



ANNUAL REPORT

Until we are all equal

2023-24



www.planindia.org

Special Thanks

All our Programme Participants, including children, youth, their families / caregivers, and their communities; donors, friends and supporters of Plan International (India Chapter); Governing Board Members of Plan International (India Chapter) for their guidance; and the entire Plan family.

Editorial Team

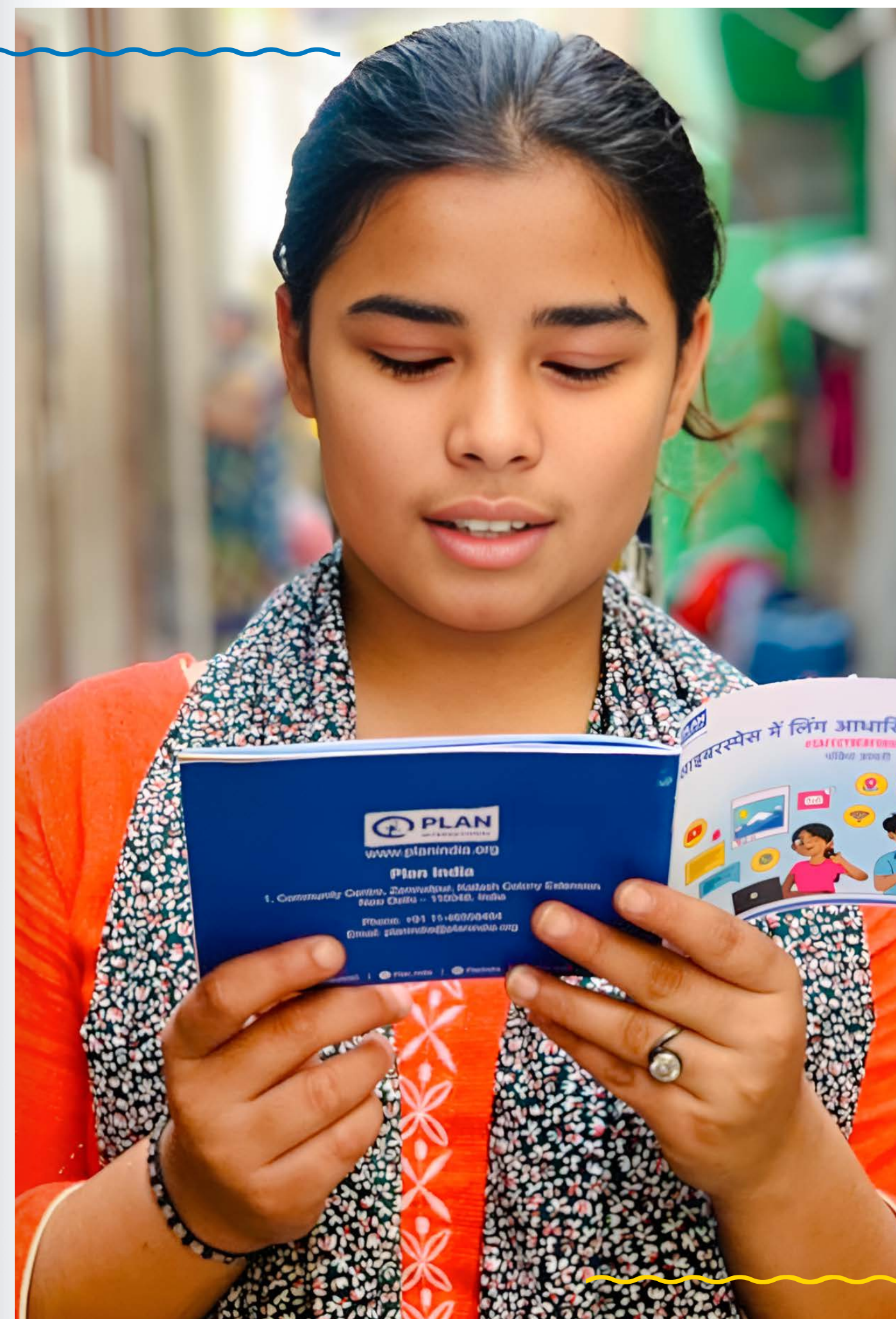
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Note for Readers

The information and data contained in this Annual Report is for general information purposes only. Team of Plan International (India Chapter) has taken all reasonable precautions to verify the information contained in this publication. The photos used in this Report have the written consent. The progress and impact data mentioned in this report are for the period April 2023 - March 2024, except the POSH report that covers the period January - December 2023, as required.



List of ACRONYMS		AOGD Areas of Global Distinctiveness	ART Antiretroviral Therapy
ANM Auxiliary Nurse Midwifery	ASHA Accredited Social Health Activist	AWW Anganwadi Worker	BBBP Beti Bachao Beti Padhao
CAY Children, Adolescent and Youth	CPC Child Protection Committee	CCCD Child Centered Community Development	CWC Child Welfare Committee
CDMO Chief District Medical Officer	DCPU District Child Protection Unit	EMTCT Elimination of Mother- to Child Transmission	EVTHS Elimination of Vertical Transmission of HIV and Syphilis
FSSAI Food Safety and Standards Authority of India	FLW Front Line Worker	FY Financial Year	GBV Gender Based Violence
GNM General Nursing and Midwifery	HICF Health Information Centre Facilitator	HBV Hepatitis B Virus	HCV Hepatitis C Virus
HEI HIV Exposed Infants	HIC Health Information Centre	HIV Human Immunodeficiency Virus	HH Household

ICDS Integrated Child Development Service	ICPS Integrated Child Protection Scheme	INR Indian National Rupee	IEC Information, Education and Communication
JOVT Job Oriented Vocational Training	MAM Moderately Acute Malnutrition	NACO National Aids Control Organisation	NEET Not in Education, Employment or Training
NIOS National Institute of Open Schooling	NRC Nutrition Rehabilitation Centre	NFI Non-Food Items	NCD Non-Communicable Disease
OPD Out Patient Department	OCS Other Closed Setting	PRI Panchayati Raj Institution	PLHIV People Living with HIV/ AIDs
PHI Primary HIV Infection	PCMA Prohibition of Child Marriage Act	PLV Para Legal Volunteer	POCSO Protection of Children from Sexual Offences
PPTCT Prevention of Parent to Child Transmission	PPW Positive Pregnant Women	PUHC Primary Urban Health Care	RTI Reproductive Tract Infection
RKSK Rashtriya Kishore Swasthya Karyakram	RIMS Regional Institute of Medical Sciences	OSC One Stop Centre	STI Sexually Transmitted Infection

SHG Self Help Group	SAM Severely Acute Malnutrition	SBVM Samagra Bal Vikas Mitra	SMART Specific, Measurable, Achievable, Relevant and Time- Bound
SMC School Management Committee	SRHR Sexual and Reproductive Health and Rights	STEM Science, Technology, Engineering and Mathematics	SDG Sustainable Development Goals
TSCPCR Telangana State Commission for Protection of Child Rights	TLM Teaching Learning Material	UTI Urinary Tract Infection	VHND Village Health and Sanitation and Nutrition Day
VL Test Viral Load Test	VTEP Vocational Training for Entrepreneurship Promotion	WASH Water, Sanitation and Hygiene	WCD Women and Child Development
YHP Young Health Program			



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Member Designate



Ms. Rathi Vinay Jha

Chair Emeritus



Mr. Madukar Kamath

Member Emeritus



Message from the **CHAIR EMERITUS**

Dear Reader,

India programs across the country go from strength to strength. The mission is going ahead year after year in a sustained manner.

It is not just the performance and numbers that speak for themselves but it is also the collaborative and inclusive programs that make a difference.

Plan India reaches out not just to girls, children, youth and communities but also shares knowledge and strives to build capacity of community-based organizations and non-government service providers.

We extend our heartfelt gratitude to our benefactors and supporters, including the Governments, at both the Center and State levels, our donors, and our partners, whose contributions make all of this possible. We would like to express our sincere appreciation to all our staff for their exceptional dedication and hard work throughout the year.

All the best to Plan India for continued success.

Ms. Rathi Vinay Jha
Chair Emeritus



Message from the **CHAIR & PRESIDENT**

Dear Reader,

It is a matter of great pleasure to introduce Plan India's Annual Report for 2023-24. Looking back at the year, I, as the Chair of the Plan India Board, feel privileged to be associated with over 1200-strong family of

Plan India, who continue to make significant strides in positively impacting the lives of those we serve, prominently young women and girls.

Plan India's contributions to the National Development Agenda, and in turn, the global Sustainable Development Goals, are strongly reflected in the outcomes of services provided to our programme participants. Our Gender Transformative, Child-Centred Community Development approach ensures that children, families and communities are active and leading participants in their own development. This sustainable approach has resulted in expanding and strengthening work across early childhood development, inclusive and quality education, youth empowerment, protection of children, promotion of sexual and reproductive health rights for girls and young women, improving their nutritional standards, skill enhancement, income generation, and response to natural disasters. The Balpratinidhi (child sponsorship) programme implemented by Plan India is a unique intervention which touches the lives of thousands of young girls and boys, providing them with access to quality education and health services through government facilities until they achieve adulthood.

Our collaborative efforts with NITI Aayog, National and State Government Institutions, other Non-Government Organisations, Academic Institutions, Universities, Technical Resource Agencies and Community-Based Organisations have, as always, enabled us to empower and enable girls, boys and young women in underserved communities access services closer to their home. Our generous donors' unwavering support makes it all possible.

I am proud to be a part of this ecosystem, and am looking forward to the development goals that we will achieve next year.

Best regards,

Mr. J.V.R. Prasada Rao
Chair & President



Message from the **EXECUTIVE DIRECTOR**

Dear Friends and Supporters,

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

families and communities is widely acknowledged. I am delighted and humbled to present the Annual Report 2023- 24 which seeks to document our programs and achievements.

This year, we have made new strides in our mission to support and uplift the lives of children, particularly girls, from poor and underprivileged families. I am humbled to share that our community development programs have created positive outcomes for more than 17.31 lakhs (1.73 million) children, including girls, boys, young women, and young men across 29 states of our country. We implemented comprehensive strategies to ensure that more than 6,50,000 girls and boys from underprivileged families gain access to quality education in government schools from pre-primary to senior secondary levels. We have worked collectively with government and community stakeholders to strengthen youth economic empowerment by supporting 13,745 young women and young men from urban slums and villages with job-oriented vocational skills and job placement.

Health and wellbeing of all girls, boys, young women and young men has been an important part of our work and we have succeeded in supporting 7,59,000 program participants in improving their health and well-being. Furthermore, 1,44,000 girls, boys, young women and young men have been supported with information and linkages to the government's gender equality schemes and programs to protect them from all forms of violence, abuse and exploitation. Through our integrated nutrition and early childhood development interventions, we have positively impacted the lives of over 1,11,000 children.

Our humanitarian relief efforts during the year has benefitted nearly 80,000 disaster affected people and their families for meeting their immediate needs of food, nutrition, hygiene and healthcare.

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

Warm Regards,

Mr. Mohammed Asif
Executive Director

OUR PURPOSE

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

Our Approach

Gender Transformative Child-Centred Community Development approach in which children, families and communities are active and leading participants in their own development.

Gender Transformative means addressing the root causes which keep girls away from many rights, benefits and entitlements that society and the government ensure for their holistic development.

It enhances the capacity of girls, boys, women and men to identify the opportunities by working together and creating lasting change for themselves and their communities.

Key Pillars of Our Approach



IMPACT ON CHILDREN, YOUTH AND ADULTS FROM UNDERPRIVILEGED FAMILIES

1,62,834

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



30.06 Lakhs

Girls, boys, women and men from underprivileged families and communities have been directly benefitted through various social development and welfare activities.

2,59,504

Children, adolescents and youth as programme participants of our Child Protection initiatives.

They were supported by building their life skills, resilience and self-protective capacities to help them break the cycle of violence and reject violence on children and girls.



10,69,657

School Children as programme participants of our Inclusive and Quality Education initiatives.

They are on the path to complete at least 10 years of school education and learning.

14,45,824

Adolescent girls and young women as programme participants of our Sexual and Reproduction Health Rights initiatives.

They became aware of the harmful gender norms and stereotypes and accessed government health and wellbeing services.



13,745

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

¹ Plan India prefers the use of the term "programme participant" rather than "beneficiary" to count and report our outcomes.

1,54,575

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



This Report seeks to summarise the progress and impact for underprivileged children, girls and young women, through the various social development and welfare activities of Plan International (India Chapter) during 2023-24.

PLAN INDIA IN NUMBERS



LOCATIONS

Children, adolescent and youths from 29 States and Union Territories, 387 Districts, and 4,294 Villages and Slums as programme participants (benefitted) from all grassroots social development and humanitarian projects implemented during the year (2023-24).

We are present in all states and UTs in India through our supply chain for HIV and TB medicines, diagnostics and attendant material.

PARTNERSHIPS AND COLLABORATION



5,715

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

55,732

Community members and volunteers trained in Child Protection and Child Welfare.

25,283

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

18

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

32

Corporate / Businesses to implement Corporate Social Responsibility projects.

Inclusive and Quality Education



Objective

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

We have created a safe, protective and enabling learning environment in more than 5,800 government schools where Plan India has been implementing its inclusive and quality education projects. Through our various interventions, we have enabled children, particularly girls, to be enrolled, retained and successfully complete their schooling. We have built the capacities of school teachers, strengthened the School Management Committees, and worked closely with District Education Administrators to achieve the goals of our Inclusive and Quality Education programme.



Key Achievements

- 1 **18,046**
Children (under 6 years) enrolled in 644 government Anganwadi Centres (ICDS Centres) and pre-schools.
- 2 **10,523**
Children were able to demonstrate three minimum Foundational Literacy and Numeracy on shapes, alphabets and numbers at Anganwadi Centres through our support.
- 3 **25,709**
Children were supported to get enrolled in the primary schools.
- 4 **3,676**
Primary school children received grade-wise supplementary education on English, Maths & Science for improved foundational learning.
- 5 **5,830**
Dropped out/irregular children were re-enrolled in schools or linked with formal education.
- 6 **4,95,406**
Students were made aware of good hygiene behavior.
- 7 **5,809**
Children were provided with career guidance and counselling.

- 8 **95%**
Parents practiced the sessions with their children at home and spent 30-60 minutes daily with their children for enhancing their learning.
- 9 Improvement in Foundational Literacy and Numeracy:
78%
Children were able to identify English alphabets (baseline 15%).
80%
Children were able to identify Hindi alphabets (baseline 21%).
78%
Children were able to identify numbers (baseline 21%).
- 10 **86%**
of Enrolled Children (reached by the project) that regularly attend the Early Learning Programme (formal or non-formal) in a given time period.
- 11 **85%**
of Adolescent Girls, Young Women (at risk) and Boys make informed career choices for higher studies, Vocational and Life skills education.



Flagship Projects

Project Early Childhood Education



To improve the early learning opportunities and an enabling child friendly environment to girls & boys of 3-6 years, the project was implemented in eight Anganwadi Centres (AWCs) of SPSR Nellore district in Andhra Pradesh, six AWCs (2 AWCs each in Saran, Muzaffarpur and Vaishali) in Bihar, 30 AWCs in Sangareddy in Telangana. Awareness drives resulted into enrolment of 1,281 children (776 girls and 505 boys) in 44 Anganwadi Centres. WASH facilities in the Anganwadi centers were improved by constructing new toilets, renovating existing facilities, providing handwashing amenities, vibrant paintings and providing interactive learning aids. Anganwadi teachers were oriented on early learning and preparation of low-cost Teaching Learning Materials

(TLM), who have cascaded to the parents on preparation of low cost home-based TLM. Play materials were distributed to the Anganwadi Centers to enrich the educational experience of young learners. Children enjoyed activity-based learning through TLM which resulted into their active participation and regular attendance to Anganwadi centre. As a result of continuous engagement and follow-up with the parents to send their children to the AWCs, and tracking of progress of each child, showed improved learning graphs of the enrolled children in these AWCs. The project has also focused in involving mothers and fathers in project activities at Anganwadi level and also at community level.

Project Banega Swasthya India : Dettol School Hygiene Education Programme



To strengthen the school hygiene which ensures better health and hygiene outcomes for children, their family and community, enabling good health and

wellbeing, and ensuring that children have access to quality education, specially making sure girls complete their basic education, the School Hygiene Education Program has been implemented in 2,800 government schools in Bihar, Uttar Pradesh and Uttarakhand. 4,95,406 students were made aware of good hygiene behavior, and 8,400 school teachers were trained. A total of 2,400 Child Cabinet was formed in these schools and 24,000 Child Cabinet members are working as change agents and spreading hygiene messages in school, their family and community.

Project Balika Shivar- Accelerated Learning Centres for Girls

The project targeted to reduce the vulnerabilities of the adolescent girls of 13-18 years of age and young women of 19-24 years who were neither in education, employability and training (NEET), by helping them complete their education through the National Institute of Open Schooling/distance education and/or skilling in Hazaribagh and West Singhbhum districts of Jharkhand and Bikaner and Udaipur districts of Rajasthan. A total of 3,046 drop out adolescent girls were enrolled in National Institute of Open Schooling and pursuing education in Balika Shivar centres. Out of these, 980 drop out girls have appeared for exam and 517 girls (53%) have passed NIOS exam and mainstreamed in the formal education system. A total of 2,488 NEET young women have undergone training on

Vocational Skills, out of which 2,404 are active in the market and 1,111 have started to generate income. More than 1,000 Balika Shivar girls and NEET young women were linked with social entitlement schemes. The project has received appreciation letter from State Minister of Rajasthan, District Administration of Hazaribagh and Udaipur.



Project Coding and Digital Skills Initiative for the Government Schools

This initiative targeted girls and boys who were first-generation learners from marginalized communities in 60 government schools across four states- Andhra Pradesh, Telangana, Gujarat and Uttar Pradesh to improve the computer accessibility and improve digital literacy skills so that children are able to navigate digital space safely and face the future challenges with confidence. Simultaneously, the project has built capacities of 700 government teachers in handling digital technology enabled-classrooms, and app-based monitoring-reporting system by working in close coordination with schools, and education departments. The project has generated awareness among children especially girls on the risks associated with using technology and being online and



who to contact if anything makes them to feel uneasy. The project has reached out to 18,000 students (9,124 girls and 8,876 boys) in the reporting period and more than 90% of the students have shown improvement in Science, Mathematics and Computer subjects.

Project Build Back Better- The Link Women



To advance gender parity in women's workforce, improve the employability skills of young girls in the age of 19-24 years who are pursuing their higher education and/or technical vocational education, the project was implemented in 16 colleges in Mumbai, Greater Mumbai and Pune. The project

imparted training to 2,504 under privileged young girls through digital training modules on: i) Digital marketing ii) Using smartphone as a tool for business; iii) leveraging E-platforms for networking and job search; iv) Soft skills such as communication, negotiation, CV making, and v) Proficiency in English language. In addition to this, career counselling, exposure visits of young girls to various job fairs and potential service provider agencies, corporates for job placements were organized. The girls and the faculties were also oriented on the gender issues.

Build Back Better

Goal: Advancing gender parity in the workforce by improving employability skills, access to higher/ vocational education and increasing employment opportunities.

• 29 Large database of recruiters/employers
• 16 College faculty members as focal point persons
• 12 Professional resource persons for blended trainings

Training (hybrid mode)
• Soft skills (resume drafting, interviewing, presentation)
• Using e-platforms, e.g., LinkedIn
• Communication skills
• Employability skills

Career orientation
online: 2198
offline: 305
gender sensitization: 958

Target Group (girls)
Outreach: 4595
Enrolled: 2726
Trained: 2504

Sensitized
3357 parents/
stakeholders
on gender

Sensitized
192 Faculty
members
on gender

Sensitized
172 fathers

1858 LinkedIn
profiles developed

4 job fairs
1 in Kirti, 1 in FG Naik,
2 in SNTD (interface
between the recruiters
and aspirants)

736 girls participated
in job fairs are
connected with
recruiters during job
fairs

30 internship &
14 job placement

More focus and Encouraging girls on
• Job readiness/ interviews
• Usage of platforms like LinkedIn
• Attend more job fairs so that more girls get opportunity to transit from education to work.

Girls Selection criteria:

- No/ minimal english and computer proficiency skills
- No/ minimal access to internet facilities
- High/ moderate motivation to be gainfully employed
- Girls from SC/ ST/ OBC/ minorities and/ or from women headed households.

Strength:

- Collaborations with 16 colleges/ SNTD women's university in Mumbai, Navi Mumbai and Pune
- Connects with the employers/ corporate established
- Alumni group of 2500+ girls who have been trained

Case Study

Fulfilling Sharmila's Dream



My name is Sharmila (name changed). I'm 23 years old and live in a village in Rajasthan ever since childhood, I've had a passion for studying and dreamed of becoming a nurse. However, my family's poverty made it impossible for me to pursue further education. I thought my dream of becoming a nurse was out of reach. One day, I heard from the women in my village that Plan India offered training in vegetable nursery management. I decided to give it a try. My family and I started cultivating vegetables using the methods taught in the training. To our surprise, it resulted in a good income. We earned 25,000 rupees annually from our vegetable nursery. We used Rs.20,000 to pay for my General Nursing and Midwifery (G.N.M.) fees. Now, I am happily pursuing my G.N.M. studies. Cultivating vegetables has made me self-reliant and improved my family's financial situation. I am grateful to Plan India for their support and guidance, which has truly changed my life.

Youth and Household Economic Security



Objective

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

We have implemented projects for job-oriented vocational training and entrepreneurship promotion to ensure household economic security. We worked closely with employers and government to improve school-to-work transition, thereby increasing women's participation in the workforce. Our focus has been to support young women and men to build their skills in new economy jobs like IT enabled services, retail marketing and hospitality. In rural areas, we extend activities aimed at improving livelihoods and generating income and promoting women owned enterprises. We have prioritised the emerging green skilling. We have assisted women in establishing and expanding micro enterprises, accessing finance, markets, and networks, and generating employment opportunities.

Key Achievements

1

11,736

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

2

7,834

Trained youths were either job placed or started their own micro-enterprise.

3

96%

of Young People demonstrated vocational competencies at the end of the training.

4

76%

of Young Women are in wage employment within 6 months after receiving training.

5

65%

of Young People, own an operational business within 6 months after the training.

6

65%

of Target Households are able to meet their survival threshold (have enough income to meet the expenses for food, education, medical expenses and other routine household expenses).

Flagship Projects

Project Saksham



Project Saksham was started in 2010, seeks to provide market-oriented vocational skills, particularly in new economy jobs, for unemployed young women and men from economically vulnerable families. The project has emphasised putting young people to be gainfully employed or self-employed and help that they sustain these jobs for making greater impact at personal, family and community level. The project has a strong focus on providing training to girls by developing human capital (through training and reskilling), strengthening social and physical capital (alumni, employers and networks), and building financial capital against shocks (financial mainstreaming and digital literacy).

The project provides Job Oriented Vocational Training (JOVT) and Vocational Training Entrepreneurship Promotion (VTEP) to the youths to facilitate access to the formal jobs and start entrepreneurship respectively. Gender Mainstreaming is critical principle and guiding strategy across all work undertaken in Saksham which enables youth and other stakeholders to understand gender relations at personal, community and professional workspaces. JOVT and VTEP are guided by decent employment as a main overarching principle. This focusses on enabling environment, employee rights, social security and freedom of expression for youth.

In 2023-24, 11,736 youths were trained (50% are young women) and 7,834 were job placed (57% are young women). Along with jobskills, these youths have also been supported with lifeskills such as awareness on gender equality, financial literacy, personality development, personal hygiene, communication skills, computer skills and

awareness of government schemes. The project was implemented in Delhi, Udaipur, Mumbai, Pune, Bangalore, Jaipur.



It is an important initiative to know better potential candidates to work with us. Saksham team did very well coordination and they created a very pleasant environment, which helped a lot to make the experience very positive. The Job Fair gave us the opportunity to connect with many interesting candidates looking for a job. It was definitely worth the time.

- My Money Mantra



Case Study

Transformative journey of Neetu

Neetu (name changed), a differently-abled 12th grade student in Delhi, had to give up school when her family home was demolished after a court order. Her father, a school-bus driver, and mother, a domestic help, shortly moved to their ancestral village with their eight children, before returning to Delhi, looking for work to survive. Her father's earnings were so low that he was unable to handle family bills, including rent and electricity.

"I figured I might as well get a job and support my family. I went to several locations for interviews but was unable to get work," Neetu lamented. One day she was informed about Saksham by an acquaintance, who was a Saksham alumna, now, working at a hospital.



It was a turning point and a ray of hope. I enrolled in Saksham and gained computer skills, communication, how to take care of the patient, transferring of the patient, and how to check blood pressure, vital signs, bed making, health and hygiene etc. After the training, I interviewed with Delhivery, who offered me a job.

- Neetu

"We feel proud of Neetu, despite being differently-abled, she supports household bills and her siblings' education. We feel blessed to have Saksham in our lives which saved our family from drowning in a sea of challenges," say Neetu's parents.



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

Objective

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



Several projects were implemented to focus on adolescent girls and young women, pregnant and lactating mothers, Persons Living with HIVs (PLHIV), key populations and TB patients. We have used community-based models which are pivoted on peer educators and their roles as change agents. Key interventions were undertaken by building the capacity of the adolescents and youths on menstrual hygiene and reproductive health, non-communicable diseases. Project interventions also helped improving WASH facilities at the schools, establishing community-based resource centres - Health Information Centre (HIC), creating awareness and facilitating linkages of the construction workers with health facilities, facilitating pregnant women in getting access to HIV testing, preventing and treating HIV/AIDS, strengthening supply chain management system of HIV drugs across the country.

Key Achievements

- 1 **29,122**
Students were educated through peer educators to ensure safe menstrual hygiene practices.
- 2 **47,769**
Adolescents and youths have enhanced their knowledge on Sexual Reproductive Health Rights with focus on prevention of STI/RTI/ AIDS.
- 3 **7,744**
Adolescents were connected with RKSK scheme.
- 4 **6,739**
Drop-out Children were identified and linked with the ICDS centres for routine immunisation.
- 5 **1,572**
Health service providers (ANM, ASHA, AWW) were oriented on IYCF (1000 Days Care) for effective service delivery especially for community level services like VHSND.
- 6 **83,951**
Programme participants were screened for HIV, TB, Syphilis, STI/ Hep B and C through One-Stop Centre intervention.
- 7 **5,425**
HIV-positive pregnant women received Anti-Retroviral Therapy during pregnancy.

- 8 **4.90 Lakhs**
People in prisons or other closed settings have received an HIV testing through Prison Intervention.
- 9 **85%**
of CAY with correct knowledge about SRHR core topics.
- 10 **59%**
of CAY aged 13-24 who feel able to make informed decisions about their sexual and reproductive health primary who successfully transition on to secondary level (baseline 31%).
- 11 **98%**
of CAY who have basic level of knowledge about menstrual health (baseline 68%).
- 12 **87%**
of CAY who have moderate level of knowledge about menstrual health (baseline 27%).
- 13 **99%**
of Girls, Young Women report receipt of quality, affordable and adequate menstrual hygiene materials.



- 14 **97%**
of Adolescents and Youth were tested for HIV and received their results during the reporting period.
- 15 **82%**
of Adolescents and Women with a birth in the last two years had at least four antenatal contacts, including at least one in the last trimester, during the last pregnancy.

- 16 **96%**
of Young Women and Men aged 15-24 correctly identify ways of preventing the sexual transmission of HIV and reject major misconceptions about HIV transmission.

Flagship Projects

Project The Birds and Bees Talk



To support the Government of India's initiatives on adolescent's health and global Sustainable Development Goals (SDG) 3, 4 & 5 and 17, a purpose led unique life skills program for adolescents "The Birds and Bees Talk" (TBBT) was launched

by developing curriculum to educate adolescents (10-19 years). The curriculum was aligned with the National Curriculum Framework, Adolescence Education Program Framework and New Education Policy 2020. It was well researched and prudently designed to impart age-specific life skills, covered with well structured lectures, reading materials, audio-visuals and demonstrations to equip adolescents with essential life skills, knowledge, attitude, and values and empower them to make informed choices for their health & sexual wellbeing. The curriculum was launched in Manipur, Arunachal Pradesh, Sikkim, Nagaland, Mizoram.

The project reached out to 1,66,623 students and 2,807 teachers in 1,833 schools. TBBT Conscious Safe Corner was launched in Cherry Blossom Festival 2023.

Rainbow Classrooms in schools were launched which is a one-of-a-kind gender diversity initiative, designed for the first time in India, specifically for teachers. The key achievements in the reporting period included:

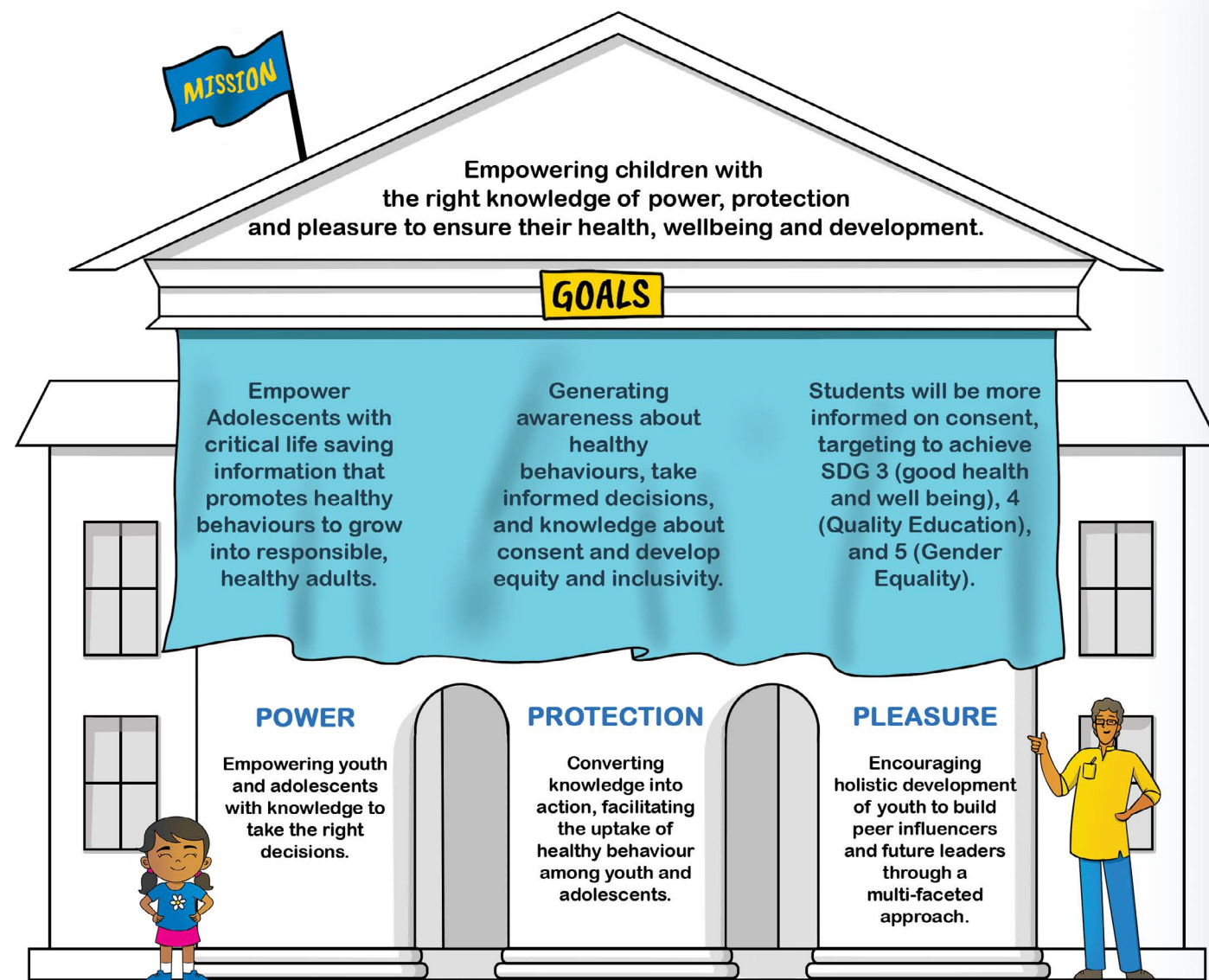
1. Recognised as Health Partner for Hornbill Festival 2023,

2. Recognised as partner for Cherry Blossom Festival 2023, Red Run Marathon (Sikkim, Arunachal Pradesh).

3. TBBT's documentary movie entry to Cannes Film Festival on CSE, Consent Curriculum and Rainbow Classrooms.

#Besafe

#DurexTheBirdsAndBeesTalk



STRATEGY – THE BIRDS AND BEES TALK

Project Menstrual Hygiene Education

To enhance the knowledge, attitude, and practices related to menstrual health management among girls, women, and boys and witness a demonstrable reduction in harmful cultural traditions, stigma, and taboos around menstrual health management men, boys, women, and girls in three rural blocks of Jharkhand and three urban slums of Delhi, the project adopted the following approaches:

1. Peer-to-Peer Learning Approach
2. Community Mobilization Activities for Awareness and Knowledge
3. Conducting Awareness Campaigns
4. Capacity Building of Stakeholders on Menstrual Health and Hygiene
5. Engagement with Local Governance
6. Involvement of line department and leveraging scheme benefits

The project successfully trained 9,650 adolescents and young women as peer educators. Each peer educator, in turn, disseminated knowledge on menstrual health and hygiene to 33 other young girls and boys, reaching a total of 313,840 girls and women. The interactions with peer educators led to improved knowledge, perceptions, and practices among adolescent and young girls.



The project established 20 community-based resource centers known as 'Health Information Centres' (HIC) in rural intervention areas. These spaces, provided by PRI heads, serve as hubs where young people can access information on menstrual health and hygiene. Additionally, the centers offer recreational and sports activities to alleviate stress and promote mental health and wellbeing. Regular meetings with parents and intergenerational dialogues proved valuable in addressing harmful social norms, myths, and misconceptions surrounding menstrual health and hygiene. These engagements contributed to a positive shift in parents' perceptions, with increased support for their wards in managing menstruation hygienically and effectively.



School sessions on menstrual health and hygiene for students in grades 8-12 emerged as an effective strategy. Each session, lasting 30-45 minutes, follows a structured module and includes discussions and competitions among children. This approach has proven successful in facilitating open conversations about menstruation and promoting better understanding and practices among students.

Project YHP



To improve health and well-being of young people, the Young Health Programme focused on enhancing knowledge about common non-communicable diseases (NCD) prevention and NCD risk factors and strengthening health services in the targeted area for providing access to quality youth friendly SRHR and NCD services, so that young people have greater capacity and are able to make informed decisions about their health.

The key activities included:

1. Establishment of Health Information

Centres (HIC) where various activities are conducted with young people- yoga/ physical exercises/dance/music, sports & games (Indoor & Outdoor), training sessions on art and craft, expert sessions with motivational speakers, role models and resource persons, parents' meetings/ intergenerational meetings and sensitization programs, one-to-one counselling services and promote mental health well-being.

2. Organising community events to sensitize community members.

3. Sensitisation on prevention of NCD to school teachers, SMC members.

4. Observation of special days linked health awareness.

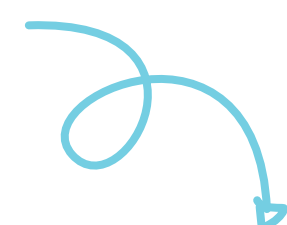
5. Orientation of medical officer, Pharmacist, CDMO, Counsellor and frontline health service providers on NCD prevention.

6. Meeting with Health Dept. Officials (RKSK; Ministry of Youth affairs and sports- NYKS, ARSH Officer, directorate of Health).

7. Community score carding activity to assess the gap in health centre and map quality of adolescent-friendly health services.

8. Distribution of appropriate IEC on YHP topics and display in health centres.

9. Nurture peer educators as youth leaders and promote their participation in relevant advocacy networks to voice their concerns on NCDs and influence change.



The project was implemented in four slum areas of Bengaluru, three slum areas in Chennai and two slum areas of South West Delhi. The project has trained 340 Peer Educators (124 boys, 216 girls) in the reporting period, who further engaged in health promotion activities, reaching out to 50,073 youths including 28,019 girls.

1,13,693 community members were sensitised about NCDs, SRHR, gender equality, and youth health needs. 308 teachers and principal (Male -158, Female - 150) were sensitised on NCD risk factors and SRHR, promoting support to youth's healthy behaviour. So far, YHP successfully integrated into either the school library or sports department of 41 Government and 8 Private Schools Colleges in the project location.

Awareness of tobacco's harmful effects surged to 98.7% among young people, reflecting near-universal understanding.

Knowledge of alcohol-related health risks increased from 26% to 97.3%.

85.8% of young people have a correct understanding of the consequences of physical inactivity.

The project oriented 99 government health professionals (51 men, 49 women) on the sexual and reproductive health needs of young people, and as a result, 16 government primary health centers and 5 private hospitals have improved youth-friendly health services, including weekly 30-minute SRHR sessions for adolescents and young people.

A youth-friendly online E-Learning course was developed to provide wider access about YHP topics (Emotional health and wellness, gender equality and SRHR) and to promote prevention of NCDs risk behaviours among young people as a part of the young health programme's initiative. Over 5,200 young people received training through interactive online modules, enhancing their learning experience and improving comprehension.



Project Self Care for New Moms and Kids Under Five



The project Self-care for New Moms and Kids under 5 is rooted in self-care concepts adopted from WHO Self-Care Guidelines 2022, the WHO 7- Point Plan on comprehensive diarrhoea control, and the Integrated Global Action Plan for the Prevention and Control of Pneumonia and Diarrhoea (GAPPD), aims to:

i) Create awareness, ii) Empower new mothers, iii) Promote healthy behaviours, iv) Encourage community engagement, v) Address key diseases in young children, vi) Educate on essential pillars of self-care for new mothers, including food and health, predominant diseases in children 16 under 5 years old (U5), specifically diarrhoea and pneumonia, hygiene, antenatal check-ups, yoga, mental well-being, and birth spacing. The project strategy is built on four objectives: access, coverage, quality, and safety, targeting new mothers (pregnant and lactating mothers of children up to 2 years) and children under 6 years in tribal populations.

The project is implemented in the districts of Bhavnagar, Gir Somnath (Gujarat), Dhule, Washim (Maharashtra) and Rajasamand (Rajasthan).

During the reporting period, 70,000 households were visited and 22,000 pregnant women and mothers of kids under 5 have been sensitised. A total of 27,000 children have also been engaged with towards prevention of diarrhoea and pneumonia.

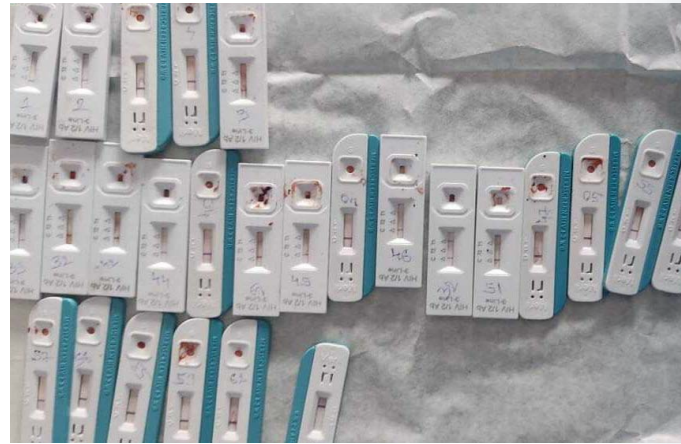


Project AHANA

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

It also focuses on ensuring sustainable Prevention of Parent to Child Transmission (PPTCT) services and developing a robust data management system through continuous monitoring and mentoring of the facilities for quality record keeping and bring them 'level ready' for the Elimination of Mother to Child Transmission (EMTCT) data validation exercise. Under the project, a strong outreach system at the district level has been established to support HIV-positive pregnant women (PPW), their partners/spouses, and HIV Exposed Infants (HEI) in accessing PPTCT services in both public and private sectors provided by the National AIDS Control Organisation (NACO). The project is implemented in 307 Districts of Assam, Bihar, Chhattisgarh, Jharkhand, Odisha, Uttar Pradesh, Meghalaya, Sikkim, Manipur, Mizoram, Nagaland, Tripura and Arunachal Pradesh.

The project has been catering to an annual estimated pregnancy of 1,40,45,050 (13 project states) and annual estimated PMTCT load of 7,704 PPW. Ahana successfully advocated for a single reporting system for documentation of HIV screening of the pregnant women. HMIS has undergone a revision and additional sections has been introduced to capture



EVTHS related data.

In the reporting period, 5,425 HIV-positive pregnant women received Antiretroviral Therapy (ART) during pregnancy. Engaging the private sector has been a key strategy under the project. Around 21,761 private health facilities were mapped, of which 8,321 facilities were found to be providing ANC services and 5,592 have been engaged and 5,144 are reporting the number of pregnant women screened for HIV to the government.

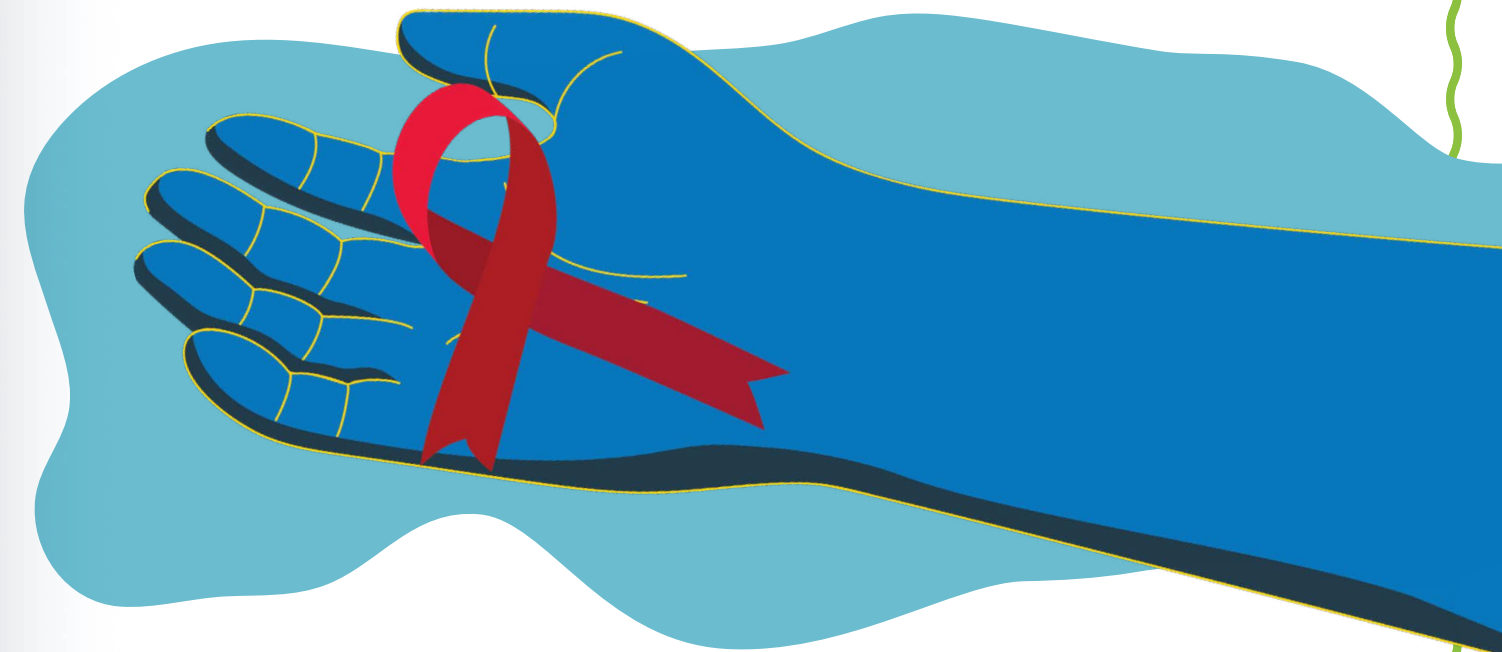
Additionally, through 68 'One Stop Centres' (OSC) that provide various services to new/uncovered Key Populations, 1,00,227 (81,031 BP, 8,214 TG, 10,982 PWIDs) beneficiaries were reached out to and registered at the OSCs. Out of these, 83,951 clients were screened for HIV & knew their status. Around 7000 Clients have been linked with various social protection, welfare and livelihood schemes; apart from provision of other additional services like NCD screening, legal awareness, safe behaviour counselling services, etc.

Through Prison and other close setting (OCS) intervention, 4.90 lakhs inmates in 357 prisons and 225 other closed settings have received an HIV test during the reporting period and 83% of positive inmates were linked to ART services. Additionally, 1.4 lakh inmates were tested for Syphilis, 3.88 lakh inmates screened for

TB through 4S screening, 1.19 lakh tested for HBV and 1.14 lakh tested for HCV.

Case Study

Overcoming stigma and discrimination



28-year-old Lucy (name changed) from Manipur was 12-weeks pregnant when she tested HIV positive. Despite repeated calls from hospital staff and Plan's FLW, Lucy and her husband refused to respond or access medical care, fearing stigma. Persistence from the counselors and FLWs resulted in her husband requesting a re-test at a private facility, with the rider that their identities not be revealed to anyone, including the hospital staff.

Further regular counseling and follow ups led to Lucy starting Antiretroviral Therapy for the remainder of her pregnancy. She gave birth to a healthy baby, and Lucy's viral fell to undetectable levels. The family is rid of the fear of stigma, and continues to avail medical services.

Safety for Girls and Child Protection



Objective

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

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

Key Achievements

1

52,834

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

2

1,407

Families were linked to social protection schemes.

3

1,283

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

4

Awareness campaign on child marriage conducted in **388** villages of 13 districts in Bihar, Jharkhand and Uttar Pradesh reached out to 1.15 lakhs population directly and 5.84 lakhs population indirectly.

5

96%

are aware of the POCSO Act.

6

99%

of the Respondents are able to identify various forms of domestic violence and 49% of the respondents are able to identify forms of violence in cyberspace.

7

95%

of adolescents and youths report that they are confident to report a protection violation to a reporting structure.

Flagship Projects

Project Safer Cities for Girls

With an objective to engage with young girls and boys for their improved participation and contribute as agents of change for keeping their neighborhood safe and to amplify girls' voices for security in public places by rallying key stakeholders such as boys, men, community leaders, and caregivers, the project has been implemented since 2022 in three slum areas of Gautam Puri in South Delhi.

65 active Champions of Change (CoC) girls and boys were trained on Digital Safety Walk, and they have taken initiative to conduct safety audits using the Young Citizen Score Card to solve the identified issues. A group of 24 trained Champion of Change girl leaders are actively providing self-defense training to other girls and peer group members in the community and their schools.



Project Model Girl Friendly Villages

The project was implemented in the 10 villages of Gautam Buddha Nagar district of Uttar Pradesh in coordination with the Department of Rural Development. The project facilitated community development initiatives with girls, boys, and adult community members in a collaborative participatory fashion to create localized and innovative practices for making the village friendly and safe for girls. Special focus was put on facilitating the existing Government schemes for girls such as Beti Bachao Beti Padhao (BBBP), education through NIOS,



and skill building of the youth through convergence and coordination with different departments such as ITI. The project has successfully ensured the participation of the Pradhans, Anganwadi Workers, members of SHGs, school teachers and parents together in the activities for empowering girls and women and as a result, the project centers are run in public places or gram sabha, school buildings provided by the local communities to promote the program. Other government stakeholders like NIOS staff, WCD officials, and ITI trainers have extended their support to ensure maximum

Project ProTect

To combat cross-border trafficking from Nepal and Bangladesh, as well as internal trafficking within the country, we initiated a comprehensive project in 666 border-adjacent villages of two districts each in Bihar, Uttar Pradesh and West Bengal. A robust protection mechanisms and safety nets were established through the training of child protection service providers and duty bearers, including Anti-Human Trafficking Units and Border Guarding Forces. In the intervention areas, over 789 change-agents were identified and empowered, who raised awareness against child labour, child marriage, and child-trafficking. With the support from block administration, CHILDLINE, police, border guarding forces, and the ProTect project field team, these changeagents have successfully prevented 225 child marriages, intercepted 41 cases of human trafficking. The Child Marriage Prevention and Tracking

benefit and impact to the adolescents and youth. The village stakeholders were involved in identifying and prioritizing the issues using citizen score card and many of the issues were resolved- lights and CCTV cameras have been installed in streets and libraries, books were provided in the libraries, number of eve-teasing cases have been reduced, a greater number of girls were registered for ITI courses after completion on 10th class. Girls participated in the self-defense training and the career guidance fair.



Register, developed with Plan India's support, was adopted and used by the Block administration of Bhagwangola-II and Beldanga-II blocks of Murshidabad district in West Bengal. Measures such as migration register was implemented to ensure safe migration, 3,548 people have

been registered. A total of 9,351 village level child protection committee members were trained under the project intervention. Also, 1,023 personnel from anti-human trafficking unit, child welfare police officers

and para legal volunteers have been sensitized under the project intervention. Over 10,350 families were linked with social security schemes during the project period.

Project Sarthak–Strengthening Justice Delivery System for child survivors of Gender Based Violence



To improve access to justice for child survivors of gender-based violence (GBV) and their families, by strengthening the investigative, legal and support services, this project was implemented in the districts of Mumbai and Navi Mumbai (Thane) of Maharashtra. The project strengthened access to justice to survivors of sexual violence by imparting legal aid services and improving quality of institutions which

are meant to deliver justice and provided counselling and support to survivors of sexual violence to empower them for stand up for their rights. Additionally, the project raised awareness among the communities about sexual offences. A total of 18,019 children from 46 schools, 885 youths from 11 colleges and 19,000 people participated in the awareness sessions. One Psycho Social Module has been developed. 35

Public Prosecutors have been sensitised on Child Laws. Training workshops were conducted with 649 police and railway police officials on child laws, with 500 medical professionals on medico legal SOPs. Sensitisation was also done for

46 session court judges through Judicial Academy for sensitive judgements in the cases of child survivors. Clinical counselling and other counselling support were provided to 250 child survivors.

Project Koppal – Strengthening Community Based Child Protection Mechanism

Project Koppal focuses on strengthening community-based child protection mechanisms to ensure the safety and well-being of children and young women. The project connected various stakeholders at the village and slum levels, including children, youth, community leaders, women from self-help groups (SHGs), schools, Anganwadi centers, ANMs, and Asha workers. The project has been implemented in 132 villages/slums across Delhi, Odisha, Telangana and Uttar Pradesh. The project adopted four key strategies:

1. Create awareness among children, young people, women and men on Child rights, Child protection issues, Laws for child protection, Government programmes and schemes for children.
2. Build a cadre of community volunteers as agents of change, who are trained on child rights, Laws for child protection, who take a lead in ensuring their community is safe for girls and boys.
3. Formation and strengthening of child Protection Committees in the project locations, bringing together various



stakeholders at the community level to front end the initiative of keeping their community safe for all children.

4. Engaging closely with the District Child protection framework and other stakeholders of other government departments, Civil society, Police and community members, in sorting out violations of child rights of vulnerable children identified in each of the locations.

During the reporting period, the project

established and strengthened 108 Child Protection Committees, involving community leaders, Anganwadi Workers, school teachers, SHG Leaders, community representatives, youth and child representatives and conducted extensive training sessions for enhancing their capacity to respond to child protection issues. Safety audits have been conducted in the project locations to identify children's issues and had discussions with CPC

Case Study

Nisha's inspiring journey

Nisha (name changed), an 18-year-old girl from a village in Uttar Pradesh, has been attending the centre's activities for more than a year. The only sister to three brothers, she could not pursue higher education after school due to poverty. She was not allowed leave the house by her family, who had decided to get her married. However, after connecting with Plan India's programme she transformed from a shy and timid girl into a confident one. She initiated a dialogue with her parents and convinced them that she is not ready for marriage and would like to pursue further studies. She got admission in an ITI Skill Development Programme last year and since then she has been attending her college on her own and pursuing her dreams. She has been a role model for other girls in her community, and her parents and brothers are now proud of her.

and other platforms for solving the issues and deepened collaboration with government safety nets (DCPU, Police, CWC, ICDS) for better child protection support. The project has also supported to form 110 child groups, empowering children to voice concerns and actively engage in child protection and leveraged technology to enhance the efficiency and impact of child protection efforts.



Nutrition and Early Childhood Development



Objective

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

This involves strengthening the systems, changing behaviours and practices of a range of stakeholders to improve the quality of food and feeding practices, thereby preventing malnutrition. We created awareness among pregnant women, lactating mothers, adolescents and youths on consuming nutritious foods during pregnancy and afterwards, infant and young child feeding practices, complementary feeding, and causes and preventive measures of anaemia. Community level self-help groups were mobilised to ensure pregnant women receive sufficient cooked nutritious food, alongside enhancing the government's capacity to monitor nutritional status through a digital application, addressing the same with 1,000-day approach.



Key Achievements

1

9,000

Children were able to access safe drinking water as a result of installation of RO water purifiers in 31 schools.

2

1,814

TB Patients were provided with 6,144 dry ration kit (culturally acceptable energy dense, high protein).

3

9,722

Under privileged families were supported with vegetable seeds for promoting kitchen gardening to have access to fresh vegetables contributing to better food and nutritional security.

4

226

Pregnant Women were supported with 22,337 nutritious meal packets & made aware of healthy hygiene & sanitation practices which resulted in ensuring no weight loss among pregnant women & 56 babies born with adequate birth weight.

5

66,597

Children were oriented on hand hygiene practices and diarrhoea management.

6

193

Malnourished Children have been identified and 15 have been referred to NRC.

7

82%

of the Mothers have breastfed their baby within one hour of birth (baseline 68%).

8

61%

of Parents, Caregivers who report that they engaged in four or more activities to promote the learning of children under five years in the last 3 days (baseline 41%).

9

82%

of Children under five years who have achieved age appropriate developmental milestones (baseline 50%).

10

89%

of the Parents know how to prevent and manage diarrhoea amongst young children (baseline 47%).

11

99%

of the Mothers are aware that their baby should be breastfed for six months exclusively (baseline 70%).

12

77%

of the People washed their hands with water and soap at critical times in the last three days (baseline 67%).

Flagship Projects

Project Nutritious Food Kits for TB Patients



Plan India, with support from Indian Air Force and Central TB Division, has extended nutritional support to TB patients in 4 PHIs in Delhi. The project was implemented at the following PHIs: i) DGD Seed PUHC Jheel, Shahadra, ii) Health Centre Durgapuri, Shahadra, iii) G. D. New Seema Puri -BLK, New Seema Puri SBI Bank, GTB Chest Clinic iv) Shri Mawasi Ram Charitable Welfare Trust, GTB Chest Clinic.

The project aimed at providing dry ration kit (culturally acceptable energy dense, high protein) aligned to GoI guideline for a period of 6 months to 1,814 patients from poor social economic background. A total of 99.6% of the beneficiaries completed or continued with their treatment and 81% of

the beneficiaries (out of 1023) associated with project for the duration of 3-7 months, reported weight gain or maintained their initial weight.

The project demonstrated the importance of direct engagement with beneficiaries. By encouraging TB patients to collect their kits personally, the initiative ensured regular health monitoring and reinforced the importance of adherence to treatment, resulting in a significant increase in the percentage of patients self receiving the kits from 55% to 73%. Regular follow-up visits and interactive sessions with patients and their caretakers played a crucial role in destigmatizing TB and educating the community about its prevention and treatment.

Project MOM's Plate (Improving Maternal Health & Nutrition)

We enhanced maternal nutrition by delivering hot, culturally accepted, customized nutritious meals to malnourished pregnant women at their homes in Bikaner district of Rajasthan and North West and South East districts of Delhi. Selected ten local women, known as 'Poshahar Mitra', have been empowered to get registered under the Food Safety and Standards Authority of India (FSSAI) and to prepare and deliver these meals, which has fostered rural entrepreneurship and augmented their family income. The approach met the additional calorie requirements of the pregnant women, leading to improved outcomes for both mothers and newborns. We provided support to 226 pregnant women, delivering

a total of 22,337 nutritious meal packets while also educating them about healthy hygiene and sanitation practices. As a result, none of the pregnant women in the programme experienced weight loss during their pregnancy. During the reporting period, 56 babies born had adequate birth weights, ranging from 2.75 to 3 kg with no cases of low birth weight. digital innovation has been implemented in this project.

The project used a digital platform for the enrolment of pregnant women and maintains their health parameters using a mobile app. Through the app, meal orders are placed, and the delivery of meals is digitally recorded by Poshahar Mitra.



Case Study

Beating TB with proper care and nutrition

Shalini, a 13-year-old girl from an underprivileged family in Delhi, was suffering from lung TB and her weight was 29 kgs. She faced a lot of other ailments due to lack of care and nutrition. When Plan India's project started at a PHI near her, a worried Shalini got in touch with us. Our team advised her to keep her house clean and wear a mask to prevent other diseases. Shalini was helped with maintaining a protein-rich diet and keeping a diet chart. With regular follow-ups and timely consumption of medicine, her health started improving. At the end of the project, Shalini had gained five kgs of weight and is continuing her treatment diligently.



It is because of the support provided by the project that I could recover and maintain a healthy lifestyle. I am grateful for the support and wants the same to be continued for others, too.

- Shalini



Resilience in Emergencies



Objective

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

India witnessed an array of devastating natural calamities like flood, cloud burst, landslide, etc. during the reporting period. Under the humanitarian relief response, Plan India ensured that children, with a particular emphasis on girls and young women, received swift and adequate access to high-quality humanitarian aid including food and non-food item kits, hygiene kits.

Key Achievements

1

4,917

Students in Delhi, Himachal and Uttarakhand were provided with education kits.

2

10,294

Flood Affected People (2300 families) were supported with ready-to-eat food kits and dry rations.

3

34,311

People from 8,610 families were provided with warm blankets during the cold-wave in Bihar, Delhi, Odisha, Rajasthan, Uttar Pradesh, and Uttarakhand.

4

11,938

People were provided with heat-wave resilience kits.

5

42,926

Flood Affected Vulnerable People were supported with NFI Kit which included shelter support material, kitchen items, utensils and hygiene material.



Flagship Projects

Project Flood Response

Plan India has responded to the flood disasters in three states Delhi, Himachal and Uttarakhand. Cold waves in the year 2023-24, presented various challenges, such as health risks due to extreme cold.

According to the Weather Channel, the consequences of the cold wave in India were proportionately devastating, claiming 3,287 lives, damaging 2.21 million hectares of crops. There were also Social Challenges involved i.e. vulnerable populations, such as the homeless, street vendors, beggars, or elderly, face heightened risks during extreme cold weather due to inadequate shelter, warm clothes or resources. Plan India responded the situation in Odisha, Bihar, Rajasthan, Uttar Pradesh, Uttarakhand and Delhi.



Project Cold Wave Response

Plan India supported 8,610 cold-wave vulnerable families with warm blankets in the states of Odisha, Bihar, Rajasthan, Uttar Pradesh, Uttarakhand and Delhi- benefiting 34,311 people. 93% of HH who received warm blankets assistance reduced their vulnerability towards the cold wave and financial burden due to cold wave induced health issues.

Project Heat Wave Response

Since May 2024, a severe and long heat-wave has impacted India. India experienced heatwave, the longest ever, has seen 143 recorded deaths and close to 42,000 people suffering from heatstroke. Plan India responded to the situation and provided vulnerable household heatwave kits in Odisha, UP, Telangana, Bihar and Delhi. 11,938 people were provided with heat wave resilience kits.

Case Study

The Blue Bag is the Code

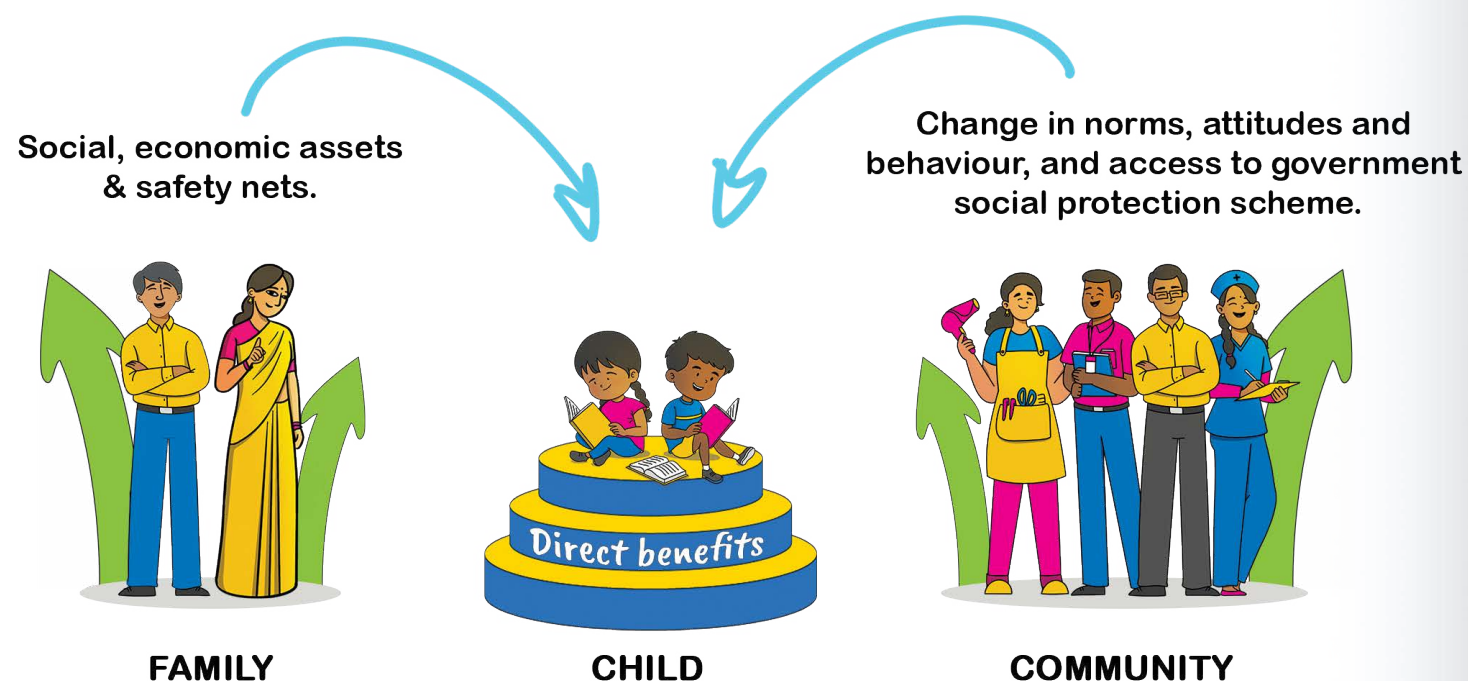
A 15-year-old child of a single parent, Tharban, was forced by his uncle to drop out of school and work after Kullu landslides damaged his home and took his father's life. Tharban lost hope of getting back to school ever again. Thanks to Plan India's support with an Education Kit, and our liaising with his village school's headmaster, the teenager is back in school.



Child Centered Community Development (CCCD) Intervention

We support communities through gender transformative programming to build upon the knowledge they have and skills they need, to provide a safe and healthy environment in which children are able to realise their full potential. Plan India partners with governments at national, state and district levels and civil society to ensure that the rights of children and girls are respected, protected and fulfilled. Child centred community development is an approach in which children, families and communities are active and leading participants in their own development. It enhances their capacity and opportunity to work together with others to address the structural causes and consequences of poverty at all levels. It is ensured that children are genuinely being listened to while considering their age, gender, social status, language and religion. Through this approach, communities are able to identify and mobilise their own resources, learn how to access other essential resources from local government and non-governmental organisations, and identify and strengthen local knowledge and practices.

Plan India has been implementing its CCCD intervention for more than 12 years in 28 districts of 8 states viz. Bihar, Delhi, Rajasthan, Jharkhand, Odisha, Telangana, Uttar Pradesh and Uttarakhand and in the reporting period, Plan India supported about 7 lakhs children and youths from 3.5 lakhs households.



Update on the Prevention of Sexual Harassment of Women at the Workplace

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

Diversity and have over 48% Women Employees at management level.

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

2 Number of complaints received in the year 2023

2 Number of complaints disposed of in the year 2023

Number of cases pending for more than 90 days

Nil



Number of awareness programs or workshops conducted to create sensitization on this law in the year 2023

Capacity building of ICC on 30th Nov. 23

POSH policy awareness for all new joiners is part of quarterly Induction program

One Refresher session for field staff, Delhi

*January - December 2023

From our Donors



Skill development leading to economic mobility has always been our key focus area. Through Plan India, we've been upskilling Youth from socially and economically backward communities on Job-oriented vocational skills (JOVT) and Vocational Training for Entrepreneurs Promotion (VTEP) and have created aspirational career pathways for the Youth. During Covid-19, we also strengthened the country's medical infrastructure and provided digital devices to Govt. school children to aid remote education in partnership with Plan India. 'Saksham' has been a flagship project for both Plan India and BACI since 2016. The project had 500 beneficiaries in 2016 with just one location and

in the current year, we have four locations supporting 2000 beneficiaries. Plan India has always completed the projects successfully with on-time utilization and project delivery and this is the reason why this partnership has strengthened over last 8 years. We look forward to a continued relationship with Plan India in coming years.

Darpan Batra

Assistant Vice President – Environmental, Social & Governance
Global Business Services, Bank of America



The Balika Shivar program is a 3-year collaboration between Z Zurich Foundation and Plan India, aiming to reconnect out-of-school girls to education and provide vocational training to young women, changing their perspectives of career and livelihood. Based on an ambitious proposal in early 2022, the Plan Team has put in place over 60 Accelerated Learning Centers in remote villages of India, using local knowledge and expertise and tapping into community relationships. They worked through unexpected roadblocks, and highlighted opportunities along the way in an ongoing dialogue with us as a funder, and we are happy to see this initiative connected to Plan's suite of other local programs. Together, we created strong buy-in from Zurich's global employee base and an integrated volunteer program. Zurich employees contribute to the girls' learning journey by giving their time and knowledge in virtual classroom sessions, and via an annual giving campaign. We appreciate the very positive, respectful and outcome-driven working relationship. Plan is always looking for sustained outcomes and long-term impact, with the community's best interest at heart. Thank you!

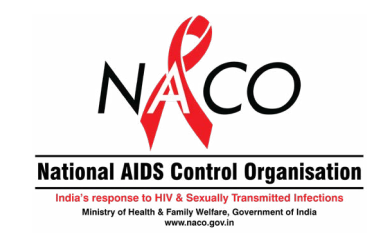


Barbara Jordan

Z Zurich Foundation Regional Engagement Manager Asia Pacific



Partners and Friends



Plan India in News



सुरक्षा एजेंसियों के बेहतर समन्वय से सीमा पर ह्यूमन ट्रैफिक को रोकने में काफी सफलता मिली

ग्राम्यवार्ता संवाददाता

बढ़नी सिद्धार्थनगर। भारत नेपाल सीमा पर मानव दुर्व्यापार रोकने के लिए दोनों देशों की सीमा सुरक्षा एजेंसियों के अतिरिक्त ह्यूमन ट्रैफिक रोकने के लिए बॉर्डर के दोनों तरफ कार्यरत एन जी ओ के बीच में बेहतर समन्वय एवं सूचनाओं का तत्काल आदान प्रदान जरूरी है। उक्त बातें बढ़नी समन्वय में क्रॉस बॉर्डर समन्वय बैठक में सशस्त्र सीमा बल की 50वीं वाहिनी के सहायक कमांडेंट दिनेश कुमार ने कही। बैठक का आयोजन सशस्त्र सीमा बल एवं प्लान इंडिया द्वारा संयुक्त रूप से किया गया था। बैठक के दौरान नेपाल बॉर्डर पर कार्यरत किन नेपाल की प्रतिनिधि भरोसा खतीबड़ा ने बताया कि पिछले तीन महीनों में उन्होंने बॉर्डर पर मानव दुर्व्यापार के 38 संदिग्ध मामलों को रोका जिनमें से 28 नाबालिग लड़कियां थी और इनमें से भी



अधिकतर सोशल मीडिया फेसबुक आदि के माध्यम से ट्रैफिकर से संपर्क में आई थीं जो प्रेमजाल में फंसाकर उन्हें शादी का झांसा देकर भारत में बुला रहे थे। बैठक को सम्बोधित करते हुए प्रधानाचार्य विजय कुमार वर्मा ने कहा कि सुरक्षा एजेंसियों के बेहतर समन्वय से सीमा पर ह्यूमन ट्रैफिक को रोकने में काफी सफलता मिली है। ह्यूमन ट्रैफिक रोकने के लिए सीमा क्षेत्र में समय समय पर एसएसबी द्वारा विभिन्न कार्यक्रम आयोजित किए जाते हैं, जो काफी

हद तक कारगर साबित हुआ है। प्लान इंडिया के सिद्धार्थनगर जिला समन्वयक प्रसून कुमार ने बताया कि भारत नेपाल बॉर्डर से लगी बढ़नी एवं शोहरतगढ़ की 25 पंचायतों में मानव दुर्व्यापार रोकने एवं बाल संरक्षण के लिए सचन रूप से कार्य किया जा रहा है। इन दोनों प्रखण्डों के 700 से अधिक परिवारों को सरकारद्वारा चलाई जा रही विभिन्न योजनाओं से जोड़ने में मदद की गई है। इन 25 पंचायतों की अति गरीब परिवारों की 35 युवा महिलाओं को एक माह का

सचन सिलाई का प्रशिक्षण देकर सिलाई मशीनें एवं स्टार्ट अप किट दी गई हैं। ये सभी युवा महिलायें अब अपना व्यवसाय शुरू कर 4 से 5 हजार प्रति माह कमा रही हैं। मानव दुर्व्यापार रोकने के लिए प्लान इंडिया द्वारा जागरूकता हेतु बॉर्डर पर ही हेल्पलाइन नंबर से संबंधित डिस्प्ले हिन्दी एवं नेपाली भाषा में लगाये गये हैं। क्रॉस बॉर्डर समन्वय बैठक में प्लान इंडिया के प्रोजेक्ट मैनेजर उमेश कुमार गुप्ता, नेपाल पुलिस के सब इन्स्पेक्टर दामोदर दंगी, नेपाल पुलिस के टीकाराम रावल, पी आर सी नेपाल से सुमित्रा भंडारी, गांधी आदर्श इण्टर कॉलेज के प्राध्यापक विजय कुमार वर्मा, आशीष नेपाल की सविता बी के, सशस्त्र सीमा बल के इंसपेक्टर भूपेन्द्र, साना हत नेपाल से भीमा परिहार, उत्तर प्रदेश पुलिस के कांस्टेबल राकेश कुमार एवं प्लान इंडिया के समग्र बाल विकास मित्र विजय शंकर यादव, काजल श्रीवास्तव एवं शिवानंदन आदि उपस्थित थे।

सफलता के लिए बार-बार करना पड़ता है प्रयास: एसडीएम

प्रखर विकास

शोहरतगढ़, सिद्धार्थनगर। सफलता कभी एक बार में नहीं मिलती, इसके लिये बार बार प्रयास करना पड़ता है। मैंने भी कई बार प्रयास किया, तब सफलता हासिल की है। समाज में युवाओं को उचित मार्गदर्शन देना और उन्हें आगे बढ़ने के लिए प्रेरित करना हम सभी की पहली प्राथमिकता है।

उक्त बातें उपजिलाधिकारी शोहरतगढ़ कर्मेन्द्र कुमार ने कही। वह मंगलवार को तहसील सभागार में प्लान इंडिया द्वारा आयोजित इंटरैक्शन ऑफ गैलर्स एंड युथ ग्रुप विथ सब डिविजनल मजिस्ट्रेट कार्यक्रम को सम्बोधित कर रहे थे। कार्यक्रम में बॉर्डर क्षेत्र के 30 चेंज एजेंट्स, किशोरी लड़कियों और युवाओं ने प्रतिभाग किया। प्लान इंडिया के जिला समन्वयक प्रसून शुक्ला ने बताया कि बॉर्डर क्षेत्र में बाल संरक्षण और बालिका सशक्तिकरण मुद्दे पर काम कर रही है।



इन्होंने बताया कि कुछ लड़कियों ने बताया कि उन्हें प्लान इंडिया के द्वारा सिलाई और कंप्यूटर सिखाया गया है,

जिससे वह आर्थिक तौर पर मजबूत हुई हैं। उपजिलाधिकारी द्वारा युवाओं के साथ संवाद में सबसे पहले बगहवा की

नीतु भारती ने पूछा कि आपने एसडीएम की पोस्ट कैसे प्राप्त की और क्या क्या चैलेंज आये। जिस पर उन्होंने बताया कि

सबसे पहले हमें क्या और कितना पढ़ना है ये पता होना चाहिए। मैंने भी कई प्रयास करके ये सफलता पायी है। इसके बाद अन्य युवतियों सोनिया, पूजा, लक्ष्मी, संगीता और जानमती ने कैरियर से सम्बंधित सवाल किये। उपजिलाधिकारी द्वारा जिन युवाओं ने 45 दिन का कंप्यूटर हार्डवेयर और नेटवर्किंग प्रशिक्षण प्लान इंडिया के सामुदायिक सशक्तिकरण केंद्र बगहवा में प्राप्त किया था, उन्हें प्रशिक्षण प्रमाण पत्र वितरित किये गए।

अंत में उपजिलाधिकारी द्वारा युवाओं को मतदान देने के लिए भी प्रेरित किया गया। कार्यक्रम में उपजिलाधिकारी शोहरतगढ़ कर्मेन्द्र कुमार, सीपी सिंह, प्लान इंडिया से जिला समन्वयक प्रसून शुक्ल, विजयशंकर यादव, रूपा उमर, सत्रुविजय सिंह सहित किशोरी लड़कियों में माधुरी पांडेय, कल्पना, आंकिता शर्मा, पूजा भारती आदि शामिल रही।

राष्ट्रीय मानव दुर्व्यापार जागरूकता दिवस पर निकल गई रैली

परफेक्ट मिशन

महाराजगंज। प्लान इंडिया, सशस्त्र सीमा बल, रेलवे सुरक्षा बल एवं महाराजगंज पुलिस के संयुक्त तत्वाधान में राष्ट्रीय मानव तस्करी जागरूकता दिवस पर नौतनवा रेलवे स्टेशन से नौतनवा पुलिस स्टेशन तक रैली निकाल कर मानव तस्करी के विरुद्ध लोगों को जागरूक किया गया। इस अवसर पर प्लान इंडिया के जिला समन्वयक रामायण जी मिश्र ने बताया कि मानव तस्करी/ मानव दुर्व्यापार के विरुद्ध हम सभी का एक साझा अभियान है।

जिसमें हम जागरूकता को हथियार के तौर पर उपयोग करते हुए क्षेत्र के लोगो को मानव तस्करी के विरुद्ध जागरूक करने का अभियान चला रहे हैं। इस अवसर पर एस एस बी 66 वी वाहिनी, एंटी ह्यूमन ट्रैफिकिंग यूनिट के प्रभारी एम सी सोनकर, नौतनवा थाना अध्यक्ष अजय कुमार



सिंह, एवं आरपीएफ नौतनवा प्रभारी प्रदीप कुमार सिंह ने संयुक्त रूप से बताया कि मानव तस्करी एक संगठित अपराध है।

जिसके लिए प्लान इंडिया द्वारा इस तरह के जागरूकता कार्यक्रम निरंतर चलाए जा रहे हैं। यह बहुत ही सहायनीय कार्य है। जागरूकता के

माध्यम से ही हम लोग इस अपराध के प्रति सजग और अपराध पर अंकुश लगा सकते हैं। इस अवसर पर एस एस बी कंपनी और इंसपेक्टर, आरपीएफ से अमन त्रिपाठी प्लान इंडिया के अजय कुमार विवेक कुमार एवं पीजीएसएस के कृष्ण, सुनील आदि उपस्थित रहे।

एसएसबी व प्लान इंडिया ने ग्रामीणों को किया जागरूक



बानगंगा(एसएनबी)। 43 वीं वाहिनी सशस्त्र सीमा बल सीमा चौकी बानगंगा व प्लान इंडिया भादमुस्तकम गांव में हेल्पलाइन नंबर व पोस्टर लगाकर किया गया जागरूक। बृहस्पतिवार को 43 वीं वाहिनी सशस्त्र सीमा बल सीमा चौकी बानगंगा व प्लान इंडिया द्वारा भादमुस्तकम गांव में कैम्प लगाकर ग्रामीणों को जन जागरूकता और सुरक्षा के उद्देश्य से प्लान इंडिया द्वारा हेल्पलाइन नंबर व पोस्टर लगाकर किया गया जागरूक। जिससे ग्रामीणों को इमरजेंसी के समय पर हेल्पलाइन नंबर 1098, 112, 1090, 1903 आदि की जानकारी हो सके। लोग जरूरत पड़ने पर उसका उपयोग कर सकें। इस दौरान चौकी प्रभारी बानगंगा मीटिंग लाल सिंह, मुख्य आरक्षी दुर्गेश मंजर, हेड कांस्टेबल सुरेन्द्र सिंह, कांस्टेबल किशोर बघेल, अनिल सफी व प्लान इंडिया से प्रसून शुक्ला, अमन शर्मा और एसएसबी के जवान सहित ग्रामीण मौजूद रहे।

ट्रेनों में जांच कर बाल तस्करी के प्रति यात्रियों किया गया जागरूक

\$ बाल सहायता समूह के बैठक में बच्चों एवं अभिभावकों को किया गया जागरूक

स्वतंत्र चेतना

रतनपुर प्रतिनिधि/महाराजगंज। प्लान इंडिया के तत्वाधान में सशस्त्र सीमा बल, एंटी ह्यूमन ट्रैफिकिंग यूनिट महाराजगंज एवं आरपीएफ नौतनवा ने शुक्रवार को संयुक्त रूप से, नौतनवा दुर्ग एक्सप्रेस में जांच अभियान चलाकर कर यात्रियों को संबंधित बिंदुओं पर जानकारी दी। एवं बच्चों एवं उनके अभिभावकों से सीधे संपर्क कर उन्हें जागरूक किया गया। इस दौरान मानव तस्करी विषय पर पंपलेट वितरण करने के साथ ही सहायता नंबरों का स्ट्रीकर भी वपकाया गया। प्लान इंडिया के जिला समन्वयक रामायण मिश्र ने बताया कि यह अभियान सुरक्षा बलों की सहयोग से निरंतर चलता रहता है। रेलवे स्टेशन पर गठित बाल सहायता समूह की बैठक



नौतनवा रेलवे स्टेशन पर ट्रेनों में जांच करते पुलिस, एसएसबी, आरपीएफ एवं प्लान इंडिया के कर्मचारी।

में सुरक्षा बलों और समूह के सदस्यों, रेलवे स्टाफ के साथ समन्वय कर रेलवे परिसर को बच्चों के लिए उपयुक्त बनाने का प्रयास पर चर्चा भी किया गया। बाल सहायता समूह की बैठक स्टेशन मास्टर जफर ए आलम, निरीक्षक मानव तस्करी विरोधी इकाई महाराजगंज जय प्रकाश सिंह, निरीक्षक मानव तस्करी विरोधी इकाई मानिकचंद सरकार, नौतनवा चौकी प्रभारी प्रदीप सिंह की अध्यक्षता में की गई। सीएचजी की बैठक में एचसीयू के दोनों इंसपेक्टरों के बीच बेहद महत्वपूर्ण बिंदु पर चर्चा हुई, क्योंकि दोनों ही इस पद पर नए प्रभारी नियुक्त हुए हैं। जागरूकता कार्यक्रम में सर्व प्रथम बैठक के उद्देश्य पर चर्चा की गई, तथा ट्रेन में जांच के अलावा बाल संरक्षण मुद्दों पर रेलवे बोर्ड के एसओपी का पुनर्निर्देशन किया गया। चर्किंग के दौरान एसएसबी एचसीयू इंसपेक्टर, सब इंसपेक्टर प्रदीप शर्मा सहित स्थानीय पुलिस के जवान मौजूद रहे।

Awards

Best Employer for Policies on Diversity and Inclusion at the 4th Diversity & Inclusion Excellence Awards & Conclave ASSOCHAM - November, 2023

Great Place to Work® award by The Great Place to Work® Institute (India) - February, 2024

6th ICC Social Impact Award 2024 - March, 2024



Financial Disclosures

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

Balance Sheet as on March 31, 2024

	As on March 31, 2024			As on March 31, 2023		
	FCRA	NFCRA	Total	FCRA	NFCRA	Total
SOURCES OF FUNDS						
a) General Funds	-	6,07,08,461	6,07,08,461	-	2,06,04,426	2,06,04,426
b) Corpus Funds	23,00,305	6,05,22,112	6,28,22,417	22,28,865	6,05,22,112	6,27,50,977
c) Restricted Funds	11,13,92,368	84,66,262	11,98,58,630	12,32,98,967	1,59,07,682	13,92,06,649
	11,36,92,673	12,96,96,835	24,33,89,508	12,55,27,832	9,70,34,220	22,25,62,052
Non-current liabilities						
a) Long term provisions	62,58,870	50,929	63,09,799	35,45,723	-	35,45,723
	62,58,870	50,929	63,09,799	35,45,723	-	35,45,723
Current liabilities						
a) Trade payables	71,91,575	4,67,00,691	5,38,92,266	1,28,09,800	1,71,94,227	3,00,04,027
b) Other current liabilities	6,58,47,820	11,94,60,288	18,53,08,108	4,86,86,069	6,14,87,152	11,01,73,221
c) Short term provisions	1,39,522	-	1,39,522	40,026	-	40,026
	7,31,78,917	16,61,60,979	23,93,39,896	6,15,35,895	7,86,81,379	14,02,17,274
Total	19,31,30,460	29,59,08,743	48,90,39,203	19,06,09,450	17,57,15,599	36,63,25,049
APPLICATION OF FUNDS						
A. Non-current assets						
a) Property, plant and equipment and intangible assets						
i. Property, plant and equipment	2,63,38,654	1,00,01,299	3,63,39,953	2,96,87,364	1,12,89,204	4,09,76,568
ii. Intangible assets	37,024	-	37,024	61,706	-	61,706
b) Other long term assets	56,56,205	2,01,026	58,57,231	11,84,098	1,97,452	13,81,550
	3,20,31,883	1,02,02,325	4,22,34,208	3,09,33,168	1,14,86,656	4,24,19,824
B. Current assets						
a) Receivables	-	82,26,223	82,26,223	43,45,947	98,94,040	1,42,39,987
b) Cash and bank balances	15,32,12,102	26,05,76,350	41,37,88,452	14,62,71,755	14,67,45,982	29,30,17,737
c) Short Term Loans and Advances	25,60,811	1,44,71,932	1,70,32,743	22,80,468	35,25,663	58,06,131
d) Other current assets	53,25,664	24,31,913	77,57,577	67,78,112	40,63,258	1,08,41,370
	16,10,98,577	28,57,06,418	44,68,04,995	15,96,76,282	16,42,28,943	32,39,05,225
Total	19,31,30,460	29,59,08,743	48,90,39,203	19,06,09,450	17,57,15,599	36,63,25,049

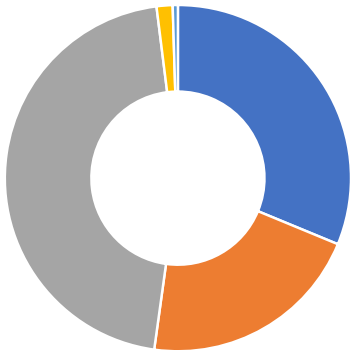
Income and expenditure account for the year ended March 31, 2024

	For the year ending March 31, 2024			For the year ending March 31, 2023		
	FCRA	NFCRA	Total	FCRA	NFCRA	Total
(A) Income						
Grant and donation income	77,69,16,807	1,21,11,24,556	1,98,80,41,363	78,92,75,794	95,14,50,603	1,74,07,26,397
Other Income	8,448	1,95,45,943	1,95,54,391	1,471	89,96,940	89,98,411
Total Income	77,69,25,255	1,23,06,70,499	2,00,75,95,754	78,92,77,265	96,04,47,543	1,74,97,24,808
(B) Expenditure						
Material purchase expenses	15,94,52,454	7,04,54,853	22,99,07,307	19,89,06,518	4,66,86,034	24,55,92,552
Payment to NGO partners	-	50,96,69,732	50,96,69,732	-	34,21,51,471	34,21,51,471
Employee benefits expenses	28,56,86,136	18,13,92,605	46,70,78,741	27,22,06,451	14,92,12,315	42,14,18,766
Depreciation and amortization expense	45,04,542	32,78,831	77,83,373	55,42,242	35,59,435	91,01,677
Technical and service consultancy/contractor expenses	16,46,42,098	34,34,05,658	50,80,47,756	16,74,91,531	30,69,85,061	47,44,76,592
Other expenses	17,44,75,181	8,98,06,207	26,42,81,388	14,50,85,445	12,62,52,777	27,13,38,222
Total Expenditure	78,87,60,411	1,19,80,07,886	1,98,67,68,297	78,92,32,187	97,48,47,093	1,76,40,79,280
(C) Excess of income over expenditure for the year (A) - (B)	(1,18,35,156)	3,26,62,613	2,08,27,457	45,078	(1,43,99,550)	(1,43,54,472)
(D) Transfer from Funds	12,55,27,832	9,70,34,220	22,25,62,052	12,54,82,754	11,14,33,770	23,69,16,524
(E) Balance carried to general and restrictive fund account (C) + (D)	11,36,92,676	12,96,96,833	24,33,89,509	12,55,27,832	9,70,34,220	22,25,62,052



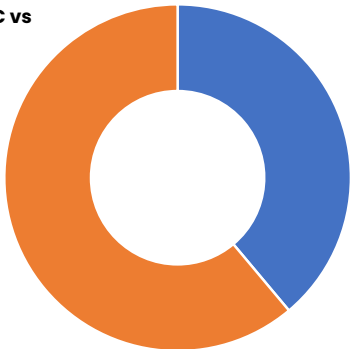
Scan to access the complete finance report

Income ratios by category of donors



Grants from Plan International Inc	31%
Corporate donations	21%
Institutional donations	46%
Individual Donations	2%
Interest and Corpus Income	1%

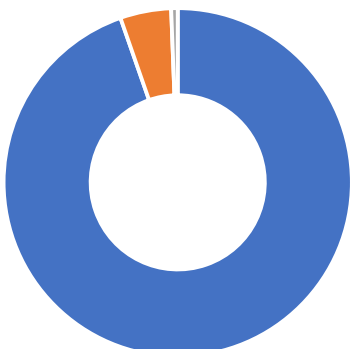
Income ratios by FC vs NFC funds



FCRA Income	39%
NFCRA Income	61%

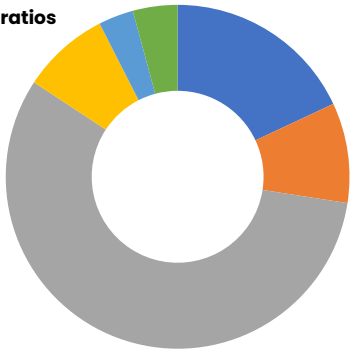
Expenditure ratios

Plan India aims to maximize expenditure on programming and impact in the field, but needs to balance this with spending on fundraising and administration of our total expenditure in FY 23-24, 94.6 % of the spend was against the programs, 4.7 % was for the administrative and 0.6% was for the fund raising activities.



Program expenses	94.6%
Administration expenses	4.7%
Fundraising expenses	0.6%

Program expenses ratios by thematic area



Inclusive and Quality Education	18%
Skills and Opportunities for Youth Employment and Entrepreneurship	9%
Sexual and Reproductive Health and Rights	57%
Protection from Gender Based Violence	8%
Inclusive and Quality Nutrition	3%
Resilience in Emergencies	4%

About Plan International (India Chapter)

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

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



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