



ANNUAL REPORT 2023 - 2024



A Message from the Director...

Dear All,

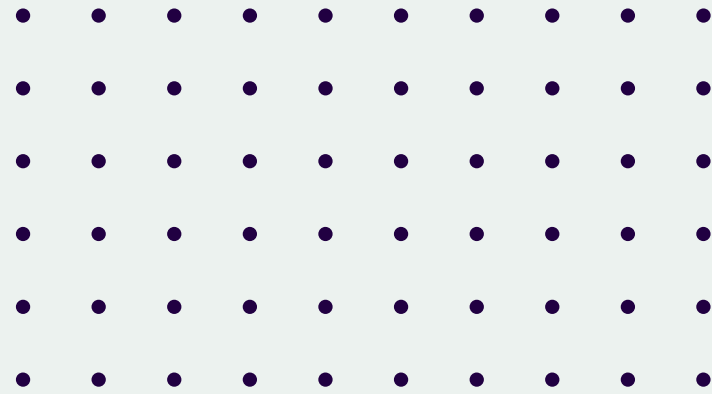
I am pleased to present our annual report for the year 2023 – 2024. It has been a challenging yet fulfilling year for our organization. As we reflect on the past year, we are proud to share our achievements and progress with you. Our focus is on the most discriminated communities, officially termed the Nomadic and De - notified Tribes. Through the dedicated efforts of our team, we have developed strong core competencies to successfully carry out our work in the development sector. Our aim is to create a just and equitable society, where everyone can live with dignity and respect.

We have implemented various initiatives to reduce inequality of the Community and give back to the community. These efforts have not only benefited the society but have also positively impacted our NT/DNT Community. This year, we have strengthened our team with the addition of highly skilled and diverse individuals. We value their contributions and recognize that our success is a result of their dedication and hard work. We continue to invest in their professional development to ensure that we have a talented and motivated workforce. Looking ahead, we are determined to continue our growth trajectory and deliver value to all our stakeholders. As always, we remain committed to transparent and ethical practices.

heartfelt thank you for everything you have done for us. Together, we're confident that we'd be able to continue transforming children's lives in the years to come! On behalf of the Board of Trustees,



*Mr. Santosh Jadhav
Director- Nirman*



ABOUT NIRMAN

“Founded in 2006, we are pioneers in our field...”

Experiencing criminality, stigma, and discrimination firsthand in their daily lives as first-generation learners from NT-DNT communities, Nirman was founded in 2006 by a group of youths from the Nomadic and Denotified Tribes (NT-DNT), NIRMAN is a developmental organization rooted in the ethos of "paying back to society." With a focus on results-driven initiatives in the development sector, NIRMAN has been dedicated to empowering marginalized communities. Nirman's interventions are designed to actively engage and empower children, youth, women, and community leaders from NT-DNT communities. Through innovative programs in education and health, livelihood, Gender, Workers Safety and Protection, Nirman has been instrumental in breaking cycles of poverty and exclusion, fostering sustainable development, and creating pathways for these communities to integrate into society.



VISION AND MISSION



Vision

A society reclaiming human personality to lead a dignified life



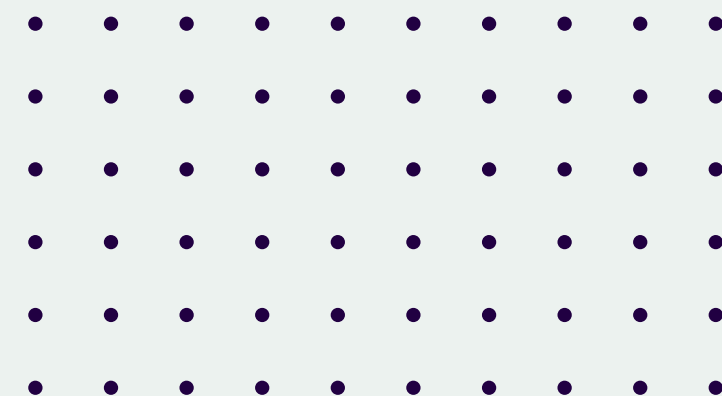
Mission

- To promote education, health, and livelihood rights among NT-DNT communities
- Empowerment of women and gender mainstreaming in NT-DNT communities
- To build solidarity with marginalized communities to deal with issues of human rights and constitutional safeguards.
- To promote constitutional safeguards and citizenship rights of the NT-DNT communities



Values

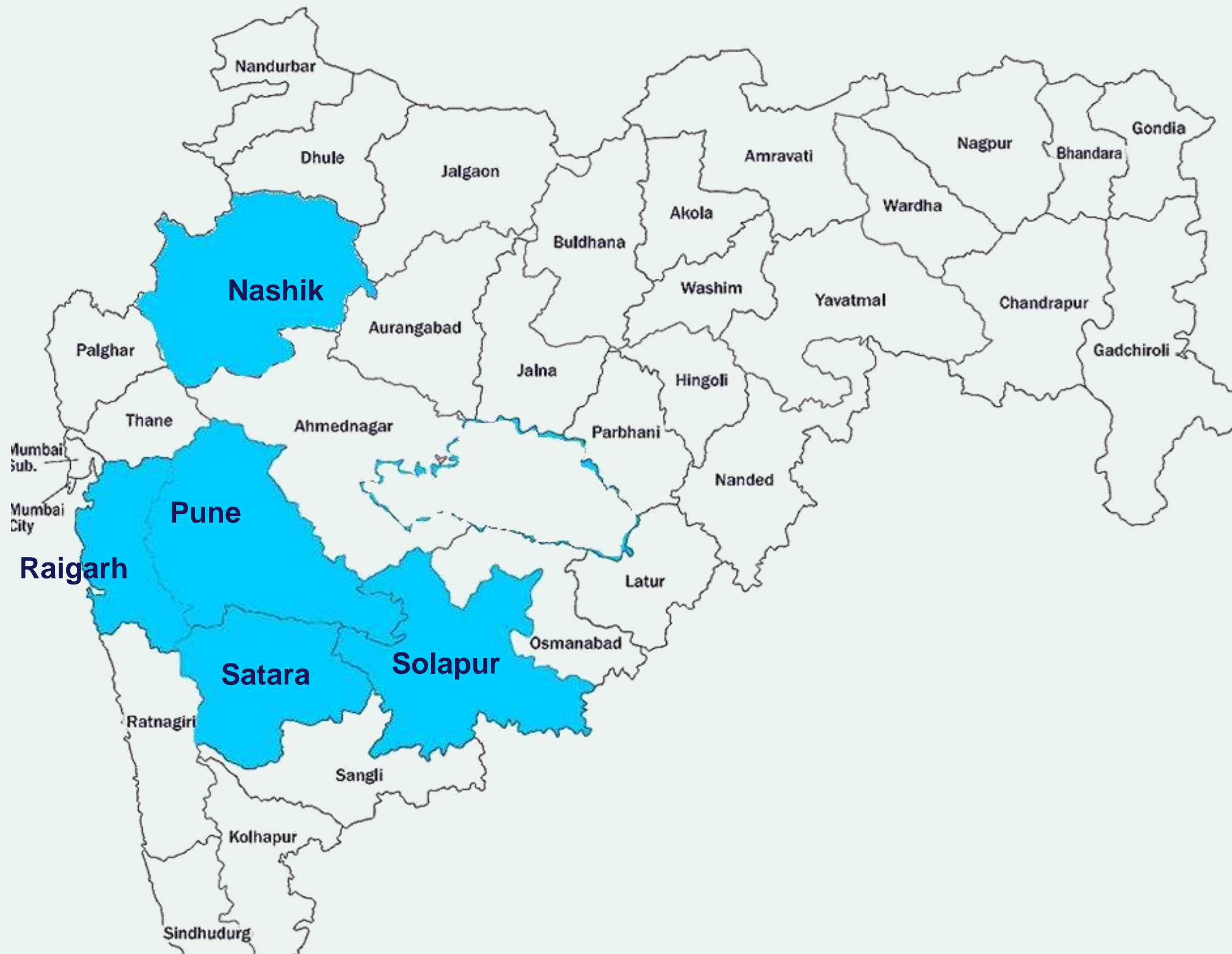
- Accountability
- Commitment
- Transparency



Our Areas of Intervention!



Geographical Presence



250+ Villages



5 Districts



15+ Blocks



200+ Construction Sites



10+ Slums

Educate & Empower NT-DNT Girls

Nirman is an organization dedicated to improving the lives of marginalized communities, specifically the NT-DNT (Nomadic and DE notified Tribe) communities. One of the main focuses of Nirman's efforts has been to provide marginalized children with access to age-appropriate education. This includes creating child-friendly learning environments and ensuring their rights and protection. As a result, children from NT-DNT communities are now able to receive a quality education, which is a vital step towards breaking the cycle of poverty and discrimination.



Impact so far...

- 507 children from NT DNT communities are pursuing their age-appropriate education in the schools.
- Nirman is currently facilitating 13 Community-Based Organizations (CBOs), including 8 women's groups and 5 men's groups. These groups comprise 197 members in total, with 120 females and 77 males
- Savitri Shaalas have been equipped as a resource center with computers, tables, chairs, internet access, digital sound systems, LED lighting, and water supply facilities. This has improved student retention and increased the time spent at the center.



Promoting overarching development of 100 Adolescent girls from ND/DNT communities in Pune city

The current project aims to promote education by sponsoring adolescent girls to complete high school, equipping them with knowledge on protective mechanisms (such as Child Rights, the Domestic Violence Act, POSCO, etc.), and providing life skills support on physical health, mental health, sexual and reproductive health, finance, and media literacy. Nirman's project team has made significant **progress** in empowering adolescent girls from NT-DNT communities across Vishrantwadi, Pune. Out of 175 girls, 100 were selected from Ramai Nagar, Phule Nagar, Wadar Wasti, Vishrantwadi Bhim Nagar, Ekta Nagar, and Barmashel (Indiranagar).



Impact so far...

- The consistent school attendance of 100 girls from five slum pockets is a remarkable achievement, demonstrating their dedication to education despite difficult circumstances. Among them, 22 are pursuing higher studies—10 in Arts, 4 in Science, and 8 in Commerce.
- Sponsorship support was provided to 50 adolescent girls, enabling them to continue and complete their education
- The career guidance and goal-setting session has broadened the horizons of the girls, introducing them to diverse career opportunities such as nursing, police service, fashion design, air hostess, beautician, and architecture, empowering them to support their parents.



Restoring Livelihoods of families from NT and DNT communities

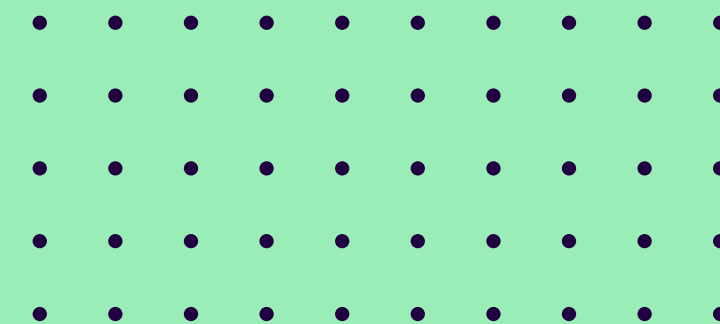
We envision a future where Nomadic and De - notified Tribes (NT-DNT) have equal access to financial services, economic opportunities, and resources, with women leading as entrepreneurs, decision-makers, and community leaders. Our ongoing project is a crucial step toward achieving this vision.

Nirman prioritized livelihood diversification, particularly kitchen gardens, SHGs and agri-allied activities. The initiative supported 200 women from Nomadic and De-notified Tribes (DNT) in 10 villages of Indapur block, Pune district.



Impact so far...

- Distributed 200 Kitchen Garden kits and provided comprehensive training to all recipients, empowering them with essential gardening skills.
- 182 families have successfully established kitchen gardens, with 114 families reporting a 10% increase in their income.
- 35 women have launched household-level micro-enterprises, seeing a 25% rise in income through Kitchen Gardening initiatives.



Maitri Network Project

Maitri project has made significant strides in strengthening community-led efforts to prevent and respond to violence against women and girls, particularly from marginalized communities. Through the active participation of Balika Panchayat groups, young girls have enhanced their confidence, interpersonal skills, and teamwork while effectively addressing critical child protection issues such as child marriage and access to education.

Currently this project is operating in Pune and Satara District of Maharashtra.



Impact so far...

- 102 individuals have benefited from various government welfare schemes, and the establishment of a Help Desk Centre in collaboration with DLSA at the Court has enhanced direct support mechanisms for survivors
- 455 members from community-based organizations (CBOs), and key stakeholders received basic awareness in the issues addressing sexual violence.
- The project has successfully identified and provided immediate relief to 42 survivors through coordinated efforts with the Police Department, District Legal Services Authority (DLSA), and Child Welfare Committee (CWC).



Migration Resilience Collaboration

Migrant Resilience Collaborative (MRC) is a national-level project designed for the protection of migrant workers' rights. Migrant resilience collaborative project aimed to ensure the safe and responsible recovery of migrant families and their livelihoods in India.

Nirman currently works on social protection and safe migration and has effectively facilitated 3.5 lakh people in accessing citizenship documents, BOCW (registration, card, health checkup and safety kits), social entitlements and other financial benefits. This project aims to address the critical issue of bonded labor's rescue and rehabilitation, migrant workers' social protection mechanisms and advocating for their rights.

MRC Project is operating in Pune, Raigad and Beed Districts of Maharashtra and there are 350+ construction sites in these areas.



Impact so far...

- Reach out in 200+ construction sites
- Reached out to 50K+ migrant individuals
- Supporting 30K+ Migrant Workers To access the Social Welfare schemes



Nirbhaya – Empowering Women & girls to End Sexual Violence in India

The overarching aim of our project is to diminish the prevalence of sexual violence in Satara districts, Maharashtra. Our interventions concentrate on women and girls belonging to social groups facing the highest risk and in dire need of services, particularly those lacking access to socio-legal and psychological support. This includes survivors of rape and sexual abuse, trafficking survivors, NT-DNT and other marginalized women and girls, survivors of caste-based commercial sexual exploitation.



Impact so far...

- A total of 131 cases of gender-based violence, including domestic and sexual abuse, were identified. 70 cases received immediate relief support, 24 received legal support, and 43 received psychosocial support.
- Established 3 Dignity centers and started support classes for underprivileged children's. Total 100 + Student Attending Class regular support classes.
- Formed 23 Balika Panchayat in 22 villages and 6 communities from NT-DNT and have significantly enhanced their knowledge and participation in democratic processes.



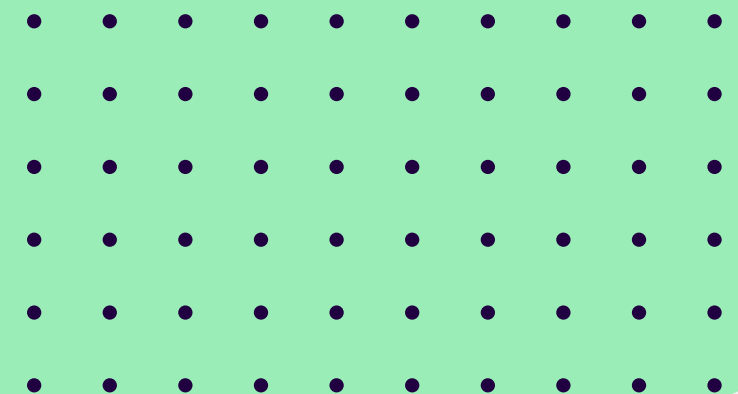
Ensuring Gender Equitable Practices among NT-DNT communities in 40 villages of Maharashtra, India

The project aims to empower women and girls of Nomadic and Denotified Tribes in 40 villages of Pune & Satara of Maharashtra and reducing sexual violence against them. The project will raise awareness & sensitivity of community members on gender equitable practices while engaging men and boys as allies and roles models on prevention of GBV and discrimination. Adolescent girls will be capacitated with leadership and life skills to become assertive young women. The project will strengthen community-based response system (CBOs, youth groups and survivor forums) to monitor violations & provide immediate support to at-risk women and girls.



Impact so far...

- A total of 40 CBOs have been formed, with 20 each in Indapur and Satara, comprising 1,448 members. In Indapur, the membership includes 310 girls and 339 women, while in Satara, it consists of 357 girls and 442 women.
- Under the theme "Safe Abortion," the 16-day campaign to end violence against women and girls was conducted from November 25 to December 10, 2024, in Pune and Satara districts. The campaign has significantly increased awareness among community groups about contraception and family planning. Through targeted initiatives, individuals, particularly women, are now better informed about their reproductive rights and health choices.
- A total of 60 cases of gender-based violence, including domestic and sexual abuse, were identified—35 cases in Satara and 25 in Indapur. Provided immediate relief and psychosocial support..



Maharashtra Grassroots Hockey Program

A CSR initiative by ARaymond India, implemented by Nirman, a dedicated NGO working to uplift underserved communities, and technically supported by Floris Boveland, an Olympic Gold Medalist under the Boveland Foundation (Netherlands), this program aims to train children in hockey, India's national sport, while instilling essential life skills such as teamwork, respect, and resilience. With a special focus on empowering children, particularly girls, the project provides opportunities to develop social, educational, and athletic skills, contributing to an improved quality of life. The project is being implemented in 5 schools of Pune city.



Impact so far...

- 300 Children trained under Project. 157 Boys and 143 Girls (under the age Group 10-14).
- Total- 30, 22 Male & 8 Female Coaches Trained through the Balvinder and Team.
- Total 120 students were participated from 5 School of Pune in 2 Interschool competition held at Balewadi and PCMC Stadium



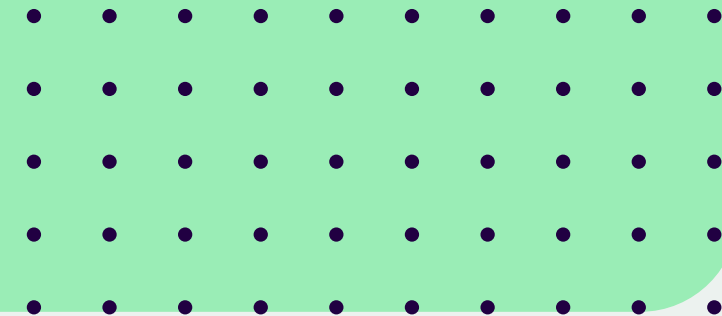
Entitlement and Health Program

The Entitlement and Health Program, a collaborative effort between Astec Life Sciences Limited and Nirman Sanstha Pune, addresses the social and economic needs of vulnerable rural populations in 16 villages of the Mahad Block, Raigad District. This resource center will help the community solve issues of the community through the aid and support of the Villagers. This is a district-level unit for service delivery, knowledge production, and awareness generation. This program addressed the needs of vulnerable rural populations in 16 villages by providing a multifaceted approach to social and economic empowerment.



Impact So far...

- Empowered 6,620 individuals with knowledge about their rights to social entitlements, fostering greater community awareness.
- Provided basic health check-ups to 3,253 individuals, promoting health and well-being within the community.
- Facilitated 3,149 individuals in receiving scheme benefits.



Safe Migration And Workers' Protection

With Support of Tata BlueScope Steel, started Migration Resources Centre at Near Shell Petrol Pump Mundhwa, Pune. with the aim of Safe Migration and protection of 5000+ migrant workers (Construction, brick, and Domestic Workers) in Pune City.



Impact So far...

- Conducted awareness initiatives reaching 4,780 beneficiaries, educating them about their rights, protections, and available government schemes.
- Facilitated the submission of 2015 Building and Other Construction Workers (BOCW) applications, ensuring access to welfare benefits and entitlements.
- Held 21 awareness sessions focused on workers' rights, protections, and government schemes, empowering communities with essential knowledge and resources.



Employee Engagement- School Mural Painting Program

Nirman Sanstha initiated employee engagement activities in government and government-aided schools through several activities such as the School Mural Painting event, Importance of Nutrition and Wash event, Career Guidance session for children, STEM Education & Tree Plantation, etc.

The main purpose of the event is to develop a child-friendly environment within the school premises and build children's holistic development through the group and individual activities.



Impact So far...

- Through its activities, Nirman has established strong connections with over 15 corporate partners, 30 schools, and more than 5,000 children engaged through various events. Some of the schools involved include Janata High School, Lokmanya Tilak High School, Netaji Subhashchandra High School, Narayan Moze High School, Shivraj Vidyamandir (Kharadi), VS Satav High School, Dhaneshwar Madhyamik Vidyalaya, ZP School (Wagholi), Sayajinath Maharaj School (Charoli), and Ramchandra Gaikwad Vidyalaya (Dighi).



Program for Empowerment and Education among children of migrant communities in 3 urban slum of Pune

The project emphasizes a holistic and collaborative approach to ensure the effective resolution of problems faced by children of NT-DNT communities. It focuses on improving retention rates and the quality of education for school children. One of the major focus area on enhancing communication between children and parents to facilitate access to higher education. With help of community level structures promote a safe and secure living environment by preventing child labor, child marriages, and child abuse. The project established effective linkages with government and non-government agencies to advocate for child protection.



Impact so far...

- 1403 children aged 3 to 18 years who are currently receiving direct coverage in the operational areas and completing age appropriated education.
- Communities in three slum pockets of Vishrantwadi are demonstrating increased awareness and positive behavioral changes, with strengthened participation and engagement in local initiatives.
- Child protection structures—including WCPC, CWC, Childline, and SCPCR—are demonstrating increased awareness and fostering collaborative networking. This has enhanced information sharing among stakeholders, enabling more effective action planning and intervention for child protection and welfare.



Sarthi Support Centre (SSC)

In collaboration with Bridgestone and PCMC, Nirman started Sarthi Support Centre located in the heart of Transport Nagar, Nigdi, the centre serves as a vital resource for the trucking community, providing comprehensive support and empowerment to truck drivers and their families. This innovative initiative offers a holistic hub, granting access to essential resources, health services, and educational opportunities tailored to meet the unique needs of drivers.



Impact so far...

- Nirman facilitated 5302+ outpatient registrations for general health check-ups, offering recovery rooms, referrals, and emergency treatments.
- In our commitment to eye health, 4,092+ registrations have been made for Vision Care.
- 7915+ registered for Basic Health Care facility at Sarthi Support Centre.
- A total of 4 Health Camps have been conducted at the Sarthi Support Centre and 392+ patients have benefited from these camps. These camps offered a range of medical services, including ENT, skin, orthopedic, dental, ophthalmic, and general health care.
- 772+ people have been provided with Social Entitlement Schemes.



Parwaz Project

The driving industry has long been a male-dominated space, but change is on the horizon. Recognizing the need for greater diversity and inclusivity, In collaboration with Bridgestone, Nirman launched the Project Parwaz in June 2023 to challenge stereotypes and create opportunities for women in professional driving. The initiative directly addresses misconceptions about women's capabilities behind the wheel, the lack of diversity in the profession, and concerns related to unsocial working hours, safety, security, and hygiene.



Impact so far...

- Through mobilization, 1293+ women have been reached out by the team of Parwaz in 36 communities in a 10 kms radius from Vishrantwadi.
- In collaboration with key partners, the Parwaz Project has trained 75 women, equipping them with the skills and confidence to excel in the driving profession.
- 38 Women have secure job opportunities in companies as chauffeurs. The companies that they got placed are - Lithium Urban Technologies Pvt. Ltd., Pune, Shree Shivanjali Travel Solution Pvt. Ltd., KTC, SDK, ECRS, Self Businesses.



Promoting Gender Equality among NT-DNT and Other Marginalized Communities

The project has been implemented through 4 strategies, i.e. Prevention, Response, Rehabilitation, and Reforms. We ensure that community systems are in place so that issues at the grassroots level are addressed through strengthening CBOs/CSOS and other community organizations. We strengthen them through community participation and collective decision-making processes to address and resolve community issues and challenges. We train them to work with government agencies and ensure they get their entitlements, justice, and basic amenities.



Impact so far...

- In Indapur Block, 76 cases of gender-based violence, including domestic and sexual violence, were identified. Provided immediate relief and psychosocial support.
- A total of 60 groups have been successfully formed, comprising 307 women, 299 adolescent girls, and 292 men and boys. Each group includes 15 to 20 members, fostering a diverse and inclusive environment that empowers individuals across all demographics.
- The girls and women of Balika Panchayat have become more aware of their civil rights and the issue of violence against girls and women. They have taken steps to prevent child marriages and violence, as well as to improve access to community and school facilities.



Supplementary Education support to children of construction workers

This initiative was executed in Wagholi under the support of Bhandari Constructions, which provides supplementary education to the children of construction workers through a dedicated crèche, ensuring a safe and nurturing environment while their parents are engaged at construction sites. This space not only offers basic education but also focuses on holistic child development, including nutrition, hygiene, and social skills.



Impact so far...

- By addressing the educational needs of these children, the program helps bridge early learning gaps and creates a foundation for their future academic growth, ultimately supporting the well-being of both the children and their working parents.
- Also, 50+ children were enrolled in Anganwadi Centers for their early education.



Health Camp Support for Unorganized working sector

Under the support of Kumar Construction 2 health camps were organized for the construction workers under the areas of Baner and Hadapsar of Pune District.



Impact so far...

- A total of 210 participants from the unorganized working sector benefitted from these health camps.



Student Scholarship

With support of Tata Motors and Suprabhat Mahila Mandal, Nirman initiated a sponsorship program for the NT-DNT children as sponsorship support because, as per our field experience, most of the girls after 8th and 9th didn't get secondary and higher secondary education because of the lack of financial resources. These family's primary income sources are daily wages, workers, construction workers, street vendors, and, apart from some families, they are engaged in traditional occupations, etc. As a result, children are dropouts, doing substance abuse practices, engaged in child labor practices, and also in child marriage.



Impact so far...

- In the year of 2023-24, Nirman had supported 200 NT-DNT children as a scholarship. This scholarship is only for the 8th, 9th, and 10th standard children. Under the program, Pune City and Indapur block locations, through the program, connected with the 50+ government and government-aided schools and 180+ families.
- The impact has been significant—many children in our operational areas are now continuing their education, paving the way for a brighter future.



Bridgestone Mobility Social Impact Awarded 2023

Nirman was honored with the Mobility Social Impact Award, in September 2023 and the award amount was strategically utilized to advance road safety education in Pune district. The funds supported awareness sessions for vulnerable communities, staff capacity building, and a vision-building exercise for the Road Safety Education program. This transformative initiative addresses the global concern of road accidents and fatalities through comprehensive education and community engagement, significantly impacting drivers, truckers, and traffic management—ultimately contributing to safer roads and more resilient communities. A portion of the funds was also allocated for organizational development.



Government Partners



Prominent Funding Partners



NIRMAN's diverse Board Advisors support in maintaining accountability and impact of the organisation

Founders & Governing Body



Santosh Jadhav
Founder and President



Kishore Bidve
Secretary



Vaishali Bhandwalkar
Founder Member



Manjula Bhale
Treasurer



Pravin Jadhav
Vice President



Mahesh Madane
Member



Uttam Madane
Member



Sachin Raskar
Member



Megha Jadhav
Member



Diksha Alhat
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