

# Enabled by Technology and Fighting Climate Change





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# We are a not-for-profit public charitable trust working towards job creation and poverty alleviation.

Hand in Hand India stands committed to addressing the key global challenge of poverty. With our unique “Job Creation” model and “Five-Pillar” approach, we empower and create sustainable livelihoods for the rural poor, especially women. We work in 18 states of India and our model has been replicated in Afghanistan, South Africa, Brazil, Myanmar, Cambodia, Switzerland and Sri Lanka. Our working model uses an integrated approach that tackles social, economic, and environmental factors. This Annual Report encapsulates our work in the year 2022-23 across the areas of women empowerment, job creation, child labour elimination, access to healthcare, skill development, solid waste and natural resource management, and community-based

village upliftment. With this theme of Digitisation and Climate Action, we have some innovative interventions which have been uplifting several beneficiaries awaiting you in this report.







# Vision

Alleviation of poverty with a focus on access to education, affordable healthcare, skill development, entrepreneurship, financial inclusion and clean environment.

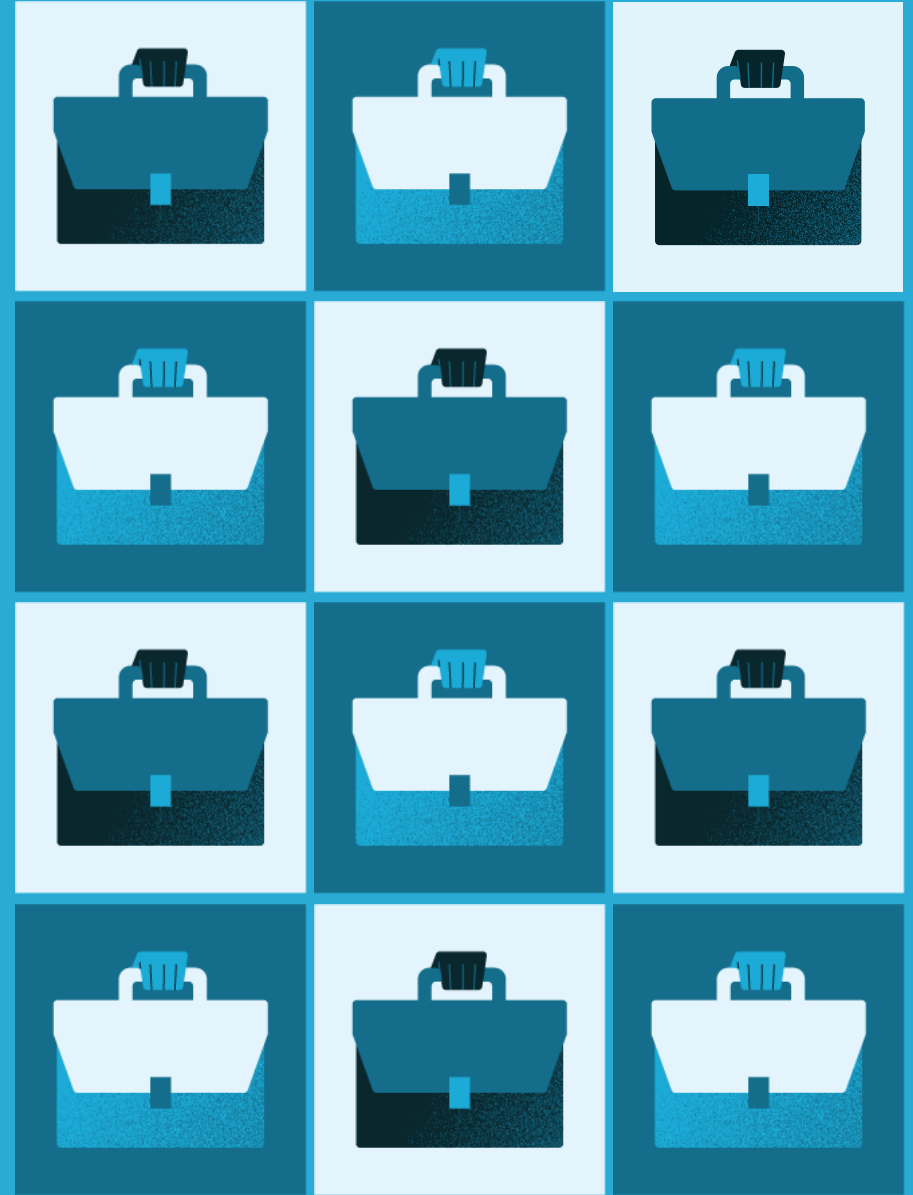
# Mission

Working hand in hand with poor women, children and communities to provide them with dignity, hope and choice for sustainable development.



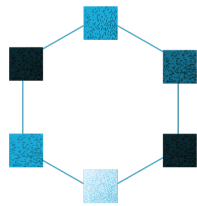
Our Goal

To Create  
Ten Million Jobs  
by 2025

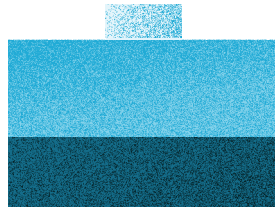




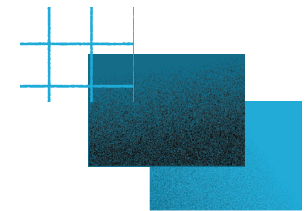
# Our Values



**Integrity**



**Professionalism**



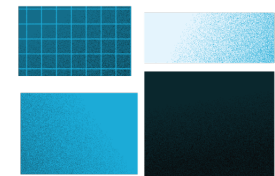
**Accountability**



**Transparency**



**Team Work**



**Gender Inclusivity**

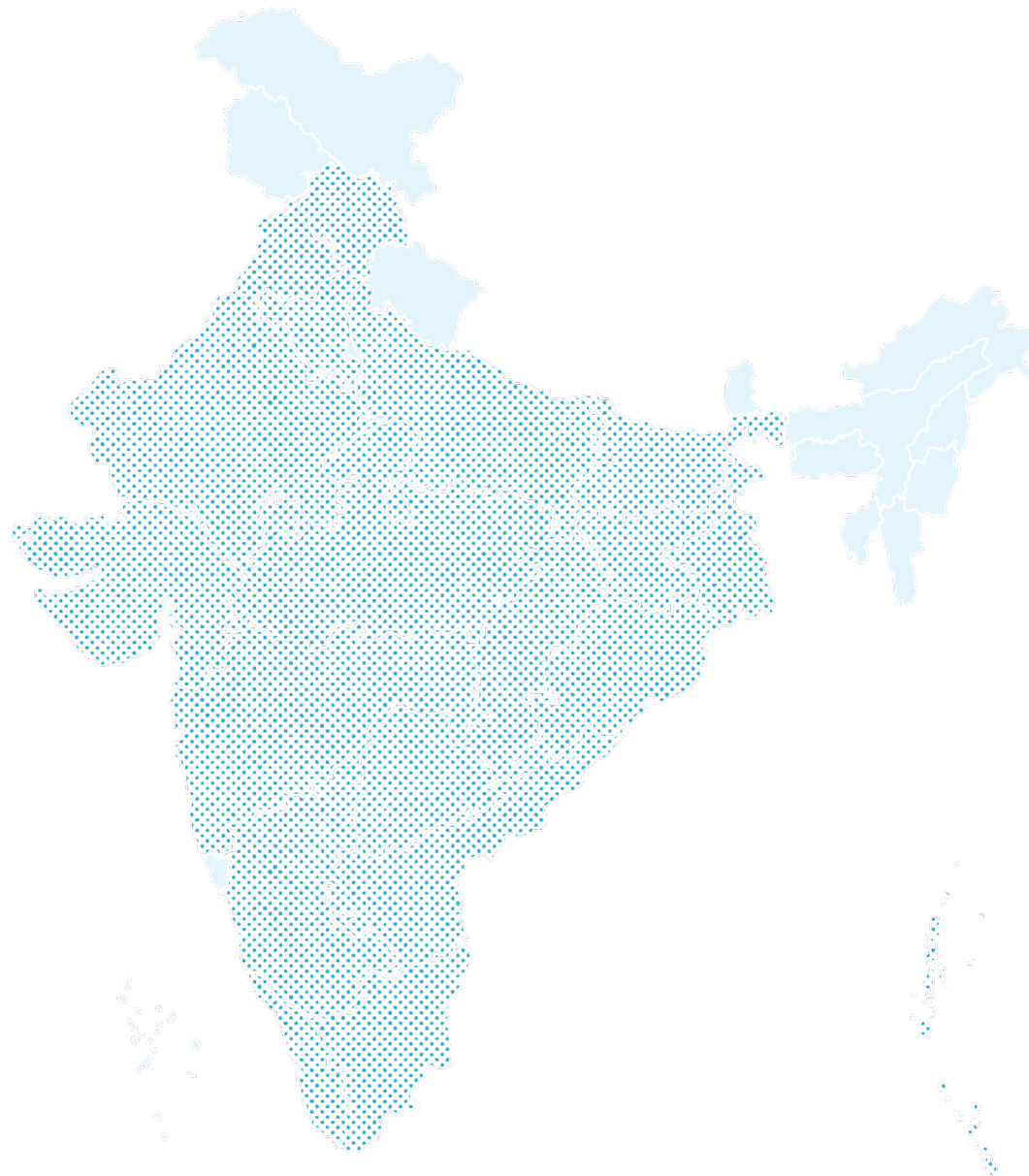


# Global Presence





# Our Presence in India



## States

- Andhra Pradesh
- Bihar
- Chhattisgarh
- Gujarat
- Haryana
- Himachal Pradesh
- Jharkhand
- Karnataka
- Kerala
- Madhya Pradesh
- Maharashtra
- Odisha
- Punjab
- Rajasthan
- Tamil Nadu
- Telangana
- Uttar Pradesh
- West Bengal

## Union Territories

- Andaman & Nicobar Islands
- Puducherry

# The 20 year journey

## ● 2002–2003

A Swedish teacher couple visits Kancheepuram and notices children in bonded labour weaving silk saris; the couple rescues the children by paying off their bondage.

The Hand in Hand India Tamil Nadu organisation was registered with Dr. Kalpana Sankar as the CEO.

The Child Labour Elimination Programme was conceptualised.

## ● 2004

The 1st Residential Special Training Centre (RSTC) – Poongavanam was launched. The centre provides free boarding, food, and education.

The 1st Self Help Group was formed at Melkadhipur and the 1st microenterprise - Crisp Bakery was set up.



## ● 2005

Launch of Health programmes through medical camps in schools.

Socio-Economic and Educational Development (SEED) Trust was established.

Launch of the 1st Citizen Centre with a computer and library in Sirukaveripakkam.

## ● 2006

Launch of the 1st Solid Waste Management (SWM) project in Mudichur.

The Mahatma Gandhi Nursery and Primary School in Kancheepuram was inaugurated.





## 2007

Hand in Hand Tamil Nadu's Head Office was inaugurated in Kancheepuram.

## 2008

Launch of Bharathiyar RSTC for the children of the Narikuravar Community.

Launch of Village Uplift Programme on integrated community development.

Launch of Natural Resource Management (NRM) Programme's watershed project in Arappedu.

## 2009–2010

Foundation work of Hand in Hand model in Afghanistan, Kenya, Sri Lanka and Latin America.

## 2010

Hand in Hand Tamil Nadu transformed into Hand in Hand India, registered as a public charitable trust.

A milestone of 500 Child-friendly Panchayats achieved.

## 2011

SWM's Biomethanation unit established in Mamallapuram.

## 2010–2012

Replication of Hand in Hand India's job creation model in Brazil, Cambodia and Myanmar.

## 2012

Hand in Hand India initiated the Community Drinking Water Project in Madhya Pradesh to improve drinking water facilities.



## 2013

Formation of dairy, embroidery, tailoring, and handicrafts hubs, thus upskilling women and creating jobs.

## 2014

Establishment of the Indian Natural Farmers Producer Company Limited (INFPCL).

## 2015

Launch of Skill Development and Technology Centres Programme.

# The 20 year journey

2016

Hand in Hand Academy for Social Entrepreneurship at Kaliyanur inaugurated.



2017

10 Children Learning Centres launched in Dewas District, Madhya Pradesh.

A film of Master Sakthi was created, an RSTC student from Narikuravar Community & a nominee of International Children's Peace Prize 2017.

2018

400 villages transformed through the Village Uplift Programme.

HIH India turns Observer NGO at the United Nations Framework Convention on Climate Change.

2019

Pilot programme launched in Bihar and Jharkhand to eliminate child labour in 50 villages surrounding the mica mines.

2020

Hand in Hand India reworked its modules and customised the Pillar activities to cope with the COVID-19 pandemic, to sustain jobs, education, and livelihoods.

1st Health Help Desk launched in Government District Headquarters Hospital, Kancheepuram, Tamil Nadu.





## 2021

Telemedicine applications launched to ensure easy access to healthcare in remote rural villages of the country.

Satellite Teaching Centres launched to ensure continuity in learning during the COVID-19 lockdown for those who cannot afford digital devices.



## 2022

Launched the Uniformed Services skill training programme to train the youth interested in enlisting for the armed forces or other govt. uniformed services.

Achieved the milestone of creating 5 million jobs in the country.



# Testimonials



## CLEP

Coming from a hamlet, I have had the opportunity to work in various districts and states in the country, and to develop rapport with communities, government officials, children and other stakeholders through multiple project interventions. I cherish the fact that I have given my fullest in the education of poor children, for which I thank my organisation and also for making me a responsible human.

**Mr. John Sugumar**

Hand in Hand India Staff



## CLEP

The staff of Hand in Hand India always approaches us with a smiling face, and the dedication and passion with which they do their work is commendable!

**Ms. Swornalakshmi**

District Education Office (Middle School),  
Kancheepuram, Tamil Nadu



## CLEP

Hand in Hand India's aspiration to protect children's rights, lights up our Nation! Let it's journey make our country colourful!

**Mr. Vedhanayagam**

Chairperson, Child Welfare Committee,  
Tirupathur, Tamil Nadu



## Access to Affordable Healthcare

Hand in Hand India has helped us in restoring an existing defunct toilet by renovating it and appointing a person for its maintenance. The villagers are now utilising the washroom facilities. This has helped make our village open defecation free. I would like to thank Hand in Hand for carrying out such helpful and commendable initiatives.

**Ms. Monica Venkatesh**

Child Development Officer, Tamil Nadu



## Access to Affordable Healthcare

The best part of the Hand in Hand team is that they value the exact need of the community. Every step of the project is discussed with ICDS officials & other stakeholders. Recently, the Hand in Hand India team contributed 120 weighing scales to all our Anganwadis. This helps our staff to weigh the children properly and identify malnutrition at an early stage.

**Ms. Pavalakkodi,**

Panchayat President,  
Abdullapuram, Tiruvannamalai, Tamil Nadu



## SWM

It has been a pleasure to work with Hand in Hand India for the past year on the Clean Oceans through Clean Communities (CLOCC) project. The synergy between our teams has resulted in a blend of ideas and talents, driving the project forward. The partnership has helped enhance the project's outcomes and also enriched the overall journey by working with stakeholders on the ground. I am excited to witness the continued growth of this partnership and the achievements it will bring during the course of the project.

**Ms. Aditi Ramola,**

Technical Director,  
International Solid Waste Association (ISWA)



## SWM

I am incredibly impressed with the impactful work done by Hand in Hand India on plastic waste management in our Maraimalai Nagar municipality. Their dedication and innovative holistic approaches have led to a significant reduction and proper disposal of plastic waste in our municipality. The training workshops they conducted for our team were invaluable, enhancing our understanding of sustainable, integrated and comprehensive waste management techniques. Thanks to Hand in Hand India, our municipality has become a shining example of effective waste management.

**Mr. Selvaraj,**

Sanitary Officer,  
Maraimalai Nagar Municipality, Chengalpattu, Tamil Nadu





SHG

Hand in Hand India's initiatives to promote entrepreneurship through project care - Terracotta is truly commendable. Their efforts are making a positive difference in empowering aspiring entrepreneurs.

**Mr. Sivasubramanian Ramann,**  
Chariman & Managing Director,  
SIDBI

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SHG

I am immensely grateful to Hand in Hand India for their unwavering support in empowering farmers and farm women at KVK. Their collaboration has allowed us to provide valuable training programs in agriculture and allied disciplines, making a significant difference in the lives of those we serve.

**Ms. Shanthi,**  
Professor and Program Coordinator,  
Krishi Vigyan Kendra, Tiruvallur, Tamil Nadu



SHG

During my service period, I have come across many child marriage cases especially in rural areas and many a times I was worried about the future of our girl children a lot. The HiH India-CLN teams have conducted various awareness programmes and prevented many child marriages by saving the future of our children. From the bottom of my heart, I am appreciating your effortless work and service to the community.

**Ms. Revathy,**  
District Social Welfare Officer (DSWO),  
Kancheepuram, Tamil Nadu

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CLEP

Hand in Hand India helped me to come out of mica picking, get admission in Class V and continue my education.

**Mr. Pradeep Kumar,**  
Class VIII student, Kishunpur Behradih High School,  
Koderma, Jharkhand



SHG

I say this with utmost fulfillment "I am empowered" - only after joining SHGs and CLN, I've got the courage to speak in public meetings as well as with the Govt. Officials and our own Gram Panchayat. Through CLN, I have understood women's rights and my responsibilities in society. On behalf of our CLN, I have participated in Grama Sabha meetings along with other members and have raised voice about various issues and they have responded with immediate action. Thanks to my CLN and HiH Team!

**Ms. Jhansi, Kottaimuneswaran CLN (member),**  
Kamuthi, Ramanathapuram, Tamil Nadu

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CLEP

I appreciate the work of Hand in Hand India for empowering women through skills-up programs and giving cycles to girls for continued education. Work of Hand in Hand India is appreciable and remarkable in the Mica-Mines area (in Bihar & Jharkhand).

**Ms. Annpurna Devi,**  
Union Minister of State for Education, Govt. of India



VUP

Hand in Hand India is working on women empowerment by reaching the deep interior villages of Maval block. I appreciate the organisation's effort for motivating and supporting rural women for their self-identity by creating enterprises for income generation and while doing so they are actively working with various government departments for government scheme conversion.

**Mr. Santaji Jadhav,**  
Block Agricultural Officer, Maval Block,  
Pune, Maharashtra



VUP

I came to know about the Agriculture Mechanization mission scheme from Social Security Awareness Scheme, and on the same day, I applied for it through the HiH India's Help Desk. After 15 days of application submission, the tractor was approved for the pre-sanction buy. I will be able to earn an additional income in the 4 months agricultural work season anywhere between INR 60,000 to 70,000. I express my gratitude to Hand in Hand India and Sahasankha for conducting such programs and facilitation to me and other farmers like me in applying for different govt. schemes.

**Mr. Sopan Karke,**  
Farmer,  
Done Panchayat, Maharashtra



VUP

Hand In Hand India interventions on social security scheme enrolment, awareness and SHG bank linkage in different project villages of Sanand region has been instrumental in financial inclusion and its reach to SHGs over a period of time.

**Ms. Swati Priya,**  
Branch Manager, State Bank of India,  
Modasar, Gujarat



VUP

I am delighted to extend my heartfelt gratitude and appreciation to Hand in Hand India for the provision of mini RO plants to our school children during June 2015. Even now, the RO proves to be an invaluable asset providing a continuous supply of purified water to our students, ensuring their health and well-being. Further, the computers, sports materials, books and play kits provided to the school have supported the students to excel in their studies and personal growth.

**Ms. Stella, Headmistress,**  
Kilakkadi Panchayat,  
Kancheepuram, Tamil Nadu



Partnership & Alliances

Hand in Hand India has helped EssilorLuxottica and Onesight EssilorLuxottica Foundation immensely to create access to healthy vision for underserved communities in India and other countries. This partnership has helped us move faster towards achieving our goal of eradicating uncorrected refractive error from the world in one generation.

The professionalism displayed by the Hand in Hand team, coupled with their reach in remote interiors of India, exemplary dedication as well as unflinching support sets high benchmarks and we appreciate their contribution to our mission.

**Mr. Milind Jadhav,**  
Senior Director-Inclusive Business, South Asia  
EssilorLuxottica



Partnership & Alliances

Guardian India has had the privilege of partnering with Hand in Hand India since 2018. Our CSR employee resource group works closely with HiH to plan and execute volunteering initiatives round the year and stay true to our purpose of inspiring well-being. Thank you for your able, consistent, and enthusiastic partnership. With your guidance, we look forward to expanding the scope of our social services in the future. Wish you all the very best in your remarkable efforts in improving the lives of our underserved communities!

**Mr. Shiney Prasad,**  
Country Head,  
Guardian India







## Our 5-Pillar Programme



**Women Empowerment &  
Job Creation**



**Child Labour Elimination  
& Education Programme**



**Access to Affordable  
Healthcare**



**Skill Development &  
Technology Centres**



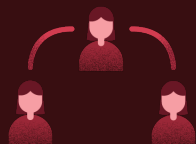
**Environment:  
Natural Resource  
Management**



**Environment:  
Solid Waste  
Management**



## Women Empowerment & Job Creation



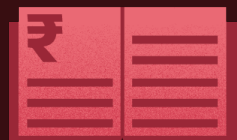
**368,562**

SHGs Formed



**7,319,323**

Jobs Created



**372,234**

Women trained in financial literacy



**3,591,191**

Total SHG Members



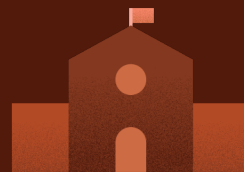


## Child Labour Elimination & Education Programme



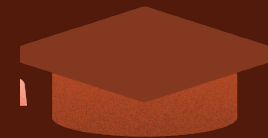
**370,684**

Children Enrolled in Schools



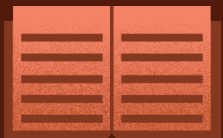
**12**

Residential Special  
Training Centres



**115**

Transit Schools



**345**

Children Supported for  
Higher Education



**5000+**

Children Learning Centres



## Access to Healthcare



**10,688**

Medical Camps



**126,086**

Women Covered under Anaemia  
Control Programme



**719**

Anganwadis Upgraded

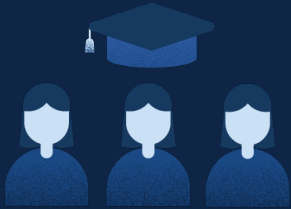


**49,043**

People Screened for Eye Vision



## Skill Development & Technology Centres



**170,398**  
Women Trained



**17,065**  
Youth Trained



**2,310**  
Enterprise Conversion/Job Placement for  
Youth (VUP CSR)



**7,884**  
Women Enterprises Created





## Natural Resource Management



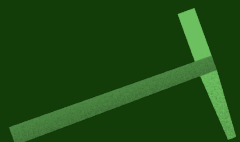
**156**

Projects Handled



**39,697**

Area Treated (Hectare)



**30,771**

Farmers Skill Trained

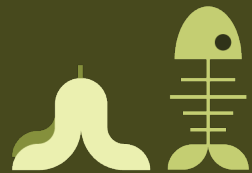


**674,281**

Water Storage Created  
(in cubic metre)



## Solid Waste Management



**2,062**

Non-recyclable waste collected  
(in metric tonnes)



**196.6**

Recyclable waste collected  
(in metric tonnes)



**35**

Recycling Assistants



## Village Uplift Programme



**486**

Villages Uplifted



**1145**

Child-Friendly Panchayats



**67**

Current Village Projects





## Message from the Managing Trustee

Dear Stakeholders,

It is my pleasure to present you the Annual Report of Hand in Hand India. Through this message, I wish to walk you through our journey encompassing 2 decades of work in serving the marginalised communities with a focus on women and children. This year, we celebrated this milestone with active involvement of our staff who have developed the strategic plan for the next five years. Aside from our direct impact on the community, one of my biggest achievements of the last 20 years is grooming a cadre of people who believe in the vision and mission of Hand in Hand India. These staff go beyond their call of duty to help those in need.

The pillars that we started off in 2004 have grown to customise its presence according to the local requirements and regulatory compliances. Each initiative has taken the required shift especially since COVID-19 and the rapid need for digitalisation. This has also ensured our approach to poverty alleviation becoming more scientific with strong rationale, scoping analysis and sustainable interventions that are impactful. For instance, in child labour elimination, aside from running six residential schools for boys and girls, our focus will be on school strengthening programmes and trying to do our bit to create schools of excellence and improve learning outcomes for our school and government school children. Our thrust will also be on sports, art, and extracurricular activities to ensure that our children are confident once they graduate from our residential special training centres. Our health pillar, now headed by a public health expert and guided by Dr. Sudarshan, is addressing the concept of “Health for All”. The pillar has become a catalyst accessing various government schemes and subsidies while leveraging donor funding to maximise impact. The most tangible benefit has been from the

specialised medical camps in partnership with private and government hospitals to identify poor who need help and providing them access for surgeries or treatment in government hospitals. The Essilor project was a breakthrough as it provided spectacles and offered free cataract screening pan India - from Tamil Nadu to Jharkhand. The self help group initiative continues to be our flagship programme that is customised to the needs of the different states. In the North, the focus is more on advocacy and access to government schemes, while the South focuses on entrepreneurship and skill training. Formation of Cluster Level Networks (CLN) and Block Level Network (BLN) Federations across India is one of the tools

**“An integrated approach to poverty alleviation, with a special focus on sustainability.”**

by which we are ensuring sustainability of the SHG movement. The concept of CLN and BLN has proved that women gain strength from the community and are also using it as a platform for strengthening Belstar's credit plus, ensuring sustainability for SHG pillar across India. The skill training team is focusing on innovative trades which will help in getting an extra income for the households with a focus on digital and financial literacy to cope with the digital world. We have been continuing our efforts in combating climate change through natural resource management activities such as pond deepening, creating shallow wells and promoting new varieties of crops that use less water.

Aside from solid waste management, in select areas we are focusing on the elimination of plastic waste from the ocean across 11 panchayats in partnership with the Norwegian Government and Postcode Lottery Sweden. This work has provided us with visibility and gotten us new grants from Southern Railways and other MNCs. Lastly, I would like to highlight the role of Hand in Hand Academy for nurturing social entrepreneurs and offering relevant courses so that it has become a knowledge centre for young social leaders!

I thank the leadership team, senior management, and the entire staff for their positive attitude, commitment, and teamwork. They embody the true Hand in Hand spirit of passionate work! I thank the National and State Governments for their encouragement and corporates for their faith in our work. I sincerely thank our esteemed Board of Trustees for their time, unflinching support, and guidance through the year. I extend a special thanks to Mr. M.S. Sundararajan for his guidance on best financial practices with maximum transparency and good governance. Over the next few years, our thrust will remain on this integrated approach to poverty alleviation with a focus on sustainability while aligning with Government priorities.

- Dr. Kalpana Sankar







## Message from the President - North

It gives me great joy to share the journeys, focus areas and key achievements of our projects and project beneficiaries across the North India States. As in the previous years, this year too has been a testament to the unwavering leadership provided by our Managing Trustee Dr. Kalpana Sankar, the tireless work and commitment of our project staff, the perseverance of our SHG women and community stakeholders who have all been driven by our shared mission, goals and values, that made work a joyful, collective experience.

Addressing the deep and multifaceted issues of poverty, illiteracy, low awareness levels, unemployment and gender inequality across the States of Madhya Pradesh, Rajasthan, Bihar, Jharkhand and Punjab, our efforts in FY 2022-23 were directed to promoting financial inclusion, job creation, self-reliant village communities and strengthening CLNs and BLNs to support SHG women for business development, community social action and gender equity. The results were promising as over 35,192 jobs were created among low income households and over 10,063 underprivileged people were connected with Government of India's financial inclusion and social security schemes across the North India States in the financial year.

Customising our interventions to suit the specific State requirements, we promoted non-farm 'cluster based enterprises' among SHG women in Bihar and Jharkhand along with mainstreaming children working in mica mining to regular schools and providing healthcare facilities in rural communities. In Punjab, with support of HPCL-MF, we promoted 'high investment group based enterprises' of SHG entrepreneurs with equally high market returns. In Rajasthan, we fostered a conducive environment for digital entrepreneurship by successfully connecting over 60% of our women entrepreneurs with digital marketing, and in

Madhya Pradesh, we focused on promoting self-reliant village communities with integrated services of health, education and women entrepreneurship.

I am both delighted and humbled to add that our efforts have been recognised and felicitated by prominent dignitaries including the Governor of Jharkhand, Minister of State for Education (Government of India), and Government of Rajasthan, who have lauded our work in providing health care services, education and livelihoods among the marginalised groups in the States.

Going forward, we are inspired to continue our mission of alleviating poverty and creating 10 million jobs by 2025 with focus on financial inclusion, women-led entrepreneurship, use of digital services and gender equality. As we navigate this exciting path forward, I extend my heartfelt gratitude towards our resilient SHG women, dedicated staff, visionary management and supportive stakeholders in Government, public and private spheres who share our vision of creating a socially and economically inclusive society.

— Dr. Madhu Sharan





## Message from the President - South

It is another momentous year, and another milestone of creating more than 7.5 million jobs has been achieved. At Hand in Hand India, we have pushed our targets higher each year and achieved them with relentless commitment and passion.

We are able to achieve these targets despite the significant changes in the external environment. Poverty is rapidly receding, but large sections of the population seem to have lost in the digital race. Although literacy rates have improved, children have not developed the ability to think and don't have the skills to thrive in a competitive world. Both men and women now live longer, but out-of-pocket expenses on health have increased manifold. Climate change and environment degradation have become difficult challenges that threaten agrarian livelihoods and urban development.

Hand in Hand India is cognisant of these challenges and we adapt ourselves to bring innovative and technological solutions to the advantage of our beneficiaries and stakeholders. This requires encouraging our employees to learn on the job, experiment with ideas, and execute with a calibrated approach. A virtuous circle has now begun to take hold within the organisation; a sharp focus on delivering results has now been embedded in the psyche of our staff.

In the last financial year, the team in South India has deepened the presence of Cluster Level Networks (CLN) and Block Level Networks (BLN). These networks provide the ability to reach out to a large number of women in need of our inclusive services on financial and digital inclusion, access to government schemes, and a platform to groom women leaders. The Enterprise team is working to extend the scope of its services, that in addition to providing market

linkages and business development training, also conducts training on digital marketing and helping women to reach markets in the northern states of India. The team has also launched a programme to educate women on the appropriate use of electricity to lower power bills.

Overlaid on the programmes is the monitoring and evaluation framework, with an emphasis on delivering results. This framework helps to design, execute and evaluate projects to assess sustainability and impact. The M&E team works with the pillars, from inception to closure, to support on measurement issues and provide feedback on the quality of work. Broadly the M&E team endeavours to visit each ongoing project in South India over a three-month cycle to assess progress and alignment of deliverables with the intended objectives.

— Mr. Srinivas Krishnaswamy

# Events of the year

## Two Decades Done; Millions of Lives Uplifted

We have hit the 20-year mark, and we celebrated this major accomplishment along with our staff, and the alumni of the Residential Special Training Centres (RSTCs) and Transit Schools at our headquarters in Kancheepuram, Tamil Nadu. A total of 750 alumni, RSTC children, team members from South and North India operations, and members from its other entities participated enthusiastically in this feat. The event was presided over by the Chief Guest, Lieutenant General A. Arun, General Commanding Officer (GOC) of Dakshin Bharat, along with our Managing Trustee Dr. Kalpana Sankar and other trustees. The chief guest gave a motivational speech for our Alumni and participants. 12

of our meritorious alumni were honoured with mementos and medals.

A follow up of this event was held in New Delhi in the form of a panel discussion, where the members discussed the significance of promoting financial inclusion and jobs among the low-income households of the country, thus also promoting women's empowerment. The discussion commenced with a key note speech by Mr. Amarjeet Sinha (Retd IAS), former Secretary, Ministry of Rural Development, GOI, and former Adviser to the Prime Minister, currently serving as a Member of the Public Enterprises Selection

Board (PESB). The session was attended by sector specialists, including Mr. Saurabh Kumar, CEO of Global Energy Alliance for People and Planet; Ms. Ratna Viswanathan, CEO of Reach for Teach; Dr. S. S. Acharya, Chief General Manager of SIDBI; and Dr. Kalpana Sankar, Managing Trustee of Hand in Hand India. Dr. Madhu Sharan, President, Hand in Hand India, moderated the panel, during which HIH shared and deliberated on some critical aspects and strategies to accelerate India's financial inclusion services to promote holistic, sustainable, and inclusive growth.





## Har Ghar Tiranga: Celebrating Indian Independence

To commemorate the 75th year of Independent India, the Prime Minister of India, Mr. Narendra Modi, started a campaign called Azadi Ka Amrit Mahotsav and promoted the Har Ghar Tiranga initiative in the country. Through this initiative, all Indians were encouraged to hoist the tricolored National Flag of the country in their homes. Hand in Hand India, along with its corporate partners, also did their part and contributed to this initiative. We organised numerous activities and distributed flags to school children from the Panchayat Union Middle School in Tirusulam, Tamil Nadu, and the Zilla Parishad High School in Boduppall and Peerzadiguda, Hyderabad. Aside from this, in Mamallapuram, a flag hoisting ceremony was organised on 15th August in the presence of Ms. R.V. Shajeevana, I.A.S., and the Deputy Collector of Chengalpattu District. The highlight of the event was a human formation of the Indian national flag and a 2.5-kilometre walk from Arjuna's Penance to the Beach near the Seashore Temple. With the active participation of 970 individuals, including corporate employees, staff, students from schools and colleges, government officials, and local volunteers, the event in Mamallapuram was a resounding success. The campaign aimed to establish a personal connection between citizens and the national flag, moving beyond formal and institutional organisations.





# Women Empowerment & Job Creation



The Women Empowerment and Job Creation pillar of Hand in Hand India comprises the enterprises team and the social mobilisation team. These two teams work in synergy and ensure that the rural women are well equipped with confidence, skills, education, and the right tools to achieve a place of their own in this world. The team is spread across 12 states in India and Puducherry. This year, the team has worked to meet the rising demand for digital knowledge and ensure the women under their wing are well versed in any jargon when it comes to online activity while advocating for their rights and independence.

## Enterprises

The focus of these initiatives is to make every woman we work with an entrepreneur through a range of comprehensive interventions. The team's approach includes enterprise assessments, skill identification, business development, credit, market support, promotion, and statutory compliance. Tailored skill training aligned with market demands equips entrepreneurs for success. Specialised business development training enhances core concepts understanding. The team also helps Self Help Group (SHG) women gain empowerment on digital platforms with digital literacy trainings and educates them about the benefits of the digital platforms they could form market linkages to scale their enterprise customer base.

## Social Mobilisation

Social mobilisation thrusts on the enhancement social capital of rural women. Through this model, appropriate strategies are devised to support and nurture Self Help Groups (SHGs), Block Level Networks (BLNs) and Cluster Level Networks (CLNs). The team also empowers the women to be more self-sustaining and enables them to be more vocal about their needs and requests while also maintaining synergy with the Panchayat Raj Institutions and the Local Government Bodies. The team empowers and educates the women through various campaigns, awareness programmes, and trainings.

The two teams of enterprises and social mobilisation together have empowered millions of women, created leaders, digital gurus, panchayat presidents and local body officials, and multi-enterprise owners.





# Our Presence

## Tamil Nadu

Chengalpattu  
Coimbatore  
Cuddalore  
Dharmapuri  
Dindigul  
Kancheepuram  
Kanniyakumari  
Kallakurichi  
Karur  
Krishnagiri  
Madurai  
Mayiladuthurai  
Namakkal  
Pudukkottai  
Ramanathapuram  
Vellore  
Viluppuram  
Virudhunagar

Ranipet  
Salem  
Sivagangai  
Tenkasi  
Theni  
Thanjavur  
Tiruvallur  
Tiruvannamalai  
Tiruvarur  
Thoothukudi  
Tiruchirappalli  
Tiruppur  
Tirunelveli  
Tirupathur

## Bihar

Dharbanga  
East Champaran  
Madhubani  
Muzaffarpur  
Patna

## Uttarakhand

Dehradun  
Nainital

## Puducherry

## Gujarat

Ahmedabad  
Bhavnagar  
Panchmahal  
Surat  
Vadodara

## Rajasthan

Ajmer  
Banswara  
Jalore  
Jodhpur  
Pali  
Udaipur  
Sirohi

## Kerala

Ernakulam  
Kollam  
Kottayam  
Palakkad  
Thiruvananthapuram  
Thrissur

## Karnataka

Bengaluru Rural  
Ballari  
Chitradurga  
Davanagere  
Dharwad  
Haveri  
Mysuru  
Ramanagara  
Shivamogga  
Vijayapura  
Vijayanagara

## Chhattisgarh

Jashpur  
Raipur  
Mahasamund  
Surajpur  
Surguja

## Uttar Pradesh

Ayodhya  
Bahraich  
Gorakhpur  
Lucknow

## Maharashtra

Ahmednagar  
Pune  
Solapur

## West Bengal

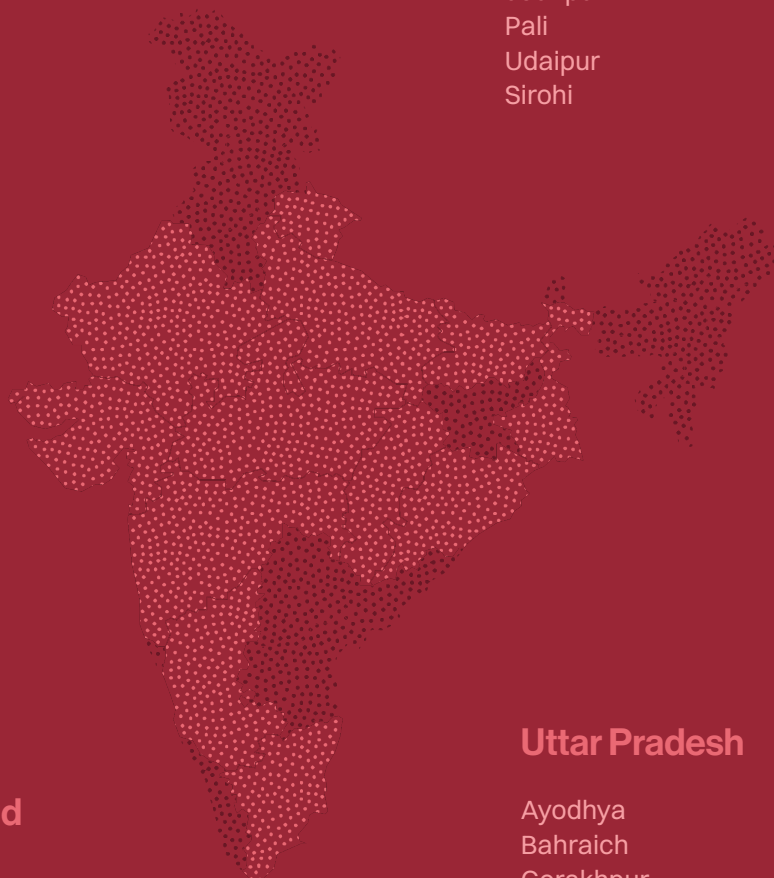
Alipurduar  
Darjeeling  
Jalpaiguri  
Purba Medinipur  
Paschim Medinipur  
North 24 Parganas  
South 24 Parganas

## Madhya Pradesh

Bhopal  
Dhar  
Dewas  
Indore  
Ratlam  
Shajapur

## Odisha

Jajpur  
Jharsuguda  
Nuapada  
Sambalpur  
Sundergarh

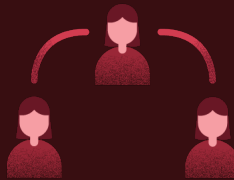


# Achievements



**2,000+**

Entrepreneurs enabled with digital connectivity



**1,005**

Cluster networks formed with 113,992 self-help group women



**18,544**

Cluster-level network representatives trained in management and leadership qualities



**42,358**

Women facilitated access to government schemes



**86,777**

Women trained in financial literacy



**62,234**

Women trained in digital literacy



**70% +**

Women gained access to digital services



**90% +**

Women gained access to government programmes







## Empowerment through Digital Literacy

To bridge the gap in access to digital literacy for rural women, the pillar has been working through all its project locations to educate, train, and empower rural women and budding entrepreneurs in the art of digitisation. The trainings on fundamental aspects such as mobile phone functionality, Gmail and WhatsApp account setup, accessing essential utility mobile apps, understanding digital financial services, and essential dos and don'ts for using digital platforms have been beneficial to the many women. The women who previously had no knowledge of how to use their smartphones are now doing business with them, accepting and making payments while also marketing their products. There has also been a focus on cybersecurity and safety especially during digital transactions.





## Digital Marketing & Networking

The enterprises team, through numerous mediums, has been working to create a buzz about the enterprises the SHG women start, thus creating publicity and enhancing their clientele. Social media these days has an unbelievable reach and effect on the world; hence, leveraging this medium, the team started a daily e-poster campaign, a 30-second promotional video campaign, and initiated WhatsApp groups connecting thousands of entrepreneurs. Through the e-posters campaign, the team posts a quote from the entrepreneur in three different languages (English, Tamil and Hindi) along with an image of them and their

business. The posts would go out every working day of the month. Through the WhatsApp groups, the members would post details about their products and businesses, which would reach women from all over the country. The 30-second promotional video posted on the official video channel of the team would speak about the entrepreneur, their business, and their story. Every video would be about one entrepreneur who has been successful in starting their own enterprise. This mode of marketing has earned many new women customers from all over the country and some even from abroad.

Over 60% of women entrepreneurs were successfully connected with digital marketing platforms and introduced to digital payment methods like QR codes and essential tools like the BHIM App. Additionally, assistance was offered for registration under the Udyam Aadhaar scheme, fostering a conducive environment for their digital entrepreneurship endeavours.



## Financial Literacy

When women actively participate in the financial system, they can better manage risk & household expenditures spent for health, education, and livelihood as well as fulfil their dreams. With this in mind, a detailed financial literacy module was designed to educate and train SHG women to manage their money and future. They were taught about savings, bookkeeping, budgeting (business and family), financial schemes, available and how to avail them, insurance schemes, and also were taught wise methods of borrowing. The end of this training is to ensure that the women attain economic empowerment and a secure livelihood for them as well as their family.





## Awareness on Women Rights and Entitlements

Gender biases are undermining the social fabric and devaluing the efforts of women who hope to climb the ladder of success. To enable women to make decisions for personal growth, attain skills and knowledge that would uplift their lives, and plan for future endeavours, numerous awareness programmes about their rights and entitlements have been conducted. The training covered various topics such as healthcare, enterprise development, social security schemes, and upskilling.





## Nurturing CLNs and BLNs

The strategy to nurture the CLNs and BLNs was devised to ensure sustainable action, inclusive empowerment, strong social relationships, and building relations with external stakeholders. CLNs are self-governing in nature and are formed by SHG women with specific objectives that cater to their needs. The CLNs are formed by multiple SHGs working together, and this group works on developing strong relationships with the Panchayat Raj, financial institutions, local government officials, and banks. The CLNs together can advocate for and bring about the change a village and its community need. They have previously brought clean water, better roads, connectivity, and access to government schemes to the villages. Further grouped as Block Level Networks, they provide a voice to local problems at the panchayat level.





# Case Studies

## Madhya Pradesh The Multipurpose Entrepreneur

Laxmi Bai owned a grocery shop and a flour mill in her village of Bhilbarkheda in Dhar, Madhya Pradesh, which were jointly managed by her husband. The income generated from the shops was insufficient as she was unable to understand the supply and demand concept. Laxmi Bai had a big entrepreneurial vision and was successful, but she lacked the knowledge and channels through which she could attain the same. This is when the Hand in Hand India team intervened and explained that there is a grocery shop at every nook and corner, and this is why it is not making her much profit. After a careful market analysis and scoping, the team advised her to expand her business mind and start a garment shop, as these are in short supply in the village.

With a bit of credit support, Laxmi opened the garment shop, and the rest is history. The shop was a big hit in the village, and people stormed the shop day in and day out. Her dream of a successful business came true. But Laxmi Bai's was much bigger than just stopping here; she wanted her enterprise to be a one-stop solution. Hence, with the support of another loan, she started a cutlery shop in the vicinity, and surely this also took off rather well. From earning INR 3,000 per month, Laxmi started to earn INR 10,000 per month, which improved her livelihood drastically.

You would think that her story ends here, but you are mistaken, for Laxmi Bai, after participating in training provided by HiH India and Krishi Vigyan Kendra (KVK) on seed production, decided to convert this skill into a business as well. She cultivated one quintal of black gram (urad dal) from the 15 kg seed that was provided, and made an income of INR 9,000 to 10,000. Laxmi Bai is the perfect example of an exemplary businesswoman. She set her mind to be successful, and successful she was.





## Bihar and Jharkhand

# Let There Be Light

In the rural and remotest parts of Nawada District, Bihar, lie the villages of Faguni and Topa Pahari. These villages have at least six to seven hours of power cuts every day in the evening, and this would hinder the study time of the children and their education.

To tackle this issue and ensure that a suitable solution is found, the Mothers' Collective (a group of women grouped together to bring about social changes) stepped in and formulated a plan to source solar-powered lights for the region and moved to ensure this plan is executed. With the support of Hand in Hand India, the Mothers' Collective group was able to distribute 1,300 solar lamps to households in the villages. Thanks to the group and their movement to bring about a change, children do not have to worry about no lighting while studying, and the villagers also have no more fear of being left in the dark and not completing the tasks.

This initiative is not only life-changing for the children and the community, but for the women as well. For they were once just mothers who took care of the household and their children, but now they can change the lifestyle of an entire village by just voicing out their needs and advocating for improvement.



## Expanding Skills and Knowledge

Traditional bamboo basket making was all Anar Devi and her family knew. They depended wholly on this one skill to power their livelihoods. Unfortunately, this art was out of style, and the business was slow with little to no income, so to sustain the family, her husband had to leave town in search of a better-paying job. But Anar Devi did not give up, as bamboo making was passed down to her from her ancestors, and she had to keep the art alive.

Thankfully, her determination paid off when she joined the Kalyan SHG under Hand in Hand India. As part of the SHG, she was given the opportunity to take part in the business development training organised by HiH India, and it was here that her life changed. She learned that a basket is not the only thing one can make with bamboo and that there are other articles like flower pots, wall hangings, and show pieces that would entice customers.

She immediately put herself to work and started to innovate when she got the opportunity to present her work at the Bamboo Exhibition in Nawada Shekhodewra Ashram. The exhibition not only provided her with more innovative ideas but was also a good confidence booster. She is now engrossed full-time in making a variety of artefacts with bamboo and earning a good profit for every sale. The market linkages, trainings, and support received from her group have surely improved Anar Devi's mood.



SCAN TO  
WATCH



## Rajasthan

# Four wheeler generated independence

Sushila, Shakuntala, Ranu, Laxmi, and Jashoda from Balicha, Udaipur, are now proud owners of four-wheeler driving licences. The women are entrepreneurs and manage enterprises like garment shops, vegetable carts, shoe stores, and cosmetic vans. The businesses require raw materials that need to be procured from the town, which involves quite a lot of travel, and the only mode of transport is by bus, or the women would have to depend on their husbands. Hence, to make the women completely independent and confident, Hand in Hand India supported them with a four-wheeler driving class. This skill would enable women to attain the freedom to travel whenever they please with their own transport to procure materials and grow their business empire. The days of depending on others to make time for them have come to an end. The women were also trained in digital payment modes and were taught to take orders online. A digital enterprise would garner a large customer base outside of their small hamlet of Balicha. The women were taught to think outside the box and conquer everything they set their mind to, and that is exactly what they have set out to do.



## No More Water Woes

A sustainable solution to all water problems was on the agenda of the Patiya Panchayat's CLN meeting. The community would largely depend on nearby streams and ponds for water used in drinking and other household needs. The water from these sources is highly polluted and unclean, and it has often led to waterborne diseases within the community, but they have no other way, so they would always return to the same sources.

Determined to find a solution for their problems, the CLN members took part in the 'Prashasan Gaon Ke Sang' campaign run by the Government of Rajasthan and submitted an application form to the Sub Divisional Magistrate of Gogunda block requesting a resolution for the water issue. The application was immediately approved, and the order for the construction of a new water tank and a bore well in the vicinity was passed. The construction for the same has started, and the villagers will soon have safe and clean drinking water within arm's reach; no more worrying about diseases. The quick and effective action of the CLN representatives has ended years of problems for community members.



SCAN TO  
WATCH



## Empowerment through Literacy

Empowerment is achieved through various means, but the crux of it all is attaining literacy. When Hand in Hand India started working in Satlana village in Jodhpur, more than 90% of the women had not completed even their primary education. This hindered their progress in many ways. To empower the women, HiH India started an adult literacy programme for the 150 women in the village. Thanks to their education, the women not just emerged as confident and empowered but also independent enough to start their entrepreneurial dreams.

Starting in 2019, over 2,450 women have been trained through the adult literacy programme. The HiH India team has inspired all these and many more women to complete their 10th or 12th grade and attain their certificates. Through the Rajasthan State Open School, over 50 of HiH India's SHG women have cleared their 10th or 12th grade. The basic certificate in 10th grade can earn these women a world of opportunities, whether career-wise or just in terms of boosting their confidence.

A study conducted indicates that more than 66% of Hand in Hand India's women are digitally literate and are freely using digital platforms to conduct and manage business. 86% of the SHG women now save and invest money to support themselves and their family's future. More than 90% of the women do household budgeting, and every single woman now has a bank account. Through the various awareness programmes and counselling, more than 90% of the women have gained access to government schemes.



## Tamil Nadu

# Harnessing Digital Power

Climate change is the major issue that the world is struggling to tackle, and enterprises are doing their part and lending a hand towards reducing the use of plastic. The enterprises utilised their digital power and knowledge and created a short video promoting the use of jute bags and eco-friendly cloth napkins. This video hoped to educate the public about the environmental benefits of cloth bags and also gain some considerable exposure for the five women from the Aruvapakkam village, Tiruvallur district, Tamil Nadu, who were engaged in the business. The video was dubbed in both Tamil and English, and this bilingual nature of the video ensured that it reached a wide range of audiences. The video was circulated on all social media platforms of the enterprise team and WhatsApp groups run by the SHG women to gain access to a wide range of audiences.

Thanks to the engaging message in the video and the creativity of the team, it became a huge success overnight. So much so that it earned the women a huge order of INR 2,00,000 to make 1,000 jute bags from a retail store in New Delhi. This study exemplifies the transformative power of purposeful digital initiatives, championing a cleaner, greener, and more sustainable future while empowering communities and promoting eco-friendly practices.





## Transformation through Digitisation

Selvi of Puducherry owns the beauty enterprise Ranjani Beauty Parlour, Tailoring, and Aari Embroidery Services, and was looking to explore ways to expand her customer base and gain some positive marketing results. The enterprise team lent a hand to Selvi and created a 30-second promotional video describing the services she offered along with some more snippets about Selvi herself. The video was then posted on the enterprise team's official YouTube channel (Thozilkalam360) and was regularly circulated on all social media platforms and WhatsApp groups.

Turns out, this one short video was all it took for Selvi's business to take off; the video became a huge hit, and her customer base started to rise immensely. Within a week of the video being launched, Selvi earned a profit of INR 58,000 through her new customer base. The digital intervention not only elevated her economic status but also improved her standard of living, enabling her to provide better education and healthcare for her family. The giant effect of the digital platforms uplifted her livelihood while also boosting her confidence and earning her a new marketing strategy.





## An Artistic Dream

In the picturesque village of Thennamadevi in Tamil Nadu, amidst the hardships of poverty, a tenacious young artisan, Nagalakshmi, dared to dream beyond her humble circumstances. She was working in a terracotta unit and got a mere INR 150 per day salary when Hand in Hand India intervened in her life. She was offered to take part in the 25-day terracotta making training under the leadership of an experienced trainer and gain firsthand knowledge about the current trends in the art world. During the training for this eco-friendly artefact, she honed her skills in moulding clay and painting with finesse. Post-training, she went back to the terracotta and was promoted to the colouring unit, all inclusive of a salary hike; her per-day salary was increased to INR 600 per day. Beyond her personal success, she became a beacon of hope for her community members, as she never gave up and was determined to uplift her status and complete her family's unfinished home.



## A Team Effort

The Shakti Cluster Level Network (CLN) of Kottakudi village, Sivagangai district, Tamil Nadu, comprises 10 SHGs with 146 members. Taking the members' requests and plights into consideration, the CLN representatives reached out to Panchayat Raj as they were looking to find some ways to create a livelihood for its members and help them earn a substantial income. The representative inquired of the Panchayat officials about the appropriate government schemes they could avail themselves of to fulfil the needs of the members. Adhering to the request submitted by the Panchayat President, we helped CLN members under the SHG welfare scheme of the DRDA set up a wooden cold press oil expeller machine enterprise within the vicinity of the Panchayat office.

The maintenance and operations of the unit were handed over to the CLN members for them to successfully run the enterprise. The members interested started working at the enterprise to earn an income and also to meet the demand for groundnut and sesame oil. The members jointly started producing 300 litres and 200 litres per month of groundnut and sesame oil, respectively. The CLN members earn INR 10,000 per month on average through this enterprise; this is certainly a change from no income at all.

The SHG women are regularly educated about their rights and entitlements and trained through various awareness and counselling sessions to become leaders who know how to get things done.





## Madam President

Geetha, from Uthiramerur Block of Kancheepuram District, was always a problem solver, and once she joined the Sri Sakthi Ganapathy SHG under the Vanavil CLN, she was given more support and freedom to tackle all social and community issues. Due to her can-do attitude and her ability to get any issue sorted, Geetha was motivated to stand for the role of Panchayat President at the local elections by her CLN members. Her winning the elections came as no surprise. Within six months of her taking up the role of President, Geetha and the CLN team had accomplished many things and brought about many changes in the villages. Jointly, they rescued a child from being sexually abused, resolved a case of sexual harassment, supported 67 tribal members with household toilets and drinking water facilities, helped 120 tribal women gain a Land Revenue Record while nine tribal women were presented with houses, and planted 11,834 tree saplings in the village, thus improving the green coverage in the region.

It is safe to say that this is the beginning of President Geetha's reign, for she and her CLN team have a big list of changes that they hope to instil in the village while hoping to improve the livelihoods of the community members.



## Stepping into new territories : Punjab

Hand in Hand India has expanded the job creation module to a new State. Punjab is the newest addition to our list of presence in India, and the team is working hard to create a diverse, strong, and independent state. The enterprises and mobilisation teams of Punjab have already begun their magic of education, training, upskilling, and raising awareness about the basic rights every one of our beneficiaries is privy to. We have many new tailoring enterprises started by our SHG women, and many more unique enterprises are to follow.

# Way Forward

Job creation and empowerment are the goals and plans for the next year. We have a target to achieve, which is the creation of 10 million jobs by 2025, and this is what we shall work towards; we are more than half way there at over 7 million jobs. We would also adhere to the current demand and scenario and create more digital and environment friendly enterprises.





# Child Labour Elimination & Education Programme



The Child Labour Elimination and Education Programme of Hand in Hand India continues its march towards education for all children, eradication of child labour, and child rights & safety. Our Residential Special Training Centres (RSTCs) and Kasturba Gandhi Balika Vidyalyayas (KGBVs) ensure that children who were child labourers, bonded labourers, dropouts and never enrolled receive contemporary education in a secure environment – 6,123 children in total.

Transit schools, Satellite Teaching Centres (STCs), Non-Residential Special Training Centres (NRSTCs) and Children Learning Centres (CLCs) help children gain the relevant knowledge to sustain and excel in mainstream education.

The integrated approach of creating proper infrastructure and resources further its impact by the setting up of perfect milieus for students to learn and shine - civil construction, Water, Sanitation and Hygiene (WASH), filling the gap in student-teacher ratio, being the major interventions.

Partnering with the Government via Childline 1098 gives us the authenticity and legitimacy to recover children in distress, avert child marriages and report child abuses, which we continue to execute with vigour.

This year though highlights the development and enhancement of digital technology in teaching and learning. Smart classrooms in our RSTCs, basic computer literacy to students from rural communities, learning through computer tablets, and providing internet services in schools develop the platform for students to learn the subjects in a fun and interactive manner and get familiar with the rapid technological advancement. This digital platform we create favours our STEM (Science, Technology, Engineering, and Mathematics) programme aimed at instilling creative and critical thinking among students.



# Our Presence

## Tamil Nadu

Kancheepuram  
Chengalpattu  
Vellore  
Ranipet  
Tirupathur  
Tiruvallur  
Tiruppur  
Virudhunagar  
Erode

## Madhya Pradesh

Dhar

## Bihar

Nawada

## Jharkand

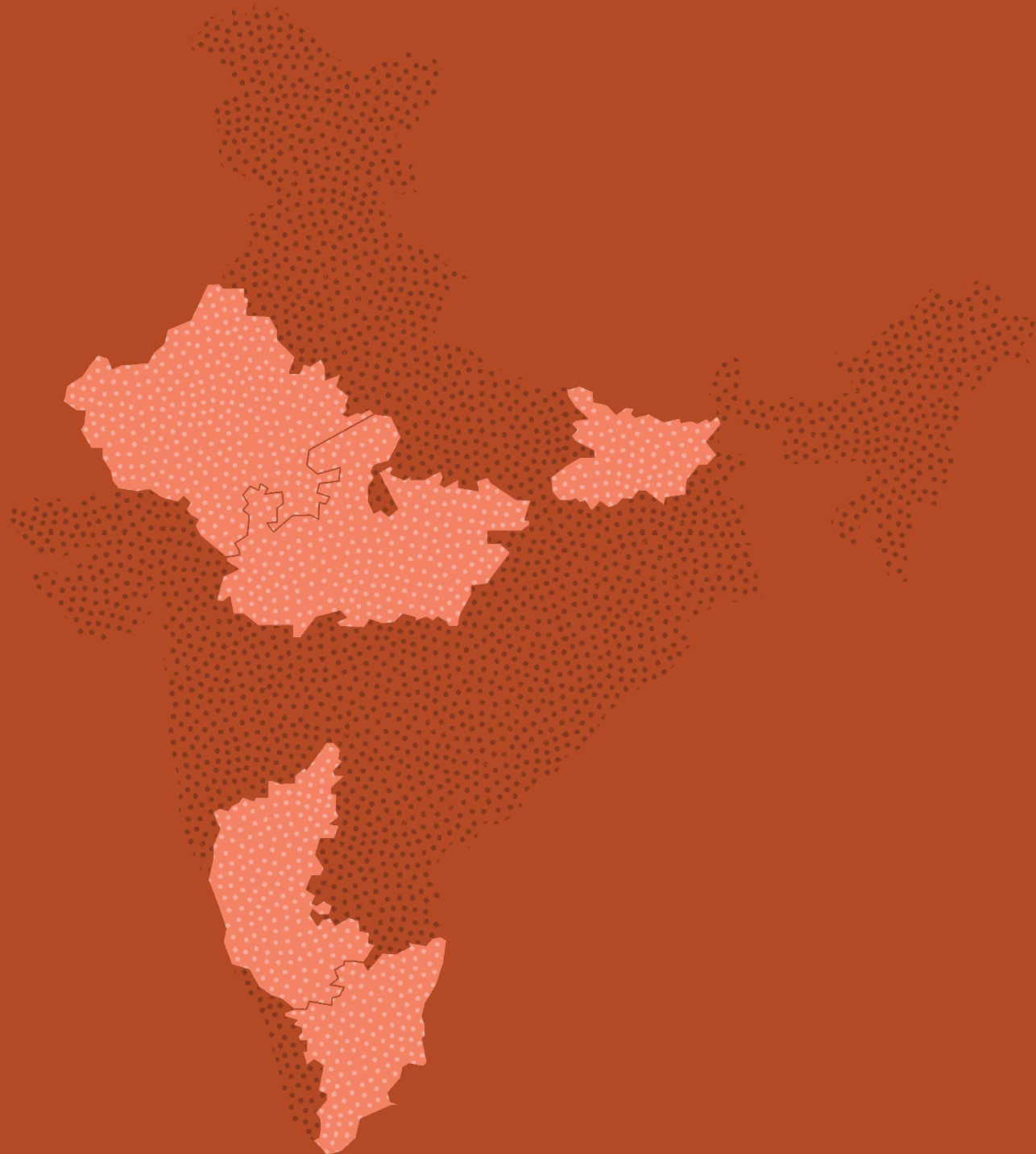
Koderma

## Karnataka

Bengaluru

## Rajasthan

Alwar





# Achievements



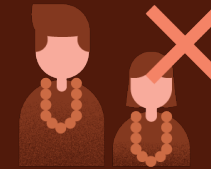
**12**

Digital STCs run with  
293 children in Madhya Pradesh



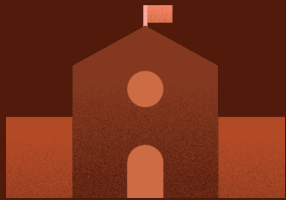
**1,354**

Children rescued and rehabilitated  
from child labour



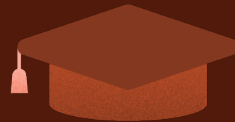
**164**

Child marriages averted



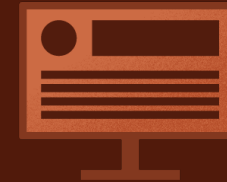
**9,226**

Children enrolled/mainstreamed  
in Government schools



**94%**

KGBV residential school children  
passed 10th Board Exam



**1,000**

Children trained in basic computer  
education in Madhya Pradesh  
and Rajasthan



**46**

CLCs with 1,141 children



**25**

Child Friendly Panchayats in Bihar and Jharkhand







## Digitalising Rural Education with SMART Classrooms

In the government schools located in the rural landscapes of the country, one thing is ubiquitous – lack of proper learning facilities and in recent years, disconnect of digital technology in education. In the pursuit of fostering inclusive education and bridging the digital divide, Hand in Hand India has embarked on an ambitious programme targeting government schools in remote villages of rural India.

This initiative to install cutting-edge smart classrooms has benefitted children in thousands, gaining access to quality education, digital learning resources, and the skills necessary to navigate an increasingly digital world.

**Transforming education, one smart classroom a time:** Successful installations of 45 smart classrooms across rural communities in the states of Tamil Nadu, Telangana, Karnataka, Bihar, Jharkhand, Puducherry Union Territory, Haryana, Gujarat and Andhra Pradesh, helped more than 20,000 children. These classrooms have become hubs of innovation, fostering an engaging and interactive learning environment that transcends traditional boundaries.

To maximize the impact of these smart classrooms, we are committed to empowering government school teachers with the knowledge and skills required to effectively integrate technology into their pedagogy. Comprehensive training sessions equipping teachers with the tools and strategies for maximum utilisation of smart classrooms ensure delivering quality education.

The initiative has opened up a world of digital learning possibilities for rural children who otherwise lacked exposure to such technology. With an array of multimedia resources, interactive modules, and educational applications to access, students are now able to understand complex concepts through vivid images, animations, and videos. This method nurtures the children to think and learn in new ways which fuels their curiosity for knowledge, and instils critical thinking, problem-solving, and creativity.

The anticipation of engaging lessons has translated into improved attendance rates – a significant impact in the context of student retention. Beyond the immediate benefits of improved learning attention and digital literacy, this initiative has laid the foundation for a more equitable and progressive educational system in rural India, and nurtures a generation of confident learners, empowering them to shape a brighter future.





## Illuminating Hope: Educating Children of Bihar and Jharkhand's Mica Mine Regions

Child Labour is rampant in the mining regions of Bihar and Jharkhand. The states are abundant with mica, a natural mineral used in multiple industries. The states with high prevalence of poverty pushes the poor communities (for generations) to scavenge for mica in large abandoned mines and large pits dug for this purpose. The scraps from the scavenging earn the families to somehow sustain their living – the mean of livelihood. The revenue from these scraps made the parents engage their children as well to extract maximum mica, turning them into labourers, putting their education off and risking their health.

Addressing this issue of child labour needs a comprehensive approach and this is where Hand in Hand India excels. The CSR funded project, during its 1st phase, integrated

education, health and livelihood together in its intervention. Emphasis on quality education and sensitisation on the issues of child rights, child labour and child marriages through mobilisation (3,893 meetings covered 25,170 community members), special drives (21 events covered 9,106 women & children) and events gathered the community towards addressing these issues.

35 Child Rights Protection Committees (CRPC) with 376 volunteers, and the School Management Committee formed in partnership with the local schools further strengthened the intervention. To connect the identified children with mainstream education, Children Learning Centres (CLCs) were setup to assess the learning levels of the children and to improve their knowledge. 23 CLCs

ensured the mainstreaming of 619 children in this regard. To enhance the learning methods in the government schools, eight schools in Koderma & Nawada districts were installed with smart classrooms, adapting to the fast evolving digital learning medium. On the individual aspect, girl children's education has been encouraged through scholarships, 275 girls to be precise. The well-established system, strategised with an inclusionary approach enabled 1,242 children (including 617 dropouts) to enter the mainstream education in these states, and paved the way to further the intervention by initiating Phase II project in January 2023.



# Residential Special Training Centres

Residential Special Training Centres (RSTCs) hold special position among the many education interventions in the country. The centres focus majorly on first-generation learners, migrants' children, school dropouts, and child or bonded labourers, to equip and enable them to prepare to age-appropriate class education. Established by Hand in Hand India in 2004 and supported by the Samagra Shiksha programme of Government of India, the 13 RSTCs in total established in Tamil Nadu & Madhya Pradesh have supported 4,590 children with quality education. Currently, 2 RSTCs - Poongavanam (boys) and Bharathiyar (girls) in Kancheepuram district, Tamil Nadu, are functional, supporting 107 students.

At the RSTCs, children are offered free clothing, basic amenities, boarding and lodging to fulfil their needs while residing in the centres. Every child is typically enrolled into

the RSTC for 18-24 months. Within this timeframe, the RSTC's professionally trained teachers help the child to cope and catch up on lost education and prepare them for mainstream education. Presence of SMART classrooms-digital learning interface enhances the learning standard further, resulting in better engagement of children in learning.

These deprived children need mentorship and guidance to overcome traumatic episodes. To address this, teachers stay in RSTCs to double up as care-givers, counsellors, friends and guides. Teacher-student ratio is maintained at 1:15, to ensure individual attention to students.

A medical check-up is conducted every month and individual health cards are maintained. Children are taken on an exposure-cum-educational picnic every year for experi-

ential learning and enjoyment. Various competitions are conducted on a monthly basis to hone their talents and build their confidence. Hand in Hand India invests immensely in teachers training apart from regular training on scientific activity-based learning methodologies given by Samagra Shiksha officials.

The RSTCs will continue executing their objective-providing quality education to children in need and excel in producing learned, responsible youth who can create their own success paths.



Owing to our good rapport with Govt. bodies and continuous representation of Out of School Children (OoSC) status by our team during district & state-level advocacy meetings to support these vulnerable children, it is notable that, post pandemic, we are the only organisation given approval to run the RSTCs in Kancheepuram district, Tamil Nadu.



## Kasturba Gandhi Balika Vidyalaya (KGBV)

Kasturba Gandhi Balika Vidyalayas (KGBVs) run by Hand in Hand India since 2016 in Kundadam and Mulanur located in Tiruppur, Tamil Nadu, currently educates 238 girl children from poor and disadvantaged groups with residential facilities, in partnership with Govt. of Tamil Nadu. More than 1,500 students have benefitted throughout our engagement in KGBVs.

KGBV is a Government of India initiative to ensure quality education for girls in the 10-18 years' age group aspiring to study in Classes VI-XII from Educationally Backward Blocks (EBBs) implemented under its umbrella project – Samagra Shiksha, to bridge gender and social gaps at all levels of school education. It focuses on comprehensive development, nurturing the students' intellectual, emotional, and physical growth. To enable digital learning

interface with interactive sessions for students, smart classrooms have been installed in the KGBVs.

Our efforts in these KGBVs reflect in the recent achievements of the students. The National Means cum Merit Scholarship (NMMS) scheme of Govt. of India supports meritorious students from economically weaker sections with the aim to prevent dropouts and encourage children to continue their education after Class 8. In the recently held NMMS exam, competing with 222,985 students from Tamil Nadu, Nivarthika and Vishnupriya, our students of KGBV-Kundadam, tasted success, and are now eligible for INR 12,000 scholarship per annum. Another inspiring story is of Ranjani's, whose mother (daily wage) is the sole breadwinner of the family comprising Ranjani and her five sisters. An alumnus of KGBV-Mulanur, Ranjani successfully

completed Class X Board exam as school topper at Govt. High School, Mulanur, having scored 400 (80%).

Out of the 18 KGBV girl students who appeared in Class X Board exam in 2023, 17 students cleared with flying colours, a significant achievement factoring in the plight these children had endured.

By ensuring these children's well-being and holistic education, we have taken a momentous step in breaking the cycle of child labour, and in empowering them with the tools to realise their full potential and lead successful lives.



## Transit Schools

Transit Schools, a flagship programme of Hand in Hand India, fulfil the critical need of enabling disadvantaged & vulnerable adolescent students (aged 15-18) who have either dropped out after Class VIII or have failed in Board exam by giving them a second chance at education-by assigning tutors to teach them for a period of 1-2 months, providing study materials and enabling them to participate again in the Board exams.

More than 100 transit schools in the districts of Kancheepuram, Chengalpattu, Vellore, Tiruppur, Tiruvallur and Tiruvannamalai in Tamil Nadu enabled 15,049 children attempt Class X Board exam, of which 5,731 students have successfully passed.

4 Transit schools run in Kancheepuram district during 2022-2023 coached 78 students who were previously considered dropouts or failures, of which 38 students successfully cleared their 10th board exams, marking a momentous triumph over adversity.

The transformative impact of the Transit Schools and personalised coaching not only restored these young minds' faith in their abilities but also paved the way for a brighter future. These accomplishments are a testament to the profound positive change that targeted interventions can bring to the lives of underprivileged students, empowering them to overcome challenges and embrace a promising future.



## Promoting Child Friendly Villages and Integrated Community Development in Rural Communities of Bihar and Jharkhand

The primary objective is to establish sustainable & child-friendly communities through comprehensive interventions in education, health, and livelihoods, in 80 villages across 4 blocks in the states. By strengthening the existing school system, improving learning outcomes, providing health benefits, and generating livelihood opportunities for mothers of out-of-school children, we are striving to create a holistic support system for vulnerable communities. The preliminary need assessment study identified 30 villages to be targeted initially, wherein our CLCs are already influ-

encing 400 children through quality education, healthcare & nutrition.

Phase II will continue to address the root causes of child labour and foster an environment that nurtures holistic development of children. The integrated development in education, health and livelihoods will create sustainable pathways to escape poverty and empower vulnerable communities.



# Child Labour Free Panchayats

The requisites for eradicating child labour in its totality are community involvement and its contribution towards the cause. The affirmative action requires contribution from all stakeholders - parents, institutions, organisations, governments and volunteers. Developing systems to identify child labourers, and enrol & retain them in schools will be a humongous achievement, considering the fact that abject poverty is the causation for children entering the labour stream. Nevertheless, to have it sustain for longer periods until the ultimate goal of eradication is attained requires government intervention, ably assisted by support mechanisms to mitigate and eradicate child labour, and ensure children in schools.

In this aspect, since 2002, Hand in Hand India has transformed 1,170 panchayats in the states of Tamil Nadu, Madhya Pradesh, Bihar and Jharkhand into "Child labour free" zones - officially declared by the respective panchayats. 1,032 Child Rights Protection Committees (CRPCs) with 16,432 community volunteers are part of this intervention. To attain this state, we have implemented carefully devised measures in a systematic manner.

An initial survey will help identify and assess the presence of child labour and out of school children in a particular panchayat. The CRPC formed involving local volunteers conduct social mobilisation meetings to gather the community, sensitise the community about child rights and right to education, visit the children's parents to sensitise and convince them to send their children to schools. With these activities, the CRPC members work towards ensuring that all the children in the 6-14 age group are in school.

Once every child in the 6-14 age group are in schools, we approach the panchayat officials to declare the panchayat as child labour free. The Panchayat President will announce that the panchayat is child labour free by providing a letter



and placing a sign board in the panchayat office, after due evaluation. The CRPC members' role continues as they are responsible to ensure sustainability, with social mobilisation and awareness meetings, and surveys.

During the year, 25 villages were declared as child labour free panchayats due to our efforts, and we supported 1,745 children to enter mainstream education, in the states of Bihar and Jharkhand. Multiple measures led to this achievement. 23 CLCs helped 640 children to learn easily and ensured smooth transition to mainstream education. 490 children received scholarships to continue education. Food support to 800 poor children enabled them to concentrate on studies. One govt. school got renovated to create an environment conducive for learning. 70 medical camps

checked the health of the children and their mothers.

The achievement is perfect impetus for us to continue this intervention and ensure more villages reach the status of - child labour free zone.





## Strengthening Government Schools

One of our key interventions under child labour elimination programme is strengthening government-run education facilities to enhance/create a positive, nurturing educational environment for underprivileged children from rural areas.

Many government schools lack even basic facilities such as proper & adequate classrooms, toilet facility, and enhanced learning materials. Addressing these shortcomings is necessary to attract and retain students in these schools. Hand in Hand India's interventions identify & rectify these weak points. Various soft & hard components – civil construction, WASH facilities, education tools, digital technology (smart classrooms), etc., underline the core components towards strengthening schools on a need-based approach.

To execute Water, Sanitation and Hygiene (WASH), and other civil work like classrooms, dining rooms and kitchen, we have an in-house civil engineering team with expert professionals.

This year, with the focus to create a favourable learning environment for students, we have renovated eight government schools in Tamil Nadu, Gujarat & Andhra Pradesh, addressing critical aspects such as WASH facilities, sanitation, new classroom building, and enhanced campus infrastructure. The renovation efforts benefitted more than 2,400 children, ensuring them access to hygienic and safe learning spaces. Upgrading WASH facilities promotes better health and hygiene practices, fostering a positive impact on the overall well-being of students. In the case of girl students, better sanitation facility and education on menstrual hygiene practice provides a safe environment,

which most students lack in their households due to poverty.

Another major issue in many govt. schools, which is often overlooked, is the insufficient student-teacher ratio. Our initiative of providing additional teachers, with a special focus on Classes VIII, IX & X solves this issue. 14 government schools benefitted from this initiative, positively impacting 13,124 students. By addressing the specific needs of higher classes, we aimed to enhance the learning experience and academic performance of these students during their crucial formative years. Our interventions towards strengthening government schools will make a positive impact among students and teachers, who will now completely focus on education, realising that their campuses have turned able and safe.

### Basic computer knowledge to students

In the states of Madhya Pradesh and Rajasthan, social stigmas and traditional norms have historically posed significant challenges, particularly for girl children. Deep-rooted stereotypes and gender biases often restrict girls from accessing education and hinder their potential for growth and development. These regressive attitudes can lead to early marriages, limited educational opportunities, and restricted participation in the workforce, perpetuating a cycle of inequality.

To break the stereotypes, we initiated Basic Computer Education which was first initiated in 2022. Computer labs were setup with internet connection in three government schools thereby providing both theory and practical sessions by the assigned teacher. Students are taught about basic computer hardware, operating a computer and utilising the internet to access information. The programme benefitted 1,000 students in Classes VI-XII and among these, 438 were girl students, a result of special focus on girl children.

Through this programme, we break through barriers and transform the lives of young girls and boys in these regions. By offering basic computer skills, we empower them with tools that not only enhance their educational capabilities but also enable them to embrace technology. As they acquire digital literacy, they become more competitive in the modern job market, positioning themselves for brighter career prospects and financial independence.





## STEM Programme for Enhanced Learning



Five government schools in Chengalpattu and Kancheepuram districts of Tamil Nadu will now have STEM (Science, Technology, Engineering, and Mathematics) classes for their Class XI & XII students. Hand in Hand India's STEM programme, funded by our CSR partner, made this possible. The 441 students of Singadivakkam, Salavakkam, Thiruvathur, Kayapakkam & Cheyyur panchayat schools will study to enhance their knowledge and skills in STEM with hands-on learning methods.

Practical sessions including demonstrations and small experiments were the prominent methods conducted by professional trainers and teachers. These additional teachers also engaged in regular classes for STEM related subjects for Classes XI & XII in three of these schools.

By incorporating STEM subjects into the curriculum, we equip students with essential skills and knowledge necessary for the modern world. The STEM education fosters critical thinking, problem-solving, analytical abilities, and the passion for innovation and scientific inquisitiveness among students.



# Supporting tribal students to realise their dreams



Peenjamandhai, Palampattu and Jarthankollai hills located in the Vellore district of Tamil Nadu are home to 25,000 tribal people in 75 villages. It is a place where road facilities remain underdeveloped, with only 12 active schools serving 75 villages. Education is considered impractical by the tribal communities in this tough terrain, especially when it comes to sending girls to school.

Class X board exam was near, but the 20 students in Class X of Peenjamandhai High School did not attend the school regularly. The headmaster of the school, worried about the absence of students, contacted Hand in Hand India to find a solution. Being present since 2007 in Peenjamandhai hills, and having 3 Residential Special Training Centres (RSTCs) established, Hand in Hand India earned the trust and

respect among the parents of these students. Realising the difficulties of these students, where some had to walk 8-10 km to school, and lack of electricity, Hand in Hand India assigned two teachers to train these students on various subjects and confidently attend the board exam. To have these 20 students (including six girl students) completely focused on the exam, free boarding & lodging in the school along with study kits and stationery were provided for a period of three months till the Board exam.

With the issues sorted, the students and teachers dedicated themselves towards the cause - 100% pass percentage, with an unyielding determination. The students confidently attended the Class X Board exam, and soon, the expected results arrived. Never the Peenjamand-

hai High School has witnessed a 100% pass percentage, before this batch. Many students even achieved more than 80% marks. It was no mean feat that these students who suffer from poverty and face many obstacles in their everyday lives were able to achieve this.

Hand in Hand India will continue its journey in creating such fascinating and inspiring realities.



# Way Forward

To strengthen our presence and commitment further, CLEP will expand its footprint in the child labour prone areas of Tamil Nadu, Bihar and Jharkhand. Residential and Non-Residential Schools will continue to add to their strength, while transit schools and CLCs will increase the effort in educating and enabling students. Our alumni will be encouraged and brought in to support children in their communities. Super 10 – coaching poor and bright children to prepare for competitive exams will be another special intervention initiated in our continued quest to nurture young minds.

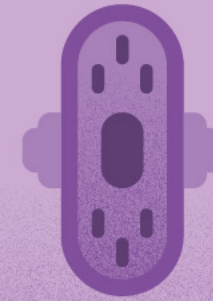


# Access to Affordable Healthcare



One of the key indicators of a developed community is the health of the people and efficiency of health care systems. Hand in Hand India's health pillar works towards filling the gaps left open by the government engines in creating comprehensive, easily accessible healthcare services by communities. This vision acts as the thrust in realising our objectives - this year too we have worked on narrowing the disparity that exists between urban and rural healthcare systems. Our Telemedicine, Mobile Medical Unit and Hello-Arogya community radio have reached out to unreached territories in the country tending to communities at their doorsteps. Personal health and hygiene of women and children retains its importance in our interventions with continued intensity through medical camps and counselling. Committed health help desks in government hospitals extend the services to people with consistency. The positive impacts on individuals and communities assert the successes of our health interventions this year.

Securing the overall health quotient of an individual leads to happier and productive lives. Poor health often overlaps with poverty and the cycle of disadvantage continues thereon. Last mile delivery of health services and providing awareness and the right information about managing health is a non-negotiable for an equitable and satisfied society. Generating a synergy between the previously existing health setups and the need to address specific concerns is a necessary task.





# Our Presence

## Tamil Nadu

Chennai  
Kancheepuram  
Chengalpattu  
Tiruvannamalai  
Tiruvallur

## Madhya Pradesh

Dhar

## Odisha

Balasore  
Ganjam

## Rajasthan

Alwar  
Sirohi  
Jodhpur

## Bihar

Nawada

## Jharkhand

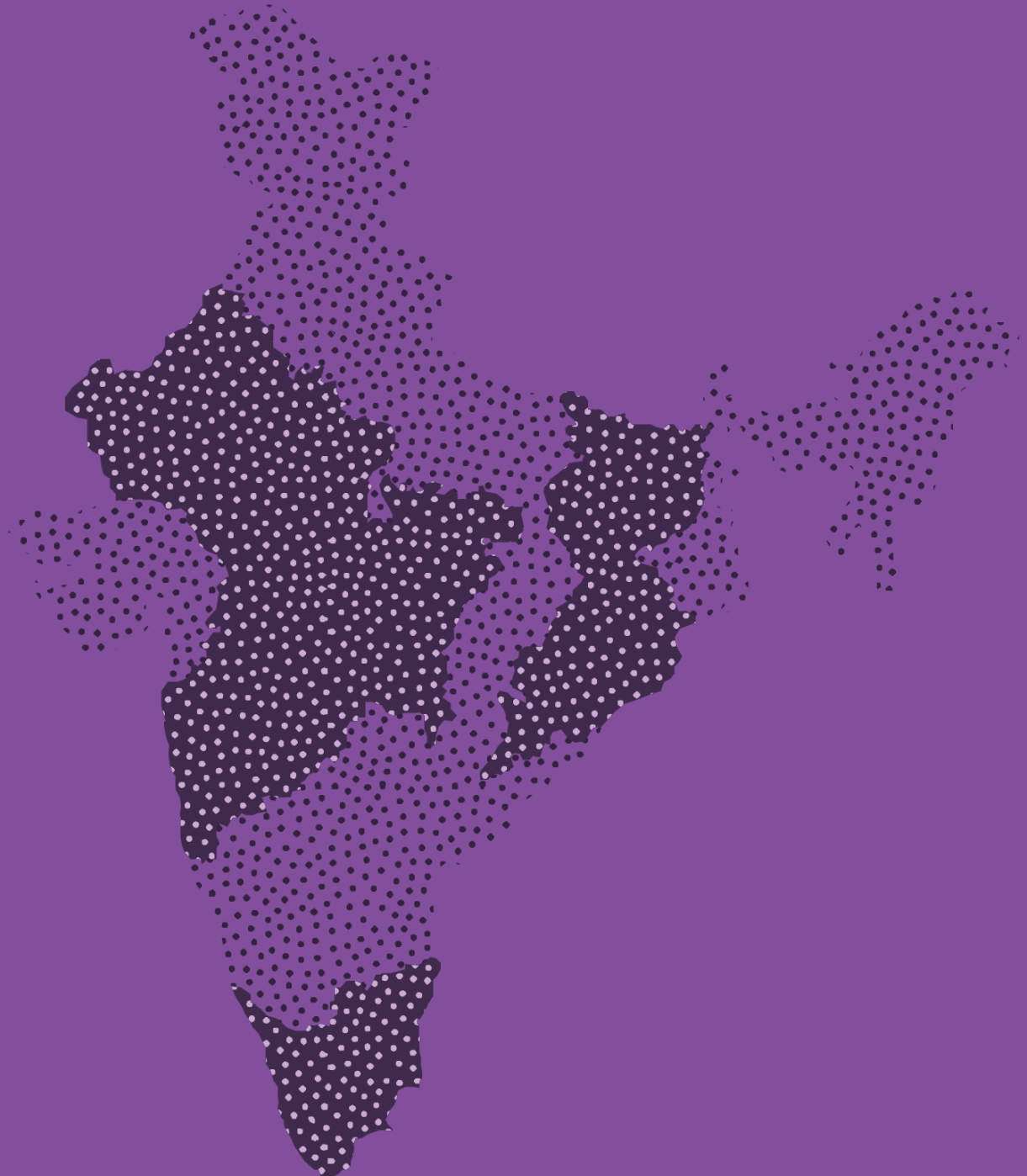
Koderma

## Maharashtra

Pune

## Kerala

Palakkad



# Achievements



882

Medical camps



99,630

Medical camp beneficiaries



1,529

Facilitated access to anaemia treatment



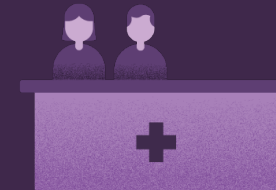
40,934

People screened for eye vision



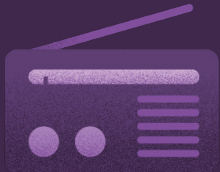
13,885

Distribution of free spectacles



1,223,014

People assisted through Health Help Desks in Hospitals



123,820

Community Radio Calls



20

Institutions (PHCs & GHs) supported with renovation and life-saving medical equipment & PPE kits



750

Food ration kits distributed to vulnerable families





TELEMEDICINE

TVS

TN 73  
AA 7252



## Beyond Boundaries: Tele-health services for tribal people

Indigenous people are susceptible to diseases and prolonged illnesses often due to poor health care infrastructure, limited health services, low literacy, inadequate education, and unemployment. While the urban areas have greater access to high-class tertiary health services, basic health care facilities in rural and tribal areas remain limited, especially in terms of accessibility.

Hand in Hand India introduced a telemedicine programme to tackle the aforementioned issue by providing health care services to tribal people of Jawadhu hills in Tiruvannamalai district, Tamil Nadu, and 20 villages in Nawada district of Bihar.

In this initiative, the community health workers trained by us visit remote villages in our project areas, collecting patient's history, vitals and basic information in a tele-health platform. Technology solutions like voice, video, photographs and all patient vitals in a preloaded format enhance the capabilities of telemedicine. Delivering patients the same level of healthcare as they get in a health facility setting – doctor to patient interaction, getting signs and symptoms virtually, and freeing up pharmacists and nursing assistants at field level to focus on patients with critical health conditions. Further, the doctor completes virtual consultation and prescribes medicines online. Finally the patients easily receive their e-prescription as well as the prescribed medicines at their door steps by this digital technology. This digital Tele-health platform with a smartphone and network features provides enhanced personal health records, making it readily available, and avoids the time delays.

A total of 158 telemedicine camps reached out to 7,454 unreached tribal people (1,681 men; 5,773 women) at their door steps. On average, our personnel visit every village once in a month. Based on the prescription received from the doctor, the nurse/paramedical staff distributed medicines at their door steps. Furthermore, women, adolescent girls and children receive counselling on personal health and hygiene, anaemia, sanitation, and nutrition to educate them in primary health related precautionary and safety measures.

Telemedicine proves to be an important milestone in taking healthcare to every corner of the country, and we will further our efforts in bringing this instrument and maximise its reach among poor, needy communities.





## Mobile Medical Units: Healthcare on wheels

Lack of access to affordable and quality medical care is a huge challenge in rural India. A mere 23,000 primary healthcare centres attempt to serve 700 million people across 636,000 villages. Sixty-six per cent of Indian villagers lack access to critical medicines; 31 percent travel more than 30 km for medical care; and rural health centres, where they exist, are short of trained medical personnel. One major initiative under the Health pillar is Mobile Medical Unit (MMU) initiated in 2008, to provide a range of healthcare services for the population living in remote, inaccessible, and underserved areas, at their doorsteps regularly.

MMU operates by engaging customised vehicles comprising a doctor and a nurse, along with pharmacist and coordinator, travelling to communities. The units provide preventive and basic healthcare services, with diagnosis and prognosis of diseases, medicines to cure illness, and consultation to women, girls and children on personal health & hygiene and nutrition.

With CSR support, four MMUs have been in operation in Chennai, Chengalpattu and Tiruvallur districts of Tamil Nadu, and Dhar district of Madhya Pradesh. These MMUs served 64,443 underprivileged people in 60 locations

during the year. Covering rural, tribal and urban slum areas in our projects, the 786 medical camps conducted benefitted communities with its extensive range - general camps, paediatric camps, gynaecology camps, urology camps, non-communicable diseases camps and ophthalmology camps.

MMU has the capability to reach the last mile, with basic out-patient services benefitting communities. Women and children benefit the most, as they lack the knowledge on personal hygiene, which would be a cause for many diseases that are not treated properly.



## Health Help Desks: Support at government hospital campus

Lack of robust health systems in rural areas push the poor and needy to the well-equipped government hospitals located in major towns and cities. These public healthcare systems take care of a large number of elders, differently abled people including patients, attendants, and visitors. People visiting government hospitals often find it difficult to locate the services as these hospitals with large campuses have many wings for diagnosis and treatment of various health issues. Common patrons of these government hospitals are daily wagers, farmers, labourers, etc., who often get lost trying to find the right departments.

Helping these poor patients by guiding them to the concerned departments and getting proper treatments saves time and money, as these people travel long distances to avail the services provided by these general

hospitals. The Chengalpattu Government Hospital houses 12 broad specialty and super specialty departments in a 240-acre campus, serving 3,000-3,500 patients daily. The health help desk setup by Hand in Hand India with CSR support caters to these patients in a timely manner. Elderly people, antenatal women, children, differently abled people, and orthopaedic patients receive proper guidance from our help desk, to meet doctors, attend screening tests, and collect reports and medicines among others. Further to those, the team also facilitates emergency cases, and stress relief care not only to patients but also their attenders and visitors within the hospital premises.

Similar health help desks have been set up in Government District Headquarters Hospital, Kancheepuram and Government Medical College and Hospital, Tiruvallur in

Tamil Nadu. To serve more such communities who face similar travails, we have expanded our health help desks to other states of the country namely, Sirohi and Luni districts in Rajasthan, Koderma district in Jharkhand, and Dhar district in Madhya Pradesh. All these help desks located at the district government hospitals serve a collective average population of about 4,105 on a daily basis.

Through establishing health help desks, we have created an amicable environment for poor, illiterate people for easy access to right information and treatment. The initiative touched lakhs of lives by creating user-friendly premises, rightly acknowledged by hospital and district administrations with appreciation certificates.





## Medical Camps: Focus on women's personal health and hygiene

Women tend to hide reproductive system-related issues in our country – one of the prevalent cultural anathemas, forcing women to restrict the matter within oneself and not seeking institutional care for early diagnosis and treatment. Reproductive health is a state of complete physical, mental, and social well-being. The leading cause of ill health in women of reproductive age group worldwide can be attributed to reproductive health problems, especially to those in the developing countries. Studies conducted in India showed that the percentage of women complaining on gynaecological problems varied from 35% to 58.9%.

Improving the health status of women is a major thrust area under social development programmes. With this in mind, Hand in Hand India's Health Pillar organises gynaecology medical camps treating the physical and emotional needs of the women, from different socioeconomic and cultural backgrounds. These camps provided a comfortable, relaxed and private environment for women of all age groups. During the camps, patients undergo detailed consultation with gynaecologists on commonly reported symptoms related to gynaecological problems, basic gynaecological screening, examinations, and health-risk assessments for women's health. High risk women get referral to nearby health facilities/hospitals for necessary surgeries and provided postoperative care. During the year, 42 gynaecology camps benefitted 2,174 women, of which 52 were identified with health issues, and 42 women were referred for further treatments.

The reproductive health status of women needs implementing various health education and awareness creation activities along with the existing health care interventions. Such measures will enable women to seriously consider personal health and hygiene, and seek proper medical attention at earlier stages itself. Women's active participation is a must to ensure preventive and curative women-centric healthcare services reach them, improving reproductive health and general well-being.





### Anaemia prevention through kitchen garden setup

Hand in Hand India's doorstep anaemia counselling benefitted Parvathy, a local resident of Ettikuttimedu village in Kancheepuram district (Tamil Nadu) who lives with her husband and two boys, and is an active member of the Ponniyamman SHG. During the counselling, Parvathy conveyed her health problems such as sleepless nights, frequent headaches, giddiness, and tiredness, and her inability to work. Being poor restricted her from going for a blood test in the nearby Sunguvarchatram town. Luckily, at the gynaecology camp conducted by Hand in Hand India with CSR support in her village, Parvathy took an anaemia pre-test free of cost. The result though was worrying – her haemoglobin level was at 10.1 g/dl (below average).

At the anaemia advisory camp conducted by the health team, she learned about the condition and ways to overcome the deficiency. Frequent visits by our trained field staff ensured her commitment to recovery, and also advised maintaining a kitchen garden for nutritious food. Parvathy was provided with 25 varieties of seeds by our team.

Ever since, Parvathy has been on a healthy diet, effecting haemoglobin level increase - to 13.4 g/dl. Parvathy and her family members feel happy about her improved health status, and she is able to go to work, earning around INR 4000-5000 monthly.





## Keeping Women Sanitary Complexes alive

It is of paramount importance to ensure personal health and hygiene of women. In 2001, the Government of Tamil Nadu constructed Integrated Sanitary Complexes for Women in all village panchayats of Tamil Nadu. The purpose of these integrated sanitary complexes is to prevent open defecation and the associated health risks, and to provide access to safe sanitation. The complex includes toilets, western closets to support old and differently-abled people, bathing area, washing area with water access, lights to ensure access in the evenings, and sanitary napkin incinerators for disposal of soiled napkins.

But, many of these complexes have been defunct due to various reasons. To revive these complexes, Hand in Hand India started supporting 22 complexes along with two public toilets in the Tiruvannamalai district of Tamil Nadu. Operations include ensuring opening hours, cleaning at regular intervals, availability of water and electricity, repair work, and providing maintenance staff and cleaning materials. Each maintenance staff reports to the community organiser, who ensures cleanliness and easy access for women and children.

Through this intervention, there is a substantial increase in the number of users; around 17,000 people access these sanitation facilities on a monthly basis. Panchayat support wherever required enables better functioning and sustainability of these complexes.





## Three sisters who overcame social stigma

Girls and women do not speak about menstrual hygiene and most do not have access to hygienic sanitary pads because they cost too much. Instead, they use old clothes. They may suffer from discomfort, endure teasing and shaming or face exclusion from everyday activities. Thilothamma, Priyothamma & Priyanka, three sisters in their teens, from Vadamangalam village in Kancheepuram district (Tamil Nadu) endured these hardships. Hailing from a poor family, their mother is the sole breadwinner as the father is affected by alcoholism.

Unable to afford napkins, the girls suffered during menstruation. Even the Anganwadi centre in the locality, which usually provides free napkins, goes out of stock often. During one of the counselling sessions conducted by trained health staff of Hand in Hand India, the girls confided their disinclination towards getting free napkins from Anganwadi even when available, owing to the social stigma attached to it. Fearing teasing from fellow students at school, they even skipped school during menstruation days. Understanding the girls' plight, Hand in Hand India, with the local government and school support, counselled the girls on menstruation and personal health and hygiene. An awareness session on the same was conducted for young girls in the school involving district health workers, teachers and volunteers.

Hand in Hand India distributed menstrual health materials in schools and continued educating the girls for them to feel confident and stay in school. A sanitary napkin incinerator was provided to the school for proper disposal of soiled napkins.

Now the girls are confident, visit the Anganwadi centre to receive sanitary napkins, and feel healthy both in mind and body.





## Helping Mageshwari fight her condition

A pregnant Mageshwari visited the general medical camp of Hand in Hand India at Nemmeli village, Kancheepuram, Tamil Nadu, for check-up. When she visited the Child Health and Children's Hospital at Egmore, Chennai, her scans revealed that she is suffering from Systemic Lupus Erythematosus (SLE), a serious autoimmune disease which needs immediate attention. The doctors advised her to take the Enoxaparin IP 40mg injection for the next 15 days to prepare her immune system for the delivery. These injections are expensive which Mageshwari was not able to afford due to her poor financial status. Immediately she sought the help of Hand in Hand India at one of our mobile medical camps. The health team soon procured the necessary injections and medicines free of cost, and encouraged Mageshwari's frequent visits to the hospital as the delivery date approached. The team also facilitated her to avail govt. schemes to ensure a safe delivery and recovery period. Mageshwari feels happy and relaxed looking at her baby girl as the delivery was hassle-free.



## Pinki gets a new life

Pinki's (27) condition was very critical during her third pregnancy. Being severely anaemic, she was supported by Hand in Hand India and got admitted to the govt. hospital in Koderma (Jharkhand), since there was no healthcare facility in her village Madhuban. Post pregnancy, Pinki suddenly fell ill and her condition worsened. As the facility at the hospital was inadequate, our team moved her to a private hospital in Koderma, where she was diagnosed with a severe infection which had spread to her uterus and many other parts of her body, and needed immediate operation. Doctors suggested blood infusion to save the life of Pinki. Unfortunately, the required blood was unavailable at the hospital. Our team sprang into action and arranged for the blood units and further donated blood, leading to a successful operation. To improve Pinki's health, a three-month food ration kit and nutrition powder was provided by the team, supporting her entire family. Pinki and her family feel grateful as our team's timely support saved her life and much more.





# Way Forward

Convergence of Panchayati Raj Institutions (PRI) with health workers and Wellness Centres at PHC will be enhanced to provide comprehensive primary health care services to cater the Non-Communicable Diseases (NCD) programme. Effective utilisation of government healthcare resources and support at government institutional bodies will further our reach among the unreached/uncovered population. Taking the National Family Health Survey 5 (NFHS 5) into consideration, preventive and promotive healthcare services, and access to basic healthcare services will be developed and expanded to communities with poor access to healthcare.



# Skill Development & Technology Centres



The core vision of the Skill Development and Technology Centres pillar is to bridge the skills deficit within rural communities. The pillar hopes to create sustainable livelihoods by enhancing the skills of rural women, youth, and farmers. By imparting trade-specific skills, we strive to bring about a change in livelihoods, thus strengthening entrepreneurial abilities through a systematic process. Through upskilling, we are not only improving an individual's life story but also the economic status of the country.

Skills determine the gradient of any individual's career and livelihood path. There is a gap in the quality of skills being imparted in the urban areas vis a vis the rural areas. This disparity affects the confidence and success levels of the rural population, thereby hitting the potential productivity of that place and the society at large. Imparting the populace with a wide array of skills to facilitate holistic growth is therefore a crucial task to be undertaken.

This year, the pillar has diverted its focus towards employing digital and environmentally friendly methods. Through digital literacy and eco-friendly concepts, the pillar has catered to the needs of the world and has worked towards ensuring that rural communities are not lagging behind the rest of the world in terms of digitisation and climate-friendly activities. We shall take you through the variety of interventions and their impact on the livelihoods of the women and youth of Hand in Hand India.





# Our Presence

## Tamil Nadu

Kancheepuram  
Chengalpattu  
Tiruvallur  
Coimbatore  
Ranipet  
Viluppuram  
Cuddalore  
Tiruppur  
Vellore  
Krishnagiri

## Rajasthan

Jodhpur  
Udaipur

## Madhya Pradesh

Dhar  
Dewas

## Bihar

Nawada

## Jharkhand

Koderma

## Gujarat

Ahmedabad

## Karnataka

Davanagere

## Maharashtra

Pune

## Punjab

Mohali

## Telangana

Yadadri Bhuvanagiri



# Achievements



**89**

Eco-Friendly & Green Enterprises Created



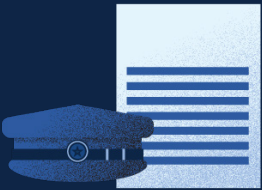
**495,339**

Eco-Friendly Products Created as a Substitute for Plastic



**99**

Youth Enrolled in Uniformed Services Training



**5**

Youth from the Uniformed Services Training Programme Received a Government Placement Order



**2,245**

Beneficiaries Trained in Cardiopulmonary Resuscitation (CPR)







# Interventions

## Digital Exposure

Skill training in telesales, customer relationship management, retail sales, and digital marketing has ensured guaranteed employment for 1,153 youth from Tamil Nadu. The youth who would otherwise take jobs that are irrelevant to their skill set with a very low salary are now earning a salary of INR 13,000 to 20,000 per month. The free training facilitated by the CSR partner of Hand in Hand India trans-

formed the lives of numerous youth through 29 job fairs, which saw the attendance of 314 companies. The training has enabled the youth to gain knowledge and become self-reliant and independent while also supporting their families. The digital and retail skill sets that were acquired through this training would be beneficial for these youth who are stepping out into the ever-evolving world.



## Uniformed Services Training

There are many young people out there in Tamil Nadu trying to navigate their way through a job market that is both shrewd and difficult. We understood that the youth seem to concentrate only on certain fields and are not exploring the plethora of options available outside that bubble. Hence, to create more skilled workers and enhance their job search, we started Uniformed Services Training for those youth from rural Tamil Nadu who were interested in trying out for the Armed Forces and Police services in the country. The programme is conducted by an ex-army professional with the key aim of creating skilled workers who would be able to earn a decent salary for a living. To date, 99 rural youths have enrolled in the programme, of which 25 are preparing to take the written tests. We are also proud to share that five out of the lot (4 males and 1 female) have successfully cleared the physical and theoretical tests, and are currently under training at the Tirunelveli Police Training Academy.





## Shaping Entrepreneurs

403 women have been upskilled and trained for free in the Hosur region of Tamil Nadu, meaning their lives and livelihoods have been transformed for good. The women were trained as sewing machine operators and as beauticians in the newly opened skill training centre at Hosur with the support of our CSR partner. Through the training rendered, 27 women trained in tailoring went on to work in the commercial sector and started earning an income of INR 3,000 to 6,000 per month. Eight beneficiaries trained as beauticians have started providing beauty services from their respective homes, and two have opened their own parlours, earning INR 4,000 to 5,000 per month. The trainings and business development workshops conducted have instilled a newfound confidence in the women and enabled them to believe in their abilities.

Hand in Hand India has also helped 20 women with market linkages and procured them an order of stitching 228 uniforms for factory employees, thus earning them an income of INR 86,640.



SCAN TO  
WATCH



## Plates Made of Leaf

Under the Waves of Change project, we have been working towards finding an eco-friendly alternative for plastic plates. After extensive research, we learned the advantages of Sal and Areca leaves, and keeping in mind the huge demand for plates in the market, a special training on Areca and Sal leaf plate making was imparted to the SHG members. When compared to plastic plates, Areca and Sal leaf plates are biodegradable and compostable. Lightweight by nature, the plates serve as an excellent alternatives to harmful plastic plates. The women were trained and taught the correct ways to source the leaves, prepare and dry them, and further place them in the compression machines. Through the project, the team set up two Areca plate-making units and one Sal plate-making unit in the coastal region of the project area. The machines can cut and create plates in three to four different sizes. The members have gained a profit of INR 31,700 through the sale of 7,650 Areca plates and INR 7,900 through the sale of 3,650 Sal leaf plates.



SCAN TO  
WATCH



## The Onesight Project

A unique intervention that not only restores the eyesight of the people but also serves as an income-generating medium for numerous rural entrepreneurs. In the Satara district of Maharashtra, local small business entrepreneurs were identified as Vision Ambassadors and were provided with an additional mode of employment. The grocery shops, chemists, saloons, and many more businesses were turned into vision correction units for those in need of free eye tests or vision-correcting spectacles. The project addresses near-vision correction by providing Essilor 2.5 NVG reading glasses to those in need. 68 microenterprises were converted into Readers Access Points, thus addressing 641 eye sight issues and screening more than 6,650 for vision corrections.





## Shepherd Turned Police Constable

Satish Prahalathan's journey is one for the books, for he went from paying for his education by rearing goats and working as a daily wage labourer to now being posted as a Police Constable under the Tamil Nadu Police Department. Satish and his two sisters were raised by their parents, who were shepherds. They worked very hard to provide a decent life and education for their children, but they could only support them to a limit; much was left for the children. So Satish took it upon himself to work hard towards creating an identity for himself while also saving money for the future and fulfilling his dream to serve the motherland. Thanks to the perfect timing of the Uniformed Services Training offered by Hand in Hand India, he was able to make his dream come true sooner than expected. With the support of his trainer, Satish completed his written and physical exams with flying colours and was offered a posting as a Constable in the Thoothukudi Police Station. Satish is currently in training and will soon start his duties as a police officer and serve the country with pride and joy.



## Plastic's Eco-Friendly Alternatives

For years, a team at Hand in Hand India has been working towards finding ways to stop the use of plastic and replace it with suitable, environmentally friendly alternatives. We eventually found that the qualities of Areca and Sal leaves make them a perfect replacement for plastic, and started working towards a plan to swap plastic plates for Areca and Sal leaf plates. Sal leaf plates have natural properties that make them heat-resistant, allowing them to withstand hot food items without getting deformed. They also have a natural wax-like coating on the surface that makes them resistant to leakage, ensuring that they can hold both solid and semi-liquid food items without any leaks.

Understanding the market demand, special trainings were organised on Areca plate making for the 12 members of Natchathira Pasumai Tamilagam SHG in Devaneri village and on Sal plate making for 20 members at Pattipulam Panchayat of Tamil Nadu. The training and the trial runs helped the women learn the methods of making a plate that is not only easy to use and throw but also environmentally friendly. After learning that these units could be great income-generating mediums, the women of Natchathira Pasumai Tamilagam SHG and Andhi Mandharai SHG started running their own plate-making units from Areca and Sal leaves, respectively.

The Areca plates unit earned a profit of INR 31,700 through the sale of 7,650 plates, while the Sal plates unit has earned an income of INR 7,900 through the sale of 3,650 plates. This is just the beginning for the women are soon looking to expand their enterprises thanks to the market linkages they have gained with the support of Hand in Hand India.





# Way Forward

In the next financial year, the Skill Development and Technology Centres pillar plans to continue its work in empowering rural communities through skill training and promoting digital literacy in the regions. We plan to have information technology-based skill training for women and youth from rural India, agro processing skill development programmes for Farmer Producer Organisations (FPOs) and farmers, and many more that would uplift and transform livelihoods.



# Natural Resource Management



This year, NRM pillar's climate change oriented interventions manifested climate adaptability and resilience as we are venturing into hitherto unacquainted territory of climate uncertainty. It is imperative to be proactive and astute in developing new methods with support of technology and strengthen existing systems to retain our natural resources. Not enough superlatives exist to emphasise the need to conserve our water resources as thousands of communities present in urban, semi-urban and rural setups rely on water to fulfil their needs. Meanwhile, farmers are at cross-roads without adequate knowledge on climate change, its risks, and the mitigation strategies to overcome those risks. Our interventions speak volumes about adaptability and mitigation – by exposing farmers to new technologies, strengthening infrastructures, conserving soil and water, and capacity building communities.

Nature has endowed us with ample resources to help us garner a sufficient and wholesome livelihood. It is imperative to respect this asset and utilise it in a sustainable and respectful manner. This requires adequate understanding of how we can conserve and improve our pool of resources in a scientific manner. Communities must become adept in being able to handle and take care of the natural stores in their surroundings.





# Our Presence

## Tamil Nadu

Kancheepuram  
Chengalpattu  
Cuddalore  
Salem  
Tiruchirapalli  
Tiruvannamalai  
Vellore  
Madurai  
Ramanathapuram  
Viluppuram  
Perambalur  
Tiruvallur

## Karnataka

Chamarajanagar

## Madhya Pradesh

Dhar  
Dewas  
Indore  
Shivpuri

## Haryana

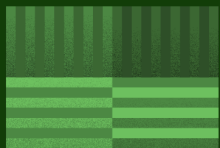
Gurugram

## Puducherry

Karaikal



# Achievements



6,398

Extent of land treated (in hectares)



140

Lifesaving irrigation created (in hectares)



598

Barren land converted into agriculture land (in hectares)



518

Land brought under organic farming (in hectares)



61,204

Horticulture plantation



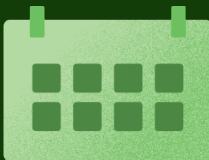
83,581

Agroforestry plantation



471

Green livelihood enterprises created



27,070

Labour man-days created







## Recharging groundwater – an important water source

Sri Adivaraganallur, a village where agriculture is the mainstay livelihood source, is taking necessary steps to strengthen its resources for a sustained agriculture capable of withstanding the climate risks posed by global warming. Realising the necessity, the village farmers welcomed the entry of Hand in Hand India to implement water conservation activities in the village.

Field bunds, catch pits, farm ponds constructed/renovated manage water resources, while horticulture plantation promotes sustainable farming and carbon sequestration. Drainage line treatments prevent erosion, while gabions and masonry check dams control runoff water from rainfalls and floods. The project's drainage line treatments, including percolation ponds, sunken ponds with recharge

systems, gabion check dams, masonry check dams, and gully plantations, effectively manage water runoff, prevent soil erosion, and recharge groundwater. Efficient water utilisation, soil improvement, and other NRM practices enhance agricultural productivity and community resilience. The project has made significant strides in mitigating climate change and fostering sustainable practices for the region's long-term well-being.

Our interventions have brought remarkable benefits to farmers while combating climate change. Water capturing and storage capacity has improved manifold – currently at 25,521 cu m. Five new bore wells with a recharge system including a mini pond strengthened the groundwater recharge and extraction system, developing irrigation

structures to benefit farmers. 20,626 plants (agroforestry) and 19,500 plants (horticulture) interspersing the fields create both short-term and long-term income sources for the farmers.

These interventions promote sustainable farming practices and contribute significantly to the fight against climate change.





## Promoting Urban water REsilience (PURE)

The urban water body project led by Hand in Hand India in Ernavoor and Kasi Koil Kuppam located in Chennai, in collaboration with the CSR partner, is a transformative endeavour. The focus is on rejuvenating and promoting vital water resources, for the 1,31,296 people residing in these areas. Emphasising environmental sustainability, the project incorporates solid and liquid management, ground-water recharge wells, and sewage water diversion.

Desilting, deepening, and strengthening the bunds of water bodies have revitalised their capacity to store water, ensuring a steady and reliable supply for the communities' needs. The clearing of linking channels has facilitated efficient water flow, enhancing connectivity between different water bodies. Inlet and outlet constructions have been implemented, optimising water management and reducing the risk of water stagnation. Moreover, by arresting leaky sluices, unnecessary resource loss was prevented. Groundwater recharge wells and structures have been strategically deployed, replenishing the groundwater table and safeguarding against water scarcity.

Solid and liquid management practices have been introduced, mitigating pollution and ensuring the water bodies' sustained utility. As a result, Ernavoor and Kasi Koil Kuppam have witnessed a revival of their water ecosystems. These rejuvenated water bodies have not only enhanced the overall aesthetic of the surroundings but also bolstered the communities' resilience against water-related challenges.





# Hydroponic Farming

Excessive use of chemical fertilisers, rising population, and expansion of agricultural lands in massive scales have placed contemporary agriculture in stress. Top soil degradation, deforestation, biodiversity loss and food losses are all indicators of large-scale farming, contributing heavily to Greenhouse Gas (GHG) emissions and climate change.

The world heavily relies on innovation and technological advancement to overcome the challenges we face in contemporary farming. Hydroponic farming is one such innovation to reduce the negative impacts of the large-scale farming by relying on nutrient-rich water instead of soil. This sustainable farming practice reduces the environmental impact, mitigate water scarcity and soil degradation. Our hydroponic farming in Aruvapakkam exemplifies the commitment to sustainable agriculture, ensuring food security and building resilience in the face of climate change.



SCAN TO  
WATCH



By circulating nutrient-rich water over plant roots, this innovative technique has allowed farmers to maximise their crop yields while minimising water usage. The method improved farmers' productivity and control over crop quality, leading to increased profitability and improved livelihoods. Moreover, by conserving water resources, this

method contributes to mitigating water scarcity and its effects.

Our efforts have empowered farmers to achieve an income of INR 75,569 through their own cultivation. Farmers cultivated five crops through hydroponic farming which includes spinach (53.8 kg), cucumber (36.6 kg), kale (1.5 kg), lettuce (1.25 kg), and Bok Choy (10 kg), and also produced nursery saplings - 3,400 red grams and 2,100 Moringa, resulting in the sale of 5,500 bunches. These accomplishments highlight the adaptability and skills of the farmers to switch over to sustainable agriculture and contributing to climate change resilience.

By bringing these innovations to small and marginal farmers in India who contribute 51% of the country's total agricultural output, we aim to pave the way for a more sustainable and prosperous future for farmers and the agricultural sector as a whole.

## Automated Weather Station

Many farmers are dependent on rain-fed agriculture based on the annual monsoons which also enable water storage by various capturing methods, which will be utilised during the dry seasons. Global warming and climate change have changed this global agriculture scenario. Increasing erratic weather patterns have complicated the existing climate-oriented farming system, resulting in reduced crop production and quality. To adapt to this challenge, Hand In Hand India has collaborated with National Bank for Agriculture and Rural Development (NABARD) and setup six Automated Weather Stations (AWS) in Jawadhu hills, Arapedu, Gonur, Sri Adivaraganallur (Tamil Nadu), and in Sanand (Gujarat) for another project.

The AWS comprises components to measure, record, and transmit weather parameters, and offers real-time weather data at the farm-level, including precipitation, temperature, humidity, solar radiance and wind speed. It also provides

crop advisory to farmers, sharing rain alerts every three days with high accuracy.

Around 1,200 farmers benefitted from the station reducing manpower costs, avoiding unnecessary irrigation, and optimising crop selection. The system's ease of use and adaptability makes it a valuable tool in simplifying agricultural practices, empowering farmers to make better decisions and find ideal solutions. Through agro-advisory services based on daily weather data, nearly 2,000 farmers receive guidance via SMS and voice calls in the local language. The service covers crucial aspects viz. soil health management, ideal sowing days based on rainfall and humidity, and organic pest management practices. Advanced climate information also helps farmers avoid economic risks in storing and selling their produce.

The combination of AWS technology and agro-advisory services has empowered farmers to adapt to technology-driven agriculture and boost their incomes. Our digital approach to achieve climate resilient agriculture has proven to be a game changer, ensuring sustainable agricultural practices and improved livelihoods for farmers in the project areas.





# Green Heritage Project at Mamallapuram – a town exuding rich culture

In the captivating coastal town of Mamallapuram, the prestigious Green Heritage project with CSR and Archaeological Survey of India (ASI) support, has unfolded a remarkable journey towards sustainable transformation – at the seashore temple campus, a UNESCO declared world heritage site.

With a vision of eco-consciousness, an eco-campus was envisaged, the first of its kind among the world heritage sites across India. To this vision, we have deployed three E-carts for commuting within the campus fueled by 100% grid-free solar energy, providing eco-friendly transportation managing an average daily footfall of 570. The cutting-edge solar panels and control room ensures efficient operations, complementing the E-cart service with three-year maintenance and an extended driveway, guaranteeing reliable and accessible eco-transport solutions. A parking shed equipped with charging points promotes electric vehicles, reducing the site's carbon footprint. Simultaneously, drinking water kiosks promote health and well-being by providing clean, safe water to the community.

The prestigious project's impact shines bright while complementing the beauty and finesse of the temple. With collective efforts, we have transformed the seashore temple into a beacon of sustainable development, and set an example for other heritage sites to follow. This journey towards a greener future stands as a testament to the power of collaborative action in shaping a thriving, sustainable community.





## Turning Pattikadu into a sustainable community

In the heart of Pattikadu village, located in the Chengalpattu district of Tamil Nadu, a community faced daunting challenges: unsafe drinking water, silted irrigation tanks, and open defecation. With CSR support, Hand in Hand India embraced a vision dedicated to uplifting these resilient villagers. Breathing new life into water sources, promoting sustainable agriculture, and championing improved sanitation, we made a profound impact on Pattikadu's development.

The community's struggle with safe drinking water vanished as we diligently renovated the pond (8,400 cu m capacity) and constructed a natural filter tank unit, ensuring a continuous supply of clean and safe drinking water to every household. Desilted irrigation tank (5,000 cu m capacity) provides farmers with increased water storage for the entire cropping season. With this newfound irrigation capability, agricultural yields have flourished, bringing economic prosperity and food security to the community. We also spearheaded a shift towards organic and sustainable agricultural practices, promoting environmental stewardship and long-term viability.

To improve overall sanitation and hygiene, we introduced five sanitary units, successfully eliminating open defecation. This not only improved the living conditions of these households but also ignited a wave of awareness among the wider community, inspiring the construction of household toilets.

Our holistic approach benefitted 250 families, empowering them with the resources and knowledge needed to thrive. By addressing key issues such as water, agriculture, and sanitation, we provide the catalyst for positive change in Pattikadu village.



SCAN TO  
WATCH



## Enhanced Agriculture

Selvi is a resident of Pattikadu village, and her family has been practising farming for generations – their sole livelihood source. Within the 1.5 acres of land, Selvi and her family were cultivating paddy, chili, and groundnut. Annually her family faced crop failure, due to changing weather and erratic rainfall. Over the years, this affected her income. After attending the horticulture crop training conducted by Hand in Hand India, Selvi received mango and sapota saplings (100 nos.). Bio-inputs were also introduced that protect the plants from pest attacks and improve the plant yield.

After the horticulture training, Selvi's interest in horticulture farming has increased and she is now protecting the saplings with meticulous care. Horticulture crops will start yielding in 3 years, and on an average, a minimum of INR 1 lakh income could be generated per acre. Selvi has planted short-term crops such as groundnut and chilli as intercrops to have constant income throughout the year, until the perennial crops start yielding.





# Transforming lives through farm ponds

Tamilarasan's life, a resident of Sri Adivaraganallur village, took a remarkable turn with the Hand in Hand India's intervention. He faced numerous challenges, including inefficient land utilisation and low productivity in crop cultivation. However, with our support, his challenges were addressed, paving the way for a brighter future.

A farm pond setup with 450 cu m capacity provided Tamilarasan with a reliable water source for irrigation, boosting agricultural productivity and transforming his livelihood. Provision of 60 horticulture crops, such as jasmine and banana, which were planted around the farm pond, further diversified his income opportunities. Within just six months, Tamilarasan harvested 200 kg of fish from his pond, earning him INR 30,000. The newfound financial stability and increased productivity brought a renewed sense of hope and prosperity to Tamilarasan and his family.





# Farmer supported by weather-based technology

Murugan, a farmer from Thenpakkam village in Arapedu project (Tamil Nadu) shares his experience on Automated Weather Station (AWS) related agro-advisory services:

“Knowing the climate and weather conditions is crucial for making agricultural decisions as a farmer. In the past, we relied on traditional methods like observing the sky and clouds, but they were not always accurate.

Now, thanks to the AWS installed in our project area, we have access to easy and reliable technology. The agro-advisory services based on weather data and prevailing crops are sent to our mobile phones through SMS and voice calls (in Tamil) on alternate days. Recently, when I sowed groundnut in my fields, I received an advisory message and voice call suggesting seed treatment. When the crops got infected, I took the guidance of this service, which saved me INR 1,500, the amount I would have spent on chemical spray otherwise. The advisory messages also provided information about organic remedies for common cattle diseases during rainy days, using easily available materials from our homes.

I am immensely grateful to Hand in Hand India and NABARD for installing the AWS and providing agro-advisory services. Along with 250 other farmers in Thenpakkam and Arapedu villages, I have experienced firsthand how this technology empowers us, saves costs, and enhances yields.”





## From daily wagers to successful farmers

Gujar Bai, a daily wage labourer from Bhilbarkheda village near Nalchha block of Dhar district (Madhya Pradesh), became financially independent after taking up vegetable cultivation on a large scale. Earlier she used to cultivate vegetables on a small area only for her family but now she has made vegetable cultivation a source of income and increased her monthly income from INR 2,100 to INR 6,000.

After becoming part of Mahadev SHG, she participated in the business development trainings conducted by Hand in Hand India. Gujar Bai has always been fond of growing vegetables in the small area near her house. Our team identified her interest and motivated her to generate income through vegetable farming. The team also helped her to participate in skill training on vegetable cultivation at Krishi Vigyan Kendra (KVK), Dhar, where she received in-depth knowledge of vegetable cultivation and also got certified vegetable seeds. She started growing seasonal vegetables such as brinjal, tomato, cabbage, cauliflower, chili coriander, etc., in her 1-acre land.

Motivated by our team, Gujar Bai sells her vegetables directly in Mandi and gets a satisfactory price. Gujar Bai is a successful farmer in her village and inspires other SHG members to become financially independent through perseverance and hard work.





## An easy and sustainable way to become financially independent



Bhuri Bai, Sona Bai, Shanti Bai, Radhu Bai, and Geeta Bai of Bhilbarkheda have become financially independent by cultivating vegetables. As members of Aarti SHG, they attended the vegetable cultivation training conducted by Hand in Hand India, in partnership with KVK, Dhar.

Post training, the group members received high-quality seeds and saplings of various vegetables for cultivation. Along with the received seeds, they purchased vegetable seeds worth INR 10,000 (individually contributed INR 2,000), and followed a step-by-step process of cultivating vegetables such as brinjal, chili, tomato, coriander, etc. In

six months, they earned a profit of INR 60,000 by selling vegetables (individually earned a profit of INR 12,000).

Despite being housewives, the group members confidently sell their farm vegetables in the rural market with the support and guidance of our team and attract huge customers with quality vegetables. Apart from the weekly rural market in their village, the women sell their produce at the rural markets of Nalchha, Bagdi, Mandau and Lobhanpura, making a profit of INR 300 individually from each weekly market.



# Way Forward

Scaling up context-specific demonstrations such as early warning systems on climate, regenerative agriculture, climate-resilient livelihoods, and meeting the growing water needs will be the focal points for the upcoming year. Geological information systems, geological modulation, artificial groundwater recharge, nature-based solutions on water portability, energy efficiency, and carbon sequestration techniques are going to be our next-generation pilot studies cum action research in the space of environment. These activities underpin our goal of cultivating thriving rural, urban, coastal, and tribal ecosystems that are resilient in the face of climate change.





# Solid Waste Management



The Solid Waste Management (SWM) pillar creates end-to-end solutions to manage waste generated in urban and rural areas. The goal is to reduce the waste that is being dumped in landfills. The pillar achieves its goal through Municipal Solid Waste Management, E-Waste Management, Coastal Waste Management, Creating Green Livelihoods, advocacy, and the conversion of Waste to Energy.

This year, the SWM team has achieved some significant milestones when it comes to plastic waste management and its reduction through sustainable interventions in Chengalpattu district, with the support of local bodies and the government. The interventions under the Waves of Change project is directly aligned with our theme of climate change.

The collective efforts of the pillar, when translated into everyday actions, contribute to reducing waste, conserving resources, and minimising the environmental impact associated with waste management, thereby positively affecting climate change.

Through waste collection, segregation, and the continuous sensitisation of the communities, we develop an eco-consciousness in the individuals. This would eventually increase the reuse and recycling patterns, reduce the

consumption of plastic and its disposal, and create green enterprises that would in turn improve the socio-economic status of the communities. Through these climate mitigation and adaptation interventions, we hope to create a plastic-free and unpolluted environment.



# Our Presence

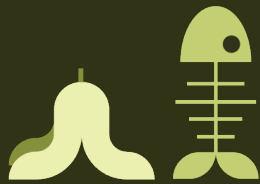
## Tamil Nadu

Venpurusham  
Devaneri  
Pattipulam  
Nemmeli  
Vadanemmeli  
Thiruvидanthai  
Semmancherikuppam  
Muttukadu  
Kanathur Reddykuppam  
Neelankarai  
Chinnadikuppam  
Mamallapuram  
Chengalpattu  
Madurantakam  
Maraimalai Nagar  
Nandivaram-Guduvancheri  
Poonamallee  
Tiruvallur  
Panruti  
Kancheepuram  
Otteri-GCC  
Ambattur-GCC  
Maduravoyal-GCC  
Pallikaranai-GCC  
Mint-GCC  
Panaiyurkuppam  
Injambakkam





## Achievements



**2062 MT**

of Non-Recyclable Waste Collected



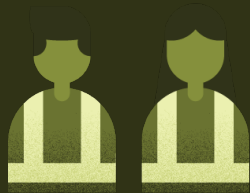
**196.6 MT**

of Recyclable Waste Collected



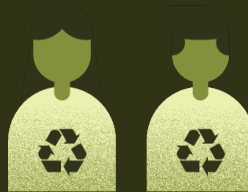
**2062 MT**

of Coal (Fossil Fuel) Substituted



**3**

Green Friends Assigned for  
Regular Beach Cleaning



**35**

Recycling Assistants

## Waves of Change (WoC)



SCAN TO  
WATCH



## Awareness about Plastic Management

The Waves of Change (WoC) project is currently implemented in Chengalpattu District of Tamil Nadu. This is a development initiative supported by the Swedish Organisations “Postcode Lottery” and “Keep Sweden Tidy”.

The project focuses on creating a plastic-free ocean through various plastic waste management interventions, advocacy, and capacity-building exercises. In Chengalpattu district, the 35-km stretch of East Coast Road spanning from Sholinganallur to Mamallapuram along the coastline was targeted for the project’s implementation. 13 fishermen villages lie in this stretch, with a total of 8,555 households.

The SWM team has worked towards reducing the plastic waste in the ocean through three major strategic

Awareness and sensitisation form the crux of any campaign, especially in the area of waste management and plastic waste reduction, for that matter. Through the WoC project, the SWM team has been working tirelessly and relentlessly to educate the public about the need for the ban of single-use plastic and to reduce the use of plastics altogether through various creative methods.

The team has educated the Self-Help Groups (SHGs) of Hand in Hand India, conducted door-to-door campaigns with the support of our Green Friends, conducted public awareness programmes at tourist guide meetings, fishermen community leader meetings, exhibitions, schools and colleges through seminars and competitions, Corporate Social Responsibility (CSR) initiatives, and many more.

interventions: advocacy and sensitisation, green enterprises (alternatives to plastic enterprises), and waste segregation. After segregation, the waste is sent for recycling/upcycling. The project has numerous components in its scope, namely, plastic waste management, advocacy, a clean coastline, awareness, and skill training.

This year, 467 awareness programmes were organised for the stakeholders to sensitise and educate more than 15,000 people about the need of the hour, which is plastic waste management.

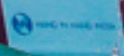




OUR DREAM IS TO HAVE OUR OCEANS PLASTIC FREE

WAVES OF CHANGE

LET'S SAVE OUR SEAS FROM GARBAGE



# Interventions



## The QR Board

At a popular tourist destination in Mamallapuram and close to the Seashore temple, display boards featuring QR codes were set up. To participate in the survey, participants must scan the QR code, which is written both in English and Tamil. Once scanned, the code would take the participants to an online survey page with questions about the ocean and plastic waste. For those that successfully completed the survey questionnaire, eco-friendly gifts were presented (mainly cloth bags as an alternative to plastic bags).

The aim of this initiative was to raise awareness about

water pollution and the harmful effects of single-use plastics on the environment. Programmes like these undoubtedly get the message about the negative impacts of plastic waste out to a larger crowd. The engagement and the visual representation of the danger would have a long-lasting effect on the public.

Through this digital board, 100 people were sensitised on average each month. By offering an interactive and engaging platform for information generation, creating awareness, and rallying support from stakeholders, including domestic and international tourists, QR digital display boards can play a vital role in advocacy activities.

## The Recycling Assistants



Through the WoC project, we are proud to share that we have uplifted the lives of the erstwhile ragpickers. Mind you, they are no longer to be addressed as the same; for now, they are Recycling Assistants. The primary responsibility of the Recycling Assistants is to gather and dispose of

plastic waste; hence, they play a major role in waste management as well as environmental conservation. They are crucial in the collection, sorting, and delivery of waste to recyclers.

35 Recycling Assistants of Pooncheri village's Scheduled Tribe community, after updating their vehicles and establishing a connection with a private company, were able to obtain better prices as well as collect and transport more recyclable plastic debris from the streets, roads, and beaches. 242.3 MT of recyclable plastic garbage was collected and shipped for recycling during the year.

This revamp is not only beneficial for the assistants but also to the environment, for the amount of waste collected and transported to the recycling facility has increased drastically. This means less plastic on the streets and, thus, less in the ocean.



SCAN TO  
WATCH



## Fishermen Community

The WoC project has 13 fishermen villages along the coast-line under its wings. The livelihoods of the fishermen are heavily dependent on the ocean, and hence, it is crucial that they are aware of the dangers of plastic in the ocean. Numerous awareness campaigns were conducted in the villages to sensitise the community, as they encountered these plastic wastes while fishing out in the open sea.

The fishermen were also presented with net bags to carry with them in their boats when heading out to sea. The objective of this initiative was to ensure that the waste they encounter is not just left there to float away but is collected and brought back to the shore for recycling purposes.

This initiative of the SWM team would not only save the environment but also the jobs of the fishermen, as the reduced amount of plastic in the water would decrease the deaths of marine creatures.

A total of 15 customised bins have been placed on the beaches in the project areas to collect the waste found on shore as well as in the ocean. This waste is then further segregated by the Green Friends and sent for further processing.



## The PET Bottle Crushing Machine

Did you know the plastic PET bottle had to be crushed before disposal? Two PET bottle crushers were installed at the Five Rathas ticket counter and near the Seashore temple in Mamallapuram.

PET bottles have to be crushed before disposal; if not, they will have a negative impact on the economic, environmental, and social health of the planet. The water that might accumulate in the bottles when disposed of without being crushed could become breeding grounds for flies and increase vector-borne diseases, thus affecting the humans. Uncrushed PET bottles also occupy more space in the bins while being transported, thus influencing the financial aspect of the recycling process. The more crushed bottles, the more space there is in the vehicles transporting waste to the recycling plants.

Hence, to ensure that the public is aware of this need to crush, a PET Bottle Crush Challenge was launched on the social media platforms, where we had the public in and around Mamallapuram crush a bottle within the said timeline and create reels out of them. Through the challenge, we hoped to not only create awareness but also educate people about the right medium of disposal.



## Waste to Fuel

The waste collected from the localities is processed and used as fuel. This is part of the sustainable solution to tackle the environment-threatening issue of single-use plastic waste.

2,062 MT of non-recyclable plastic waste has been collected and cleared from Madurantakam, Maraimalai Nagar, Poonamallee, Tiruvallur, Nellikuppam, Panruti municipalities, and the Greater Chennai Corporation through this initiative. This waste is then transported to the following cement plants in Andhra Pradesh and Tamil Nadu: Dalmia (Ariyalur, TN), Ultra Tech (Ariyalur, TN), Chettinad (Guntur, AP), and Dalmia (Kadappa, AP).

The discarded single-use plastic bags will now be utilised as an alternate fuel for the kilns in the factory, thus converting the otherwise potential hazard to our land and marine environment into precious fuel. Through the 2,062 MT of non-recyclable plastic waste disposed of, we have substituted the same amount of coal. The aim of this waste-to-fuel approach was to convert 2,000 MT of single-use plastic bags (which have no value in the recycling market) into a valuable alternative energy source for cement factories.



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# Case Studies

## Waste-Wise Cities Tool (WaCT)

The Waste Wise Cities Tool (WaCT) is an effective mechanism that helps in assessing a city's Solid Waste Management performance. The tool uses seven steps to collect data on the solid waste generated, collected, and managed in controlled facilities. Hand in Hand India's Clean Oceans through Clean Communities (CLOCC) project has taken its initial step towards the implementation of the WaCT tool in Chengalpattu District, the first of its kind in Tamil Nadu. The SWM team was trained on its implementation, after which a demo session was conducted about the workings of the WaCT.

90 households from the high, middle, and low income groups were selected across Siruthavoor Village Panchayat and Arungundram Village. The collected waste from this region was then segregated into 12 categories and weighed separately.

Overall, the tool helps us understand the actual waste generated per household, waste composition, availability of waste management systems, and the total number of Resource Recovery Parks (RRPs). It also helps us identify private players, find the gaps in the system, and propose solutions to address these gaps.



## Beach Clean-Up

A beach clean-up and awareness campaign about single-use plastic and marine littering was held at Neelankarai Beach in Chennai, Tamil Nadu. Through this activity, we hoped to sensitise the local fishermen, public, tourists, students, and resident communities about the harmful effects of the wrongful disposal of plastic waste. At this event, we also conducted other events such as a cultural folk event, sand art, a fashion parade, music by independent artists, and a stage show by theatre artists, to engage the public and get the message across visually. During the day, there were also three eco-friendly stalls of upcycled plastic waste materials installed. As a part of the event, 25 bins with red and green lights were placed on the beach to highlight the importance of waste segregation. The coloured lights represented biodegradable and non-biodegradable materials, respectively. The day was filled with fun, lights, and loads of education.





## Educating Future Generations

Plastic wastes are harmful to all living things, on land or in water, and hence it is necessary to learn about their dangers and identify alternate materials to plastic. To spread the message and instil eco-friendly habits, stainless steel water bottles were distributed to 1,000 school students and teachers of 13 government schools located in the WoC project areas. Each bottle has the message 'Plastic-Free Ocean' printed on it. This initiative aimed to encourage students and their families to break with tradition and adopt eco-friendly measures, thus contributing to environmental conservation.

The team also organised a national and state-level essay competition for the students in the country to take part in. The students were asked to share their take on plastic pollution, its impact on the environment, and measures to control it. This competition acted as a medium of awareness for the young minds of the country while also acting as a mode to improve their writing skills and expand their knowledge about the impact plastic has on the environment. The response to the competition was major, as we received 3,152 essays, and the best of them were commemorated by the WoC team.



# Way Forward

In the next year, SWM team hopes to focus on waste management in water bodies, implement scientific waste management projects, and of course work more extensively towards the reduction of plastic and the negative impact it exerts on our planet through the Waves of Change and the Clean Oceans through Clean Communities projects.





# Village Uplift Programme



The Village Uplift Programme (VUP) has been designed to create and build self-reliant communities to bring integrated holistic development in rural India. It aims at improving the social, economic and infrastructural conditions of rural villages/communities by implementing Hand in Hand India pillars' interventions with specific need-based strategies. This year too, we fortified all our VUP panchayats wherein our innovative fortnight rural clinic stood out for creating a healthcare system even in the remotest areas of the country. Introducing digital technology and climate change adaptation interventions completed our strategy, benefiting communities in multitudinous aspects.

Two-thirds of India's population is contained within its countryside. To bring this demography into the bandwagon of growth requires grassroots efforts which take into consideration all the facets of upliftment. Recognising the deficit areas that require bridging and implementing swift action to foster productive outcomes is the dedicated process that needs to be carried out in the villages.



# Our Presence

## Tamil Nadu

Coimbatore  
Ranipet  
Tiruvallur  
Viluppuram

## Jharkhand

Koderma

## Madhya Pradesh

Dhar  
Dewas

## Rajasthan

Jodhpur

## Gujarat

Ahmedabad

## Maharashtra

Pune

## Bihar

Nawada





# Achievements



**486**

Villages Uplifted



**1,145**

Child-Friendly Panchayats



**67**

Current Village Projects







# Interventions

## Health & digital interventions in the village of Tung

Life is a hardship for these small communities residing far away from the well-equipped towns & cities. Be it health-care, infrastructure and in recent times, digital presence, these villages never have had the opportunity to easily access these social infrastructure. Tung, one of the remotest villages in the state of Maharashtra, gets neglected when it comes to developmental interventions. Roads, healthcare and other elemental services have been poorly managed. The villagers, mainly involved in agriculture, reel under the lack of basic facilities as most families are poor.

Hand in Hand India approached Tung under its Village Uplift Programme, and the baseline assessment conducted helped in devising suitable interventions by the expert team. The village lacked basic healthcare services and infrastructure. The villagers were not familiar with digital advancements and remained ignorant. To overcome these two challenging situations, we initiated – Fortnight Rural Clinic and Digital Literacy training that focused on developing the healthcare services and educate women on digital and financial literacy.

Fortnight Rural Clinic – an innovative initiative with the aim to provide healthcare service to the villagers covers the entire community with free treatments, counselling and awareness on preventive, promotive, and curative medical aspects. These aspects include maternity, child health, family planning, water safety, sanitation, prevention and control of local endemic diseases, and referral services. We have conducted 18 health clinic sessions benefitting more than 337 people. Of the beneficiaries, 30 people were

referred to further treatments/checkups to government hospitals. Best healthcare services were offered at doorsteps for the villagers.

Apart from engaging in agriculture, women are also involved in cottage industry and tourism, as tourists visit the Tung Fort. All these livelihood activities involved cash transactions for the services, and the women faced losses due to the absence of digital payment facility. To educate them about the digital payment services and to have basic financial knowledge, we conducted financial & digital literacy training for women entrepreneurs in the village, and supported nine enterprises to install digital payment facility and digital scanners for ease of business. This facility will also ease the process of procuring business development loans in the future for these enterprises.

The improved services in Tung enable the community to work towards sustaining and developing their livelihoods, aim for increased productivity, and gradually entering and utilising the digital world to enhance their knowledge and capacity, and connect with the outside world in terms of development.



## Beekeeping – An Initiative to Maintain Biodiversity



side the improved crop yield. For safety purpose, each farmer was provided with safety kit to handle bee boxes and harvest honey safely. Each safety kit comprises smoker, knife, bee veil, gloves, wooden brush, hive tool and a honey extractor. Possible market linkages and value chains are also being explored to enable farmers to take up honeybee farming as a sustainable livelihood option.

In the state of Maharashtra, 11 women farmers from Morave panchayat of Pune district too got trained in honeybee farming, and similar measures were implemented to create a livelihood option for them.

Amidst the growing threat of climate change and the ensuing changing weather patterns, decline in bee population and the downward trend in agricultural productivity, it is imperative to equip farmers with multiple livelihood options, and in this case protecting honeybees too, a key player in maintaining the ecosystems as we know them.

According to the Food and Agriculture Organisation (FAO), a third of world's food production depends on bees. While bees play a significant role in maintaining the biodiversity as pollinators, keeping bees provides an important source of income for rural livelihoods.

But, bees are increasingly under threat from human activities. To mitigate this alarming trend, Hand in Hand India initiated the beekeeping training, majorly involving farmers, to achieve the dual benefits of beekeeping as a livelihood source and increased agriculture productivity.

26 farmers at Subbegoundan Pudur and Athupollachi panchayats located in the Coimbatore district of Tamil Nadu were trained in honeybee farming. Farmers were provided with bee boxes. Those boxes placed in farmlands soon increased the yield, especially Nutmeg. Every farmer obtained 1-1.5 liters of honey during the first harvest, along-

## Drinking water access to the Bhoyare Community

Access to safe drinking water in many remote villages still remains a mirage. Tribals suffer the most, as their communities are really backward socially. Bhoyare, a tribal hamlet in the district of Pune (Maharashtra), had been subjected to similar hardships. Lack of a drinking water facility made the women toil hard who had to travel about 1.5 km in the hilly terrain every day to fetch water. Expending time and energy to fulfil this basic need stressed the women to the point where focusing on livelihood opportunities were secondary, and they even faced health issues.

Hand in Hand India implemented 324 meter-long drinking water pipeline laid in the hamlet that fulfils the needs of the 50 families with a population of 225. Two water storage

tanks are present in the hamlet for common water storage. Providing individual water connection to households is the next target, which the village committee aims to achieve with support from the local panchayat.

The head of the hamlet and the entire community feel elated as the women in the hamlet now focus on improving their living standards, children engrossed in their education, and most of all, improvement in overall health of the community.

In the heat of climate change and the negative impact it entails, drinking water sources which are invaluable assets, will soon enter a realm of uncertainties. For that reason, our intervention proves to be an extraordinary event in the ordinary lives of these indigenous people.





## Eco-friendly Bamboo, Jute & Coconut Products: A step into the future

Climate change and alleviating its risks needs critical and creative thinking. Sometimes, going back to the traditional lifestyle solves the issue too. Making crafts and products out of natural materials has been in practice since time immemorial. Especially, eco-friendly materials such as bamboo and coconut shell can be utilised to avoid further damage to the ecosystems and restore them.

Bamboo, jute and coconut products have gained popularity and products made from these materials have high demand all over the world as they help in reducing the carbon footprint unlike other chemical/plastic products. In addition, they have antimicrobial properties that make them safe for regular use. The durability of these products makes them long-lasting and a preferred choice among everyone.

Taking these benefits into consideration, a special training on bamboo and coconut shell products making was conducted at Athupollachi Panchayat in the Coimbatore district of Tamil Nadu by Hand in Hand India. Further, this geography is dotted with numerous coconut trees that ensure surplus availability of coconut shells. A total of 13 women actively participated in the training and gained knowledge on how to craft products that range from pen stands to tea/coffee cups, spoons to soap dishes and more. Five among the 13 trained women formed a group enterprise and started the production earning between INR 40-250 per product (the amount varies based on the size and type). We have also supported the members to market their products through buy-back option, and through regular orders, the members are gaining a steady income.

Similarly, there is a huge demand in the market for decorated jute bags that can be used as a promotional bags, shopping bags, grocery bags, etc. In recent times,

“Thampoolam Bag”, takeaways made of Jute are gifted to the guests at functions. This makes it an ideal small-scale business for rural women as the bags can be stitched easily and sold at a profitable rate. A special jute bag stitching training was conducted for 15 SHG members experienced in tailoring at Aruvapakkam Panchayat in Viluppuram district (Tamil Nadu). After completion, six members have started a group enterprise “Aruvapakkam Jute Bag Stitching Unit” and started stitching bags using not only jute but cotton too. The team also went on an exposure visit to Tas Crafts & Promo Bags at Puducherry, to gain insight on the techniques of stitching bags. Positively, the group received orders from both companies and stitched 11,273 bags worth INR 90,588. The group is expected to avail continuous stitching orders, which will help them generate revenue and sustain their livelihood.





## Women Entrepreneurs Going Digital

Four members of the Jay Vahanvati SHG in Baldana, Gujarat, are experts in making Macramé textile – knotting strings in patterns to make decorative articles. The beautiful home décor materials which excelled in artistry did not have the market it deserved and was sold in the locality for meager returns. Hand in Hand India's intervention identified this gap and soon a market linkage was established for the business and orders were procured from nearby towns. Introducing the women entrepreneurs to digital payment technology enabled swift monetary exchange from the clients digitally, completely nullifying cash transactions. Increased clientele and enhanced payment methods soon brought in INR 1,04,880 income for the team in a short span

of seven months. These macramé experts are now planning to expand their business with new designs and enlarged client base to take the art to diverse markets.

10 women entrepreneurs who formed the Shiv Shakti Enterprise - running Kurti cloth business based in Baldana, Gujarat, have strong affiliation with Hand in Hand India. After completing the tailoring training conducted by our team, the women started this enterprise, and we also facilitated market linkage for the enterprise. Success arrived soon earning them INR 1,24,240 collectively. This encouraged the enterprise to expand their business by diversifying their portfolio. One major inclusion they made which

entailed quick success was digitalising the payment mode. Payments from the vendors were swift, and also ensured transparency.

Adapting to digital technology reaped significant benefits for both the enterprises here, further strengthening the case for enterprises overall, to move towards technological advancements.





## An Eco-Friendly Alternative

Sunita Somane and her family lives in a small village in Mahagaon, located in Pune district (Maharashtra). Working with her husband as a labourer in agriculture fields kept her family in the circle of poverty. Her family remained vulnerable as agriculture functions only for 3-4 months in a year, during the paddy season. Though she is skilled in the traditional bamboo-based baskets and handicraft products, lack of business acumen and market sense hindered her progress. However, our business development training gave her adequate knowledge and instilled confidence. To bring visibility to her business, her shop was christened as 'Shri Krishna Bamboo Centre'. She was guided to sell her products viz. baskets, brooms, ladles, flower pots, lanterns, table lamps, etc., in the local markets and villages. The progress she made resulted in earning INR 3,000-4,000 every month, a massive jump in her earnings compared to what she was earning as labourer. She is completely focused on developing her business now with constantly increasing orders, has quit the labour work, and with the income, lives happily with her husband and son.





## Kitchen Garden as Livelihood Source

Hailing from Ovale panchayat in Pune (Maharashtra), Gulabai Ingale and her family rely on farming for their sustenance. The family of five did not get healthy meal from the poor earnings, affecting their health overall. When Gulabai decided to overcome the plight, Hand in Hand India's intervention in the panchayat proved to be the salvage. Under the CSR project, Hand in Hand India's team distributed seeds to SHG women and supported them to setup a kitchen garden to harvest vegetables, with the aim to fulfil their balanced dietary needs. Gulabai, being part of an SHG, welcomed the intervention and received seeds viz. fenugreek, spinach, cilantro, chili, tomato, gourds, pumpkin, bean, brinjal, etc. Apart from the seeds, Gulabai also received support on watering and fertilising methods. The 300 square feet plot Gulabai maintains as a kitchen garden, fed by the waste water from the kitchen, offers her vegetable on a daily basis. Soon, Gulabai started selling excess vegetables to the community members and earned INR 1,600 per month. Impressed by her returns, other women in the village took her support and started their own kitchen garden. After inspiring her fellow villagers, Gulabai now plans to improve her harvest and utilise local markets to sell her vegetables. Nutritious food, new livelihood and improved income – all these can be attributed to Gulabai's conviction to shine as the inspiration.





## Improving Infrastructure in Govt. Schools

The Primary Union Middle School (PUMS) at Mamandur panchayat, Ranipet District (Tamil Nadu), was in dire need of refurbishment. The school, housing nearly 100 boys lacked proper sanitation facilities, drinking water, and play area among others, which caused a lot of inconvenience to the students. The urinals in particular were in poor condition, pushing students to unhygienic practices. To address these issues, Hand in Hand India and its CSR partner implemented multiple renovation activities - drinking water unit (RO) was installed, Anganwadi & boys urinal got renovated, smart classroom & kitchen garden were established, playscape construction, and painting the walls. This new face earned the school the 'Best Model School' awarded by education Dept. of Tamil Nadu among 240 schools at Taluk level.

While the PUMS was adjudged the Best Model School, the Govt. Girls High School in Arcot (Tamil Nadu) with a strength of 2,900, faced a similar challenge like PUMS. Girls at the school tend to bring water from home, fetch tap water or get water from friends to drink, as the water available at the school was unfit to consume. There were times when the children used to stay thirsty until they reached home. Some also avoided sports at school fearing lack of water to satiate their thirst. Getting support from the same CSR partner, Hand in Hand India addressed this issue by installing a drinking water unit (RO) of 750 litres per hour (LPH) capacity. Access to potable water brought relief among the girls and the school management, as one of the basic amenities got realised in the school now.







## Kilakkadi panchayat – where our interventions still speak value

It's been many years since Hand in Hand India's interventions left an indelible mark in the lives of the residents of Kilakkadi panchayat. Over the two years during our presence, all our pillars implemented multiple activities, creating positive impacts that still reverberate. Let's take a look at the interventions and the resultant impacts in Kilakkadi.

There are 23 SHGs present with 276 members. All these SHGs together formed the Suriya Gandhi Cluster Level Network (CLN). The SHG members save INR 500/month, and provide credit support and internal lending. The loan availed from banks helped the SHG members to start/strengthen enterprises like milch animals, petty shops, tailoring, etc. 10 women who completed tailoring training now run their enterprises, earning INR 3,000/month.

Our Children Learning Centres still are functional and continue to support slow learners to catch up with mainstream education and clear the board exams. Many students from CLCs are into reputed colleges in nearby locations, as a result. The drinking water unit setup at the Govt. Primary School in the panchayat continues to serve the 62 students with clean water. Computers provided to the school feed the students with e-literacy and the digital knowledge required to excel.

Pond renovated during our presence is well-maintained by the panchayat. Farmers and women trained in sustainable agricultural practices and kitchen garden are reaping the rewards. Farmers practice vermicomposting method to produce natural fertiliser, and engage in producing low-cost feed for milch animals. Women utilise the kitchen gardens

turned into a livelihood source by selling vegetables/fruits in the locality.

The major impact though is the political empowerment of the SHG members. Ms. Gowri, an SHG member has been elected as the Panchayat President, while three other SHG members namely, Ms. Shanmuga Priya, Ms. Nadhiya and Ms. Nagarani have been elected as ward members. Ever since Ms. Gowri took the chair, she has been outstanding in serving the community – constructed new school building; provided separate waterlines to households; ensured regular doorstep waste collection; renovated roads in the panchayat; installed street lights; and made the panchayat Open Defecation Free. She also supports school children with free sports materials, books and other materials for education.



## Youth with the Skill to Drive

India is fast developing in every sector and the need for manpower rises with it exponentially. Every sector needs skilled drivers, leading to acute rise in demand for such drivers. To tap this demand, Hand in Hand India started conducting four-wheeler driving training for youth, to equip them with the skill which will open a window of opportunities. With support from CSR partner, Hand in Hand India trained 15 youth at Alapakkam panchayat in Kancheepuram district (Tamil Nadu) in four-wheeler driving. The 20-day programme trained the basics and other aspects of driving and turned them job-ready. Post completion, Hand in Hand India facilitated the students to obtain valid driving license from the concerned Regional Transport Office (RTO). With this, the trained youth have the capacity to avail job opportunities in nearby companies and earn a livelihood. Some of the youth have already started earning by providing driving services on an hourly/rental basis. Apart from being self-reliant, the youth also support their families who belong to the economically backward section.



# Way Forward

The Village Uplift Programme will further its focus on digital transformation of the villages. Agriculture and allied activities will be at the forefront with capacity building and support in machinery, complemented by market linkages. Women empowerment and livelihood creation will be further accentuated by developing enterprises. Health interventions will be strengthened to meet the various needs of the communities. Moreover, the impacts of our interventions will be assessed through studies in our exit VUP panchayats.





# Board of Trustees

## DR. KALPANA SANKAR

### Managing Trustee

Dr. Kalpana Sankar is the Managing Director of Belstar Microfinance Limited, a leading microfinance institution. Dr. Sankar is also the Managing Trustee of Hand in Hand India and has been with the organisation since 2004, being one of its co-founders. She has guided interns from Stanford University, Stockholm School of Economics and students from Indian universities on microfinance. She was the first recipient of a scholarship to pursue an Executive MBA from TRIUM, an alliance among NYU Stern School of Business, London School of Economics and Political Science, and HEC School of Management, Paris.

She is the recipient of the “Princess Sabeeka Bint Ibrahim Al Khalifa Global Award for Women’s Empowerment” under the Individuals Champions category, an award given in partnership with the Kingdom of Bahrain and UN Women in New York, in 2019. She has also received the “Nari Shakti Puraskar” award in 2016 for the contribution to the empowerment of vulnerable and marginalised women from the Hon’ble President of India and Ministry of Women & Child Development. She also received the “Bal Kalyan Puraskar” award in 2019 from the Ministry of Women and Child Development for National Child Welfare from the Hon’ble President of India. As part of the event, she met with the Hon’ble Prime Minister of India along with the awardees and briefed him about the activities of Hand in Hand India.

## DR. MANGALA AYRE

### Trustee

Dr. Mangala Ayre is an educationist with over 30 years of experience as a teacher, specialising in kindergarten and pre-school teaching. In 1988, Ms. Mangala Ayre established the Inner Harmony Holistic Learning Centre for children in the 2-5 age group. She is a frequent lecturer and counsellor for teachers and parents, and has developed various alternative teaching methods using music, storytelling and dance. She travels to the US, where she is an invited faculty at local primary schools, sharing the Indian experience and bringing home the learning from abroad. As a Trustee and Adviser of the MGET, she has added value to the academic growth and the smooth running of the schools.

## MR. P. KOTTAISAMY

### Trustee

Mr. P. Kottaisamy is a graduate in Electrical Engineering and a post graduate in Business Administration specialising in Finance. He has over 15 years of experience in development work, financial services and business consulting. He is currently working as a process consultant in HCL Technologies Ltd. As part of this role, he has supported various global financial services firms in the US, United Kingdom and Singapore in their transformation journey, as part of their enterprise transformation and change management programmes. He has specialised in process transformation, business architecture, offerings development and governance of not-for-profit development programmes. He worked earlier in various capacities with DHAN Foundation, Axis Bank, Aviva Life insurance India

and Ramco Systems. He was instrumental in promoting Kurinji Vattara Kalanjiam, a federation of Women Self Help Groups, during his association with DHAN Foundation.

He currently leads various business and digital transformation engagements including cloud and DevSecOps transformation programmes in Europe and the UK. During initial years, he worked in India to promote microfinance in villages. Even today, he actively promotes and supports microfinance, poverty reduction and education activities through not for profit organisations in India.

## MR. J. RAGHUNATHAN

### Trustee

A Fellow Member of the Certified Accountants body (FCA) in India, Mr. Raghunathan has over 40 years of corporate experience. Starting with commercial management in Unilever, he has shifted to IT Consulting. He has been heading global marketing, brand building and solution selling of enterprise applications at the senior management level. He has put a pure-play domestic IT company on the international map, secured global awards and recognitions for the company. An excellent communicator in English, he has a passion for teaching - is a visiting faculty in many management institutions and colleges. He is also a Trustee in a large non-government organisation dedicated to charity and women empowerment. He is promoting a charity-intent organisation called Knowledge Capital Investment Group (KCIG) to help bridge the Industry-Academy gap.

## MR. AMUTHASEKARAN NACHIAPPAN

### Trustee

A postgraduate in Sociology, Mr. Amuthasekaran started his development career with Vivekananda Kendra, a social service organisation based in Kanyakumari, India. His experience spans grassroots action, education, and monitoring and evaluation. Nachiappan has project experience in watershed management, promotion of renewable energy such as biogas, solar and wind energy in rural areas, rural development, and natural resource development. He has monitored several NGO projects for the Ministry of Rural Development.

## ADVISORY TRUSTEES

### MR. M.S.SUNDARARAJAN

Mr. M.S.Sundararajan is an Indian banking consultant, economist, and was previously the head of the Indian Bank. His core expertise is in investment banking, project finance, corporate restructuring and capital market. He won the Golden Peacock Award on behalf of the Indian Bank in October 2009. He has been part of several key strategic initiatives at the Indian Bank including launching of initial IPO, introduction of Biometric ATM and introduction of touch screen kiosk across various Indian bank branches in India. On 31 May 2010, Mr.Sundararajan was appointed as a member to look into customer service for banks by the Reserve Bank of India.

## MR. KRISHNAMURTHY

Mr. Krishnamurthy is a former General Manager and Special Director at the automotives major Ashok Leyland. With over 38 years of experience in the manufacturing industry, Mr. Krishnamurthy has also served with Confederation of Indian Industry (CII) in various capacities. He won the Mother Teresa Award for outstanding contribution to society given by the Institute of Economic Progress.

### MR. N.SRINIVASAN

Mr. N.Srinivasan is a former Chief General Manager of NABARD. He is an expert in microfinance and livelihood development. He has worked with World Bank, IFAD and UNOPS on various projects. He is founder-member of Alliance for Fair Microfinance, and chief author of the State of the Sector Report 2008 on microfinance.



# Key Executives

NAME	DESIGNATION
Krishnan N	CEO
Dr. Madhu Sharan	President
Srinivas Krishnaswamy	President
Kannan G	Chief Financial Officer
Sandip Mookerjee	Advisor - P&A
Chandrasekar S	Director - HiH Academy
Madhumathi C	Advisor - Group HR
Ramaswamy N	Head - HR
Radha Krishna Konda	Chief Operating Officer
Sahaana Sankar	Chief Operating Officer
Byravamoorthi Natarajan	Senior Vice President
Vijayakumar R	Senior Vice President
Pream Anand Gnanasekar A	Vice President
Kannan G	Vice President
Lokesh Kumar Ganapathy	Vice President
Poonkuzhali K	Head - IT
Joe Y	Head - HiH Academy
Banabihari Panda	Internal Audit
Lakshumanan T A	Chief General Manager
Muthusamy K	Senior Advisor - Civil
Joseph Raj P	Chief General Manager
Princess Beula	Chief General Manager
Ganesan R	Chief General Manager
Anshu Mishra Ghosh	Chief General Manager
Madhanagopal K N	General Manager
Shrenik Chhabra	General Manager

NAME	DESIGNATION
Priyanka Dale	General Manager
Robert Rajathilagam B R	General Manager
Anand D	General Manager
Ravisankar B	General Manager & PRO
Ranganathan K	General Manager
Aravindan N	Deputy General Manager
Prabakar Gnanakkan V	Deputy General Manager
Niharendu Jagatdeb	Deputy General Manager
Sanjayan Sethumadhavan	Deputy General Manager
Chandra Guptha B	Deputy General Manager
Abubacker Siddick S	Deputy General Manager
Nagarajan P	Assistant General Manager
Venkat Raman R	Assistant General Manager
Mohanavel P	Assistant General Manager
Ramasamy A	Assistant General Manager
Devendra Dwivedi	Assistant General Manager
Arockia Selva Raj A	Assistant General Manager
Jeyaprakash Y	Assistant General Manager
Selvakumar Chandramohan	Assistant General Manager
Unnikrishnan R	Assistant General Manager
Jeferson Devaraj J	Assistant General Manager
Ravi Ranjan	Assistant General Manager
Porselvam S	Assistant General Manager
Tamil Selvan R M	Assistant General Manager
Yeshaswi Nag N	Assistant General Manager
Panneerselvam Duraipandi	Assistant General Manager

# Partners & Donors

- Aadhar Housing Finance Limited
- Alminia Sverige AB
- Amrutanjan Healthcare Limited
- Anders Sandrews Stiftelse
- Asian Paints Limited
- Avfall Norge
- Belstar Microfinance Limited
- Bengt Maunsbach
- Bharatiya Reserve Bank Note Mudran Private Limited
- BNP Paribas India Foundation
- BNP Paribas Securities Services
- Bombayworks
- Brigo
- Bygg Göta i Göteborg AB
- Capco Technologies Private Limited
- Cargotec India Private Limited
- Childline India Foundation
- Christina Hallin
- Eastwind Footwear Private Limited
- Elematic India Private Limited
- European Union Agency for Cybersecurity (ENISA)
- Fahlin Förvaltning Ab
- Finland Chamber of Commerce in India
- FMC Technologies India Private Limited
- FMI Automotive Components Private Limited
- ForumCiv Sweden
- Futaba Industrial Gujarat Private Limited
- Gekås Ullared
- Give2Asia
- Grundfos Holding A/S
- Grundfos Pumps India Private Limited
- Grupo Antolin India Private Limited
- GSRD Foundation
- Guardian India Operations Private Limited
- Gustaf Philip-Sörensen
- Hamren Larsson
- Hand in Hand Inclusive Development and Services
- HCL Foundation
- HDFC Credila Financial Services Limited
- HPCL Mittal Foundation
- Humanium
- Hyundai Motor India Foundation
- Intertek India Private Limited
- JK Wonderland Foundation
- JK Tyre & Industries Limited
- Jochnick Foundation
- Josefin Landgård
- Kerstin Samuelson & Family
- KfW Development Bank
- KONE Elevator India Private Limited
- L&T Public Charitable Trust
- Larsen & Toubro Limited
- Lonza
- Mats Kleberg's Stiftelse
- Mirka India Private Limited
- Mitsubishi Elevator India Private Limited
- Ms. Kobayashi Mihoko
- Mr. Sasikumar Gendham
- NABARD Consultancy Services Private Limited
- National Bank for Agriculture and Rural Development
- National Cooperative Development Corporation
- National Urban Livelihoods Mission
- Nissan Motors India Private Limited
- Nordic Capital
- Nordic Capital välgörenhetsstiftelse
- Nordiska Galleriet
- Normet India Private Limited
- NovalFA Capital
- NSE Foundation
- Office Recycling Technology Sweden AB
- OneSight EssilorLuxottica Foundation
- P O Andersson Konstruktionsbyrå AB
- Panasonic India Private Limited
- Par Formulations Private Limited
- PharmaRelations AB
- Plastic Omnium Auto Inergy India Private Limited
- PMI Engineering Exports Private Limited
- Poul Due Jensen Foundation
- PPG Asian Paints Private Limited
- Prayas Trust
- Renault Nissan Technology & Business Centre India Private Limited
- Roxtec International
- Rustan Panday
- Sahasankha Advisory & Consulting Services Private Limited
- Saint Gobain India Private Limited
- Samagra Shiksha - Government of Tamil Nadu
- Sanmina - SCI India Private Limited
- Satila Foundation
- Schaeffler India Limited
- Small Industries Development Bank of India
- Stefan Mahlstein
- Stiftelsen Radiohjalpen
- Sumadhura Foundation
- Sunit Mehrotra, Pär-Jörgen Pärson and Mikael Sjögren



- Supraja Foundation
- Synechron Technologies Private Limited
- Syngenta India Limited
- The International Corporate Foundation
- Saint-Gobain Initiatives
- The Karur Vysya Bank Limited
- The Swedish Postcode Lottery
- Tieto India Private Limited
- Universal Sampo General Insurance Company Limited
- Veritas Finance Private Limited
- Wartsila India Private Limited
- Wipro Limited
- Woori Bank



# Financials

## BALANCE SHEET AS AT MARCH 31, 2023 (All amounts are in Indian Rupees unless otherwise stated)

PARTICULARS	AS AT MARCH 31, 2023	AS AT MARCH 31, 2022
<b>Trust Funds and Liabilities</b>		
<b>Trust Funds</b>		
<b>a. Corpus</b>		
Initial Contribution	1,000	1,000
Corpus Fund	232,124,387	232,124,387
Interest Surplus - Corpus Fund	29,212,944	29,441,884
	261,338,331	261,567,271
<b>b. Surplus in Income and Expenditure Account</b>	(26,550,053)	33,385,067
<b>c. Grants</b>		
Capital Grants	86,129,932	89,920,330
Revenue Grants	141,639,770	166,456,181
	227,769,702	256,376,511
<b>Total (a + b + c)</b>	<b>462,557,980</b>	<b>551,328,849</b>
<b>Non Current Liabilities</b>		
Long term provisions	26,172,934	17,454,332
<b>Total</b>	<b>26,172,934</b>	<b>17,454,332</b>
<b>Current Liabilities</b>		
a. Sundry Creditors	25,710,719	18,675,354
b. Other current liabilities	5,419,202	2,641,042
c. Short term provisions	60,715	244,245
<b>Total</b>	<b>31,190,636</b>	<b>21,560,641</b>
<b>Total (A + B + C)</b>	<b>519,921,550</b>	<b>590,343,821</b>

PARTICULARS	AS AT MARCH 31, 2023	AS AT MARCH 31, 2022
<b>Assets</b>		
Non Current Assets		
<b>a. Fixed assets</b>		
Tangible Assets	84,448,938	88,239,336
Intangible Assets	1,680,994	1,680,994
<b>Total</b>	<b>86,129,932</b>	<b>89,920,330</b>
<b>b. Long term Investments</b>	241,299,949	248,705,535
<b>c. Long term Loans &amp; Advances</b>	23,011,085	10,941,500
Total (a + b + c)	350,440,966	349,567,365
<b>Current Assets</b>		
a. Cash and bank balances	121,111,582	146,541,106
b. Short term Loans & Advances	43,213,295	86,547,453
c. Other current assets	5,155,707	7,687,897
<b>Total</b>	<b>169,480,584</b>	<b>240,776,456</b>
<b>Total (A + B)</b>	<b>519,921,550</b>	<b>590,343,821</b>

The Financial Statements of Hand in Hand India for the year ended March 31, 2023 was audited by M/s. Sundaram & Srinivasan, Chartered Accountants (ICAI Firm registration number: 004207S).

The audited Financial statement can be viewed on our website.



**STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED MARCH 31, 2023**

(All amounts are in Indian Rupees unless otherwise stated)

PARTICULARS	YEARENDED MARCH 31, 2023	YEARENDED MARCH 31, 2022
<b>Income</b>		
Revenue Grants	424,988,184	396,713,670
Interest Income	24,486,919	45,161,258
Other Income	1,566,648	2,560,388
<b>Total</b>	<b>451,041,751</b>	<b>444,435,316</b>
<b>Expenditure</b>		
Programme Expenses	477,945,726	448,380,246
Administrative and other expenses	33,031,145	13,391,114
Finance Cost	-	947,245
Depreciation / Amortisation	7,902,561	8,337,095
Less: Amortisation from Capital grants- being Depreciation/Amortisation	(7,902,561)	(8,337,095)
<b>Total</b>	<b>510,976,871</b>	<b>462,718,605</b>
<b>Excess of Expenditure over Income carried forward to balance sheet</b>	<b>(59,935,120)</b>	<b>(18,283,289)</b>

The Financial Statements of Hand in Hand India for the year ended March 31, 2023 was audited by M/s. Sundaram & Srinivasan, Chartered Accountants (ICAI Firm registration number: 004207S).

The audited Financial statement can be viewed on our website.

# Get Involved

Our activities have expanded rapidly over the past few years and so has the need for funding and support. If you would like to help us with funds or by volunteering, we welcome you to join us! Our commitment to transparency and accountability ensures that the end-use of funds is clearly identifiable in all activities and at all times. Attention to productivity, with help from our local employees and 50,000+ volunteers has helped us to keep costs low. We limit our overhead costs to 8-10% in India.

If you would like to donate to our causes, do find our bank details below:

## Domestic:

ACCOUNT NAME :

Hand in Hand India

BANK NAME AND ADDRESS:

CANARA BANK, Kancheepuram Branch,  
No. 36/123, 1st Floor, T.K. Nambi Street,  
Chinna Kancheepuram, Kancheepuram - 631 501

ACCOUNT NUMBER:

0939101020216

IFSC CODE:

CNRB0000939

MICR NO:

600015107

## International:

ACCOUNT NAME:

Hand in Hand India

BANK NAME AND ADDRESS:

State Bank of India, FCRA Cell 4th Floor, New Delhi  
main branch, 11 Sansad Marg, New Delhi - 110 001

ACCOUNT NUMBER:

40096127303

IFSC CODE:

SBIN0000691

SWIFT :

SBININBB104

You can also donate online : [www.hihindia.org/donate](http://www.hihindia.org/donate)

## Volunteers & Internships:

Hand in Hand India welcomes volunteers and interns from all fields. If you have a skill that you would like to share, we would be delighted to hear from you. We have the same flexible and professional approach to volunteers as we do to partners. If you are interested in volunteering or interning with us, please apply at [www.hihindia.org](http://www.hihindia.org)

## Corporates & Employee Engagement:

We have worked with over 100 companies, multilateral institutions, foundations and Government agencies. Interested Corporates can contact Mr. Sandip Mookerjee for further information.

[sandip.mookerjee@hihindia.org](mailto:sandip.mookerjee@hihindia.org)

Ph: +91 9500041800



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Dr. Kalpana Sankar

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*We thank the entire senior management staff and pillar heads for their contribution in bringing out this publication.*

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Sahaana Sankar

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Udayaraj C	Shalini Benita
Mohanavel P	Jayaprakash L
Venkatraman R	Jaisankar M

# Glossary

App	Application	IAS	Indian Administrative Service	RTO	Regional Transport Office
ASI	Archaeological Survey of India	IFAD	International Fund for Agricultural Development	SDTC	Skill Development & Technology Centres
ATM	Automated Teller Machine	INR	Indian Rupee	SHG	Self Help Group
AWS	Automated Weather Station	IPO	Initial Public Offering	SIDBI	Small Industries Development Bank of India
BHIM	Bharat Interface for Money	IT	Information Technology	SMS	Short Message Service
BLN	Block Level Network	kg	Kilogram	sq km	Square Kilometre
CEO	Chief Executive Officer	KGBV	Kasturba Gandhi Balika Vidyalaya	SSA	Samagra Shiksha Abhiyan
CII	Confederation of Indian Industry	KVK	Krishi Vigyan Kendra	ST	Scheduled Tribe
CLC	Children Learning Centre	LPH	Litres Per Hour	STC	Satellite Teaching Centre
CLEP	Child Labour Elimination and Education Programme	MBA	Master of Business Administration	STEM	Science, Technology, Engineering and Mathematics
CLN	Cluster Level Network	MC	Mothers' Collective	SWM	Solid Waste Management
CLOCC	Clean Oceans through Clean Communities	MNC	Multinational Corporation	UK	United Kingdom
CPR	Cardiopulmonary Resuscitation	MT	Metric Tonne	UN	United Nations
CRPC	Child Rights Protection Committee	NABARD	National Bank for Agriculture and Rural Development	UNESCO	United Nations Educational, Scientific and Cultural Organisation
CSR	Corporate Social Responsibility	NGO	Non-Governmental Organisation	UNOPS	United Nations Office for Project Services
cu m	Cubic Metre	NMMS	National Means Cum-Merit Scholarship	US	United States (of America)
DRDA	District Rural Development Agency	NRM	Natural Resource Management	VUP	Village Uplift Programme
EBB	Educationally Backward Block	NRSTC	Non-Residential Special Training Centre	WaCT	Waste Wise Cities Tool
E-cart	Electric Cart	NVG	Neovascular Glaucoma	WASH	Water, Sanitation and Hygiene
ECR	East Coast Road	NYU	New York University	WoC	Waves of Change
E-Poster	Electronic Poster	OoSC	Out of School Children		
E-Waste	Electrical & Electronic Waste	PET	Polyethylene Terephthalate		
FAO	Food and Agriculture Organisation	PHC	Primary Health Centre		
FPO	Farmer Producer Organisation	PPE	Personal Protective Equipment		
GCC	Greater Chennai Corporation	PRI	Panchayati Raj Institution		
GH	Government Hospital	PUMS	Primary Union Middle School		
GHG	Greenhouse Gas	PURE	Promoting Urban water REsilience		
Govt.	Government	QR Code	Quick Response Code		
GOI	Government of India	RO	Reverse Osmosis		
HHD	Health Help Desk	RRP	Resource Recovery Park		
HiH India	Hand in Hand India	RSTC	Residential Special Training Centre		



