



# ANNUAL REPORT 2025

**Empowering Every Girl, Transforming Every Future**

## Special Thanks

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

## Note for Readers

The information and data contained in this Annual Report is for general information purposes only. Plan International (India Chapter) has taken all reasonable precautions to verify the information contained in this Report. Photos in the Report are for representational purposes. The subjects in the photos used in this Report have granted written consent for the use of these photos. The progress and impact data mentioned in this report are for the period April 2024 - March 2025. The POSH report covers the period January - December 2024, as required by law.

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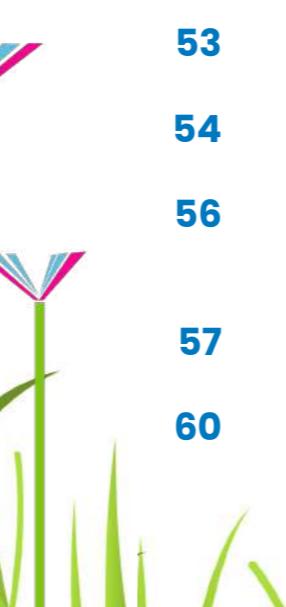


**List of  
ACRONYMS**

<b>AI</b> Artificial Intelligence	<b>ASHA</b> Accredited Social Health Activist	<b>3Cs</b> Campus, Curriculum, Collaboration	<b>ABHA</b> Ayushman Bharat Health Account	<b>PCMA</b> Prohibition of Child Marriage Act	<b>PLHIV</b> Persons Living with HIV	<b>PMMVY</b> Pradhan Mantri Matru Vandana Yojana	<b>POCSO</b> Protection of Children from Sexual Offences
<b>BaLA</b> Building as Learning Aid	<b>CSR</b> Corporate Social Responsibility	<b>ECCE</b> Early Childhood Care and Education	<b>ANM / ANMs</b> Auxiliary Nurse Midwife(s)	<b>PPW</b> Positive Pregnant Women (HIV)	<b>PPTCT</b> Prevention of Parent to Child Transmission	<b>PWID</b> People Who Inject Drugs	<b>RKSK</b> Rashtriya Kishor Swasthya Karyakram
<b>FPAI</b> Family Planning Association of India	<b>HEI</b> HIV Exposed Infant(s)	<b>HIC / HICs</b> Health Information Centre(s)	<b>HIV</b> Human Immunodeficiency Virus	<b>SHG / SHGs</b> Self-Help Group(s)	<b>SRH</b> Sexual and Reproductive Health	<b>SRHR</b> Sexual and Reproductive Health Rights	<b>STEM</b> Science, Technology, Engineering and Mathematics
<b>IDG</b> International Day of the Girl	<b>I&amp;QE / IQE</b> Inclusive & Quality Education	<b>ISD</b> Integrated Service Delivery	<b>IT</b> Information Technology	<b>STI / STIs</b> Sexually Transmitted Infection(s)	<b>TB</b> Tuberculosis	<b>TBBT</b> The Birds and the Bees Talk	<b>TLM</b> Teaching-Learning Material
<b>JOVT</b> Job Oriented Vocational Training	<b>JSY</b> Janani Suraksha Yojana	<b>NACO</b> National AIDS Control Organisation	<b>NCD / NCDs</b> Non-Communicable Disease(s)	<b>UCOST</b> Uttarakhand State Council for Science & Technology	<b>YHES</b> Youth & Household Economic Security	<b>VHNDs</b> Village Health and Nutrition Days	<b>VHSND</b> Village Health, Sanitation and Nutrition Days
<b>NCPI+</b> National Coalition of People Living with HIV in India Plus	<b>NGO / NGOs</b> Non-Governmental Organisation(s)	<b>NEET</b> Not in Employment, Education, or Training	<b>OSC / OSCs</b> One Stop Centre(s)	<b>VLCPCs</b> Village Level Child Protection Committees	<b>VTEP</b> Vocational Training for Entrepreneurship Promotion	<b>WASH</b> Water, Sanitation and Hygiene	<b>YHP</b> Young Health Programme

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# Board Members

## Governing Board Members:



Mr. J.V.R Prasada Rao

Chair & President



Mr. Madan B. Lokur

Vice President



Ms. Upma Chawdhry

Treasurer



Mr. Atul Kirloskar

Secretary



Mr. Ajay Kaul

Member



Mr. Atul Dhawan

Member



Dr. Shireen Jejeebhoy

Member



Dr. Poonam Khetrapal Singh

Member



Ms. Anuradha Das Mathur

Member



Mr. Atul Singh

Member



Ms. Rathi Vinay Jha

Chair Emeritus



Mr. Madukar Kamath

Member Emeritus

## MESSAGE FROM CHAIR & PRESIDENT



Dear Reader,

I am delighted to present Plan India's Annual Report for 2024–25. This year has been a powerful reminder of what can be achieved when communities, partners, and dedicated teams come together with a shared vision to create lasting change for children, especially for girls and young women across India.

Over the past year, Plan India reached more than 22.5 lakh children, girls, women, young people, and community members through interventions in education, health, child protection, skills, and climate action. From revitalising Anganwadi centres and strengthening maternal and child health, to empowering adolescent girls with life skills and education, to enabling young women and men with vocational training and livelihood pathways—our life cycle approach ensured that every stage of childhood and youth of our programme participants was supported with opportunities to thrive.

Equally important, behind these numbers, are stories of girls returning to school, young women entering the workforce with confidence, and communities leading climate resilience efforts. They remind us of a truth at the heart of Plan India's work: when girls rise, entire communities thrive. Progress is not measured only in statistics but in the courage, resilience, and leadership of children and especially girls, who are shaping their futures every day.

This impact has been possible only through the trust and support of government institutions, academic bodies, civil society organisations, corporates, community groups, and our generous donors. Together, we are advancing India's development priorities while contributing meaningfully to the global Sustainable Development Goals.

Looking ahead, I remain confident that with our unwavering focus on gender equality and our commitment to empowering girls and strengthening communities, Plan India will continue to build pathways for a just, inclusive, and equitable future for every child.

A handwritten signature in black ink, appearing to read 'J.V.R. Prasada Rao'.

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

## MESSAGE FROM EXECUTIVE DIRECTOR



Dear Friends, Partners and Changemakers,

What a year it's been. As we reflect on the year 2024–25, I am filled with immense pride and gratitude for the transformative journey we have undertaken together. The year has been a testament to our unwavering commitment to advancing children's welfare and equality for all girls across India. We have always believed that lasting change happens when girls are empowered to learn, lead, decide and thrive. Working in harmony with the government's Nari Shakti and Viksit Bharat ambitions, we were able to take some important steps in our shared journey for girl centered community development in extraordinary ways.

Across Bharat, girls and young women in Plan programme areas took charge of their own lives and that of their families and communities seeking to shape a better future for all. From remote villages to bustling cities, they overcome adverse social norms, accessed the benefits of government's safety nets and welfare schemes and redefined what community leadership looks like. We were there to extend support, not as saviors, but as allies; amplifying their voices, bridging the digital divide and investing in their dreams and aspirations. This year, we reached over two million girls, boys and youth through programmes on inclusive and quality education, optimal health, promoting child protection and gender equality and vocational skills and economic empowerment. But numbers only tell part of the story. What truly matters is the shift we are seeing in mindsets, attitudes aspirations and agency. We believe girls and young women are not just beneficiaries of projects, they are participants and leaders, decision-makers, innovators and role models for social transformation to their peers, families and communities. We leaned into technology to bridge gaps in access. We expanded our work on digital literacy, mental health and climate resilience. We deepened our partnerships, with governments at the district, State and National levels, community-based organizations and youth networks, to ensure our social impact and gender transformative programmes are inclusive and sustainable. And we stayed agile, responding to natural calamities, like floods, heatwave and cloudburst supporting the affected families and their children with speed and dignity.

One of our proudest achievements this year was the growth of our gender-transformative programming. Whether through the Safer Cities for Girls initiative, menstrual health campaigns, and youth-led community transformation, we saw firsthand how shifting power to girls creates ripple effects across families, schools and community based social systems. Of course, none of this would be possible without you. To our donors, partners, staff, and community champions—thank you. Your belief in our mission fuels everything we do. Your support helps us push boundaries, challenge injustice, and build a more equitable India. As we look ahead, we're not slowing down. We're doubling down on our commitment to girl-led change. We're investing in innovation, scaling what works, and staying rooted in the lived realities of the communities we serve.

Because we know: when girls rise, everyone rises. Here's to another year of impact, transformation and gender equality. With gratitude and commitment for a better and new India for everyone,

A handwritten signature in blue ink, appearing to read 'Mr. Mohammed Asif'.

Mr. Mohammed Asif  
Executive Director

## MESSAGE FROM CHAIR EMERITUS

As I reflect on Plan India's journey, I am heartened to see how the organisation continues to grow in both reach and relevance. Year after year, the mission to uphold children's rights and advance equality for girls remains steady, even as the programmes adapt to new challenges and opportunities.

What has always stood out to me is the spirit of collaboration between communities, governments, partners, and donors that makes this work possible. This spirit, carried forward with dedication and care, has ensured that children, and especially girls, are supported to learn, to be safe, and to find opportunities to realise their potential.

I am grateful to the staff and leadership of Plan India for their unwavering commitment, and to all those who walk alongside us in this mission. It has been my privilege to be part of this journey, and I look forward to seeing the organisation continue to create a more just and inclusive future for every child.



Ms. Rathi Vinay Jha  
Chair Emeritus



## EXECUTIVE SUMMARY



At the heart of our work is a clear purpose: to uplift children's welfare and advance equality for girls and young women across India. We firmly believe that when girls thrive, entire communities flourish. By ensuring girls access education, quality healthcare, and build confidence, we're not only empowering dreams, we're transforming futures.

Our holistic, community-driven approach ensures that children and youth, particularly girls from the most underprivileged backgrounds, drive real change. Grounded in real-world needs and by breaking down barriers related to gender, caste, and economic status, we create opportunities for lasting impact. Collaboration with governments, corporates, NGOs, and grassroots leaders makes our efforts scalable and sustainable, while ongoing community participation, transparent reporting, and local ownership ensure our work is evidence-based and responsive.

Across all life stages, from infancy through young adulthood, our interventions build strong foundations, safeguard health, enable learning, improve livelihood and foster safe, supportive environments. Through integrated education, health, empowerment, protection, and emergency preparedness, we ensure children and young people emerge stronger and seconds away from the cycles of inequality and vulnerability.

Our impact in 2024–25, guided by purpose and collaboration, was both profound and far-reaching, setting new benchmarks for progress:

**22.54 lakh children, girls, young women, and communities** reached across all interventions.

**2,29,540 children** benefited from inclusive and quality education initiative.

**55,835 youth** gained skills and livelihood pathways through vocational training and job placement programmes.

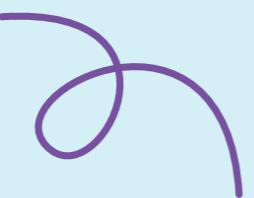
**62,935 children and youth** benefited from child protection efforts.

**2,10,602 children and youth** engaged in sexual and reproductive health programming.

**70,835 pregnant women, and children** benefitted from Maternal, Child Health, Nutrition initiatives.

**44,446 people** impacted by our climate and humanitarian actions.

## OUR PURPOSE



Our purpose is to advance welfare and development of children, and equality for all girls and young women in India. We place equality for girls and young women at the heart of everything we do, because when girls rise, so do families and entire communities. By empowering girls to stay in school, access quality healthcare, and build confidence, we're not just chasing dreams, we're making sure every child and every community thrives.

## OUR APPROACH

We put children, especially girls, at the center of our mission, leading with a holistic, community-driven approach. Every aspect of our programmes is built to break down barriers, unlock opportunities, and ensure lasting change.

**Participation:** We ensure children, youth, and their communities' participation in shaping solutions from the ground up. They help design and lead initiatives so their voices and needs guide real action.

**Inclusion:** We actively dismantle barriers related to gender, caste, ability, and economic status so that everyone has the chance to thrive.

**Partnerships:** Impact is the strongest when we team up. We collaborate across sectors- with governments, corporates, NGOs, academic institutions, and grassroot community leaders to deliver scalable and sustainable outcomes.

**Sustainability:** By strengthening local systems and nurturing community ownership, we pave the way for impact that lasts long after our direct involvement.

**Accountability:** We are transparent in sharing our results, steward resources conscientiously, and continuously listen and respond to feedback from those we serve.

This approach ensures our programmes are grounded in local realities, evidence-based, adaptive and scalable. We remain committed to delivering lasting, measurable impact.

## IMPACT ON CHILDREN, YOUTH AND ADULTS



# 22.54 Lakh People

**Girls, boys, women and men from underprivileged communities benefitted, directly and indirectly, through Plan India's various social development and welfare activities.**

## 2,29,540 Children & Youth



Underprivileged children and youth were served through our Inclusive and Quality Education initiatives. Plan India provides continuous support to help them advance in their education and improve learning outcomes.

## 55,835 Young Girls & Boys

Young girls and boys under 24 years were skilled through market linked vocational training and job placements, enhancing their household economic security.



## 2,10,602 Children & Young People

Youth was supported through our Sexual and Reproductive Health and Rights (SRHR) initiatives, where they gained awareness of harmful gender norms and stereotypes, developed the ability to make informed decisions about their health and well-being, and improved their access to government SRH services.

## 62,935 Children & Young People



Children and young people were supported through our Child Protection initiatives, which helped safeguard them from all forms of violence by strengthening community-based protection mechanisms and building their life skills, resilience, and ability to protect themselves.



## PLAN INDIA'S PRESENCE

### 70,835 Women & Children

Pregnant women, and children were served through our Maternal, Child Health, Nutrition, and Early Childhood Development initiatives. Plan India supported their access to government healthcare services and worked with parents to promote gender-responsive nurturing care.



### 44,446 People

Children and adults affected by natural disasters received humanitarian relief from Plan India. We also facilitated Youth-Led Climate Action by empowering children and youth to take sustainable action in their communities.



Plan India has a presence across  
**4,872 Communities** nationwide.

# PROGRAMMATIC UPDATES

## Inclusive & Quality Education

Plan India supports children, especially girls from underprivileged communities with formal education through joyful, meaningful learning experiences.

To boost quality early childhood learning, we are transforming Anganwadi Centres into child-friendly spaces where kids build strong foundations in literacy, numeracy and cognitive skills through play and exploration. We train and empower Anganwadi Workers and parents of young children with hands-on training to craft homemade, affordable teaching materials, making learning fun and accessible both in centres and at home.



We enhance schools serving underprivileged communities to become more child-friendly by introducing technologies like smart classrooms, computer labs, STEM learning spaces, and quality online content. These tools help create inclusive, engaging environments where parents are actively involved. To ensure that girls stay in school, we conduct sessions on gender sensitization and building girl-friendly infrastructure like safe toilets and menstrual hygiene facilities.

Clean drinking water, vibrant classrooms and strengthening sports infrastructure ensure children are engaged and stay in school. We support children with supplementary and bridge learning, career and vocational guidance, and social-emotional learning to ensure their holistic development and long-term success.

## Youth & Household Economic Security

As underprivileged children step into adulthood, we ensure our programme participants are able to transition from learners to self-sufficient, contributing members of their families and communities.

We focus on supporting economically disadvantaged young women and men to build their skills in new economy like IT-enabled services integrating AI, retail marketing, hospitality, green jobs and entrepreneurial opportunities. By linking skill training with job placements, setting up micro-enterprises, followed by retention and mentorship support and linkage with government schemes to access working/business capital, we help young people secure sustainable livelihoods.



## Sexual & Reproductive Health Rights & Services



We empower adolescents and youth, to make informed decisions about their bodies and have control over their sexual and reproductive health. While girls and young women are our primary impact group, boys and young men within their communities are encouraged to be active participants. We also work with Persons Living with HIV (PLHIV) and Key Populations. Our projects integrate peer education, intergenerational dialogue, open community engagement to promote positive sexual health behaviours, and self-care for menstrual hygiene management. We also establish

community-based resource centres - Health Information Centres (HIC) and One Stop Centres (OSC), and facilitate linkage with government sponsored SRH programmes like RKS and School Health & Wellness Programme.

We work closely with the government for strengthening supply chain management system of HIV, Malaria and TB drugs across the country.

## Safety for Girls & Child Protection

We believe that safety and protection start with families and communities. To protect underprivileged and vulnerable girls, adolescents and young women from all forms of violence, abuse, exploitation, and neglect, we start with strengthening local community-based mechanisms.

We work to end child marriage, child labour, trafficking, and other forms of violence against children through creating mass awareness of legal rights and entitlements, leadership training, self-defense training, cyber safety training, and community mobilisation. Boys and men are made key partners in promoting positive attitudes and norms. Partnerships with government and civil society make child safety a shared responsibility.



## Climate and Humanitarian Action

Children, especially girls, are among the most vulnerable to natural disasters and climate change. We ensure that they have prompt and adequate support in times of such crises.

By integrating disaster risk reduction, climate adaptation, and child-centred emergency response, we help vulnerable communities anticipate, withstand, and recover from crises while safeguarding development gains.



Be it prompt provisioning during natural disasters, installing solar lamps in communal spaces in rural, underprivileged and socially excluded communities, or erecting metallic sheds in schools resulting into increased covered space per student, so that children are shielded from the summer heat, to providing heat-wave and cold-wave resilience kits to underprivileged families, we ensure communities are equipped to face these challenges while ensuring their children can thrive. We work as a catalyst to engage the youth in taking active climate actions through promoting tree plantation and environment sanitation drive.

## Maternal, Child Health, Nutrition and Early Childhood Development



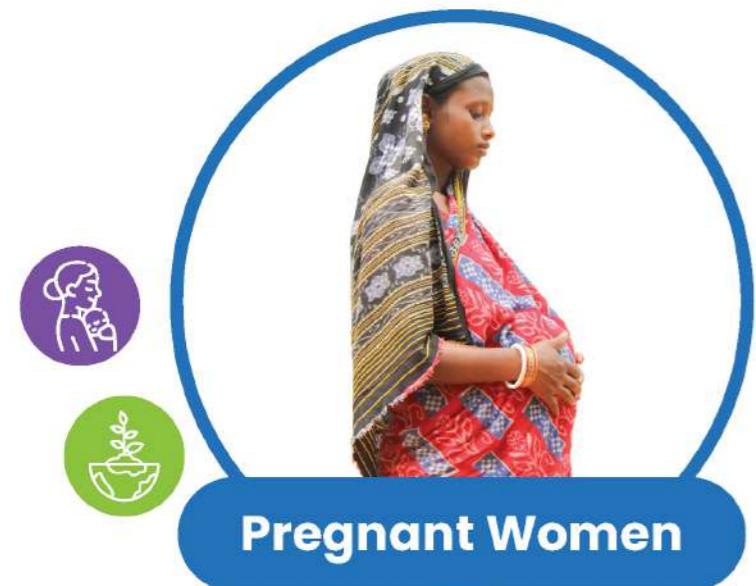
We facilitate improved access to government healthcare and nutrition services for pregnant women, lactating mothers, infants, children, adolescents, and TB patients from disadvantaged families in rural and urban areas. We mobilise communities, build capacity of the programme participants to change behaviours and practices towards consuming low-cost, adequate healthy diet. We strengthen local healthcare services and systems ensuring children get the best possible healthy start in life. Our work focuses on enhancing access, quality, and continuity of

maternal, newborn, and child health services through close collaboration with community health workers and healthcare providers. By supporting timely antenatal care, promoting nutrition, safe hygiene, building capacity of caregiver in nurturing early childhood care practices, and facilitating doorstep integration to government schemes, we contribute to safer pregnancies, healthier births, and improved long-term outcomes for children and families in underprivileged communities.



Plan India adopts a life cycle approach that guides programmes and strategies to holistically support children. Recognizing how distinct needs and risks evolve in infancy, childhood, adolescence, and youth, we tailor solutions relevant at each

stage for lasting impact. This approach ensures that project interventions and support are tailored to suit each developmental phase, promoting comprehensive and age-appropriate child rights and well-being throughout their journey.



## LIFE CYCLE

## APPROACH



Continued Support Beyond



Inclusive and Quality Education



Youth and Household Economic Security



Sexual and Reproductive Health Rights and Services



Safety for Girls and Child Protection



Maternal, Child Health, Nutrition and Early Childhood Development



Climate and Humanitarian Action

# Life Stage 1: Pregnant Women



For an expectant mother, the months before childbirth are more than just a countdown to delivery. They are a critical window for shaping the health, safety, and future of both mother and child. Our intervention focuses on integrating nutrition and early childhood development programming during the first 1,000 days to ensure that children get the best start. At Plan India, we believe that supporting women during pregnancy is one of the most powerful investments we can make to ensure an equitable start to life.

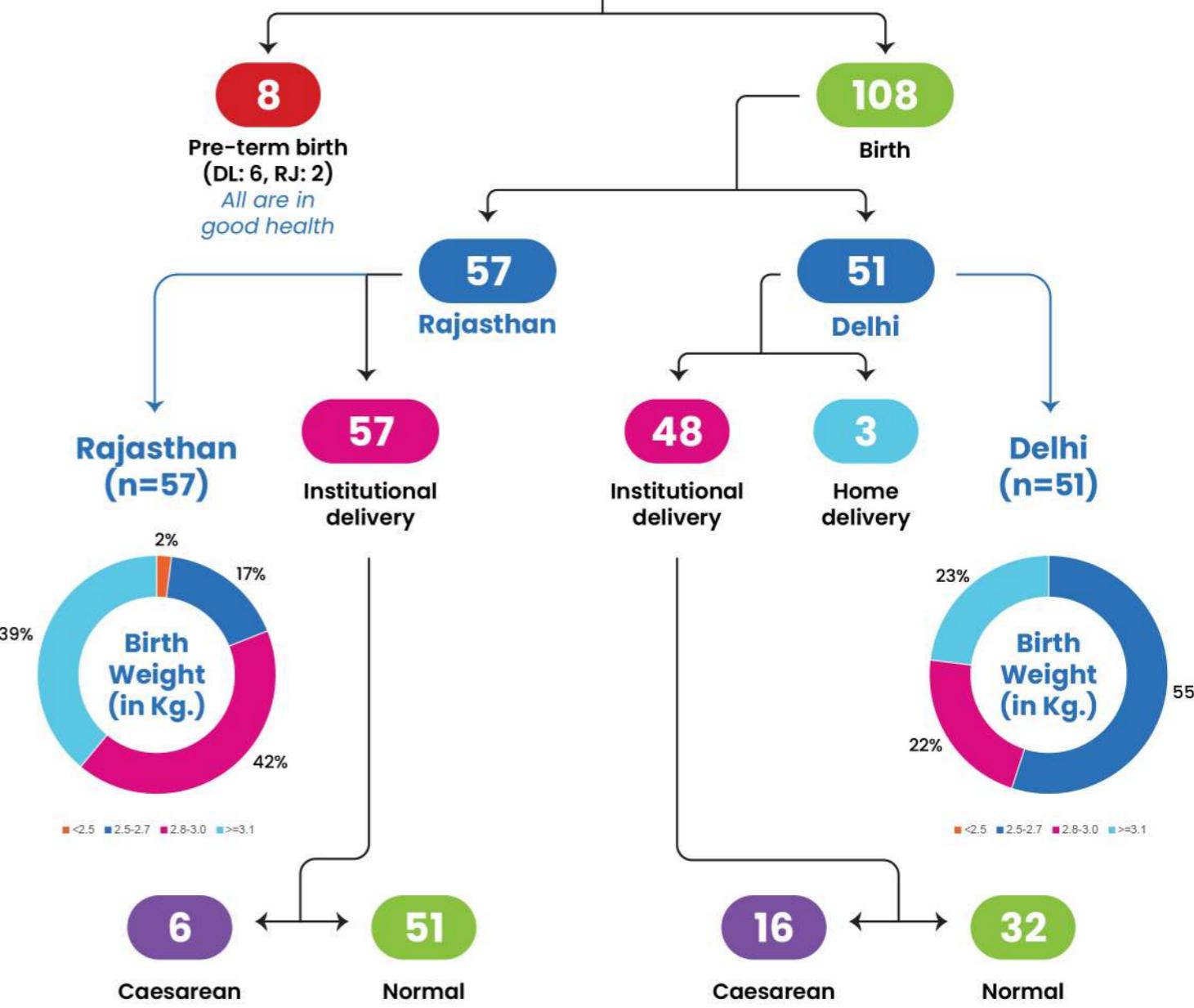
Through our projects, we provide comprehensive care by addressing nutritional needs, promoting hygiene and safe motherhood practices, and offering counselling and emotional support to underprivileged pregnant women in rural communities and urban slums.

Two flagship initiatives, among others, anchor this effort: Mom's Plate and Self-Care for New Moms. Mom's Plate addresses the critical nutritional needs of underprivileged pregnant women by providing a hot, balanced, nutrient-rich meal daily at their doorsteps, alongside regular counselling on hygiene and safe motherhood practices. Implemented in urban slums of Delhi and rural areas of Rajasthan, the initiative engages Poshahar Mitras, who are members of women led Self-Help Groups, to prepare meals, and serve as community change agents. This scalable community-based model has improved nutrition, encouraged institutional deliveries, and strengthened linkages to government schemes like Janani Suraksha Yojana, PMMVY, and Aadhaar enrolment.

## Mom's Plate



**116**  
Pregnant women received  
pre-cooked meals  
(DL: 57, RJ: 59)



The numbers above are for April 2024–March 2025 in Rajasthan and Delhi. There were similar interventions in other locations for the reporting period.

Complementing this, Self-Care for New Moms is an initiative that empowers new mothers with education on self-care, disease prevention, and healthy child-rearing practices. The project focuses on enhancing access, coverage, quality, and safety of maternal and child health services through a network of trained Community Health Workers, reaching thousands of households. This community-led approach has led to stronger health-seeking behaviours, timely antenatal care, better nutrition practices, and adoption of safe hygiene and early childhood care behaviours. Together, these initiatives support safer pregnancies, healthier births, and lasting community change.

## I Share My Strength

Anita is a respected figure in her community, known for her dedication, resilience, and compassion. She is her family's breadwinner, and a source of strength and hope for pregnant women in her community.

Her life was once defined by hardship. Her husband's declining mental health left him unable to work, and with three children to support, every day was a struggle. Her eldest daughter left school to contribute to the family's income, and finding steady work seemed impossible.

The turning point came when Plan India's Mom's Plate project launched in her community, seeking local women to be trained as Poshahar Mitra, responsible for preparing nutritious meals for underprivileged pregnant women, delivered completely free, and offering maternal health support. Anita embraced the role, receiving training in preparing low-cost, nutritious meals, and hygiene and safe motherhood practices. She has started kitchen garden and use the produce to prepare the meal at low cost.

Her work transformed her family's circumstances. Today, Anita earns more than her earlier income. Her daughter is back in school, the family home has been repaired, and they now have a cooler for the summer and a water filter for clean drinking water. The same nutritious meals she prepares for expectant mothers are served to her own children.

Her journey shows how empowering women can change not only their own lives but also the health and futures of many others.



## Life Stage 2: 0-5 Years



The first five years of life are critical for a child's physical, cognitive, and emotional development. We focus on creating nurturing environments where children can thrive, ensuring that every child has access to proper healthcare, nutrition, early education, and protection from harm. We recognise that the foundations laid during these formative years have lifelong impacts on learning, health, and overall well-being.



Through community-based interventions, we work with caregivers, Anganwadi Centres, health workers, and local authorities to ensure children receive timely immunisations, appropriate nutrition, and stimulation for early learning.

Our flagship initiatives include an early childhood education project that integrates play-based learning, child protection awareness, and parental engagement. By linking families to health and nutrition schemes, offering caregiver training, and supporting community-based early learning centres, we ensure that children from underprivileged backgrounds start life on an equal footing. These interventions are not only about survival, they ensure every child enters school healthy, confident, and ready to learn.

Across nine states, the Bal Pratinidhi initiative significantly advanced inclusive and quality education for marginalised children through a multi-pronged strategy. Over 18,000 young children were enrolled or re-enrolled in pre-primary education via Anganwadi Centres and government schools, with enhanced focus on foundational literacy and numeracy through Teaching-Learning Material (TLM) support, remedial education, and parental training. More than 15,000 parents and caregivers were sensitized or trained to support home-based learning, while frontline workers and teachers were empowered through capacity-building efforts.

## Empowering Parents to Spark Bright Beginnings



In Patancheru of Telangana's Sangareddy district, many parents viewed Anganwadi Centres with a passive attitude, seeing them as basic nutrition stops rather than vibrant early learning spaces. The outdated facilities themselves reflected this perception. This discouraged enrolment and limited the centres' role in preparing children for primary school.

Plan India's Early Childhood Care and Education (ECCE) project set out to change that. Across 30 government-run Anganwadi Centres, classrooms were turned into colourful spaces with play-based teaching materials; toilets were upgraded; and safe drinking water stations installed. Anganwadi teachers were trained in joyful learning methods, enabling them to create engaging and interactive environments for children. Community meetings and parent workshops helped shift mindsets, fostering a sense of ownership and pride in these revitalised centres.

The transformation was visible both inside and outside the classroom. Parents began actively participating in their children's learning journey, teachers reported greater confidence, and children, once irregular attendees, came to the centres with

excitement. Vibrant murals, safe play areas, and improved sanitation created a welcoming atmosphere where education and well-being went hand in hand.

This shift in infrastructure, teaching quality, and community involvement has turned 30 Patancheru's Anganwadis into hubs of early childhood development—ensuring children start their educational journey with confidence, curiosity, and care.



## Life Stage 3: 6–18 Years



Ages 6–18 mark a transformative stage, shaping children's futures through education, personal growth, and protection from harm. Yet, many children, especially girls in rural and underprivileged settings, face barriers like poverty, entrenched gender norms, early marriage, and lack of resources. Plan India tackles these challenges through holistic, community-driven programmes that promote quality education from pre-school through secondary school, safeguard children from violence, and increase access to health knowledge and choices. These initiatives empower every child to learn, grow, and thrive.



in safe, supportive communities laying the foundation for lifelong success.

Balika Shivir is one such flagship project in rural and underserved areas of Jharkhand and Rajasthan. The project reduces the risk of child marriage and trafficking among out-of-school adolescent girls (13–18 years) and NEET (Not in Education, Employment or Training) young women (19–24 years) by enabling them to complete their secondary education through the flexible National Institute of Open Schooling. In the reporting period, it directly supported 3,600 girls who had dropped out of school, and 3,600 NEET young women across vulnerable blocks in two states, while indirectly reaching 21,600 girls and young women more through the alumni network, Sakhi Sangams.



### The Champion Who Went Back to School



Kavita is celebrated in her village in Jharkhand as a role model - the teenager stood up for girls' rights and changed lives. On International Women's Day, the local government honoured her with a certificate of appreciation and a cash award for stopping a child marriage.

Kavita's journey to this moment was far from easy. She had been forced to drop out of school after the 8th grade to help her family. With her father disabled and the household relying on her sister's income, education seemed an impossible dream. That changed when she learned about Balika Shivir,

which offered free open-school education to girls who had dropped out of school. After weeks of convincing her parents, she enrolled, completed her 10th grade, and went on to become President of the Sakhi Sangam girls' group.

In her role, Kavita learned about a 17-year-old 11th grader whose parents were planning her marriage. Undeterred, Kavita and her fellow Sakhi Sangam members approached the family to urge them to call it off, but encountered strong resistance. Refusing to give up, Kavita reached out to the Childline team for support, who educated the family on the legal ramifications of child marriage. The wedding was called off.

Today, alongside her advocacy work, Kavita helps promote sustainable development by setting up kitchen gardens in the community. Her determination has not only shaped her own future, but has inspired others to believe in the power of education, persistence, and standing up for what's right.



Our scalable Model School Projects in three schools of Pimpri Chinchwad, Pune and two schools of Varanasi Municipal Corporation area, serving underprivileged and vulnerable communities, transformed the learning environment for 5,000 children through improved school infrastructure, digital tools, and community engagement. With renovated classrooms, SMART boards, furniture, lighting and fans, a well-stocked library and STEM lab with tinkering tools, BaLA paintings for a vibrant learning environment, rejuvenated sports facilities, disabled friendly infrastructure like ramps with railings, age-appropriate improved drinking water stations and handwashing points, renovated gender-segregated washrooms, designated girls' changing rooms, the projects have ensured safe, inclusive,

and engaging learning spaces and fostered community involvement for sustained quality education. Girl-friendly facilities boosted attendance and reduced dropouts, while Child Cabinets nurtured student leadership.

## The Minister's Earthquake Detector



Roshan's ingenuity shines even brighter against the backdrop of his circumstances. His model earthquake detector reflects his determination to make the world safer.

A 9th grade student from Pune, Roshan balances schoolwork with running his household, as both his parents are visually impaired and unable to work. Despite his natural talent, especially in Mathematics, he often found it hard to stay engaged in class.

That changed when his school became part of Plan India's Model School project. Modern STEM labs, smart classrooms, safe drinking water, and clean, functional toilets transformed his school. Hands-on experiments sparked Roshan's curiosity, while interactive learning provided a positive outlet for his energy. He began attending regular training sessions, represented his school in an inter-school science competition. He even took on the role of a Minister in the Bal Panchayat, a position that gave him both purpose and responsibility.

With consistent mentoring from Plan India's team, Roshan grew in confidence and discipline, ultimately creating an Earthquake Early Warning System in the STEM Lab. His passion for Science continues to fuel his dreams—next, he wants to design a sensor-enabled walking stick with real-time audio guidance for his parents.

# MODEL SCHOOL

# PROJECT IN PUNE

## OBJECTIVE 1

To provide joyful and conducive education facilities in the 3 schools and classrooms to students

24 classrooms (in 3 schools) converted into SMART (Digital) Classrooms Equipped with advanced digital tools and SCERT-approved syllabus content

## OBJECTIVE 2

To strengthen school governance with enhanced participation of School Management Committee and Students

## OBJECTIVE 3

To educate and aware parents / guardians / community about Right to Education so that they actively engage for development of their children



44% increase in girls enrollment

Benefitted 1,845 students (50% girls)



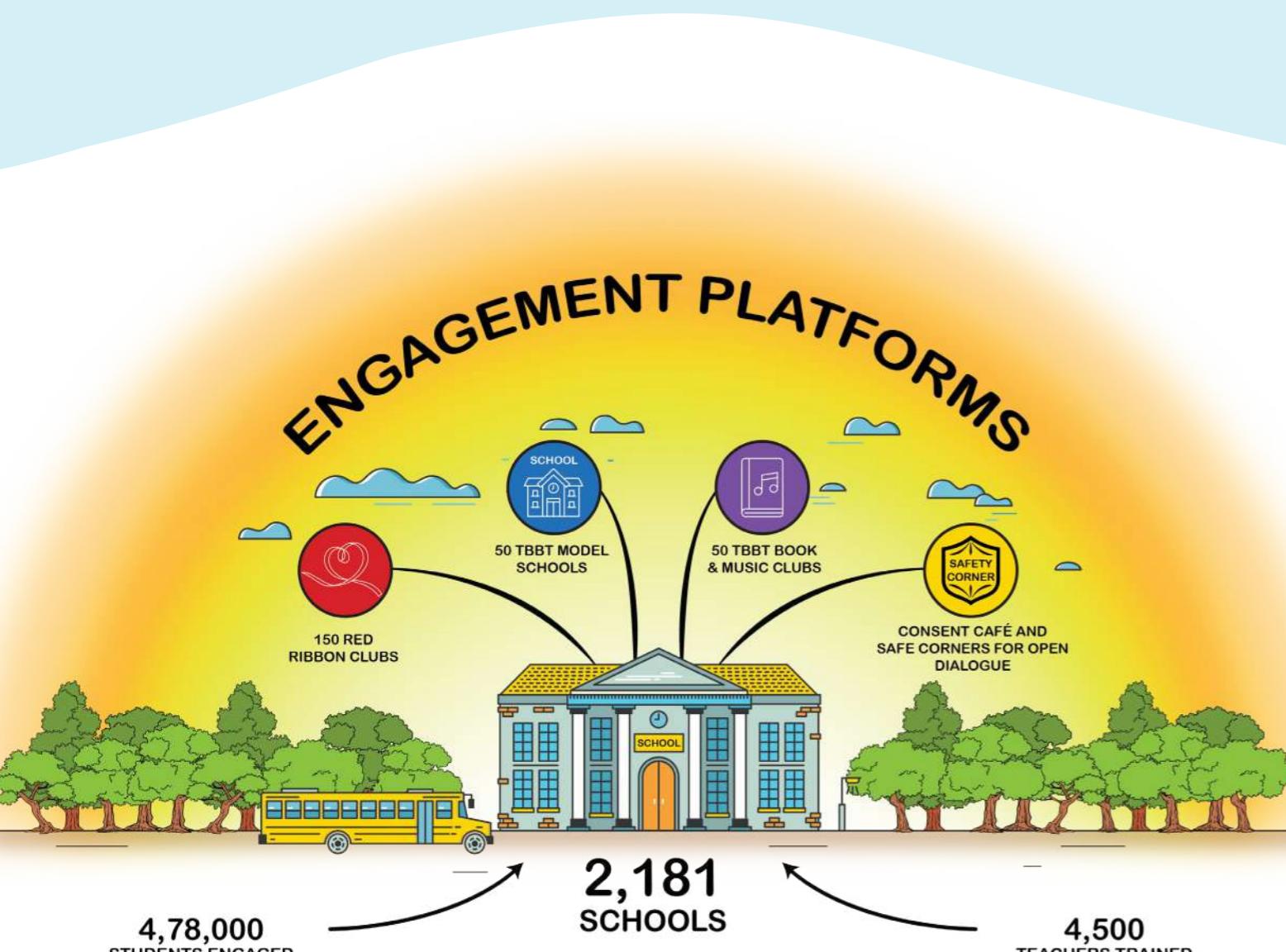
The Pimpri-Chinchwad Municipal Corporation (PCMC) leadership decided to scale up this model across the other 118 schools within their municipal corporation area, aiming to enhance the quality of education throughout the region.

195 girls and 40 boys, dropped-out earlier, enrolled back to school

The Birds and the Bees Talk (TBBT) is a flagship Comprehensive Sexuality Education and Life Skills project dedicated to the holistic development of underprivileged children, especially girls, by creating safe spaces and addressing needs beyond academics.

It equips adolescents with accurate, age-appropriate, and stigma-free knowledge on sexual and reproductive health, rights, and wellbeing, in line with the National Curriculum Framework, Adolescence Education Programme Framework, and the New Education Policy. Using interactive sessions, audio-visual tools, reading materials, and practical demonstrations, TBBT fosters critical life skills, promotes gender equality, and empowers young people to make informed choices about their bodies, relationships, and futures.

Implemented across Manipur, Meghalaya, Arunachal Pradesh, Sikkim, Nagaland, Mizoram, Goa, Chandigarh, and Delhi, the initiative supports the Ministry of Health & Family Welfare's Adolescent Health Goals, leveraging strong collaborations with State Commissions for Protection of Child Rights, State AIDS Control Societies, and departments of Social Welfare, Women & Child Development, and Health Services, along with campaigns like Beti Bachao Beti Padhao.



Beyond classrooms, TBBT connects with communities through school clubs, PTAs, Red Ribbon Clubs, music and book clubs, and large-scale awareness events including the Hornbill Festival, Cherry Blossom Festival, and World AIDS Day.

## 5 Key Pillars of Our Approach



Through awareness campaigns, legal literacy sessions, school enrolments, strengthen local protection mechanism and close collaboration with government systems, Kopal prevents and responds to violations of child rights. Its holistic model addresses not only immediate threats like child marriage and school dropouts, it strengthens long-term community resilience, creating environments where children can learn, grow, and thrive free from harm.

Another initiative, Project Kopal is nurturing child-safe communities from the ground up, where children are protected, educated and empowered from early childhood through adolescence. Operating across villages in Odisha, Uttar Pradesh, as well as urban slums in Telangana, the initiative brings together children, youth, self-help groups, women, community leaders, teachers, Anganwadi Workers, ANMs, ASHA workers, and other grassroots actors to form a community-led safety net.



## Reena's Right to be a Child



Reena, a 14-year-old from Bhadoi district, was facing the threat of an early marriage driven by her family's financial hardship. As a member of the adolescent girls' group under Project Kopal, she already knew her rights, and the risks that an early marriage would bring. Determined to stop it, she reached out to her Kopal facilitator, who promptly mobilised the Village Child Protection Committee, mothers' group members, and teachers to come together and support her.

Through respectful, persistent dialogue, the community convinced her parents to cancel the wedding. Reena is back in school, a living proof that when informed children, empowered communities, and responsive systems work together, cycles of vulnerability can be broken.

## Life Stage 4: 19–24 Years

We understand that the transition from education to employment is a decisive stage in breaking cycles of poverty and inequality for young people, especially young women from underprivileged communities. With right support, this transition becomes an opening to opportunity instead of reinforcing systemic barriers. We prioritise equipping them with essential skills, relevant knowledge, and the confidence to step into adulthood as independent, informed, and empowered individuals.

Through our many flagship initiatives we combine vocational training, health awareness, and legal literacy to build a generation of changemakers who hold the key to transforming their communities. Some of our many flagship projects include Saksham, Young Health Programme (YHP), and Garima E�am Vidhik Utthan.

The project Saksham delivers market-aligned skills training, promotes entrepreneurship, and strengthens digital and financial literacy among NEET (Not in Employment, Education, or Training) youth, with a strong focus on young women.

Saksham empowers underprivileged youth, especially NEET women, through market-aligned new economy Job Oriented Vocational Training (JOVT) and Vocational Training

Entrepreneurship Promotion (VTEP), opening pathways to formal employment and entrepreneurship. Guided by the principle of decent work, the programme integrates gender mainstreaming as a core strategy, enabling youth and stakeholders to understand and address gender dynamics in personal, community, and professional spheres. The project also capacitates the aspirants with digital and financial literacy, life skills for a sustained future. Plan India runs this initiative at scale using Saksham Play Book which standardises project



operationalisation plan and ensures at least 70% job placement among the trained students.

During the reporting period, over 20,000 nano- and micro-entrepreneurs and gig workers were trained on financial and digital literacy in Bihar, with 8,500 linked to key government schemes like DigiLocker, and ABHA. Through another initiative, over 30,000 youth from Tier 3 and 4 colleges were trained in life skills and linked to jobs across cities like Chennai, Delhi, Hyderabad, Jaipur, Mumbai and Pune. One of the initiatives under Saksham, equipped over 5,000 youth with vocational skills in IT, retail, digital marketing, and green-skills, partnering with companies like Amazon, Max Healthcare, and Flipkart, while facilitating over 4,000 industry visits and 1,000+ hours of employee-led e-sessions. In Udaipur, 500 youth were trained on green-skills.

To address the growing challenge of non-communicable diseases (NCDs) such as diabetes, hypertension, and obesity, especially among young people, we implemented the project 'Young Health Programme' in slum areas of Bangalore, Chennai and Delhi. This peer-led, community-based initiative reaches marginalized children and youth (ages 10–24), raising awareness and promoting healthier habits around non-communicable diseases, mental well-being, and sexual and reproductive health. Over the reporting period, Peer Educators connected with 37,944 children and young people. We supported 1,049 youth to get screened for NCD related risks at health camps. 2,477 children and youth have adopted healthier habits like reducing junk food, promoted by Millet mela, and embracing yoga and sports into their daily routines.



To enhance legal awareness among girls and young women in villages, enabling better access to legal aid and justice and to mobilize and strengthen community structures (SHGs, youth groups, frontline workers, para-legal volunteers, Gram Panchayats, VLCPCs), an initiative, Garima Eevam Vidhik Utthan (Legal empowerment for dignity), was implemented in 201 villages of Jharkhand, Odisha and Uttar Pradesh. The campaign reached out to 65,586 community members.



## Acts and Schemes focused on:



**The Prohibition of Child Marriage Act, 2006**

**The Right of Children to Free and Compulsory Education Act, 2009**

**The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986**

**The Mission Vatsalya Scheme, 2022**

**Protection of Children from Sexual Offences Act, 2012**

**Juvenile Justice (Care and Protection of Children) Act, 2015**



**This Garima Awareness campaign on legal literacy lights the path from silence to voice, and from vulnerability to empowerment in the community.**

*– Mr. Ram Kumar Rahi, Block Pramukh, Mall Block (Uttar Pradesh)*

## Breaking through to Success



Sara is a trailblazer in her community. She commands respect at work, brings in a pay cheque to support her financially struggling family, and inspires others in her neighbourhood to let their daughters follow in her footsteps.

Raised in a conservative household where women working outside the home was discouraged, Sara's ambitions met strong resistance. Determined to chart her own course, she enrolled in Plan India's Saksham project, where she gained retail skills alongside training in gender equality and inclusive workplace practices.

Through counselling, peer mentorship, and family engagement, the Saksham team helped shift her parents' mindset. Equipped with skills in customer engagement, sales strategy and workplace conduct, in a mixed-gender setting, she began to grow not only as a professional but also a confident independent woman.

Today, Sara works as a Sales Associate at an international retailer's outlet. She manages customer interactions, maintains store operations, and also meets sales targets.



**Sara says with quite confidence, "This is just the beginning."**

## From Silence to a Guiding Voice

Sravani is a crime reporter and anchor who uses her platform to shine a light on grassroots issues from gender-based violence to child protection. She also leads community workshops on menstrual hygiene, career readiness, and civic engagement, inspiring girls to pursue education and leadership roles.

Her path to this point was shaped by resilience in adversity. Born in a Hyderabad slum, Sravani grew up facing poverty and gender discrimination, leaving her shy and lacking self-confidence. Her turning point came when she enrolled in Plan India's Child-Centred Community Development programme when she was a 6th grade student. Through Life Skills Education sessions on gender equality, child rights, and leadership, her confidence grew. She started taking active roles in adolescent clubs and workshops, and gradually evolved into a youth leader tackling sensitive and urgent issues in her community.

Her leadership took her to national-level consultations and even saw her take over the role of the Ambassador of the Czech Republic to India during International Day of the Girl celebration organised by Plan India a few years ago. Sravani's journey shows empowering one girl with the right tools and opportunities can set in motion change that helps an entire community.



**Before I joined Plan's activities, I didn't even know that girls had the right to speak up, to lead. They helped me find my voice and once I found it, I didn't want to be quiet ever again.**

– Sravani



# Climate and Humanitarian Action



Children, especially girls, are among the disproportionately vulnerable to climate change and natural disasters, which threaten and disrupt health, education, livelihoods, and safety. Plan India's Climate & Humanitarian Action portfolio combines immediate disaster response with long-term climate resilience, ensuring that underprivileged communities are not only able to recover from shocks, they adapt to a changing environment, and become resilient. By working at the intersection of youth leadership, gender equality, environmental sustainability, and humanitarian aid, these initiatives protect lives, sustain education, and empower local communities to take ownership of their future.

## Humanitarian Response

Plan India responded to floods, cold waves, heatwaves, and fires across nine states, reaching over 40,000 people. Through timely provision of education kits, non-food items, blankets, and heatwave resilience materials, Plan India prioritised wellbeing and dignity of children, women-headed households, and the elderly persons during emergencies. Strategic partnerships, real-time feedback, and culturally sensitive delivery methods ensured that relief efforts met urgent needs while strengthening community preparedness for future crises.

## Rising from the Rubble

The Mahila Mandir in a village near Samej, Himachal Pradesh is, at first glance, an unlikely space for a school. The vibrant learning space, complete with uniforms, benches, sports kits, a water filter, and digital equipment is abuzz with laughter and learning.

Not long ago, devastating floods and a landslide destroyed the local primary school, tragically claiming eight young lives and leaving the rest without a place to learn. When the community faced the risk of losing their children's future, Plan India stepped in. We worked with the community to convert the Mahila Mandir into a place where children could start learning again soon after the disaster. In the wake of immense loss, the school helped lift the community's spirit as it went about rebuilding better and stronger.



## Youth-Led Climate Action and Project Ujala



Through afforestation drives, plastic-free campaigns, and climate pledges, Youth-Led Climate Action initiative empowered young people to spearhead environmental stewardship in 129 villages across Bihar, Jharkhand, and Odisha. About 4,700 children and youth planted more than 50,000 trees and removed 141 kg. of plastic waste through sanitation drives. Complementing this, the initiative addressed rural energy gaps by installing over 1,000 solar-powered streetlights in 250 villages across five states including Bihar, Jharkhand, Odisha, Uttar Pradesh and Uttarakhand. These lights have improved safety, extended study and play hours for over 45,000 children, and revitalised public spaces for 80,000 community members. Together, these interventions demonstrate how grassroots leadership and renewable technology can deliver lasting social and ecological benefits.

# PROJECT UJALA:

## A Brighter Tomorrow for Every Child

### SELECTION CRITERIA

Rural locations with limited or no access to the traditional electricity grid, where grid expansion was either cost-prohibitive or technically unfeasible.

Locations with adequate sunlight throughout the year to ensure the optimal performance of the solar systems.

Community readiness to participate in the maintenance and management of the lighting systems.

**1,000 Solar Lights  
Installed in 250  
Villages of 5 States**

#### No. of Villages:

Bihar- 109  
Jharkhand- 60  
Odisha- 35  
Uttar Pradesh- 30  
Uttarakhand- 16

### RESULTS

**Enhanced Safety and Security -**  
Street lighting acts as a deterrent to anti-social activities, contributing to improved safety & security.

**Support for Community Engagement -** Ratri Chaupal, Mothers Meeting / Village Child Protection Committee Meeting.

**Extended Study Hours for Students -** Facilitates night-time studies for underprivileged students in rural areas who lack access to electricity.

**Increased activity time -** Children especially girls can move around & play during evening hours that would have good impact on their development.

### Programme Participants Benefitted

45,400 children directly  
80,000 community  
members indirectly  
3,590 youth (Boys - 1,357,  
Girls - 2,233) trained

## The Crossroads of Light

In Shrirampur village near Saran, and in Naknapur near Bhadoi, the village chaupals (communal space near the main crossroad) are transforming communities after sunset. Evenings once ended in darkness, forcing children indoors and limiting community interaction. With the arrival of solar lights, children study and play till bed time, women working in cottage industries can work after dark and earn much more, girls feel safer outdoors, and village elders can gather to discuss community matters after the days chores are done. Across villages where Plan India has installed solar lights, evenings herald continued safety, opportunity, and renewed community spirit.



## Schools of Change



In climate-vulnerable Uttarakhand, the Dettol Climate Resilient Schools initiative combines sustainable school infrastructure, climate education, and child-led advocacy. Through its 3Cs framework (Campus, Curriculum, Collaboration), the programme has transformed over 13,000 schools, engaged 1.3 million students, and reached 18.84 million people

digitally. Innovations such as India's first Child Climate Parliament, the Dettol School Radio Podcast, and the Uttarakhand Biodiversity Discovery Kit have strengthened environmental stewardship. Tangible outcomes include a 65% drop in water wastage and over 25,000 students participating in grassroots climate activities.

In a school in Uttarkashi, students turned lessons into action through the "Waste to Wonder" initiative. Facing plastic waste near their school, they launched awareness campaigns, street plays, and clean-up drives. They introduced waste segregation and made eco-bricks from discarded plastic for their kitchen garden. The area is now waste-free, and the project has inspired the entire community to adopt sustainable practices.

## Partnering for a Healthier, More Equitable World

The Global Fund to Fight AIDS, Tuberculosis and Malaria is one of the world's most impactful global health partnerships, saving over 65 million lives since 2002 across more than 100 countries. Plan India is a key implementing partner, advancing the India's national goal of ending AIDS as a public health threat by 2030. Our focus aligns with the 95-95-95 targets: ensuring 95% of people living with HIV know their status, 95% of those are on treatment, and 95% achieve viral suppression.

## Integrated Service Delivery (ISD)

ISD shifts from siloed, disease-specific programmes to integrated services that address multiple health needs at once, recognising that those affected by HIV, TB, and malaria often face overlapping issues.

A flagship achievement of this collaboration is the establishment of 74 One Stop Centres (OSCs) across 25 states and union territories. These decentralised, stigma-free hubs tailored for transgender persons, People Who Inject Drugs (PWID), and other bridge populations like truck drivers and migrant workers, offer integrated HIV prevention, testing, treatment linkages, mental health support, and social welfare referrals. Staffed largely by members of the communities they serve, OSCs foster trust and remove barriers to care.

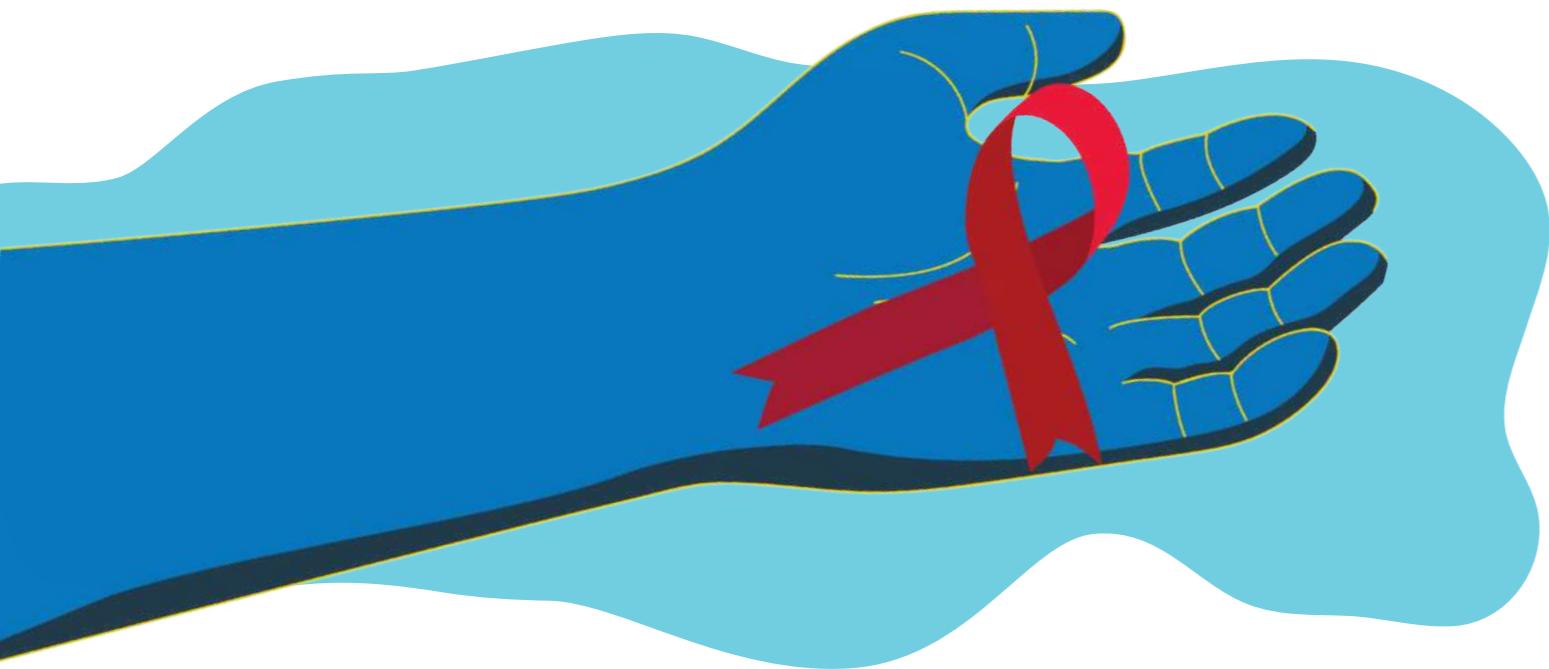


## Resilience Beyond Crisis

Going beyond disease control, since the COVID-19 pandemic, Plan India has been supporting community-led solutions that protect vulnerable populations, ensure uninterrupted care, and strengthen resilience against future health crises. Under the Key Population Grant, we have been working with national community networks and technical partners, including Humsafar Trust, the National Network of Transgender Persons, NCPI+, Indian Drug Users Forum, YRG Care and FPAI to deliver emergency relief, sustain critical HIV services, and build grassroots leadership capacity. This approach ensured service continuity during and after the period of heightened vulnerability while investing in long-term resilience of community-based organisations.

## Communication and Systems Strengthening

Through a blend of strategic communication and robust systems strengthening, we ensure that lifesaving HIV services are both known and accessible.



Plan India plays a pivotal role in the National AIDS Control Organisation's communication strategy, creating campaigns that promote awareness, testing, treatment adherence, and stigma reduction. That is bolstered by our leadership in Supply Chain Management which ensures uninterrupted delivery of ART drugs, HIV testing kits, preventive commodities, and essential supplies to over 8,000 service points nationwide, from ART centres to community-level facilities.

## SPECIAL EVENTS & CAMPAIGNS

### Plan India Impact Awards



The 7th Plan India Impact Awards honoured the unsung heroes who go above and beyond to deliver essential services and drive change for children, adolescents, and communities across India. These awards celebrate the dedication and selflessness of frontline workers, youth leaders, and changemakers who are shaping brighter futures.

The awards recognised 10 individuals and groups in eight key categories:

<b>Best Accredited Social Health Activist (ASHA) / Auxiliary Nurse Midife (ANM)</b>	<b>Best Youth Changemaker (Male &amp; Female)</b>	<b>Best Community Volunteer</b>
	<b>Last Mile Champion for Girls Rights</b>	<b>Digital Champion for Girls Rights – Radhika Sen Memorial Award</b>
<b>Best Child Welfare Committee</b>	<b>Best Anganwadi Worker</b>	<b>Best Women Self-Help Group</b>

A special highlight of this edition was the Radhika Sen Memorial Award for Best Digital Champion for Girls' Rights, honouring girls and young women who use social media powerfully to advocate for girls' rights and women's empowerment. The awards received an overwhelming response, with 398 nominations from across the country, each reflecting extraordinary commitment to lasting community change.



# Children's Creativity Festival

## AASHAYEIN – Bioscope of the World from Children's Lens

We believe children aren't just the future - they are powerful changemakers today. Our child-led initiatives give young talent a platform to be heard, seen, and celebrated.

Plan India's Children's Creativity Festival is a national platform that celebrates and harness the creative insights, imagination, talent, and voices of young changemakers. The 2nd edition, held at Uttarakhand State Council for Science & Technology (UCOST) Dehradun, brought together 83 child prodigies from 9 states, selected from over 22,000 participants across more than 13 states. The platform promoted cross-cultural exchange and community growth, allowing children to express themselves through different forms of art.



Through five creative zones - (i) Art & Craft (Art Adda), (ii) Digital Creativity (Digital Darpan), (iii) STEM (Vigyaan Ka Kaarkhana), (iv) Drama (Khwaabon Ka Rangmanch), and (v) Dance (Dance India Dance), children explored themes such as ideal homes, schools, and communities. They honed skills in design, technology, performance, and storytelling, while learning teamwork, communication, and problem-solving.



Beyond performance, the festival nurtured cross-cultural exchange, leadership, and confidence, giving children exposure to new environments, peer learning, and technical skills like filmmaking, science model-making, and waste-to-art creations.

Dr. Geeta Khanna, Chairperson - Uttarakhand State Commission for Protection of Child Rights, and Prof (Dr.) Durgesh Pant, Director General, UCOST felicitated the prodigies.



**I felt confident explaining my project to guests; I'll take these learnings back to my community.**

*- A Participant*

## International Day of the Girl 2024 (11th October): Girls Take the Lead

Every year, Plan India marks International Day of the Girl (IDG) with a bold, nationwide campaign that puts girls and young women in the driver's seat. Girl changemakers from underprivileged communities, step into real positions of power leading with confidence, purpose, and vision.

In 2024, across seven states, 97 Girl Changemakers took over leadership roles in a wide range of institutions - from Embassies of Finland, Czech Republic, Lithuania and Denmark; a C-suite position at the headquarters of Arcesium in Hyderabad; to school principalships, state government offices, and Panchayat leadership positions.

These takeovers weren't symbolic. They became powerful platforms for genuine dialogue, where girls spoke directly with decision-makers, advocating for equal access to education, healthcare, financial inclusion, and digital literacy. Bringing fresh, youth-led perspectives into these spaces, they demonstrated that when girls are given the opportunity to lead,



they can shape policies and inspire systemic transformation. Their voices don't just speak, they drive meaningful change.

Through IDG 2024, these young leaders didn't just imagine a better world: They stepped into the roles that can make it happen.



## MESSAGES FROM PARTNERS & DONORS



Sandvik's partnership with Plan India has grown meaningfully over the past five years, rooted in a shared vision of inclusive development and equitable access to education especially for girls. Plan India's focus on advancing girls' education closely aligns with our broader commitment to inclusion and gender diversity.

Our collaborative initiatives such as the early childhood education and school transformation programmes in Patancheru, and the model school projects in Pune integrating smart classrooms have made tangible contributions toward improving education for children from underserved communities. These efforts have been instrumental in driving holistic development at the grassroots. What stands out is Plan India's ability to translate strategy into sustained on-ground impact. Their professionalism, responsiveness, and unwavering focus on results have consistently exceeded expectations.

We deeply value this partnership and look forward to building on this foundation to further expand access to quality, inclusive, and sustainable educational opportunities.

**Ravi Arora**

*Head of Marketing and CSR,  
Sandvik Mining and Rock Technology India Pvt. Ltd*



“

Our collaboration with Plan India through YHP stands as a strong example of how strategic partnerships can drive lasting impact. Over the past 14 years, we have worked together across Delhi, Bengaluru, and Chennai to empower over 7 lakh young people with the knowledge, skills, and confidence to make healthier life choices.

Grounded in peer education and youth-led advocacy, this programme has cultivated robust alliances with government, NGOs, and communities, strengthening the ecosystem that supports adolescent health and wellbeing.

The success of this initiative is a reflection of the deep commitment, passion, and sustained efforts of the YHP teams on the ground. Their ability to engage meaningfully with youth, adapt to local contexts, and deliver with empathy and purpose has been instrumental in creating safe spaces and lasting change.

At AstraZeneca, our Purpose is to push the boundaries of science to deliver life-changing benefits for patients and society, and we are proud to stand alongside Plan India in advancing health equity and investing in a healthier, more equitable future for young people across India.

**Dr. Ajay Sharma**

Director- Corporate Affairs,  
AstraZeneca



“

Plan India has played a transformative role in shaping the WASH Institute (WASHi) into a nationally recognized leader in water, sanitation, and hygiene. Their institutional, financial, and technical support enabled WASHi to establish itself, strengthen academic and training programmes, and contribute significantly to India's sanitation agenda. With Plan's backing, WASHi conducted large-scale trainings for government officials, engineers, and NGOs, pioneered ecological sanitation courses, and developed multilingual modules, IEC materials, and films that continue to influence the sector. The collaboration also led to WASHi's recognition as a Key Resource Centre by the Government of India, expanding its reach across states. At the grassroots, Plan-supported projects in Rajasthan and Kerala delivered total sanitation models, benefiting thousands of households and schools. By supporting knowledge products, campaigns, and infrastructure, Plan India not only enhanced WASHi's capacity but also amplified its visibility, credibility, and long-term impact nationwide.

**Dr. Arumugam Kalimuthu**

Executive Director  
Water, Sanitation and Hygiene Institute (WASH Institute)





## PARTNERS AND FRIENDS





# UPDATE ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

## POSH Return submitted for the year 2024

Number of complaints received in the year 2024

Nil

Number of complaints disposed off in the year 2024

Nil

Number of cases pending for more than 90 days

Nil



Number of awareness programmes or workshops conducted to create sensitization on this law in the year 2024

POSH law and Plan India policy awareness is part of our Induction Programme for all new joiners

Capacity building of ICC on 26th July 24

Refresher session for field staff, Delhi on 4th September 24

Refresher session for all India staff on 20th December 24

Nature of action taken by the employer in the complaints in the year 2024

Nil

\*January - December 2024

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## AWARDS AND RECOGNITION

### Plan India's Certifications

(i) Great Place to Work®

(ii) Top 20 India's Best NGO to work for

(iii) Top 50 mid-size India's best workplace for women

Recognised by Great Place To Work® India



Dr. Komal Goswami, Chief of Party for Reckitt projects at Plan India, was honored as the **Emerging Women and Child Health Impact Champion** at the **8th CSR Health Impact Awards**

- August 7, 2024

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Mohammed Asif was recognized as the **Global Public Health Advocacy Leader** at the **IHW Global Leaders Awards** in Dubai  
- September 25, 2024



Plan India honored with the **Equity and Inclusion Leadership Award in Healthcare** for its work in promoting accessible health services  
- September 25, 2024



Plan India receives the **Mahatma Gandhi Award for Social Good and Impact** for the project Self Care for Mothers and Kids Under Five, supported by Reckitt  
- October 1, 2024



- i) Plan India recognized as one of **India's Top Places to Work for Women 2024** by **Great Place to Work® India**.  
- October 4, 2024
- ii) Plan India recognized among **India's Top 20 NGOs to Work For 2024** by **Great Place to Work® India**.  
- October 10, 2024



Plan India recognized among the **Top 10 Most Impactful NGOs of the Year 2024** at the **Indian CSR Awards 2024**  
- November 30, 2024



Plan India wins big at the **Digixx 2025 Awards**, receiving two Golds and a Bronze under Reckitt's thought leadership.  
- March 23, 2025

# FINANCIAL DISCLOSURE

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 \(planindia.org\)](#). The consolidated statement of financial position should be read in conjunction with the accompanying notes of accounts and schedules.



Scan to access the complete financial report

## Balance Sheet as on March 31, 2025

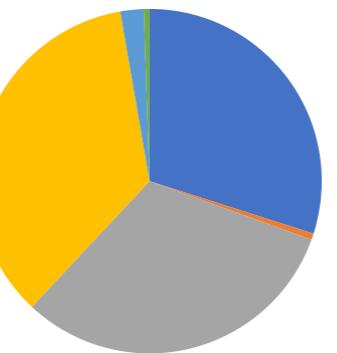
	As on March 31, 2025			As on March 31, 2024			(all amount in Rupees)
	FCRA	NFCRA	Total	FCRA	NFCRA	Total	
<b>SOURCES OF FUNDS</b>							
a) General Funds	-	7,03,26,274	7,03,26,274	-	6,07,08,461	6,07,08,461	
b) Corpus Funds	23,00,305	6,05,22,112	6,28,22,417	23,00,305	6,05,22,112	6,28,22,417	
c) Restricted Funds	11,19,28,183	66,52,052	11,85,80,235	11,13,92,368	84,66,262	11,98,58,630	
	<b>11,42,28,488</b>	<b>13,75,00,438</b>	<b>25,17,28,926</b>	<b>11,36,92,673</b>	<b>12,96,96,835</b>	<b>24,33,89,508</b>	
<b>Non-current liabilities</b>							
a) Long term provisions	-	39,88,815	39,88,815	62,58,870	50,929	63,09,799	
		<b>39,88,815</b>	<b>39,88,815</b>	<b>62,58,870</b>	<b>50,929</b>	<b>63,09,799</b>	
<b>Current liabilities</b>							
a) Trade payables	2,54,726	2,36,31,994	2,38,86,720	71,91,575	4,67,00,691	5,38,92,266	
b) Other current liabilities	2,32,81,257	8,40,17,144	10,72,98,401	6,58,47,820	11,94,60,288	18,53,08,108	
c) Short term provisions				1,39,522	-	1,39,522	
	<b>2,35,35,983</b>	<b>10,76,49,138</b>	<b>13,11,85,121</b>	<b>7,31,78,917</b>	<b>16,61,60,979</b>	<b>23,93,39,896</b>	
<b>Total</b>	<b>13,77,64,471</b>	<b>24,91,38,391</b>	<b>38,69,02,862</b>	<b>19,31,30,460</b>	<b>29,59,08,743</b>	<b>48,90,39,203</b>	
<b>APPLICATION OF FUNDS</b>							
<b>A. Non-current assets</b>							
a) Property, plant and equipment and intangible assets							
i. Property, plant and equipment	2,42,03,440	1,18,31,689	3,60,35,129	2,63,38,654	1,00,01,299	3,63,39,953	
ii. Intangible assets	22,214	-	22,214	37,024	-	37,024	
b) Other long term assets	34,59,004	13,332	34,72,336	56,56,205	2,01,026	58,57,231	
	<b>2,76,84,658</b>	<b>1,18,45,021</b>	<b>3,95,29,679</b>	<b>3,20,31,883</b>	<b>1,02,02,325</b>	<b>4,22,34,208</b>	
<b>B. Current assets</b>							
a) Receivables	-	7,72,684	7,72,684	-	82,26,223	82,26,223	
b) Cash and bank balances	10,41,40,275	22,64,90,756	33,06,31,031	15,32,12,102	26,05,76,350	41,37,88,452	
c) Short Term Loans and Advances	33,71,101	13,98,289	47,69,390	25,60,811	1,44,71,932	1,70,32,743	
d) Other current assets	25,68,437	86,31,641	1,12,00,078	53,25,664	24,31,913	77,57,577	
	<b>11,00,79,813</b>	<b>23,72,93,370</b>	<b>34,73,73,183</b>	<b>16,10,98,577</b>	<b>28,57,06,418</b>	<b>44,68,04,995</b>	
<b>Total</b>	<b>13,77,64,471</b>	<b>24,91,38,391</b>	<b>38,69,02,862</b>	<b>19,31,30,460</b>	<b>29,59,08,743</b>	<b>48,90,39,203</b>	

## Income and expenditure account for the year ended March 31, 2025

	For the year ending March 31, 2025			For the year ending March 31, 2024			(all amount in Rupees)
	FCRA	NFCRA	Total	FCRA	NFCRA	Total	
<b>(A) Income</b>							
Grant and donation income	58,87,04,460	1,09,67,52,600	1,68,54,57,060	77,69,16,807	1,21,11,24,556	1,98,80,41,363	
Other Income	2,41,244	90,37,399	92,78,643	8,448	1,95,45,943	1,95,54,391	
<b>Total Income</b>	<b>58,89,45,704</b>	<b>1,10,57,89,999</b>	<b>1,69,47,35,703</b>	<b>77,69,25,255</b>	<b>1,23,06,70,499</b>	<b>2,00,75,95,754</b>	
<b>(B) Expenditure</b>							
Material purchase expenses	6,81,10,094	4,60,49,339	11,41,59,433	15,94,52,454	7,04,54,853	22,99,07,307	
Payment to NGO partners	-	20,77,98,563	20,77,98,563	-	50,96,69,732	50,96,69,732	
Employee benefits expenses	27,50,91,543	27,60,10,554	55,11,02,097	28,56,86,136	18,13,92,605	46,70,78,741	
Depreciation and amortization expense	41,17,587	35,36,156	76,53,743	45,04,542	32,78,831	77,83,373	
Technical and service consultancy/contractor expenses	13,92,96,339	42,11,16,233	56,04,12,572	16,46,42,098	34,34,05,658	50,80,47,756	
Other expenses	10,17,94,326	14,34,75,554	24,52,69,880	17,44,75,181	8,98,06,207	26,42,81,388	
<b>Total Expenditure</b>	<b>58,84,09,889</b>	<b>1,09,79,86,399</b>	<b>1,68,63,96,288</b>	<b>78,87,60,411</b>	<b>1,19,80,07,886</b>	<b>1,98,67,68,297</b>	
<b>(c) Excess of income over expenditure for the year (A) - (B)</b>	<b>5,35,815</b>	<b>78,03,600</b>	<b>83,39,415</b>	<b>- 1,18,35,156</b>	<b>3,26,62,613</b>	<b>2,08,27,457</b>	
<b>(d) Transfer from Funds</b>	<b>11,36,92,676</b>	<b>12,96,96,833</b>	<b>24,33,89,509</b>	<b>12,55,27,832</b>	<b>9,70,34,220</b>	<b>22,25,62,052</b>	
<b>(e) Balance carried to general and restrictive fund account (c) + (d)</b>	<b>11,42,28,491</b>	<b>13,75,00,433</b>	<b>25,17,28,924</b>	<b>11,36,92,676</b>	<b>12,96,96,833</b>	<b>24,33,89,509</b>	

FY 24-25

Income ratios by category of donors



Grants from Plan International Inc	30%
Gift in kind	1%
Corporate donations	31%
Institutional donations	35%
Individual Donations	2%
Interest and Corpus Income	1%

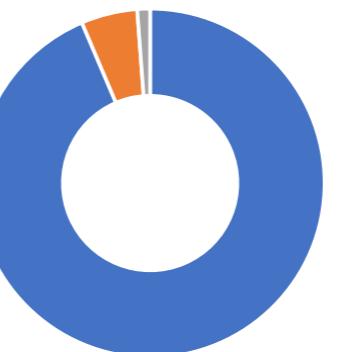
Income ratios by FC vs NFC funds



FCRA Income	35%
NFCRA Income	65%

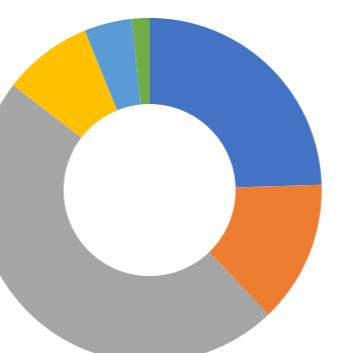
Expenditure ratios

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 24-25, 93.6 % of the spend was against the programmes, 5.2 % was for the administrative and 1.2 % was for the fund raising activities.



Program expenses	93.6%
Administration expenses	5.2%
Fundraising expenses	1.2%

Programme expenses ratios by thematic area



Inclusive and Quality Education	25%
Skills and Opportunities for Youth Employment and Entrepreneurship	13%
Sexual and Reproductive Health and Rights	48%
Protection from Gender Based Violence	8%
Inclusive and Quality Nutrition	4%
Resilience in Emergencies</	

## Notes

## 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.



[www.planindia.org](http://www.planindia.org)

1, Zamrudpur Community Centre, Kailash Colony, New Delhi-110048  
Email: [planindia@planindia.org](mailto:planindia@planindia.org)

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