

FROM

TO



Integrated Rural Community  
Development Society  
(IRCDS)

# VULNERABILITY EMPOWERMENT

**STRATEGIC PLAN 2025–2028**

# Navigating the strategy



# Welcome to the IRCDS

IRCDS was started in 1977 and registered under the societies Act of 1860. Since its establishment, we have been for the development of women and children irrespective of their caste, creed, and religion. Our target communities in Sivagangai district were downtrodden by social evils and injustices that curtail their development. In order to rescue and rehabilitate the communities, we collaborate with Widow & Destitute Women Welfare Board, Commissionerate of Social Welfare, and Ministry of Women and Child Development. We run a Family Counselling Centre, Sakthi sadan - a temporary stay home for women, and integrated complex of special home for destitute children and senior citizen to support them from deplorable living conditions. Our interventions also focus on paving the way for holistic development of women and children, and enable them to utilize their potential to outgrow their difficulties. IRCDS also extends its activities to helping underprivileged, disadvantaged communities affected by bonded labor and child labor, and to promoting ecology conservation, in response to the many social imbalances that remain unaddressed in society. We would continue to strive to make this society a suitable place for all the people to coexist and live in peace and harmony.

# OUR STRENGTHS

## Strength at the Grassroots



IRCDS draws its strength from deep-rooted community relationships and field-driven experience. Our locally based teams understand realities on the ground, enabling responsive, inclusive, and sustainable development interventions

## Built on Trust and Accountability



Transparent systems, ethical practices, and measurable outcomes form the backbone of our credibility with communities and partners.

## Comprehensive Solutions for Complex Challenges



By integrating livelihoods, climate resilience, bonded labour elimination, and women & child welfare, IRCDS delivers holistic impact.

## Collaboration That Delivers Results



We partner with life-minded organizations, communities, government departments, and CSR organizations to scale impact and ensure sustainability.

# How we developed this strategy

Our strategy was developed through an inclusive, consultative process to ensure it reflects the needs, experiences, and insights of our community



# CHALLENGES



**Limited funds for  
long- term planning**



**Changing  
government policies  
and regulations**



**Cultural or social barriers to ownership**

# Sustainable Development Goals (SDGs)





# Vision and Mission

## Vision

Development women and children in health, social, economical, political and getting a sustainable ecology.

## Mission

Craeting education on rights of the children, health , social, economical and political empowerment among women and monitoring people to involve action into ecology conservation

# Our Values

Integrity Beyond Reproach, Respect  
for People, Communities, and Cultures  
Commitment to Diversity Tangible,  
Lasting Results

# Overview of the Strategic plan



# Strategic Objectives & Programs

## Sustainable Livelihoods

### Objectives:

- Increase household income of target families by 30–40%
- Diversify livelihood sources for farmers and women

### Key Programs:

Climate-resilient agriculture (vegetables, fruits, millets)

- Promotion of Farmer Groups / Producer Collectives
- Livestock-based livelihoods (goat, poultry, dairy linkages)
- Skill development and micro-enterprise support for women & youth

# Food, Nutrition & Climate Resilience

**Objectives:**

- Improve household food availability and dietary diversity
- Reduce climate risk in agriculture and water use

**Key Programs:**

- Kitchen gardens and drought-resilient fruit tree plantations (schools, anganwadis, communities)
- Drip irrigation and water-saving technologies
- Rainwater harvesting and farm ponds
- Nutrition awareness and behaviour change communication

# Education, Health & Social Inclusion

**Objectives** - Improve learning outcomes and school retention  
- Strengthen preventive health and nutrition practices  
- Promote social inclusion of marginalized and vulnerable groups

## Key Programs:

- School support and remedial education
- Digital learning exposure for rural children
- Health camps (general, eye, women & child health)
- Nutrition screening and referral for children and pregnant women
- Inclusion initiatives for marginalized communities

# Elimination of Bonded Labour

## Objectives:

- Identify, rescue, rehabilitate, and mainstream bonded labourers
- Prevent intergenerational bonded labour through livelihoods and education

## Key Programs:

- Identification and release of bonded labourers in coordination with district administration
- Legal aid and access to government rehabilitation schemes
- Livelihood rehabilitation and skill training for released bonded labourers - Community vigilance committees and awareness on labour rights
- Migration tracking and prevention support

# Women, Child care and Protection

## Objectives:

- Enhance safety, wellbeing, and rights of women and children
- Strengthen access to welfare, protection, and development services

## Key Programs:

- Women empowerment through SHGs, livelihoods, and leadership
- Prevention of child labour and school mainstreaming
- Child protection awareness (POCSO, child rights)
- Support services for women facing violence (referral, counselling)
- Adolescent girls' life skills and health education

# Implementation Timeline

Year	Key Focus
Year 1	Baseline studies, pilot projects, systems strengthening
Year 2	Scale-up of core programs, partnerships, mid-term review
Year 3	Consolidation, sustainability planning, impact assessment

## Monitoring, Evaluation & Learning (MEL)

- Baseline, midline, and end-line assessments
  - Outcome and impact indicators aligned with SDGs
  - Quarterly internal reviews
  - Beneficiary feedback mechanisms
  - Annual learning and strategy refinement workshops
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## Partnerships & Convergence

- Government departments (Agriculture, Horticulture, ICDS, Rural Development)
  - CSR partners and foundations
  - Technical institutions and resource organizations
  - Panchayats and community-based organizations
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## Financial Sustainability Strategy

- CSR and foundation funding
  - Government scheme convergence
  - Multi-donor funding strategy
  - Cost-sharing and community contribution models
  - Exploring social enterprise linkages
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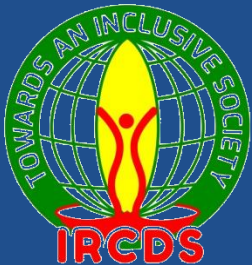
## Risk Management

Risk	Mitigation Strategy
Climate shocks	Climate-resilient design and crop diversification
Funding gaps	Donor diversification and pipeline development
Staff turnover	Capacity building, HR policies, and mentoring

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## Expected Outcomes (By 2028)

- Improved livelihoods for 2,000+ rural households
  - Enhanced food and nutrition security across target villages
  - Strong, functional SHGs and community institutions
  - Scalable, transparent, and sustainable IRCDS organization
  - No. of Bonded labour victims released and rehabilitated
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Integrated Rural Community Development  
Society (IRCDS)

# FROM VULNERABILITY TO EMPLOYMENT

STRATEGIC PLAN 2025 - 2028

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Contact  
78-E, Madurai Road, Sivagangai,  
Tamil Nadu-630561  
E-Mail: [ircds2000@gmail.com](mailto:ircds2000@gmail.com)  
Ph: 9842071873

Website  
[www.ircds.org](http://www.ircds.org)