



# A YEAR OF VOICES RISING

## Annual Report 2024–2025

Jan Vikas Sansthan

*To every girl who broke silence, and every community that stood beside her.*

**When voices rise, systems begin to shift.**

Working alongside the Musahar, Dalit, Nat, and Dharikar communities, Jan Vikas Sansthan enters 2024–2025 not just as a service provider, but as an institution of voice, dignity, and systemic change.



# Introduction to the Organization

Jan Vikas Sansthan works with communities pushed to the margins Musahar, Dalit, Nat, and Dharikar. Women and adolescent girls from these communities experience both caste and gender exclusion. JVS believes that change begins when marginalized people speak in their own voice and claim space with identity. With this vision, the organisation works across education, health, livelihoods, and justice to ensure that every person lives with dignity and equal opportunity.

## Our Vision

"To build an inclusive and just society where discrimination is rejected, and everyone has equal opportunities."

## Our Mission

"Our mission is to build leadership within deprived communities so that they become aware of education, health, skill development, etc., become self-reliant, and challenge social norms."



# Our Core Values

## Justice

Equal rights and fairness for all people, regardless of their background or circumstances.

## Equity

Focused support for the most marginalized communities so they can access the necessary resources for success.

## Inclusiveness

Ensuring that every individual's voice matters and all communities are represented.

## Integrity

Commitment to transparency and ethical conduct in all our operations and partnerships.

These values guide every program and decision at Jan Vikas Sansthan. We believe that a just society is built when every individual receives their rightful access, resources are distributed based on equity, no one is left behind in any process, and every action is carried out with integrity and accountability. For us, justice means rights for all, equity means allocating resources according to need, inclusiveness means ensuring every voice is counted, and integrity means practicing transparency in all partnerships and community engagements. Our team consciously works to reflect these values in daily fieldwork as well as in institutional processes.



# Founder's Note

## From the Heart of the Movement



"In our communities, change does not arrive through big speeches. It begins quietly in small, consistent acts of courage."



This year, I saw something shift., Girls who once hesitated to sit in the front row now speak at Panchayat meetings. Young boys who once stood at a distance now call themselves peer supporters and speak against child marriage. Mothers who once said, "We don't have a choice," now say, "At least let us try." This is not a small change. This is a cultural shift.

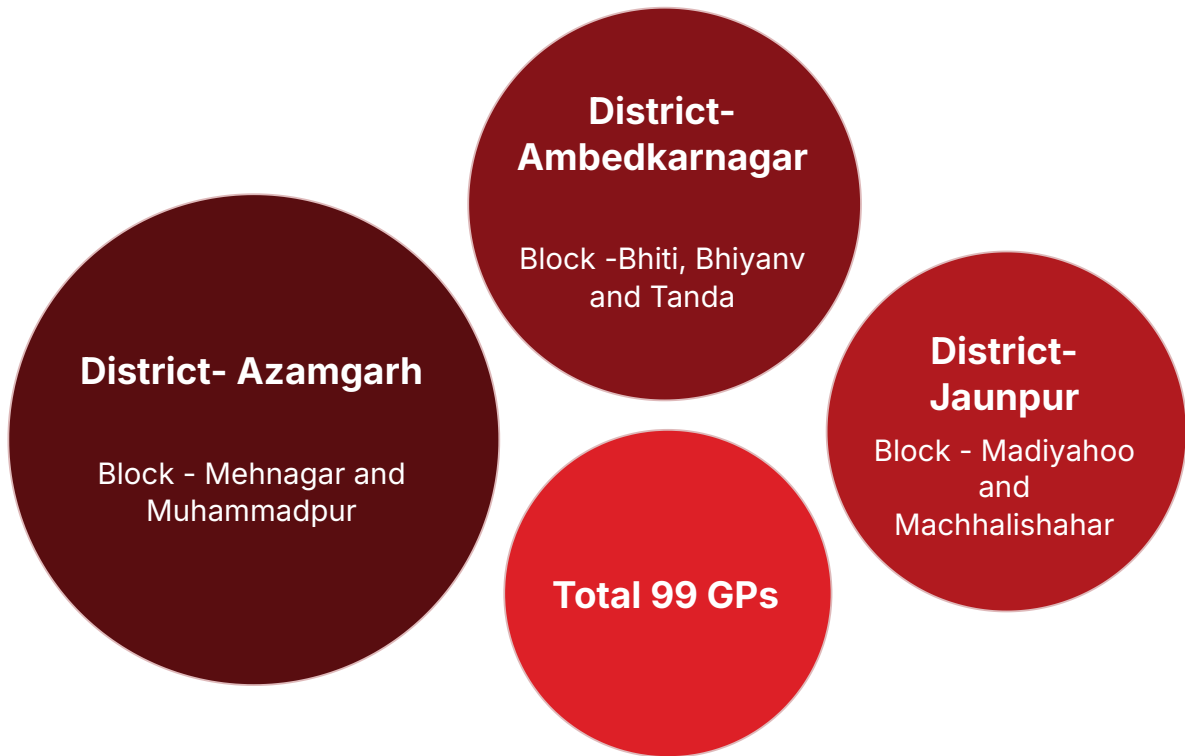
□ Our work has never been about delivering programmes. It has always been about delivering possibility. We are not only implementing we are preparing communities to speak back to the system.

To every girl who found the courage to say "No", to every youth who said "We will do this ourselves", and to every community member who said "We are ready to learn, but also ready to lead" this report carries your signature. We have witnessed mothers publicly endorsing education over early marriage, youth conducting their own dropout mapping exercises, and women claiming space in decision-making forums. These are not isolated incidents but indicators of a deeper transformation one where agency is being reclaimed, dignity is being asserted, and collective voice is becoming the foundation for systemic change.

*"This report carries the signature of every person who chose courage over silence."*

— **Rajmani**, Founder Director, Jan Vikas Sansthan

# Coverage Areas





## Our Impact in Numbers

**3,600**

**Adolescents Engaged**  
in life skills programs

**637**

**Child Marriages Stopped**  
protecting young lives

**247**

**Children Restored**  
to safety and rehabilitation

**64,615**

**Community Pledges**  
against child marriage

**1,500**

**Girls Demanding**  
IFA tablets for better health

**46**

**Women Empowered**  
as entrepreneurs

**8,49,878**

**₹ Capital Circulated**  
through women's enterprises

**529**

**Households Benefiting**  
from MGNREGA income

**2,34,915**

**₹ Earned by Households**  
through MGNREGA

**40**

**Gram Panchayats**  
strengthened and engaged

**207**

**Children Re-enrolled**  
in formal education

# Amplifying Youth Voices: From Beneficiaries to Architects of Change

**3,600**

## Adolescents Engaged

Including 2,400 girls (10-14) and 1,200 peer leaders (15-24).

**6,000+**

## Indirect Beneficiaries

Mobilized through a profound ripple effect.

## Key Initiatives & Impact:

**Adolescent led School Chalo mobilisation reached 11,264 people and brought 207 children back to school.**

"Parents said they needed help in the fields. Aarti and her peers simply shared their own journey — and how schemes support those who return."

## Breaking Barriers: Kishori Melas Transform Public Spaces

**Kishori Melas brought 1,400 girls into public spaces**, directly challenging the belief that girls should remain unseen.

*"I never imagined I could stand here and speak,"* said Pooja, 13, from the Nat community.

## Transformative Dialogues: Theatre of the Oppressed

**Adolescent street theatre reached 10,500 people**, turning early marriage and gender inequality into a **public, collective issue** — not a private one.

*"Seeing it on stage made us realise — this is our community's problem."*

## Empowering Health: Youth-Led IFA Advocacy

**1,500 adolescents demanded IFA tablets, and 1,371 received them** marking a powerful shift where young people didn't wait for services; **they claimed their right to public health.**

## Vigilance Against Child Marriage: Committees in Action

**40 youth-led committees with 204 peer members** actively monitored early marriage risks and intervened. In Machhalishahar, **three child marriages were stopped** through timely peer alerts and dialogue.

## Public Discourse: Child Marriage Street Plays-

**Adolescent street plays reached 12,000 people, turning child protection into a youth-led public conversation.**

*"Their plays taught us more than any formal meeting ever could."*



## EDUCATION

Our initiatives are empowering youth and strengthening educational structures, turning beneficiaries into active architects of change. Through strategic campaigns and sustained support, we are addressing foundational learning gaps and fostering community engagement.

**40**

### Gram Panchayats

Reached by adolescent-led School Chalo campaigns.

**11,264**

### Community Members

Mobilized through School Chalo campaigns.

**207**

### Children Re-enrolled

Out-of-school children brought back to formal schooling.

**721**

### Parents & SMC Members

Actively engaged in school improvement dialogues.

## Key Initiatives and Impact:

### Adolescent-Led School Chalo Campaigns

Under the Back to School movement, adolescents spearheaded campaigns across **40 Gram Panchayats**, mobilizing **11,264 community members** and facilitating **207 re-enrolments** of out-of-school children.

### Transforming School Management Committees (SMCs)

At the governance level, **721 parents and School Management Committee members** actively engaged in school improvement dialogues, transforming SMCs from passive structures into crucial accountability forums.

### Foundational Learning Support

Child Education Centers continued to provide vital foundational learning support, helping first-generation learners bridge learning gaps and transition confidently into formal schooling.



## Women's Empowerment & Gender Equality

"When a woman stands up, a community rises with her."

This year, women transitioned from silent presence to visible leadership, actively shaping their communities both socially and economically.

01

### From Silence to Leadership

Women moved from silent participation to visible leadership in community meetings, fostering self-organized discussion circles.

02

### Direct Community Accountability

Women publicly questioned school dropout cases and addressed **11 domestic violence cases** in Panchayat meetings, demanding collective responsibility.

Alongside their growing social voice, women's economic agency also significantly increased:

**46**

### Women Entrepreneurs

Became decision-makers in the local economy.

**₹8,49,878**

### Capital Circulated

Worth of capital now controlled collectively by women.

Women's economic independence, gained through their skills, fundamentally alters their position in the household and community, shifting them from seeking permission to asserting ownership as economic actors.

# Health, Hygiene & Nutrition Initiatives



“Health was no longer discussed as advice — it was claimed as a right.”



## Empowering Adolescent Health

This year, **1,500 adolescent girls demanded access to IFA tablets**, and through collective pressure and dialogue with the ASHA network, **1,371 girls received them**. This marked a rare moment where adolescent girls negotiated for their own health entitlement.



## Promoting Menstrual Dignity

**Menstrual dignity sessions at Kishori Melas** allowed girls to speak openly about periods. For many, it was the first space where menstruation was discussed without shame, turning a biological reality into a conversation of dignity and health rights.



## Informed Maternity Benefits

700 women participated in 40 Gram Panchayat-level awareness campaigns on maternity entitlements, moving from passive receipt of benefits to informed and rights-based claiming of state health schemes.

4

## Capacity Strengthening at Local Governance Level

580 frontline Panchayat functionaries were engaged on health accountability, integrating health into local governance response.

# Sustainable Livelihoods & Economic Empowerment

**"Livelihood is not just income — it is self-respect earned."**

## Formal Wage Earning

- 41 families secured new job cards.
- 529 households earned ₹2,34,915 from MGNREGA work.

## Enabling Infrastructure

- 43 households secured electricity connections, improving home-based livelihoods.

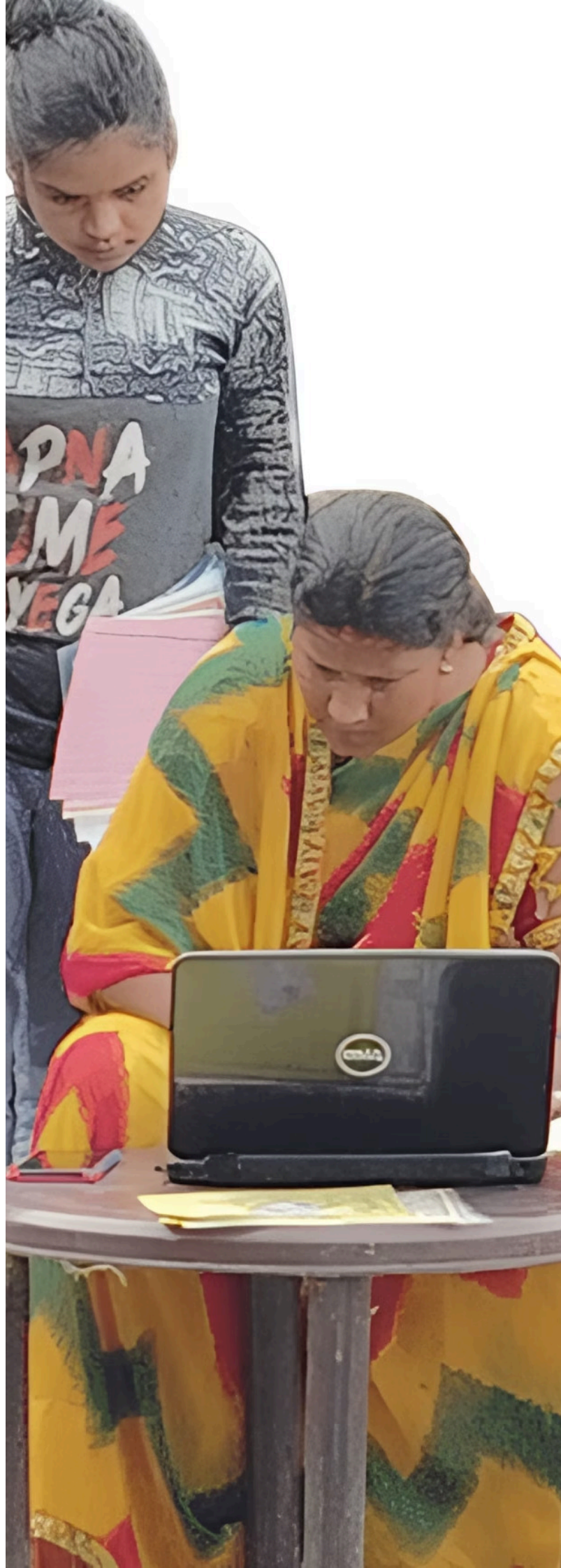
## Community Financial Power

- 38 Self-Help Groups mobilized ₹6,51,190 in community savings, challenging traditional financial authority.

## Skill & Enterprise Growth

- 27 women trained, 39 are now earning.
- 46 women-led businesses circulated ₹8,49,878.

This is not livelihood support this is livelihood as voice. When a woman earns in her own name, she doesn't just bring income she claims decision making power at home and in the market.





## ACCESS TO JUSTICE & SAFE CHILDHOODS

*"A safe childhood is not charity it is justice."*

JVS strengthens legal and community systems for timely and accountable child protection.

### Preventing Child Marriage

- **637 child marriages stopped** through direct intervention.

### Intercepting Exploitation

- 182 cases of child trafficking and labor intercepted, preventing exploitation.

### Restoring Safety & Dignity

- **247 children fully restored** to safe, protective environments.

### Community-Led Protection

- **64,615 community members pledged** against child marriage, fostering collective safety.

**"Access to justice began the moment silence ended when communities stopped looking away and started intervening."**



# Climate Resilience & Environmental Justice

Emerging 2025–26 Priority

*"Communities closest to the soil understand climate we turn that wisdom into resilience."*

Rural communities facing immediate disruptions declare, "Climate is not a separate issue it is inside our daily struggle." Recognizing this, JVS will formalize Climate Resilience as a vertical integrating it into all community development efforts to address challenges like erratic rainfall and water scarcity.



## Water Security Dialogues

Community-led conversations on water access, conservation, and management strategies.



## Resource Use Awareness

Local initiatives on sustainable resource use and understanding seasonal vulnerabilities.



## Youth-led Climate Observation

Young people documenting micro climate patterns and environmental changes in their localities.

This "new lens" approach grounds resilience in community wisdom, identifying existing adaptive strategies, with youth playing a crucial role as climate observers. Climate resilience will inform all JVS work, including education, livelihoods, health, and women's empowerment.



# Voices from the Ground

The most powerful evidence of our impact comes not from our reports but from the voices of those we work with. These testimonies capture the lived experience of transformation the moments when silence breaks, when courage emerges, when communities begin to see themselves differently.

**"Peer Educator: Empowering Children Through Education": -**



Rampur Katahit, a small village in the Machhalishahr block of Jaunpur district, is witnessing a positive transformation through Jan Vikas Sansthan's Udaan Project. As part of this initiative, the project team has formed a peer group of 30 members, aged 15-25, in one gram panchayat. Since April 2024, regular meetings have been held with the peer group, where discussions have focused on crucial topics such as health, safety, rights, and education.

During one such discussion on education, Priya Gautam, Vijayalakshmi, Priya, and Nilam raised an important concern—many children in their community, despite attending school, struggle to focus on their studies and often drift towards unproductive or harmful activities. Most parents, belonging to the Musahar and Dalit communities, work as daily wage laborers and cannot afford private tuition for their children.

Determined to make a difference, the peer educators came up with a simple yet powerful idea: *Why not teach these children ourselves?* Without hesitation, they took the initiative to start free coaching classes, dedicating two hours every day to help underprivileged children with their studies. This inspiring effort is not just bridging educational gaps but also nurturing a culture of learning and empowerment within the community.



## **Priya's Courage: Breaking Barriers for Education**

Priya, a young Peer Leader from a Dalit community facing severe financial hardships, was fiercely determined to complete her graduation and build a brighter future.

As she pursued her studies, immense pressure mounted from relatives and her own family, insisting on early marriage. They argued education was a luxury they couldn't afford. However, Priya stood firm, understanding that early marriage would trap her in the same cycle of struggle her mother and grandmother had endured.

With unwavering courage, Priya spoke to her family, passionately explaining how education could transform their lives. Her persistence yielded results, with her mother choosing to support her. Despite continued murmurs from relatives, Priya remained resolute, choosing education over societal pressure and outdated traditions.

Today, Priya continues her graduation with renewed dedication, her story a powerful testament to the transformative potential of education and the strength required to break free from imposed limits.



# Chanderma's New Beginning: From Dropout to Dream Maker

Chanderma, a bright girl from Jagdispur, was forced to drop out after class 12 due to financial hardship, setting aside her dream to study further.

A spark of hope ignited when she heard about Udaan, an initiative by Jan Vikas Sansthan, offering free vocational skills training. In October 2024, she enrolled in a beautician course. For three months, she honed her skills, feeling like a learner once more.

By January 2025, the training was complete. Just two days later, she landed her first opportunity: doing makeup for a village bride. With steady hands, she transformed the bride, earning her first payment of ₹4,000.

This initial earning was more than just money; it was proof that she could shape her own future. Chanderma now dreams bigger: to complete her studies and open her own beauty parlor. She aims to train and uplift other girls, proving that dreams may bend but never break, if you dare to chase them.



# Khusi's Journey: From Broken Roads to Inspiring Pathways

This story highlights Khusi, a dedicated peer leader from Jan Vikas Sansthan's peer leadership program, who took the initiative to address a critical infrastructure problem in her village: the severely damaged village road.



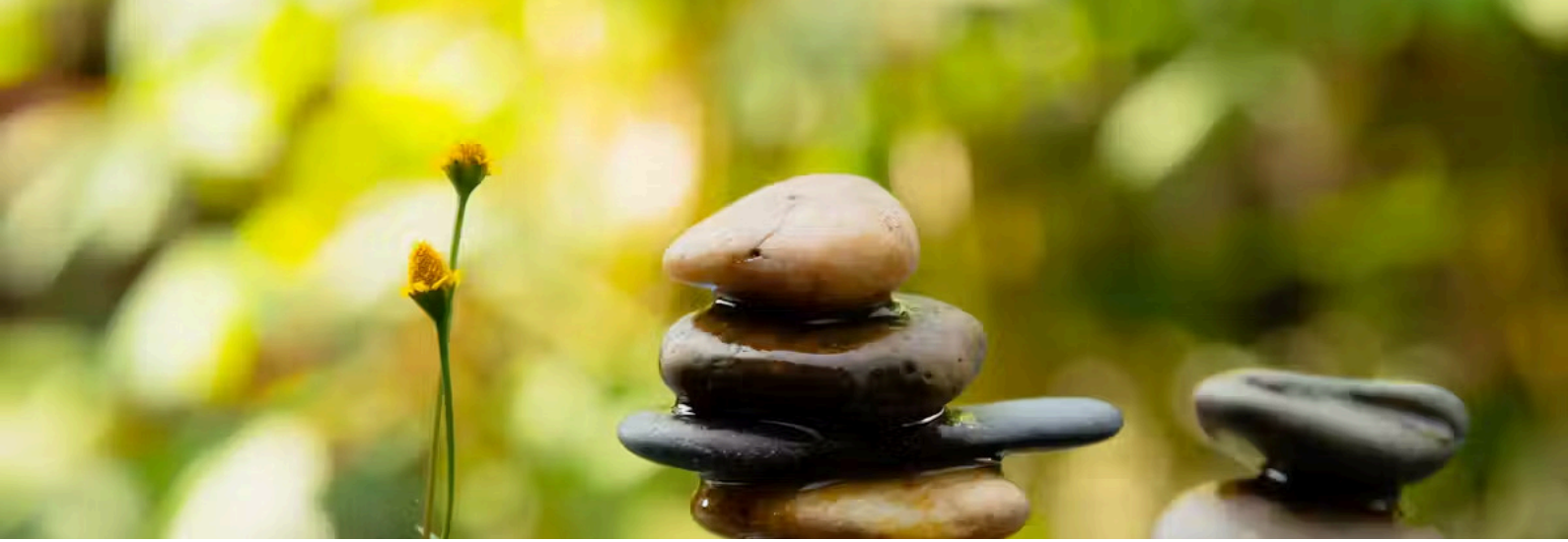
## Before: A Village in Disrepair

Khusi, a dedicated peer leader in Baderi, identified a critical problem: the village road, connecting ten villages, was severely damaged. Potholes caused frequent accidents, yet the community remained silent. Khusi and her peers wrote to the Pradhan, who directed them to the legislator. Despite doubt and mockery from villagers, Khusi, supported by her mother, persisted in her efforts to advocate for change.

## After: Paving the Way for Change

Khusi and her group contacted the legislator's P.A., relentlessly following up via WhatsApp and weekly calls for three months. Their persistence led to a government survey and the long-awaited reconstruction of the dangerous road. The once skeptical villagers now praised Khusi, and her success became a powerful inspiration for other girls in her village, proving the impact of a determined voice.





# Governance & Oversight

This year, JVS did something crucial **we moved from policy possession to policy practice**. Having policies on paper is one thing; embedding them into organisational culture and daily operations is another. This year marked a deliberate effort to ensure that our governance structures, policy frameworks, and operational systems reflect the institutional maturity required for sustainable impact and donor confidence.

1

## Board Meetings

4 Board Meetings were held this year, ensuring strategic review, policy compliance, and clear direction for institutional strengthening and program governance.

2

## Systems Review

Filing systems reviewed to reflect donor readiness and institutional maturity, ensuring documentation meets international standards

3

## Strategic Hiring

Interviews for Programme Manager roles conducted with grant execution lens, filtering for narrative strength and accountability mindset

4

## Institutional Strengthening

JVS strengthened its systems by aligning documentation with donor standards, improving financial protocols, refining monitoring processes, standardising communication, and establishing risk management mechanisms to ensure accountable and credible program delivery.

# Key Learnings 2024-25

This year's initiatives at JVS have yielded profound insights, reinforcing our commitment to empowering communities and fostering sustainable change. Our key learnings highlight the essential ingredients for true transformation:

## Community-Led Change is Paramount

Sustainable solutions emerge when communities are at the forefront, driving their own development and shaping interventions that truly meet their needs.

## The Power of Peer Leadership

Engaging and empowering peer leaders multiplies impact, fostering trust and enabling culturally relevant guidance within communities.

## From Service Delivery to Empowerment

Our focus shifted from merely providing services to building capacity and agency, enabling individuals and communities to advocate for themselves.

## Addressing Systemic Issues is Crucial

Lasting change requires tackling the root causes of challenges, moving beyond symptoms to address the underlying systemic barriers.

## Respect, Resources, and Space for Transformation

Sustainable transformation flourishes when communities are treated with respect, equipped with adequate resources, and given the space to innovate and lead.



# Looking Ahead — Vision for 2025–26

JVS enters 2025–26 with a bold vision to deepen our impact, expand our reach, and strengthen institutional capacity. We will continue our shift from service providers to catalysts for community-led transformation.

## From Programmes to Narratives

Shaping narratives that challenge systems and amplify community voices.

## From Mobilisation to Institution-Building

Building local institutions of voice that sustain beyond our presence.

## From Response to Design

Designing systems of dignity to prevent harm and promote justice.

## Strategic Priorities for 2025–26

### Youth Governance

Strengthening youth-led governance where young people lead decision-making, budget allocation, and programme design.

### Evidence Architecture

Deepening our impact communication systems to capture transformations and stories, not just outputs.

### Climate Integration

Integrating a climate lens into all verticals for humanitarian resilience.

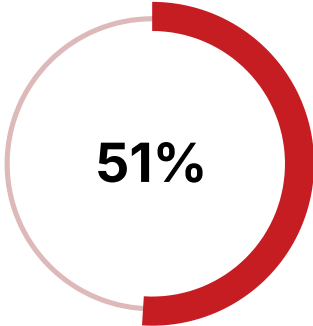
### Leadership Pathways

Building community-led leadership pathways for youth and women to anchor decision processes.

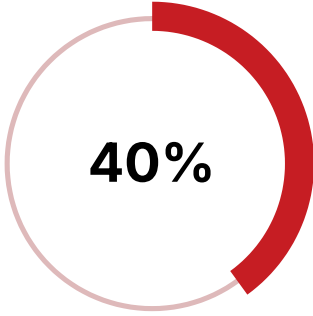




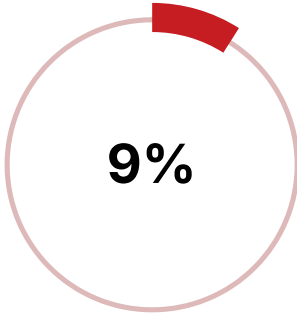
# Resource Allocation 2024-25



Program Cost



HR Cost



Admin Cost





GRATEFUL

## Acknowledgements

- **Community Members**

Deepest appreciation to community members for their active participation, unwavering support, and trust, which are the bedrock of our initiatives.

- **Local Administration**

Sincere thanks to the local administration for their invaluable cooperation, support, and partnership in delivering crucial government schemes and services.

- **Partner Organizations**

Profound gratitude to partner organizations for their collaborative spirit, shared expertise, and generous resources, significantly amplifying our collective impact.

- **Volunteers**

Heartfelt salute to our dedicated volunteers for their generous commitment of time, energy, and skills, driving the sustained impact of our programs.

- **Donors**

Profound gratitude to all donors for their financial contributions, empowering our mission of community development. Special thanks to the **Azim Premji Foundation, Andheri Hilfe, DASRA - Rebuild India fund, and Kailash Satyarthi Children's Foundation.**

Jan Vikas Sansthan gratefully acknowledges all partners, supporters, well-wishers, and our dedicated team. Above all, we salute the courage of the women, adolescent girls, and children—the true driving force behind every change.



# Change begins when we say.....

## "Let's begin anyway."

This past year documented profound transformation, built through countless acts of courage as girls, women, youth, and communities embraced their power. We've learned that change is possible: when communities are given respect, resources, and space, they transform themselves.

To every partner, donor, staff member, and community member who chose courage over silence thank you. This report carries your signature.

Moving into 2025–26, we carry forward the lessons of this year: change is co-created, communities are leaders, and sustainable transformations emerge from within.

**📌 The voices that rose this year will continue to rise. And as they do, systems will continue to shift.**

This is more than an annual report; it's a record of courage learning to speak. And the speaking has only just begun.



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