



Annual Report 2024-2025

UDAN WOMEN EMPOWERMENT SOCIETY



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Table of Contents

ORGANIZATION SUMMARY	2
OUR GOALS (MISSION & VISION)	2
Mission	3
Vision	3
MEASURES IMPLEMENTED TO MITIGATE VIOLENCE	3
District Level Girls Resources Centre	3
Prevention and Assistance in Cases of Sexual Violence	4
Operating Dignity Centres	4
Work With the Balika Panchayat	5
Conducting Community Meeting and Awareness Camp	6
Work with Social Advocate	6
Awareness Initiative on Sexual Violence Against Women and Children in School	9
Survivors Forum Meeting	9
WORK ON EDUCATION, LIVELIHOOD, SKILL DEVELOPMENT, & COMMUNITY LEADERSHIP	10
District Level Computer Centre	10
Assistance In Higher Education and Preparation for Competitive Exam	10
Supporting Girls' Education through the Azim Premji Scholarship	11
Skill Development Training and Livelihood Support	12
Leadership Workshop	12
ACTIVITIES UNDERTAKEN FOR ORGANISATIONAL DEVELOPMENT	13
Strengthening Collective Power: Udan at the Rebuild Regional Gathering	13
Building Our Vision: How the Theory of Change Strengthened Udan’s Organizational Capacity	13
Team Capacity Building Workshop	14
Documentation And Policy Work Related to The Organisation	15
KEY ACHIEVEMENTS (2024-25)	15
CASE STUDIES	16
BOARD MEMBERS	18
ORGANIZATION STRUCTURE	18
PARTNERS	19

ORGANIZATION SUMMARY

Udan is a grassroots initiative that has been active since 2013 in the districts of Mandsaur, Neemuch, and Ratlam in Madhya Pradesh. The organization is dedicated to eliminating sexual violence against women and girls, particularly violence rooted in gender and caste-based discrimination. Udan tackles this issue through a holistic strategy that includes prevention, intervention, rehabilitation, and structural reforms. The organization provides support to survivors of sexual assault, rape, and caste-based commercial sexual exploitation by offering counselling, healthcare, shelter, nutrition, and legal aid.

At its core, Udan focuses on empowering marginalized communities, with a special emphasis on women and children, by equipping them with the necessary resources and support for their development and recovery. This support includes ensuring access to education, tailored skill development programs, and sustainable livelihood opportunities to foster economic empowerment. Udan also believes in the importance of community engagement and local ownership.



By collaborating closely with local communities, the organization works to instil a shared sense of responsibility in building a society that values equality, inclusivity, and the rights of women and children. Through these joint efforts, Udan strives to dismantle systemic obstacles and challenge traditional norms that contribute to discrimination.

To realize its goals, Udan implements a diverse range of activities. These include extensive awareness campaigns to promote gender equality, training sessions and workshops to build essential skills, seminars to encourage dialogue and idea exchange, and team-building exercises to strengthen community bonds.

Additionally, the organization conducts thorough data collection, documentation, and research to deepen the understanding of these issues and to support evidence-based interventions.

By combining these varied approaches, Udan not only addresses immediate challenges but also works to bring about long-term social transformation, ultimately aiming to uplift marginalized communities and build a more equitable and inclusive society.

OUR GOALS (MISSION & VISION)

- **Objectives:** To abolish caste and gender-based slavery among girls and women of the Bediya and Bachhada community and caste based forced labour, i.e. practice of manual scavenging and the bonded labour system.
- To prevent sexual violence and ensure justice to survivors of sexual violence.

Mission

"Eliminating caste and gender-based sexual violence against women and children."



Vision

"To create a society grounded in the principles of dignity, justice, and equity."



MEASURES IMPLEMENTED TO MITIGATE VIOLENCE

District Level Girls Resources Centre

When supporting survivors of sexual violence, particularly those from rural and marginalized communities, it is essential to involve their families and ensure a safe, supportive environment. Sexual violence inflicts severe physical, mental, and educational trauma on girls, often leading to a loss of confidence due to victim-blaming. In such situations, survivors require comprehensive support, and resource centre play a pivotal role in providing legal, social, psychological, and educational assistance.

The centres create a secure space for survivors and their families, fostering a better understanding of their struggles and enabling more effective interventions. Serving as specialized support hubs, they offer a platform for survivors and their families to share their experiences openly and access services tailored to their needs. Furthermore, resource centres inform survivors about their rights and the legal options available to them. Over the past year, **171** affected families and community members including **123 females and 48 males**, visited the centre to receive legal information and counselling.

Prevention and Assistance in Cases of Sexual Violence

Identifying cases of sexual violence is essential for timely intervention. These incidents are brought to light through various sources, including newspapers, activists, community members, and government agencies. Actively participating in this identification process helps establish crucial connections with law enforcement and relevant authorities.

In 2024-25, the organization focused on providing counselling, education, medical support, rehabilitation, and skill development for girls and women affected by sexual abuse. During this period, cases of sexual harassment against children and women were documented, with a total of **38 reports** collected. The primary sources of these reports included newspapers and social media. Additionally, case findings were conducted, and resolutions were reached in **32 instances**. Overall, the organization extended support in **3 cases** of sexual violence.

During follow-up and counselling sessions, it was observed that many survivors wished to continue their education, while some expressed an interest in skill development programs. The team engaged with their families, encouraging them to support the girls' educational aspirations. Assistance was provided in acquiring skills such as beauty parlour training, sewing, and computer courses.

Operating Dignity Centres



Udan remains steadfast in its commitment to equality and dignity, demonstrated through the establishment of dignity centres. These centres provide crucial support to girls from marginalized backgrounds, survivors of sexual abuse, and those who have dropped out of school due to various challenges. Many of these girls face societal pressures, financial hardships, and emotional trauma, leading them to disengage from formal education. The dignity centres play a key role in reintegrating them into the educational system, rebuilding their confidence, and offering a safe space where they can voice their concerns without fear or pressure.

Currently, the organization operates **seven dignity centres** within the district, serving **130 children** on a regular basis. These centres offer education to out-of-school children, equipping them with knowledge on violence prevention to safeguard them from sexual abuse and ensure they continue their education. Additionally, they provide guidance on social, economic, and personal development.

Children at the centres engage in various activities, including sports, gender-sensitive games, and initiatives aimed at breaking stereotypes. They participate in Bal/Balika Panchayats, create wall newspapers, develop life skills, set personal goals, and learn motivational songs. Furthermore, they receive information on child protection laws, available helplines, and their fundamental rights, empowering them to navigate their future with confidence.



Work With the Balika Panchayat

Ensuring the holistic development and bright future of girls requires a strong focus on their overall well-being. To address this need, Balika Panchayats have been introduced under the Kishori Balika Karyakram, providing a safe platform for girls to engage in extracurricular activities that nurture their growth and empower them to advocate for their rights and justice. Balika Panchayats serve as a space where girls can voice their concerns, address gender-related issues, and collaborate on initiatives to prevent sexual violence.



Each Balika Panchayat consists of a president, vice president, secretary, assistant secretary, and 11 members. At the village level, key issues affecting girls—such as gender-based violence, access to education, and gender inequality—are discussed in Balika Panchayat's meetings, where solutions are explored. To address these concerns, the Balika Panchayats communicate with relevant authorities through wall newspapers and formal letters.



During these meetings, discussions cover important topics such as school attendance, child labour, child marriage, child rights, safe and unsafe touch, violence prevention, helplines, and legal protections. Wall newspapers are displayed in public areas to raise awareness among villagers and encourage collective problem-solving.

Through the **Balika Panchayat**, girls have developed leadership skills and gained awareness about important helpline numbers. Their awareness regarding violence and discrimination has increased significantly.

During Balika Panchayat meetings held with girls in the community, several achievements have been observed, such as:

- Girls have developed leadership qualities and become more aware.
- They have begun assisting the elderly with simple household tasks.
- They have gained knowledge about services available at the Gram Panchayat level, such as *Samagra ID* and *Ayushman Card*, etc.
- They have also learned how to use helpline numbers in case of any problems, and some girls have even used these services.

In addition, efforts were made to re-enroll children or girls who had dropped out of school by having conversations with their parents, and support was provided to help complete their parents' basic documents. They have even started helping their parents with banking-related work.

Over the period of time the team has conducted **163 meetings** with the Balika Panchayat, engaging a total of **3039 children, including 1991 girls and 1048 boys**. Throughout these sessions, children highlighted issues within their schools and communities, leading to the submission of formal applications to schools and village councils for necessary interventions and resolutions.

Challenges of Bal/Balika Panchayat: Children are often unable to dedicate time to the meetings, as their parents assign them household chores, which prevents them from staying in the meetings for an extended period. Additionally, some children drop out of the meetings altogether due to poor financial conditions at home, some children are engaged in labour work. There are also cases where children migrate to other states along with their parents for work, which makes it difficult to maintain continuous engagement with them.

Conducting Community Meeting and Awareness Camp

The organization conducts various programs, including dialogue sessions, meetings, awareness camps, and workshops, to engage regularly with the community. These interactions focus on critical issues such as caste and gender-based violence, gender inequality, patriarchal norms, education, health, and government welfare schemes. Through these discussions, adolescent girls and women gain awareness of their rights, and collective solutions are explored.

During these sessions, challenges such as the lack of essential documents, which prevent many individuals from accessing government benefits, are identified. The team provides guidance on the documentation process and informs community members about where and how to apply for these benefits. Additionally, discussions are held on identifying and supporting survivors of violence, along with raising awareness about helplines and legal protections.

The team has actively supported community members in accessing government schemes and obtaining necessary documents. A total of **155 community meetings** has been organized, engaging **1,657 women and 517 men**, amounting to **2,102 participants**. As a result, **59 individuals** have been connected to government programs.



Despite these efforts, challenges remain, particularly in documentation. Issues such as missing paternal information, which hinders the issuance of caste certificates, and fear of caste councils continue to create obstacles for many community members.

Work with Social Advocate

The organization identifies young men and women who are sensitive to issues of violence against children and women and engages them in regular meetings and workshops. These sessions provide training on legal rights, gender inequality, sexual harassment, and government welfare programs. The objective is to equip these individuals—referred to as "Barefoot Lawyers"—with the knowledge and skills needed to prevent violence, combat caste-based commercial sexual exploitation, and challenge discriminatory social practices. Through this training, they become empowered to protect themselves, advocate for justice, and address critical issues such as gender bias, sexual violence, and access to education.

This year, the organization conducted **two workshops** for social advocates, trained a **total of 92 youths, including 59 women and 33 men**. These sessions covered essential topics such as child and women's rights laws, helpline services, victim compensation schemes, procedures for filing First Information Reports (FIRs), the Indian Penal Code, the Code of Criminal Procedure, government schemes, the process of obtaining essential documents and gender issues.

To enhance legal awareness, additional training sessions were conducted by experts from the District Legal Services Authority, Additional District Judges, and judges from the POSCO Court, providing in-depth insights into legal frameworks.



Engagement With Stakeholders

The organization actively engages government and administrative officials through regular dialogues, meetings, and workshops to address issues related to sexual violence against children and women. These interactions highlight the challenges faced by women and girls, fostering discussions on effective strategies for prevention and intervention. The goal is to develop collaborative action plans that promote education, enhance community awareness, and prevent violence.

A total of **85 officials including 47 females and 38 males** participated in these stakeholder dialogues, focusing on strategies for preventing violence and rehabilitating survivors. Additionally, discussions were conducted with the youth of the Bachhada community, addressing critical issues such as access to education, skill development, documentation, and government welfare schemes to improve their social and economic opportunities.



Exposure Visit: The organization works closely with key stakeholders, including the Women and Child Development Department, District Panchayat, District Legal Services Authority, Police Department, and local support institutions such as shelter homes and one-stop centres. These partnerships help facilitate meaningful discussions and coordinated efforts. As part of our awareness and empowerment initiatives, we organized an exposure visit for children to the local police station.

The visit aimed to build trust between children and law enforcement, reduce fear, and educate them about the functioning of the police system. Children interacted with officers, learned about their roles and responsibilities, and understood how to seek help in times of need. The activity fostered confidence and a sense of security among the participants.

Seminar on Human Rights Day

10 December 2024 | In collaboration with DLSA, Mandsaur

‘मानव अधिकार बिना किसी भेदभाव के सभी को समान रूप से दिए गए हैं’

मानव संवादादाता | मंदसौर

विश्व मानव अधिकार दिवस के अवसर पर परदेसीआर सेंटर भावन के सभागृह में महिला व बच्चों के विरुद्ध होने वाली लैंगिक हिंसा की रोकथाम विषय पर एक दिवसीय सेमिनार हुआ। कार्यक्रम जिला विधिक सेवा प्राधिकरण व उद्दान धरम संघावर्द्ध सोसायटी के संयुक्त संलाबधाम में हुआ।



सेमिनार के दौरान मौजूद न्यायाधीश व अन्य।

उद्दान संस्था की प्रबंधक सौमित्र कुमवार ने संस्था द्वारा किए जा रहे कार्यों की जानकारी दी। विशेष न्याय अधिनियम विषय पर सन को जिले कील पंडे विवेक कांडसेलर किमम सिंह संस्थान ने संबोधित किया। मानव अधिकार विषय पर सन को सुनील कुमार बहोरेडिय, अतिरिक्त लेगल एड डिफेंस कांडसेलर ने संबोधित किया। जिला विधिक संसलर अश्विनी प्रवीण कुमार ने प्राधिकरण की योजनाओं की जानकारी दी। सेमिनार में जिला न्यायाधीश सिद्धार्थ शिखरि, विशेष न्यायाधीश अनजय कुमार सिंह, प्रधान न्यायाधीश कुटुम्ब न्यायालय गंगाधरा दुबे, जिला अधिकांक सन के अणुधर सुधीर सिंह संघा सहित अन्य मौजूद थे।

On the occasion of World Human Rights Day, Udan Women Empowerment Society, in collaboration with the District Legal Services Authority (DLSA), Mandsaur, organized a seminar focused on the *prevention of sexual violence against women and children*. The event witnessed the presence of esteemed dignitaries, including District Judge Kapil Mehta, Justice Himmat Singh Sankhala, and several senior legal officers, advocates, and civil society members.

The sessions emphasized constitutional provisions related to human rights, with a special focus on *Articles 13, 15, 16, 17, 21 and 23* of the Indian Constitution. Discussions were held around landmark cases like *Kesavananda Bharati*, and key legislation including the *Juvenile Justice Act (2015)*, *POCSO*, *Child Labour Act*, and *Prohibition of Child Marriage Act*. The seminar underscored the role of legal aid, with speakers highlighting services such as *free legal support*, *victim compensation schemes*, and the *15100 legal helplines*.



Udan also presented its work with marginalized communities like the *Bachhada*, emphasizing the role of *social advocate*, *community awareness*, and *leadership development* among children and youth.

Speakers urged the removal of bias against marginalized communities and reinforced the need to approach juvenile justice with sensitivity and dignity. The event concluded with a collective commitment to uphold human rights and protect the most vulnerable.

Counselling

Upon receiving reports of physical, mental, or sexual violence against women and children, the team reaches out to their families to discuss the incidents. If the case is confirmed, survivors receive free counselling, and the matter is referred to the One-Stop Centre (Sakhi Centre) for further support. Counselling is provided both at the organization's support centres and the One-Stop Centre to help survivors cope with trauma, reintegrate into society, and resume their education.

Necessary actions are taken in each case, with official correspondence sent to relevant departments to facilitate rehabilitation. If medical treatment is not adequately provided, the organization assists in ensuring proper healthcare for survivors. Additionally, families are offered free legal aid through institutional lawyers at the court level.

A key focus is reintegrating survivors, especially women and children who have been forced to leave school, back into the education system. Their families receive counselling to help restore a sense of normalcy in their lives. The organization has provided direct counselling to survivors in **33 cases** and

offered guidance and support in **61 cases to help 28 families** regain stability. Furthermore, mental health awareness sessions were conducted at the community level to enhance overall well-being.

Awareness Initiative on Sexual Violence Against Women and Children in School

A holistic approach is essential to preventing violence against children, incorporating awareness sessions in schools and communities alongside safety initiatives. Educating children, teachers, parents, and community members about child protection plays a crucial role in fostering a secure and supportive environment.



Throughout the year, Udan has conducted **45 awareness sessions (3063 participants; 1835 females and 1228 males)** covering key topics such as recognizing and reporting abuse, understanding the difference between safe and unsafe touch, and creating a nurturing atmosphere for children. These sessions equip participants with the knowledge and tools to identify and address instances of violence effectively.

By actively involving schools and communities in discussions on child safety, the organization promotes a collective responsibility to safeguard children. This approach not only empowers individuals to take action against abuse but also strengthens community collaboration in ensuring children's overall well-being and protection.

Survivor Forum Meeting

The Survivor Forum serves as a crucial platform that provides a safe and supportive space for survivors to share their experiences and seek justice. Its primary objective is to foster a strong sense of community, solidarity, and resilience among survivors, ensuring they never feel alone in their journey.



Despite the challenges of bringing together survivors from different areas, the forum successfully organized **two meetings**, with active participation from **56 women and 25 men**. While the number of workshops was limited, the sessions were survivor-led, allowing participants to take on leadership roles, build confidence, and develop mentorship skills to support others.

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

District Level Computer Centre



UDAN is committed to enhancing education and skill development for children from the Bachhada community. As part of this initiative, the Garima Computer Centre operates in the Neemuch district, providing learning opportunities to **54 students**, including **32 boys and 22 girls**, over the past year.

Beyond computer education, the centre functions as a library where youth preparing for competitive exams can access books and study resources. It also serves as a safe space where children can openly discuss challenges they face in their community and learn ways to overcome them.

In addition to academics, the centre focuses on English language skills, competitive exam preparation, and technical training, equipping students with essential knowledge to improve their future prospects.

2 youths from the community have been selected for the Indian Army through the Garima Computer Centre. Additionally, **2 others** have launched their own online centre and shop business, while **7 girls** from the community have secured employment in the private sector.



Assistance in Higher Education and Preparation for Competitive Exam

The organization has actively worked to support the education of violence-affected girls and other children in the community. Many boys and girls had dropped out of school, increasing their risk of caste-based commercial exploitation. To address this, the team conducted home visits, engaged with the girls, and encouraged them to resume their studies. As a result, private exam forms for the 10th and 12th grades were filled out for **104 children**.

Several students expressed a strong desire to pursue higher education and drive positive change in their community. However, financial constraints often prevented them from continuing their studies. To overcome this barrier, the organization provided guidance to parents and assisted girls with school and college admissions. Additionally, support was extended for stationery, books, bicycles, school entrance fees, exam fees, and competitive exam preparation costs.

In July, Udan organized a significant community event aimed at promoting education for holistic development and building confidence among children and youth to voice their opinions, especially in challenging norms and practices that perpetuate **violence and discrimination**. The event served as a platform to emphasize the critical role education plays in empowering individuals and transforming communities. It brought together key stakeholders, including representatives from the **District Legal Services Authority (DALSA)**, the **Department of Education**, the **Women and Child Welfare Department**, and other civil

society actors. These dignitaries addressed the gathering and spoke passionately about the transformative power of education, especially for children and youth from marginalized communities.

One of the key highlights of the event was the **distribution of educational materials**—including school bags, stationery, notebooks, and other learning resources—to **50 students**. This gesture was not only symbolic but also practical, aiming to **reduce the financial burden on families** and encourage uninterrupted schooling.



By equipping children with these essential resources and creating a space where their voices were heard and respected, the program reinforced Udan’s commitment to both **educational access and the psychological empowerment** of young people.

Supporting Girls' Education through the Azim Premji Scholarship

Access to education, particularly for girls, becomes increasingly challenging as they transition from primary to secondary education and eventually to higher studies. A multitude of barriers—including financial hardship, societal expectations, and lack of proximity to institutions—contribute to the discontinuation of education for many girls.

To help address the critical issue of financial constraints, the Azim Premji Foundation launched the Azim Premji Scholarship. Aimed at supporting girl students who have completed both Grade X and XII from government schools, the scholarship is offered to those who have secured admission in the first year of a regular degree or diploma programme at a government or credible private college/university. Under this initiative, selected students receive **INR 30,000 per year** throughout the duration of their undergraduate course (two to five years), covering tuition fees or other essential educational expenses. Though currently in its pilot phase and limited to select geographies, the program is poised to expand nationally in the coming years.

As a part of this initiative, **Udan played a pivotal role** in identifying and assisting eligible candidates from vulnerable communities. With Udan's support, **four girls** have successfully received the scholarship amount of **INR 30,000 each** to continue their educational journey. These young women, who come from extremely marginalized and economically disadvantaged backgrounds, had been facing significant financial roadblocks that threatened to disrupt their studies.

Through this scholarship and Udan’s continuous mentoring, these girls can now focus on their education without the burden of financial insecurity. This support not only enables them to pursue their academic goals but also strengthens their confidence and aspirations for a better future.

Skill Development Training and Livelihood Support



The organization is committed to integrating marginalized girls and women into mainstream society, enabling them to become self-reliant and live with dignity. A key focus is on preventing girls from falling victim to physical abuse due to vulnerability and supporting women forced into caste-based commercial exploitation who wish to transition to a dignified livelihood. To achieve this, the organization conducted home visits, engaged in discussions, and identified the specific needs of girls and women seeking alternative livelihoods.

Based on their interests, they were provided with skill development training, equipping them with practical skills for sustainable employment. Training was offered in computer skills, beauty parlour services, and sewing.

Furthermore, to facilitate economic independence, **8 women** received essential resources such as sewing machines, beauty parlour kits, and grocery store supplies, helping them establish sustainable livelihoods and break free from exploitative practices.

A total of **41 girls** received skill development training, empowering them with practical skills for self-reliance. Additionally, **104 children** were successfully connected to higher education, ensuring continued academic growth.



Leadership Workshop

To foster positive leadership within the community and raise awareness among girls about their rights, a leadership development workshop was conducted. This initiative aimed to equip girls with knowledge about laws and helplines, enabling them to face future challenges, pursue higher education, support other girls, and challenge social evils and discriminatory traditions.

By equipping the participants with this knowledge and leadership capacity, the program encouraged them to take charge of their own lives, face future challenges with resilience, and actively pursue higher education and career aspirations. Furthermore, the initiative inspired them to become peer leaders who could support and guide other girls in their community, creating a ripple effect of empowerment. It also aimed to spark collective action among them to challenge social evils such as child marriage, caste- and gender-based discrimination, and exploitative practices that restrict their potential.

This workshop marked a significant step towards nurturing a generation of informed and courageous young women who can lead transformative change within their communities.



In January 2025, Udan organized a Leadership Workshop at Rituvan Hotel, Mandsaur, with the participation of **52 adolescents (41 girls and 11 boys)**. The workshop aimed to nurture leadership qualities, enhance mental well-being, and provide career guidance to young participants from marginalized communities. The day began with self-introductions, followed by interactive sessions on leadership, emotional health, and future planning. Ms. Vanshika, an intern, facilitated a session on academic and career choices after 10th and 12th grade, covering streams like law, science, and computer studies, along with guidance on competitive exams such as CUET, JEE, and SLAT. Ms. Nisha conducted a session on mental health, encouraging children to express emotions through art and helping them understand signs of emotional distress. Creative group activities like “Leader-Leader-Action-Change” and paper-cutting were used to develop teamwork, self-expression, and presentation skills. Mr. Prashant introduced higher education opportunities and shared information about postgraduate courses, including those offered by Azim Premji University. The workshop concluded with life skills training led by Mr. Kuldeep, focusing on problem-solving, decision-making, communication, and critical thinking. The workshop empowered children to envision a better future, build confidence, and take the first steps towards becoming changemakers in their communities.

ACTIVITIES UNDERTAKEN FOR ORGANISATIONAL DEVELOPMENT

Strengthening Collective Power: Udan at the Rebuild Regional Gathering



Udan took part in Rebuild’s first Regional Gathering in Delhi—a vibrant space that brought together over 80 stakeholders, including grassroots leaders, funders, and changemakers from across North and Central India. This gathering provided a unique opportunity for Udan to engage in deep, reflective conversations on gender justice, education, livelihoods, and community rights. Through thematic sessions, an exhibition walks, and a collaborative “marketplace” for capacity building, our team accessed new tools and strategies to strengthen communication, impact measurement, and organizational growth.

The well-being session offered creative approaches to emotional resilience—something especially crucial in our line of work. Most importantly, the gathering fostered solidarity and a renewed sense of collective strength, reminding us that we are not alone in this journey. As part of the growing Rebuild movement, Udan emerged more equipped, more connected, and more committed to advancing systemic change from the ground up.

Building Our Vision: How the Theory of Change Strengthened Udan’s Organizational Capacity

Developing our **Theory of Change** was more than just an exercise—it was a moment of collective reflection, clarity, and alignment. It allowed us to pause, look inward, and ask: *Why do we do, what we do, and how can we do it better?*

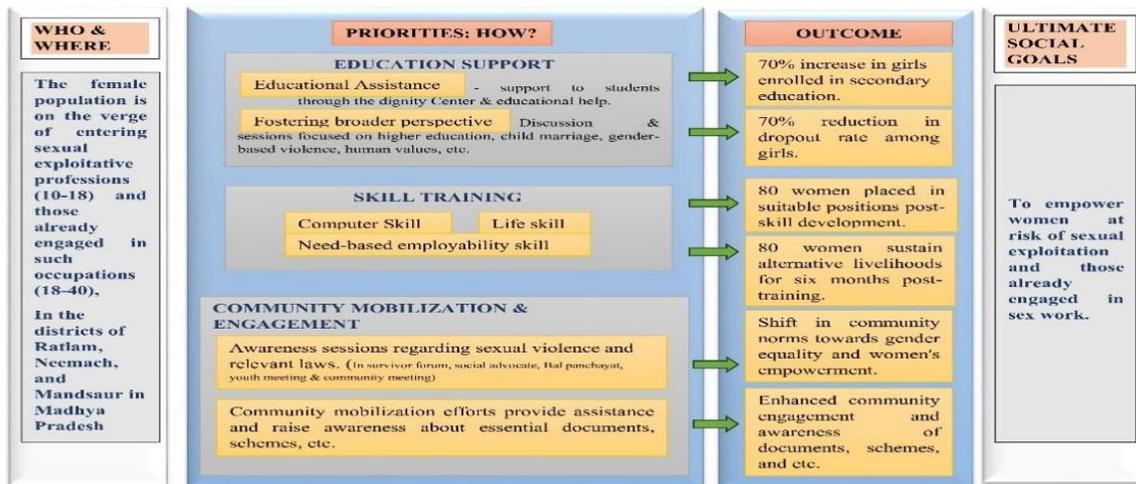
In shaping this framework, we brought together insights from every layer of our organization—from the ground team working with communities to the leadership crafting strategic direction. This process helped us articulate our unique identity, especially what sets Udan apart: our team’s deep connection with the communities we serve. Our “secret sauce”—that many of our team members come from the same marginalized communities—emerged as a powerful asset that fuels trust, empathy, and effective change-making.

Through this exercise, we were able to:

- **Clarify Our Priorities:** We identified the three core pillars of our intervention—Learning Support, Skill Training, and Community Mobilization—and understood how they interlink and reinforce one another to drive long-term impact.
- **Strengthen Internal Cohesion:** This collaborative process created a shared language and vision across our teams. Everyone—from field staff to leadership—is now aligned in purpose and direction.
- **Sharpen Our Communication with Funders and Partners:** The Theory of Change serves as a compelling narrative and strategic tool, allowing us to communicate our impact journey with greater clarity and confidence.

Theory of Change

UDAN



Ultimately, this exercise has not only made our programming more intentional and focused—it has strengthened the very foundation of Udan. It has equipped us to move forward with greater confidence, knowing exactly how our actions today lead to the transformational change we envision for tomorrow.

Team Capacity Building Workshop

Over the period a Team Capacity Building Workshop was conducted to strengthen the organization's capacity and enhance team members' skills, capacity-building workshops were conducted on various platforms. These workshops aimed to boost self-confidence, improve community engagement, and develop effective solutions to challenges encountered in the field.

A key objective was to foster leadership within the community, eradicate malpractices, and combat the exploitation of women and children, enabling them to lead dignified lives. Additionally, the workshops focused on developing second-line leadership within the organization to ensure sustainable efforts in addressing violence against women and children.



Udan organized a three-day capacity-building workshop for field staff in Mandsaur. The workshop aimed to strengthen team cohesion, deepen understanding of child-centered work, and build emotional and intellectual capacities. Through interactive sessions, games, storytelling, and group discussions, participants explored key concepts such as physical and emotional safety for children, adolescent mental health, social pressures, and effective community engagement. Activities like poster-making, riddles, and dramatizations were used to enhance creativity and learning. The workshop also emphasized the importance of empathy, reflective practice, and inclusive communication, ensuring that each team member is better equipped to support children and adolescents in vulnerable communities.

Documentation And Policy Work Related to The Organisation

This year, Udan received training on organizational documentation—covering legal and compliance aspects—and the importance of having robust policies in place. Efforts were made to streamline team operations and organize legal documents to support the organization’s development. The team also participated in training sessions organized by G.R.I, Rebuild India Fund which focused on areas such as accounting, legal requirements, board meetings, donor management, proposal writing, presenting work effectively to donors, fundraising, and concise communication of the organization’s efforts.

Additionally, training was provided to deepen understanding of laws like the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This helped update Udan's policies and enhanced the team's insight into various organizational issues, particularly in relation to proposal writing and addressing different challenges.

This year, Udan took a significant step toward strengthening its internal systems by hiring a consultant on a contract basis to develop Standard Operating Procedures (SOPs) for the organization. This initiative was undertaken with the goal of improving operational efficiency, ensuring consistency across programs, and building a stronger foundation for long-term sustainability. The development of SOPs has helped formalize and streamline our workflows, define clear roles and responsibilities, and enhance coordination among team members. It also ensures that critical processes such as case management, community outreach, documentation, and reporting are carried out with clarity, consistency, and accountability. By institutionalizing our practices through SOPs, we are not only improving the quality of our interventions but also preparing the organization for future growth and scalability. This effort reflects our commitment to professionalism and our ongoing journey toward greater impact and organizational excellence.

Key Achievements (2024-25)

- **Dignity Centres:** Operated seven Dignity Centres across the district, regularly supporting **130** children with a safe, nurturing environment.
- **Balika Panchayat Engagement:** Conducted **163** Balika Panchayat meetings, reaching a total of **3,039** children (including **1,991** girls and **1,048** boys), fostering leadership and awareness among adolescents.
- **Community Mobilization:** Organized 155 community meetings, engaging **2,102** participants (comprising **1,657** women and **517** men) to build collective understanding on gender rights and child protection.
- **Government Scheme Linkages:** Facilitated access to government programs for **59** individuals, enhancing their socio-economic well-being.
- **Support to Survivors:** Provided direct counselling in **33** cases of violence and offered guidance in **61** cases, enabling **28** families to regain emotional and social stability.
- **Awareness Campaigns:** Held **45** awareness sessions on child safety and gender-based violence, reaching **3,063** participants (**1,835** females and **1,228** males), empowering communities with critical knowledge on protection and rights.

- **Scholarship Support:** With Udan’s facilitation, 4 girls received the Azim Premji Scholarship of INR 30,000 each, allowing them to pursue higher education without financial stress.
- **Skill Development:** Trained 41 adolescent girls in various livelihood skills, promoting economic independence and self-confidence.
- **Educational Continuity:** Supported 104 children in enrolling into higher education programs, ensuring their academic progress is sustained.
- **Educational Material Distribution:** Distributed stationery and school supplies to over 802 students, reducing the economic burden on families and motivating children to continue their studies.

Challenges

- **Societal Pressures and Caste Council Influence:** The strong grip of societal expectations and the authority wielded by caste councils often leads to cases of sexual violence being resolved through mutual settlements rather than legal action. This combination of social pressure and caste-based authority discourages affected families from reaching out for organizational support or intervention. As a result, a cycle of silence and inaction persists, making it increasingly challenging to empower survivors and pursue justice.
- **Youth Unemployment Impasse:** Many young people in the community dream of uplifting their families through dignified and sustainable livelihoods. However, the lack of local employment opportunities poses a significant barrier—especially for those with little or no formal education. This scarcity of jobs forces many to remain dependent on their families, making it difficult for them to achieve financial independence and long-term stability.
- **Education Disruption Due to Societal Constraints:** As girls grow older, increasing societal pressures often lead to their early departure from formal education. These restrictions limit their access to learning and opportunities for socio-economic advancement, ultimately reinforcing deep-rooted gender inequalities and preventing meaningful progress toward empowerment.
- **Gaps in Systematic Approaches:** The lack of comprehensive and clearly structured rehabilitation plans for women and children affected by caste-based commercial sexual exploitation remains a major obstacle. This gap in coordinated and systematic support undermines efforts to reintegrate survivors into society and limits their access to essential resources for long-term recovery and empowerment.
- **Delayed Compensation Disbursement:** Consistent delays in the release of rightful compensation to survivors continue to pose a serious challenge. These setbacks hinder the healing process, obstruct timely access to support services, and extend the survivors’ struggle to rebuild their lives and regain control in the face of adversity.

CASE STUDIES

Case Study No. 1

Justice and Rehabilitation: Mahima’s Journey from Trauma to Empowerment

Mahima, a 12-year-old girl residing in Dhavad Buzurg, is a student of Class 7 at the Government Secondary School, Dhavad Buzurg. She became a survivor of a grave incident involving sexual harassment by her former teacher, Jagdish Patidar, a government school teacher residing in Bhanpura.

One morning, Jagdish Patidar visited Mahima's house and invited her and her friends to participate in a school cleaning event for Gandhi Jayanti. Trusting her teacher, Manisha, along with her friends Priya, Sunita, and Raveena, arrived at the school. Upon arrival, Jagdish Patidar sent Manisha’s friends on an errand and asked her to stay behind in the classroom. Once alone, he locked the door, took photos of

her on his mobile phone, and attempted to sexually assault her by kissing her forcefully and inappropriately touching her.

Terrified, Manisha managed to escape and immediately informed her family, including her mother, father, grandfather, and grandmother. Her father, upon returning home, took her to the police station, where an FIR was registered under IPC Sections 354, 354(a), 354(g), 342, the POCSO Act (Sections 7, 8, 9(f), 10, 11/12), and SC/ST Act (Sections 3(2) (va) and 3(1)(w)(i)).

Following the FIR, Manisha underwent a medical examination at the Government Hospital in Bhanpura. The accused was arrested and presented in court. Subsequently, Manisha provided her statement under Section 164 of CPC, detailing the traumatic experience. Manisha's case gained attention through a newspaper report, which led to her connection with the organization. The organization conducted a fact-finding mission, informed the family about available legal aid, and explained the SC/ST Act's interim compensation provisions. Initially, Manisha was extremely distressed, fearing further harm. However, with continuous counselling and psychological support, her confidence improved, and she resumed attending school.

Manisha and her family visited the organization's office, where they received legal guidance and travel assistance, as their village was far away from the office. She was also provided with necessary stationery and educational materials. Legal advocacy ensured that her statements were accurately recorded in court. The court sentenced the accused to five years of imprisonment along with a fine. Manisha's family was also informed about their right to compensation under the SC/ST Act, and they successfully received financial support. Despite the conviction, the accused's family appealed to the High Court, but the appeal was dismissed, ensuring justice for Manisha. However, she continues to require educational support to rebuild her future.

Manisha's case underscores the importance of legal frameworks such as the POCSO and SC/ST Acts in delivering justice to marginalized communities. The intervention of legal aid and psychological support played a crucial role in ensuring her safety and rehabilitation. Moving forward, it is essential to continue supporting her education and emotional well-being to help her lead a secure and dignified life.

Case Study No. 2

Empowering Education: Palak Chauhan's Fight Against Financial Barriers

Palak Chauhan, a 12-year-old girl from Khakhariya Khedi, is currently studying in the seventh grade. She belongs to the Bachhada community and lives with her family, which includes her parents, two brothers, and her ailing grandmother. Her parents work as daily wage labourers, struggling to support the household. Due to her grandmother's prolonged illness, a significant portion of their income was spent on medical expenses, making it difficult to manage daily needs and educational costs for the children.

During the school admission period in June and July, Palak and her brothers faced the risk of dropping out. The family's financial hardship prevented them from affording school fees and stationery. Palak's older brothers, studying in the ninth and eleventh grades, were unable to pay their school fees, which directly impacted her ability to continue her education. Without support, she, too, would have been forced to discontinue her studies.

Recognizing the urgency of the situation, Palak voiced her concerns in a Balika Panchayat's meeting. Her case was then referred to an organization working for children's rights and education. The organization's team, led by preventionist Vandana Dahima, reached out to her family to assess their needs. As part of the assistance, Palak and her brothers were provided with essential school supplies,

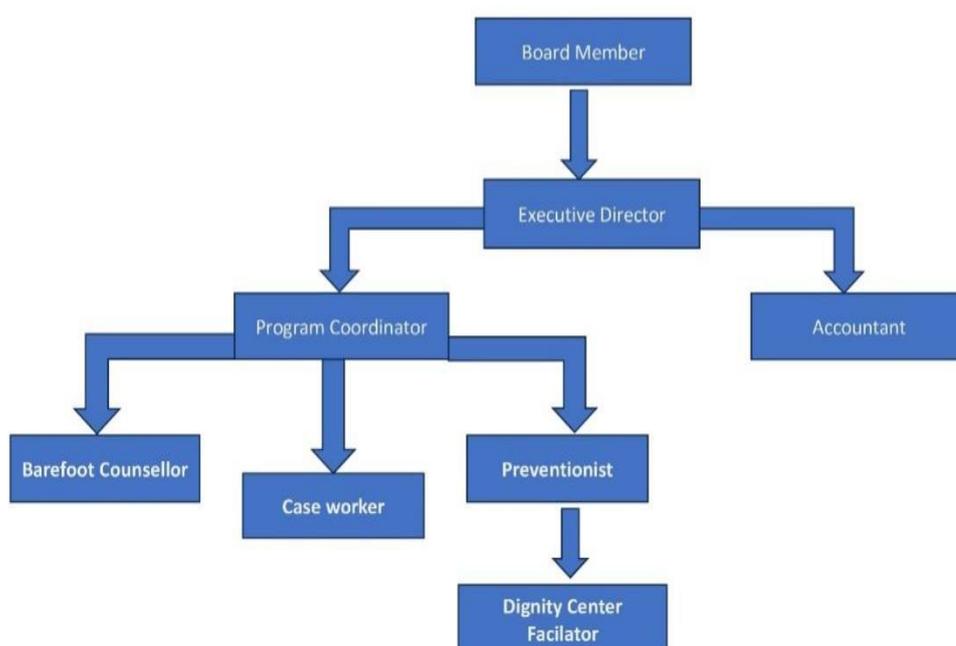
and financial support was extended to cover their school fees. This intervention ensured that all three siblings could return to school and continue their education without interruption.

As a result of this support, Palak remains in school and is determined to pursue her dream of becoming a doctor. However, she continues to require financial assistance for her education. Ensuring sustained support will help her achieve her aspirations and break the cycle of poverty that threatens her future. With continued educational aid, Palak's journey can serve as an inspiration for other children facing similar challenges.

BOARD MEMBERS

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3	Mrs. Latita Luhariya	Secretary
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6	Mr. Rais Khan	Member
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