

Access Livelihood Consulting India Pvt. Ltd.
ENTERPRISE | EMPLOYMENT | ECONOMY | EQUITY | EMPOWERMENT



ANNUAL
REPORT

2012





Annual Report
2011-12





ALC India provides professional techno-managerial services focused on enhancing livelihoods of the economically marginalized

Focus Communities

Urban poor

Wage labour, including migrant labour (construction and agriculture)

Small and marginal farmers

Artisanal fisherfolk

Small livestock-holders

Assetless and small artisans and weavers

Marine and inland fisherfolk using non-mechanized equipment

Forest produce-gatherers

Internally displaced communities

Disaster-prone communities

Micro and small entrepreneurs

Other vulnerable communities (differently-abled, HIV-affected, sufferers of chronic diseases, single women, marginalized castes, unemployed youth, etc)

Registered name:

Access Livelihoods Consulting India Pvt Ltd

Legal character:

Private limited company

Date of incorporation:

September 19, 2005

Paid-up share capital:

Rs 500,000 (17 shareholders)

Office address:

4, Matrnilayam, Sainagar Colony, Picket, Secunderabad 500 009

Phone: 040-40177321, 27891147

Email id: info@alcindia.org

Website: www.alcindia.org

External auditor:

VSPN, Chartered Accountants, Hyderabad

Board of Directors

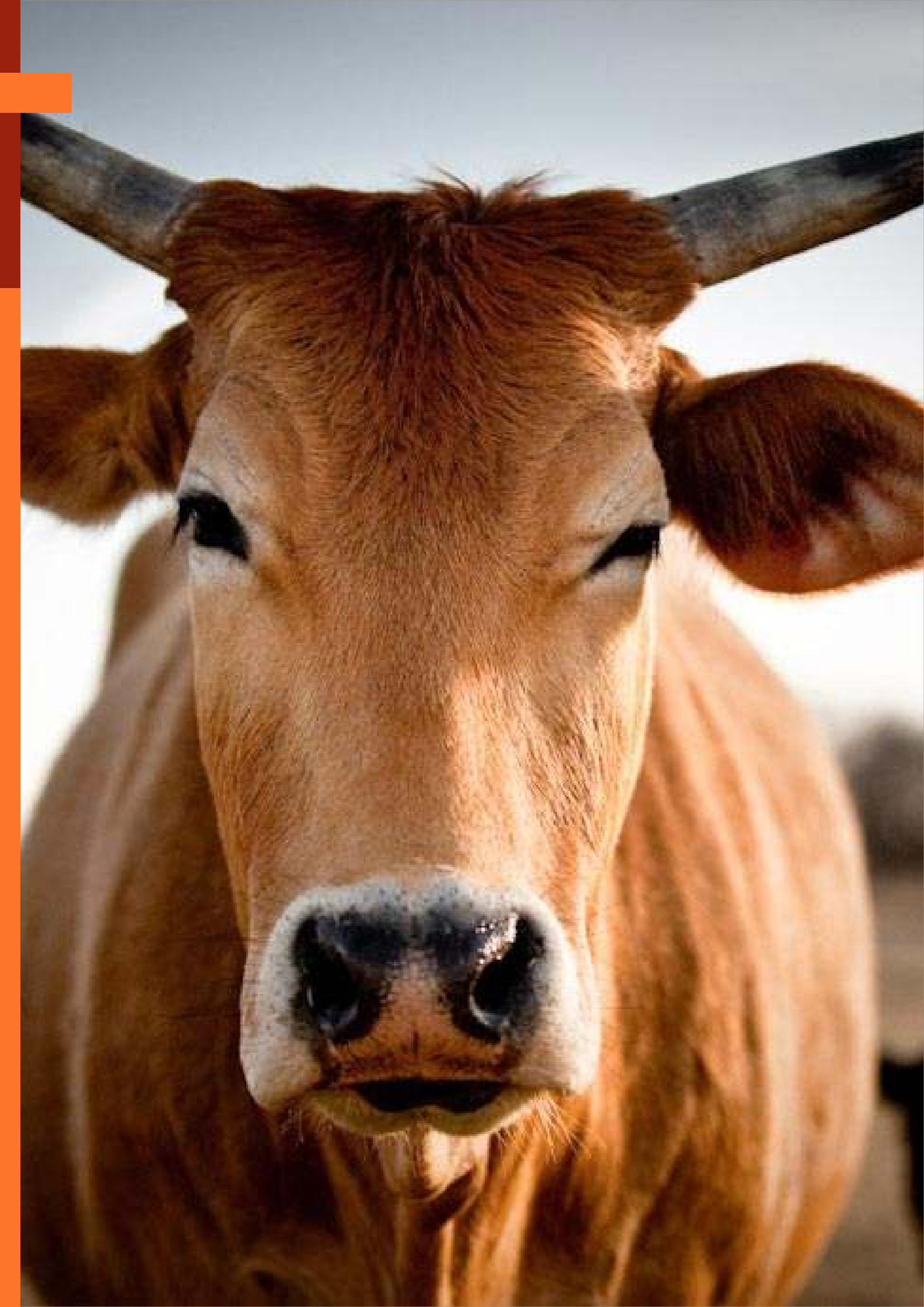
Name : Vinod Reddy
Designation : Independent Director
Qualification : Btech, IIT- K, PGDBM, IIM-A
Period of work experience: 32 years
Period of association with ALC India : 2.5 years

Name : GV Krishnagopal
Designation : CEO & Senior Partner ALC India
Qualification : BTech (Dairy Technology), PGDRM, IRMA
Period of work experience: 13 years
Period of association with ALC India: 7 years

Name : G Satya Deva Prasad
Designation : Director, ALC India
Qualification : BTech (Mechanical), PGDRM, IRMA
Period of work experience: 13 years
Period of association with ALC India: 7 years

Name : N Madhu Murthy
Designation : Partner, ALC India
Qualification : BSc (Agriculture), PGDRM, IRMA
Period of work experience: 13 years
Period of association with ALC India: 7 years

Name : GV Sarat Kumar
Designation : Partner, ALC India
Qualification : BSc (Botany), PGDRM, IRMA
Period of work experience: 9 years
Period of association with ALC India: 5 years



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CEO's Report

Dear All:

I am pleased to present the annual report of ALC India for the financial year 2011-12.

FY 2011-12 was an eventful year in our journey towards mainstreaming the economically marginalized producers and producer groups in the country. We made significant strides in our direct outreach, especially in the area of enterprise promotion.

Briefly, the key attainments in FY 2011-12 were:

- Securing four large direct outreach projects of 18-24 months duration. The clients include Small Farmers' Agribusiness Consortium (SFAC), NABARD, Ford Foundation and RABO Bank Foundation.
- Commencement of implementation work with two large producer groups—farmers and tribals—and consolidation of work with livestock rearers, which led to creation of two sector-focused domains within the organization: Farmers' Enterprises Program (FEP) and Tribals' Enterprises Program (TEP).
- Expansion of work and establishment of six new project offices in five states: Andhra Pradesh, Karnataka, Maharashtra, Tamil Nadu and Odisha.

Other notable attainments were:

- Selection of ALC India as one of the four Apex Resource Institutions (ARI) that will assist in preparing resource material and conducting capacity building for the Resource Institutions implementing Farmers' Producers' Organisations project by SFAC, implemented with 200,000 farmers across the country.
- Increase in revenue to Rs 18.67 million from Rs 14.50 million in the previous year
- Stabilization of the Odisha unit with the establishment of a team and starting of work on new projects.

A statistical snapshot of key performance indicators for FY 2011-12 is provided below:

Indicator	Data
Total Number of Projects	34
Total Direct Outreach Projects	5
Total Indirect Outreach Projects	29
Total Human Resource	40
Total Business Generation (Rs million)	75.3
Total Revenue (Rs million)	18.2
Total Direct Outreach (no. of producers)	13,800

The above figures show that ALC India is on course to realize its mission of enhancing the livelihoods of one million economically disadvantaged households (0.1 million households directly and 0.9 million households indirectly) by March 2014. Highlights of performance against each of ALC India's key outcomes are given in the next section of this annual report.

Challenges of Working with Marginalized Communities

ALC India's progress has to be judged against the enormous challenges involved in bringing economically marginalized communities into the mainstream.

Scarce capital is the biggest constraint. Obtaining start-up capital for producer organizations is difficult as the producers have little to offer as collateral. Obtaining funds by partnering with government is an option but one has to face enormous delays in release of payments. Support from development organizations is usually inadequate, as they typically sponsor short-duration projects, leading to sub-optimal investments.

There is another set of obstacles. Communicating technical issues to marginalized producers is a big challenge as they are mostly illiterate or barely literate. Also identifying human resource who effectively communicates about these issues in simple terms is a challenge.

As a mission-driven organization that seeks to tackle and overcome these hindrances, we face our own set of challenges. Identifying, nurturing and placing highly qualified professionals at the sub-district level is the biggest problem, as most professionals want to live in big cities.

We also face macro-level challenges: government policies are often not supportive. For example, the cotton import-export policy that determines cotton prices often puts the raw material out of the financial reach of handloom weavers.

Financial Performance

The year under review ended with a 28% increase in revenue, compared to the previous year. The company was able to earn a nominal profit of Rs 0.43 million. However, we are still in the red, with cumulative loss of Rs 2.25 million and we had outstanding unsecured loans of Rs 2.60 million at the end of the FY 2011-12. Working capital at hand is much below what we require and long pending payments from government clients is adding to the financial stress.

Organizational Growth

Even as ALC India attributed equal importance to projects and program since inception long-term and large-scale programs were difficult to come by for a young organisation. Over the years, having understood the seriousness and delivery clients started trusting with programme mode assignments, undertaking long-term implementation assignments, along with specific and short-term projects. The long-term assignments focus on building end-to-end value chains for particular, marginalized communities, over a period of five to seven years. This shift, which accelerated during the year under review, has led to an:

- Increase in number of offices: We now have, apart from the central office, one unit office and seven project offices.
- Change in the human resource mix, with an increase in field and implementation teams.
- Restructuring of the domains into a mix of function-based domains for indirect outreach and community-focused domains, as discussed below.

Domain-wise Progress

ALC India works as a matrix organization with symbiotic domains that are inter-dependent and inter-accountable. Each domain serves other domains; each domain also serves external customers with the help of other domains. In the year under review, five of nine previously envisioned indirect-reach domains were operational:

- Finance Management and Administration (FMA)
- Human Resource Management (HRM)
- Information Communication and Knowledge (ICK)
- Institution and Organization Management (IOM)
- Program and Project Management (PPM)

In the last quarter of the year, the commencement of several direct outreach projects led to establishment of new direct-reach domains:

1. Tribals Enterprise Programme (TEP)
2. Livestock Enterprise Programme (LEP)
3. Farmers' Enterprise Programme (FEP)
4. Artisans' Enterprise Programme (AEP)

Direct Outreach Domain	Ongoing Projects
TEP	Deputation services to SPARDA (Society for People's Awareness and Rural Development Action) to promote enterprises of 3000 sabai rope producers in Odisha Agro-horti enterprise-project with Ford Foundation funding in Kalahandi, Odisha for 5,000 tribal producers Agro-horti enterprises with 4000 tribal producers in Srikakulam district AP, with support from NABARD of Rabo Bank Foundation.

LEP	Promotion of Livestock Service Centres under Kutch Nav Nirma Abhiyan (KNNA) Institutional building and capacity building project of Mulukanoor Women's Cooperative Dairy (MWCD) with 18,000 members with support of Rabo Bank Foundation.
FEP	Strengthening farmers' enterprises, under SFAC project

Voluntary Contributions

From the third year after its inception, ALC India has actively encouraged its in-house consultants to provide voluntary services to organizations working in the development sector, with focus on the economically marginalized. In the year under review, a total of 89 days of free professional service were contributed by ALC India consultants, especially to Chitrika, a Hyderabad-based NGO working for weavers, and Earth 360 Degrees Eco-venture.

Professional Human Resources

As a professional services organization, ALC India can truly boast of only one asset: the capabilities and commitment of its consultants. In the year under review, we expanded this resource, making 38 recruitments, particularly to manage the direct outreach projects we had bagged. However, due to a high attrition rate, the total number of in-house consultants at the end of the year was 40. A fourth of them were female. Average turnover per consultant was Rs 0.46 million, up from Rs 0.36 million in the previous year. An internal evaluation of consultants' performance showed that half the reviewed consultants had unsatisfactory scores. This was mainly due to low performance on parameters like revenue generation and voluntary work. Overall, recruiting, retaining and motivating high calibre talent remains a matter of challenge.

ALC India has consistently invested in continuous knowledge-development of its consultants, to enhance quality of our solutions. In the year under review, we conducted a total of 14 days of capacity-building programmes, which included orientation and training workshops. Apart from this, several of our consultants attended a number of state level and national level workshops, and gained valuable learning.

Charting the Road

A major task completed during the year was production of a "milestone" document, charting ALC India's progress over the previous six years, with discussions on key value choices made by the promoters at the time of inception itself, social targets the company has set for itself, evolution of its organizational structure and its growth from 2005 till 2011. The milestone document also outlines the programme plan of the company for the next five years.

To gain guidance on ways in which the programme plan can be efficiently realized, two advisory meetings were held with experts from finance, programmes and management.

A management audit was also got done from an external resource person. The audit report highlighted strategic and operational level issues that require attention, including improving profitability margins, reducing overheads and relooking at regional office strategies. Based on the report, we have decided to change our organization structure, to have a Management Services and Operations domain. This is likely to be introduced in 2012-13. We have also started a rigorous process of constantly monitoring overheads on projects.

Looking Ahead

Looking at 2012-13, we foresee that we will increase our direct as well as indirect outreach. In particular, we will be directly reaching out to around 50,000 small farmers. Through some large, new implementation projects, we will be engaged in livestock-enterprise development for 4000 farmers in Kakinada and 5000 farmers in Bihar; and enterprise promotion for 2500 artisans.

Our staff strength is likely to double and we expect that revenue will also nearly double, enabling us to enjoy a modest surplus that will help build the financial stability we critically require to work smoothly towards our mission.

On the anvil are:

- Formation of organisations focusing on various communities, viz. Access Livelihoods Tribal Services, to serve the needs of marginalized tribals; Access Livelihoods Development Finance, to provide financial services to group entities and enterprises promoted by them; Chitrika-Artisan Development Foundation (ADF), a society focusing on handlooms and handicrafts; entities focusing on SHG enterprises, and fisheries and tourism-based livelihoods options.
- Formation of a Group Company to leverage synergy of above organizations.
- Formation of a new unit at Ranchi to cater the needs of small and marginal farmers in that region.

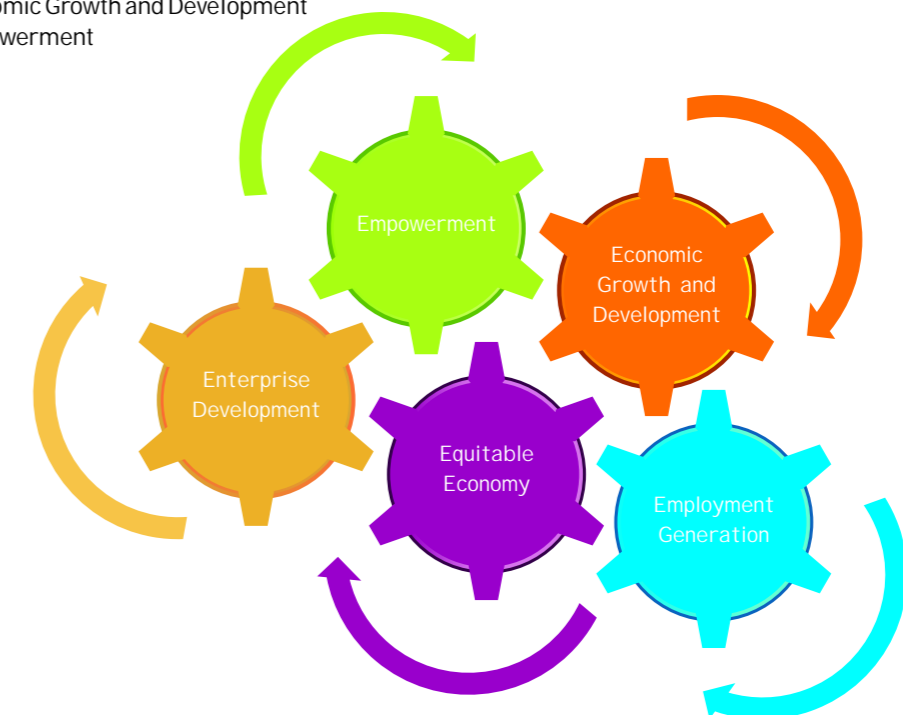
Depending on the progress it achieves, our Bhubaneshwar unit will be converted into a subsidiary, Access Tribal Livelihoods Services Private Limited, with focus on tribal livelihoods development in the four states of Jharkhand, Odisha, Chhattisgarh and West Bengal.

Discussions are underway with the National Skills Development Corporation, to obtain a loan of Rs. 155 million, to constitute a fund that will be used for promoting self-employment of 3,00,000 producers over the next 10 years.

On behalf of the board of directors, I take this opportunity to thank all our consultants and other staff for their efforts during the year, our clients who reposed faith on us, our creditors and large number of well-wishers, including family members. It is their confidence in us that keeps us going on the long and challenging journey that lies ahead of us.

Key Outcomes

- With economic dimension of the livelihoods of the marginalized as its core focus, ALC India works for five outcomes, or five Es:
- Enterprise Promotion and Development
- Employment Generation and Development
- Equitable Economy
- Economic Growth and Development
- Empowerment



Enterprise Promotion and Development

ALC India seeks to promote individual and group enterprises of the economically marginalized to enable them to better engage with the market. In the year under review, ALC India got the opportunity to work for a number of large enterprise-promotion projects. Among the initiatives were:

Promotion of producer companies of tribal farmers

Tribal farmers in Srikakulam district of Andhra Pradesh have been encouraged to do horticulture and intercropping on one-acre plots (wadi concept pioneered by BAIF) under a NABARD project implemented along with Bapuji Rural Enlightenment and Development Society (BREDS) and Appropriate Reconstruction Training & Information Centre (ARTIC). To sustain the farmers' incomes, ALC India was commissioned to develop four producer companies, create scale for business development services and link them to markets for remunerative prices. The producer companies will not only improve farmers' economic returns but also increase their stake in the market, with a fair price for their produce.

Promotion of producer companies for livestock farmers

Kutch Nav Nirma Abhiyan (KNNA) implemented phase-I of a drought proofing programme in Kutch, Gujarat, in 2008. An end-evaluation report of the programme showed that animal husbandry could help vulnerable communities' combat drought and raise their income. Therefore, under the second phase of the programme, ALC India suggested a Livestock Service Centre (LSC) model, to provide back-end services. KNNA identified 13 clusters of 15-20 villages, with each cluster having one LSC and three or four sub-centres. ALC India was asked to manage the scaling of the programme, in six blocks of Kachchh district, covering 149 villages, with 4100 producers. Thirteen producers company were formed; so far, six of them have been registered under ALC India's guidance. The companies provide better access to quality inputs, resulting in increased productivity for producers. ALC India developed the LSC model, helped in development of their business plans, and trained field teams. It initiated trading in cattle feed by the producer companies and introduced cattle insurance in some producer companies.

Providing strategic inputs to community enterprises

Ford Foundation is supporting 29 voluntary organisations across the country to promote community enterprises for increasing incomes of the marginalised. The enterprises, with over 20,000 members, are in various stages of growth. ALC India was commissioned to provide inputs to enterprises supported by 22 partner organisations in 9 states. Of the 22 partners, 3 are promoting agriculture, 3 are promoting Non Timber Forest Product (NTFP), 6 are promoting livestock, 5 are promoting crafts and 2 are network organisations. Phase 1 of the ALC India project was executed with 13 organisations in 2010-11 and the second phase, which commenced in 2010-11, was completed in 2011-12. The range of inputs provided to the enterprises included: preparation of strategic and business plans, evolution of institutional design and legal structures, reworking bylaws of enterprises, framing institutional policies, and creating MIS and monitoring and evaluation systems.

Linking small farmers to markets and technology

Small Farmers Agribusiness Consortium (SFAC) is a society promoted by the Department of Agriculture, Government of India, to link small farmers to technology as well as to markets, in association with the private, corporate or cooperative sector and if necessary, by providing backward and forward linkages. ALC India has been engaged by SFAC for creating farmers' producers' organisations in selected states including Andhra Pradesh, Karnataka, Tamil Nadu and Maharashtra. ALC India has to mobilise vegetable and pulse cultivators to form farmers' interest groups (FIGs) of 15-20 members, which will be collectivised into registered bodies (cooperatives or producer companies) that would be supported through institution-building processes, business development services and market linkages. The project would directly benefit 23,166 marginalized women farmers.

Building cooperatives of forest produce collectors

Society for People's Awareness and Rural Development Action (SPARDA) works for the marginalized through interventions in the areas of health education, environment protection and economic development, through use of indigenous knowledge, technology innovation and leveraging of governmental resources. ALC India is working with SPARDA to help establish self-reliant cooperatives of collectors of non-timber forest produce (NTFP) in Odisha. ALC India is providing long-term support to SPARDA by deputing its consultants. It has also assisted SPARDA in orienting their employees to cooperative management.

Employment Generation and Development

ALC India seeks to develop skills of the marginalized so that they get employed across the traditional and emerging economic sectors, in rural and urban settings. Among the initiatives undertaken in FY 2011-12 were:

Mapping skills and market opportunities

World Vision India (WVI) has promoted 40 SHGs in slums of Raipur, Chhattisgarh, for enhancing members' livelihood options. Assessing the skill sets of the members of these SHGs and mapping the skills to available market opportunities, ALC India identified 10 microenterprise activities that the SHGs could viably undertake, including agarbatti making, pickle making, embroidery, sewing, catering, plate and bowl making and papad making. ALC India prepared detailed business plans for 39 SHGs for these income-generating activities.

Teaching social entrepreneurship

The National Institute of Rural Development (NIRD) facilitates rural development efforts with emphasis on the rural economically marginalized, through training programmes, workshops and seminars. A Post-Graduate Diploma Programme in Rural Development Management (PGDPRM) is regularly conducted by NIRD. ALC India had been providing its expertise as a faculty for this programme. In FY 2011-12, ALC India was faculty for a course on social entrepreneurship. The course introduced students to basic concepts of building a social enterprise and the essential components that make the process complete, including capital mobilization, social impact and measurement, governance and operations management. Students were provided hands-on experience of social entrepreneurship through interactions with numerous institutions working in the development sector.



Equitable Economy

ALC India seeks to promote optimum accumulation of wealth across all sections of the society and just distribution of resources and wealth among the marginalized.

- In FY 2011-12, ALC India implemented the following projects related to this outcome:
- Impact assessment of watershed projects, for Indian Tobacco Company (ITC) in Maharashtra
- Evaluation study of a conservation cum development plan for primitive tribal groups, made by the AP Scheduled Tribes Cooperative Finance Corporation (TRICOR)
- Social evaluation of water related projects of Centre for World Solidarity (CWS) in Andhra Pradesh

Economic Growth and Development

ALC India seeks to promote pro-marginalized policies, through workshops, publications and events. Due to financial constraints, no such project could be undertaken in the year under review.

Empowerment

ALC India seeks to ensure that the poor are adequately meta-skilled to adapt to any economic environment, with awareness and motivation to demand their rightful share. Projects undertaken in FY 2011-12 towards realization of this outcome included:

Empowering handloom weavers

Chitrika is a voluntary organization working with handloom weavers and handcraft artisans in Andhra Pradesh. It works with five producer enterprises, benefiting around 500 artisans. ALC India has been providing paid and voluntary services to Chitrika in different capacities. In FY 2011-12, ALC India provided management support and deputation services to Chitrika. Support was provided for planning, structuring and implementing Chitrika projects. Scope of support included:

- Conducting audits of Chitrika and enterprises promoted by Chitrika
- Streamlining review systems
- Handholding support to a handloom cooperative at Srikakulam
- Implementing a cluster development project in two clusters in Srikakulam district, covering 177 weavers; conducting workshops and visioning exercises for the clusters
- Drafting proposals to increase funding
- Coordinating a rural tourism project, benefiting around 225 artisans by increasing the visibility of their livelihoods and generating employment through tourism related activities.

Business Performance: Key Indicators

(5 years comparison)

Particulars	2007-08	2008-09	2009-10	2010-11	2011-12
Total Projects Undertaken	51	52	53	53	34
Total Organizations Served	34	36	39	39	21
Total Households					
Directly Served	250	11,800	6200	15,250	24,000
Total Paid Working Days of Full-Time Consultants	2938	2,975	5864	10,095	14,740
Total Voluntary (Unpaid) Consulting Days of Full-time Consultants	0	159	97	104	295
Total Consulting Days of Consulting Associates	110	520	217	7046	6800
Average Value of Projects (Rs)	88,564	118,361	163,099	264,187	536,180
Total Revenue (Rs)	4,516,778	6,154,750	8,644,240	14,001,929	18,230,117
Net Profit (Rs)*	35,337	51,464	191,511	-3,209,873	436,076
Dividend (% of Revenue)	0	0	0	0	0

*ALC India's main source of revenue is consulting fees, charged on the basis of consulting person-days. All costs related to consulting, including cost of human resources, are deducted from revenue, to arrive at gross profit. Then, other costs such as expenditure related to recruitment and developing pro-bono offerings are deducted from gross profit, to arrive at net profit



ALC India Values

Both in its internal and external transactions, ALC India maintains and follows these values:

Non-Discriminatory Approach

Respects and honors' all legitimate and diverse approaches to attain the purpose of the organization

Positive Bias

Towards marginalized communities, people, livelihoods, locations and organizations

Learning Teams and Organization

Zealously acquire knowledge and apply it creatively in all its engagements with/for the economically marginalized

Excellence

By being cost and resource-conscious and managing delivery in time

Transparency and Accountability

In both financial and operational transactions

Green Practices

Advocating and practicing sustainable processes which respect to natural resources

ANNEXURE

1 A) BALANCE SHEET

ACCESS LIVLIHOODS CONSULTING INDIA PVT. LTD.
HYDERABAD
BALANCE SHEET AS AT 31ST MARCH, 2012

Sr. No.	Particulars	Note No.	AS ON 31.03.2012	AS ON 31.03.2011
1.	I. EQUITY AND LIABILITIES		Amount in Rs.	Amount in Rs.
	(1) Shareholder's Funds			
	(a) Share Capital	1	500,000	500,00
	(b) Reserves and Surplus	2	(2,250,524)	(2,686,600)
	(c) Money received against share warrants		0	0
2.	(2) Share Application money pending allotment		0	0
3.	(3) Non Current Liabilities			
	(a) Long-Term Borrowings	3	3,305,560	5,615,131
	(b) Deferred Tax Liabilities (Net)	4	21,505	8,309
	(c) Other Long-Term Liabilities		0	0
	(d) Long-Term Provisions		0	0
4.	(4) Current Liabilities			
	(a) Short-Term Borrowings		0	0
	(b) Trade Payables	5	7,051,855	713,096
	(c) Other Current Liabilities	6	856,742	905,132
	(d) Short-Term Provisions	7	796,911	3,294,197
	Total Equity & Liabilities		10,282,050	8,349,265
5.	II. ASSETS			
	(1) Non-Current Assets			
	(a) Fixed Assets			
	(i) Tangible Assets	8	2,135,251	2,353,332
	(ii) Intangible Assets		0	0
	(b) Non-Current investments		0	0
	(c) Deferred tax assets (net)		0	0
	(d) Long-Term loans and advances		0	0
	(e) Other non-current assets	9	84,583	86,683
6.	(2) Current Assets			
	(a) Current investments		0	0
	(b) Inventories	10	505,187	651,680
	(c) Trade receivables	11	2,163,389	1,783,722
	(d) Cash and cash equivalents	12	314,741	191,266
	(e) Short-Term loans and advances	13	5,078,889	3,282,582
	(f) Other current assets		0	0
	Total Assets		10,282,050	8,349,265

NOTES TO ACCOUNTS

Notes referred to above and notes attached there to form an integral part of Balance Sheet for VSPN & CO.

CHARTERED ACCOUNTANTS

N. Hari Babu

(N. HARI BABU) Partner
Membership No. : 209819
Firm Reg. No.: 0081785

for and on behalf of the board
For Access Livelihoods Consulting India Pvt. Ltd

N. Hari Babu
(DIRECTOR)

P. S. S. Kumar
(DIRECTOR)

PLACE: Hyderabad
DATED: 31/08/2012

1 B) PROFIT & LOSS ACCOUNT

ACCESS LIVLIHOODS CONSULTING INDIA PVT. LTD. HYDERABAD PROFIT & LOSS STATEMENT FOR THE PERIOD ENDED ON 31ST March, 2012				
Sr. No.	Particulars	Note No.	AS ON 31.03.2012	AS ON 31.03.2011
			Amount in Rs.	Amount in Rs.
I	Revenue from operations	15	18230117	13774610
II	Other Income	16	323025	201664
	III. Total Revenue (I+II)		18553142	13976274
IV	Expenses:			
	Cost of materials consumed		0	0
	Purchase of Stock-in-Trade			
	Changes in inventories of finished goods, work-in-progress and stock-in-Trade	17	146493	(530500)
	Employee Benefit Expense	18	8922687	8077886
	Financial Costs	19	1034978	521136
	Depreciation and Amortization Expense	20	73416	37637
	Other Administrative Expenses	21	7926296	8908929
	Total Expenses (IV)		18103870	17015088
V	Profit before exceptional and extraordinary items and tax	(III-IV)	449272	(3038814)
VI	Exceptional Items		0	0
VII	Profit before extraordinary items and tax (V-VI)		449272	(3038814)
VIII	Extraordinary Items		0	0
IX	Profit before tax (VII-VIII)		449272	(3038814)
X	Tax expense:			
	(1) Current tax		0	0
	(2) Deferred tax		13196	1912
XI	Profit(Loss) from the period from continuing operations	(IX-X)	436076	(3040726)
XII	Profit(Loss) from discontinuing operations		0	0
XIII	Tax expense of discounting operations		0	0
XIV	Profit(Loss) from Discontinuing operations (XII-XIII)		0	0
XV	Profit(Loss) for the period (XI + XIV)		436076	(3040726)
XVI	Earning per equity share:			
	(1) Basic	9	9	0
	(2) Diluted	9	9	0

NOTES TO ACCOUNTS

Notes referred to above and notes attached there to form an integral part of profit & Loss Statement
This is the Profit & Loss Statement referred to in our Report of even date.
for VSPN & CO.
CHARTERED ACCOUNTANTS

(N. HARI BABU) Partner
Membership No. : 209819
Firm Reg. No.: 0081785

for and on behalf of the board
For Access Livelihoods Consulting India Pvt. Ltd

(DIRECTOR)

(DIRECTOR)

PLACE: Hyderabad
DATED: 31/08/2012

1 C) LIST OF SHARE HOLDERS FOR FY 2011-12

ACCESS LIVLIHOODS CONSULTING INDIA PVT. LTD. HYDERABAD PROFIT & LOSS STATEMENT FOR THE PERIOD ENDED ON 31ST March, 2012			
Sr. No.	Name of Holder	No. Share(s) held	Share holding amount (Rs.)
1	Mr. G.V. Krishnagopal	12700	1,27,000.00
2	Mr. G. Satya Deva Prasad	11000	1,10,000.00
3	Ms. K. Prativa Sundary	1000	10,000.00
4	Mr. Santosh Kumar	1200	12,000.00
5	Mr. Sanjay Tripathy	1000	10,000.00
6	Ms. Nisha Kumari	500	5,000.00
7	Mr. Bhaskar Rao	500	5,000.00
8	Ms. Rama Mishra	200	2,000.00
9	Ms. Shruti Rao	200	2,000.00
10	Mr. Hussain Nadiadwala	500	5,000.00
11	Mr. Sandip Vairagar	800	8,000.00
12	Mr. Guru Prakash	500	5,000.00
13	Mr. Pramod Kalekar	500	5,000.00
14	Ms. Rituparna Majumdar	200	2,000.00
15	Mr. N Madhu Murthy	8500	85,000.00
16	Mr. GV Sarat Kumar	8200	82,000.00
17	Mr. V Madhusudan Rao	2500	25,000.00
TOTAL		50000	5,00,00.00

1 D) PROJECTS UNDERTAKEN IN 2011-12

Sr. No.	Outreach type	Name of the Project	Client	Start Year	State	5E Category
1.	Indirect	Stock verification of the cooperative societies supported by Chitrika	Chitrika	2011-12	Andhra Pradesh	Enterprise
2.	Indirect	Workshops for business planning	Chitrika	2011-12	Andhra Pradesh	Empowerment
3.	Indirect	SHG skill assessment and market study	World Vision India (WVI)	2011-12	Raipur	Employment
4.	Indirect	Deputation services	Hunnarshala Foundation	2011-12	Gujarat	Empowerment
5.	Indirect	Deputation services	Khamir-CRC	2011-12	Gujarat	Enterprise
6.	Indirect	Course on social	National Institute of Rural Development (NIRD)	2011-12	Andhra Pradesh	Employment
7.	Indirect	Deputation services entrepreneurship	Chitrika	2011-12	Andhra Pradesh	Enterprise
8.	Indirect	Management support	Chitrika	2011-12	Andhra Pradesh	Enterprise
9.	Indirect	Workshop on M&E - MIS International data analysis and decision making	Winrock International	2011-12	Pan India	Empowerment
10.	Indirect	Co-creation standards workshop	The Covalent Centre for Development (CCD)	2011-12	Tamil Nadu	Employment
11.	Indirect	Farmer Producer Organization user guide	Small Farmers Agri Business Consortium (SFAC)	2011-12	Andhra Pradesh	Empowerment
12.	Indirect	Social evaluation (related to water)	Centre for World Solidarity (CWS)	2011-12	Andhra Pradesh	Equity
13.	Indirect	Institution development – extension	Winrock International	2011-12	Pan India	Enterprise

Sr. No.	Outreach type	Name of the Project	Client	Start Year	State	5E Category
14.	Indirect	Grant proposal	Ford Foundation	2011-12	Orissa	Enterprise
15.	Indirect	Learning exercise - MIS and M&E workshop	Winrock International	2011-12	Pan India	Empowerment
16.	Indirect	ICU extension	Watershed Support Services and Activities Network (WASSAN)	2011-12	Pan India	Enterprise
17.	Indirect	Evaluation of horticulture plantation	The AP Scheduled Tribes Co-operative Finance Corporation (TRICOR)	2011-12	Andhra Pradesh	Enterprise
18.	Indirect	Evaluation of Mahila Kisan Sashaktikaran Pariyojana (MKSP) proposals	National Rural Livelihoods Mission (NRLM)	2011-12	Andhra Pradesh	Empowerment
19.	Indirect	Evaluation study of conservation cum development plan for primitive tribal groups (PTGs)	TRICOR	2011-12	Andhra Pradesh	Equity
20.	Indirect	Diagnostic study of textile, forestry and fishery sector	Employment Generation & Marketing Mission (EGMM)	2011-12	Andhra Pradesh	Enterprise
21.	Indirect	Mid term review of landscape approach	National Bank for Agriculture & Rural Development (NABARD)	2011-12	Gujarat	Enterprise
22.	Indirect	GEvaluation study of food basket scheme for Chenchu PTGs	TRICOR	2011-12	Andhra Pradesh	Enterprise
23.	Indirect	Oxfam India impact assessment	Oxfam India	2011-12	Andhra Pradesh	Empowerment

Sr. No.	Outreach type	Name of the Project	Client	Start Year	State	5E Category
24.	Indirect	Evaluation of Andhra Pradesh Flood Response Program	Care India	2011-12	Andhra Pradesh	Empowerment
25.	Indirect	Documentation	Andhra Pradesh Mahila Abhivrudhi Society (APMAS)	2011-12	Andhra Pradesh	Enterprise
26.	Indirect	Impact assessment of watershed programme	Indian Tobacco Company (ITC)	2011-12	Maharashtra	Equity
27.	Indirect	Promotion of farmers' producer organizations (FPOs)	SFAC	2011-12	Andhra Pradesh	Enterprise
28.	Indirect	Long term support	SFAC	2011-12	Chhattisgarh	Enterprise
29.	Indirect	Management support to FPO Program	SFAC	2011-12	Andhra Pradesh	Enterprise
30.	Indirect	Business plan for community-based wastewater treatment system	Consortium for Dewats Dissemination (CDD)	2011-12	Karnataka	Empowerment
31.	Indirect	Promotion of FPOs	SFAC	2011-12	Andhra Pradesh	Enterprise
32.	Indirect	Farmer group support	Ford Foundation	2011-12	Orissa	Enterprise
33.	Indirect	Promotion of producer companies in Srikakulam district	NABARD	2011-12	Andhra Pradesh	Enterprise
34.	Indirect	Steering drought proofing programme extension	Kutch Nav Nirma Abhiyan (KNNA)	2011-12	Gujarat	Enterprise
35.	Indirect	Capacity building support to Mulukanoor Women's Cooperative Dairy (MWDC)	Rabo Foundation	2011-12	Andhra Pradesh	Empowerment

1 E) DOMAIN-WISE PROJECTS

DOMAIN	CLIENT	PROJECT
FMA	Chitrika World Vision India, Raipur	Stock verification of cooperative societies supported by Chitrika Workshops for business planning SHG skill assessment and market study
HRM	Hunnarshala Foundation Khamir – Craft Resource Centre National Institute of Rural Development Chitrika	Deputation services Deputation services Course on social entrepreneurship
ICK	Winrock International Centre for Collective Development Small Farmer Agribusiness Consortium	Deputation services Management support Workshop on monitoring and evaluation: MIS data analysis and decision making Centre for Collective Development Farmer producer organization user guide
PPM	TRICOR National Rural Livelihood Mission Employment Generation and Marketing Mission National Bank for Agriculture and Rural Development Oxfam Care India APMAS	Evaluation of horticulture plantation Evaluation study of conservation cum development plan for primitive tribal groups Evaluation study of food basket scheme for Chenchu primitive tribal group Evaluation of Mahila Kisan Sashaktikaran Pariyojana proposals Diagnostic study of textile, forestry and fishery sectors Mid-term review of landscape approach Oxfam India impact assessment Evaluation of Andhra Pradesh flood response program APMAS documentation
MBD	CDD	Business plan for community based waste water treatment system
FEP	Small Farmer Agribusiness Consortium	Promotion of farmer producer organization
TEP	Ford Foundation National Bank for Agriculture and Rural Development	Farmer group support Promotion of producer companies in Srikakulam district
LEP	KNNA Rabo Foundation	Steering the DPP-II program extension Capacity building support to MWDC

1 F) PLAN FOR FINANCIAL YEAR 2012-13

BUSINESS GENERATION						
#	Particulars	CEO Desk	PPM	HRIM	FMA	BDC
1.	Business Generation	10600000	46 Lakhs	46 Lakhs	4 Lakhs	16 Lakhs
2.	Investments			International conference on cooperative	Financing Economically Marginalized	Tathya
ALC India Annual Target Plan 2012-2013						
#	Particulars	Target				
1.	Domain Viability	Positive for all domains				
2.	Voluntary Time	20 Days Each				
Generic Indicators of CEO Desk						
1.	Direct Outreach	35,000 Farmers				
2.	Generation of Funds	9800000				
Overheads of Each Domain						
CEO Desk Overheads						
1.	Number of Domains with 80% Compliance	3				
2.	Unit External Consulting – Odhisa	100%				
PPM Overheads						
1.	Project Quality Assessment Reports	80%				
2.	PMIS	12				
3.	Budget Trackers	24				
4.	VPMIS	12				
5.	Weekly progress report	48				
6.	Project planning report	24				
7.	PPM Policy Revision	1				
8.	Software/Tool for Project Management	1				
9.	SOP	4				
10.	ISO Certification	1				
11.	To Generate the voluntary work for each consultant of the organization	1				

IOM Overheads		
1.	Quarterly Board Meeting	4
2.	Internal Audit	7
3.	Units Audit (Quarterly Financial, Half Yearly Management, Annual Governance)	All Units
4.	Advisory Meetings	2
5.	Ensuring ALC India Policies Revision	5
6.	IOM Policy Revision	1
7.	Expanding Board of Directors	3
8.	Annual General Meeting	1
9.	Taxes and other legal compliances	4
10.	Procurement	1
11.	Air Tickets Booking	All Requirements
12.	Leaves Monitoring	12
13.	Office Security	All Requirements
14.	Guest House Management	12
15.	Logistics Arrangements	All Requirements
16.	Managing Visitors	All Requirements
17.	Asset Management	All Requirements
18.	SIM Cards & Telephone	All Requirements
19.	Visiting Cards & ID Cards	All Requirements
20.	Attendance Management	Daily
21.	Office Cleanliness	Daily
22.	Inward & Outward Register	Daily
23.	Drinking Water Availability	Daily
24.	File Management	Daily
25.	Regular Bill Payments (Phone & Electricity)	12

ICK Overheads		
1.	Annual Report	1
2.	Library & Stocks Management	12
3.	Knowledge/Communication Audit	2
4.	Formats for Data Keeping Folders	2
5.	Knowledge Management/Database Management/Server	12
6.	Promotion of ALC on electronic platform (Picasa, Blog, Facebook etc. Calendar)	Every month
7.	Maintenance of ALC website, ALC Info	Every month
8.	LAN Management	1
MBDOverheads		
1.	Fortnightly BD Report (8th and 21st of every month)	24
2.	Client Database Updation (New)	1000
3.	Total Client Leads	120
4.	Marketing Policy	1
5.	Comprehensive Health Insurance for All the Staff of ALC	1
6.	Proposal Sanctioned : Proposal Submitted	50% for all domains
7.	Memberships in Federations / Networks	3
8.	Proposal Quality Assurance (Standard Format of the Proposal, Standard Format for Contract)	5 per month
9.	BD Meeting	12
10.	Client Interface Meeting	1
11.	Capability Profile	1



1 G) LIST OF ABBREVIATIONS

Domain Names within ALC India

Indirect Outreach

- 1) FMA-Finance Management and Administration
- 2) HRM-Human Resource Management
- 3) ICK-Information Communication and Knowledge
- 4) IOM-Institution and Organization Management
- 5) PPM-Program and Project Management

Direct Outreach

- 1) TEP-Tribals Enterprise Programme
- 2) LEP-Livestock Enterprise Programme
- 3) FEP-Farmers' Enterprise Programme
- 4) AEP-Artisans' Enterprise Programme

Clients

- 1) WVI- World Vision India
- 2) NIRD-National Institute of Rural Development
- 3) CCD-The Covalent Centre for Development
- 4) SFAC-Small Farmer Agri-Business Consortium
- 5) CWS-Centre for World Solidarity
- 6) WASSAN-Watershed Support Services & Activities Network
- 7) TRICOR- The AP Scheduled Tribes Co-operative Finance Corporation
- 8) NRLM-National Rural Livelihoods Mission
- 9) EGMM-Employment Generation & Marketing Mission
- 10) NABARD- National Bank for Agriculture & Rural Development
- 11) APMAS-Andhra Pradesh Mahila Abhivrudhi Society
- 12) ITC-Indian Tobacco Company
- 13) CDD-Consortium for Dewats Dissemination
- 14) KNNA-Kutch Nav Nirma Abhiyan





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