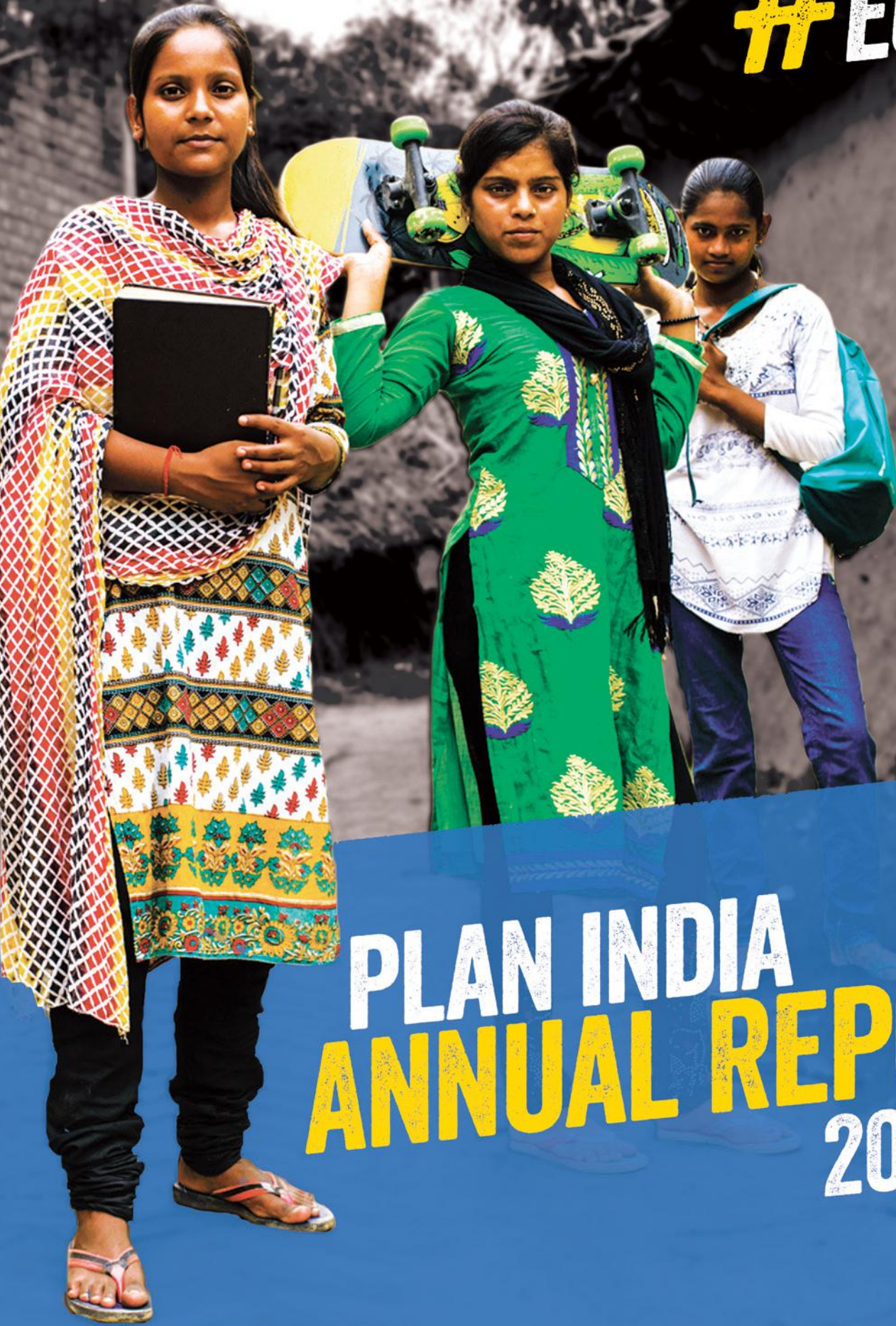




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**#GIRLS GET
EQUAL**

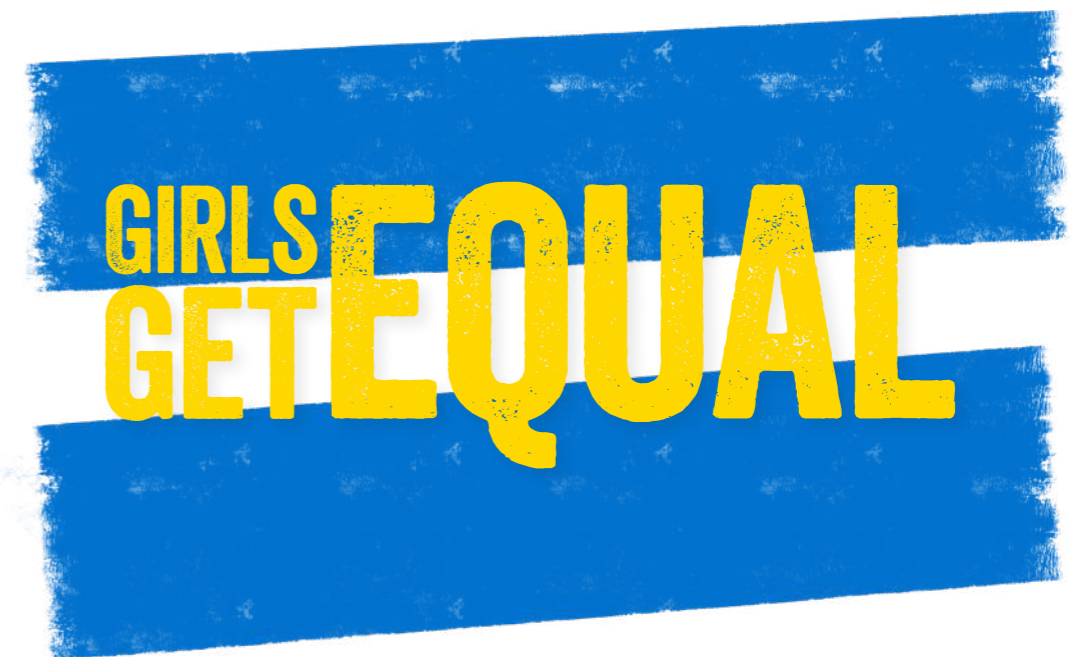


**PLAN INDIA
ANNUAL REPORT
2018-19**



www.planindia.org

Annual Report 2018–19



Plan India strives to advance children's rights and equality for girls, thus creating lasting impact in the lives of vulnerable and excluded children and their communities. We will undertake long term sponsorship-based programming and work with two million children—and within these, aim to impact one million girls and young women. We will also impact ten million girls and young women by influencing government policy and practice.

Plan India will work towards these goals to ensure that girls across India can learn, lead, decide and thrive.

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LIST OF ACRONYMS

AES	Acute Encephalitis Syndrome
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
JE	Japanese Encephalitis
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



MESSAGE FROM THE CHAIR EMERITUS



Dear Reader,

I have the pleasure once again of presenting Plan India's Annual Report for 2018–19.

My association with Plan India has been a long and fulfilling one. I have watched with great pride as the organisation has grown strength to strength in its pursuit of creating a just world for children. This year, Plan India completed 40 years of doing seminal work in advancing children's rights and equality for girls. I am honoured to have been a part of this journey and congratulate all my colleagues on this momentous occasion.

In the past 40 years, Plan India has grown and matured and is today known as a trusted organisation that advocates for child rights and equality for girls. Plan India has worked with children, adolescents and young people, extensively engaging with them in all aspects of our work. 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.

I am immensely proud 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! When a community becomes self-aware of the issues that exist and makes efforts to resolve them that is when we are truly successful.

The work by Plan India has benefitted millions of children, helping them break the cycle of poverty and wield their right to a future of their own. I am proud to share that Plan India has created an environment where girls can learn, lead, decide and thrive in the communities that they work.

Over the years, the support we have received from the government, local and international donors, corporate donors, grassroots NGOs and supporters from around the world has been immense.

I extend my sincerest thanks to every member of the Plan India family who works untiringly to reach our goal of 10 million smiles.

I look forward to another year full of successes to help children, particularly girls.

A handwritten signature in black ink that reads 'Govind Nihalani'.

Govind Nihalani
Chair Emeritus, Plan India

MESSAGE FROM THE CHAIRPERSON



Dear Friends,

I am happy and proud that Plan India has made strong gains through 2019, with new partnerships, outreach programmes and forays into new domains.

In a 'first' Plan India partnered with the National Institution for Transforming India (NITI Aayog), the Government of India's premier policy think tank, for its flagship 'Aspirational District Programme,' which aims to rapidly improve the 'ease of living' in the 117 most backward districts of India. Under this partnership, Plan India will work with district authorities across five states—Uttar Pradesh, Uttarakhand, Jharkhand, Rajasthan and Bihar—to bolster two of its most important strategic priorities – health and nutrition.

The other 'first' that I am pleased to share is the coming on board of external partners for the 2nd Plan India Impact Awards, a unique platform which recognises the exemplary contributions of frontline workers in their efforts to bring about lasting impact and sustainable changes in the lives of people. The inaugural Impact

Awards held in 2017 covered 13 states and honoured 10 outstanding grassroots changemakers. In 2018, it expanded to cover 22 states and 190+ NGOs.

Yet another 'first' for Plan India has been the 'Girls Get Equal' campaign, which was launched on the International Day of the Girl by Mr. Anil Kapoor, well known actor and Plan India Patron. The campaign is one of the world's biggest and has been co-created in collaboration with girls and young women. Launched in 64 countries and counting, the initiative aims to give girls and young women a voice in making their own choices.

At the heart of all these 'firsts' has been our commitment to support, enable and advance children's rights and equality for girls.

As Plan India draws closer towards achieving the ambitious targets set forth in CSP IV, there is a stronger commitment to deepen our collaborative engagements with various stakeholders, including Civil Society Organisations (CSOs), local, state and national governments as well as individual and corporate donors.

I wish the team at Plan India many more 'firsts' in the year ahead.

A handwritten signature in black ink that reads 'Rathi Vinay Jha'.

Rathi Vinay Jha
Chairperson, Plan India Board

MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear Colleagues,

This year Plan India completed 40 years of advancing children rights and equality for girls. As an organisation, we remain committed to creating a lasting impact on the lives of vulnerable and excluded children. Plan India has steadfastly worked to empower and stand beside young girls in their fight for a voice and influence on decisions that affect their lives.

The theme for this Annual Report is #GirlsGetEqual. A youth-led social change campaign, #GirlsGetEqual strives to ensure that every girl and young woman has power over her own life and can shape the world around her. Plan India programmes and advocacy initiatives, focuses on tackling exclusion and gender equality through this campaign.

In 2018-19, the country faced two major disasters - Kerala floods and Cyclone FANI. Plan India was at the forefront in responding to these national emergencies. Our humanitarian assistance reached over 26,000 families and ensured continued education for over 10,000 school-going children in the two states. The team

on the ground ensured that young girls and women were consulted at every stage of the response beginning from needs assessment to the distribution and were the core of our outreach.

Our work on maternal and child health saw Plan India reach out to 1.65 crore pregnant women—55% of India's annual pregnancy load - in a juggernaut exercise which resulted in 1.3 crore being tested for HIV, an unprecedented scale for any programme of its kind.

Another gargantuan community campaign—a first mid-media campaign for Plan India - was to spread awareness to combat Japanese Encephalitis (JE) and Acute Encephalitis Syndrome (AES) in Uttar Pradesh that reached approximately 0.12 crore people.

We continued to help 39,000 children learn about WASH through inclusive education, and thrive by ensuring access to safe drinking water, sanitation and hygiene. We have been continuously engaged in elevating education opportunities by supporting the effective implementation of the Right to Education Act 2009 and strengthening local school governance. Plan's Digital Learning Centres have emerged as a breakthrough in providing quality education, especially for girls who have to drop out from formal schooling. Our efforts to enable youth from urban and rural disadvantaged areas to access employment and creating a gender-just society have culminated in our flagship programme, Saksham. We have helped over 2,600 young people transform their lives this past year by equipping them with vocational training and skill sets in line with market demands.

The core of Plan India's work is the commitment to protecting children and young people from all forms of violence. Through interventions designed to be sustainable and to build capacities of communities, we have empowered 8,612 girls for their safety in cities, protected more than 40,000 children from violence and rescued and rehabilitated over 23,000 child labourers.

We scaled up Plan India Impact Awards (PIIA) to an unprecedented 22 states, up from 13 in the first edition. PIIA honours and motivates frontline community workers and provides a platform to reinforce and replicate best practices advancing the development discourse. The mark of pride for PIIA 2018 was a prestigious partnership with the NITI Aayog.

The high point for this International Day of the Girl (IDG) was the presence of Plan India's Patron and Goodwill Ambassador, Mr. Anil Kapoor who launched the 'Girls Get Equal' campaign in India. IDG witnessed more than 100 girls from across 10 states take over from staff at 17 Embassies and High Commissions, mayors, CEOs, chiefs of police, village council leaders, school principals and chief editors across the country and demonstrate their power and potential.

The third National Conference "Plan for Every Child- Girls Get Equal" was organised from December 5-7, 2018 in New Delhi in the presence of Honourable Supreme Court Justice Shri Madan B. Lokur. The conference provided a platform for consequential conversations among more than 500 distinguished stakeholders about safeguarding children under the theme "Leave No Girl Behind".

I congratulate the Plan India team for their indomitable will to create a better world around them and thank their families for their support that make our successes possible. The Governing Board has set the highest governance standards and has provided us strategic direction and guidance all throughout. Our partners share equally in all our successes and I'd like to express my appreciation for their solidarity. As ever, the patronage and support we receive from the government, corporate and individual donors have been the cornerstone to all that we do and I convey our special gratitude to them.

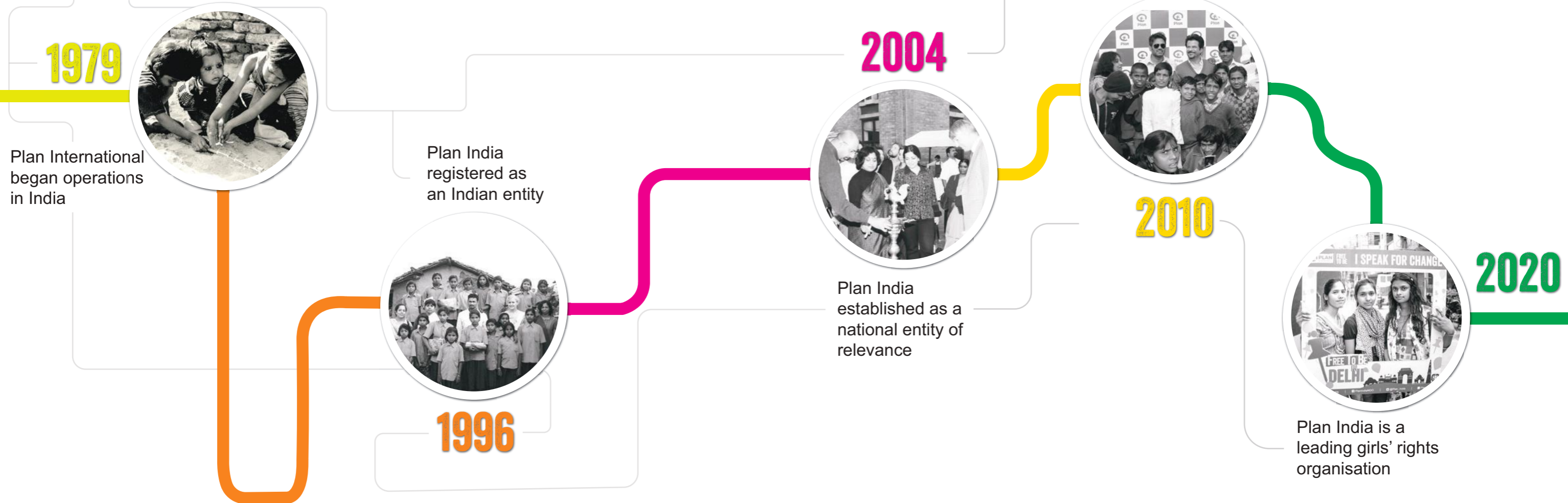
I look forward to another year working towards supporting girls, young women and their allies to campaign for gender equality.

Sincerely,

Anuja Bansal
Executive Director, Plan India



OUR HISTORY








GENESIS AND SET-UP



CONTINUES TO CREATE IMPACT

OUR APPROACH

Standards integrated in all organisational and programming components:

-  **Participation**
Working with communities, youth, self-help groups and community-based organisations
-  **Inclusion**
Tackling exclusion and gender inequality through all our programmes
-  **Partnerships**
Partnering with networks, civil society organisations, international non-governmental organisations (NGOs) and the United Nations
-  **Influencing**
Governments, corporates and foundations
-  **Accountability**
Strengthening Plan India's systems and processes

OUR PURPOSE

We strive for a just world that advances children's rights and equality for girls.

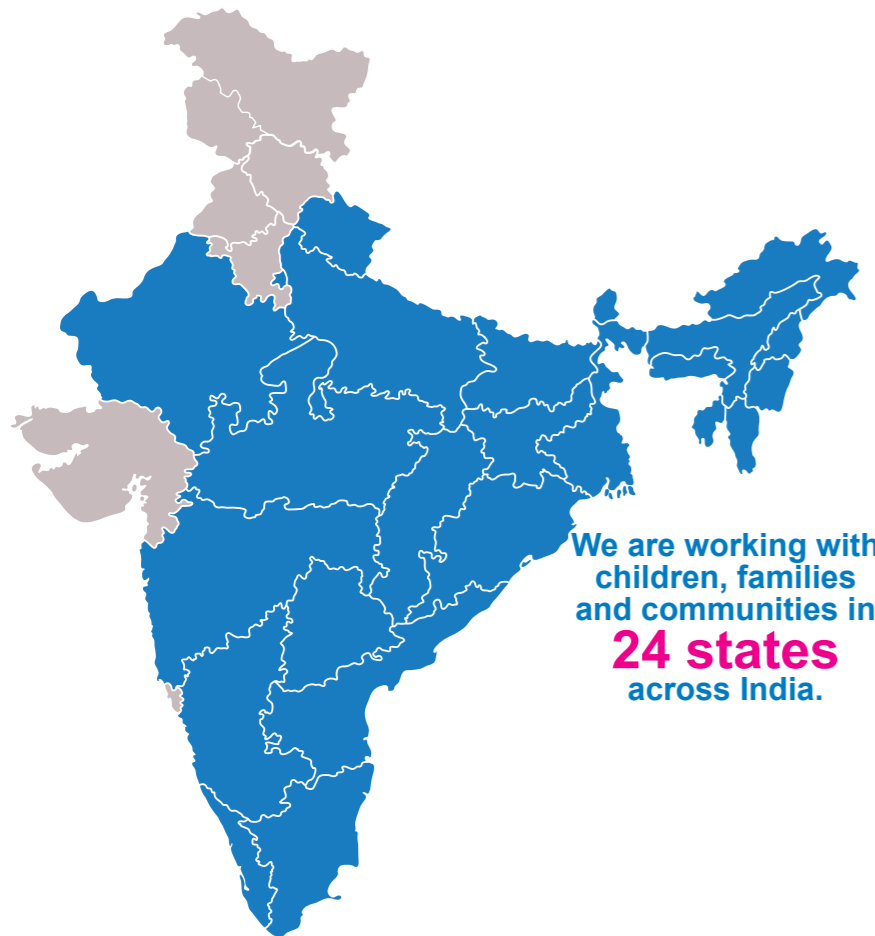
ABOUT COUNTRY STRATEGIC PLAN IV

GOAL 2020

During 2015–2020, Plan India will undertake long-term sponsorship-based programming in 8 states and grants-based programming in 16 states, to:

1. Work with **TWO** million children, and within these, aim to impact **ONE** million girls and young women
2. Impact **TEN** million girls and young women through influencing government policy and practice
3. Develop innovative pilots through evidence-based programming

OUR GEOGRAPHICAL COVERAGE



1. Andhra Pradesh
2. Arunachal Pradesh
3. Assam
4. Bihar
5. Chhattisgarh
6. Delhi
7. Jharkhand
8. Karnataka
9. Kerala
10. Madhya Pradesh
11. Maharashtra
12. Manipur
13. Meghalaya
14. Mizoram
15. Nagaland
16. Odisha
17. Rajasthan
18. Sikkim
19. Tamil Nadu
20. Telangana
21. Tripura
22. Uttar Pradesh
23. Uttarakhand
24. West Bengal



PLAN IN NUMBERS

PROJECTS

275 projects active over the past financial year

144.72 crores (INR) total annual budget FY19

LOCATIONS

5,596 villages/slums benefit directly from Plan India's work

PARTNERSHIPS

17,000 community-based organisations

128 local and national NGO partners

16 international NGO partners

40 national and international corporate and private sector institutions

26 government institutions at central and local levels

PARTICIPATION

75,668 community members trained on gender equality

CHILD PROTECTION

81,674 community members and volunteers trained on child protection

907 staff members in partner organisations and institutions trained on child protection

201 projects with one or more activities that are gender transformative in scope

STRATEGIC OBJECTIVES

#1 ADOLESCENT AND MATERNAL HEALTH, CHILD SURVIVAL AND OPTIMAL DEVELOPMENT

Improved access to quality reproductive, maternal, child and adolescent health services that directly benefit **500,000** (Under 6) girls and **500,000** adolescent girls from vulnerable and excluded communities, along with **8,000,000** girls and young women benefited indirectly through influencing government policy and practices.

1.65 crore pregnant women reached through Auxiliary Nurse Midwives (ANMs), Accredited Social Health Activists (ASHAs) and Sahayikas (peripheral health workers) in collaboration with the government, with 1.3 crore receiving Human Immunodeficiency Virus (HIV) testing.

0.12 crore people sensitised under mass awareness campaign on JE/AES in eastern Uttar Pradesh.

80,295 people (50% girls and young women) reached under the Young Health Programme.

10,500 young women and mothers and 12,000 men and children supported to improve nutritional status.

8 states and 35+ districts districts strengthened government health services at sub-centres including Nutrition Rehabilitation Centres (NRC), Integrated Child Development Services (ICDS), National Health Missions for HIV and antiretroviral therapy (ART) improving health-seeking behaviour.

#2 WATER, SANITATION AND HYGIENE

Improved access to water, sanitation and hygiene (WASH) services that directly benefit **1,000,000** girls and young women from vulnerable and excluded communities, with another **5,000,000** girls and young women indirectly benefitting through influencing government policy and practices.

50,000 children (58% girl) school-going children, across 119 primary schools provided access to improved WASH facilities, improving enrolment by 11%.

5,482 adolescent's girls, 4,589 young women, 1,194 men, reached under menstrual hygiene campaign 'Chuppi Todo Swasth Raho (Break the Silence, Be Healthy)' in Jharkhand.

43 crore rupees mobilised through advocacy from Rural Water Supply and Sanitation Department, Govt. of Bihar for piped-water-supply system in five drought prone villages.

51 defunct tube-wells repaired in 47 villages through influencing and community efforts.

48 Gram Panchayats declared open defecation free by engaging people through behaviour change communication.

#3 QUALITY AND HOLISTIC EDUCATION

Promote quality education and learning for children in pre-primary to secondary levels in early childhood care, Anganwadi centres and schools directly benefiting **1,000,000** girls, with another **5,000,000** girls indirectly benefitting through influencing government policy and practices.

168,185 children (52% girls) in the age group of 6 to 16 years in 800 schools and 1,011 communities reached through improved education and better infrastructure.

38,315 children (50% girls) in the age group of 3 to 6 years reached across 1,335 ICDS centres in 1,000 communities.

23,000 children's (50% girls) monitored for their milestone development in 656 ICDS centres.

5,436 School Management Committee members (55% women) involved in capacity building on community school governance.

108 Digital Learning Centres (DLC) reaching out to 23,857 children in 7 states.

#4 EMPLOYABILITY AND ECONOMIC EMPOWERMENT

Improved youth economic empowerment and financial inclusion that directly benefits **100,000** young women between the ages of 18–24 years, with another **1,000,000** girls and young women indirectly benefitting through influencing government policy and practices.

38,000+ young people trained and employed under the Saksham initiative.

70% youth (55% girls) retained in employment.

2,600 young people trained on Job Oriented Vocational Training (JOVT).

#5 CHILD PROTECTION

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

8,612 girls empowered and 40,000+ children protected under Safer Cities initiative.

23,434 children (44% girls) rescued from child labour.

27 child marriages prevented and communities empowered to make child-marriage-free villages.

0.256 crore girls under the age of 18 and 810,000 people reached indirectly through policy level changes involving amendments in guidelines, laws and trainings impacting gender norms.

#6 DISASTER RISK MANAGEMENT

Build disaster resilient communities through comprehensive disaster risk management and humanitarian assistance, benefitting **300,000** girls, young women and their families across **1,000** villages and urban slums, with another **300,000** girls, young women and their families indirectly benefitting through influencing government policy and practices.

Kerala Floods

22,022 families from five flood affected districts of Kerala provided dry rations and non-food item relief kits.

8,654 school-going children received education kits

21 schools and 5 Anganwadi centres renovated to make them disaster resilient as part of the long-term recovery process.

Cyclone FANI, Odisha

4,439 families supported with dry rations in Puri district.

2,043 school-going children received education kits.

GIRLS GET EQUAL

#GIRLSGETEQUAL POWER

Support girls to become leaders and take part in all decision that affect their lives.

#GIRLSGETEQUAL FREEDOM

Defend girls' right to be safe online as well as in public spaces and ensure they can speak up without fear of harassment or violence.

#GIRLSGETEQUAL REPRESENTATION

Call out discrimination and damaging gender stereotypes whether you see it on the screen, in print and in advertising, to make room for true and representative stories of girls and boys.

INDIA CAN POTENTIALLY ADD
\$770 BILLION
TO ANNUAL GDP BY 2025
THROUGH ADVANCING
GENDER EQUALITY
IN WORK AND
SOCIETY.*

*The power of parity: Advancing women's equality in India, 2018, McKinsey & Company

The second largest population of young people in the world lives in India. This is expected to rise further to constitute 34.33% of India's population by 2020. Girls and young women form one half of this demographic.

The success of a country's economy depends in no small way on how well it supports its girls today. In this context, the need of the hour is to develop policies and institutions to build girls' human capital through quality education, empower them, facilitate access to services and ensure their rights. This long overdue subversion of gender-based discrimination and inequality will help realise major demographic dividends and lead to inclusive, equitable and strong economic growth.

Girls Get Equal (GGE) is a campaign co-designed by Plan International and young gender activists and advocates from across the world. It is a five-year social change campaign to transform what it means to achieve equality for girls and young women. A youth-led initiative, GGE is campaigning to ensure every girl and young woman has power over her own life and can shape the world around her.

The Campaign was launched in India in 2018 on the International Day of the Girl. Young girls stepped into the shoes of influential leaders and experts to demonstrate their power. More than 100 girls from 10 states spend three-day acquiring skills for communication, negotiation, problem-solving, confidence and leadership. Two girls from Plan India supported communities shared their experiences and the discrimination and harassment they have faced at the Asia Regional Girls' Summit.

LET GIRLS BE BORN



2,400+ paralegals trained to raise legal awareness at Lok Adalats and counselling at legal clinics

1,514 FLWs trained to counsel families before pregnancy and provide monitoring and support until the birth

1,210 girls enrolled under scholarship scheme sponsored by Chamber of Commerce for higher education, 742 girls linked with welfare schemes

LEADING FROM THE FRONT

Arjun Lal Meena is an elected Sarpanch, or village headman, of Padampura—a village with an adverse child sex ratio. Due to LGBB's consistent dialogue with elected PRI members and their Sarpanch, they have acquired an understanding of the issue and initiated many innovative actions to address the gender skew.

The fruit of Arjun Lal's efforts are witnessed in the actively engaged community that has now assumed the duty of ensuring girl's rights. A new-born girl child is now welcomed in the community with celebrations and support for improved care and linkages to welfare schemes. Under the PRI's aegis, the progress of every child, regardless of gender, is tracked and facilitated as they progress through their schooling and beyond. Padampura is determinedly moving towards being a gender-balanced panchayat.

JHARKHAND, UTTAR PRADESH AND RAJASTHAN

Sex-selective elimination of female foetuses, often through the misuse of the very technology that was developed for the care of an unborn child, continues to be a problem. Let Girls Be Born (LGBB) is an advocacy project through which Plan India, with the support of Plan International - Netherlands, works to end discrimination and fight female foeticide through effective implementation of the law.

Innovations

- Geo-tagged mapping** of testing centres on a portal that strengthens Pre-Conception and Pre-Natal Diagnostic Techniques (PC & PNDT) cells through online tracking and compliance
- Changes in Governance:** Delegating Chief Medical Health Officer's (CMHO) powers to the District Magistrate (DM) for effective enforcement of PC & PNDT Act and to prevent any probable collusion with the offenders

Plan India undertakes capacity building of Accredited Social Health Activists (ASHAs) who are trained at regional and block levels and then cascade their learning to peers and communities. These frontline workers (FLWs) coordinate, collaborate and consolidate efforts across the state to record and analyse data, identify and address gaps through grassroot level facilitation.

Plan also works with the state governments to showcase learning from other successful initiatives across India. Piloted in Rajasthan, the Mukhbir Yojana or Informant Scheme incentivises sharing of information on centres providing sex determination services or operating illegally. It is now also active in Uttar Pradesh and Jharkhand. LGBB also works with volunteers empanelled by the State Legal Services Authority from the National Legal Awareness Programme and trained paralegals to disseminate information through Lok Adalats.

The programme works with the communities on behaviour change and helps create dialogue on roles for girls in the socio-economic context. Active engagement with Panchayati Raj Institutions (PRIs) has led to the display of 'Guddi-Gudda' boards within communities that present gender-segregated data. Effective tools for behaviour change, the boards drive ownership and spark reflection within communities over the issue of declining sex ratio. Peer educators and youth clubs have emerged as the backbone for community mobilisation and facilitation of on-ground actions. With work making rapid progress at both advocacy and grassroot levels, Plan is well on its way ensure equality for girls' right from their inception.

ANDHRA PRADESH AND TELANGANA

A gradual change is being witnessed in ensuring equal rights and opportunities for girls in the states of Andhra Pradesh (AP) and Telangana state (TS). Governments of AP and TS have taken official cognisance of the burgeoning child rights problem. Work has begun to amend and plug the loopholes in the law that allows child marriages. Religious leaders are spearheading awareness drives about the economic, health and legal repercussions of child marriages within their communities. Village-level Child Protection Committees (CPCs) are being formed and strengthened based on the guidelines created by Plan India in collaboration with the state governments. A strategy paper examining corporate social responsibility spending beyond primary education of girls and identifying the lacunae in support for secondary and higher education which accounts for the highest dropout rates, has been published.

All these initiatives are a part of Plan India's biggest global advocacy programme, Girls' Advocacy Alliance (GAA). GAA is an initiative of Plan International-Plan Netherlands, Terre des Hommes-Netherlands and Defence for Children-ECPAT Netherlands and funded by the Dutch Ministry of Foreign Affairs. The project's goal is to create an environment where girls can build a life of self-reliance, dignity and financial independence. GAA focuses on systemic and attitudinal changes to stop child marriages and child trafficking by promoting secondary education for girls and job oriented vocational training (JOVT) for young women.

Plan India's innovative strategies for changing social norms, networking, influencing, and gathering evidence are beginning to bear fruit. Youth advocates of GAA are actively raising their voices to demand their rights. Work is in progress with the private sector to promote focused spending and establishing infrastructure to create opportunities for continued secondary education and JOVT for young women. Plan is successfully breaking siloes and creating synergies between the judiciary and the government departments of state legal services, education, and women and child welfare to protect girls' rights. The project also sensitises other CSOs to incorporate the GAA themes into their core operations and advocacy.

“Child Marriage is a major issue in Andhra Pradesh and we all should strive to completely eliminate it in the next few years from the state.”

HONOURABLE JUSTICE C PRAVEEN KUMAR

Acting Chief Justice and Executive Chairman, Andhra Pradesh State Legal Service Authority

GIRLS ADVOCACY ALLIANCE



0.215 crore girls and young women to benefit from 17 government orders, circulars and action plans for prevention of child marriage and promotion of secondary education

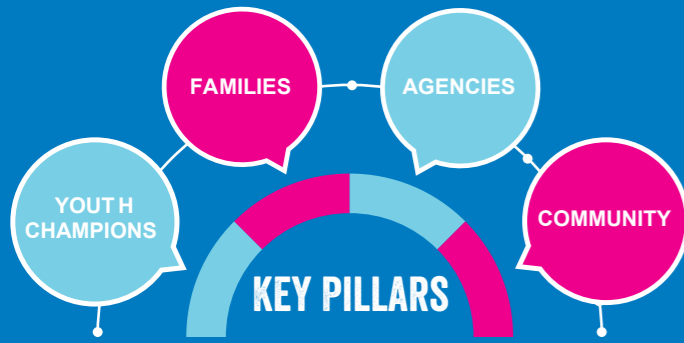
334 religious leaders took up actions against child marriage and trafficking, advocated girls' education and sensitised communities drive behavioural changes

118 Civil Society Organisation SOs adopted child protection policies drafted by Plan India

AN EQUAL SKY

Nilofer an undergraduate from Hyderabad, finds her inspiration from Malala and is a staunch supporter of girls' rights. An active member of the Girls Advocacy Alliance, Nilofer works to convince parents in the community she lives to let their daughters gain higher education. She also counsels her friends and peers many of whom worry about being married early and encourages them to speak to their parents and not to give their education. She has also conducted a seminar on female foeticide in her community. Working tirelessly for an equal world for girls, Nilofer for sure is a strong advocate of GAA.

SAFER CITIES



11 YOUTH GROUPS (8 for girls) created; 146 children (112 girls) participate in regular interactive meetings on rights, safety and gender-based violence in public spaces

110 GIRLS participated in and 5,000 people reached indirectly through the '16 Days of Activism Against Gender-Based Violence' campaign

206 STUDENTS participated in a three-day festival organised by Plan India in partnership with five schools in Jaipur

NO LONGER A BYSTANDER

The women of Gautampuri have taken on a fight against sexual harassment on the streets, a reality for many of them. They have used the intergenerational dialogues as instruments for bringing together their voices to communicate their concerns about the casual gender violence, often normalised as a part of daily routine, to the elders in their community.

Once the issue was flagged by the girls, elder women and mothers formed a group and took the lead in addressing this issue. To begin with, they identified one lane where they would campaign to reduce the open consumption of alcohol and instances of sexual harassment. Eventually, they plan to identify other streets and mobilise women to take back their streets.

DELHI AND RAJASTHAN
80,000 households in Mangolpuri, Madanpur Khadar and Gautampuri in Delhi are witness to efforts to make the city safe for young women and give wings to their ambition. Young women here are building promising futures, reclaiming public spaces for themselves and shattering boundaries that routinely make their lives 'safer'. Here, public school teachers advocate girls' safety and sanitation needs so that they can continue higher education. In these communities, girls aspire to a career in sports and thrive through technical as well as vocational training.

All this is the result of Plan India's long-term gender transformation programme Safer Cities which focuses on the gap in programming and research pertaining to how adolescent girls experience public spaces differently than men. Safer Cities has put adolescent girls at the centre and challenges the perception of safety and fear of violence that define girls' negotiation. It supports girls and boys in becoming active citizens by building capacities and creating opportunities for participation in city life. The programme is also being implemented in two wards of Jaipur.

Safer Cities Key Outcomes

1. Increased adolescent girls' safety and access to public spaces
2. Increased girls' active and meaningful participation in urban development and governance
3. Increased autonomous mobility in the city for adolescent girls

While Safer Cities works to empower girls, it also engages boys and men in the communities as allies. Strengthening local youth clubs is pivotal in effectively gathering evidence and data for Plan's advocacy work. Programme activities help the children and youth visualise alternatives where safe spaces exist for them to counter the ever-present fear of violence.

The integrated community-based approach uses innovative engagement modalities and gender transformative approaches. It also employs unique feedback and participatory research tools such as training curriculums, community scorecards and Information Education Communication (IEC) materials to involve parents and community leaders. Intergenerational dialogues help elders acknowledge the disparities and challenge the conventional understanding of safety. Dialogues were initiated within the community for addressing

gender power relations and to challenge stereotypical social norms that perpetuate insecurity and exclusion of girls in cities. Making Safer Cities community-led puts the onus of assessing public spaces from a gender lens and ensuring the safety of girls back on the neighbourhood.

Plan India forged strategic partnerships with the Department of Women and Child Development, Delhi Police, transport service providers, Delhi Commission for Protection of Child Rights and the National Institute of Urban Affairs. Through Plan's advocacy, public transport in Delhi was studied to understand the needs of adolescent girls and to recommend specific changes. A consultation was also held on public budgets from the lens of women and girls and the resultant policy brief 'Gender and Governance at the Grassroots: A Study of South Delhi Municipal Corporation's 2018 Budgets' was published. Safer Cities takes pride in girl-led negotiations with local representatives for gender-sensitive budgeting for the programme area.

“After participating in the meeting, the association has decided to leave the lights of every fourth shop on to reduce the risk of darkness in the market in the night.”

MEMBER
Mangolpuri Market Association



SAKSHAM

2,600+

youngsters given vocational, entrepreneurship, gender-sensitisation, digital and financial literacy, workplace communication training

70% of these youngsters now employed or self-employed, 55% of them girls

80%

Saksham graduates have resumed or enrolled for the next level of education

NEW HORIZONS

Perna is a confident young woman, living the dream of building a better tomorrow for herself and her family. Her career at a leading electronics store is well underway and she is a beacon of hope for other aspiring women in her community.

Only a few years ago, this picture was bleak. Perna's father had suffered a heart attack and lost his livelihood. With basic sustenance at risk, one of the early casualties was Perna's education. The family had their backs against the wall and Perna had withdrawn into her shell, hesitant and nervous in front of people.

Around then, she met the Saksham team who encouraged her to explore the programme. They counselled Perna and her family to fight their orthodox mindset and overcome their hesitation. Once she started at Saksham, Perna's confidence and skills grew by leaps and bounds. After completing her training, Perna used her new-found skills to triumph through a rigorous selection process to find employment at the electronics store.

Today, she not only supports her own family but has become a champion of change in her community, inspiring other young women and their families to challenge their circumstances and live their dreams.

DELHI, UTTAR PRADESH, UTTARAKHAND, RAJASTHAN, MAHARASHTRA AND KARNATAKA

Plan India's Saksham Training Centre at Delhi, Lucknow, Dehradun, Jaipur, Mumbai and Bengaluru are full of young men and women taking avid notes as a trainer talks to them about workplace communication. In another section, youngsters launch into a role play that sensitises them on gender-relations in their personal spaces, within their communities and at workplace. In yet another corner, girls engage in a lively debate about which strategies are best to convince their families to let them work, an opportunity often denied by the girls' protective environment.

Started in 2010, Saksham focuses on 'Neither in Education, Employment or Training (NEET)' youth, especially girls, from urban and rural disadvantaged areas. The initiative arms them with free, market-oriented vocational skills, as well as job and entrepreneurial training. With support from corporates and Plan International offices, Plan India's mission is to provide access to gainful employment to young girls in the age group of 18-29 years while also grooming today's youth as representatives of a gender-just society. The programme also goes several steps further and includes basic IT skills, presentation, etiquette and basic business conversational skills in the training. Saksham has a strong focus on training that challenges gender stereotypes and widespread discrimination. Saksham engages parents, communities and employers on the subjects of gender equality, equal opportunities and economic empowerment of girls and women. The programme not only encourages young girls and women to take up skill training but also provides linkages to employment for mainstreaming their participation in socio-economic development.

Saksham was carefully designed after gathering market intelligence, researching available jobs and identifying the skill gap. Initial market studies identified potential trades for vocational training. Local employers in these sectors were then interviewed to gather skill requirements and gaps, which formed the basis of the training courses. Creating awareness among young people about job opportunities in the market, providing career counselling and imparting skills to negotiate with families, communities and employers were also designed into the course.

Plan India takes the training right into the communities to address the challenges raised by limited mobility for girls. Working in close association with their training and implementation partners, Plan India leverages the trust they have

built over the years with communities to lower resistance to the idea of girls seeking employment and bring about social behavioural change from within the communities.

Saksham provides experiential learning before placing its young graduates into job openings and mentors them through the first six months to ensure that there are no dropouts. The programme also focuses on gender mainstreaming by taking care of particulars like evaluating the safety of the location and timings of not just their own training centres, but also of the places of employment of the young girls.

The success of Saksham lies in creating an informed and empowered youth force that seeks to create an equitable, economically secure and sustainable future for themselves and their families. Girls who graduate from Saksham leave with skills for not just gainful employment, but with an ability to make decisions and negotiate their rights with peers, parents and employers. The hard work of the Saksham team is validated by the strong and constant demand for Saksham-trained young women from local employers.

“We are very proud of our daughter's achievements. Nagma is the first girl in our extended family who is working. She has always been confident and we want her to progress and be independent. In our community parents rely on their sons to support the family. We never imagined that my daughter would stand shoulder to shoulder with me and share our burden.”

NAGMA'S PARENTS



SAMBHAV



22,643 adolescents (14,420 girls) reached through 1,614 adolescent groups and 1,878 peer educators trained

942 village-level CPCs with 8,241 members, 6 block-level CPCs and 42 parents' groups established

3,562 FLWs, teachers and village-level CPC members trained to support vulnerable children and adolescents

KEY STRATEGIES



“There is still a lot of work to be done, especially in the area of gender equality, girls' education, hygiene and sanitation.”

PARI, 21
SAMBHAV ALUMNA

JHARKHAND

Jharkhand, home to 0.73 crore of India's 24 crore adolescents aged between 10 and 19, has the third highest rate of child marriages in the country. 38% girls get married before the legal age of 18 years. In 2015, Plan India started 'Sambhav', an adolescent empowerment programme with support from UNICEF for reduction in child marriage and teenage pregnancy and increase in secondary education in six blocks of East Singhbhum district by 2019. With equal participation of adolescent girls and boys as their allies in 942 villages, the scale and the gender-transformative impact of Sambhav is unprecedented.

Sambhav worked with 47,000 adolescents between 14–18 years by establishing a girls' and boys' adolescent group in each village. A youth who showed keen interest and leadership skills in each group was then groomed as a peer educator (PE) and trained in 10 life-skills modules such as decision making, problem solving, financial literacy and child rights. The PEs cascaded these trainings down to their youth groups.

Sambhav also worked to fill gaps in forming and strengthening Child Protection Committees (CPCs). Vibrant village and block level CPCs worked in tandem to identify and address child protection issues in their regular meetings. Parents were oriented and mobilised on child rights issues. Intergenerational dialogues were established to spark conversations at panchayat and block-level meetings that were pivotal in giving children the opportunity and support needed to voice their concerns.

Anganwadi Workers (AWWs) and Sahiyas were trained on CPC as well as other issues faced by adolescents. Their routine meetings were attended by Sambhav team members to drive AWWs to take on the health and nutritional issues of the adolescents.

Sambhav and its youth champions prevented 40 child marriages in 6 months. Coming together of stakeholders has led to self-sustained youth empowerment supported by the larger community. Sambhav is now being merged with Tejaswini, a programme run by the Government of Jharkhand and the World Bank for socioeconomic empowerment of adolescent girls and young women. Tejaswini will be based on Sambhav's learnings and will provide sustainability and continuity for the young community leaders shaped by Sambhav.

ANDHRA PRADESH, MAHARASHTRA AND UTTARAKHAND

In 2015, the Government of India launched Smart Cities Mission, an initiative to drive economic growth and improve the quality of life by enabling local development and harnessing technology. The mission also includes developing school infrastructure and improving classroom activities.

Plan India, with USAID and Coca Cola India, launched the 'Urban WASH - Swachh Bharat Swachh Vidyalaya' (SBSV) project to support the Government of India's Smart City Mission. The three-year project which concluded in July 2019, has created a replicable model for developing need-based child-friendly WASH infrastructure in schools. It also advocated the effective use of this infrastructure and its eventual ownership by School Management Committees (SMCs). SBSV created age, gender and ability appropriate infrastructure in 20 schools each in three cities - Vishakhapatnam, Pune and Dehradun. All 3 of these will now scale the project across all government schools in their respective municipalities with support from Plan's implementation partners.

The project aimed at helping duty bearers, teachers, SMCs, community members and children in realising their right to equitable and sustainable access to improved sanitation facilities and safe drinking water. It also worked to increase awareness on the impact of open defecation and hygiene on health. It prioritised developmental aspects to ensure better enrolment, retention and development of the children and building a conducive learning atmosphere to promote continued education. SBSV empowered Child WASH Parliaments (Bal Swachhata Samitis) to take part in the close monitoring, proper use and maintenance of school WASH infrastructure.

The project engaged municipal and education department personnel for delivering on their responsibilities towards ensuring quality WASH in identified schools. The emphasis was on participation of girls and engagement around menstrual hygiene management helped address dropout rates. Plan India developed knowledge products and presented them to the government to ensure sustained maintenance of WASH infrastructure and continued hygienic practices. School WASH forums were established under the aegis of government officials, CSOs, multi-lateral organisations and the private sector for sustained impact and scalability. Of special note is the development of the children as agents of change to lead the interventions themselves.

“I would like to thank SBMA (Plan India's partner) and recommend taking this movement to schools across Dehradun.”

BABY RANI MAURYA
Honourable Governor of Uttarakhand

SWACHH BHARAT SWACHH VIDYALAYA



4 crore rupees mobilised by Greater Visakhapatnam Municipal Corporation (GVMC) for SBSV model due to Plan's efforts

24,870 children (58.2% girls) provided access to potable water and safe sanitation

14% increase (13% for girls) in school enrolment

SMARTER, HEALTHIER, STRONGER

Gautam's daughter Priyanka studied in a private school at Visakhapatnam. In spite of the increased expenses, Gautam was willing to make sacrifices for a school he associated with good infrastructure and a good education.

Over the years, Gautam observed a GVMC primary school run near his workplace. The school had steadily improved in terms of infrastructure development, cleanliness, engagement of parents and SMC members, and the children's engagement. He noted how the attendance was up, and the children showed more confidence, discipline and leadership. Witnessing the close monitoring of the children's welfare by the principal and the teachers, he transferred Priyanka to the GVMC Primary School where she is flourishing today.

ANTI CHILD LABOUR PROGRAMMES

HUMAN DIGNITY FOUNDATION



130,433

children (49% girls) rescued; 106,422 (50% girls) enrolled in school; 99,201 (50% girls) retained in school by the end of the project in July 2018

728

villages declared 'Child Labour Free' zones after two-tier assessment proposed by Plan India

10,159

vulnerable families supported with livelihood start-up grants ensuring children remain enrolled in school

PAYING IT FORWARD

Indu, one of the girls rescued and rehabilitated has been recognised for her contributions in improving the lives of girls in her community. Once a child labourer herself, Indu was rescued and mainstreamed into the formal school system and continuously monitored and supported her education. Indu has now enrolled in junior college and is the president of the children's forum established by Plan. She hopes to become a police officer one day.

ANDHRA PRADESH AND TELANGANA

According to the Census of India 2011, India is home to 0.43 crore child labourers, depriving children as young as five of their childhood, education, potential and dignity. Gaps in enactment and enforcement of child protection laws, lack of awareness among communities and economic factors result in children entering the workforce, often working in difficult conditions.

In June 2013, Plan India launched a large-scale project to prevent, protect and rehabilitate at-risk children under 14 by strengthening laws and institutions for child protection and establishing community-based mechanisms, with support from the Human Dignity Foundation (HDF).

Working in close collaboration with the district and village CPCs, Plan India developed a systemic approach to assessing and declaring villages 'Child Labour Free'. The panchayat, members of CPCs and children assessed and built evidence on 4 indicators—incidence of child labour, school enrolment, presence of a functional CPC and a children's group. The data was presented at Panchayat meetings. The Panchayat members then submitted a resolution to the District Collector for validation. The Government of Telangana has adopted this model to achieve its goal of Child Labour Free Telangana by 2021. Plan India supported the government in developing guidebooks on child labour free Telangana and trained 110 Labour Department officials for enforcement.

The most effective strategies in the project were economic and educational rehabilitation. Supporting the most vulnerable households by enhancing their livelihood options helped ensure that their children never entered the labour force again. Enrolling children in school and regular follow up resulted in children being retained in schools.

The learnings from the HDF project formed the base for the 'Combating Child Domestic Labour' project, an intervention exclusively for children engaged as domestic labourers and currently under implementation in Andhra Pradesh and Odisha. The true win for the project is the shift in the communities that formerly considered it a norm to send their young children to work. The triumph is in the children standing up for themselves and demanding their right to a better life.

"I have helped enrol 50 child labourers in schools in my village and stopped 10 child marriages. As the president of Children's Forum in my school, I have come to understand child protection structures and mechanisms."

INDU

Girl Changemaker

ODISHA AND ANDHRA PRADESH

As per the Census of India 2011, there are 11,720,724 children between the ages of 5 and 14 engaged in work. Despite existing legislation, children in India continue entering the workforce due to gaps in enforcement and lack of awareness.

Plan India's Combating Child Domestic Labour Project extends the scope, best practices and reach of past initiatives and builds upon their success. The key lies in strengthening non-existent or inactive CPCs in villages. Members of the committees are oriented on the issue of child domestic labour, reporting mechanisms, guidelines for declaring an area 'Child Labour Free' and their roles and responsibilities in combating child labour.

Objectives

Prevent, protect, and rehabilitate children by:

- Strengthening community-based child protection mechanisms
- Educational rehabilitation of children
- Economic empowerment of families

Coordination with the government played an important role in enforcing the legal framework by undertaking rescue operations and mainstreaming rescued children in the formal education system. Trainings were held for officials from the police, judiciary and the departments of labour, education and women and child development. Plan India supported government services through district-level advocacy, developing IEC materials, organising workshops and initiating awareness campaigns.

For sustainability, rescued and at-risk children were supported with tuitions at 160 locations to address gaps in learning and ensuring continued attendance. In addition, a preventive mechanism was adopted for the economic empowerment of parents through start-up grants. Plan India supported selected families with a 6,000 rupees grant for enhancing household incomes, developing business plans, continuous training and supporting their entrepreneurial skills.

The district administration has accepted the guidelines for the 'Child Labour Free' villages and has constituted core committees to monitor and verify the 'Child Labour Free' status. 120 urban and rural areas in Andhra Pradesh have been declared 'Child Labour Free' by the district administration. Work with the community has also borne fruit as members of 320 CPCs and Forums monitor children in schools and communities.

Plan India's hard work culminates through village elders and leaders watching over communities, representatives of civil society organisations adopting best practices and the children themselves engaging as agents for change.

Our Flagship Programmes

COMBATING CHILD DOMESTIC LABOUR



942

children (61% girls) rescued from child labour, of which 675 children rescued from child domestic labour (79% girls) and rehabilitated

6,927

children (52% girls) vulnerable to child labour safeguarded through education and economic rehabilitation

1,857

vulnerable households supported with grants for small businesses

SAFEGUARDING SUCCESS

Sobharani started working as a domestic help to earn a living when her husband, a person living with HIV, could no longer support the family. When she couldn't make ends meet, her daughters Manisha, 13, and Nandini, 10, took on the burden of supporting their family on their thin little shoulders. When the village CPC learned of their circumstances, they gave Sobharani a livelihood support loan of 6,000 rupees to start her tailoring shop.

Today, Sobharani runs her shop with pride and her girls are back in school, putting down strong roots for a better tomorrow. These strong women are a role model for other families in their village and leading advocates for Plan India's initiative.

PROJECT AHANA



Mother to child transmission is a major cause of HIV in children. AHANA, a flagship national programme, is working for a world where no child is born with HIV/Acquired Immunodeficiency Syndrome (AIDS). It focuses on elimination of mother-to-child transmission of HIV and is implemented by Plan India with support from The Global Fund.

More than 50% of India's pregnancies occur in villages and blocks, where availability of HIV testing in health facilities remains a challenge. AHANA is remarkable in its sheer scope and aims to cover 55% of India's annual pregnancy load and reach 1.65 crore annual pregnancies across 357 districts in 14 states each year with HIV testing. AHANA also provides care and support to HIV exposed babies till they are 18 months old, along with facilitating postpartum care for the lactating mother.

AHANA is being implemented in close coordination with the National AIDS Control Organisation (NACO) and National Health Mission (NHM) to

influence policies and strategies in both the design and implementation phases of the NHM Programme. The capacity building, demand generation and advocacy initiatives of AHANA have resulted in improved testing and treatment through support at antenatal care camps. Plan India has trained more than 50,000 FLWs to carry out HIV testing, raising the percentage of pregnant women receiving HIV testing from a dismal 18% in September 2015 to 61% in June 2019. A key outcome of Plan India's evidence-based advocacy has resulted into local procurement of HIV test kits and consumables by the state governments to meet the increased demand at the peripheral level.

AHANA helps Plan India work parallelly towards delivering improved outcomes for institutional delivery, breast feeding, adoption of safe sex practices and other pre-natal and ante-natal care. It also works at creating an enabling social and family environment through advocacy and outreach to improve the quality of life of people living with HIV, linking them with social welfare schemes and livelihood support services.

Apart from deliveries managed by the government institutions, round 18% of the pregnancies are managed and delivered through private institutions in the 14 states of the programme area. In phase II, AHANA has established collaborations with Federation of Obstetric and Gynaecological Societies of India (FOGSI), Indian Medical Association (IMA) and Indian Academy of Paediatrics (IAP) to intensify case finding and promote elimination of mother-to-child transmission services in the private sector to provide universal coverage. For a woman who discovers she is HIV positive, AHANA means the transformation of a nightmare full of fear, discrimination and stigma to hope, improved health outcomes for herself and her baby, support from welfare initiatives and brighter future.

1.3

crore pregnant women tested for HIV from July 2018 to June 2019, 95% of HIV-positive pregnant women put on ART

88%

infants exposed to HIV completed their first early infant HIV diagnosis (EID) within two months of birth, up from 22% from June 2018 to July 2019

30,000

ANMs and 9,000 ICTC, ART and STI counsellors to be trained across the country

TOWARDS A HEALTHIER FUTURE

Tears streamed down Sonali's face as she watched blood being drawn from her new-born daughter's toe. Sonali had tested positive for HIV in the third trimester of her pregnancy during a routine visit at the antenatal care camp, as had her spouse. Immediately, the couple were referred to the ART centre and treatment was initiated. Throughout her pregnancy, Sonali received support not only for adherence but also nutrition, counselling on hygiene and safe practices for prevention of parent to child transmission (PPTCT) and care for the new-born from the centre. Ready for timely EID for their daughter, both parents remain resolute to do everything to ensure a healthy future for their little daughter.



YOUNG HEALTH PROGRAMME



80,295 young people (46,740 girls) had direct meaningful interactions through YHP activities

32,368 parents, siblings, teachers, health workers and government stakeholders reached indirectly

2,500 peer educators actively build awareness and led activities in communities and HICs

BRIDGING GENERATIONAL GAPS

Sultanpuri is no different from other slums with low literacy level among resident adults, mostly migrants from rural areas. Still living with conservative traditions they grew up with, it was inconceivable for most parents to talk to their children about menstrual hygiene, puberty, sexual health and other 'taboo' topics.

Through the HICs, YHP successfully initiated monthly intergenerational dialogue within communities. Here, youths openly discuss sexual and reproductive health, menstrual hygiene, tuberculosis, dengue and malaria. Gender issues, risks associated with early marriage and early pregnancy are also often deliberated upon to foster a gender-just mindset. Parents learn and share their observations about the programme as they witness how it is changing lives of their children. The YHP team takes much pride in having triggered these dialogues that chip away at social norms that create gender injustice.

DELHI

A whopping 4.1 crore or 71% of deaths occur due to non-communicable diseases (NCDs) globally. In India, NCDs account for 63% of deaths. Young Health Programme (YHP) is one of the few initiatives that focuses on the burgeoning problem of early deaths due to chronic ailments such as cardiovascular diseases, cancers, respiratory diseases and diabetes. Besides NCDs, YHP also works to raise awareness about adolescent health issues, such as sexual and reproductive health and rights.

YHP sensitises youth through sessions at schools and youth-led Health Information Centres (HICs). YHP is one of the first projects to have commissioned community score card exercises to rate government health facilities and establish monthly inter-generational dialogues. HICs are a critical element in grooming young people for taking the lead in spreading knowledge and awareness within their communities

A recent win for YHP has been extending their interventions at schools for 226 teachers and 4,500 students. A successful signature campaign led by children lobbied with the municipal bodies for the development of an open gym in a community park. The YHP team sensitised 288 AWWs, ASHAs, and Auxiliary Nurse Midwives (ANMs) on how to limit risk behaviours among youth and promote adolescent-friendly health services at primary health centres. The team also routinely organises nutrition awareness camps at Anganwadis and HICs to sensitise young people and encourage families to adopt healthy eating habits keeping various variables into consideration such as cultural acceptability, seasonality and low cost. In addition, sports sessions are organised within the communities to combat inactive lifestyles.

The project, due to end in 2020, has achieved sustainability by training PEs to take the helm within their communities. Enrolment and active leadership in HICs and youth clubs where they plan and facilitate sessions motivates the PEs. These champions of change have also been trained in street theatre over four years, thus creating a means of livelihood for their theatre society and adding to the sustainability of YHP.

MAHARASHTRA

Child malnutrition has emerged as a silent national emergency and the greatest human developmental challenge that accounts for 68% of all infant mortality. Plan India launched the Nutrition India Programme with support from Reckitt Benckiser in the two tribal districts in Maharashtra - Amravati and Nandurbar - to combat this issue.

Key Aims

- Improve the nutritional status of children during the first 1,000 days of birth
- 40% reduction in the number of children under-5 who are stunted
- Reduce and maintain childhood wasting to less than 5%

The project has adopted an integrated, multi-sectoral approach which involves communities, CSOs and government agencies. Its design employed distinct features like ethnographic research which seeks to understand the gaps, needs and on-ground realities of the families. Similarly, interventions were designed with a human-centred approach which involved talking to the community to capture socio-cultural insights. This research informed decisions such as the location and timings of centres, which resulted in enhanced adoption and social acceptability of the programme outreach and engaging first-of-its-kind female-only cadre of Community Nutrition Workers (CNWs).

CNWs are sensitised and trained by public health experts, paediatricians, gynaecologists and community development specialists. They identify vulnerable pregnant women and children to deliver home-based, tailor-made, focussed healthcare and interventions on sanitation and hygiene. They also help in skill-building of FLWs to overcome breastfeeding failures, WASH practices and counselling nutrition for infant and young-children.

To promote behaviour change, the project crafted standard messaging which was delivered using specially designed games, nutrition kits, multimedia stimuli and community festivals. The project launched conditional cash transfer to enable the families of high-risk pregnant women and malnourished children to use services offered by the public health system. Plan India also worked with the state government to renovate and strengthen Nutrition Rehabilitation Centres (NRCs) and regularise the functioning of village health and nutrition days.

The project is a first in utilising blockchain-enabled digital technology for real-time data monitoring and service verification to track and enable conditional cash transfers. Geo-tagged and real-time dashboards provide accurate, real-time monitoring of project progress.

Our Flagship Programmes

NUTRITION INDIA PROGRAMME



177,000 mothers of malnourished children to be reached in five years and village-level functionaries, religious leaders, traditional healers in communities to be influenced to address child malnutrition

50+ NGOs to be influenced to engage actively on child malnutrition

1,000 government health personnel in villages to be influenced through lobbying with the state and national governments to replicate best practices

STRONGER SMILES

Rani's parents were worried about their 6-month old baby girl who had been diagnosed with severe acute malnutrition and started showing signs of medical complications with a severe risk to life. Yet, her anxious parents were reluctant to admit Rani fearing loss of livelihood.

Things turned around for Rani when Plan's CNW counselled her parents about the NRC with timings that would minimise any impact on their home and work routines. Rani recovered after 21 days of intensive treatment in the NRC. Now at her target weight, her smile and gurgles not only fill her house with the sounds of a healthy tomorrow but also gives hope to mothers of other malnourished children.

DIGITAL LEARNING CENTRES



104 networked and non-networked DLCs and 4 hubs set up

100,000 families sensitised till date about the need for girls' education

23,857 girls graduated after receiving support to complete high school

WIND BENEATH THEIR WINGS

Ranju dropped out of school after grade 8 after an accident left her house-bound and her routine restricted to light household tasks. Isolated and frustrated, she started falling behind her peers in academics.

Then, someone told her family about the DLC within their community. Her trips to the centre increased her confidence and helped with her rehabilitation. Today, Ranju not only keeps up with her studies at school but has reclaimed her social life and independence.

“We didn't have enough resources to support Smita through private tuitions and we couldn't teach her ourselves. I was reluctant to send her to the DLC's as I had never heard of something like this before. But my daughter insisted, and I am happy that she took a good decision for her life.”

MRS. PARAMSHILA DUBEY

Mother of an alumna

BIHAR, DELHI, JHARKHAND, KARNATAKA, TAMIL NADU, TELANGANA AND UTTAR PRADESH

Indian schools witness a sharp drop in the number of enrolments, especially for girls, after grade 8¹ as about 42% children enter the workforce soon after completing the minimum schooling mandated by the Right to Education Act (2009). Of the small percentage that remain, quality education is not affordable and is often reserved for the boys. Plan India has set about levelling the playing ground for girls through its Digital Learning Centres (DLCs).

Based on the Communications for Development (C4D) approach, these networked centres utilise internet-based solutions to provide quality education to girls and young women in the age group of 12-20 years and help them complete their education at least till grade 10. Recognising an important link between limited mobility of girls and access to progressive learning opportunities, the project takes learning support right to their communities.

Digital Learning Centres work to:

1. Address challenges posed by unequal lives, education and employment opportunities
2. Support continued higher education through tutoring and career counselling
3. Impart leadership skills and personality development to strengthen their self-esteem

The project also makes use of policy-based advocacy a key method for creating real change. Parents who associate TVs with only entertainment are educated about blended learning and counselled through sustained home visits to change perceptions about girls' potential. Involving fathers to connect digitally and inspire each other has resulted in their becoming advocates for gender equality. An extensive alumna group now acts as peer educators, help develop projects at the centres and champion the change from within communities.

The DLCs in Delhi, Bengaluru, Chennai and Hyderabad are networked DLCs and use internet to provide quality education. These DLCs have trained 65.4% of the alumni and the plan is to replicate them across India. Another model being implemented in states like Bihar, Jharkhand and Uttar Pradesh is non-networked DLCs which are smart classrooms and cater to children from schools and government-run children's homes.

DLCs remain a powerful tool in fulfilling Plan's broader mission-building girls' agency to have greater control over decisions that affect them while strengthening their voice through knowledge, confidence and skills.

¹<https://prathamusa.org/press/pratham-releases-aser-2017-beyond-basics/>

UTTAR PRADESH

Seeds 4 Life is Plan India's one-of-its-kind low-cost, sustainable, green approach to improve water quality and address nutritional deficiency using seeds of the Moringa plant.

As early as 1979, studies were conducted on the coagulative properties of Moringa Oleifera (drumstick or sahjan) seeds for purifying turbid water. Later, a study in Senegal in 1997-98 to examine the ability of powdered Moringa leaves to prevent and cure malnutrition showed encouraging results in combating anaemia in pregnant and breastfeeding women and increasing infant birth weight. Plan India generated awareness through community meetings and demonstrations and groomed the youth to scale the pilot to a community-led, sustainable programme.

With only one seed needed to treat 1 litre of water, Plan India's promotion of cultivation of Moringa in kitchen gardens to increase access and lower costs will have far-reaching consequences in improving WASH and nutrition status of communities.

TELANGANA

The daily lives of the residents of Vikarabad district of Telangana are full of surprises. The land that was drought-prone, over-farmed and nearly barren due to fertiliser and pesticide overuse is now slowly recovering through organic farming. Lively discussions about low-cost, replicable ways to save the environment are overheard at child forums formed at schools, communities and environment protection committees (EPCs) in the communities. Households tend to kitchen gardens which they passionately advocate for environmental and livelihoods support while others are learning to make seed balls that can fill barren lands with lush greenery again.

This is the effect of Plan India's "Child Friendly Schools in Environmentally Sensitive Communities" project. Run in 40 schools and neighbourhoods with support from Oracle India, the project is a part of Plan India's effort to prepare communities for climate change. The goal is to create model schools and enable children to become environmentally sensitive while realising their rights to quality education and holistic development. The first-of-its-kind project in the state, it is in alignment with the government's 'Haritha Haram' programme to raise awareness and greenery in the villages. It interfaces with panchayat, mandal and district level government agencies to strengthen community structures so that they can lead the initiative themselves. The project also raises awareness through behaviour change communication among children, parents, teachers, community members so that they can negotiate with their panchayat and government for secure futures.

Our Innovative Programmes

SEEDS FOR LIFE

51 adolescent girls held 85 sessions over 3 months to scale up the pilot

150 new drumstick saplings planted

“We learnt about the Sahjan (moringa) tree and how it is helpful in cleaning water and in addressing the issue of iron deficiency. My friends and I have now planted Sahjan trees in our backyards and have started promoting its use.”

CHANDNI, 17

Basouhari Village, Uttar Pradesh

ECO EDUCATION

1,215 children (607 girls and 608 boys) from 80 child forums in 40 schools and communities trained

40 EPCs with 723 members (460 men and 169 women, 48 boys and 46 girls) strengthened through support and training

550 families across 40 communities supported for the development of kitchen gardens

“I learnt for the first time how extreme heat and climate change has an impact on children and parents at the sessions conducted by Eco Clubs in our school. We planted more trees in our schools and villages and also shared the information with other children.”

BHAGYA

Class VII

BAL VIDHAN SABHA



210 Bal Vidhayaks (105 girls) selected from 13 districts of Uttarakhand trained to create awareness about rights, laws and schemes for child protection

90% schools reported building separate toilets based on recommendations submitted to the government by Bal Vidhayaks

2,000 children and youth participated in the development of a Charter of Demands advocating an increased focus and policies for child rights submitted to the state government in 2017

STRONGER TOGETHER

Anshul Bhatt has been a member of the Bal Vidhan Sabha since its inception. As the inaugural batch of the Bal Vidhan Sabha, members were issued special cards by the SCPCR that allowed them access to government officials who could never refuse the Bal Vidhayaks a patient hearing. This encouragement gave Anshul and his colleagues the confidence to engage deeply with government agencies and look at developmental problems. The members of the Bal Vidhan Sabha formed a group called 'Students Against Corruption' which took on the issue of government schools illegally charging a fee not mandated by the government. The group brought the case of the students to the Chief Educational Officer of the district and succeeded in securing a refund of 60,000 rupees for about 300 students.

UTTARAKHAND

It has been Plan India's belief that the best advocates for child rights are the children themselves. Over the years, Plan has designed and implemented many community-led programmes that are sustainable due to the deep engagement of the beneficiaries with the cause.

Uttarakhand's Bal Vidhan Sabha (Children's Assembly) is one such child-led advocacy forum that works to improve the lives and give a voice to over 0.4 crore children from the state.

The advocacy forum is run in close collaboration with the State Commission for Protection of Child Rights (SCPCR) and receives patronage from the speaker of the state Assembly.

Run across 13 districts, 3,000 children have applied for membership to the Children's Assembly since 2014. To ensure unbiased representation, open applications are requested through advertisements in newspapers. A thorough process led by a review committee selects 70 members, with equal representation of boys and girls. These selected Bal Vidhayaks conduct elections to elect their Chief Minister and other ministers, the leader of the opposition, and a speaker.

Children learn democratic values and are provided with a platform to discuss child rights issues in their areas and explore solutions. The solutions are shared with the state government for further action in the form of resolutions passed in annual sessions of the Children's Assembly. About 100 such resolutions have been submitted to the state government since inception which have contributed to government actions like strengthening the commitments of the Juvenile Justice Act at district level and development of WASH infrastructure in schools. The only structured Children's Assembly of its kind, the Bal Vidhan Sabha promotes equal opportunities and presents an avenue for participation and representation in the democratic process to young girls and boys.

“I am happy to learn that the Bal Vidhan Sabha is the only structured forum for children participation in governance. I feel privileged to be the patron of this forum. I will share this with the speakers of other states and assure you that the Chief Minister and I will work to resolve the issues identified by you.”

PREM CHAND AGGARWAL

Honourable Speaker,
Uttarakhand State Legislative Assembly

UTTAR PRADESH

Uttar Pradesh (UP) has come a long way from a time when Japanese Encephalitis (JE) and Acute Encephalitis Syndrome (AES) caused several hundred deaths each year. The state has not only had success in drastically reducing the number of incidences of the diseases but has also earned plaudits for the resounding success of its initiative¹.

Plan India signed an MoU with the Government of UP and pushed for letting the communities lead the initiative. Plan India was one of the key organisations working to complement the Dastak Abhiyan of the Government of UP for raising awareness through social behaviour change communication (SBCC). In a first for Plan India in UP, it initiated a mid-media campaign under the Dastak Abhiyan to roll out social behaviour change communication (SBCC) on curative and preventive measures through street theatre, folk music and the mobile vans.

In addition, Plan India supported the state government in organising training and orientation programmes for critical stakeholders including frontline workers, teachers and Village Health, Sanitation and Nutrition Committee (VHSNC) members. ASHAs were equipped with SBCC resources developed by Plan India and its partners for the awareness-raising, door-to-door Dastak campaign which spread key messages among community members.

“Plan India's initiative has resulted in a significant reduction in incidences of JE/AES cases. People are taking care of cleanliness, adhering to other preventive as well as curative measures and availing facilities of government health services. It's a multi-dimensional, holistic effort that has helped in changing the behaviour of the community. The Gram Niyojan Kendra team is now technically equipped enough to take this initiative forward.”

DR. SUTAPA MUKHERJEE

Secretary-cum-Director,
Gram Niyojan Kendra
NGO Partner, Plan India

CAMPAIGN ON JAPANESE ENCEPHALITIS AND ACUTE ENCEPHALITIS SYNDROME



8% reduction in the case fertility rate of AES, down from 15% in 2017 to 7 % till August 2019²

2.3 average days of admission, down from 5 days

31% increase in referral to the encephalitis treatment centres as the first point of contact, up from 27% in 2017 to 58% in 2019

¹<https://economictimes.indiatimes.com/news/politics-and-nation/encephalitis-deaths-drop-by-66-in-east-up-in-2018/articleshow/68051563.cms?from=mdr>

²Integrated disease surveillance Programme (IDSP) report of 2017 and 2019 of Government of Uttar Pradesh

CREATING A PEOPLE'S MOVEMENT

PLAN INDIA IMPACT AWARDS 2018

Community frontline workers and volunteers shoulder the responsibility to drive India's large-scale development and outreach programmes. The functionaries play a critical role in bridging gaps and enabling effective exchanges between communities and service providers.

The Plan India Impact Awards (PIIA) honour and motivate these unsung champions of change and provide a platform to reinforce and replicate best practices advancing the development discourse. It is an effort to tell compelling stories of everyday heroes to inspire change, for good.

This year's edition of the Awards took place on 27 July 2018 in New Delhi and saw significant growth in terms of scale, coverage and partnerships. The mark of pride for PIIA 2018 was a prestigious partnership with the NITI Aayog. The 2018 Awards spanned an unprecedented 22 states across the country, scaling up from 13 in the first edition. PIIA 2018 exceeded Plan India's intervention areas and engaged 190+ civil society organisations working on contributing to the national development agenda.

The awards strategy was developed in partnership with PricewaterhouseCoopers. Online orientation workshops were held with 190+ partners across the country. To ensure a robust and transparent screening and selection process, multilevel evaluation of all 289 nominations took place against set parameters. After a preliminary screening, regional jury panels identified one outstanding nominee from each region in every category for a total of 21 nominations from 3 regions: North, South East and North East + East India. Subsequently, a national jury of experts and industry leaders convened to review the top three nominations per category and selected seven national winners for the awards.

The chief guests for the awards ceremony were Mr. Amitabh Kant, CEO, NITI Aayog and Ms. Shabana Azmi, veteran actress and social activist, who spoke at the event, lauding winners and recognising their significant contributions. Mr. Pankaj Pachauri, Founder, GoNews; Ms. Rathi Vinay Jha, Plan India Governing Board Chairperson; Mr. Govind Nihalani, Plan India Chair Emeritus; Mr. Madhukar Kamath, Plan India Governing Board Member; Mr. Deepak Dwivedi, Editor-in-Chief, Dainik Bhaskar and Mr. Dhimant Parekh, Founder and CEO, The Better India numbered among the other dignitaries present at the event.

Media partners included Dainik Bhaskar, CNBC TV18, GoNews, Big FM, The Better India and Women's Web. As a curtain-raiser to the event, one-on-one interviews were organised with various media platforms and Ms. Shabana Azmi. More than 20 media houses were present at the event. Over 86 stories published by the media, including feature stories. Tweets, films, exclusive radio interviews and online campaigns sparked conversations about the event and the winners.

CATEGORIES

- AWW/Anganwadi Sahayika
- ASHA/ANM
- Outreach Worker/FLW/PPTCT Worker/Swachhagrahi
- Community Volunteer
- Youth Champion for Girls' Rights
- Best Child Welfare Committee
- Best School Management Committee

AWARD PARAMETERS

- Implementation
- Inclusion
- Innovation
- Impact



INTERNATIONAL DAY OF THE GIRL 2018

While there has long been an International Women Day and an International Day of the Child, neither of these days recognise the unique position of girls who are discriminated against simply for being young and female.

11 October, International Day of the Girl (IDG), is a result of Plan's effort and Government of Canada to build a coalition of support for young girls. As part of IDG, each October, girls from Plan-supported communities take over leadership roles in political, economic and social spaces. They step into the shoes of influential leaders and experts, fulfilling their responsibilities and demonstrating their power and potential to lead the way into the future.

IDG 2018 celebrations hit a high with the presence of Plan India's Patron and Goodwill Ambassador, Mr. Anil Kapoor, a noted philanthropist, producer and actor. Mr. Kapoor, who has lent his support for girls' rights for more than 12 years, launched 'Girls Get Equal'.

WHY TAKEOVERS?

- Showcase the potential of girls on a national level
- Partner with decision makers, influencers and stakeholders to support girls rights
- Engage young people through a meaningful and empowering process

TAKEOVERS

EMBASSIES, HIGH COMMISSIONS AND DELEGATIONS
Australia | Belgium | Canada | Czech Republic | Denmark | Estonia | European Union | Finland | Germany | Israel | Netherlands | Poland | Slovenia | Spain | Sweden | Switzerland | United States of America

IDG witnessed more than 100 girls from across 10 states spend three days in a preparatory workshop acquiring skills for communication, negotiation, problem solving, confidence building and leadership. These Girl Changemakers were selected through a comprehensive screening and selection process including fair and transparent nominations assessment.

In Delhi, a collaboration between Plan India and the Delegation of the European Union to India witnessed 19 of these Girl Changemakers takeover 17 Embassies and High Commissions. Other Girl Changemakers assumed the responsibilities of mayors, CEOs, chiefs of police, village council leaders, school principals and chief editors across the country.



Starting at an early age in Plan's programmes, the girls have progressed through children's clubs, adolescent girls' groups, thematic working groups and technical and governance committees. Graduating now to state and National Youth Advisory Panels and Children's Assemblies, as seasoned experts, they help inform programmatic decision making and ensure effective monitoring, implementation and advocacy.

The Takeovers culminated with an event on the eve of IDG attended by over 200 guests including Girl Changemakers, their counterparts, diplomats, civil society and industry leaders, influencers, government officials and many more. Girl Changemakers kicked off proceedings by presenting the National Youth Charter, developed by young people across Plan's programme areas to ensure no girl is left behind. A panel discussion on the Sustainable Development Goals (SDGs) and gender equality was moderated by Mr. Rajiv Chandran, Deputy Head, United Nations Information Centre, and garnered powerful thoughts and recommendations. A powerful 'Gender Walk' installation invited attendees to experience first-hand the life and times of a girl and the challenges she must overcome.

360° CAMPAIGNS

ANTI CHILD MARRIAGE CAMPAIGN



UTTAR PRADESH

157 Gram Panchayats reached through Behaviour Change Communication/ IEC material to spread awareness on legal provisions

27 child marriage prevented by CPC member and children in programme areas

8 Gram Panchayats (GPs) declared child-marriage free, no child marriages reported in the last 2 years

DELHI

21,157 children and youth groups reached through awareness sessions

387 religious leaders, influencers in the community, vendors sensitised and allied

3,015 key stakeholders and duty bearers engaged through district level consultations and events

DELHI, RAJASTHAN AND UTTAR PRADESH

As many as 27% of Indian girls get married before they are 18 years of age. Plan India's Anti Child Marriage campaign addresses the urgent need to create large-scale awareness in communities about the legal provisions of the Prohibition of Child Marriage Act, 2006 to discourage communities from propagating or supporting child marriage.

In Uttar Pradesh, the campaign is a part of Plan India's work on child protection in 5 districts. The campaign advocates with the district administration to set accountabilities of the gram panchayats and build awareness of the FLWs. As a result of the initiative and Plan's advocacy, district administrations have taken cognisance of the issue and issued directives to assess and track the incidences of child marriages in the meetings of the village CPCs and gram panchayats. Religious leaders have emerged as allies of the campaign due to Plan's engagement and sensitisation drives. Marriage organisers and vendors are also sensitised on their roles in preventing child marriage and the legal implications if found party to any such marriages. This helps in creating social and legal pressure against child marriage in the long run.

In Delhi, Plan India organised a 40-day campaign across 5 districts in 2019 which worked with municipal bodies and counsellors to make them accountable for preventing child marriages. A similar campaign was also initiated in selected blocks of Bikaner, Churu and Sri Ganganagar districts of Rajasthan.

The campaign has yielded a broader action plan, forums have been identified to work closely on the issue and linkages formed to advocate with the state commission. Work is well under way to ensure that no child loses health and educational opportunities because of an early marriage—not now, not ever.

“The campaign was an eye opener for me. I had thought that obeying your family's wishes regarding marriage shouldn't be questioned. Now I understand that early marriage is not only illegal but also harmful for a girl's health.”

MANVI, 15
Girl Changemaker

UTTARAKHAND AND UTTAR PRADESH

The week of 28 May, Menstrual Hygiene Day, was a busy one at Plan India. A live chat on Twitter brought together the voices and actions of non-profits, government officials, the private sector, individuals and the media to spark a #PeriodsRNormal conversation. In a first, religious leaders endorsed the cause of initiating behaviour change dialogues within communities, especially with men. Plan India teams were conducting training and participating in discussions as part of the NHM, Technical Support Group for Adolescent Health, in Uttar Pradesh and Uttarakhand.

All this was part of the Menstrual Hygiene Management (MHM) campaign that not only broke the silence around menstrual hygiene but also challenged social taboos and discriminatory practices prevalent in communities. MHM brought all critical stakeholders including girls and boys, women and men, ANMs, ASHAs, Anganwadi workers, teachers, government health and ICDS departments at district and block level as well as community leaders under the umbrella of the campaign.

Objectives

- Going beyond hygiene to address social taboos and changing social behaviour
- Religious leaders and male participation sought to enable social change
- Service delivery at schools and villages for maximum engagement

“We received a lot of information about hygiene, cleanliness, myths and stigmas regarding menstrual hygiene management at the meetings. Earlier, we wouldn't touch jams or pickles during our periods for fear of them spoiling. Girls wouldn't use the incinerators at school as they believed that it would affect their health. Now, we know that these are just superstitions.”

MARIYAM, 14
Adolescent Girls' Group member

Our National Initiatives

CAMPAIGN ON MENSTRUAL HYGIENE MANAGEMENT



83,000+ girls across Uttar Pradesh and Uttarakhand reached and oriented about the issue

5,000+ school teachers, ANMs, ASHAs and AWWs oriented

2,100+ villages reached in the intervention area



#PERIODSRNORMAL



District/State: Uttarkashi/Uttarakhand

NATIONAL DIALOGUES AND KNOWLEDGE SHARING

PLAN FOR EVERY CHILD 2018

GIRLS GET EQUAL

December 5 - 7, 2018 | New Delhi

Media Partners



PLAN FOR EVERY CHILD 2018 - GIRLS GET EQUAL

The Plan for Every Child is a platform to highlight the cause of children in difficult circumstances (CIDC), foster a holistic understanding of the issues, and drive cohesive policy dialogue about the situation. Organised every year since 2016, it seeks to engender knowledge sharing and building, bringing solutions and influencing policy makers.

The third national conference "Plan for Every Child - Girls Get Equal" was organised from December 5-7, 2018, in New Delhi. The agenda focused on prevention and safeguarding the children and their rights, justice for children and the response towards a just future for children, especially girls.

More than 100 acclaimed academics, policy makers, development practitioners, members of the media, corporate representatives, opinion leaders and experts from across the globe interacted with 500 young people and children. Mr. Rakesh Ranjan, Advisor, NITI Aayog; Honourable Mr. Justice Madan B Lokur of the Supreme Court of India; Ms. Shelley Thakral, Head of Policy Programmes (India, South Asia, and Central Asia), Facebook; Ms. Mikiko Otani, Member, United Nations Committee on the Rights of the Child; Mr. JVR Prasada Rao, Secretary, Governing Board, Plan India among others attended the conference.

Plan India took the initiative of bringing together the children from different parts of the country through four regional consultations with the children. Speakers discussed the issues and challenges they face in creating a safer environment for children.

CHALLENGES IDENTIFIED EMBASSIES, HIGH COMMISSIONS DELEGATION

1. Gender transformative education for both girls and boys
2. Better use of technology and social media to trace missing children
3. Collaboration of formal and informal system for better implementation of laws, schemes, policies and programmes
4. Prevention of gender injustice
5. Accountability of authorities

The conference strengthened the network and coalition of stakeholders working with girls. It was also instrumental in highlighting the cause of CIDC among CSOs, the government, the judiciary and the media. The conference culminated with the release of "Make My World Safe" report which brings out the voices of children on safe and unsafe people and spaces. Deliberations received from the conference will now help in forming a framework for influencing policymakers, supporting practitioners, communities and the youth.

For the last three years, Plan India has been holding a National Conference pertaining to issues of children. The effort put into these National Conferences have been remarkable in several ways. First of all, the planning and focus of the National Conference are very important and in this, Plan India has been tremendously successful as the present report for the Third National Conference 2018 demonstrates. Then, the expertise and commitment of the speakers and the passion that they have for children have been overflowing, as page after page suggests. Finally, the involvement of children, and not their mere participation, as the primary stakeholder all through the year is more than evident from the report.

**HONOURABLE JUSTICE
MADAN B. LOKUR**

Former Judge, Supreme Court of India

OUR HUMANITARIAN RESPONSE - DISASTER RISK MANAGEMENT



22,000+

families received hygiene kits, daily need kits, utensils and dry rations contextualised and customised according to the dietary needs of the region

8,654

school going children received educational kits to support continued education

10+

crore raised for relief work through initiatives such as the 12-hour NDTV Telethon which mobilised support from individuals and institutions from around the world

BACK TO SCHOOL

Located in a very remote, rural village on a hilltop was the government high school of Chottupura with 69 students, mostly from families of migrant daily wage labourers who worked in the plantations nearby. After the floods severely damaged the school and the surrounding area, the risk of dropouts rates spiking was a very real. When Plan India started its recovery work, it initiated rebuilding the school in consultation with the students, parent bodies, school staff and the panchayat. The upgraded school and WASH infrastructure encouraged parents and enrolment has increased to 124 children. The SMC was recognised as the best in the district by the education department. For GHS Chottupura, the flood waters have receded, leaving only bright futures in their wake.

The country suffered not one but two unprecedented humanitarian crises between 2018–19. The Kerala Floods in August 2018 were the worst ever witnessed by the nation, affecting 0.54 crore people as their houses and lives were ravaged by floodwaters and landslides, affecting 11 out of 14 districts. This was followed by Cyclone FANI making landfall in Odisha in May 2019, with wind speeds recorded at 200 kmph, leaving devastation and destruction across 18,000 villages in their wake. Plan India was one of the first non-profits to respond to both the emergencies, working extensively with the governments and entering into agreements for relief and response.

In its first ever initiative in Kerala, Plan India with the support of the district administrations carried out relief work in five districts - Pathanamthitta, Idukki, Alappuzha, Ernakulam and Thrissur.

The families were supported with unique relief kit consisting of dry ration and non-food items. In addition children were provided with education kits to ensure they did not miss on studies. Plan India ensured that young girls and women were consulted at every stage of the response beginning from needs assessment to the distribution. The items in the relief kits were finalised based on the situation, local requirements and suggestions from the communities.

Identification, selection and finalisation of the beneficiaries was done through a transparent and participatory method to ensure the most needy and vulnerable are reached. Feedback and complaints mechanism was set in place to ensure accountability to the communities.

After the initial relief phase, Plan India continued making impact through the long-term recovery phase in co-ordination with the district administrations of Idukki, Pathanamthitta, Alappuzha and Ernakulam.

“The education department would make Plan India’s design a model for future renovation of WASH and drinking water facilities not only in Idukki, but also for other parts of Kerala. Plan India has initiated and completed the work ensuring quality and within the timelines.”

SRI SANJEEV

Personal Assistant to District Educational Officer, Kattappana

The focus was on the upgradation of schools and Anganwadi centres to ensure continued education for children and livelihood support for families affected in the floods. Plan India’s standards and quality of work within a fixed budget have been lauded by the government and has set as a benchmark for other agencies.



Cyclone FANI, said to be the most severe storm to have hit the Indian subcontinent in two decades, affected 1.6 crore people in the state. It laid waste about 5 lakh houses, 1.88 lakh hectares of crops, more than 7,000 educational institutions, 1,031 primary health centres and damaged 1.56 lakh electricity poles, leaving areas without electricity for more than 10 days.

Plan India was again the first organisation to initiate relief in the worst affected district of Puri, with a focus on Brahmagiri and Krushnaprasad blocks which were previously Plan’s sponsorship areas. As part of the emergency response management, the aid included food and non-food items in these areas. Children from affected families were provided with education kits to help them get back to schools.

As a part of its long-term work, Plan India has strengthened child forums and environment protection committees in 40 schools and sensitised communities, supported development of kitchen gardens and trained in the use of seed balls for reforesting barren land.

INNOVATION

In Government High School at Vagamon, a handwash station was constructed completely from single-use plastic water bottles with participation of the children, with the grey water used in school’s the kitchen garden developed as part of Plan’s Eco Education initiative.

37,872

children and adults supported with water, non-food items and dry ration kits contextualised to the areas’ dietary needs, in addition to education kits for school students

6,063

girls and boys benefitted from upgraded WASH infrastructure in schools and Anganwadis centres

2,891

girls and boys, 812 community members and 173 SMC members participated in mock drills and disaster preparedness activities in schools

PLAN’S POSITION IN DISASTER RISK REDUCTION

- Considered a strong implementing agency and technical partner for strengthening the Disaster Risk Reduction (DRR) systems and networks by various states governments
- Invited by the Telangana State Disaster Management Authority to support the state in preparation of the district disaster management plans in all the 33 districts of the state along with other agencies
- Invited by Mumbai’s Disaster Management Cell for the development of preparedness micro plans in urban low-lying and flooding-prone slum areas Chembur
- Approached by the Education department of the Idukki district in Kerala to support development of operations and maintenance protocol for the schools
- Plan India is now the Chair of Sphere India - a coalition of agencies working in humanitarian sector

OUR PARTNERS

CORPORATE PARTNERS

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Alwar Mewat Institute of Education and Development, Rajasthan

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Association for Rural Awareness and Mass Voluntary Action, Odisha
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Committed Communities Development Trust, Maharashtra
Child in Need Institute, Jharkhand
Centre for Youth Development and Activities, Maharashtra
Centre for Youth & Social Development, Odisha
Society for Doorstep School, Maharashtra
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Gram Niyogan Kendra, Uttar Pradesh
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Village Social Transformation Foundation, Maharashtra
Women's Organisation for Socio Cultural Awareness, Odisha
Youths Union for Voluntary Action, Jharkhand



FROM OUR DONORS

INSTITUTIONAL DONORS

We have been working together with Plan India to provide Emergency Relief in Hong Kong with the support of the Disaster Relief Fund of the Government of the Hong Kong Special Administrative Region since 2017. One of the main reasons for us to extend support to Plan India in their various causes is because of their ability to develop a response plan in consultation with the affected community and local government. Besides, Plan India has always shown strong commitment towards donor compliance amidst challenges and uncertain field situations.

We supported Plan India by providing relief materials for affected families during Assam Floods 2017, Kerala Floods 2018 and Odisha Cyclone Fani 2019 and their commitment to transparency and accountability, timely reporting, adherence to strictly defined procurement process and distribution of relief materials to the affected families fortified our trust in Plan India's mission.

PLAN INTERNATIONAL, Hong Kong Office

Plan International Korea has been working with Plan International India on several projects by various Korean corporate donors. Recently, we're cooperating to implement "Dream Village" and "Village Development" project of Hyundai Motor Group since 2018 in order to develop eight model villages in Tamil Nadu. As part of the project, Plan India also hosts "Happy Move Programme" four times every year for around 80 student volunteers each time from South Korea and the volunteers participate in the community development activities. Happy Move volunteers are fully enjoying being a part of the programme while doing the construction activities and interacting with the communities including the children. During such events, student volunteers get chance to understand the development challenges and the measures to solve it. It also creates a good cultural understanding and sharing of the experiences between India and Korea.

PLAN INTERNATIONAL, Korea Office

CORPORATE DONORS



Metso is pleased to work together with Plan India to strengthen and support teaching learning environment, improving teaching skills, gender sensitisation and capability building among children groups. Our reason to partner with Plan India is their constant endeavour to curate programmes which directly empower the effected communities and their commitment to deliver on the agreed timelines with quality.

SANJAY SEHGAL HR Head, METSO



We are happy and satisfied with our partnership with Plan India for the Parivartan Model school project in the government schools of Haridwar, Uttarakhand. We appreciate Plan India for their sincerity, dedication and high professionalism. Their understanding of the empowerment-based approach is their biggest strength which is crucial for the sustainability of the project. I extend my best wishes to the entire team of Plan India to continue doing good work and keep on educating and empowering the underprivileged section of India.

RUPALI AGARWAL CSR Head, RELAXO

INDIVIDUAL DONORS



I decided to be a part of Plan India because they are most reliable and trusted organisation we have in our country. During this period of my attachment with this organisation, I have always felt proud on my decision of being a part of their journey. Plan India has some very significant projects which can really make a difference to the society and change the meaning of charity to humanity. I have, and would like to, support the adoption project through which you can change the life of a child and give him or her the choice and quality of life one deserves. I would recommend Plan India to everyone in my network.

NASRIN SYED New Delhi



I always wanted to support a girl child and while searching on social media I came across Plan India.

The programme Meri Beti Meri Shakti - A Plan India initiative intrigued me. I believe Plan India is doing a great work since long on grass root level to raise the bar of society. I have and will always recommend Plan India to my friends.

PRAGATI SRIVASTAVA New Delhi



Plan India is a great platform to help children who cannot afford education and basic amenities of living. Education is key to growth of any children. I would like to support all the projects as and when I get the opportunity in future. Right now, I have been supporting the project on girl child and also children who cannot afford nutrition and who are not physically fit. I got to know about plan from a call by one of Plan India's representative.

HEMAL MEHTA Kolkata



The work that Plan India is doing in the rural areas in the field of education is something that caught my attention. Education is important for all, but education of a girl child is our responsibility. Empowering and educating girls today will lead to a better India tomorrow. I got to know Plan from their website and will definitely recommended them to my friends.

NUPUR BOSE Bengaluru



Education is must for everyone, specially girls, and Plan India's helping millions of children made me contribute to the cause. It is also my social responsibility to do so.

BINAY KUMAR KUJUR Kolkata



Plan India's work is focussed on a grass root level wherein people who are in need actually see the benefits of the programme. I would like to continue supporting Sponsor a Girl Child in the current capacity. This is because I feel that education is a very crucial area for the country's progress, and India can never consider itself truly developed unless its women are empowered. Women empowerment must start from the root, which is education. I have recommended Plan India to my fellow colleagues. I regularly support to their causes as much as I can.

GLEN PALMER

Kolkata



I decided to contribute to Plan India as the cause of providing education to young children who have aspirations to do something valuable with their lives but do not have the means. This organisation enables just that by providing them the financial support and overall guidance. I'm currently lending my support through sponsorship to the Sponsor a Child Programme and I am keen on continuing my support to this programme.

I recently visited the facility from Plan India organisation to meet the child whose education I am sponsoring and was pleased to meet the young girl aged 11 years, along with her mother. The girl child was very enthusiastic and said she wants to become a police inspector once she grows up. It made me really happy that I could contribute to her dream in this small way. I would be happy to share the details of the programmes with my friends and family members. I got a call from one of your colleagues and since then I am with Plan India and I thank from my bottom of my heart for same.

PRAMOD MANCHANDA

New Delhi




PLAN IN THE NEWS

To drive visibility of Plan's work, build an understanding on child rights and girl rights, and create advocates on the issue, Plan India reached about 1,000 media journalists across print, electronic and online media. Nearly 370 articles were published in leading publications reaching approximately 251 million readers.

To strengthen media understanding and creating allies for child rights and gender issues in India, Plan India launched the first edition of its Media Catalyst programme. Over 300 journalists from 6 states were reached out for applications, and 10 shortlisted by an expert jury based on their previous work and the interest in reporting on the issues related to child protection and gender. The journalists were oriented through workshops and exposure visits to gain insights into Plan India's model of child-centric community development and gender transformative approaches. The programme aimed at building collaborations on rights-based reporting to ensure that the rights of the children are not violated.

In a first, Plan India also initiated a special panel discussion curated around media and its role in ethical reporting on gender to share diverse stories of girls' power. The discussion was held at the third edition of Plan for Every Child National Conference, an annual platform to spark a cohesive policy dialogue and for knowledge sharing among eminent stakeholders. The NDTV-Telethon for Kerala flood relief marked another key media milestone which garnered support for Plan India's relief work.

-  **Facebook**
293,248 followers
-  **Twitter**
8,013 followers
-  **Website**
175,139 new users
-  **Instagram**
2,070 followers
-  **LinkedIn**
2,207 followers



FINANCIAL DISCLOSURE

THE HEADLINES

Aiming high
Suvarna P, who had dropped out of school due to financial crisis in her family, is now the class topper and her objective is to rescue many more like her to get them back to school.

3-day conference on child protection mechanisms begins
Last Updated: December 5, 2018 | 12:53 IST

Girls from TS to make State proud
3 girls take symbolic charge of the Embassies of Netherlands, Czech and Sweden.

नीति आयोग और प्लान इंडिया साथ मिलकर पांच राज्यों के महत्वाकांक्षी जिलों में काम करेंगे

Baby, Student from Bihar Becomes High Commissioner of Canada to India on International Day of the Girl Child 2018

आज एक दिन के लिए अमेरिकी राजदूत बनेगी वैशाली की चंदा

TO CELEBRATE INTERNATIONAL DAY OF THE GIRL CHILD For a day, 17 women to take charge as foreign ambassadors

City girls turn envoys for a day
CITY BUREAU Hyderabad

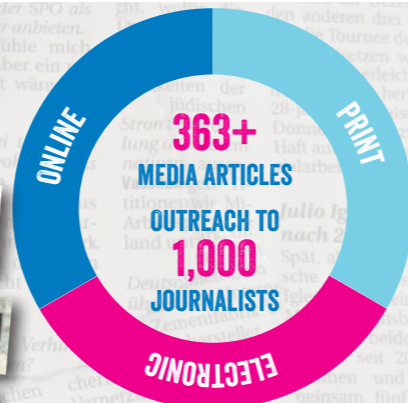
Future is bright with girls taking up positions of power: Anil Kapoor

नीति आयोग और प्लान इंडिया साथ मिलकर पांच राज्यों के महत्वाकांक्षी जिलों में काम करेंगे

नीति आयोग और प्लान इंडिया मिलकर पांच राज्यों के महत्वाकांक्षी जिलों में काम करेंगे
Edited by shukdev, Updated: 06 Feb, 2019 11:20 PM

राष्ट्रीय सम्मेलन में समने आई बालक-व्यवस्थाओं की समस्याएं

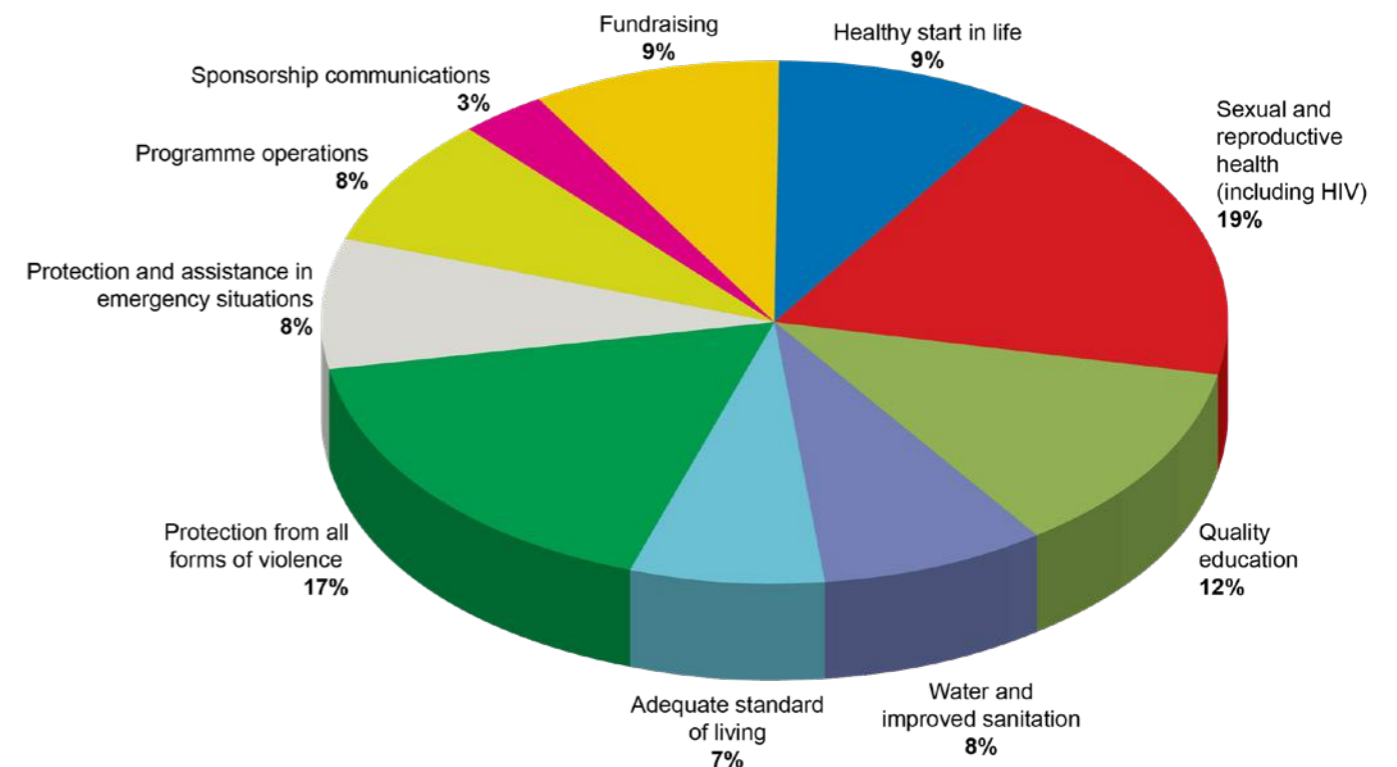
प्लान इंडिया की बाल विकास मुहिम में की गई मीडिया से सहयोग की अपेक्षा



KEY MEDIA PARTNERSHIPS



Financial Area-wise Expenses — CSP Themes





Plan International (India Chapter)
Balance Sheet as at 31 March 2019

(All amounts in Rupees)

Schedule	FCRA	NFCRA	Total	FCRA	NFCRA	Total
SOURCES OF FUNDS						
1(a)	-	6,68,14,675	6,68,14,675	-	9,83,56,619	9,83,56,619
1(b)	18,88,232	4,80,01,062	4,98,89,294	10,55,868	4,17,55,005	4,28,10,873
1(c)	12,26,83,548	1,59,07,682	13,85,91,230	12,23,66,267	1,59,07,681	13,82,73,948
	12,45,71,780	13,07,23,419	25,52,95,199	12,34,22,135	15,60,19,305	27,94,41,440
APPLICATION OF FUNDS						
2	6,36,34,000	99,30,527	7,35,64,527	5,10,10,518	48,89,845	5,59,00,363
	3,23,72,680	37,06,772	3,60,79,452	3,45,63,950	25,27,267	3,70,91,217
	3,12,61,320	62,23,755	3,74,85,075	1,64,46,568	23,62,578	1,88,09,146
	3,12,61,320	62,23,755	3,74,85,075	1,64,46,568	23,62,578	1,88,09,146
3	11,82,52,283	32,42,21,482	44,24,73,765	10,22,50,989	26,49,79,032	36,72,30,021
4	2,21,58,063	3,05,15,378	5,26,73,441	1,74,60,792	2,09,91,280	3,84,52,072
	14,04,10,346	35,47,36,860	49,51,47,206	11,97,11,781	28,59,70,312	40,56,82,093
5	4,70,99,886	23,02,37,196	27,73,37,082	1,27,36,214	13,23,13,585	14,50,49,799
	9,33,10,460	12,44,99,664	21,78,10,124	10,69,75,567	15,36,56,727	26,06,32,294
	12,45,71,780	13,07,23,419	25,52,95,199	12,34,22,135	15,60,19,305	27,94,41,440

6 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. Batliboi & Associates LLP
Chartered Accountants
Firm Registration No. : 1010406/BE300000

Anuja Bansal
Partner
Membership No.: 400419
Place: Gurgaon,
Date: 24 August 2019


For and on behalf of Plan International (India Chapter)
Anuja Bansal
Executive Director
Place: New Delhi
Date: 24 August 2019

Madhubar Kamath
Treasurer
Place: New Delhi
Date: 24 August 2019



Dr. J.V.R. Prasada Rao
Secretary
Place: New Delhi
Date: 24 August 2019

Plan International (India Chapter)
Income and expenditure account for the year ended 31 March 2019



(All amounts in Rupees)

Schedule	FCRA	NFCRA	Total	FCRA	NFCRA	Total
(A) Income and expenditure account - Opening balance						
(B) Income	12,34,22,135	15,60,19,305	27,94,41,440	11,57,61,377	16,97,49,612	28,55,11,989
Grants from Plan International Inc (net of expenses incurred on behalf of Plan International Inc and other affiliates)	75,76,19,169	-	75,76,19,169	76,50,16,882	-	76,50,16,882
Gift in Kind	1,52,85,599	14,60,89,317	16,137,416	75,97,365	75,97,365	151,94,730
Corporate donations	2,49,00,185	25,82,92,232	28,31,92,417	7,84,77,034	6,02,44,101	13,87,21,135
Individual donations	2,46,636	20,77,15,489	20,79,61,116	7,20,73,582	26,30,36,761	33,51,10,343
Interest income	8,32,364	58,45,765	58,47,407	1,73,673	16,05,51,898	16,07,25,571
Gain on sale of fixed asset	-	62,46,057	62,46,057	15,960	51,42,310	51,58,270
Total Income (B)	79,88,81,995	62,41,35,851	1,42,30,17,846	66,000	65,44,215	66,07,628
(C) Expenditure	46,28,71,851	36,88,80,341	83,17,52,192	62,80,85,801	31,20,66,568	94,01,52,369
Payment to NGO partners	14,58,98,483	5,92,94,098	20,51,92,581	14,56,81,184	4,70,42,943	19,27,24,127
Salaries and related costs	1,33,92,809	69,26,800	2,03,19,609	1,89,62,737	50,14,250	2,39,76,987
Contribution to president and other funds	15,52,600	2,13,443	17,66,043	16,39,320	80,575	17,19,895
Staff recruitment and relocation expense	2,05,27,988	1,46,68,232	3,51,96,220	1,81,14,154	1,11,72,388	2,92,86,542
Travelling	11,05,177	3,89,862	4,95,039	9,25,520	34,499	9,60,019
Vehicle hire, running and maintenance expenses	2,35,74,661	43,15,121	2,78,89,782	1,31,38,835	64,96,478	1,96,37,313
Trainings, conferences and workshops	61,97,560	12,34,833	74,32,393	86,28,577	5,76,662	92,05,239
Depreciation	47,13,932	6,50,809	53,64,741	47,20,447	17,88,573	65,09,020
Postage, telephone and telegram	1,40,69,994	28,07,076	1,68,77,070	1,07,05,381	46,57,818	1,53,63,199
Rent	82,63,474	10,20,714	92,84,188	44,56,741	8,71,255	53,27,996
Repairs and maintenance:	63,85,275	27,93,155	91,78,430	58,87,690	2,84,002	61,71,692
- Building	43,575	10,66,25,565	10,66,69,140	6,00,685	8,27,33,185	8,33,33,870
- Others	11,37,662	7,28,313	18,65,975	63,900	9,900	73,800
Fund raising expenses	35,19,196	99,06,434	1,34,25,630	37,53,551	37,68,966	75,22,517
Publications	66,89,378	23,60,559	90,49,937	86,65,078	23,64,110	1,10,29,188
Provision for receivable from NGO Partner	7,28,01,514	6,51,29,485	13,79,30,999	3,74,43,942	62,34,600	1,36,78,542
Printing and stationery	19,82,801	6,03,132	25,85,933	15,27,102	2,04,67,522	2,20,94,624
Legal and professional charges	25,95,664	-	25,95,664	17,90,689	3,23,509	21,14,198
Program related expenditure	79,224	8,76,715	9,55,939	42,815	19,60,849	20,03,665
Electricity and water	3,79,632	15,779	3,95,411	-	-	3,95,411
Insurance	79,731,650	64,84,337	1,44,71,637	91,58,333	80,92,98,612	1,72,51,325
Bank charges	11,49,645	(2,32,95,880)	(7,41,46,234)	76,60,738	(1,77,31,307)	(1,00,70,569)
Loss on disposal of Fixed Assets	12,45,71,780	13,07,23,419	25,52,95,199	12,34,22,135	15,60,19,305	27,94,41,440
Total Expenditure (C)	46,28,71,851	36,88,80,341	83,17,52,192	62,80,85,801	31,20,66,568	94,01,52,369
(D) Excess of income over expenditure for the year (B) - (C)	12,45,71,780	13,07,23,419	25,52,95,199	12,34,22,135	15,60,19,305	27,94,41,440
(E) Balance carried to general and restrictive fund account (A) + (D)	-	-	-	-	-	-

6 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. Batliboi & Associates LLP
Chartered Accountants
Firm Registration No. : 1010406/BE300000

Anuja Bansal
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Treasurer
Place: New Delhi
Date: 24 August 2019



Dr. J.V.R. Prasada Rao
Secretary
Place: New Delhi
Date: 24 August 2019

OUR BOARD MEMBERS



Mr. 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.



Ms. Rathi Vinay Jha, Chairperson

Ms. Rathi Vinay Jha served in the Indian Administrative Service where as Secretary, Union Ministry of Tourism, she initiated the Incredible India campaign. In her assignment as Founder Director of the National Institute of Fashion Technology (NIFT), the concept of Fashion Education was introduced in India. Ms. Jha has also served as Secretary General of the World Travel and Tourism Council, India. She is the Founder Chairperson of the Indian Heritage Cities Network, a UNESCO NGO, the Chairperson of the India Foundation of Arts and the All India Artisans and Craftworkers Welfare Association (AIACA) as well as a trustee of the Indira Gandhi National Centre for Arts (IGNCA).



Mr. JVR Prasada Rao, Secretary

Mr. JVR Prasada Rao is a Former Health Secretary, Government of India 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. He is a strong regional voice for prioritising public health in national policies in India and other Asian countries. Mr. Rao was invited to join as the Regional Director of UNAIDS where he led the UN response to AIDS in Asia Pacific countries. He has also held eminent positions in the UN as Special Envoy to the Secretary General, United Nations, and as the Regional Director of UNAIDS for the Asia Pacific region. He facilitated discussions on inclusion of AIDS elimination as a Sustainable Development Goal (SDG) for 2030 which was finally adopted in the UNGA declaration on SDGs in 2015. Mr. Rao is also a former Commissioner Secretary of a Global Commission on HIV and Law initiated by UNDP.



Mr. Madhukar Kamath, Treasurer

A distinguished alumnus of Loyola Chennai and XLRI Jamshedpur, Madhukar Kamath has over four decades of experience in advertising, media and marketing services. Mr. Kamath has served as the President of Advertising Agencies Association of India and is the recipient of their Lifetime Achievement Award. He is also an erstwhile Chairman of the Advertising Standards Council of India and President of MICA for the academic year 2016-17. As the Chairman of the Mudra Foundation and the Chairperson of the Governing Council of MICA, for over a decade, he helped build MICA into India's foremost Strategic Marketing and Communications Management Institute. As an Entrepreneur, he is now the Chairman of Multiplier Brand Solutions. He is also currently the Chairman of the Audit Bureau of Circulations, serves on the board of Music Broadcast Ltd., the Chairman Emeritus of the DDB Mudra Group and Mentor of Interbrand India.



Ms. Minty Prabha Pande

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 the 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. 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. She is also a Board member of the Governing body of the Barefoot College and Social Work and Research Centre, Tilonia, an agency founded and headed by Sanjit (Bunker) Roy.



Mr. Ranjan Chak

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



Mr. Udayan Sen

Mr. Udayan Sen, a Chartered Accountant, was the Chief Executive Officer and Managing Partner of Deloitte Haskins and 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.



Prof. S. Parasuraman

Prof. S. Parasuraman was a former Director and Vice-Chancellor at Tata Institute of Social Sciences, Mumbai and is currently the Vice Chancellor, Maharashtra Institute of Technology, World Peace University, Pune. He has more than three decades of experience as a teacher and researcher in rural development, education, health, public policy, social protection 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 of Action Aid International, Bangkok, Team Leader of the Secretariat, World Commission on Dams, Cape Town and as Programme Director, Oxfam GB, India Programme. He has been a United Nations Fellow on Population and Development, Institute of Social Studies (ISS), The Hague. He also served as a visiting Fellow at the ISS, The Hague in 2003 and Visiting Professor at the School of International Studies at Simon Fraser University, Vancouver, Canada.



Mr. 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 and people. Mr. Kirloskar channels his passion for excellence to help Plan India meet its objectives efficiently and effectively.



Ms. Shireen Jejeebhoy

Ms. Shireen Jejeebhoy, PhD, is a demographer and social scientist with over 35 years of research and evaluation experience in the areas of young people's health and development, women's empowerment, gender-based violence and sexual and reproductive health. Over her career, she has made significant research contributions on adolescent health and development, the empowerment of women and girls, and women's access to safe abortion. Ms. Jejeebhoy is the founder and director of Aksha Centre for Equity and Wellbeing, a non-profit organisation dedicated to enhancing the evidence and evaluating promising practices in her research areas. Her most recent work includes an assessment of the situation of adolescents in Jharkhand, the development of a theory of change for preventing child marriage in India, and an in-depth investigation of community component of the RKSK programme in India. She is the Vice President of the International Union for the Scientific Study of Population, and a member of the Governing Boards of the Tata Institute of Social Sciences, the International Institute for Population Sciences and the Population Foundation of India. Previously, she served as Senior Associate, Population Council, India and Scientist, Reproductive Health and Research Department, World Health Organisation, Geneva.



Mr. Ajay Gandhi

Mr. Ajay Gandhi is the Co-Founder and Managing Director of Wings Infonet Pvt. Ltd., developers of the Wings suite of business software products and the Founder Partner of Gandhi and Gandhi, Chartered Accountants, Hyderabad. He is also the Founder Trustee for Manthan Foundation, a forum for public discourse, and a Trustee for Hyderabad Literary Trust, organisers of the Hyderabad Literary Festival. He has also served as Chairman, Hyderabad Branch of The Institute of Chartered Accountants of India and as Vice President of Andhra Pradesh Tax Bar Association.

OUR PATRON

Mr. Anil Kapoor has been a patron and a steadfast advocate for Plan India for over a decade. During his years of patronage, Mr. Kapoor has tirelessly worked to focus attention on girls' rights and lent passionate support to causes supporting vulnerable and excluded children. He has played a pivotal role in garnering a groundswell of public support and engagement for Plan India's water, sanitation and hygiene campaigns and our humanitarian response during natural disasters. His determination and contributions are integral to the success of our work.

“I am committed to doing all I can to support Plan India's mission to transform the lives of 10 million girls. The Girls Get Equal campaign is a cause I wholeheartedly support in its effort to create a truly equal world. Having witnessed Plan's work and met powerful young people in its programmes over the years, I look forward to seeing these young people leading from the front and transforming not just their own lives, but their families and communities.”

MR ANIL KAPOOR
Plan India Patron
and Goodwill Ambassador



ABOUT PLAN

Plan India is a nationally registered not for profit organisation striving to advance children's rights and equality for girls, thus creating a lasting impact in the lives of vulnerable and excluded children and their communities.

Since 1979, Plan India and its partners have improved the lives of millions of children and young people by enabling them access to protection, quality education and healthcare services, a healthy environment, livelihood opportunities and participation in decisions which affect their lives.

Plan India is a member of the Plan International Federation, an independent development and humanitarian organisation that advances children's rights and equality for girls. Plan International is active in more than 70 countries.





PLAN INDIA

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