

Annual Report 2012-2013



Empowering women
to drive village development



IRRAD[®]

INSTITUTE OF RURAL RESEARCH AND DEVELOPMENT
(An initiative of S M Sehgal Foundation)

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Message from the Chairman



Empowering women to drive village development

In today's rapidly evolving India, rural areas are still marked by enduring poverty, diminishing natural resources, and slow sociocultural progress. IRRAD partners with rural communities to build brighter futures by designing and implementing models in areas vital to village development: water management, small-scale agriculture, and good local governance. At the heart of such endeavors—indeed, at the heart of the families, the farms, the very villages themselves—are the women of rural India. Women are uniquely positioned to drive village development, as they focus on the daily necessities central to the well-being of their families and communities. In this annual report, we feature women's contributions in planning and monitoring of government programs in their villages and the successes of women farmers.

The key to the success and sustainability of rural development initiatives is strong governance at the local level. In 2012-13, we expanded our *Good Governance Now* initiative to over 400 villages in Mewat district, Haryana, to empower rural citizens to take the lead in the development of their villages. We facilitated women's participation in Mewat district through their roles in *Panchayats* (village councils), *Mahila Gram Sabhas* (women-only village general body meetings), and women-led committees on water, schools, and health and sanitation.

In this annual report, we feature women's contributions in planning and monitoring of government programs in their villages and the successes of women farmers.

Our grassroots team worked with communities to increase local access to quality water. This immediately benefits women and girls, who so often are burdened by domestic chores at the expense of attending school and other opportunities for growth. We guided villagers on management of household wastewater for the dual benefits of reducing incidence of waterborne diseases and recharging the groundwater table. As part of our efforts beyond Mewat, we partnered with the NGO Ibtada to enhance agricultural knowledge, skills, productivity and income of women farmers in 14 villages of Alwar district, Rajasthan.

We continue to learn from these efforts and share that learning with communities and others who can help bring positive change. We engage thousands of villagers through our community radio and local-language print media. Conferences and consultations on governance and other key issues provide platforms for discussion among villagers, government officials, NGOs, academia and others concerned about rural development. As a knowledge center on rural issues, we study the impact of development interventions, publish findings and policy recommendations, and inspire Indian and international interns to work for rural communities. We also support research on crop improvement to benefit farmers across rural India. This past year, IRRAD's work attracted external recognition in the form of the Federation of Indian Chambers of Commerce and Industry (FICCI) Water Award in the NGO category.

Today, we sit at a crossroads of tremendous opportunity with the potential to 'build a movement' through knowledge sharing, cooperation, and meaningful collaboration. We look forward to working with more communities and expanding our work in collaboration with willing partners in all sectors. On behalf of IRRAD, I extend sincere thanks to all those who have inspired us and joined us to pilot, implement and expand development interventions to new areas. We truly appreciate our partners who share our vision to improve lives and secure a brighter future for rural communities in India.

Thank you for your valued support!

Suri Sehgal

Founder and Chairman, S M Sehgal Foundation



Policy, Governance and Advocacy

Rural communities often lack the awareness and skills to improve, or even access government programs and services. A poorly functioning grievance redressal system and lack of accountability mechanisms at the grassroots further hamper citizens' efforts to improve governance in their villages. In 2008, IRRAD launched the Good Governance Now initiative in the Mewat district in Haryana to promote informed citizen participation in local governance. This initiative follows the 'learning by doing' methodology of clinical legal education.

IRRAD creates informed rural communities by:

- Spreading awareness about government programs and citizens' rights
- Implementing Good Governance Now initiative to improve governance in rural areas through citizen participation
- Promoting transparency and accountability in government programs and institutions
- Advocating policy reforms to bring transparency and accountability in rural governance

Interventions at a Glance

76,000
citizens engaged
in community
meetings

34,200
women
participated
in community
meetings

12,000
citizens
participated in
legal literacy
camps

1,200
community
leaders
trained in
the Good
Governance
Now initiative

121
functional
Mid-Day
Meal
centers in
government
schools

116
functional
Anganwadi
centers
(government day
care centers for
children aged
0-6)

69
functional Public
Distribution
System food shops
providing access
to subsidized
wheat, fuel, and
sugar



Lacho Devi

Discovering the Leader within

Good Governance Now initiative empowers an illiterate village woman to seek justice

Lacho Devi lives in Bhajera village in the Mewat district of Haryana. Despite not being able to read, she learned about the rights and entitlements of villagers like herself through IRRAD's Good Governance Now training program. She learned, for example, that workers under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) are supposed to receive and retain job cards and be paid their wages within two weeks, and that employment of middlemen and use of machinery are strictly prohibited.

Ms. Devi soon found out that machines were being used in MGNREGA work in Bhajera, and that the *Sarpanch* (village council head) had kept all the villagers' job cards with himself. At first she was unsure whether to notify the relevant authorities, as the *Sarpanch* was also her father-in-law. Determined to fight against this injustice, she convened a meeting with her fellow villagers and informed them about MGNREGA rules. When the *Sarpanch* refused to listen to the group's complaint, they wrote to the Additional Deputy Commissioner, who called the *Sarpanch* to the district headquarters in Nuh and directed him to resolve the problem immediately. The next day, 42 job cards were returned to the rightful holders. More than 100 villagers worked two weeks under MGNREGA and were paid their wages as soon as the work was completed. By providing knowledge and a little support, the Good Governance Now initiative has helped many grassroots women such as Lacho Devi discover the leader within.

Highlights

- IRRAD's third annual National Conference on Good Rural Governance and Citizen Participation on the theme of 'Accountability at Grassroots - Experiences and Learning' brought together about 130 participants from 10 states.
- Four legal literacy camps attracted about 12,000 participants from villages in Mewat.
- 53 Good Governance Now community leaders were elected to their local School Management Committees and 21 women community leaders were selected as ASHA (Accredited Social Health Activist) workers. Trained community leaders in such positions will improve the performance of local institutions and the effectiveness of government programs.
- 82 wall paintings on food security programs (Mid-Day Meal, Integrated Child Development Service, Public Distribution System) were completed, including telephone numbers to lodge complaints regarding these and other government services.
- An intern from Harvard law school, wrote a paper entitled 'Food Security Legislation and Recommendations for Rights Enforcement in Haryana State,' for a project in the Good Governance Now program.

Way Forward

- Expand the reach of the Good Governance Now initiative across rural India
- Work in synergy with government, educational institutions and civil society organizations to garner more support for the Good Governance Now initiative
- Create a platform at the national level for multi-sector sharing and learning on collective action and policy change
- Build partnerships for research and collective action to promote accountability mechanisms at the grassroots level across India



Capacity Building

IRRAD empowers local institutions to be informed, active drivers of their own development by:

- Building capacities of village councils and committees
- Promoting decentralized planning and development
- Encouraging women's participation and leadership in village governance
- Training and organizing consultations and advocacy workshops to foster learning and knowledge sharing across India

Interventions at a Glance

1,190

people from 5 villages participated in micro-planning workshops for making village development plans

1,144

meetings and training sessions organized with 53 School Management Committees

1,096

individuals accessed and benefitted from government programs related to family welfare and social security

500

meetings and training sessions organized with 35 *Panchayats* (village councils)

300

meetings and training sessions organized with 35 Village Health, Sanitation and Nutrition Committees

267

households motivated to construct toilets under the Government of India's *Nirmal Bharat Abhiyan* program



The Power of Collective Action

Mahila Gram Sabhas instrumental in ensuring women's participation in village governance

One of the most important components of local governance in rural India is the *Gram Sabha* (village level general body meeting), in which all eligible voters in a village meet to ratify plans made by the *Gram Panchayat* (village council). Under the Haryana Panchayati Raj Act, *Gram Sabhas* must be held at least thrice a year.

The sociocultural milieu of Mewat prevents women from participating in public gatherings, and this restrains them in voicing their concerns. To promote participation of women in village-level planning, IRRAD organized *Mahila Gram Sabhas* (women-only village general body meetings) in five communities as part of the process of micro-planning for village development. About 500 women from Mewat enthusiastically attended these meetings, which were held a day prior to the *Gram Sabhas*.

The *Mahila Gram Sabhas* provided rural women an opportunity to participate and discuss issues that matter the most to them, such as water availability, health and education. Memuna, a woman from Khedli village commented, "I was able to put forward my demands in the *Mahila Gram Sabha*. The presence of other women motivated me to speak and express my views. This is the first time I attended an event like this where women discussed their own development needs. I hope that these *Mahila Gram Sabhas* will be held regularly in my village in the future."

Way Forward

- Facilitate Panchayat-led community awareness meetings on various government programs
- Conduct micro-planning workshops and help rural communities implement the resulting village development plans
- Create synergies with the district administration in Mewat for effective implementation of village-level micro-plans
- Share knowledge on IRRAD's capacity building work in relevant forums and publications

Highlights

- A state-level consultation on the MGNREGA brought together government officials, elected *panchayat* (village council) representatives, villagers and NGO officials from across the state of Haryana with the aim of strengthening the role of *panchayats* in the administration of MGNREGA.
- A national level *Panchayat Sammelan* (convention of village councils) provided a platform for policy makers, *panchayat* members and NGOs to share mechanisms for strengthening governance processes at the grassroots level.
- Health awareness days on hygiene and sanitation in 33 villages drew 900 women participants.
- A general knowledge inter-school competition was held among 77 rural schools of Mewat.
- Story writing and storytelling workshop with 125 school children led to the recording of 20 stories by the students on *Alfaz-e-Mewat* FM 107.8 (Rural Voices of Mewat) community radio.



Natural Resource Management

WATER MANAGEMENT

IRRAD's water management program works to help rural communities achieve water security and safety by:

- Capturing, storing and filtering rainwater through harvesting systems
- Replenishing fresh groundwater aquifers
- Developing models for safe disposal of wastewater
- Promoting water literacy, sanitation and hygiene

This year the program laid special emphasis on promoting women-led water management. Women have a crucial role and unique responsibilities in the collection, provision and usage of water and thus their involvement in decision-making in water management at the community-level is essential.

Interventions at a Glance

409

Soak pits/
soak wells

139

Water
literacy
sessions
held

64

Stand
posts/
taps

33

Bio-
sand
filters

20

Hand pumps/
wells/storage
tanks

18

Check dams/
culverts/
loose-stone
structures

7

Roofwater
harvesting
systems

5

Traditional
water
structures
rejuvenated

2

Recharge
wells



School Rainwater Harvesting Model

Having clean water on-site helps schools attract and retain students

In 2010, IRRAD installed a rainwater harvesting (RWH) system at the school in Patkhori village in Mewat district. Without any source of clean drinking water (or water for sanitation, cooking mid-day meals, or other uses), the school had found it increasingly difficult to provide a positive learning environment and maintain its enrollment and attendance levels. The RWH system captures rainwater from the roof, stores it in four 25,000-liter storage tanks, and uses a bio-sand filter to remove impurities. The school now has clean water available on-site for eight months, as do three other schools in Mewat where IRRAD built similar RWH demonstration models.

These RWH models caught the attention of various stakeholders. The Government of Haryana selected these models for replication in 501 schools in 14 water-stressed districts of the state. IRRAD conducted training of 20 engineers for the Haryana Education Department to facilitate effective implementation of these projects across the state.

Shifting Traditional Gender Roles

Rural women leading community-level water management initiatives

In rural areas, domestic wastewater often accumulates in village streets, creating unsightly and unhygienic puddles that are breeding grounds for mosquitoes and other carriers of waterborne diseases. In Mewat district, trendsetting women are expanding their traditional roles in order to tackle this and other water management issues.

With guidance from IRRAD, *Mahila Jal Prabandhan Samitis* (women-led water management committees) have formed in several villages and have spread awareness and mobilized the community on the need for safe disposal of domestic wastewater. As a result, villagers from eight villages—Mundaka, Dunga Shehzadpur, Jalalpur, Mamluka, Nasirpuri, Marora, Raniyali, and Uletha—have come forward and contributed in cash and kind to construct soak pits at the household level and soak wells in the neighborhood. Mundaka village is now completely free of wastewater, and women-led water initiatives are underway in seven other villages. These seeds of change in rural Mewat are motivating more and more women to participate in issues affecting their communities.

Way Forward

- Replicate the water management models in Mewat and other water-stressed districts through local communities, panchayats (village councils), government departments, corporations and nongovernmental organizations
- Advocate and campaign for promotion of safe drinking water
- Enhance water management tools such as the bio-sand filter for mass production and adoption
- Develop customized teaching materials for providing technical assistance and training to communities and grassroots organizations
- Build capacities of villagers in the management of local water resources, sanitation and hygiene



AGRICULTURAL INCOME ENHANCEMENT

IRRAD's program for sustainable agricultural development increases crop productivity and income by:

- Promoting efficient use of water, fertilizers and other inputs
- Improving and maintaining soil health
- Building capacities of farmers in using sustainable farming practices
- Linking farmers with current information, technology, government programs and markets

Empowering Women Farmers

More than 2,000 women farmers in Rajasthan gain knowledge on sustainable agricultural practices

In India, women are responsible for 60-80 percent of the total food production, but their access to farming-related assets, knowledge, inputs and services is much less than that of male farmers. IRRAD's *Krishi Chetna* (agricultural awareness) project aims to change this dynamic by increasing the role of women in agricultural decision making. Thus far, nine women farmers known as *Krishi Sakhis* (farmers' friends) have been trained in integrated soil health management and sustainable agricultural practices, and they are now educating other women farmers in 14 villages of Alwar district in Rajasthan. More than 2,000 women farmers in the district have gained

knowledge on sustainable agricultural practices from the *Krishi Sakhis* working in their villages, and crop yields have gone up significantly (see table below).

Laxmi, *Krishi Sakhi* from Mollya village, said of her experience with the program, "Earlier, we were not aware about many important issues concerning agriculture. Now as a *Krishi Sakhi*, I feel confident when I share my newfound knowledge with male farmers in my village." Funded by Misr Hytech Seed International, Egypt, this project is being implemented by IRRAD in collaboration with a local partner NGO, Ibtada.

Interventions at a Glance

Project	Objective	Outreach	Demonstrations	Soil Testing	Outcomes
Krishi Jyoti (Krishi–Agriculture, Jyoti–Light)					
Improving livelihoods of small and marginal farmers through promoting soil health management and other sustainable agricultural practices in Mewat, a semi-arid region of India; supported by Mosaic Fertilizers India Ltd.	Build capacities of farmers for increasing crop productivity through efficient and effective use of water and other agricultural inputs	2,501 households in 15 villages	1,286 total, covering three important local crops: mustard (628), pearl millet (618), and wheat (40, with the International Plant Nutrition Institute)	103	<ul style="list-style-type: none"> Increased productivity (yield per acre) and income (Rupees per acre): Millet – 31% / Rs 2,091 Mustard – 22% / Rs 4,464 Onion – 40% Eggplant – 45%
Krishi Chetna (Krishi–Agriculture, Chetna–Awareness)					
Improving livelihoods through agricultural development in Alwar district, Rajasthan; supported by Misr Hytech Seed International, Egypt	Build capacities of women farmers to improve livelihoods and increase women's participation in agricultural decision making	3,430 households in 14 villages	210	105	<ul style="list-style-type: none"> Increased yields of millet, mustard and wheat by 41%, 38%, and 35%, respectively Nine <i>Krishi Sakhis</i> trained More than 2,000 women farmers gained knowledge on integrated nutrient management from the <i>Krishi Sakhis</i> working in their villages
Agricultural Income Enhancement					
Improving farm-based livelihoods through capacity building, liaising with government line departments, horticultural development, and other demand-based training and knowledge; supported by S M Sehgal Foundation	Improve farmers' productivity and incomes by demonstrating beneficial activities (e.g., crop nutrition, composting techniques), and strengthening linkages with government line departments	6,500 households in 20 villages	80 for mustard and millet crops	417	<ul style="list-style-type: none"> Benefits from linkages with government programs worth Rs 1,393,764 17,371 forestry plantings 10 mini horticulture units set up on total of 9.5 acres 18 drip and sprinkler irrigation units set up on total of 18 acres

Way Forward

- Use ICT (Information and Communication Technology) for disseminating agriculture-related information
- Conduct knowledge sharing workshops for farmers in Mewat and other areas
- Replicate successful models for agricultural development in Rajasthan and Bihar



Rural Research

IRRAD conducts theoretical and empirical research to address issues concerning rural development and poverty, and disseminates these research studies to influence programs and policies. This includes:

- Action-oriented research in communities in which IRRAD works
- Monitoring and evaluation of IRRAD's key interventions to suggest program modifications to maximize impact
- Thematic studies to influence policy-level dialogues and add to the larger body of knowledge on rural development

Studies concluded (April 2012 – March 2013)

- Mid-term monitoring of Phase III of the Good Governance Now initiative
- Socioeconomic profile of IRRAD's intervention villages
- Enrollment in schools: Facilitators and Impediments
- Baseline study of *Alfaz-e-Mewat* community radio
- Baseline study of the *Krishi Jyoti* intervention
- Baseline of Phase IV of the Good Governance Now initiative
- Baseline of IRRAD's expansion villages
- Baseline of check dam interventions in Rawli and Pathkhori villages
- Mid-term monitoring of IRRAD's education intervention with KMG Infotech Ltd.
- Transforming lives through MGNREGA: A case of Mewat

Research Linkages

IRRAD establishes linkages with various institutions and scholars to facilitate the exchange of knowledge and increase the visibility of the organization. In the past year:

- IRRAD awarded two fellowships, one on examining the situation of MGNREGA in Mewat and the other attempting to compare functioning of *panchayats* (village councils) in Mewat and Gujarat.
- IRRAD was awarded two externally funded research projects: one by Rajiv Gandhi National Institute for Youth Development, and one by the Social Sciences and Humanities Research Council of Canada.

Publications

- Joint research study with the Ministry of Women and Child Development on the convergence of *Sarva Shiksha Abhiyan* (Education for All) with other government programs, with a special focus on girls' enrollment.
- Research papers on exploring the gender dimension of water and on analyzing whether institutional structures in *Jalswarajya* (self governance of water) project encourage good water governance. These papers have been accepted for a 2014 Sage publication.
- 'Transforming Lives through MGNREGA: A Case of Mewat' research paper selected for presentation at the International Conference on Poverty in Developing Countries held in Kurukshetra, Haryana.
- Research paper titled 'Role of Gender in Food Security of Agricultural Households in Rural Mewat' accepted for publication in the *Asian Journal of Development Matters*.

Gender-inclusive research

Gender-inclusive research has been a focal point in the last year. Recognizing the relevance of gender inclusion for a scientific view on key issues, the Rural Research Center employed gender-disaggregated research methodology in select studies. To strengthen this approach, IRRAD conducted a roundtable on gender-inclusive research methodologies in agriculture and water management. The discussion featured thematic discourses by policymakers, grassroots practitioners, and action research experts.

Highlights

- Monitoring of the Good Governance Now initiative was undertaken upon completion of the participants' one-year training. The study examined the change in people's awareness about their rights and entitlements, the efficacy and functioning of local institutions, and frequency of use of grievance redress mechanisms. Findings: While the initiative has helped increase the awareness levels of the targeted beneficiaries, there is a need to strengthen government service delivery mechanisms to maximize impact.
- A study on school enrollment factors looked into the demand side of education by exploring the reasons behind the low enrollment of school children in the Mewat district of Haryana. To obtain a longitudinal perspective, we collected data from 13 villages over a span of three consecutive years. Findings: Enrollment statistics highlighted the low representation of girls in schools as compared to boys. A major recommendation arising from the study is to assess school infrastructure to understand reasons for gender disparity.

Way Forward

- Ensure effective dissemination of rural development research through publications and conference presentations
- Enrich knowledge base by conducting thematic discourses
- Conduct external monitoring and evaluation studies for partner NGOs and integrate best practices



Communications

IRRAD works with and for communities at the grassroots and shares media with them to encourage the exchange of knowledge, ideas, and experiences. IRRAD documents and shares its work to maximize its effectiveness and impact. Its main communications functions are to:

- Compile and disseminate case studies, process documentation and other informative material to document the changes taking place in the villages and draw attention to important issues and efforts
- Publish newsletters both in English and in the local language to report community successes and announcements
- Use the power of community radio to broadcast locally relevant programs to nearly 183 villages in Mewat in a way that informs, entertains, and encourages community participation

Community Radio Gives Voice to Rural Women

***Alfaz-e-Mewat* serving as a platform for women's participation**

Engaging women in development work can be a challenge in rural areas considering India's deep-rooted patriarchal society. In a conservative social milieu such as Mewat, women mostly remain confined to their houses and assume subordinate roles to men in the family and community affairs. IRRAD's community radio, *Alfaz-e-Mewat* (Rural Voices of Mewat) FM 107.8, launched in February 2012, took up women's participation as one of its key goals and indicators of success and has been striving to make it a reality.

Alfaz-e-Mewat offers a unique opportunity to encourage women's development in a socially harmonious manner, highlighting issues such



Highlights

- 8 conferences and seminars held, including 3 major conferences on the themes of women-led water management, rural governance, and rural voices from the grassroots
- 45+ interns and volunteers from national and international universities hosted
- 85+ reports on IRRAD's work published in the national media
- 183 villages reached through daily 11-hour broadcasts on *Alfaz-e-Mewat* FM 107.8 community radio

as reproductive health, women-oriented government programs, and the importance of educating girls. Initially when the station started broadcasting, no feedback calls were received from women. But as the popularity of the radio programs grew and the women listenership increased, many women began calling the station and asking for information on specific topics, requesting their favorite folk songs, and expressing an interest in participating in the community radio activities. In order to garner greater interest from women, the radio station also trained a few rural women as radio broadcasters.

Alfaz-e-Mewat has thus ushered in a new era in this remote area by enabling rural women to come forward to contribute to program development and learn from others on issues affecting their well-being.

Recognizing women grassroots leaders on International Women's Day

To promote women's participation and honor women achievers at the grassroots level, community radio *Alfaz-e-Mewat* initiated a campaign called *Asha Ki Kiran* (Ray of Hope) to invite listeners to call in and tell stories of women leaders in their villages. A total of 65 unsung grassroots achievers who had worked in the fields of health, education and governance in their villages were felicitated on 8 March 2013, International Women's Day. The women gained respect in the eyes of their male family members who attended the ceremony, and the event also motivated many women listeners of *Alfaz-e-Mewat* to be agents of change in their communities.

Way Forward

- Bring to light grassroots stories of change and disseminate them widely
- Strengthen and sustain community media initiatives
- Engage with existing community media initiatives in other areas of North India

Crop Improvement

In addition to its work in rural development through IRRAD, S M Sehgal Foundation (SMSF) supports work in crop improvement and biodiversity conservation.

Maize (*Zea mays* L.) is popularly known as the “Queen of Cereals” because of its high yield potential. It is one of the most important cereal food crops in the world with peak production of 600 million tons and productivity of 5.0 tons/hectare.

The objective of SMSF’s maize improvement program, housed at the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) campus near Hyderabad, is to assist in deployment of superior hybrids that can enhance maize productivity in India by making available

the pure public lines and unfinished material to breeders. It also develops and demonstrates superior hybrids with value-added traits.

For several years, SMSF has been assisting Indian maize scientists by systematically supplying finished public inbreds (parents of hybrids) and newly created trait-specific pre-breeding materials. Presently, it helps develop superior finished inbreds and hybrids using conventional and biotechnological tools.

In-house maize research

The aim of SMSF’s in-house research is genetic improvement of maize by collecting and cataloguing the world’s germplasm and to create elite parental lines and superior hybrids for sharing with the maize scientific community.



To augment its inbred development program, SMSF has recently begun a novel approach using doubled haploid (DH) technology for the development of parental lines. DH technology significantly shortens the breeding cycle from six generations of conventional breeding procedure to just two generations.

During the *Kharif* (rainy) season 2013, about 800 top cross hybrids, made by crossing the newly created early generation lines with testers (proven inbreds with good combining ability), were evaluated at Hyderabad and Bengaluru.

For developing superior hybrids tolerant to different diseases, SMSF has been screening its germplasm for tursicum leaf blight, downy mildew, post-flowering stalk rots, and late wilt at designated naturally existing 'hot spots'. 17 resistant lines were identified after two consecutive years of screening the germplasm for late wilt disease.

In the present scenario, biotechnological tools have become more important to support classical breeding. Single sequence repeat (SSR) markers have largely been used for fingerprinting of maize germplasm. In the future, new-generation sequencing technology based on the more advanced single nucleotide polymorphism (SNP) assay will be deployed for this work. SNP assays are economical with high precision as compared to SSRs.

Funded Research

SMSF supports maize research at the International Maize and Wheat Improvement Center (CIMMYT) through membership in the International Maize Improvement Consortium, Asia. Similarly it supports ICRISAT's arhar (pigeon pea) research program by participating in Hybrid Parent Research Consortia.

Highlights

- 2,240 seed samples supplied to various institutes including the National Bureau of Plant Genetic Resources, the Directorate of Maize Research, and Punjab Agricultural University, Ludhiana
- 800 top cross hybrids evaluated at Hyderabad and Bengaluru
- 28 new tropical accessions from Thailand enriched the germplasm base
- 17 resistant lines identified for late wilt disease
- Vani Sekhar, P., poster presentation on 'Progress and Accomplishments of SMSF in Hybrid-related Initiatives in Maize,' International Maize Conference at Gorontalo, Indonesia, November 2012
- Chakradhar, T., lecture on 'Transgenic Crops and their Potential Risk Assessment' to agricultural officers of Andhra Pradesh

Way Forward

- Develop promising maize parents and hybrids and make them available in the public domain
- Strengthen existing linkages for acquiring new germplasm
- Accelerate breeding by deploying doubled haploid technology

Resource Mobilization and Partnerships

The Resource Mobilization and Partnerships team builds and strengthens external support, financial and otherwise, for the core programs of IRRAD. It identifies potential collaborative opportunities and funding relationships with organizations sharing common values for enhancing rural development in the country.

Partnership Projects at a Glance (April 2012 - March 2013)

Project Area	Partnering Organization	Project / Program Title	Duration
Natural Resource Management	Coca-Cola India Foundation	<i>Jaldhara</i> (Stream of Water): Watershed and community water conservation in select villages of Mewat district, Haryana	Four years (2011-2015)
	Coca-Cola India Foundation and Mewat Development Agency	<i>Jaldhara</i> II: Watershed project in Rawli village, Mewat district, Haryana	One year (2012)
	Mosaic India Pvt. Ltd.	a) <i>Krishi Jyoti</i> : Enhancing farm productivity and improving livelihoods in select villages of Mewat district, Haryana	One year (2012-2013)
		b) School renovation	Four months (2013)
	Department of Education, Government of Haryana	Rainwater harvesting in schools of Sirsa district, Haryana	One year (2012)
	UNICEF India	Conference on Women-led Water Management	Two-day conference (November 2012)
	Mosaic Company Foundation	Construction of a check dam at Patkhori village, Mewat district, Haryana	One year (2012-2013)
	Coca-Cola India Foundation	Feasibility study for water resource management in Alwar district, Rajasthan	Three months (2012-2013)
	Misr Hytech Seed International, Egypt	<i>Krishi Chetna</i> : Improving livelihoods by enhancing water resources, soil health and agronomic practices in Alwar district, Rajasthan	Two years (2012-2014)
	National Bank for Agriculture and Rural Development	Augmenting productivity of lead crops in Mewat district, Haryana	Three years (2012-2015)
	Department of Science and Technology, Government of India	Rainwater-based, community-managed solutions for select water-scarce villages	Three years (2012-2015)
	Haryana School <i>Shiksha Pariyojna Parishad</i> , Government of Haryana	Rainwater harvesting systems in select government schools in Mewat district, Haryana	Three months (2013)
	Trees for Life, USA	School rooftop water harvesting in a Mewat village	Six months (2013)
Government of Japan and People of Japan (Embassy of Japan)	Recharging diminishing aquifers through rainwater harvesting: construction of a check dam in Rawli village, Mewat district, Haryana	One year (2013-2014)	
Capacity Building	Trees for Life, USA	Publication of School Management Committee informational booklet	Six months (2013)
	Sir Ratan Tata Trust, Mumbai	Effective <i>Panchayati Raj</i> for village development	One year (2013-2014)
	Times of Money, Mumbai	Promotion of sanitation and hygiene in Raniyala village in Mewat district, Haryana	One year (2013-2014)
Communications	Ministry of Agriculture, Government of India	Community Radio Station, Ghaghas village, Mewat district, Haryana	Three years (2011-2014)
	Sesame Workshop India Trust	Development of content to address the educational needs of children between age groups 3-8 years	18 months (2012-2013)
Rural Research	Rajiv Gandhi National Institute of Youth Development	Study on mainstreaming youth in local governance	Six months (2012-2013)

Way Forward

- Expand IRRAD's base of support by partnering with new donors and strengthening existing relationships
- Enable rural communities to empower themselves through better access to resources in areas of water, agriculture, governance, sanitation and hygiene

Knowledge Initiatives

IRRAD continues to serve the rural development sector as a knowledge institute. The organization designs, tests and refines rural development models for replication. It also shares its knowledge, experience and good practices through conferences and consultations, bringing together government officials and policymakers with grassroots communities. IRRAD conducts joint research studies and scientific impact assessments. The team collaborates with academic institutions through internship and volunteer opportunities.

Conferences/Events

Rural Voices: Unheard to Empowered, May 3-4, 2012 in partnership with UNESCO and *Galli Galli Sim Sim*

Women-Led Water Management, November 5-6, 2012 in partnership with UNICEF

Third Annual Good Rural Governance and Citizen Participation Conference, March 1-2, 2013

International Women's Day Celebrations, March 8, 2013, through *Alfaz-e-Mewat* community radio

Consultations

Roundtable discussion on 'Women and Water Security', Washington, DC, May 17, 2012

State-level consultation on Mahatma Gandhi National Rural Employment Guarantee Act, June 27, 2012

Panchayat Sammelan (Convention of Village Councils), September 12, 2012

Roundtable on 'Gender-Inclusive Research Methodologies in Agriculture and Water', March 22, 2013

Indo-Japanese Dialogue Seminar Series

Indo-Japanese Dialogue Seminar 'In Search of Sustainability', April 27, 2012

Roundtable on 'Indo-Japan Partnership Potential in Rural Development', November 2, 2012

Selected Speaking Engagements

Mahajan, A., speaker, 'Rise of CSR in Emerging Economies' at Dubai Global Convention on CSR, Dubai, organized by the Government of UAE, Dubai Quality Group, Institute of Directors and FICCI, April 24-26, 2012

Saiphy, S., presentation, 'IRRAD's Work on Water Management' at Water Conservation and Impact of Climate Change on Environment Conference organized by Dr. Zakir Hussain Foundation, Aligarh, June 5, 2012

Schukoske, J., speaker, 'Conclave of Law Teachers and Students Working on Issues of Social Justice, Poverty, Legal Aid, Access to Justice and Experiential Learning' at Jindal Global Law School, Sonapat, Haryana, July 11, 2012

Makhija, A. and Godyal, A., talk on 'Rural Development and Capacity Building' for postgraduate students of Social Work, Delhi University, July 26, 2012

Makhija, A. and Godyal, A., talk on 'Rural Development and Capacity Building' for students of Air Force School, August 8, 2012

Murada, P., presentation, 'Rural Development and the Role of IRRAD' at Lady Irwin College, University of Delhi, September 25, 2012

Schukoske, J., speaker, 'Rural Development: First-hand Experience from India,' discussing university-community partnerships, sponsored by Boston University's India Initiatives, BU School of Management, BU Global Programs, The Indus Entrepreneurs-Boston and America India Foundation-Boston, at Boston, MA, USA, October 2, 2012

Makhija, A., speaker, 'Developing Model Villages,' Roundtable on Indo-Japan Partnership Potential in Rural Development, November 2, 2012

Mahajan, A., panelist, 'CSR Partnerships - Changing Traditional Approaches' at 23rd South Asia Fundraising Workshop, New Delhi, organized by South Asia Fundraising Group, November 29, 2012

Murada, P., speaker, 'Role of Media in Disability' at Disability Conference, Lilian Foundation, Hyderabad, December 18-19, 2012

Manchanda, A., speaker, '*Alfaz-e-Mewat's* Experiences and Community Engagement' at state-level consultation in Bihar, organized by the State Health Society, December 19-21, 2012

Schukoske, J., speaker, 'Linking Poverty and Climate Change' at Indian Development Coalition of America Conference on Finding Innovative Poverty and Climate Solutions for India, Kochi, Kerala, January 11, 2013

Murada, P., presentation, 'Taking Stock of Community Radio in South Asia' at the Seminar on Voices for Peace and Change, New Delhi, January 17-18, 2013

Murada, P., Batra, D., presentation, 'Community Radio *Alfaz-e-Mewat's* On-air Experiences' at Amity University, Noida, Uttar Pradesh, January 22, 2013

Murada, P., Sharma, L., presentation, 'IRRAD and Its Work' for the IOWA-AUSIB delegation visit at IRRAD Campus, Gurgaon, Haryana, February 8, 2013

Saiphy, S., Kumar, P., Jha, V., presentation, 'Sustainable Water Management for Poverty and Climate Solutions: A Grassroots Experience from Mewat, Haryana' at India Development Coalition of America Conference, Jaipur, March 15-16, 2013

Academic collaborations

University of Iowa, Department of Civil and Environmental Engineering, on 'Rapid Assessment of the Fresh-Saline Groundwater Interaction in the Semi-arid Mewat District' Georgetown McDonough School of Business, EMBA students' summer internship project with Natural Resource Management Center, on 'IRRAD in Bihar - Strategies and Tools for Expansion'

University of Florida Study Abroad Program on 'NGOs and Development'

Publications

Mahajan, A. Chapter on 'Rise of CSR in Emerging Economies' published in *Social Responsibility- Making CSR an Actionable Business Agenda* by Institute of Directors, Dubai edition, 2012, launched at Dubai Global Convention on CSR, April 24, 2012

Mehta, P. 'Farmers' Behaviour Towards Risk in Production of Fruit and Vegetable Crops,' *Journal of Rural Development*, Vol. 31, No. (4), pp. 457-468, NIRD, Hyderabad

Mehta, P. et al. 'Transforming Lives through MGNREGA: A Case of Mewat,' 2012

Mehta, P. and Saxena, N. 'Exploring the Gender Dimension of Water,' 2012

Murada, P. and Mahajan, A. Article on 'Enabling CSR through NGO-Corporate Partnership' in *CSR Vision Magazine*, February 2013

Schukoske, J. and Adlakha, R., 'Enhancing Good Governance in India: Law Schools and Community-University Engagement,' *Journal of Indian Law and Society* 206 (2012)

NGO trainings provided

Three trainings on developing *Mohalla* Health and Sanitation Committees to Aga Khan Foundation in Delhi, September 26-28, 2012; October 3-5, 2012; January 23-24, 2013

Training on sanitation to Village Health and Sanitation Committee members of Sukarya, Faridabad, August 22-23, 2013

Training of youth and staff of Human Welfare Trust, Moradabad, UP on the 'Role of *Panchayat* (village council) members in developing model villages,' February 11-13, 2013



Financials

In FY 2012-13, grants from the Sehgal Family Foundation to S M Sehgal Foundation amounted to US\$ 870,000 (Rs 46,105,409). S M Sehgal Foundation also received funding from other organizations amounting to US\$ 598,752 (Rs 32,332,609).

These grants were used for natural resource management (23%); capacity building (12%); rural research (8%); policy, governance and advocacy (12%); support functions (9%); crop improvement (9%); general administration (15%); and building maintenance (12%). Capital expenditure incurred primarily on IRRAD Phase-II building during the year amounted to US\$ 561,927 (Rs 30,344,082).

ABRIDGED BALANCE SHEET AS ON 31st MARCH 2013

Amount in '000

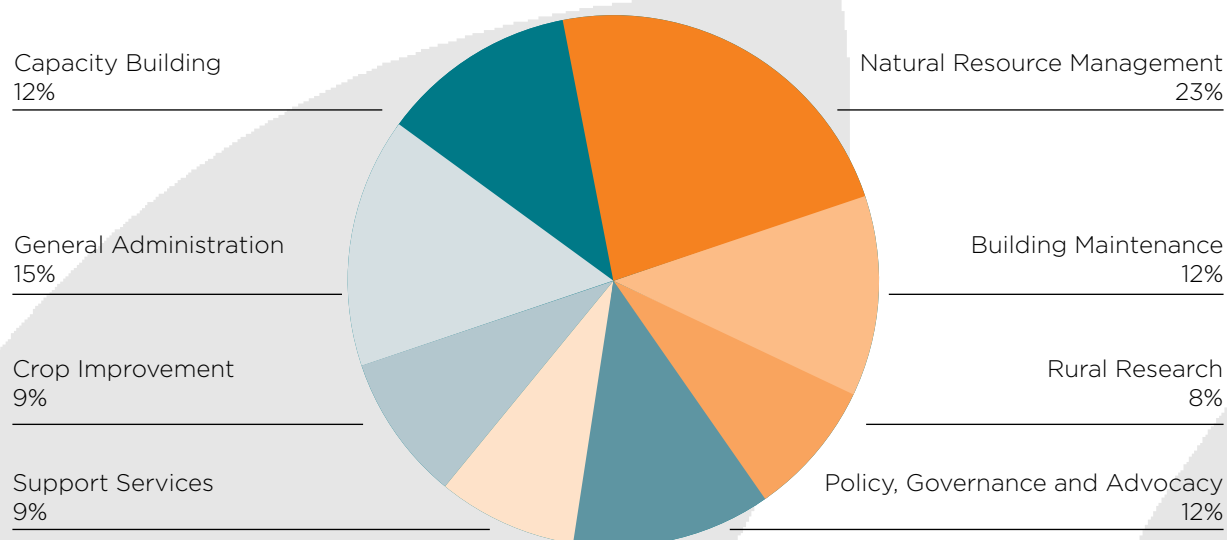
Particulars	Current Year	Current Year	Prev. Year	Prev. Year
	Amount (Rs)	Amount (US\$)	Amount (Rs)	Amount (US\$)
Assets				
Fixed Assets	329,224	6,097	333,320	6,289
Loans and Advances	4,840	90	4,786	90
Current Assets	34,004	630	46,936	886
Total	368,068	6,816	385,042	7,265
Liabilities				
Corpus Fund	1	1	1	1
Current liabilities	30,983	574	14,804	279
Income & Expenditure Account Balance	337,084	6,242	370,236	6,985
Total	368,068	6,816	385,042	7,265

**ABRIDGED INCOME & EXPENDITURE ACCOUNT FOR THE
YEAR ENDED 31st MARCH 2013**

Amount in '000

Particulars	Current Year	Current Year	Prev. Year	Prev. Year
	Amount (Rs)	Amount (US\$)	Amount (Rs)	Amount (US\$)
Income				
Self Generated Income				
Rent, Interest and other receipts	40,215	745	34,856	658
Grants				
Indian Sources	9,392	174	9,186	173
International Sources	54,399	1,007	72,228	1,363
Total	104,006	1,926	116,270	2,194
Expenditure				
Program Expenses	79,851	1,479	64,624	1,219
Management Expenses	23,342	432	15,919	300
Others (Depreciation)	33,966	629	25,868	488
Total	137,159	2,540	106,411	2,008
Deficit/Surplus	(33,153)	(614)	9,859	186

**PROGRAM EXPENSES FY 2012-13:
US\$ 1.91 MILLION (Rs 103 MILLION)**



The Founders



Suri Sehgal

Chairman of Board of Trustees

Suri Sehgal holds a PhD in Plant Genetics from Harvard University and a diploma in Business Management from Harvard Business School.

He is the Founder and Chairman of Misr Hytech Seed, Egypt; and Hytech Seed, India. He is the Founder and Chairman of the Sehgal Family Foundation, USA, and the Institute of Rural Research and Development (IRRAD), an initiative of the S M Sehgal Foundation, India. He is the former President of Pioneer Overseas Corporation and Vice President Pioneer Hi-Bred International, now owned by DuPont. He is the former Chief Operating Officer and Member of the Board of Directors of Plant Genetic Systems, Belgium, now a Bayer Crop Bioscience Company. He is the Founder and former Chairman of Proagro Group of Companies, India, which were acquired by AgrEvo-Hoechst Schering in 1998, and are now owned by Bayer of Germany. He served on the Board of Crop Design, a Belgian biotech company, now owned by BASF of Germany.

He served as a Trustee of International Institute of Tropical Agriculture, a CGIAR international center located in Ibadan, Nigeria, and served on the board of *Diversity*, a news journal for the International Plant Genetic Resources Community. He is the Founder of the William L. Brown Center for Economic Botany at the Missouri Botanical Garden at St. Louis, Missouri and an Emeritus Trustee of the Garden.



Edda G. Sehgal

Trustee

Edda Sehgal is a Co-Founder and Trustee of the Sehgal Family Foundation, USA, and S M Sehgal Foundation, India. She was born in Breslau, Germany and immigrated to the United States in 1962 to pursue liberal arts studies. Mrs. Sehgal served on the Board of the Proagro Group and of Global Technologies Incorporated, USA, from 1990 to 1998.

Board of Trustees

Ganesan Balachander, Director, Ashoka Trust for Research in Ecology and the Environment (ATREE), Bangalore holds a PhD in ecology and evolution from Rutgers University and a MBA from Carnegie Mellon University, USA. He was the Ford Foundation's South Asia representative for about six years until late 2008. Prior to that, he was engaged in conservation projects, working on tropical forests and coral reefs with the World Wildlife Fund and the Nature Conservancy, developing green businesses and working in the Himalayas as the Asia Director for the Mountain Institute. He currently serves on the Consortium Board of the Consultative Group on International Agricultural Research (CGIAR), overseeing the reform process across the 15 centers in the system. In his earlier career he was a Vice President at Citibank, New York. (Trustee from October 2009 onwards)

Jayshree Balachander holds a master's degree in public policy (development studies) from Woodrow Wilson School for Public and International Affairs, Princeton University. From 1979-1992 she was a part of the Indian Administration Services, serving various government departments. Since 1992 she has worked for the World Bank in South and East Asia and Africa on issues such as health, nutrition, human resource development and education. (Trustee from September 2007-2013)

Kamal Bawa is an evolutionary ecologist and conservation biologist and is a distinguished Professor of Biology at the University of Massachusetts, Boston. He is the Founder-President of ATREE. He holds a PhD from Panjab University. A prolific scholar, he has received a lot of recognitions from prestigious organizations worldwide, including the Gunnerus Sustainability Award, the world's first major international award from the Royal Norwegian Society of Sciences and Letters for his pioneering work on population biology in rainforest areas. (Trustee from December 2008 onwards)

Nishat Farooq has retired as the Director of the State Resource Centre, Delhi, which also included the National Nodal Centre for Gender Planning. Currently she is a member of the National Book Promotion Committee of the Ministry of Human Resource Development and an independent consultant for UNESCO, NFUAJ (Japan) and NGOs. (Trustee from September 2007-2013)

Y. C. Nanda is Chairman of Agriculture Finance Corporation Ltd., Mumbai, and holds leadership positions as Chairman/Director/Trustee of a number of organizations, mainly in the microfinance and development sectors. He retired as the Chairman of the National Bank for Agriculture and Rural Development following 38 years of experience in the rural banking and central banking industries. He is a former member of the National Commission on Farmers. (Trustee from September 2007-2013)

Air Vice Marshal (Retired) S. Sahni has been associated with the NGO Development Alternatives, Inc. since 1985. His main areas of work have been in integrated watershed

Advisory Board

development in the Bundelkhand region of UP and MP, increasing farmers' income by proper land use, introducing the tropical legume *Dhaincha* for agricultural purposes, sustainable livelihoods mainly for women in nonfarm sectors and rejuvenating degraded forests. (Trustee from September 2007-2013)

Ben Sehgal holds a PhD in biophysical chemistry from Northwestern University, Evanston, USA, and worked as researcher in cell biology for the Feinberg School of Medicine, Northwestern University, Chicago, USA. Ben is a member of the Board of Directors of the Sehgal Family Foundation, USA, and primarily assists IRRAD with its publications and outreach efforts. He is a Board Member of the William L. Brown Center at the Missouri Botanical Garden, St. Louis, USA. (Trustee from March 2011 onwards)

Raman K. Sehgal holds a MBA from Ateneo de Manila University, Philippines, and is an established professional in all aspects of the seed business. He is currently the Managing Director and a member of the Board of Directors of Misr Hytech Seed International, Egypt, and a member of the Board of Directors of Hytech Seed, India. (Trustee from September 2007-2013)

Rajat Jay Sehgal is the Executive Vice President of the Sehgal Family Foundation, USA, and a representative of the S M Sehgal Foundation, India. An alumnus of the University of Iowa, USA, he worked in information technology in leading private-sector organizations in the US and India for sixteen years and served as Director of Information Technology at Proagro Group of Companies, India. Jay served as the Managing Trustee and Executive Director of S M Sehgal Foundation and IRRAD for 10 years. (Trustee from September 2004 onwards)

Jagdish Shukla, PhD, DSc, is a Professor and Founding Chair of the Department of Atmospheric, Oceanic and Earth Sciences at George Mason University, Virginia, USA, and President of the Institute of Global Environment and Society, USA. He has been conferred with the Padma Shri award by the President of India for 'exceptional and distinguished service in the field of science and engineering'. One of his major weather and climate research themes is to demonstrate the existence of predictability in the midst of chaos. This work has led to the creation of new institutions worldwide to produce dynamic seasonal predictions of climate. He also established Gandhi College in his native village in Ballia, U.P. to help educate rural girls. (Trustee from September 2007-2013)

Suhas P. Wani works as a Regional Theme Coordinator (Asia) and Principal Scientist (watersheds), Global Theme on Agro Ecosystems, ICRISAT, Patancheru, Andhra Pradesh. He specializes in integrated watershed management, wasteland development, biodiesel plantation, integrated nutrient management and carbon sequestration, with the aim of conservation of natural resources and their sustainable use for improving livelihoods in the semi-arid tropics. (Trustee from March 2010 onwards)

Amitabh Kundu, PhD, is Professor of Economics at the Centre for the Study of Regional Development and Dean of the School of Social Sciences at Jawaharlal Nehru University, New Delhi. He has been nominated as a member of National Statistical Commission in 2006.

Jan Leemans is the former Research Director of Plant Genetic Systems, now Bayer Crop Science, Belgium. He was a board member of Hoechst Shering AgrEvo, Germany; of Nunza, The Netherlands; of Crop Design, Belgium; and of the Flemish Institute for Biotechnology, Belgium. Currently he is a board member of Misr Hytech Seed Company, Egypt, and of Devgen, Belgium, and a member of the steering committee of IPBO, Belgium. He holds a PhD in Chemistry from the Free University of Brussels, Belgium.

Takafumi Matsui is a leading Japanese thinker. He is currently Professor Emeritus at the University of Tokyo and Director of the Planetary Exploration Research Center at Chiba Institute of Technology, specializing in comparative planetology, astrobiology, earth system science and theory of civilization. Prior to assuming his current positions, he was Professor at the Graduate School of Frontier Sciences at the University of Tokyo, Japan; Visiting Professor at Max Planck Institutes, Germany; Visiting Scientist at Massachusetts Institute of Technology, United States; and Visiting Research Fellow at the National Aeronautics and Space Administration. He earned his doctoral degree in science from the Faculty of Science, University of Tokyo in 1970.

Bhamy Shenoy is a graduate of IIT Madras and PhD from University of Houston. After working abroad, he returned to Mysore to get involved in India's development. As an activist, he has been associated with Mysore *Grahakara Parishat*, a NGO for consumer protection and *Pratham*, a NGO for providing education to slum children. He writes articles regularly on social development and the energy sector. He is senior advisor to Center for Energy Economics at UT-Austin.

Gensuke Tokoro is President and CEO of aRigen Pharmaceutical, Inc., Japan. He holds an honorary position as Professor (special appointment) at the Institute of Innovation Research, Hitosubashi University, Japan. He served as the President of Nippon Biological Inc. and Executive Director of Nippon Pharma Promotion. He is a specialist in the licensing and restructuring of businesses in the field of pharmaceuticals, plants and animal genetics, vaccines and food.

S.K. Vasal is an accomplished plant breeder and geneticist from CIMMYT whose research on maize led to the development of high quality protein maize. He is the World Food Prize laureate for the year 2000. He is also the recipient of Dr. M.S. Swaminathan Award for leadership in agriculture, Chinese Friendship Award and International Service in Crop Science and Agronomy Award from the American Society of Agronomy.

Team

RURAL DEVELOPMENT (GURGAON)

Neelam Ahluwalia, Communications Specialist, holds a Master's degree in Environmental Assessment and Evaluation from The London School of Economics and Political Science, London, UK, and a post graduate diploma in Mass Communications from Xavier's Institute of Mass Communications, Mumbai. She has over seven years of experience in environmental journalism and the production of thematic 'multiple-media knowledge communications'.

Email: n.ahluwalia@irrad.org

Anjali Godyal, Program Leader, Capacity Building Center, holds a post graduate diploma in Rural Management from the Institute of Rural Management, Anand, Gujarat. She has over seven years of experience working with rural communities in the areas of health, education and governance.

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Debika Goswami, Program Leader, Policy, Governance and Advocacy Center, holds a Master's degree in History (with a specialization in Social History) from Presidency College, University of Calcutta. She also has a Master's degree on 'Non-Farm Activities and Rural Development in Developing Countries' from the University of Rome, La Sapienza. She has four years of experience in research and documentation on rural governance, livelihood/enterprise promotion and income generation of rural women.

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Arti Manchanda Grover, Program Leader, Communications, holds a Bachelor's degree in Journalism and a post graduate diploma in Business Journalism and Communication from Delhi University. She has over six years experience in the development sector and has been instrumental in giving shape to IRRAD's community radio initiative, *Alfaz-e-Mewat* FM 107.8.

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Vikas Jha, Group Leader, Policy, Governance and Advocacy Center, is a Doctorate from Jawaharlal Nehru University, New Delhi. He has ten years of professional experience in the development sector, especially in projects related to policy analysis, governance and advocacy, capacity building (of government officials, elected representatives, civic leaders, NGOs) and community mobilization in both rural and urban regions of India. He has field experience of working in Brazil, South Africa, South East Asia and South Asia on social accountability and decentralized governance.

Email: v.jha@irrad.org

Ramesh Kapahi, Director, Finance and Administration, holds a Master's degree in Finance and Marketing from Lal Bahadur Shastri Institute of Management, Delhi. He worked as an internal auditor for 16 years before joining IRRAD.

Email: r.kapahi@irrad.org

Pawan Kumar, Program Leader, Income Enhancement, holds a MSc in Agricultural Economics from G.B. Pant University of Agriculture and Technology, Pantnagar, and a MSc in Forestry, Science Policy and Management from Oxford Forestry Institute, Oxford University. He has 17 years of experience working with small and marginalized farmers in agricultural development, watershed management and natural resource management.

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Aparna Mahajan, Director, Resource Mobilization and Partnerships, holds a MBA degree and a World Bank Institute (USA) certificate in corporate social responsibility and sustainable competitiveness. She has worked in the private and development sector with leading organizations in India and abroad, including the UN as an international expert and country specialist. A World Guide expert contributor, she is author of the UAE chapter and co-author of the India chapter in The World Guide to CSR, by CSR International, UK, 2010 and has contributed a chapter on 'Rise of CSR in Emerging Economies', in a book on Social Responsibility by Institute of Directors, Dubai edition, 2012.

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Anjali Makhija, Group Leader, Capacity Building Center, holds a Master's degree in Social Work from Delhi School of Social Work and a Bachelors' in Economics (Hons) from Delhi University. She has 20 years of work experience, including building capacities on themes related to education and reproductive and child health and working with Panchayati Raj Institutions. She was formerly an invited member of the Right to Education Protection Authority (REPA), Haryana and Training Sub Committee of Global Compact Network. Currently she is the Chairperson of the Gender Committee at IRRAD.

Email: anjali.makhija@irrad.org

Pradeep Kumar Mehta, Group Leader, Rural Research Center, holds a PhD degree in Economics from Mysore University through Institute for Social and Economic Change, Bangalore; a MPhil degree in Planning and Development from Indian Institute of Technology, Bombay; and MA and BA degrees in Economics (Hons) from Panjab University, Chandigarh. He was a recipient of national scholarship during MPhil and PhD. A development specialist, he has over 7 years of experience in teaching and research. Prior to joining IRRAD, he has worked at ICRISAT, Hyderabad and taught Economics at Ohio-Christ University and Alliance University, Bangalore. His areas of expertise are rural development, agriculture, gender, water, impact evaluation, macroeconomics, statistics and quantitative research.

Email: p.mehta@irrad.org

Pooja O. Murada, Director, Communications, holds a Bachelor's degree in English (Hons) from Delhi University; post graduate diploma in Communications; management program from Tuck School of Business, Dartmouth College, USA. She carries over 16 years of

work experience in brand management, marketing and development communications for corporate, government and development sector. She served on the UN Global Compact Subcommittee for Training and Communications. She also heads IRRAD's community radio initiative, *Alfaz-e-Mewat* FM 107.8.
Email: poojamurada@irrad.org

Navneet Narwal, Program Leader, Policy, Governance and Advocacy Center, conducts policy trainings at the grassroots. He holds a LLB degree from Faculty of Law, Delhi University, with Master's degree in English from Panjab University, Chandigarh. He also holds a one-year postgraduate diploma in journalism from Bhartiya Vidya Bhawan, Chandigarh.
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B.R. Poonia, Program Leader, Community Mobilization, holds a Master's degree in Rural Sociology from the University of Udaipur, and has over 30 years of experience in community development. Prior to joining IRRAD, he was employed at CARE India for 14 years. He is an invited member of the Planning Commission's Working Group on Panchayati Raj Institutions and Rural Governance for the formulation of the 12th Five-Year Plan.
Email: br.poonia@irrad.org

Salahuddin Saiphy, Program Leader, Water Management, holds a Master's degree in applied geology and post graduate diploma in Hydrogeology from Aligarh Muslim University, Aligarh, and a postgraduate diploma in Environmental Monitoring and Impact Assessment from Jamia Hamdard University, New Delhi. Prior to joining IRRAD, he worked with the Centre for Science and Environment, New Delhi, where he organized training programs and designed rainwater harvesting projects.
Email: s.saiphy@irrad.org

Niti Saxena, Social Scientist, Rural Research, has a Master's in Human Development from Lady Irwin College, Delhi University. Her expertise is working with children with special needs, and she has contributed to the concept of early childhood care and development through her writings.
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Jane E. Schukoske, CEO, holds a JD from Vanderbilt University and LLM from Georgetown University, USA. A Maryland lawyer, she has represented low-income clients, directed law school clinics, and taught on the faculty of the University of Baltimore School of Law. In South Asia, she conducted research at the University of Colombo as a Fulbright Scholar and directed US Educational Foundation in India. She served on the Planning Commission, Gol Subcommittee on Strengthening Community-University Engagement. She serves on the governing body of O.P. Jindal Global University in Sonapat, Haryana and the advisory board of the Tata Institute of Social Sciences for the School of Law, Right and Constitutional Governance.
Email: j.schukoske@irrad.org

Lalit Mohan Sharma, Group Leader, Natural Resource Management, is a civil engineer who holds a Master's degree from the Indian Institute of Technology, Delhi, and a post graduate diploma in Construction Management, and is a Fellow of the Institution of Valuers. He is an invited member of the panel of experts for the Winning, Augmentation and Renovation for Water and Water Technology initiatives under the Technology Mission of the Department of Science and Technology, Government of India.
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SUPPORT TEAM

Devika Batra, Coordinator, External Relations and Process Documentation
Sonal Birla, Senior Research Associate
Hari Bhagwan, Consultant, Documentation
Sonia Chopra, Librarian
Pankaj Gaur, Accounts Officer
Rukhsat Hussain, Research Associate
Sam Kapoor, Manager, Resource Mobilization and Partnerships
Bhawna Mangla, Senior Research Associate
Jagdish Prasad, Administration Manager
Manoj Sharma, Manager, Information Technology
C. Shekhar, Manager, Accounts
Saurabh Srivastava, Assistant Program Leader, Capacity Building
Ahmar Sultan, Research Associate
Padmavathi S., Professional Assistant to the CEO
Saurabh Sood, Research Associate
Sumit Vij, Consultant, Rural Research

LOGISTICS SUPPORT

Building Maintenance: Jitender Kumar, Shoorveer Singh, and Arvind Kumar
Drivers: Arjun Singh, Kuldeep Chand, Ram Krishan, and Surender Singh
Attendants: Mitra Lal Baral and Ram Bahadur

CROP IMPROVEMENT (HYDERABAD)

P. Vani Sekhar, Senior Scientist holds a Master's degree in Genetics and Plant Breeding From ANGRAU, Hyderabad and a post graduate diploma in technology management in agriculture from University of Hyderabad, Hyderabad. She carries over 24 years of experience in the field of plant breeding. Prior to joining SMSF, she worked as a senior scientist with Hytech Seed India Pvt. Ltd. For four years (2007 - 2011) and as a breeder with Bayer BioScience Pvt. Ltd. (formerly Proagro Seed Company Pvt. Ltd.) for 17 years (1989 - 2007).
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N. Mallikarjuna, Scientist-Pathology holds PhD and MSc (Ag) degrees in Plant Pathology from University of Agricultural Sciences (UAS), Bengaluru. He carries over 10 years of experience in plant pathology. Prior to joining SMSF, he worked on Maize diseases for six years at UAS, Agricultural Research Station, Nagenahalli, Mysore.

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T. Chakradhar, Special Project Scientist - Biotechnology holds a PhD in Plant Tissue Culture from Sri Krishnadevaraya University, Anaparthi and Post Doc at International Center for Genetic Engineering and Biotechnology (ICGEB), New Delhi. He has eight years of experience in agricultural biotechnology, including four years in a private seed company.

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SUPPORT TEAM

G.P. Shravan Kumar, C. Venkatesh, K. Venkatesh, K. Chandrasekhar, K. Pandu, and Syed Ghouse

PROJECT IMPLEMENTATION TEAM (MEWAT)

POLICY, GOVERNANCE AND ADVOCACY

Field Coordinators: Kamlesh (Taoru Block), Susheela (Firozpur Jhirkha block), Farooq (Nuh Block), Mubeen (Nagina Block), Tariq (Punhana Block)

Governance Guides: Jamaluddin, Mohd. Arif, Jakariya, Prem, Zaheer, Jafruddin, Abdul Aziz, Hanisha, M. Akbar, Sunita, M. Imran, Sageer, Anita, Israil, M. Arif, Aarif, Sarajuddin, Meena, Hamid Khan, Sonu Chahal, Juber Khan, Afsana, Veena, Sangeeta, Raj Kumar, Memwati

NATURAL RESOURCE MANAGEMENT

Water Management

Assistant Program Leader, Water Management: Mahipal Singh

Assistant Program Leader, Special Projects: Jafar Hussain
Field Engineer: Yogesh Verma

Specialists: Mohd. Saddique, Brijesh Kumar Sharma
Field Assistants: Samaydeen, Mansoor Ali, Sarafat Ali, Sayeed Ahmad, Arshad, Mohd. Safi, Arshad Ali

Agricultural Income Enhancement

Assistant Program Leader, Income Enhancement: Dharmendra

Field Assistants (Agriculture): Pawan Kumar, Sanjay Kumar, Ramdia, Sageer Ali

Project Officers: Ram Kumar Pathak, Kailash Gupta

CAPACITY BUILDING

Community Capacity Builders and Coordinators: Salamuddin (Nuh Block), Nasir (Nagina Block), Kunti (Firozpur Jhirkha Block), Imran (Punhana Block), Narendra Poonia (Taoru Block)

Community Capacity Builders: Hakmudeen, Shaheena, Iqbal, Urmila, Jan Mohammad, Geeta, Sharafat, Nauman Khan, Rajni

RURAL RESEARCH

Research Investigators: Shabeer Ahmed, Mohd. Jamshed, Jaan Mohd, Manju Sharma, Asif Khan, Mohd. Irfan and Renu Bala

COMMUNICATIONS

Community Radio Reporters: Sohrab Khan, Shakir Hussain, Fakat Hussain, Savita Varma, Mamta and Saroj

ADMINISTRATION

Coordinators: Nagendra Gupta, Sunderlal

CONSULTANTS

M.D. Asthana has 38 years of experience as a member of India's premier Central Administrative Service, the Indian Administrative Service, in the field of public administration, good governance and public policy.
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Murali Dhar Gupta, a PhD in Genetics from Indian Agricultural Research Institute, New Delhi, established the crop improvement project in July 2002 at the ICRISAT campus near Hyderabad and has been its technical director until May 2007. He is now associated with SMSF as an honorary technical advisor. He has 38 years of experience in plant breeding research with national and international institutes and in seed enterprise management.
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Ajay Kumar Pandey, is a Lawyer and a Human Rights Practitioner. He has 16 years of experience of working with voluntary organizations. He holds a MPhil degree in International Law from Jawaharlal Nehru University, New Delhi and a LLM degree in Clinical Legal Education from Vanderbilt University, USA. Currently he is Associate Professor and Executive Director, Clinical Programmes at Jindal Global Law School.
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Interns and Volunteers

Participants	Duration	Project
From India		
Abhishek Kamble , IIM Kashipur	April 02-May 31, 2012	NGO Expansion Strategies: Options for IRRAD
Sumit Arora , IIM Kashipur	April 02-May 31, 2012	IRRAD Branding and Messages for its Stakeholders
Dr. Rakesh Tiwari and Dr. Pramod Singh , Indian Institute of Public Health (IIPH)	April 2-June 15, 2012	Utilization of Health Facilities (Delivery Hut)-A comparative study between intervention villages and control villages in Nagina block, Mewat district (Haryana)
Dr. Gaurav Boriwal and Dr. Dipak Chaturvedi , IIPH	April 2-June 15, 2012	Health Impact of Agricultural Pesticides amongst the Farmers of Mewat district, Haryana
Dr. Aditya Mathur , IIPH	April 2-June 15, 2012	Prevalence of Fluorosis in Rural Areas of Mewat and suggesting Intervention Strategies
Richa Saxena , Amity Institute of Anthropology	May 13-July 31, 2012	Assessment of IRRAD's Community Mobilization Model
Venkateshwar Jindal , Vasant Valley School	May 21-27, 2012	An understanding of Mewati Culture and the Agrarian Community
Bhawna Mangla , TERI University	May 21-July 22, 2012	Implementation of MGNREGA in Mewat - Status and its Impact on Socioeconomic Indices
Mansha Sehgal , TERI University	May 21-July 22, 2012	Definition and Framework of Model Village and its Adaptability for IRRAD
Pradit Kulshreshtha , Institute of Technology and Management	June 4-July 20, 2012	Study of Check Dams and Estimating the Rain Water Harvesting Potential of IRRAD's Green Building
Gaurav Arora , Maharaja Agrasen Institute of Technology	June 4-July 31, 2012	Researching Social Media Marketing Strategies and Working on IRRAD's Blog Structure
Sameedh Sharma , Hindu College, Delhi University	June 10-July 31, 2012	Impact Assessment of ' <i>Krishi Jyoti</i> ' Project
Surbhi Bhalla , Lady Irwin College, Delhi University	June 14-July 21, 2012	Dynamics of Women's Participation in Water Related Interventions
Harshi Kaur , School of Planning and Architecture, Vijaywada	January 7-February 8, 2013	Creating a Training Manual and Conducting Workshops on Grassroots Comics
Santosh Kumar Gupta , Birla Institute of Technology and Science, Pilani	January 9-April 5, 2013	Conducting a Needs Assessment of Village Health and Sanitation Committees in Alwar District of Rajasthan
Chirag Leekha and Devesh K Verma , Narsee Monjee Institute of Management Studies, Mumbai	February 4-23, 2013	Reviewing and Developing Financial Policy
Anu Bajaj , Birla Institute of Management Technology, Greater Noida	February 18-March 16, 2013	Exploring Partner NGOs in Haryana for Expansion of Activities
Ramneek Bhardwaj and Komal Baweja , S.P. Jain Institute of Management and Research, Mumbai	March 4-April 13, 2013	Planning and Implementing a Marketing Strategy for Community Radio Station <i>Alfaz-e-Mewat</i>
Nupur Mathur , S.P. Jain Institute of Management and Research, Mumbai	March 4-April 13, 2013	Writing Success Stories on Partnership Projects of IRRAD and collating CSR information on companies falling under purview of the Companies Bill, 2012
Khalid Jaffrey , ICICI Fellowship Programme	October 3, 2012-April 01, 2013	Making community and elected representatives aware about the Good Governance Now initiative

Participants	Duration	Project
From Abroad		
Hannah Callahan , University of Montana, USA	May 21–August 25, 2012	Photography for 2013 Calendar, a wall painting in the community center and compiling information on Community Media
Anoushka Syed , University of Wisconsin - Madison, College of Agricultural and Life Sciences, USA	June 14–August 13, 2012	Documentation of the Awareness and Response of Villagers to <i>Jaldhara</i> Water Implementation and Documentation of the Effects of the Roof Water Harvesting System Implementation in Pathkori Village
Chandler Pohl , University of Nevada, Boyd School of Law, USA	June 16–August 19, 2012	Short Documentary Film on Good Governance Now
Francesca Lubecki-Wilde , Iowa City High School, USA	June 29–August 27, 2012	<i>Alfaz-e-Mewat</i> Community Radio Station and its Impact on Development in Mewat
Faye McConnell and Rhena Dhugga , University of York, UK	July 14–July 23, 2012	Day Care Entitlements in Rural Villages of Mewat
Charles Mayer , Andrew Carter , Annie Gottbehuet , and Janice Wisely , Georgetown McDonough School of Business, USA	May 2–August 14, 2012	IRRAD in Bihar - Strategies and tools for expansion
Bhaskar Neel , EHESS (School for Advanced Studies in the Social Sciences), France	August 6-25, 2012	The Experience of Indian Development - A Study of the Subjective Experience of Development of People working in the Rural Development Sector
Natasa Kovacevic , Harvard Law School, USA	January 6-25, 2013	Food Security Legislation and Recommendations for Rights Enforcement in Haryana State
Daniel Holman , Harvard Law School, USA	January 6-25, 2013	Panchayati Raj in Haryana State; Challenges, Alternatives and Suggested Work Areas
Matthew Martin , Harvard Law School, USA	January 6-25, 2013	Agricultural Law and Policy Recommendations for Rain-fed Agriculture in Haryana



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Together, we empower rural India

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