to the Water Resources Technology Group.



» The Gram Vikas Programme Landscape

Our work is built to respond to the complex challenges faced by our rural community partners in Odisha and Jharkhand. Creating a dignified quality of life in these regions demands multidimensional action, designed and implemented through robust, participatory processes. We see ourselves as catalysts and facilitators, demonstrating how knowledge and technology can unlock solutions to pressing challenges, even in diverse socioeconomic and biophysical contexts.

Two key programmes — the **Water Secure Gram Panchayat (WSGP) Programme** and the **Safe and Dignified Migration (SDM) Programme** — form the core of Gram Vikas' work with our community partners. Alongside these, we undertake strategically significant projects that address specific needs and strengthen our organisational capabilities to better deliver on this core work

Thematic interventions in water, livelihoods, sanitation and health, habitation and technology, and education and youth feed into and are integrated within these programme platforms.



CHALLENGES THAT WE ADDRESS

Through our programmes and partnerships, Gram Vikas addresses six core challenges that deeply affect the dignity, well-being, and aspirations of rural communities.

Changing Climate

The growing gap between water demand and availability for domestic and productive uses, coupled with the impacts of climate change, threatens livelihoods and the sustainability of water sources. Communities are increasingly vulnerable to water scarcity, natural disasters, and the breakdown of traditional farming systems.



Limited Markets and Technology

Producers face significant barriers in accessing knowledge, markets, and new technologies. These limitations affect their ability to earn a stable livelihood and to use data-driven approaches for managing resources and making informed decisions.



Barriers to Health and Well-being

Inadequate access to safe drinking water, sanitation, and hygiene continues to endanger public health. Deteriorating water quality and rising pollution from unmanaged solid and liquid waste further increase these risks.



Inequity and Exclusion

Marginalised populations struggle to access natural resources, perpetuating cycles of poverty and inequality. Women are often excluded from community and local governance processes, while youth and children lack meaningful spaces for participation and voice.



Gaps in Local Governance

Community institutions and local governments often lack the capacity to collaborate effectively, engage citizens in governance, secure public resources, and manage water equitably. These issues are compounded by shifting community dynamics and a lack of structured leadership transition across generations.



Unmet Aspirations of Youth

Rural youth, though educated and informed, remain under-engaged in development efforts. Understanding their needs and aspirations, widening their access to opportunities, and meaningfully involving them are critical to sustaining long-term change.



The Water Secure Gram Panchayat (WSGP) programme is a community-led initiative that enables effective water resource management and building resilient, sustainable, and gender-equitable institutions. The approach empowers rural households to improve their health and economic outcomes.

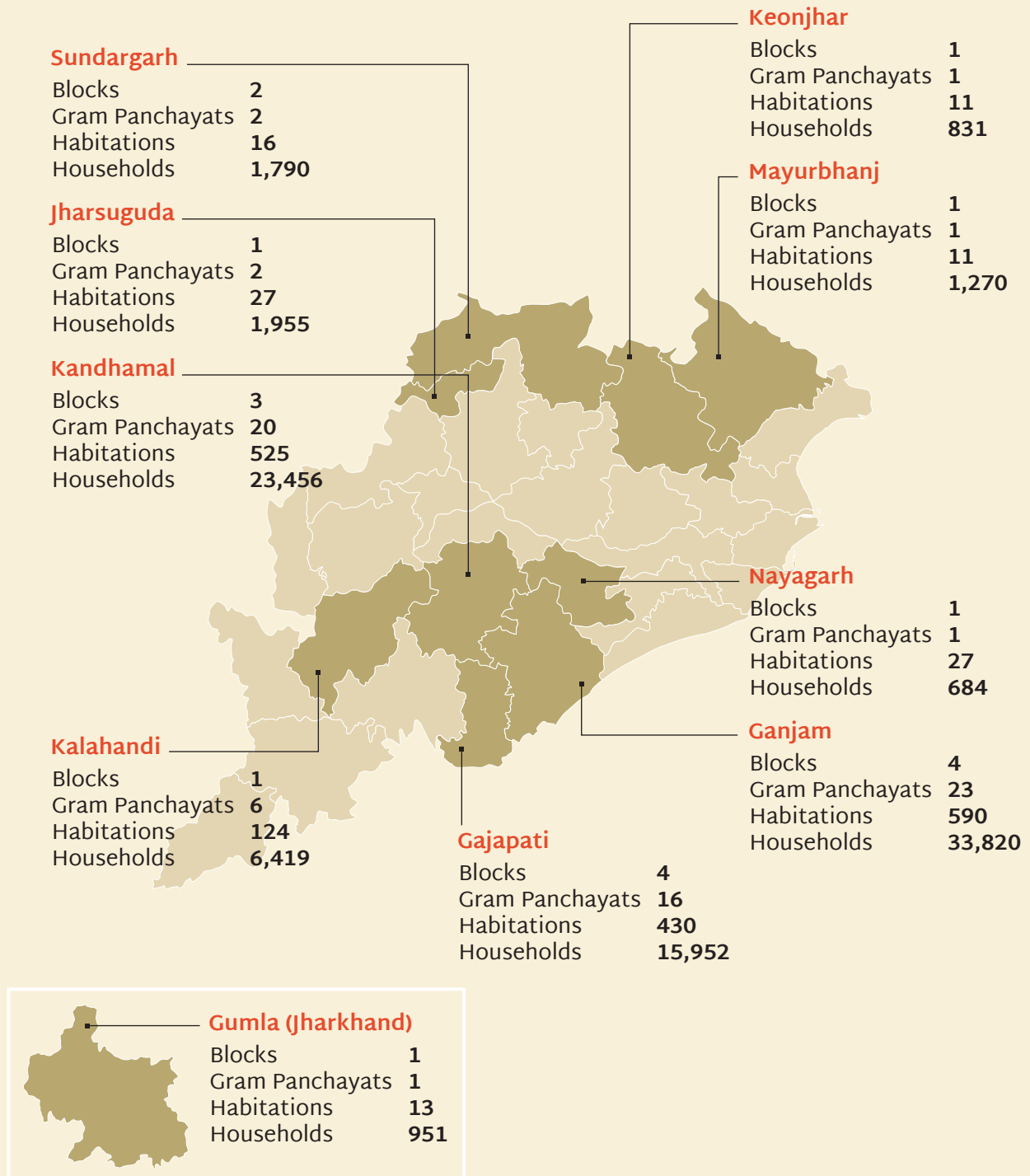
The Gram Panchayat, acting as a federation of its constituent habitations, is the unit of implementation. The programme envisions uniting all households in the habitations within a Gram Panchayat to manage their water resources effectively and strengthen the capacities of the local governance system to support this goal.

Gram Vikas developed the WSGP programme based on four decades of experience working with rural communities and understanding how climate change, shifts in state policy, and market conditions impact the life and livelihood security of those in remote parts of Odisha. The approach and strategies have evolved over the past four years since the programme's inception in 2020.

We articulated the key characteristics of a Water Secure Gram Panchayat through extensive community dialogues, collaboration with local governments, and expert consultations.

Implementation of the WSGP Programme has been taken up in 73 Gram Panchayats, in eight districts of Odisha and one district of Jharkhand.

COVERAGE OF WATER SECURE GRAM PANCHAYAT PROGRAMME



Blocks 19
 Gram Panchayats 73
 Habitations 1,774
 Households 87,128



The Safe and Dignified Migration (SDM) Programme focuses on regions where opportunistic migration is a key livelihood option. It empowers communities to benefit from informed and dignified migration. The programme contributes to the overall social and economic development of remote areas and enables stronger coping mechanisms for the impacts of climate change.

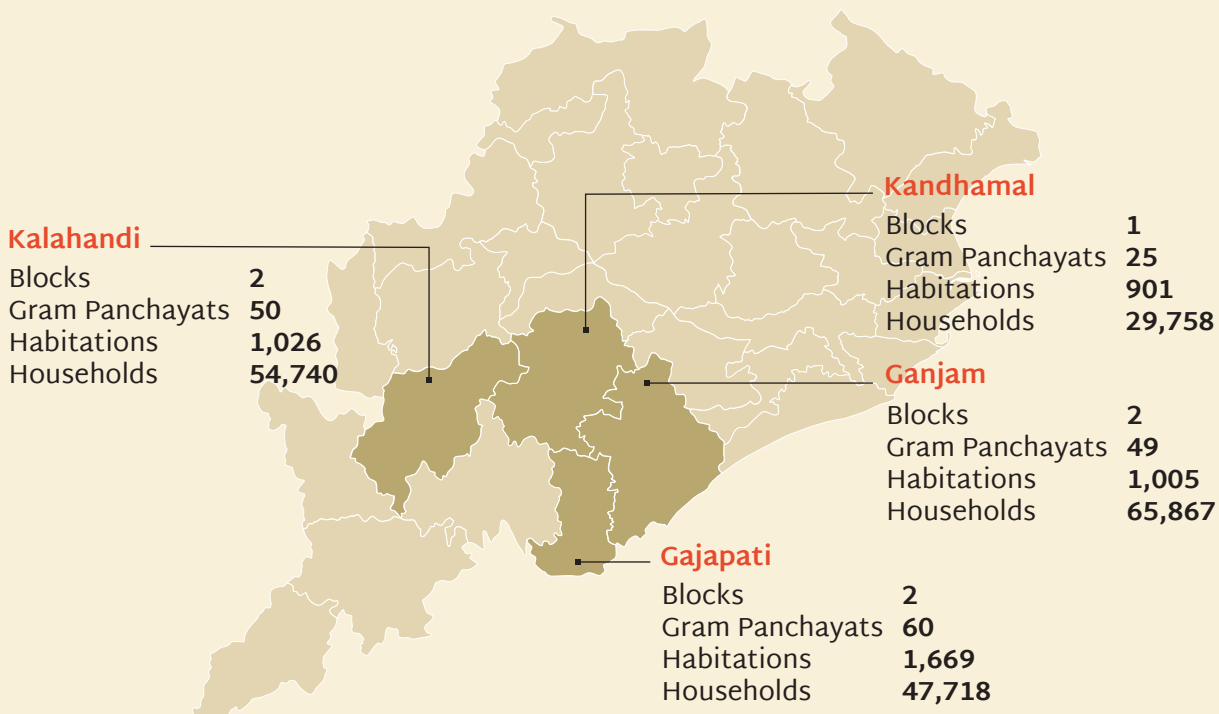
In the Eastern Ghats region of southern and south-western Odisha, changing climate patterns increasingly affect people's lives and livelihoods. Increased access to education and information creates aspirations among the younger generation to move beyond farming and other primary sector occupations. Consequently, migration for work is both a coping mechanism and an aspirational livelihood choice.

The SDM Programme is dedicated to supporting village communities, ensuring that migration is a consciously chosen livelihood option. It respects the worker's and the household's decision-making process, recognising that making migration safe and dignified requires seamless coordination between source and destination through a corridor approach.

The Programme plays a pivotal role in creating opportunities. It facilitates the investment of remittance incomes and establishes local income-earning opportunities for migrants and their dependent families. These investments can foster stronger local economic development processes, creating more employment and diversifying income opportunities locally.

The Safe and Dignified Migration Programme is taken up at the Block level, covering all villages in the Block. By March 2025, the Programme has been taken up in seven blocks of four districts.

COVERAGE OF SAFE AND DIGNIFIED MIGRATION PROGRAMME



 Blocks 7

 Gram Panchayats 184

 Habitations 4,601

 Households 1,98,083

LIST OF PROJECTS

The following projects under the WSGP and SDM Programmes were under implementation during the year.

- Community-led Ecological Restoration for Sustainable Development with the Clean Development Mechanism (CDM) Approach
- Community-Owned Social and Agroforestry in Kalahandi and Gajapati
- Project Sujal - Community managed Water Quality Management cum Improved WASH Initiative in Odisha and Jharkhand
- Support for water and sanitation and afforestation projects in Odisha and Jharkhand
- Water and Livelihoods Secure Gram Panchayats Programme in Jharsuguda, Sundargarh and Gumla
- Water Secure Gram Panchayat Programme in 28 Gram Panchayats
- Water Secure Initiative in Khurdha
- Localising Climate Resilience in the Eastern Ghats region of Odisha and Jharkhand
- Project for Water and Livelihood Security in Gajapati
- Project SAMRUDHI- Livelihood Enhancement through Water Management and Safe and Dignified Migration in Ganjam and Gajapati
- Rural Livelihood Project in Ganjam and Kandhamal

STRATEGIC EXTENSION PROJECTS

We are implementing several projects of strategic significance, addressing the needs of our community partners and building our organisational capabilities. These projects cover various thematic areas and span across villages in the districts where Gram Vikas has chosen to focus as part of its Gram Vikas Decade Five strategic approach.

► Swayamshree Project



The three-year programme “Empowering Women Entrepreneurs Programme” began in October 2023. The project aims at empowering up to 200,000 women entrepreneurs in 30 Blocks in 4 districts - Bargarh, Gajapati, Ganjam and Kandhamal. It builds on the foundational work done by the Department of Mission Shakti, Government of Odisha to promote economic empowerment of women collectives. It attempts to bridge gaps using the enterprise development approach to build sustainable women owned enterprises. Implementation of the project is in progress in 475 Gram Panchayats of 25 blocks, covering 2.97 lakh women.

► Holistic Rural Development Programme



Two projects under the HRDP umbrella were implemented during the year. The project covering 20 villages in Bolangir district was completed in March 2025.

A new Project began implementation in October 2024 covering 79 habitations in 4 GPs of two blocks in Keonjhar district. The project focuses on institution building, village development plan preparation, natural resource management, skill training and livelihood enhancement, irrigation infrastructure development, and water and sanitation.

➤ Rural Crèche Initiative



The Rural Crèche initiative has been taken up to address the needs of children in the age group of 7-35 months in remote villages in Gajapati, Kandhamal, and Kalahandi district. It provides a platform for children under three years for accessing proper nutrition, health, and Early Childhood Development interventions. The crèche is a community-based centre where parents can leave their children when they go out for work. It provides day care services for children for seven to eight hours a day for six days a week. During 2024-25 the rural crèches catered to 729 children in 50 villages.

➤ Project RAKSHAN- A better future for the children of Kandhamal



As part of Project Rakshan, we implemented WASH behaviour initiatives in three schools managed by Banabasi Seva Samiti in Kandhamal. Through the project, the Sanitation and Health Team extended its efforts to work with children with special needs, focusing on sanitation and health education. The sessions involved the pedagogy of Participatory Learning and Action (PLA) methods. This included play-based learning to build narrative and perspectives for better engagement and learning. The work with BSS has helped us gain more experience on working with children as a crucial stakeholder.

➤ Other Strategic extension projects undertaken during the year are:

- Develop organisational capabilities for promotion of rural enterprise
- Expansion of sunflower areas in rice fallows in Ganjam & introduction of promising climate-resilient new pigeon pea varieties in Odisha
- Facilitating integrated farming clusters in Gajapati
- Gram Seva - Integrated Village Development in Kalahandi
- Increasing access to improved water, sanitation and hygiene services in Odisha and Jharkhand
- Renewable energy access in Maligaon in Kalahandi
- Sahayog - Support to projects of Youth for India Fellows

THEMATIC AREAS

Gram Vikas internally organises its work into six thematic Focus Areas to ensure proper technical knowledge, capacities, and systems for planning and monitoring. Each area is further structured into Thematic Programme Components (TPCs) to ensure focus, coherence, and impact. Activities and result indicators are formulated with the TPCs as the starting point.

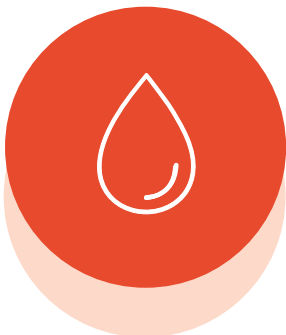


VILLAGE INSTITUTIONS

The Village Institutions thematic area, a cross-cutting theme, focuses on promoting and strengthening robust institutions that serve as Gram Vikas' partners in community development. We build institutional capacity at the village and Gram Panchayat levels through training for community leaders and by fostering inclusive, transparent processes. Activities engage a range of stakeholders, including women, children, youth, and vulnerable households. This work spans both programme platforms: the Water Secure Gram Panchayat (WSGP) Programme and the Safe and Dignified Migration (SDM) Programme.

➤ Resource Mobilisation Support Group (RMSG)

Formed in 2022, the Resource Mobilisation Support Group (RMSG) is a specialised team within the Village Institutions thematic area. It coordinates the planning and execution of village-level plans, conducts audits and certifications of resource mobilisation efforts, and supports programme teams through knowledge and capacity building.



WATER

The Water Focus Area supports village communities to build and manage piped water supply systems, ensuring reliable access to clean water for drinking and domestic use. By integrating water with sanitation, it promotes safe hygiene practices and reduces drudgery, especially for women. The focus on awareness, traditional and modern knowledge, and community-led processes helps ensure long-term water source sustainability. This work forms a core part of the Water Secure Gram Panchayat Programme.

➤ Water Resource Technology Group (WRTG)

Established in 2021, the WRTG is a specialised team supporting institutional capacity building for groundwater management under the Water Secure Gram Panchayat Programme. It provides technical and knowledge support and plays a central coordination role to standardise groundwater recharge interventions across locations.

➤ **Civil Engineering Support Group (CESG)**

The CESG offers technical support to field teams on civil design and construction. It builds staff and community capacity to adopt appropriate construction solutions for effective planning and execution of civil works.



LIVELIHOODS

The Livelihoods focus area promotes sustainable livelihoods for rural communities through interventions that enhance land productivity, add value to existing practices, reduce production risks, and lower input costs. Covering both farm and non-farm sectors, this work contributes significantly to the Water Secure Gram Panchayat and Safe and Dignified Migration programmes.

➤ **Enterprise Development Resource Group (EDRG)**

Formed in 2023, the EDRG coordinates planning, implementation, and monitoring of nano- and micro-enterprise development. It supports the training and deployment of local service providers who offer sustained business support to enterprises. The group also manages inputs from external agencies to strengthen the capacities of programme teams and community institutions.



SANITATION AND HEALTH

The Sanitation and Health focus area works to improve health and nutrition outcomes through interventions ranging from personal hygiene to village-level sanitation. It involves all stakeholders—individuals, households, and communities—and forms a core component of the Water Secure Gram Panchayat programme.

➤ **WASH-Nutrition Resource Group (WNRG)**

The WASH-Nutrition Resource Group supports field efforts to achieve better health outcomes. Its work spans research, knowledge building, issue analysis, and the development of context-specific communication strategies. The group also builds the capacities of staff and community members to address health and nutrition challenges effectively.



EDUCATION AND YOUTH

The Education and Youth focus area supports rural youth aged 10–24 by fostering aspirations and expanding access to education and skilling opportunities. It builds a supportive environment through learning groups, Bal Sabha (children’s assemblies), and Kishori Kishor Samuh (adolescent groups). The programme also offers upskilling pathways, nurtures community media journalists and campaigners, and runs sports initiatives that help young people build the knowledge, skills, and confidence to navigate a changing world with dignity.



HABITAT AND TECHNOLOGY

The Habitat and Technology thematic area promotes renewable and appropriate technologies in the water and energy sectors. It coordinates work at the community level to build capabilities and implement technology solutions. At the organisational level, the focus area addresses capacity-building needs related to new technology options.

LEARNING COLLABORATIONS

Gram Vikas is collaborating with reputed academic and research organisations to gain a deeper understanding of the issues that our community partners face and explore potential solutions. The following learning projects are ongoing.

► **Climate Resilient Odisha Produce Study (CROPS)**

Climate Resilient Odisha Produce Study (CROPS) is a joint research project by Emory University and Gram Vikas that began in 2023. An initial trial in 12 villages was completed in April 2024. The main trial started in September 2024, working with 946 households across 45 villages in Ganjam and Gajapati. The project aims to establish backyard gardens by providing technical knowledge, hands-on training, and ongoing support to ensure successful implementation and household consumption, with a focus on grey water channelisation, pest management, and dietary diversity.

Gram Vikas provided on-ground support for implementation of two learning projects taken up by the Gram Vikas Community Development Foundation.

► **Climate Change Local Adaptation Pathways (CLAPs)**

The CLAPS study is being led by IIHS Bengaluru with Gram Vikas and Centre for Migration and Inclusive Development (CMID) to examine outcomes of migration in urban and rural areas and evaluate ongoing or planned interventions relating to migration-as-adaptation. It is part of a multi-country study covering Bangladesh, Bhutan, India, and Nepal with a network of academic institutions from the UK called the Successful Pathways for Migration as Adaptation (SUCCESS) Project. In Odisha, the project is happening in Surada, Daringbadi and Rayagada blocks, and looks at the factors that affect decisions to stay (i.e., immobility). In doing so, the project aims to generate data on mobility and immobility trajectories for populations at source and destinations. The goal is to evaluate specific interventions aimed at migrants and non-migrants and identify and co-develop, with stakeholders, ways to enhance climate-resilient multi-local livelihoods.

► **India In-Line Chlorination Pilot Study**

India In-Line Chlorination Pilot study is a joint study by the University of Chicago Trust and Development Innovation Lab, with Gram Vikas providing support for implementation. The pilot aims to understand the efficacy of low-cost chlorination of two devices – PurAll, which is a proprietary product and the CTI-9 which is open source and easily fabricable. The efficacy is both in terms of disinfection through chlorination and community acceptance to chlorinated water. The study is being taken up in nine habitations in nine Gram Panchayats of five blocks in Rayagada district, covering 1819 households.

» Milestones and Measures

The following pages highlight outcomes from the past year's sustained, community-led efforts, shaped by years of close partnership between Gram Vikas and the communities we work with. These outcomes are grounded in community ownership, collective action, and inclusive participation. They reflect the scale, diversity, and depth of change possible when communities lead and institutions like Gram Vikas contribute as trusted partners in the process.

The progress and achievements are presented in four result areas

SUSTAINABILITY



PROSPERITY



SAFETY

**EQUITY &
RESILIENCE**





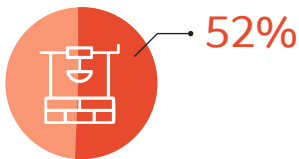
SUSTAINABILITY FOR COMMUNITIES AND ECOSYSTEMS

Adequate water for drinking, household use, and livelihoods is essential to sustaining life and ecosystems. Gram Vikas works with village communities and local governments to strengthen the technical capacity and institutional systems needed for long-term water and ecological sustainability. We simplify hydrogeological principles and digital tools, making them accessible at the community level and enabling informed local action.

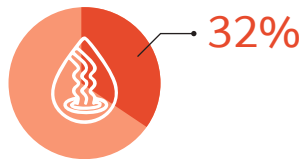
Work in the sustainability result area has been taken up in 73 Gram Panchayats under the Water Secure GP Programme.

INCREASED AVAILABILITY OF WATER

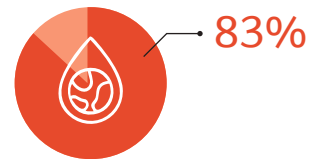
Application of watershed principles at the source level, through the Comprehensive Sourcedhed Development (CSSD) approach in enabling the conservation and development of precious catchment areas of water sources. The water sources inventory is helping generate awareness among village communities about the resource, and helping in identifying critical water sources that need additional care. Measures such as water absorption trenches, contour trenches, stone bunds, gully plugs, and field bunds help arrest soil erosion, increase subsoil recharge, and retain soil moisture.



of the 3674 wells monitored at the community level have recorded an increase in water levels.



of the 819 springs have recorded an increase in water discharge.



of the 6250 water sources that are critical for drinking water supply are perennial.

There has been a steady increase in the number of wells and springs that have improved as a result of the work.



In **599** out of 1774 villages, all drinking water sources are now perennial.

IMPROVED TREE COVER

Gram Vikas' began work on afforestation and horticulture in the early 1980s. Over the first four decades we helped reforest more than 10,000 hectares of land. The work on mixed forestry and agroforestry has seen a revival since 2021.



340 hectares
of mixed forestry
plantations



2419 hectares
of Agroforestry plantations with
fruit-bearing species

The work on tree plantation is an integral aspect of the Comprehensive Sourced Development (CSSD) approach, to ensure the conservation of land and water resources. The agroforestry plantations contribute to diversifying income sources for farming households. The ongoing work on voluntary carbon markets will help increase the economic value of plantations and provide an extra fillip to both protection of plantations and expansion of land under tree cover.



Community-led Plantation and Water Conservation in Gajapati



Odisha's Gajapati district has faced rapid impacts of climate change, including drying springs, declining groundwater levels, and reduced farm yields. In response, the communities of Koinpur, Laxmipur, and Kerandi Panchayats united to restore their environment and livelihoods with targeted plantation and water conservation initiatives.

1600 farmer households planted 80,000 seedlings—including mango, citrus, coconut, cashew, tamarind, and other species—across 200 acres of degraded land. These efforts have raised soil moisture, revived springs, and strengthened food and income security for tribal farmers.

Communities built over 2,000 running meters of contour stone bunds for erosion control and rainwater harvesting. These structures are already aiding groundwater recharge and stabilising the region's water systems.

Kantaru Pattabhuyan from Lumudasingh shared: "Forty households received 2,000 saplings. Nearly 1,500 feet of stone bunds were built. These steps will conserve water and grow forest cover."

Gajendra Sabar from Kalinga village planted 1,575 saplings and completed 200 feet of stone bunding. "This will reduce run-off and conserve groundwater," he said.

This integrated approach—community-led afforestation and climate-resilient water conservation—is restoring the land and rebuilding rural families' confidence in their future.

USE OF GROUNDWATER INFORMATION FOR DECISION MAKING

Effective management of water and natural resources at the farm, household, and Gram Panchayat levels requires that village communities and local governments have the necessary scientific knowledge and technical capabilities. Hydrogeology principles and information technology tools must be simplified and made accessible for all users. Traditional knowledge of resource management held by communities should be understood and integrated into interventions. The Community-based Water Resource Management (CWRM) methodology has been developed with this premise.

As of March 2025,

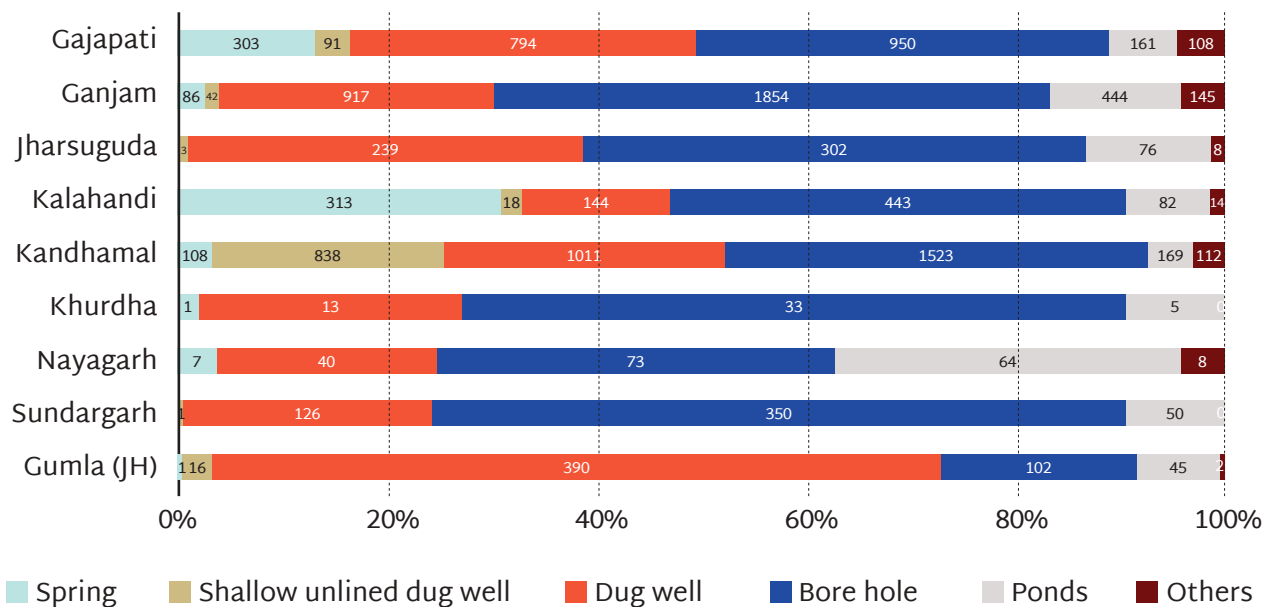


The water source inventory for 1647 habitations in 79 Gram Panchayats have been completed.



Trained volunteers are now regularly monitoring water sources in habitations where systems for source tracking have been established. A total of 634 habitations have adopted this approach.

Water Source Inventory data for 79 Gram Panchayats – Types of water sources



Aquifer mapping and Water Passbook, two crucial steps in the CWRM process have been completed in 69 habitations. Four habitations have used the water passbook for winter and summer crop planning. 44 habitations are regularly collecting water level information to update the water passbooks.

The Water Passbook is a simple, user-friendly tool that tracks groundwater availability for a habitation. Designed like a bank passbook, it shows water inflow, outflow, and balance, and can be easily updated whenever water levels in the wells in a habitation are recorded. It currently covers only unconfined, shallow aquifers, not deeper confined ones.



Building Water Wisdom: Participatory Groundwater Management in Konkia Panchayat



Lasting solutions for water and natural resource management must come from within communities. When people understand and take ownership of local water systems, they become better equipped to build resilience against climate and social challenges.

In March 2025, a Gram Panchayat-level training on Participatory Groundwater Management was organised in Konkia Panchayat of Ganjam district. Ninety-two participants from 22 villages, including GPCC and VDC members, farmers, and women leaders, attended the programme.

It focused on making technical concepts, such as hydrogeology, groundwater recharge, and watershed management, understandable and relevant to everyone. It is crucial to demystify principles of hydrogeology and make knowledge accessible to all.

Participants learned about the Water Secure Gram Panchayat Programme and tools such as the Water Source Inventory and Water Passbook, which help villages track their water use. Through group activities, they mapped water sources, found gaps, and planned conservation steps for their area. The session demonstrated how water, forests, and land are interdependent.

Chandrashekhar Nayak, Sarpanch of Konkia GP, said, “I will work with the community to connect government schemes and address our groundwater and farming challenges.”

Rania Mallik, President of Baniamari Village Committee, echoed this awareness: “Cutting down forests for paddy farming has disturbed our rainfall and lowered groundwater. I realise now how deeply connected these issues are.”

The training provided a pathway for communities to work together to manage water more effectively. As they start to map, measure, and plan for their water needs as a group, they help ensure that everyone has access to enough water for drinking, cleaning, and earning a living.



PROSPERITY FOR INCOME, INCLUSION, AND ADAPTATION

Economic gains at the household level strengthen long-term wellbeing and adaptive capacity. Gram Vikas supports producers – especially women – with the knowledge, tools, and support they need to improve production, reduce risks, and increase income. Households earn more from farming, allied activities, and small enterprises. They use weather advisories and the Water Passbook to make informed decisions and lower costs. Women lead producer groups and play a key role in strengthening local economies.

Work in the prosperity result area has been taken up in 73 Gram Panchayats under the Water Secure Gram Panchayat Programme, Swayamshree, and as part of several strategic extension projects.

STRENGTHENING FARM LIVELIHOODS

Support from Gram Vikas enabled 1,68,297 farmers to raise remunerative crops in 74,724 hectares of land.



1,02,076 households have increased land area under cropping.



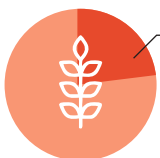
63,482 households have increased cropping intensity by undertaking a second crop.



38,307 households have reported increased income from farming activities.

₹344 Cr

Total value of production reported by producers



24%

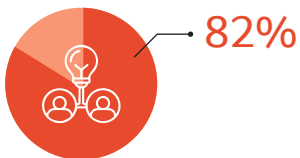
24% increase in production as a result of the collective actions.

Gram Vikas has undertaken a wide range of activities to strengthen farm livelihoods of the partner communities.

COLLECTIVISATION OF PRODUCERS

Enabling farmers and producers to come together as collectives has led to significant improvements in sharing resources, making decisions that benefit everyone, and accessing support from government and other stakeholders. There is substantial focus on recognising women's contributions to farming by forming women-led and exclusive women Farmer Producer Groups (FPGs).

2367 farmer producer groups were in place by March 2025, with a total membership of 58,793 households.



1959 (82%) of the producer groups have been linked to one or more government support schemes.



441 groups have reported reduction in cost of inputs due to collective purchases



371 groups have reported increased income from sale of products.

Fields of Change: Reviving Farming through Collective Action



For decades, farming in Dumerjore village, in the Sundargarh district of Odisha, was limited to a single paddy crop during the monsoon season. The absence of irrigation left fields barren during the dry months, forcing families to seek daily wages in nearby towns or catch fish from the Mandira Dam to supplement their income. The village has now undergone a quiet transformation led by local farmers with support from Gram Vikas. At the heart of this change is Manguru Oram, 54, Secretary of the Village Development Committee (VDC) and a member of the Jeevan Anand Farmer Producer Group (FPG), who reflects on the journey, "Having piped water, a bathroom, and a toilet at home changed how we lived. But the real shift came when we began to see farming as a shared responsibility and opportunity."

In 2023, Manguru and a few farmers approached Gram Vikas for support to enhance their farming practices during the dry months. Gram Vikas convened a community-wide meeting in June 2023, during which the idea of year-round farming with irrigation was explored. “With irrigation, we could use our land all year,” said Mohan Oram, 28, a farmer and Jeevan Anand FPG member. Gram Vikas encouraged the farmers to form a Farmer Producer Group to leverage the benefits of collective bargaining, lower input costs, and better market access.

Inspired by this vision, 10 farmers joined forces to form the Jeevan Anand FPG, collectively managing 18.5 acres of land. Along with the Krishi Vigyan Kendra (KVK) in Rourkela, Gram Vikas facilitated training sessions on crop planning, water budgeting, organic methods, and mixed cropping. Equipped with knowledge and guided by agricultural specialists, the farmers devised crop plans for both the Kharif and Rabi seasons, helping them diversify their crops and maximize yields sustainably.

The group submitted a request to the Irrigation Department for a motor to draw water from the Mandira Dam. This initiative, facilitated by Gram Vikas, marked the beginning of a shift towards year-round farming and improved livelihoods.

In September 2024, the farmers began planting fruit-bearing trees as a long-term source of income. “Considering market demand, we chose guava, lemon, and pomegranate,” recalls Mohan. The group planted 1,320 saplings. Bandana Oram, a member who planted trees on two acres of her land, shared, “The plantation will not only improve greenery and soil moisture, but also give us steady income in the coming years.” In November 2024, the farmers also constructed farm bunds along 1.80 acres to retain rainwater, prevent erosion, and enhance soil health.

With irrigation, more crops, and fruit trees, Dumerjore’s farmers now have steady work and income. The Jeevan Anand FPG’s progress shows how working together changes lives and helps build strong, self-reliant communities.

PRACTICES AND TECHNOLOGY APPLICATIONS FOR IMPROVED FARMING

Support is being provided to farmers for an improved package of practices through training, demonstration and provision for better inputs.

During 2024-25 support was provided for cultivation of



34,326 hectares of land for cereals such as paddy, maize, millets



4501 hectares of land for vegetables such as brinjal, pointed gourd, beans



1752 hectares of land for tuber crops like turmeric and potato



20,976 hectares of land for 37,348 farmers from 1079 producer groups are practicing line transplantation of paddy



800 hectares for demonstration of improved practices of pigeon pea was taken up with 7,498 women farmers



400 hectares of land for sunflower with 1047 women farmers

To increase efficiency of farming operations and reduce drudgery, provision of farm tools such as power tiller, weeder and power sprayer have been made. FPG clusters have been formed to manage the use of these tools. Reasonable user fees are being levied by the groups to ensure proper maintenance of the tools. A total of 123 producer groups had access to tools, and 90 were supported with special training to manage the equipment.

IRRIGATION AND ALLIED ACTIVITIES

Renovation of existing water harvesting structures, creation of farm ponds, and repair of existing canals were undertaken to enhance the water availability for growing a second crop.



41 new irrigation structures were created, including one check dam, providing life-saving irrigation to standing crops and enhancing water availability for second crops.



Support was provided for solar irrigation.



5562 hectares of land have been newly brought under irrigation. This has benefitted 12091 farmers.

WEATHER AND CROP ADVISORIES

Hyperlocal weather forecasts and crop advisories have helped increase the confidence of farmers to grow more. The advisories provide accurate information where mobile network and smartphone based information is not accessible. This information is crucial to prevent pest attacks and reduce crop losses.

Village level volunteers called Pani Paga Mitra update the village weatherboard and assist farmers who cannot read.



Nine automatic weather stations provide advisory services in villages of Gajapati, Ganjam, Kandhamal and Kalahandi districts.



1316 farmers are using the crop advisories for crop planning.

OFF-FARM PRODUCTION

Goat rearing is a preferred allied livelihood option for Gram Vikas' community partners. The focus of work has been on reducing mortality and access to better yielding goat breeds. Improved goat shelters and timely vaccination are key inputs provided.



Backyard poultry with improved practices was promoted with 8787 households.



1291 women adopted scientific ways of fisheries in the village ponds and



623 women adopted all season mushroom cultivation.



9090 households have reported increased income from animal husbandry.

From Loss to Security: How a simple shed turned goat rearing into a dependable livelihood in Landusahi



In Upper Landusahi, a remote village in the Laxmipur Gram Panchayat of Gajapati district, Keshab Bhuyan and his wife, Pramila, spent years rearing goats to make a living. But every monsoon brought setbacks. Damp conditions made the animals prone to infections, and many wouldn't survive the season. The couple often spent more on treatment than they earned from selling the goats.

“We used to feel helpless,” recalled Keshab. “The goats would get drenched, fall sick, and die. We lost many during the rains.” All of this changed when Gram Vikas supported them in building a proper goat shed as part of the Water Secure Gram Panchayat Programme, which focuses on strengthening livelihoods for small and marginal farmers. The shed was simple yet well thought out – it featured a raised floor, proper ventilation, and sloped drainage, which kept the animals dry and healthy.

“Since we built the shed, we have hardly lost any goats,” said Keshab. “We don't spend on medicines anymore. They are healthier and stronger now.” The couple now raises 15 goats. Each goat has a name and is familiar to them. “They respond when we call,” said an elated Pramila.

What was once a fragile livelihood is now a reliable income source. When needed, they can sell a goat to pay for urgent expenses. Keshab recently sold a 35-kilogramme goat for ₹25,000. “It's like having an ATM,” he said.

Goat traders from Andhra Pradesh and Srikakulam now regularly visit the village. Though middlemen still take a cut, the prices are fair, and Keshab feels confident about selling locally.

The goats also provide nearly eight kilograms of manure each day. The manure is composted and used on their fields. “We hardly use chemical fertilisers now,” said Keshab. “The soil stays fertile and productive.”

With the monsoon approaching, the couple is reinforcing their shed and preparing their herd. The goats get vaccinated three times a year. They get vitamin supplements as needed. “Goat rearing has given us a sense of security,” said Pramila. “We don't feel vulnerable anymore.”

Their success is drawing attention. Neighbours now visit to learn about shed construction and goat care. With continued support, Keshab hopes to expand their herd. The shed has not solved every problem, but it has changed their lives. Their animals are healthy. Their income is steady. Most importantly, the future no longer feels uncertain.

NON-FARM LIVELIHOODS

Farming and allied activities form a large part of the traditional livelihoods for Gram Vikas' community partners. Over the past few years, there has been a deliberate move towards exploring non-farm livelihood opportunities. This is most visible in the increasing preference for inter-state migration for work among the younger men in the villages. Acknowledging this shift in preferences, Gram Vikas has strengthened its work in microenterprise development. The Swayamshree project has provided much-needed fillip in this process.



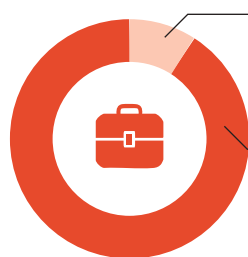
14661 households have reported increased income from non-farm enterprises. The income generated is estimated to be ₹135 Crore.

MICROENTERPRISE DEVELOPMENT

The Microenterprise Development Programme aims to create local capacity and support systems to enable entrepreneurs to start and run viable, profitable businesses. An important aspect of the programme is guiding migrant workers and their households to make productive investments from remittance incomes.

The Gram Udyog Mitra (GUM) is the trained business development support service provider who identifies potential entrepreneurs, provides them training, helps identify viable business options, prepare business plans and support in starting the business. The GUM provides continued handholding for a period of time. A total of 130 Gram Udyog Mitras were active during the year.

During the year



754 business plans were prepared

726 enterprises were made functional

Microenterprise Performance Tracking System

Many nano and microentrepreneurs lack structured financial records, limiting their ability to grow and access credit. To support their transition from subsistence income to sustainable enterprise development, Gram Vikas introduced the Enterprise Performance Tracking System (PTS)—a simple yet comprehensive tool to monitor business performance and establish creditworthiness.

The PTS includes a one-time business information sheet, a daybook maintained by the entrepreneur to record daily transactions, and a performance tracking sheet prepared by the Gram Udyog Mitra (GUM). From this data, financial statements such as the Profit and Loss Statement, Cash Flow Statement, and Balance Sheet are generated. This process helps build a clear financial picture of the enterprise.

A total of 345 enterprises are currently part of the PTS process, with monthly financial statements manually prepared by GUMs. Efforts are underway to digitise the process, with AI tools being explored to enhance efficiency and scale up performance tracking.



ACCESS TO BANKING SERVICES AND FINANCIAL SAVINGS

Financial literacy and access to formal banking services is an important aspect of safe migration. Opening bank accounts for migrant workers is required at the destination locations. The corridor approach of the Safe and Dignified Migration (SDM) programme has made it possible with implementation partners providing services at the destinations.

During the year,



308 migrant workers were supported to open new bank accounts by organising camps in migrant residential areas. Similarly, at the source locations,



257 members of migrant households were supported to open their own bank accounts.



Support was provided to 494 individuals for banking-related services, including KYC updating and opening of deposit accounts.

Financial literacy sessions were organised in source villages to encourage the use of formal banking systems, promote savings and investments, and help individuals track income and expenditure. A total of 228 sessions reached nearly 2,500 people. As a result, 12 individuals have begun investing through recurring and fixed deposits.

INCREASING WOMEN'S ROLE IN ECONOMIC ACTIVITIES

Strengthening women's participation in economic activities is integral to achieve lasting prosperity. Recognising women's role in farming and enabling them to occupy leadership positions is an important aspect. In migration dependent households, the remittance income is best utilised if women take decisions and begin operating economic activities.

1685 of the 2367 farmer producer groups are run exclusively by women. 40% of the 682 groups with mixed membership of men and women have a woman office-bearer, taking part in decision making for the group. The largescale demonstration of improved crops such as pigeon pea and sunflower is being taken exclusively by women farmers. A total of 29652 enterprises owned and operated by women have been formed. They form 81% of all enterprises supported by Gram Vikas.

Fields of fortune: Women collective in Karkarada redefined farming

In the remote village of Kankarada in Nuagada block of Gajapati district, 100 women farmers have come together to transform bean farming into a thriving collective enterprise. Traditionally reliant on individual sales at local markets, the women earned limited returns and spent significant time and effort in marketing their produce.

This changed in March 2024, when Gram Vikas facilitated a meeting between the existing Producer Group Beans Utpadaka Dal and ten women's SHGs from the area. The women decided to organise as a cluster, adopting collective cultivation and marketing strategies across 60 acres of land.

Led by Sunita Raita and Elizabeth Raita, the group established direct linkages with buyers in Berhampur, Aska, and Digapahandi. Vendors began procuring beans directly from the village, eliminating the need for the women to travel to sell the produce.

In the 2024 season, the collective sold 78 metric tons of beans at ₹60 per kilogram – ₹5 more than the local rate - earning ₹46.8 lakh in total sales. They earned a net profit of ₹3.9 lakh, and with the savings in transportation costs of ₹40,000 saved on transport, the total benefit is ₹4.3 lakh.

“The convenience of selling from home has been a blessing,” says Sunita Raita. “We can now invest that time in improving our farming.”

Buoyed by this success, the women plan to scale up cultivation and improve practices through further training from Gram Vikas. The initiative has not only improved incomes but also strengthened the case for women-led, collective farming models in remote regions.





SAFETY FOR DIGNITY AND WELL-BEING

Good health and nutrition depend on safe water, sanitation, and hygiene. Drinking water must be free from contamination – whether from human activity or natural sources. Gram Vikas helps communities build and manage systems that ensure every household has a toilet, private bathing space and tap water. Villages are also equipped to monitor water quality and manage wastewater safely, with women and children playing key roles in ensuring that these systems work.

Work in the safety result area has been taken up in 73 Gram Panchayats under the Water Secure GP programme, and as part of several strategic extension projects.

ACCESS TO SAFE WATER

Gram Vikas has continued to build on the legacy of more than three decades of enabling communities to access safe water and sanitation.

Functional household tap connections

The community-managed and owned model of comprehensive water access, with three tap connections - in the kitchen, bathroom, and toilet - has significantly reduced the burden on women previously dependent on distant or unreliable water sources.



Households in 1,455 villages now have access to three taps at home, with water supply systems managed by the Village Development Committees



Benefiting a total of 83,801 households.

In addition, 27,983 households in 346 villages have access to at least one tap at home, from piped water supply systems managed by the Rural Water Supply and Sanitation department. Further, 49,693 households have access to safe water, but not from a tap connection.

Community-managed Water Quality Management

Local capacity building has been key in establishing a system for water quality management. 807 villages across 73 Gram Panchayats currently have trained water quality service providers assisting them in keeping track of water quality, planning for water safety and implementing mitigation measures.



Regular water quality surveillance and monitoring, following established protocols, is now being conducted in villages across 73 Gram Panchayats. A total of 718 villages are actively involved in this process.

These include routine testing of water, at least twice a year, for turbidity, nitrate, bacterial contamination etc. Sensitisation sessions to build awareness on behaviours for water safety are conducted. In 63 villages where contamination such as presence of coliform bacteria or excess iron was identified, the Village Development Committees have taken corrective action.

Confidence on the wall: How a simple water board is empowering rural households

In Gram Vikas' partner villages, a gradual change is underway, powered by a simple tool - the Safe Water Board. Installed in the centre of the villages, these boards are changing how communities understand and manage their drinking water. They are becoming a practical tool for improving awareness, transparency, and local ownership around safe water use.

In villages like Gunjamali in Adri Panchayat, trained community members use Field Test Kits to monitor water quality regularly, particularly before and after the monsoons. They update the board with each result, so every household can stay informed about the condition of their drinking water. This transparency builds trust and supports informed decisions that protect health and well-being.

For 25-year-old Kanden Jhodia, the impact is personal. "Each time I pass by the board, I feel reassured," she says. "Knowing our water is safe brings peace. Clean water at home has made life easier and healthier for our children, women, and the elderly."

What once felt uncertain is now visible, measurable, and manageable. Regular testing helps villagers identify hidden risks, seek timely solutions, and care for their most essential resource. The boards have sparked a mindset shift, turning passive dependence into active stewardship of water safety.



ACCESS TO SAFE SANITATION

The efforts to expand access to dignified sanitation remains a central pillar in Gram Vikas' work.

Household sanitation

The integrated water and sanitation approach of Gram Vikas with household toilets and bathing rooms have ensured dignity and overall well-being for communities.

With technical support from Gram Vikas,



households in 1,460 villages have built toilets and bathing rooms with water connections, benefitting 87,967 families.



In addition, 21,697 households across 642 villages have access to functional toilets constructed independently or through government support.

Recognising that the path to universal sanitation must be inclusive, we provide targeted support for construction of household toilets and bathing rooms to vulnerable households. The households needing additional financial support are identified by the village communities through a participatory process. During the year 1190 households in 29 villages were provided partial assistance in the form of materials required for construction.

As a result of the continuing efforts to sensitise communities on safe sanitation 164 households in eight villages have initiated the construction of toilets on their own.

Continuous community engagement has driven positive shifts in sanitation, hygiene, and menstrual health behaviours. Events like Swachata Mela and World Toilet Day enable the communities to interact with public service officials. They also allow children to lead the adoption of healthier habits.

Eight such events were held during the year, and behaviour change activities with children and adolescents were taken up in 457 villages. Our work on ensuring better environmental health has been focused on source segregation and village cleanliness. Regular village cleanliness drives are being conducted in 362 villages.

Liquid Waste Management

Household sanitation efforts also include reuse of greywater for food production and diversification of nutrition intake. The waste water from kitchens and bathrooms are diverted to raise backyards gardens with a variety of vegetables and fruits.



10,142 households in 549 villages have raised backyard gardens during the year.

NUTRITION AND EARLY CHILD CARE

Establishing and operating Balwadi for young children was part of Gram Vikas community development approach in the early days of the organisation. The work was revived in 2023 with the initiation of the Rural Crèche Initiative. The centres operate as community-managed early child care centres, and provide safe, structured, and nurturing environments for young children while their regular caregivers are away at work. The centres function for 7-8 hours a day, six days every week, offering day care services which include nutritious meals, early childhood stimulation, and growth monitoring.



Crèches are operational in 52 villages of Kalahandi, Kandhamal and Gajapati Districts with enrolment of 729 children.

In other villages where such established crèches are not operational, we have focussed on building up the work on liquid waste management and backyard gardens through play based learning and participatory learning and action (PLA) methods to improve dietary patterns and holistic nutrition, especially with children, adolescents and women.

Safe Spaces, Stronger Futures – Shishu Ghar empowering rural families

In 52 villages of Kandhamal, Gajapati, and Kalahandi districts of Odisha, a transformative initiative tackles a key challenge for rural women: balancing work with childcare. The Rural Creche Initiative communities create safe spaces for children and support women's economic independence.

The initiative, known as Shishu Ghar, is more than just a childcare centre. These crèches offer a safe and nurturing space for children aged 7 months to 3 years, providing nutritious meals, early stimulation, and health monitoring, which frees mothers to engage in livelihood activities.

In Balipadara village, Rashmimala Mallik is one such mother who benefits from this initiative. "The Shishu Ghar is a blessing," she says. "Knowing my child is in safe hands, being well fed and cared for, I can focus on work and contribute to our family's income."

The Shishu Ghar is managed by a Crèche Committee comprising community members and local government representatives. This structure ensures transparency and sustainability. The initiative enables women's economic participation, improves school attendance of older siblings, and builds community solidarity.

In Barangsing village, Esli Gamango shares how the centre has changed daily life – "We leave our children here, and they are happy. That makes us happy too. We can now complete our household chores and work in the field. Some of us even go to the forest or cultivate finger millet. After returning, we pick up our children from the crèche."



Caregivers like Rina Raita, a trained local woman, find pride in their work. She starts the day by preparing the space and toys. Once children arrive, she takes attendance, prepares fresh meals, and guides the children through play and learning focused on cognitive growth. Caregivers also teach WaSH (Water, Sanitation, and Hygiene) practices. Children receive three healthy meals a day, including six eggs a week.

The centres double as hubs for health and nutrition. Regular health camps track children's growth, referring them to Nutritional Rehabilitation Centres or government services when needed.

In Sindrigaon village, Sanura Mallik, Secretary of the Village Development Committee (VDC), reflects on the journey, "At first, I was doubtful. But as a VDC, we put in effort and made it happen. Today, 13 Shishu Ghar operate in Sindrigaon Panchayat, each one a testament to what's possible when communities are empowered to lead. This is a very unique and welcome initiative".

Sushama Behera, a mother from Andarigaon village, recalls, "Earlier, I had to do household work with my child in my arms or wait for her to sleep before stepping out. Now, with the crèche, I know she's safe. I can work freely."





EQUITY AND RESILIENCE FOR PEOPLE, RESOURCES, AND OPPORTUNITIES

Equity and resilience are achieved when people have fair access to natural resources, can participate in local decision-making, and pursue secure livelihood options. Gram Vikas supports village communities and local governments to plan inclusively, ensuring that women, youth, and vulnerable households are prioritised.

Households are better able to access entitlements, make informed choices about migration, and receive support at both source and destination. Emotional and social safety nets, especially for women and children, are becoming stronger. Local plans, leadership roles, and institutional platforms now reflect a shared commitment to fairness, security, and opportunity for all.

Work in the equity and resilience result area has been taken up in all programmes and projects.

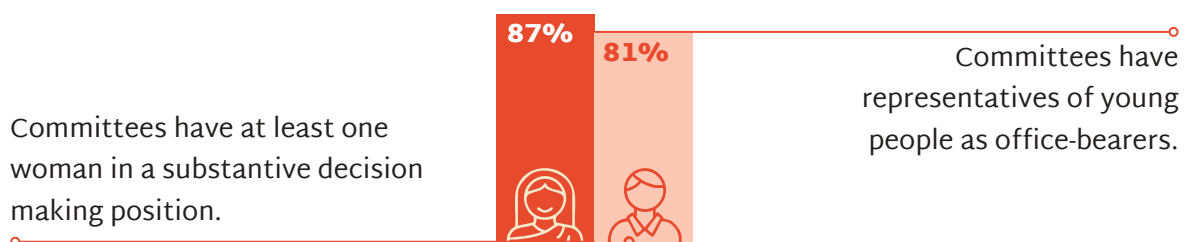
STRENGTHENING COMMUNITY INSTITUTIONS

Gram Vikas' work with our community partners is anchored and commanded by peoples' institutions.

Governing institutions

The Village Development Committee (VDC) is the primary governance and management institution at the habitation level. The VDC is formed combining several habitations, where it is not feasible to have an independent committee due to small population size. The Gram Panchayat Coordination Committee (GPCC) is the GP-level federation of village development committees that serve as the primary interface with the local government system.

1039 Village Development Committees are active, representing 1190 habitations where intensive, multi-sectoral work is being taken up.



GPCC has been established in 20 gram panchayats. All of them have representation of women and youth in key decision making positions.

Stakeholder specific institutions

Women' self-help groups (SHG), Kishor Kishori Samuh (adolescent groups), and Bal Sabha (children's groups) anchor different activities that are stakeholder specific.

The women' self-help groups are part of the Mission Shakti network. Gram Vikas supports the groups and their federations - Cluster-level Federation (CLF) and GP-level Federation (GPLF) – to take up various activities. We worked closely with community resource persons and master book keepers of Mission Shakti to revive dormant Cluster Level Federations and Gram Panchayat Level Federations

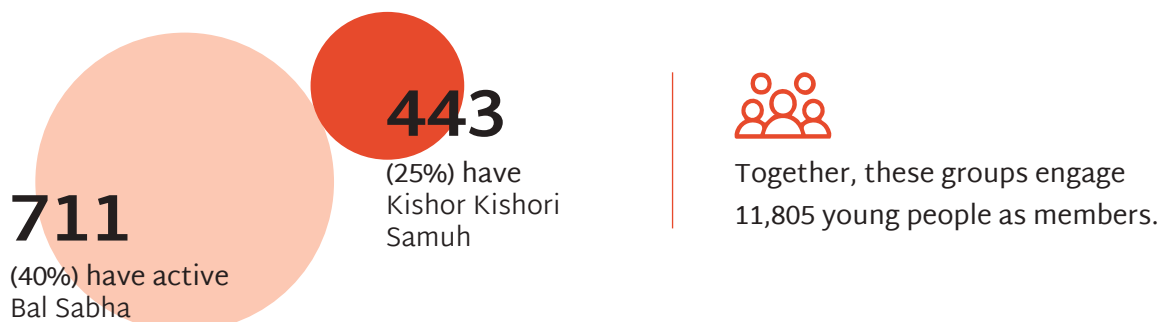
Cluster Federations were revived in 83 clusters through our efforts.



Women not previously part of the network were mobilised to join existing Self-Help Groups, bringing in 395 new members. In addition, 69 new groups were formed and 47 defunct groups were revived in collaboration with Mission Shakti. Special attention has been given to the inclusion of women from migrant households in the SHGs.

The engagement with children and adolescents through Bal Sabha and Kishore Kishori Samuh focuses on supporting young people to take up common issues and generate awareness on key matters. Campaigns cover topics around personal hygiene and environment protection. These groups take the lead to celebrate special days such as Children' day, Independence day and Van Mahotsav.

Of the 1,799 villages,



SUPPORT TO VULNERABLE HOUSEHOLDS

Building institutional systems at the habitation and GP levels to take care of the needs of the most vulnerable sections of the community is a crucial aspect of ensuring equitable and inclusive communities. The process of identification of vulnerable households and persons requiring support to access social protection is done under the aegis of the VDC.

Gram Yojana Saathi and Pravasi Mitra provide technical and process support for identifying eligible persons, collecting relevant documents and applying for different social protection schemes. These include health insurance schemes, various pension schemes and different citizenship or occupational documents such as Aadhar, Farmer Cards, Labour Cards, etc., and government certificates. In case of migrant workers, services are provided at the destination locations to enrol in welfare measures such as e-Shram.

Of the 9,081 individuals identified,



91%
(8,277) received the social security support they were seeking.



In addition, 314 migrant workers were supported in enrolling in welfare schemes at their destination locations.



Collective Efforts Bring Pensions to the Most Vulnerable

In Konkia Gram Panchayat in Ganjam district, Village Development Committees (VDCs), self-help groups (SHGs), ward members, and local residents came together in a united effort. Their collective action ensured that long-delayed pensions finally reached some of the community's most vulnerable members.

For years, elderly, widowed, and disabled residents struggled to access pensions despite being eligible. Rupa Malik, a 62-year-old widow from Purunapatna village, shared: "I approached the Sarpanch more than a year ago, but nothing happened. Only when the VDC, SHG members, ward members, and villagers came together did I finally receive my pension in September 2023."

In August 2022, village-level discussions began across the 21 villages of the Gram Panchayat. With support from Gram Vikas, Village Development Committees consolidated community demands and presented them at the Gram Panchayat level. Women's self-help groups played a key role by compiling detailed lists of eligible individuals, including their age, disability status, and widowhood status, and helping them prepare and submit the necessary documents. In March 2023, a formal list of 45 eligible individuals was submitted to the Panchayat, with names, supporting documents, and the types of pensions sought.

Their persistence paid off. In September 2023, 22 people began receiving their monthly pensions. In October, another 17 joined them. For the first time in years, they received ₹1,000 per month, bringing much-needed financial relief. The remaining five began receiving their pensions in early 2024.

Sukumari Mallik, 57, from Kankia village, lost her husband five years ago and had to survive on a daily wage and limited ration support. "Since October, I have been receiving ₹1,000 every month. Now I can afford vegetables, pulses, and oil. I finally eat proper meals," she said.

Ward member Sisira Mallik from Sana Karanjei village reflected: "Individual appeals did not work. Collective action made the difference."

Kashinath Mallik, President of the Konkia Village Development Committee, believes that village-level planning is reshaping governance at the grassroots. "This collective effort not only addressed urgent needs but also built a sense of shared responsibility and emotional connection across our 21 villages," he said.



SUPPORT SERVICES ALONG MIGRATION CORRIDORS

The migration Corridor is an established route which people take in search of better employment opportunities and economic conditions. A corridor has a source and a destination, where the source is the domicile of the person and the destination is the location to which the person migrates.

A corridor develops over time and establishes itself through social and work networks. Due to this, a large number of people migrate to a specific destination. By acknowledging such corridors, the programme aims to ensure that migration experiences of people in these corridors are safe with respect to travel, employment and other particular grievances for both the migrant and the families.

Migration resource centres

The Safe and Dignified Migration programme provides information and grievance redressal support in the Odisha-Kerala corridor. The Bandhu Shramik Seva Kendra (BSSK) are destination level facilitation centres that support the migrant workers, operated by the Centre for Migration and Development (CMID) in Kerala.

Five SBSK operate in Odisha, and five BSSK are operational in Kerala.



Migrant workers have continued to access support from these centres, with 6,125 individuals availing various services.



Of these, 2,684 received primary healthcare through the Bandhu mobile clinic operated by CMID.

Telephone helpline

The Bandhu helpline provides assistance to migrant workers on a need basis, through a toll-free number functioning between 9 am to 9.30 pm, seven days a week. Once a grievance is registered, the SBSK-BSSK network takes steps to address the matter, and provide follow-up support.

During 2024-25, the helpline addressed 209 grievances, related to unpaid wages, medical and death-related cases, and unfair labour practices.



Out of 209 grievances, 45 cases were resolved.



Workers received ₹38 lakh as financial settlements from their employers, as a result of intervention by the support system.

The Programme supported seven migrant workers stuck in Oman, two victims of kidnapping cases and the release of three migrants from bonded labour.

Migrant Registry at the Gram Panchayat level

The absence of a reliable and updated database has made it difficult to safeguard migrant workers' rights, ensure access to social security, and improve disaster preparedness. The Migrant Registry is a Gram Panchayat-level digital database designed to track migrant workers and strengthen their linkages to welfare programs, labour protections, and financial services.

The manual version of the source-level migrants registries were developed in 21 Gram Panchayats. Work is in progress to develop digital tools to ensure a dynamic registry.

Support in times of emergencies or mishaps

The migration corridor service system provides support to migrant workers and their households to meet emergency needs such as medical support and repatriation of mortal remains.

During the year, 68 emergency cases were reported through the resource centres or the telephone helpline. Of these, 39 cases involved the death of migrants from Odisha. In 31 cases, the bodies were repatriated to the native villages, and in seven cases cremation arrangements were made at the destination. Seventeen cases of non-Odia migrant workers were also addressed.



Support amounting to ₹12.36 lakh was mobilised from employers and government sources to help migrant households cover the costs of repatriating mortal remains and conducting funerals.



Dignity beyond distance: Repatriating Mortal Remains with Care and Dignity

Dillip Kumar Jena, a 39-year-old migrant worker from Nayapatna village in Khurdha district, who had migrated to Kerala in search of better job opportunities, was found dead at a railway station in Trivandrum district in November 2024.

For Dillip's family, grief was compounded by the inability to travel or arrange repatriation, leaving his body in the mortuary for seven days. The Assistant Labour Officer of Khurdha contacted Gram Vikas, which coordinated with CMID in Kerala to complete formalities and bring Dillip home. The District Labour Office covered the ₹30,000 cost, and Dillip was laid to rest 10 days later.

These tragedies highlight a critical issue: thousands from Odisha migrate south for work every year, facing harsh conditions and scant protections. When tragedy strikes, their families face immense grief and logistical hurdles, underscoring the urgent need for systemic support.

In 2024 alone, Gram Vikas and CMID supported the families of 35 deceased migrant workers, raising over ₹11 lakh through contributions from employers, government departments, and crowdfunding efforts.

One of those cases was that of Tiki Naik, a 40-year-old construction worker from Tuludi village in Ganjam district, who passed away on November 17 while working in Tamil Nadu. He was the sole breadwinner for his pregnant wife Sunita and their two-year-old daughter. Sunita approached Gram Vikas for help.

In coordination with the District Labour Office, Berhampur, and Tiki's employer, Gram Vikas, ensured that his body was transported from Chennai to Berhampur by train and then by ambulance to his native village. The ₹32,000 cost was shared between the employer and the labour office. This joint effort ensured Tiki received a dignified farewell and his family found some measure of closure.

Support extended beyond the funeral. Gram Vikas helped Sunita access government schemes, including ration benefits, a widow's pension, and the National Family Benefit Scheme, thereby providing financial stability during her loss.

Neither Dillip nor Tiki had labour cards or insurance. These gaps are common for many migrant workers who stay outside the formal safety net. If they had been enrolled, their families could have gotten immediate medical support, insurance payouts, and long-term education or welfare benefits.

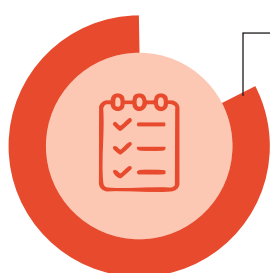
These stories highlight the urgent need to guarantee migrant workers' safety, dignity, and rights, both in life and after death. The ongoing Gram Vikas and CMID partnership focuses on practical, corridor-based solutions, ensuring families receive essential support and repatriation with dignity.



PLANNING FOR EQUITY AND RESILIENCE

The Village Prosperity and Resilience Plan (VPRP) is the official mechanism for communities to raise their demands with the governance system. The VPRP focuses on the needs of the most vulnerable households in the villages. VPRP preparation is supported through the Gram Yojana Saathi cadre, and orientation of the village institutions. Support is provided to integrate demands from the VPRP in the Gram Panchayat Development Plan (GPDP).

In villages where the Water Secure Gram Panchayat programme is being implemented,



80%

(1,426 out of 1,774) have prepared their Village Prosperity and Resilience Plan (VPRP) plans.



Of these, 743 villages have been able to incorporate their demands in the GPDP.

Convergence Mela

The Convergence Mela is a participatory platform that enables direct dialogue between rural communities and key government stakeholders, including block and district authorities, and line departments. The Mela is organised by the Gram Panchayat Coordination Committee (GPCC) and the Village Development Committees (VDCs), under the aegis of the Gram Panchayat, with support from Gram Vikas. The Mela fosters grassroots leadership, accountability, and improved access to services.

The event is community-driven, with GPCC and VDC members taking charge of planning and logistics. They invite relevant officials and frontline workers and other NGOs working in the Panchayat. The Mela offers an opportunity to bring governance closer to the people by presenting their concerns and needs directly to those responsible for addressing them.

A core feature of the Convergence Mela is the presentation of community demands, where GPCC and VDC members formally submit priority issues identified during earlier convergence workshops. These demands are documented in a consolidated report, mapped to the thematic areas of the Gram Panchayat Development Plan (GPDP), and submitted to relevant government departments.

Alongside this formal engagement, the Mela includes service facilitation stalls where citizens can access services like Aadhar corrections and pension applications, making it a one-stop destination for civic engagement. The Mela is also a space for celebrations, with songs, dances, and skits by women's groups, children, and village leaders adding vibrancy to the event.



In 2024–25, Convergence Melas were organised in 11 Gram Panchayats in Gajapati, Ganjam, Jharsuguda, Kalahandi, Kandhamal, and Nayagarh districts. Collectively, these events enabled the community to submit 7,648 demands across sectors.

To build on the momentum, a digitised system is being introduced to track the status of each demand. GPCC members will join Gram Vikas staff in following up with departments, and village-level progress will be reviewed through annual meetings led by the VDC. These meetings, supported by Village Lekha Mitras, will ensure regular monitoring and reporting, reinforcing accountability and sustaining the impact of the Convergence Mela over time.

Benefits from the Convergence Mela

The Mela has sparked visible impacts. In Sindhipadar, community leaders coordinated with Aadhaar service providers to conduct correction camps in remote village clusters. In places like Luhangar, Kaptapalli, and Tumba, the Sarpanch played a key role in engaging officials to receive community demands. Community involvement has grown stronger; in Malaspadar and Sindhipadar, villagers signed joint petitions for mobile towers. In Tumba, officials were compelled to provide in-depth explanations of government schemes in response to community queries, reflecting a shift in power dynamics and civic assertiveness.

The events also drew support from other civil society organisations. In Sirtiguda, PRADAN and Jan Vikas provided financial assistance. Local authorities distributed land patta under the Forest Rights Act (FRA) and work orders for toilet construction. In Thuamul Rampur, the Block Development Officer (BDO) highlighted the importance of such initiatives in bridging gaps between communities and government systems.



LOCAL RESOURCE MOBILISATION

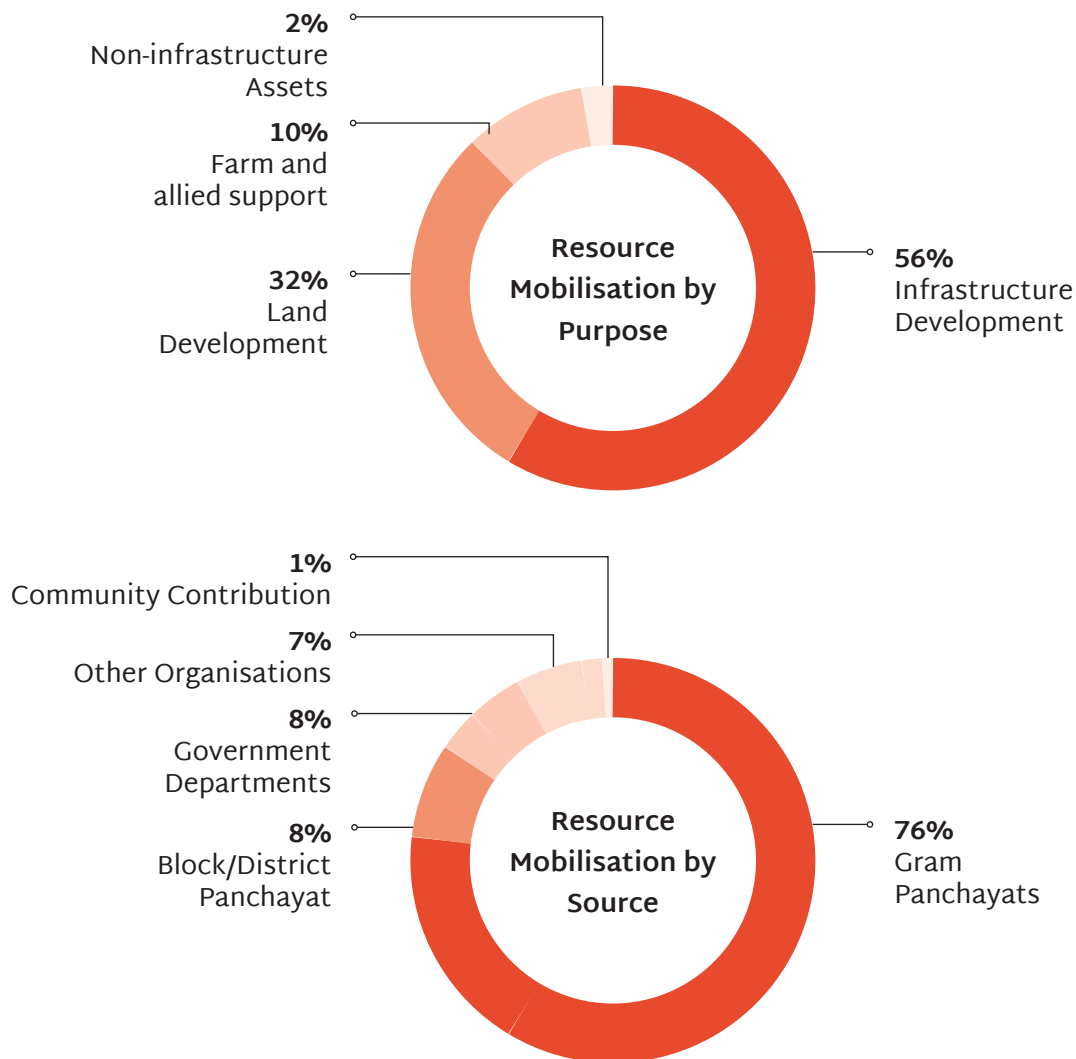
Local resource mobilisation is a key aspect of the work with community partners. Gram Vikas provides technical and facilitation support to village institutions to raise monetary and material support from the government and other organisations.

Audit and certification of resource mobilisation

Gram Vikas field teams, along with the Village Development Committees, collect and maintain information about local resource mobilisation. The Village Lekha Mitra (VLM) cadre of accounting-auditing service providers conducts a certification process to confirm the actual amounts mobilised.

In 2024-25, convergence certification was completed in 20 Gram Panchayats of Ganjam, Gajapati, Ghumusur and Kalahandi Districts. With this, certification has been completed in 30 Gram Panchayats since the process began in 2023-24.

The total resources mobilised and certified during the last two years is ₹5.55 crore.



WAGE CONTRIBUTIONS BY PROGRAMME ACTIVITIES

While community members contribute labour and materials as part of their share of costs of various activities, many activities have provision for payment of wages. A major part of these works were land development and plantations. Volunteers from the villages who were part of surveys and other activities received remuneration for the work they carried out. Gram Vikas Saathi fellowship payments also form a part of the payments.

Over the past four years, community members and village-based service providers have received ₹11.84 crores in wages and honoraria.

Year-wise break-up of wages and honorarium payments (in ₹ lakh)

	2021-2022	2022-2023	2023-2024	2024-2025	Total
Wages	23.39	79.18	160.36	80.63	₹343.56
Honorarium	191.39	244.29	133.88	271.16	₹840.71
Total	214.78	323.47	294.24	351.79	₹1,184.27

► Knowledge and Methods for Building Climate Resilience

Gram Vikas is committed to enhancing climate resilience in rural communities through improved governance, scientific planning, and access to global climate finance. In 2024–25, the organisation undertook two significant initiatives that contributed to sustainable development, ecosystem restoration, and improved livelihoods.



Understanding rural settlement growth patterns

The study titled “Towards nature-based spatially integrated planning in rural areas : Gaining an understanding of rural settlement growth patterns” was conducted in Tarava Gram Panchayat in Gajapati district. It examined how the expansion of rural infrastructure and built environments is reshaping land use, affecting water resources, and influencing livelihoods. Through the use of time-lapse satellite imagery, land-use mapping, field surveys, and community-based exercises, the study captured major shifts in the rural landscape over the past decade.

The findings show a rapid increase in built-up areas, often at the cost of agricultural land and groundwater recharge zones. While green cover has increased due to rubber plantations, this shift has led to reduced biodiversity and greater reliance on monocultures. Traditional cropping patterns have declined, affecting food security and local livelihoods.

The study highlights the need for spatially integrated, participatory planning to guide infrastructure growth and resource use. It recommends incorporating tools like land-use overlays, hazard risk and vulnerability assessments, and habitation-level mapping into micro-planning processes.

These approaches can improve the quality of Gram Panchayat Development Plans by helping communities visualise trade-offs, anticipate climate risks, and make more informed decisions. We plan to expand the study to other regions to refine a scalable planning framework.

Accessing global climate finance through the Voluntary Carbon Market

Gram Vikas is working to connect rural communities with global climate finance through their participation in the Voluntary Carbon Market. As part of this effort, afforestation and land development activities across 8,800 acres in 65 Gram Panchayats are being registered under the Plan Vivo carbon standard, which prioritises ecological restoration and meaningful community benefits. The initiative aims to generate carbon credits that can be sold to create a long-term income stream for communities while promoting sustainable land use practices.

Key steps in the process include the approval of the Project Idea Note, community engagement through Local Stakeholder Consultations and Free, Prior and Informed Consent (FPIC) processes, and the completion of baseline surveys and plantation monitoring across participating areas. The Project Design Document is currently being finalised. A significant portion of future revenue from the sale of carbon credits is expected to reach the communities involved, strengthening local institutions and contributing to long-term climate resilience and ecological stewardship.

Rural Odisha farmers enter carbon credit market in grassroots climate push

“It is difficult to imagine that one can earn by selling air,” said Puria Nayak, a farmer from Gajulingi village in Odisha’s Ganjam district. He was among many who gathered at a community meeting to learn about carbon credits—an unfamiliar concept now gaining traction through local reforestation efforts. In regions where rainfall is erratic and farmland degraded, planting trees offers not just ecological restoration, but income from the carbon they store. With support from Gram Vikas and technical partners, the initiative aims to make climate action locally led and economically meaningful.

On 7 May 2025, Gram Vikas hosted a Local Stakeholder Consultation (LSC) at its Patrapur campus, attended by over 80 participants including farmers, women leaders, and Panchayat officials from three Gram Panchayats. The session introduced a new phase in community-driven tree plantation, aimed at improving environmental health and generating income through carbon credit registration. The consultation was led by Gram Vikas’ Climate Consciousness Action Taskforce (CCAT) with support from the Fair Climate Fund and C-GEM, and forms part of a broader agro-social forestry programme across four districts.

A second consultation, held on 22 May in Gayaganda, drew over 300 participants. For many, it was their first introduction to carbon markets. Facilitators explained how trees sequester atmospheric carbon dioxide and how this environmental service could be monetised through the Plan Vivo registry. Farmers would retain ownership of their land and trees, earning income over a 30-year period based on verified carbon storage.

Community members had many questions. Sabita Badamundi, a woman farmer, asked if the trees would still belong to her after 30 years. Facilitators clarified that ownership remains with the farmer, and only the environmental service is compensated. “This is like turning stone into gold, not just for us, but for our children too,” remarked Banka Pradhan, an elderly farmer.

The consultations also highlighted the ecological benefits of plantation—reduced erosion, better water retention, and improved soil health. But challenges remain. Many farmers have small landholdings and limited awareness of carbon markets. To address this, Gram Vikas and partners offer training and technical support, introducing agroforestry models with high-value fruit trees and native species.

With carbon credit agreements managed by C-GEM and revenue designed to flow back to the community, the project centres farmer ownership and shared benefit. Consultations have reached communities in three districts, and upcoming plantation drives will target degraded lands using a watershed-based approach. As interest grows, so does the vision - climate resilience built from the ground up, led by those most affected.



▶ Enabling Young People to Aspire and Achieve

Gram Vikas and the Social Shapes Foundation implement the Vikalp Programme to empower adolescents and young people aged 10–24 years in remote villages of Odisha to make informed choices about education and careers. The Programme is led by trained local mentors who facilitate learning groups through structured exercises, exposure visits, and awareness sessions.

Vikalp follows a learner-first approach at the community level. It creates safe spaces for peer learning and emotional expression, and involves parents and local resource persons in the process. Bi-weekly sessions help participants build self-awareness, understand digital tools, and explore career options. Resource centres provide access to digital platforms and support for job or education-related needs. Mentorship and exposure activities are designed to expand aspirations. Parents and village leaders are actively involved to foster community ownership. Real-time monitoring using digital tools enables continuous tracking and course correction.

The Programme began in Lakhanpur block of Jharsuguda district in October 2021, and expanded to Rayagada block of Gajapati district in April 2023, and Patrapur block of Ganjam district in November 2023.

As of March 2025, it reaches



1,150 adolescents and young adults in 65 villages
across seven Gram Panchayats in the three districts



Kabiraj Sabar: A Dream in Uniform

In the quiet, remote village of Ranjhasahi in Gajapati district, 21-year-old Kabiraj Sabar juggled dreams with daily wages. His family, sustained by casual labour and seasonal migration, could barely support his education. Yet, Kabiraj dreamed of serving in the police. Over the next year, after repeated setbacks in competitive exams conducted by the Staff Selection Commission, his motivation began to falter.

At this turning point, Vikalp entered Kabiraj's life and changed its course. Through structured mentorship, study support, and consistent encouragement, he resumed his preparation with renewed focus and determination. Thanks to this guidance—covering application processes, mock tests, and emotional resilience—Kabiraj was better equipped for the competitive exams. As a result, in 2024, he cleared the Odisha Police recruitment and joined as a Sepoy in the OSAP 3rd Battalion.

Inspired by his own journey, Kabiraj mentors other young people in his village, sowing seeds of aspiration and collective progress, thus carrying forward the cycle of support that once helped him.



Puja Pandey: From Participant to Programme Leader

Growing up in a mining-affected area of Jharsuguda, Puja Pandey faced not just economic barriers. Young women like her had to contend with the absence of safe, nurturing spaces to explore their potential. When Vikalp started in her village, she joined as a participant seeking exposure, guidance, and future pathways. By demonstrating consistency, empathy, and leadership potential, she soon distinguished herself.

A year of rigorous training prepared her for greater responsibility—the role of a Vikalp Saathi, supporting Vikalp learning groups in the village. As time went on, her responsibilities increased; she became a Learning Group Officer, helping coordinate Learning Groups across villages and training new colleagues.

Today, Puja leads with humility and impact, embodying Vikalp's model of youth-led change. Reflecting on her journey, Puja shares, "Being part of Vikalp changed how I see myself. I am not just helping others in my community—I am building something bigger with them."



Sushanta Sabar: Reclaiming the Right to Learn

Sushanta Sabar's dreams were forced aside almost before they began. Dropping out in Class 9 due to financial distress, he took up daily wage work in construction to support his family. A quiet determination lingered to return to school one day. When the Vikalp programme was introduced in his village, he began participating in Learning Group sessions.

There, he found what he had long been missing: a support system. Vikalp mentors helped him navigate the NIOS (National Institute of Open Schooling) admission process. For the first time in years, Sushanta held a pen not as a labourer's son, but as a student reclaiming his future.

"I thought my chance was gone. Now I am back to learning—and dreaming."

His journey, along with Vikalp's ongoing efforts, has inspired others in the village who dropped out to take the first step back toward education. The programme is gradually helping to build a culture where returning to learning is supported and celebrated.



Alibha Bhoi: Powering Ahead in a Male-Dominated Trade

Alibha Bhoi, from Ainlapada village in Odisha's Jharsuguda district, saw her family struggle with her father's chronic illness and financial hardship. With limited resources and few role models, Alibha bravely pursued an ITI course in Electrical trades—an uncommon choice for girls in her community. After an apprenticeship at Aditya Birla, she knew she needed more than technical skills for a stable future.

Through Vikalp, Alibha received career counselling, confidence-building, and digital orientation. She pushed her limits—applying, preparing, and earning selection as a Non-Executive Trainee at Odisha Hydro Power Corporation in 2024. Now, she boosts her family's income and challenges gender stereotypes, inspiring girls to follow similar paths.



➤ Gram Vikas Saathi

Gram Vikas actively promotes local human resources to work on various programme components. We train young men and women from the villages in specific thematic areas and provide support for them to work in their localities. We refer to this cadre as Gram Vikas Saathi (GVS).

We envision the Gram Vikas Saathi as a social entrepreneur trained in specific technical areas and management. The Saathi will gain technical capabilities relevant to their rural communities. In all cases, the Gram Vikas Saathi may also aspire to and work towards an active political role, initially as elected representatives in Panchayati Raj Institutions.



Clean Water, Healthy Lives: Poshan Mitra transform nutrition and hygiene practices



Surendra Mukhemajhi, a Poshan Mitra from Kalingi village in Kandhamal district, has visited 36 villages in Dasingbadi and Sirkabarga Panchayats of Daringbadi block. His mission is to promote sanitation and hygiene, and encourage women to develop backyard nutrition gardens. Through interactive sessions with mothers, children, and adolescents - combining hand-washing demonstrations, pictorial card games, and lively discussions - he teaches kitchen hygiene, nutrition, gardening, toilet and personal hygiene, menstrual health, waste management, and the importance of safe water.

Surendra's efforts highlight how home-grown produce and women's local knowledge support rural sustainability. In Gudrimara village, his sessions inspired women to start backyard nutrition gardens, now flourishing with lady's finger, tomatoes, pumpkin, green chillies, and beans. Babita Pradhan shares, "The awareness session was insightful. I now grow vegetables in my backyard to improve my family's diet. Using bathroom wastewater helps keep things clean."

Building on these successes, Surendra's sessions have enabled communities to recognise the connection between safe water, sanitation, and nutrition. In Tekengia village, fifteen children aged 6-11 from the Upper Primary School attended a WASH session, where they learned key practices in hygiene and nutrition. "Seeing the children's enthusiasm was heart-warming," he recalls. "They enjoyed the pictorial card games on WASH and learned to keep their environment clean by using dustbins and not littering. Starting early builds healthier communities."

Others, like Trilochan Baliarsingh, another Poshan Mitra, are tackling water quality issues. In Lambokiari village, when locals faced skin disease, vomiting, and diarrhoea, he quickly linked the illnesses to unsafe drinking water. Inspecting their well, he found it contaminated, and guided villagers in cleaning and disinfecting it—a practical step that reduced illness. "Families didn't know about safe water or testing it," Trilochan says. "Sharing this knowledge made a real difference."

Ajit Mallik, a Poshan Mitra from Sarabadi village in Ganjam, led pre-monsoon water testing. He notes that mobilising the community is challenging at first, but confidence grows with field experience. "There is much to learn here, and I enjoy my work," he adds.

GRAM VIKAS SAATHI FELLOWSHIP PROGRAMME

We launched the Gram Vikas Saathi Fellowship Programme in 2023-24 as the formal mechanism to identify, select, train, and deploy these human resources. The GVS Fellows undergo a rigorous curriculum with mandatory thematic and optional general courses ranging from leadership, enumeration, content creation, digital literacy, spoken English, and technology. The Fellowship seeks to build on the entrepreneurial spirit displayed by the Saathi and build a network of well-connected social change advocates who can provide specific local services to address local issues.

The Fellowship acts like a social change incubator, where the Saathi learns to use enlightened self-interest to do social good. It gives them an opportunity to test their mettle in the real world while continuously building their skills. It also provides the Saathi opportunities to share a space with like-minded entrepreneurs to learn and develop with them. This will be the basis for the network approach that Saathi will use later.

Of the 218 Fellows who started their Fellowship, 114 have continued till March 2025. The distribution of these GVS cadres are given below.

Gram Udyog Mitra Joined 38 Continuing 18	Gram Yojana Saathi Joined 72 Continuing 23	Jala Bandhu Joined 52 Continuing 31
Jeevika Mitra Joined 5 Continuing 5	Poshan Mitra Joined 12 Continuing 7	Pravasi Mitra Joined 7 Continuing 5
Village Lekha Mitra Joined 9 Continuing 6	Yuva Saathi Joined 23 Continuing 19	



Total Joined 218



Total Continuing 114

As part of the capacity building of Gram Vikas Saathi, three sets of non-thematic trainings were organised. A GVS retreat brought together participants from the different GVS cadres to create a co-learning space through their experiences and engage in cultural activities.

During the year, our approach remained focused on creating a standardised structure for the GVS fellowship programme. The learnings have helped form a revised structure for the Fellowship programme and we will be working on implementing the solution in the upcoming year.

Jal Bandhu Rebati: Redefining Leadership in Rural Odisha



In the heart of Odisha's Kalahandi district, Rebati from Maligaon village has emerged as a beacon of leadership, driving water conservation and community development in unlikely terrain. Once unfamiliar with the science of springs and aquifers, she now plays a pivotal role in ensuring water security not only for her own village, but also for neighbouring communities.

With training and mentoring from Gram Vikas, Rebati has become proficient in using smartphones, GPS tools, and water discharge measurement techniques. She tracks spring flow, maps aquifer locations, and monitors water levels to help communities make informed decisions about usage and conservation. Her confidence and technical skill have earned the trust of her fellow villagers, who now turn to her for guidance on water-related issues.

As a trained Jal Bandhu, Rebati defies tradition by leading technical water initiatives—empowering other girls to pursue their ambitions and challenging gender roles in her region.

Rebati's leadership transforms approaches to water management and inspires rural youth—particularly young women—to build resilient, hopeful communities amid climate uncertainty.

➤ Gram Vikas Schools

In the early 1980s, Gram Vikas began addressing the lack of adequate access to primary education among Adivasi communities in Southern and South-Western Odisha. In remote villages, government schools were either non-existent or not functioning. Education levels were dismal, and the exploitation of people due to illiteracy was high.

Gram Vikas responded by starting balwadi (pre-school centres), non-formal education centres, and adult literacy programmes in the villages. However, it soon became clear that non-formal education would never allow children the opportunity to join the mainstream education system and fully reach their potential.

In 1982, Gram Vikas established the Kerandimal Middle Education (KME) School, a school for Adivasi and Dalit children in Kankia, Ganjam district. By the late 1990s, our focus shifted entirely towards access to formal education. We upgraded the KME School into a fully residential High School, the Gram Vikas High School, in 1999. We established three more schools between 1992 and 2003. In 2014, we handed over the management of the Schools to Trusts set up for that purpose.



Currently, the Gram Vikas Trusts manage the four residential schools.



GRAM VIKAS HIGH SCHOOL

Kankia Village, Kukudakhandi Block, Ganjam District

Milestone years

- Established 1982
- Class X started 1999

Student Strength (2024-2025): 522

297 225
High School: 177

Number of Teachers: 28

14 14



MAHENDRA TANAYA ASHRAM SCHOOL

Koinpur Village, Rayagada Block, Gajapati District

Milestone years

- Established 1992
- Class IX started 2022

Student Strength (2024-2025): 490

307 183
High School: 109

Number of Teachers: 29

15 14



GRAM VIKAS SHIKSHYA NIKETAN

Kumudabahal Village, Thuamul Rampur Block, Kalahandi District

Milestone years

- Established 1998
- Class IX started 2022

Student Strength (2024-2025): 434

246 188
High School: 70

Number of Teachers: 27

18 9



GRAM VIKAS VIDYA VIHAR

Gayaganda Village, Jagannathprasad Block, Ganjam District

Milestone years

- Established 2002
- Class IX started 2022

Student Strength (2024-2025): 479

312 167
High School: 94

Number of Teachers: 21

12 9

100% pass for the 11th consecutive year

The four residential schools have achieved 100% pass rate in the Class 10 Board Examinations of 2023–24. All 233 students who appeared for the exam passed, with 136 scoring above 60% and 54 students securing more than 80% marks. It is the 11th consecutive year of 100% pass for the Gram Vikas High School Kankia.

Among the top performers were Rambha Majhi (87.6%), Jyoti Parabhoi (87.3%), and Lija Majhi (87%) from Gram Vikas Shiksha Niketan, Kumudabahal; Om Mallik (84%), Dipti Raita (82%), and Engupal Eaita (79%) from Gram Vikas High School, Kankia; and Bibhuti Sabar (87.6%), Ugranarsingh Badamundi (86.17%), Umakanta Paika (86.17%), and Junash Bada Bhuyan (86%) from Mahendra Tanaya Ashram High School, Koinpur. Students from Gram Vikas Vidya Vihar, Gayaganda appeared for the exam under Gram Vikas High School, Kankia.

The results underscore the success of the schools in delivering inclusive and quality education to children from marginalised communities in remote rural regions of Odisha. Alongside academics, the schools actively promote sports, creative arts, science-based learning, and value education to support the holistic growth of each child. The performance is a result of the dedicated efforts of the teachers and the hard work and determination of the students, and stands as a proud milestone for Gram Vikas' educational initiatives.



Gram Vikas High School Wins Prakriti Mitra Award for Environmental Stewardship

The Odisha government honoured Gram Vikas High School, Kankia, with the prestigious Prakriti Mitra 2024 award. This recognition celebrates the school's contributions to environmental conservation and sustainable resource use. The School Principal, Debendranath Dash, accepted the award from the Principal Chief Conservator of Forests, Odisha.

Since its inception in 1982, the school has nurtured a culture of environmental awareness among its students. The curriculum goes beyond classroom education, training young children and adolescents to actively drive positive change in their communities. Students regularly participate in planting and maintaining trees, running kitchen gardens, and practicing effective waste management, among other activities.

Debendra highlighted how the institution continually raises an environmentally aware, active, and skilled community of teachers and students. Everyone, past and present, has played a key role in preserving the school's green cover and promoting sustainable practices.

In Odisha, where marginalised and remote communities face crises related to water and other climate-change-induced phenomena, Gram Vikas High School actively guides future generations to champion positive climate action and develop stronger climate resilience.



Painting Dreams: Basudev Gamango's Journey to Statewide Recognition



The Judicial Calendar of Odisha 2025, published by the Odisha High Court, has featured Basudev Gamango's artwork for the second consecutive year. A student of the Gram Vikas Mahendra Tanaya Ashram School, Basudev Gamango hails from Sidiba village in the Rayagada block of Odisha's Gajapati district. His painting, depicting the "Rights of Persons with Disabilities" was selected through a rigorous state-level competition.

Basudev received a certificate and a cash prize of ₹2,500 during a ceremony at the High Court in Cuttack. The event, attended by esteemed judges, guests, and dignitaries, celebrated the artistic talents of students from across the state of Odisha.

His journey to this recognition began when his painting first competed at the district level and was selected as the best representation of the theme before advancing to the state finals. This year's theme, 'Rights of Differently Abled Children,' encouraged students to highlight inclusion, accessibility, and equal opportunities for all children. His work portrays inclusion, accessibility, and equal opportunities for all children, featuring a child in a wheelchair, another playing a guitar, and a visually impaired student singing.

Basudev is the eldest son of Bhimsen and Gauri Gamango, who work as subsistence farmers and daily wage labourers to support their family. Basudev and his two younger siblings, who share his passion for painting, have shown remarkable dedication to their art despite these challenges. Art, music, and cricket fuel Basudev's dreams. "I wish to bring pride to Gajapati and Odisha as a renowned artist," he says.

► Networking and Sectoral Contributions

Gram Vikas has been a pioneer in rural development since 1979, leveraging its extensive experience to benefit the wider community development sector. Through active membership in various networks, we collaborate with other organisations on critical issues, sharing knowledge and best practices. Additionally, Gram Vikas offers capacity-building programmes to empower communities and enhance the effectiveness of development initiatives, ensuring sustainable progress in rural areas.



MEMBERSHIP OF NETWORKS

Gram Vikas is a member of Voluntary Action Network India (VANI). We are also an active member of the RCRC Coalition, with membership of the Working Committee at the national level and implementation of several projects at the State level.

NETWORK ACTIVITIES

Odisha Vikash Conclave

Gram Vikas actively participated and coordinated the discussion track on Migration and Urbanisation at the Odisha Vikash Conclave 2024, with the theme 'Viksit Odisha @ 2036: Leveraging Demographic Intelligence for Development' as the key theme.

Climate Rise Alliance

The Climate Rise Alliance is a platform of development organisations facilitated by Dasra with support of the Rainmatter Foundation. Gram Vikas actively participated in the deliberations of the Alliance.

PARTICIPATION IN EVENTS

Liby T Johnson, Executive Director attended several events as part of the networking efforts of Gram Vikas.

- Attended the Skoll World Forum on Social Entrepreneurship 2024 in Oxford UK in April 2024
- Spoke at the workshop on the 'Role of the Social Sector in Liberal Arts Education' organised by the Easwari School of Liberal Arts, SRM University, Andhra Pradesh in May 2024
- Presented Gram Vikas' experiences in the session on 'Demystifying Climate Risk Dimensions, Measuring its Impact & Learnings for Locally Led Adaptation Practices' at the Rural India Conference 2024 organised by The World Bank at Chennai in June 2024
- Anchored the technical session on 'India's Har Ghar Jal Mission' at the IWMI Tata Partners Meet in Anand in September 2024
- Attended the Narayani Bioregional Samagam organised by the Jagriti Enterprise Centre Purvanchal in Deoria UP in February 2025
- Moderated the discussion panel on 'Emerging Prototypes for Diversified Livelihood Strategies' at the Samanvaya-National Tribal Livelihoods Summit organised by the Bharat Rural Livelihoods Foundation in New Delhi in February 2025
- Presented the findings of the study on 'Water meters for strengthening community management of village piped water supply systems' at the National Conference on Operation and Maintenance (O&M) of Rural Pipe Water Supply Systems organised by WaterAid India in New Delhi in February 2025

Sukanta Bhattacharya, Strategic Lead-Performance attended the following events.

- Key speaker in the session on 'Capturing components of circular living practices and achieving climate resilience livelihoods' at the Swaraj Samvad: Integrating Traditional Knowledge to Enhance Resilience to Climate Change organised by Vaagdhara and the Climate Rise Alliance at New Delhi during January 2025
- Attended the Deoria Development Alliance (Viksit Deoria Lok Sabha Manch) organised by Jagriti Enterprise Centre Purvanchal in Deoria UP in March 2025.

Event participation by other staff members:

- Sangita Patra attended the Samavesh 2025 National Convention organised by Skill Council for PwDs and NAB India, Centre for Blind Women & Disability Studies, supported by SSEPD Odisha at Bhubaneswar in February 2025.
- Sangita Patra attended the Odisha Disability Conclave 2024 in Bhubaneswar in December 2024.
- Madhurima Roy and Saurav Padhi attended the Jeevanar Mela: Nutrition Mela organised by Jan Swasthya Sahayog (JSS) in Kota, Chhattisgarh, in January 2025.
- Nirmal Chandra Mohanty was a panellist at JSW-Times of India 12th Earth Care Award event on “Adapting for Tomorrow: Creating Resilience Through Climate-Smart Development” in Bhubaneswar, in November 2024
- Nirmal Chandra Mohanty participated in a session on “Environment and Climate Change” hosted by Sambad Group in collaboration with The Global Alliance for a Sustainable Planet and The Centre for Youth and Social Development at the World Skill Centre, Bhubaneswar in February 2025.
- Varun N presented the Gram Vikas’ work on Nitrate contamination in “A Conference to bring together organisations on issues on Water Quality” organised by INREM Foundation in New Delhi in February 2025

LEARNING VISITS HOSTED

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

- Hosted 40 students of MA Rural Management course of Shiv Nadar Institution of Eminence participated in one-month long field course on ‘Drinking Water and Sanitation’
- Hosted the 525-member strong Jagriti Yatra, an initiative that provides the aspiring changemakers with firsthand exposure to rural realities and grassroot innovations
- Hosted the leadership team of Centre for Youth and Social Development (CYSD) led by Sri. Jagadananda, Founder and Mentor
- A team of eight managers from Waste Warriors, Uttarakhand, visited to understand Urban Waste Management, Overall work of Gram Vikas and the Sanitation & Health, and Waste Management Interventions.
- A seven-member delegation from Seva Mandir, Rajasthan, visited to gain first-hand insights into the implementation of the water quality management activities in the Jal Jeevan Mission (JJM) framework. The visit focused on understanding the role of village-level institutions in ensuring the sustainable management of community-led water and sanitation initiatives.
- A four-member team from Utthan, Gujarat, visited to learn about sustainable water and sanitation management practices led by village-level institutions. The visit focused on understanding the role of women in implementing WASH interventions, understanding the functioning of Village Development Committees, strategies adopted for eliminating open defecation, household piped water supply systems, and the management of water resources, particularly efforts to protect drinking water sources.
- A seven-member team from CINI Jharkhand, visited to learn about the sustainable approaches adopted for environment and climate change initiatives, with a focus on the Water Secure Gram Panchayat programmatic platform.

- Hosted two officials as part of recognition initiative for high-performing mid-career staff of InterGlobe Hotels, providing them exposure to the practices and culture of voluntarism and voluntary work.
- A team of 18 community advisors and staff members from The Ant Assam, visited to understand the overall work of Gram Vikas and the sanitation, hygiene and waste management interventions of Gram Vikas.
- A team of 33 Community Leaders and staff members from Tata Steel Kalinga Nagar visited to learn about sustainable management of community-led water and sanitation projects.
- Hosted two senior officials from Piramal Foundation who sought to understand the design of the Water Secure Gram Panchayat Programme and the challenges faced during its implementation.

HOSTING STUDENTS FROM THE KARTA INITIATIVE

The Karta Initiative is a social mobility movement to transform the future of bright students from underprivileged and marginalised communities in India. It works with rural youth from underprivileged and marginalised backgrounds from government and NGO-run schools.

Gram Vikas hosted 23 students from across India as part of Karta’s scholarship and internship programme. The students were from first year under graduate courses from different streams such as Data Science, Commerce, BBA, and Social Sciences. The 45-day internship aimed to build practical skills and deepen the students’ understanding of community development work. They were placed at three Gram Vikas Field Coordination Offices, and conducted a nutrition baseline survey, backyard garden survey, and evaluated water resources in Lakhanpur in Jharsuguda district, and Ushra Colony and Dumerjore in Sundergarh district.

Karta Scholars	Institution
Arvinderjeet Singh, Ayush Kumar, Dawar Ahmad Bhat, Farhan Nisar, Firdous Ahmad Bhat, Prashant Kumar, Nitin Bhagat, Saqlain Nazir, Sahil Hilal, Isha, Sadiya Gul, Shaam Kumar Manjhi, Vikash Kumar	Shoolini University, Himachal Pradesh
Sajad Ahmad Geegi, Raj Kumar, Khushi Bhagat, Saili Gaonkar	Ahmedabad University, Gujarat
Mudasir Rasheed. Dipti Dhawade, Bisol Mathai	Plaksha University, Punjab
Dawood Maqbool	FLAME University, Maharashtra
Suraj Kumar	Vidyashilp University, Karnataka
Abhinav C G	University of Edinburgh, UK

ALL LIVING THINGS – ENVIRONMENTAL FILM FESTIVAL

Gram Vikas hosted the All Living Things Environmental Film Festival (ALT EFF), India's largest environmental film festival in Gajapati, Kalahandi and Kandhamal districts, with participation of school children and local youth. The festival showcased a curated selection of Indian and international documentaries and short films focused on environmental conservation and sustainability.

SUPPORT FOR SANITATION AND HYGIENE FOR CHILDREN WITH SPECIAL NEEDS

As part of the Project Rakshan, we supported Banabasi Seva Samiti in Kandhamal to implement sanitation and hygiene behaviour initiatives in three schools catering to the needs of children with special needs. We also provided technical support for improving the sanitation infrastructure in the schools. The sessions covered topics such as solid waste management, WASH practices, liquid waste management, and menstrual health, using Participatory Learning and Action (PLA) methods. This included play-based learning to build narrative and perspectives for better engagement and learning.

» Governance and Management

Gram Vikas is registered under the Societies Registration Act 1860. The General Body of Gram Vikas consists of 12 members. The Annual General Body Meeting of the Gram Vikas Society was held on 5 September 2024.



GOVERNING BOARD

The Governing Board of Gram Vikas consisted of 10 members and the Executive Director as an ex-officio Secretary.



Sri. Ananta Mohapatra

Member

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



Sri. Anup Kumar Mohapatra

Member

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



Sri. Biren Bhuta

Member

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



Sri. Debiprasad Mishra

Member

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



Sri. Joe Madiath
Chairman

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



Smt. Meena Gupta
Member

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



Ms. Namrata Chadha
Member

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



Sri. Pradosh Chandra Mohanty
Member

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



Sri. Sanjeev Nayak
Member

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



Ms. Veena Joshi
Member

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



Sri. Liby T Johnson
Executive Director & Ex-officio Secretary

Liby Johnson is a development management professional with immense experience of working with the government, non-government, and international development organisations. He joined Gram Vikas as an Executive Director and Ex-officio Secretary in October 2017.

In Memoriam: Shri Ram Sankar (1950 - 2024)

Sri. Ram Sankar, Treasurer of Gram Vikas, passed away on 8 September 2024 following a heart attack in Chennai. Sri. Sankar had a long career as a Chartered Accountant, exporter, and businessperson. He authored India's first book on the Accounting and Financial Management of NGOs. He was associated with Gram Vikas from its early days and served as the Treasurer and a member of the Governing Board from 2008.

In his passing, Gram Vikas has lost a guide, mentor and beacon of inspiration. His warmth, optimism, and passion deeply touched everyone who had the privilege of knowing him. His guidance and support will forever be remembered and cherished.



MEETINGS OF THE GOVERNING BOARD

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

- 15 June 2024
- 5 September 2024
- 23 January 2025
- 25 March 2025

MANAGEMENT TEAM

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

The District Manager oversees all Gram Vikas activities in the specific geographic area. They are the main point of contact for all interactions with the various government departments and agencies in the district, ensuring effective convergence with all different forms of programmes and financial resources required for the work in the district. They are responsible for the welfare of employees and ensuring proper accounting and reporting of financial transactions. They oversee the maintenance and upkeep of all Gram Vikas properties and assets in the District Office.

Management Team as on 31 March 2025

Name	Thematic Areas/ Districts
Ambika Prasad	Administration & Logistics
Anurag Sharma	Water
Benstin Jenith B G	Water, District Manager Sundargarh
Biswajit Sahu	District Manager, Kandhamal
Chandramohan Patnaik	Strategic Lead, Finance
Chandrika Patnaik	Documentation & Communications
D P Debashis Hota	Administration & Logistics, Human Resources District Manager Ghumusur
Jannatun Begum	Village Institutions, Sanitation & Health

Jobin Chacko	District Manager, Gajapati, Livelihoods
Laxmi Narayan Panda	Water
Lipika Verma	Planning & Monitoring, ED Office
Nirmal Chandra Mohanty	Livelihoods, Habitat & Technology District Manager Keonjhar
Pratap Chandra Panda	Project Holder Swayamshree
Ramesh Chandra Naik	Livelihoods
Ranjan Patnaik	Finance & Accounts
Sangita Patra	Documentation & Communications, Human Resources
Sarat Chandra Mohanty	District Manager, Ganjam
Sudhir Ranjan Sahu	Finance & Accounts
Sukanta Bhattacharya	Strategic Lead, Performance
Thomas Sunil K	Village Institutions, Education & Youth, Human Resources
Varun Namineni	Sanitation & Health, Planning & Monitoring District Manager Kalahandi

MANAGEMENT GROUPS

Management Groups (MGs) lead the work of the thematic areas. They provide programmatic and implementation leadership for activities under the various programmatic and thematic support areas. The MG is responsible for implementing activities, achieving the intended results, ensuring the quality of processes and outcomes, and overseeing all related financial and accounting matters. Management Groups comprise members from the Management Team and Junior Managers with relevant thematic expertise and experience.

THEMATIC MANAGEMENT GROUPS DURING 2024-25

› Village Institutions

Jannatun Begum, Thomas Sunil K, Sebin Mathew

› Livelihoods

Jobin Chacko, Krishna Chandra Dikshit, Manjary S, Nirmal Chandra Mohanty, Ramesh Chandra Naik

› Education & Youth

Joel Jose, Thomas Sunil K

› Water

Anurag Sharma, Benstin Jenith B G, Laxmi Narayan Panda

› Sanitation & Health

Akanksha Awasthi, Jannatun Begum, Sheethal T S, Tanmaya Kumar Jena, Varun Namineni

› Habitat & Technology

Malay Kumar Panda. Nirmal Chandra Mohanty

SUPPORT FUNCTION AREAS

The Support Function Areas are Planning and Monitoring, Documentation and Communication, Human Resources, Finance and Accounts, and Administration.

› Planning & Monitoring

Alex Sam Thomas, Lipika Verma, Varun Namineni

› Human Resources

D.P Debashis Hota, Sangita Patra, Thomas Sunil K

› Administration & Logistics

Ambika Prasad, D.P Debashis Hota. Sudhir Ranjan Sahu, Sumanta Kumar Biswal

› Documentation & Communication

Chandrika Patnaik, N Dibya Alok, Sangita Patra

› Finance & Accounts

Bukky Das, Ranjan Kumar Patnaik, Sudhir Ranjan Sahu

► Planning and Monitoring

The Planning and Monitoring (PMO) support function works towards creating evidence-based decision-making systems in Gram Vikas. The team is responsible for setting up the monitoring systems for the organisation and progress tracking of programmes and projects. Formation of baseline information for work locations and need-based analysis of data helps with ensuring that the activities taken up are suitable for the context. It also helps with progress tracking for the programmes and field projects. The function supports the Management Team in leveraging technology for the processes adopted.

Results-based Planning, Monitoring, and Learning

The results framework for the Water Secure Gram Panchayat programme was streamlined, and result-based plans were developed at an organisational level. The results framework for the revised Safe and Dignified Migrations programme was also developed. The field-level monitoring and reporting tool was developed on mWater and rolled out to all the staff.

Work is progressing in setting up the technology backend for analysis and visualisation of the programme results and activity progress. A comprehensive data policy for the organisation, aimed at safeguarding and setting standards for data collection, storage, use and sharing is being developed. This will ensure compliance with the Digital Personal Data Protection Act, 2023.

Different databases maintained across thematics have been consolidated and centralised to ensure better access for all the internal stakeholders and to ensure constant updates. A District Folder Network has also been streamlined to ensure better storage and curation of information and crucial documents of the villages and Gram Panchayats.

Baseline information system

Baseline surveys of Gram Panchayats in the WSGP programme were conducted in two Gram Panchayats during the year, bringing the total number of GPs with baseline data to 73 GPs. In addition to this, the surveys were also conducted in three other Gram Panchayats where strategic extension projects were being taken up. Endline surveys were conducted in villages where piped water supply systems were established.

Communications

The communications team worked to keep foundational activities on track, ensuring visibility through selected publications, campaigns, and digital engagement.

Content creation and management

This year, we produced 276 pieces of content across our English and Odia platforms, maintaining a steady digital presence. Website traffic rose by 29%, driven largely by new visitors through Google, while LinkedIn followers grew by 20%, sustaining a strong engagement rate of 90.8%. Facebook, Instagram, and YouTube also continued to expand their reach, with the Odia Facebook page closing the year with more than 1,000 followers.

Community engagement and Capacity development

The team facilitated discussions at the All Living Things Environmental Film Festival hosted at our school in Kumudabahal and documented key events, including the Networking Meeting for the SBI Gram Seva Project and the Convergence Mela in Sindhipadar GP, Kalahandi. Campaigns around global observances such as World Environment Day, Van Mahotsav, Poshan Maah, World Water Week, International Day of Climate Action, International Migrants Day, World Toilet Day, International Women's Day, and World Water Day resulted in 15 new content pieces, drawing attention to critical social and environmental issues. Major storytelling efforts this year included the launch of Witnessing Odisha, a short film marking Gram Vikas' 45-year journey, and All That We Seek, Keep, and Believe, released on International Women's Day. The documentary Where Springs Return 2024 was screened at the CSI Forum in New Delhi.

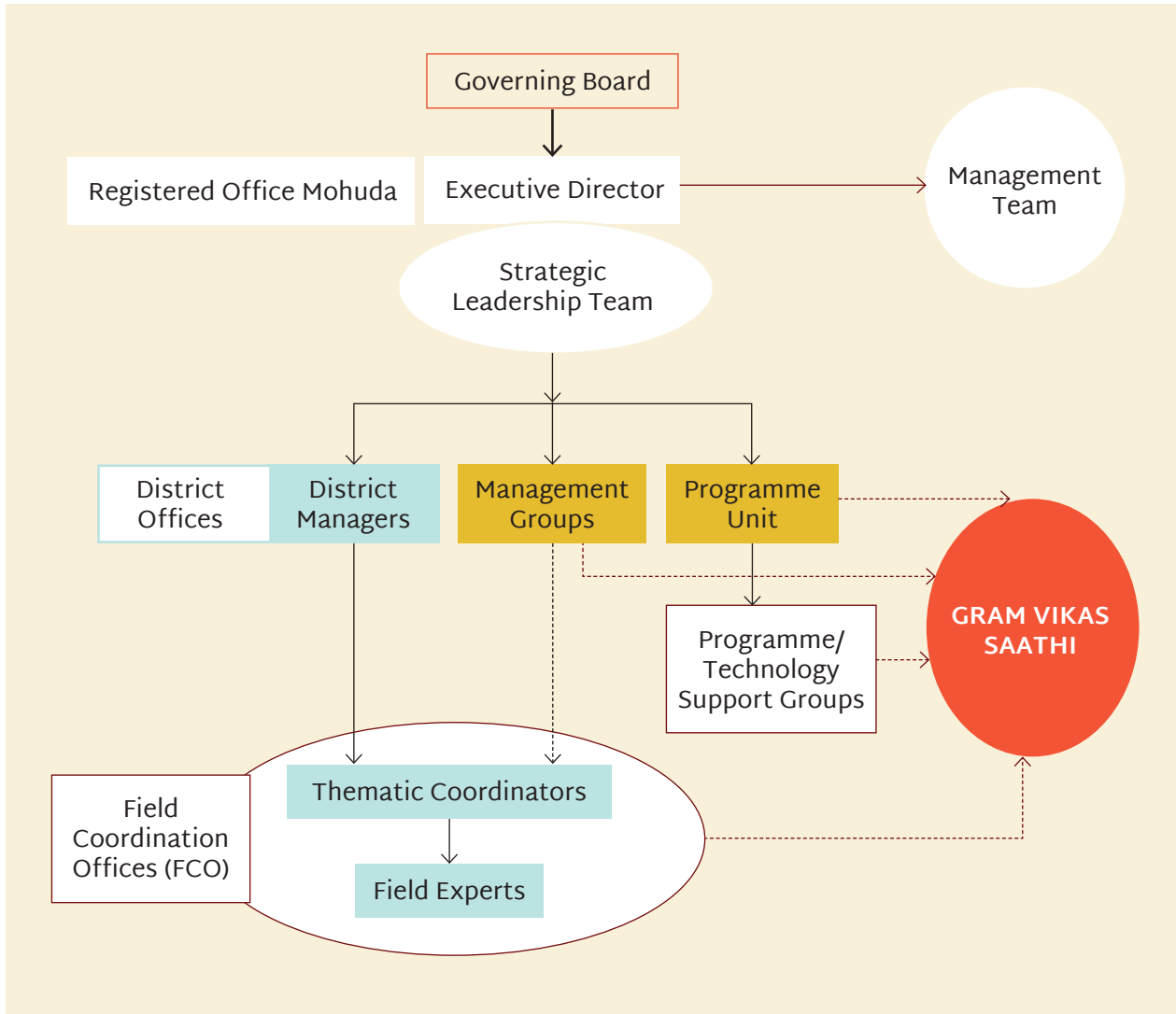
Capacity building remained a core focus. Twelve staff were trained in documentation and content creation, and 35 Cluster Coordinators from the Swayamshree Project were trained in photo and video documentation. These efforts have strengthened our ability to tell community stories and support programme learning.

Partners relationship management

We continued to build trust with partners and donors through consistent reporting and carefully developed narratives. Images and videos from the field were shared to illustrate progress, deepen understanding, and strengthen engagement. Testimonials and photographs from Kalahandi highlighted project outcomes for InterGlobe Foundation, while UNICEF featured ten women leaders from our partner communities in their Women and Climate Change Compendium. Regular updates, periodic stories and timely closing reports reinforced our accountability and sustained confidence among key stakeholders.

Human Resources

ORGANISATIONAL STRUCTURE



STAFF STRENGTH

As of March 2025, Gram Vikas had a total staff strength of 352, of whom 85 (24%) were women. Eighty-eight percent of all staff were engaged in programme implementation and support roles. Among these 311 staff members, 236 held regular positions, while 75 were contracted for specific projects. During the year, 36 staff members exited the organisation and 68 new staff were onboarded. Our work during the year was supported by 201 full-time volunteers engaged in project-specific roles at the Gram Panchayat and village levels. Women comprised 73% of this volunteer workforce.

STAFF DEVELOPMENT CELL

The Staff Development Cell (SDC) at Gram Vikas leads efforts to enhance staff capacity, especially as the organisation's programmatic work expands. As the scope of work broadens, staff members need to deepen their thematic expertise and knowledge. Managing and implementing projects across a larger geographic area with the same staff strength necessitates a strategic overhaul of how the organisation develops staff capacities.

The SDC designs and executes thematic capacity-building initiatives tailored to the unique needs of staff members at different levels. It also works on equipping staff with strong skills in coordination, team building, team management, and conflict resolution, ensuring they are well-prepared to meet the demands of their roles.

During the year, the SDC undertook the following capacity-building activities:

- The Management Leadership Programme, which had begun in January 2024 was completed in November 2024. A series of workshops were conducted for the Management Groups members. The programme culminated in the preparation of a charter for the Management Group, providing a structured framework to guide its future direction and decision-making.
- Two rounds of orientation on Prevention of Sexual Harassment (PoSH) were held for 35 staff members, focusing on workplace safety and ethical standards, in August and December 2024.
- Two sessions on "Spreadsheets, Document Management, and Presentations" were conducted for 30 staff members to enhance their documentation skills, in August 2024 and January 2025.
- A training programme on accounts for programme staff was attended by 25 staff members in December 2024.
- An orientation session on VOLAC was organised for 28 accountants in and for 32 MT, MG, and Project Managers, enabling them to oversee financial operations more effectively in January 2025.
- 117 staff members completed the orientation programme on Water Secure Gram Panchayat (WSGP) programme carried out during August 2024 to March 2025.

The SDC also facilitated the attendance of staff members in the following training programmes outside Odisha:

- A team of 51 staff members participated in a weeklong capacity building workshop on "Development and Change in India" at the Azim Premji University in Bengaluru during November 2024. The programme was curated specifically for senior field staff to provide insights into the socio-economic and policy dynamics shaping development in India, and enhancing their understanding of systemic challenges
- A team of 14 staff members visited Assam State Rural Livelihoods Mission and Kudumbashree NRO, in December 2024 to engage with community organisations like VOCC and CLF and developed understanding on Village Poverty Reduction Plans (VPRP) and their implementation, better stakeholder engagement and improved resource mobilisation opportunities.
- Two-member team from the Village Institutions domain, attended a six-day course on "Local Governance and Social Accountability in India" in December 2024, which equipped them with rigorous understanding on the tools of social accountability and their application in the context of schemes implemented through local governance units.
- A team of four staff members and two Gram Vikas Saathi attended an exposure visit facilitated

by Waste Warriors to their implementation areas in Dharamshala, Himachal Pradesh, in April 2024. The team gained understanding around methodologies and steps in building an ecosystem for waste management at the panchayat level.

- Three members from the Safe and Dignified Migration programme team attended the Chatbot Accelerator programme organised by Glific and Project Tech4Dev, in New Delhi in July 2024, to learn about the design and management of WhatsApp chatbots.
- Alex Sam Thomas attended the seven-day training on Foresight Process, conducted by International Centre for Integrated Mountain Development (ICIMOD) in Nepal in August 2024.
- Chandrika Patnaik and Ipsita Shit attended the Photovoice training hosted by Indian Institute of Human Settlements in Bangalore in January 2025.

The SDC facilitated the following learning visits during the year.

- Two staff members along with 21 members of Farmer Producer Groups from Lanjigarh visited ICRAF, Koraput in October 2024, and learnt about advanced farming practices, agroforestry models, organic farming, and FPO management.
- A group of 21 VDC representatives from Lanjigarh visited Ganjam district in January 2025, and observed the functioning of Village Development Committees (VDCs) in older villages, focusing on their process for preparing village development plans and coordinating with Gram Panchayats. Also assessed how VDCs continue to operate following Gram Vikas' withdrawal.

ANNUAL STAFF RETREAT

The annual staff retreat is an opportunity for all staff members of Gram Vikas to assemble and spend time together. The three-day event encompasses an equal mix of work and fun. District Offices compete with each other in various sports events. Evenings are earmarked for cultural events, with staff members displaying their talents on the stage.

Various programmatic matters are discussed in plenary sessions and smaller group discussions. Staff members get to listen to leaders from the sector who attend as guests of honour. The WSGP progress exhibition is a key part of the retreat, where District Offices put up displays of progress and achievements in a selected gram panchayat. A jury evaluates the progress and prizes are distributed. Teams also put up stalls selling products from the field.

The Staff retreat for 2023-24 which could not be held in March 2024, due to the General Elections, was organised from 29 April to 2 May 2025 at Koinpur. A total of 290 staff members attended the retreat. Anshu Gupta, Founder Goonj was the guest of honour.

The staff retreat for 2024-25 was organised in Mohuda during 8 to 10 March 2025, with 337 staff members attending. Noted journalist Nidheesh MK and social activist Bhanwar Meghvanshi were the guests of honour.

PERFORMANCE MANAGEMENT SYSTEM

The Annual Performance Review for April 2023 to March 2024 was carried out for 245 employees, as per the Gram Vikas Performance Management Rules 2022. 201 employees were found eligible for performance incentives.

We continued the practice of including representatives from Village Development Committees in the field level Qualitative Assessment Panel, providing the community's view on measuring Gram Vikas's work on the ground.

COMMUNITY PROFESSIONAL PROGRAMME

Gram Vikas launched the Community Professionals Programme (CPP) in 2019 to provide youth from partner communities with opportunities to contribute to development work while building their professional skills. As of March 2025, 51 individuals continued to be engaged through the CPP.

A special programme was organised for the Community Professionals to develop their English language capabilities. This was conducted over five monthly-workshops and helped build their confidence and skills in being able to use English to convey the ground realities of the context in which they work at various levels, forms and platforms.

Abnajar Raika of the first CPP batch secured admission to the MA Rural Management course at The Shiv Nadar Institute of Eminence, Greater Noida. Prasant Kumar Sahu who had joined the course in 2023 is expected to complete the course and resume employment in June 2025.

INTERNS AND VOLUNTEERS

Gram Vikas continues to provide internship opportunities to students from reputable local, national, and international institutions. We received internship applications through our website and outreach efforts, particularly with Odisha-based institutions. Internship requests come from undergraduate and postgraduate students, as well as long-term and independent volunteers. A total of 45 interns joined us and worked across different thematic areas.

Volunteers

Name	Activity	Period
Rebecca Greiff	Water & Sanitation	Oct 24-Feb 25

Student Interns

Name	Institution	Project / Assignment	Period
Aishani Kancharla	Allen High School, Allen, Texas	Creating infographics and visual content for groundwater conservation	Jan-April 24
Pritam Kujur	Asian Academy Films and Television (Noida)	Video Editing for social media	Feb-May 24
Antonin Maitre	Kedge Business School, France	Video Editing for social media	Mar-July 24
Tania Najrin Bidisha Majumdar	Kalyani University, West Bengal	Status assessment of Educational opportunities provided by VIKALP to students at Koinpur and Laxmipur GPs of Gajapati district of Odisha	Mar-Apr 24
Samrat Guha Roy	Kalyani University, West Bengal	A comprehensive analysis of sustainable cashew cultivation practices : A study on Gujuling village of Ganjam district, Odisha	Mar-Apr 24
Shrabani Bhowmick	Kalyani University, West Bengal	Empowering rural communities through FPGs: A case study in Babanasahi village	Mar-Apr 24
Soumya Ranjan Sahoo	Central University of Karnataka, Karnataka	Conducting hydrogeological assessment of watersheds by applying GIS and remote sensing techniques to develop an artificial borewell recharge plan	Apr-May 24
Yashovardhan Tiwary	TISS, Mumbai	Assessment of Impact of the Land Development Work in Mantusahi Springshed located in the Gatida-2 Revenue Village of Laxmipur Gram Panchayat, Rayagada Block, Gajapati District	May-Jun 24

Ashwini Wagh	TISS, Mumbai	Reviewing the “Water Source Sustainability Cadre Manual”, identifying the gaps, and to provide recommendation based upon the interaction with staff members and field visit experiences	May-Jun 24
Riya Jain	IITDM Jabalpur	Designing collaterals for use in social media handles and creating thumbnails for YouTube channel	May-Sep 24
Abhiruchi Das Shantanu Sharwan	Azim Premji University, Bengaluru	Writing case stories on Water, Village Institutions, and Livelihood thematic areas in Koinpur, Laxmipur, and Kerandi Gram Panchayats	May to Jun 24
Sudhanshu Ranjan Swastik	Azim Premji University, Bengaluru	Conducting surveys to understand rural settlement growth patterns in Tia Colony, Regedsing, Ardongsing, Mandal Sahi, and Buruding	May-Jun 24
Anusha E Sonal Maan Singh Jitendra Raj Saksham Dube	IRMA, Anand, Gujarat	Local area economy analysis	May-Jul 24
Ankita Cheeran Khushi Verma Yajath Chetan Kumar	Azim Premji University, Bengaluru	Migration and Financial Literacy Survey of Adri Village in Kalahandi, Odisha	Jun 24
Papun Kumar Sahu Ananta Mandal	Sambhav Foundation	RMSG	Aug-Oct 24
Aadorika Roy Inderjeet Kaur Namya Kujur	IRMA, Anand, Gujarat	The role of traditional religious institutions vs. government institutions in Taraba village in terms of general wellbeing, village development/prosperity planning and conflict management	Oct-Nov 24

Shubhendu Mohan Jena Srusti Tatwa Boity Abhishek Mohanty	IRMA, Anand, Gujarat	Promoting wastewater reuse of rural backyard gardens in Dumerjore village	Oct-Nov 24
Taraprasad Patnaik Subhakant Sahoo	KSRM, Bhubaneswar	Community Survey on Sanitation and Health in Colonypada village	Nov-Dec 24
Sasmita Barik Alisha Khosla	KSRM, Bhubaneswar	Community Survey on Sanitation and Health in Poiguda village	Nov-Dec 24
Arpit Sarangi Ayush Abhinav	XIM, Bhubaneswar	Evaluation of Self-Help Groups (SHGs) in Lakhanpur: Strategies for Sustainability, Raw Material Demands, and Market Opportunities for Growth	Nov 24-Jan 25
Aayush Prakhar Amandeep	XIM, Bhubaneswar	1. An Assessment of Self-Help Groups (SHGs) in A Totapalli Village: Activities, Challenges, and Opportunities for Growth 2. Impact of the Nutrition Garden Initiative in A Totapalli Village: Materials, Benefits, Challenges, and Suggestions for Improvement	Nov 24-Jan 25
Akankshya Acharya Abhipsa Dash	XIM, Bhubaneswar	1. Feasibility Study and Promotion of Nutrition Gardens in Jangugaon Village: Land Availability, Grey Water Source, and Development of 15 Gardens 2. Feasibility Study of Farmers Producer Groups (FPGs) in Jangugaon: Land Details, Livestock Availability, and Farmer ID Card Data Collection	Nov 24-Jan 25
Ankita Cheeran	Azim Premji University, Bengaluru	Drafting proposal on Impact of climate change on children in Koinpur and Laxmipur gram panchayats of the Rayagada block in Gajapati district, Odisha	Dec 24

Ayushi Gautam	Shaheed Bhagat Singh College, University of Delhi	Preparation of a baseline report for the Standard Chartered Bank-supported Water Secure Gram Panchayat project	Feb-Apr 25
Merin Mary John	Kristu Jayanti College of Law, Bengaluru	Content writing, audio transcription, and field visit data sorting.	Feb-Mar 25
Harshavardhan Bachu Suchitha Tenneti Praneeth Koduru Yogendra Tallam Manohitha Kataru Madhuri Animesetty Leela Krishna Reddy Karri Satya Amitha Gollamudi Pendyala Manisharma Pendyala Meghana Chowdary Thummala	Easwari School of Liberal Arts & Social Sciences, SRM University, Andhra Pradesh	Immersion Programme	June 17- June 27

SBI YOUTH FOR INDIA FELLOWSHIP

We continued our partnership with the SBI Youth for India Fellowship for the tenth consecutive year. The final review marking the closure of fellowship projects for the four SBI YFI fellows from the 2023 August and October cohorts was carried out. Thirteen new SBI YFI fellows joined in the August and October 2024 cohorts; one left the fellowship midway for personal reasons. Following their induction, which included field and thematic training, they were assigned to their respective project locations. The first review workshop for the 2024-25 SBI YFI fellows was held in January 2025 to finalise their project plans and assess the progress made during the initial period.

SBI Youth for India fellows from August 2023 to October 2024

Name	Domain & Project	Location
Shanija Shamsudheen	Domain – Food Security Project – To improve the nutrition status of the community by effective utilization of local food systems	Tumba, Ganjam
Arya Shankar	Domain – Education Project – Enhancing Life skills in Adolescents	Koinpur, Gajapati
Neethu Johnson	Domain – Sanitation and Health Project – Empowering women and children: Advocating WASH practices in the village	Tumba, Ganjam
Shazia Masood	Domain – Livelihood Project – Community-based Tourism	Koinpur, Gajapati

SBI Youth for India fellows during August 2024 to October 2025

Name	Domain & Project	Location
Aakansha Mudgal	Domain – Education & Youth Project - Empowering students by unlocking potential in life skills and cultivating a growth mindset through mentorship sessions	Tumba, Ganjam
Anmol Banerjee	Domain – Education Project – Saura Culture Club	Mahendra Tanaya School, Gajapati
Ashwin S Venkataraman	Domain – Sanitation and Health Project – Creating awareness and encouraging action on sanitation and health-related measures through folktales/fables for kids	Adri, Kalahandi

Bhawna	Domain – Education Project – Vidyarthi Darpan	Mahendra Tanaya School, Gajapati
Mansi Singh	Domain – Health Project – Creating Supportive Spaces for Differently-Abled Individuals to Connect and Thrive Empowering Lives Through Tailored Vocational Training and Community Engagement	Sindhipadar, Kalahandi
Prabhat Kumar	Domain – Livelihood Project – Tourism Enterprise	Daringbadi, Kandhamal
Rina Anil Mahtole	Domain – Education Project – Digital Literacy	Gram Vikas Vidya Vihar, Ganjam
Yashovardhan Meherram Gadekar	Domain – Livelihood Project - Efficient poultry management and production as a supplementary source of income	Gopinathpur, Kalahandi
Muzamil Javaid	Domain – Education Project - Unlocking Rural Educational Potential: An intervention to increase Digital Literacy With integrated English Language Support	Gram Vikas Shikshya Niketan, Kalahandi
Gargi Gupta	Domain – Education Project - Our Anganwadi, Our Children’s Education: To enhance the quality of early childhood education by fostering community participation and supporting Anganwadi Didi in children’s learning and holistic development	Tumba, Ganjam
Sadaf Malik	Domain – Water & Environmental Protection Project – Community-led Water Revival: Ponds for Productive Fields	Koinpur, Gajapati
Tshering Cheki	Domain – Environmental Protection Project – Clean Koinpur: promoting waste reduction and raising awareness for a healthier, greener community	Koinpur, Gajapati

INTERNAL COMPLAINTS COMMITTEE




The Internal Complaints Committee (ICC) of Gram Vikas functions by the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The Committee has four internal members and one external member.

One complaint was received by the ICC on 30 November 2024. Necessary enquiries were conducted, and the ICC submitted its report to the Executive Director on 31 January 2025. Actions as recommended by the Committee were taken in the matter.

Administration and Facilities

Gram Vikas operates in remote locations where access to adequate infrastructure has been a challenge. This led to the creation of our own facilities to meet the needs for office space, accommodation, and transportation. The Administration Management Group coordinates the management and maintenance of facilities and vehicles. It is also responsible for procurement, material management, and IT services.

Gram Vikas owned Facilities

 <p>GANJAM DISTRICT</p>	<p>Mohuda Head Office Staff accommodation Meeting facilities and Guest rooms</p>	<p>Gayaganda District Office and Field Coordination Office Staff accommodation Meeting facilities and Guest rooms</p>	<p>Tumba Field Coordination Office Staff accommodation</p>
 <p>GAJAPATI DISTRICT</p>	<p>Koinpur Field Coordination Office Staff accommodation Meeting facilities and Guest rooms</p>	<p>Karadasing Field Coordination Office Staff accommodation</p>	<p>Parlakhemundi District Office</p>
 <p>KALAHANDI DISTRICT</p>	<p>Kumudabahal Field Coordination Office Staff accommodation Meeting facilities and Guest rooms</p>	<p>Adri Field Coordination Office Staff accommodation</p>	
	<p>Bhubaneswar Liaison office Meeting Facilities and Guest rooms</p>		

Accounts and Finance

All accounting activities are being taken up on the VOLAC software platform. This has helped with faster settlement of accounts from across the field offices. Orientation and training of Accounts staff and Management Groups on use of VOLAC was carried out in collaboration with the service provider. The functioning of the Finance and Accounts central function to Mohuda was completed during the year. A comprehensive capacity building programme for accounts staff was initiated during the year.

Statutory Compliances

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

Statutory Audit

M/s AASA Associates, Bhubaneswar was the Statutory Auditor for Gram Vikas during 2024-25.

Internal Audit

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

FINANCIAL STATEMENTS



BALANCE SHEET AS AT 31ST MARCH 2025

Particulars	As at 31.03.2025 [₹]	As at 31.03.2024 [₹]
1. Liabilities		
General Fund	12,38,84,427	18,18,85,114
Deferred Project Receipts	4,56,17,422	4,76,12,397
Project Funds - Restricted Grants	9,38,32,361	7,82,34,668
Capital Asset Fund	10,78,60,005	9,76,69,315
Dairy Development Fund	1,80,551	1,80,551
Other Funds	64,87,403	1,86,91,998
Current Liabilities and Provisions	2,16,43,758	98,74,883
Total	39,95,05,927	43,41,48,926
2. Assets		
Fixed Assets	10,78,60,005	9,76,69,315
Investments	8,06,59,532	11,22,21,760
Piped Water Supply Projects' Advances	1,07,20,642	2,32,46,106
Current Assets	20,02,65,748	20,10,11,745
Total	39,95,05,927	43,41,48,926

In terms of our attached report of even date

For: AASA & ASSOCIATES
Chartered Accountants
FRN:310073E

For: Gram Vikas

Amit Kumar Agarwalla, FCA
Partner
Membership No.: 063572

Joe Madiath
Chairman

Liby T Johnson
Executive Director

MOHUDA
DT: 25.07.2025

INCOME AND APPLICATION ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

Particulars	Year ending 31.03.2025 [₹]	Year ending 31.03.2024 [₹]
1. Income		
Grants and Donations	11,95,250	70,08,479
Interest Income	9,87,501	55,08,014
Add: Interest income earned on donor funds - Grant-in-aid	33,26,179	10,55,559
Income from Investments	4,37,08,795	1,96,74,820
Income from Sale of assets	73,31,000	2,33,64,832
Reimbursements	37,25,898	11,20,623
House Rent Income	15,01,264	18,77,145
Miscellaneous Income	10,13,094	21,39,495
Overhead recoveries from the projects	2,49,926	6,01,058
Utilisation against restricted grant (Annex to Schedule - III A) - Pass through entry	26,28,14,410	22,72,49,836
Total Income	32,58,53,317	28,95,99,861
2. Application		
Application - Programme - Revenue		
Village Institutions	78,77,458	77,04,845
Water	1,92,45,912	2,21,95,663
Livelihoods	53,64,660	37,13,721
Sanitation & Hygiene	56,84,620	76,64,986
Habitat & Technology	11,23,628	13,02,926
Education and Youth	19,11,837	16,98,221
Planning and Monitoring	11,90,928	43,22,152
Documentation & Communication	37,68,169	51,18,858
Human Resource Development	17,61,272	20,08,889
Strategies & Systems	70,99,483	89,58,619
Audit Costs	9,33,693	15,10,319
Staff Costs	2,14,80,092	1,32,94,065
Administration Costs	2,45,96,886	2,62,75,823
Utilisation against restricted grant (Annex to Schedule - III A) - Pass through entry	26,28,14,410	22,72,49,836
Application - Programme - Capital		
Capital Expenses		
Depreciation on assets acquired from sources other than Income- Past Accumulations	37,52,619	27,31,665
Total Application	36,86,05,667	33,57,50,588
Less: Application Amount in excess of the application to the extent of available Income met out of Past Accumulation transferred to Balance Sheet	4,27,52,350	4,61,50,727
Total	32,58,53,317	28,95,99,861

INCOME AND APPLICATION ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

Particulars	Period ending at 31.03.2025 [₹]	Year ending at 31.03.2024 [₹]
Add: Depreciation on assets acquired from sources other than income transferred to BS	37,52,619	27,31,665
Less: Interest on Donor Project Funds trf.to Project Fund A/c-Grant-in-aid	33,26,179	10,55,559
Less : Interest on Bank deposits of GV Welfare Fund transferred to Balance Sheet	-	-
Net Surplus	4,26,440	16,76,106

Note : Income and application account is prepared u/s 11 of Income Tax Act, 1961

As per report of even date

For: AASA & ASSOCIATES
Chartered Accountants
FRN:310073E

For: Gram Vikas

Amit Kumar Agarwalla, FCA
Partner
Membership No.: 063572

Joe Madiath
Chairman

Liby T Johnson
Executive Director

MOHUDA
DT: 25.07.2025

ANNEXURE TO SCHEDULE FOR RESTRICTED GRANTS FOR THE YEAR ENDED 31ST MARCH 2025

Particulars	Annex. to Sch.-III A	
	Year ending 31.03.2024 [₹]	Year ending 31.03.2023 [₹]
Opening Balance of Project Funds	7,82,34,668	5,75,36,407
Accretion during the year		
Grants in Aid	27,50,85,924	24,68,92,538
Interest Income on donor funds transferred from Income & Application app. A/c	33,26,179	10,55,559
Total	27,84,12,103	24,79,48,097
Depletion during the year		
Depletion - Programme		
Village Institutions	1,34,20,824	1,82,04,137
Water	8,16,51,867	10,99,22,758
Livelihoods	7,82,02,247	4,83,52,396
Sanitation & Hygiene	2,88,45,577	1,79,06,030
Habitat & Technology	29,56,098	10,91,314
Education & Youth	76,39,684	25,45,365
Disaster Relief and Rehabilitation	11,06,080	-
Planning and Monitoring	75,04,770	72,19,296
Documentation & Communication	57,31,507	34,54,743
Human Resource Development	1,09,65,598	25,79,806
Strategies & Systems	75,55,411	47,12,440
Audit Costs	14,69,510	9,38,128
Staff Costs	62,58,093	19,03,774
Administration Costs	47,78,846	32,90,899
Project assets	47,28,298	51,28,750
Total	26,28,14,410	22,72,49,836
Closing Balance of Project Funds	9,38,32,361	7,82,34,668

RESOURCE MOBILISATION AND UTILISATION ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

Particulars	Total [₹]	SOURCES		
		Project Grants [₹]	Government [₹]	Own [₹]
1. Income				
Grants & Donations	27,62,81,174	27,50,85,924		11,95,250
Interest Income	43,13,680	33,26,179		9,87,501
Receipts from Rural Water Supply & Sanitation	2,97,517	-	2,97,517	-
Security deposit receivable from Rural Water Supply & Sanitation	6,136	-	6,136	-
Income from Investments	4,37,08,795	-		4,37,08,795
Income from Sale of assets	73,31,000	-		73,31,000
Reimbursements	37,25,898	-		37,25,898
House Rent Income	15,01,264	-		15,01,264
Miscellaneous Income	10,13,094	-		10,13,094
Overhead recoveries from the projects	2,49,926	-		2,49,926
Total income	33,84,28,484	27,84,12,103	3,03,653	5,97,12,728
2. Expenditure				
Village Institutions	2,12,98,282	1,34,20,824	-	78,77,458
Water	10,09,64,407	8,16,51,867	66,628	1,92,45,912
Livelihoods	8,35,66,907	7,82,02,247		53,64,660
Sanitation & Hygiene	3,45,30,197	2,88,45,577		56,84,620
Habitat & Technology	40,79,726	29,56,098		11,23,628
Education & Youth	95,51,521	76,39,684		19,11,837
Disaster Relief and Rehabilitation	11,06,080	11,06,080		-
Planning & Monitoring	86,95,698	75,04,770		11,90,928
Documentation and Communication	94,99,676	57,31,507		37,68,169
Human Resource Development	1,27,26,870	1,09,65,598		17,61,272
Strategies & Systems	1,46,54,894	75,55,411		70,99,483
Audit Costs	24,03,203	14,69,510		9,33,693
Staff Costs	2,77,38,185	62,58,093		2,14,80,092
Administration Costs	2,93,75,732	47,78,846		2,45,96,886
Capital Expenditure	2,23,98,050	47,28,298		1,76,69,752
Total expenditure	38,25,89,428	26,28,14,410	66,628	11,97,08,390

As per report of even date

For: AASA & ASSOCIATES
Chartered Accountants FRN:310073E

Amit Kumar Agarwalla, FCA
Partner
Membership No.: 063572

MOHUDA
DT: 25.07.2025

For: Gram Vikas

Liby T Johnson
Executive Director

Gram Vikas
Mohuda village, Ganjam district
Odisha - 760002

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