



# 2024-25 ANNUAL REPORT

**Pardarshita**

*Dignity, Education, Empowerment*

*Pardarshita*  
Participatory & Accountable Governance

## Message from Leadership

### **Dear Friends, Partners, and Supporters,**

The year 2024–25 was a defining chapter in Pardarshita's journey. In the urban poor communities of Jaipur, across Delhi NCR, and through local networks in Noida and Ghaziabad in Uttar Pradesh as well as Vaishali and West Champaran in Bihar, we witnessed the daily struggles of children excluded from education, the risks of child labour and trafficking, and the challenges faced by women and girls living with poverty, violence, and early marriage. Yet, amidst these challenges, we also saw powerful stories of resilience, leadership, and hope emerging from within the communities themselves.

Our commitment remained clear—to keep children at the centre of our work while advancing women's empowerment as the foundation for sustainable change. These two priorities are inseparable: families can only keep children safe and in school when women have the economic strength, confidence, and voice to lead their households and communities.

This year, our interventions reached across multiple fronts. We worked door-to-door to identify out-of-school children, facilitated their enrolment, and provided remedial support to strengthen learning. By engaging parents and School Management Committees, we promoted shared responsibility for education and created accountability in local schools. At the same time, community watch groups helped prevent child labour, trafficking, and early marriage, reinforcing collective protection for children.

Equally central was our work with women and youth. We organised women into collectives that provided safe spaces to speak out, access entitlements, and seek support in cases of violence. In Delhi NCR, we engaged closely with informal workers—especially women in insecure jobs—helping them claim their rights, link with social protection schemes, and strengthen their economic resilience. Through literacy initiatives, sports for development, and life-skills programmes, women and youth gained confidence to challenge restrictive norms and step into leadership roles. Our Crisis Intervention Centres and Rape Crisis Cells ensured survivors of violence had access to justice, counselling, and dignity.

We also took steps to prepare communities for the future by integrating environmental resilience into our work. Initiatives on water conservation, tree plantation, and reducing plastic waste reminded us that securing children's and families' wellbeing today also means safeguarding the environment for tomorrow.

These experiences reaffirm our belief that lasting change can only be achieved when communities themselves drive the fight for justice and dignity. Looking ahead, Pardarshita remains committed to building communities across Delhi NCR, Rajasthan, Uttar Pradesh, and Bihar where no child is in labour or trafficked, where every girl and boy is safe and learning, where women—including informal workers—are empowered, and where resilience—social, economic, and environmental—is built from the ground up.

With determination and hope,  
*Pardarshita Team*

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## I. About Pardarshita

Established in 2005, *Pardarshita*—meaning "Transparency" in Hindi—is a non-profit organisation committed to community-led change through participatory and accountable governance. Staying true to its name, *Pardarshita* upholds transparency and responsiveness to the communities it serves. Rooted in a community centred approach, the organisation began its journey with campaigns around the Right to Information and education, gradually expanding its work based on community priorities.

In 2024–25, *Pardarshita*'s work centred on improving access to quality education—especially for girls—strengthening public health systems, advancing gender equality, addressing gender-based violence, and combating trafficking of women and children. It also promotes sustainable livelihoods and responds to the challenges of climate change. The organisation has demonstrated scalable impact by ensuring access to public entitlements such as the Public Distribution System (PDS) and social security schemes, activating the EWS quota for children from disadvantaged backgrounds, and preventing child labour through age-appropriate admissions under the Right to Education Act. Over the last three years, *Pardarshita* has supported more than 30,000 families in securing entitlements and government benefits. It has also worked closely with vulnerable households to prevent unsafe migration and trafficking, linking them with social protection measures, livelihood opportunities, and community safety networks. Dedicated centres have been set up to assist survivors of rape, domestic violence, and trafficking, offering free legal aid, counselling, and rehabilitation support to ensure safety, dignity, and justice.

Looking ahead, *Pardarshita* will continue to strengthen its community-led models, deepen engagement with public institutions, and expand its work on education, gender justice, and anti-trafficking to create safer, more inclusive, and resilient communities.

### Vision

To build a future where communities, especially the most underprivileged, lead change, access public services without barriers, and live in safe, gender-equal, and climate-resilient environments.

### Mission

To enable underprivileged communities to lead change by ensuring access to education, health, safety, and livelihoods, while promoting equity, gender justice, and resilience through inclusive and participatory development.

### Statutory Status

*Pardarshita* is a non-profit organisation registered on 29<sup>th</sup> December 2005 under Societies Registration Act XXI of 1860 having registration number S-54558. It has FCRA Registration with Ministry of Home Affairs, Govt. of India and registration with Income Tax Department under section 12A and 80G of Income Tax Law.



## II. Year in Review 2024–25

### Key Highlights and Achievements

In 2024–25, Pardarshita deepened its work on **education, child protection, women’s empowerment, youth engagement, and access to entitlements**—directly reaching **43,909 individuals** across Delhi NCR, Rajasthan, and Bihar.

#### Education & Learning

- **2,704 children** newly enrolled in schools.
- **102 children** supported under the RTE (EWS quota).
- **21,914 children** indirectly supported through awareness drives and school-community engagement.
- **1,329 children** provided remedial education at Learning Centres to strengthen foundational skills.

#### Women’s & Youth Empowerment

- **1,480 women** mobilised into collectives to address safety, education, and community issues.
- **1,278 youth** active in organised groups.
- **6,225 youth** engaged in skills, leadership, and awareness activities.
- **197 young people** supported through skill development and employability initiatives.

#### Community Mobilisation

- **5,178 people** reached through awareness campaigns on child rights and gender equality.
- **4,750 people** engaged in sports and library-based activities promoting education, safety, and inclusion.

#### Livelihoods & Entitlements

- **4,977 households** linked to government schemes and entitlements, strengthening resilience against poverty and child labour.

#### Child Protection- Prevention and Support

- **124 children** rescued from labour and trafficking situations.
- The **Rape Crisis Cell (RCC)** supported **844 survivors of sexual violence**.
- **₹27.2 crore** in compensation secured for survivors.
- **383 convictions** achieved, reinforcing justice for women and children.



### Community Voices



“I never thought I could return to school. Now I study every day and help my younger sister with her homework.”

–Child, Jaipur



“The women’s group gave me courage. Today I can raise issues directly with officials.”

Women’s Group Leader,  
Delhi NCR



“We organized a campaign for school repairs. It showed us that youth voices can change things.”

Youth Leader, Shahdara

### III. Children at the Heart

**Our Approach to Ensuring Every Child Learns:** At Pardarshita, children are at the centre of everything we do. We believe that education is the strongest safeguard against exploitation, labour, and early marriage. Our approach is built on the conviction that **every child has the right to be in school, to learn with confidence, and to dream without fear.**

**To achieve this, we combine three pillars of action:**

- **Direct support** for children through enrolment drives, remedial learning, and continuous follow-up.
- **Family and community engagement** so that parents, youth, and women's groups see education as a collective responsibility.
- **Systemic accountability** by working with School Management Committees (SMCs), teachers, and local authorities to ensure schools function as inclusive, safe, and supportive spaces.



This multi-layered model helps us address both the symptoms and root causes of exclusion from education—poverty, lack of awareness, migration, gender bias, and weak school systems.

#### A. School Admission and Awareness Drives

Enrolment is the first critical step in ensuring children's right to education. In 2024–25, Pardarshita's field teams and volunteers undertook door-to-door surveys, street-level campaigns, and community camps to identify out-of-school children and facilitate their entry into schools. We also used mobile information desks and e-rickshaw campaigns in crowded neighbourhoods to spread awareness about school admissions and the Right to Education (RTE) Act.

**The results reflect the scale of this outreach:**

- a. **2,704 children** were newly enrolled in government schools.
- b. **102 children** were admitted in private schools under the RTE (EWS) quota, with families supported through documentation and application handholding.
- c. An additional **21,914 children** benefited indirectly through community mobilisation, awareness campaigns, and family counselling.

These numbers tell only part of the story. For many parents, especially those from migrant or informal worker backgrounds, navigating the school system is intimidating. By walking alongside families through each step of the process, our teams transformed confusion into confidence, ensuring that education became an achievable reality for thousands of children.

## B. Orientations with Parents on the Importance of Education

Sustaining children in school requires more than enrolment—it requires **consistent parental support and encouragement**. Recognising this, Pardarshita organised structured parent orientations in both Delhi NCR and Jaipur.

**In these sessions, parents explored:**

- Why regular attendance is vital for children's progress.
- The unique importance of girls' education in breaking cycles of poverty and early marriage.
- The harmful effects of child labour and household responsibilities on children's development.
- Their own role as **protectors of child rights** within the family and community.

Parents left these sessions not only with information but with a sense of empowerment. Many reported feeling more confident to speak with teachers, question irregularities, and support their children's homework. In several neighbourhoods, parents began **organising informal study circles** to encourage children collectively—demonstrating how awareness can grow into action.

## C. Strengthening School Management Committees (SMCs)

School Management Committees (SMCs), mandated under the Right to Education Act, are designed to be **accountability bridges between schools and communities**. However, in many places these committees remain inactive due to limited awareness of their roles and responsibilities.

In 2024–25, Pardarshita prioritised strengthening SMCs as a cornerstone of our education strategy. We conducted targeted training workshops and continuous mentoring of members, focusing on practical ways to monitor school functioning, improve facilities, and ensure children's regular attendance.

This year, we **collaborated with the Centre for Child Protection (CCP–SPPU) in Jaipur and the RTE Forum state chapter** to deliver joint capacity-building programmes. Together, we trained **410 SMC members across Delhi NCR and Jaipur**, equipping them with knowledge of their legal mandates and tools for effective engagement.

**As a result, SMCs became more proactive in:**

- Raising and resolving school-level issues such as broken toilets, delayed midday meals, and irregular scholarship distribution.
- Monitoring teacher attendance and ensuring accountability in classroom learning.
- Supporting the re-enrolment of dropouts and preventing children from slipping back into labour.
- Advocating for gender-sensitive facilities, including separate toilets for girls and safe school environments.

Parents who once hesitated to speak now actively question authorities, demand timely services, and influence school decisions. In several schools, SMC-led interventions



resulted in **tangible improvements in infrastructure and services**, directly benefiting children's learning environments.

#### D. Remedial Centres to Improve Learning Outcomes

For many first-generation learners, admission into school is only the beginning of the journey. Poverty, irregular attendance, and lack of academic support at home often mean that children fall behind in basic literacy and numeracy, increasing the risk of dropout.



To address this, Pardarshita runs Learning and Remedial Centres in Jaipur's urban poor communities, providing a safe and interactive environment for children who need additional support. In 2024–25, **1,329 children** attended these centres, receiving more than 100 hours of instruction in foundational reading, writing, and arithmetic.

##### Learning Through Engaging Activities: The Story of Jainul

Ten-year-old Jainul (name changes) from Eidgah Kacchi Basti was first introduced to Pardarshita during a community meeting. His father shared concerns that although Jainul attended school, he was not able to learn effectively and was falling behind.

Pardarshita staff encouraged the family to visit the learning centre, where children are taught basic skills in Hindi and Mathematics through games, songs, and creative activities. Initially shy and withdrawn, Jainul soon began attending the centre regularly. He now studies with focus, interacts freely with others, and even helps his peers in their learning.

Today, Jainul's confidence has grown remarkably. He shares the activities he learns at the centre with classmates in school, and his parents actively participate in meetings at the centre. His journey shows how engaging and participatory activities can make learning enjoyable, build confidence, and nurture a stronger foundation for the future.

The centres use creative learning methods—storytelling, games, reading clubs, and group activities—to build confidence and joy in learning. Many children who once struggled to recognise letters are now able to read stories, solve basic sums, and participate actively in their regular classrooms. Importantly, the centres also work closely with parents to encourage consistent school attendance, ensuring that gains are sustained.

#### E. Community-led Monitoring of Schools

Access to education goes hand in hand with accountability in the system. In 2024–25, Pardarshita deepened **community-led monitoring of schools** by training education volunteers, youth groups, and SMC members to track service delivery and school functioning.



**Community monitors focused on critical areas:**

- Quality of midday meals and regularity of scholarships.
- Availability of safe drinking water and sanitation facilities.
- Teacher attendance and classroom teaching hours.
- Gender-sensitive infrastructure, especially for adolescent girls.

Through joint monitoring visits and **social audits in 36 schools**, gaps were identified and formally presented to local authorities. In several cases, schools responded quickly—repairing toilets, resolving scholarship delays, and addressing absenteeism. This model shows that when **parents, youth, and community volunteers are empowered to “ask the right questions,” schools begin to respond differently.** It builds accountability not only within the education system but also strengthens the community’s ownership of children’s right to education.

**F. Initiatives on Child Health and Nutrition**

Children’s ability to learn and thrive depends not only on enrolment but also on their health and nutrition. Recognising this, Pardarshita integrates child health and nutrition awareness into all its education initiatives.

**In 2024–25, sessions were held in schools and communities on:**

- Balanced nutrition and the importance of midday meals.
- Personal hygiene practices, including handwashing and menstrual hygiene for adolescent girls.
- Awareness on anaemia and immunisation schedules in partnership with local health workers.

Parents and children reported better understanding of why nutrition and hygiene are critical for learning outcomes. Teachers too began incorporating health discussions into classroom activities. These small but consistent efforts strengthen the **link between health and education**, ensuring children are not only in school but also able to learn effectively.

**G. Community Safety Nets for Children, Including Rescue and Rehabilitation Efforts**

Protecting children from labour, trafficking, and abuse remains at the heart of Pardarshita’s mission. In 2024–25, we strengthened **community safety nets** through local **Child Rights Watch Groups (CRWGs)**. These groups, made up of parents, youth, and community leaders, were trained to identify risks, report cases, and coordinate with Childline, the police, and Anti-Human Trafficking Units.

This year, **124 children were rescued from child labour and trafficking situations** in Jaipur, Delhi, and surrounding districts. Families were supported in claiming pending wages, accessing compensation, and reintegrating children into schools. In two cases, long-term convictions were secured against traffickers—demonstrating that accountability is possible when communities remain vigilant and cases are pursued consistently.

Beyond rescue, the safety net extended to school-based awareness sessions. More than 100 schools hosted discussions on child rights, safe and unsafe touch, and reporting mechanisms, empowering children themselves to recognise and report abuse. Through these combined efforts, the community began to see child protection not as the responsibility of institutions alone but as a shared duty of every family and neighbour.

## IV. Empowering Gender

Pardarshita's commitment to gender equality is rooted in the belief that lasting social change cannot be achieved without the empowerment of women and girls. In our communities, women and girls continue to face barriers of poverty, discrimination, violence, and exclusion from public spaces. Yet they are also the first to step forward when given opportunities for leadership, skills, and solidarity.

In 2024–25, our gender programmes focused on four pillars—prevention through awareness and sports, empowerment through Mahila Panchayats and literacy, protection through legal and psychosocial support, and long-term resilience through life-skills and economic opportunities. Together, these interventions strengthened the ability of women and girls to claim their rights, while also engaging men, boys, and institutions in challenging harmful norms.

### A. Promoting Equality through Sports and Community Engagement

Sports are more than recreation—they are a platform for dialogue, leadership, and equality. In Delhi and Jaipur, Pardarshita organised **regular football sessions and sports-based workshops** where both girls and boys played together, broke stereotypes, and learned about teamwork and respect. Coaches and youth leaders used these sessions to open conversations on **child marriage, girls' safety, equal access to education, and gender roles at home and in society.**

Complementing this, youth-led campaigns—including **street theatre, e-rickshaw rallies, and the Girl Child Cyclothon**—brought messages of equality into the heart of neighbourhoods. These efforts reached thousands of residents and helped spark dialogue within families about delaying marriage, continuing girls' education, and protecting children from violence. For many adolescent girls, simply stepping onto a football field was transformative. It challenged notions of what girls can or cannot do, and gave them visible confidence in leading activities in front of peers and parents alike.



### B. Women's Legal Empowerment and Mahila Panchayats

Through the Mahila Panchayat programme in Delhi NCR, women from marginalised settlements were trained as para-legal volunteers and community mediators. They were equipped with knowledge of laws on domestic violence, property rights, maintenance, custody, and protection against harassment.



In 2024–25, 1,480 women were part of active collectives, holding regular meetings across neighbourhoods. Together, they:

- Mediated disputes related to domestic violence, harassment, and dowry.
- Supported other women in accessing protection orders, police support, or counselling.
- Raised collective demands on issues such as sanitation, safety of girls, and functioning of local schools.



The Panchayats created a powerful ripple effect: women who once suffered in silence began **speaking out and standing together**. They showed that justice is not only delivered in courtrooms but can also be shaped in everyday community spaces.

### C. Crisis Intervention Centres and Rape Crisis Cells Supporting Survivors of Violence

Gender-based violence continues to be one of the gravest challenges faced by women and girls in our intervention areas. To ensure immediate, survivor-centred support, Pardarshita runs **Crisis Intervention Centres (CICs) in 26 police stations in East and Shahdara districts of Delhi**, and **Rape Crisis Cells (RCCs) in three district courts and four Juvenile Justice Boards**.

In 2024–25

- a. **844 survivors of sexual violence** were supported through counselling, legal aid, and psychosocial assistance.
- b. **₹27.2 crore in compensation** was secured for survivors, easing financial stress and enabling rehabilitation.
- c. **383 convictions** were achieved, strengthening accountability and deterrence.

Our 26 RCC lawyers and trained counsellors worked hand in hand with public prosecutors to oppose bail in serious cases, facilitate timely recording of survivor statements, and file compensation claims. Survivors reported greater confidence in pursuing justice, knowing that **they were not alone in the process**. This survivor-centred model demonstrates how combining legal expertise, psychosocial support, and community linkages can turn abstract legal rights into **real justice and dignity for women and girls**.

### D. Advancing Women's Literacy and Life Skills

Many women in our communities had never attended school, leaving them dependent on others for basic tasks like reading a prescription, writing an application, or calculating daily expenses. Pardarshita addressed this gap through its **Women's Literacy Programme in New Seemapuri**.

In 2024–25, 30 women between the ages of 25 and 40 enrolled in literacy classes under the "Meri Kitab" curriculum. They learned to read, write, and perform basic arithmetic.

Beyond literacy, the programme integrated **life-skills modules on digital literacy, financial management, and communication skills**. The transformation was visible in everyday life. Women proudly shared how they could now help their children with homework, use mobile phones for digital payments, or keep accounts of small savings groups. For many, these were not just skills but symbols of **dignity and independence**.

From football fields to literacy classrooms, from Mahila Panchayats to courtrooms, Pardarshita's gender programmes this year highlighted one central truth: empowerment is both personal and collective. Women and girls gained confidence to claim their rights; youth and men began questioning harmful norms; and survivors of violence found justice and dignity. The journey ahead is clear—to **expand spaces where women and girls can learn, lead, and thrive**, and to continue building systems of protection and solidarity that ensure no woman or girl is left behind.

## V. Livelihoods and Youth Empowerment

Pardarshita recognises that **economic empowerment is key to breaking cycles of child labour and gender inequality**. When families have secure livelihoods and when young people are equipped with employable skills, they can make choices that prioritise education, dignity, and safer futures. In 2024–25, our programmes combined **direct support to informal workers, skill development for youth, collective spaces for learning, and linkages to entitlements**—strengthening resilience at both household and community levels.

### A. Engagement with Informal Workers, Especially Women in NCR

Women in the informal economy—domestic workers, street vendors, home-based workers—remain some of the most vulnerable to exploitation and income insecurity. In Delhi NCR, Pardarshita engaged with women workers' collectives to address issues of fair wages, workplace safety, and access to government benefits.

Through **community meetings and entitlement camps**, women were supported in applying for



labour cards, health insurance, and pensions. This engagement not only reduced household vulnerability but also allowed women to negotiate more confidently at home and at work, ensuring that children's schooling remained a priority even in times of financial stress.

## B. Skill Development and Employability Programmes for Youth

Youth are central to creating sustainable change. In 2024–25, 197 young people participated in our skill development programmes focused on computer literacy, spoken English, personality development, and job readiness.



Training sessions prepared youth for job interviews, connected them to vocational training schemes, and helped them build soft skills for the workplace. Many participants reported improved self-confidence and clarity about career pathways. By bridging the gap between aspiration and opportunity, Pardarshita is helping young people, especially young women, transition from education to employment.

## C. Youth Resource Centres as Spaces for Learning and Leadership

In New Seemapuri, the Youth Resource Centre continued to serve as a hub where adolescents and young people could learn, lead, and connect. The centre offered access to a library, cyber café, and indoor games, but also functioned as a space for capacity-building workshops, leadership training, and peer learning. Here, youth groups met regularly to discuss school issues, campaign against child marriage, and organise community events. For many, the centre became not just a facility but a safe space to imagine and act on their role as community leaders.



## D. Support for Micro-enterprise and Entrepreneurship Initiatives

Recognising the potential of small enterprises to build resilience, Pardarshita provided mentoring and support to women and youth aspiring to start or strengthen businesses. This included guidance on market linkages, financial planning, and access to schemes such as Mudra loans. Several women set up or expanded income-generating activities—such as tailoring, vegetable vending, and small shops—demonstrating how micro-enterprise can provide both financial stability and personal dignity.



## E. Sports and Life Skills as Tools for Social Change

Building on our sports-for-development model, Pardarshita used **football and group activities** to engage **6,225 youth** this year. Sessions combined physical play with discussions on **gender equality, health, digital literacy, and leadership**. By linking sports with life skills, youth gained not only physical confidence but also the ability to **address social issues in their communities**.

Football fields and community grounds became training grounds for citizenship—where young people learned to stand up for fairness, respect, and equality.



## F. Access to Social Entitlements and Government Schemes

Economic empowerment was further reinforced by linking families to essential government schemes. In 2024–25, 4,977 households were supported in accessing entitlements including health insurance (Ayushman Bharat), pensions, e-Shram cards, food security benefits, and other social protections. These linkages reduced the financial pressures that often force children into labour, while also strengthening the safety nets of the poorest households. For youth and women, learning how to access schemes created long-term capacity to navigate government systems independently.



Through a combination of skill development, livelihood promotion, entitlement access, and youth engagement, Pardarshita's work this year demonstrated how economic security is directly tied to child protection and education. When families earn with dignity and youth step into leadership, communities move closer to a future where every child is safe, every young person has opportunity, and every woman has the power to shape her life.

## VI. Climate and Environmental Resilience

In communities already struggling with poverty, child labour, and gender-based vulnerabilities, the effects of climate change add another layer of risk. Irregular rainfall, water scarcity, rising temperatures, and poor waste management disproportionately affect the health and well-being of children, women, and informal workers. Recognising this, Pardarshita has integrated **climate resilience into its education, youth, and community programmes**, building awareness while also encouraging practical, localised solutions. Our approach is simple yet impactful—empowering children and families to understand environmental challenges and **act as custodians of their own neighbourhoods**.

### A. Water Resource Management and Conservation Efforts

Water scarcity is one of the most pressing challenges in urban poor settlements, often forcing families to spend hours collecting water or rely on unsafe sources. In 2024–25, Pardarshita worked with youth volunteers, schools, and women’s groups to promote **responsible water use and conservation practices**.

- In schools, children conducted **water audits**, tracking how much water was wasted daily in taps, toilets, and handwashing points. With teachers, they designed action plans such as repairing leaks, introducing bucket-based handwashing, and promoting rainwater harvesting.
- In communities, awareness drives used street plays and wall paintings to stress the importance of storing water safely, reducing wastage, and protecting local water bodies from contamination.
- Youth groups also initiated **campaigns on climate-linked migration**, connecting water scarcity to broader livelihood challenges faced by families.

These initiatives not only reduced wastage but also built **early habits of environmental responsibility** among children and youth.

### B. Afforestation and Urban Greening Initiatives

In overcrowded slum settlements, the lack of green cover adds to heat stress, poor air quality, and unsafe community spaces. To counter this, Pardarshita mobilised children and youth for **tree plantation drives, kitchen gardens, and rooftop greening activities**.

- Schools and community centres served as hubs for **planting saplings and maintaining small gardens**, giving children practical experience in nurturing plants.
- Women’s groups experimented with **kitchen gardens** using recycled containers, growing vegetables that added both nutrition and savings for households.
- Youth volunteers were trained to **monitor survival rates of saplings**, ensuring care beyond the symbolic act of plantation.



These efforts showed how even small greening initiatives can **cool neighbourhoods, improve local nutrition, and foster a sense of pride in shared spaces**.

### C. Reducing Plastic Waste and Promoting Sustainable Alternatives

Plastic waste remains a daily hazard in the lanes of resettlement colonies, clogging drains and polluting open spaces where children play. In 2024–25, Pardarshita launched **plastic reduction campaigns** across Delhi NCR and Jaipur.



rooted in tradition.

- Schools declared “**No Plastic Zones**”, with children monitoring compliance and finding alternatives for everyday items like bottles, lunch boxes, and stationery.

- Youth groups used **street theatre, art workshops, and rallies** to spread the message of reducing single-use plastic.
- Women’s collectives promoted the use of **cloth bags, steel containers, and reusable household items**, reviving eco-friendly practices

Through these campaigns, families began recognising that protecting the environment is not about large, distant policies but about **everyday choices at the household level**.

By linking water conservation, afforestation, and waste reduction with our core work on education and child protection, Pardarshita demonstrated that **climate resilience** is inseparable from social resilience. When children conduct water audits, when women grow vegetables on their rooftops, or when youth lead plastic-free campaigns, they are not only protecting the environment but also strengthening their own communities against future risks. As we look ahead, Pardarshita will continue to expand these initiatives, ensuring that environmental responsibility becomes a shared culture across schools, households, and community institutions.

## VII. Governance and Transparency

At Pardarshita, we believe that strong governance, transparency, and accountability are the foundation of our credibility and effectiveness. Our organisational structure and practices ensure that all decisions are taken with integrity, fairness, and inclusivity.

### **Policies and Safeguards:**

We have established a comprehensive set of internal policies that guide our work and safeguard the rights of all stakeholders. These include:

- i. Finance and Procurement Policy
- ii. Human Resource Manual
- iii. Child Safeguarding and Protection Policy
- iv. Prevention of Sexual Harassment (POSH) Policy
- v. Whistle-blower Policy
- vi. Anti-fraud and Anti-bribery Policy
- vii. Conflict of Interest Policy
- viii. Non-discrimination Policy

These policies ensure financial transparency, ethical conduct, safeguarding of children and women, and a safe and inclusive workplace for staff, volunteers, and communities.



### **Good Governance:**

Our governing body, the Board of Trustees, meets regularly throughout the year to review strategy, programmes, and finances. The most recent board meeting was convened in [insert date]. All nominations and elections follow due process as specified in our bylaws. The Board is responsible for ensuring legal compliance, approving budgets, overseeing programmes, and upholding accountability to donors, communities, and stakeholders. Where family or relational ties exist between members, clear conflict of interest measures are applied to maintain fairness.

We also take pride in reflecting diversity in our governance and staffing. Our team and Board include individuals from varied genders, castes, religions, ethnic groups, and lived experiences, including those from marginalised communities. This diversity enriches our decision-making and ensures that our organisation remains representative and inclusive.

## **VIII. Acknowledgment**

Pardarshita extends heartfelt gratitude to our donors, partners, and well-wishers whose support makes our mission possible. Your faith in our work enables us to strengthen education, child protection, gender equity, and community empowerment.

We especially thank our donors for their generous support, which reflects not just financial contributions but also trust in our vision and commitment to creating lasting change.

We are equally grateful to community members, children, women, and youth who inspire us with their resilience, as well as our staff and volunteers whose dedication brings our vision to life. Our governing body, networks, and allies also deserve recognition for their continued guidance and collaboration.

Together, we are moving closer to a transparent, inclusive, and just society where every individual can live with dignity and opportunity.