



People's Action for National Integration - PANI



# ANNUAL REPORT

## 2024-25

We are pleased to present this Annual Report for the year 2024-25, capturing the key achievements, learnings, and impact across our programs. Each section reflects the dedication of communities, the commitment of our teams, and the strength of partnerships that make our work possible. We hope this report offers a clear and honest account of the year gone by, and the direction we continue to build toward.

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This year, like every year, we have been reminded that the most lasting change often begins in conversations with communities under a tree, in a girl's decision to return to school or in a women collective choosing dialogue over silence. 2024–25 affirmed our belief that development is not a product to be delivered, but a relationship to be nurtured with trust, humility and shared purpose. Across hundreds of gram panchayats, we saw adolescent girls becoming leaders, communities shaping their futures and systems slowly learning to listen.

In all of this 'People's Action' remains at the heart. None of this would be possible without the collective strength behind it - our dedicated teams who show up every day, our communities who choose hope over habit and our partners who walk this journey with us. At PANI, we do not aim to lead from above but to stand beside, to listen, to support and to create space for others to rise. As we move forward, we carry with us the lessons, the stories, and the spirit of those who teach us what real progress looks like. Thank you for walking with us. May we continue to move ahead with compassion, clarity and courage.

### **Bharat Bhushan**

Founder & Secretary, PANI



A brief story about PANI

# ABOUT US



People's Action for National Integration (PANI) is a grassroots development organization with over 39 years of experience in underserved regions of India. It has implemented more than 110 projects, directly benefiting over 2.5 million households.

PANI works across six key thematic areas: natural resource management and climate change, sustainable agriculture and livelihoods, women and adolescent girls' empowerment, community health, nutrition and WASH, and integrated child development. Its approach combines technical solutions with deep community engagement, enabling local participation and long-term impact.

With a strong foundation in field practice and partnerships, PANI remains committed to equity, resilience and inclusive development in rural India.

# VISION

PANI envisions itself as a medium for building an inclusive society that prospers in harmony with its surroundings.

# MISSION

Our mission is to empower people so that they have greater control over their life situations and take responsibility to make a world that is mutually rewarding.



# VALUES



## Equity

We stand for fairness – within our team and in our work. We ensure that the most marginalized have equal access to rights, resources and opportunities to thrive.



## Dignity

Respect is at the core of everything we do. Whether working with communities or within our organization, we uphold the right of every individual to be heard, valued and empowered.



## Integrity

We act with honesty and purpose. Our work is rooted in truth, fairness and an unwavering commitment to doing what is right – always.



## Transparency & Accountability

We hold ourselves accountable to the people we work with, to each other and to our mission. We believe in open dialogue, responsible action and impact that speaks for itself.

# PANI's Institutional Strength and Resilience

Domain	What We Have	How It Reflects Strength & Resilience
<b>1. Vision &amp; Values</b> ( <i>Aspiration &amp; Identity</i> )	Deep-rooted Gandhian ethos, community-first thinking, long-term vision for equity and justice	Anchored in timeless values, yet responsive to evolving contexts. Creates moral clarity in decisions, trust in actions.
<b>2. Leadership &amp; Governance</b> ( <i>Culture + Leadership</i> )	Inspiring senior leadership with emotional resonance, integrity and accessibility; Strong Board	Values-led leadership nurtures psychological safety, humility and shared accountability - key to sustained resilience.
<b>3. People &amp; Capabilities</b> ( <i>Human Resources + Organizational Skills</i> )	Field-driven workforce (80% from communities), committed mid-levels, rising women leaders	Combines insider wisdom with structured capacity building. Ready to strengthen second/third lines to lead the next phase.
<b>4. Strategy &amp; Program Execution</b> ( <i>Strategy + Effectiveness</i> )	Participatory program design, adaptive field strategies, strong M&E, outcome-oriented	Balances grassroots responsiveness with results-driven rigor. Enables scale without losing authenticity.
<b>5. Systems &amp; Processes</b> ( <i>Infrastructure + Efficiency</i> )	Structured program management; finance/compliance is strong; HR/tech evolving	Recognized need to modernize tech and HR systems shows strategic self-awareness and willingness to grow.
<b>6. Culture of Care &amp; Inclusion</b> ( <i>Culture + Networks</i> )	Family-like culture; feminist orientation (inclusive); strong team bonds across hierarchy	Builds cohesion, mutual respect and psychological safety - foundational to retaining trust during transitions.
<b>7. Learning &amp; Adaptation</b> ( <i>Change-Readiness</i> )	Open feedback systems, leadership reflection spaces, periodic diagnostics like Phicus did recently	A learning culture that values introspection, transparency and course correction - hallmarks of an adaptive organization.
<b>8. Partnerships &amp; Ecosystem Presence</b> ( <i>External Relationships</i> )	Long-term, trusted relations with donors and CSOs; decentralized implementation	PANI's sincerity and consistency create durable partnerships that amplify its systemic influence.



# OUR IMPACT

Driving community-led, system-focused solutions across water, livelihoods, health, and education to strengthen rural resilience and equity.

**32,112**

Individuals  
Women and Girls

## Gender and Governance

PANI's Gender and Governance initiatives are nurturing confident girls and empowered women who are leading change, shaping local governance and redefining rural leadership from the ground up.

**2.3 LAKH**

Small and Marginal  
Farmers

## Sustainable Livelihoods

Small and marginal farmers are embracing climate-smart practices, improving incomes, conserving resources, and building resilient rural livelihoods through community-led solutions.

**13,000**

Children

## Integrated Child Development

Communities are coming together to ensure young children grow in safe, nurturing environments - with improved early education, nutrition, and care led by empowered parents, teachers, and local institutions.

**2.5 LAKH**

Individuals Directly

## NRM and Climate Change

Communities are adopting climate-resilient practices—recharging water sources, regenerating commons, and restoring ecological balance through collective action, with women leading the way.

**55,000**

Individuals Directly

## Health, WASH & Nutrition

Communities are gaining access to clean water, safe sanitation, and mental health support—through inclusive infrastructure, awareness, and care led by women and youth.

**8,300**

Households Directly

## Integrated Community Development

Through integrated action across livelihoods, clean energy, WASH, and early education, rural households are moving toward self-reliance—with improved incomes, stronger infrastructure, and empowered local leadership at the core.



# CELEBRATING EXCELLENCE

**Honouring the milestones, people, and partnerships that strengthened our collective resolve.**

Every award and recognition we receive is a reminder of the work done with passion, care, persistence and belief in the strength of people and the power of small, steady steps. These awards belong as much to the communities we walk with as to our team. They reflect shared efforts to empower women to lead their lives with more opportunities, make water more secure, lives more dignified and choices more open. We carry these honours with gratitude, not as trophies, but as encouragement to keep listening, learning and doing better - for the land, the people and the future we all share.



# VINOBA SEVA SAMMAN

## Honouring a Legacy of Grassroots Commitment

On June 12, 2024, at Vinoba Seva Ashram, Bartara, PANI's founder and secretary, Shri Bharat Bhushan ji, was awarded the 'Vinoba Seva Samman' by the Honourable Governor of Uttar Pradesh, Smt. Anandiben Patel ji.

This prestigious recognition honours his lifelong commitment to uplifting socially marginalized communities and advancing Gandhian values at the grassroots. More than a personal accolade, it is a tribute to the spirit of PANI that is built on decades of perseverance, shared struggles and the belief that true change begins with the people. We are deeply honoured by this recognition of our founding vision.



# CATALYSING SOCIAL IMPACT

## Recognizing PANI's CRP Model with the CSI Award 2024 for Best Social Impact Idea

On August 2, 2024, PANI was honoured to receive the CSI Awards 2024 in the **Best Social Impact Idea** category for our Community Resource Person (CRP) model. This women-led initiative has empowered rural women to become agricultural resource persons, guiding their communities with knowledge on better farming practices and climate resilience. The model addresses long-standing issues like lack of access, low representation and social marginalization by placing trust and responsibility in women's hands. These women are no longer on the margins - they are at the centre of change. This recognition celebrates their leadership and the transformation they continue to bring to rural India.



# 12<sup>TH</sup> FICCI WATER AWARDS

**National recognition for empowering women in water stewardship**

**PANI received the First Prize** in the “Water Initiative by NGOs” category at the 12th FICCI Water Awards 2024, presented by Shri Amitabh Kant. This national honour recognizes our work in empowering 70,000 women farmers across 300 Gram Panchayats in Balrampur, Uttar Pradesh, in partnership with Hindustan Unilever Foundation and Tata Trusts. Through water-efficient farming practices led by trained women CRPs, our interventions have saved 324 billion litres of water, advancing both sustainability and grassroots leadership in water conservation. (The figure of water saving here is more as we received the Assurance Statement from the Audit Agency of 46 billion litres more, that was in pipeline earlier.)



# FICCI'S 4<sup>TH</sup> SUSTAINABLE AGRICULTURE AWARDS

**National recognition for climate-smart, community-driven sustainable farming**

**PANI was honoured with the Second Prize** at the 4th FICCI Sustainable Agriculture Awards 2024 in the category of Natural Resource Management and Climate-Resilient Agriculture. This national recognition acknowledges our efforts in promoting water-saving technologies, sustainable farming practices, and women-led agri-entrepreneurship across Uttar Pradesh. With over 278 billion litres of water conserved, this award celebrates the leadership of rural women, the dedication of our team, and the unwavering support of partners like Hindustan Unilever Foundation and Tata Trusts.



# GENDER & GOVERNANCE

## Where Girls and Women Lead Change

Under the Gender and Governance theme, PANI nurtures adolescent girls and women as changemakers, bridging rights with leadership. Through Aarohi (**EAG**), girls challenge norms, pursue education, and step into careers. **DWLL** empowers women to lead Gram Panchayat planning and livelihood governance. **CCM** cultivates grassroots youth leaders for the development sector. Together, these initiatives deepen participation, shift power, and envision a future where rural women are not just beneficiaries, but bold architects of change.

### Leadership

Equip girls and women to lead change in their communities through training, dialogue, and role-modeling.

### Participation

Foster meaningful inclusion in local governance, from Gram Sabhas to planning and monitoring public systems.

### Aspiration

Support adolescent girls in envisioning bold futures through education, career pathways, and life-skills development.



# EMPOWERING ADOLESCENT GIRLS

Supporting Partner: Azim Premji Foundation | Start Date: July 1 2015



**6 Blocks, 5 Districts:** Tarun (Ayodhya), Pahadi (Chitrakoot), Khuniyaon (Siddharth Nagar), Bhati (Ambedkar Nagar), Kurebhar and Dostpur (Sultanpur), Uttar Pradesh, India.



## Coverage

- **25,908** adolescent girls (10–19 years)
- **1,013** Adolescent Girl Groups
- **244** Gram Panchayats
- **268** active Resource Centres (120 more in process)



## Outcome

- **Empowerment & Leadership:** 968 Adolescent Girl Leaders (AGLs) managed RCs, led peer learning and campaigns; 97 RC Management Committees formed; girls trained in articulation and leadership.
- **Skill & Career:** 286 girls enrolled in skill trades; 231 placed in jobs this year; 819 total continue; 14 schools adopted career counselling; 126 scholarship holders in leadership roles.



## Activities

- **Leadership & Advocacy:** 968 Adolescent Girl Leaders (AGLs) managed RCs, led peer learning and campaigns; 97 RC Management Committees formed; girls trained in articulation and leadership.
- **Health & Education:** 3,728 girls treated for chronic illness; 16,826 received IFA, 4,183 recovered from anemia; 1,392 dropouts re-enrolled; 19,544 accessed health services; 9,647 reported awareness on violence.
- **Skill & Career:** 286 girls enrolled in skill trades; 231 placed in jobs; 819 retained; 14 schools adopted career counselling; 126 scholarship holders in leadership roles.
- **Community Engagement:** 97 RCs transitioned via MoUs; men, PRIs, and parents engaged in gender sessions and public events.



# COMMUNITY CHANGE-MAKERS

Supporting Partner: Azim Premji Foundation | Start Date: May 1, 2024



Bhiti Block, Ambedkar Nagar, Uttar Pradesh, India



## Coverage

- 49 adolescent girls this year
- 1 block of Ambedkar Nagar district



## Outcome

- 49 girls completed the full CCM learning cycle and internship
- 33 were placed in jobs or fellowships in the development sector
- Girls showed improved articulation, confidence and clarity on rights, citizenship, and development leadership



## Activities

- **Training & Workshops:** Selected 49 adolescent girls and conducted 6 thematic workshops on gender, governance, development, and leadership.
- **Internship & Exposure:** Facilitated 1-month community-based internships with real-time field exposure, public system engagement, and documentation training.
- **Recognition:** Distributed certificates and organized public recognition events for completed CCMs to mark their transition into leadership roles.



# DEMOCRATIZING WATER FOR LIVELIHOODS AND LIFE THROUGH WOMEN

Supporting Partner: Andheri Hilfe Bonn | Start Date: August 15, 2021



30 Gram Panchayats in Mall Block of Lucknow district, Uttar Pradesh, India



## Coverage

- 6,106 Marginalized Households
- 30 Gram Panchayats



## Outcome

- 87% households accessed at least one government entitlement
- 3,277 women entrepreneurs promoted; 80% reported income growth
- 6 GPs now have Model Panchayat Bhawans
- Women-led Water-Centric democratic planning at Panchayat Level (GPDP)



## Activities

- **Entitlements & Livelihoods:** Facilitated 19,097 applications for government schemes, supported 3,277 women in enterprise development, and established 7 Livelihood Resource Centres.
- **Women's Leadership:** Trained 296 CBO leaders in governance, 308 in government scheme processes, and 309 in advocacy tools and visioning.
- **Panchayat Engagement:** Trained 368 PRI members and 794 GPDP task force members, supported all 30 GPs in uploading GPDPs, and conducted social audits with 2,778 Gram Sabha participants.
- **Exposure & Events:** Organized exposure visits to Maharashtra and IIVR Varanasi, held capstone events on Women's Day and Panchayati Raj Day, and facilitated soil testing for 1,313 farmers.







# HEALTH, WASH & NUTRITION

## Where Systems Strengthen Communities

PANI's work in Health, WASH and Nutrition addresses both individual well-being and community resilience. From ensuring safe water and sanitation access to enhancing youth mental health and strengthening immunization coverage, our efforts span across age groups and public systems. Through projects like **WASH**, **YMHP**, and **CGPP**, we promote hygiene, mental wellness and preventive care by building community leadership, improving awareness and enabling access to services, particularly for women, youth and underserved populations.

### Access to Services

Ensure water, sanitation, nutrition and mental health services reach marginalized households through infrastructure, public system engagement and targeted campaigns.

### Behaviour Change

Promote hygiene, healthy practices and psychosocial well-being by equipping communities - especially women and youth - with skills, tools, and awareness.

### Community & System Integration

Activate community institutions and collaborate with public health systems to embed long-term change and local ownership.

# YOUTH WELL-BEING

Supporting Partner: Indira Foundation | Start Date: Feb 1, 2023



Tarun Block of Ayodhya District, Uttar Pradesh, India



## Coverage

- 2.07 lakh total population reached
- 42,851 youth directly targeted



## Outcome

- Enhanced mental health awareness and detection among rural youth
- Youth-led support networks functional in all 97 Gram Panchayats
- Stepped care model with clinical and community counselling embedded locally
- Measurable improvements in youth mental health post-intervention



## Activities

- **Awareness & Literacy:** Conducted MHL Sessions 3 and 4 with 10,349 youth; shifted to village-level meetings from August 2024 for deeper community engagement.
- **Access & Support Points:** All 97 Gram Panchayat Resource Centres designated as safe youth mental health support and referral points.
- **Capacity Building & Mentorship:** Three-phase, 17-day training held with an exposure visit to Banyan Foundation; Sumunum Foundation offered ongoing technical guidance.
- **Youth Screening & Intervention:** 97 RCs transitioned via MoUs; men, PRIs, and parents engaged in gender sessions and public events.
- **Clinical Review & Counselling:** Monthly clinical case reviews held; 10–13 counselling sessions conducted per severe case by Sumunum-trained counsellors.

There is no  
shame in  
seeking help for  
your mental  
health.



# WASH PROJECT

Supporting Partner: Oracle Financial Services Software Limited | Start Date: July 1 2024



Haswa Block of Chitrakoot District, Uttar Pradesh, India



## Coverage

- 2,640 Households | 13,200 individuals
- 15 Gram Panchayats



## Outcome

- 2,640 women and adolescent girls now access clean water and private sanitation facilities, adopting improved hygiene practices
- 334 households identified and applied for Individual Household Latrines (IHLs) through local governance
- 48 Water User Groups actively maintaining community WASH infrastructure
- Community-led management of 75 garbage units and 114 soak pits initiated



## Activities

- **Clean Water & Hygiene Access:** Constructed 48 composite community bathrooms with filtered drinking water, benefitting 1,800 vulnerable households; 2,640 women trained in WASH behaviour change practices.
- **Sanitation & Waste Management:** Built 75 garbage units and 114 soak pits; trained 1,767 women on waste management; 2,646 women and girls trained in menstrual hygiene across 45 batches.
- **Community Institution Building:** Formed 48 Water User Groups (WUGs) with 1,200 members; conducted two rounds of meetings to ensure infrastructure maintenance.
- **IEC & Awareness Tools:** Developed and distributed 750 Flipbooks on WASH Behaviour Change Communication to frontline workers and communities.



**Access to clean water, sanitation, and hygiene is not just a basic need—it is the foundation of dignity, health, and opportunity for every human being.**

# CORE GROUP POLIO ERADICATION PROJECT

Supporting Partner: PCI India | Start Date: June 1, 2019



Moradabad district, Uttar Pradesh, India



## Coverage

- 1.2 million individuals (through the SMNet in FY20)



## Outcome

- Moradabad declared polio-free; no new cases since 2014
- Over 68% RI coverage among 12–24-month-old children
- Faith leaders actively supporting vaccination
- 200+ ASHAs trained in IPC and health communication
- Increased community trust and vaccine acceptance
- Effective integration of COVID-19 vaccination



## Activities

- Extensive OPV and RI immunization drives, including SIAs
- Community engagement through 78 Community Action Groups
- COVID-19 risk reduction campaigns integrated with polio efforts
- IPC training for ASHAs and health workers
- School-based awareness campaigns and health events
- Celebration of 10 Years of Polio-Free India and Women's Day
- Use of digital monitoring tools (e-Kavach) for tracking vaccination





# INTEGRATED CHILD DEVELOPMENT

## Strong Foundation for Every Child

PANI's Integrated Child Development work nurtures the foundation of life by focusing on children's physical, cognitive and emotional development in their early years. Through innovative programs in **ECCE**, nutrition and parental engagement, PANI strengthens local ecosystems of care around Anganwadis, schools and families. The approach combines community ownership, institutional collaboration and capacity building to ensure every child has the right environment to grow, learn and thrive - especially those from vulnerable and underserved communities.

## Quality Early Learning Environments

Creating safe, stimulating spaces for pre-school children through trained caregivers, enriched pedagogy, and access to TLMs and infrastructure.

## Community and Parental Engagement

Mobilizing families and local leaders to support children's development, increase participation, and build shared responsibility.

## Institutional Strengthening

Partnering with ICDS and PRI systems to embed sustainable ECCE practices and improve monitoring, coordination, and ownership.

# BUNIYAAD - ECCE

Supporting Partner: TATA Trusts | Start Date: March 1, 2024



Three Blocks, Balrampur Districts, Uttar Pradesh, India.  
(Gainsadi, Tulsipur, Rehra Bazar)



## Coverage

- 436 Anganwadi Centres | 13,000+ children
- 60 Co-located Primary Schools



## Outcome

- Regularized ECCE sessions with improved learning routines
- Increased child attendance and classroom duration
- Higher parental involvement and trust in AWCs
- Enhanced use of teaching-learning materials (TLMs) and kits
- Strengthened partnerships with PRI and ICDS systems
- Improved capacity of AWWs for child-centric teaching



## Activities

- **Capacity Building & Training:** Trained 157 AWWs, AWHs, and supervisory staff; 23 project staff completed 28-day ECCE pedagogy training with follow-up rewards and recognitions.
- **Infrastructure & Learning Materials:** 80 model AWCs renovated and resourced; 356 others provided kits; 60 schools received books and smart learning tools.
- **Community & Institutional Engagement:** Held 80 Panchayat meetings, 240 awareness sessions, and 250+ PTMs; conducted 2,307 home visits; signed MoU with district administration.
- **Monitoring & Child Assessments:** Launched baseline and readiness assessments; 2,443 children tracked for attendance and learning progress.



"Each child is a different kind of flower, and all together make this world a beautiful garden. Give them education, and they will bloom."



## INTEGRATED COMMUNITY DEVELOPMENT

### Building Self-Reliant, Inclusive Villages

PANI's Integrated Community Development approach strengthens rural resilience through multi-sectoral interventions that improve livelihoods, education, health and natural resources. By combining access to services with capacity building and infrastructure support, the approach fosters self-reliance among the most excluded communities. Through convergence with government schemes and grassroots engagement, it builds systems where villages grow sustainably - economically, socially, and ecologically - empowering rural families to live with dignity and opportunity.

### Sustainable Livelihoods

Enabling climate-resilient agriculture, diversified incomes, and women-led enterprises.

### Community Infrastructure & Clean Energy

Strengthening rural assets through irrigation systems, solar energy, and sanitation units.

### Inclusive Services for Well-being

Improving access to education, health, WASH, and child development through institutional linkages and community ownership.

# FOCUSED RURAL DEVELOPMENT PROGRAM

Supporting Partner: **HDFC Bank CSR** | Start Date: **Oct 1, 2023**



**One Block, Balrampur District, Uttar Pradesh, India.**  
(Gaindas Buzurg Block)



## Coverage

- **5,000** farmer households
- **4 farmer typologies (Poor to Prosperous)**



## Outcome

- **1,107 farmers** adopted water-saving and modern crop techniques
- Tool banks and irrigation systems cut costs and boosted efficiency
- Mechanized potato farming showed higher yield with less water and labor
- Organic practices and peer learning platforms promoted sustainability



## Activities

- **Agri Tools & Infrastructure:** Established 15 Tool Banks and 6 group irrigation systems; 25 farmers participated in exposure visit.
- **Climate-Smart Farming:** Trained 925+ farmers in paddy (DSR/SRI), potatoes, onions, wheat, and sugarcane; supported organic farming and vermicomposting.
- **Water-Efficient Irrigation:** 82 farmers adopted drip and 75 adopted sprinkler irrigation techniques.
- **Farmer Capacity Building:** Held 2 trainings on advanced cropping, set up 10 Farmer Field Schools, and trained Farmer Development Committees in leadership.

**Where every drop saved sows a future  
- FRDP empowers farmers through water-wise, resilient agriculture.**



# HOLISTIC RURAL DEVELOPMENT PROGRAM

Supporting Partner: HDFC Bank CSR | Start Date: April 1, 2024



**One Block, Sultanpur District, and One Block of Ayodhya District, Uttar Pradesh, India.**  
(Kadipur Block, Sultanpur | Amaniganj Block, Ayodhya - Four Months)



## Coverage

- 5,764 + 5,103 households (Census) / 3,363 + 3,422 (Direct)
- 78,194 + 28,276 individuals across thematic interventions (Total = 106,470 Individuals).



## Outcome

- 15 LRCs and 15 Tool Banks active as rural service hubs + 15 farmers adopted trellis in Amaniganj
- Solar installations enhanced rural infrastructure and safety
- Farmers diversified into floriculture, vegetables, millets, and fishery
- Women-led businesses and goatry improved family livelihoods
- Government schools and AWCs upgraded with smart learning and sanitation
- Greater community ownership of local development
- 3 Jal Minars and 9 Water Filters - Amaniganj



## Activities

- **Livelihoods & Farming:** Supported 90+ (Kadipur) and 45 (Amaniganj) farmers in crops and floriculture; provided irrigation kits, 75 vermi units, 4 fisheries; set up 3 FFS and 3 solar irrigation units.
- **Women's Enterprise:** Enabled 30 women to run small businesses and 45 women in goatry. (60 women entrepreneurs + 75 women doing goatery in Amaniganj)
- **Education & Child Development:** Upgraded 3 government schools with smart tools, and 10 AWCs into model centres.
- **Health & Clean Energy:** Held 30 livestock camps; installed 150 solar lights and 150 home kits in poor households.





पानी संरक्षण एवं खेती प्रवर्धन योजना के संयुक्त तत्वाधान में संगठित  
**समग्र ग्रामीण विकास कार्यक्रम के अन्तर्गत**  
सब्जी की खेती हेतु किसानों को सहयोग (डेमो प्लॉट)  
लाभार्थी का नाम :- श्रीमती श्री. सुष्मा कुमारी शर्मा  
ग्राम :- बरवालीपुर  
जिल्ला :- सुल्तानपुर  
वित्तीय वर्ष :- 2024-2025





# NRM AND CLIMATE CHANGE

## Regenerating Resources, Building Resilience

PANI's Integrated Community Development approach strengthens rural resilience through multi-sectoral interventions that improve livelihoods, education, health and natural resources. By combining access to services with capacity building and infrastructure support, the approach fosters self-reliance among the most excluded communities. Through convergence with government schemes and grassroots engagement, it builds systems where villages grow sustainably - economically, socially, and ecologically - empowering rural families to live with dignity and opportunity.

### Sustainable Livelihoods

Enabling climate-resilient agriculture, diversified incomes, and women-led enterprises.

### Community Infrastructure & Clean Energy

Strengthening rural assets through irrigation systems, solar energy, and sanitation units.

### Inclusive Services for Well-being

Improving access to education, health, WASH, and child development through institutional linkages and community ownership.

# ACCELERATING CLIMATE AND CLEAN ENERGY SOLUTIONS WS I

Supporting Partner: MacArthur Foundation | Start Date: Oct, 2024



Terai, Purvanchal, Vindhya, Central UP, Bundelkhand (15 CSOs across 5 regions)  
Uttar Pradesh, India.



## Coverage

- 30 Gram Panchayats (2 per CSO partner), with CSOs, PRI Members and Community Influencers



## Outcome

- Strengthened grassroots capacities to localize climate resilience planning.
- Fostered convergence among CSOs, PRI members, and government officials.
- Laid foundation for policy dialogue through regional best practice documentation.



## Activities

- Signed MoUs with 15 CSOs; each assigned one staff member and two Gram Panchayats.
- Conducted two Quarterly ToTs on: Climate change fundamentals and risks; and Resilient agriculture, government schemes, and GPDP integration
- 86 sensitization sessions conducted in 30 GPs, reaching around 2,500 community members.
- 13 PRI trainings conducted across 13 GPs (270+ participants).
- Initiated Climate Change Knowledge Centre at PANI.



# ACCELERATING CLIMATE AND CLEAN ENERGY SOLUTIONS WS II

Supporting Partner: MacArthur Foundation | Start Date: Oct, 2024



Birdpur Block of Siddharth Nagar District, Uttar Pradesh India.



## Coverage

- 5,000 rural households
- 25 Climate Resource Centres



## Outcome

- Increased adoption of water-efficient, climate-resilient agriculture
- Strengthened rural access to clean energy and government entitlements
- Created pipeline of 25 trained agri-preneurs to lead local climate-smart businesses



## Activities

- **Government Scheme Linkages : 2,745** project participants linked across schemes like PM-KUSUM, PMFBY, Soil Health Card, Ayushman Bharat, and more.
- **Training and Awareness: 134 sessions** on climate change risks and solutions (**2,978 trained**); **50 sessions** on accessing government subsidies (**1,775 trained**)
- **Climate-Resilient Agriculture:** 36 farmers adopted new techniques on 41.95 acres - Wheat (Super Seeder/Line Sowing); Vegetable on Raised Beds; Onion on Beds.
- **Entrepreneurship Development:** 25 youth (mostly women) selected for Syngenta-supported Agri-Entrepreneurship certification; Each Climate Resource Centre to receive ₹20,000 as initial support



# CARBON KISAN CONNECT

Supporting Partner: Gates Foundation | Start Date: Oct 2 2024



Four Districts: Balrampur, Sravasti, Gonda, Siddharth Nagar, of Uttar Pradesh, India



## Coverage

- Direct Reach: 2 Lakh Farmers
- Indirect Reach: 8 Lakh Individuals



## Outcome

- Project successfully launched in 4 climate-vulnerable districts with strong farmer interest and local institutional support
- Over 25,000 farmers committed to adopting low-emission farming techniques
- Strong foundation laid for enabling carbon credit access through improved data, capacity building, and consent-driven outreach
- Enhanced preparedness of ground teams and Area Managers for implementation in the 2025 Kharif season



## Activities

- **LRP Onboarding & Training:** Local Resource Persons were identified and trained across 5 blocks to mobilize farmers and implement CSA practices.
- **Farmer Identification:** 1.64 lakh farmers identified across 4 districts to establish a strong baseline for carbon-smart interventions.
- **Farmer Consent & Mobilization:** 25,669 farmers enrolled via signed consent forms to adopt practices like DSR (Direct Seeded Rice), sugarcane mulching, and wheat zero tillage.
- **Technical Trainings:** Six team trainings held on climate change and carbon markets; two trainings held specifically on DSR methods for Area Managers and Coordinators.



From the soil they till to the skies they depend on, farmers hold the key to healing our planet – Carbon Kisan Connect marks the first step in their journey toward climate justice.

# LIVELIHOOD FOR MARGINAL AND POOR FARMERS

Supporting Partner: ITC Limited | Start Date: April 1, 2024



Four Blocks: Baliyakhedi, Puwarka, Sarsawa, Rampur, of Saharanpur District  
Uttar Pradesh, India.



## Coverage

- 11,039 households (Target: 12,000)



## Outcome

- Reduced cost of cultivation and water use across intervention villages
- Increased farmer income through intercropping, improved sugarcane practices, and diversified livelihoods
- Formation of strong grassroots women-led producer groups (ABC - Agri-Business Centres), improving agency and income of landless women
- Tangible increase in community participation, local investment, and climate resilience



## Activities

- **Soil Moisture Conservation (SMC):** Renovation of 11 ponds, benefiting 105 farmers across 105.36 hectares with 81,059 m<sup>3</sup> storage capacity
- **Sustainable Agriculture Practices (IAP):** 5,001.26 hectares brought under improved practices (including Sustainable Sugarcane Initiative and intercropping)
- **CHC/ABC Development:** 22 groups formed; gross income ₹14.14 Lakhs; net profit ₹3.93 Lakhs
- **Capacity Building:** 6 stakeholder workshops, 92 farmers trained, 105 FFS sessions, 30 Pashu Sakhis trained
- **Community Engagement:** Water user groups (WUGs) and village-level meetings strengthened local governance and contribution



# KHUSHALI PARYAVARAN

Supporting Partner: DCM Shriram Foundation | Start Date: Oct 27, 2023



**Six Blocks:** Hariyawan, Pihani, Todarpur, Shahabad, Bharkhani, Bawan, of Hardoi District  
**One Block:** Pasgawan of Lakimpur Kheri District, Uttar Pradesh, India.



## Coverage

- Multiple Gram Panchayats across 7 blocks, inclusive of men, women, youth, and elders



## Outcome

- Increased water access for irrigation and domestic use.
- Improved groundwater recharge and soil moisture retention.
- Strengthened community capacity for managing water sustainably
- Promoted biodiversity and climate resilience through plantations.
- Fostered a local culture of water stewardship and eco-governance



## Activities

- **Water Body Restoration:** Renovated 6 ponds and 33 dug wells. Achieved total pond storage of 59,177 m<sup>3</sup> and cumulative water storage capacity of 1,15,050 m<sup>3</sup>.
- **Formation of Jal Samitis:** Established 40 Jal Samitis for grassroots water governance, planning, and sustainability.
- **Green Cover Enhancement:** Planted 8,700 trees on approved fallow and pasture lands, supporting biodiversity, soil health, and ecological balance.
- **Community Awareness Drives:** Held 255 events including Sai Utsav, Sukheta Utsav, Wetland Day, and World Water Day to promote responsible water use.



# INVESTING IN WOMEN TO STRENGTHEN SUPPLY CHAINS

Supporting Partner: Resonance Global | Start Date: Oct 15, 2024



12 Blocks of three districts in Uttar Pradesh, India:

- **Raebareli:** Unchahar, Salon, Jagatpur, Deenshah Gaura, Rahi
- **Barabanki:** Siddhaur, Fatehpur, Masauli
- **Hardoi:** Madhav Ganj, Sandi, Sursa, Bharawan (Nevada)



## Coverage

- 374 PepsiCo-linked smallholder farmers and their family members (target: 400), primarily women



## Outcome

- 374 farmers (including family members) linked to government schemes
- Increased understanding and uptake of entitlements like health insurance, pensions, and agriculture subsidies among women farmers
- Enabled last-mile service delivery by ensuring proper documentation and eligibility alignment
- Strengthened gender-sensitive outreach in rural supply chains



## Activities

- **Beneficiary Mapping & Mobilization:** Mapped PepsiCo contract farmers and mobilized 374 across 3 districts
- **Awareness Generation:** Organized information sessions and workshops on flagship government schemes (PM-KUSUM, PMKSY, Ayushman Bharat, BOCW, etc.)
- **Facilitation & Documentation Support:** Provided direct handholding support for filling applications, fulfilling eligibility criteria, and uploading required documentation
- **Monitoring & Evaluation:** Regular tracking of scheme applications and enrolment status to ensure benefits were accessed by all supported farmers





## AGRICULTURE & SUSTAINABLE LIVELIHOODS

### Farming a Sustainable Future

PANI's Sustainable Livelihoods and Agriculture theme promotes climate-resilient farming, inclusive value chains, and equitable access to natural resources. Across eastern Uttar Pradesh, PANI supports marginal farmers - especially women and landless families - to shift from subsistence to surplus. Through improved practices, resource conservation and linkages with markets and entitlements, these interventions strengthen income security while regenerating ecosystems. The approach builds resilience in flood-prone and water-scarce areas, empowering communities to thrive amid climate and economic uncertainties.

### Climate-Smart Agriculture

Promoting sustainable and water-efficient practices - DSR, zero tillage, high-value crops, and vermicomposting - to boost productivity and adapt to climate variability.

### Farmer Institutions & Market Linkages

Strengthening SHGs, FPOs, Mahila Kisan Sangathans, and Agri Entrepreneurs for aggregation, value addition, and access to fair pricing and services.

### Integrated Resource Use

Combining farm planning, irrigation infrastructure, and convergence with government schemes to maximize land, water, and income potential.

# CLIMATE SMART AGRICULTURE AND LIVESTOCK

Supporting Partner: TATA Trusts | Start Date: Oct 1, 2022



Six Blocks of Balrampur District, Uttar Pradesh, India.  
(Rehra Bazar, Utraula, Sridattganj, Balrampur, Tulsipur, Gainsari)



## Coverage

- 72,628 small and marginal farmer households



## Outcome

- 46,779 farmers' incomes doubled (target: 48,000)
- 41,588 farmers earning over ₹1 lakh annually
- 10,306 farmers earning ₹80,000–₹1 lakh, and 12,056 earning ₹50,000–₹80,000 through farm-based work
- 29295 households in high-value crop cultivation
- 59887 households supported in other crop categories
- 148 Agriculture Entrepreneurs actively delivering field services
- Average FPO turnover reached ₹1.195 Cr.



## Activities

- Promotion of high-value crops and intercropping
- POP-led improvements in paddy, wheat, millets, and vegetables
- Cost-saving and productivity-boosting methods in staple crops
- Promotion of water-saving and efficient irrigation methods
- Development of 148 agri-entrepreneurs as field service providers
- Strengthening FPOs and grassroots institutions like SHGs and PGs



# INITIATIVE FOR SUSTAINABLE LIVELIHOOD DEVELOPMENT

Supporting Partner: The Hans Foundation | Start Date: Oct, 2022



Two Blocks of Siddharth Nagar District, Uttar Pradesh, India.  
(Domariyaganj and Bhanwanpur)



## Coverage

- 23,394 small and marginal farming households



## Outcome

- **Income Increase:** 100% income rise in 14,864 HHs
- 25–100% income increase seen in over 6,570 HHs
- **High-Value Crop Area:** Increased by 64.54%
- **Crop Productivity:** Increased by 31.09%
- **Government Schemes Access:** 75.1% eligible HHs availed entitlements (15,020 HHs)
- **Water Savings:** 32.93 billion liters (target exceeded)



## Activities

- Technical trainings and exposure visits for farmers
- Regular planning and review meetings with field teams
- Capacity building of CRPs on water and agriculture
- District-level workshops to enhance government convergence
- Promotion of improved practices in paddy, wheat, pigeon pea, potato, onion, machan crops
- Kitchen garden promotion for household nutrition
- Celebration of Women's Day and Farmer's Day



# DEVELOPING ADAPTIVE CAPACITY TO CLIMATE AND WATER SECURITY RISK FOR SMALL AND MARGINAL FARMERS IN EASTERN UP

Supporting Partner: Hindustan Unilever Foundation | Start Date: Oct, 2022



Gonda (Chhapia, Mankapur, Mujehna, Jhanjahri, Pandri Kripal, Itiyathok, Rupaideeh); Shravasti (Ikauna); Uttar Pradesh, India.



## Coverage

- 1,00,000 small and marginal farmer households



## Outcome

- 1,26,585 acres covered (121% of target)
- 6.70 MCM water saved (below target)
- 10,963 tons grain production increase
- ₹22.64 Cr. in additional income
- 1,95,749 mandays generated
- Government and community convergence: ₹12.58 Cr.
- Modern sowing techniques increased paddy yields by 18.5%
- Cost-effective potato planting reduced cost/quintal by 45.9%



## Activities

- Formation of 4,317 Mahila Kisan Sangathans (75,000 members)
- Training of 3,000 MKS leaders across 100 camps
- Establishment of 70 Abhayam Krishi Kendras (AKKs)
- Demonstrations of DSR, improved millet and potato cultivation
- Promotion of water-saving POPs through mini tech camps
- Soil testing: 5,000 samples collected, 3,241 analyzed (AgroNxt + Govt. labs)
- Renovation of 100 ponds under MGNREGA
- Government scheme linkages for seed, irrigation, and solar tech
- Agri-extension support by trained women field workers



# SUSTAINABLE ADVANCEMENT FOR RURAL AND AGRICULTURE LIVELIHOOD

Supporting Partner: The Hans Foundation | Start Date: Oct 1, 2023



Three Blocks of Siddharth Nagar District, Uttar Pradesh, India.  
(Bansi, Barhani & Itwa)



## Coverage

- 30,000 small and marginal farmers



## Outcome

- 30,093 farmers saw income increase: 100% income rise: 11,908 households
- 30,231.54 Ha area covered
- 30.34 MCM water saved
- ₹51.54 Cr. in incremental income (exceeding target)
- Mechanized sowing improved yield by 30–35%, net income increased by ₹50,000–₹64,000 per acre
- Women-led Mahila Kisan Sangathans actively participating
- Shifting from flood-prone traditional methods to timely, diversified cropping systems



## Activities

- Formation of 1,445 farmer collectives (27,865 members)
- Establishment of 3 Farmer Resource Centres (FRCs)
- Demonstrations of zero tillage, raised bed, DSR, and vegetable farming
- 438 field days (15,232 farmers reached)
- Promotion of crop-specific Package of Practices
- Soil testing: 8,640 samples collected, 5,526 tested
- Government linkages for subsidies and PM-KUSUM installations
- Renovation of 14 water bodies under MGNREGA (Govt. contribution: ₹57.22 lakh)



# ADVANCING FOOD SECURITY AND NUTRITION

Supporting Partner: Oracle India Pvt. Ltd. | Start Date: May 10, 2024



Ramnagar Block of Chitrakoot District, Uttar Pradesh, India



## Coverage

- 3,750 households across 25 Gram Panchayats (approx. 18,750 individuals)



## Outcome

- All 3,750 HHs prepared annual food security plans
- 1,000 HHs began storing grains based on family needs
- 2,200 HHs reported healthy wheat crop growth
- 3,750 women adopted improved nutrition behaviors
- 50 schools and 50 AWCs implemented better nutrition and hygiene practices



## Activities

### Food Security Initiatives:

- Trainings on post-harvest grain management (2,525 HHs)
- Trainings on vegetable and grain storage (3,750 HHs)
- Distribution of grain storage containers to 1,000 HHs (2 containers per HH)
- Distribution of 40 kg high-quality wheat seeds to 2,200 HHs for seed replacement

### Nutrition Behavior Change Communication:

- 75 batch trainings on NBCC covering all 3,750 HHs
- Distribution of kitchen garden seed kits (10 vegetable varieties) to all 3,750 HHs
- IEC materials on nutrition and hygienic practices installed at 50 schools and 50 AWCs
- Cookware and utensil support to 50 schools to improve hygiene and nutrition in mid-day meals



**“When women lead with knowledge and households grow their own food, hunger gives way to health, and resilience begins at the root. AFSN isn’t just securing nutrition—it’s cultivating dignity, self-reliance and a future where every plate tells a story of strength.”**



**"Water is the foundation of life, not just for humans but for every living organism on this planet. At PANI, we hold deep respect for this natural resource, understanding that conserving water is not just a responsibility, but an essential act for the survival of all beings. Our aim is not merely to save water but to create a sustainable balance - ensuring that water serves every creature today and tomorrow, as it always has."**

**Bharat Bhushan, Founder & Secretary, PANI**

# FINANCIALS 2024-25

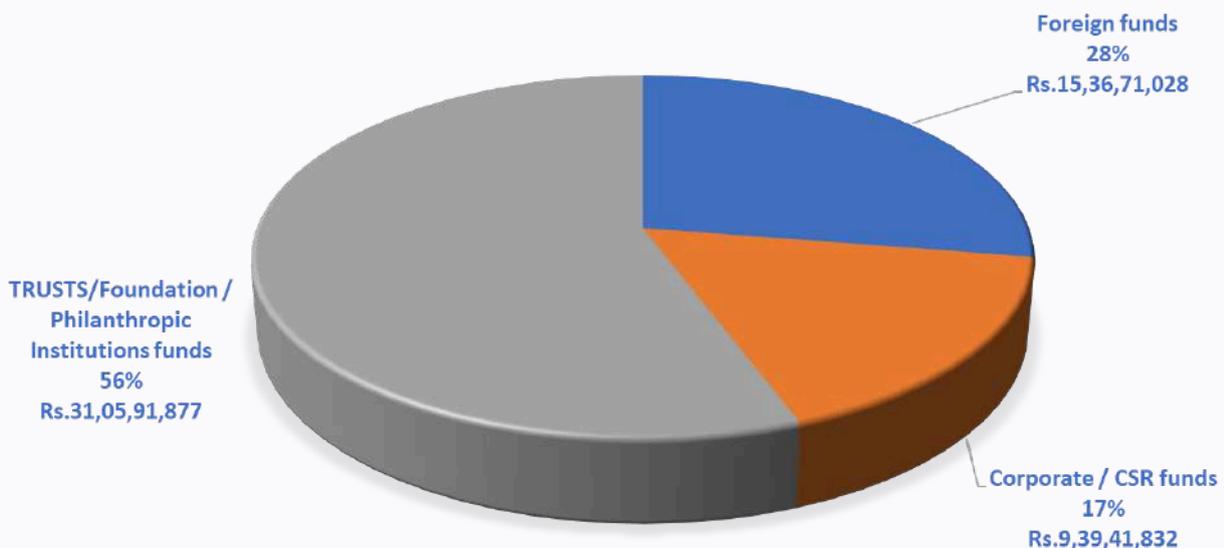
## Transparent Finances, Trusted Partnerships

### Major Updates

- PANI implemented 21 projects in 60 developmental blocks of 23 districts of Uttar Pradesh with the support of 15 supporting partners in the year 2024-25.
- During the FY 2024-25, seven projects concluded after handing over the activities to the local community and volunteers who had been trained and groomed to keep the project activities going after the exit of PANI from those locations.
- In October 2024, with support from the Gates Foundation, we launched the 'Carbon Kisan Connect' initiative across four climate-vulnerable districts of Uttar Pradesh, laying the foundation for carbon credit readiness and empowering over One Million farmers to adopt climate-smart agricultural practices.
- With support from the MacArthur Foundation, we launched the first phase of the 'Accelerating Climate and Clean Energy Solutions' program across five regions of Uttar Pradesh in October 2024. The initiative strengthened grassroots capacities for climate resilience planning in 30 Gram Panchayats and laid the foundation for regional policy advocacy through CSO collaboration and community-led solutions.

### Operational Grants for the FY 2024-25

#### OPERATIONAL GRANTS FOR FY 2024-25



# OUR PARTNERS

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# THANK YOU

## Looking Ahead with Gratitude and Purpose

As we close this chapter of reflection and progress, we carry forward our deepest hopes - for a future where every village thrives with dignity, every resource is nurtured with care and every voice, especially the most silent, shapes the story of change.

We are grateful to all our partners, supporters, team members and most importantly the communities who walk with us - steadfast in commitment, bold in vision.

PANI's journey is not ours alone. It is a collective effort - of institutions that believe in grassroots transformation, of professionals who choose purpose and of communities who turn challenges into possibility.

To those who stand by us and to those yet to join - we welcome your support in building an equitable, just and sustainable future.

Let's continue this work, together, with care.



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