

PUKAR

Annual Report  
2024-25

अब तुम्हारे हवाले वतन साधियो  
Oh Fellows! The Country Is Now In Your Hands....

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मौसम सही नहीं है  
सूरज यहीं कहीं है

पर घने काले बादलों ने  
ढंक रखा है उसे  
ऊपर से अंधेरा भी  
गहराता जा रहा है

रास्तों पर बिखरे हैं  
नुकीले कांटे  
शीशे की किर्चियाँ

फिलहाल तो  
इसी राह से गुजर कर ही  
सुबह तक पहुंच सकते हैं

दूसरी सारी उम्मीदें  
हताश होकर मान बैठी हैं  
हार

पर हम हार नहीं सकते  
निराशा हमारे खून में ही नहीं  
रात चाहे जितनी मुश्किल ही सही

यह आग  
जो हम सहेज कर लाए हैं  
बहुत ही दूर से  
वह सौंपनी ही होगी  
रात के पार के साथियों को

इस लंबी अमावस के  
मुश्किल मोड़ पर  
वे देख रहे हैं हमारी राह

अपनी हथेलियों पर  
बुझे हुए दिये लिए हुए

उन दियों में तेल भी है  
और बाती भी

बस उन तक पहुंचाने हैं  
आग के चंद कतरे

तुम देखना  
अलग अलग रंगों के  
छोटे बड़े दिये  
कोमल हथेलियों में  
रौशनी के छोटे-छोटे  
पौधे बनकर छा जाएंगे

मुहब्बत के जो परिंदे  
छोड़ गए थे  
वीरान दरख्तों को  
यकीन मानों  
एक दिन वे भी आ जाएंगे

इन्साफ और बराबरी के  
भाईचारे एकजहदी के  
उदास दियों तक  
पहुंचानी है यह आग

आओ!  
बढ़ाओ अपने हाथ आगे  
संभालो अपनी धरोहर  
और इतना रखो याद

कि जिसकी सुबह नहीं  
ऐसी होती ही नहीं है रात!

- हूबनाथ

# Partners

## National



Azim Premji  
Philanthropic  
Initiatives  
Private Limited



Azim Premji  
University



Rohini Nilekani  
Philanthropies  
Foundation

## International



EMpower-  
The Emerging  
Markets  
Foundation



India  
Development  
Service



Samvedana



The  
Greycliffe  
Foundation



Trustees  
of Tufts  
College

# THE CONSTITUTION OF INDIA

## PREAMBLE

**WE, THE PEOPLE OF INDIA**, having solemnly resolved to constitute India into a **SOVEREIGN SOCIALIST SECULAR DEMOCRATIC REPUBLIC** and to secure to all its citizens:

**JUSTICE**, social, economic and political;

**LIBERTY** of thought, expression, belief, faith and worship;

**EQUALITY** of status and of opportunity;

and to promote among them all

**FRATERNITY** assuring the dignity of the individual and the unity and integrity of the Nation;

**IN OUR CONSTITUENT ASSEMBLY**

this 26th day of November, 1949, do **HEREBY ADOPT, ENACT AND GIVE TO OURSELVES THIS CONSTITUTION**



# Outreach Through Social Media



Reach  
14,800

**288%**  
Increased



Reach  
8,700

**121%**  
Increased



Increase  
14,800

**31956**  
Impressions

This year, our stories traveled farther than ever before. Through Instagram and Facebook, more young people discovered PUKAR, engaged with our ideas, and shared our vision of empowering youth. On LinkedIn, our work sparked conversations among professionals, academics, and changemakers, opening new doors for collaboration and knowledge-sharing. Each post, story, and update became more than just content—it became a connection, carrying forward the voices of the youth we work with and amplifying their journeys to a wider audience.



# Outreach Through Projects

**75K** | Seed ball preparation with villagers participation

**3K** | Trees of Jamun, Papaya and Crusted Apple planted

**50K** | Kilos of vermicompost produced and distributed to tribal farmers.

**9**  
Ashram Shala (School)

**13** | Biodiversity Survey of GP

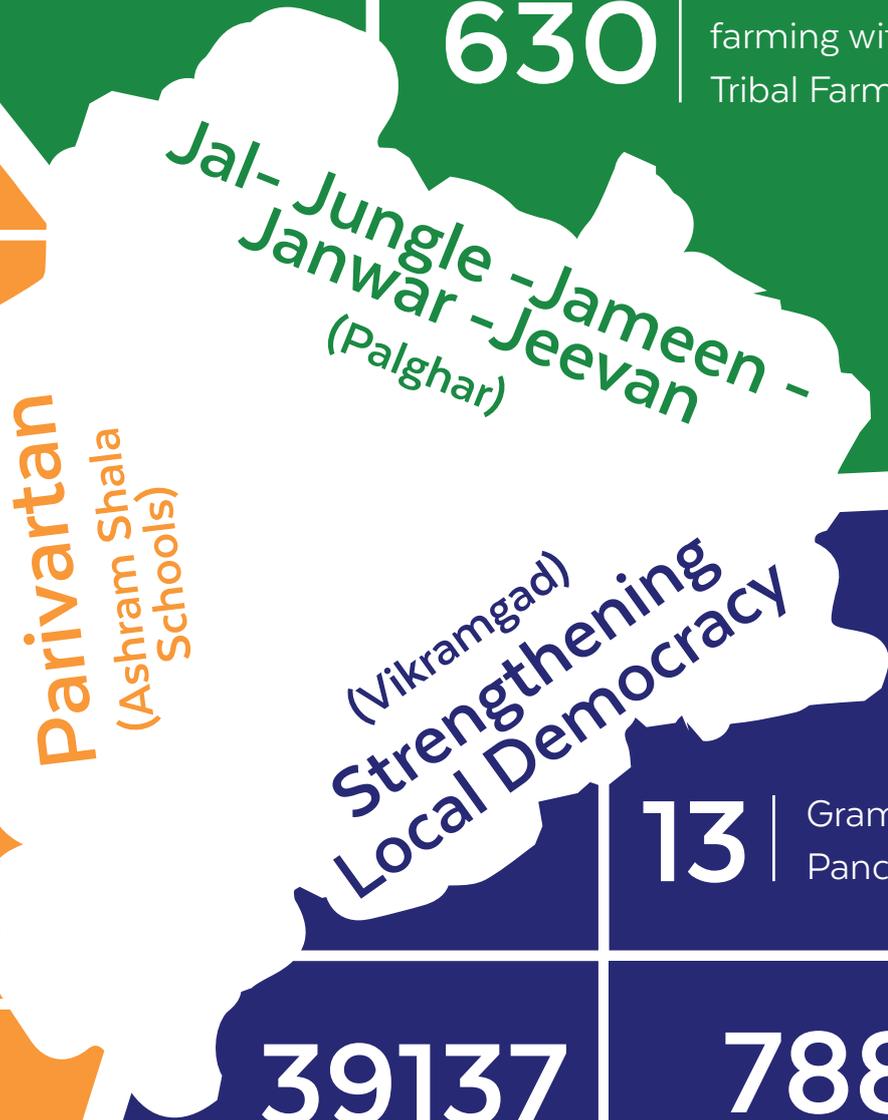
**630** | Promote organic farming with Tribal Farmers

**306**  
Boys

**327**  
Girls

**3** | Taluka

**14**  
Sessions



**39137**  
Population

**13** | Gram Panchayats

**7885**  
Households

**₹ 2.28** **Crore**  
Total Amount Received by our Beneficiary

**2940**  
Beneficiaries

# Constitutional Fellowship: Sanvedana

(Districts Of Latur, Beed, Kolhapur, Thane, Mumbai, Greater Mumbai)



Villages



Bastis



Tamasha Kala Kendra



BMC Wards



Colleges



Schools



Gram Panchayats



Districts



Municipalities



Blocks



Children 2-6 years enrolled.



Home visits done for awareness raising.



Pregnant and or Lactating women enrolled for Educational Training.

## Healthy Cities, Wealthy Cities: 1000 Days

(1 large non-notified slums of Greater Mumbai)



Children 0-2 years enrolled.



Adolescent Girls Enrolled for Educational Training

# Youth Fellowship

(Mumbai Metropolitan Region)

40

Community Events Conducted

15

Research Projects Completed

129

Number of Graduate Fellows

15

Alums volunteered through various events

240

Interviews conducted

4

Alums completed internship

15

Groups

6

LGBTQIA

34

Boys

80

Alums attained Youth Day Event

89

Girls

1000

Surveys conducted

1500

Community people made aware

285

Boys

1

TG

150

Parents - Sessions conducted

295

Girls

# Journey Towards Dignity

3 large non-notified slums of Greater Mumbai

# Constitutional Fellowship: Sanvedana

## **Aim:**

*To awaken the citizens of India to realize...*

*The importance of “We The People”...*

*That we are the true owners of this nation....*

*That we are governed by OUR own electoral choices!*

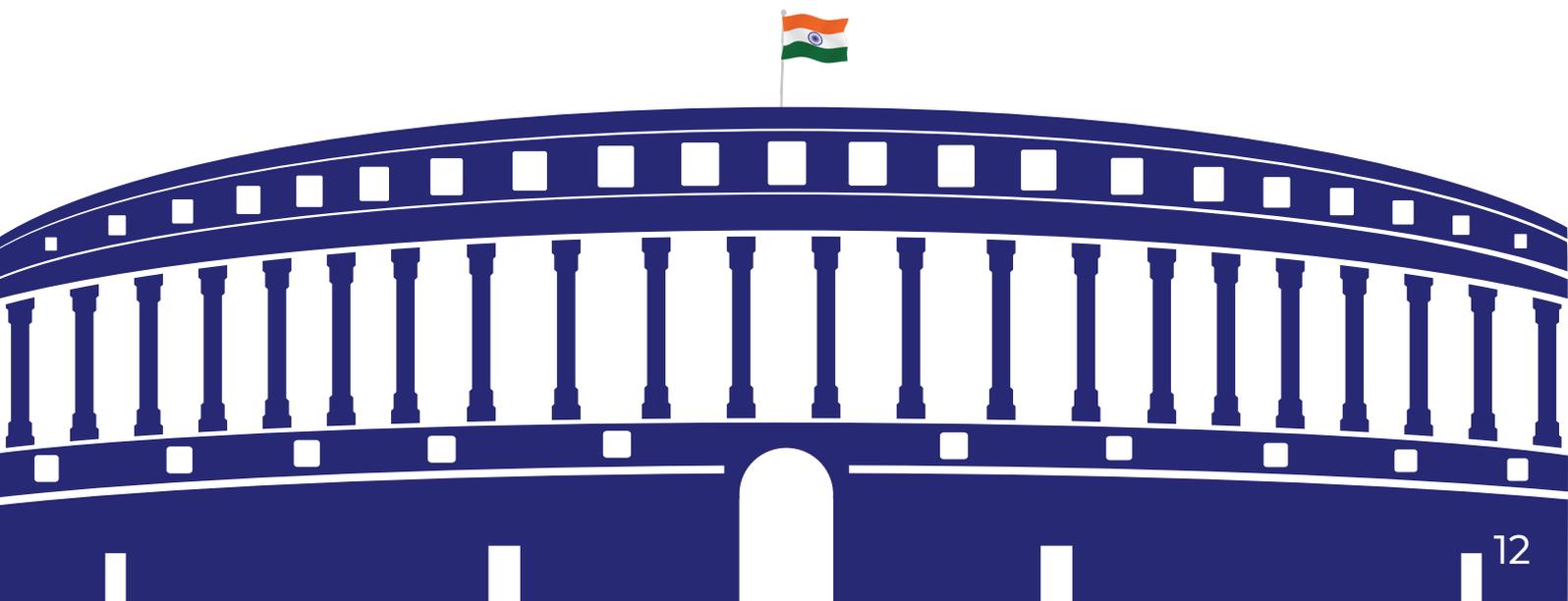
*That Good Governance happens when Citizens demand it....*

*That Justice, Equality, Freedom, and Fraternity are Non-Negotiable.....*

*That this participatory democracy will be sustained by ALL of us,*

*irrespective of caste, religion, gender, economic inequities....*

*We... The Citizens of India are  
“The Watan”....Hum Hi Watan Hain.....*



## Applications:

Visits to villagers, SC/NT/DNT communities, hamlets, bastis, schools, colleges, slums.

Meetings, dialogues, awareness sessions, posters, street theater, songs, documentaries, marches, dharanas, fasting episodes in front of governing bodies.



## Outcomes:

Spreading of Constitutional Values through various daily life examples.

Marginalized citizens to receive various entitlements that they are made aware of and have a right to receive through GP/ Other officials with guidance and support of the Fellows.

Enlightened citizens, willing to fight for their rights and fulfilling their duties.

Citizens learn and accept the importance of supporting each other despite all the differences.

Number of festivals/ celebrations done where people are brought together across different casts/ religions/ gender/areas/languages/ migration.

Creation of Samvidhan Rail Compartment and Samvidhan ST Bus “Samvidhan Pari” decorated with posters depicting creation of the constitution as an educational effort.



Exposure visits of NT/DNT communities to various governmental outposts NT/DNT community children, HIV positive children accepted and enrolled in schools instead of begging.





# Strengthening Local Democracy

## Aim:

Training Local Adivasi Youth as Village Leaders to help their villagers.

Making Gol Schemes available to the Adivasi Citizens in the Adivasi block of Vikramgarh.

Resource Mapping of all villages and or communities with participation of the villagers.

Strengthening functioning of Gram Panchayats, by training members of these bodies to make them more democratic, participatory and responsive to the concerns of the citizens.

Collectivizing the citizens to demand good governance from the statutory bodies through Strengthening Gram-Sabhas, Mahila-Sabhas, Bal-Sabhas and Self-Help Groups.





## Applications:

Repeated and specific Census for various schemes. Awareness raising of Adivasi of their constitutional rights, votes, voices, and victories through meetings, trainings, mapping, door to door awareness, Carawan.

Conducting workshops with all members of GPs on their Roles and Responsibilities.

Digital Literacy for Adivasi citizens.

Organize camps for accessing various documents needed by villagers for schemes.

Demanding better governance from their Gram Panchayats and all other statutory bodies.

Exposure Visits to other villages where such experiments have been successfully implemented.



## Outcomes:

Enlightened citizens. Many disenfranchised citizens benefitting from accessing many Gol Schemes meant for them thus leading to improved living conditions.

Better governance at PRI through improved, functioning of GP members/ Gram Sevak, other officials that is attuned to the needs of the villagers.

Increased participation of empowered women in the working of PRI.

Creation of Youth Leadership at Local Levels.



# Jal- Jungle-Jameen -Janwar-Jeevan



## Aim:

Mapping of biodiversity, endangered species of plants and birds and animals. Afforestation with the help of local youth and school children.

Creating Organic Manure using local natural ingredients.

Training local farmers in traditional organic farming methods.

Seed Banking over next 5-7 years.

Creating agency of women through training them in kitchen gardens.



## Applications:

Mapping of biodiversity done with the participation of villagers.

Collection of dry leaves, cow dung, again through villagers' efforts and creating income generation for women.

Training of farmers including women in constituting the organic manure.



Sessions with villagers with the help of documentaries, posters, on Biodiversity and its connection to Pollination and increased production of crops.

Connecting with other Seed Bank operators.

Creating knowledge through posters related to endangered species that are habitats of the local areas.



# Outcomes:

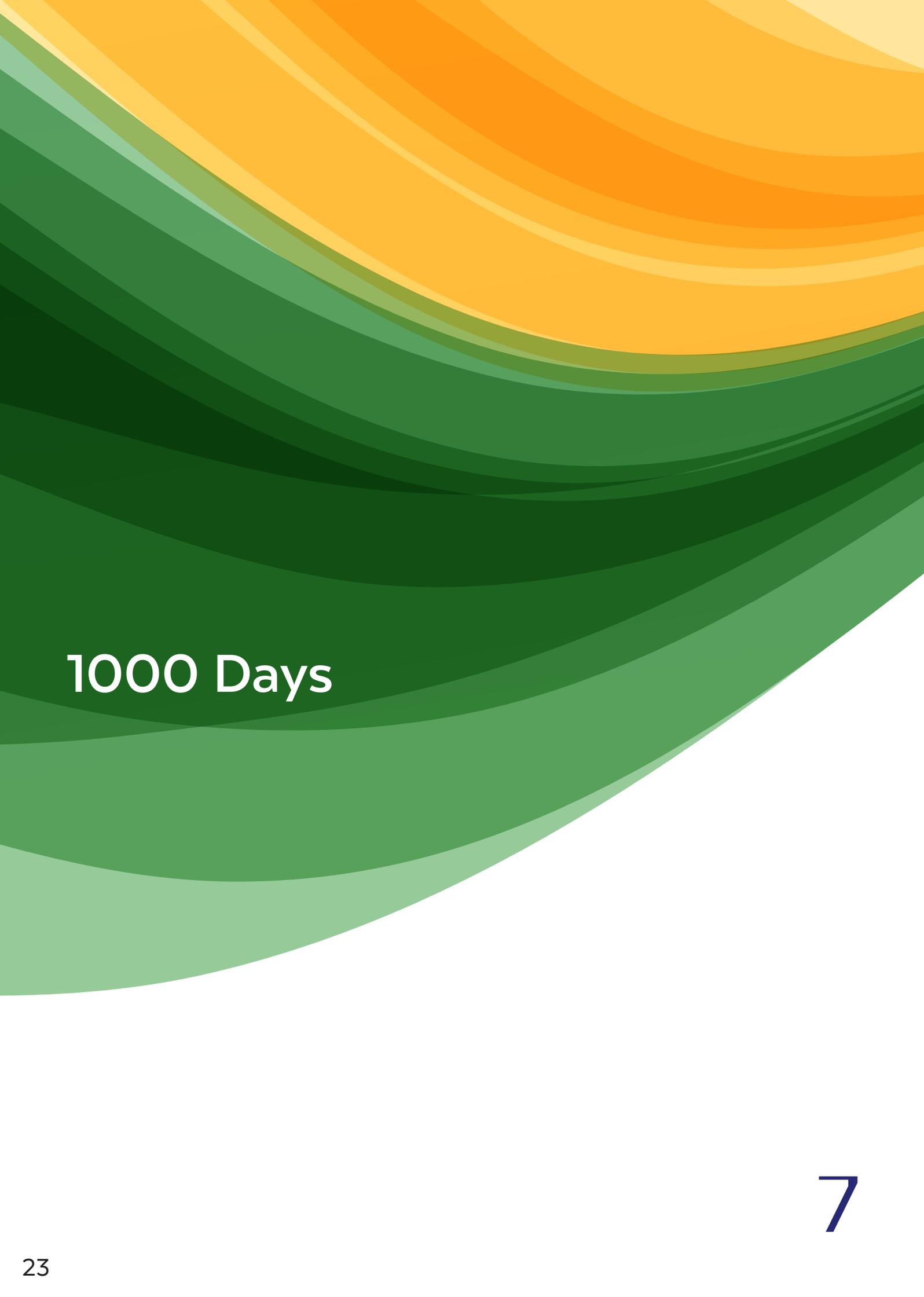
Safeguarding endangered species of plants and birds and animals.

Improving soil health by decreasing usage of chemical fertilizers and pesticides.

Growing nutrient dense foods thus helping to address long standing malnutrition in the region.

Trained farmers who would spread the techniques of Organic agriculture across the region and encourage others to adopt it.





1000 Days

## Aim:

Inculcate in pregnant and lactating women the importance of exclusive breast feeding for 6 months, supplementary food from 6 months onwards and impact of proper nutrition on the cognitive and physical development of their young child and her/his future earning capacity.

Monitor growth of 500 children 0-6 years of age with WHO parameters and exploring



the impact of consuming Ultra-Processed Food (UPF) on their diets through money spent on purchasing UPF.

Inculcating in the adolescent and girls of marriageable age the knowledge about MHH, RHH, PCOD, Anemia and how all these impacts their bodies and minds in positive or negative ways.



## Applications:

Monitoring and charting growth of children 0-2 years and 2-6 years every 2 months (Total 9 Rounds) by measuring HT, WT, HC every two months on WHO Growth Charts and documenting it.

Sessions with mothers related to the important part Good Nutrition plays in the future cognitive capacity, physical development of their young child and her/his future earning capacity.

Screening of videos related to breast feeding, distributing, and sharing of specially created posters related to Poshan-Aahar.

Sharing of WHO Growth Charts with mothers.

Doing door to door education related to Ingestion of UPF and breast feeding.



## Outcomes:

Increased incidence of initiating complementary food in young babies from 6 months onwards.

Mothers much aware of the importance of Poshan-Aahar for the cognitive development of their children.

Increased inclusion of eggs, fruit and vegetables in the diets of many children as demonstrated by documentation.

Decrease in the money spent of UPF every week in more than 40% of mothers.

Increased knowledge about their own body and emotional changes through puberty, MHH, RHH and sense of agency in the adolescent girls.

Gaining identity and agency through knowledge in the adolescent girls.





# Journey Towards Dignity

## Aim:

Adolescent residences of slums recognize the broader concepts of Patriarchy, Masculinity, Pubertal changes, and challenges... physical, emotional, and societal.

## Applications:

Games, dialogues, debates, documentaries, theater, role plays, exposure visit to places of learnings, parental home visits and gatherings, celebrations of various important occasions like International Women's Day, Youth Day, Menstruation Day and of course the Graduation Ceremony....



# Outcomes:

Knowledge Acquisition: about self, identity.

Attainment of Agency and Leadership.

Understand the concepts of positive and toxic Masculinity, “Mardangi” and its negative impact on boys, girls and families.

Differences in and construction of Sex and Gender and factors influencing these.

Gender Based Violence and Child Sexual Abuse.

Acceptance of Equality of Gender and Respect for Women.



## Parveen Ki Nayi Zindagi..... Garima Se Bhari Hui.....

Parveen was thinking...that workshop she heard of...PUKAR's "Journey Towards Dignity" that was being launched in her Basti for girls and boys of her age...

Hmmm! Should she or should she not join... Finally her friend Aditi cajoled her to give it a try...

Thus began Parveen's new journey... Towards finding herself, about her body, her mind, her thoughts that both good and scary times... The Facilitators of the program were amazingly knowledgeable yet very



friendly. Parveen started learning and enjoying everything she heard, saw, debated ... For the first time she understood the difference between Sex and Gender, Menstrual Hygiene, Child Sexual Abuse that she has experienced... How easily she could discuss her alarming thought about Aman with the Facilitator.... What a relief!!!

This new world shown to her through games, artwork, poetry, debates... what fun it was!!!!!! This gave her the confidence to speak her mind in an articulate manner...Her mother, only parent Parveen had started taking pride in Parveen's changes. At the end of the year, Parveen was felt that she was in charge of her own future.

Her progress was so remarkable that she was chosen to be the Change Maker of Learning Community Program for her Basti and her responsibilities included collectivizing girls and boys and help them to acquaint themselves with everything she had learnt over the years..... to finally become a conscious and contributing young leaders. One day Parveen found herself standing on the stage at Delhi's Learning Community Conclave in front of girls like her from other countries... sharing her Journey Towards Dignity ....

And She was thinking... Where did she begin...

# Parivartan



## Aim:

Inculcating Gender Transformative Attitude in 8-9th grade Adivasi students of 9 Ashramshalas (Residential schools exclusively for Adivasi children)

## Applications:

14 separate sessions each conducted twice a week at the school premises, through card games, dialogues, debates, body mapping, role plays, songs and theater. Students share their knowledge through creative means with other students who are not participants of these sessions.





## Outcomes:

Gain knowledge of nutrition and its importance to growth of healthy body and healthy mind.

Understand Pubertal Changes and Challenges.

Understand broader concepts of Patriarchy and Masculinity both toxic and positive and its impacts on self, family, and communities.

Understand the factors influencing the toxic masculinity and how to deal with it and need for creating a safe space for boys and men to express their anxieties.

Accept the fundamental issue of Gender Equity as a Human Rights Issue and try to nurture the same in their own families and relationships. Differences in and construction of Sex and Gender and factors influencing these.





# Youth Fellowship

10



## Aim:

Democratize research by challenging and changing the profile of the researcher.

Make Community Based Participatory Action Research (CBPAR) by the Community Youth as Ethical and Powerful Instrument of Change in the Community.

Inculcate knowledge creating capabilities in the marginalized youth through ethics and research.

Make the community owners of such knowledge created at the community level.

Create Conscious, Contributing Youth Leadership at the community levels. Spread CBPAR Technique in the mainstream educational institutions through training of students and teachers.





## Applications:

Selection of the Groups Through Interviews and Groups' exposure visits.

Training of Youth Fellows through 24 - 30 workshops including one residential workshop.

Awareness in youth about social realities like caste, gender, religion, language, migration, and environment.

Research Training: Ethics, surveys, interviews, mapping, observations, data analysis and conclusions drawn for community actions.

Constant guidance by Facilitators, Resource Persons  
Constant community engagement and communications.



# Outcomes:

Marginalized youth enabled for research and knowledge creation. Conscious, contributing, creative, courageous, concerned community youth leaders.

Youth gain agency and identity as they move towards a full-fledged adulthood.

Many research topics bring into fore inequality, poverty of income and opportunities, lack of distributive justice, vulnerability, stigma of locations.

The research is conducted at the crossroads of academic and community research, thus giving power of negotiations to the communities.





# Good Governance

PUKAR has following committees ensuring Good Governance in all areas of our operations-

## **INSTITUTIONAL ETHICS COMMITTEE**

We are very proud to host the Institutional Ethics Committee (IEC) which approves every health-related project conducted by PUKAR in collaboration with national and international academic institutions. For papers based on our research to be published in 'Peer Reviewed International Journals', it is mandatory to have approvals from the IEC/IRB. Hence, an IEC was established in PUKAR in 2010. With the help of its eminent members, it has been functioning effectively and approving projects as per the requirements not only for PUKAR but also for other organizations.

## **POSH COMMITTEE**

Bearing in mind the increased incidences of violence against women, nationally and globally, and the #MeToo campaign, PUKAR formed its own POSH (Prevention of Sexual Harassment) Committee in 2017 and it has been functioning regularly as per the mandates. Because of the activeness of POSH committee and regular awareness sessions, PUKAR witnessed ZERO case of sexual abuse this year. The Annual Report of POSH has been submitted to the concerned government authority as per the mandate.

## **CHILD PROTECTION COMMITTEE**

Since PUKAR's work involves a great deal of engagement with children through their older siblings and the mothers, it was essential to have clearly delineated Child Protection Policy that was created, understood and accepted by everyone in the Team.



# Finance

## Income and Grant

Strengthening Local Democracy, Constitution Fellowship

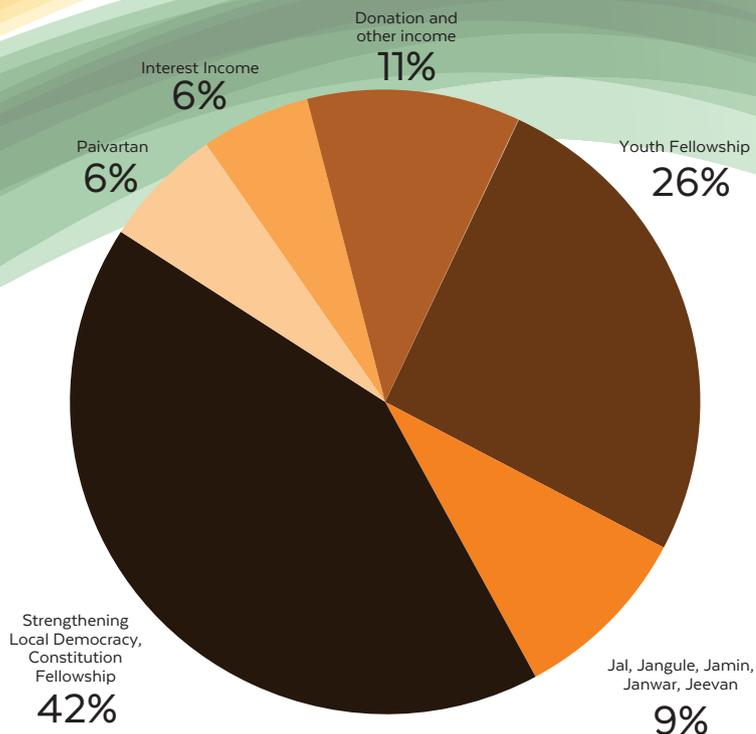
Youth Fellowship

Donation and other income

Jal, Jungle, Jamin, Janwar, Jeevan

Interest Income

Paivartan



## Expenditure

Strengthening Local Democracy, Constitution Fellowship

Expenses in support to project activities and Administrative expenditure

Paivartan

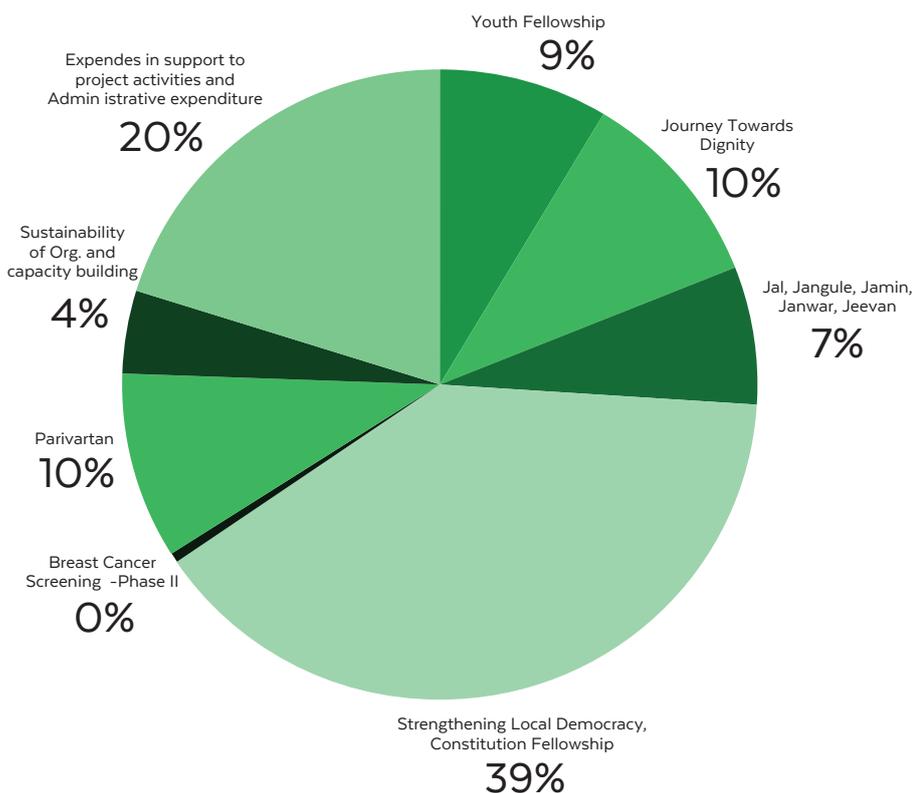
Journey Towards Dignity

Youth Fellowship

Jal, Jungle, Jamin, Janwar, Jeevan

Sustainability of Org. and capacity building

Breast Cancer Screening -Phase II





# Social Reality

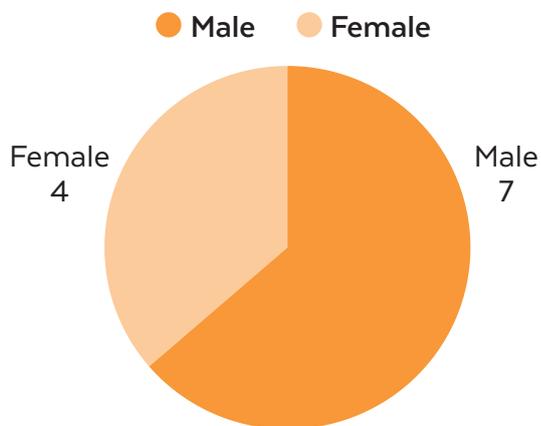
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# Transparency Disclosure / Salary Parity 2024-25

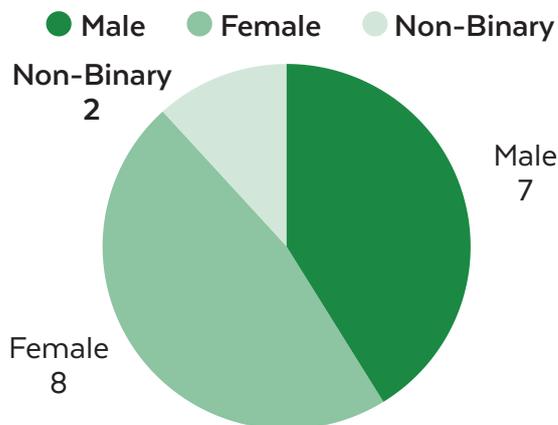
| Slabs of gross monthly-salary (Rs) plus benefits paid to Team Members | Male Team Members | Female Team Members | Non Binary /Transgender | Total Team Members |
|---|-------------------|---------------------|-------------------------|--------------------|
| 5001-10000  | 0                 | 1                   | 0                       | 1                  |
| 10001-25000   | 30                | 21                  | 1                       | 52                 |
| 10001-25000   | 6                 | 3                   | 1                       | 10                 |
| 50001-100000  | 4                 | 2                   | 0                       | 6                  |
| 100001 and above  | 3                 | 2                   | 0                       | 5                  |
| <b>Total</b>  |                   |                     |                         | <b>74</b>          |

# PUKAR Diversity Disclosure / Social Location 2024-25

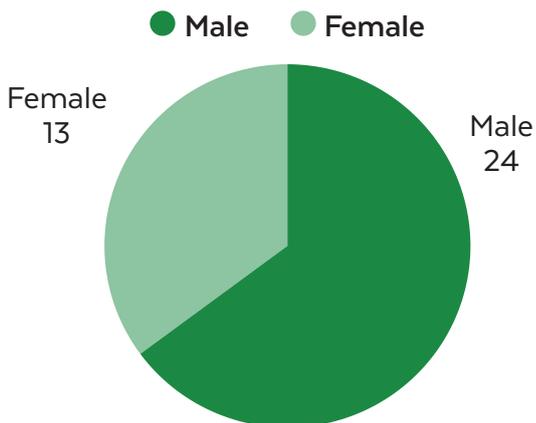
## General



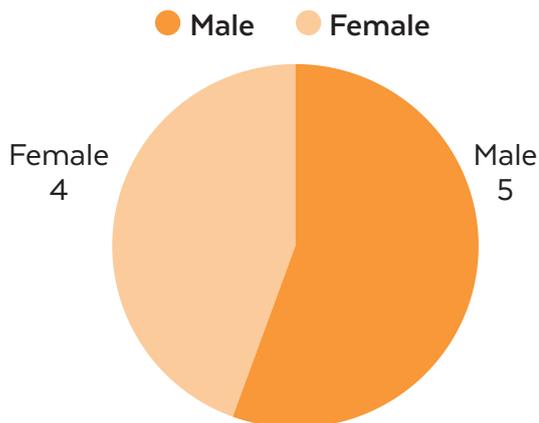
## OBC

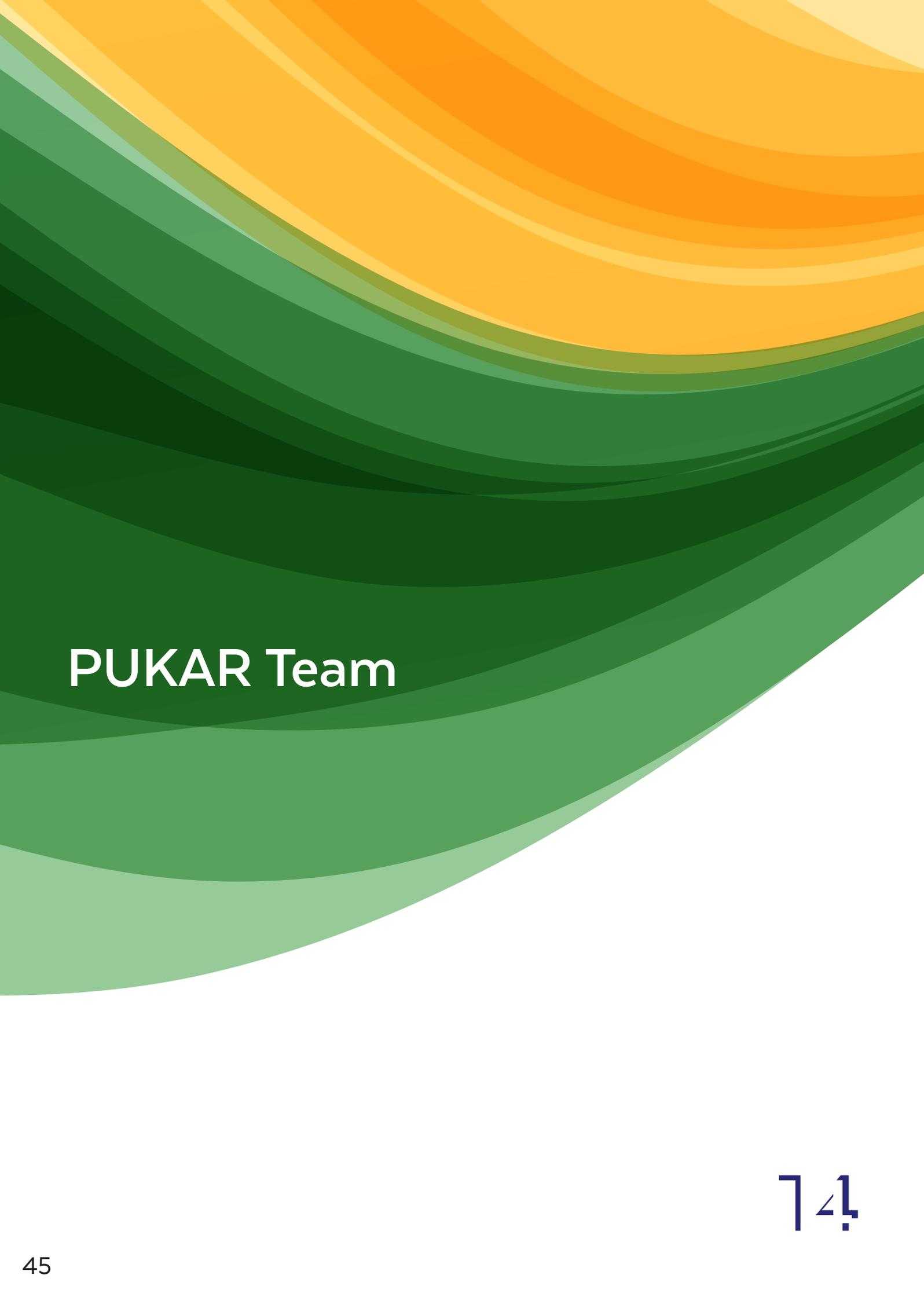


## SC/ST



## Minority





# PUKAR Team

## FOUNDER PATRON

Carol A Breckenridge (1942 - 2009)

## FOUNDER TRUSTEE

Arjun Appadurai | Rahul Mehrotra | Sheela Patel

## ADVISORS

Arjun Appadurai | Rahul Mehrotra | Zia Modi

## TRUSTEES

K. M. S. (Titoo) Ahluwalia | Shyam Benegal | Nandita Das | Smruti Koppikar | Sheela Patel  
Aakash Sethi | Rama Shyam

## RESEARCH ADVISORS

Ramnath Subbaraman- MD | Reetika Revathy Subramanian- PhD | Shreyashi Dasgupta- PhD

## TEAM

Ahtesham F. Peerzade | Akash Madhavi | Akshata Harwate | Akshay Awari | Amir Karim | Amit Kharpade  
Anand Kanje | Anuradha Narkar | Arvind Sakat | Ashish Shigwan | Asmita Shelar | Baliram Boomkar | Bhai Vangad |  
Bharat Dhapashi | Chetan Narkar | Damodar Koli | Deepak Kamble | Deepali Kamble | Diksha Gaikwad |  
Dilip Makwana | Dr. Anita Patil-Deshmukh | Ishvar Solanki | Jatin Tike | Kajal Patil | Kamini Pawar | Kiran Sawant |  
Mahesh Nanarkar | Maya Sorate | Mayur Yewle | Mithun Jogdand | Mukta Padule | Nagma Shah |  
Nidhi Randive | Nikita Patil | Nilesh Kudupkar | Nizamuddin Shaikh | Parveen Shaikh | Pooja Dukale |  
Pravin Khade | Pritesh Kosabe | Rahul Londhe | Ranjit Kamble | Ratna Bansode Ravish Kadav | Rohit Dalavi |  
Ruman Shaikh | Rupesh Mhase | Sagar Kudu | Sajay Urade | Sandhya Sawar | Sanjay Ajagekar | Sanjay Baswat |  
Santosh Gaikwad | Shahazade Akhtar | Shalu Tarmude | Sheeba Khan | Sheetal Shelar | Shrutika Shitole |  
Shubhangi Gaikwad | Siddhesh Suryavanshi | Simran Shaikh | Sunil Yadav | Sushant Ingle | Suvarna Bukale |  
Tatwashil Kamble | Tejal Shitole | Tejaswi Gimbal | Tejaswi Sogale | Trupti Patil | Tushar Tare |  
Vinod Gavali | Vishal Patel



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