

# ANNUAL REPORT 2023-2024



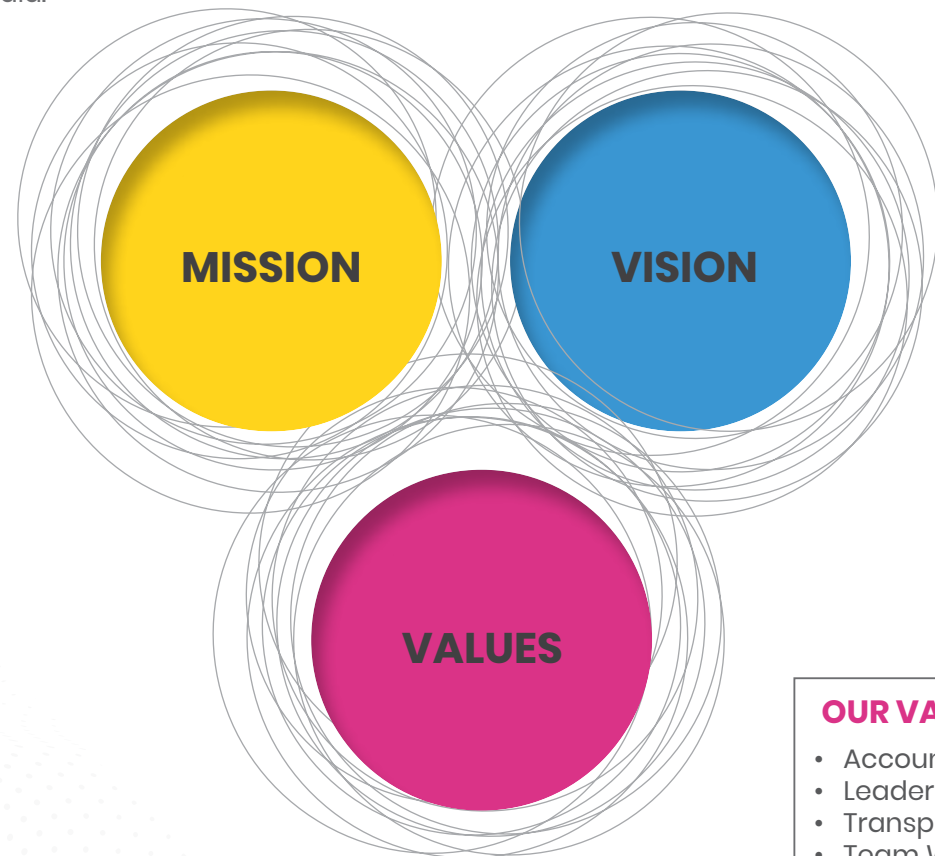
Coalesce for  
**HOLISTIC  
DEVELOPMENT**





## OUR MISSION

Every child has access to realize their full potential through quality education and holistic learning to become young empowered leaders in the urban and the rural segments, to contribute towards a self-reliant India.





## OUR VISION

To prepare less privileged children of India through holistic support to succeed in a rapidly changing environment.

## OUR VALUES

- Accountability
- Leadership
- Transparency
- Team Work
- Innovation

## OUR SOCIAL MEDIA REACH

 139K  280

 17.4K  10K

 893

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# EMPOWER 2.5 LAKH CHILDREN BY 2025



**KAPIL DEV,**  
CHAIRMAN, KHUSHII

“

**A**s I reflect on the journey of KHUSHII over the past 21 years, I am filled with immense pride and gratitude for what we have accomplished together. Our mission to uplift and empower children has seen remarkable growth, but more importantly, it has touched countless lives.

This year, we reached over 200,000 beneficiaries, a testament to the unwavering dedication of our team and supporters. We expanded our reach to 78 schools and 21 Community Learning Centers across 13 states, creating a nurturing environment where children can thrive. It is not just about numbers – it is about the smiles of children who now have the opportunity to dream and aspire.

A particularly significant initiative this year has been “Manobal,” our psycho-education programme for teachers. Recognizing the critical role that educators play in a child’s life, we aimed to equip them with the tools

to foster mental well-being. In a country where mental health services are scarce, empowering teachers to become mental health advocates can create a ripple effect, transforming not just classrooms but entire communities. It is heartwarming to see how this initiative has already begun to change lives in Delhi and Uttar Pradesh.

We remain committed to transparency and accountability, ensuring that our stakeholders are informed and engaged through regular reports and updates. This trust is the foundation upon which we build our efforts, and it inspires us to push forward with integrity.

As we look to the future, I invite you to continue this journey with us. Together, we can create a world where every child has the support, opportunity, and love they deserve. Thank you for your belief in our mission and for standing by KHUSHII as we strive to make a lasting difference.

”





**ANIRUDH KHAITAN**  
PRESIDENT, KHUSHII



**A**nother year has quickly passed, and I find myself writing once again for the Annual Report (FY 23-24). I would like to express my gratitude to our dedicated supporters for consistently standing by us, helping to nurture the overall development of children who are either at risk of falling behind academically or potentially dropping out of school. The commitment to providing ongoing education to underprivileged children is deeply ingrained in KHUSHII's ethos, and the joy we feel in witnessing these children thrive far surpasses any other accomplishment.

With a steadfast belief in KHUSHII's professional approach and a continual desire to improve and learn, I am proud to announce that, with the support of our donor partners, KHUSHII is on track to reach 2.5 lakh beneficiaries by FY 24-25. Our dedicated team consistently seizes every opportunity to give their absolute best.

This marks my second year as KHUSHII's President, and both the Board and I remain as motivated as ever to maintain the momentum in our work for the disadvantaged children of our country. We continue to seek support from all of you to help these children stay in school, as sustained assistance is the only way we can truly serve as the backbone of their education.

Through a thoughtful integration of education and mental well-being, KHUSHII strives to create a supportive environment where children can feel happy, positive, and fully engaged in their educational journey, alongside their holistic development.

KHUSHII's vision and mission remain child-centric, guiding every step we take toward our goal. Our Vision: "Every child should have access to realizing their full potential through quality education and holistic learning, becoming empowered young leaders in both urban and rural settings, contributing to a self-reliant India." Our Mission: "To prepare underprivileged children in India for success in a rapidly evolving world through comprehensive support." This goal is becoming achievable thanks to the growing support from our corporate donors. As we continue to strengthen partnerships, we remain committed to our core values of Accountability, Leadership, Transparency, Teamwork, and Innovation.

KHUSHII's credibility and impact are evident through the broad reach of our 'Shikshaantra Plus' education program, the 'Manobal and Manoshakti' mental well-being initiatives, and the 'Shiksha and Vikas' livelihood programs, all of which have transformed the lives of millions of beneficiaries.

We are deeply grateful to our patrons and supporters for providing a strong foundation for these disadvantaged children and sustaining the backbone of KHUSHII's programs.

As former Indian President A.P.J. Abdul Kalam once said, "Learning inspires creativity, creativity fosters thinking, thinking generates knowledge, and knowledge leads to greatness."

Jai Hind!



**HARISH GOSAIN**  
EXECUTIVE DIRECTOR,  
KHUSHII



**Dear Patrons, Supporters and Readers**

**T**his year marks two decades of our relentless effort to reshape the lives of thousands of children who joined KHUSHII. From our humble beginnings in Rajasthan with just a handful of children, we have now expanded to 13 states, bringing us even closer to our vision.

I am proud to present our Annual Report for 2023-24. This year, in our mission to provide holistic development, we faced numerous opportunities and challenges, and the report highlights how we have progressed toward our goals. Our growth and expansion have been driven by a dedicated team, enabling us to foster government partnerships and improve learning outcomes.

The challenges in the educational landscape are vast and complex, and accelerating the learning outcomes of our children requires relentless effort. However, I firmly believe that education is just one aspect of a child's development. True holistic growth must encompass various facets of a child's life, including health and hygiene, mental well-being, and life skills. As KHUSHII's programmes grow, we are integrating our approach to ensure holistic development. Personally,

mental well-being and a conducive learning environment for children have been my passionate vision for KHUSHII, and this year, our flagship programme Manobal has been refined to deliver results through scientific techniques.

In 2023, we also witnessed a strategic shift towards building a scientific approach, robust systems and processes, and establishing new verticals to enhance our interventions. This lays the foundation for a resilient KHUSHII as we venture into new areas, focusing on mental health, well-being, and community development with children at the center.

KHUSHII has come a long way and in the last 20 plus years, we have been instrumental in shaping the lives of numerous children, and it gives us the strength to design newer interventions which have depth, effectiveness and potential for long term impact. In this Annual Report, you will get a glimpse of all our activities and also the positive implication it had on the people with whom we work.

Lastly, I want to thank all our supporters, donors and patrons without whom the 20 years wouldn't have been possible and without whom the next 20 years would be incomplete.







# OUR PRESENCE



## BRONFENBRENNER MODEL



**2,00,233**  
Beneficiaries



**78**  
Schools



**21**  
Community Learning Centres



**1,272**  
Beneficiaries through skill building initiatives



**81,315**  
Pads For Freedom Reach



**51,625**  
Students reached through Manobal



KHUSHII exists to bring out a holistic transformation in disadvantaged communities with a mission to **promote well-being through education, 21st century life skills, mental health, and community engagement.**

Working on the 'Bronfenbrenner Ecological Theory,' we proactively involve all stakeholders, inside and outside the school, in optimising the full potential of the school and empower the community. The idea is to bring about robust foundational skills and overcome low learning outcomes, especially those who have entered first time in a formal school. KHUSHII works in augmenting and necessitating healthy mental well-being by sensitising and psycho-educating teachers for conducive school environment.

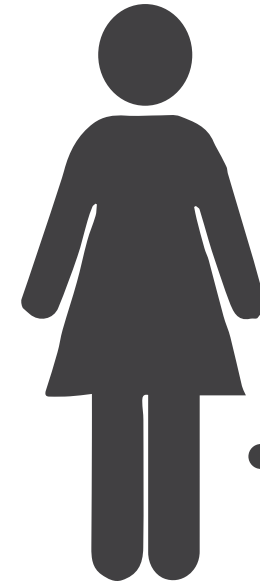
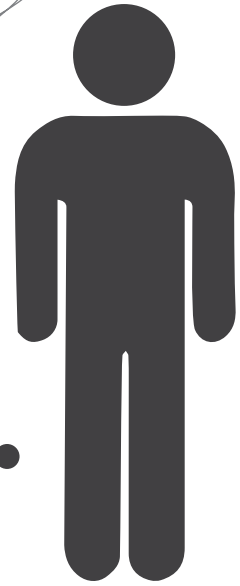
Taking this approach of Bronfenbrenner we also run our Shiksha aur Vikas (Education and Growth) programme within a radius of 3-5 km of the schools integrating communities within the school development efforts. Aligning our approach with National Education Policy (NEP), we work in collaboration with local government agencies for maximum outreach in the most disadvantaged communities.





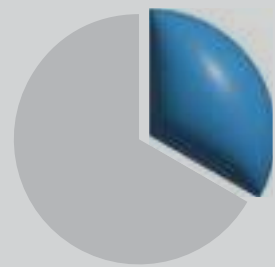
**468** MEMBERS

**146** Men

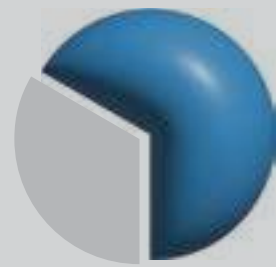


**322**

Women



**31%**  
Men



**69%**  
Women



# 20+ years of KHUSHII

**2005**  
Shifted focus to urban areas and launched community programmes in Delhi, including the flagship remedial education center 'Swatantra Shikshaantra'

**2017**  
Launched 'Manoshakti' which provides mental health counsellors to communicate with students

**2022**  
Designed 'Manobal' - teacher training program integrating mental well-being into the curriculum for happier classrooms

**2000**  
Initiated community development program in Rajasthan - expanding to 100 villages

**2010**  
Launched 'Shikshaantra Plus' to enhance the quality of education in government schools

**2008**  
Initiated 'Shiksha aur Vikas' to uplift the socio-economic status of vulnerable families

**2020**  
Launched #PadsForFreedom campaign to empower 100,000 girls to end period poverty and create awareness on 'Menstrual Health and Hygiene'.



**OUR  
INTERVENTIONS**

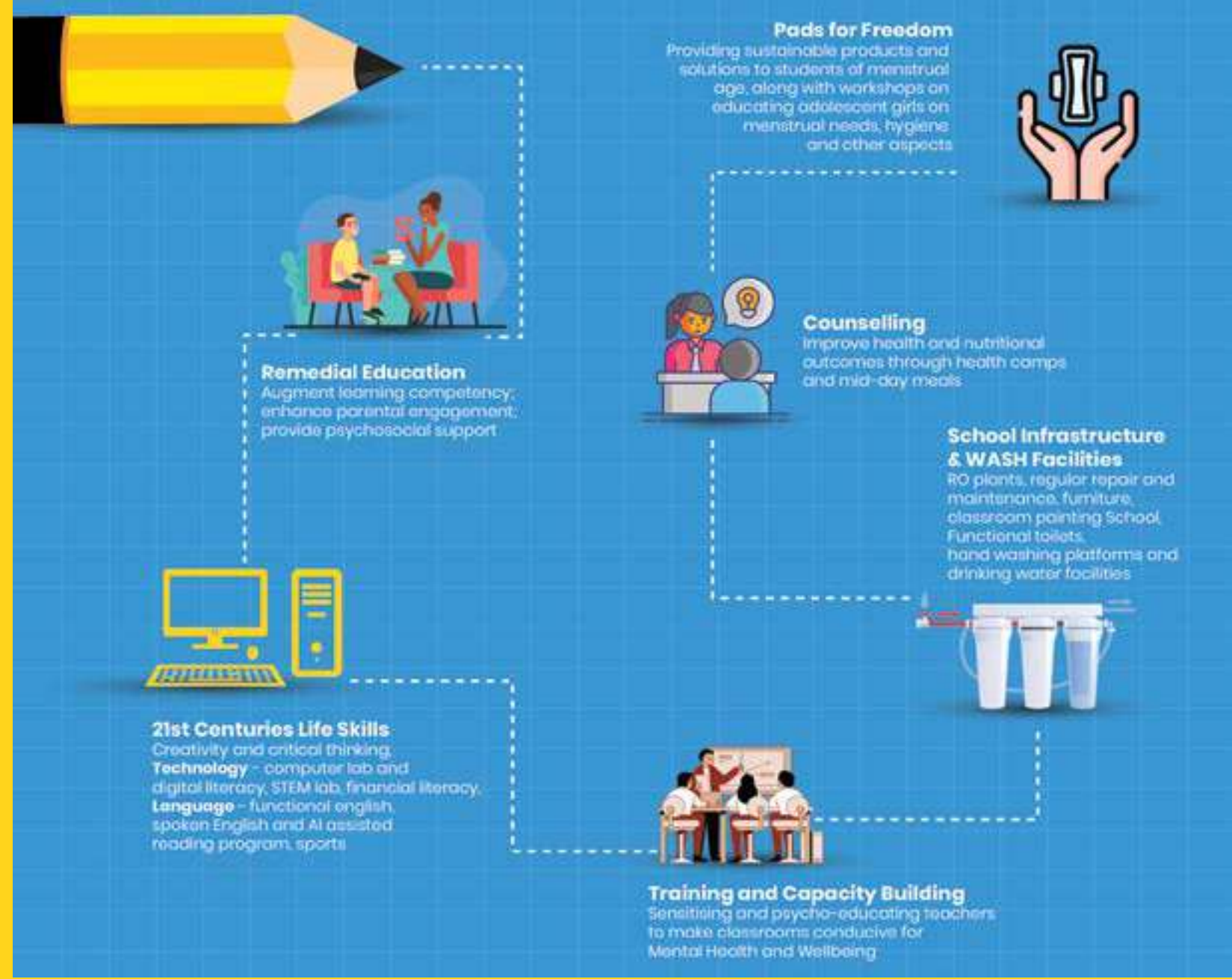






# Shikshaantra Plus

Advancing Holistic Education





KHUSHII aligns with Foundational Literacy & Numeracy (FLN) goals and Life Skills guidelines as per NEP 2020, working collaboratively with government schools, parents, and social communities. Our goal is to empower children with essential life skills, paving the way for better educational and career opportunities.

**OBJECTIVES:**

1. Deliver quality education through competency-based classrooms and teacher training
2. Ensure access to digital literacy and numeracy
3. Promote functional literacy through engaging programmes
4. Improve infrastructure and awareness related to Water, Sanitation, and Hygiene (WASH)
5. Promote mental health and well-being
6. Training of teachers on pedagogy skills.

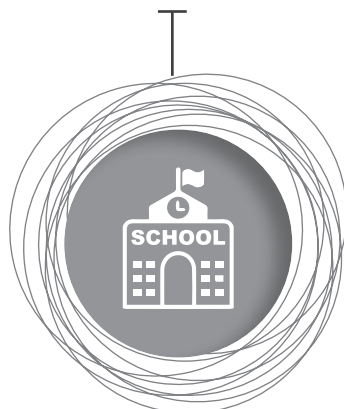
**GROWTH OVERVIEW (FY 2022-24)**

**SCHOOL ENGAGED:**  
2022-2023: **67 schools**  
2023-2024: **78 schools**

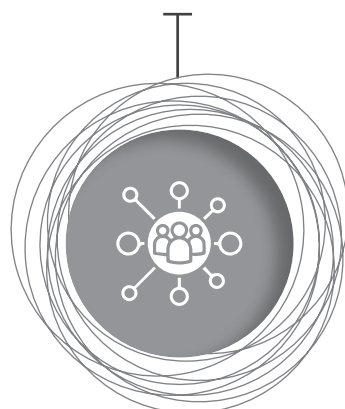
**STUDENT OUTREACH:**  
2022-2023: **93,753 students**  
2023-2024: **2,00,233 students**



**STATES COVERED:**  
2022-2023: **12 states**  
2023-2024: **13 states**



**COMMUNITY LEARNING CENTRES (CLC):**  
2022-2023: **22 Centres**  
2023-2024: **21 Centres**



**BOARD EXAMINATION SUCCESS:**

- Class 10 Results:**
- 579 students (**100%**) passed
  - 31 students scored **90%+**
  - 273 students scored between **75%-90%**
  - 19 students achieved distinction in **one or two subjects**

- Class 12 Results:**
- 376 students (**100%**) passed
  - 29 students scored **90%+**
  - 117 students scored between **75%-90%**
  - 19 students achieved distinction in **one or two subjects**



**CAPACITY BUILDING:**  
25 sessions held  
355 KHUSHII Educators trained  
327 Government Teachers trained



**78**  
SCHOOL COVERED



**68,227**  
STUDENTS OUTREACHED

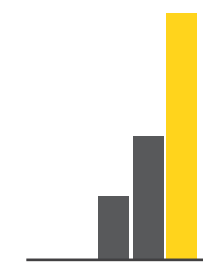
**30,104**  
BOYS  
**38,123**  
GIRLS



**1st-XII<sup>th</sup>**  
GRADE COVERED



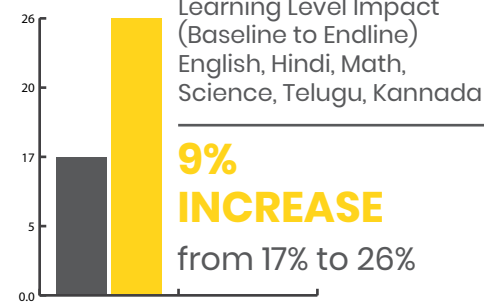
**80%**  
**ATTENDANCE**  
of students



**20%**  
**IMPROVEMENT**  
in attendance



**232**  
Drop-out back to school



Learning Level Impact (Baseline to Endline) English, Hindi, Math, Science, Telugu, Kannada  
**9% INCREASE** from 17% to 26%



**170 Life Skills** sessions conducted



**7,151 students** developed Soft Skills and English communication through spoken English sessions

**62% students** who developed Soft Skills and English communication through spoken English training

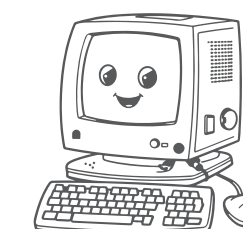


**746 sessions** on WASH & Hygiene

**80% children** have got knowledge about personal health and hygiene through WASH sessions

**14,178 students** developed computer operating skills

**64% students** developed computer operating skills



**MANOSHAKTI**



**595 Group** Counselling Session



**802 Individual** Counselling Session



**3,175 Mental health support & awareness session**





# Swatantra Shikshaantra - Community Learning Centres



## DIGITAL LEARNING INITIATIVES



- VEDIKA Application:**
- Used by 20 students (Grades 9-10), focusing on Math and Science
  - Weekly engagement: 6 hours
  - Significant progress in topics like Atoms and Molecules, Lines and Angles, Polynomials, etc.



- AMIRA Application:**
- Enhances reading fluency for 20 Grade 7 students
  - Improvement from 38.9 to 44.9 Word Count Per Minute (WCPM)
  - Supported by KHUSHII - provided tablets.



# SWATANTRA SHIKSHAANTRA HIGHLIGHTS



**STUDENT ENROLLMENT:**  
2022-2023: **500+** students  
2023-2024: **900** students

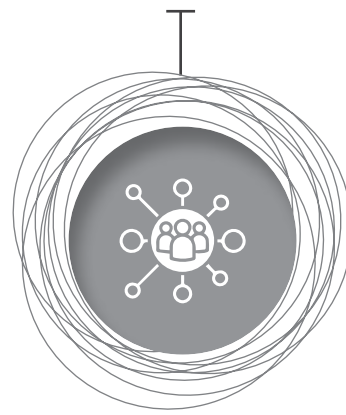
**ATTENDANCE IMPROVEMENT:**  
From 75% to 90%



**PARENTAL ATTENDANCE:**  
Increased from **78% to 90%**

**SKILL ENHANCEMENT:**

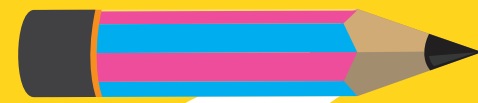
**15 students** from Grade X and above participated in a Skill Enhancement workshop at SANDHAR Corporate Office.



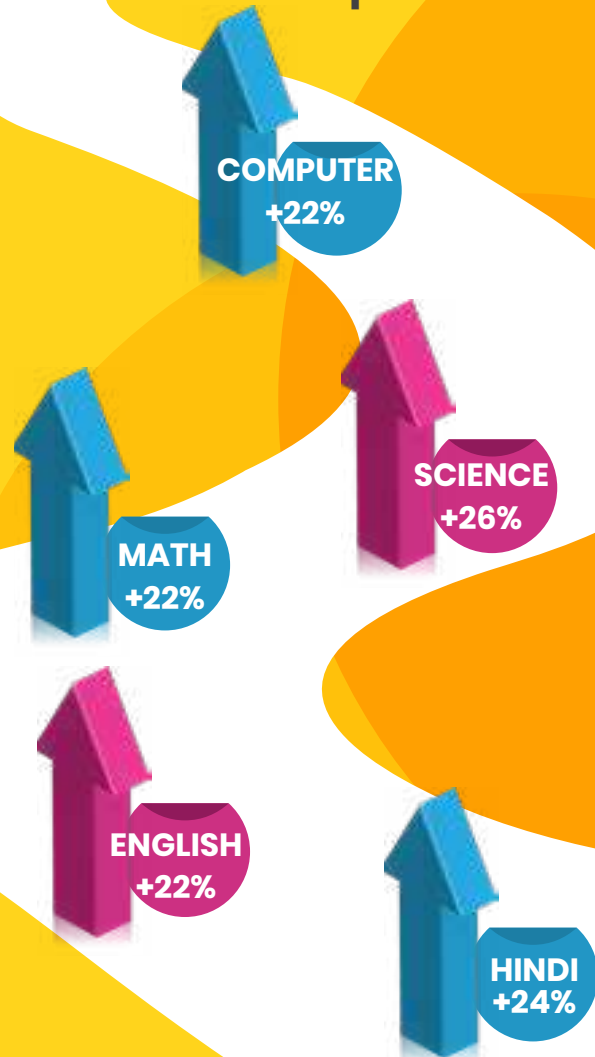
**NOTEWORTHY ACHIEVEMENTS**

**Shruti Paswan**, under KHUSHII's guidance, excelled in the 'School of Excellence' 2024 Examination.

**Sanya**, a student of Swatantra Shikshaantra, topped her school (Sarvodaya Kanya Vidyalaya) with **85.2%** in class IX.



**Academic Performance Improvement:**



**Mental Health & Hygiene Workshops:**

Conducted the 'Pads for Freedom' workshop for 400 girls and 200 mothers.

# SWATANTRA SHIKSHAANTRA HIGHLIGHTS - COMMUNITY LEARNING CENTRES

Transforming Lives Through Education

These centres were created to counter the effects of COVID. The learning centres reintroduced children to education, and feed them back to the system with 21st century skills. The centres accommodate 20-30 students per batch, each student attends the class (1 hr each) three times in a week. The centres are equipped with: projector, smart TV, speakers, Mobile phones/Tablets.

The Community Learning Centre initiative addresses educational gaps among disadvantaged students from grades 6-10. It offers foundational literacy and numeracy in Math, English, and Science, targeting students who lack grade-level proficiency. The project aims to boost attendance, improve retention rates, and foster community development.

**Key Objectives:**



**Academic Support:**

Deliver tailored instruction in core subjects to help students achieve grade-level competencies



**Attendance and Retention:**

Implement engaging educational strategies to increase regular school attendance and reduce dropout rates



**Community Involvement:**

Raise awareness about value of education, strengthen school - community partnerships, and promote active parent engagement in their children's learning.



**1,743**  
Children Impacted

Going an extra mile to serve our **STUDENTS**





“ Education is the only way through which I can fulfill mine as well as my family’s dreams and I am very grateful to my Educators for always guiding me and supporting me to excel in my studies

-says Maiser,

”

### CASE STORY

Education is the only way through which I can fulfill mine as well as my family’s dreams and I am very grateful to my Educators for always guiding me and supporting me to excel in my studies”, -says Maiser, a student of class VIII studying in Government High School, Sector-63, Noida. It was difficult for her to prove the same to her parents who were struggling to make ends meet and faced acute financial insecurity.

Maiser enrolled in Shikshantra Plus programme in 2022, receiving personalized tutoring, educational resources, and mentorship. As a passionate learner, she actively sought support from her educators, participated enthusiastically in class activities, and engaged with peers. Maiser also encouraged her parents to attend Parent Teacher Meetings (PTMs) regularly, ensuring they stayed informed about her progress and allowing her to receive valuable feedback.

With KHUSHII’s support, Maiser’s academic performance improved significantly. Driven by a desire to make her parents proud and honour their hard work, she dedicated herself fully to her studies. Before final exams, Maiser sought additional assistance from KHUSHII’s educators to clarify doubts and revise thoroughly.

Maiser’s commitment and the guidance she received paid off when she secured first position in her school final exams. Her parents were overjoyed upon learning of her achievement and expressed their gratitude to the school principal and KHUSHII educators for their dedication to their child’s success.



### CASE STORY

## Academic excellence is not always enough for holistic development

It is often difficult to identify the undercurrents of emotions that a child is experiencing. However, our counsellors at KHUSHII are trained to identify behaviours and study changed attitudes of children, which reflect a mental disconnect at school activities, isolation etc. Sanjana (name changed), from GHS, Nandambakkam school, was observed to be alone and isolated.

The once cheerful girl, was now disinterested in interacting with her peers. She belonged to a family of 4; her father- an auto driver, her mother - a home maker, an elder brother and herself. Her brother worked in a private company and supported the family. The whole family was experiencing stress due to domestic violence by her father who was an alcohol addict.

Sanjana faced both personal and academic challenges. With moderate performance in class, she struggled with low attendance due to her father’s behaviour. KHUSHII’s counsellor addressed Sanjana’s concerns sensitively. During sessions, Sanjana expressed anger, mood swings, and long-term depression stemming from her father’s violent behaviour and their strained relationship.

The counsellor took a multi-faceted approach:

- Guided Sanjana’s family towards de-addiction centers
- Discussed the psychological impact on Sanjana’s studies
- Conducted weekly psychosocial interventions (30-40 minutes), including self-care activities and talk therapy
- Implemented Cognitive Behavioral Therapy (CBT) to replace negative thoughts
- Performed regular follow-ups on Sanjana’s mental health and academic progress
- The counselor also encouraged Sanjana to reconnect with her father. Within weeks, Sanjana was able to discuss his addiction and express how she missed her interactions with her father.

**Over the course of the months, there was significant difference in her behaviour. Her attendance increased from 60 % to 85%, her academic performance enhanced and she was now able to mingle with friends again.**





# Manobal

## Sensitising & Psycho-educating government school teachers



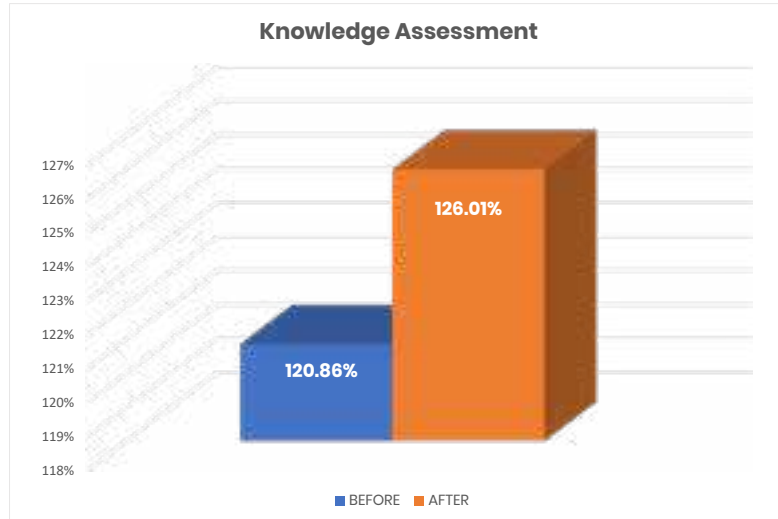
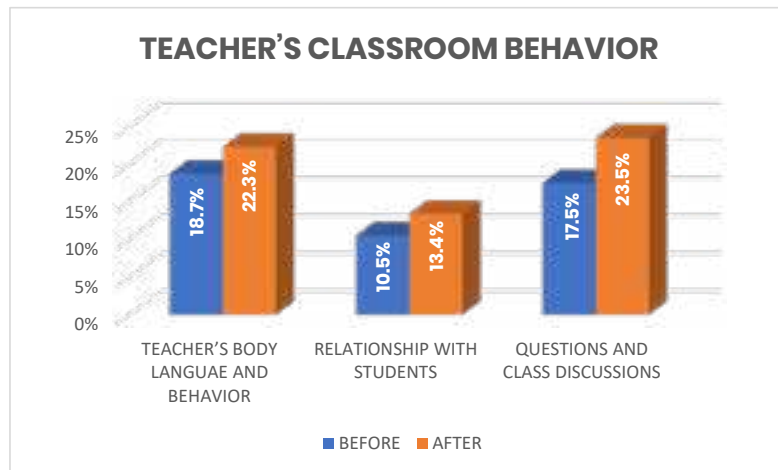
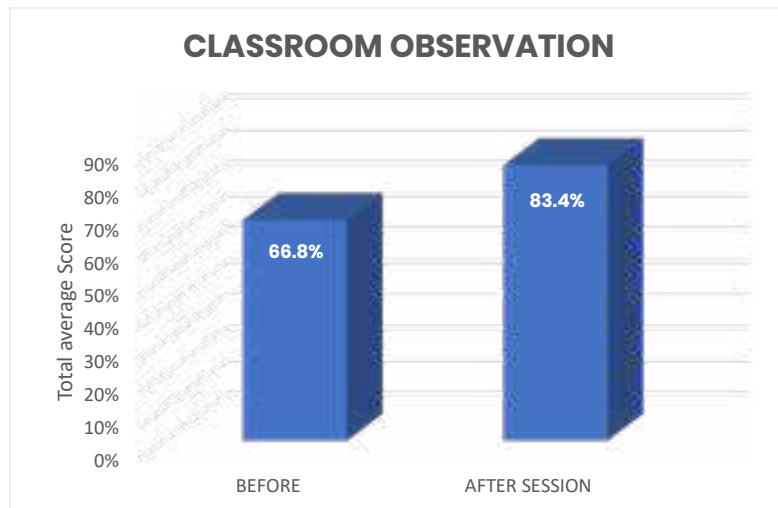
**K**HUSHII's initiative towards teachers psycho-education - 'Manobal,' is a program designed to enhance the mental well-being of students by sensitizing teachers around mental health in government schools in India. Delivered by trained psychologists, the program creates awareness on mental health concepts, developmental needs of students, and strategies for creating supportive classroom environments. The program aims to equip teachers with the knowledge and skills to identify and address mental health issues among students, fostering a positive and healthy learning atmosphere. The program is in alignment with the National Education Policy (NEP) 2020, that aims to build holistic and well-rounded individuals by prioritizing mental health and well-being.

In 2023-24 the Manobal comprehensive training was imparted to 40 state government schools in Varanasi district of Uttar Pradesh online over three days, followed by a 90-minute in-person booster session. This hybrid approach ensured sustained engagement and reinforced learning outcomes.

### Impact

The pre-post assessment data collected from 136 teachers show statistically significant improvement in teacher's knowledge of mental wellbeing, improved attitudes towards mental health concerns as well as started showing more positive behaviors in classroom fostering environment more conducive to mental wellbeing. This enhanced understanding is critical in recognizing and addressing mental health challenges among students. This shift in attitudes and behavior is key as teachers with a supportive attitude are better equipped to foster an inclusive environment, particularly for students with behavioural struggles.





## Story of Hope

### From Despair to Joy, From OH OH to WOW

The screen flickered on, revealing a group of weary Government School Teachers, none with their cameras on. Only one voice broke the silence: "We don't know what you will do with our Manobal, but at this time of the afternoon (around 3 PM), we've just reached home after a hectic day..."

Mrs. Dhanraj (name changed) was among the least interested, her discontent evident in her voice as the session began. Her complaints continued until the trainer instructed everyone to close their eyes, sit comfortably, and focus solely on her voice for a brief meditation.

In just a minute, the meditation ended, followed by self-reflective questions. The once discomfoting voice of Mrs. Dhanraj transformed. She couldn't resist turning on her camera. From that point on, she actively participated in the one-and-a-half-hour session, even as she managed her daily chores, engaging resolutely until the end.

Mrs. Dhanraj's tone, intensity, and approach shifted dramatically. By the end of the session, she expressed gratitude for being part of the experience and shared her thoughts.



**51,625**  
students impacted



**1,475**  
Government  
teachers trained



**2**  
States





# Pads For Freedom

A multi-tiered Impact Initiative  
ProFreedom. ProAction.



Positively Impacted the lives of  
**81,315**  
students enrolled in government school across Bangalore, Noida and Delhi.

### Objectives

- Promote menstrual health education by addressing the BioPsychoSocial Model
- Encourage healthy and hygienic menstrual practices
- Address stigma and taboos related to menstruation
- Raise awareness on accessibility of safe menstrual products
- Distribute pads along with Menstrual Health and Hygiene Workshops
- Sensitize mothers.

The 'Pads for Freedom' Workshop are designed to create sustainable, multi-faceted impact through an effective model:



### WOMEN EMPOWERMENT

- Pads distributed are produced by women in Self-Help-Groups (SHGs) from remote villages
- Creates financial opportunities and enhances skills for rural women



### GIRL CHILD EMPOWERMENT

- Direct engagement with girls to raise awareness
- Experiential learning component develops critical thinking skills
- Encourages questioning of menstrual myths and taboos
- Fosters biopsychosocial and cultural impact



### BREAKING THE SILENCE

- 'Pads for Freedom' booklet facilitates conversations between girls and their parents/teachers
- Helps overcome stigma surrounding menstrual health and hygiene



### IMPACT MEASUREMENT AND SUSTAINABILITY

- Commitment of thorough data maintenance and impact mapping
- Plan to publish research papers/ reports on best practices
- Focus on creating and documenting sustainable impact







# Shiksha aur Vikas

(Skill Development and Women Empowerment)

## PROGRAMME ACCOMPLISHMENTS



Mobilisation of  
**304**  
women into  
28 Self Help Groups



### Inclusion of the poorest households

Targeted the poorest households, with over 46% of the mobilized households having a per capita monthly income of less than Rs 1000.



### Capacity building of SHG members

Conducted extensive training on financial inclusion, covering topics such as savings, book-keeping, and inter-lending.



### Access to financial services

- All SHGs have registered bank accounts with national banks within their communities.
- Strengthened the formal financial system by linking SHGs with formal credit institutions, integrating rural women with no prior formal credit history into the formal financial sector.



### Institutionalisation within systemic government agencies

- Formed 3 village organisations.
- Established a cluster-level federation, now registered as a Trust, to ensure sustainability and formal recognition of the women's collective efforts.



### Financial Independence

164 women are now earning upto Rs 10,000 through entrepreneurial activities



### Raising awareness and health check ups

Integrated health, nutrition, and social development issues into the livelihood programme.



# Skill Development and Women Empowerment

“Women with a voice, is by definition, a strong women”

-Melinda Gates

**K**HUSHII runs its Shiksha aur Vikas programme within 3-5 kilometres of the school so as to integrate communities with the school’s development. Since inception it has transformed the lives of over 1.5 million people by addressing challenges related to education, health and nutrition, sanitation, livelihood skilling and access to financial services.

KHUSHII believes that empowering mothers and communities is essential to create a nurturing and supportive environment for children.

## SKILL DEVELOPMENT PROGRAMME

Under Shiksha aur Vilas, KHUSHII is imparting skill training for marginalized community on different key sectors/vocational course that includes, General Duty Attendant (GDA), Motor winding, Cutting & tailoring etc, in Delhi, Mumbai. We impart skills on (Theory & practical, soft skill, Digital & financial literacy etc.) followed by third party certification. The curriculum is aligned with respective SSC (sector skill council), like healthcare sector skill council.



# GDA Skill Development Programme

**S**kill Development Program is a cornerstone of KHUSHII’s efforts to empower women by equipping them with essential healthcare skills. This program addresses the increasing demand for qualified General Duty Assistants (GDAs) in the healthcare sector, particularly in supporting nurses and the broader healthcare workforce.

GDA provide essential care to patients in medical settings. They assist with daily living activities and personal hygiene, ensuring patients’ comfort and well-being. The objectives of this program are two-fold:


- Empower women through skill development, fostering economic independence.
- Bridge the gap in the healthcare sector by creating a skilled workforce to meet growing demands.

## Training Centers:

- KHUSHII operates **seven GDA skill training centers** across Delhi and Mumbai. Of these, five are supported by KANTAR India Foundation (one in Mumbai and four in Delhi)

Key Programme Metrics for the reporting period:

 **1092**  
Students Trained

 **70%**  
Students Placed

 **8,500**  
Minimum Salary






# Cutting & Tailoring & Electrical Motor winding


KHUSHII has impacted the lives of 180 male and female youth by providing them skill training on Cutting, Tailoring & Electrical Motor winding trades. Following our intervention about 70% trained candidates have been placed in job or income generation activities.

**KHATAWALI (HARYANA)**



Cutting & Tailoring

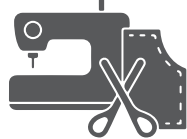
**60**  
candidates trained



Electrical Motor winding


**60**  
candidates trained

**HANSAKA (HARYANA)**



Cutting & Tailoring

**30**  
candidates trained




Electrical Motor winding

**30**  
candidates trained



## CUTTING & TAILORING COURSE

 **90**  
Students Reached


 **61%**  
Students Placed

 **5,000**  
Average Salary

## MOTOR WINDING COURSE

 **90**  
Students Reached

 **60%**  
Students Placed

 **8,000**  
Average Salary

  
**180** TOTAL CANDIDATES TRAINED

# Livelihood Generation Programme

KHUSHII works on empowering women by mobilising them through self-help groups SHG initiatives in remote areas. One of our successful intervention is in partnership in the remote rural villages of Nuh, Mewat, through a Self-Help Group (SHG) initiative. This program has successfully mobilized 304 women into 28 SHGs, which have been further consolidated into three village organizations. These organizations are part of a single cluster-level federation, now registered as a trust, marking a significant milestone in community-led empowerment.

## Self Help Group


In Nuh, KHUSHII is working with more than 300 women beneficiaries in 5-villages since April 2022. Our deliberate interventions have led to the formation of 28-SHG's till April 2024 with 304 women beneficiaries. These women are imparted different kind of skills (Embroidery, Croshiya, Cutting & Tailoring, Jute bag making, Dari Making etc.). The SHG members have started income generation activities with help of loan that has been provided by Bank and are able to earn around 9000 to 10,000 INR monthly. We have collaborations with stakeholders such as NRLM, NABARD, Sarv Haryana Grameen Bank, and local NGOs, including Radio Mewat, which has helped us to strengthen the program. Along with it, an independent third-party monitoring was also done by NRLM in this year, to measure impact and outreach. As a result, 54% of these women are now earning up to ₹10,000 per month, fostering a newfound sense of confidence and optimism. This project demonstrates the transformative power of collective action and the potential for long-term sustainable change in rural communities.

## Sanitary Napkin Production Unit

In our Ghaziabad centre we have a production unit of sanitary napkin unit. This unit not only produces the sanitary pads, but also is linked to our project Pads for Freedom, helping empower our girls with green, affordable pads. The unit produces 5000 pads packets on an average.



  
**28**  
SHG's Formed

  
**304**  
Women Reached

  
**304**  
Families reached through community intervention

  
**9,000**  
Average Earning

  
**2,500**  
Average Savings





## From Apprehension to Opportunity

**M**y name is Rinki Sharma (name changed), from the village Dihana, Nuh. I have been part of KHUSHII for the last 2 years. I was introduced to KHUSHII during one of their mobilisation camps, and came to know about skilling programmes that they provided to women like me. Initially, I was sceptical, as I was new to both KHUSHII and tailoring; a skill that KHUSHII was providing. I also wasn't sure how I would be able to convert this skill into a gainful opportunity. However, I was desperate for a job, we barely made enough to run the entire family with my husband's meagre income.

Within months of joining KHUSHII, I learned tailoring and I was good to pick it up, but again I did not have the capital to invest in a tailoring machine. KHUSHII

introduced me to the women's group, or Self-help group, who heard my story and were sympathetic to me. All of the women from the SHG are now successful entrepreneurs but they had faced their own struggles. They were ready to offer me a seed money of 15,000 to buy the machine. With their help, and KHUSHII's motivation, I was able to buy the machine and get orders from neighbours and nearby villages as well. What started with fear and apprehension has converted into opportunity as I am now able to make 250 - 300 Rs /day.

I am extremely thankful to both KHUSHII and the women's group who helped me realise my own potential.



## Shimran

**S**himran's decision to enroll in the GDA course was a crucial turning point in her life. Despite her family's modest income and size, she saw the course as an opportunity to secure a stable job and improve their financial situation.

### Occupation and Aspiration:

Shimran aspired to contribute to her family's income and secure a better future for herself. Her successful completion of the GDA course and subsequent employment at Portea Home Care, where she now earns Rs 15,000 per month, demonstrates her commitment to achieving her goals and supporting her family.

### Hobbies and Community:

Shimran's story is an inspiration to her community, highlighting the importance of determination and hard work in overcoming challenges. Her dedication to her family's well-being and her willingness to persevere serve as a positive example to others facing similar circumstances.

### Impact and Empowerment:

Shimran's success has not only transformed her own life but has also had a positive impact on her family. With her job at Portea Home Care, she has been able to contribute significantly to their income, empowering them to lead a more comfortable life. Her story illustrates the transformative power of education and determination in overcoming adversity and achieving success.





## Rekha Sakhwar

In the heart of a family of six, Rekha Sakhwar's household faced unexpected challenges when her father, a bus conductor earning Rs 15,000 per month, had to leave his job due to illness. Rekha's pivotal moment arrived when she secured a place in the General Duty Attendant (GDA) programme, marking the turning point that shifted her trajectory from uncertainty to a promising career in healthcare, breaking the cycle of financial struggle for her family.

### Occupation and Aspiration:

As a General Duty Attendant at Max Hospital Shalimar Bagh, Rekha not only fulfills a crucial healthcare role but also aspires to contribute meaningfully to patient care, embodying the belief that every individual, regardless of their background, can make a significant impact in the field.

### Hobbies and Community:

Beyond her professional commitments, Rekha actively engages in hobbies that foster community bonds. Her involvement in community activities not only enriches her life but also strengthens the social fabric, creating a sense of belonging and shared purpose among those around her.

### Impact and Empowerment:

Rekha's journey serves as an inspiration, demonstrating the profound impact of educational opportunities like the GDA programme in empowering individuals to overcome challenges. Her story stands as a testament to the transformative power of education and vocational training in breaking barriers and fostering empowerment.



## Embedded Monitoring and Evaluation (M&E)

In 2023, we created a new vertical Monitoring and Evaluation (M&E) department dedicated to fostering a data-centric and data-driven approach to decision-making. This pivotal development marks a significant milestone in our commitment to enhancing operational transparency and impact. By leveraging robust data collection, analysis, and reporting mechanisms, the M&E department is poised to provide actionable insights that will drive strategic decisions, optimize programme effectiveness, and ultimately, amplify our mission's impact. We are excited to harness the power of data to better serve our communities and drive meaningful change.



47

Audits conducted (Including re-audits at the same place)



50%

Improvement with audits



New monitoring Matrix implemented. Monthly Progress Tracker, Organisation's Eagle eye view tool, Field visit report format, Placement tracker format & tool, RCT model



Balance Sheet as at 31st March, 2024

Khushii - Kinship For Humanitarian Social And Holistic Intervention Balance Sheet as at 31st March, 2024			
Particulars	Note No	Figures as at 31st March, 2024	Figures as at 31st March, 2023
<b>I. FUNDS AND LIABILITIES</b>			
<b>(1) Funds</b>			
a) Corpus Fund	1	6,65,68,177	7,68,68,949
b) General Fund	2	5,46,03,050	5,95,91,356
<b>(2) Non-current liabilities</b>			
-			
<b>(3) Current liabilities</b>			
a) Trade Payables	3	10,74,277	27,14,943
b) Provisions & Unspent Grant	4	87,39,865	4,48,30,788
c) Other Current Liabilities	5	20,62,448	21,22,794
<b>Total</b>		<b>13,30,47,817</b>	<b>18,61,28,830</b>
<b>II. ASSETS</b>			
<b>(1) Non-current assets</b>			
a) Fixed Assets	6		
Tangible Assets		69,66,750	47,83,963
Intangible Assets		-	-
b) Non-Current Investments		-	-
<b>(2) Current assets</b>			
a) Current Investments		-	-
b) Trade Receivables	7	98,03,164	1,06,72,318
c) Inventories	8	-	-
d) Cash & Cash Equivalents	9	10,98,25,920	16,26,97,985
e) Short Term Loans and Advance	10	27,66,131	53,96,954
f) Other Current Assets	11	36,85,852	25,77,609
<b>Total</b>		<b>13,30,47,817</b>	<b>18,61,28,830</b>

Note No. 1 to 17 form integral part of Financial Statements

As per our report of even date attached  
For K A R M & Co. LLP  
Chartered Accountants  
FRN: 127544W/W100376

For Khushii-Kinship for Humanitarian  
Social and Holistic Intervention

KOTADIA RAKESH JAMANBHAI  
Digitally signed by KOTADIA RAKESH JAMANBHAI  
Date: 2024.10.04 12:29:52 +05'30'

CA Rakesh J. Kotadia  
Partner  
Membership No. 124134  
UDIN: 24124134BJZYIKL012  
Place: New Delhi  
Date: 29-Sept-2024

*[Handwritten Signatures]*  
President      General Secretary      Treasurer

Income & Expenditure Account for the Year ended 31st March, 2024

Khushii - Kinship For Humanitarian Social And Holistic Intervention Income & Expenditure Account for the Year ended 31st March, 2024			
Particulars	Note No.	Figures as at 31st March, 2024	Figures as at 31st March, 2023
<b>I. Income</b>			
Donation; Sponsorship & Membership	12	17,34,94,890	19,55,10,595
Other Income	13	78,05,843	66,33,448
Income Generated through Art Work Sale		-	8,42,469
<b>Total Income (I)</b>		<b>18,13,00,733</b>	<b>20,29,86,512</b>
<b>II. Expenses :</b>			
Project Expenses	14	14,21,81,900	13,67,81,891
Donation Given	15	6,47,000	4,10,000
Employee Benefit Expenses	16	1,27,76,417	1,21,03,986
Unspent Grant Balances (FCRA)		52,90,539	4,45,06,788
Object Attainment Cost	17	2,53,93,184	75,10,463
<b>Total expenses (II)</b>		<b>18,62,89,039</b>	<b>20,13,13,128</b>
<b>III. Excess of Expenditure over income (I-II)</b>		<b>(49,88,306)</b>	<b>14,73,385</b>

Note No. 1 to 17 form integral part of Financial Statements

As per our report of even date attached  
For K A R M & Co. LLP  
Chartered Accountants  
FRN: 127544W/W100376

For Khushii-Kinship for Humanitarian  
Social and Holistic Intervention

KOTADIA RAKESH JAMANBHAI  
Digitally signed by KOTADIA RAKESH JAMANBHAI  
Date: 2024.10.04 12:30:10 +05'30'

CA Rakesh J. Kotadia  
Partner  
Membership No. 124134  
UDIN: 24124134BJZYIKL012  
Place: New Delhi  
Date: 29-Sept-2024

*[Handwritten Signatures]*  
President      General Secretary      Treasurer



Khushi - Kinship For Humanitarian Social And Holistic Intervention Receipt & Payment Account for the Year ended 31st March, 2024		
Particulars	Figures as of 31st March, 2024	Figures as of 31st March, 2023
<b>Opening Balance of Cash &amp; Cash Equivalents</b>		
- Cash in Hand	54,198	64,198
- Cash at Bank	16,26,43,787	12,65,96,789
- Investment in Fixed Deposit with Banks	-	-
	<b>16,26,97,985</b>	<b>12,66,60,987</b>
<b>Receipts</b>		
Donation Receipts	17,17,30,499	19,55,09,595
Art Work Proceeds	-	48,626
Miscellaneous Income	-	19,54,076
TDS Refund	-	22,27,895
Rent Security received	-	1,000
Interest Received From Bank	71,33,862	60,99,770
Membership fees	1,000	-
	<b>17,88,65,361</b>	<b>20,58,40,962</b>
<b>Payments</b>		
Shikshaantra Project	18,23,39,197	13,85,40,669
Imprest to Staff	1,31,953	88,426
Donation Paid	1,01,47,000	1,14,10,000
Administrative Expenses	2,12,83,187	1,95,32,094
Other Project Expenses	1,71,009	-
Fixed Asset Purchase	1,83,559	1,72,775
Rent Security	4,35,000	60,000
Fund Raising Expenses	1,39,81,734	-
Event Expense	30,64,788	-
	<b>23,17,37,427</b>	<b>14,98,03,963</b>
<b>Closing Balance Cash &amp; Cash Equivalents</b>		
- Cash in Hand	44,146	54,198
- Cash at Bank	10,97,81,774	16,26,43,787
- Investment in Fixed Deposit with Banks	-	-
	<b>10,98,25,920</b>	<b>16,26,97,985</b>
<p>Note No. 1 to 17 form Integral part of Accounts</p> <p>As per our report of even date attached For K A R M &amp; Co. LLP Chartered Accountants FRN: 127544W/W100376</p> <p>KOTADIA RAKESH JAMANBHAI CA Rakesh J. Kotadia Partner Membership No. 124134 UDIN : 24124194BJZYIK1012 Place: New Delhi Date: 29. Sept. 2024</p> <p>For Khushi-Kinship for Humanitarian Social and Holistic Intervention</p> <p>President: [Signature] General Secretary: [Signature] Treasurer: [Signature]</p>		

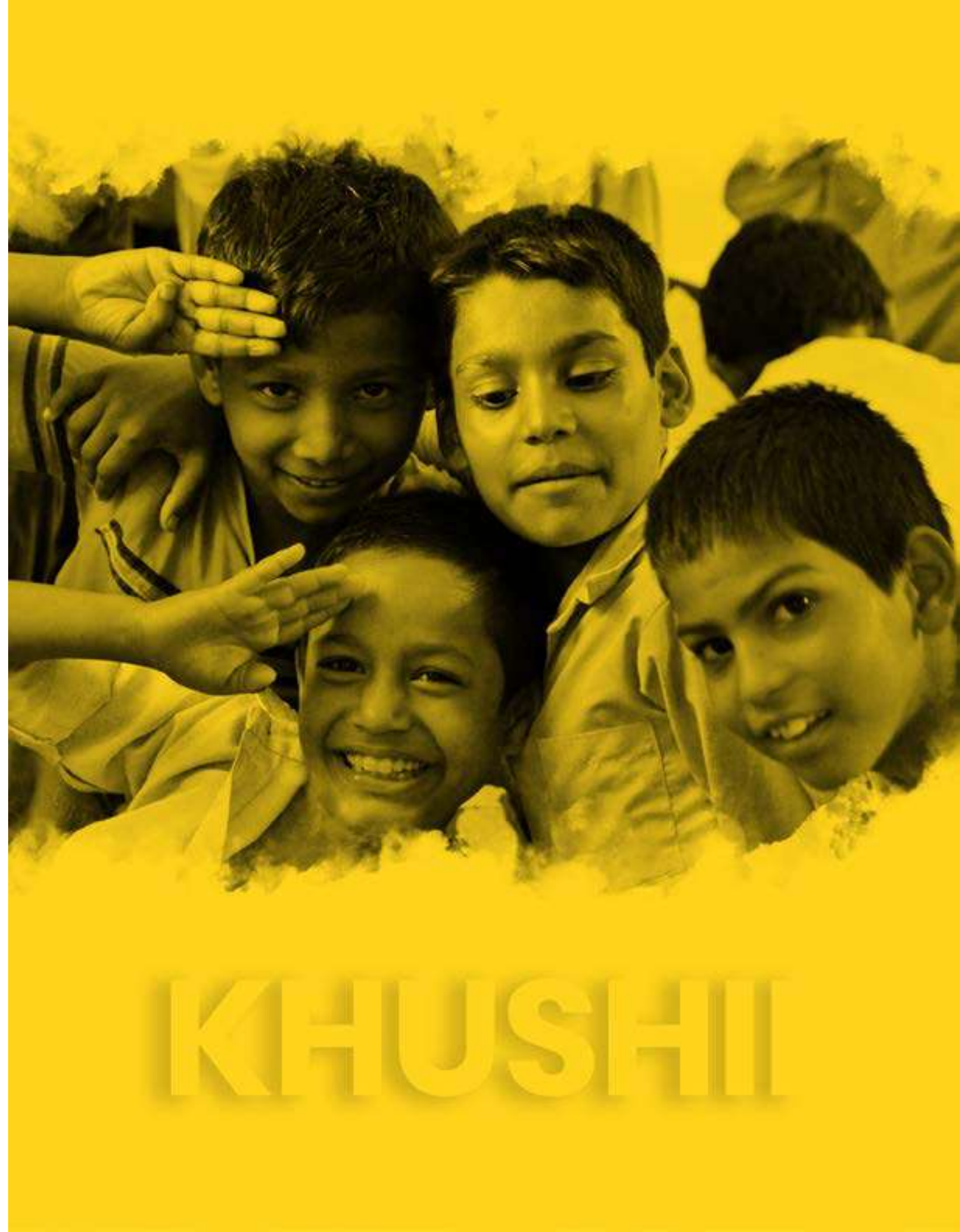


# OUR PARTNERS

- A.T. KEARNEY INDIA PRIVATE LIMITED
- KONE ELEVATOR INDIA PRIVATE LIMITED
- AECOM ASIA COMPANY LIMITED
- LEARNING LINKS FOUNDATION
- AECOM INDIA PRIVATE LIMITED
- MAGIC PATHSHALA
- ARCESIUM INDIA PVT LIMITED
- MICRON INSTRUMENTS PRIVATE LIMITED
- ARTECH INFOSYSTEMS PRIVATE LIMITED
- MPS INTERACTIVE SYSTEMS LIMITED LIMITED
- ARYAKA NETWORKS INDIA PRIVATE LIMITED
- MY HOME CONSTRUCTIONS PRIVATE LIMITED
- BENGALI NRI COMPLEX LIMITED
- NEWGEN SOFTWARE TECHNOLOGIES LTD
- CLAIRVOYANT INDIA PRIVATE LIMITED
- NUTANIX TECHNOLOGIES INDIA PVT LTD
- DEUTSCHE TELEKOM DIGITAL LABS PRIVATE LIMITED
- ONLINE GIVING FOUNDATION
- DIYA CHARITABLE TRUST
- OSRAM LIGHTING PRIVATE LIMITED
- EMBASSY OF ISRAEL
- PALO ALTO NETWORKS (INDIA) TECHNOLOGIES PRIVATE LIMITED
- EVEREST BUSINESS ADVISORY INDIA PVT. LTD.
- PUMA SPORTS INDIA PVT LTD.
- EXL SERVICE.COM (INDIA) PRIVATE LIMITED
- RICHACO EXPORTS PRIVATE LIMITED
- FEDERAL MOGUL POWERTRAIN SOLUTIONS IPL
- RIELLO POWER INDIA PVT. LTD.
- FERNS N PETALS PVT LTD
- SANDHAR FOUNDATION
- GIVE FOUNDATION
- SCIOINSPIRE CONSULTING SERVICES (INDIA) PRIVATE LIMITED
- GOLDEN PEACOCK OVERSEAS LTD
- SITA INFORMATION NETWORKING COMPUTING INDIA PVT LT
- HONDA INDIA FOUNDATION
- SOMA INDUS VARANASI AURANGABAD TOLLWAY PRIVATE LTD.
- INDUCTIS (INDIA) PRIVATE LIMITED
- SUNBEAM REAL VENTURES PVT. LTD.
- INFLOW TECHNOLOGIES PRIVATE LIMITED
- UK ONLINE GIVING FOUNDATION
- INNISFREE COSMETICS INDIA PRIVATE LIMITED
- UNITED WAY OF DELHI
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- KANTAR INDIA FOUNDATION
- VIMOKAS CONSULTANTS & ENGINEERS PVT. LTD.
- KHAITAN PUBLIC SCHOOL
- XL INDIA BUSINESS SERVICES PRIVATE LIMITED



# AWARDS & ACCREDITATIONS



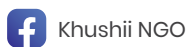




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Khushii NGO



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KHUSHII NGO



KHUSHII NGO



KHUSHII NGO