

# Solidaridad

## ASIA



## ANNUAL REPORT

**2017- 2018**

Solidaridad Regional  
Expertise Centre



# CONTENTS

- Foreword ..... 5
- Mission and Vision ..... 6
- Strategies and Core Values ..... 7
- Trustea Programme ..... 8
  - Internal Documentation System (IDS) ..... 10
  - Best Practices ..... 11
  - Engagement with Entities ..... 11
  - STGs Trained ..... 11
- Castor Programme ..... 12
  - Key Achievements ..... 13
  - Progress ..... 13
  - Activities ..... 14
  - Farmer Support ..... 15
  - Audit and Certification ..... 19
  - Conclusion ..... 19
- Indian Sustainable Soy Programme ..... 20
  - Activities ..... 23
  - Success Story ..... 31
- Human Resource ..... 33
- Financial Statement ..... 37



## TARGETED AREAS OF PROJECT IMPLEMENTATION IN INDIA 2017 - 2018



## FOREWORD



**DR. SHATADRU CHATTOPADHAYAY**  
**MANAGING TRUSTEE**

It is with great pleasure I present the Annual Report of Solidaridad Regional Expertise Centre for 2017-18 which sets out, for our stakeholders and the general public, our achievements over the last year and our future plans. Solidaridad continued with its vision on empowering and training smallholder farmers in the remote regions of the country. The smallholder agriculture is crucial for the economy of the rural India at a micro level but also plays a significant role in ensuring food security for the whole country.

This has been another exciting year for SREC and highlights include some of our interventions which have expanded significantly over the last twelve months and we continue to achieve large-scale impact through our programmes.

trustea has achieved remarkable status in Indian Tea industry where about 41% of the country's total production is produced as per the trustea standard and another 19% are in the pipeline. Solidaridad team provided awareness trainings directly and indirectly to 462,773 workers in this programme of which 230,246 are female workers. With the intervention of Solidaridad, Small Tea Growers were provided technical trainings to adopt best practices significantly improving their agronomical practices such as plucking, spraying, manuring etc.

The Pragati Programme supported 2000 castor farmers to adopt sustainable agricultural practices and improved their competitiveness in four districts of Gujarat. Solidaridad provided trainings with the focus on improving productivity thereby enhancing the self-sufficiency and livelihoods of the people. In its two years of implementation, it has resulted in increased yields, reduced losses, higher efficiency leading to increase in income for the farmers.

The India Sustainable Soy Programme is supporting smallholder soy farmers in five districts of Madhya Pradesh to adopt good agricultural practices to improve the productivity and livelihood by promoting cross-cutting themes based on Integrated Farming System (IFS), Farmer Producer Organizations (FPOs), women in agriculture and promotion of nutritional and food security aspects of soy. Farmer-industry linkages are established which enable farmers to get fair prices and benefits of transparent practices.

The good agricultural practices are based on principles of "more with less" and scientifically sound and validated technologies which contribute towards achieving sustainable production and improving income of smallholders. The programme is encouraging rural women by facilitating support through training and awareness programmes on good agriculture practices and nutrient aspect of soy to improve nutrition status of family. The programme is engaging with government and private sector stakeholders with the objectives to leverage expertise and resources. The practices and solutions promoted through the programme are contributing towards enhancing productivity and livelihood of smallholders while ensuring efficiency and sustainability within small farms and supply chain.

During 2017-18, 19,795 smallholders were trained on use of scientific technologies and 150 demonstrations were set-up in collaboration with Indian Institute of Soybean Research. There was an increase of 16.5 percent in soy yield in our front line demonstrations with Indian Institute of Soybean Research. 380 lead soy farmers were trained in sustainable practices and 50 field demonstrations are set-up on improved composting methods, bio-pesticides, balanced nutrient management and efficient water use. 14 Rural Associates were trained to facilitate extension. A Resource Centre for Women in Agriculture (RCWIA) was set-up to demonstrate women friendly tools and training of women to strengthen their role in agriculture.

With a vision of what is needed and the ability to respond to local needs, we continue our adherence to implementing the programmes. I hope that this report has succeeded in highlighting the progress. As we move forward, we remain committed in our efforts to achieve sustainable development with innovative concepts to support smallholder farmers and the planet.

## MISSION

**Solidaridad seeks to combat structural poverty through sustainable agriculture and trade.**

Solidaridad's mission is based on the following convictions:

- There is only one Earth, and it is our task to look after it for future generations.
- Poverty is degrading and should be eradicated from India.
- The balance between 'growth' and 'distribution' can only be preserved if the poor themselves are agents of development.



## VISION

**Sustainable production in agriculture and industry,** combined with sustainable trade will make a significant contribution to combat poverty and in preserving people's environment, in the context of a global economy

## STRATEGIES

The increasing demand for food, feed, fibre and fuel has created a paradox. On one hand rising food prices lead to challenges for large number of people in the rural areas; on the other hand, the pressure it is creating on the land to meet the demand, threatens the biodiversity and carbon rich natural landscapes. Major Indian businesses and global multinationals have heeded the call by Solidaridad among others to take responsibility and be part of the solution rather than a part of the problem.

As agricultural productivity growth does not match demand growth, increasing areas of natural habitat and volumes of irrigation water are used to meet this demand, to a point where critical biodiversity, water and environmental regulation thresholds are exceeded, as documented in the UN Millennium Ecosystems assessment. At the same time, 75% of the world's poor live on farms that have extremely low productivity due to a combination of lack of access to inputs, poor planting material and/or environmental degradation. Moreover, there are issues such as limited or no access to markets due to logistical or quality constraints. Better farming is key in reducing poverty and providing access to health and education for rural populations, as well as curbing migration to overcrowded cities. In many cases, crop yields and livestock densities can be increased using existing and proven technology while reducing environmental impact and external inputs. In this way, efficiency gains will improve income while avoiding expansion and degradation.

Solidaridad believes that the necessary changes need to be driven by a collaboration between NGOs, market players and Government.

## CORE VALUES

- We believe in creating win-win solutions for sustainable development through cooperation and partnership between CSOs, government and businesses
- A balanced approach towards social, economic and environmental aspects so that needs of both present and future generations are safeguarded
- We take a value chain approach from producer to the consumer helping to integrate sustainable practices in agricultural farms and factories.
- We create support for sustainable economic development, especially among citizens and consumers in global North and South
- We value integrity, honesty, openness, personal excellence, constructive self-criticism, continual self-improvement, and mutual respect within our organisation.

## PROGRAMMES

### TRUSTEA

The trustea India Tea programme formally launched since 2013 seeks to facilitate a locally developed and owned Indian tea code. The main objective is to develop a meaningful, cost effective code that is practical to implement in the Indian realities at the same time, it shall not compromise on globally accepted core sustainability principles. The program seeks to sustainably transform 450 million kg of tea, targeting 500+ factories and estates, 400,000 tea plantation workers and 40,000 smallholders. Hindustan Unilever, Tata Global Beverages and IDH– the Sustainable Trade Initiative, funds the programme and Solidaridad is the lead implementing agency along with Ethical Tea Partnership (ETP).

trustea has achieved remarkable status in Indian Tea industry where about 41% of the country's total production is trustea Verified and another 19% is in the process of getting complied on trustea sustainability standards.



### ON FARM

1. 462773 workers covered through trustea standard Verified estates of which 230246 are female workers
2. 89 tea estates have been reached out for new gap assessment and 137 estates of last year's (2014-2016) engagements were further provided with handholding and verification support to comply on trustea standards
3. 50 Bought Leaf Factories have been reached out for new gap assessment and 134 Bought Leaf Factories of last year's (2014-2016) engagements were further provided with handholding and verification support

### OFF FARM

1. Surprise visits were carried out to ensure payment of minimum notified wages to workers engaged in verified Bought Leaf Factories. Two Bought Leaf Factories in Assam have been deVerified based on the outcome of the surprise audit.
2. Three-day re-orientation Training on trustea standards were organised from 20-22 December 2017.



# INTERNAL DOCUMENTATION SYSTEM (IDS)

Internal Documentation System (IDS) of farmers was introduced in the absence of verifiable documents with them. Farm diaries also contain first-hand information on leaf harvested, price fetched, pesticide & manure applied enabling calculation of COP.

Small Tea Growers trained: 32,447

STG trainings by Implementing Partner				70 (2017)
% of trainings by IP given via different methods	Group Training at factory	Demo plot/ in field	Training of Trainers (Lead Farmers)	Through other agencies (convergence)
% North India	35%	25%	35%	5%
% South India	50%	25%	20%	5%



## BEST PRACTICES

### IMPLEMENTATION PROCESSES AND FUNCTION

As a result of trustea Implementation Processes, the Small Tea Growers have started sending their Soil for Analysis with UPASI (in South India) and follow their recommendation & started using Person Protective Equipments (PPEs) for spraying. Further they all have got their identity card from the Tea Board being Verified as Small Tea Growers. The same practice is also getting momentum through verified smallholders in North India.

## ENGAGEMENT WITH ENTITIES

Home Dale factory in the Coonoor region is one among the good Tea factories in the Nilgiris, they are constantly updating their knowledge and keeping the factory premises neat and clean, maintaining trustea code requirements. Their personnel quite often interact with Solidaridad field teams to discuss new techniques and practices for implementing the same in their factory

## STGS TRAINED

The best practice adopted by STGs after the intervention of Solidaridad are very encouraging. Their cultural practices such as plucking, spraying, manuring has drastically improved now. Chemicals are now stored in a safer place and they have acquired knowledge about buffer zone, mixing area, washing area, segregation of waste, wearing PPEs & waste disposal etc.

## CASTOR



The Pragati Programme facilitates castor farmers to adopt sustainable agricultural practices. The programme aims to certify 3000 farmers in 4 districts of Gujarat namely; Sabarkantha, Banskantha, Mehsana and Patan. The code on sustainability principles known as “SuCCESS” (Sustainable Castor Caring Environmental & Social Standards) were developed in the first year, which were designed to evaluate the social, economic, agronomic and environmental performance of the Indian castor farmers.

The programme focus is to improve productivity through sustainable agricultural practices thereby enhancing the self-sufficiency and livelihoods of the people. The endeavors made in the programme has resulted in increase in yield and led to increase in income.

Intensive farmer engagement for adoption of the code were conducted in second year of the programme for 1972 farmers in addition to the 1000 farmers certified in the first year.







The 1019 farmers in the 10 groups certified in the first year went through internal audits in the second year. The compliance percentage of the first-year farmers increased to 65% for the non-mandatory criteria of the code.

In continuation to the farmer training activities, a number of activities such as capacity building of the team, auditor’s training, development of communication material for the programme etc. were undertaken throughout the year.

## KEY ACHIEVEMENTS

- 6500 Ha of total land area and out of which more than 2000 Ha of area castor is covered through the programme and good agricultural practices are implemented on the same.
- More than 3500 farmers across 41 villages have been made aware of the benefits of good agricultural practices in two years of the programme Farmers and labourers in 26 programme villages underwent check-ups in a health camp organized by the programme to ensure only healthy persons are engaged in farm work.
- 1711 safety kits and storage drums distributed in the second year to encourage farmers practice safe occupational health practices.
- 55% increase in yield reported by the certified farmers. The increase in yield was calculated as compared to the findings of the baseline study conducted in the first year.
- 1 farmer support centre has been set up in the programme through which all the field coordinators provided continuous support to more than 2700 farmers through group and individual trainings wherever required.

## PROGRESS

INDICATOR	YEAR 1	YEAR 2
 Farmers trained in Good Agricultural Practices	1019	1791
 No. of demo plots set up to establish Good Agricultural Practices		5
 Lead farmers trained	50	67
 Farmers enrolled in Farmer Support Centre	1019	1972
 Farmers outreached through Farmer Support Centre	1520	2428
 Area covered under Good Agricultural Practices	688	1360

## ACTIVITIES

### CAPACITY BUILDING

#### TRAINING

The farmers received training through an intensive engagement process. Trainings were provided to lead farmers and general farmers alike by the castor expert and the field staff. A continuous facilitation was provided to the farmers wherein farmer groups were trained in various aspects of castor farming with various training tools. The programmes were conducted for farmer groups in villages and demonstrations were also held in field to facilitate the farmers. The programmes helped in creating discussions amongst the farmers which helped in dissemination of the interventions.



The training content focused on compliance with code principles related to crop protection methods, usage of personal protective equipment during pesticide use, waste management, storage of chemicals etc.

Almost 2700 farmers from 41 villages in 4 districts were reached through the training programmes in the second year. More than 100 hours of classroom and field trainings have been provided to the farmers.

Lead Farmer training was held at the SDAU premises on 27 September, 2017. 67 lead farmers identified across the four districts attended the programme. The training was also attended by participants from the University, Industry members and Solidaridad Team. The University experts provided detailed trainings on castor agricultural practices like seed management, irrigation management, and disease management. It was followed by field visits to the demonstration plots maintained by Castor Research station in the university campus.



### DEMONSTRATION PLOTS

On-farm demonstrations serve as one of the most effective extension training tools and also to reduce the risks farmers perceive while adopting new practices. For farmers, demonstration plots serve as a way to display the results of a new practice in comparison to traditional practices. Farmers adopt practices they believe to be effective and appropriate under local conditions. The phrase “seeing is believing” serves perfectly well to describe the experiences of the farmer with demo plots.



Farmers are continually trying to manage their irrigation systems to increase yields and improve the quality of their produce. Some examples include installing new sprinkler packages and improved irrigation methods. Each of these methods help improve the system, reduce costs and efficiently distribute pumped water to the growing crop. The agricultural water meter shall help in assessing the exact amount of water required for irrigation and reduce excessive consumption.

The demo plots shall demonstrate the effectiveness of water saving interventions along with other good agricultural practices.

### FARM SUPPORT CENTRE

Solidaridad has set up a Farm Support Centre (FSC) operating from its field office at Palanpur. The FSC comprises of 1 senior expert and 7 field coordinators who provide capacity building support to the farmers in all the four districts. The FSC also maintains all the records and documents related to the programme where all the documents of the certified farmers have been stored. The field coordinators conducted trainings for all the 2800 farmers in the second year. Of these 1019 farmers certified in the first year, were provided trainings to prepare them for internal audits.

The FSC conducts regular visits to the farmers who are undertaking the sustainable castor initiative to monitor progress against and also to provide assistance for implementing the code.

## SOIL AND WATER TESTING

Soil and water tests were carried out in all the 26 villages. The test revealed sulphur and zinc deficiency in major areas and phosphorus deficiency in some areas. To address the deficiency of these nutrients, the farmers were advised to apply organic manure in the fields. This helped in improving the nutrient content along with the organic matter content of the soil. The farmers were enthusiastic in implementing the same and this resulted in better yields.

## FARM WASTE MANAGEMENT AWARENESS

Continuous trainings were organised in order to highlight the different methods of disposing wastes such as holes should be punched in the base of the empty containers or the containers should be flattened out before disposal so that they cannot be used for other purposes. The empty containers should be buried in non- agriculture land to avoid further misuse.



## FARMER SUPPORT

### FARM DIARY DISTRIBUTION



After the successful completion of first year certification in 17 villages the Solidaridad team identified 24 new villages to widen the scope of the programme. Farmer registration were completed in 2626 villages with new farmers for Year 2. The Farmers were enrolled through farmer meetings in which the staff introduced themselves and the programme, its objectives and sought their opinion about the programme and engagement methods.

These meetings were also utilized to create initial awareness on sustainable castor initiative Pragati and sustainable farming practices. In each village Lead farmers have been identified and Farmers' Groups formed having at least three lead farmers in one group



## PPE KIT DISTRIBUTION



Personal Protective Equipment kits consisting of face mask, hand gloves and safety goggles were distributed as part of the programme to all the enrolled farmers. The PPE kit help the farmers to follow the safety guidelines as per GAP.

Post distribution of the kits, demonstrations were also conducted by the field team to help farmers in using the kit correctly and effectively. The farmer response was highly positive to the safety kit distribution and has been one of the major reasons for adoption of the SuCCESS principles.



## STORAGE DRUM DISTRIBUTION

Storing the agro chemicals in the house presents a potential risk not only to the health of the farmers & his family but also to the integrity of the environment. This was one of the main gaps identified during the audits as farmers were storing the chemicals in their house. Regular trainings were organised to create awareness and it was decided to distribute storage drums as safe storage & use of pesticides is part of compliance to code principles & this will go long way in addressing the ill effects of improper storage of chemicals.



## HEALTH CAMPS

Medical health camps were organised in different villages where not only the farmers but also the labours supporting and performing various activities on field were invited. They were checked on Haemoglobin %, Blood pressure & Diabetes. This is part of the OHS risks identified under the SuCCESS code where only a healthy person should be involved in specific activities like harvesting, handling chemicals etc.



## AUDIT AND CERTIFICATION

### AUDITORS' TRAINING, LEARNING AND EXCHANGE MEETING

2nd Auditor's training and learning event was organized on 19 February 2018 which saw participation from three certification bodies, Solidaridad implementation team and involved exchange of ideas and also experiences of field team. Three certifying bodies namely Control Union, Indocert and SGS were invited to the auditor's training programme which were empanelled to conduct the final audits on the field. The refresher training was aimed at understanding sustainability code and to comprehend its various aspects which involved not only the quantitative principles of the code but also to give a refresher training to auditors on various challenges faced during the last year's audit.

### GAP ASSESSMENTS AND IMPLEMENTATION OF CORRECTIVE ACTION PLAN

Post the training programme, gap assessments were conducted for the second year farmer groups to assess their compliance with the code principles of SuCCESS. The gap audits were conducted in the months January 2018. The gap assessment was conducted by the Solidaridad field staff for the farmers.

## CONCLUSION

Year 2 of the PRAGATI programme focused on providing training and awareness to the farmers and conducting gap assessments for the farmers identified during this period who will be undergoing external audits.

The field team conducted the gap audits and also developed corrective action plans to close the gaps identified during the assessments. The farmers were facilitated in complying with the code requirements post the assessments.

The learning from the first year were taken into consideration so that the compliance level of the farmers towards the success code increases.

In the third year of the programme, focus will be more towards facilitating farmers to adopt the complete package of good agricultural practices.

# INDIA SUSTAINABLE SOY PROGRAMME



## INTRODUCTION

The India Sustainable Soy Programme strives to support smallholder soy farmers to adopt good agricultural practices with the objectives to improve the productivity and livelihood. Programme promotes cross-cutting themes which are based on Integrated Farming System (IFS), Farmer Producer Organizations (FPOs), women in agriculture and promotion of nutritional and food security aspects of soy.



The good agricultural practices are based on principles of “more with less” and scientifically sound and validated technologies which contribute towards achieving sustainable production and improving income of smallholders. Farmer Producer Organizations (FPOs) are being supported to facilitate collective actions, backward and forward integration to improve access to quality inputs and markets linkages. FPOs also enable direct industry-farmers interface and benefits farmers through better prices, fair and transparent market practices.

The programme also encourage rural women by facilitating support through training and awareness programmes on good agriculture practices and nutrient aspect of soy to improve nutrition status of family. Jointly with the support from Central Institute of Agricultural Engineering we have set-up Resource Centre for Women in Agriculture (RCWIA) in Village Semali, Sehore, Madhya Pradesh. In addition, we also engages government and private sector stakeholders with the objectives to leverage expertise and resources. The government stakeholders such as Indian Institute of Soybean Research, Indore and IARI- Indian Institute of Agricultural Research, Regional Station, Indore are engaged to facilitate technical knowledge and support “lab to lands”. Vippy industries is engaged to jointly support soy smallholders through trainings and capacity building on sustainable agricultural practices, strengthening capacities of FPOs and providing market linkages.

Overall, practices and solutions promoted through the programme are contributing towards enhancing productivity and livelihood of smallholders while ensuing efficiency and sustainability with-in small farms and supply chain.

## PROGRAMME GEOGRAPHY

A total of 30,000 farmers has been targeted to support in 5 Districts of Madhya Pradesh namely; Agar-Malwa, Dewas, Ujjain, Bhopal and Sehore. The targeted community for the programme are mostly smallholders who suffer from low productivity due to several constraints and issues.

## KEY ACHIEVEMENTS

- Trained 19,795 smallholders on scientifically sound and validated technologies, based on the principle of “more with less”.
- 150 demonstrations are set-up in collaboration with Indian Institute of Soybean Research, these demonstrations are based on scientifically proven technologies and practices.
- 16.5 percent increase in soy yield in our front line demonstrations with Indian Institute of Soy bean Research.
- A total of 380 lead farmers were trained and skilled about sustainable practices, who adopt recommended practices in their farms and disseminate knowledge among fellow farmers in their locality.
- 50 field demonstrations are set-up on improved composting methods, bio-pesticides, balanced nutrient management and efficient water use.
- A total of 14 Rural Associates are trained to facilitate extension and knowledge transfer to support farmers for adoption of latest technologies and good practices





- Resource Centre for Women in Agriculture (RCWIA) is set-up to demonstrate women friendly tools and training of women to strengthen their role in agriculture
- Nutri-Sakhi are trained to promote nutritional aspects of soy to improve household consumption
- Farmer-industry linkages are established which enable farmers to get fair prices and benefits of transparent practices.

## ACTIVITIES

### EFFICIENT EXTENSION SYSTEM



### TRAINING OF TRAINER JOINTLY ORGANISED BY SOLIDARIDAD AND ICAR- INDIAN INSTITUTE OF SOYBEAN RESEARCH, INDORE

Efficient extension system has been set-up as an instrument to change the behaviour of farmers towards adoption of good practices and latest technologies. Trained and skilled cadre of Lead Farmers have been developed in different targeted programme villages. On average one to two active and progressive farmers from each village has been linked with the programme to act as lead farmer. Trained Lead Farmers are acting as social change agents in the society and taking up the social and other developmental issues. Solidaridad Rural associates (youth from local area) are trained and skilled for facilitating trainings, knowledge and linkages with markets. These associates are linked with Solidaridad experts, executives and local extension institutions such as Krishi Vigyan Kendra and research institutions. Different Training of Trainer (ToTs) programmes are organized to build knowledge and capacities of rural associates and lead farmers. On 1st June 2017, ToT was organized for 45 lead farmers and rural associates with support of ICAR - Indian Institute of Soybean Research. The objective of training was to provide required technical knowledge to field executives which would support in delivering goals of Sustainable soy production. Technical sessions were conducted by ICAR-IISR team of scientists and experts. The sessions were focused on different important topics such as climate adaption technologies in soybean, integrated pest, disease and water management. Similar trainings were organized to prepare lead farmers and rural associates about package of practices of wheat and chick-pea. Communication strategy has been adopted to change the farmer perception and encourage them for adoption of good practices. Effective communication channels are adopted like wall painting, video shows through pico projectors, field trainings and peer group learning etc.

Farmer diaries are prepared and maintained at farmer level to keep record of practices followed by farmers as well as to monitor the cost and income from production. With this, different IEC and learning materials are developed; such as soy booklet on package of practices along with posters, wall paintings on pest cycle, safe chemical spray and plant nutrients based on scientific recommendations.

Farmers' field trainings and field days were organized on good agricultural practices with the objective to facilitate adoption of good practices by farmers. Field trainings, exposure visits and field days were organized into different stages of crop such as pre-sowing stage, post-sowing and harvesting. During field days field visits to demonstration plots were also conducted for visual impact.

**“Lab to Lands” in collaboration with Indian Institute of Soybean Research**

The premier soybean research institute of India i.e. ICAR-Indian Institute of Soybean Research and Solidaridad join hands to promote good agricultural practices and sustainable soybean production among smallholders' farmers through front line field demonstration. These demonstrations were set-up based on scientifically recommended practices of soy with the objectives to implement idea of “Lab to lands”. Lead farmers are selected to act as extension points at local level for setting up soy demonstration. Training of trainer was organised of field extension team with onset of kharif season followed by field

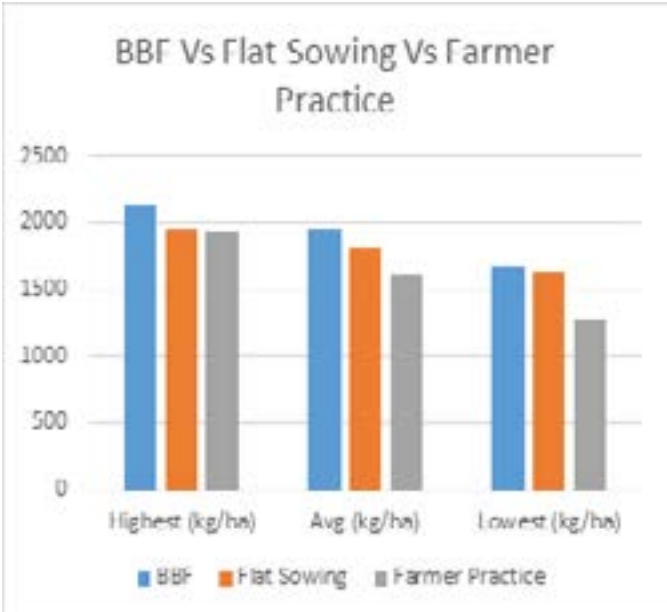


trainings of farmers on each crop stage with help of predesigned training modules (pre sowing, weed management, nutrient management, integrated pest management, safe chemical spray, post harvesting etc). During flowering and pod formation stage field day were organized at demonstration plots of farmers for allowing them to interact with lead farmers and gain knowledge on benefits and impact of demonstrated practices for sustainable soybean cultivation.

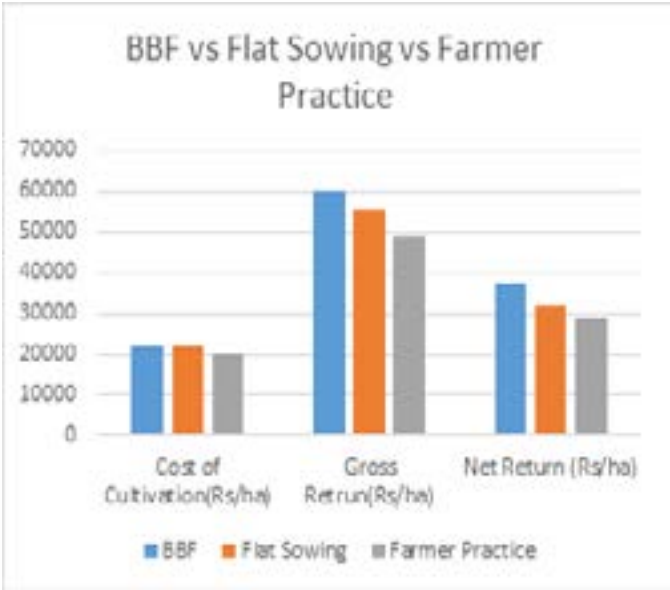
Frontline demonstration includes promotion of new soybean varieties such as JS 20-34, NRC 86;

BBF/RBF sowing, integrated pest and nutrient management practices. These demonstrations acted as extension points at field level mobilizing farmers to adopt good agricultural practices through understanding on benefits of practices and realizing its impact over yield. Results were well received among farmers leading to wider adoption of practices and based on database research papers have been presented and published in the research journals.

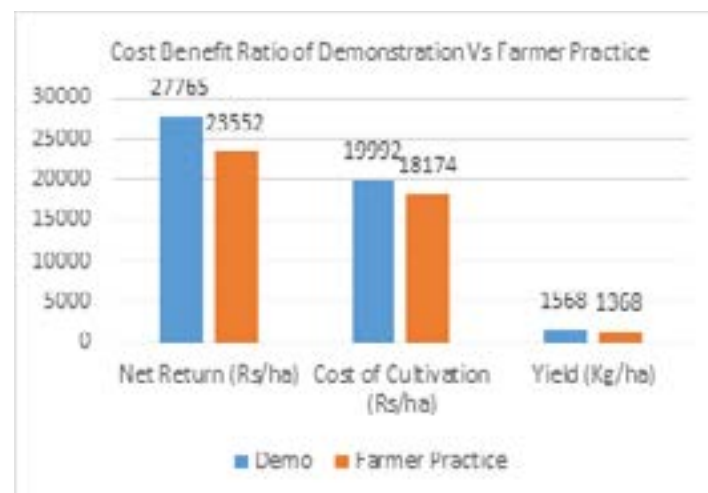
The result of soybean demonstrations shows 16.55 % increase in yield compared to farmer practice. Based on our comparative analysis of demonstration of broad based furrow, flat planting and farmers practices. The maximum average seed yield of soybean under broad bed furrow planting was 1,964 kg per ha (range 1,668-2,128 kg/ha) in 2017, whereas it was 1,810 kg per ha (range 1,625-1,957 kg/ha), respectively in case of flat planting. In comparison to these two the seed yield in farmer's practice was 1,608 kg per ha (range 1,287-1,940 kg/ha), respectively. The comparison of broad bed and furrow planting and flat planting with farmer's practice showed an increase of 22.71 per cent and 8.34 per cent, respectively. The Cost Benefit Ratio (CBR) of broad based furrow, flat sowing and farmer practice is 2.73, 2.44 and 2.38 respectively. This showed the impact of improved technology on productivity, which was further accentuated in broad bed and furrow planting. This clearly brings out that the significance of conserved moisture by planting soybean in broad bed and furrow system, which is effective in mitigating the water stress in the event of excessive as well as water stress during cropping season.



Yield comparison of Demonstration of Flat and Broad based Furrow sowing with Farmers Practice



Cost Economics comparison of Demonstration of Flat and Broad based Furrow sowing with Farmers Practice



Good Agricultural Practices compared to farmers practices in soybean

## NEW WHEAT SEED VARIETIES

Jointly with the Indian Agricultural Research Institute- Regional Station (IARI- RS) Indore and Vippy Industries, we conducted demonstration of new wheat varieties HD 2987, HI 1544, HI 8737, HI 1605, HI 1612, HI 8713 and other varieties to demonstrate climate adaptive practices, promote balanced nutrient application and water efficient practices in farmers' field. IARI-RS provided technical support in conducting the 15 field trials. In addition, "Training of Trainers on Good agriculture practices for Rabi season crops" was organized with the technical support from RAK Agriculture College, Sehore; to prepare field extension team and enhance their technical knowledge on crop production technologies.



## EFFICIENT WATER USE PRACTICES

We introduced specially designed broad based furrow attachments to promote water efficient practices in soybean. These attachments are inserted into the traditional seed drills for ensuring sowing with BBF method. BBF method of sowing improves soil moisture and significantly contributes towards increased yields.

## RESOURCE CENTRE FOR WOMEN IN AGRICULTURE (RCWIA)

Resource Centre for Women in Agriculture (RCWIA) has been set-up at village Semali, Sehore, India, with the support from Central Institute of Agricultural Engineering. The RCWIA has been set-up for promotion of women friendly tools, technologies and trainings of women on technical aspects of agriculture to strengthen their knowledge and role in agriculture and decision making. The centre also take-up issues related to malnutrition through training and awareness programmes.

## PROMOTION OF WOMEN FRIENDLY TOOLS

As women are mostly engaged in agriculture therefore to improve their efficiency and reduce drudgery we have trained women about use of new and appropriate women friendly tools. Exposure visits are organized to Central Institute of Agriculture Engineering (CIAE) for demonstration of different women friendly tools and equipment



### NUTRI-SAKHI FOR PROMOTION OF SOY-BASED FOOD

'Nutri-Sakhis' are local women who are trained on nutritional and soy food processing aspects. A total of 10 'Nutri-Sakhis' are trained with the technical knowledge support from Krishi Vigyan Kendras (KVKs). Through the trained cadre for Nutri-sakhi, we are creating mass level awareness in rural areas about soy food processing and its consumption at household level. The trained 'Nutri-Sakhis' are acting as change agent in society for behaviour change towards the food-habits and consumption of nutritious food. They are also promoting kitchen gardens to ensure intake of nutritious vegetables.

### "NUTRI FAIR" RESPONSIBLE CONSUMPTION FOR A SUSTAINABLE FUTURE

A week-long celebration from 1 to 7 March 2018 was organized in which different activities were conducted countrywide with support from multi stakeholders and diverse sectors. Nutri Fair was a theme based programme to discuss on issues related to rural women/ children and their nutritional aspects, along with the efforts undertaken by different stakeholders in this regard. About 1200 rural women from different parts of the state participated in the event. Apart from them women entrepreneurs, academicians, researchers and representatives from CSR, corporate bodies and Government agencies also took part in this event.

### SOLIDARIDAD-VIPPY COLLABORATIVE PROGRAMME

Solidaridad and Vippy Industries' collaborative programme was initiated in the month of April 2017, after signing of Memorandum of Understanding between Solidaridad Regional Expertise Centre and Vippy Industries Ltd. It is a plug-in programme into the overall SREC soy programme. Overall objective of programme is to improve livelihood of soy smallholder through trainings and market linkages.

Jointly with Vippy industries we are supporting framers to improve their productivity and profitability through adoption of sustainable agricultural and farm management practice. In addition, FPOs are supported to ensure market linkage for smallholder farmers.

### ENHANCING CAPACITIES OF FARMER PRODUCER ORGNIZATIONS (FPOS)

Farmer Producer Orgnizations are supported with the objectives of promoting collective actions and integrating farmers with-in the value chain while creating a level playing field for farmers. FPOs are potentially able to leverage collective strength to ensure access to quality inputs/ seeds, services and appropriate technologies. As well as they can also tap market potentials and enter into partnership with private entities/businesses on more equitable terms.

FPOs are strengthened on business planning, managing legal compliances and commercial operations. in addition trainings were also provided on strengthening governance system of FPOs. Series of residential training programmes were also organized for training and capacity building of FPOs on agribusiness opportunities and business planning. Such trainings were jointly organized in coordination with JNKVV (Jawaharlal Nehru Krishi Vishwa Vidyalaya). These training programmes are supported by Rashtriya Krishi Vikas Yojna (RKVY), Farmers Welfare and Agriculture Department - Government of Madhya Pradesh.



## ACCESS TO MARKETS AND FAIR PRICE DEALING

As because of small quantities and lack of appropriate and competitive marketing facilities farmers are unable to realize better prices of their produce. Therefore to ensure better prices and fair practices, we facilitated FPOs linkages with industry. We facilitated market linkage through agreement between Vippy Industries and Avantika Atam Nirbhar Krishak Producer Company Ltd. Through market linkage Avantika FPO procured about 1500 MT of soy and generated turnover of about Rs 4 crores.

### Through market linkages farmers are benefitted in following ways

- Transparent practices
- Savings in transaction costs
- Pricing is being done based on the scientific method, i.e. 10:2:2:10,(10% moisture, 2% foreign materials, 2% damage seeds, 10% green seeds)
- Better price realization and timely payment

This also creates a potential business case for industries as they are able to secure supplies and better quality of soy directly from farmers. Such linkage also facilitates direct industry-farmer relations.

Overall, Farmer Producer Organizations offer a proven pathways to successfully deal with a range of challenges faced by smallholders. The efforts would lead to long term sustainability of small farms, encourage and attract rural youths to make agriculture as business entity and would significantly enhance sustainability across supply chain functions.



## SUCCESS STORY

### GOOD AGRICULTURAL PRACTICES CONTRIBUTING TOWARDS DOUBLING THE SOY YIELD



Laxmi Narayan, is smallholder farmer of Villgae Polay Jagir, Dewas district of Madhya Pradesh. He holds a total of 2.25 hectare land which is the main source of income for raising his family.

Mr Laxmi has joined the programme this year with the objectives to improve productivity and income from his small land. He has participated into different training programmes which enhanced his knowledge about good practices. After understanding benefits of GAPs and improved technologies, he agreed for demonstration in 0.4 ha of his land. He was supported by programme for setting up demonstration by providing necessary agri inputs such as seed treatment, pheromone traps etc. He has applied new practices which are seed treatment, RBF sowing, spacing, IPM methods (Yellow sticks, Pheromone traps) and balanced nutrient application.

Despite of erratic and uneven rainfall in the area, his soybean plot has able to sustain moisture for longer period and resulted in low weeds appearance. As a result of these practices Mr Laxmi has realised yield of 25 quintal per hectare as compared to state average of 9 quintals per hectare. He has become a role model for other farmers in his surrounding villages and many farmers have visited his plot for learning on RBF technologies and seeing result of RBF in soybean. Experiencing, significant improvement in yield through adoption of RBF sowing method, now Mr Laxmi is adopting these good practices in wheat and chick-pea crop.

# SUCCESS STORY

## WATER EFFICIENT PRACTICES IN SOY LEADING TO IMPROVED YIELDS



Dolat Singh, is smallholder farmer of Rajukhedi village, Sehore district with landholding of 2 Hectare. In starting of kharif season, he was briefed by Solidaridad team on good agricultural practices for sustainable soy cultivation such as seed treatment, BBF sowing, IPM methods (Yellow sticks, Pheromone traps, bio-pesticides), balanced nutrient application. After understanding benefits of GAPs and improved technologies, he agreed for demonstration in 0.4 ha of his land.

In the demonstration, technologies such as BBF sowing, balanced nutrients application and IPM methods was demonstrated in his land. He has applied recommended dose of fertilisers in demonstration field. He used recommended chemical pesticides/herbicides in less amount his field and adopted bio pesticides, neem oil, pheromone traps, das patti ark and yellow sticks (IPM methods) for controlling pest attack in demonstration plot, also he opt for intercropping in soybean with maize crop. After harvesting of soybean he shared that he has saved in his cost of cultivation. Despite of erratic and uneven rainfall in the area, by adopting good agricultural practices he realized soy yield of 24.00 quintal per hectare compared to his control plot (JS 9560) 12.5 quintal per hectare.

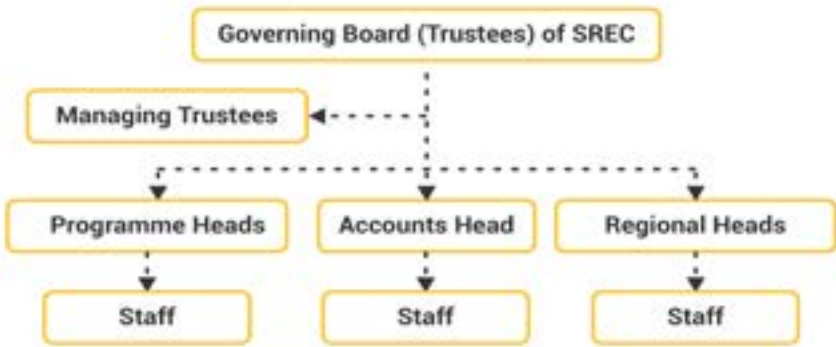
He shared initially his fellow farmers said to him that he has wasted his land by sowing with BBF and it won't fetch any result for him, but once they visited his field in during the cropping season and seeing his yield they are showing interest for adopting BBF sowing and now is proud lead farmer of our program and playing a key role in mobilizing other fellow farmers for adopting BBF sowing.

# HUMAN RESOURCE

## ORGANIZATIONAL STRUCTURE AND GOVERNANCE

Solidaridad Regional Expertise Centre: Solidaridad Regional Expertise Centre is a NGO registered under the Indian Registration Act, 1908. Certificate has been issued by Sub Registrar of Janakpuri, New Delhi under Section 60 of the act with the registration number 17474 in additional Book No.4 Volume No. 12384 on page 113 to 126 on 18th December 2008.

SREC satisfies the conditions of u/s 80G of the Income Tax Act of 1961 and is also registered under Section 12 A of the Income Tax Act of 1961.



## HUMAN RESOURCES, STAFFING AND MANAGEMENT

SREC has a well defined Human Resource (HR) policy which is an attempt to document prevalent organizational practices and norms in a standardized format for user-friendly reference. This HR Policy contains the key policies, goals, benefits and expectations of SREC and other information an employee will need in the course of seeking employment in the organization.

SREC believes the development of people is the prime responsibility of the organization and if an environment is created where individuals can develop their competencies, people can and will do their best.

### THE EMPHASIS IS ON:

- Devising a system that would result in an organisational climate conducive to developing potential of human resources and providing opportunities for fulfilment
- Facilitating the implementation of human resource policies and practices in a clear and sensitive manner to enable the achievement of the mission of SREC

- Building an enduring foundation for professional relationships in the organization and ensure continuity through the creation of a ready point of reference
- Ensuring that SREC continues to be an exciting, happy, secure and satisfying place for each and every one of us to work in and grow

SREC values the individual needs of staff and commits to providing an environment, which facilitates a work and life balance. It would be our constant endeavour to explore alternatives in the ways of working - ones that embrace and harmonize all the important areas of our lives.

SREC has a strong anti-corruption policy in order to be transparent and credible. The SREC is guided by a well-articulated code of conduct book, which is handed over to each employee at the time of joining. Any corrupt practice by its staff is dealt with disciplinary measures provided in HR policy and if it is by a partner, appropriate steps are taken - from bilateral discussions to legal remedies.

### SREC IS ISO 9001-2008 CERTIFIED

Solidaridad Regional Expertise Centre has been certified under ISO 9001-2008 since 9th September 2009. The purpose of the certification is to follow a globally accepted quality management of the work in order to:

- Demonstrate our ability to consistently provide services that meets donors, beneficiaries and applicable statutory and regulatory requirements of donors and beneficiaries.
- Aims to enhance donors, beneficiaries' satisfaction through the effective application of the system, including processes for continual improvement of the system and the assurance of conformity to donor and applicable statutory and regulatory requirements.

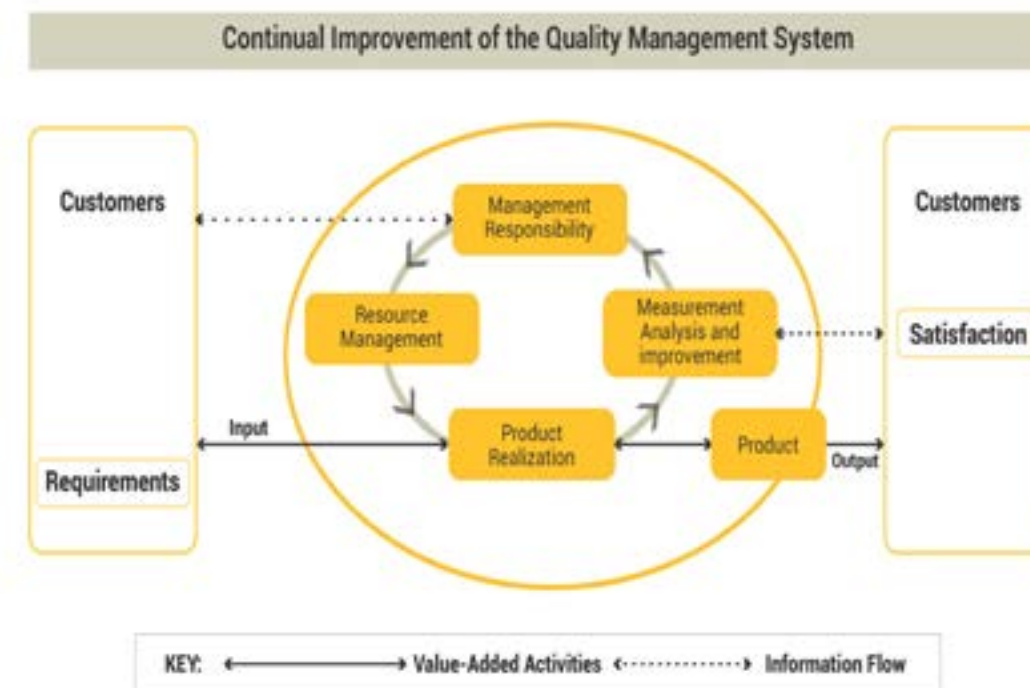


### SREC HR STRENGTH

- STAFF
- CONSULTANTS

SREC Employee Strength	Staff	Consultants	Total
2017 - 2018	26	11	37

## DECISION MAKING PROCESS IN SREC



### The programmes are developed in SREC as per the following:

1. The programme team under supervision of Managing Director develops Multi-Annual strategy plan (MASP) within India. These MASPs are in line with local priorities and in alignment with Government plans.
2. The MASP is then placed for consultation at the Board of Trustees and inputs are collected.
3. The MASP serves the basis for the preparation of Annual Plans by the Managing Director, which are again deliberated and approved by the Board of Trustees.

## FINANCIAL STATEMENT 2017-2018

4. The overall responsibility of managing and implementing the programmes and projects in line with MASP lies with the Managing Director. The Managing Director further delegates this function to Programme coordinators.
5. Each commodity has a coordinator or manager assigned in SREC who are overall responsible for the project implementation.
6. Each of the project is registered by the Programme Support Officer (PSO) in the SREC under the overall supervision of the Manager-Accounts and Administration of SREC.

The Admin & Accounts Manager along with the PSO registers the project in a project database where a unique number is given to the project. With the number of the project, the PSO makes a digital file. In this file all the important documents of the project are saved. Each digital project folder should be at least the following elements:

- Partner Assessment form
- Project description and Contract
- Payment Requests and Payment records
- Progress Reports and Evaluations
- Working documents

Reporting: Every month a monthly staff meeting is organized in SREC to evaluate and discuss the progress of different programmes and if necessary corrective actions are taken. The key outcomes of the monthly meetings are documented and preserved in hard and soft copies. An annual overall report along with audited financial statement is prepared as well.

### DHINGRA & JUNEJA Chartered Accountants

13/82, LGF, Vikram Vihar  
Lajpat Nagar-IV, New Delhi-110024  
Tel. : 41729407, 46103248, 9811991182  
Mobile : 09899375684, 09999980496  
E-mail : vdhingra1231@gmail.com  
vikas.dhingra@dhingrajuneja.com

#### Extract of Independent auditor's report of the trustees of the Solidaridad Regional Expertise Centre

In our opinion and to the best of our information and according to the explanations given to us, the financial statements give the information so required and give a true and fair view in conformity with the accounting principles generally accepted in India:

- a. In the case of Balance Sheet of the state of affairs of the Trust as at 31st March 2018, and
- b. In the case of Statement of Income and Expenditure, of the excess of expenditure over income for the period from 01<sup>st</sup> April, 2017 to 31st March 2018.

For Dhingra & Juneja  
Chartered Accountants  
Firm Registration Number: 018799N



Vikas Dhingra  
(Partner)  
Membership No.: 099604

Date: 03<sup>rd</sup> August 2018  
New Delhi

**Donors**  
Coca Cola India Private Limited  
Tata Global Beverages Limited (II Phase)  
Viprey Industries Limited  
Tata Global Beverages Limited  
Gujarat Tea Processors & Packers Limited  
Indian Institute of Soybean Research  
Jyanti Agro Organics Limited

**Purpose**  
Meetha Sona Urnati - Sustainable Sugarcane Program in Hardoi District, Uttar Pradesh  
To implement the Project on "India Domestic Sustainable Tea"  
To implement the Project on "India Sustainable Soy Program"  
Social and Environmental assessment at APP's Tea estates  
To implement the Project on "India Domestic Sustainable Tea" (IInd Phase)  
Field line demonstrations of Soybean  
Sustainable Castor Initiative "Pragati"

#### Statements of Financial Position

As at 31st March 2016 As at 31st March 2017 As at 31st March 2018

**Funds & Liabilities**  
- Trust Fund  
- Capital Fund

(Represented by Fixed Assets)

- Restricted Fund  
- General Fund  
- Current Liabilities & Provisions

**Property & Assets**

- Fixed Assets  
Gross Block  
Less: Accumulated Depreciation  
Net Block  
- Current Assets and Loans & Advances

Cash & Bank Balances  
Other Current Assets

Loans & Advances

#### Statements of Activities

Financial Year 2015-16 Financial Year 2016-17 Financial Year 2017-18

**Revenues**

Restricted Income (Grants & Donations)  
Unrestricted Income

Overhead Support  
Interest from Bank  
Others

**Expenses**

Programme Related Expenses  
Management & General Expenses  
Total Expenses  
Surplus/(Deficit) for the year  
Earmarked Grants & Donations  
Expenses out of Earmarked Grants  
Unutilised balance of restricted grant transferred to general fund

Transferred to Capital Fund

Changes in Net Assets



**TOWARDS A  
SUSTAINABLE  
TRANSFORMATION**



# Solidaridad

**SOLIDARIDAD REGIONAL EXPERTISE CENTRE**

A-5, 1st Floor, Shankar Garden, Main Najafgarh Road,  
Vikas Puri, New Delhi 110018 Tel: +91 (11) 4513 4500