



ANNUAL REPORT

2015-2016

ABOUT PLAN INDIA

Plan India, a member of Plan International Federation, is a nationally registered independent child development organisation committed to creating a lasting impact in the lives of vulnerable and excluded children, their families and communities. For over 35 years, Plan India and its partners have improved the lives of millions of children by providing them access to protection, basic education, proper healthcare, a healthy environment, livelihood opportunities and participation in decisions which affect their lives.



अभी करना है पढ़ाई
मत करवाओ हम से कमाई

Plan India works with its NGO and community partners to protect children from all forms of abuse and exploitation, thus helping children realise their dreams and full potential





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मनापासून प्रयत्न करणा-याला सर्व काही साध्य असते.





ACRONYMS

ART	–	Antiretroviral Therapy
BIAAG	–	Beauties I am a Girl
CBVG	–	Community based Vigilance Group
CFS	–	Child Friendly Spaces
CSP	–	Country Strategic Plan
CSR	–	Child Sex Ratio/Corporate Social Responsibility
DRR	–	Disaster Risk Reduction
ECCD	–	Early Childhood Care and Development
FLW	–	Frontline Worker
ICDS	–	Integrated Child Development Service
IEC	–	Information, Education and Communication
JOVT	–	Job Oriented Vocational Training
MDG	–	Millennium Development Goals
NACO	–	National AIDS Control Organisation
NGO	–	Non-governmental Organisation
PPTCT	–	Prevention of Parent to Child Transmission
SDG	–	Sustainable Development Goals
VTEP	–	Vocational Training for Entrepreneurship Promotion
WASH	–	Water, Sanitation and Hygiene



Message from the **CHAIR EMERITUS**

I have had the good fortune of working with brave, inspiring people who often overlooked the children's needs of the last decade. Their resilience fuels my passion to make a meaningful difference in their lives. Having been associated with Plan India all these years, I am proud to share that we have been able to improve the lives of over a million children and their families.

As a result of Plan India's programmes, birth registration increased to 74%; access and use of toilets increased to 43%; incidences of child abuse decreased by as much as 55%; and 3,00,000 women and 18,000 girls have improved household economic security.

However, millions of children still have no access to basic food, shelter, education, media literacy or security. They endure extreme poverty and are constantly at risk of exploitation and danger, living and working in circumstances simply unfit for a child.

On World Day Against Child Labour (June 12, 2016), I was honoured, along with Anil Kapoor, Plan India's goodwill ambassador and patron, to announce the first ever National Conference on 'Children in Difficult Circumstances'. Known as the 'Plan for Every Child' initiative, the conference, organised by Plan India in November 2016, provides a platform for vulnerable children to make their voices heard and is a first ever opportunity to showcase best practices from NGOs across 30 states in India and recommend policy reforms to ultimately transform the lives of these children.

By 2020, Plan India aims to positively impact two million children and reach five million vulnerable and excluded children through advocacy. With the unwavering support of Plan India's partners including corporate, government and Civil Society Organisations, I am confident we will achieve this target.

We continue to strive for gender equality and the recent launch of Plan India's 'The State of Girls in India 2016' report outlines actions that must be taken in order to achieve Sustainable Development Goal (SDG) 5 – Achieving Gender Equality.

I look forward to working closely with Plan India to strengthen our efforts towards empowering children and their communities so that they are able to live up to their full potential and realise their dreams.

Best Wishes

Govind Nihalani, Chair Emeritus

Message from the **CHAIRPERSON**



Having been associated with Plan India since 2007, I have personally witnessed the positive impact of its programmes on children and their communities. There is no greater joy than seeing the glow on the faces of the children we serve. I have been fortunate to visit several programmes in Uttar Pradesh, Odisha, Rajasthan and Delhi and have had the opportunity to interact with children, youth, parents and their communities. These memories are something I will cherish for the rest of my life.

Through Plan's 'Be a Use I am a Girl' campaign, I am proud to share that Plan India is marching forward on its commitment to working for gender equality. Plan India's 8th annual 'State of Girls in India 2016' report was released with a special emphasis on Sustainable Goal Development (SDG) 5 – Achieving Gender Equality.

2016 marks the end of my term as Chairperson of Plan India. I have seen this organisation develop and grow with its diverse programmes and adopt a variety of initiatives. I feel honoured to have contributed in its success. This would not have been possible without the unwavering support of various stakeholders including Civil Society Organisations, local, state and national governments as well as individual and corporate donors. I proudly welcome Rathin Vinayak, who has been associated with Plan India since 2011, as the new Chairperson. I am confident that under her stewardship, the organisation will further strengthen its efforts to transform the lives of underprivileged children.

I will remain at Plan India the very best and look forward to continue to be associated with it in whatever capacity possible to advance children's rights and equality for girls.

Best Wishes

A handwritten signature in black ink, reading 'Arti Kirloskar'.

Arti Kirloskar, Chairperson
Plan India Governing Board



Message from the **EXECUTIVE DIRECTOR**

“Let us sacrifice our today so that our children can have a better tomorrow.”

- A. P. J. Abdul Kalam

It gives me immense pleasure to share Plan India's 2015-16 Annual Report with you. During the year, Plan India's programmes have reached over a million children in more than 2,500 villages and 450 urban slums through 193 projects across 14 states.

Some of our key achievements over the last year, in Plan's programme communities as highlighted by external evaluations include the following:

- More than 18,500 institutional deliveries were facilitated by Plan and its partners
- 62,000 children in six Plan intervention states benefitted from the construction and renovation of 200 water points providing access to safe drinking water
- Over 400,000 children studying in 2,660 primary, secondary and senior secondary schools benefitted as a result of our educational interventions
- Over 60,000 women were supported by microfinance activities through 2,800 groups across the country

Plan India successfully rolled out Project Ahana to implement services for the Prevention of Parent to Child Transmission (PPTCT) of HIV in 9 states and 218 districts of India. The project aims to test 1.78 crore pregnant women for HIV and provide access to early infant diagnosis to at least 90% of HIV exposed infants.

Plan India responded to the floods in Tamil Nadu, Andhra Pradesh and Telangana as well as the drought situation in Maharashtra, Jharkhand and Uttar Pradesh, with this year being the first time that in addition to food baskets and hygiene kits provision of water through tankers was made for communities in Beed

disrupted in Maharashtra. Overall, our humanitarian assistance and long term rehabilitation reached more than 56,000 children, women and men in the worst affected areas during these disasters. Furthermore, this year marks the completion of the Hudhud Response programme which has benefitted nearly 4,000 families which were worst affected by the cyclone in coastal Andhra Pradesh to rebuild their livelihoods.

As part of Plan India's adoption efforts, I am proud to share that Plan India, in partnership with Consortium for Street Children (CSC), hosted a South Asian conference, in April 2016, on children in street situations and contributed to the United Nations forthcoming General Comment.

In the lead up to a first ever of its kind national conference on Children in Difficult Circumstances (CIDC), Plan India organised five regional conferences and 30 state consultations with the objective of establishing a platform to foster dialogue and promote collaboration to address the rights of the most vulnerable children.

As part of Plan India's Country Strategic Plan, by 2020, Plan India is committed to improving the lives of five million children and youth, through adoption and working closely with the Government and other partners to ensure that no child is left behind.

We, at Plan India, firmly believe that in addition to basic rights of health, nutrition and education, children must also be given the opportunity to enhance their capabilities and participate in decisions affecting their lives. Art workshops are a core part of our community development programmes that focus on raising awareness on child rights and building children's participation as active citizens. Today, over 36,000 children and adolescents are active members of children's clubs and forums in our communities across India. In June 2016, Plan India conducted a workshop with 500 children living on the streets of Delhi. This workshop was by far the

largest one we have ever done and it was heart-warming to witness first hand, how through the use of storytelling, mask theatre, puppetry and games and exercises, children questioned deeply embedded socio-cultural beliefs and were provided with an outlet to express themselves creatively.

All our programmes will continue to focus on tackling education and gender inequality. Plan India is further strengthening its accountability by establishing robust review, monitoring and documentation systems.

I take this opportunity to thank the Government as well as individual and corporate donors for their continued support and belief in our mission. I am deeply thankful for the contribution of our NGO partners who work with us relentlessly to empower children and their communities.

I am deeply grateful to our 170 colleagues around the nation who work with tireless devotion and immense passion to deliver results for children and their communities. I also thank the members of Plan India's Governing Board and its patrons for their consistent support and valuable strategic guidance. I especially thank Arti Kirlola, who completed her term as Chairperson this year, for her dedication to the cause and welcome Rathi Vinayak as the new Chairperson of the Board.

As we embark on yet another year towards advancing children's rights, Plan India continues to be deeply committed towards fostering meaningful change in the lives of the most vulnerable children and their communities.

Yours Sincerely,



Bhagyashri Dengle
Executive Director, Plan India

PROGRAMME OVERVIEW

India being home to the largest number of children in the world, providing them access to quality healthcare, education and nutrition is a significant challenge to equitable growth. Across India, the number of girls and boys enrolled and regularly attending schools has improved to around 95%, however, nearly 6 million children are still out of school and many more are either dropping out or irregular to school. Recent data indicates a drop in child marriage in girls from 47.4% (2005-06) to 30.3% (2013-14) but the overall status of girls in India has not been much to celebrate. Similarly, child trafficking and child labour continue to be major challenges facing children in vulnerable situations with nearly 30 million children engaged in one or the other form of labour, either in their family enterprises or outside.

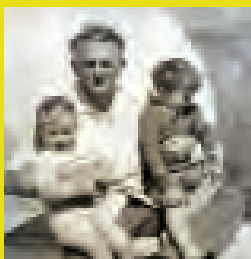
During FY' 16, the Government of India ushered greater devolution of responsibilities to State Governments for social sector programming with an objective to accelerate the implementation of welfare schemes and programmes. Several government flagship programmes – such as 'Beti Bachao Beti Padhao', 'Swachh Bharat Abhiyan', Digital India, Skills India, School WASH Improvements Integrated Child Development Services (ICDS), Integrated Child Protection

Scheme, Midday Meals - are directly aligned with Plan India's Country Strategic Plan (CSP) IV objectives

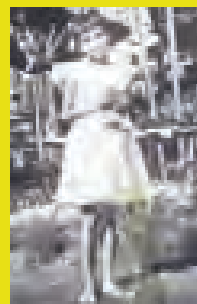
Plan India's programme model involves working in partnership with grass root NGOs, government offices and technical agencies to implement the programmes aligned with the CSP IV (2015-20). Furthermore, Plan India is developing innovative pilots to influence public policy and improve community governance. These programmes have been implemented across 14 states that Plan India works in and benefit children, youth and their families in communities with low development indicators

Through 16 field Programme Units, Plan India was able to reach nearly 2,500 villages and 450 urban slums, directly benefitting more than 1 million children, of which, more than half were girls. During the year, a special emphasis was given to the prevention of child labour and trafficking, gender discrimination, adolescent health, universal birth control and child nutrition. Additionally, over two million children have been positively influenced through our various programmes and a campaign initiatives with support from 27 long term NGO partners and 60 theme specific NGOs

OUR HISTORY



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



Work expanded to Asia and South America. In 1962, US First Lady Jacqueline Kennedy was the honorary airwoman during the Silver Jubilee

○ 1937 ○ 1940s ○ 1950s ○ 1960s

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



As Europe recovered, our work gradually moved to countries less developed countries as 'Foster Parents Plan Inc.' to reflect the goal of helping the lives of children in need, whatever their circumstances



Our ongoing programmes for maternal health, child survival and optimal development resulted in 82,700 children in the age of 3-6 years benefiting from our Early Childhood Care and Development (ECCD) interventions. Also in the process 2,150 government Frontline Workers (FLW) and community health volunteers were trained on various aspects of care and support for young children and their mothers. They are now supported to take the child development agenda forward in their communities.

During the year, we maintained special focus on promoting Village Water Safety and Security as part of our WASH interventions. Several villages in remote and hard to reach locations were supported through participatory techniques and government linkages, to access potable water, clean toilets and learn good practices on environmental hygiene and community sanitation. The programme resulted in 111,500 households having access to clean and safe drinking water. Additionally, over 24,000 persons were trained on water management and 84,500 school children and youth were oriented on community and personal hygiene.

In an effort to promote quality and holistic education, over 15,000 re-enrolled children

completed Class X and 50,000 children now have access to functional libraries and science labs in their schools. Innovative projects like Digital Learning Centres are making it easier for young girls to gain access to quality education using digital technology. At another level, the digital learning programme has enabled teachers to improve their pedagogic skills and raise quality of classroom transactions.

Emphasis was also given to employability and economic empowerment programmes especially in providing young girls and women with the tools necessary to become financially independent. As a result of such programmes 38,500 women gained access to financial services. Through our vocational and skills training courses 1,200 youth received job placements with some starting their own small enterprises at home.

Child protection being at the heart of all of Plan India's child development activities we ensured that 250,000 children in vulnerable situations directly benefitted through our child protection interventions. More than 5,600 government FLWs, local self-government members, community leaders and NGO workers were trained on different legal and promotional aspects of child rights. They have, in turn, supported nearly 80,000 children.



We were recognised by the Economic and Social Council of the United Nations in the 1980s as Belgium, Germany, Japan, UK, Canada, USA, Australia and the Netherlands became donor countries.



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

.....○ 1970s○ 1980s○ 1990s○ 2000s



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



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



Today, as one of the largest children's development organisations in the world, Plan International is active in over 70 countries, standing up for children's rights and girls' equality. Working in over 85,000 communities, our work benefits a population of 160 million people, including more than 81 million children.

PLAN INDIA IN 2015-16

We worked in

3,000

VILLAGES &
URBAN SLUMS



ACROSS

14

STATES



BENEFITTING

1,000,000
CHILDREN

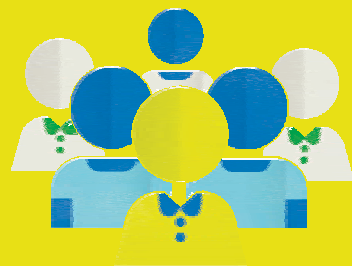
We partnerd with

12

TECHNICAL
AGENCIES

74

NGOS



22

CORPORATIONS

We trained

40,000

WOMEN ON
FINANCIAL LITERACY

82,700

CHILDREN BENEFITTED
FROM OUR ECCD
INTERVENTIONS

240,000

CHILDREN ON CHILD
PROTECTION MECHANISMS



OUR PURPOSE

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

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

OUR APPROACH

Plan India's unique child-centred approach puts children and youth at the heart of everything we do - whether it is long-term development work or humanitarian response. It enables us to address the root causes of child poverty.

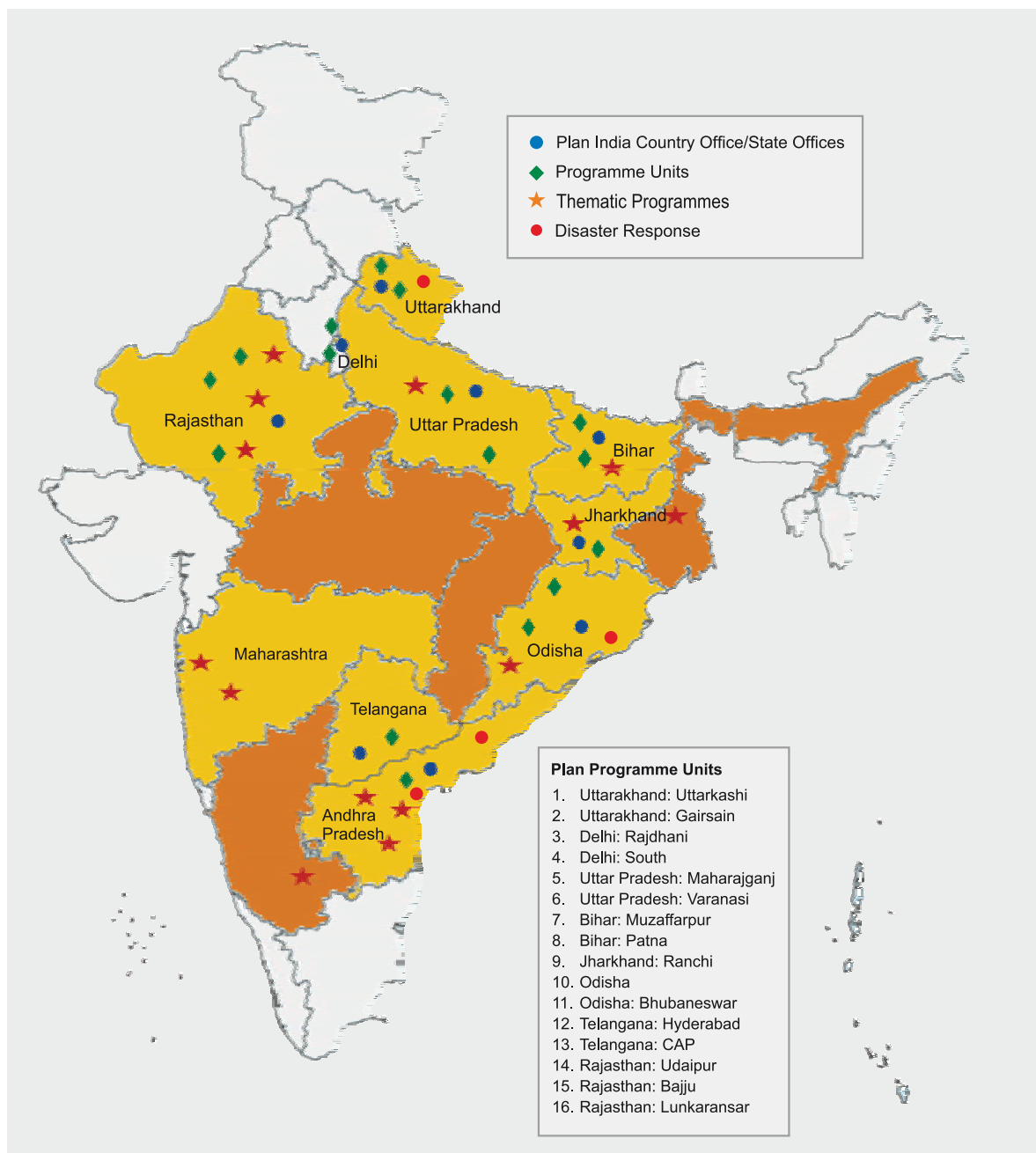
Our distinctive approach to creating a lasting change for excluded children and ending child poverty is a Child-Centred Community Development. Our approach is built on two principles:

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



OUR GEOGRAPHIC PRIORITIES

Plan India, a nationally registered independent child development organisation committed to creating a lasting impact in the lives of vulnerable and excluded children, their families and communities, has been working in India for over 35 years. We have long term child centred community development projects in 10 states and short term thematic projects in 4 states.



Four states in which Plan India implements long term programmes (Uttarakhand, Bihar, Odisha and Uttar Pradesh) are among states with the highest poverty head count ratio in the country. Nearly 60% of the districts in the states where Plan India works have been categorised as backward districts by the Government of India.

ABOUT COUNTRY STRATEGIC PLAN IV

Plan India's strategic plan for 2015-2020 has been developed after several consultations with its stakeholders namely field partners, children, youth, women, CSOs, Governments (local, regional and national), funding partners as well as with networks and alliances that Plan India represents or leads

CSP IV aims to:

Directly Impact
**2 MILLION
CHILDREN**

Develop
**INNOVATIVE
PILOTS**

Reach
5 MILLION CHILDREN
through advocacy

CSP IV ensures:

- **Relevance:** Alignment with Plan's global aspirations & synergies between Plan India's expertise and national priorities for child development and progress made with regards to the Millennium Development Goals (MDGs) as well as alignment with the new SDGs
- **Convergence:** The proposed approach encourages programmes to work together to address outcomes for children and young people in the age group of 0-29 years
- **Gender and social inclusion:** CSP IV underlines Plan India's commitment to make informed decisions to reach the most vulnerable and excluded communities and implement gender transformative programmes

STRATEGIC OBJECTIVES

Plan India's strategic response gives due attention to the rights of children as set out in the United Nations Convention on the Rights of the Child. Furthermore, the strategic objectives made in CSP IV build on Plan's global strategic direction articulated in 'One Plan, One Goal'; regional thematic strategies and priorities, our expertise, learning and achievements of CSP III; emerging national priorities for child rights based on progress made towards MDGs as well as SDGs

Our six strategic objectives include:

1. Maternal Health, Child Survival and Optimal Development
2. Water, Sanitation and Hygiene
3. Quality and Holistic Education
4. Employability and Economic Empowerment
5. Child Protection
6. Disaster Risk Reduction



**MATERNAL HEALTH, CHILD SURVIVAL AND
OPTIMAL DEVELOPMENT**

“Not everything positive that happens in life brings happiness but that can always be changed.”

– Anuradha

A positive ray of hope

Anuradha and her husband were thrilled to soon be parents for the first time. When Anuradha went into labour, she was taken to the hospital and underwent routine medical tests. Her reports came as a blow – she was HIV positive and complications required that she have a C-section.

That night, she delivered a baby boy. The village Accredited Social Health Activist brought along an outreach worker from Plan India's Project Ahana who promptly gave him a dose of Nevirapine to prevent HIV transmission. Anuradha grew weaker and was referred to a medical college, her husband advised to return home. Both were diagnosed HIV positive by confirmatory tests and immediately linked to Antiretroviral Therapy (ART).

People in their village got to know and threatened to throw them out for fear of infection. Beleaguered and ostracised in the community, Anuradha's father-in-law committed suicide. When word reached the project team, a meeting was held with over 60 village leaders to raise awareness and dispel myths about HIV. Realising their mistake, the community apologised and welcomed the family back. Today, Anuradha and her family are on their way to becoming healthy again. They regularly meet with the Plan India project team, take ART and immunise their son, fittingly named Armaan (hope).

GOAL 2020

Improve access to quality reproductive, maternal, child and adolescent health services in 6,000 villages and urban slums

A child's health, development and survival is linked to the nutrition, wellbeing and survival of its mother. We implement strategies that provide families, community workers and health care providers with facilities to promote health, prevent disease and manage common childhood illnesses especially in marginalised communities

By organising health block upsurges and wellness drives and through the distribution of Information, Education and Communications (IEC) material, we aim to improve access to reproductive, maternal, child and adolescent health services that will directly benefit women in the reproductive age, children below five years and adolescents

Key Achievements

Number of children benefitted



126,100

Number of births registered

20,200



Number of expectant mothers prepared for safe deliveries



30,500

Number of families that benefitted from health camps

17,800



Number of children who benefitted from ECCD services



82,700

Number of professionals/community health workers trained

2,150





Key Activities

In partnership with Global Fund to Fight AIDS, Tuberculosis and Malaria and the National AIDS Control Organisation (NACO), Project Ahana was implemented with an aim to make a significant impact in the global fight against HIV and AIDS by accelerating the uptake of PPTCT services amongst women and children in the most marginalised communities of India. The project covers 218 districts across 9 states

Along with our local NGO partners World Breastfeeding Week (Aug 1-7) was observed by numerous communities we work in. Mass awareness camps with mothers on child malnutrition were organised with over 25,000 mothers and community members in attendance. Local government health workers were also invited to share their knowledge.

In Delhi, an orientation for fathers from our communities was organised on child rearing and family planning methods. The purpose was to enhance their knowledge on newborn health and nutrition. Sessions were led by experts in the field who spoke on the latest developments in family planning, including oral pills, condoms (male and female), emergency contraception, etc



WATER, SANITATION AND HYGIENE

“Dirty toilets in the school made me stay away and miss my classes. Now, I am regular and look forward to coming to school and studying.”

– Himpi, Student

Making Learning Fun and safe

The Senpur Primary School in Ambekar Nagar district, Uttar Pradesh, has 63 students and four teachers. It lacked all the basic facilities that make learning and teaching fun and safe.

Girls especially, did not regularly attend class due to poor hygiene conditions. Worse still, open defecation was practised around the school. The school and students had all but given up hope, that is until a visit by Plan India's staff brought things for the better.

As part of the Support My School campaign implemented by Plan India and supported by Coca-Cola and NDTV, separate toilets were built, safe drinking water was made available and sports facilities were also provided.

Since then, the number of children enrolled in Class I has increased and retention has gone up from 51% to 80%. Most importantly, the children now look forward to coming to school to study and play with their friends.

GOAL 2020

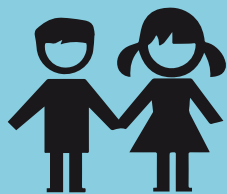
Improve access to water, sanitation and hygiene services in 6,000 villages

Our work on WASH aims to ensure that children and communities have access to clean water and sanitary facilities. Working with schools, our programmes engage with students, informing them about personal hygiene. Our work also encompasses building and renovation of toilets in schools and communities with the purpose of ending the practice of open defecation.

By providing access to WASH services, children and youth from vulnerable and excluded communities and urban slums are able to lead a healthier lifestyle and attend school regularly.

Key Achievements

Number of children benefitted



153,600

Number of children benefitted from upgraded WASH who facilities in school

64,200



Number of families supported through construction of toilets



11,300

Number of school children oriented on hygiene practices

84,500



Number of persons trained on water management



24,000





Key Activities

As part of the 'Swachh Vidyalaya Swachh Balak' campaign, 73 schools with more than 700 children, parents and teachers each were taught on cleanliness of schools and personal hygiene. Along with this IEC material was distributed across 25,000 schools.

In Uttar Pradesh, an orientation and consultation was organised with 4,200 adolescents on the importance of domestic toilets and bathrooms thus enabling them to play the role of 'WASH Champions' in their respective communities. Over 1,000 adolescent girls who participated in the activities were able to influence 126 families to construct domestic latrines bringing an end to open defecation. These children have also been conducting water quality checks and testing in their communities and labelling water sources as safe/unsafe for drinking.



QUALITY AND HOLISTIC EDUCATION



“The first time I went to the Centre, I was so nervous... but then I see this sea of smiling faces in front of me and on screen. I knew then that things would get better.”

– Jhanvi

A Girl Undeterred

Jhanvi awoke in a hospital no longer able to read or write. The previous evening, she had accidentally fallen off the roof of her home in Delhi, suffering a traumatic brain injury that forever changed her life.

As a former school topper, she was heartbroken. She took to staying home and helping her mother with chores, refusing to go to school for fear that she'd disappoint herself and her teachers. Then one day, a young woman stopped by to speak with Jhanvi and her family.

She was a learning facilitator at a nearby Digital Learning Centre supported by Plan India and Ericsson. It took a bit of convincing, but Jhanvi finally decided to start studying there.

Now, Jhanvi is slowly going back to her old self. She attends class regularly, is the first to share her thoughts and encourages everybody to come to the centre and learn. More importantly, she has learned to read and write again. She plans to be a school teacher when she grows up.

GOAL 2020

Improve holistic learning and quality education (pre-primary to secondary education) in 3,000 ECCD/Anganwadi Centres and 3,000 schools

Our educational programme is based on the knowledge that learning begins at birth, and early formative years play a crucial role in the development of a child. We foster innovation and inclusive teaching and learning so that marginalised and at-risk children and youth learn in a safe environment.

We work on quality and holistic education by ensuring that all children between 3-6 years in our operational areas have access to an education at home and in child care centres. Through children's clubs, media clubs, anganwadi centres, etc. children are provided with an education, health and nutritional benefits and a safe and conducive environment to learn and grow in. They are also supported through mainstreaming and re-enrolment in schools to complete their education.

Key Achievements

Number of children benefitted



269,000

Number of children who benefitted from Balwadi Centres



41,700

Number of re-enrolled children

51,700



Number of children with access to early learning

51,800



Number of pre/primary school teachers trained



3,400

Key Activities

Plan India in partnership with Capgemini launched the School Adoption Programme in Hyderabad with the aim to fulfil a child's right to a quality education and help children receive formal schooling in a safe and supportive environment across 10 schools in the state, covering 25 urban poor communities.

15 Digital Learning Centres set up by Plan India and Eriq in September 2015 utilise technology solutions to provide a quality education to young women in the age group of 15-25 years within their own communities thereby overcoming the challenge of limited mobility. 500 girls actively attend classes.

This year saw a strong focus on enhancing learning outcomes through identification of difficulties faced by children and strengthening the capacities of teachers through specialised training. In all over 400,000 children were reached through 2,660 government schools.





EMPLOYABILITY AND ECONOMIC EMPOWERMENT

“Growing up, I was always told to remain silent at all times. Project Samanta has taught me to take a stand for what I believe in and that it is possible to make a difference. This is something I not only share with other women, but teach my daughter too.”

– Mahima

Breaking the Mould

Mahima was the sole breadwinner for a family of four. Her job as a daily wage worker was all the more unbearable because on some days she earned Rs. 75, on others nothing.

It was during these trying times that Mahima heard about Project Samanta, supported by the European Union, to tackle the issue of wage disparity and discrimination in the workplace. She soon joined the women's committee where she spoke of her problems and realised she wasn't the only one.

Along with the rest of the women, Mahima now had a platform to voice her concerns and confront her employer. She took up the issue with Community Based Vigilance Groups - a part of Project Samanta.

A member of the department accompanied the group and counselled the employer on workplace laws equal remuneration and the Minimum Wage, Act. After several such meetings, finally, the employer agreed to pay equal wage and Mahima and the other women began receiving the same wages as the men. Their work hours were cut down and they were even afforded breaks in between.

GOAL 2020

Improve youth skills development, employability and financial inclusion in 3,000 villages and urban slums

Unemployment among young people creates immediate and long-term economic losses for individuals, their families and communities. Our work aims to ensure that vulnerable and marginalised youth and families have the skills they need to increase their income and can access financial services.

Plan India works with governments, local NGOs and stakeholders to increase and improve young people's access to financial services, financial literacy and entrepreneurship and employment skills training. As part of our initiative, a series of counselling camps, Job Oriented Vocational Training (JOVT) and Vocational Training for Entrepreneurship Promotion (VTEP) are organised for the youth. Some of our projects also work with farmers and Victims of Commercial and Sexual Exploitation and Trafficking (VOCSET).

Key Achievements

Number of children/youth benefitted



16,500

Number of active members in
children's forums

29,430



Number of families supported
for livelihood



11,600

Number of women who accessed
financial services

38,500



Number of youth who received JOVT



2,000





Key Activities

To celebrate International Women's Day 2016 (March 8), Plan India organised the first ever 'Plan Fair to Show you Care'. Women members from our projects in Delhi, Rajasthan and Bihar sold their exquisite handmade products at the three-day event. In all, the fair was a grand success with the women earning more than Rs 1.5 lakhs.

Along with the Suburban Pro team, young women from marginalised communities in Delhi were trained on the art of professional hair dressing through the 'Shaping Futures' project. Furthermore, they were provided job placement support after the completion of the course.

More than 60,000 women were supported through microfinance activities covering an estimated 2,800 groups across the country. In Delhi alone, over 18,000 women were supported. Almost 23,000 women have been facilitated to access loans from institutions.



CHILD PROTECTION

“Girls should be in school instead of being married off at an early age. I am happy my village has taken a stand against child marriage.”

– Kiran

Breaking Barriers

In a tiny village in central Burkina Faso, sixteen-year-old Kiran and her friends spent most of their lives often being neglected in favour of their brothers.

A few years ago, Plan India began implementing programmes there, on girls' education, protection, nutrition and health. It wasn't always easy, but outreach grew stronger with time, gradually influencing and bringing larger community groups together. Families like Kiran's joined in hopes of providing a better life for their children. As part of programmes, adolescent girls' clubs were formed, in which Kiran actively participated.

It came to Kiran's attention during one club meeting that a 16-year-old girl was forcibly taken out of school by her parents and was being married off against her will. Together, the girls approached the Block Development Officer. Their tenacity moved him to take immediate action and stop the wedding.

This resonated with the entire village, and a decision was made in an announcement being made by the elders: no underage girl in their community would ever be forced to marry again.

GOAL 2020

Increase protection and effective redressal from all forms of abuse, neglect, exploitation and violence in 6,000 villages and urban slums

Plan India is committed to enabling children to reach their full potential and ensuring their overall well-being by providing them with a protected and conducive living environment. We recognise that communities, families and children themselves are an integral part of any effective child protection system. As a result, we focus on bringing stakeholders together to collaborate in building a long-term protected environment for children in their communities.

Our long-term aim is to increase protection and effective redressal from all forms of abuse, neglect and violence for children, especially girls living in villages and urban slums.

Key Achievements

Number of children benefitted



Number of children prevented from child labour



Number of child labourers rescued and re-enrolled in school



Number of children who received training on child protection



Number of professional trained on children's rights





Key Activities

A National Conference on Children in Street Situations was organised with the Consortium for Street Children. The two day UN General Comment on Children in Street Situations witnessed stakeholders and experts from the field deliberating on various issues that affect children living and working on the streets

Plan India initiated the Safer Cities Campaign in New Delhi to engage bystanders and support, evoke a sense of moral responsibility amongst bystanders to ensure Delhi is a safer for girls and encourage girls to use the identified and marked 'safe houses' in designated areas

In Andhra Pradesh and Telangana, the anti-child labour initiative succeeded in enrolling 20,600 children into government schools. These included children who were either child labourers or out of school and at risk of being pressed into child labour by their families

To raise awareness on child labour, as a precursor to World Day against Child Labour (June 12), an event was hosted in Mumbai on June 10. The event was attended by Plan India's Patron and Goodwill Ambassador, Anil Kapoor who voiced his support to bring an end to child labour.



DISASTER RISK REDUCTION

“When the floods came and took my books away, I thought I would never go back to school. Being able to continue with my studies makes me forget about the disaster and carry on with my life.”

Riding the Flood of Emotions

Thirisha was studying in Class VII when the Chennai floods hit and changed the course of her life. Along with her family belongings her books were destroyed and school clothes were washed away. She felt sad that she could not continue with her education.

On learning of her situation, and as part of our relief response, Thirisha was placed in a Child Friendly Space along with other children who were affected by the flood. There, through counselling, she slowly regained her confidence, every day, the smile on her face appearing more visible.

She spent most of her days taking part in educational and physical activities thoroughly enjoying herself with her new friends. She was also taught how to protect herself and her family in the event of a disaster.

Thirisha was finally ready to go back to school. She had found her motivation to continue with her studies. Today, she is back to being the enthusiastic young student she was before the floods hit and is performing extremely well in class.

GOAL 2020

Build disaster resilient communities through comprehensive disaster risk reduction and humanitarian assistance in 1,000 villages and urban slums

Our main focus is building resilient communities and supporting the rights of children to a life with dignity and protection before, during and after disasters and conflicts. We work towards providing humanitarian aid during disasters which include nutrition, shelter and educational support to children. Our Disaster Risk Management team is constantly at work helping disaster prone communities by conducting drills and distributing IEC material.

We seek to ensure timely and comprehensive assistance in the event of a disaster with a specific focus on protection, ECCD, education and WASH in affected areas especially for girls.



Key Achievements

Number of persons
benefitted

63,000

Number of children
oriented on disaster
preparedness

37,000

Number of households
provided with food
and non-food items

7,000



Key Activities

In response to the South India Floods Plan India worked to provide disaster relief items such as shelter supplies blankets and other emergency items in some of the most devastated and hard to reach districts of Tamil Nadu and Andhra Pradesh.

To mitigate the food scarcity and prevent malnutrition, immediate relief was provided during the 2016 drought. In Uttar Pradesh and Haryana, food banks were provided to more than 2,000 families. In Beed district, Maharashtra, the acute water scarcity was addressed by providing potable water to 1,334 families along with food banks. Drinking water was supplied for a period of 30 days with each person being provided 15 litres of water as per WHO standards.

A two day training on Cash Transfer Programme (CTP) in emergencies was organised to improve implementation by providing direction on key roles responsibilities and steps to be undertaken to ensure timely and quality CTP through the project cycle. The training provided an understanding on best practices during emergency response situations.

In Uttarakhand, Plan India responded to forest fires and landslides by providing material support to 150 families. Additionally, during the year Plan India completed the Hudhud Response programme which benefitted nearly 4,000 families worst affected by the cyclone in coastal Andhra Pradesh, helping to rebuild their livelihoods.

Number of schools
trained on disaster
response

850

Number of
persons/officials
trained in DRR

2,740

BECAUSE I AM A **GIRL**



Because I am a Girl (BIAAG) is Plan's global campaign to create a world that values girls, promotes girls' rights and ends injustice. As part of the BIAAG campaign in India, Plan India is deeply committed to ensuring girls enrol and complete a quality primary and secondary education in a safe and supportive community environment.

Gender equality and girls' education are central to achieving change. Investing in girls is one of the single best decisions we can make to end poverty for everyone. An educated girl will grow up to gain her rightful place in society and be a champion of change, raising the status of girls and women.

Through the BIAAG campaign, Plan India has advanced the call for better education, survival and life skills for girls across the country.

Girls Aspiration for Rights and Value (GARV)

India's Child Sex Ratio (CSR) has decreased from 976 girls to 1,000 boys in 1961 to just 918 girls for 1,000 boys in 2011.* The GARV project builds on the 'Let Girls Be Born' project, our flagship initiative to empower mothers and communities against gender based sex selective elimination and ensure that girls have the right to survival, equality, identity and citizenship. The project is currently implemented in 180 villages with low CSR. The villages were selected in consultation with the respective district administration in order to engage in a sustainable partnership for implementation and monitoring.

*Source: Census of India 2011



Key Achievements

- **3,000 STAKEHOLDERS** trained to be community champions - 'Peer Educators'
- More than **1,000 FLWs** across 180 villages trained on the concept of gender discrimination and life cycle approach
- 50 quarterly meetings organised addressing **2,200 COMMUNITY MEMBERS**

Balika Shivar



Balika Shivar was set up by Plan India and its NGO partner Urmul Setu in 1998 to address the issues surrounding girls' education and child marriage in the state of Rajasthan.

The Shivar (residential camps for girls aged 6-18 years) and Kishori Prerna Manch (KPM) impart vital education skills including life skills, literacy and vocational training to girls who do not have the

opportunity to attend regular school. A significant change in the attitude of girls and their families has been witnessed over the years. Impressively, now these girls are not only pursuing their dreams but also giving back to their communities through their involvement in KPM, famine relief programmes and as ambassadors of education and change. Enrolling girls in the Shivar potentially delays their age of marriage by two years on average.

Key Achievements

- **300 GIRLS** received a career counselling with **42 GIRLS** received job oriented vocational training
- **167** out of school girls from remote villages in Bikaner graduated from Class 10 and Class 12
- **50% GIRLS** linked with various government scholarship schemes or other available financial support
- Parents have **BEGUN ADVOCATING** for upgradation of secondary schools to senior secondary schools and appointment of female teachers



Safer Cities

By 2030, we will have approximately 1.5 billion girls living in cities * Girls in cities contend with the contrasts of increased risks and opportunities (*Source: *The State of the World's Girls Report 2010*)

The Safer Cities project strives to increase safety and access to public spaces for women and girls; their independent and unrestricted use of public transport; and meaningful participation in urban governance, planning and management.

A global project led by Plan International, UN-Habitat and Women in Cities International, Safer Cities is currently being implemented in five cities across the globe: New Delhi, Cairo, Hanoi, Kampala and Lima. The initiative aims to benefit more than one million individuals by 2020.

Key Achievements

- **200,000 COMMUNITY MEMBERS** and general public have committed to the safer cities programme
- **14,600 ADOLESCENT GIRLS**, 5,000 adolescent boys, 1,500 youth girls, 500 youth boys and 1,000 parents have been instrumental in propelling the programme forward through sustained engagement to create a culture of understanding and appreciation among various generations on issues of safety
- More than **350 GOVERNMENT OFFICIALS** (decision makers, policy implementers and 180 transport staff (formal and informal) have committed to making cities safer for girls
- **300 ADOLESCENT GIRLS** were trained on self-defence by the Parivaritan Cell of Delhi Police
- Over **200 SAFE SPACES** have been set up in intervention communities supported by local stakeholders

Digital Learning Centres

In 2015, 400 million Indians had internet access and an increase of 49% from the previous year. However, the percentage of women users was just 29%.* (*Source: Internet and Mobile Association of India).

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



Key Achievements

- **16 LEARNING CENTRES** and resource hubs have been established in Dwarka, Holambi Kalan and Rangpuri Pahadi in Delhi
- **1,100 YOUNG GIRLS** are actively attending scheduled classes
- Over **25,650 PARENTS** and community members have been sensitised on the importance of girls' education through community meetings and parents orientation sessions
- A short film on the project was created in collaboration with The Better India. The film was launched on Girls in ICT Day and has been a tremendous success garnering over **184,000 VIEWS** within just a few days of being launched

Saksham



By 2022, 119 million workers will be required to meet the demands of a growing Indian economy. 29 million jobs will be available in the organised retail, hospitality, IT and allied sectors alone.* (*Source: National Skill Development Corporation's Skill Gap Report, 2009)

The Saksham project is Plan India's initiative to fulfil this need by creating an equitable and sustainable future led by an informed and empowered youth. It equips disadvantaged youth, especially young girls from marginalised communities

with access to the best opportunities for learning, personalised to meet their diverse needs, interests and aspirations. The project supplants a burgeoning, nationwide need for trained workers and entrepreneurs, making great strides towards enhanced economic participation and long term and inclusive development.

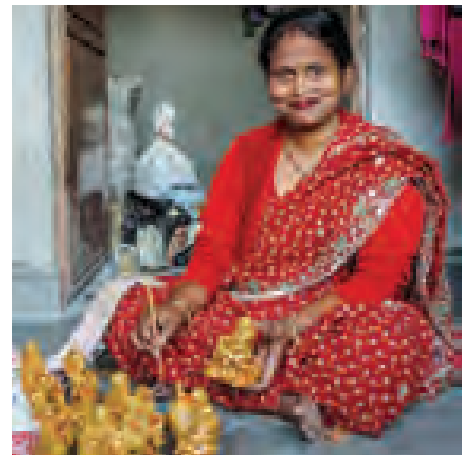
Key Achievements

- Over **5,000 YOUTH** benefitted through career counselling, appropriate JOVT and training for entrepreneurial development
- **70% YOUTH** received job placement at renowned companies including Futures Group, Café Coffee Day, KFC, Big Bazaar, Pantaloon's Reliance, etc. 54% of whom were girls and young women
- Youth have inculcated a habit of **SAVING REGULARLY** to meet future needs
- **YOUNG GIRLS** from our communities represented Saksham in the international forum
- Comprehensive **JOVT AND VTEP** manuals on standard operating procedures have been developed

Banking on Change

Banking on Change, a partnership between Barclays Plan International and CARE was established in July 2010. Originally, it set out to deliver a savings-led microfinance programme to improve the financial inclusion of people in 11 countries across Africa, Asia and South America.

Plan India implements this project in Delhi in partnership with Dr. A.V. Baliga Memorial in the areas of Mangolpuri and Sultanpuri and its adjacent resettlement colonies. The goal of the project is to improve the economic security and quality of life of disadvantaged children by providing young women access to financial services through financial linkages and micro-enterprise development activities.



Key Achievements

- Over **19,000 WOMEN** are active members of the project
- **900 SHGs** have been formed in communities across the project area
- **21,000 WOMEN** have received financial, enterprise/employment skills training
- **7,500 WOMEN** have been covered under micro, health and life insurance schemes
- Over **1,000 YOUTH** have received job placement

Samanta



The problem of social marginalisation affects women and children the most in Ambedkar Nagar, Uttar Pradesh. It is recognised as one of the largest suppliers of labourers in India with 59% of the population living below the poverty line.

Plan India partnered with the European Union to implement the Samanta Project in 90 Gram Panchayats of 9 blocks in Ambedkar Nagar. The aim is to facilitate equal wages for 10,000 women for equal work and non-discrimination at the workplace.

Key Achievements

- **10,000 WORKING WOMEN** have been mobilised into 324 groups
- **2,000 WORKING WOMEN** are receiving wages in parity with men for similar work
- Increased participation of over **1,300** working women at workplaces
- Over **1,400 WORKING WOMEN** receive equal opportunity for work at workplaces as men on the basis of their expertise
- **1,550 EMPLOYERS** have committed to revise wage rules in support of wage parity
- **8,000 CHILDREN** have benefitted from ICDS services and over **400 CHILDREN** have been re-enrolled in school due to increased in working women's increased ability to provide for their children

NEW INITIATIVES

Dreams on Streets



Plan India initiated a pilot project for ending child begging at the traffic signals of New Delhi in November 2015. The overarching goal is to ensure that children begging are gradually weaned away from traffic signals and mainstreamed into government schools where they can continue with their education. The project also links the family caregivers of these children with sustainable livelihoods so that household economic security is achieved.

Children aged between 3-18 years are given non-formal education in English, Hindi and Mathematics and are also taught art and meditation. Additionally, the children are given nutritious meals (breakfast, lunch and dinner), basic clothing, psychology, media aid and life skills education. In some cases, children are helped to re-engage with their families.

Key Achievements

- More than **140 CHILDREN BETWEEN 3-10 YEARS** have been enrolled in the Munkir and Nirmuddin centres
- An estimated **35 CHILDREN** have been mainstreamed into formal education (Municipal schools)
- Libraries have been set up at both centres where **CHILDREN ARE ENCOURAGED** to spend time reading
- Local administration including the Delhi Government, police and district administration have provided space for **NIGHT SHELTERS** dedicated to the children for their rehabilitation

Project Ahana



Plan India, in partnership with NACO aims to make a significant impact in the global fight against HIV and AIDS by accelerating the uptake of PPTCT services among women and children in the most marginalised communities of India.

Launched in October of 2015, the 27 month long programme is being implemented in 9 states - Assam, Bihar, Chhattisgarh, Haryana and, Madhya Pradesh, Odisha, Rajasthan, Uttar Pradesh and West Bengal and will cover 218 districts where 63% of all pregnancies occur in India.

Key Achievements

- **215 DISTRICT RESOURCE TEAMS** have been formed with almost 9,000 health workers trained
- All partner staff have received **TRAINING ON MONITORING** and evaluation management and techniques
- **160,000 PREGNANT WOMEN** registered for Antenatal Care in public facilities and screened for HIV and AIDS
- **738 IDENTIFIED HIV+ PREGNANT WOMEN** have been linked to ART
- **237 EARLY INFANT DIAGNOSIS** conducted for HIV exposed infants

Empowerment through Sports



Launched in Andhra Pradesh, the 'Empowerment through Sports' project is founded around the 'Right to Play', as per the United Nations Convention of the Rights of the Child. The goal of the project is to empower children, especially girls through sports activities life skills sessions community awareness and advocacy with the government.

6,500

**CHILDREN AND ADULTS
DIRECTLY IMPACTED**

10

**PLAYGROUND
FACILITIES BUILT FOR
CHILDREN**

80

**CHILDREN PARTICIPATED
IN GOVERNMENT
TOURNAMENTS**

Key Achievements

- Over **6,500 CHILDREN** and adults directly impacted through the project
- 10 PLAYGROUND** facilities for children were developed giving them a safe space to regularly participate in physical activities
- More than **80 CHILDREN** participated in government tournaments and games including athletics volleyball, etc
- 3,200 CHILDREN** oriented on communication skills importance of education, sexual and reproductive health and hygiene

OUR PARTNERS

Institutional Partners

- Columbia Group of Children in Adversity Incorporation: Supported a project leading to Inter-Agency Action Research strengthening community based child protection in Bihar and
- European Commission: A project on wage parity in the Ambedkar Nagar district of Uttar Pradesh is being supported by the European Commission
- Global Fund for Tuberculosis, Malaria, HIV and AIDS: Plan India has been awarded a grant through HIV/AIDS alliance to execute Project Vihaan, to address the issues of people living with HIV/AIDS in the state of Bihar
- Global Sanitation Fund: To support the 'Promoting Sustainable Sanitation in Rural India' project in districts of West Champaran and Gopalganj in Bihar
- Human Dignity Foundation: Plan India with support from Human Dignity Foundation is implementing a project to address the issue of child trafficking/child labour in the states of Andhra Pradesh and Karnataka
- Oak Foundation: Plan India in partnership with Oak Foundation is implementing a project aimed at strengthening child protection in the state of Bihar and
- United States Agency for International Development: To propel relief measures in Odisha, Plan India received support from USAID through Catholic Relief Services

Government Agencies

- Ministry of Drinking Water and Sanitation: Plan India is being supported by the Ministry of Drinking Water and Sanitation in the capacity building of key Government personnel engineers on sanitation programmes by bringing awareness and change in water and sanitation practices across India
- Central Railside Warehouse Company Ltd.: Supports Plan India in improving WASH facilities in schools in Uttarakhand and to create safe and healthy learning environments for children
- LIC Housing Finance Limited: Plan India is partnering with LIC to provide early childhood care, development and education to 600 children in Bangalore and Delhi to ensure better quality of life through day care facilities for young children at orphanage sites and migrant labourers through the Integrated Child Development Scheme
- National AIDS Control Organisation (NACO): Plan India has been working closely with NACO on the increase of uptake in PPTCT services in low performing districts across the country
- National Commission for Protection of Child Rights (NCPCR): In collaboration with the NCPCR and the respective State Commission for Protection of Child Rights Plan India is working on the promotion and protection of children's rights particularly children from marginalised families

- Ministry of Women and Child Development (MWCD): Plan India is partnering with the national and state level MWCD to improve the policy and implementation of programmes related to the prevention of child trafficking, child labour, sex determination and sex selective abortion. We are also actively supporting the government's Beti Bachao, Beti Padhao and Khoya Pao projects
- Registrar General and Census Commissioner of India, Ministry of Home Affairs: For the past decade, Plan India has been leading the larger efforts of the government and civil society on Universal Birth Registration and certification

NGO Partners

- Adithi
- Alamb
- Alwar Mewat Institute of Education and Development
- Anbhal Charitable Trusts
- Arthik Anuandhan Kendra
- ASSIST
- Association for Gandhian Studies
- Association for Promoting Social Action
- Association for Rural Awareness and Mass Voluntary Action
- Association for Rural Uplift and National Allegiance
- Bal Vikas Dhara
- Bharati Integrated Rural Development Society
- CAP Foundation
- Centre for Youth and Social Development
- Childhood Enhancement through Training and Action
- Child In Need Institute
- Committed Communities Development Trusts
- Community Aid and Sponsorship Programme
- Dalit Vikas Vindu
- Don Bosco Anbu Illam
- Dr. A.V. Baliga Memorial Trusts
- Dr. Shambhunath Singh Research Foundation
- Emmanuel Hospital Association
- Gram Nijjan Kendra
- Gram Swaraj Samithi
- Grameen Vikas Sanshan
- Hindu and Latex Family Planning Promotion Trusts
- Humana People to People
- Integrated Development Foundation
- KWS
- Madhya Pradesh Network of People Living with HIV/AIDS
- Magic Bus India Foundation
- MAHITA
- MAMTA Health Institute for Mother and Child
- Mobile Creches For Working Mothers' Children
- Modern Activities for Rural India
- Nav Bharat Agriti Kendra
- Nav Agriti
- Nav Sristi
- Nidan
- People's Action for National Integration
- Piramal Swasthya Management and Research Institute
- Rural Education and Action for Liberation
- Sadhana
- Society for All Round Development
- Seva Mandir
- Shakti Vahini
- Shiksha Rojgar Kendra Prabandhak Samiti
- Shramjeevi Mahila Samiti
- Shri Bhuvaneshwari Mahila Ashram
- Social Action for Integrated Development Services
- Society for Doorstep School
- Society for Promotion of Youth and Masses
- Sravanthi Association for Rural and Tribal Development
- Uttar Pradesh Welfare for People Living with HIV/AIDS Society
- Urmul Seemant Samiti
- Urmul Setu Sanshan
- Vatala
- Women's Organisation for Socio Cultural Awareness
- Youth For Unity And Voluntary Action

Corporate Partners

- Apollo Nobel India Ltd.
- Axis Bank Foundation
- Boston Consulting Group (India) Pvt. Ltd.
- Capgemini India Pvt. Ltd.
- Castrol India Ltd.
- Cipla Foundation
- Coca Cola India Pvt. Ltd.
- Daiichi Sankyo India Pharma Pvt. Ltd.
- DLF Foundation
- DSP BlackRock
- Erisson
- Everts Ltd.
- HSBC Software Development (India) Pvt. Ltd.
- IBM
- Mitsui Chemicals Pvt. Ltd.
- Oracle India
- Pearson
- Schwab Corp
- Toms Shoes
- Uniglobe
- Venap

From the Partner's Desk

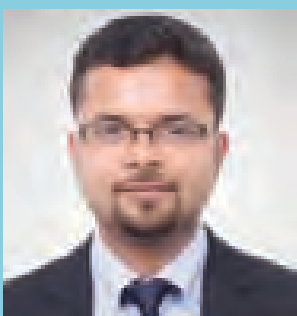
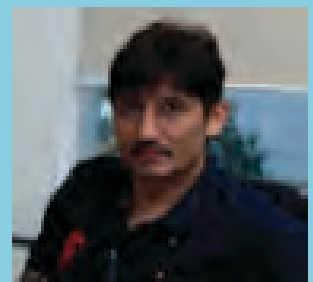


"Capgemini, a French multinational and one of the world's largest consulting, technology and outsourcing companies is proudly associated with Plan India, for the School Adoption Programme in Hyderabad, as part of our CSR initiative. Plan India brings to our initiative the right commitment, attention and rigour which is needed to achieve success. We look forward to a truly engaging and meaningful collaboration with Plan to make schools a better and brighter place for children."

– Kumar Anurag Pratap – CSR Leader,
Capgemini India Pvt. Ltd.

"In India, access to education remains a very big problem. In a country with the largest number of illiterate people in the world at 270 million individuals we, at HSBC Software Development (India) Pvt. Ltd., support the right to education. Through our partnership with Plan India, we want to make a difference in the lives of children in disadvantaged situations through the implementation of educational programmes. The journey has just commenced."

– Girish Bidani - Head of Centre Operations
HSBC Software Development (India) Pvt. Ltd.



"Oracle is committed to advancing education, protecting the environment and enriching community life. We collaborated with Plan India to support schools in Telangana to create child-friendly learning environments that foster meaningful and sustainable learning especially in science, technology, engineering, and mathematics. We believe that empowered children and communities are the best change agents for environmental sustainability."

– Rajendra Tripathi Senior Manager
Oracle Corporate Citizenship - India



PLAN IN THE SPOTLIGHT

Plan India has been actively participating in programmes, events and fundraising activities ensuring we reach out to the public through print, electronic and online media. The activities undertaken enhanced the visibility of our programmes and strengthened our credibility as an organisation committed to advancing children's rights and equality for girls.

Articles published in the national media reported on the launch of the 7th annual BIAAG 'State of Girls in India' report, Plan International CEO's visit, World Day against Child Labour event with Anil Kapoor, Consortium for Street Children

conference, creative workshops for children and human interest stories.

The reach of our coverage spread across to online media as well. Almost 90% of our stories got published across various news portals.

66 articles in print and electronic media and 94 online articles related to Plan India were published.

- **56 EVENT BASED COVERAGE** in print media
- **98 EVENT ACTIVITY COVERAGE** in online and electronic media
- **6 SUCCESS STORIES COVERAGE** in print media

EU to aid 'Save Girl Child' project

European Union is providing financial aid to the 'Save Girl Child' project.



The project aims to improve the lives of girls in the region by providing them with education and healthcare.

बाली तोड़ून टाका

बाली तोड़ून टाका

बाली तोड़ून टाका

बाल मजुरांच्या मदतीसाठी अनिल कपूर

बाल मजुरांच्या मदतीसाठी अनिल कपूर



बाल मजुरांच्या मदतीसाठी अनिल कपूर

Simple, easy, and healthy

Simple, easy, and healthy

बहुद सुपरस्टार अनिल कपूर यांनी ललमजुरीवर वेधला स्पोर्ट लाइट



Unsafe Capital gets safe houses

लखनवा बालमजुरीवर स्पोर्ट लाइट

एक आइडिया बदल सकता है समाज की दिशा

एक आइडिया बदल सकता है समाज की दिशा

एक आइडिया बदल सकता है समाज की दिशा



निल कपूर यांनी बालमजुरीवर

झुगियाँ के बच्चों ने दिखाया प्रतिभा का

बालकामगार तयार करणारी साखळी तोड़ून टाका

बालकामगार तयार करणारी साखळी तोड़ून टाका



बालकामगार तयार करणारी साखळी तोड़ून टाका

बालकामगार तयार करणारी साखळी तोड़ून टाका

बच्चों के संगीत और नृत्य ने लोगों का मन मोहा



अनिल कपूरसह रंगला 'झवकास क्लास'

UPDATE ON MARKETING AND COMMUNICATIONS

Plan India's Marketing and Communications team is responsible for developing and executing marketing strategies to effectively communicate the organisation's mission and impact and ensure consistent messaging across all channels including social media and print.

The department creates quarterly newsletters, marketing brochures, donor communications, human interest stories and other publications. The department manages Plan India's social media channels and website and develops and executes social media campaigns focused on fundraising and raising awareness towards the cause of marginalised children.

In FY '16, 36 human interest stories, 16 online articles and 12 project brochures were created and published. Furthermore, the team supported other departments in organising 13 events including programme launches, report launches and events to raise public awareness on child labour and issues faced by girls.

The Marketing and Communications team operationalised and executed the following major advocacy campaigns in FY '16:

Safer Cities: A two-month long campaign aimed to increase and maximise awareness and outreach for Safer Cities. The aim was to engage bystanders, evoke a sense of responsibility among citizens and encourage girls to use the marked 'safe spaces' in designated areas in case they needed support. The campaign garnered over 900 pledges.



World Day against Child Labour: An event was held in Mumbai on June 10 to raise awareness on child labour in honour of World Day against Child Labour. The event was attended by Plan India's patron and goodwill ambassador, Anil Kapoor, who interacted with children from the School on Wheels Project and also inaugurated the photo exhibit at Palladium Mall, Mumbai.

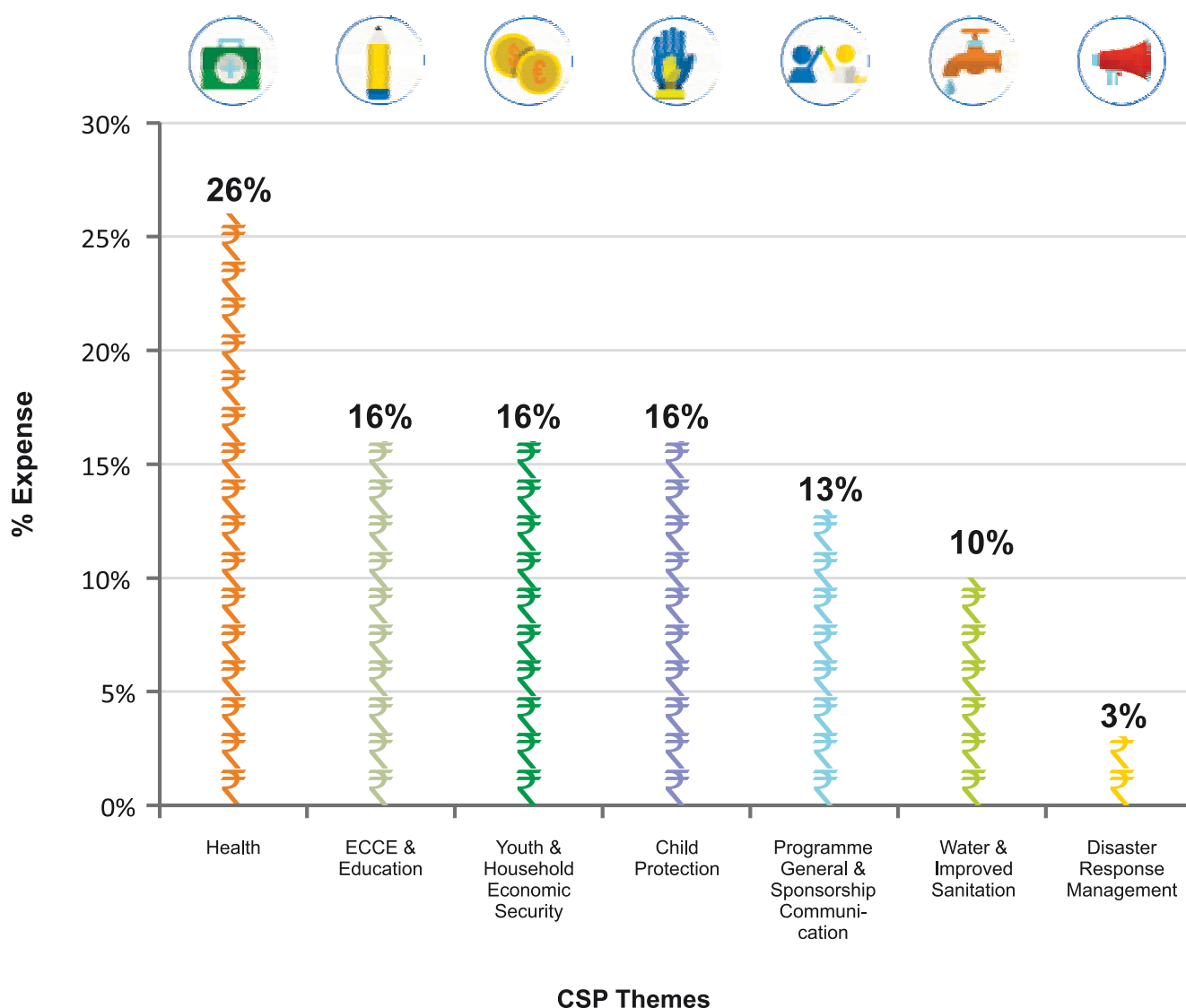


FINANCIAL REPORT

Functional Area-wise Expense



85% OF FUNDS RAISED ARE INVESTED IN
IMPLEMENTATION OF PROGRAMMES



Plan International (India Chapter) Balance Sheet as at 31 March 2016

(All amounts in Rupees)

Schedule	FCRA	As at 31 March 2016 NFCRA	Total	FCRA	As at 31 March 2015 NFCRA	Total
SOURCES OF FUNDS						
General funds						
1(a)		136,059,017	136,059,017		130,757,222	130,757,222
Corpus Funds						
1(b)	945,000	22,403,957	22,403,957	-	12,753,477	12,753,477
Restricted funds						
1(c)	121,921,086	15,907,681	137,828,767	88,390,264	15,907,682	104,297,946
	122,866,086	173,425,655	296,291,741	88,390,264	159,418,381	247,808,645
APPLICATION OF FUNDS						
Fixed assets						
Gross block						
2	40,749,841	4,019,186	44,769,027	28,388,487	1,474,436	29,862,923
Less: Accumulated depreciation	21,504,592	1,168,700	22,673,292	17,436,971	895,738	18,336,709
Net block	19,245,249	2,850,486	22,095,735	10,951,516	574,698	11,526,214
Capital work-in-progress	-	-	-	859,075	-	859,075
	19,245,249	2,850,486	22,095,735	11,810,591	574,698	12,385,289
Current assets, loans and advances						
Cash and bank balances	80,504,749	210,933,037	291,437,786	110,923,545	188,548,880	299,472,425
Loans and advances	52,430,477	11,388,715	63,819,192	32,797,258	9,206,951	42,004,209
Inventory in Hand (Gift in Kind)	-	-	-	23,751,672	-	23,751,672
6(3)(g)	132,935,226	222,321,752	355,256,978	167,472,475	197,755,831	365,228,306
Less: Current liabilities and provisions						
Current liabilities and provisions	29,314,389	51,746,583	81,060,972	90,892,802	38,912,148	129,804,950
Net current assets	103,620,837	170,575,169	274,196,006	76,579,673	158,843,683	235,423,356
	122,866,086	173,425,655	296,291,741	88,390,264	159,418,381	247,808,645

Significant accounting policies and notes to the accounts

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

As per our report of even date attached

For **B S R & Associates LLP**
Chartered Accountants
Firm Registration No. : 116231W / 100024



Dharendra Nath
Partner
Membership No.: 091404

Place: Gurgaon
Date:

For and on behalf of Plan International (India Chapter)



Bhagyashri Dengle
Executive Director

Place: New Delhi
Date:



Prabha Pande
Treasurer

Place: New Delhi
Date:



Rathi Vinay Jha
Secretary

Place: New Delhi
Date:

Plan International (India Chapter)

Income and expenditure account for the year ended 31 March 2016

(All amounts in Rupees)

Schedule	For the year ended 31 March 2016			For the year ended 31 March 2015		
	FCRA	NFCRA	Total	FCRA	NFCRA	Total
Income						
Grants from Plan International Inc. (net of expenses incurred on behalf of Plan International Inc. and other affiliates)	731,387,650	-	731,387,650	819,680,124	-	819,680,124
Gift in Kind						
Corporate donations	33,530,823	-	33,530,823	21,780,551	-	21,780,551
Institutional donations	40,305,741	14,917,649	55,223,390	18,693,880	20,991,637	39,685,517
Individual donations	119,186,745	119,112,759	238,299,504	145,609,485	70,520,864	216,129,864
Interest income	832,957	174,541,648	175,374,605	458,847	170,434,018	170,892,865
Corpus fund	4,468,517	4,504,737	8,973,254	3,562,143	1,881,603	5,443,746
	945,000	8,705,480	9,650,480	-	6,913,278	6,913,278
	930,657,433	321,782,273	1,252,439,706	1,009,784,925	270,741,021	1,280,525,946
Expenditure						
Payment to NGO partners	603,143,994	165,928,457	769,072,451	655,308,770	105,768,961	761,077,731
Salaries and related costs	132,176,316	31,088,437	163,264,753	139,098,955	17,369,020	156,467,975
Contribution to provident and other funds	20,368,353	4,277,192	24,645,545	15,471,254	2,059,120	17,530,374
Staff recruitment and relocation expenses	298,056	61,721	359,777	1,178,087	0	1,178,087
Travelling	12,124,979	4,327,246	16,452,225	15,844,039	2,535,727	18,379,766
Vehicle hire, running and maintenance expenses	1,851,004	26,379	1,877,383	2,537,868	93,807	2,631,675
Trainings, conferences and workshops	10,328,648	1,929,554	12,258,202	9,776,764	3,192,206	12,968,970
Depreciation	4,119,824	394,461	4,514,285	3,604,848	195,483	3,800,331
Postage, telephone and telegram	6,564,941	374,460	6,939,401	6,673,205	405,330	7,078,535
Rent	12,578,290	268,076	12,846,366	12,231,722	394,406	12,626,128
Repairs and maintenance:						
- Building	3,187,440	65,841	3,253,281	2,797,119	25,282	2,822,401
- Others	6,620,204	1,578,531	8,198,735	11,329,494	721,236	12,050,730
Fund raising expenses	6,130,573	92,428,890	98,559,463	28,831,098	91,998,391	120,829,489
Publications	554,508	12,134	566,642	1,176,225	0	1,176,225
Printing and stationery	1,105,270	663,036	1,768,306	418,803	288,481	707,284
Legal and professional charges	11,015,580	1,742,783	12,758,363	7,209,373	198,533	7,407,906
Program related expenditure	60,077,137	939,004	61,016,141	70,541,349	4,964,353	75,505,702
Electricity and water	2,616,286	189,617	2,805,903	2,415,494	139,297	2,554,791
Insurance	1,256,117	-	1,256,117	1,387,649	-	1,387,649
Bank charges	38,711	1,350,586	1,389,297	121,733	1,473,479	1,595,212
Profit/(Loss) on disposal of Fixed Assets	5,597	128,594	134,191	6,244	158,151	164,395
Foreign exchange difference	19,784	-	19,784	44,281	-	44,281
	896,181,612	307,774,999	1,203,956,611	988,004,374	231,981,263	1,219,985,636
Excess of income over expenditure for the year	34,475,821	14,007,274	48,483,095	21,780,551	38,759,758	60,540,309
Income and expenditure account - opening balance	88,390,263	159,418,380	247,808,643	66,609,712	120,658,622	187,268,334
Balance carried to general and restrictive fund account	122,866,084	173,425,654	296,291,738	88,390,263	159,418,380	247,808,643

6

Significant accounting policies and notes to the accounts

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

As per our report of even date attached

For **B R R & Associates LLP**
Chartered Accountants
Firm Registration No. : 116231W / 100024


Dharendra Nath
Partner

Membership No. : 091404

Place: Gurgaon
Date:

For and on behalf of Plan International (India Chapter)


Bhagyashri Dangle
Executive Director


Prabha Pande
Treasurer


Rathi Vinay Jha
Secretary

Place: New Delhi
Date:

Place: New Delhi
Date:

BOARD MEMBERS

Govind Nihalani – Chair Emeritus

Govind Nihalani is Plan India's Chair Emeritus and Goodwill Ambassador. He has been a member of the Governing Board since 2005 and was the Chairman of the Board for five years. An eminent film director, cinematographer, screenwriter and film producer, he was awarded the Padmashree for his contribution to Indian cinema.

Arti Kirloskar - Chairperson

Arti Kirloskar is the Chairperson of Plan India's Governing Board. She has been associated with Plan India since January 2007 and has been deeply involved in fundraising and advocacy. In addition to being part of the Kirloskar Company, Arti has also worked extensively to protect and restore the environment and heritage monuments and buildings in India. She is the owner of the Indian National Trust for Art and Cultural Heritage in Pune and an executive member of the Kirloskar Foundation.

Rathi Vinay Jha – Secretary

Rathi Vinay Jha currently serves as Chairperson having been on the Board as Secretary and Chair of the Programme Planning and Strategy Committee. She has served the Government of India as an officer of the Indian Administrative Service, during which she implemented pioneering initiatives such as establishing the National Institute of Fashion Technology and Corporate Social Responsibility in association with the Confederation of Indian Industry.

Prabha Pande – Treasurer

Prabha Pande joined Plan India's board five years ago. Prabha was the Country Director for Plan International, leading and directing all country operations in Nepal (2001-2006) and in Thailand (2006-2009). She has also worked for Save the Children Fund (UK) as Head of Regional Office in Bangkok and as Programme Director for North India and Sponsorship Officer in Save the

Children's New Delhi Office.

Balveer Arora

Balveer Arora has been a member of the Plan India board since 2008 and is Chairman of its Governance and Nomination Committee. He taught Political Science at Jawaharlal Nehru University, New Delhi (1973-2010) and is currently Chairman, Centre for Multilevel Federalism, Institute of Social Sciences, New Delhi. He was a two-term Chairperson of the NDU Centre for Political Studies and thereafter Rector and Pro-Vice-Chancellor of the University (2002-05).

Raj Nooyi

Raj Nooyi has been a member of the Plan India Governing Board since 2008 and is an active member of the Marketing and Communications Committee and the Governance and Nomination Committee. He also serves as the Vice-Chairman of Plan USA's Board of Directors and a member of the advisory council of the Wildlife Biology and Conservation Institute in Bangalore. He has successfully led business solutions in the areas of acquisition integration, supply chain operations, product marketing, channel operations, field marketing and sales.

Madhukar Kamath

Madhukar Kamath has more than three decades of experience in Advertising and Marketing Communications and has spent over twenty years in Mudra, in two separate stints. He has served as the President of the Advertising Agencies Association of India and Chairman of The Advertising Standards Council of India. Currently, he is on the Board of the Audit Bureau of Circulations. He was also the Chairman of the Organising Committee for AdAis a 2011.

S. Parasuraman

S. Parasuraman has over 25 years of experience as a teacher, trainer, activist, administrator and

development work. He has held key positions in international organisations as Asia Regional Policy Coordinator, ActionAid Asia, Senior Advisor to the Commission and Team Leader of the Secretariat, World Commission on Dams and as Programme Director, Okam GB, India Programme. Currently, he serves as Director, Tata Institute of Social Sciences Mumbai.

Ranjan Chak

Ranjan Chak joined the Plan India board in 2011 and serves on the Board's Marketing and Communications Committee. Ranjan has established new ventures in Europe and Japan for Carnegie Group Inc. Ranjan is currently an advisor to Xiteb Corporation (an Oak portfolio company) and is on the Advisory Board of Venap, the Board of International Officers of Tufts University and Chairman of the Advisory Board of Oakridge International School, Hyderabad.

Udayan Sen

Udayan Sen has over 30 years of experience in professional services in India and Singapore. He specialises in financial advisory, audit and

assurance. Currently, he is the Chief Executive Officer and Managing Partner in Deloitte India. He is also a member of the International Board of Deloitte Touche Tohmatsu.

JVR Prasada Rao

JVR Rao joined the Plan India Board in 2015. He is currently the United Nations Secretary General's Special Envoy for HIV/AIDS in Asia-Pacific. He retired as the Secretary of Health and Family Welfare, Government of India and served as Regional Director, UNAIDS, Asia Pacific from 2004-2009. He was the Director General of NACO from 1997-2002 and contributed significantly to establishing India's AIDS response as a world leader.

Sl. No.	Date of the Governing Board Meeting	No. of members present
1	August 22, 2015	9
2	November 7, 2015	7
3	February 22, 2016	8
4	May 28, 2016	7

OUR PATRONS



Anil Kapoor

Anil Kapoor, eminent actor and producer has been supporting Plan India's cause to empower children in India for the last decade by advocating for Universal Birth Registration and prevention of child trafficking. He has been an avid fundraiser for the cause of children and is passionate about girls' rights.

Surina Narula

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





COUNTRY MANAGEMENT TEAM

Bhagya Biri Dingle, Executive Director
Ashok Seth, Director, Finance and Operations

Debjani Mazumder, Director, Marketing and Communications

Mohammad Asif, Director, Programme Implementation

Munira Vaid, Senior Manager, Child Sponsorship and Donor Communications

Pooja Mathur, Director, Human Resource and Organizational Development

Pradeep Narayanan, Director, Programme Strategy and Policy

Robana Mitra, Project Director

Vibhuti Pandey, Director, Resource Mobilization

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