

**Annex 1: Travel and Work Schedule**

Date	Evaluator	Village	Mandal	Institution/ Individual visited	No of participants	Remarks
06.04.26	Kalamani, Ramachandrudu	Gotluru	Dharmavaram	1. Padmavati 2. Munirathnamma 3. Maithrisha 4. Lakshmi Narasamma 5. Malleswari	5	1. 60X60 2. ATM & NHS Models 3. Kitchen garden 4. ALP 5. ALP
		Thumparathi	Dharmavaram	1. Lakshamma 2. Padmavathi 3. Gangalakshmi SMG (20)	22	1. ATM 2. ALP 3. SMG
		Mucchurami	Rapthadu	1. Sitharami Reddy	1	MFTC (Multiple fruit trees)
07.04.26	Ramachandrudu	Yarrampalli	Kalyandurgam	1. Peddakka/Hanumanna 2. Sravani Group (22) 3. Lakshmi 4. Archana 5. Moncho ferrer Group (12)	37	1. IFS, Tamarind business, Ramlamb rearing 2. SMG Meeting 3. ALP 4. ALP 5. ALP Meeting
	Ramachandrudu	Boyalapalli	Kalyandurgam	1. Valmiki Group (12) 2. Nirmalamma -single women 3. Yerramma 4. Manoj -Youth resource center	15	1. SMG Meeting 2. Kitchen Garden 3. Kitchen Garden 4. LMV Driving
	Kalamani	Kalagalla	Kuderu	1. Munemma 2. Ramalakshmi 3. Lakshmi devi 4. ALP (13) 5. GSMS (18) 6. NF Farmers meeting (20)	54	1. ATM 2. ATM 3. ALP Business 4. ALP Meeting 5. GSMS meeting 6. NF Farmers meeting
	Kalamani	Antharaganga	Kuderu	1. Ramanjineyulu	1	1. ATF
	Kalamani	Gotukuru	Kuderu	1. Haseena 2. Savitramma 3. Pavani 4. Lakshmi	4	1. ALP Business 2. ALP Business 3. ALP Business 4. ATM Plot
	Kalamani	Mallapuram	Kalyandurgam	1. Parvathi /Narayana 2. NF farmers meeting (60)	61	1. ATM 2. NF Farmers meeting

Date	Evaluator	Village	Mandal	Institution/ Individual visited	No of participants	Remarks
08.04.26	Kalamani	Borampalli	Kalyandurgam	1. Eswar Reddy 2. Hanumanth Reddy	2	1. Agroforestry-Irrigated plot 2. Agroforestry -Dryland
	Kalamani	Venkatampalli	Kalyandurgam	1.Kalyandurgam FPO		1. Processing unit visit
	Ramachandrudu	Apilepalle	Kundurpi	1. Rukmini/Chiranjeevi 2. RFC Group 3. RFC Block visit 4. GSMS Meeting (10) 5. Watershed Committee (10) 6. Hanumakka 7. Parveen	25	1. ATM 2. Dravajeevamrutha unit, Cold storage 3. Agroforestry 4. GSMS Meeting 5. WDC Meeting 6. ALP 7. ALP
	Ramachandrudu	Nijavalli	Kundurpi	1. Narasimhappa 2. NF Farmers meeting (30)	31	1. Fodder plot 2. NF Farmers meeting
09.04.26	Ramachandrudu	Malagundlapalli	Dharmavaram	1. Shashikala 2. NF Model Farmers (22)	23	1. NHS & ATM 2. NF Model Farmers meeting
	Kalamani	Muddalapuram	Kuderu	RNFPCCL		Secondary Processing Unit
	Kalamani	Narayanapuram	Kuderu	1. Salamma 2. Meena 3. ALP Group Meeting (20)	22	1. ATM plot 2. ALP Business 3. ALP Meeting
	Kalamani, Ramchandrudu	Anantapur	Anantapur	ASMS and women leaders	50	Meeting with ASMS leaders
		Anantapur	Anantapur	Natural farmers meeting	50	Meeting with NF Farmers
Anantapur	Anantapur	Stakeholder meeting	40	Meeting with stakeholders		
10.04.26	Ramachandrudu	Lakshmampalli	Setturu	1. Sri Anjineya FPO (10) 2. PGS Farmers (8)	18	1. FPO input and output Business, Neem soap unit 2. PGS, protocols, marketing
	Ramachandrudu	Beluguppa	Beluguppa	1. MSMS meeting	53	Meeting with MSMS leaders
	Ramachandrudu	Venkatampalli	Kalyandurgam	1. Kalyandurgam FPO (9)	9	FPO input and output Business
	Kalamani	Atmakur	Atmakur	MSMS Meeting	39	Meeting with MSMS leaders



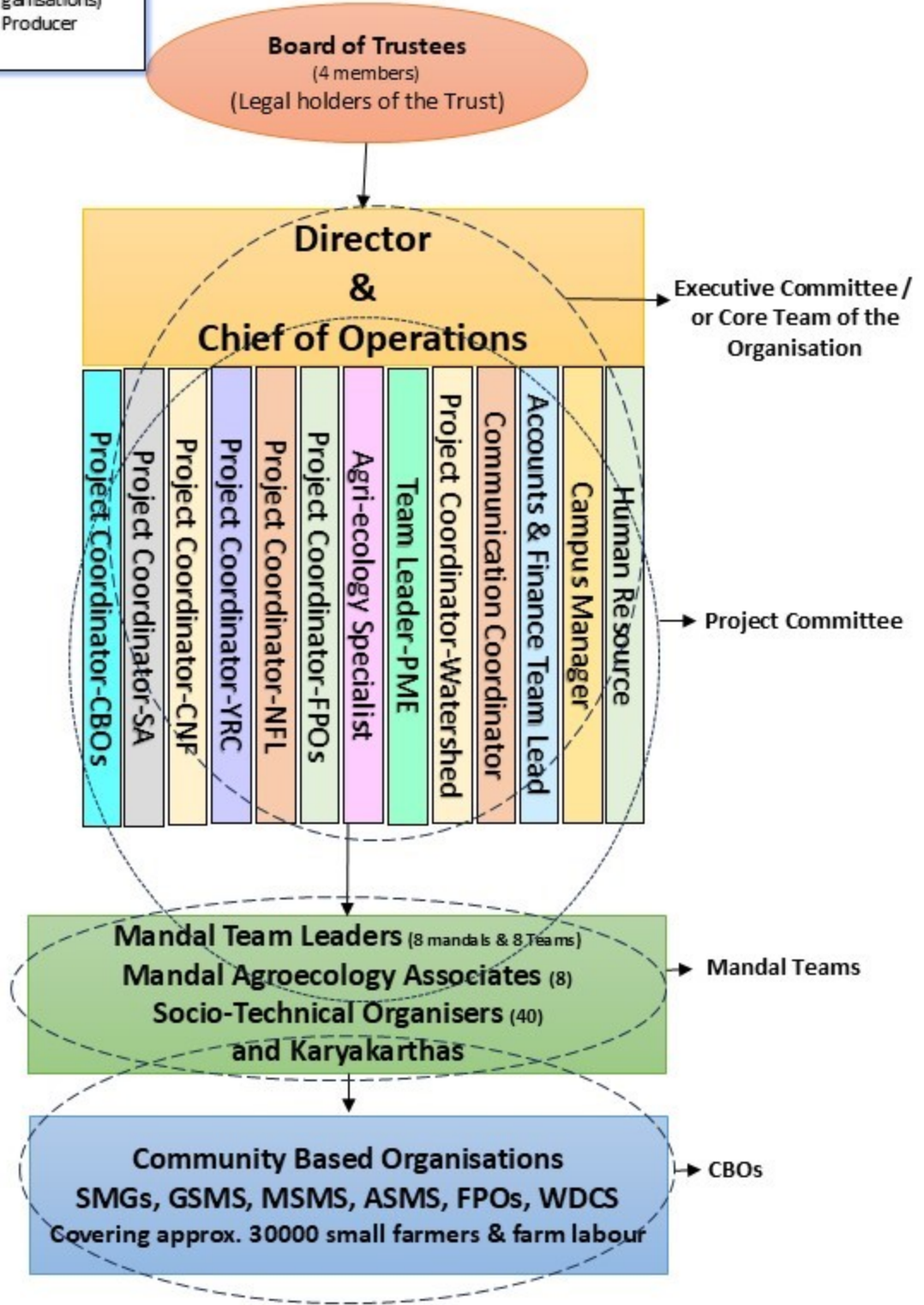
Date	Evaluator	Village	Mandal	Institution/ Individual visited	No of participants	Remarks
	19	Mahanthapuram	Kundurpi			
	20	Mucchurami	Rapthadu			
	21	Lakshmampalli	Setturu			
		<b>21 villages</b>	<b>8 Mandals</b>			

## Annex 2: Sources and References

#	Sources and References
1	Application for Financial Support
2	SADLP Final Approved Budget 2024-27
3	Annual Report 2024-25
4	Annual Report 2025-26
5	MIS Data
6	Monitoring Matrix of SADLP 2024-27
7	Baseline for Indicators of SADLP 2024-27
8	Previous Evaluation Report – 29 May 2023
9	ALP final report 2024-25
10	Annexure 1 – Outputs 2024-25
11	SADLP Narrative Report 1.4.2024 to 31.3.2025
12	Activity Report 01.04.2024 to 30.09.2024
13	Activity Report 01.10.2024 to 31.03.2025
14	Activity Report 01.04.2025 to 30.09.2025
15	Draft report 01.10.2025 to 31.03.2026
16	CARA Project Progress Report Oct 25-Sep 26
17	Proposal on Climate Adaptation and Resilience in Agriculture Programme
18	AFEC Website
19	APCNF Website
20	Seven records maintained by SMG
21	Meeting Registers
22	Records maintained by FPOs
23	Records maintained by GSMS
24	Records maintained by MSMS
25	Records maintained by ASMS
26	List of staff with qualification, experience, date of joining in AFEC, etc.
27	Paper Cuttings
28	Resource Materials

# AF Organogram

- 940 SMGs (Sasya Mitra Groups)
- 230 GSMS (Grama Sasya Mitra Samakhya)
- 8 MSMS (Mandal Sasya Mitra Samakhya)
- 1 ASMS (Apex Sasya Mitra Samakhya)
- 16 FPO (Farmer Producer Organisations)
- 1 FPC (Rythu Nestham Food Producer Company Ltd)



# **Terms of Reference for External Evaluation**

**Project:** Promotion of sustainable agriculture & diversified livelihoods in Anantapur District.

**Project Period:** 01.04.2024 to 31.03.2027

**Project Number:** N-IND-2024-0040

**Finance Partner:** Bread for the World, Germany

## **External Evaluation Commissioned by:**

Accion Fraterna Ecology Centre,

Upparapalli Road,

Anantapur – 515 002

Andhra Pradesh

## **1. Introduction of Organisation and the Project:**

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### **1.1 Accion Fraterna Ecology Centre (AF EC)**

Accion Fraterna Ecology Centre (AF-EC) is an NGO working on environmental conservation and strengthening rural livelihoods for the past 43 years in the drought-prone undivided Anantapur district in Andhra Pradesh state. AF-EC was well known nationally for implementing participatory watershed development programs on a sizable scale. Since the introduction of MGNREGS in 2005, it shifted its focus to promoting drought mitigation, sustainable agriculture, and diversified livelihoods to avoid duplication of activities. At present, it is implementing multi-sectoral programs like sustainable agriculture, drought mitigation, natural farming, mitigation and adaptation to climate change, carbon revenue generation for farmers, alternate livelihoods for women, and vocational training for rural youth for employment or self-employment. Currently, it reaches approximately 40,000 farmers and farm laborers in Anantapur and Sri Sathya Sai Districts. Please visit the website [www.af-ecologycentre.org](http://www.af-ecologycentre.org) for more information.

### **1.2 Sustainable Agriculture and Diversified Livelihoods Programme (SADLP)**

SADLP, funded by Bread for the World (BftW), Germany, is being implemented in 3-year phases. The first phase ran from 01.04.2015 to 31.03.2018, the second from 01.04.2018 to 31.03.2021, and the third from 01.04.2021 to 31.03.2024. The programme is currently in its 4th phase from 01.04.2024.

The SADLP aims to reduce drought and climate vulnerability and enhance livelihood security among target groups through promoting sustainable agriculture and diversifying their income sources. It works directly with 18,000 households of farmers and farm laborers, who are organized into about 900 Sasya Mitra Groups (SMGs) in 230 villages of Anantapur and Sri Sathya Sai Districts.

SADLP is the core programme of AF-EC, which acts as a hub, attracting other short projects that are complementary and supplementary to its objectives. The “Climate Adaptation and

Resilience in Agriculture (CARA)” project is part of SADLP, being implemented in 12 project villages with Own Means share.

As per the contract with the financing partner, BftW, an evaluation is obligatory for SADLP every 3 years. The last external evaluation was conducted in March and April 2023 by a two-member team consisting of an expert on Gender & Livelihoods, Ms. Gautami, and an expert on Sustainable Agriculture, Ms. Padma Koppula. The proposed external evaluation is planned for February and March 2026.

## **2. Cause and objective of the evaluation**

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### **2.1 Causes for Evaluation:**

AF-EC understands that promoting sustainable agriculture and securing livelihoods is a very challenging and long-term process given the harsh drought-prone arid agro-climatic conditions of undivided Anantapur District. Climate change is worsening the problem of vulnerability to drought caused by low and uncertain monsoon conditions. The project aims to reduce drought vulnerability through sustainable agriculture and by creating supplementary income opportunities in order to achieve a degree of livelihood security. This kind of work at this magnitude has been rarely attempted by NGOs, and there are hardly any proven strategies and models available to be replicated. A deeper understanding of the local agro-climatic and socio-economic conditions, as well as a historical perspective, is essential in addressing the problem. It calls for combining farmers' traditional indigenous knowledge with new technologies and also adapting/changing the interventions in view of fast-changing climatic conditions as well as farmers' conditions. It calls for continuous research, experimentation, and action-reflection-learning in order to improve the effectiveness of the interventions.

In view of the above, the external evaluation is commissioned in order to assess the relevance, effectiveness, efficiency, impact, and sustainability of SADLP. The purpose of the external evaluation is essentially to draw lessons for improving future project interventions and also provide insights for other NGOs and Government in designing and implementing similar projects. This external evaluation would enhance the accountability of AF-EC towards the communities, Bread for the World, and other funding partners as well as regulatory and statutory agencies. The external evaluation is timed at the end of the 2nd year of the 3-year project phase to ensure preparation for the next phase. The external evaluation is commissioned by AF-EC in close consultation with, and inputs from, the funding partner BftW

### **2.2 Objectives of the External Evaluation:**

AF-EC proposes to conduct the external evaluation in order to assess the relevance, effectiveness, efficiency, impact, and sustainability of the SADLP. The proposed evaluation is expected to adopt OECD-DAC (Organisation for Economic Co-operation and Development – Development Assistance Committee) standards. It would assess the outcome and impact to understand whether the strategies and interventions are effectively and efficiently leading to

desired outcomes. The results of the evaluation will contribute to learning and improving the future strategies and interventions.

The specific objectives of the evaluation are:

1. Specifically, the external evaluation would assess the level of achievement of the project objectives against the indicators as described in the project proposal. However, the evaluation objectives also include the following aspects.
2. Evaluate the relevance of the project objectives and design vis-à-vis the local context.
3. Evaluate the effectiveness of the project in aspects of economic, health, gender, social, environmental, etc., and the factors that have contributed to or impeded achievement of outcomes.
4. Evaluate the efficiency of the project in terms of delivering outputs—qualitatively and quantitatively—in relation to the inputs/costs, timeliness, etc.
5. Evaluate the changes (outcomes and impact) brought by the project directly or indirectly—intended and unintended. The changes may be in terms of economic, environmental, nutrition, health, social, gender, human, etc.
6. Evaluate the post-project sustainability of the outcomes and impact in terms of social, economic, environmental, public health, gender, community institutions, etc.
7. Provide learnings, lessons, and recommendations to improve project implementation and accountability.

The agreed objectives & indicators of SADLP (2024-2027) are as below:

Project Objective(s)	Indicator(s)
Objective 1: The small and marginal farmers in 230 villages of undivided Anantapur District have reduced vulnerability due to climate change.	Indicator 1. 1 50% of marginal farmers (at least 80% of women) have adopted at least 5 climate resilient agroecology measures (out of 10) promoted by the project.
Objective 2: In 230 villages of undivided Anantapur District, the livelihood security is improved.	Indicator 2.1 60% of small and marginal farmers (at least 90% women) have reduced 15% costs in agriculture operations.
	Indicator 2.2 75% out of 8000 trained/supported rural youth (at least 80% women) earn additional monthly income of at least Rs 5000.

### 3. Key questions & Scope

The evaluation is expected to answer the following key questions.

#### 3.1. Relevance of the project:

1. To what extent are the project objectives relevant to the socio-economic conditions of the target communities?

2. To what extent are the project objectives relevant to the local agroclimatic conditions, and to what extent are they environmentally friendly?
3. To what extent are the project approach and activities relevant and aligned with the project objectives?
4. To what extent does the project integrate cross-cutting issues such as gender, social equity, environment, and the needs of the most vulnerable groups, including single women, persons with disabilities, and third gender persons?
5. To what extent are the project objectives, approach, and activities aligned with Government policies and programmes?

### **3.2. Effectiveness of the project:**

- 1) To what extent the farmers vulnerability to drought and climate change is reduced?
- 2) To what extent the incomes of the families have increased and contributing to their livelihood security?
- 3) To what extent the interventions are impacting positively the food and nutritional intake?
- 4) To what extent the interventions are impacting positively the local environment & ecology? (like agrobiodiversity, climate resilience, use of agrochemicals etc.)
- 5) To what extent the women are involved and are able to lead/participate in the development processes?
- 6) To what extent the women are able to play an active role in the CBOs?
- 7) To what extent the CBOs (SMGs, GSMs, MSMSs, ASMS) are effective in achieving their objectives?
- 8) To what extent the gender and social equations are being influenced in the family, community and village?
- 9) To what extent the organization is open, reflective and learning oriented and willing to improve?
- 10) What are the unintended effects of the project, both positive and negative? And how the un-intended negative effects, if any, could be minimized?

### **3.3. Efficiency of the project implementation:**

- 1) Are the project activities implemented efficiently in terms of cost-effectiveness?
- 2) What is the “project vs people” cost-sharing in implementing the activities?
- 3) Are the organization and staff structure appropriate, are the personnel qualified, motivated and capable?
- 4) What is the ratio of men/women in staff and is it appropriate?
- 5) Are the monitoring systems for the activities, process and outputs efficient?
- 6) Are the monitoring systems of outcomes/impact effective and generating learnings for improvement?

### **3.4. Impact of the project:**

- 1) Is the project contributing to the achievement of the long-term goal of drought/climate resilience and sustaining agriculture?
- 2) Is the project contributing to the achievement of the long-term goal of livelihood security of the target communities?
- 3) Is the project empowering women by improving gender relations, social equity, mutual cooperation, solidarity and social strength?
- 4) Is the project contributing to the improving food and nutritional intake?
- 5) Is the project sensitive and contributing to the environmental and ecological improvement?
- 6) Is the project contributing to improving the living conditions (both economically and socially) of the communities?
- 7) What are the unintended positive and negative impacts of the project on the communities and environment?

### **3.5. Sustainability of the outcomes and impact:**

- 1) Is the impact achieved sustainable beyond the project? Are the changes achieved in drought/climate resilience and sustainable agriculture sustainable beyond the project?
- 2) Is the impact achieved on food and nutritional improvement sustainable beyond the project?
- 3) Is the livelihood security / income enhancement sustainable beyond the project?
- 4) Is the gender & social equity, solidarity and social strength sustainable beyond the project?
- 5) Are the CBOs sustainable beyond the project?
- 6) Are the improvements to the local environment and ecology sustainable beyond the project?

### **3.6 Scope of Evaluation:**

The evaluation aims to assess the progress achieved and impact created under the SADL project in 230 villages among 18000 target families and beyond. It includes convergence and synergies with other programmes / projects implemented by AF-EC, other NGOs and the Government in the project area. It assesses the staff, management systems and governing systems and includes study of project proposals, project approvals, progress and finance reports, previous evaluations etc.

## **4. Evaluation design/methods**

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The External Evaluation adopts the OECD-DAC standards which include a) impartiality & independence b) usefulness c) viability d) fairness e) precision of the data f) competent evaluators and g) stakeholder participation.

The objectives of evaluation and key questions will form the basis for designing the evaluation tools and methodology. The various stakeholders to be involved are SMGs, GSMS, ASMS, women, management, Governing Board, Donors, associated NGOs and relevant Government departments and agencies.

The evaluators are expected to adopt a participatory approach providing for active and meaningful involvement of the AF-EC personnel, farmers, CBOs and other stakeholders. The whole evaluation process is to be carried out in a participatory manner including developing tools and methods for data collection.

## **5. Process of the evaluation & time frame**

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The submission of the final evaluation report is expected to be done by 20.04.2026. Planning backwards from the deadline, the draft report should be presented before 15.04.2026. The field work has to be completed before 05.04.2026. All the preparatory works including inception meeting with selected evaluators should be completed before 25.03.2026.

The process of evaluation includes the following:

1. Finalise and sign the ToR with specific roles and responsibilities of each evaluator along with detailed timetable.
2. Study and review project related documents such as project application, progress reports, budgets, baseline study, operation plans, annual reports, website etc.
3. Organise the inception and planning meeting at the beginning of the study with relevant stakeholders and finalize evaluation design, methodology, sampling and timelines.
4. Submit an inception report that captures the evaluation design and methodology and provides an outline of the final report.
5. Discussions/interviews with management, board members and key staff to understand AF-EC and the project for clarification of all issues deemed necessary before start of the fieldwork.
6. Develop qualitative and quantitative data collection tools, sampling methods, including the guidelines and also training the data collectors.
7. Field work for research and data collection like FGDs, group and individual meetings/interviews with beneficiaries, community organisations, other institutions, associate NGOs, and Government functionaries to get relevant information.
8. Collate and analyze both qualitative and quantitative data using appropriate software, interpret and draw conclusions.
9. Prepare and present the draft evaluation report with findings, suggestions and recommendations to the management and obtain feedback.
10. Prepare final report based on feedback and submit to AF-EC and BftW.

**The tentative time frame of evaluation will be as follows:**

<b>Tasks</b>	<b>To be completed by (Date)</b>	<b>Evaluators work (No of days)</b>
Call bids online	16.02.2026	-
Obtaining Offers / Bids from consultants	02.03.2026	-
Selection of Evaluators	05.03.2026	-
Sign the assignment contracts (agreeing on the timelines)	10.03.2026	-
Preparatory work, study literature; Prepare and share a draft inception report	20.03.2026	3 days
Inception meeting; Presentation of inception report & Finalizing the ToR, work plan with methodology	25.03.2026	1 day
Field work / Data collection / Travel Debriefing after completion of field work	05.04.2026	6 days
Analysis and Preparation of draft report	10.04.2026	3 days
Presentation of draft report and feedback by management	15.04.2026	1 day
Preparation and submission of final report	20.04.2026	1 day
		<b>15 days</b>

## **6. Expected products**

A final report will be produced latest by 20, April 2026. One copy of the final report each will be submitted to the AF Ecology Centre and Bread for the World. The report shall be written in English. The sample structure of the final report is enclosed in Annexure.

## **7. Key qualifications of the evaluators**

The evaluation will be carried out by a team of **two senior consultants** (preferably one male and one female) who have experience and subject knowledge in conducting such evaluations of similar projects and have a proven performance record.

One of them will be an expert on Community Organisations, Gender and rural livelihoods, especially off-farm & non-farm livelihoods. Another evaluator will be an expert on drought mitigation, climate change adaptation, sustainable agriculture and natural farming, particularly in drought prone areas.

Atleast one of them should have knowledge of Telugu language and have exposure and understanding on the context of Anantapur district, in terms of agriculture, agro-climate, ecology and environment, rural livelihoods, gender and social equity.

They both will work as a team with one of them as team leader. They share work among themselves with defined roles and responsibilities and have a timetable until handing in of the final report. The team leader will be responsible for overall coordination and timely submission of the final report.

AFEC and BftW together will select the evaluators for the assignment from the list of applied consultants.

## **8. Content of the evaluator's offer**

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Interested consultants are requested to submit their bid for the evaluation through email with the following documents:

- Detailed and updated CV of evaluator (Share some previous evaluation reports)
- A note on the outline of planned evaluation process/procedures & methodology
- A cost estimate with breakup (day wise fee and other costs)
- Any Change in proposed timelines?

Please note that the local travel, lodging, boarding costs, data collection and meeting costs are borne by AF-EC, so those need not be included in cost estimate.

The deadline for receiving bids/quotes is 02.03.2026. The bids to be sent to email: [mallareddy@accionfraterna.org](mailto:mallareddy@accionfraterna.org) with a copy to [brahmesh@accionfraterna.org](mailto:brahmesh@accionfraterna.org)

## **Annexure:**

### **Sample structure for the final evaluation report**

The points set below are the minimum components of an evaluation report; cross-cutting issues like gender, environment, social equity should be taken into account where practicable

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#### **Cover sheet with**

- Project title
  - Project number
  - Implementing organisation
  - Evaluator (author)
  - Report date
  - Region/country
  - Possibly project period
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#### **Table of contents**

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#### **List of abbreviations**

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#### **Summary**

1. Short presentation of the subject matter of the evaluation, possibly including key framework conditions
2. Brief information on the evaluation: Cause and objective, assessment period
3. Methodology adopted
4. Key findings

## 5. Key recommendations

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### 1. Short description of the project and of the evaluation

- Project/programme/instrument (idea, target group, formulated objectives)
  - Implementing organisation, term, donors
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### 2. Framework conditions (only as far as relevant to the project and the evaluation)

- Political, economic, ecological, societal and socio-cultural factors
  - Risks to project success, assumptions/prerequisites
  - Relevant objectives and activities of other organisations/private-sector companies
  - Role of government actors
- 

### 3. Description of the evaluation design and the methodology used

- Timing of the evaluation within the course of the project
  - Composition/expertise of the evaluation team
  - Methodology
  - Groups of people involved, number of participants
  - Potential difficulties in conducting the evaluation and how to deal with them
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## 4. Results and Findings

### 4.1 Relevance

1. Socio-economic relevance
2. Agroclimatic relevance
3. Eco-environmental relevance
4. Alignment of approach of activities to the objectives
5. Cross-cutting themes like gender, environment, most vulnerable sections

### 4.2 Effectiveness

1. Reduction of vulnerability to drought & climate change
2. Increase in the incomes
3. Enhanced Livelihoods security
4. Impact on the local environment and ecology
5. Enhanced food and nutritional security
6. Participation of women and women leadership in CBOs
7. Effectiveness of CBOs
8. Gender and social equations
9. Organisational willingness to learn
10. Unintended positive or negative impacts

### 4.3 Efficiency

1. Cost effectiveness of activities
2. Cost-sharing by the people
3. Staff structure vs cost effectiveness
4. Monitoring of activities, processes and outputs
5. Monitoring outcomes and impact

### 4.4 Impact

1. Project contributions to long-term goal of drought/climate resilience & sustainable agriculture
2. Project contribution to livelihood security of target communities
3. Contribution to empowerment of women, improving gender relations and social equity
4. Mutual cooperation and support, solidarity and social strength

### 4.5 Sustainability

1. Impact achieved in drought/climate resilient agriculture sustainable
  2. Impact on the incomes and livelihoods sustainable
  3. Impact achieved in gender relations, social security, solidarity and social strength sustainable
  4. Impact on the CBOs sustainable
  5. Impact on ecology & environment sustainable
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## 5. Recommendations (based on findings, realistic, specific and addressed)

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### 6. potentially: General conclusions (lessons learned)

- for the project type (including exemplary nature)
  - regarding the procedures and instruments
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## **7. Limitations of the Evaluation**

### **Appendix**

- Travel and working procedure
- Sources (discussion partners, documents, specialist literature, field research etc.)
- Overview chart/map
- Terms of Reference

## Annexure 5: Objectives and Indicators – Achievements

Objectives	Indicators for three years	Achievement in two years
<b>Objective 1:</b> The small and marginal farmers in 230 villages of undivided Anantapur District have reduced vulnerability due to climate change.	<b>Indicator 1.1:</b> 50% of marginal farmers (at least 80% of women) have adopted at least 5 climate-resilient agroecology measures (out of 10) promoted by the project	54%
<b>Objective 2:</b> In 230 villages of undivided Anantapur District, the livelihood security is improved.	<b>Indicator 2.1:</b> 60% of small and marginal farmers (at least 90% women) have reduced 15% costs in agriculture operations.	48%
	<b>Indicator 2.2:</b> 75% out of 8000 trained/supported rural youth (at least 80% women) earn additional monthly income of at least Rs 5000.	67%
<p><b>Analysis:</b></p> <p><b>Objective 1: Climate Resilience</b>  <b>Indicator 1.1: Adoption of climate-resilient agroecology practices</b>  <b>Rating: High Performance</b></p> <p>The project has achieved <b>54% adoption within two years</b>, already meeting the 3-year target of 50%. This reflects strong outreach, farmer acceptance, and initial behavioural change. Farmers have begun adopting agroecological practices due to visible ecological benefits such as improved soil health and reduced risk. However, adoption at this stage appears <b>partial rather than comprehensive</b>, with many farmers likely implementing selected practices instead of the full agroecology package.</p> <p><b>Key Interpretation:</b></p> <ul style="list-style-type: none"> <li>• Strong mobilisation and awareness</li> <li>• Positive entry into agroecological transition</li> <li>• Depth and completeness of adoption remain uncertain</li> </ul> <p><b>Objective 2: Livelihood Security</b>  <b>Indicator 2.1: Reduction in cost of cultivation</b>  <b>Rating: Moderate Performance</b></p> <p>Achievement stands at <b>48% against a 60% target</b>, indicating slower progress in economic outcomes. This reflects a transition phase where cost reduction benefits are not yet fully realised. Partial adoption and continued reliance on external inputs are likely limiting immediate gains.</p>		

**Key Interpretation:**

- Transition phase, not maturity phase
- Partial adoption limiting economic benefits
- Time lag between practice adoption and financial returns

**Indicator 2.2: Income enhancement for youth and women****Rating: Moderate to High Performance**

Achievement of **67% against a 75% target** shows good progress, particularly in skill development and training. However, the conversion of skills into **stable and sustained income streams remains to be achieved.**

**Key Interpretation:**

- Functional skill development systems
- Gaps in market linkage and enterprise support
- Income sustainability yet to stabilise

The analysis clearly indicates that:

- **Agroecology adoption is the strongest area of performance**
- **Economic outcomes (cost reduction and income stabilisation) are progressing but remain below potential**

This suggests that the project is **effective in initiating change**, but **economic benefits are still emerging and not fully consolidated.**

**Annexure 6: Outputs and achievements**

#	Outputs for three years	Outputs for two years	Achievements in two years
<b>Objective 1:</b> The small and marginal farmers in 230 villages of undivided Anantapur District have reduced vulnerability due to climate change.			
1	15000 farmers including 12000 women farmers have practical knowhow and essential inputs for adopting agroecology measures promoted by AF	14000 farmers	13500 farmers
2	20000 farmers including 16000 women practice Natural Farming with low external inputs in 10000 hectares	16000 farmers	15492 farmers & 10060 hectares
3	20000 farmers including 16000 women practice crop rotation with drought resilient crops and crop diversification with native food crops in 10000 hectares	16000 farmers & 10000 hectares	15492 farmers & 10060 hectares
4	1000 women farmers practice farming system integrating diversified fruit tree crops & seasonal crops in 1000 hectares	800 farmers & 800 hectares	800 farmers & 827 hectares

5	6000 farmers including 4000 women farmers have given protective irrigation to save the crops from moisture stress in 4000 hectares	4000 farmers & 3000 hectares	3920 farmers 4200 hectares
6	15000 farmers (80% women) sow contingency/ relay crops in 12000 hectares	12000 farmers 10000 hectares	11091 farmers 10800 hectares
7	200 women Karyakarthis (village volunteers) acquire knowledge and skills on facilitating CBOs and promoting agroecology and diversified livelihoods	200	168
8	950 SMGS and 230 GSMS comprising of 18000 households conduct monthly savings, credit and mutual cooperation regularly	950 SMGS and 230 GSMS	883 SMGS and 218 GSMS
9	1000 women leaders are capacitated to lead CBOs and provide leadership in local governing bodies	1000 women leaders	1100 women leaders
10	1000 CBOs participate actively in project planning, implementation and monitoring periodically	800 CBOs	1110 CBOs
11	Sixteen FPOs are supported for business development and establishing market linkages	16 FPOs	16 FPOs
12	10000 farmers (70% women) are sensitized on the issues of climate change, drought, gender issues, women rights and related policy issues	10000 farmers	10000 women farmers
<b>Objective 2</b> : In 230 villages of undivided Anantapur District, the livelihood security is improved			
13	3000 rural youth (20% girls) acquired employable skills and linked to employment/self-employment	2000 rural youth	1919 rural youth (1247 trained with different skills + 672 linked for employment)
14	6000 women get financial and technical support and take up off-farm & non-farm livelihood activities	4000 women	881 women got financial support directly and 1354 received revolving loans

15	1500 rural women are equipped with entrepreneurial skills to run their businesses successfully	1000 Women	1116 women
<p><b>High-performing outputs (on track or exceeded)</b>  <b>Rating: High</b></p> <ul style="list-style-type: none"> <li>• Natural farming adoption (15492 farmers; target nearly reached)</li> <li>• Crop diversification (achieved)</li> <li>• Women leadership (1100 vs 1000 target → exceeded target)</li> <li>• CBO participation (1110 vs 800 → exceeded)</li> <li>• Farmer awareness (100% achieved)</li> </ul> <p>These outputs demonstrate <b>strong institutional and social capital development</b>. The project has built a robust base for long-term transformation. However, <b>institutional and technical success alone is insufficient without economic systems (markets, value chains)</b> .</p> <p><b>Moderately achieved outputs</b>  <b>Rating: Moderate</b></p> <ul style="list-style-type: none"> <li>• Farmer training and outreach (13500 vs 14000 target → near achievement)</li> <li>• Contingency cropping (11091 vs 12000 → good progress)</li> <li>• Youth skill development (1919 vs 2000 → close)</li> <li>• Karyakarthis mobilisation and strengthening</li> </ul> <p>These outputs are progressing steadily but indicate <b>slight implementation gaps</b>, likely due to scale and resource constraints.</p> <p><b>Underperforming Outputs</b>  <b>Rating: Low to Moderate</b></p> <p><b>1. Protective irrigation</b></p> <ul style="list-style-type: none"> <li>• Achievement: 3920 <b>farmers vs target 4000</b> (98 % target achieved)</li> <li>• Area: <b>4200 ha vs 3000 ha</b> exceeded the target )</li> </ul> <p>This is a <b>structural bottleneck</b>, not just a performance issue. In drought-prone regions like Anantapur, water access is <b>central to resilience and productivity</b>, and without it, other interventions lose effectiveness.</p> <p><b>2. Off-farm and non-farm livelihoods</b></p> <ul style="list-style-type: none"> <li>• Achievement is <b>881 women received financial support</b> and 1354 got revolving loans vs target 4000 (2235 – 56% achieved)</li> </ul> <p>The gap may be due to inadequate financial linkage systems, limited access to credit and enterprise support, possibly low market access and capacities to take up higher order livelihoods and enterprises. T</p> <p><b>3. Village Volunteers (Karyakarthis)</b></p> <ul style="list-style-type: none"> <li>• Achievement: <b>168 vs target 200</b></li> <li>• There is a need to place Karyakarthis since this ensures sustainability and building local human capital</li> </ul> <p><b>Overall, we can interpret the following;</b></p> <ul style="list-style-type: none"> <li>• Strong <b>community institutions (SMGS, GSMS, CBOs)</b></li> </ul>			

- Strong **women leadership base** and women-led development
- Good **coverage and outreach**

#### **What is working well**

- Agroecology adoption and climate resilience
- Women participation and leadership and women led development
- Institutional strengthening (CBOs, groups)
- Awareness and capacity building

#### **What is not working well**

- Irrigation and water resilience
- Economic outcomes (cost reduction not fully realized)
- Non-farm livelihoods and enterprise development
- Financial access for women

#### **Recommendations**

1. Strengthen market linkages through FPO-led aggregation, collective marketing, and improved value addition (processing, grading) to ensure better price realisation for farmers.
2. Promote enterprise incubation for youth and women by providing structured support, including skill development, credit access, and market linkages to enable sustainable income generation.
3. Improve cost reduction outcomes by promoting full-package adoption of agroecology rather than partial adoption, ensuring farmers realise tangible economic benefits.
4. Strengthen bio-input production at the village level and use Farmer Field Schools for cost tracking and demonstration of economic benefits through model farmers.
5. Address the irrigation gap as a critical priority by investing in micro-irrigation (drip/sprinkler), farm ponds, and water harvesting structures, and ensuring convergence with MGNREGA and watershed programmes. Strengthening irrigation is essential, as evidence shows it significantly improves income, productivity, and livelihood resilience in rural areas .
6. Scale women's livelihoods by improving access to credit through SHGs and federations, promoting livestock-based activities (goat rearing, dairy, backyard poultry), and supporting small enterprises such as tailoring and food processing through cluster-based models.
7. Strengthen youth employment outcomes by moving beyond training to placement and enterprise development, building industry linkages, promoting local rural enterprises, and providing handholding support for 6–12 months.
8. Expand and strengthen the community cadre (Karyakarthis) by filling existing gaps, providing incentives, and ensuring continuous capacity building to support last-mile implementation and sustainability.
9. Deepen agroecology adoption by transitioning from partial to full-system adoption, with greater emphasis on crop diversification, integrated farming systems, and plantation. Evidence indicates that such integrated approaches improve resilience, soil health, and long-term livelihoods.

10. Strengthen monitoring and outcome tracking systems by focusing on income changes, cost of cultivation (baseline vs current), and farmer-level economic data rather than only tracking participation and outputs.

### **Final Conclusion**

The project demonstrates **strong institutional and ecological progress**, while economic transformation is still evolving.

- **Short-term success** → adoption, awareness, and institution building
- **Medium-term challenge** → income enhancement, cost reduction, and livelihood stabilisation
- **Critical focus for final year** → translating adoption into measurable economic gains

The project has been effective in mobilising farmers, particularly women and promoting agroecological practices. Adoption levels (54%) and achievements in natural farming, crop diversification, and CBO strengthening indicate that it is functioning well as a **mobilisation and capacity-building model**. However, this success remains largely **participation-driven**, with limited evidence of sustained economic transformation so far.

At the same time, economic outcomes are **lagging behind ecological adoption**. Cost reduction (48%) and income enhancement (67%) remain below targets, while key livelihood components such as irrigation and non-farm livelihoods show significant gaps. This indicates that farmers are **adopting practices but have not yet fully realised economic benefits**.

This pattern aligns with broader evidence from natural farming transitions in India, where **profitability and cost reduction improve significantly only after sustained and comprehensive adoption**, rather than in the initial years. The project is therefore best understood as being in a **transition phase rather than a consolidation phase**.

Another notable trend is the **strong performance in institutional indicators** (CBOs, women's leadership, awareness), contrasted with slower progress in more resource-intensive areas such as irrigation and enterprise development. This suggests that while the project has successfully built **social and institutional capital**, the **economic systems required to convert this into tangible livelihood gains are still underdeveloped**.

**In summary**, the project has laid a **strong foundation for long-term transformation**, but its ultimate success will depend on how effectively it can convert current adoption and institutional strength into **sustained income gains and livelihood security in the final phase**. Hence, support for an additional phase of three to five years is critical for the project to realise its full potential.

## Annexure 7: Staff Details and Gender Composition Analysis

#	Staff	Position	Qualification	Previous Exp (Years)	Experience in AFEC (years)	Sex (M/F)
1	Anand Kuruba	Technical Coordinator	B.Tech(Civil)	0	10.6	Male
2	Adninarayana	Sto	BA	2	04.5	Male
3	Amara Ujvala	Agro Ecology Associate	BSC (Ag)	06 Months	04.9	Female
4	Abbennagari Kambaiah	Sto(T)	BSc,B.Ed	6	0.1	Male
5	Bhavani Boya	Mtl	B.COM	2	13.10	Female
6	Balaraju Juturu	Gardener	SSC	0	09.7	Male
7	Brahmeswar Rao Kukatla	Pme-Team Leader	MA,MBA	14	09.6	Male
8	B Obulapathi	Sto	MA, B.Ed	13	04.10	Male
9	B G Kalyan Kumar Reddy	Accountant-Fpo	MA	9	03.5	Male
10	B. Shalini	Mis & Data Analyst	MSc, Organic Chemistry	12	02	Female
11	Bhaskar Babu Gundamgiri	Capacity Building Coordinator	Intermediate	36	01.7	Male
12	Bahadur Mahaboob Basha	Engineer	Diploma(Civi)	20	01	Male
13	Bikki Shanthi	Sto	Inter	6	01	Female
14	Varadhi Chowdaiah	Sr.Sto	BSC , B.Ed	5	08.3	Male
15	C M Atahar Shaik	Agro Ecology Associate	BSC (Ag)	2	00.4	Male
16	Chakali Balaji	Sto(T)	B.com	1	00.4	Male
17	Dastagiri Kommu	Mtl	MA, B.Ed	0	08.11	Male
18	Dava Obilesu	Computer Operator	BSc	1	03.5	Male
19	D Sandhya	Sto	B.com	3	01.8	Female
20	Eerla Satheesh	Mis-Associate	MBA	11	03.5	Male
21	Ediga Lakshminarasamma	Sto(T)	SSC	06 Months	0.8	Female
22	Fazlulla. Bake	Secretary & Hr-Mis	BA, PGDCA	10	17.8	Male
23	Gabili Obannagari Mallanna	Sto	(B.COM)	11	07	Male

#	Staff	Position	Qualification	Previous Exp (Years)	Experience in AFEC (years)	Sex (M/F)
24	H Sunithamma	Sto	BA	3	05.6	Female
25	H Bajjappa	Computer Operator	BSc	11	03.5	Male
26	Harijana Mounika	Agro Ecology Associate	BSC (Ag)	1	01.9	Female
27	Harijana Jaya Lakshmi	Sto(T)	Bcom	18	0.9	Female
28	Harijana Vannuruswamy	Sto(T)	BA, THP	3.6	0.4	Male
29	Janakirama Reddy Kanala	Driving Instructor	Diploma (Auto mobile Engineering)	0	12.6	Male
30	Jana Ramesh	Mtl	GPCS (MBA)	1.5	07.7	Male
31	Jallappagari Mounika Slessin	Hr Assistant	B.Tech, MBA	06 Months	02.8	Female
32	Kamme Madhu Mohan	Computer Operator	MBA	6	03.5	Male
33	Kuruba Aruna Kumari	Sr.Sto	BA (EHP)	17	03.2	Female
34	K Gopal	Sto(T)	BZC	10	0.4	Male
35	Kolla Mahesh	Sto(T)	BSC	0	0.2	Female
36	Lakshmana Jarriputhula	Sr.Sto	(BA)	3	11	Male
37	Murali Krishna.Jakka	Chief Of Operations	MBA	17	14.2	Male
38	Malla Reddy Yaragonda Venkata	Director	MBA. U.K	0	51.10	Male
39	Mohammad Rafi P	Hmv Driving Instructor	SSC	27	08	Male
40	Mallela Prathap Kumar Nanda	Manager, Fpo	MA, B.Ed	5	03.6	Male
41	M Thimmaraju	Sto	BA, B.Ed	6	03.2	Male
42	Mala Vanaja	Sto	(Degree)	2.8	01.9	Female
43	Medi Ramanjaneyulu	Sto	Intermediate, Dip Hort.)	40	01.8	Male
44	M Naga Siva Sankar Reddy	Project Coordinator- Youth Centre	PG Diploma in Direct Marketing	22	01.2	Male
45	Maddikera Ramanjaneyulu	Sr.Sto	MA, B.Ed	7	0.10	Male
46	M Raju	Sto(T)	MA	0	0.8	Male

#	Staff	Position	Qualification	Previous Exp (Years)	Experience in AFEC (years)	Sex (M/F)
47	M Ramanjinamma	Sto	Inter	8	0.8	Female
48	M Sravani	Sto(T)	BZC	0	0.4	Female
49	M Nagendra	Sto(T)	M.Com	5	0.2	Male
50	Narayana Reddy Patil	Mtl	BA	6	12.11	Male
51	Narendra Cheemala	Pgs Associate	MSc, Botany	1	10.10	Male
52	Narla Veera Bhadra Reddy	Agroecology Specialist	MSc (Agri)	20	03.9	Male
53	Obulapathi Dava	Mtl	MSc Organic Chemistry	0	13.8	Male
54	O Mallesh	Mtl	MA	6	03.10	Male
55	Padmaja Dosakayala	Asst.Accounts Manager	MBA	0	13.5	Female
56	Priyanka	Capacity Building Associate	MA	0	04.2	Female
57	P Charanya	Agro Ecology Associate	BSC (Hons)	03 Months	0.2	Female
58	Rudraiah. Amara	Coordinator-Sadl	BA, Library Science	0	27.1	Male
59	Ramudu Karanam	Driver	9 <sup>th</sup> class	7	23.10	Male
60	Ramakrishna. Andhra	Accounts Manager	B.Com	6	19.9	Female
61	Rizwana Begum Hakeem	Coordinator-Lh	MA	14	14.9	Female
62	Ramesh.M	Manager, Fpo	BA	0	11.7	Male
63	Ramakka Harijana	Cleaning Staff	Illiterate	0	09.7	Female
64	Y Ramanjineyulu	Sto	BSC	3	08.3	Male
65	Roshammagari Ramesh	Sto	B.Com	4.5	07.2	Male
66	Shaikshavali. Maruru	Campus Manager	B.A, I.T.I, PGDCA	2	33.11	Male
67	Savithamma. Golla	Cleaning Staff	Illiterate	0	19.10	Female
68	Saleem Ameen Shaik	Pme-Assistant	BA, B.Ed	5	11.7	Male
69	Sivamma P	Mtl	BA	5	08.11	Female
70	Samarla Neelima	Accountant	B.COM	0	08	Female

#	Staff	Position	Qualification	Previous Exp (Years)	Experience in AFEC (years)	Sex (M/F)
71	Shek Mahammad Ali Zinna	Driving Instructor	Diploma	5	06.9	Male
72	Silpa	Sto	B.COM	4.6	05.6s	Female
73	S.Yerriswamy	Sto	MA	06 Months	03.6	Male
74	Shaik Mohammed Ilyas	Senior Accountant	B.Com	7	03	Male
75	Shaik Sabiha	Sto	MA (Hindi)	8	02.11	Male
76	Susarla Ramesh	Communication Officer	MA (Journalism)	36	02.9	Male
77	S Sonia Bai	Agro Ecology Associate	BSC (Hort.)	0	0.8	Female
78	Sake Bommanna	Sto(T)	B.Com	5	0.8	Male
79	Srinivasan Raji	Manager-Finance	BCom, MBA finance, ICWAI (inter)	22	0.3	Male
80	Talari Chandra Mohan	Accountant	M.Com	0	08	Male
81	Talari Anitha	Sto	BSC (BZC)	0	01.9	Female
82	T Venkatesulu	Sto	BA	8	01.3	Female
83	T Parimala Rose	Sto(T)	BA	10	0.8	Male
84	Thimmaraju A	Sto(T)	BA, B.Ed	11	0.6	Male
85	Venkatesulu. Golla	Mtl	BA, (BL)	5	27.1	Male
86	Vishnu Vardhan Reddy Sunkara	Agro Ecology Associate	B.Tech (Agri)	1.5	11.4	Male
87	Vikram Manipal Reddy P	Sr.Sto	Mcom	0	08.9	Male
88	Yarragunta Narasimha Murthi	Office Assistant	SSC	8	07.2	Male
89	Yallanur Raghavendra	Computer Operator	Btech	0	03.5	Male
90	Yedukathula Prabhakar	Sto(T)	BA	2.5	0.7	Male

#	Male Staff		Female Staff		Total Staff	
	No	%	No	%	No	%
<b>Overall</b>	<b>62</b>	<b>69%</b>	<b>28</b>	<b>31%</b>	<b>90</b>	<b>100%</b>
<b>Field Cadre</b>						
MTL	6	75%	2	25%	8	100%
Sr.STOs & STOs (T)	14	74%	5	26%	19	100%
STOs	9	53%	8	47%	17	100%

<b>Technical/thematic</b>						
Agroecology & PGS	3	43%	4	57%	7	100%
<b>Administrative &amp; Institutional Roles</b>						
Accounts, finance manager	3	50%	3	50%	6	100%
MIS	1	50%	1	50%	2	100%
HR Assistant	1	50%	1	50%	2	100%
<b>Leadership and Management</b>						
Director & COO	2	100%	0	0	2	100%
Managers (Finance, FPOs)	3	100%	0	0	3	100%
Coordinators & engineer	6	86%	1	14%	7	100%
Campus Manager	1	100%	0	0	1	100%
PME & Communications	3	100%	0	0	3	100%
<b>Support and Operational Roles</b>						
CB associate, office assistant	1	50%	1	50%	2	100%
Computer operators	4	100%	0	0	4	100%
Drivers, instructors	4	100%	0	0	4	100%
Cleaning & gardener	1	33%	2	67%	3	100%
<b>Total</b>	<b>62</b>	<b>69%</b>	<b>28</b>	<b>31%</b>	<b>90</b>	<b>100%</b>

- The organisation is largely with male staff, with a wide gender gap (45%). Women are present but underrepresented.
- Women are underrepresented at entry and overall levels, indicating barriers in recruitment, and retention.
- In roles like MTLs, women's participation drops, showing fewer women move into supervisory positions.
- In technical and thematic roles, women are well represented. This needs to be retained. This shows that women with the right skills and education are entering technical roles, but they are not moving into higher decision-making positions.
- In administrative roles, men and women are equally represented, which suggests that education is not a barrier. The issue lies in career growth.
- Leadership and management roles are mostly occupied by men, indicating limited opportunities for women to advance.
- Support roles are mostly held by women, while logistics and field roles are dominated by men, reflecting social norms rather than ability.

Overall, women are concentrated in agroecology and administrative roles, while men dominate management, leadership and operational roles. As roles become more senior, women's presence declines. This reflects the **glass ceiling effect**, where women remain in the workforce but are missing in leadership roles, a pattern seen everywhere.

## Annexure 8: Capacity Building

Capacity Building for Staff and Karyakarthas					
#	Name of the Training	No of days	Who attended	No of staff attended	Dates of Training
1	Biochar production	2	Farmers and karyakarthas	70	Apr-24
2	Natural farming practices	1	Farmers and karyakarthas	70	May-24
3	Leadership	1	women leaders	60	Jun-24
4	Livestock -Fodder Production	1	Farmers	60	Jul-24
5	Leadership	1	Active women leaders	60	Jul-24
6	Fodder production	1	Livestock farmers & Karyakartha	60	Nov-24
7	Leadership training	1	Active leaders & Karyakartha	60	Nov-24
8	Rabi farmers	1	Rabi farmers and leaders	70	Nov-24
9	Natural farming	1	Model & Trial farmers & Karyakarthas	70	May-25
10	Models	3	Model & Trial farmers & Karyakarthas	70	Aug-25
11	GLIDE workshop	3	Women entrepreneur	70	Aug-25
12	ALP	1	Livelihood women & Karyakarthas	60	Nov-26
13	Subgroup leaders	1	Subgroup leaders	60	Nov-26
14	Bee keeping	1	Farmers and karyakarthas	70	Feb-26
15	Record keeping	1	Karyakarthas	70	Feb-26

### Analysis on Capacity Building

- The organisation has implemented a wide range of capacity-building activities covering technical, leadership, and livelihood aspects, with consistent participation of 60–70 individuals per training.
- The focus areas such as natural farming, biochar, livestock, and leadership are highly relevant to the livelihood context of the target communities.
- Importantly, there is a visible emphasis on women’s participation through dedicated leadership and entrepreneurship trainings, which is a strong positive feature. There are repeated trainings on leadership and natural farming which help in reinforcing learning.
- Inclusion of multiple stakeholder groups such as farmers, karyakarthas, and leaders
- Dedicated efforts towards women’s empowerment and leadership development
- Seasonal and need-based trainings (e.g., Rabi crops, livestock) show context relevance
- The capacity-building efforts are well-structured in terms of coverage, relevance, and inclusion, particularly of women and community-level actors. However, to enhance effectiveness, the organisation can focus more on results-oriented capacity development model, where learning leads to behavioural change, improved practices, and stronger institutional performance.

## Annex 9: Youth Skill Development and Analysis

### Youth trained in various skills – male and female (in two years)

#	Mandal	Men trained	Women trained	Total trained
1	Atmakur	29	13	42
2	Beluguppa	81	5	86
3	Dharmavaram	38	9	47
4	Kalyandurgam	185	5	190
5	Kuderu	41	4	45
6	Kundurpi	31	2	33
7	Rapthadu	68	25	93
8	Settur	50	3	53
<b>Total</b>	<b>8 mandals</b>	<b>523</b>	<b>66</b>	<b>589</b>
<b>Other mandals if any</b>		<b>530</b>	<b>128</b>	<b>658</b>
<b>Grand total</b>		<b>1053</b>	<b>194</b>	<b>1247</b>

### No of courses and outreach (male and female) in two years

#	Course name	Men		Women		Total	
		Trained	In jobs	Trained	In jobs	Trained	In jobs
1	Two-Wheeler Mechanism	29	16	0	0	29	16
2	SLC / Computer	149	105	145	71	294	186
3	Electrical & Motor rewinding	71	37	0	0	71	37
4	HMV Driving	203	154	0	0	203	154
5	LMV Driving	564	306	14	12	578	318
6	SLC / MFI	5	5	16	11	21	16
7	Mobile Repair Technician	19	13	0	0	19	13
8	SLC / Retail & Computers	3	0	15	0	18	0
9	SLC / Tally prime with GST	10	5	4	3	14	8
	<b>Total</b>	<b>1053</b>	<b>641</b>	<b>194</b>	<b>97</b>	<b>1247</b>	<b>748</b>

**No of Job mela conducted and placed in jobs (male and female) in two years**

#	Organization Involved in Job Fairs	Type of Job	No of Candidate Participated	No of Candidate joined in jobs	Men		Women	
					Attended	In jobs	Attended	In jobs
1	TATA Electronics Ltd.	Direct Jobs for Female	22	2	0	0	22	2
2	DROGO Drone Pvt. Ltd	Direct Jobs	69	12	69	12	0	0
3	Amara Raja Group - ( ARSDC ) @ ATP		40	9	24	5	16	4
4	Amara Raja Group - ( ARSDC ) @ KLD		25	10	15	6	10	4
5	Fusion Micro Finance Ltd		150	30	90	18	60	12
	MSN Pharma Ltd		25	5	15	3	10	2
6	Unnati Foundation, Bangalore	Tally Training & Jobs	20	20	12	12	8	8
7	Muthoot and L&T Finance	Direct Jobs	165	64	99	38	66	26
8	Amararaja , MSM Pharma , TATA Strive	Training & Job	40	11	24	7	16	4
9	Rudseti , Ananthapur	Skill Development Training & Jobs	36	36	22	22	14	14
10	KEATS, Vijayawada	Software, Healthcare Skill Development Training & Jobs	10	10	6	6	4	4
11	Swarna Bharath Trust	Skill Development Training & Jobs	8	8	5	5	3	3
12	KEATS, Vijayawada	Software Training & Jobs	12	12	7	7	5	5
13	Swarna Bharat Trust , Vijayawaad	Pharma Training & Jobs	3	3	2	2	1	1
14	Unnati Foundation , Bangalore	Employability skills Training & Jobs	5	5	3	3	2	2
15	Yashram Lifestyle Pvt Limited	Direct Jobs / Women Tailors	100	40	0	0	100	40
16	Yashram Lifestyle Pvt Limited		55	22	33	13	22	9
17	TimesPro / ICICI Bank	Direct Jobs / Banking Jobs	25	5	15	3	10	2
18	Unnati Foundation , Bangalore	Employability skills Training & Jobs	8	8	5	5	3	3
19	Swarna Bharat Trust , Vijayawaad		5	5	3	3	2	2
20	10 Organizations		Direct Jobs	500	50	300	30	200
21	Eenadu	10		4	6	2	4	2
22	Ashirvad plumbing school	Employability skills Training & Jobs	12	11	8	7	5	4
23	10 Organizations	Direct Jobs in MFI	250	45	150	27	100	18
24	Unnati Foundation, Rudseti, ETC	Employability skills Training & Jobs	15	15	9	9	6	6
25	Tata Electronics, Cogent E Service Ltd	Direct Jobs	50	12	30	7	20	5
26	10 Organizations		100	20	60	12	40	8
27	Apollo Pharmacy & Medplus		175	48	105	29	70	19

28	Rudseti Programs	Employability skills Training & Jobs	150	150	90	90	60	60
		<b>Total</b>	<b>2085</b>	<b>672</b>	<b>1207</b>	<b>383</b>	<b>879</b>	<b>289</b>

The above three tables provide a comprehensive overview of a two-year youth skill development initiative, detailing geographical outreach, course-specific outcomes, and the results of job fairs.

### 1. Geographical Outreach and Participation

This table tracks the distribution of trainees across various mandals.

- **Total Reach:** A grand total of 1,247 individuals were trained over two years.
- **Gender Gap:** There is a significant disparity in participation, with men making up approximately 84.4% (1,053) of the total, while women represent 15.6% (194).
- **Key Mandals:** Among the named mandals, Kalyandurgam had the highest engagement with 190 trainees.
- **Concentration:** A large portion of the training (658 individuals) occurred in "Other mandals," suggesting the program had a broad reach beyond the primary eight listed locations.

### 2. Course Performance and Employment Rates

This table analyzes which skills were taught and how effectively they translated into jobs.

Course	Total trained	Total in jobs	Employment rate
LMV driving	578	318	55%
SLC/Computer	294	186	63%
HMV driving	203	154	76%
Electrical and motor rewinding	71	37	52%

- **Most Popular Course:** LMV (Light Motor Vehicle) Driving saw the highest enrollment with 578 trainees.
- **Job Success:** While LMV Driving had the most students, HMV (Heavy Motor Vehicle) Driving showed a higher success rate in placement, with 76% of trainees securing jobs.
- **Gender Segregation in Skills:** Certain courses like Two-Wheeler Mechanism and Electrical rewinding were attended exclusively by men. Conversely, women participated most in SLC/Computer (145 trainees) and SLC/MFI.
- **Overall Placement:** Out of 1,247 trained individuals, 748 (60%) successfully entered the workforce.

### 3. Job Mela (Fair) and Placement Logistics

This table focuses on recruitment events and the organizations involved in hiring.

- **Participation vs. Placement:** 2,085 candidates participated in job fairs, with 672 (32.2%) successfully joining jobs.
- **Major Employers:** Muthoot and L&T Finance were significant recruiters, hiring 64 out of 165 attendees. Yashram Lifestyle Pvt Limited specifically targeted women, hiring 62 female tailors across two entries.
- **High-Efficiency Partnerships:** Programs involving Rudseti (Ananthapur) and Unnati Foundation showed a 100% placement rate for their participants, indicating highly effective specialized training-to-job pipelines.
- **Direct Jobs vs. Training:** The majority of the placements came from "Direct Jobs" categories, though "Skill Development Training & Jobs" partnerships (like those with KEATS or Swarna Bharath Trust) ensured smaller, guaranteed cohorts were employed.

## Annex 10: Operational Area

District	Mandal	No of Villages	No of Target Families	SMG Members		Natural Farmers - full-adoption (S2S-W)		Natural Farmers (partial adoption)		No of ALP loans given		No of youth for skill training	No of youth provided jobs
				Female	Male	No	Acres	Irrigated		Members	Amount		
Ananthapur	Atmakur	23	1900	1894	6	24	41	677	572	104	850,000	42	29
	Beluguppa	28	1740	1722	18	29	61	690	698	122	929,000	86	55
	Kalyandurgam	33	2230	2134	96	45	148	809	1477	75	620,000	190	131
	Kuderu	23	1632	1618	14	32	93	771	1126	129	995,000	45	30
	Kundurpi	34	2582	2427	155	95	285	1050	1648	136	1,052,500	33	21
	Rapthadu	21	1336	1316	20	68	102	471	464	83	662,000	93	61
	Settur	28	2208	2171	37	98	245	817	1259	99	807,500	53	34
Sathya Sai	Dharmavaram	28	1714	1696	18	28	57	685	704	133	1,130,000	47	32
	<b>Total</b>	<b>218</b>	<b>15342</b>	<b>14978</b>	<b>364</b>	<b>419</b>	<b>1032</b>	<b>5970</b>	<b>7948</b>	<b>881</b>	<b>7046000</b>	<b>589</b>	<b>393</b>

## Analysis

The data presents a comprehensive picture of operational reach and performance across eight mandals in Ananthapur and Sri Sathya Sai districts, structured around community mobilisation, sustainable agriculture, and livelihood promotion. The initiative demonstrates strong grassroots penetration and institutional development, but mixed outcomes in agricultural transformation.

**1. Community Scale and Engagement:** The program has achieved significant outreach, covering 218 villages and targeting 15,342 families. A defining feature is its strong women-centric approach, with 97.6% of SMG members being women (14,978), reflecting effective mobilisation and alignment with broader evidence that natural farming and rural collectives often enhance women's participation in agriculture and livelihoods. The near parity between SMG membership and target families across mandals indicates deep social embedding and high program acceptance, suggesting that institutional platforms are well established and functional.

**2. Natural Farming Adoption:** The transition to natural farming shows a clear gradient between initial uptake and full conversion. While only 419 farmers (2.7%) have achieved full adoption across 1,032 acres, a substantially larger base of 5,970 farmers is practicing partial adoption on 7,948 acres also another around 8000 farmers are experimenting the natural farming protocols on limited area like kitchen gardens etc.. This reflects a typical adoption pattern observed in India, where most farmers remain at a moderate or partial adoption stage due to knowledge gaps, risk perception, and transition challenges. Leading mandals like Kundurpi and Settur demonstrate better conversion, while Atmakur and Dharmavaram lag behind, indicating uneven extension effectiveness. The data suggests that the program has successfully generated interest but faces constraints in achieving behavioural and technical consolidation required for full adoption.

**3. Financial Support (ALP Loans):** Financial inclusion through ALP loans is a strong component of the intervention, with 881 loans disbursed totaling ₹70.46 lakh. The average loan size of ₹8,000 indicates a focus on small-scale livelihood support rather than large capital investments. Variations across mandals, with higher disbursement in Kundurpi and lower in Kalyandurgam, may reflect differences in demand, institutional strength, or credit absorption capacity. Access to such micro-finance aligns with broader evidence that reducing input costs and enabling small investments are critical for sustainable agriculture transitions.

**4. Youth Skilling and Employment:** In SADL Project villages the youth component shows relatively strong performance, with 589 youth trained and 393 placed in jobs, resulting in a 66.7% placement rate. This indicates an effective linkage between training and employment opportunities. Kalyandurgam emerges as a leading mandal in youth engagement, suggesting either better institutional facilitation or stronger local demand for skilled labour. This component contributes to livelihood diversification, which is essential in regions where agriculture alone may not ensure stable incomes.

**5. Key Insights:** The initiative has successfully established a robust, women-led community platform and achieved widespread engagement at the village level. It has also generated substantial interest in natural farming and demonstrated effectiveness in youth employment and financial inclusion. However, the primary challenge lies in deepening the quality of agricultural transformation specifically, converting partial adoption into full adoption. This gap is consistent with broader national experiences, where natural farming adoption remains uneven and requires continuous handholding, technical support, and market linkage development.

**Conclusion:** Overall, the programme reflects strong institutional and social outcomes, moderate progress in livelihood support, and early-stage but promising results in sustainable agriculture. The next phase should focus on intensifying technical support, reducing transition risks, and strengthening market systems to translate widespread participation into measurable economic gains.