

PLAN INDIA ANNUAL REPORT

2022-23





www.planindia.org

Special Thanks

Programme participant children, young people and their parents / caregivers.

Donors, friends and supporter of Plan International (India Chapter)

Governing Board Members of Plan International (India Chapter) for their guidance.

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Vivek Kumar and Meenakshi Bisht

Note for Readers

The information and data contained in this Annual Report is for general information purposes only. Team of Plan International (India Chapter) has taken all reasonable precautions to verify the information contained in this publication. The photos used in this Report have the written consent. The progress and impact data mentioned in this report are for the period April 2022 - March 2023.

Enabling Girls to Learn, Lead, Decide, and Thrive



LIST OF ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
ANM	Auxiliary Nurse Midwife
ART	Antiretroviral Therapy
ASHA	Accredited Social Health Activist
AWW	Anganwadi Workers
CMHO	Chief Medical Health Officer
CNW	Community Nutrition Workers
CPC	Child Protection Committee
DM	District Magistrate
EID	Early Infant HIV Diagnosis
EPC	Environment Protection Committee
FLW	Frontline Workers
HIC	Health Information Centres
HIV	Human Immunodeficiency Virus
ICDS	Integrated Child Development Services
IEC	Information Education Communication
JOVT	Job-oriented Vocational Training
NACO	National AIDS Control Organisation
NCD	Non-Communicable Diseases
NGO	Non-Governmental Organisation
NHM	National Health Mission
NITI Aayog	National Institution for Transforming India
NRC	Nutrition Rehabilitation Centres
PC & PNDT	Pre-Conception and Pre-Natal Diagnostic Techniques
PE	Peer Educator
PPTCT	Prevention of Parent to Child Transmission
PRI	Panchayati Raj Institution
SCPCR	State Commission for Protection of Child Rights
SMC	School Management Committees
WASH	Water, Sanitation and Hygiene

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GOVERNING BOARD MEMBERS



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JVR Prasada Rao

SECRETARY



Madhukar Kamath

TREASURER



Ranjan Chak

MEMBER



Shireen Jejeebhoy

MEMBER



Atul Kirloskar

MEMBER



Madan B. Lokur

MEMBER



Ajay Kaul

MEMBER



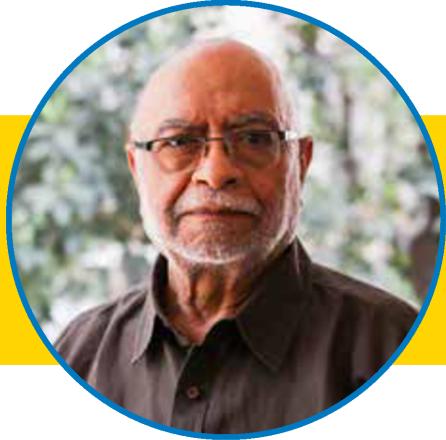
Upma Chawdhry

MEMBER



Atul Dhawan

MEMBER



MESSAGE FROM THE CHAIR EMERITUS

Dear Reader,

It is with great pleasure that I present to you the Annual Report for Plan India for the year 2022-23. The remarkable journey of Plan India as it continues to make strides towards advancing India's Sustainable Development Goals and fostering awareness among children and women about their rights fills me with deep pride and joy.

With a vision to promote children's rights and foster gender equality for girls, Plan India has diligently forged impactful partnerships and sustainable initiatives aimed at driving transformative change within our society.

I extend my sincere appreciation to the dedicated members of the organisation and our esteemed partner staff for their unwavering commitment and active engagement in furthering our shared mission.

It is through these partnerships that we have been able to create meaningful and lasting impact, and we remain committed to advancing this progress in the years to come, with your continued support.

I look forward to continuing the collaboration with Plan India in our shared mission to empower children and girls, equipping them with the knowledge and opportunities they need to create a promising future for themselves.

It is our collective aim to create a world where both girls and boys can enjoy equal rights, contributing to a more equitable and inclusive society for all.

Sincerely,

A handwritten signature in black ink, appearing to read "Govind Nihalani".

Govind Nihalani
Chair Emeritus, Plan India



MESSAGE FROM THE THE CHAIR & PRESIDENT

Dear Friends,

I am happy to introduce the Plan India Annual Report for the year 2022-23. This year there has been significant progress made by Plan India in attaining the national development agenda through its work under various thematic interventions.

Our commitment to early childhood development, inclusive and quality education, youth empowerment, and the protection of children, along with dedicated efforts to promote sexual and reproductive health rights for girls and young women, has yielded positive outcomes.

The report shows our determination in the pursuit of gender transformative initiatives, showcasing the positive impact generated within our communities, with a particular emphasis on the lives of children, girls, and young women.

I extend my compliments and gratitude to our local communities, parents, self-help groups, grassroots NGOs, donors, and, most significantly, the children, adolescent girls, and boys who have been steadfast in their support and belief in Plan India's vision.

Our achievements are a result of our strong partnerships and collaborations with national and state government institutions, non-governmental organisations, academic institutions, universities, technical resource agencies, corporate social responsibility partners, and community-based organisations.

Their unwavering support has been pivotal in helping us achieve our goals and drive our mission forward. I offer my sincere congratulations to the entire Plan India team for their excellent contributions throughout the year.

As we look ahead, I am confident of their continued commitment to advancing gender equality and contributing to the nation's development, thereby positively transforming the lives of our fellow community members.

Sincerely,

Rathi Vinay Jha
President, Plan India Governing Board



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Esteemed Friends and Supporters,

When I first wrote to you in 2019, I spoke of my admiration for Plan International (India Chapter), fondly referred to by many as Plan India, and its efforts as a leading Indian NGO committed to promoting rights for children and girls from underprivileged families and communities.

This year, we have made new strides in our mission to support and uplift the lives of children, particularly girls, from poor and underprivileged families. I am humbled to share that our community development programs have created positive outcomes for more than 18.90 lakhs (1.80 million) children, including girls, boys, young women, and men across 27 states of our country. We implemented comprehensive strategies to ensure that more than 1,50,000 girls and boys from underprivileged families gain access to quality education in government schools from pre-primary to senior secondary levels.

We have worked collectively with government and community stakeholders to strengthen youth economic empowerment by supporting 18,500 young women and men from urban slums and villages with job-oriented vocational skills and job placement. Aligned with the Government's adolescent and young health program, we have supported awareness and capacity building for 5,40,000 adolescent girls and boys, as well as, young women and men, to practice health seeking behaviour and make well-informed decisions on their health and well-being. Furthermore, 90,000 girls and young women have been supported with information and linkages to the government's gender equality schemes and programs to protect them from all forms of violence, abuse and exploitation. Through our integrated nutrition and early childhood development interventions, we have positively impacted the lives of over 100,000 children. Our humanitarian relief efforts during the year has benefitted nearly 75,000 disaster affected people and their families for meeting their immediate needs of food, nutrition, hygiene and healthcare.

I extend my heartfelt gratitude to our invaluable donors, civil society partners, government stakeholders and community champions of change for their unwavering support and meaningful collaboration in achieving these important milestones. As we step into the next year, our passion and determination remain unwavering in our pursuit to champion early childhood development.

Warm Regards,

A handwritten signature in black ink, appearing to read "Md Asif".

Mohammed Asif
Executive Director, Plan International (India Chapter)

OUR JOURNEY

2022

Plan India embraces the gender transformative approach in development and humanitarian context expanding its ambition to impact 20 million girls and young women.



2010

Plan India intensifies its work under 'One Plan' agenda for advancing child rights and development in India.



1996

Plan International (India Chapter) registered as a National Office for advancing Child-Centred Community Development in resource poor districts of India.





OUR PURPOSE

Our purpose is to advance child rights and equality for all girls in India. We strive for all girls in India to be empowered to take action and get equal.

OUR APPROACH

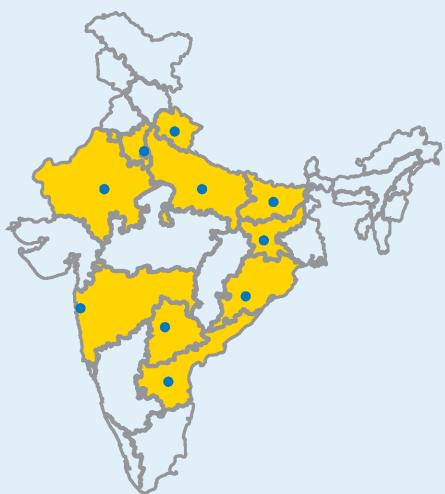
Gender Transformative Child-Centred Community Development approach in which children, families and communities are active and leading participants in their own development. Gender Transformative means addressing the root causes which keep girls away from many rights, benefits and entitlements that society and the government ensure for their holistic development. It enhances the capacity of girls, boys, women and men to identify the opportunities by working together and creating lasting change for themselves and their communities. Key pillars of our approach are:

- **PARTICIPATION**
- **INCLUSION**
- **PARTNERSHIPS**
- **SUSTAINABILITY**
- **ACCOUNTABILITY**

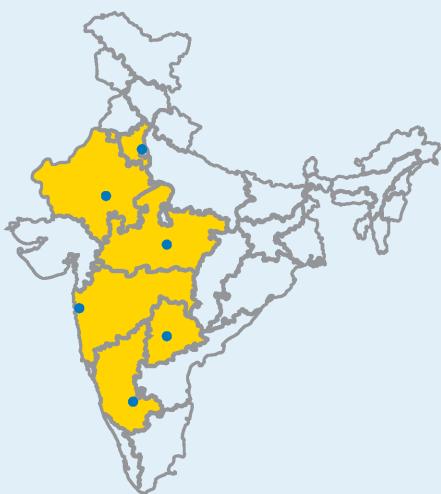
OUR PROGRAMME REACH

Plan India's presence in **27** States

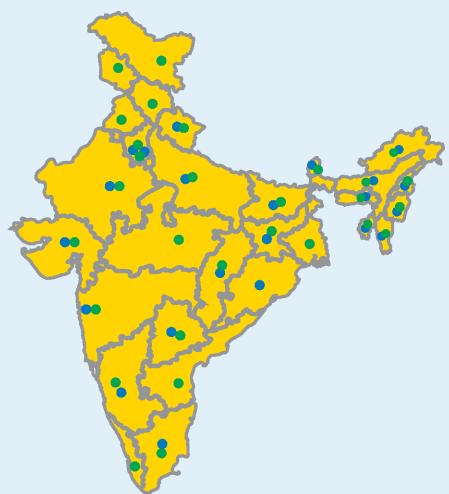
Inclusive & Quality Education



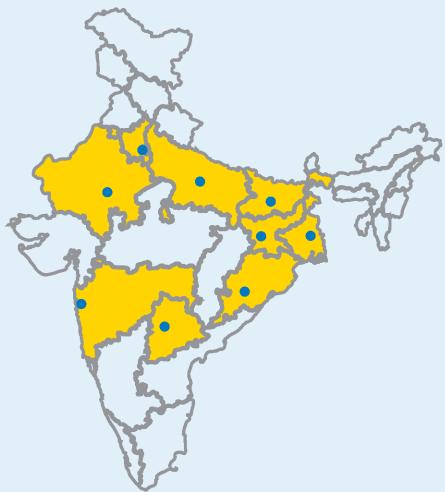
Youth & Household Economic Security



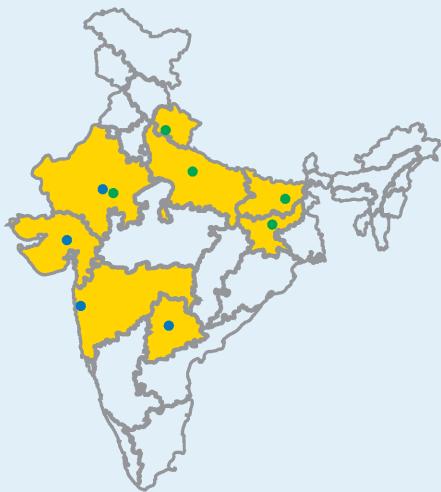
Sexual & Reproductive Health Services & Rights & Maternal & Child Health



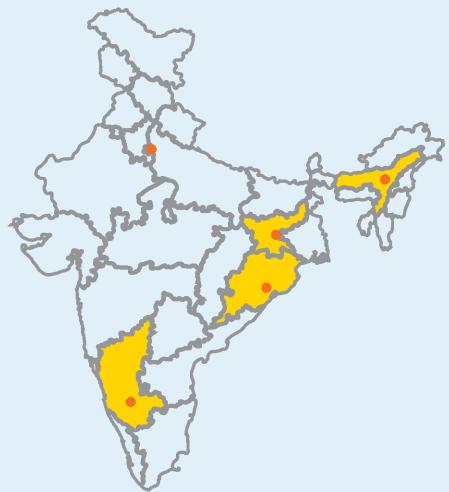
Safety for Girls & Child Protection



Nutrition & Early Childhood Development



Resilience in Emergencies



● Community Development Work

● Humanitarian Work

● Technical Assistance to Govt.

IMPACT ON CHILDREN, ADOLESCENTS AND YOUTHS

18.9 LAKHS (1.89 Million) girls, boys, young women and men were directly reached through various projects.



4,05,122

Under 6 year old children as programme participants* of our Early Childhood Development initiatives. They acquired the knowledge, behaviours and skills to build relationships, learn, function effectively and independently and adapt to changes in the environment.



6,68,501

Adolescent girls and young women as programme participants of our Sexual and Reproduction Health Rights initiatives. They became aware of the harmful gender norms and stereotypes and accessed government health and wellbeing services.



3,17,167

Children, adolescents and youth as programme participants of our Child Protection initiatives. They were supported by building their life skills, resilience and self-protective capacities to help them break the cycle of violence and reject violence on children and girls.



18,716

Young girls and boys under 24 years were skilled through income generation initiatives and market linked vocational training and job placements.



4,08,136

School Children as programme participants of our Inclusive and Quality Education initiatives. They are on the path to complete at least 10 years of school education and learning.



76,774

Persons affected by disasters supported with Humanitarian Relief and were able to build back better from the impact of the natural disaster.

*Plan India prefers the use of the term "programme participant" rather than "beneficiary" to count and report our outcomes.

PLAN INDIA IN NUMBERS



LOCATIONS

Children, adolescent and youths from **27** States and Union Territories, **363** Districts, and **4,960** Villages and Slums as programme participants (benefitted) from all grassroots social development and humanitarian projects implemented during the year (2022-23).

PARTNERSHIPS AND COLLABORATION

8,050 Community-based groups of women, children, adolescents and young people leading grassroots-level programming in their respective villages and slums.

8,487 Young women and men supported to become champions of development and social change in their villages and communities.

25,073 Community members and volunteers trained in Child Protection and Child Welfare.

15 Partnerships & collaborations with National and State level Government Institutions for achieving National Development Goals / Sustainable Development Goals(SDG).

30 Corporate / Businesses to implement Corporate Social Responsibility projects.



INCLUSIVE AND QUALITY EDUCATION



Girls immersed in learning within safe and supportive school environment.

We ensure that all girls and boys from rural and urban areas have access to quality education from pre-primary to senior secondary levels & are enabled to make informed career choices.

We have created a safe, protective and enabling learning environment in more than 1,500 government schools where Plan India has been implementing its inclusive and quality education projects. Through our various interventions, we have enabled children, particularly girls, to be enrolled, retained and successfully complete their schooling.

We have built the capacities of school teachers, strengthened the School Management Committees, and worked closely with District Education Administrators to achieve the goals of our Inclusive and Quality Education programme. More than 1,000 primary, middle and secondary schools were supported with improved teaching-learning materials and school and classroom infrastructure.

Key Achievements



4,837

Children (under 6 years) enrolled in 310 government Anganwadi Centres (ICDS Centres) and pre-schools.



26,613

Primary school children received grade-wise supplementary education on English, Maths & Science for improved foundational learning.



75,850

Children from Grades 6 to 10 were provided with tablets and/ or access to digital learning infrastructure in classrooms for improved learning outcomes.



5,372

Dropped out/irregular children were re-enrolled/ retained in schools.



1,199

Girls were enrolled in distance education for secondary and senior-secondary exams.



1,465

Children were provided with career guidance and counselling.



29,000

Children were supported with career guidance.



Flagship Projects

1

Project Shikshantar

Shikshantar is Plan India's remedial education programme for pupils with low learning attainment in their respective class, especially girls. The programme focuses on Grades 6 to 10 where many children temporarily fall behind in their studies. It builds their foundational learning and ensures that such children receive accelerated learning on subjects where they find difficult to learn. The project is implemented in 7 States - Bihar, Delhi, Jharkhand, Maharashtra, Odisha, Tamil Nadu, and Uttar Pradesh. During the reporting period, the project has supported 26,613 children as 'programme participants'. The post-intervention assessment of participating children indicates improvement in their learning attainment - 22.9 percent girls moved from Grade D to Grade A, 37.7 percent girls moved from Grade D to Grade B and 22.0 percent girls moved from Grade D to Grade C.

2

Project Digital Learning Centres

Our initiative focused on implementing an innovative and cost-effective digital education program, aligning with the Government of India's digital initiatives. The programme aimed to ensure the continuity of education, particularly for adolescent girls, and it benefitted a total of 75,850 students from class 6 to 10. We established Digital Learning Centres at government schools and community centres, equipped with a modular curriculum covering Mathematics, Science, and English. The centres facilitated teachers in delivering offline educational content through an android box and TV screen. As a result, significant improvements in the academic performance of students in class 9 was recorded, with an increase of 25.2 percent in Mathematics and 24.4 percent in Science. Similarly, class 10 students demonstrated progress, achieving a 30.4 percent improvement in Mathematics and a 30.7 percent improvement in Science.

3

Project Paramarsh

Paramarsh provides career counselling and guidance to disadvantaged girls and boys between 15-24 years of age to break the unconscious biases and stereotypes that impact their education and career choices. The project reached out to over 29,000 programme participants in Delhi and Uttar Pradesh states through career fairs, community interactions, and sessions in schools, coaching centres and colleges. A comprehensive career guidance module of 20 hours has been developed which has strengthened the capacities of 50 Changemakers and used in delivering career guidance sessions in government schools and coaching centres operational within and nearby the project locations.



Balika Shivir: A Beacon of Hope in Ganga's Life

My name is Ganga (name changed), and I hail from a quaint village in Rajasthan's Bikaner district, India. At the Balika Shivir centre, I'm pursuing my education while balancing life's challenges.

I was married when I was 13 years old, giving birth to my first daughter at 15. I endured physical and mental abuse before my mother rescued me from a hospital, where I had spent three days unconscious. My husband left me three years ago after being pressured by his family due to the continuous birth of daughters.

My uncle's encouragement led me to rediscover my purpose for the sake of my daughters. That's when I learned about the Balika Shivir centre through Plan India's outreach worker. My daughter and I study there together, receiving education and emotional support. We engage in various activities like football, painting, dancing, and singing, and I'm even learning English.

Despite obstacles like missing documents, Plan India's assistance helped me prepare for my 10th-grade open school exam. I'm actively involved in the Sakhi Sangam group, advocating for girls' education. Our community's perception has shifted, with girls now determined to continue their studies.

YOUTH AND HOUSEHOLD ECONOMIC SECURITY



Saksham project girls celebrating their Graduation day.

We empower economically disadvantaged youths to secure decent employment and choose dignified livelihoods through a gender transformative approach.

To ensure household economic security, we have implemented projects for job-oriented vocational training and entrepreneurship promotion. We worked closely with employers and government to improve school-to-work transition, thereby increasing women's participation in the workforce. Our focus has been to support young women and men to build their skills in new economy jobs like IT enabled services, retail marketing and hospitality.

In rural areas, we extend activities aimed at improving livelihoods and generating income and promoting women-owned enterprises. We have assisted women in establishing and expanding micro enterprises, accessing finance, markets, and networks, and generating employment opportunities.

Key Achievements



13,483

Young women and men trained on Job-Oriented Vocational Training and Vocational training for Entrepreneurship Promotion.



8,764

Trained youths were either job placed or started their own micro-enterprise with an average starting monthly income of INR 12,000.



9

Low-cost sanitary napkin manufacturing enterprises, operated by community women, were established in Indore, Ajmer, Gautam Buddha Nagar, Telangana, Keonjhar and Bengaluru.



36

Women entrepreneurs linked to this project would eventually earn an average monthly income of INR 18,000 from these enterprises.



173

Unemployed slum women in Mumbai were trained in tailoring & embroidery & provided with sewing machines, generating an average monthly income of INR 5,000 per women.



Flagship Projects

1

Project Saksham

Project Saksham, which was started in 2010, seeks to provide market-oriented vocational skills, particularly in new economy jobs, for unemployed young women and men from economically vulnerable families. In 2022-23, 13,483 youths were trained, of which 8,764 have been job placed with an average starting monthly income of INR 12,000. Given the market outlook, the monthly income of these job placed youths is likely to increase as they continue to work. These youths are from the states of Delhi, Karnataka, Maharashtra, and Rajasthan. Along with job-skills, these youths have also been supported with life-skills such as awareness on gender equality, financial literacy, personality development, personal hygiene, communication skills, computer skills and awareness of government schemes.

2

Project Shakti

Project Shakti provides vocational skills training and self-employability for income generation for young women from economically disadvantaged families. The project has trained 173 unemployed slum women in Mumbai with tailoring and embroidery skills. It also provided them with sewing machines. All these women are already earning a monthly salary of INR 5000 and is anticipated to go further.

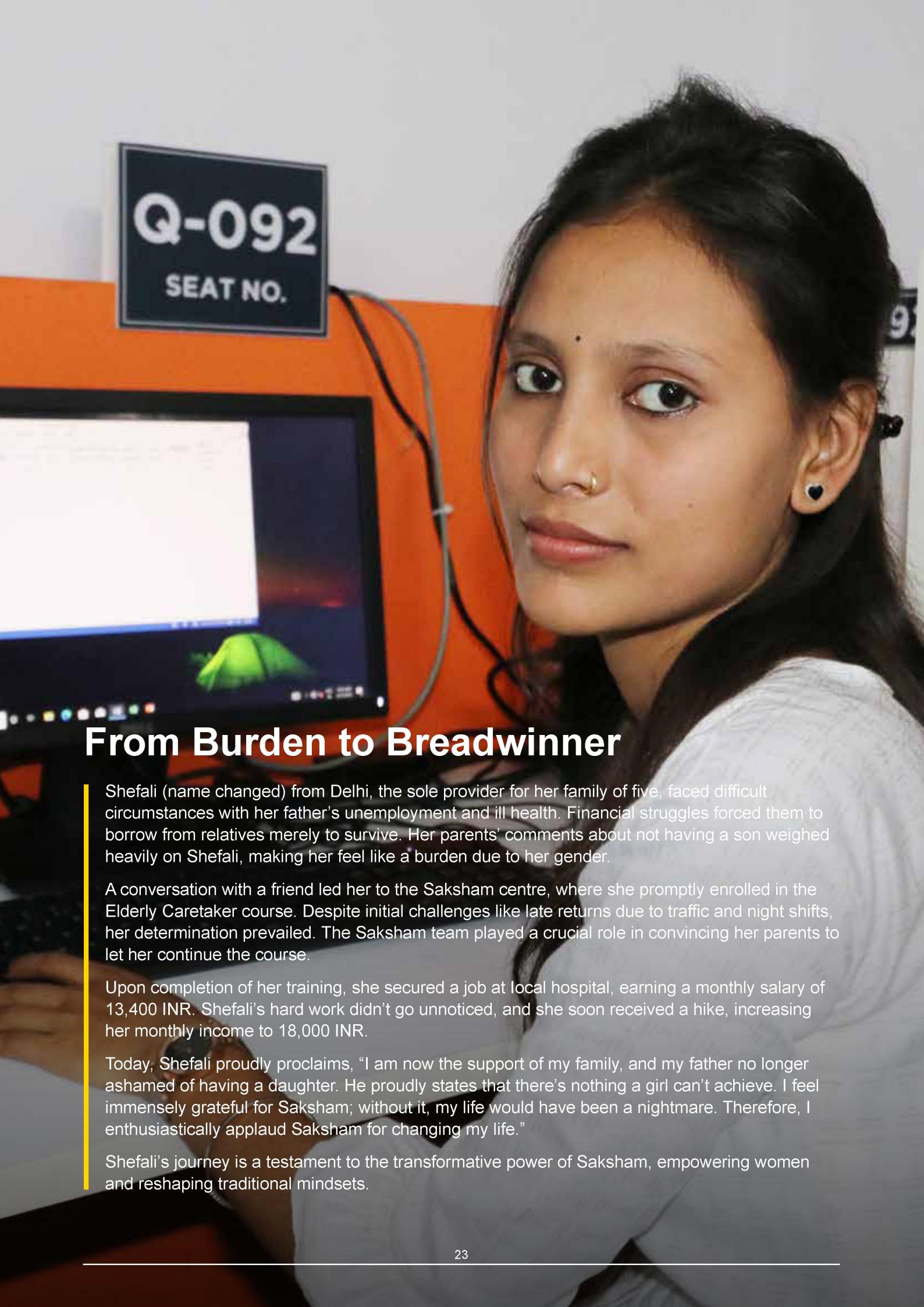
Shakti is also supporting rural women with entrepreneurial abilities to own and operate low-cost sanitary napkin manufacturing units. Nine units have been set-up in Indore (MP), Ajmer (Rajasthan), Gautam Buddha Nagar (UP), Hyderabad (Telangana), Keonjhar (Odisha) and Bengaluru (Karnataka) districts. Beyond creating income opportunities for the 36 women entrepreneurs linked with this project, the initiative has ensured menstrual equity for 1,35,000 rural women. These rural women have access to low-cost sanitary napkins supplied at their doorsteps by the women entrepreneurs.



Training session on Menstrual Hygiene with girls.



Sanitary napkin manufacturing unit under project Shakti.



From Burden to Breadwinner

Shefali (name changed) from Delhi, the sole provider for her family of five, faced difficult circumstances with her father's unemployment and ill health. Financial struggles forced them to borrow from relatives merely to survive. Her parents' comments about not having a son weighed heavily on Shefali, making her feel like a burden due to her gender.

A conversation with a friend led her to the Saksham centre, where she promptly enrolled in the Elderly Caretaker course. Despite initial challenges like late returns due to traffic and night shifts, her determination prevailed. The Saksham team played a crucial role in convincing her parents to let her continue the course.

Upon completion of her training, she secured a job at local hospital, earning a monthly salary of 13,400 INR. Shefali's hard work didn't go unnoticed, and she soon received a hike, increasing her monthly income to 18,000 INR.

Today, Shefali proudly proclaims, "I am now the support of my family, and my father no longer ashamed of having a daughter. He proudly states that there's nothing a girl can't achieve. I feel immensely grateful for Saksham; without it, my life would have been a nightmare. Therefore, I enthusiastically applaud Saksham for changing my life."

Shefali's journey is a testament to the transformative power of Saksham, empowering women and reshaping traditional mindsets.

SEXUAL AND REPRODUCTIVE HEALTH RIGTHS AND SERVICES AND MATERNAL AND CHILD HEALTH



A happy girl with her mother after health check-up.

We strengthen community-based services, with a specific focus on reaching out to populations in hard-to-access areas and ensuring that healthcare services reach even the most remote communities.

Several projects were implemented to focus on adolescent girls and young women, pregnant and lactating mothers, Persons Living with HIVs (PLHIV), and TB patients. We have used community-based health models which are pivoted on peer educators and their roles as change agents.

Key interventions were undertaken by building the capacity of the adolescents and youths on menstrual hygiene and reproductive health, non-communicable diseases. Project interventions also helped improving WASH facilities at the schools, establishing community-based resource centres - Health Information Centre (HIC), creating awareness and facilitating linkages of the construction workers with health facilities, facilitating pregnant women in getting access to HIV testing, preventing and treating HIV/AIDS, strengthening supply chain management system of HIV drugs across the country.

Key Achievements



Flagship Projects

1

Project Menstrual Health Education

The project is working to eliminate the social beliefs and myths surrounding puberty and end the menstrual-related stigma and discrimination. It ensures safe, easy, dignified and sustainable management of menstrual hygiene among girls and women in vulnerable and deprived families. To advance menstrual equity, 221,732 girls and boys were trained through 8,125 peer educators on menstrual hygiene management and its importance in rural areas of Bihar, Jharkhand, Odisha, Rajasthan and Uttar Pradesh and urban slums of Delhi and Telangana, fostering an environment that supports safe, dignified, and sustainable menstrual health and hygiene management.

School sessions on menstrual health and hygiene for 8-12th standard students have emerged as an effective strategy to discuss menstruation health and hygiene. In 38 Schools, 457 sessions were organised with 2,176 children on menstrual health.

2

Project Banega Swasthya India (DBSI)

An initiative on School Hygiene Education, “Banega Swasthya India”, was implemented in 27 districts of Bihar, Uttar Pradesh and Uttarakhand states to build capacity of children on personal hygiene, hygiene at home, hygiene at school, hygiene in neighbourhood and hygiene during illness to reduce their absenteeism and focus on study in an adverse climate situation.

More than 4 lakh children from 2,700 schools were reached through Hygiene Curriculum and 6,250 school teachers were sensitised and a total of 2,000 child cabinets were formed in those schools where more than 24,000 children are supporting schools to maintain hygiene.

3

Project The Birds and Bees Talk

With an aim of fostering ‘healthier lives, healthier people,’ this project is designed to empower adolescents with critical life-saving information that nurtures healthy behaviours, enabling them to become responsible, healthy adults.

This initiative was strategically launched across 34 districts spanning six north-eastern states, namely Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, and Sikkim with a goal to equip students with essential life skills, knowledge, attitudes, and values. Through this initiative, we engaged with 1,83,624 students and 3,755 teachers, covering 2,000 schools. We also established partnerships with various government departments within these states to enhance the impact and reach of our efforts.

4

Project YHP

The Young Health Programme (YHP) focuses on non-communicable disease (NCD) prevention targeted towards young individuals aged 10 to 24 years residing in vulnerable and marginalised settings within the unorganised colonies of Bengaluru, Chennai and Delhi. The project focuses on five risky behaviours which significantly increase the likelihood of developing Non-communicable Diseases later in life. This includes tobacco use, harmful use of alcohol, risky sexual behaviours, physical inactivity and unhealthy diets.

More than 1,09,000 young people were trained by 1,474 peer educators for adoption of healthy lifestyle, eating practices, knowledge about ill effects of substance abuse, and practices to avoid air pollution. A total of 544 health workers including Anganwadi workers (family health), ASHA workers (community health) and ANMs (Auxiliary Nurse Midwives) were trained on NCD prevention and psychosocial support.

The project has ensured significant level of reduction (30%) in risky behaviours due to an increased capacity to make informed choices about their health. About 92 percent (increase from 63%) of the youths became aware of the existing health facilities in their locality. About 91 percent young women started going for morning walk/evening walk (increase from 40%), 81 percent of the youths started consuming fruits (increase from 18%). About 89 percent of the youths became aware of hypertension (increase from 3%) and junk food consumption among youths has decreased by 26 percent.

5

Project AHANA

The project is implemented with the objective of expanding HIV testing access by building capacities of peripheral health workers and converging HIV testing with primary health services at all VHNDs, urban health facilities and in private health facilities.

It also focuses on ensuring sustainable Prevention of Parent to Child Transmission (PPTCT) services and developing a robust data management system through continuous monitoring and mentoring of the facilities for quality record keeping and bring them 'level ready' for the Elimination of Mother to Child Transmission (EMTCT) data validation exercise. Under the project, a strong outreach system at the district level has been established to support HIV-positive pregnant women (PPW), their partners/spouses, and HIV Exposed Infants (HEI) in accessing PPTCT services provided by the National AIDS Control Organisation (NACO).

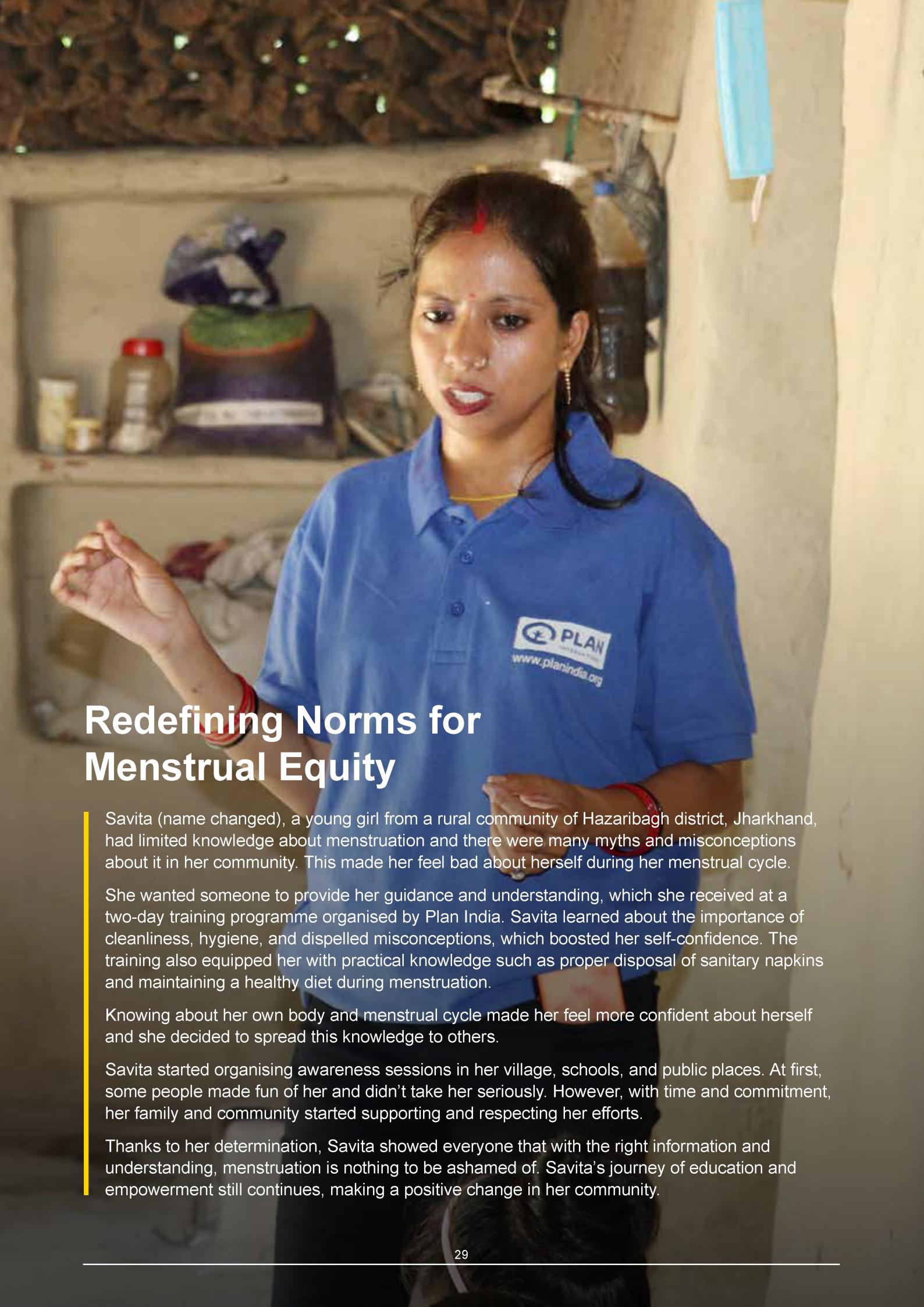
In the reporting period, 4,906 HIV-positive pregnant women received Antiretroviral Therapy (ART) during pregnancy. Engaging the private sector has been a key strategy under the project. Around 20,500 private health facilities were mapped, of which 7,446 facilities were found to be providing ANC services and 4,662 have been engaged and are reporting the number of pregnant women screened for HIV to the government. Additionally, through 68 'One Stop Centres' (OCS) that provide various services to new/uncovered Key Populations, 29,367 programme participants were enrolled, with 20,548 screened for HIV, TB, Syphilis, STI, Hepatitis B and C.

Through Prison and OCS intervention, 163,913 people in prisons or other closed settings have received an HIV test during the reporting period.



नारी की परत का गूता और माहवारी का होता





Redefining Norms for Menstrual Equity

Savita (name changed), a young girl from a rural community of Hazaribagh district, Jharkhand, had limited knowledge about menstruation and there were many myths and misconceptions about it in her community. This made her feel bad about herself during her menstrual cycle.

She wanted someone to provide her guidance and understanding, which she received at a two-day training programme organised by Plan India. Savita learned about the importance of cleanliness, hygiene, and dispelled misconceptions, which boosted her self-confidence. The training also equipped her with practical knowledge such as proper disposal of sanitary napkins and maintaining a healthy diet during menstruation.

Knowing about her own body and menstrual cycle made her feel more confident about herself and she decided to spread this knowledge to others.

Savita started organising awareness sessions in her village, schools, and public places. At first, some people made fun of her and didn't take her seriously. However, with time and commitment, her family and community started supporting and respecting her efforts.

Thanks to her determination, Savita showed everyone that with the right information and understanding, menstruation is nothing to be ashamed of. Savita's journey of education and empowerment still continues, making a positive change in her community.

SAFETY FOR GIRLS AND CHILD PROTECTION



Girls spreading awareness.

We safeguard the rights of children, adolescent girls, and young women hailing from disadvantaged families and protect them from all forms of violence, abuse, exploitation, and neglect.

Capacities of the girls and young women were built on gender and safety issues in public places, and digital platforms, ill effects of child marriage, legal rights and entitlements, thus enhancing the agency of girls and young women. We also placed significant emphasis on involving boys and men to promote positive social norms. We facilitated young Champions of Change from the communities to conduct safety walks using the Young Citizen Score Card which enabled the government authorities to take evidence-based decision for girls' safety. Our projects also addressed the issues of cross-border trafficking by strengthening government systems and child protection mechanisms at community levels.

Key Achievements



28,439

Individuals were made aware on legal provisions against the harmful practices.



60,851

Girls & boys were sensitised on gender-based violence & gender equality.



981

Families were linked to social protection schemes.



753

Youth were capacitated as change-agents on self-defence, life skills, and digital safety walk.



900

Girls were trained in digital storytelling using mobile phones for raising issues related to girls and young women.



200

Officials, teachers and transporters were sensitised on gender and safety.



17

Parks were renovated and made safer for girls in urban areas.



Flagship Projects

1

Project Safer Cities

The project trained 753 youths in Delhi (442 girls and 311 boys) and encouraged their active involvement as agents of change to ensure safety of girls and young women in public spaces. The training encompassed self-defence techniques, life skills, and digital safety awareness. In addition, we conducted workshops and specific campaigns to sensitise 200 police officials, public transport personnel, and teachers regarding gender-related safety issues in public spaces.

The young Champions of Change conducted safety audits using the Young Citizen Score Card. As a result of this, the local urban authorities renovated 17 parks in the communities. These improvements included the installation of public toilets and street lighting, and improvement of access roads, making these areas safer for girls and young women.

2

Project Girl-Friendly Villages

The project was implemented in the rural area of Gautam Buddha Nagar district of Uttar Pradesh in coordination with the Department of Rural Development, through their Nari Shakti Kendras (Self-Help Groups).

The pilot phase facilitated community development initiatives with girls, boys and adult community members in a collaborative participatory approach to create localised practices for making the village friendly and safe for girls through capacity building of 1,500 children, young people on gender issues, menstrual hygiene, legal literacy by volunteers and changemakers, and conducting safety walks. Additionally, we worked on aligning existing government schemes for girls, such as Beti Bachao Beti Padhao, through convergence with various departments.

3

Project Udaan

To prevent child marriages among vulnerable girls, identified using the child marriage vulnerability index (Shakti Meter), an evidence-based digital tool was developed by Plan India. Using this digital tool, we mapped 2,567 vulnerable families in Rajasthan and Uttar Pradesh. We enrolled 578 vulnerable girls under 18 years in open or regular schools, while 331 young women aged 19-24 years were enrolled in skilling programs. Additionally, 981 vulnerable families were connected with social protection schemes.

Our awareness campaign on the Prevention of Child Marriage Act, 2006 reached 26,579 boys and girls in Secondary and Senior Secondary schools (aged 14-18 years) and we educated them about the provisions of the Act and the available schemes supporting girls' continued education.

4

Project ProTect

To combat cross-border trafficking from Nepal and Bangladesh, as well as internal trafficking within the country, we initiated a comprehensive project in 666 border-adjacent villages. We established robust protection mechanisms and safety nets through the training of child protection service providers and duty bearers, including Anti-Human Trafficking Units and Border Guarding Forces. In the intervention areas, over 550 change-agents were identified and empowered, who raised awareness against child labour, child marriage, and child-trafficking. With the support from block administration, CHILDLINE, police, border guarding forces, and the ProTect project field team, these change-agents have successfully prevented 158 child marriages, rescued 48 child labourers, intercepted 39 cases of human trafficking, and facilitated the re-enrolment of 60 vulnerable girls in 6 project intervention districts. The Child Marriage Prevention and Tracking Register, developed with Plan India's support, was adopted by the Block administration of Bhagwangola-II and Beldanga-II blocks of Murshidabad district in West Bengal. Measures such as migration cards and registers were implemented to ensure safe migration.

5

Project Garima

To empower girls and communities towards the prevention of gender-based violence and the promotion of gender equality, a legal literacy awareness project called 'Garima' was implemented, reaching over 28,439 children through Legal Literacy Mitras (Girl Changemakers) in a peer-to-peer model in Delhi and Uttar Pradesh.



Celebrating one year of Project Garima.





Inspiring Resilience

Rehana (name changed), a 22-year-old survivor of child marriage and now a divorcee, was forced into marriage at the age of 16. Her husband abandoned her, and she moved back in with her parents. Rehana said, "My in-laws would not let me study and treated me like a servant." She fell into depression as she had no job or source of income, eventually becoming a victim of gender-based violence. Later, when she met Plan India's Protect project team, she decided to pursue her dream of continuing her studies.

The team helped her enroll in the Utkarsh Bangla Scheme of the Government of India for a free nursing training course. She was selected for residential training in Bardhaman district of West Bengal, where she completed her training in February 2023, emerging as the top student in her batch.

Soon after, she secured a job in a nursing home in Bangalore. Today, Rehana is living a significantly improved life with a full-time job and accommodation, earning approximately INR 13,000 per month. Her story is a testament to the relentless spirit of girl power. Rehana now aspires to combat gender-based violence in her own unique way, determined to be a beacon of hope for others facing similar challenges.

NUTRITION AND EARLY CHILDHOOD DEVELOPMENT



Anganwadi worker demonstrating feeding practices to mothers.

We ensure that infants, children, adolescents, and mothers from disadvantaged families have access to age appropriate nutrition services and knowledge in nurturing childcare practices for early childhood development.

This involves strengthening the systems, changing behaviours and practices of a range of stakeholders to improve the quality of food and feeding practices, thereby preventing malnutrition.

We created awareness among pregnant women, lactating mothers, adolescents and youths on consuming nutritious foods during pregnancy and afterwards, infant and young child feeding practices, complementary feeding, and causes and preventive measures of anaemia.

The efforts resulted in 84 percent pregnant women and 91 percent lactating mothers being aware of age-appropriate complementary feeding, as shown in the post-intervention assessment. Community-level self-help groups were mobilised to ensure pregnant women receive sufficient cooked nutritious food, alongside enhancing the government's capacity to monitor nutritional status through a digital application, addressing the same with 1,000-day approach.

Key Achievements



7,350

Pregnant women and lactating mothers, including 3,875 high risk pregnancies, were linked to government Anganwadi Centres to receive antenatal care and postnatal care services.



375

Pregnant women supported with 33,668 nutritious meal packets & made aware of healthy hygiene & sanitation practices which resulted in ensuring no weight loss among pregnant women & 140 babies born with adequate birth weight.



2,764

Malnourished children (Severe Acute Malnutrition and Moderate Acute Malnutrition) were supported.



500

Children were linked to Nutrition Rehabilitation Centres.



62

Anganwadi Centres were strengthened by providing materials such as Stadiometer, Infanto-meter, digital baby weighing scale and weighing scale for adults and children.



Flagship Projects

1

Project Mom's Plate

Through the project, we enhanced maternal nutrition by delivering hot, nutritious meals to malnourished pregnant women at their homes in Bikaner district of Rajasthan. This approach met their additional calorie requirements, leading to improved outcomes for both mothers and newborns. We provided support to 375 pregnant women, delivering a total of 33,668 nutritious meal packets while also educating them about healthy hygiene and sanitation practices.

As a result, none of the pregnant women in the programme experienced weight loss during their pregnancy. All 140 babies born had adequate birth weights, ranging from 2.5 kg to 3.5 kg, with no cases of low birth weight. Furthermore, 69 percent of pregnant women with a normal Body Mass Index (between 18.5 and 23.0) gained weight according to established standards after being exposed to the intervention for 60 days or more. The initiative also fostered entrepreneurship among women's groups. Nineteen women, recognized as "Poshahar Mitra", were promoted as entrepreneurs within their communities.

2

Project Khushi

The project improved the nutritional status of children under 2 years of age in 57 urban slums across two districts in Telangana state. It has reached out to 5,120 pregnant women, lactating mothers, and children aged up to 2 years through home visits and awareness campaigns. Over 3,200 pregnant women and lactating mothers have received Ante-natal Care and Post-natal Care services by being linked with Anganwadi Centres and receiving regular follow-ups. The initiative also bolstered 62 Anganwadi Centres with materials like Stadiometer, Infanto-meter, digital baby weighing scale, and adult and child weighing scale, facilitating accurate growth monitoring. Knowledge about the causes of child malnutrition has increased significantly, with 65 percent of pregnant women (compared to 20% at baseline) and 69 percent of lactating mothers (compared to 20% at baseline) having been made aware.

3

Project Reach Each Child

The project is implemented in two tribal districts of Maharashtra, two tribal districts of Gujarat, and one district in Rajasthan with a target towards reduction by 40 percent in the number of children under 5 who are stunted, and to decrease and maintain childhood wasting at less than 5 percent. It focuses on the critical first 1,000 days of life and employs innovative digital modules to enhance the health, hygiene, and nutrition of pregnant women and children. The project created awareness on nutritious diet in 18,455 households. The project provided support to more than 4,150 pregnant women, including 3,875 with high-risk pregnancies, as well as 2,764 malnourished children in the reporting period. Additionally, 500 children have been connected to Nutrition Rehabilitation Centres.

The project uses a digital application to collect and track the health and nutritional status of the pregnant women, lactating mother and newborn babies and a token amount is transferred to the beneficiary bank account (parent of the SAM child) through S2B (Straight to Bank) after verification. An assessment conducted this year showed that 88 percent of the SAM children were referred to the NRCs and 77 percent of the SAM children have improved their nutritional status to MAM (33% of the SAM moved to normal) and 55 percent of the MAM children have moved to normal.



Empowering Through Nutrition: Durga's Journey to a Healthy Pregnancy and Beyond

Durga (name changed), from Diyatra village in Bikaner District of Rajasthan became pregnant for the second time and suffered from malnutrition. After registering at the sub-centre, she was referred to Plan India's frontline staff, Community Nutrition Worker (CNW) by an Auxiliary Nurse Midwife (ANM). The CNW visited her residence and enrolled her as a beneficiary of the project. The CNW gathered information about Durga's health and dietary habits. Reviewing her medical history, CNW noted that Durga had delivered a low birth weight baby with only 2 kg. in her first pregnancy when she was anaemic and she received a blood transfusion.

Durga was then connected with a "Poshahar Mitra" named Pushpa Devi, responsible for preparing nutritious meals. From January 2023, Pushpa started delivering hot, freshly cooked meals to Durga's doorstep, adhering to a meal plan created by a nutrition expert. She was educated about the significance of a nourishing diet during pregnancy and the essential care required during this critical period. In her first and second trimesters, Durga received one meal during the day, while in her third trimester, due to the project intervention, she received two meals daily.

The continued assistance led to enhancements in her health metrics, including weight and haemoglobin levels. At the time of enrollment, Durga weighed 45 kg with a haemoglobin level of 7.6 gm/dl. By the end of her third trimester, Durga's haemoglobin rose to 12.6 gm/dl, and her weight had reached 63 kg. In June 2023, Durga gave birth in the hospital to a healthy baby weighing 3.8 kg. Durga and her family expressed gratitude to the CNW and "Poshahar Mitra" for their support and credited Plan India's 'MoM's Plate' project.

She has transformed into a community change-agent, sharing her positive experience and encouraging other mothers to embrace nutritious food, inspired by the benefits she received from the project.

RESILIENCE IN EMERGENCIES



Humanitarian relief for disaster-affected families.

We ensure all children, especially girls and young women have prompt and adequate access to quality humanitarian assistance during the time of emergency.

Under the humanitarian relief response, Plan India ensured that children, with a particular emphasis on girls and young women, received swift and adequate access to high-quality humanitarian aid- food and non-food item kits, hygiene kits. Our efforts also enhanced awareness on COVID-19 vaccination and facilitated people to get vaccinated.

Key Achievements



22,195

Persons affected in Assam Flood were provided with dry ration kits aid for 30 days.



9,122

Children received nutritious food for 30 days.



28,208

Girls and women were provided with hygiene kits to ensure safe menstrual hygiene.



57,603

People were provided with Water and Hygiene kits which helped in preventing waterborne diseases.



48,61,039

People were made aware about COVID-19 vaccination in Jharkhand and Odisha.



13,62,774

Hesitant rural and tribal individuals sensitised with COVID-19 vaccination.



3,650

Vulnerable individuals were distributed blankets during severe cold wave in Delhi.



Flagship Projects

1

Project Assam Flood Response

In response to the flood-affected families in Nagaon district, Assam, we delivered humanitarian aid, which included food and hygiene kits, household and shelter kits, water kits, and kitchen kits. The distribution of dry ration kits ensured that 22,195 individuals (comprising family members of those who received the dry ration kits after being affected by the flood) had access to food for a 30-day period. Moreover, 9,122 children received nutritious food, equivalent to a minimum of three meals for a 30-day duration. The hygiene kits benefitted 28,208 young girls and women, promoting safe menstrual hygiene practices and preventing urinary tract infections. Furthermore, the water and hygiene kits supported 57,603 individuals in adopting healthy hygiene practices, thus reducing the risk of waterborne diseases.

2

Project MOMENTUM Routine Immunization

Through the MOMENTUM Routine Immunization Transformation and Equity project, Plan India expedited COVID-19 vaccine coverage in four tribal districts of Jharkhand and ten districts of Odisha. Overcoming vaccine hesitancy, boosting vaccine demand, and strengthening last-mile connectivity were vital aspects that required a multifaceted approach. This approach encompassed building trust, addressing concerns, and ensuring fair access to vaccines.

The initiative deployed 80 frontline vaccine ambassadors who reached out to 48,61,039 individuals with clear, straightforward, and easily comprehensible communication to simplify information. To guarantee accessibility to remote areas and equitable vaccine distribution, 450 hard-to-reach locations were identified and eligible persons were vaccinated. We collaborated with community organisations to ensure equitable vaccine distribution and to address access disparities among marginalised communities facing barriers. By supporting innovative and advanced methods of delivering messages, more than 13,62,774 people in hesitant rural and tribal communities were vaccinated.

3

Project Cold Wave Response

We provided support to the severe cold wave situation in Delhi, through distribution of blankets to 3,650 homeless persons, women, old age persons, persons with disability and members of the transgender community.



Mother and child supported with blanket to overcome cold wave in Delhi.

6th PLAN INDIA IMPACT AWARDS 2023



8
CATEGORIES

250
NOMINATIONS

27
STATES

12
WINNERS

Plan India hosted the 6th Edition of the Plan India Impact Awards 2023 to honour the last-mile champions including frontline workers, youth leaders and changemakers, for their outstanding efforts in ensuring the development and delivery of basic services for children, adolescents, and others across the country. The awards honoured the selfless contributions of outstanding individuals through eight award categories – (a) Best Anganwadi Worker; (b) Best Accredited Social Health Activist/Auxiliary Nurse/Midwife; (c) Best Child Welfare Committee; (d) Best Youth Changemaker (Male); (e) Best Youth Changemaker (Female); (f) Best Community Volunteer; (g) Best Women's Self Help Group; (h) Best Last-Mile Champion for Girls' Rights.

The Awards hosted a special category Best Digital Champion for Girls' Rights to recognise and felicitate girls and young women who leverage the power of social media to advance girls' rights and women's empowerment.

The Awards received an overwhelming response from across the country, with 250 nominations competing for the prestigious Awards.

Award Categories

1st
CATEGORY

BEST ANGANWADI WORKER

2nd
CATEGORY

BEST ACCREDITED SOCIAL HEALTH ACTIVIST/AUXILIARY NURSE, MIDWIFE

3rd
CATEGORY

BEST CHILD WELFARE COMMITTEE

4th
CATEGORY

BEST YOUNG CHANGEMAKER (MALE)

5th
CATEGORY

BEST YOUNG CHANGEMAKER (FEMALE)

6th
CATEGORY

BEST WOMEN'S SELF-HELP GROUP

7th
CATEGORY

BEST COMMUNITY VOLUNTEER

8th
CATEGORY

LAST MILE CHAMPION FOR GIRLS' RIGHTS



Glimpses of Plan India Impact Award Ceremony.

CHILDREN'S CREATIVITY CENTRE FESTIVAL 2023



106
CHILDRENS

12
STATES

40
FACILITATORS

6
EXPERTS /
MENTORS

Plan India is committed to empowering children and building their capacities as active agents of change in their own communities. Our children-led programming fosters collaboration and provides children with opportunities to address the underlying challenges at all levels.

To this end, we curated a unique platform that enables children to showcase their talents while also facilitating the sharing of knowledge, awareness, and solutions.

Through this platform, children are empowered to work together towards bringing positive change in their communities and creating sustainable solutions to the challenges faced by them.

The 1st Edition of the Children's Creativity Festival 2023 was organised from 14 to 16 June 2023, in Dehradun, Uttarakhand at the Vigyan Dham (UCOST). Over 100 children between age group of 13 to 17 years from 12 states across India participated in the celebration of creativity.

These children, during the three days of the workshop, curated 1000 products and performances including 3-D models, comics, posters, wall paintings, drama, role play, performance (yoga and taekwondo), traditional art and dance.



Glimpses of Children's Creativity Festival.

INTERNATIONAL DAY OF THE GIRL (11 October)



150+
NATIONAL &
REGIONAL
TAKEOVERS

10
STATES

12
DIPLOMATIC
MISSIONS

5
CORPORATES

International Day of the Girl (IDG) is Plan India's national campaign for girls' and young women's voice, power, and leadership under which young girl changemakers from Plan India communities across India take over positions of power and leadership.

During IDG 2022, girl changemakers hailing from 10 Indian states — Bihar, Delhi, Jharkhand, Odisha, Rajasthan, Tamil Nadu, Telangana, Uttar Pradesh and Uttarakhand — took over the positions of Ambassadors, High Commissioners, Deputy Chiefs of Mission, CEOs, Heads of Government Institutions and local bodies to raise the issue of equal access to education, health, financial inclusion, digital literacy.

They demanded greater representation of girls and young women in the decision-making process and engaged in discussions on girls' rights and gender equality, bringing their keen insight and perspectives to the table.

At the national level, takeover of 12 Diplomatic Missions was organised including that of the European Union, Australian High Commission, Embassy of the Kingdom of Belgium, Embassy of the Czech Republic, Embassy of Finland, Embassy of Israel, Embassy of Lithuania, Embassy of Mexico, Embassy of Denmark, Norwegian Embassy, Embassy of the Republic of Slovenia, German Embassy. In addition, the changemakers took over leadership roles at five corporates- HandM (Hennes and Mauritz Retail Private Limited), AstraZeneca, Deutsche Bank, Z Zurich Foundation and AXA XL.



Glimpses of the International Day of the Girl Celebration.

FROM OUR DONORS

Plan India has forged a strong and enduring partnership with Sandvik in these recent years. Their unwavering commitment to community welfare is exemplified by their collaboration with Sandvik, which commenced as a small community initiative three years ago and has since grown into a deep-rooted association encompassing multiple long-term projects.

The Plan India team has consistently demonstrated their dedication and wholehearted engagement in the successful execution of our flagship girls' education project in Telangana. Their efforts not only helped us achieve our set milestones but surpassed them, greatly benefiting underprivileged children, particularly girls. Their remarkable contributions have spurred further collaborations, including the 'Model School Project' in Pune and a comprehensive transformation of all pre-primary schools in the Sangareddy district of Telangana state. I extend my heartfelt congratulations to the entire Plan India team and wish them continued success in all their future endeavours.

Mr Ravi Arora, Head of Marketing and CSR, Sandvik Mining and Rock Technology India Pvt. Ltd.



Plan India team works transparently, and I know exactly where and how my fund is being utilised. The clear impact of the project is visible, this can be achieved only by engaging with a knowledgeable partner like Plan India. I could not achieve these results with my funds by myself. I get a sense of ownership of the project, with the Plan team as a partner and my views are also incorporated into the project,

Mr Rajeev Shroff, Leadership Coach at Global Organisations

AXA XL is proud to be associated with Plan India to provide job oriented vocational training to the youth from the local community and help young people fulfill their potential.

Our partnership with Plan India is now in its 4th year running and it has been nothing short of extraordinary. I am especially delighted at the level of focused dedication and professionalism displayed by Plan India. Together, we have achieved goals despite unprecedented hurdles and this showcases a great working relationship. Through our partnership we have been able to secure jobs for over 1500 youth, as part of the Saksham program. Our volunteers at AXA XL have greatly valued the opportunity to contribute through this program and have in turn learnt a great deal from the youth.

Mr Basheer, Sustainability and CSR Manager, AXA XL



Reckitt proudly celebrates our enduring partnership with Plan India, marked by impactful projects aligned with India's Sustainable Development Goals (SDGs 2, 3, 4, 5, 10, 13 and 17). Together, our programs focus on health, education, nutrition, gender equality, and empowerment of the girl child.

It is a shared vision for a cleaner, healthier world that unites Reckitt and Plan India. We express our heartfelt gratitude for their unwavering dedication and innovative approaches, jointly addressing health, hygiene, and well-being challenges across communities in India ensuring that no one is left behind.

Ravi Bhatnagar, Director, External Affairs & Partnerships, SOA, Reckitt



Partners and Friends

Illustrative list of valued donors



UPDATE ON THE PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE

At Plan India, we are committed to fostering a safe, inclusive, and respectful work environment for everyone associated with the organisation. We believe that every individual deserves to be treated with dignity and respect, free from any form of harassment or discrimination. Upholding these values is not just a legal requirement but also an ethical and moral responsibility that we share as a collective. We value Diversity and have over 48% Women Employees at Management Level

To reinforce our commitment and ensure compliance with POSH guidelines, we ensure awareness and understanding of policy by every individual in the organisation. We have established a robust system for reporting any incidents of sexual harassment.

Number of complaints received in the year FY 2022 – 23	One
Number of complaints disposed of in the year 2022-23	One
Number of cases pending for more than 90 days	None
Number of awareness programs or workshops conducted to create sensitization on this law in the year 2022-23	Three POSH policy awareness for new joiners and refresher for existing staff
Nature of action taken by the employer in the complaints in the year 2022-23	Inconclusive report submitted to Women Commission, Bhubaneswar, Odisha in August 2022, hence no action was taken



AWARDS AND RECOGNITIONS



AWARDS AND RECOGNITIONS



The Network for Transgender Persons recognised Plan India as the Helping Hand Organisation working for the welfare of the transgender community.



The Birds and Bees Talk Programme being appreciated by Th. Biswajit Singh, Minister for Power, Forest, Environment and Climate Change, Agriculture, Science and Technology, Government of Manipur for conducting 'One Day Health Camp' on the theme - "Health for All" in collaboration with Classic Homeo.



Plan India awarded with Mahatma Award for Gender Equality 2022 for their work in facilitating girls' and young women's increased participation in public, economic and social spheres by enabling provision of safe and accessible public spaces and building their agency under the project Pink Toilets (Garima Greh).

डॉ महेश शर्मा
लाल-की ताज नौकरीनगर, 3.9
Dr. Mahesh Sharma
Member of Parliament - Lok Sabha
Gautam Buddha Nagar, U.P.



मुख्यमंत्री पर्वत उप सचिवी (व्यापार व्यवस्था),
मानवों के उद्योग, वाग एवं सांस्कृतिक व्यवस्था,
भारत २०२०/२१
Former Minister of State (I/C) Tourism & Culture,
Minister of State for Civil Aviation, Environment
& Forest, Govt. of India

दिनांक : 12.06.2023

संदेश

मुझे यह आवक्षण लाभिक प्रश्नावान हो रही है कि "टेटाल बोला रववादा शब्दिया तुव भाल शब्दिया" के लालोंस ने जापान-योग्यावाचकार तं टेटाल लक्खन लप्पवाचन विषया कार्यक्रम के अन्तर्गत उल्लंघन की प्राथमिक विषयाओं पर एवं कई कल्पनाकारी विषयाओं का व्यवहार उल्लंघन लप्पवाचन, विषया की पाठ्यसाहित्य का उद्घासनवान लप्पवाचक विषया वाला है। इस अधिकारी के भवते वासीय तुव वाली देशी में जापानवाचन कही है जो कि धर्मविवेच है।

मैं इन उल्लंघन कार्य के लिए जापान-योग्यावाचकार के पात्र टुडिया तुकीओ तुव ऐकेट शब्दिया के लाली प्राथिकारों को सार्विक शुभावाचनानु प्रेरित करता हूँ।

डॉ. महेश शर्मा

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District Office : 13, Tukaram Road, New Delhi - 110 001 • Tel.: 011-2333 1256
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विनोद तावडे
राष्ट्रीय महासभी



भारतीय जनता पार्टी
Bharatiya Janata Party

दिनांक : 22 फरवरी, २०२३

की सोहम्मद आसिक जी,

मैं आपको धन्यवाद

विश्व यथा परिवर्तन भवान अपेक्षिति शुद्ध इच्छामेव भवतु।

विश्व एनजीओ दिवस के अवसर पर, मानव कल्याण एवं समाज के उत्थान हेतु प्रतिबद्ध आपकी संस्था के अमूल्य कार्यों की मेरा रक्ताम्।

समाज के प्रयोग लीकित के लिए मदद का मजबूत हाथ बन आपके द्वारा व्यापक सारे पद सामाजिक समस्याओं के उत्थान के कार्य अभिनवनीय है। सामाजिक नया, गरीबी उन्मूलन, महिला व युवा सशक्तिकरण, साकार विविध जैसे विविध विषयों पर आपके कार्यों और प्रयासों का देश की सर्वोच्च द्रष्टव्यि में विशेष ध्येयान है। देश और समाज को एक बेहतर स्थान बनाने के प्रति आपकी सेवाभव व संकल्पबद्धता प्रेरणास्पद है।

आपकी सेवा और आपके भविष्य उत्तमी हवे लक्ष्यों के लिए मंगलाकामनाएँ।

आपको विश्व एनजीओ दिवस की शुभकामनाएँ।

आपका,

(विनोद तावडे)

6 ए. वीनोद तावडे भवन, नई दिल्ली-110 002, दूरध्वनि : 011-23500000 फैक्स : 011-23500190
6-A, Deendayal Upadhyay Marg, New Delhi-110 002, Phone : 011-23500000 Fax : 011-23500190
vinod.tawade@bjp.org www.tawadevinod.com tawadevinod.in



मुख्यमंत्री महिला एवं बाल सुखा संगठन, ३०२०, लखनऊ।

प्रावसनीय भवन-२, निकट १०८ बीरबांध, लखनऊ, उत्तर प्रदेश-२२६००१

फोन नं.-०५२२४५५२१५ ई-मेल- 1090police@gmail.com

दिनांक-अक्टूबर-२०२३

To
The Executive Director
Plan India
New Delhi

Subject: Support and Partnership with Plan India on Child Protection Initiatives

Dear Sir,

I would like to take this opportunity to thank and appreciate Plan India's work on Child Rights and Protection in the state of Uttar Pradesh and the continued collaboration with WCSO, UP Police. It is indeed a pleasure to work with your organisation and with the committed group of people on the ground towards the safety and security, especially of the vulnerable children in the state of Uttar Pradesh.

I am happy to acknowledge the technical support received from Plan India towards enhancing the capacities of Police personnel in the state, the communication materials (IEC) developed by Plan India in collaboration with WCSO on 'Cyber Safety of Children, Preventing children from Sexual Abuse, Child Labour Prevention and on the Role of Police in ensuring the constitutional rights of the children in India, have been immensely helpful. The same have been helpful in enhancing the knowledge level of our officers and spreading mass level awareness within children & young people and the vulnerable communities in the state.

You may be aware that, the Women and Child Security Organisation is the state nodal unit of Uttar Pradesh Police and is entrusted with the responsibilities to create a safer and friendly environment for women and children in the state with optimal systemic support. You will agree that, in the era of information technology, the children & young peoples and women are experiencing different challenges; their exposure to digital technologies are bringing new risks and vulnerabilities of abuse and exploitation through digital platform and cyber spaces. I am really nice to learn that, the Plan India is looking forward to develop and implement some innovative interventions on Safe Online Platform for Children across some Indian states and considering the common interest areas, WCSO, UP Police would be happy to partner with Plan India for any collaborative action programs in this line.

We wish Plan India to succeed in its future endeavour and look forward to collaborate on any of its future initiative to Online Safety of children & young people especially girls and women.

With best wishes —
(Ruchita Chaudhary)
IPS
Superintendent of Police
Women and Child Security Organization

मुख्यमंत्री महिला एवं बाल सुखा संगठन, उत्तर प्रदेश, लखनऊ।
प्रावसनीय भवन-२, निकट १०८ बीरबांध, लखनऊ, उत्तर प्रदेश-२२६००१
फोन नं.-०५२२४५५२१५ ई-मेल- 1090police@gmail.com

दिनांक-WPL-HC-II-2/2023/3470 दिनांक-सितम्बर, २०२३

To
Mr. Sudhir Kumar Rai
Technical Lead
PROTECT Project, Plan India

Dear Mr. Sudhir

On behalf of Women and Child Security Organization (WCSO), Uttar Pradesh Police, I would like to take this opportunity to convey our thanks to Plan India for its active participation and support to the launch program of our Shakti Didi Campaign. Your effort to develop and support us with Posters on Safe & Unsafe Touch and Cyber Safety issues has added value to this high-scale awareness initiative.

Here, I am happy to share that the design and content of these posters were highly appreciated by the participating women police officers. Once again thanks for extending the support to provide us with good number of posters, which helped in sharing the same with all woman police officers representing 68 districts of the state.

As you know, under this campaign, Shakti Didi will visit the schools of all 75 districts of the state to make the girls studying in class 6-8 aware about safe and unsafe touch and cyber security. They will organize various hands-on activities and will also share their mobile number and various helpline numbers run by the state government. In such a situation, the three posters made on this topic under the joint aegis of WCSO and Plan India during the awareness program are very important.

In this regard, if Plan India can provide us 3500 copies of each of these poster, 10500 copies of all three posters in total, then we will be able to ensure that those posters will help Shakti Didis in their school visits throughout the state during the Shakti Didi campaign.

We value our partnership and hope that like before, the Women and Child Security Organization, UP police will continue to get support from Plan India and our collective efforts to make children, especially girls, aware and empowered in the state will continue to be strengthened.

Best Wishes!

(Ruchita Chaudhary)
IPS
Superintendent of Police
Women and Child Security Organization
Uttar Pradesh Police, Lucknow

अजय भट्ट
AJAY BHATT



रक्षा एवं पर्यटन राज्य मंत्री
भारत सरकार
Minister of State for Defence and Tourism
Government of India



संदेश

मुझे यह लिखते हुए अत्यंत हर्ष हो रहा है कि रैकिट द्वारा आयोजित एवं डिटॉल एवं प्लान इंडिया के मिले-जुले तत्वाधान में डेटॉल हाइजीन ओलंपियाड की परीक्षा जो राष्ट्रीय स्तर पर आयोजित की गई थी उसके परिणाम अनुसार उत्तराखण्ड के उत्तरकाशी जनपद से सोमेश पवार नामक छात्र ने प्रथम स्थान प्राप्त किया है, द्वितीय स्थान पर जम्मू एवं कश्मीर के बडगाम जिले की कुमारी फौजिया जेहरा को दूसरा स्थान प्राप्त हुआ है तथा तृतीय स्थान उत्तर प्रदेश के गोरखपुर जिले से कुमारी परी सोनकर को प्राप्त हुआ है। तीनों ही बच्चों ने न सिर्फ अपने विद्यालय न सिर्फ अपने जनपद न सिर्फ अपने प्रदेश बल्कि पूरे देश का नाम रोशन किया है, मैं इन विजेताओं की प्रशंसा करते हुए इनको बधाई देता हूं साथ ही साथ इनके माता-पिता, गुरुजनों को बधाई देता हूं, और मैं आशा करता हूं कि इस प्रकार की प्रतियोगिताएं डेटॉल के द्वारा भविष्य में भी होती रहेंगी।

इस प्रतियोगिता में प्रथम स्थान प्राप्त करने पर ₹50000 की धनराशि से सम्मानित किया गया है, द्वितीय स्थान प्राप्त करने पर ₹35000 से सम्मानित किया गया है और तृतीय स्थान प्राप्त करने पर ₹15000 की धनराशि से सम्मानित किया गया है। इस बेहतरीन कार्य के लिए, मैं रैकिट के सीनियर वाइस प्रेसिडेंट श्री गौरव जैन जी को एवं डायरेक्टर एक्सटर्नल एण्ड पार्टनरशिप श्री रवि भट्टनागर जी को बहुत-बहुत बधाई देता हूं और आशा करता हूं कि उनके इस प्रकार के प्रयास भविष्य में भी प्रदेश के बच्चों को विशेष कर सरकारी स्कूलों में पढ़ने वाले बच्चों को मिलते रहेंगे।

30/10/2023
(अजय भट्ट)

दिनांक: 20 अक्टूबर, 2023

स्टेशन: नई दिल्ली।

FINANCIAL DISCLOSURES



The following financial statements are prepared in accordance with the Indian Accounting Standards as applicable to a Small and Medium Sized Enterprise and represent an **abridged version of our full financial statements** which are available on our website at [Financial Disclosure \(planindia.org\)](https://planindia.org). The consolidated statement of financial position should be read in conjunction with the accompanying notes of accounts and schedules.

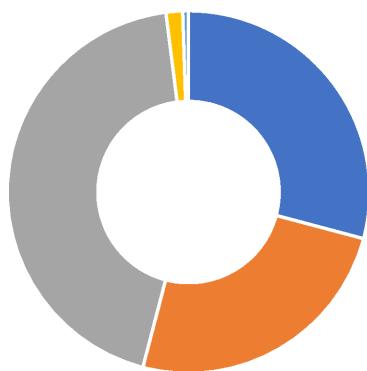
Balance Sheet as at March 31, 2023

	As at March 31, 2023			As at March 31, 2022			(All amounts in Rupees)		
	FCRA	NFCRA	Total	FCRA	NFCRA	Total			
SOURCES OF FUNDS									
General Funds	-	2,06,04,426	2,06,04,426	-	3,50,03,977	3,50,03,977			
Corpus Funds	22,28,865	6,05,22,112	6,27,50,977	21,83,788	6,05,22,112	6,27,05,900			
Restricted Funds	12,32,98,967	1,59,07,682	13,92,06,649	12,32,98,966	1,59,07,681	13,92,06,647			
	12,55,27,832	9,70,34,220	22,25,62,052	12,54,82,754	11,14,33,770	23,69,16,524			
APPLICATION OF FUNDS									
Property, Plant and Equipment									
Gross block	8,02,19,982	2,33,66,505	10,35,86,487	7,60,21,414	1,78,19,169	9,38,40,583			
Less: Accumulated depreciation	5,04,70,912	1,20,77,301	6,25,48,213	4,50,95,790	90,51,290	5,41,47,080			
Net block	2,97,49,070	1,12,89,204	4,10,38,274	3,09,25,624	87,67,879	3,96,93,503			
Capital work-in-progress									
	2,97,49,070	1,12,89,204	4,10,38,274	3,09,25,624	87,67,879	3,96,93,503			
Current assets, loans and advances									
Cash and Bank balance	14,62,71,755	14,67,45,982	29,30,17,737	20,51,54,856	44,92,00,707	65,43,55,563			
Loans and Advances	1,45,88,626	1,76,80,413	3,22,69,039	2,54,49,652	4,70,40,670	7,24,90,322			
	16,08,60,381	16,44,26,395	32,52,86,776	23,06,04,508	49,62,41,377	72,68,45,885			
Less: Current liabilities and provisions									
Current Liabilities and Provisions	6,50,81,619	7,86,81,379	14,37,62,998	13,60,47,378	39,35,75,486	52,96,22,864			
Net current assets	9,57,78,762	8,57,45,016	18,15,23,778	9,45,57,130	10,26,65,891	19,72,23,021			
	12,55,27,832	9,70,34,220	22,25,62,052	12,54,82,754	11,14,33,770	23,69,16,524			

Income and expenditure account for the year ended March 31, 2023

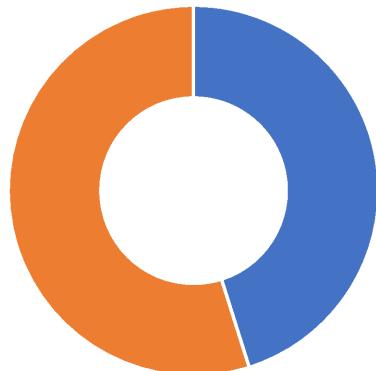
	As at March 31, 2023			As at March 31, 2022			(All amounts in Rupees)		
	FCRA	NFCRA	Total	FCRA	NFCRA	Total			
(A) Income and expenditure account - Opening balance									
	12,54,82,754	11,14,33,770	23,69,16,524	12,47,79,854	10,62,53,860	23,10,33,714			
(B) Income									
Grants from Plan International Inc (net of expenses incurred on behalf of Plan International Inc and other affiliates)	50,95,45,780	-	50,95,45,780	82,49,40,132	-	82,49,40,132			
Corporate donations	11,55,36,808	32,05,07,117	43,60,43,925	12,55,19,612	34,71,10,207	47,26,29,819			
Institutional donations	16,40,35,750	60,46,52,829	76,86,88,579	44,43,69,377	48,46,67,963	52,90,37,340			
Individual donations	1,12,379	2,62,90,657	2,64,03,036	7,85,475	3,81,23,171	3,89,08,646			
Interest income	1,471	89,96,940	89,98,411	6,37,802	29,72,622	36,10,424			
Corpus fund	45,077	-	45,077	87,483	42,31,751	43,19,234			
Others	-	-	-	-	-	-			
Total Income (B)	78,92,77,265	96,04,47,543	1,74,97,24,808	99,63,39,881	87,71,05,714	1,87,34,45,595			
(C) Expenditure									
Payment to NGO partners	-	34,21,51,471	34,21,51,471	-	32,28,13,093	32,28,13,093			
Salaries and related costs	23,74,30,897	13,19,41,465	36,93,72,362	22,52,39,776	10,94,07,553	33,46,47,329			
Contribution to provident and other funds	3,47,75,554	1,72,70,850	5,20,46,404	2,73,65,890	1,07,42,151	3,81,08,041			
Staff recruitment and relocation expenses	8,46,181	3,14,792	11,60,973	7,92,771	8,929	8,82,600			
Travelling	2,21,35,900	2,87,18,398	5,08,54,298	85,30,144	83,55,392	1,68,85,536			
Vehicle hire, running and maintenance expenses	89,62,055	66,50,050	1,56,12,105	57,79,991	25,38,411	83,18,402			
Trainings, conferences and workshops	2,89,97,659	3,22,66,981	6,12,64,640	1,17,39,451	71,30,811	1,88,70,262			
Depreciation	55,42,242	35,59,435	91,01,677	43,75,286	22,18,462	65,93,748			
Postage, telephone and telegram	38,04,569	15,82,324	53,86,893	37,45,647	10,26,497	47,72,144			
Rent	1,86,73,857	1,49,59,375	3,36,33,232	1,83,39,284	68,49,500	2,51,88,784			
Repairs and maintenance:									
- Building	60,49,058	20,90,131	81,39,189	39,05,053	27,91,836	66,96,889			
- Others	1,79,20,427	88,90,555	2,68,10,982	1,04,31,279	34,67,990	1,38,99,269			
Fund raising expenses	-	1,15,79,717	1,15,79,717	-	2,16,84,201	2,16,84,201			
Publications	-	-	-	680	-	680			
Printing and stationary	90,73,642	38,86,173	1,29,59,815	91,91,053	20,71,844	1,12,62,897			
Legal and professional charges	56,02,729	61,11,024	1,17,13,753	50,83,111	45,10,002	95,93,113			
Program related expenditure	38,59,77,619	36,03,11,442	74,62,89,061	65,47,37,496	36,35,51,390	1,01,82,88,886			
Electricity and water	23,34,750	13,67,390	37,02,140	17,49,274	5,80,629	23,29,903			
Insurance	9,09,401	5,46,748	14,56,149	28,53,415	15,56,810	43,90,225			
Bank charges	1,25,529	4,61,071	5,86,600	17,97,380	5,39,403	23,36,783			
Loss on disposal of Fixed Assets	70,118	1,87,701	2,57,819	-	-	-			
Total Expenditure (C)	78,92,32,187	97,48,47,093	1,76,40,79,280	99,56,36,981	87,19,25,804	1,86,75,62,785			
(D) Excess of income over expenditure for the year (B) - (C)	45,078	-1,43,99,550	-1,43,54,472	7,02,900	51,79,910	58,82,810			

Income ratios by category of donors



Grants from Plan International Inc	29%
Corporate donations	25%
Institutional donations	44%
Individual Donations	1%

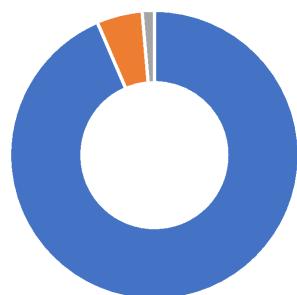
Income ratios by FC vs NFC funds



FCRA Income	45%
NFCRA Income	55%

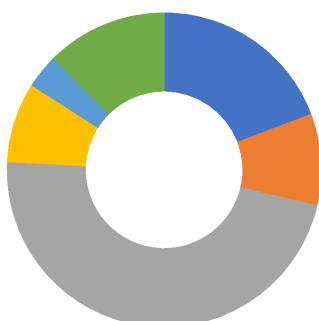
Expenditure ratios

Plan India aims to maximise expenditure on programming and impact in the field, but needs to balance this with spending on fundraising and administration. Of our total expenditure in FY 22-23, 93.5% of the spend was against the programmes and 6.5% was for the administrative and fund raising activities.



Program expenses	93.5%
Administration expenses	5.1%
Fundraising expenses	1.4%

Program expenses ratios by thematic areas



Inclusive and Quality Education	19%
Skills and Opportunities for Youth Employment and Entrepreneurship	9%
Sexual and Reproductive Health and Rights	47%
Protection from Gender Based Violence	8%
Inclusive and Quality Nutrition	4%
Resilience in Emergencies	12%

About Plan International (India Chapter)

Plan International (India Chapter), also referred to as Plan India, is an Indian registered not-for-profit organisation that is constantly striving to advance welfare and development for children and equality for all girls and women in India. Through its grassroots social development work, Plan India seeks to create lasting impact in the lives of poor and vulnerable children, their families and communities, by gender transformative child-centered community development.

Since 1996, Plan India has improved the lives of millions of children and young people by enabling them to access and benefit from the safety nets and schemes of the government for child protection, quality education and healthcare services, healthy environment, livelihood opportunities and participation in community development.



200 MILLION GIRLS AND YOUNG WOMEN

LEARN — LEAD — DECIDE — THRIVE

GOAL 2027

20 MILLION GIRLS

Learn, Lead, Decide and Thrive through
Gender Transformative Approach

- Advancing girls' rights and promote well-being through access to government schemes and entitlements.
- Meaningful participation of girls and boys as champions for girls' rights.
- Become a more efficient and responsive direct services organisation.
- Strengthen and engage with civil society, government and various other stakeholders for girls' rights.
- Facilitating digital inclusion of girls and young women.
- Consistently use evidence to improve our impact.





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