



10 MILLION REASONS

PLAN INDIA ANNUAL REPORT 2016-17

10 MILLION REASONS

As the leading child rights organisation, we strive to **advance children's rights and equality for girls**, thus creating lasting impact in the lives of the vulnerable and excluded children and their communities.

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ACRONYMS

ANC	Antenatal Care
ANM	Auxiliary Nurse Midwife
ASHA	Accredited Social Health Activist
AWW	Anganwadi Worker
BALA	Building as Learning Aid
ECCD	Early Childhood Care and Development
ECCE	Early Childhood Care and Education
FELS	Financial Education and Life Skills
GARV	Girls Aspiration for Rights and Values
GFATM	Global Fund to Fight AIDS, Tuberculosis and Malaria
HIC	Health Information Centre
HIV	Human Immunodeficiency Virus
ICDS	Integrated Child Development Services
ICT	Information and Communication Technology
IEC	Information, Education and Communication
JOVT	Job Oriented Vocational Training
KAP	Knowledge Attitude Practice
KRC	Key Resource Centre
NGO	Non-Governmental Organisation
ODF	Open Defecation Free
PPTCT	Prevention of Parent to Child Transmission
PRI	Panchayati Raj Institution
RO	Reverse Osmosis
SHG	Self Help Group
SMC	School Management Committee
SMS	Support My School
VHND	Village Health and Nutrition Day
VTEP	Vocational Training for Enterprise Promotion
VWSS	Village Water Safety and Security
WASH	Water, Sanitation and Hygiene
WBFPT	Whole Blood Finger Prick Test
YHP	Young Health Programme

LETTER FROM THE CHAIR EMERITUS



Dear Friends,

As we come to the end of another year, we are nearly half-way through CSP IV, and our aim of improving the lives of 10 million girls by 2020 is well under way. We have taken great strides in development initiatives and in the shaping of public policy through advocacy. In a turbulent year fraught with natural disasters and economic hardships, Plan India has met all challenges head on and forged ahead on its path to changing 10 million lives.

My association with Plan India since 2005 continues to be a very significant factor in my life, particularly in terms of my personal growth as an individual. First and foremost, it has made me appreciate how much an NGO can contribute to the social development of society. Plan India stands out in this context with its vision that concentrates on the welfare and empowerment of children, guided by the values of integrity in its functioning, its cooperation with government agencies and the depth and sustainability of its programmes. Plan India has lent me a sense of purpose and involvement with the cause of children, particularly girls.

I look back with pride on what the organisation has achieved in the past year, and I would like to usher in another year of working with renewed vigour and energy towards our goals for the welfare of children, their communities and for gender equality.

Best wishes,

Govind Nihalani
Chair Emeritus

LETTER FROM THE CHAIRPERSON



Dear Friends,

Organisations in the social sector that establish their credentials and earn the trust of local authorities and the community can affect positive change for the underprivileged. Once such a sense of confidence and trust has been established, they play a vital part in supplementing and complementing development programmes of the government. In 1996, when the idea of support to the social development sector with corporate donations was first mooted, I worked for a year with the Confederation of Indian Industries to oversee their programmes. I was able to witness the impact on development when all three parties worked together.

I was invited to be a member of Plan India's Board in 2011 and I looked forward to an opportunity to work for another aspect of development relating to children, their well-being and their future.

At Plan India, we deliberate and put forward ideas that have a positive impact and get translated into constructive programmes to benefit the aspirations and needs of children. We work not just with governments but also with other stakeholders and such collaboration and cooperation gives us a better understanding of what needs to be done in every part of the country.

In my first year as Chairperson, I expressed the need for interaction at state and regional levels, culminating in an annual National Conference to discuss issues of concern that impact policy initiatives in the long run. The Plan India team constructively translated this idea into the Plan for Every Child Conference, an annual event bringing various stakeholders to deliberate on the subject. I had also suggested that as a prominent national-level organisation, Plan India must take the lead to recognise those that perform in an outstanding or exemplary manner - those who walk an extra mile, those who put a little more of their hearts into the programmes for children. Plan India's team rose to the occasion again and this year we instituted the Impact Awards, honouring the last-mile champions.

Plan India is constantly looking for new ideas and new beginnings. It is this "Think Positive" attitude that makes it a relevant organisation for the future of our children in India. It is indeed a pleasure to work with a committed Board and a dynamic team.

Best wishes,

A handwritten signature in blue ink, appearing to read 'Rathi Vinay Jha'.

Rathi Vinay Jha

Chairperson

LETTER FROM THE EXECUTIVE DIRECTOR



Dear Colleagues,

My association with Plan India began long before I took over the role of Executive Director. When I joined the organisation, it was still establishing its presence in the country as a national entity. Plan India has grown and matured over the years and is today known as a trusted organisation that advocates for child rights and development. The team at Plan India has nurtured the organisation by formulating innovative solutions towards sustainable development which are gender transformative in nature.

Working in India in itself has been a unique opportunity and there has been significant progress over the years. However, certain issues still persist. Malnutrition, sex-selective abortion, lack of education of girls and child marriage are some of the problems which still cripple India's growth. While the Government of India has done well to address these issues, the impact can be even more significant if civil society and communities in general also advocate and accept these changes.

Most people living in marginalised sections and vulnerable situations are unaware of their rights or of multiple government programmes and initiatives available for their benefit. Organisations like Plan India are consistently working with various stakeholders to build this awareness and bridge the gap. Civil society is playing an important role in changing the mindset and doing away with age old customs that plague communities and hinder growth and empowerment prospects. Plan India is a facilitator, bringing these issues to the notice of policy makers and aiding dialogues between the parties - this is what makes Plan India so relevant!

As an organisation, our success is measured in how effective we are in bridging this gap. We consider our efforts successful when children and youth, particularly girls, drive change in their communities and are able to hold effective dialogues with duty bearers. It is immensely encouraging to note that children and youth who were part of our projects in the past are now leading the charge in their communities. These are the results we strive for and the motivation we need to go that extra mile! When a community becomes self-aware of the issues that exist and makes efforts to resolve them, that is when we are truly successful.

Over the last 10 years, Plan India has worked with children, adolescents and young people, extensively engaging with them in all aspects of our work. Projects like Safer Cities, Young Health Programme and others are setting an example as gender transformative projects that are changing the attitude and mindset of the younger and older generations. The Plan India model on such programmes are being increasingly adopted by the global Plan community. The more such innovative programmes are replicated, the more ideas for improvement come through. It is not just an investment in children, but an investment of faith in the organisation.

During this financial year, Plan India has worked in 5,200 villages and communities across 15 states, partnering with over 24,000 Community Based Organisations and 276 government institutes. More than 11,400,000 women were reached

through Project Ahana, including 2,322 HIV reactive pregnant women who were linked to Antiretroviral Therapy and care services. 40,000 school going children, particularly adolescent girls, now have access to improved WASH facilities. 15,000 girls have accessed ICT enabled learning centres through our Digital Learning Centres. 8,159 vulnerable children have been prevented from engaging in labour in Hyderabad. As a first, Plan India also assisted drought affected families in Maharashtra, Uttar Pradesh and Jharkhand by providing them with clean and safe drinking water.

I take this opportunity to thank our partners for extending their support to the work we do. I am also very grateful to the Government, individual donors and corporate donors for their partnership and collaboration.

Plan India has a tremendously hardworking staff that always delivers work of the highest quality. I am extremely proud of the effort they put in every day to meet our goals. I would also like to express my gratitude towards the Governing Board for their strategic guidance to our work.

As we move towards a new tomorrow, let us endeavour to reach out to more children, more families and communities. The goals set forth in our Country Strategic Plan IV and our aspiration to reach '10 million girls' are certainly ambitious but I am confident that together, we will have a positive impact on the lives of children for years to come.

Together we can create an environment where girls can Learn, Lead, Decide and Thrive!

Yours sincerely,



Bhagyashri Dengle
Executive Director



PROGRAMME OVERVIEW

During FY' 17, the Indian economy has remained relatively steady, providing stability for development initiatives which grew by nearly 8%. However, the decision by the Government to devolve funds earmarked for social sector schemes to the state governments, most of which lack technical capacity for good governance and development administration, slowed the reach of the benefits.

At another level, inflationary strains on the economy and the people due to a weak monsoon worsened distress migration of rural families to urban slums. The Government's decision to demonetise the economy and the restrictions posed by the election code of conduct in Uttar Pradesh decelerated several ongoing and new economic, development and welfare programmes.

The child rights situation in the Plan communities/villages and thematic areas have improved with all new born children having their birth registered, more than 96% of girls and boys in the school going age were enrolled and regularly attended school, nearly 90% children (0-6 years) have access to ECCD services at home or at centres. These communities show an increase in awareness of and access to safe drinking water and community sanitation as well as increased participation of children and women in community governance.

However, presently only 19.7% expecting mothers receive full ANC. Only 47.7% mothers avail the benefits of the Government programme for safe motherhood, Janani Suraksha Yojana (Maternal Health Scheme). Beneficiaries of the Janani Shishu Suraksha Karyakrama (Newborn Health Programme) are at 14%. A third of all children do not receive full immunisation while 6.6% children in the age group of 12-23 months receive no immunisation at all.



British journalist John Langdon-Davies and refugee worker Eric Muggerridge set up the 'Foster Parents Plan for Children in Spain', to help children affected by the Spanish Civil War

During World War II, the name was changed to 'Foster Parents Plan for War Children' in England, helping displaced children from all over Europe.

As Europe recovered from World War II, work gradually moved to cover less developed countries as 'Foster Parents Plan Inc.' with the goal of changing the lives of children in need.

Work expanded to Asia and South America and US. Jacqueline Kennedy was the honorary chairwoman during the Silver Jubilee



OUR HISTORY

OVERALL ACHIEVEMENTS

- More than 40,000 community based children, adolescents and youth groups, SHGs, farmers groups, mothers groups impacted to achieve the annual plan objectives
- Over 11,400,000 pregnant women followed up for HIV testing through health workers
- Partnered with more than 90,000 children from the most excluded communities, e.g. street children, children engaged in begging, children engaged in labour, trafficked children with whom Plan India had not worked in the previous years
- Engaged and leveraged the support of more than 1,200 government officials at the state and district levels for promoting and upholding rights for children
- Supported 37 programme evaluations and audits along with nearly 120 field exposure visits from Donors, National Offices, Board Members and government officials
- Worked with 67 NGO partners along with 17 Technical Resource Agencies and more than 90 expert consultants and volunteers to strengthen the quality of programmes
- 2,322 HIV reactive pregnant women linked to Antiretroviral Therapy and care services

The global name became 'Plan International' as the presence spread across Latin America, the Caribbean, Asia and Africa

Plan International was recognised by the Economic and Social Council of the United Nations as Belgium, Germany, Japan, UK, Canada, USA, Australia and the Netherlands became donor countries

New offices opened in France, Norway, Finland, Denmark, Sweden and the Republic of Korea as Plan International marked 60 years of helping children

The donor countries increased to 21 as offices opened in Colombia, India, Ireland, Italy, Hong Kong, Spain and Switzerland

1970s

1980s

1990s

2000s



Today, as one of the largest child development organisations in the world, Plan International is active in over 85,000 communities across 71 countries benefitting over 32 million girls and boys.

PROJECTS	185 Projects active over the past financial year	150 Cr (INR) Total annual budget FY17	LOCATIONS	5,213 Villages/communities directly benefitting from the Plan India work	
	24,186 Community Based Organisations	646 Local and national NGOs and civil society organisations		276 Government institutions at central and local levels	120 International NGOs, development institutions and universities at national, regional, and international level
PARTNERSHIPS	6,500 Staff members in partner organisations and institutions trained in child protection		38,000 Community members and volunteers trained on child protection		PARTICIPATION
				128,000 Community members trained in gender equality	

OUR PURPOSE

We strive for a just world that advances children's rights and equality for girls. We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face
- Work with children and communities to prepare for and respond to crises and to overcome adversity
- Support the safe and successful progression of children from birth to adulthood



OUR APPROACH

Plan India has a unique child-centred approach that puts children and young people at the heart of everything we do - whether it is long term development work or humanitarian response. It enables us to address the root cause of child poverty.

Our distinctive approach to creating a lasting change for excluded children and ending child poverty is called Child Centred Community Development. Our approach is built on two principles:

- Ensuring that all girls and boys realise their full rights by putting them at the heart of our endeavours
- Supporting groups of people to come together, mobilise and tackle issues that affect them

OUR GEOGRAPHIC COVERAGE

Plan India is a nationally registered independent child development organisation that has been working in India for over 35 years to create a lasting impact in the lives of vulnerable and excluded children, their families and their communities.



OUR COUNTRY STRATEGIC PLAN IV

GOAL 2020

As a leading child rights organisation, we strive to advance children's rights and equality for girls, thus creating lasting impact in the lives of the vulnerable and excluded children and their communities. During 2016-2020, Plan India will work through long-term sponsorship-based programming in 8 states and grant-based programming in 16 states, to:

- Work with TWO million children, and within these, aim to impact ONE Million Girls and young women
- Impact TEN million girls and young women through influencing government policy and practice
- Develop innovative pilots through evidenced based programming

To achieve this goal we will work with strategic pillars that will be exemplified as:



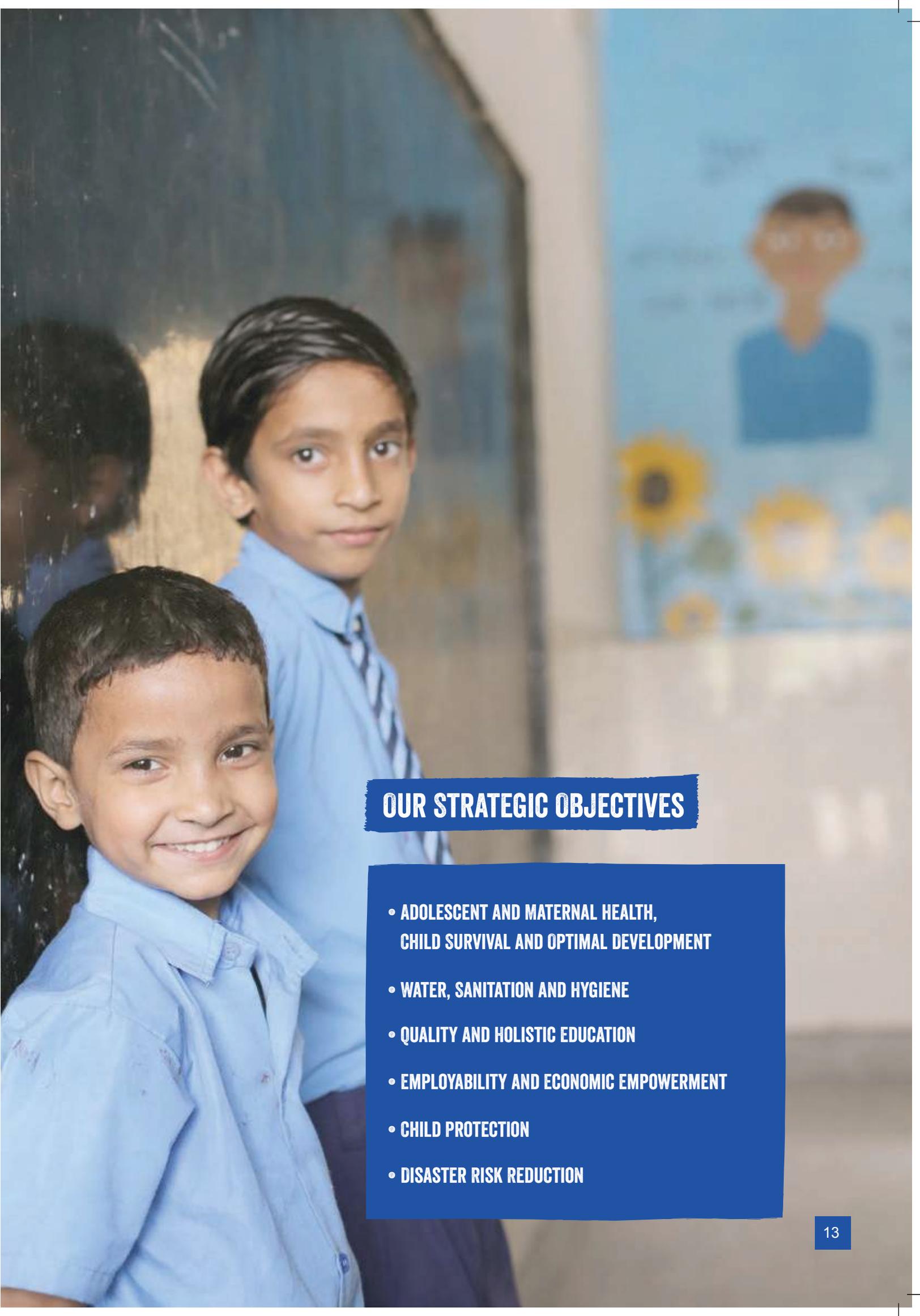
10 MILLION REASONS

LEARN - Girls are educated and are equipped with skills for work and life

LEAD - Girls take action on issues that matter to them

DECIDE - Girls have control over their lives and bodies

THRIVE - Girls grow up cared for and free from violence and fear



OUR STRATEGIC OBJECTIVES

- **ADOLESCENT AND MATERNAL HEALTH, CHILD SURVIVAL AND OPTIMAL DEVELOPMENT**
- **WATER, SANITATION AND HYGIENE**
- **QUALITY AND HOLISTIC EDUCATION**
- **EMPLOYABILITY AND ECONOMIC EMPOWERMENT**
- **CHILD PROTECTION**
- **DISASTER RISK REDUCTION**

ADOLESCENT AND MATERNAL HEALTH, CHILD SURVIVAL AND OPTIMAL DEVELOPMENT

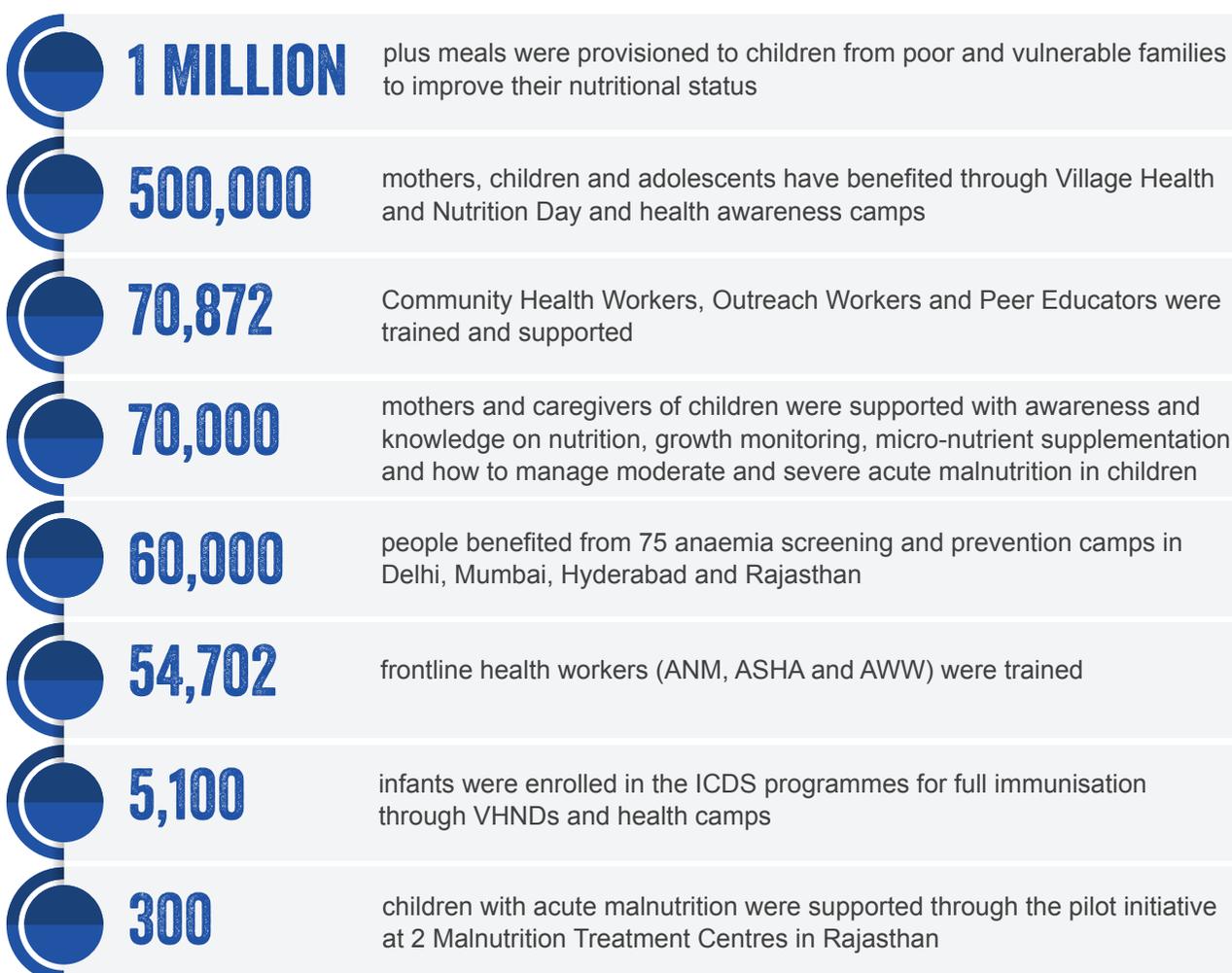
GOAL 2020

Improved access to quality reproductive, maternal, child and adolescent health services that directly benefit 500,000 Under Six (U6) girls and 500,000 adolescent girls from vulnerable and excluded communities, along with 8,000,000 girls and young women indirectly benefited through influencing government policy and practice.

PROGRAMME OBJECTIVES

- Enable the community to access knowledge and affordable quality health services
- Improved KAP for enhanced health seeking behaviour among adolescents
- Provide care and support to PPTCT and vertical transmission of HIV
- Leverage National Urban Health Mission resources for the urban poor
- Improve access to quality responsive care and simulation (girls and boys in 0-3 years)
- Public accountability mechanisms for equitable access to quality health services

KEY ACHIEVEMENTS





HEALTHIER NOW AND ALSO BRAVER!

"I never really cared about my health earlier. But now, I have become more aware. Even my mother is more conscious about my whole family's health and well-being now."

Representative Image

Photo Credit: Marco Betti for YHP

At 17 years, Jennifer is a vibrant and ambitious girl living with her parents and four siblings in Delhi. She heard from a friend about the Health Information Centre (HIC) run by Plan India in her community under the Young Health Programme (YHP) and was excited to join the HIC for trainings and to learn about health, hygiene and other issues. She attended peer educator trainings, took classes and participated in anti-tobacco rallies at the centre. But all was not well.

The shy, unambitious girl suffered from health issues, primarily due to malnutrition. Her only meal was a couple of rotis (homemade bread) a day. Anaemic and visibly weak, she barely left the house and had stopped meeting friends, attending school or YHP. Lonely and struggling to come to terms with her ailment, Jennifer was becoming isolated and her family was growing increasingly concerned.

The YHP staff intervened immediately on hearing about her condition. She was admitted to a hospital where she underwent blood transfusion and received treatment and counselling. With the team's help, the young girl has overcome her scary ordeal and is now not only healthier, but also braver and has returned to a full life.

Jennifer regularly participates in the activities at the HIC and shares her knowledge with her family and friends. She has even encouraged her sisters to join the YHP. Her favourite subject at school is history and she likes listening to music and enjoys spending time with her friends. Her ambition is to be a teacher one day.

GIRLS ASPIRATION FOR RIGHTS AND VALUES

Plan India with the support of European Commission is continuing its efforts to address the pre- and post-birth discrimination against girls through the Girls Aspiration for Rights and Values (GARV) project.

The project aims at combating discrimination to empower the community to eliminate sex determination and sex selection to guarantee a life of dignity for girls.

KEY ACHIEVEMENTS

- **2,924** Peer Educators trained on social impact of female foeticide
- **4,463** community meetings organised across the intervention areas
- **1,396** AWWs, ASHA and ANMs trained on gender discrimination and integration of the issue in their regular curriculum
- **180** Village Health Sanitation and Nutrition Committees strengthened and now functioning as per government
- **419** girls have accessed schemes related to the welfare of girls
- **500** judges from district courts oriented on the provisions of the Pre-conception and Pre-natal Diagnostic Techniques Act (PCPNDT), 1994
- **36** panchayat level Child Protection Committees strengthened
- **18** district level inter convergence meetings facilitated for survival of girls aligned with Beti Bachao Beti Padhao



Photo Credit: Mikko Toivonen

YOUNG HEALTH PROGRAMME

The Young Health Programme is tackling the significant threat of Non-Communicable Diseases (NCDs) in India by aiming to reduce the risk associated with alcohol and tobacco consumption, unhealthy diets and physical inactivity.

The third phase of the programme aims to expand it to include marginalised communities in North West Delhi and focuses on vulnerable young people between 10-24 years. Our strategies include empowerment through peer education, community mobilisation, strengthening health services and local advocacy.

The programme received a Corporate Social Responsibility Award from the National HRD Network in 2016.



WATER, SANITATION AND HYGIENE

GOAL

Improved access to water, sanitation and hygiene services that directly benefit 1,000,000 girls and young women from vulnerable and excluded communities along with 5,000,000 girls and young women indirectly benefited through influencing government policy and practice.

PROGRAMME OBJECTIVES

- Equitable access to health and WASH facilities
- Improved hygiene practices at home and ECCD centres which benefit families, care givers and user groups
- Increased number of ODF villages and slums in the most vulnerable and excluded areas
- Improved hygiene particularly in women and children
- Increase in the number of community based organisations that monitor open defecation status in their villages and urban slums

KEY ACHIEVEMENTS

In some schools, several adolescent girls who had dropped out or discontinued schooling have re-enrolled and are actively pursuing learning in Alwar district of Rajasthan and the slums of Mumbai.

At the advocacy level, the Plan India WASH programmes were recognised as the Key Resource Centre (KRC) by the national Government for training of government officials. Further, the pilot initiative on Village Water Safety and Security (VWSS) in Jharkhand and Rajasthan has been recognised by the government and several aspects of the work have been included in their policy documents.



school going children, particularly adolescent girls, now have access to improved WASH facilities



primary and middle schools have been supported



children and parents were trained on the importance of household latrines, their maintenance and hygienic practices



entire blocks and 9 gram panchayats have become ODF in the districts of Gopalganj and East Champaran



families have accessed government subsidies to construct household latrines



FOR A BETTER TOMORROW

Senpur Primary School was selected to be part of the Support My School (SMS) project supported by Coca-Cola and NDTV.

Representative Image

The Senpur Primary School in Ambedkar Nagar, Uttar Pradesh was not always the pride of the tiny village. 63 students and four teachers struggled with lack of basic facilities that led to an increasing dropout rate. Girls did not regularly attend class due to poor hygiene conditions. The school had no safe drinking water or adequate grounds for the children to exercise in. Worse, open defecation was practiced around the school. School officials and students had all but given up hope - until a Plan India staff visit.

It was selected to be part of the SMS project supported by Coca-Cola and NDTV. A strategic plan was laid out in consultation with the School Management Committee (SMC), school authorities and students. Separate toilets were built for girls and boys, sports and safe drinking water facilities were provided. Students were oriented on environment-friendly practices like tree plantation and rain-water harvesting. The maintenance was handed over to the school authorities after the completion of the renovation of the school.

Since then, enrolment in Class I increased, and retention went up from 51% to 80%. Animated and packed SMC meetings occur on a regular basis, the teachers are confident and the children enjoy coming to school to study and play with their friends.

SCHOOL WASH

PROVIDING ACCESS TO SAFE DRINKING WATER SUPPORTED BY SAMSUNG C&T AND COMMUNITY CHEST OF KOREA and in partnership with NGOs through interventions in 15 government schools in the area of Madanpur Khadar, Badarpur, Kakrola, Mahipalpur and Rangpuri Pahadi in Delhi.

KEY ACHIEVEMENTS

- **12,883** children across 15 schools reached
- **15** RO plants with storage tanks supplied by municipal corporations and a bore well with the provision of pumps in some cases installed and maintained to ensure round-the-year availability of drinking water
- **110** toilets for students, 30 for staff members constructed with separate facilities for girls and boys, running water and wash basins
- Bal Sadan or Children's Clubs constituted for children to carry on the responsibility for WASH activities in school

HEALTH, LEARNING AND EQUITY THROUGH WASH IN SCHOOL WITH REAL: Plan India in partnership with REAL implemented this project in Sriperumbudur, Tamil Nadu, to upgrade toilets and drinking-water facilities and to spread awareness on hygiene practices.

KEY ACHIEVEMENTS

- Adolescent girls have access to iron and folic acid tablets and sanitary napkins from the ICDS centres in their respective villages
- Established WASH committees and Children's Clubs to spread awareness at school and beyond, maintain the WASH facilities, procure soaps, nail cutters and other material to promote hygiene practices
- Trained teachers on hygiene education, monitoring the school WASH programme and how to conduct classes through SMC and WASH clubs
- 30 household toilets were built using government subsidy

FICCI SCHOOL SANITATION PROJECT CHITTOOR, ANDHRA PRADESH identified 138 schools and worked closely with teachers, parents and government officials for a long-term sustainable impact in the Chittoor district by promoting hygiene practices in 200 schools through WASH committees and WASH Champions to act as change agents in bringing sustained positive changes in the environment.

KEY ACHIEVEMENTS

- **20** project staff members were oriented on Children Behaviour Change Communications module and the first 4 sets of activities, facilitation skills and action plan was prepared
- **784** children (381 girls) oriented and 252 teachers identified as WASH champions, 96 school WASH agreements signed
- **57** schools identified for spreading awareness through wall-writings and paintings in common areas and oriented on the Child Protection Policy

OPEN DEFECATION FREE VILLAGES IN BIHAR

Plan India in collaboration with the Department of Rural Development has implemented the “Promoting Sustainable Sanitation in Rural India” project in Gopalganj and West Champaran districts of Bihar. The project was implemented with the objectives of bringing behavioural changes among rural communities towards sanitation and to create an Open Defecation Free environment.



KEY ACHIEVEMENTS

1 entire block in the Gopalganj district rendered ODF

79 villages including 12 gram panchayats in Gopalganj and 44 villages and 5 gram panchayats in West Champaran declared ODF

16,50,000 people have access to improved toilets

9,500 new toilets constructed in the project areas to support the Swachh Bharat Mission

RS 11 CR mobilised through project intervention from PHED department for construction of improved toilets under the Swachh Bharat Mission

Plan India's contribution towards achieving Swachh Bharat Mission target was acknowledged by the district administration and the District Collector of Gopalganj has given a certificate of appreciation for active contribution towards making Thawe district completely ODF.

QUALITY AND HOLISTIC EDUCATION

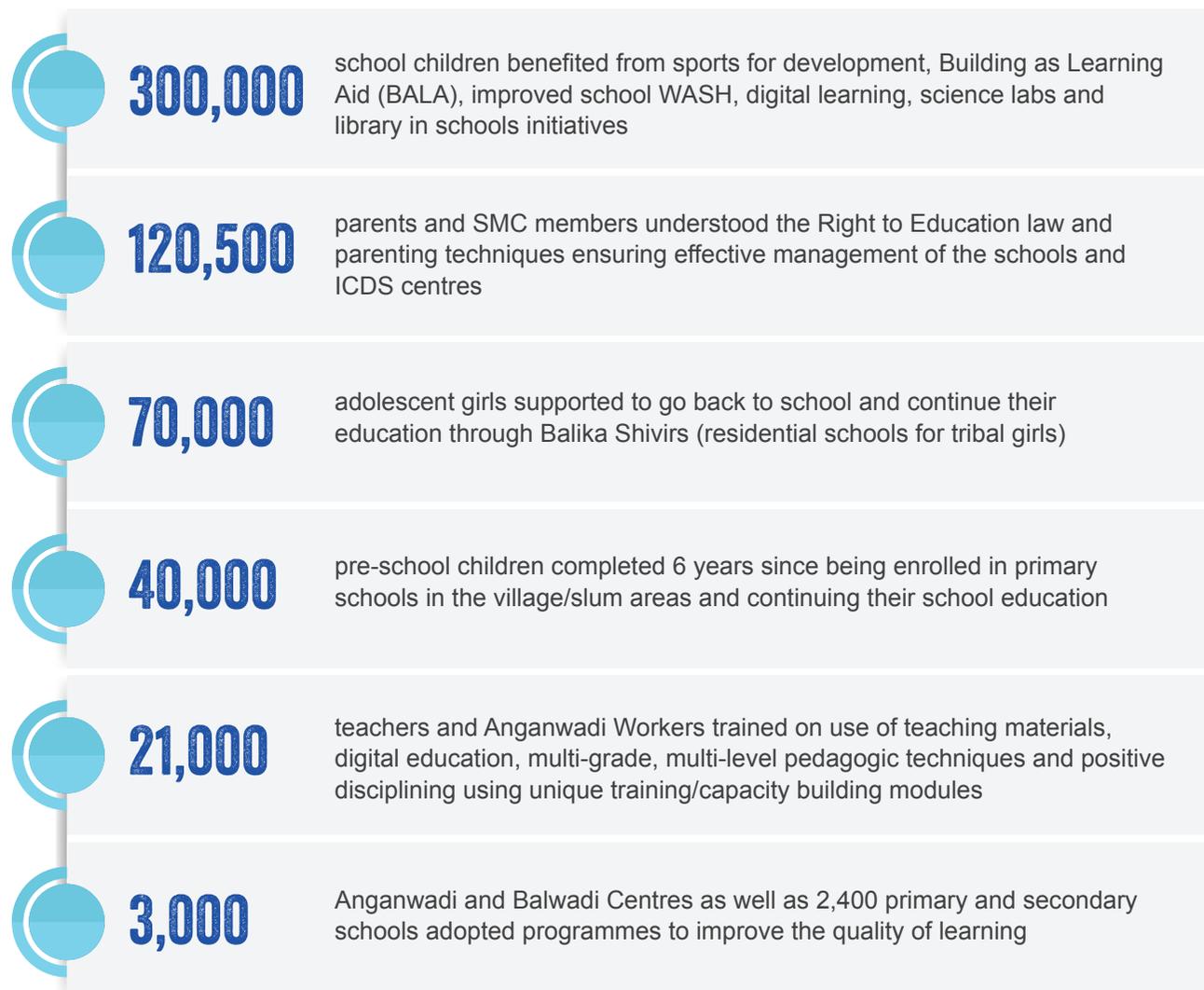
To improve holistic learning and quality education (pre-primary to secondary education) in 3,000 ECCE and Anganwadi centres and 3,000 schools directly benefiting 1 million children in the age group of 3-18 years in 3,000 villages and urban slums; along with 4 million children supported through ECCE and Education system advocacy and policy influence actions.

PROGRAMME OBJECTIVES

- Improve access to care and developmentally appropriate early learning for girls and boys in 3-6 years age and ensure smooth transition to primary levels
- Girls and boys complete 10 years of school with appropriate learning levels
- Increase in the number of children and youth led organisations that effectively participate in programming and advocacy

KEY ACHIEVEMENTS

Plan India's focus in its ECCD and Education programmes has primarily been on enrolment of marginalised children in Anganwadis and schools, building the pedagogic capacity of teachers, improving the classroom learning environment and optimal school governance.





WIND BENEATH THEIR WINGS

Neela, the pride and joy of her family, has overcome great odds - most within her own home and community - to achieve the success she has today

Representative Image
Photo Credit: Mikko Toivonen

In a far away village in Andhra Pradesh lives 15 year old Neela and her parents. Neela's father is a daily-wage agricultural labourer who believed that a girl's place was at home, hidden behind closed doors and household chores. Even support from her mother, a home-maker, could not stop her father from withdrawing her from school when she was in Class IX. This caused a growing rift between father and the playful and intelligent young girl with countless aspirations, who intended to make something of herself, if only her father would let her.

When Plan India implemented the Empowerment through Sports programmes in her village, for months on end, they went from door to door, talking at length with communities and breaking down age-old misconceptions around gender, education, discrimination, the economy and a host of polarising subjects. Before long, they had enlisted the support of the Panchayat (village level administration) who stood with them and introduced them to Neela's parents.

With persistent counselling and awareness sessions, Neela's father began to change his mind. He steadily grew more involved in the programme and has not looked back since. Today, their village is an example of girls' education and the benefits of sport for development and empowerment. In the past year, a growing number of girls, including an overjoyed Neela, have been re-enrolled in school. They are encouraged to study and participate in sports and equip themselves with skills to build a bright future of their choosing.

DIGITAL LEARNING CENTRES

The Digital Learning Centres, set up by Plan India in collaboration with Ericsson, utilise technology solutions to provide quality education to young women aged 15-25 years within their own communities, thereby overcoming the challenge of limited mobility.

The project aims to benefit more than 15,000 young women by making learning and skill development affordable and available to them in a safe and convenient environment. The focus of the project is on setting up learning centres in marginalised communities and conducting enrolment drives to encourage girls to enrol at the centres. Conducting parents' counselling sessions to encourage enrolment and continuance is also a key activity, as is identifying and deploying experienced teachers and scheduling their classes.

KEY ACHIEVEMENTS

- **15** learning centres and 1 resource hub established in Dwarka, Holambi Kalan and Rangpuri Pahadi in Delhi
- **15,000** girls accessed ICT enabled learning centres
- **45,000** families sensitised on the importance of girls' education



EMPLOYABILITY AND ECONOMIC EMPOWERMENT

GOAL 2020

Improved youth economic empowerment and financial inclusion that directly benefits 100,000 young women (18-24 years) along with 1,000,000 girls and young women indirectly benefited through influencing government policy and practice.

PROGRAMME OBJECTIVES

- Increase in number of youth (18-29 years) receiving JOVT and VTEP
- Ensure increase in financial inclusion of households and link to business development services for improved livelihoods
- Increase in the number of children and youth led organisations that effectively participate in programming and advocacy

KEY ACHIEVEMENTS

The sustainable livelihood and youth economic empowerment programmes have focused on skill building of youth through JOVT, VTEP, women's SHG formations along with supporting farmers and artisans with technical know-how to improve their livelihood.

Another important outcome of the trainings has been that women are now well aware of the importance of financial inclusion and have now opened individual or group savings accounts. This has enabled families to save for their business and other economic obstacles faced by their families.



4,000 young women and men were trained on JOVT, of which, more than 3,400 trainees have been placed in jobs and supported for 6 months to ensure that they are retained

34,000 women members of SHGs and joint liability groups have been trained for entrepreneurial and business skills, financial literacy and financial inclusion

16,000 and more women have been supported with linkages to capital to start micro-enterprises after their business skills training

120,000 agrarian families trained on improved agricultural practices, soil management, organic farming, etc.



“It was near impossible to convince my employers to pay me wages in parity with my male peers. Now, my approach to problems has changed due to my learnings from Samanta and the Working Women’s Collectives. I have moved from request to negotiation, towards a vision of equality for all women everywhere.”

**BEATING THE PATH TO
OPPORTUNITY, CONFIDENCE
AND SECURITY**

Representative Image
Photo Credit: Mikko Toivonen

24 year old Shimla works as a daily wage labourer in Ambedkar Nagar, Uttar Pradesh, one of the state's most backward districts. Until recently, she spent every day in search of work in fragmented workplaces with countless, exploitative and loutish employers and came home to a growing list of chores and responsibilities.

Shimla attended the International Women's Day celebration held as part of the Samanta Project. She joined the programme's Working Women Collective, learned about workplace provisions and rights and then began counselling her peers and advocating for their rights.

When her employer refused to pay her wages, she took this up with the collectives, approached the Gram Pradhan (village head) and even presented the case to the Department of Labour and Employment. Her employer not only came around, but increased female employees' wages to match that of the men. Under her leadership, the collectives, for the very first time, were able to secure agricultural-labour contracts with their employers and were able to be equal partners in the profits of these enterprises.

In view of Shimla's formidable negotiation skills, she has earned great respect within her family, community and neighbouring communities.

SAMANTA

The European Union supported Project Samanta is a 3-year project being implemented in 9 blocks and 90 gram panchayats in Ambedkar Nagar, Uttar Pradesh to facilitate 10,000 working women to receive equal wage for equal work with men and non-discrimination at the workplace. In the third year, the project has laid emphasis on facilitation of working women collective's negotiations on gender wage parity with employers and enrolment of working women in welfare schemes promoted by the Department of Labour and Employment and Department of Rural Development for Mahatma Gandhi National Rural Employment Guarantee Act.

KEY ACHIEVEMENTS

- **130** days of participation of women in workforce, increased from **90** days
- **RS. 19,500** per annum is the new household income of women labour, up from **RS. 5,400**
- **10,000** working women, all registered with the Department of Labour and Employment and issued job cards
- **20,148** children of working women enrolled in age appropriate learning institutions
- **9** Block Resource Centres established in association with the Panchayati Raj Institution for dissemination of gender wage parity information with working women
- Representatives from the Department of Labour and Employment and Community Based Vigilance Groups conducted joint visits to teach monitoring and reporting
- Created awareness on online compliance registration platform 'Vikalp' to promote gender equality in partnership with Uttar Pradesh Police Mahila Samman Prakoshtha



FINANCIAL EDUCATION AND LIFE SKILLS FOR GIRLS

Financial Education and Life Skills (FELS) seeks to deliver financial education and life-skills to children in 4 blocks of Bikaner district of Rajasthan. The project is supported by Credit Suisse and is being implemented in 4 countries - India, China, Brazil and Rwanda.

KEY ACHIEVEMENTS

- 1,429** government schools engaged and the total membership of the FELS clubs reached 40,552 children (22,612 girls)
- 766** government school teachers trained on quality education, financial literacy and life skill education. Training for 2,020 other teachers also facilitated.
- 170** girls supported in achieving secondary and senior secondary level milestones through educational camps. 91% girls supported for Class XII passed the exam successfully.
- 98%** of the FELS club members saving money, Rs. 200,000 (approximately) saved at the end of year 3
- 90** entrepreneurship workshops organised for 4,755 children (3,195 girls) in which participants also learned about the menstrual process and the need for hygiene



CHILD PROTECTION

GOAL 2020

Increased protection from abuse, neglect, exploitation and violence for 1,000,000 girls from vulnerable and excluded communities along with 10,000,000 girls indirectly benefited through influencing government policy and practice.

PROGRAMME OBJECTIVES

- Children have support of effective community-based child protection mechanisms linked to the mainstream system
- Capacity building of duty bearers e.g. parents, teachers, community members/leaders and frontline government to mainstream the child protection system that keeps children safe and protected from harm and abuse
- Engagement of Plan India to institutionalise systemic changes through policy dialogue on child protection issues with policy makers and administrators at district, state and national levels
- Increased number of children and youth led organisations effectively participate in programming, advocacy and decision making on child rights issues

Plan India, working in partnership with more than 500 grassroots NGOs from across the country, was engaged in national level advocacy on child protection through the National Conference on Plan for Every Child. The focus of the Conference was to seek policy inputs on significant child protection challenges from children, young people and field level experts and thus inform and support policy makers to design mitigation strategies.

Yet another significant advocacy initiative with a global remit has been the leadership by Plan India to organise the consultation on street connected children for the UN system. Street connected children and NGOs working with such children were consulted to collate India specific inputs which became part of the UN General Comments No. 21 (2017) on children in street situations.

KEY ACHIEVEMENTS



34,000

children mobilised and supported with knowledge and awareness on child protection issues and on reporting violations



28,000

community members trained on various aspects of child protection



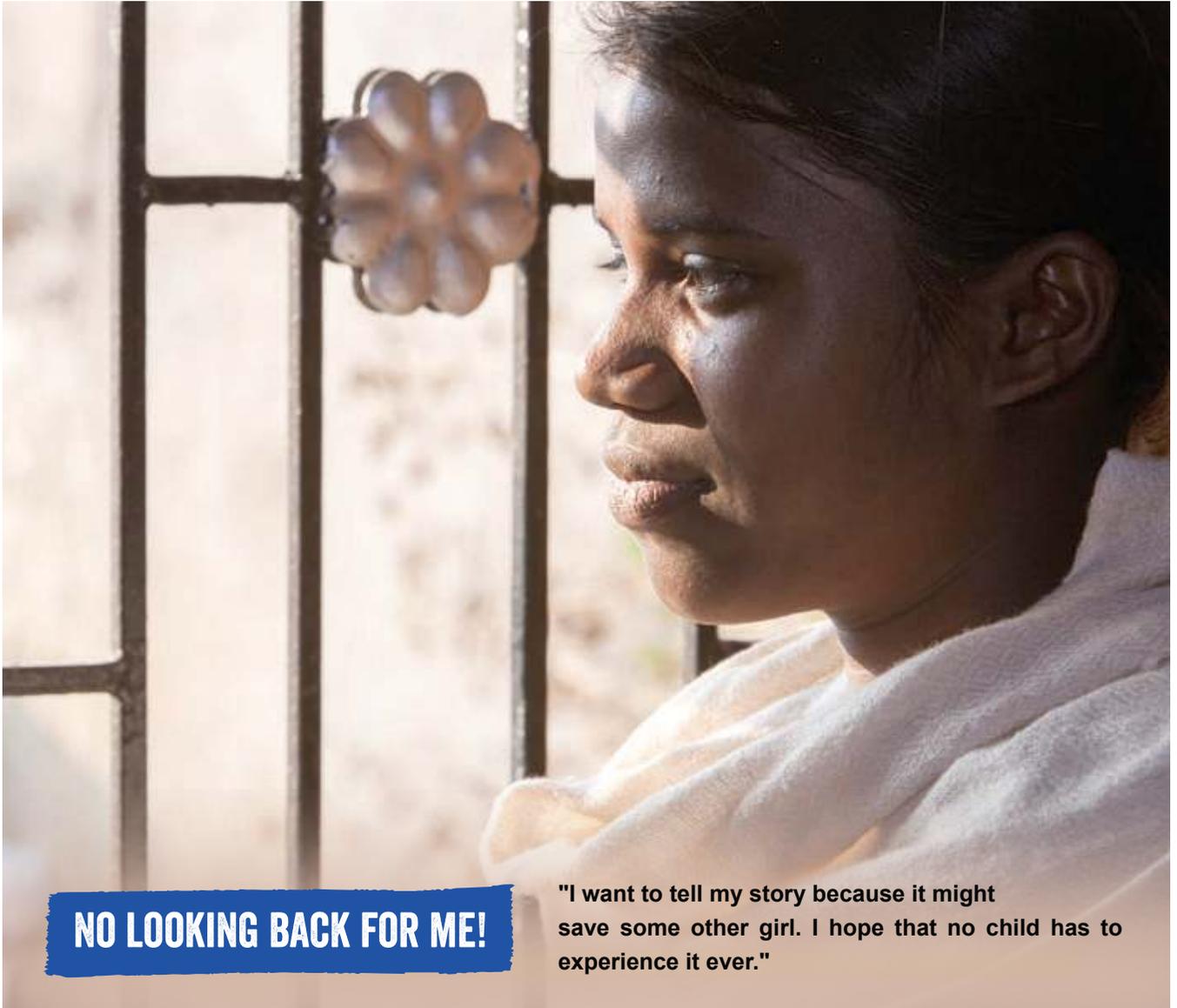
2,100

Community-Based Vigilance Groups formed at village/slum levels



1,200

schools engaged to create safe schools where teachers and pupils are aware of the law against corporal punishment and a functional complaint and redressal mechanism is established in the school



NO LOOKING BACK FOR ME!

"I want to tell my story because it might save some other girl. I hope that no child has to experience it ever."

Representative Image
Photo Credit: Mikko Toivonen

Rubi was one of those unfortunate children who experienced the horrors of being forced to work in brothels, factories and homes. Her family struggled along with daily wage jobs, but these dried up after the harvest season. When she was approached by a woman who promised her a job at a brick factory, food and money to support the family, Rubi agreed to go.

Rubi travelled with another girl to a shady warehouse in New Delhi which was full of girls like them. Here she was terrified for her life, starved, threatened and beaten. Men working as guards raped them often. Rubi was bought by a man for Rs. 40,000 and sold to a family as domestic help.

Her ordeal came to an end when another domestic worker felt sorry for Rubi and lent her a cell phone. Rubi called a woman in her village who worked for Plan India and contacted Jharkhand's child protection authorities. The police rescued her and the other girls working there and returned them to their homes.

Rubi is now part of Plan India's project. She has been receiving psychological care to cope with her experience.

ANTI CHILD LABOUR IN HYDERABAD

As per the 2011 Census, the total number of children in the age group of 5-14 years working in India was 4,353,247. Of these, Andhra Pradesh accounts for 404,851 or 10% of India's child labour. (Source: Census of India 2011, Ministry of Labour and Employment)

In June 2013, Plan India initiated a 5-year project against child labour, currently operational with the support of the Human Dignity Foundation in 1,600 villages and slums of 20 districts across Andhra Pradesh and Telangana.

The aim of the project is to strengthen the prevention, prosecution and protection services for children at risk of or subjected to trafficking for labour in Andhra Pradesh, Telangana and Bangalore.

KEY ACHIEVEMENTS

- **6,181** child labourers (2,777 girls) rescued
- **5,276** rescued children enrolled in school and 16% repatriated to their villages through due process of law
- **8,159** vulnerable children prevented from engaging in labour, of which 99.46% children successfully enrolled in school
- **400** community level events organised across the project area with participation from community members and other stakeholders
- **400** village-level Child Forums established with 8,120 members (51% girls)
- **400** convergence meetings organised with 6,702 Child Forums members and 6,419 Child Protection Committees members
- **177** school enrolment drives undertaken in villages
- **2,938** families of rescued children identified and livelihood support provided to them



DISASTER RISK REDUCTION

GOAL 2020

Build disaster resilient communities through mitigating risk, reducing vulnerability and providing humanitarian assistance that benefits at least 300,000 girls, young women and their families across 1,000 villages and urban slums along with 300,000 girls, young women and their families indirectly benefited through influencing government policy and practice.

PROGRAMME OBJECTIVES

- Timely humanitarian assistance in disasters with focus on child protection, ECCD (including nutrition), education and WASH in affected areas, especially girls
- Improve resilience for Disaster Risk Reduction in villages and urban slums in the Plan programme and non-programme areas including climate change adaptation and comprehensive school safety programmes

KEY ACHIEVEMENTS

Plan India reached out to drought affected areas of Maharashtra, Uttar Pradesh (UP) and Jharkhand

3,125

families provided with food baskets to mitigate food scarcity at the household level

1,344

families provided with safe drinking water (1,008,047 gallons) for a period of 30 days (15 litres per person per day as WHO standards)

74

tonnes of food items distributed to 3,125 families

Plan India reached out to the flood affected families in Assam, Bihar, Uttar Pradesh and Mumbai.

30,000

people (approximately) benefited from interventions

5,679

families reached through distribution of Non-Food Item Kits including Shelter Kit, Hygiene Kits and Water Kits across 6 districts in 4 states

1,000

patients reached through establishment of health camps catering especially to the medical needs of the lactating mothers, pregnant women and children

600

students reached through distribution of educational items, establishment of child friendly spaces and temporary schools



Merlin was inconsolable for three days and refused to eat or play.

SAFE, HAPPY, HEALTHY

Representative Image

Cyclone Vardah left many parts of Chennai devastated. Many homes were destroyed and livelihoods lost. Most affected by the devastation were the poor and marginalised, especially women and children. One of those families was that of Merlin. Merlin was only three years old when the cyclone left her family and her with no home. They had no place to go and were struggling to find help and support amongst the devastation.

It was a fearful day and a new atmosphere for Merlin when she started at the Day Care Centre where her parents, both construction labourers, had left her as they couldn't afford to pay for a private crèche. Merlin was inconsolable for three days and refused to eat or play. However, the other children's engagement in various plays and creative engagements helped her to relate with them and gradually, she got involved in activities and people around her. Her smile became a regular sight at the centre and she showed interest in developing hygienic practices like washing her hands before eating and after using the toilet.

Her parents are happy about their daughter's development and expressed their gratitude to Plan India for providing Merlin an opportunity to benefit from nutritious food and a safe atmosphere for early learning.

SAFER CITIES

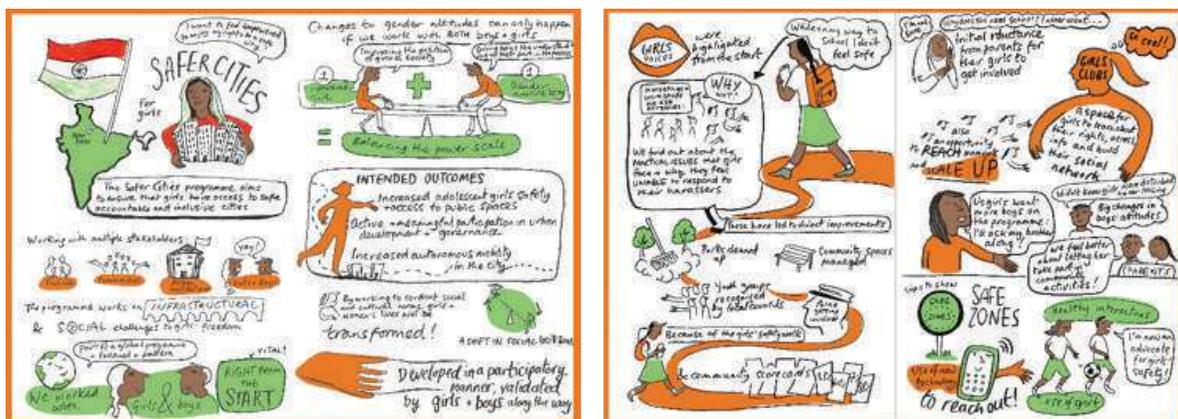
The Safer Cities initiative aims to build safe, accountable cities for adolescent girls and for women through safe access to public spaces, independent and unrestricted use of public transport and meaningful participation in urban governance, planning and management. A global initiative led by Plan International, Safer Cities is currently being implemented in five cities across the globe: Delhi, Cairo, Hanoi, Kampala and Lima.

Safer Cities represents collaboration between Plan International, Women in Cities International (WICI) and UN-HABITAT to address violence against women and girls. Technical guidance is provided by Plan International while local implementation is headed by Plan India.

KEY ACHIEVEMENTS

- 26,259** adolescents (18,796 girls), 2,476 young adults (1,837 girls) and 3,132 parents engaged through various community activities
- 537** government stakeholders and 394 transit staff committed to take action
- 4,784** adolescents (3,022 girls) and 389 young adults (289 girls) trained in the Champions of Change module
- 472** adolescent girls trained on self-defence by Parivartan Cell of Delhi Police
- 250,000** community members committed to the programme
- 206** safe spaces set up with the support of local stakeholders

A 5-day workshop on the research methodology PFIM facilitated by PFIM founder and expert Gerry McCarthy and Annika Tauber from Plan International Germany organised to explore and use the concept of active listening



FUTURE OUTLOOK

Through the benefits delivered by Safer Cities, all users of the space, service or mode of transit also stand to benefit. Improvements to legislation, in particular, have the potential to benefit the entire city. Key urban decision-makers and service providers can benefit from capacity development activities offered, from citizen-generated recommendations for improvements and from the baseline data generated as part of the programme, which can serve to inform future policies, programmes and local level initiatives.

PROJECT AHANA

Project Ahana is a national programme at Plan India working towards an AIDS-free generation in partnership with the National AIDS Control Organisation (NACO), National Health Mission and supported by the Global Fund to Fight AIDS, Tuberculosis and Malaria (GFATM). Project Ahana works in 9 states - Assam, Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Odisha, Rajasthan, Uttar Pradesh and West Bengal – and covers 218 districts.

KEY ACHIEVEMENTS

- 11,437,247** pregnant women engaged for HIV testing through peripheral health workers
- 7,472,091** pregnant women underwent HIV testing
- 26,955** ASHA workers oriented on universal HIV screening of pregnant women
- 15,747** ANMs trained on National Prevention of Parent to Child Transmission (PPTCT) programme and management of the Whole Blood Finger Prick Test (WBFPT)
- 2,322** HIV reactive pregnant women linked to Antiretroviral Therapy and care services
- 1,988** live births through institutional delivery for HIV reactive pregnant women
- 1,617** babies born to HIV exposed mothers underwent Early Infant Diagnosis

HIGHLIGHTS

DISTRICT RESOURCE TEAM (DRT)

To provide oversight and guidance to ANMs and ASHA workers on PPTCT programme, a resource team has been constituted and trained in each project district.

COMMUNITY BASED TESTING (CBT)

NACO has recently revised testing guidelines and allowed community based testing in various set ups, using trained ancillary health care providers and peer counsellors for conducting HIV screening. This was followed by advocating HIV screening of pregnant women on Village Health Nutrition Days (VHND). Till now, Project Ahana has successfully initiated HIV screening at VHND in the 4 states of West Bengal, Chhattisgarh, Jharkhand and Rajasthan.

DEVELOPMENT OF COMMUNICATION AIDS

Project Ahana developed a set of IEC material focusing on the need for universal HIV screening of pregnant women. The set comprises of a poster, sticker, pamphlets (for community) and a guidebook for outreach workers.



OUR SUPPORTERS

Arthik Anusandhan Kendra
Adithi
Academy of Gandhian Studies
ALAMB
Alwar Mewat Institute of Education and Development
Anchal Charitable Trust
Association for Promoting Social Action
Association for Rural Awareness and Mass Voluntary Action
Association for Rural Uplift and National Allegiance
ASSIST
AT&T Global Network Services Pvt. Ltd.
AkzoNobel
Axis Bank Foundation
Dr. A.V. Baliga Memorial Trust
Bharati Integrated Rural Development Society
Bal Vikas Dhara
BACI
CAP Foundation
Community Aid and Sponsorship Programme
Committed Communities Development Trust
Columbia Group of Children in Adversity Incorporation
Childhood Enhancement through Training and Action
Chetna Vikas
Child in Need Institute
Centre for Youth and Social Development
Society For Doorstep School
Capgemini India Pvt. Ltd.
Coca Cola India Pvt. Ltd.
Dalit Vikas Vindu
Daiichi Sankyo India Pharma Pvt. Ltd.
Deutsche Bank
DLF Foundation
Emmanuel Hospital Association
Ericsson India Pvt. Ltd.
Escorts India
European Union
FICCI
Fundacion Heres
Gram Niyojan Kendra
Gramya Sansthan
Grama Swarajya Samithi
Global fund to Fight AIDS, Tuberculosis and Malaria
Hindustan Latex Family Planning Promotion Trust
Humana People To People India
HSBC Software Development (India) Pvt. Ltd.
Human Dignity Foundation
Integrated Development Foundation
Magic Bus India Foundation
Mahita





Mamta Health Institute for Mother and Child
Metso India
Modern Architects for Rural India
Madhya Pradesh Network of People Living with HIV AIDS
Nav Jagriti
Nav Srishti
Nav Bharat Jagriti Kendra
Nidan
OAK Foundation
Oracle India
People's Action for National Integration
Piramal Swasthya Management and Research Institute
PNBHFL India
Rural Education and Action for Liberation
ReNew Power
Sadhana
Social Action for Integrated Development Services
Sakshi
Samvad Samajik Sansthan
Society for All Round Development
Shri Bhubaneswar Mahila Ashram
Sustainable Environment and Ecological Development Society
Seva Mandir
Shakti Vahini
Shramjeevi Mahila Samiti
Society for Promotion of Youth and Masses
Sravanti Association for Rural and Tribal Development
Schwarzkopf
Dr. Shambhunath Singh Research Foundation
Shikshit Rojgar Kendra Prabandhak Samiti
UNICEF
Uttar Pradesh Welfare for People Living with HIV / AIDS Society
Urmul Seemant Samiti
Urmul Setu Sansthan (Urmul- Setu)
USAID
Vatsalya
Women's Organisation for Socio Cultural Awareness
Youths Union for Voluntary Action

Plan India is immensely grateful to the Government of India and its departments (both at national and state level) for its continuous support and guidance in the work we do.

SNAPSHOT OF EVENTS



LAUNCHING CHILD FRIENDLY MODEL SCHOOLS IN TELANGANA WITH CAPGEMINI



VOLUNTEERS FROM AKZONOBEL WITH CHILDREN FROM OUR HYDERABAD PROJECT



SENSITISING SCHOOL MANAGEMENT COMMITTEES ON RIGHT TO EDUCATION IN MUMBAI



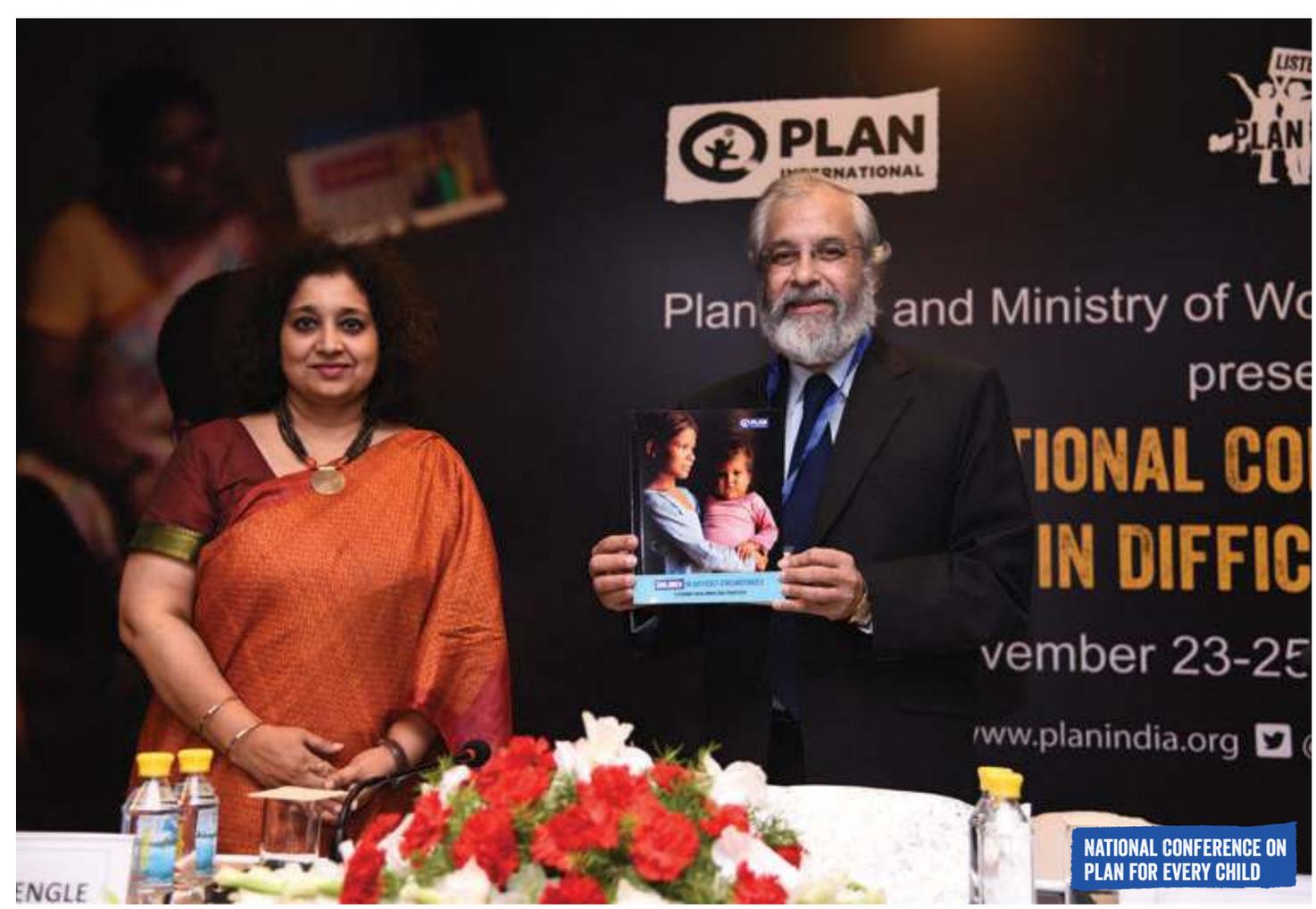
SAMANTA PROJECT STAFF WITH WORKING WOMEN'S COLLECTIVE IN UTTAR PRADESH



CELEBRATING INTERNATIONAL DAY OF THE GIRL



CELEBRATING WORLD IMMUNIZATION DAY WITH MOTHERS AND CHILDREN IN RAJASTHAN



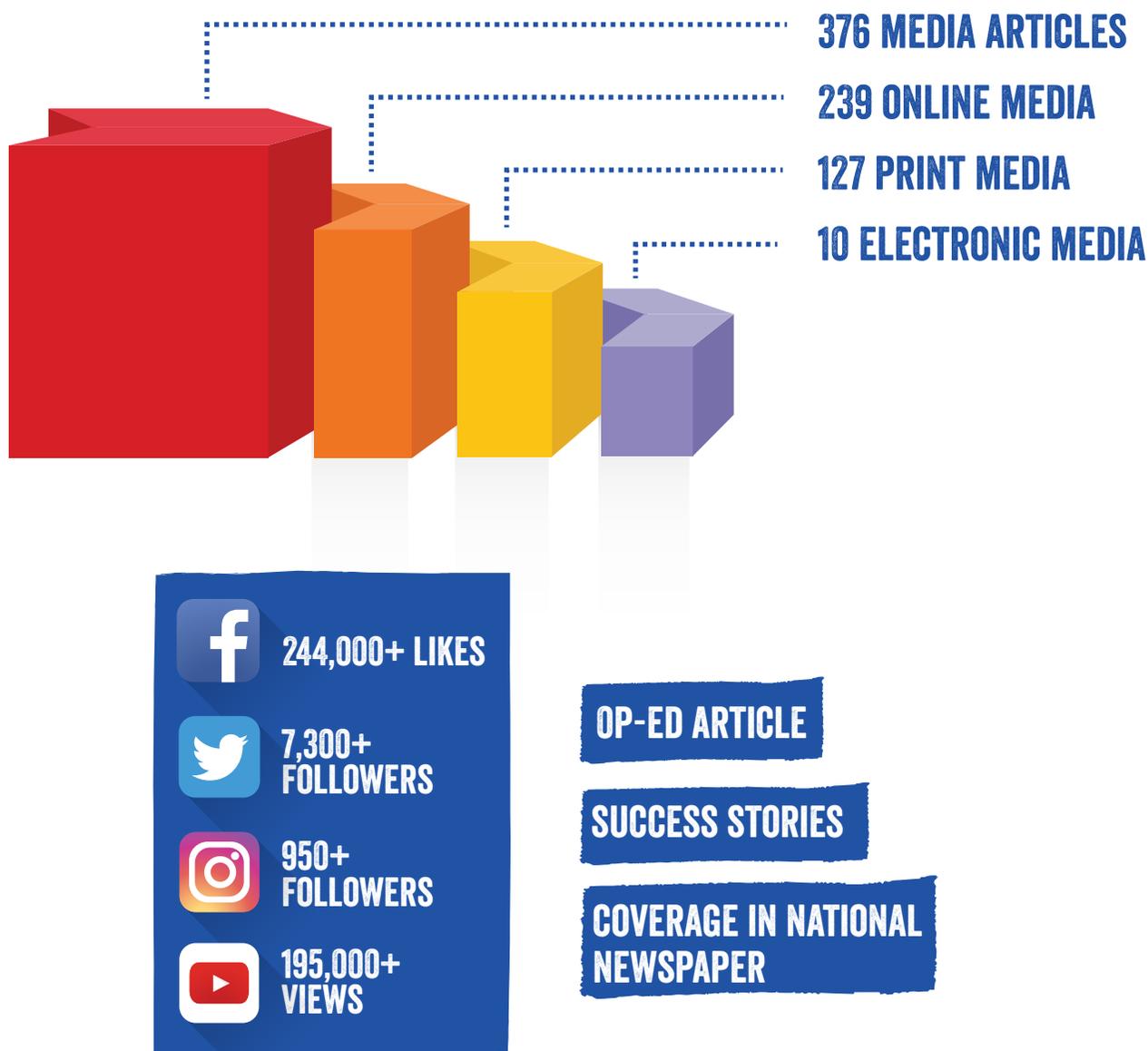
NATIONAL CONFERENCE ON PLAN FOR EVERY CHILD

PLAN IN THE NEWS

Plan India has been actively organising advocacy, programme and fundraising events and have been using print, electronic and online media to reach its target audiences. In FY' 17, the activities undertaken were to accelerate the awareness and understanding of Plan India at the national, regional and local levels and its strong commitment in ensuring lasting change in the lives of children. It was also aimed to strengthen the image of Plan in India as one of the leading child rights organisation.

This year, 97% of the coverage mentioned Plan India in their stories which has led to higher brand recognition. Brand specific stories helped Plan India to gain prominence as a leading child development organisation and create a lasting impact in the mindset of stakeholders.

The stories that appeared in the form of editorials, success stories, event stories and report launch stories were covered in prominent national and online media, and ensured that Plan India is increasingly known and recalled as a child rights organisation, ensuring lasting impact in the lives of underprivileged children.



FINANCIAL DISCLOSURE

Functional Area	% Expense
Healthy start in life	10.73%
Sexual and reproductive health incl HIV	14.90%
Quality education	12.18%
Water and improved sanitation	9.41%
Adequate standard of living	10.68%
Protection from all forms of violence	13.83%
Participate as citizens	0.25%
Protection and assistance in emergency situations	1.13%
Programme general	9.72%
Sponsorship communications	2.70%
Operations	7.64%
Fundraising	6.84%
TOTAL	100%

Plan International (India Chapter)
Balance Sheet as at 31 March 2017

(All amounts in Rupees)

Schedule	As at 31 March 2017			Total	Total		
	FCRA	NFCRA	NFCRA		FCRA	NFCRA	Total
SOURCES OF FUNDS							
1(a)	-	118,632,161	-	118,632,161	-	136,059,017	136,059,017
1(b)	992,475	35,210,770	945,000	36,203,245	21,458,957	22,403,957	22,403,957
1(c)	114,768,902	15,907,681	121,921,086	130,676,583	15,907,681	137,828,767	137,828,767
	115,761,377	169,750,612	122,866,086	285,511,989	173,425,655	296,291,741	296,291,741
APPLICATION OF FUNDS							
2	43,440,153	4,407,214	40,749,841	47,847,367	4,019,186	44,769,027	44,769,027
	25,935,273	1,950,605	27,885,878	29,836,483	1,168,700	22,673,292	22,673,292
	17,504,880	2,456,609	19,961,489	22,301,092	2,850,486	22,095,735	22,095,735
	17,504,880	2,456,609	19,961,489	22,301,092	2,850,486	22,095,735	22,095,735
3	42,534,123	217,239,040	80,504,749	240,277,912	210,933,037	291,437,786	291,437,786
4	59,172,255	14,272,335	52,430,477	66,875,067	11,388,715	63,819,192	63,819,192
	101,706,378	231,511,375	132,935,226	266,153,029	222,321,752	355,256,978	355,256,978
5	3,449,881	64,217,372	29,314,389	97,081,642	51,746,583	81,060,972	81,060,972
	98,256,497	167,294,003	103,620,837	269,171,337	170,575,169	274,196,006	274,196,006
	115,761,377	169,750,612	122,866,086	285,511,989	173,425,655	296,291,741	296,291,741

Significant accounting policies and notes to the accounts

The schedules referred to above form an integral part of the financial statements.

As per our report of even date attached

For S. R. Bhatnagar & Associates LLP

Chartered Accountants

Firm Registration No.: 101049W/E-00004



Sachin Bachchan
Partner
Membership No. 400419

Place: Gurgaon

Date: 19 August 2017



Prabha Pande
Prabha Pande
Treasurer

Place: New Delhi

Date: 19 August 2017

Dr. J. V. R. Prasanna Rao
Dr. J. V. R. Prasanna Rao
Secretary

Place: New Delhi

Date: 19 August 2017

OUR BOARD MEMBERS



Govind Nihalani, Chair Emeritus

Mr. Govind Nihalani is an eminent film director, cinematographer, screenwriter and film producer who has been awarded the Padmashree, a prestigious award conferred by the Government of India, for his contributions to Indian cinema. In the last 35 years, he has received several national and international awards for his work.

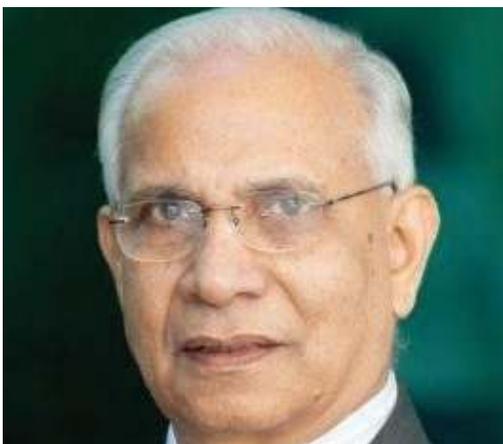
Rathi Vinay Jha, Chairperson

Ms. Rathi Vinay Jha has served in the Indian Administrative Service and is on the board of numerous NGOs. As Secretary, Union Ministry of Tourism, she initiated the Incredible India campaign and was the Founder Director of the National Institute of Fashion Technology. Ms. Jha has also served as Director General of the Fashion Design Council of India and Secretary General of World Travel and Tourism Council – India. She is the Founder Chairperson of the Indian Heritage Cities Network, a UNESCO NGO, a Chairperson at India Foundation of Arts and at All India Artisans and Craftworkers Welfare Association, as well as a trustee of the Indira Gandhi National Centre for Arts.



JVR Prasada Rao, Secretary

Mr. JVR Prasada Rao is a retired Indian Administrative Service officer who has served as Union Health Secretary and Director General, National AIDS Control Organisation. He has made immense contributions in strengthening the health sector and in formulating India's response to HIV/AIDS. Mr. Rao has also held important positions in the United Nations as Special Envoy to the Secretary General United Nations and as the Regional Director of UNAIDS for Asia Pacific region. He is a strong regional voice for prioritising public health in national policies in India and other Asian countries.



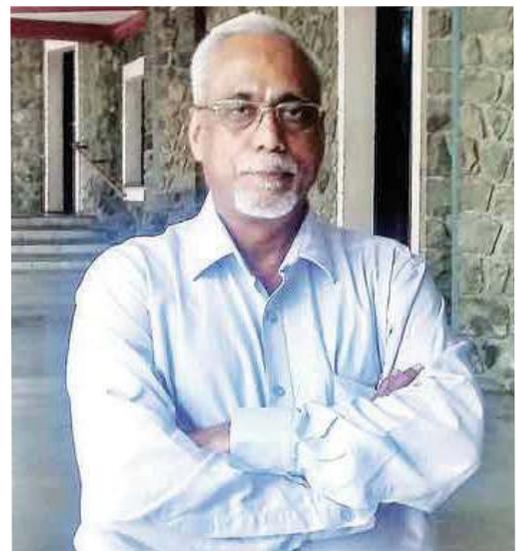


Minty Prabha Pande, Treasurer

Ms. Minty Prabha Pande has had a long career within the international development sector, particularly in the field of child rights. She was the Country Director for Plan International, leading, directing and accounting for all country operations in Nepal (2001-2006) and in Thailand (2006-2009). She has also worked for Save the Children Fund (UK) as Head of Regional Office in Bangkok and as Programme Director for North India and Sponsorship Officer in Save the Children's New Delhi Office. In addition, Ms. Pande is the Chair of the Board of Trustees of Goodweave India, an affiliate of Goodweave International. She is credited with mentoring and supporting several not-for-profits as a Board Member.

S. Parasuraman

Prof. S. Parasuraman, Director, Tata Institute of Social Sciences, has more than 3 decades of experience as a teacher and researcher in rural development, education, health, public policy, social protection, social exclusion and inclusive policies and governance. He has held key positions in the World Bank, International Union for Conservation of Nature, Oxfam, ActionAid International and the UN, including Asia Policy Director (ActionAid International, Bangkok), Team Leader (Secretariat, World Commission on Dams, Cape Town) and Program Director (Oxfam, New Delhi). He has a Ph.D. in Demography from Mumbai University and has also been a United Nations Fellow on Population and Development, Institute of Social Studies, The Hague.



Madhukar Kamath

Mr. Madhukar Kamath is currently the Executive Chairman of the DDB Mudra Group. He is also the Chairman of Interbrand in India. A distinguished alumnus from XLRI, he has over 4 decades of experience in the area of Marketing, Media and Advertising. He has held leadership positions in several industry bodies and was also the Chairman of the Governing Council of MICA.





Atul Kirloskar

Mr. Atul Kirloskar is the Executive Chairman of Kirloskar Oil Engines Ltd. and Chairman of Kirloskar Ferrous Ltd. He has a keen interest in operations, governance and people. Mr. Kirloskar channels his passion for excellence to help Plan India meet its objectives efficiently and effectively.

Udayan Sen

Mr. Udayan Sen, a Chartered Accountant, was the Chief Executive Officer and Managing Partner of Deloitte Haskins & Sells for 8 years till March 2015. He has continued as a Partner in the firm since then. He was also on the Global Board of Deloitte Touche Tohmatsu. Mr. Sen has over 35 years of experience in Professional Services, primarily in Assurance and Financial Advisory. He has worked with some of the most distinguished names in Indian business and several major multinational companies.



Ranjan Chak

Mr. Ranjan Chak is an Information Technology veteran who helped start Hewlett Packard (India), created one of India's most successful off-shore development centres as VP (India Operations), Oracle Corporation and has been a Venture Partner with venture capital firm Oak Investment Partners. He has served as a Director on the Board of a number of technology companies, is currently on the Advisory Board of Vencap, a UK-based investment firm and is a Visiting Fellow of the Judge Business School of Cambridge University.

Balveer Arora

Dr. Balveer Arora was a professor of Political Science and Rector at Jawaharlal Nehru University and is currently Professor Emeritus and Chairman, Centre for Multilevel Federalism, New Delhi.



OUR PATRONS



“I have been a part of Plan India for over a decade now and in this time I have witnessed Plan India’s commitment and drive to bring about changes and transformation in the lives of the communities with whom it works relentlessly. Their work for the development as well as rights of children and young people, especially girls, continues to inspire me. I wish Plan India all the very best for future endeavours and hope to be part of their success for years to come.”

Anil Kapoor

As Plan India’s Patron and Goodwill Ambassador, Mr. Kapoor has been involved in advocating for the cause of vulnerable children, especially for girls’ rights, fundraising for the cause and lending support during major humanitarian disasters. Mr. Kapoor is extremely passionate on issues affecting the lives of marginalised children and their families. He has consistently supported the cause, not only personally but also by garnering support from the fraternity and has been instrumental in contributing to Plan India’s development.



Surina Narula

Ms. Narula has devoted over three decades to highlighting the plight of street children globally and has even provided them a platform at the United Nations. She is also a board member of Plan UK. She received the Beacon Prize for her contribution to charitable and social causes in 2003 and the Asian of the Year Award in 2005. In Jan 2016, Surina championed the Difficult Dialogues event held in Goa, raising awareness and fostering informed engagement on critical development issues.

PLAN INDIA TEAM





PLAN INDIA

E-12, Kailash Colony, New Delhi – 110048

Phone No.: 011 46558484

Website: www.planindia.org

Email: planindia@planindia.org

FB: PlanIndiaNGO | Twitter: @Plan_India

Plan India cares for our planet. This report has been printed on recycled paper.