



TNS INDIA FOUNDATION



Annual Activity Report

TNS INDIA FOUNDATION 2018-19

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**Board of Directors as of 31st March 2019**

Sr. No	Name	Occupation	Designation	Office address	Email id
1	Punit Naval Gupta	Service	Director	B1-201, Centre Point, Opp. Bawla Masjid 243A, N M Joshi Marg Lower Parel (E), Mumbai 400013	pgupta@tnsindiafoundation.org
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About TNS India Foundation

TNS India Foundation is a section 25 company founded in 2012, which works with enterprising people in the developing world to build competitive farms, businesses, and industries. We do this by unlocking the economic opportunity in partnership with the public and private sector and building the capacities, incentives and connections necessary for the inclusive economic growth of our beneficiaries. With this as our overarching mission, our vision is to be the most effective catalyst and partner for transformative, on-the-ground, market-based solutions to poverty. We conduct activities under the following areas:

- **STRENGTHEN AGRI VALUE CHAINS:** We enable smallholder farmers to grow high-value products, engage with private-sector companies, and sell to profitable markets.
- **FOSTER SKILLS DEVELOPMENT AND ENTREPRENEURSHIP:** We provide business training and skills development to people in poor communities who want to create sustainable enterprises.
- **PROMOTE SUSTAINABLE LOCAL ECONOMIC DEVELOPMENT:** We increase incomes in target communities and in turn further catalyze economic and social development.
- **SUPPORT GENDER-INCLUSIVE COMMUNITIES:** We integrate custom support for women into our programs to expand their capacity and opportunity for sustainable livelihoods.

TNS India Foundation collaborates with development organizations and grant-making foundations to execute large-scale, multi-year programs, with staff deployed at the frontlines. We also associate with companies to directly implement customized Corporate Social Responsibility (CSR) programs based on our core areas of expertise.



Activities under Youth Employability Program in Mumbai – Project Urja funded by HDB Financial Services

TNS India Foundation's Youth Employability Program in partnership with HDB Financial Services began operations on August 1st, 2018 in Mumbai. The aim of the program is to train 1000 final year college youth from disadvantaged backgrounds in 6 identified Tier III/IV commerce colleges on employability skills and over a period of two years. This is done through a combination of skills training, career counselling support, and corporate linkages. The students receive 60 hours of in-classroom training and 40 hours' worth of content on the Online Learning Platform (OLP). They are trained on topics such as Personal and Professional Effectiveness, Communication Readiness, Career Readiness, and Work Readiness. Parent engagement, pre and post-placement counselling, and telephonic helpline services are additional facilities provided to the students.

The first cycle of the program (August to April) seeks to train 500 students and place 70% of the trained students. Mobilisation visits were first conducted in the 6 centres, followed by orientation sessions for final year students interested in taking up full-time employment after their graduation. The 6 centres are under SNDT and Mumbai University.

The team conducted orientation sessions followed by a screening process to shortlist the final set of students. The training has been divided into three cohorts for better efficiency and timely execution of various activities. Training for cohort 1 was conducted from August to October along with their regular 5th semester lectures. For cohort 2, training was conducted during the month long Diwali break in November. For cohort 3, training commenced in the month of December and was conducted along with final semester lectures.

The placement drive for the program kick-started in December are divided into central and western zones based on the students' residence.

Colleges worked with:

College	Location
Smt Maniben MP Shah Women's College of Arts and Commerce	Matunga
K.B. College of Arts and Commerce	Thane
Joshi Bedekar College of Arts and Commerce	Thane
SIWS College	Wadala
K.V. Pendharkar College	Dombivili
KM Patel College	Thane



Placement Activities

- A placement drive was conducted on May 10th at Smt. Maniben M. P. Shah Women's College in Matunga for students from SNDT college and Mumbai University.
- Prior to the career fests, the students were given detailed descriptions (including location, salary, skills required) of the companies attending the events. They were then asked to fill google forms and rank the companies on the basis of their preference. Students were allotted their top three preferences.
- The TNS India Foundation team made a motivational video with the model and MTV video jockey Gaelyn Mendonca, who is a popular figure amongst the program students. She encouraged the students to sit for the placement drive and told them the importance of getting into a formal sector job at a young age.
- Telephonic counselling was conducted for student to motivate them and prepare them for career fests. Trainers also provided guidance to students to help them select companies based on their aspirations and skill sets.
- All students (selected, shortlisted and rejected) were counselled at the end of the career fest to ensure they were motivated to take up opportunities or attend future processes.
- HDFC Securities, Angel Broking, Policy Boss, Kotak Mahindra Bank, Motilal Oswal, Reliance Jio, Andromeda, Reliance Group, HDB Financial Services, Datamatics Business Solutions, eClerx, ICICI Bank, Conneqt Business Solutions, and Hinduja Global Solutions were the recruiters who attended the fests. Sales (inside and field), customer service, accounting, back office, operations, business development and human resources were the profiles that the companies hired for.
- Concentrix, AU Small Finance Bank, and Hinduja Global Solutions conducted individual processes.
- Total number of students placed currently stands at 352 (excluding overlaps).
- Some students secured self-placements, which means that owing to TNS India Foundation's training and counselling efforts, they have successfully secured placements in companies on their own merit. This is either through reference or through online portals.
- The separate 'Get A Job' WhatsApp groups that has been maintained for all unplaced students are continuously checked for any discrepancies by the respective trainer. The intention of the separate WhatsApp groups is to ensure the students are motivated and register for processes in a timely fashion. This is also a way to ensure that the placed students do not go for future processes.
- Joining processes have commenced for many of the companies and students who have successfully completed documentation have begun work.
- HDB Financial Services is a corporate partner that has recruited the TNS India Foundation program students for 3 Profiles-Phone Banking, Tele-Calling and Sales. 429 students have been recruited. Documentation formalities and training have begun for students selected for phone banking and tele-calling profiles.



Activities under Youth Employability Program in Mumbai – Swabhimaan funded by HDFC Life

The partnership between HDFC Life CSR and TNS India Foundation commenced on 15 Jun 2018, with contract execution officially completed in the first week of July 2018. In July, Rizvi College of Arts, Science and Commerce in Bandra, Mumbai was selected for the implementation of this program. The primary focus of the program is training 200 high-potential, undergraduate youth from a low-tier college centre, empowering them with essential job-readiness skills and setting them on the path to a lucrative career through placements in corporate jobs. After multiple mass and class-to-class orientations, the first two batches were trained between August and October 2018, while the next two batches finished training and counselling between October and December 2018. Placements through mega career drives and individual company process were conducted simultaneously starting from December 2018 and are still on-going.

On the training and counselling front, 200 students from across different streams like B. Com, BMS Marketing, BMS Finance, BAF, BBI, BSC.IT, BA, completed the program and have acquired a gateway into essential soft skills and domain knowledge to make them job ready and personally efficient. Additionally, parent engagement meetings, interactions with program alumni and helpline service ensured the smooth conversion of maximum trainees into successfully placed students.

On the placement front, a total of **143** have been placed through TNS India Foundation at various corporate companies like Kotak Mahindra Bank, Synnex International, Axis Securities, YES Bank, ICICI Prudential, ConnectQ, Andromeda, etc. successfully achieving the 70% placement rate. Some of these enterprising students have also secured self-placements in companies such as TATA AIA Life, Capgemini, Omni Marine Engineers and Consultants, Teleperforming, etc. enabled by the training and counselling and under the Trainer's mentorship. Additionally, **7** students have been shortlisted and their final rounds will be conducted by the companies soon. **61** students have been selected as final joinees by HDFC Life across colleges in Mumbai trained and counselled through TNS India Foundation. Their induction process has now been initiated by the HDFC Life team.

As a training program established in over 50 colleges across Mumbai, we have developed contingency plans of action for various challenges posed due to barriers at the stakeholder level which includes not only the youth but also the college centre and families of the youth. It definitely called for improvisations to make sure the established healthy relationships developed over the course of time of the program with the stakeholders were maintained.

Lastly, following the immense response to the program, the college centre has mobilized a new set of students going into their final year of graduation eager to enroll for the training, counselling and placement program which started on June '19.

Colleges worked with:

College	Location
Rizvi College of Arts, Science and Commerce	Bandra



Activities under Youth Employability Program in Mumbai funded by Tata Strive

The primary goal of this program funded by Tata Strive is to empower underprivileged college youth in Mumbai, with skills in Digital & Financial Literacy and Job-Readiness, leveraging 21st century life skills for the workplace Collaboration, Communication and Critical thinking - through a technology-enabled program and support services. The program targets college students in their final year of commerce streams with the aim to significantly enhance their digital savviness, financial literacy and job-readiness. The program is aimed at creating both short and long-term impact on a young person's employability and economic empowerment by leveraging technology to sustain learning and retention.

The program commenced in December 2018 with a target of 242 students to impart Soft skills - interview readiness with a major focus on BFSI and BDE modules. The program trainers underwent an extensive 10-day training and are thereby Tata Strive certified trainers.

TNS India Foundation has used the two modules designed by Tata Strive to implement the program at 5 college centres and train 238 students across centres. The online platform provided by Tata Strive enabled us to record student information, data and attendance in a systematic format.

The program impact details are as follows:

Center Name	Target	Enrolled	Placed	Placed %	Joined	Joined%
Vartak College	60	75	73	97%	21	29%
SIA College	90	84	65	77%	32	49%
KM Patel College	30	22	9	41%	5	56%
MMP Shah Women College	30	30	14	47%	10	71%
S.K Rai College	32	27	4	15%	3	75%
Total	242	238	165	69%	71	43%



Activities under Local Economic Development program in Davangere, Karnataka funded by Cargill

In partnership with Cargill, TNS India Foundation has successfully implemented a 4-year Local Economic Development (LED) project to help build and strengthen community engagement and forge a relationship with the farming community adjoining the Cargill wet corn milling plant in Davangere. This engagement, through planned interventions, has created a mutually beneficial scenario for both Cargill as well as the farming community. The program focuses on farmers across 27 villages within a 15-20 km radius of the plant in *Belludi* in *Harihara* taluka.

This year, Project Saathi has made significant headway in gearing up the speed for achieving the set objectives and results. A full-fledged team comprising of agriculture specialists, trainers and field extension officers is in place to make sure all goals are achieved. During the fourth year, Project has witnessed good participation from the community during the implementation of all the four project components. As a step forward, the team is now focusing upon adoption of the interventions through door-to-door follow ups.

There has been encouraging advancement in undertaking convergence activities with Government organisations such as the Agricultural and Horticultural Research Station (AHRS) Kathlagere, Taralabalu Krishi Vigyan Kendra (TKVK) Davangere, Indian Grassland & Fodder Research Institute (IGFRI) and Mother India Farms, Bangalore.

To promote good seed selection and agricultural practices in the project area, the team organised several village level door-to-door campaigns in collaboration with the Agriculture Department. To ensure the supply of products required for a particular practice, FPC took on the onus and got into the business of selling fungicides and bio fertilizers. To step up our efforts towards climate action and also help farmers generate an additional source of income, Horticulture and Agroforestry plantations (WADI units) have been established. Perennial green fodder was promoted amongst farmers with milch animals, as an intercrop with coconut. After a successful demonstration in the previous year in collaboration with Indian Grassland and Fodder Research Institute (IGFRI), Dharwad, the team fodder seeds to farmers followed by a visit from the IGFRI officials to interact with beneficiaries and discuss the advantages of using multi-cut fodder variety. The team also successfully promoted crop diversification with crops such as fodder, pulses, chia and black pepper being introduced in the area to enhance farmers' income and improve soil fertility while helping them reduce risk of failed crops. During the second half of the year, the Agriculture Horticulture Research Station, Kathlagere, organised a training session for betel-vine farmers. The year concluded with a final end line survey conducted by three interns, findings from which were forwarded to TNS India Foundation's internal Monitoring and Evaluation team for Impact Assessment.

Bhadra Farmer Producer Company which has been playing a pivotal role in the Agriculture Component of the project, generated a revenue of INR 23.8 Million this year. During the third quarter, 241 farmers secured shareholding with Bhadra FPC, taking the cumulative to 1,000 individual farmers by the month of March. By March end, the FPC generated a paid-up capital of INR 1 Million, a very ambitious target achieved by the collaborative effort of the team. The FPC has also successfully promoted improved and transparent backward and forward linkages in the market through the provision of better quality inputs and procurement of maize and paddy and built a reputation for itself as a preferred buyer for farmers in the project area.



Under the Cargill Agri Fellow (CAF) program, 24 fellows from both the batches continue to work on their own enterprise and one has been employed by TNS India Foundation. During the year, the CAFs have generated revenue of INR 3.5 Million, as per the recorded sources.

Under the women's empowerment component, the registered women continue to engaged across three major thematic areas:

- **Kitchen gardens:** During the reporting period, a cumulative of 473 kitchen gardens have been established in the project area, out of which 84 were established this year while 394 existing Kitchen gardens were re-sown. These kitchen gardens occupy an area of around 400 square feet on an average, and enable savings of about INR 200 per week per household.
- **Nutritional and Financial Literacy:** 137 refresher trainings were organised this year with a reach of about 3,892 women
- **Insurance Linkage:** 270 women were registered for the Pradhan Mantri Suraksha Bima Yojana while 19 were registered under the Pradhan Mantri Jeevan Jyoti Bima Yojana.

Apart from the aforementioned thematic areas, the team has also put considerable efforts in the cultivation of Oyster Mushrooms as well as the cultivation of Organic Leafy Vegetables, a practices introduced in the fourth quarter as an income generative activity. 34 Oyster Mushroom Units have been established while a total of 2,719 bundles of organic leafy vegetables such as *Amaranthus*, *Methi*, *Palak*, *Raddish*, *Dill*, *Keere Soppu*, *Honegnne Soppu*, *Balevadka* and *Coriander* were harvested and sold for a sum of INR 9,654 by women farmers in two major market places (TKVK campus and Vidyanagar Park) in Davangere.

Under community development programme, based on the recommendations of the Steering Committee, the earlier proposed community development activities have been suspended in schools and *anganwadis*. The team, however, is constantly monitoring and supporting schools and *anganwadis* for proper usage of facility in the adopted villages.

Apart from the designated routine follow ups with the intervention sites, the team conducted several community events including two Cleanliness Drives in Davangere, World Environment day, International Women's Day, Lauh Yatra and a video shoot in the project area. Apart from this, teams from Cargill and Project Saathi visited farmers for assessing the groundwater open well location and negotiated with selected farmers to finalise open well sites for water supply in the area. In the fourth year of its operations, Project Saathi has made significant headway in gearing up the speed for achieving the set objectives and results. A full-fledged team comprising of agriculture specialists, trainers and field extension officers is in place to make sure all goals are achieved. During the fourth year, the project has witnessed good participation from the community during the implementation of all the four project components. As a step forward, the team is now focusing upon adoption of the interventions through door-to-door follow ups.

**Development so far under the project**

Villages covered (Harihar Taluk)	27
Farmers registration	5,054
Farmers groups formed	141
Farmer Trained through groups	5,012
Soil Samples tested	5,054
Demo plots for Key Crops Established	104
Wadi (Agro-forestry) Plantation done	38,730 (94 Acre) 100 farmers
Women registration	2,531
Women trainings on Financial literacy	2,602
Women trainings on Nutritional literacy	2,634
Kitchen gardens established	473
Cargill Agri fellows trained at UAS Dharwad	30
Cargill Agri Fellows started enterprise	25
Water purifier units established in schools and Anganwadis	30
Toilets constructed in schools and Anganwadis	31
Learning materials provided to school & Anganwadis	25
Azolla units established	50
Vermi compost units established	138
Families covered under Government Sponsored Insurance Schemes (PMJJBY, PMSBY, APY)	1,084



Activities under Sustainable Guar Initiative (SGI) in Bikaner, Rajasthan (funded by HiChem)

Sustainable Guar Initiative (SGI) is a partnership between TNS India Foundation and Indian guar gum manufacturer HiChem. The program aims to promote best practices in rain-fed guar cultivation and enhance farmer revenues. SGI empowers farmers with the tools and knowledge required to cultivate guar using good agricultural practices, resulting in a continuous, high-yield production, whilst also protecting local resources.

Farmer Trainings

The high touch approach - classroom trainings were delivered for M1, M2 and M3 training modules. CSA practices integrated with good agricultural practices (GAP) for moth have been added to the training modules this year. Guar day was held in March 2019 to connect farmers with technical experts. To ensure a high adoption of practices, participatory and demo plots were set up. Participatory plots performed better than control plots by achieving 66% higher yield than control plots. Demo plots also performed better than control plots by getting a 69% higher yield than control plots. A cost of production study was conducted to determine the correlation between practices adopted and subsequent revenue. It was concluded that as the number of practices adopted increases, the productivity of guar and subsequent profitability also increases. Adoption data was collected and analyzed to reveal that top three practices adopted by the farmers are weeding and hoeing, followed by land preparation and improved seed. Adoption rate for line sowing has remained low at 21% whereas compost pit being a new practice has been adopted by only 13% of the farmers in its first year. Average yield of guar harvested by 3263 SGI farmers was 60 kg/acre. Compared to 2017, guar productivity has increased by 7%.

Work with Farmer Producer Company and procurement of Guar

An FPO - Marudhara Guar Agro Producer Company (MGAPCL) has been established to sustainably execute the traceability system. The MGAPCL was registered as legal entity on 24th April, 2018 under Companies Act 2013. Post registration, the FPC was structured to operate efficiently and accomplish the targets of business plan. In reporting year, village level meetings were conducted to form male and female Farmer Committees (FCs) from existing Farmer Producer Groups (FPG) in 23 project villages. Three active male and female farmers were democratically elected by other farmers from each FPG to represent in FC. The members from FC were then elected to form steering committee (SC). The SC works as a bridge between FPC and the FPC member farmers. Furthermore, the process of including female farmers in Board of Directors (BoDs) is in progress.

The structuring of the FPO resulted in its efficient functioning, leading to a procurement of 232.72 MT of Guar within eight months from 174 farmers. Additionally, the FPO was able to avail direct purchase license, which enabled it to directly trade with processors without routing it through a lead farmer based out of *mandi*. This ensured savings amounting to 1% for the FPOs in each consignment.

Kitchen Garden development

Capacitating 945 women farmers on kitchen gardening and nutrition, SGI provided training to women farmers and also facilitated them in setting up rabi cycle KGs in the backyards of households. The establishment of KGs was not an activity that was restricted to just registered females but also for those women belonging to households



where only male farmers have been registered. By including more farmers in kitchen gardening, SGI was able to significantly scale up KGs. To maintain all the established KGs, the team provided extension support to the women farmers in numerous ways. To enhance the nutrient content of the soil, compost pits and cow dung slurry pots were prepared. To avoid pest attack, the use of organic manure and repellants were promoted. To protect the vegetables from the harsh rays of the sun, green shade nets and fence nets were distributed. To help women farmers water their kitchen gardens, drudgery kits were supplied. Along with these provisions, SGI also tracked the status of KGs through KG monthly report cards and regular visits. Along with this, KG and nutrition calendars were prepared to guide women farmers on the duration and timing of each practice. To ensure sustainability of the kitchen gardens, nurseries were also established in the reporting year.

Trainings for women

To inculcate hygienic practices and prevent the risk of diseases , SGI team delivered health and hygiene training to the 769 women farmers. To carry out the training, SGI transferred the training material to the field staff through a ToT which was then trickled down to the female farmers through training.



Activities under Natural Resources Management in Bikaner, Rajasthan (Funded by Solvay)

TNS India Foundation (TNSIF) has been working on promoting and strengthening natural resource management related activities in SGI project in Bikaner District of Rajasthan since April 2018 with funding support from SOLVAY India. Sustainable Guar Initiative (SGI) is an integrated program, designed to conceive, demonstrate and refine scalable actions for inclusive, sustainable growth of the Guar production system in India.

The program is operational in 36 Villages of 3 blocks in Bikaner district with more than 7340 Guar farmers including 1529 women farmers. The project aims to promote the best practices in rain-fed Guar cultivation and enhance farmer revenues by 25% over the project period

To fulfil our mandate of building climate resiliency, TNS India Foundation (TNSIF) in SGI has initiated activities related to NRM based interventions with SOLVAY India support in 2018, which are as follows:

1. To renovate a dysfunctional Johad in Binjharwali village of Lunkaransar block
2. To develop a Silvi Pasture Unit (SPU) in Binjharwali village and
3. Establishment & piloting five roof top rain water harvesting system to help women access water for their kitchen garden during summer

Proposed three NRM interventions have been completed successfully with positive outcomes. Community participation has been an essential component of the project, with villagers contributing more than 10% of the total project cost in form of cash and kind. Community involvement in form of Johad Renovation Management Committee (JRMC) and Pastureland Management Committee (PMC) will ensure ownership and sustainability of the structures.

Johad Renovation

Objective:

- Ensuring access to clean drinking water for human consumption using the seepage wells and for their livestock throughout the year
- Renovation/Development, Conservation/Maintenance of Community Water Sources i.e. Johad with their participation
- Promotion of community institutions at villages and Panchayat level to strengthen community level governance system based on the Water Sources i.e. Johad
- Promoting community based planning, implementation and management/ maintenance of Johad.
- Ensuring sustainable use of Johad to meet the needs and aspirations of the present and future generations

Activity details:

- Identification of Site (April)
- Formation of Johad renovation and management committee (April)
- No objection certificate from Panchayat (April)
- Pumping out water from Johad before excavation (May)
- Completion of Excavation work of Johad (May-June)
- Formation of slopes and physical structure for efficient water harvesting (May-June)



- Regular meeting of JRMC for maintenance and usage of water (monthly)
- Drainage line treatment work (March)

Impact:

- More storage of rainfall water as compared to pre intervention
- Availability of surplus water during the lean period benefitting 400 HH for livestock purpose
- Increased water level in seepage well supporting 150 HH for drinking water requirement
- 100 % Increase in volume of Johad as compared to pre intervention

Establishment of Silvi Pasture Unit (SPU)

Objective:

- Establishing a Silvi Pasture Unit model as a pilot intervention in the arid region of Bikaner
- Promotion of community institutions at villages and Panchayat level to strengthen governance of grazing lands
- Ensuring sustainable use of grazing lands to meet the needs and aspirations of the present and future generations

Activity Details:

- Pre intervention meeting with beneficiary
- Identification of Site and NOC from panchayat
- Land levelling and cleaning of site and layout of land.
- Fencing of site
- Pit digging and manure application
- Plantation Drive and Fodder seed sowing
- Regular maintenance and replacement of plant based on feedback of JRMC
- Watering of plants on fortnight basis through drip irrigation and Solar enabled pump
- Regular meetings

Impact:

- Afforestation of degraded pastureland thereby increasing green cover and reducing soil erosion
- Sustainable use and increasing biomass cover through fodder and timber species.
- Encouraging natural regeneration
- Survival of more than 95% plants
- Availability of fodder grass for livestock

Establishment of Rooftop Rainwater Harvesting System (RRHS)

Objective:

- To demonstrate harvesting of roof top rain water for using in Kitchen Garden (KG)
- To pilot 5 roof top rain water harvesting system to help women for providing water to their kitchen garden during long dry spells in rainy season
- This will ensure increased production of vegetables during dry spell in rainy season and increasing chances of survival of KG
- Increases production of variety of vegetables in KG



Activity Details:

- Identification of Potential HH for RRHS through concept sharing
- Layout and measurement for efficient rainwater harvesting
- Farmer contribution and ownership
- Procurement of PVC pipe, water tank etc.
- Installation of 5 RRHS.
- Connecting water supply of RRHS with Kitchen Garden

Impact:

- Ensuring life-saving irrigation in Kitchen Garden during dry spell in rainy season resulting in increased vegetable production and income
- Potential to harvest fresh rainwater up to 210 Litre per sq meter of Area. (Min Rainfall- 300 MM). This water can be used for drinking and livestock purpose.
- Availability of Contamination free, mineral and metal free water at farmer doorstep.

The success of this pilot has demonstrated opportunity to expand similar interventions at scales in this arid region.



Financial Summary

TNS India Foundation

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Balance Sheet As On 31st March 2019 (All amounts in INR)

Liabilities	Amount	Assets	Amount
Shareholders' Funds		Non-Current Assets	
Share Capital	100,000	Other Non-Current Assets	134,000
Reserves and Surplus	25,969,897	Current Assets	
Non-Current Liabilities		Cash and Equivalent	26,628,154
Long Term Provisions	532,870	Short-term Loans and Advances	1,138,678
Current Liabilities		Other Current Assets	431,405
Outstanding Dues	302,773		
Other Current Liabilities	1,376,580		
Short-term Provisions	50,117		
Total	28,332,237	Total	28,332,237