

# UDAN

women empowerment society



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## Annual Report 2023-2024

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## ORGANIZATION SUMMARY

Udan, an initiative operating at the grassroots level in the Mandsaur, Neemuch, and Ratlam districts of Madhya Pradesh, has been actively engaged since 2013. The primary aim of the organization is to eradicate sexual violence against women and girls that arises from gender and caste-based discrimination. Udan employs a comprehensive approach encompassing prevention, intervention, rehabilitation, and structural reform to achieve its objectives. Individuals who have experienced sexual assault, rape, and caste-based commercial sexual exploitation receive assistance from Udan, including counselling, healthcare, accommodation, nutrition, and legal support.

Udan's core mission revolves around uplifting marginalised groups, particularly focusing on children and women, by providing them with essential



tools and support systems for their development and rehabilitation. This assistance spans various areas such as education, where they ensure access to schooling and educational resources, skill development programs tailored to the needs of the community, and livelihood support to enable sustainable economic empowerment. Central to Udan's approach is the belief in fostering community engagement and

ownership. By working closely with local communities, the organization aims to cultivate a sense of collective responsibility toward creating a society characterized by equality, inclusivity, and respect for the rights of women and children. Through collaborative efforts, Udan strives to dismantle systemic barriers and challenge prevailing norms that perpetuate discrimination.

To achieve its objectives, Udan employs a multifaceted strategy encompassing diverse activities and initiatives. This includes conducting extensive awareness campaigns to educate communities about gender equality, organising training sessions and workshops to build skills and capacities, hosting seminars to facilitate dialogue and exchange of ideas, and fostering group cohesion through team-building exercises. Additionally, the organization engages in rigorous data collection, documentation, and research efforts to better understand the issues at hand and inform evidence-based interventions.

By integrating these approaches, Udan aims not only to address immediate needs but also to catalyze broader social transformation. Through their comprehensive efforts, the organization seeks to create sustainable change that uplifts marginalized communities and fosters a more equitable and inclusive society for all.

## **OUR GOALS (Mission & Vision)**

158 girls enrolled in higher education, 3839 children in violence prevention sessions, 61 girls in skill development training, and 36 women linked to livelihood opportunities. Changes are beginning to come into the lives of women in the community. Now, they can fearlessly express their opinions in front of everyone.

### **Objectives**

Empowering girls and women involved in caste-based sex work, manual scavenging, and debt bondage is crucial. Additionally, it's imperative to eradicate caste and gender-based enslavement among girls and women belonging to the Bediya and Bachada communities. Moreover, efforts must be made to prevent sexual violence and secure justice for survivors of rape.

### **Mission**

“Ending caste and gender-based sexual violence against women and children”



### **Vision**

“To build a society that is based on the values of dignity, justice, and equity”



## **ACTION TAKEN TO PREVENT VIOLENCE**

### **GIRLS RESOURCES CENTER AT DISTRICT LEVEL**

When assisting survivors of sexual violence, especially those from rural and marginalized backgrounds, it's vital to involve their family members and create a secure environment where they feel comfortable. Sexual violence causes significant physical, mental, and educational trauma in girls, often resulting in diminished confidence due to victim-blaming. In such cases, they need support, and resource centres play a crucial role in offering legal, social, psychological, and educational assistance.

Resource centres facilitate a safe environment for survivors and their families, fostering a deeper understanding of their challenges and enabling more impactful interventions. These centres act as specialized facilities, offering survivors and their families a platform to openly share their experiences and access various support services tailored to their needs.

The resource centres are also hubs for informing survivors about their rights and the legal avenues accessible to them. This year, 118 affected families and community members visited the resource centre to receive legal information and counselling. During the monthly meetings with the team discussions are held about the problems, lessons, and challenges faced during monthly work, and how work can be made more effective.



### **PREVENTION AND SUPPORT IN CASES OF SEXUAL VIOLENCE**

Identifying cases of sexual violence is crucial for prompt intervention. These occurrences come to attention through diverse channels like newspapers, activists, communities, and governmental bodies. Participating in this identification fosters a vital link with law enforcement and pertinent agencies.

The organization worked on counseling, education, medical support, rehabilitation, and skill development for girls and women affected by sexual abuse in the years 2023-2024. In the years 2023-2024, cases of sexual

harassment against children and women were observed, with 251 incidents recorded. The main sources of information were newspapers, social media, social workers, child councils, and police stations. Fact-finding was conducted in 208 cases, and consent was obtained in 36 cases. Support was provided by organizations in 367 cases.



During follow-up and counselling sessions with survivors, it was found that they needed to continue their education. Some girls also expressed an interest in learning skill development courses. The team counselled their families and encouraged them to support the girls' education. Assistance was provided to them in learning skills such as beauty parlour training, sewing, and computer courses.

#### RUNNING DIGNITY CENTRE

Udan has consistently championed the principles of equality and dignity, exemplified by their establishment of centres dedicated to dignity. These centres serve girls from marginalized backgrounds, survivors of sexual abuse, and individuals who have discontinued their education due to various obstacles. These girls often encounter societal pressures, financial limitations, and the emotional aftermath of their experiences, resulting in their departure from formal schooling. The dignity centres serve as vital platforms for reintegrating these girls into the educational system, restoring their self-assurance, and offering a secure environment where they can express their concerns without fear or coercion.

The organisation has established 7 dignity centres in the district. 151 children regularly attend these centres. At the dignity centres, children are provided with information about violence prevention, and education is provided to children deprived of schooling to prevent them from becoming victims of sexual abuse and to continue their education. Information on their social, economic, and overall development is also provided at the centres. At the centres, children are engaged in sports activities, gender-sensitive games, breaking stereotypical images, child councils, wall newspapers, life skills, goal setting, motivational songs, laws made for children, helplines, and rights-based information.



## WORK WITH THE BALIKA PANCHAYAT

To ensure the comprehensive development and promising prospects of girls, it's essential to focus on their overall well-being. In addressing this necessity, Balika Panchayats have been introduced as part of the Kishori Balika Karyakram, offering a secure environment for girls to participate in extracurricular endeavours that foster their growth and empower them to advocate for justice and their entitlements. These Panchayats serve as a forum for girls to voice their concerns, tackle gender-related challenges, and collaborate on initiatives aimed at preventing sexual violence.

A Balika Panchayat comprises one president, one vice president, one secretary, one assistant secretary, and 11 members. At the village level, issues related to girls such as girl violence, girl education, gender disparity, etc., are discussed in the girls' child council meetings, and solutions are sought. To address these issues, the girls' child council informs the relevant department through wall newspapers and letters. During girls' child council meetings, discussions are held with children on regularity in school

attendance, child labour, child marriage, child rights, safe and unsafe touch, identification and prevention of violence, helplines, and laws. Wall newspapers are created and displayed in the village square to raise awareness among other villagers about children's issues and to find solutions to children's problems. The team has organized 141 meetings with the girls' child councils, in which a total of 2084 girls and 1151 boys, totalling 3236 children, participated. During these meetings, children raised issues related to school and community, and applications were submitted to the school and village councils for their resolution.



### ORGANISING MEETING WITH THE COMMUNITY AND AWARENESS CAMP

Through various programs conducted by the organization, dialogue sessions, meetings, awareness camps, and workshops are organized with the community from time to time. During the meetings, issues related to caste and gender-based violence, gender disparities, patriarchal traditions, education, health, and government schemes are discussed with adolescent girls and women in the community. Solutions to the issues are discussed, and during the meetings, problems such as lack of documents among most people and not benefiting from government schemes are identified. The team informs them about the process of improving documents and where they can apply to avail the benefits of government schemes. Discussions are also held with the community about supporting victims of violence and providing information about laws. Additionally, the team has assisted the community in benefiting from government basic documents. The team organized 202 meetings with the community, in which a total of 5,339 participants took part, including 3,820 women and 1,519 men. The team prepared 462 documents for



the people and connected 529 individuals with government schemes. Women have started raising their voices against violence. However, there are still several challenges in document preparation for the community, such as not having the father's name, which prevents obtaining caste certificates, and fear of caste councils.



Documentation for 462 people from the community was arranged, and 529 people were connected with government schemes.

## WORK WITH SOCIAL ADVOCATE

Young men and women who are sensitive to issues of violence against children and women are identified and periodically organize meetings and workshops with them to provide training on legal information, gender inequality, sexual harassment, and government schemes. The aim of providing training to social advocates is to prevent violence against children and women, to stop caste-based commercial sexual exploitation, to eliminate social discriminatory practices so that they can defend themselves and raise their voices against wrongdoings, and to understand and address issues such as gender bias, sexual violence, education, etc. The trained young men and women are referred to as "Barefoot Lawyers" of society, enabling them to receive legal training to address their social issues. This year, the organization has identified 85 social advocates and conducted 2 social worker workshops, training a total of 111 youth, including 75 women and 36 men. During the training, information was provided on laws related to children and women, helplines, victim compensation schemes, the process of filing first information reports, the Indian Penal Code, Code of Criminal Procedure, government schemes, and the document preparation process. Additionally, sessions were conducted by the District Legal Services Authority, Additional District Judges,

and judges from the POSCO Court to provide extensive knowledge of laws to the youths.



## WORK DONE WITH STAKEHOLDERS

The organization periodically organizes dialogues, meetings, and workshops with government/administrative officials (stakeholders) regarding issues of sexual violence against children and women. Through these workshops, light is shed on the atrocities faced by women and girls, and discussions are held on how to prevent these widespread abuses against them. Plans are formulated on how everyone can come together to work towards preventing these severe abuses against women and girls and promoting education and violence prevention in the community. The organization collaborates with the Women and Child Development Department, District Panchayat, District Legal Services Authority, and Police Department, along with local-level organizations such as shelter homes and one-stop centres, to facilitate dialogue. A total of 67 officials participated in these dialogues, discussing the prevention of violence against children and women and their rehabilitation. Additionally, discussions were held with the youth of the Bachada community on education, skill development, documentation, and the benefits of government schemes to address the issues they face.



## COUNSELLING

When information about physical, mental, and sexual violence against women and children is received, the team contacts their families and discusses the incidents with them. If the incident is confirmed, free counselling is provided, and the case is referred to the One-Stop Center (Sakhi Center). Victims of violence are provided counselling at the source centres and One-Stop Center to help them recover from trauma and reintegrate into society, focusing on education.



Appropriate action is taken in the case and letters are sent to the relevant department for rehabilitation. If victims of violence do not receive proper medical treatment, assistance is provided in medical facilities. Families of the victims are

provided free legal assistance through institutional lawyers at the court level. Efforts are made to reintegrate victims of violence, especially women and children who have been deprived of education, back into the education system, and their families are counseled to enable them to live a life similar to before the violence occurred. This year, the organization has identified 85 social workers and conducted 2 social worker workshops, training a total of 111 youth, including 75 women and 36 men.

## AWARENESS PROGRAM ON SEXUAL VIOLENCE AGAINST WOMEN AND CHILDREN

Preventing violence against children requires a comprehensive strategy involving various approaches, such as conducting awareness sessions in both schools and communities, along with implementing safety initiatives. An effective approach involves organizing educational sessions in schools and communities to enlighten children, educators, parents, and community members about the significance of child safety and the prevention of violence.



Udan has conducted numerous sessions throughout the year, addressing various topics including identifying and reporting abuse, comprehending the notions of appropriate and inappropriate touch, and cultivating a secure and encouraging atmosphere for children.

Conducting sessions in schools and communities is essential for preventing violence against children. These sessions cover topics such as recognizing abuse, understanding boundaries, and fostering supportive environments. By engaging children, educators, parents, and community members, these sessions empower participants to identify and address violence promptly, creating safer environments for children to thrive. They also promote collective commitment and collaboration in safeguarding children's well-being.

## SURVIVORS FORUM MEETING

This year, the organization organized three Survivor Forum meetings, in which 117 survivors and their family members participated, including 86 women and 31 men. During these meetings, discussions were held with survivors about the issues they face in their cases, and support was provided to them. Additionally, sessions were held on laws, mental health, gender sensitivity, gender-based discrimination, and violence. Discussions included showing a documentary about "Household Chicken" to discuss the support system and the dignity march video documentary was also shown, followed by detailed discussions. Participants were informed about the importance of family

support along with legal justice, and it was emphasized that girls should continue their education rather than drop out, so they can progress in life. Survivors also serve as a strength to each other, and through them, other members of affected families are also encouraged to understand that those who commit mistakes should be punished.



## **WORK ON EDUCATION, LIVELIHOOD, SKILL DEVELOPMENT, & COMMUNITY LEADERSHIP**

### **COMPUTER CENTER AT DISTRICT LEVEL**



Udaan Foundation is working on the education and skill development of children from the Bachhda community. Under this initiative, Garima Computer Center is being operated in the Neemuch district. The computer centre has 141 students from the community, including 76 boys and 65 girls. The computer centre also serves as a library for the youth, where children preparing for competitive exams can take books and study. Along with education, the centre also discusses the problems faced by the children in their community. Children can openly discuss their issues when they come to the

centre and learn how to deal with these problems. The centre also helps youth enhance their understanding of English, competitive exam preparation, and technical knowledge along with their studies."

### **ASSISTANCE IN HIGHER EDUCATION AND PREPARATION FOR COMPETITIVE EXAM**

The organization has worked on the education of violence-affected girls from the community and other children in the community. Many boys and girls from the community had dropped out of school, and there was a possibility that they could become victims of caste-based commercial exploitation. The team visited their homes, spoke to the girls, and convinced them to continue their studies. Private forms for the 10th and 12th grades were filled out for 25 children. Many children from the community wanted to continue their education even after the 12th grade and wanted to bring change to the community. However, due to weak economic conditions at home, they couldn't continue their studies. Considering these circumstances, the organization made efforts to connect the children with higher education. Guidance was given to the parents of these girls to continue their education. Assistance was provided to the girls in school and college admissions, and support was given for stationery, books, bicycles, school entrance, exam fees, and competitive exam fees. The girls were also provided support in learning English, spoken English, and computer skills so that they can identify right from wrong in the future, choose their life goals, and live a dignified life with self-identity."



### SKILL DEVELOPMENT TRAINING AND LIVELIHOOD SUPPORT

To integrate marginalized/community girls and women into the mainstream of society and enable them to live a dignified life by becoming self-reliant, and to prevent girls from becoming victims of physical abuse due to compulsion, and those women who are forced into caste-based commercial exploitation in the name of tradition and no longer wish to continue this work, and aspire to lead a dignified life, the organization has worked. During the work, the organization contacted needy girls and women at their homes, discussed their problems with them, and provided skill development training to women based on their needs and interests so that they could have skills in their hands and become self-reliant to sustain their livelihoods. The organization provided computer training, beauty parlour training, and tailoring training to 69 girls and women. In addition, to help women establish their livelihoods, similar items like sewing machines, beauty parlour kits, and grocery store items were provided to 37 women.



Seven women and one young man who were victims of caste-based economic exploitation and sexual harassment have overcome their ordeal and are now leading dignified lives. They are working within the community to bring about changes in old social customs and discriminatory practices. They are raising awareness about people's constitutional values and providing training to women on monthly menstrual health awareness and the importance of yoga for maintaining a healthy lifestyle. Additionally, they have established their own identity.

## LEADERSHIP WORKSHOP

Building positive leadership in the community and raising awareness among girls about their rights, providing them with information on various laws and helplines for women. This empowers them to tackle future challenges themselves, obtain higher education, support other girls in the community, and oppose social evils and discriminatory traditions. With these objectives, a leadership development workshop was organized for the community's girls. 55 girls from the community participated in the workshop. During the workshop, the girls discussed their future dreams, identified obstacles in education and ways to overcome them, life skills, goal setting, career guidance, identifying violence, and seeking help. Gender sessions were also organized, encouraging girls to think about their future and make decisions for themselves, and enabling them to distinguish between right and wrong and raise their voices against violence.



Additionally, 8 women from the community have joined various fellowship programs to promote constitutional values in society. They are also working on menstrual awareness to challenge social beliefs.

## ACTIVITIES UNDERTAKEN FOR ORGANISATIONAL DEVELOPMENT

### ORGANISATIONAL DEVELOPMENT MEETING

The meeting for organization development was organized at the Udaan office to present the organization's activities and define its vision, mission, strategy, and planning for the future. The aim was also to identify the strengths, weaknesses, opportunities, and threats of the organization and brainstorm ways to improve the organization's work.

Sixteen representatives from the organization and the community participated in the meeting. The meeting, held for two days, divided team members into different groups to conduct a SWOT analysis of the organization and themselves. This involved a thorough assessment of the organization's and individual strengths, weaknesses, opportunities, and threats. Discussions were held on how to address weaknesses and with strengths. Through group discussions, dialogue was initiated on the organization's spread work areas and its objectives, future mission, focusing on the organization's work can address community based commercial issues, prevent caste-sexual exploitation of girls and women, and violence related to sexual



The meeting also deliberated on the organization's vision, mission, planning, work areas, and strategies for various issues. Discussions were conducted on how to strengthen the organization concerning the community, team, human resource development, and financial situation, and how to improve the planning for the upcoming three years.

### TEAM CAPACITY BUILDING WORKSHOP

To develop the capacity of the organization and its team members, capacity-building workshops were organized on different platforms for the team members of the organization. Team members participated in these workshops to enhance their self-confidence, work better with the community, and find better solutions to challenges faced during their work. The aim was also to



foster leadership within the community to eradicate prevalent malpractices, end the exploitation of women and children, and help them lead dignified lives.

Additionally, the goal was to develop second-line leadership within the organization, work effectively on issues of violence against women and children, and improve leadership skills.

These workshops aimed to prepare the team members to address issues related to violence prevention more effectively and build leadership. The workshops focused on creating second-line leadership within the organization and working better on issues related to violence prevention against women and children. During the workshops, team members were engaged through various activities to connect with the community, address challenges, engage with children, prevent violence, and provide help and recognition assistance. These were elaborated upon through different sessions during the workshops.

### DOCUMENTATION AND POLICY WORK RELATED TO THE ORGANISATION

This year, through Udaan, training was received on organizational documentation (legal, compliance) and the importance of policies. Work was also done to organize the team and legal documents for the development of the organization. Participation was made in training organized by J.R.I. Team Rebuild India Fund and Dasra. The training covered the organization's accounting, legal knowledge, rules and provisions, board member meetings, donor management, proposal writing, presenting work to donors, fundraising, and presenting the organization's work in less time.

Training was received to understand and develop insights on laws like the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Udaan's policies were updated, and understanding was developed on issues of various organizations for proposal writing and different issues.



## **THE KEY HIGHLIGHTS OF THE YEAR**

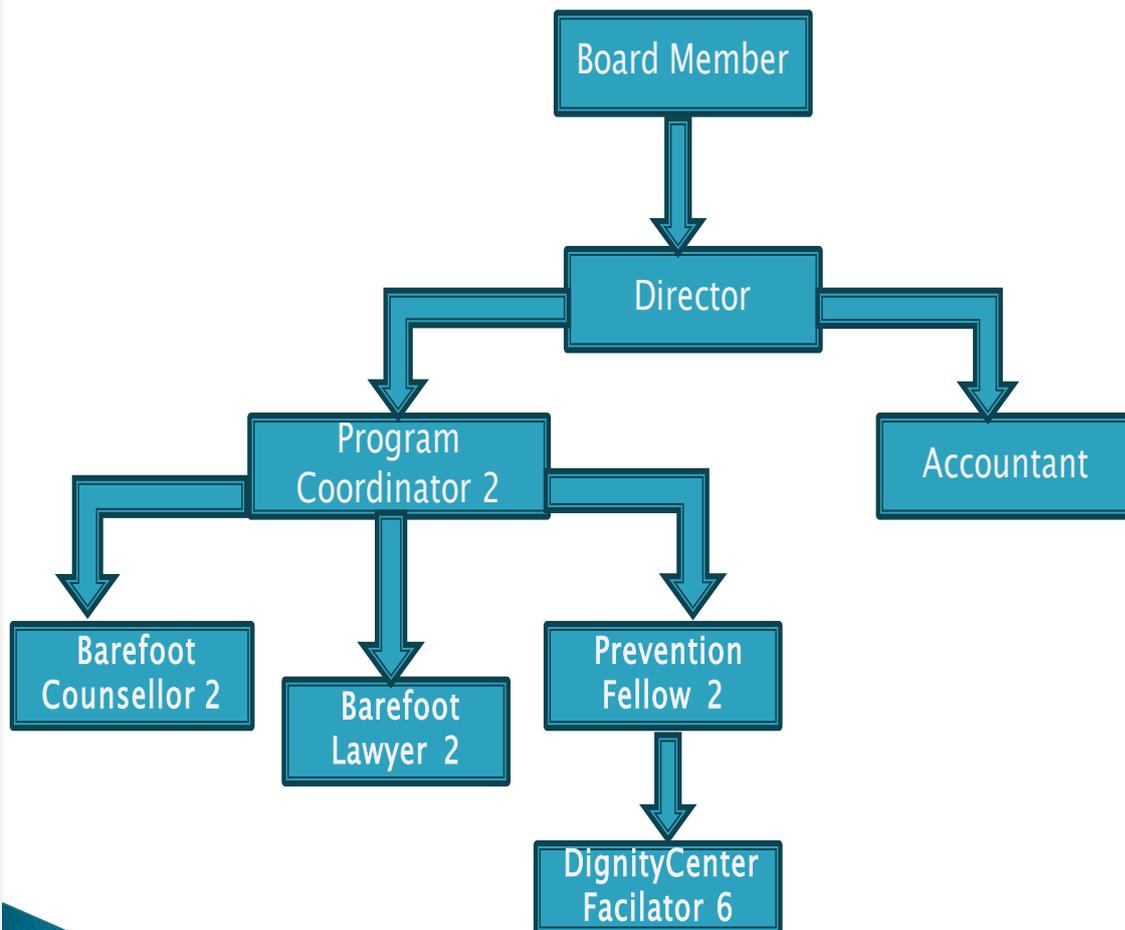
- 61 girls and women have started efforts to receive skill development training to establish their employment.
- 282 children have started dreaming of bringing change in the community through higher education.
- 18 young people were previously employed, but now they have started working differently from their identities, and 1 young man has been selected in the army. 36 students are preparing for competitive exams.
- Applications for the "Laadli Behna Yojana" for 165 women have been processed, providing economic support to the community's women. They are now able to meet the small needs of their households without reaching out to others and are also able to contribute to their children's education.
- Documentation for 462 people from the community has been arranged, and 529 people have been connected to government schemes.
- 17 children were enrolled in schools under the Right to Education Act.
- 5 women and 1 male associate have joined a project focusing on dispelling myths and superstitions related to periods and promoting social awareness about women's health. They have also established themselves as master trainers in this field.
- 3 women have joined the Dignity Fellowship to work on raising awareness about constitutional values and rights within the community. Their efforts have started to bring about a change in the mindset of their own families and the community!
- With the support of the fellowship, 5 girls from the community have started helping other girls in education and are assisting them to move forward. They have also begun making decisions for themselves.
- In 2 cases of 376, an interim compensation amount of Rs. 5,25,000 was provided
- In 2 cases of 354, a sum of Rs. 3,00,000 was provided under the SC/ST Act
- In 2 cases under the Protection of Children from Sexual Offences (POCSO) Act 2012, a compensation amount of Rs. 1,24,000 was provided to the victims
- Financial assistance of Rs. 2,00,000 was provided to one family under the Sambal Scheme
- 2 women received Rs. 32,000 for maternity assistance under the Prime Minister's Matru Vandana Yojana
- In Chittorgarh, Rajasthan, one organization member and fellow have been selected as "Suraksha Sakhi" at police stations

## **BOARD MEMBER**

<b>NO</b>	<b>NAME</b>	<b>DESIGNATION</b>
1	Mrs. LALIBAI BAMNIYA	PRESIDENT
2	Mrs. KRISHNA PAWAR	VICE-PRESIDENT
3	Mrs. LALITA LUHARIYA	SECRETARY
4	Mr. KULDEEP GHANWARI	JOINT-SECRETARY
5	Mr. DHULESHWAR ROT	TREASURER
6	Mrs. BAGDI BAI	MEMBER
7	Mrs. RAJKUMAR AHIRWAR	MEMBER

## ORGANIZATION STRUCTURE

### Organization Structure



## PARTNERS

