

Invisible Voices: A 4S India biannual chronicle

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Bridging the Barriers





Dr. Mahua Ghosh Sengupta (Deputy Director, MEAL & KM)

**"Together, we move forward-
steadily, purposefully, and with
hope'**

This edition of the 4S India Newsletter brings together a vibrant collection of stories that celebrate resilience, innovation, and the extraordinary spirit of rural communities that define our work. Each narrative offers a glimpse into the courage of farmers, the determination of women, and the quiet leadership emerging across villages where 4S India is deeply engaged.

The recognition of the Bankebazar Mahila Vikas Producer Company at the state-level Kisan Kalyan Samvad cum Kisan Samman Samaroh marks a proud moment for all of us. Their success—rooted in collective effort, organic cultivation, and women's leadership—stands as a powerful reminder of what happens when opportunity meets dedication.

Equally inspiring are the reflections of Ms. Sugandhi Baliga of Tata Trusts, whose visit to our Jharkhand interventions reaffirmed the transformative potential of community-led development. The rise of local Change Makers among the Mal Pahariya community, women and youth leading change with quiet confidence, speaks to the long-term value of trust and participatory leadership

This issue also highlights the remarkable progress of Adibasi Burudisham FPC, whose rapid growth in turnover, revival of indigenous crops, and vibrant engagement of tribal women present a compelling model of rural enterprise. Stories such as Kanti Devi's journey through backyard poultry, the financial awakening of women in Nadia, and the strengthened goat-rearing practices in Littipara illustrate how even small, well-designed interventions can reshape lives.

We are equally excited to showcase the pioneering use of Plasma Water Technology by Mallava Agro FPC, which has opened new possibilities for sustainable, chemical-free agriculture. Their impressive early results with potatoes and beetroots signal a promising shift in low-cost, eco-friendly farming.

This issue also celebrates a series of promising new beginnings- Udaan Ek Peahal- Restoring Livelihoods and Supporting Women-Owned Businesses, our collaboration with Heifer International, and the launch of PADMA for transforming the Makhana value chain. Together, they reflect our unwavering commitment to resilient livelihoods, women's entrepreneurship, and inclusive rural development. As we turn these pages, we are reminded that progress is not an event but a journey—walked collectively, boldly, and with hope.

Charting New Possibilities: Reflections from Tata Trusts on 4S's Work

Ms. Sugandhi Baliga, a rural development expert associated with Tata Trusts, recently visited 4S India's intervention areas in Littipara block of Pakur district and Sundarpahari block of Godda district, two adjacent districts in Jharkhand, and acknowledged the organization's grounded, community-led work with the Mal Pahariya tribal community

She was particularly impressed by the trust 4S has built over the years and the emergence of local Change Makers—trained youth and women who are actively driving change in the areas of health, water, education, and village governance. These individuals are now seen as respected leaders and problem-solvers within their communities, demonstrating the power of participatory leadership.



Among her key recommendations were the creation of model intensive villages, convergence with government schemes, a Block Resource Centre for better coordination, and a Compassionate Fund to support communities during crises. She also highlighted the importance of learning local languages and capturing learnings through documentation and publications.

MILESTONES & MOMENTS

"Model villages today,
blueprints for tribal
development tomorrow'



Ms. Baliga acknowledged the visible shifts in community behaviour—from women accessing formal health services to youth expressing interest in alternative livelihoods and sports. She noted that the foundation laid by 4S has created a strong platform for deeper, long-term impact.

Looking ahead, she encouraged 4S to deepen its work in select villages through a more integrated approach, combining health, education, livelihood, and youth development, while continuing to strengthen water and natural resource management across the region. She also suggested building a cadre of well-supported Change Makers and nurturing vibrant SHGs as engines of community resilience.

Her visit ended on an encouraging note, with confidence in 4S India's leadership, team strength, and the potential of the Mal Pahariya community to shape its own future with the right support.

Nurturing Livelihood, Healing Hopes Animal Health Camp Transforms the Lives of Mal Pahariya Goat Rearers in Littipara Block

Nestled amidst the rolling green hills of Littipara Block, Jharkhand, the Mal Pahariya community lives in deep connection with nature. For generations, goat rearing has been their lifeline—providing milk, meat, and emergency income during times of crisis. But in recent years, frequent animal diseases, limited veterinary access, and lack of preventive care knowledge had severely threatened this fragile source of livelihood.

Recognizing the urgency, 4S India organized a comprehensive Animal Health Camp to address both immediate and long-term needs. The camp combined treatment, training, and awareness, ensuring that every goat rearer could learn the basics of animal care—hygiene, vaccination, feed management, and early disease detection.

“पहिले हम बस देखत रह जात रही कि बकरी बीमार हो गइल, कुछ कर न पावत रही। अब टीका कब देब आ का देखब, सभ सीख गइनी।”— संजी पाहारिन, लाभार्थी, लिट्टीपारा

"Healthy goats, stronger homes- where care meets livelihoods"



Over 112 households participated, with 823 goats treated and 100+ community members trained. Veterinary experts provided deworming treatments, immunity boosters, and essential medication, while the 4S India team engaged villagers—especially women—to become active caretakers of their livestock.

The change was visible within weeks: healthier goats, increased milk yield, reduced mortality, and stronger household incomes. The initiative became more than just a medical intervention—it turned into a community classroom of shared learning and collective progress.

For the Mal Pahariya families, this wasn't merely about livestock; it was about restoring hope, confidence, and dignity. By combining scientific care with local participation, 4S India reaffirmed its commitment to nurturing sustainable livelihoods.

This initiative stands as a testament to rural resilience—showing how care, knowledge, and compassion together can heal both livelihoods and lives.

From Fields to Felicitation: Bankebazar Women Farmers Shine at State Platform

The Bankebazar Mahila Vikas Producer Company (FPO), promoted by 4S India, received recognition at the prestigious Kisan Kalyan Samvad cum Kisan Samman Samaroh, held on August 1, 2025, in Gaya, Bihar. The event was graced by Hon'ble Deputy Chief Minister and Agriculture Minister of Bihar, Shri Vijay Kumar Sinha, and attended by the Cooperative Minister Shri Prem Kumar and senior government officials from the Agriculture Department.

The FPO, comprising women farmers from remote rural areas of Bankebazar block in Gaya district, was awarded a shield and certificate for its commendable efforts in promoting organic and sustainable farming practices. The FPO has been at the forefront of empowering women through collective cultivation of high-value crops such as mushrooms, sesame, millet, sweet corn, baby corn, mentha, and lemongrass. These efforts not only enhance household incomes but also build the confidence and leadership of women in agriculture.

"Women farmers
rewriting the story of
Bankebazar"



Draupadi Devi, the President of the FPO, received special felicitation from the Deputy Chief Minister for her outstanding leadership. She was presented with a shawl and memento, recognizing her vital role in guiding and motivating fellow women farmers.

The event also provided the FPO an opportunity to showcase their journey through a group song celebrating women's empowerment in agriculture, which received enthusiastic applause from the audience.

This recognition is a proud moment for the entire 4S India team and a testament to its long-standing commitment to sustainable livelihoods and gender equity. The success of Bankebazar Mahila Vikas Producer Company reflects the potential of women-led FPOs in transforming rural economies through inclusive and organic farming models.



Revolutionizing Agriculture with Plasma Water: Mallava Agro FPC's Journey

"A small shift in practice created a big shift in productivity"

Mallava Agro Farmer Producer Company (FPC) has embarked on a transformative journey by integrating plasma water technology into its agricultural practices. This groundbreaking initiative, which began in November 2024, has already demonstrated remarkable success, particularly in the cultivation of potatoes and beetroots. By adopting plasma water, the company is setting a new benchmark for sustainable, efficient, and eco-friendly farming.

Plasma water represents an innovative leap in agricultural technology, harnessing the power of plasma, a state of matter created when gas is energized to produce charged particles. By subjecting ordinary water to an electrical discharge, reactive oxygen and nitrogen species are generated, infusing the water with properties that enhance plant health, boost immunity, and improve nutrient absorption. Unlike conventional chemical treatments, plasma water is environmentally friendly and leaves no harmful residues in the soil or produce. This makes it a promising alternative to fungicides, pesticides, and herbicides, aligning with sustainable farming principles while reducing costs for farmers. Its potential for year-round application across a range of crops makes plasma water a pivotal innovation in modern agriculture.

Mallava FPC introduced plasma water during the potato sowing season, covering 52.73 acres—nearly 80% of the total area. The technology was used mainly as a foliar spray every 15 days, applied through 16–18 litre tanks. The dosage included 3.5 litres for potato, 2 litres for maize, and 2 litres for mustard. A total of 63 farmers participated. Only essential nutrients like DAP and urea were used alongside plasma water, with no fungicides, pesticides, or herbicides required, as plasma water naturally controlled pests and diseases.



The result was very good. No chemical inputs cost was added. They produced chemical free high productivity crop best quality size shape and flowers. Plants treated with plasma water showed significantly accelerated growth. Potatoes and beetroots exhibited a glossier, healthier look compared to untreated crops. Although input costs did not decrease, production increased significantly in both quality and quantity, and the produce fetched better market prices.

Encouraged by these results, Mallava Agro FPC planed to extend plasma water use to- Melons (Kharbuja) forenhancing fruit quality and sweetness, Mustard for boosting oil content and yield, and Maize forincreasing kernel size and plant vigor. A consistent 15-day spray cycle with minimal nutrient additions to be the foundation for these expanded trials, Growth is best then chemical produce in size ,shape ,colour and follower. Accordingly, this year, 123 farmers, including those from the previous cycle, have adopted plasma water, and the best results so far have been observed in mustard, maize, potato, and okra.

Mallava Agro FPC's success illustrates how innovative technologies can revolutionize agriculture. The FPC aims to- (a) Promote sustainable farming practices, (b) Achieve higher yields with reduced input costs, (c) Provide healthier, chemical-free produce to consumers. With plasma water proving its efficacy, this technology could redefine farming practices, benefiting generations to come. Mallava Agro FPC continues to lead the way in sustainable agricultural innovation—stay tuned for more advancements!

Pathbreakers: New Beginnings

Promoting Agro-Diversity and Marketing Access through Makhana (PADMA)

"Turning Bihar's superfood into a super opportunity"



Through PADMA, 4S India aims to transform the traditional Makhana sector into a modern, inclusive, and profitable value chain, combining agro-diversity, community participation, and enterprise development. The initiative stands as a promising example of how rural innovation can turn a traditional crop into a pathway for economic resilience and empowerment in Bihar.

Speaking about the new journey, the Regional Head of the Koshi region shared,

'THE BEGINNING WAS OUR BIGGEST TEST: LIMITED DATA AND SCATTERED INFORMATION MADE IT CHALLENGING TO SELECT THE RIGHT PROJECT AREAS AND FARMERS. BUT ONCE WE CROSSED THAT HURDLE, THE PATH OPENED WITH CLARITY. TODAY, THE PADMA INITIATIVE IS MOVING AHEAD WITH CONFIDENCE, COLLABORATION, AND IMMENSE POSSIBILITY.'

In new initiative titled "Promoting Agro-Diversity and Marketing Access through Makhana (PADMA)" has been launched across Araria, Katihar, Darbhanga, and Madhubani districts of Bihar, marking a significant step toward strengthening the state's most iconic and traditional aquatic crop — Makhana (*Euryale ferox*).

Implemented by 4S India with a total project value of ₹97 lakhs, the PADMA project seeks to enhance farmers' income through value chain development, processing innovation, and market integration. The project builds upon Bihar's unique position as the country's leading Makhana producer, contributing nearly 90% of India's total production, and aims to create sustainable livelihoods for thousands of smallholders and fisherfolk families engaged in Makhana cultivation and processing.

Makhana, popularly known as foxnut or gorgon nut, has gained global recognition as a "superfood" due to its high nutritional value and rising demand in health-conscious markets worldwide. However, despite this potential, producers in North Bihar continue to face challenges such as low processing efficiency, limited access to credit, inadequate infrastructure, and fragmented marketing systems.

The PADMA project will address these gaps through a comprehensive approach focusing on-(a) Enhancing productivity through improved cultivation techniques and mechanization; (b) Reviving and managing water bodies to secure sustainable production bases; (c) Empowering women Self Help Groups (SHGs) to engage in processing, packaging, and collective marketing; (d) Building linkages with institutional buyers and promoting value-added Makhana products for domestic and export markets.

Udaan Ek Pehal – Restoring Livelihoods and Supporting Women Entrepreneurs

"Where every woman's dream takes flight"

Starting April 2025, 4S India is set to implement an ambitious new initiative titled "Udaan Ek Pehal – Restoring Livelihoods for 1000 Families and Supporting 500 Women-Owned Businesses." With a total project value of ₹70 Lakhs, this program aims to rebuild livelihoods and strengthen women's entrepreneurship across select districts in Bihar.

The project, supported by IIFL Samasta, envisions a holistic recovery and growth pathway for vulnerable communities affected by economic distress. By promoting skill development, micro-enterprise creation, and market linkages, Udaan Ek Pehal seeks to help women and small entrepreneurs move from survival to sustainability.

Under the initiative, 4S India will facilitate livelihood restoration for 1,000 families and extend business development support to 500 women-led enterprises. The program integrates training, financial literacy, and access to credit, while encouraging collective models such as self-help groups and producer collectives for greater resilience.

Udaan Ek Pehal also emphasizes enterprise sustainability through capacity building in business planning, bookkeeping, product diversification, and digital marketing. The project team will work closely with local stakeholders to ensure that women entrepreneurs not only restart their businesses but also scale them through innovation and better market access.



Through this effort, 4S India continues its mission of fostering inclusive economic growth — ensuring that every woman entrepreneur finds her wings to soar higher.

Speaking about the initiative, a project representative shared

"UDAAN EK PEHAL IS MORE THAN A RECOVERY EFFORT — IT IS AN INVESTMENT IN CONFIDENCE, DIGNITY, AND SELF-RELIANCE. WHEN WOMEN RISE, COMMUNITIES PROSPER."



Building Resilient Livelihoods through Partnership with Heifer International

"Together for Resilient Livelihoods — Empowering Families, Strengthening Futures"



With this new project, 4S India continues its mission to build resilient communities, where empowerment, equity, and enterprise come together to create lasting impact.

Speaking about the collaboration, a senior representative from 4S India shared,

"THIS PARTNERSHIP WITH HEIFER INTERNATIONAL MARKS AN IMPORTANT STEP TOWARD TRANSFORMING RURAL LIVELIHOODS. TOGETHER, WE AIM TO EMPOWER FAMILIES TO MOVE FROM SUBSISTENCE TO SELF-RELIANCE, ENSURING PROSPERITY THAT IS BOTH INCLUSIVE AND ENDURING."

In August 2025, 4S India embarked on a new journey of collaboration with Heifer International, launching a transformative project valued at 46.4 lakhs. This partnership aims to strengthen community-based livelihoods, promote women's empowerment, and enhance income opportunities for smallholder families in rural areas.

The project represents a shared commitment to creating sustainable and inclusive development models that empower communities from within. Through capacity building, enterprise development, and collective action, the initiative will focus on improving household income and resilience across selected project locations.

The program emphasizes a "people-centered approach", building on Heifer's global experience in sustainable agriculture, livestock management, and women-led entrepreneurship. 4S India will play a key role in mobilizing local communities, facilitating training, and nurturing self-help groups and producer organizations to ensure collective growth.

In addition to improving income security, the initiative aims to strengthen local value chains, enhance access to finance, and create market linkages for rural producers. It also prioritizes women's leadership, encouraging active participation in decision-making, enterprise ownership, and social transformation.



“From forests to farmlands, Adibasi Buru FPC is turning tradition into transformation for 500+ tribal families”



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Adibasi Buru Farmer Producer Company: A Model of Rural Transformation

Adibasi Burudisham Farmer Producer Company Limited (FPC), rooted in the tribal heartland of Jangalmahal, is emerging as a shining example of rural empowerment and sustainable agriculture. Formed by local farmers, the company's collective strength has enabled steady growth, enhanced income opportunities, and the revival of indigenous practices



The FPC's progress is evident in its financial journey. In FY 2023-24, it recorded a turnover of ₹8.5 lakh with 677 shares subscribed by members. Within a year, the momentum accelerated—achieving a turnover of ₹61.31 lakh and share capital of ₹6.77 lakh in FY 2024-25. By February 2025, it had successfully completed three audits and brought together 577 active members.

The FPC has expanded operations across input and output chains, dealing in brown and black rice, mustard oil, sal leaf plates, green and paddy seeds, and organic vermicompost.



1. Vermicompost Production: With 300 pits constructed, 500 kg of compost was produced within six months, reducing reliance on chemical fertilizers.
2. Indigenous Rice Cultivation: About 5 tonnes of premium brown and black rice were marketed last year, tapping urban demand and promoting biodiversity.
3. Sal Leaf Plate Production: Nearly 500 tribal women are engaged in this eco-friendly livelihood.



4. Infrastructure Development: To support growth, the company has acquired 3 bighas of land. A pack house is under construction for better storage and logistics, while a rice mill is being set up to process produce in-house.

By combining indigenous knowledge, women's participation, and sustainable practices, Adibasi Burudisham FPC has become more than a business—it is a community-driven movement for inclusive rural development in West Bengal.

"Where financial literacy blooms, empowerment follows"



Lighting the Path of Financial Awareness in Nadia

In the quiet villages of Majhdia in Krishnaganj Block and Chapra Block of Nadia district, West Bengal, a silent change is taking shape. Despite the district's impressive literacy rate of 82 percent, many women have long remained outside the circle of formal financial systems. They managed household finances skillfully but lacked access to banks, savings schemes, or digital tools that could secure their future.



It was in this context that 4S India, with the support of IIFL Samasta, Bangalore, launched the Financial Literacy & Financial Inclusion Program (Pilot Phase 2024-25) in September 2024. The initiative set out with a simple yet powerful goal – to help rural women understand, access, and trust financial services. Through community-based training sessions, awareness drives, and the innovative kiosk model, women learned how to open bank accounts, make digital transactions, and enrol in government-backed social security schemes.



Across both blocks, the results have been inspiring – over 8,000 women trained, 224 kiosks established, and more than 3,400 beneficiaries linked to schemes such as PMSBY, PMJJBY, and Atal Pension Yojana. One such story is that of Arpita Mondal from Christianpara village in Chapra Block. Before joining the training, Arpita relied entirely on cash and was hesitant to try mobile transactions.



After the sessions, she began using Google Pay for daily expenses and enrolled in Atal Pension Yojana and Pradhan Mantri Suraksha Bima Yojana for her family's security. She also opened a Sukanya Samriddhi Yojana account for her daughter's education. Her story is just one among thousands in Nadia – women who are not only learning to manage money but also reclaiming their confidence, independence, and dreams for a better tomorrow.

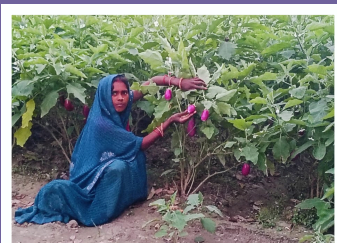
"আমি কখনও ভাবিনি যে মোবাইল ফোন ব্যবহার করে আমি বিল দিতে বা নিরাপদে টাকা পাঠাতে পারব। প্রশিক্ষণ আমাকে আত্মবিশ্বাস দিয়েছে। এখন আমি গুগল পে ব্যবহার করি এবং পরিবারের ভবিষ্যৎ সুরক্ষিত করতে বিভিন্ন স্কিমেরে বিনিয়োগ করেছি।" — অর্পিতা মন্ডল

"One small plot, one bold step – a whole new future grows"



Growing Prosperity: How Sundar Kumari Turned a Small Plot into a Sustained Source of Hope

At just 25, Sundar Kumari of Dharpur village in Minapur Block, Muzaffarpur, has shown remarkable resilience in the face of hardship. With her husband away working as a migrant labourer, she carried the full responsibility of raising her two young children, aged five and one. Her limited income from agricultural labour, small-scale farming, and goat rearing was never enough—and a persistent lack of capital kept her from investing meaningfully in cultivation



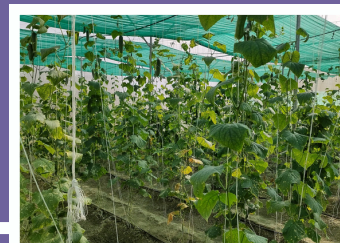
A turning point came when she received specialized Vegetable Cultivation Training from 4S India. Recognizing her potential and commitment, 4S soon extended targeted financial support, a ₹3,500 loan in January 2025, to help her begin vegetable farming with confidence.

Working on her 5 katha (approx. 0.165 acres) of land, Sundar prepared the soil using organic inputs and adopted a staggered planting strategy with bitter gourd (karela), okra, and maize. A simple yet innovative addition, a low-cost bamboo trellising system for bitter gourd, significantly enhanced both yield and quality.



Supported by her family, Sundar harvested approximately 400 kg of vegetables, marking a substantial improvement for a first-cycle intervention.

Her input cost remained modest at just ₹2,500, while sales through the village market earned her around ₹9,000, leaving her with a net profit of ₹6,500. Alongside the financial benefits, access to home-grown vegetables improved her family's nutrition, reducing household expenses and enhancing food security.



Her success has inspired others in her village, proving that with the right support, even a small plot of land can sow the seeds of prosperity and dignity.

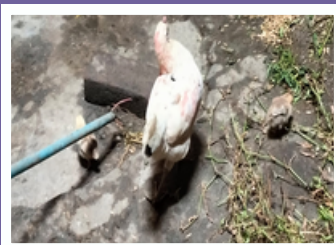
"4S INDIA की ट्रेनिंग से मेरा आत्मविश्वास बढ़ा, और वित्तीय सहयोग ने मुझे कुछ नया करने की हिम्मत दी। पहले मैं दूसरों के खेत में काम करती थी, लेकिन अब मैं खुद अपनी मालिक हूँ। जो लाभ हुआ है, उससे अब मुझे अपने बच्चों के अगले भोजन की चिंता नहीं रहती।"

"Where fear of livestock loss once prevailed, financial stability has now taken root"



Journey of Shakunta Devi: A Transformation Rooted in Knowledge, Confidence, and Steady Income

In Muther village of Jehanabad Sadar block, 38-year-old Shakunta Devi, from the Mahadalit community, lived with persistent uncertainty. Her family depended almost entirely on irregular daily wage labour, making it difficult to manage household needs or support the education of her two daughters and two sons. Though she reared a few goats and poultry, the lack of scientific knowledge—no vaccination, deworming, or disease management—meant frequent livestock mortality and repeated financial losses.

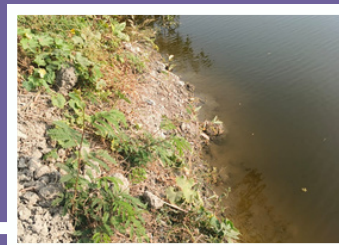


Her journey took a decisive turn in 2023 when she enrolled in the organization's Livelihood Strengthening Program. As part of the intervention, she received 1 goat, 20 Sonali poultry birds, and 20 kg of poultry feed. Alongside the inputs, she received comprehensive training on goat and poultry management, including vaccination, deworming, feed formulation, low-cost feed preparation, Azolla production, and scientific disease identification. Regular follow-up visits ensured she could confidently apply each practice.

Her results have been remarkable. With improved management, livestock mortality reduced significantly.



In the last year, she earned ₹40,000 from goat sales, followed by ₹8,500 from poultry sales this year. She now owns 11 goats and 3 poultry birds, which continue to provide eggs and chicks, creating a sustainable income cycle for the household. Her improved finances translated into visible changes. Earlier, her house lacked a proper door, leaving poultry vulnerable to dogs and cats. With her earnings, she built a new door, signifying not only improved safety but also enhanced dignity. She now invests in her children's education, arranging tuition classes to strengthen their learning.

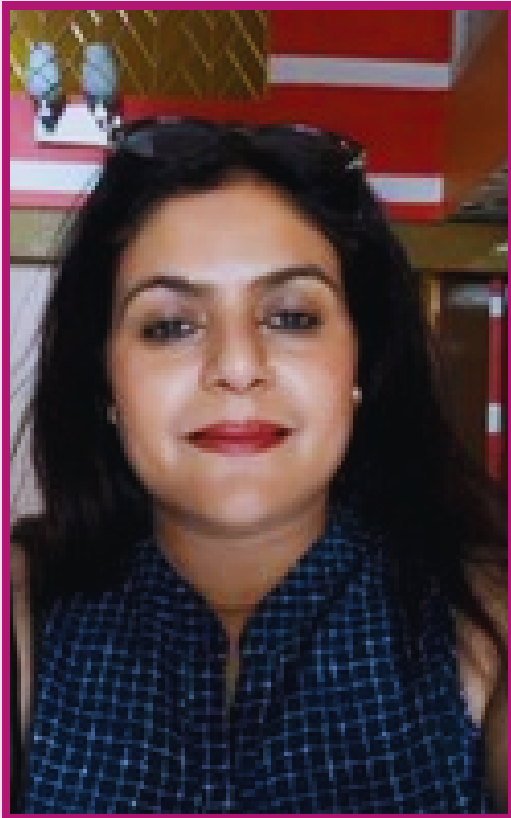


Beyond her family, Shakunta has emerged as a community resource person. Women in the village now consult her for guidance on livestock practices. "Earlier, I had no knowledge about medicines or vaccination. Many animals died. After the training, I can vaccinate my goats myself. My income has increased—and so has my confidence" she shares.

"4S INDIA की ट्रेनिंग से मेरा आत्मविश्वास बढ़ा, और वित्तीय सहयोग ने मुझे कुछ नया करने की हिम्मत दी। पहले मैं दूसरों के खेत में काम करती थी, लेकिन अब मैं खुद अपनी मालिक हूँ। जो लाभ हुआ है, उससे अब मुझे अपने बच्चों के अगले भोजन की चिंता नहीं रहती।"

Board Member

✦ Smita Sweta



It is an honour to serve as a Board Member of 4S India, an organisation that has consistently worked to uplift rural and marginalised communities through inclusive, sustainable, and people-centred development. Though my direct involvement is limited due to my professional commitments in the fisheries sector, I feel privileged to be associated with such a purposeful and value-driven institution. 4S India has been playing a transformative role across eastern India by promoting livelihoods, strengthening women's collectives, nurturing producer institutions, and fostering agri-business development and natural resource management.

Coming from a fisheries background, I see strong connections between aquaculture and the livelihood work of 4S India. Fisheries, like agriculture, provide dignified income opportunities for small and marginal rural families. Integrated models, where fish culture is combined with farming, horticulture, or livestock, fit perfectly with 4S's focus on resource efficiency and climate resilience.

Senior Management

★ Smrutti Ranjan Behera



I feel truly grateful that life gave me the opportunity to work under the leadership of Mihir Sir. At a very difficult time in my life, he believed in me and chose me to be part of his team. The space, trust, freedom and learning opportunities that I received from him have shaped both my personal and professional journey. For me, his guidance has been nothing less than a blessing.

I joined 4S-India in 2018. Before that, I was working in Basix Krishi Samruddhi Limited (BKSL), which was also led by Mihir Sir. When he moved full-time to 4S, I was fortunate that he asked me to join as well. I began my career as a Transaction Assistant, and today I am serving as Assistant Director – Finance & Accounts, and also as a member of the Senior Management Group. This journey itself reflects how much trust, encouragement and opportunity I have received in 4S.

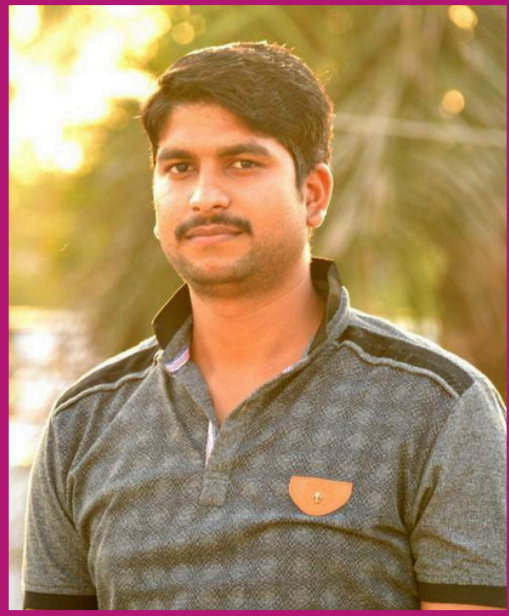
The last few years, and especially this half-year, have been full of struggles, learnings, challenges and joyful moments. Every task assigned to me, I tried my best to complete with honesty and responsibility. Whatever I am today is because 4S gave me the platform, and my colleagues in the Senior Management Group gave me continuous support and motivation.

To all my colleagues, I would humbly like to share one message- Let us all perform our assigned roles with sincerity and keep the mission and vision of the organisation at the centre of our work. Let us contribute new ideas, work with a constructive mindset, support each other, and grow together. When the organisation grows, each one of us grows with it.

I look forward to continuing this journey with the same dedication, learning new things every day, and contributing my best to the growth of 4S.

4S Staff

◆ Arbind Kumar Thakur



Over the past five years of working with 4S India, I have experienced significant personal and professional growth. My journey in this organization has been truly meaningful and rewarding. Working in this environment has not only given me satisfaction but has also helped me learn new things continuously.

I feel fortunate to be part of an organization whose culture encourages learning, teamwork, and dedication. Through my responsibilities and daily interactions, I have developed a deeper understanding of community service, organizational processes, and effective communication. Each challenge I encountered helped me become more confident and capable.

Looking back, I can see how much I have evolved in my skills, work ethics, and mindset. I am proud of the commitment I have shown and grateful for the opportunities this organization has provided me. Moving forward, I am motivated to continue contributing positively, improving my abilities, and supporting the mission of organization with the same enthusiasm and dedication.

◆ Alka Singh



Hi all, I am Alka. My association with this organization as an Agriculture Expert has emerged as a transformative chapter of my journey. When I began this role, I carried strong motivation, technical knowledge, and a desire to support farmers through improved agricultural practices. Over time, this journey shaped not only my professional abilities but also my identity as a dedicated development practitioner. Through continuous field engagement, I learned that the true foundation of any successful agricultural intervention lies in trust, patience, and collaboration with farmers. Every field visit, training session, and community meeting taught me the value of listening, understanding local realities, and introducing innovations in a way that aligns with farmers' experiences and comfort.

During my tenure, I facilitated multiple interventions such as multilayer farming, zero tillage, organic input preparation, goat management, crop diversification, and linkages with government schemes. Supporting farmers from demonstration to adoption helped me understand their challenges and resilience. Seeing them reduce input costs, increase income, and move toward climate-resilient practices has been one of the most rewarding outcomes of my work.

This organization has given me a strong platform to grow. I strengthened my skills in community mobilization, training delivery, documentation, government coordination, market linkage, and field-level problem-solving, while learning the value of teamwork, planning, and continuous learning. Looking back, I feel grateful and proud of the impact created with farmers and communities. These experiences have shaped my professional discipline and deepened my commitment to sustainable, inclusive rural development—reaffirming my purpose to support farmers, promote innovations, and contribute to a resilient agricultural community.

✦ Iman Kalyan Sen



Reflecting on my journey in agricultural development and FPO promotion, I realize how profoundly this work has shaped my understanding of rural livelihoods and the power of collective action. Working closely with smallholder farmers has shown me that change does not arrive suddenly—it grows slowly through trust, patience, and continuous engagement. With every training session, market linkage, credit facilitation, or governance support, I have witnessed farmers move steadily from dependency toward confidence and self-reliance.

I take pride in helping farmers secure better market opportunities, strengthening FPO boards, and encouraging more women to step into leadership roles. These shifts, though gradual, have brought real transformation within communities. At the same time, challenges persist—resistance to new practices, complex policies, and the need to ensure long-term sustainability without constant external support. These experiences push me to deepen my understanding of value chains, strengthen my digital skills, and mentor emerging leaders with greater clarity and empathy.

Looking ahead, I aspire to become a stronger bridge between policy, innovation, and grassroots realities. My hope is to see FPOs evolve as truly self-driven, resilient farmer institutions—led by farmers, shaped by their aspirations, and sustained by their collective strength.

✦ Ayan Das



Hello, I am Ayan Das. Over the past two and a half years with 4S India, I have had the opportunity to grow both professionally and personally. This journey has strengthened my ability to optimise limited resources for maximum yield and develop a versatile professional outlook by navigating and resolving complex logistical challenges in the field.

My work has deepened my practical expertise in fisheries, especially through continuous handholding support to communities, which has also enhanced my interpersonal communication skills. The project I am currently engaged in is further shaping my documentation skills and expanding my understanding of systematic reporting and knowledge management.

Going forward, my primary aim is to continue contributing meaningfully to the communities we serve and to 4S India. Alongside fulfilling my responsibilities with dedication, I remain committed to strengthening my skills, broadening my experience, and evolving as a development professional driven by sincerity and purpose.



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*Appreciate
you!*

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Thank you 

