ANNUAL REPORT
2025-26

Protsahan
India Foundation



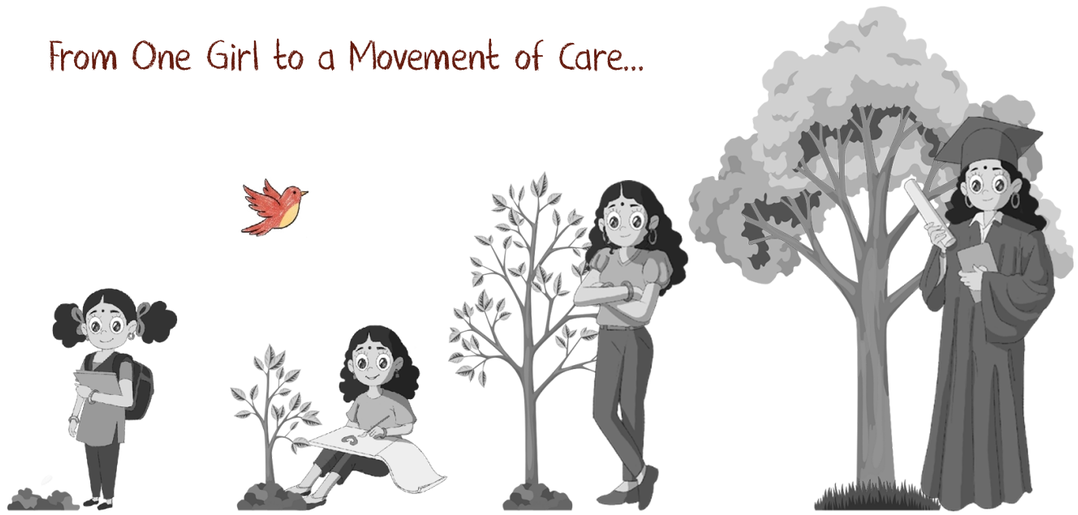
Scaling Evidence-Led Care
Strengthening Girls, Families and India's Child Protection Workforce



Contents

Founder's Message	06
Who We Are	08
Awards & Recognition	10
Global Recognition for H.E.A.R.T	13
Our Systems Strategy	16
Fifteen Years of Evidence-Led Interventions	17
Impact at a Glance	20
Girl Champions Program	22
Health	30
Education	33
Arts	41
Rights	44
Technology	52
Youth Advisory Collective (YAC)	69
When Communities Lead	71
CareVerse	76
CareVerse Academy	78
Hriday Dialogues 2025	81
Above and Beyond - Ensuring Organisational Sustainability	90
People at Protsahan	92
Mission Partners	95
Compliance with Law	98
Financials	100

From One Girl to a Movement of Care...



Evidence-led Interventions Enabling Access to Care, Capabilities,
and Capital for Vulnerable Girls at the Last Mile



Founder's Message



As we reflect on the year that has been, we find ourselves returning to Protsahan's earliest days, when our only priority was to meet every girl exactly where she was. Whatever it took, we stood beside her as she moved from violence and adversity towards healing, agency, and a future of her own choosing. Over sixteen years, that commitment has only deepened. What began as grassroots action has steadily grown into an institution grounded in evidence, learning, and an enduring belief that every child deserves systems capable of healing as much as protecting.

This year marks an important milestone in that journey. Thanks to the long-term trust of our philanthropic partners and government, we were able to invest in a rigorous body of evidence on what sustained, trauma-responsive care achieves over time. **An independent retrospective evaluation of fifteen years of our work, spanning 2010 to 2025, found that 99.7% of girls participating in Protsahan programmes delayed child marriage beyond the age of 18, compared to the national benchmark of 77%. It also found that 97% completed twelve or more years of education.** Alongside this, the first CareVerse evidence demonstrated statistically significant improvements in how frontline child protection professionals understand and respond to trauma after participating in our learning programmes.

These findings matter far beyond Protsahan. They strengthen a growing national conversation on how India can build a child protection system that is not only responsive, but trauma-responsive. They reaffirm that strengthening the capabilities of the frontline workforce is one of the highest-leverage investments we can make for children.

The recognition we received this year reflected that broader shift. Dasra featured Protsahan's Depth of Scale approach as a case study for its 2025 DSILP cohort, while The Systems Sanctuary's global report on Scaling Deep highlighted our work as an example of how deep community practice can influence systems. Together, these moments affirmed that knowledge generated in India's communities belongs not only to those communities, but to the wider ecosystem working to strengthen care, nationally.

The evidence also changed us. It encouraged us to see Protsahan not only as a grassroots organisation delivering programmes, but as a grassroots Think-and-Do Tank. Fifteen years of practice have generated something far greater than programme experience. They have generated knowledge that can help shape how governments, practitioners, universities, and civil society strengthen trauma-responsive care for most vulnerable girls, women and children across the country. This conviction now sits at the heart of CareVerse.

As we look ahead, our ambition grows beyond measuring outputs towards understanding lasting change. We are investing in longitudinal evidence that follows how learning translates into behaviour, how behaviour strengthens frontline practice, and how stronger practice improves outcomes for children and families over time. We believe India has an opportunity to lead the world in demonstrating how trauma-informed care can be embedded within public systems at scale. CareVerse is our contribution to that national effort: building the knowledge, evidence, professional learning, and public goods that strengthen the workforce entrusted with caring for children.

To every girl who trusted us with her journey, every colleague who joined us at any point in the journey, and every funder, partner, and ally who believed that grassroots organisations deserve the same investment in evidence, learning, and institution building as any other sector, thank you. Your trust has helped build far more than programmes. Together, we are building the foundations of a stronger, more trauma-responsive and gender-transformative child protection ecosystem for India.

The journey is long, but together and steadily, we are making it happen!

Sonal Kapoor
Founder & CEO



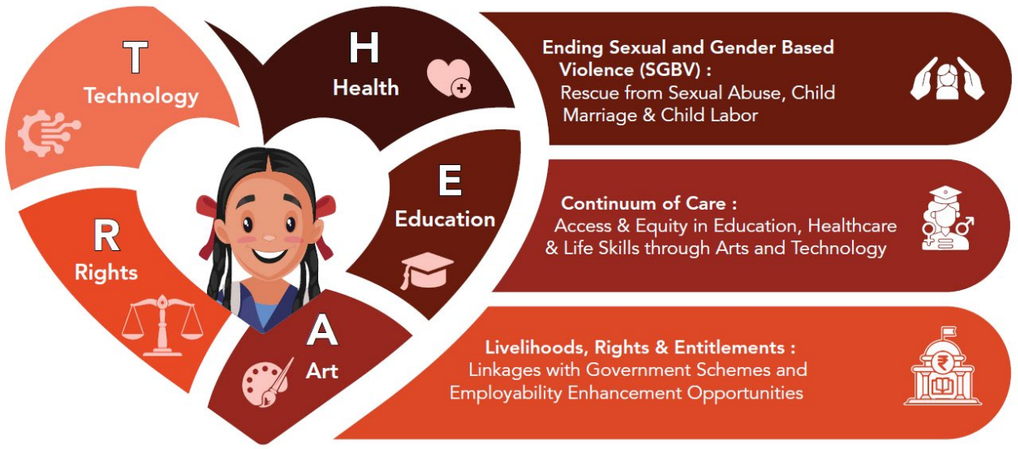
Who We Are

H.E.A.R.T - Healing With Art

Protsahan works to rebuild lives of girls and child abuse survivors and reduce Adverse Childhood Experiences, (child marriage, child sexual abuse, child labour) — among adolescent girls in India's highest-need geographies. We do this directly, through our Girl Empowerment Centres, where care, capital, and capabilities are rebuilt, girl by girl, for those who have already faced harm or at high risk. And we do this at scale, by strengthening the protective factors around girls we may never meet — through a frontline child protection workforce that is trauma-responsive: equipped not just to recognise the risk and harm of childhood violence, but to act proactively to prevent it.

Our work continues to support girls and women on their journey from crisis to healing, education, skills, and economic independence. Alongside direct care, we strengthen families through social protection, government entitlements, scholarships, and public service linkages so that children can remain safely within their communities rather than entering institutional care or returning to situations of exploitation. At the centre of our approach is trauma-responsive and scaling deep practice, strengthening the knowledge, confidence, and psychosocial capabilities of the people who shape most vulnerable children's lives every day at the difficult frontlines. Across all our programmes, Protsahan helps girls and children unlock three pathways that change life trajectories: care through health and psychosocial support, capabilities through education, digital skills, and livelihoods, and capital through government entitlements, scholarships, and social protection. Together, these pathways help girls facing adverse childhood experiences, ultra-poverty, caste-based exclusion, migration, and gender-based violence move towards lives marked by safety, agency, and opportunity.

Protsahan's heart model is a holistic, flexible, first-of its kind gender transformative approach to seamlessly blending physical, mental, material and emotional well-being of a survivor of sexual and gender based violence (sgbv)



This work has now led to the creation of CareVerse, for building India's trauma-responsive frontline care workforce who solve for some of the toughest child protection caseloads in the country. CareVerse begins with a simple question: How do we ensure that every child experiencing severe adversity has access to adults who know how to recognise trauma, respond with care, and connect them to protection and healing?



Through CareVerse, Protsahan is building the capabilities of this care workforce so that children receive timely, trauma-responsive support wherever they are, not only where Protsahan is directly present. **Most girls in our Girl Empowerment Centres carry multiple adverse childhood experiences (ACEs) at the same time. Around 80% are exposed to severe domestic violence, 30% have experienced childhood sexual abuse, nearly 70% are at high risk of child marriage before the age of 16, and around 40% are engaged in child labour like rag picking, begging, and domestic labour.** Transactional sexual exploitation often sits at the intersection of child labour, poverty, and sexual abuse. Childhood violence isn't episodic, almost always chronic in ultrapoverty context. This is why we do not separate our work into healing and prevention programmes. We build around the marginalised adolescent girl and the ecosystem that surrounds her, because these risks almost always coexist within the same girl, the same family, and often within the same year.



Awards & Recognitions

Dasra Publishes a Case Study on Protsahan's Depth of Scale Approach for their 2025 DSILP Cohort!

Protsahan: From Instinct to Institution

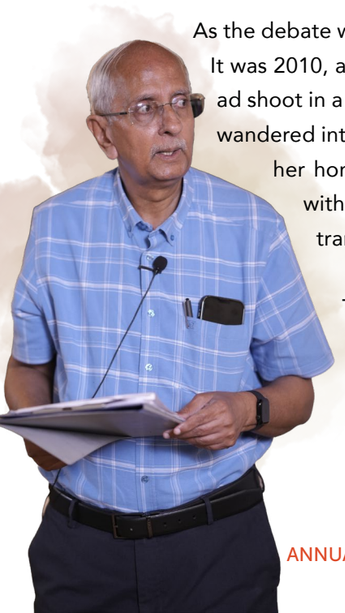
A Case Study about Strategy & Resilience

Part A: On Strategy

During Protsahan India Foundation's 13th Annual Meeting in 2023, its founder Sonal Kapoor looked around the room. Board members, program leads, and frontline teams sat around a table together – awaiting a decision that would shape the organization's trajectory over the next many years. Two deeply different choices hung over the room that morning:

Protsahan continues what it's done well: expanding its community centers across Delhi's slums as a primary model to support the healing of children from ultra-poor communities who have had adverse childhood experiences.

Or it invests in strengthening India's broader child protection ecosystem through digital platform building, knowledge dissemination, and training – potentially reaching extremely vulnerable children beyond their reach.



As the debate weighed over her mind, Sonal found herself transported back 13 years, to another face. It was 2010, and she was learning the ropes in her first job as an advertising professional. During an ad shoot in a basti (Hindi word for an urban slum or informal settlement) in Delhi's Uttam Nagar, she wandered into the by-lanes to cool off and met a lively eight-year-old girl. The child playfully invited her home, where Sonal saw up close what poverty had done to the family. In conversation with the mother, she realized the unthinkable: that this young girl was being sent into transactional sex work.

That encounter, and the days that followed, never left Sonal. She quit her job and returned to Uttam Nagar, determined to create a haven of safety and healing for that little girl and others like her who had faced adversity and complex forms of violence, including sexual and gender-based violence. *Full Case Study is Available on Request.

Protsahan presents a case for trauma responsive child protection system at the 5th World Congress on Children's Access to Justice, hosted by the Centre for Child Rights (CCR), National Law University Odisha, and CRY (Child Rights and You)

Protsahan's Founder-CEO, joined an eminent panel featuring Hon'ble Justice Madan Bhimarao Lokur, Chairperson of the United Nations Internal Justice Council and former Judge of the Supreme Court of India; Hon'ble Justice Savitri Ratho, Judge of the Orissa High Court and Chair of the Juvenile Justice Committee of the Orissa High Court; Smt. Shubha Sarma, IAS, Principal Secretary, Department of Women and Child Development, Government of Odisha; Prof. Ved Kumari, Vice Chancellor, NLUO and Patron-in-Chief, Centre for Child Rights; Prof. Rangin Pallav Tripathy, Professor of Law-cum-Registrar, NLUO; and Mr. Subhendu Bhattacharjee, Director of Research and Knowledge Exchange, CRY. The panel was moderated by Prof. Biraj Swain, CM's Chair Professor-cum-Director, Centre for Child Rights, NLUO.



Sonal shared her vision for a trauma-informed justice system in India. We emphasized the urgent need to integrate neuroscience-based approaches into India's child justice systems. We highlighted how childhood trauma rewires the brain, shaping behaviour and vulnerability, and called for systemic reforms that move away from punitive models toward care- and rights-based approaches rooted in dignity, neurodevelopment, and inclusion. Representing voices from India's urban slums and Child Care Institutions (CCIs), she advocated for child-centred justice that prioritizes mental health, healing, and community-led empowerment—placing resilience and dignity at the heart of justice for children.





Protsahan at Child Mental Health Foundation Conclave in New Delhi, India

Protsahan at the launch of the India Coalition for Education for Gender Equality facilitated by United Nations Girls' Education Initiative and Breakthrough in New Delhi, India.

Scan to Read:



Global Recognition for H.E.A.R.T

The Systems Sanctuary's Global Report on Scaling Deep spotlights Protsahan's Body of Work

Based on the conversation with Sonal Kapoor, here are key strategies for measuring intangible impacts of Scaling Deep work:

Use Participatory Action Research (PAR)

- Train people from the community to create their own research questions
- Center the voices of those most affected by the work
- Capture qualitative stories and experiences alongside quantitative data

Embrace Non-Linear Measurement

- Recognize change is messy, intersectional, and not always graphable
- Focus on process and relationship-building, not just end results
- Allow for reflection and learning throughout the evaluation

Employ Holistic Evaluation Frameworks

- Use the RCEEIS framework (Relevance, Effectiveness, Efficiency, Impact, Sustainability)3
- Utilize Most Significant Change (MSC) storytelling approach
- Connect inward work (healing, personal transformation) to measurable outward metric

Build Collaborative Evidence

- Collaborate with funders and other organizations to develop nuanced measurement approaches
- Create spaces for shared learning and insight generation
- The key is balancing structured evaluation with flexibility, always centering human experience and transformation.

Create "Data with Dignity"

- Pair quantitative data with dignified, human-centered stories
- Link intangible impacts to concrete outcomes (e.g., accessing government schemes, improving education opportunities)

Ensure survivor/participant power and agency in the built evaluation process

Emergence: Community-Led Agency as Catalytic Power

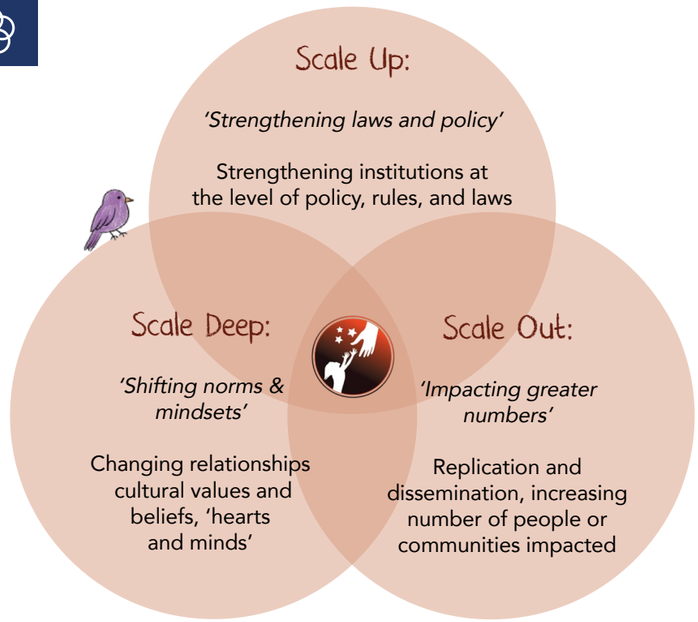
Sonal Kapoor's work with Protsahan India Foundation shows how scaling power and rights-based leadership begins by trusting young people to lead their own recovery and research. Protsahan H.E.A.R.T model[1] and participatory evaluation methods embody a model where personal transformation seeds institutional and policy change



Our Systems Strategy

Scaling What Matters

Every child deserves not only access to services, but access to adults who know how to respond with care, competence, and confidence. While Protsahan continues to walk alongside girls and families in some of India's most vulnerable communities, we know that lasting change depends on strengthening the people and systems that surround every child. Through CareVerse, we are building India's trauma-responsive workforce by equipping teachers, social workers, counsellors, police personnel, child protection officials, healthcare providers, and community leaders with the knowledge, skills, and practice needed to respond to trauma with dignity, safety, and hope.



Our fifteen years of grassroots practice have shown that programmes alone do not change systems. Knowledge does. Evidence does. Better frontline practice does. CareVerse transforms lived experience into national public goods by developing trauma-informed curricula, digital learning platforms, AI-enabled learning tools, practice standards, implementation research, and communities of practice that strengthen child protection across sectors. Our ambition is not simply to train more professionals, but to distribute the ability to solve across public systems so that every interaction between a child and the system becomes an opportunity for protection, healing, and recovery.



As we look ahead, we are investing in longitudinal evidence to understand how learning shapes behaviour, how behaviour strengthens frontline practice, and how stronger practice improves outcomes for children over time. By generating rigorous evidence, producing knowledge rooted in Indian realities, and working alongside governments and civil society, Protsahan is building the practice and knowledge infrastructure needed for a trauma-responsive India. This is our contribution to the nation's vision of stronger public systems and Viksit Bharat 2047—where every child is met not only by services, but by systems that know how to care.

Fifteen Years of Evidence-Led Interventions

Addressing Urban Violence, Safety & Life Outcomes for Girls

Scan to Read:

Building Evidence for Sexual and Gender-Based Violence Response in Marginalised Communities

We concluded a third-party retrospective impact evaluation examining Protsahan's 15-year journey from 2010 to 2015 of trauma-informed interventions, addressing urban sexual and gender based violence, safety & life outcomes for girls. The primary purpose of the study was to find evidence-backed answers to the age-old question: Is depth of scale in gender-transformative work measurable?

The evaluation was made on two interconnected levels:

Pulse Check of the Girls, their families, & Community: Capturing measurable shifts in education, health, agency, livelihoods, and digital inclusion among adolescent girls facing adverse childhood experiences in Delhi's migrant slums, alongside the ripple effects on their families and communities.

Field Building and Systems Strengthening: Mapping how Protsahan's work has shaped broader structures and norms that influence adolescent girls' lives, including policies, practices, resource flows, relationships, power dynamics, and mental models.

Three Lens Framework to Assess Protsahan's Impact from 2010 - 2025

UNICEF's Adolescent Girls Program Strategy (2022)[1] was used to track progress across health, education, art, trauma, rights, livelihoods, and technology against national benchmarks

SAMHSA's trauma-informed approach[2] was applied to examine emotional safety, responsiveness, and agency among parents, teachers, Anganwadi workers, frontline staff, and community institutions.

FSG's Water of Systems Change (2018)[3] framework was used to assess Protsahan's contribution to systemic transformation across policies, practices, resource flows, relationships, power dynamics, and mental models shaping adolescent rights and protection.

1 - UNICEF. (2022). Building back equal with and for adolescent girls: A programme strategy for UNICEF, 2022–2025
2 - Substance Abuse and Mental Health Services Administration. (2014). SAMHSA's concept of trauma and guidance for a trauma-informed approach (HHS Publication No. SMA 14-4884). U.S. Department of Health and Human Services
3 - Kania, J., Kramer, M., & Senge, P. (2018). The Water of Systems Change. FSG.

Evidence for Gender-Based Violence Response in Marginalised Communities

We have supported over 96,000 survivors, and our 15-year MEL findings show meaningful shifts in girls' agency, particularly around decisions on marriage and motherhood.

99.7% of Protsahan girls avoided forced early marriage beyond age 18, and delayed pregnancy compared to a national benchmark of 77%.

Household decision making autonomy is also deepening with age: from 32–34% among younger adolescent girls to **63%** among young women aged 21 and above.



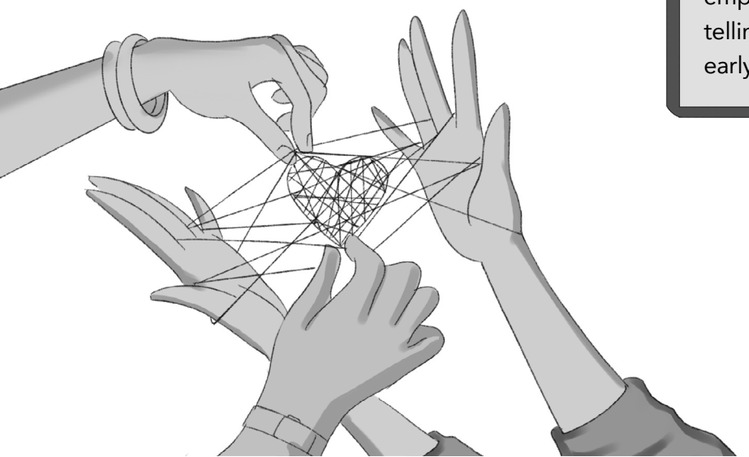


93% of girls are enrolled in school (formal or open school) with Protsahan's support.

97% have completed 12+ years of education - significantly above national benchmark of 26%.

92% of girls identified Protsahan as their primary source of emotional and mental health support.

Among younger adolescent girls (16–17), education remains a priority as **86%** expressed intent to continue studies rather than marry. Among older youth (18–20), girls are combining aspirations for higher education, skilling, and employment while confidently telling families "not yet" to forced early marriage.







Protsahan works at the intersection of child protection, gender, and systems change. Over the past fifteen years, we have strengthened safety, care, and life outcomes for children growing up in contexts of urban violence, poverty, migration, and structural neglect.

Protsahan's work is intentionally designed from the lived realities of girls — who face earlier, deeper, and more cumulative risks of abuse, exploitation, violence, conflict, and exclusion. Through long-term direct care with girls and large-scale capacity building of caregivers and institutions, Protsahan contributes to child protection systems that are preventive, trauma-informed, and equitable. Our work is rooted in the belief that when child protection systems work for the most vulnerable girls, they become stronger for all children.

Impact at a Glance 2025 - 2026

88% Protsahan girls advanced in education programs

Girls in **131** Delhi slums gained access to safety nets



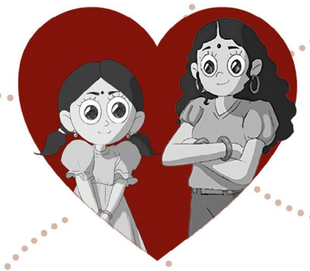


3960 marginalised girls received wellbeing support



Staff from **130** NGOs trained in child care





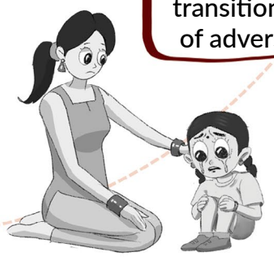
INR **23.7 Cr.** anchored through 1540 linkages for families of ultrapoor girls



86.95% survivors exhibiting agency & healing



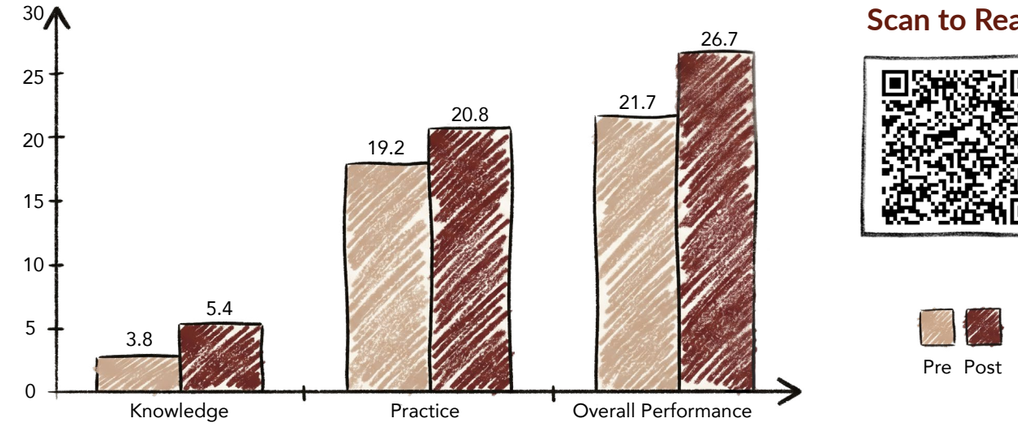
660 survivors in 5 GECs transitioned from points of adversity to learning



CareVerse | Evidence of Strengthening Trauma-Informed Capacity at the Frontlines of Child Protection to Improve Life Outcomes for Girls

CareVerse participants recorded higher post-test scores across all three areas, with increased percentage gains in knowledge, practice and overall performance compared with pre-test scores.

(Pre vs. Post CareVerse Training)



Scan to Read:

KNOWLEDGE

+42%

Strong gains in understanding trauma, fear & adversity responses

PRACTICE

+8%

Caregivers reported improved confidentiality, referrals & early identification

OVERALL PERFORMANCE

+23%

Strongest signal - integrated capability across knowledge, confidence & consistency

Pre vs. Post CareVerse Training: Methodology: Paired pre/post assessments with CWC, JJB and NGO participants. Paired t-tests used to confirm statistical significance. Sample: pilot cohort , conducted with IACN (India Alternative Care Network) in Delhi.

Girl Champions Program

To anchor Care (health and support systems), Capabilities (education and livelihoods), and Capital (govt. linkages, scholarships and entitlements) for girls & young women facing adverse childhood experiences, ultra-poverty and gender-based violence across slum clusters in Delhi.

Names and identifying details have been changed to protect privacy. Photographs and stories featured in this report are authentic, but images and narratives may not correspond to the same individual. This is done to safeguard the identity, dignity, and safety of children and young people who have experienced violence, exploitation, or other forms of adversity.



Care: Where the Healing Journeys Begin



Our average annual direct reach through Girl Empowerment Centres is approximately **660** girls facing severe violence and adversity. This number is intentionally conservative.

The Girl Champions program is designed for girls at the highest levels of risk or harm: **child sexual abuse, child marriage, child labour, school dropout, and violence within the home.** We use defined vulnerability criteria to provide intensive, whole-child care rather than increase beneficiary numbers by diluting the depth of support.

Our 5 GECs are one part of this continuum. Girl Champions program extends across **131 informal settlements** through child protection casework, counselling and therapy, education support, scholarships, fellowships, family engagement and linkages with public systems. The 660 figure, therefore, should not be read as Protsahan's total footprint. It represents the intensive-care cohort at the centre of a much wider community and systems approach.

First-aid psychosocial support was provided through **7576** wellbeing kits (protein, sanitary napkins, educational material, etc.), supplementing state PDS benefits, to care for 3960 migrant girls, their families, and community members. This was not a one-time intervention, but extended throughout the year to truly support the most vulnerable girls and their families. These were delivered through our 5 Girl Empowerment Centers across 131 slums and last-mile resettlement communities in Delhi, ensuring that vulnerable families received consistent support, dignity, and care during times of acute need.

100% of identified violence cases received immediate, in-depth intervention through trauma-informed counselling and/or linkage to government helplines 181 and 1098, ensuring timely safety and support for each child and family. In the past year, Protsahan intervened in 45 cases, including severe domestic violence (DV), child sexual abuse (CSA) within families, suicide and self-harm risk, gender-based violence.

86.95% of Girl Champions who received more than one session of individual counselling support demonstrated an increase in their protective factors and use/knowledge of adaptive coping mechanisms such as grounding techniques, help-seeking, and emotion-regulation techniques. This was enabled through individual and psycho-social group counselling sessions.

Consistent trauma-informed capacity-building trainings were conducted for the Protsahan team to strengthen internal care practices throughout the year.



Capital: Where the Bridge to Accessing Resources is Built

Over the last year, Protsahan and our grassroots partners supported families across 131 communities to access schemes and entitlements, unlocking benefits worth **Rs 23.7 Cr.** anchored through 1540 referrals, registrations, and linkages with the critical social security and welfare schemes as deployed by the Government of India for migrant girls and their families.`

Rs 15,94,650 was invested in **347** need-based equity scholarships, including direct bank transfers, digital devices and STEM Kits, ensuring that the most vulnerable girls and children could continue their education and pursue their aspirations with dignity.

Capabilities: Where Agency is Nurtured at the Margins

88% of girls in our education programs advanced academically, successfully transitioning to the next grade.

308 girls graduated from the Trauma-Informed Fellowship Program for employability enhancement training. Girl Champion fellows aged 17-25 have either secured employment, enrolled in higher education, or are further learning professional and microentrepreneurial skills. This transformation became possible once they gained access to digital devices, the right information, and supportive community-based ecosystems.

76.3% of Girl Champions preparing for future readiness this year secured formal sector jobs and/or internships/ apprenticeships, etc. in companies like LIC India, Mc Donald's, Apollo Hospitals, Radisson Blu Hotels, local boutiques, lab technicians, retail companies, bakeries or higher education and skilling course opportunities like Azim Premji University, Freedom Employability Academy, Tata Strive, Haldiram Academy, etc. with the highest salary secured this year being Rs 24,000 per month and average stipend/salary of Rs 11,580.

Protsahan's field-building work reached social workers, paralegals, and child welfare personnel from **130 grassroots organisations** across India, who were trained in trauma-informed, child-centric practices. Platforms like Hriday Dialogues and CareVerse played a critical role in enabling this learning for systems strengthening.



Childhood Trauma: Context of Protsahan's Work with Ultrapoor Girls on the Ground

Walk through the narrow lanes of a resettlement colony on the edge of any major Indian city, Delhi, Bihar's smaller towns, the tea-growing districts of Assam, the post-conflict communities of Manipur and the crisis facing adolescent girls there isn't abstract. It's about a girl who stopped coming to school after Class 8. It's in the eight-year-old sent out for hours at a stretch, because the family can't survive on one income. It's in the fourteen-year-old whose parents have already begun "looking for a 40 year old groom," because in a home with no safety net, a daughter isn't seen as an asset, she's seen as a risk to be married off before something worse happens to her. These aren't separate crises happening to separate girls, and they aren't confined to one city. They're usually the same girl, carrying several of them at once, hungry and unwell, behind in school, unsafe at home, and either already harmed or at risk of abuse all in the same year.

Every six months, a new disruption, another **तूफ़ान**, hits the slum communities we serve. Migrant adolescent girls and their families at the intersection of ultra-poverty, violence and sexual abuse have been facing additional problems of contaminated drinking water, rising tuberculosis cases, and fires that took away homes and livelihoods in the urban slums of Delhi. For families earning by the day, each disruption means an impossible choice - between fetching water and going to work, between seeking treatment and victim compensation and saving what little they had for tomorrow, hitting hardest the families who lack even basic documentation to access abuse support.

यही वो छोटी-छोटी दरारें हैं, जिनसे अवसर और सपने अक्सर फिसल जाते हैं। (These are the small, quiet cracks through which opportunity and dreams so often slip away.) These realities reinforce why sustained investment in trauma-informed, community-based support systems is essential- not only to respond to crises, but to protect girls' long-term resilience, leadership, and life outcomes.






JISOO. JE
BLACKP
블랙핑크

H of H.E.A.R.T

Healthy Adolescence, Holistic Development



86.95% of Girl Champions who received more than one session of individual counselling support demonstrated an increase in their protective factors and use/knowledge of adaptive coping mechanisms such as grounding techniques, help-seeking, and emotion-regulation techniques.

A family struggling to feed a daughter properly is, in most cases, the same family under pressure to pull her from school, marry her off early, or send her to work. Poverty doesn't show up in a girl's life as a single, isolated problem. It shows up as all of it, at once. A study in a New Delhi urban resettlement colony found comparably serious undernutrition among adolescent girls there (Santra et al., 2023). This pattern is visible with particular clarity in Delhi, which absorbs more migrants than any other Indian city, roughly 2.25 million between 2001 and 2011, nearly two-thirds arriving from Uttar Pradesh or Bihar (Tiwari, 2019).

Our focus is on enabling community-based management of malnutrition, mental health and psychosocial counselling, safe and age appropriate menstrual health management at our Centers.

Continuum of Care at The Last Mile

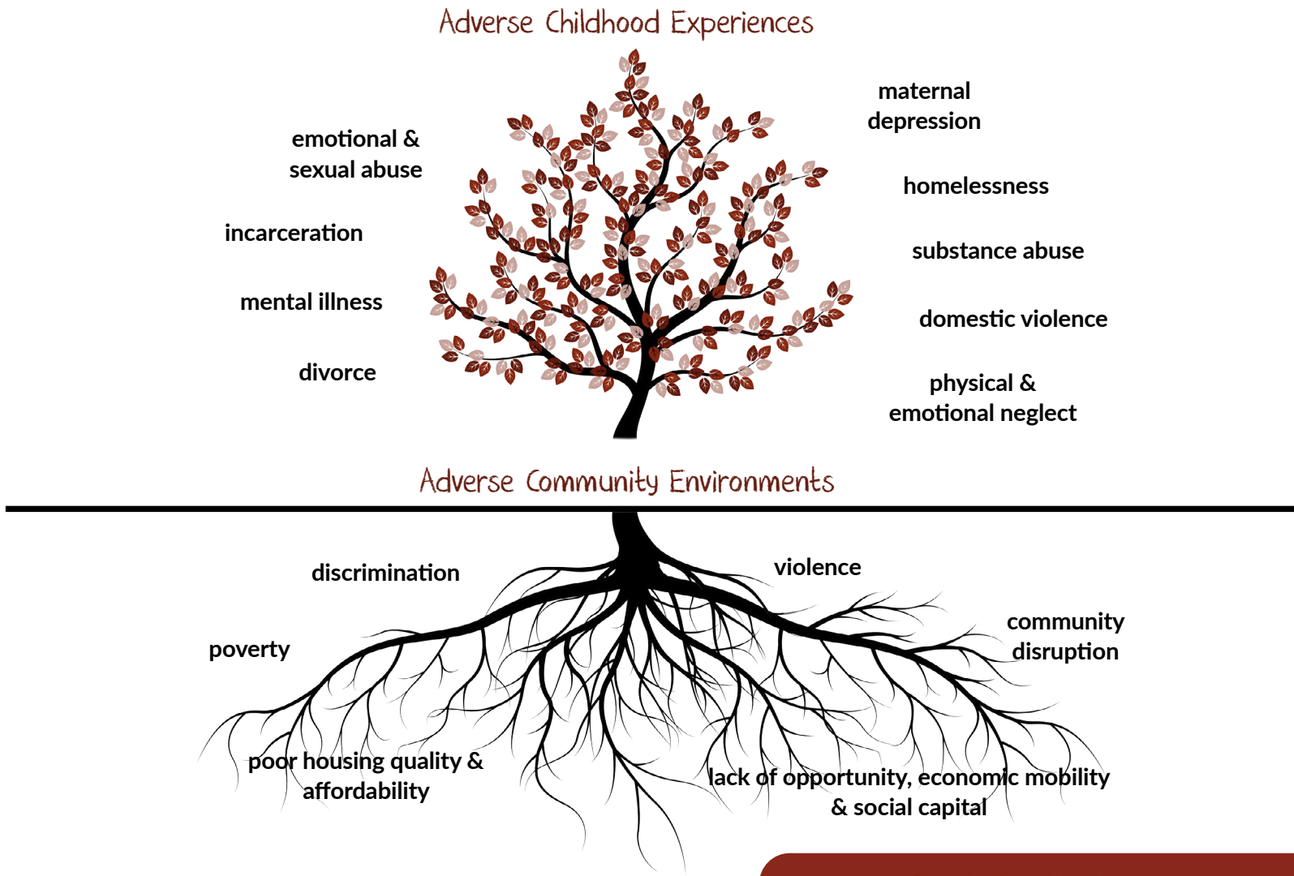
In 2025-26, First-aid psychosocial support was provided through 7576 wellbeing kits (protein, sanitary napkins, educational material, etc.), supplementing state PDS benefits, to care for **3960 migrant girls, their families, and community members.** This was not a one-time intervention, but extended throughout the year to truly support the most valuable girls and their families. These were delivered through our 5 Girl Empowerment Centers across **131 slums** and last-mile resettlement communities in Delhi, ensuring that vulnerable families received consistent support, dignity, and care during times of acute need.

At Protsahan, mental health support is an ongoing relationship built on trust, patience, and consistency. This year, 138 adolescent girls found a shared, safe space to process grief, fear, and anger through 14 psycho-social group counselling sessions, while 24 girls received deeper, one-on-one support across 142 individual counseling sessions by counselling psychologists. Group spaces help girls realise they are not alone in what they've survived; individual sessions give them the room to work through what's harder to say out loud.

Neuro-Science Backed Trauma-Informed Care

Protsahan's therapeutic work with Girl Champions and their family members is grounded in neuroscience-informed, trauma-responsive practice delivered by qualified psychologists and psychiatric social workers. Rather than treating emotional distress as an isolated behavioural issue, this approach looks at its roots - often tracing patterns of anger, anxiety, and dysregulation back to early attachment experiences. They themselves have identified this connection in their own words, describing **"छोड़ देने का डर"** (fear of being left) and **"प्यार और ध्यान की कमी महसूस होना"** (feeling a lack of love and attention) as underlying drivers of their emotional responses. This has reinforced the importance of a family systems lens in casework, since a girl's emotional state is rarely separable from her home environment — as one Girl Champion put it, **"मेरे घर पे हमेशा महाभारत चल रही होती है... फिर मुझे भी गुस्सा आ जाता है"** (There's always a fight going on at my house... and then I end up getting angry too.)

Over time, sessions have shown a gradual shift toward insight and self-directed motivation to change unhealthy coping patterns, with them articulating specific goals such as "I want to control my anger" and reflecting on how their anger could create difficulties for themselves. Alongside this, girls have shown increased openness to practicing self-soothing strategies and home-based assignments, including breathing techniques and identifying interoceptive cues. Several have reported these tools being genuinely useful in daily life, as reflected in one account: "[breathing techniques] **हेल्पफुल रही हैं मेरे लिए। जब मैं रोती हूँ तो मैं उन्हें इस्तेमाल करके शांत होती हूँ"** Alongside these behavioural shifts, girls have also developed a broader emotional vocabulary, which has supported the progressive strengthening of the therapeutic alliance between counsellor and the girl champion.



The Pair of ACEs

Symbolic and expressive play has been a key channel for processing trauma-related anger, particularly anger directed at adult male figures, allowing for release in a contained and developmentally appropriate way. Externalisation activities — such as physically discarding a symbol of anger have supported this process.

Unlocking Agency: SRHR, Menstrual Health, and Personal Safety Awareness

Knowing our own body is not a privilege - it is a right. This year, Protsahan conducted 128 age-appropriate sessions on Sexual and Reproductive Health and Rights (SRHR), Menstrual Health Management (MHM), and safe versus unsafe touch in partnership with the Sehmat Collective, helping girls build the language and confidence to understand their bodies, set boundaries, and make informed choices about their health and well-being.

Spotlight: Dialogues with Mothers

Dialogues with Mothers is designed to build the same body-literacy and reproductive health awareness in mothers that girls receive at the centres, going beyond simply stating what these rights are, to why understanding them matters for a woman's health, well-being, and autonomy. In doing so, mothers eventually become the first - and most trusted - line of guidance for their own daughters.

> "The protein kit my daughter brought home from Protsahan meant we cooked chhole in our home for the first time in years. For us, that is not a small thing. If my daughters can eat well, they can study well. And maybe, their lives can be different."
>
> - Girl Champion Rashi's Mother



E of H.E.A.R.T

From Street to School



For most adolescent girls, dropping out of school isn't because they lack ambition or aptitude - it's a matter of survival under the weight of poverty and rigid gender norms. Basic school supplies like books and stationery become unaffordable, while household chores and caregiving duties consume the time and energy they'd otherwise spend studying. Girls describe their days being swallowed by cooking, taking care of their siblings, and being told to "learn housework first," with education pushed to the margins. In migrant, ultra-poor households, a daughter's schooling is often treated as an expense the family is unable to justify so her time is redirected into unpaid labor instead, taking care of the household through cooking, cleaning, and caregiving rather than being invested in her future. In the most severe cases, this pressure escalates into hazardous child labor, and sometimes into sex work, stripping her of safety, education, and dignity.

> "डर अक्सर तब महसूस होता है, जब हमारे पास जानकारी कम होती है। ऐसे समय में हमें साहस जुटाने, एक गहरी साँस लेने और उस समस्या का सामना करने के लिए अपने भीतर हिम्मत महसूस करने की ज़रूरत होती है।"
>
> - संगीता*, Girl Champion

"Fear often comes when we don't have enough information. In such moments, we need to gather courage, take a deep breath, and find the strength within ourselves to face the problem."

Protsahan's Girl Empowerment Centres work towards reversing that trajectory, starting from wherever a girl actually is rather than where the curriculum assumes she should be. SCERT-certified Bridge Courses rebuild literacy and numeracy from their foundations for girls who've been out of school - not as remedial catch-up, but as the base.

Our subject coaches and youth peer leaders don't stop at conventional tutoring - they turn Maths and Science into something a girl wants to lean into, not push through. A debate staged around a challenge her own community is actually facing. A conversation about climate change that quietly builds her reading, her reasoning, her vocabulary because the topic directly impacts her, not because it's on a syllabus. Progress at the centre only holds if it's matched by a shift at home. Our social workers return to families again and again — not once, but through repeated community visits - to rebuild a parent's belief that their daughter's education is worth it. She is an asset to the family.

"Being part of Protsahan taught me that it is important to speak up for myself. Now, I will share my thoughts openly and without hesitation. Because if I don't speak up, how will I move forward?"

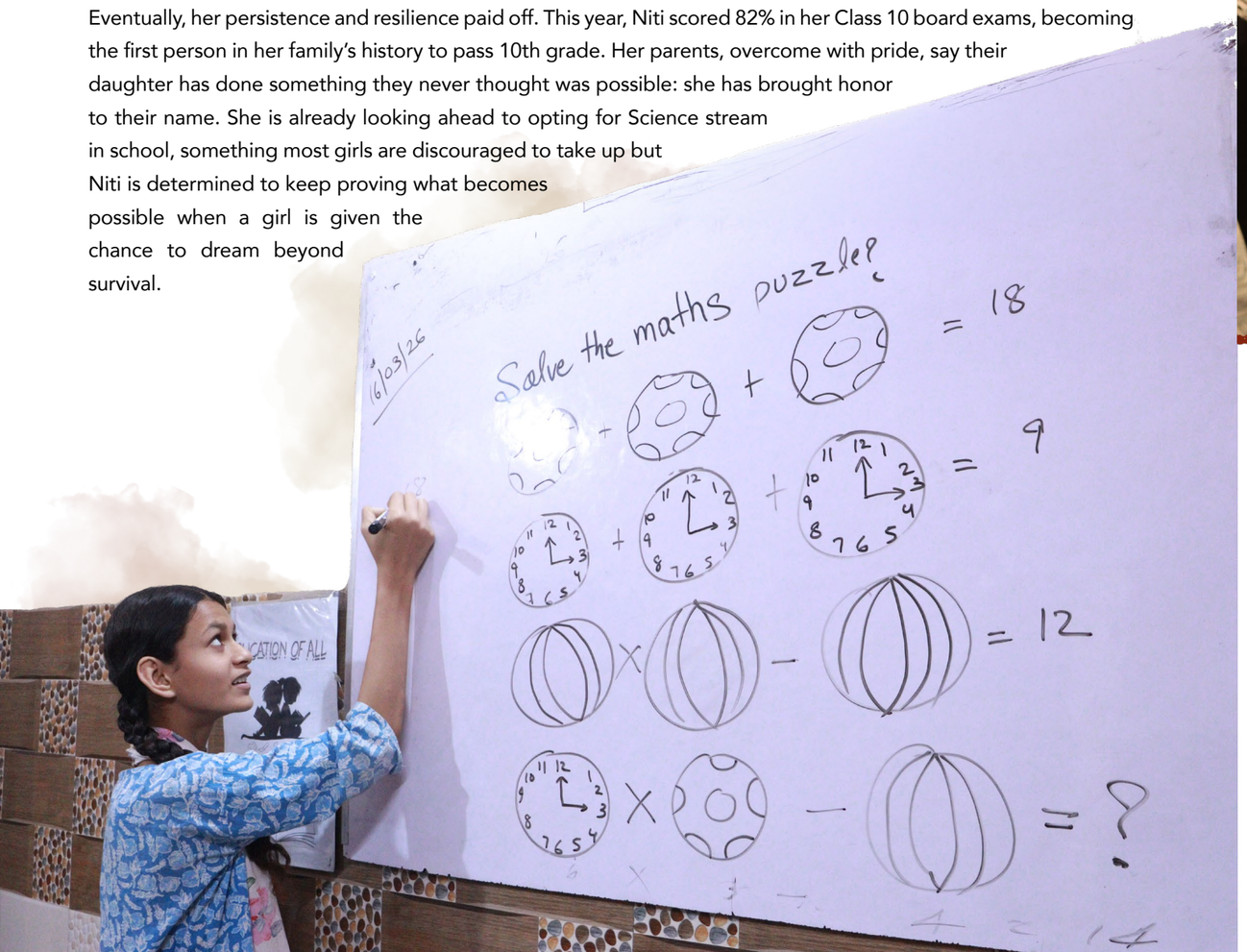
> "प्रोत्साहन से जुड़कर मैंने सीखा कि अपनी बात कहना भी ज़रूरी है। अब मैं बिना झिझक अपनी बात सबके सामने रखूँगी। क्योंकि अगर मैं बोलूँगी नहीं, तो आगे कैसे बढ़ूँगी?"
>
> - सोनिया, Girl Champion

> "Earlier, I never thought I could ask questions about my own body. My daughter taught me that I can ask and talk about 'these' things. Now I feel more confident taking care of myself and guiding my daughters too."
>
> - Girl Champion Anjani's Mother

Niti becomes the First in her Family to pass Class 10th!

Niti* comes from Hayaghat block in Darbhanga district, Bihar. She belongs to a Muslim SC family of five, living in a small rented home where every rupee counts. Her father earns a daily wage pushing a handcart; her mother holds the household together as its full-time caregiver. Between the financial strain and the daily demands placed on girls in the household, an education was never something Niti could take for granted. But she refused to give up. Through consistent academic support at Protsahan's centers, she had a space to study, take support from subject coaches, attend art as therapy workshops that enabled her to deal with the challenges she was facing.

Eventually, her persistence and resilience paid off. This year, Niti scored 82% in her Class 10 board exams, becoming the first person in her family's history to pass 10th grade. Her parents, overcome with pride, say their daughter has done something they never thought was possible: she has brought honor to their name. She is already looking ahead to opting for Science stream in school, something most girls are discouraged to take up but Niti is determined to keep proving what becomes possible when a girl is given the chance to dream beyond survival.



The Gift of Choice: Trauma-Informed Scholarships for Adolescent Girls

For migrant families surviving on daily wages at the last mile, sustaining a daughter in school often comes with a hidden cost - the income or labour of one less person, she will no longer contribute at home through begging or ragpicking. Protsahan's Scholarships Program is built to offset exactly that opportunity cost, using conditional direct cash transfers, digital devices as Scholarships that reward consistent school attendance. By working directly with parents who actually make these decisions - not just with the girls themselves, the program lowers the risk of early marriage, keeps girls connected to both education and essential healthcare.



At our Scholars' Conclave 2026, in Vishwa Yuvak Kendra (VYK), scholarships became opportunities to learn, explore and move closer to the futures 347 young scholars imagine for themselves.

Protsahan has enabled access to Capital & Capabilities worth **INR 15,94,650** in 2025-2026 via Need Based Equity Scholarships at the last mile.

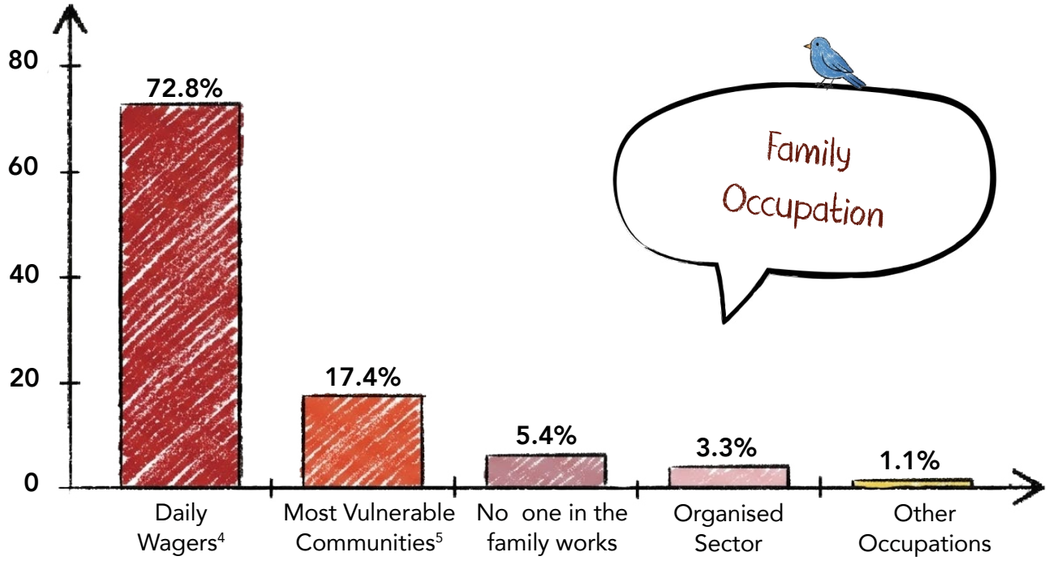
- 86 Direct Cash Transfers
- 11 Laptops
- 250 Stem Learning Kits

86 youth received direct cash transfer scholarships across Need-Based Equity, Merit, STEM, Disability, and Higher Education categories, enabling equity in access to education and opportunity.



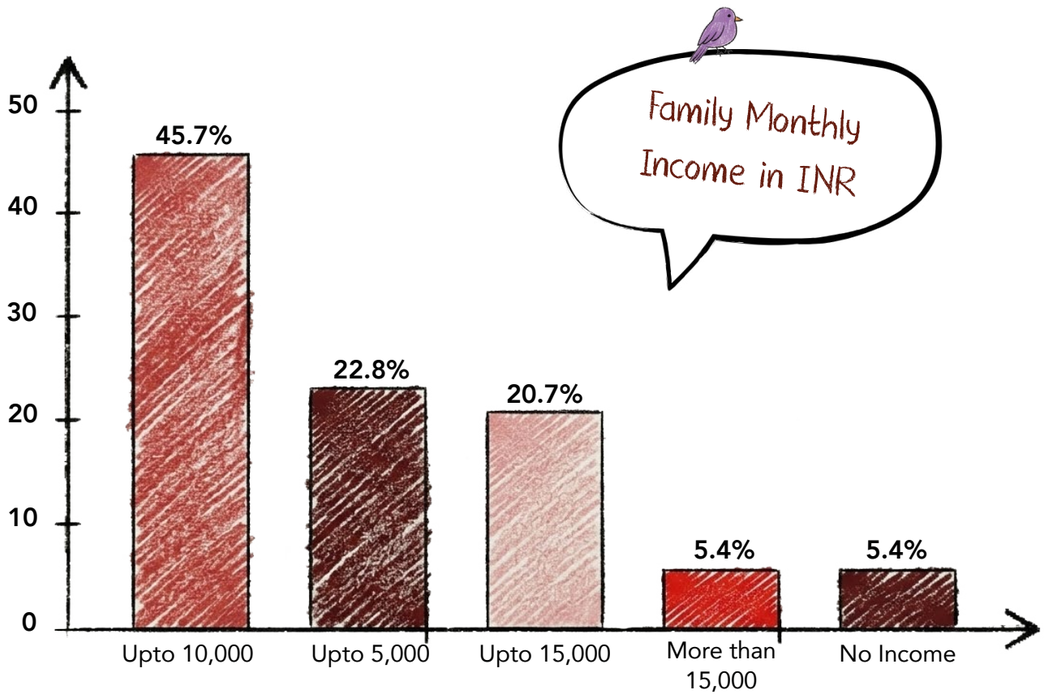


Demographic Background of the Scholarship Awardee's Families

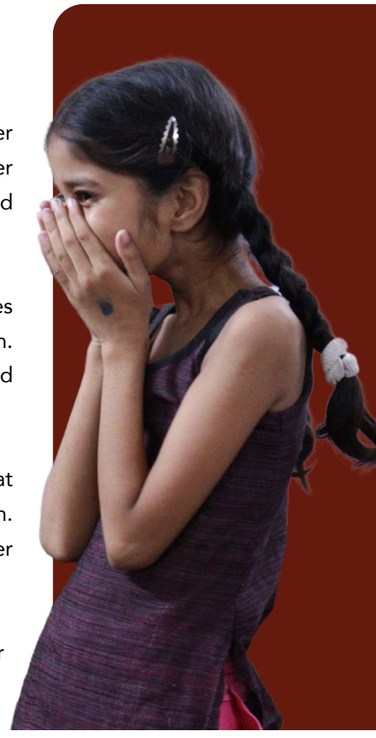


4 - Construction Workers, E-Rickshaw Drivers, Fruit Vendors, Labourers Carpenter, Electricity worker, Factory worker, Machine repairing, Painter, Plumber, Tailor, Worker in palor, Salesman, shopkeeper

5 - Begging, Ragpicking, Sewer Cleaner, Boot Polish Work, Domestic helper



Rashi Rises Beyond Circumstances with Courage and Creativity



Rashi*, is a bright and resilient 14-year-old girl from Daulatgarh, Uttar Pradesh. Her father works as a welder. At the age of nine, Rashi's life was upended when her mother left the family. The emotional toll was immense that deeply affected her confidence and sense of security.

Eventually, her father remarried. Fortunately her stepmother is supportive and recognizes Rashi's potential and passion for learning, especially when it comes to her education. With her father's limited income and the day-to-day struggles of a marginalized household, continuing school was far from easy. But Rashi remained undeterred.

Through theatre, art as therapy session, and expressive storytelling workshops at Protsahan, Rashi found a safe space to process her emotions and rebuild her self-esteem. The sessions ignited in her a newfound energy - a space where her voice mattered, her story was heard, and her dreams were valid.

Despite ongoing financial challenges at home, Rashi has remained committed to her education. Her dedication is reflected not only in her school performance but also in the way she actively engages in learning opportunities outside the classroom. This determination and hard work recently earned her a scholarship, helping relieve the financial burden on her family and allowing her to continue her studies without interruption.

Rashi aspires to continue her studies and eventually become a role model for other girls in her community. She dreams of building a life where she can give back — especially to girls who, like her, may need help finding their voice but carry immense potential.





Scholars' Conclave 2025

We celebrated **250 young scholars** from ten grassroots organisations from across Delhi for their achievements in STEM, academics, and community leadership, despite the vulnerable background they come from.

Main Bhi Einstein Award: To bridge the gendered digital and STEM divide, 250 scholars were selected through a rigorous process and awarded STEM learning kits to drive early exposure, strengthen learning outcomes, and spark curiosity for innovation, regardless of adversity.

Digital Scholarship Awards: 11 scholars won Laptop scholarships to support their STEM education and career aspirations, recognizing their community contributions and potential to drive social change.

> "मेरा बेटा 100% स्कॉलरशिप पर B.E. (EEE) कर रहा है, लेकिन हमारे लिए लैपटॉप खरीदना संभव नहीं था। प्रोत्साहन ने उसकी यह ज़रूरत पूरी की, जिससे वह बिना रुकावट अपनी पढ़ाई जारी रख पा रहा है। एक माँ के लिए इससे बड़ी खुशी क्या होगी कि उसके बेटे के सपने किसी कमी से न रुकें।"
>
> - आमिर की मम्मी

"My son is pursuing a B.E. (EEE) on a 100% scholarship, but buying a laptop was not possible for us. Protsahan fulfilled this need, allowing him to continue his studies without interruption. What greater happiness could there be for a mother than knowing that her son's dreams are not held back by a lack of resources?"





STEM Kits as a Tool for Curiosity and Critical Thinking

Deepa* is an 11-year-old girl who lives with her family of four in J.J. Colony, Madanpur Khadar. She is currently studying in class 7th . Her father works as an office peon, and her mother is a homemaker. Her elder brother is studying in class 10th. Despite limited resources, her family supports her education to the best of their ability.

Deepa's childhood has been deeply influenced by financial challenges. With her father as the sole earning member, the family often struggles to meet basic needs. As a result, access to important educational resources like books, notebooks, coaching classes, and learning resources has been limited. Despite these hardships, she has shown remarkable determination and continues to stay focused on her studies, striving to build a better future for herself.

Deepa won a Main Bhi Einstein STEM kit at Protsahan's Scholars Conclave. The kit has helped her better understand concepts related to electricity and friction. Her elder brother also uses the kit to improve his conceptual learning.

Deepa aspires to become a teacher. She dreams of building a career where she can share knowledge and inspire others. With continued support and her strong determination, she is steadily moving towards achieving her goals.



A of H.E.A.R.T

Breaking the Cycle of Intergenerational Trauma



182 hours of Art as Therapy sessions conducted across our Girl Empowerment Centres this year.

For girls who have experienced violence, poverty, and neglect, art therapy functions as a non-verbal entry point into healing, where disclosure is not dependent on verbal articulation. Painting, theatre, dance, and music are used at Girl Empowerment Centres (GECs) to create structured, low-risk opportunities for expression.

GECs are designed as safe, trust-based environments where emotional expression carries no stigma. Group art sessions function as a form of peer-supported counselling: through shared participation, girls learn that their experiences are not individual but common across the group, which reduces isolation and builds peer solidarity.

> "So what if we don't have have our own toys & dolls? We have our creativity - we'll make our own with newspapers!"

Art-based sessions also restore an element of autonomy that is frequently absent from girls' daily lives — specifically, control over what to express, how to express it, and when to step forward. This autonomy is directly linked to a girl's sense of control and self-efficacy.

During the expressive theatre arts session, girls are encouraged to look at themselves in the mirror and affirm, with confidence and joy, "I am enough (**मैं अपने आप में काफ़ी हूँ**)." The activity builds self-confidence and a strong sense of self-worth, helping them feel emotionally regulated & that they are seen and heard with trusted adults.



Girl Champions engage in structured art-based sessions, backed by mental health counselling, using air clay to manage exam-related stress, using tactile expression to externalize emotions, build coping skills, and strengthen emotional regulation and self-expression through sessions on Theatre for the Oppressed, Clownselling, Puppetry, Dance Movement Therapy, Storytelling, Voice Modulation, Read Aloud Sessions, Art & Craft, Expressive Art Theatre, Patriotic Songs & Music, and structured cognitive-building activities including Time Management and Puzzle Making.

"म्यूज़िक सेशन में मेरा गाना गाने का सपना सच हो गया। गिटार को पहली बार इतने करीब से देखना और उसके साथ गाना मेरे लिए सिर्फ़ एक अनुभव नहीं, बल्कि हमेशा याद रहने वाली खुशी है।"

-अश्विन, Girl Champion

"My dream of singing came true during the music session. Seeing a guitar up close for the first time and singing along with it was not just an experience for me, but a moment of happiness I will always remember."

"Earlier, my daughter used to hesitate to speak up for herself. Today, she has so much confidence that she speaks up for herself and stands up for what she believes in. Seeing my daughter grow and move forward like this is the greatest happiness for me."

"पहले मेरी बेटी अपनी बात कहने से झिझकती थी, लेकिन आज उसमें इतना आत्मविश्वास है कि वह अपने लिए खुद आवाज़ उठाती है। अपनी बेटी को इस तरह आगे बढ़ते देखना मेरे लिए सबसे बड़ी खुशी है।"

- गुलशन, Girl Champion's Mother



Protsahan Girl Champions represented their communities at the International Women's Day celebration at Vishwa Yuvak Kendra, leading stage performances that demonstrated confidence, public voice, and the outcomes of sustained investment in their development.



R of H.E.A.R.T

Inclusions & Entitlements: Linking the Unlinked with Government Services and Systemic Care



"डर का सामना करना ज़रूरी है। कब तक डरकर घर में बैठे रहेंगे? बाहर निकलेंगे, अपनी बात कहेंगे, तभी तो आगे बढ़ पाएँगे।"

- Girl Champion's Mother

"It's important to face our fears. How long can we keep sitting at home in fear? We need to step out, speak up for ourselves, and only then can we move forward."

Most migrant communities in the slum clusters do not have basic documentation or access to social protection and welfare systems already in place for them. Through regular and consistent community and home visits, our trained social workers first identify and understand the intersectional challenges being faced by girls, children, and their family members at the last mile.

Poverty and migration are not the only forces that put a girl at risk. Dalit and Adivasi communities are disproportionately concentrated in India's urban slums and among its ultra-poor: nearly 29% of urban Scheduled Caste residents live in slums, the highest share of any social group (Bansode, 2021), and eight in ten Dalit and Adivasi households earn under Rs 5,000 (roughly $65) a month from their highest earner (Mohapatra et al., 2022). This means the same girls already exposed to the risks of poverty and slum life are also disproportionately exposed to caste-based violence: Dalit and Adivasi women and girls are overrepresented in national data on sexual violence, most often at the hands of dominant-caste perpetrators, reflected in a 78% national rise in registered violence against Scheduled Caste women and girls between 2014 and 2022 (AIDMAM–NCDHR, 2024).

Community Dialogues for **"गहरे मुद्दों पे सीधी बात"**



"With 300+ caregivers, mothers, grandmothers, and women, we addressed domestic violence, child labour, and girls' schooling to build strong family allyship for Girl Champions through 28 Community Dialogues. In most homes, the girl is expected to cook, take care of her siblings and do the chores when her mother and father step out for work. This directly impacts and takes away her time from studies and school work. Community dialogues serve as that integral space to have conversations with the mothers and share the challenges their daughters are facing in a communal space, without putting anyone in the spotlight. We now encourage fathers and brothers to also join the dialogues because the decision making powers still remain with them. When fathers show up for their daughters, listen more intentionally to understand their needs, aspirations, dreams and challenges; mindsets truly shift, smashing patriarchy and the glass ceiling. "जो मेरी माँ और पत्नी ने झेला हैं, मैं बिलकुल नहीं चाहूँगा कि मेरी बेटी को भी झेलना पड़े| We conducted intensive dialogues with fathers, brothers, and grandfathers of the Girl Champions, on how they can empower their daughters' education, career aspirations, and personal growth.

"Protsahan is a safe space for our girls to learn and grow. But it is also our responsibility to create an environment at home where they feel encouraged to move forward, make their own decisions, and become independent."

"प्रोत्साहन हमारी बच्चियों के लिए एक सुरक्षित और सीखने की जगह है। लेकिन हमारा भी फ़र्ज़ है कि हम घर पर ऐसा माहौल दें, जहाँ उन्हें आगे बढ़ने, अपने फैसले लेने और अपने पैरों पर खड़े होने का हौसला मिले।"

- Girl Chmapion, Grandmother

100% of identified violence cases received immediate, in-depth intervention through trauma-informed counselling and/or linkage to government helplines 181 and 1098, ensuring timely safety and support for each child and family. In the past year, Protsahan intervened in 45 cases, including:

- 33 cases of severe domestic violence (DV)
- 4 cases of child sexual abuse (CSA) within families
- 6 cases of suicide and self-harm risk
- 2 cases of gender-based violence

"घरेलू हिंसा के खिलाफ हमारी चुप्पी ही उसे बढ़ावा देती है। जब तक हम महिलाएँ अपने लिए आवाज़ नहीं उठाएँगी, तब तक बदलाव नहीं आएगा। अब चुप नहीं रहना है—अपनी आवाज़ उठानी है, अपने हक़ के लिए खड़ा होना है और बदलाव की शुरुआत खुद से करनी है।"

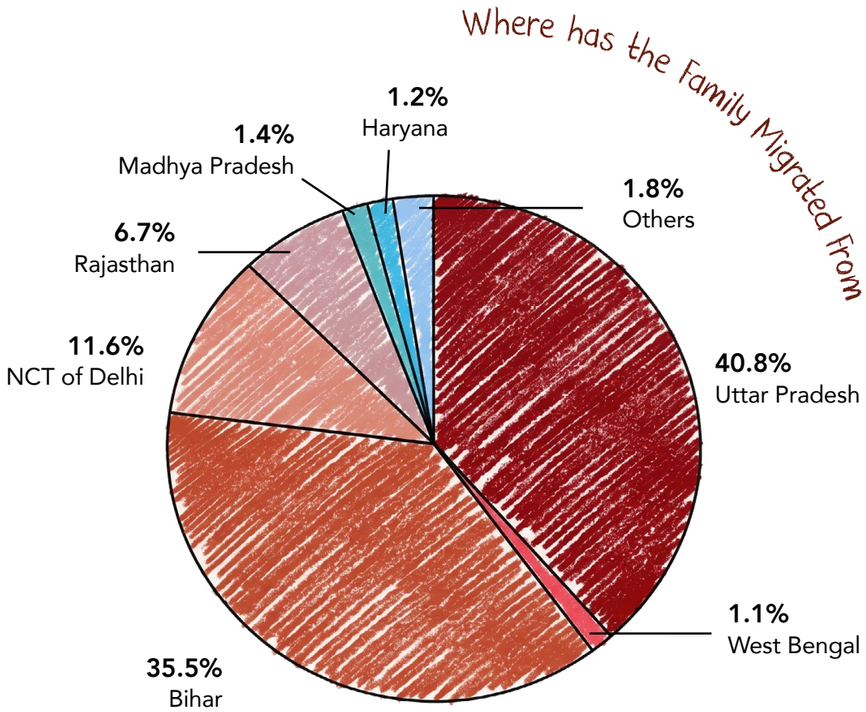
- राखी, Girl Champion's Mother

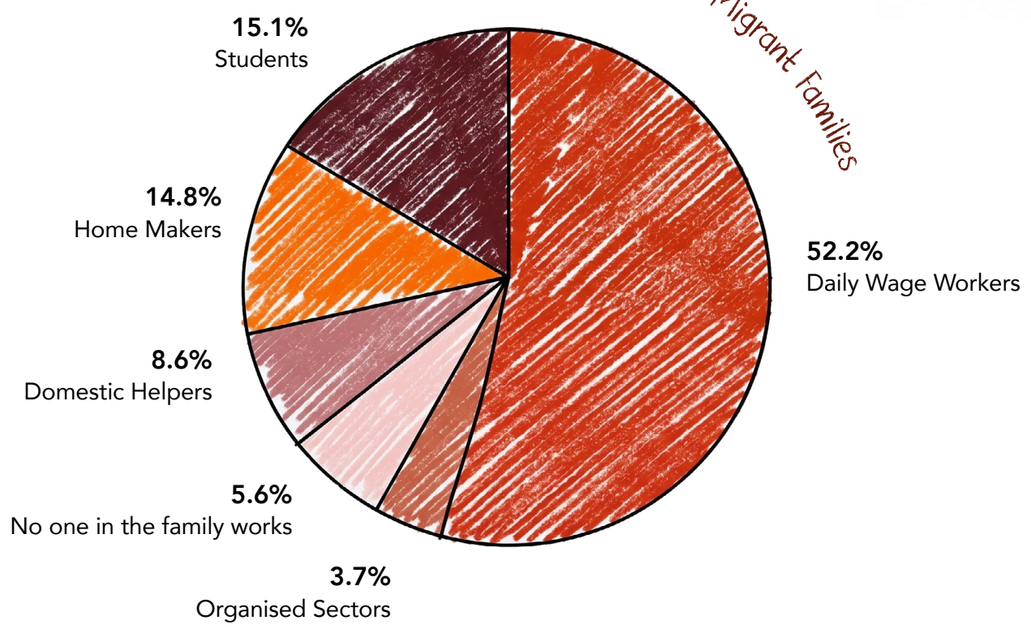
"Our silence against domestic violence only allows it to continue. Until we women speak up for ourselves, change will not come. We cannot stay silent anymore. We must raise our voices, stand up for our rights, and begin the change with ourselves."

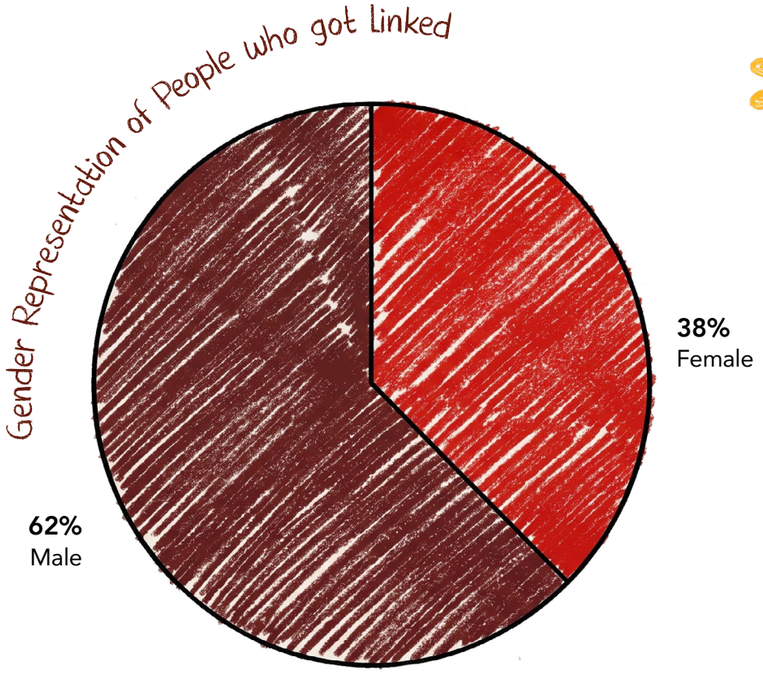


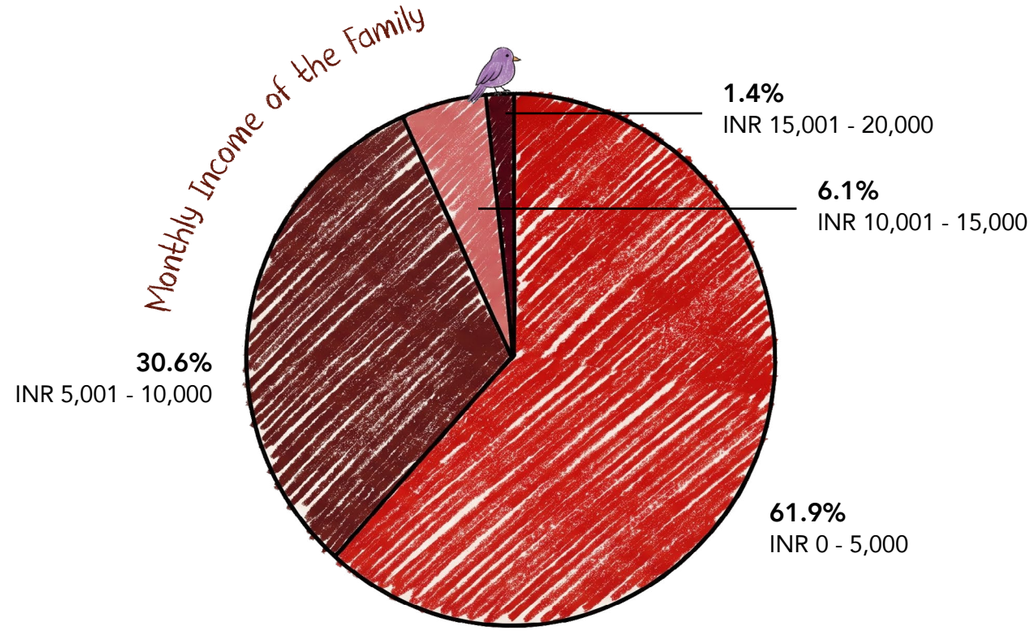
Rs 23.7 Cr. anchored through 1540 referrals, registrations, and linkages with the critical social security and welfare schemes deployed by the Government of India for migrant girls and their families. Spearheaded by our Girl Champions, Government Linkage Camps serve two critical goals: creating space for girls and women to be seen as leaders within their families and communities, and building a bridge between last-mile communities and government systems already in place.

Understanding the Families Behind the Numbers: Demographic Profile of Households Linked to Government Entitlements









T of H.E.A.R.T

#STEMpowered



> "मेरी तीन बेटियाँ हैं। मेरी दो बेटियों ने प्रोत्साहन से कंप्यूटर चलाना और लोगों से बात करना सीखा, और आज दोनों नौकरी कर रही हैं। अपनी बेटियों को इस तरह अपने पैरों पर खड़ा होते देखना मेरे लिए बहुत गर्व की बात है। प्रोत्साहन लड़कियों को आगे बढ़ने और अपने दम पर कुछ करने का अच्छा मौका दे रहा है।"
>
> - फूलवती, Girl Champion Annu's Mother

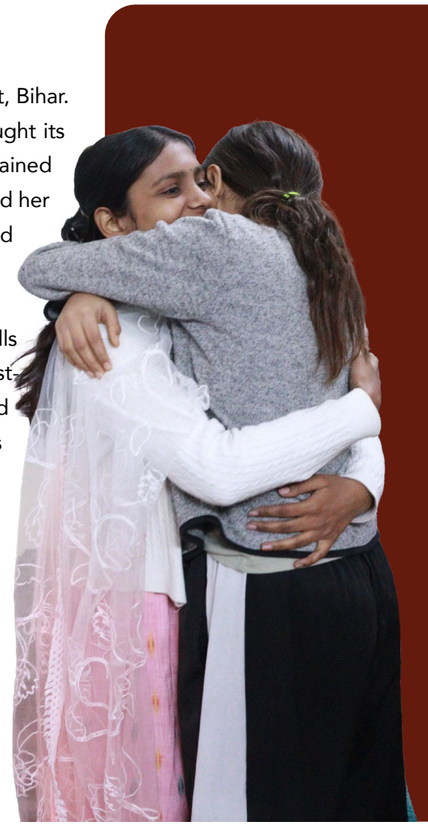
"I have three daughters. Two of my daughters learned how to use computers and communicate with people through Protsahan, and today, both of them are working. Seeing my daughters stand on their own feet like this makes me very proud. Protsahan is giving girls a good opportunity to move forward and build something for themselves."

Historically, our social workers teams have often observed and shared that when a girl is just beginning her journey with Protsahan, she is very hesitant and scared to even touch any laptop or digital device for fear that she might break it. At home, their brothers who may even be younger than them are given preference to use the one digital device in the house.

Age appropriate access to the internet, digital tablets, and laptops in a trauma-informed safe space serves as an equaliser for these first-generation school-goers. Consistent programming and continuum of care build quite confidence that enables her to log onto Duolingo to learn English or develop the technical capacity to learn and operate Tally software.



Tulsi's Story of Grit and MBA!



Tulsi*, 23, comes from a Scheduled Caste (SC) community in Muzaffarpur district, Bihar. Her family migrated to Delhi in search of better opportunities, but city life brought its own set of pressures. Her father's work has been inconsistent, and he has remained largely absent from the household's responsibilities. Her mother is on dialysis, and her elder brother lives with a mental health condition — placing the emotional and financial weight of the family increasingly on Tulsi.

Three years ago, Tulsi joined Protsahan and enrolled in STEM and digital skills training at our Digi-Lab, designed to build employment-ready skills for first-generation learners. Her consistency and effort stood out, and Protsahan awarded her a scholarship to continue her graduation. Tulsi completed her bachelor's degree and is now pursuing an MBA through IGNOU.

Today, Tulsi works as a Sales Executive at Whirlpool Private Limited. Her income has taken her family's total household earnings from INR 11,000 to INR 34,000 a month — a threefold increase.

Tulsi's story reflects what Protsahan's model is built on: that trauma-informed skilling and education, when paired with consistent support, can convert a household's survival income into a livable one. It is proof that breaking cycles of adversity is not just about individual resilience, but about building the right access points at the right time.



Trauma-Informed Fellowships for Resilient Futures for Young Girls

In urban settings, families often respond to perceived risk by increasing control over a girl's mobility and choices. Restrictions on movement, surveillance, and pressure to marry early are frequently justified as protection. These responses narrow access to education, skills and work, and deepen dependence, when independence is most needed.

Many adolescent girls and young women from migrant and lower-income communities do not enter skilling programs with equal starting points. Experiences of violence, neglect, or chronic stress, often normalised within their environments, shape how they see themselves, how they learn, and how they engage with opportunity.

Protsahan's Trauma-Informed Fellowship, livelihood linked short term skilling program, begins by acknowledging this reality. Learning, decision-making, and persistence are shaped by emotional safety. Trauma-informed practice does not centre trauma as an identity, nor does it lower expectations. Instead, it consciously designs respectful spaces where young women can engage without fear of judgment or failure. What is often understood as "lack of aspiration" is, in reality, a reflection of constrained environments where choices are structurally limited.

Agency is not built in isolation. It is negotiated within families, influenced by community norms, and often constrained by structural inequalities. Through tech-enabled social mobility, young women are supported to use technology as a pathway to access knowledge, networks and opportunities, and to take risks, articulate aspirations, and make informed decisions for themselves.



"हमारे समाज में लड़कियों को बाहर नहीं जाने देते है मेरी एक लड़की ने प्रोत्साहन से कंप्यूटर सीखा और धीरे धीरे नौकरी भी करने लगी अब मैंने दूसरी लड़की का भी दाखिला करवा दिया है और अब मेरे समाज के लोग ही मुझसे पूछते है की आपकी बेटी कहा जाती है, हमारी बेटी का भी दाखिला करवा दो"

- खालड़ा (नबीया की मम्मी)

"In our community, girls are not usually allowed to go out. One of my daughters learned computers through Protsahan and gradually started working too. Now, I have enrolled my second daughter as well. Today, people from my own community ask me, 'Where does your daughter go?' and say, 'Please enrol our daughter too."





308 Girl Champions graduated from the Trauma-Informed Fellowship Program for employability enhancement training. Girl Champion fellows aged 17-25 have either secured employment, enrolled in higher education, or are further learning professional and microentrepreneurial skills. This transformation became possible once they gained access to digital devices, the right information, and supportive community-based ecosystems.

Gearing up to give entrance exam at Azim Premji University. APU leaders conducted orientation for Girl Champions across Protsahan's Girl Empowerment Centers



MuleDreamin taking AI Applications & Career Pathways Workshops for Girl Champions



Girl Champions Experience Corporate Life at Google, Inspiring Their Own Career Goals





Girl Champions Exploring about EV careers from Global Talent Track Foundation



Learning the Basics of Entrepreneurship from Divya Modi (Philanthropist, Entrepreneur) & Professor Ryan Schill (Cambridge Univ. Alum)



Our Girl Champions performed Nukkad Nataks to Raise Awareness on Domestic Violence, Reporting and the Importance of Employment and Livelihoods for Women in Urban Slum Clusters of Delhi

Candle Making Workshop: Fueling Micro Entrepreneurship Aspirations of Girl Champions



Tata Strive conducts orientation session fortheir professional training courses in Hotel Management, Commis Chef, BPO, and Beauty Advisor



Girl Champions learning about Data Privacy, Social Media Ethics, Project Management, Personal Branding at EZ Works Office in Gurgaon





Corporate Volunteers Mentoring Our Girl Champions for Mock Interviews during Joy of Giving/Daan Utsav Week



Google Leaders at our Girl Empowerment Centers to take sessions on AI, Digital Skills, and Professional Growth and in return our girls teaching them Arts as therapy



Building Agency: Girls and Young Women reclaiming public spaces, हमारी गलियां, हमारी आवाज़!

Pulse Check at the Last Mile: Girls conduct Community Surveys

158 Girl Champions conducted pulse check community surveys across 25 new slum communities in Uttam Nagar and Dwarka. The objective of the exercise was to understand community access to government schemes and essential documents such as Aadhaar, ration cards, voter IDs, and health-related entitlements. In addition to data collection, the exercise aimed to strengthen the Girl Champions' skills in communication, community engagement, and digital data collection.

319 community members participated, providing insights into the barriers that migrant families, mostly from Uttar Pradesh, Bihar, Rajasthan, and Uttarakhand, face in accessing government services.

Many residents shared difficulties such as missing documents, a lack of awareness about available schemes, and repeated challenges with access. Protsahan responded by supporting girls and their families with documentation, entitlement awareness, and system navigation to enable sustained access to public services.

> "इनकम सर्टिफिकेट बनवाने के लिए इंटरनेट की दुकान पर बार-बार जाना पड़ता है, बहुत पैसे भी लगते हैं, लेकिन प्रोत्साहन के सहयोग से यह काम समय पर, सही तरीके से और बिना अतिरिक्त खर्च के पूरा हो पाया।"

"To get an income certificate, we had to visit an internet café again and again, which also cost us a lot of money. With Protsahan's support, we were able to complete the process on time, correctly, and without any additional expense."







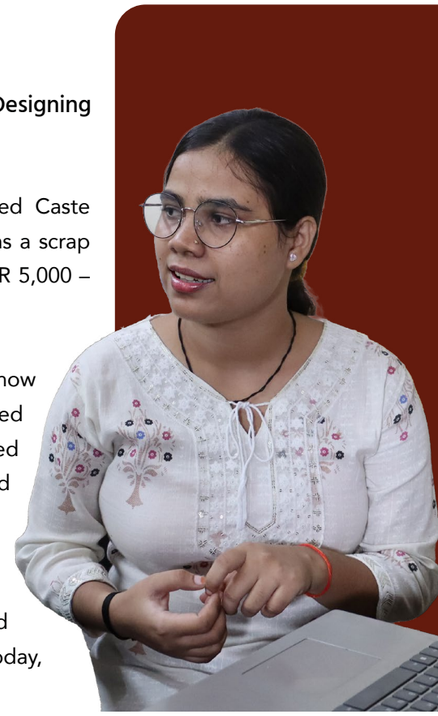
Sushma's Story of Graphic Designing!

"घर में तमाम दिक्कतों के बावजूत, मेरे परिवार ने मुझे आगे बढ़ने का मौका दिया है। मैं Graphic Designing कि दुनिया मैं कदम रख चुकी हूँ और एक दिन एक बड़ी Designer बनना चाहती हूँ।"

Sushma belongs to Bareilly, Uttar Pradesh, and comes from the Scheduled Caste community. Her father sells cumin seeds on a bicycle and sometimes works as a scrap collector. The family lives in a rented house with a monthly income of only INR 5,000 – 6,000.

Despite these challenges, Sushma completed her Class 12 in 2023 and is now pursuing her B.Com (third year). Two years ago, she joined Protsahan and learned digital skills that opened new doors for her. To support her studies, she worked part-time as a graphic designer for six months, gaining hands-on experience and building her skills.

With full support from her family but limited financial means, Sushma continues to overcome obstacles through hard work and determination. She also completed an online graphic design course using free platforms and YouTube tutorials. Today, she continues to grow as an active Girl Champion in Protsahan's fellowship.





Kajal's Journey Toward Completing School with Dignity!

Kajal's family migrated from Farrukhabad district in Uttar Pradesh to Delhi in search of work. Her father earns a living by transporting cement, iron, and furniture on a three-wheeler cart, while her mother is a homemaker. She is the eldest of four sisters and belongs to the OBC community. The family lives in a rented home with a monthly income of only INR 8,000 – 10,000.

While her immediate family stands firmly by her, their relatives offer little support. Despite these challenges, Kajal completed her Class 12 exams in 2025. Her college admission, however, has repeatedly been delayed because of financial constraints and unpaid fees.

Despite these challenges, Kajal is known for her punctuality and commitment. She rarely misses a session and actively engages in every discussion. Through Protsahan's fellowship program, she has been steadily preparing herself for future employment opportunities and building the confidence to pursue her goal to do PHD in Sociology.



The Power of Trauma-Informed Skilling: Girl Champion Sofia, a Micro-Entrepreneur in the Making!

> "This boutique is the beginning of my dreams. With hard work, financial and digital learning, and the support I received from Protsahan, I am now moving towards standing on my own feet."

Meet Sofia, 19, a Girl Champion from a migrant family from Hapur, Uttar Pradesh. She grew up in a household of seven sisters, with her father working as a construction labourer. With limited opportunities but strong determination, she joined our Girls Champions Fellowship 2025–26. She learned micro-entrepreneurship. Learnt how to manage income and expenses on Excel, use design software, engage customers, and price her work with confidence. Over time, she stopped seeing herself as just a learner. She started seeing herself as a business owner.

Today, Sofia runs her own boutique, built with the seed scholarship she earned. She now contributes to her family's income and is steadily moving toward financial independence. She now carries direction and self-belief. She is also pursuing her B.A. from Delhi University. Sofia's journey is about promoting women's entrepreneurship agency, dignity, and what becomes possible when girls get the right support at the right time by meeting them where they are.

Candles, Courage and Sonam's Journey to Ernst & Young Internship!

"इंटर्नशिप का हर दिन मेरे लिए सिर्फ नई स्किल्स सीखने का नहीं, बल्कि खुद पर भरोसा बढ़ाने और असली दुनिया की चुनौतियों का सामना करने का मौका है। हर अनुभव मुझे उस प्रोफेशनल के करीब ले जा रहा है, जो मैं बनना चाहती हूँ।"

Sonam, 22, hails from Sonpur district in Bihar. Her father works in sales at a food processing company. Being a first-generation learner, Sonam had no prior guidance about education or career paths, yet she chose to dream beyond her circumstances. She believed in learning by doing and never hesitated to step out of her comfort zone.



One of her proud moments came when during fellowship she got the opportunity to set up a Diwali stall at EY, where she sold handmade candles, which boosted her confidence and made her believe in her capabilities. Then she applied for an internship in EY. Now, she is pursuing a 2-month internship at EY with a monthly stipend of INR 23,000. This achievement is not just a milestone for her but also a moment of pride for her family, as she is creating a new path as a first-generation learner.

Moon Becomes The First in Her Family to Join The Workforce!



Moon Dey, 19, hails from Nadia district in West Bengal. Her family moved to Delhi in search of better employment opportunities. Her father works as a temporary cutting master in a garment factory, and her mother is a homemaker. Moon is the first girl in her family to pursue higher education, enrolling in a B.A. program at Delhi University.

In 2025, Moon joined Protsahan's Trauma-Informed Fellowship Program, a turning point that gave her dreams structure and direction. Through the program, she honed her job readiness, professional skills, digital literacy, and self-confidence. Exposure visits to companies like Google expanded her horizons, helping her understand the corporate world and nurturing new aspirations for her future.

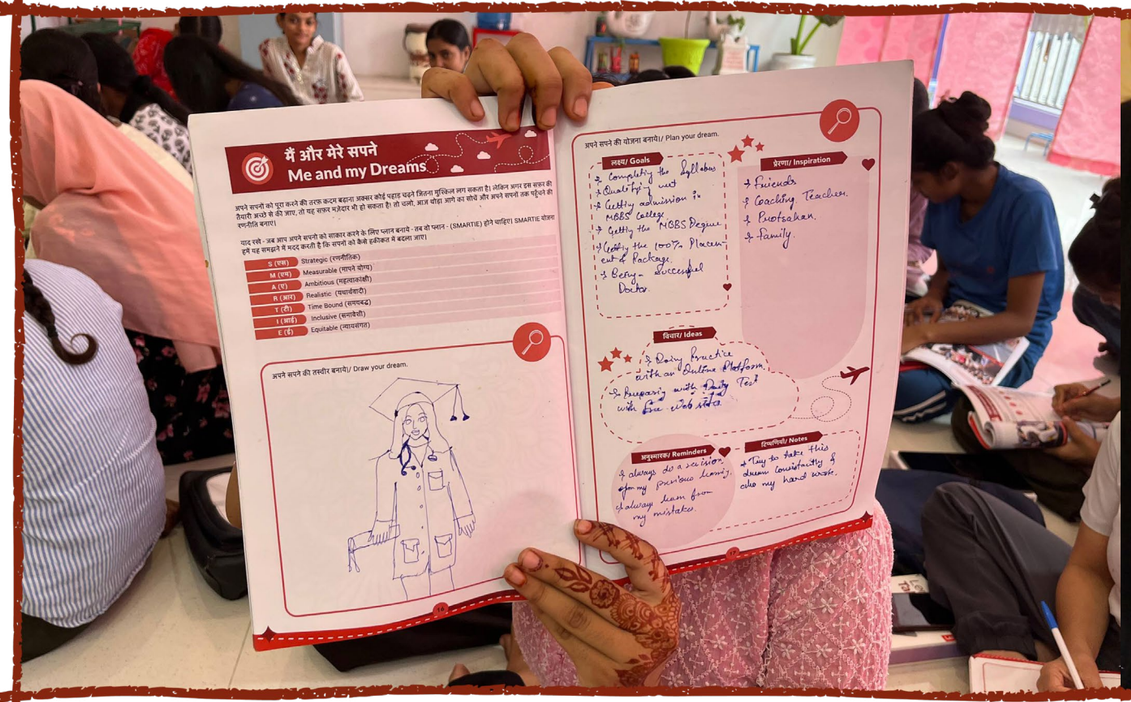
With the continuous guidance and placement support of Protsahan, Moon secured employment as a Sales Executive at Web Business Tech Pvt. Ltd. This achievement transformed her family's financial situation, increasing their monthly income from INR 10,000 to INR 22,000, and giving her the confidence to become a role model for her community.

Moon's story is a shining example of how the right support, a safe space, and skill-based opportunities can empower girls from marginalized backgrounds to achieve dignity, economic independence, and leadership.




Batch o
le Jour


अपना का स


मैं और मेरे सपने
Me and my Dreams
अपने सपने को पूरा करने की तरफ कदम बढ़ाना अक्सर कोई पहाड़ चढ़ने जितना मुश्किल लग सकता है। लेकिन अगर इस सफर की तैयारी अच्छे से की जाए, तो यह सफर मज़ेदार भी हो सकता है। तो चलो, आज थोड़ा आगे का सोचें और अपने सपनों तक पहुँचने की रणनीति बनाएं।
याद रखें - अब आप अपने सपनों को साकार करने के लिए प्लान बनाएं - जब यो प्लान - (SMARTIE) होने चाहिए। SMARTIE योजना इसे यह समझने में मदद करती है कि सपनों को कैसे हकीकत में बदला जाए।
S (एस) Strategic (रणनीतिक)
M (एम) Measurable (मापने योग्य)
A (ए) Ambitious (महत्वाकांक्षी)
R (आर) Realistic (यथार्थवादी)
T (टी) Time Bound (समयबद्ध)
I (आई) Inclusive (समावेशी)
E (ई) Equitable (न्यायसंगत)
अपने सपने की तस्वीर बनाएं/ Draw your dream.
अपने सपने की योजना बनाएं/ Plan your dream.
लक्ष्य/ Goals
Completing the Syllabus
Quality cut
Getting admission in MBBS College
Getting the MBBS Degree
Getting the 100% Placement & Package
Being Successful Doctor
प्रेरणा/ Inspiration
Friends
Coaching Teacher
Protsahan
Family
विचार/ Ideas
Daily Practice with our Online Platform
Preparing with Daily Test with live Web Notes
अनुस्मारक/ Reminders
always sit a session after my previous learn & always learn from my mistakes
टिप्पणियाँ/ Notes
Try to take this dream consistently & also my hard work.


AADHAAR
सपना शुरू करो।
खुद के खोजो।
खुद को पहचानो।
करो जीत की तैयारी।
अपनी राह चुनो।



Youth Advisory Collective (YAC)

Reimagining Accountability Through Youth-led Gender Transformative Community Models.

During the COVID-19 crisis, adolescent girls from migrant communities across six Indian states were trained as youth researchers to lead a peer-driven study, Adolescent Girls & Ambitions in COVID*. Their findings exposed the realities shaping their lives: interrupted education, rising child marriage, violence within homes, restricted digital access, economic distress, and declining well-being. More importantly, they revealed something often overlooked in traditional program design. Girls were not passive recipients of support. They were analysts of their own realities, capable of identifying risks, solutions, and pathways forward.

Scan to Read:

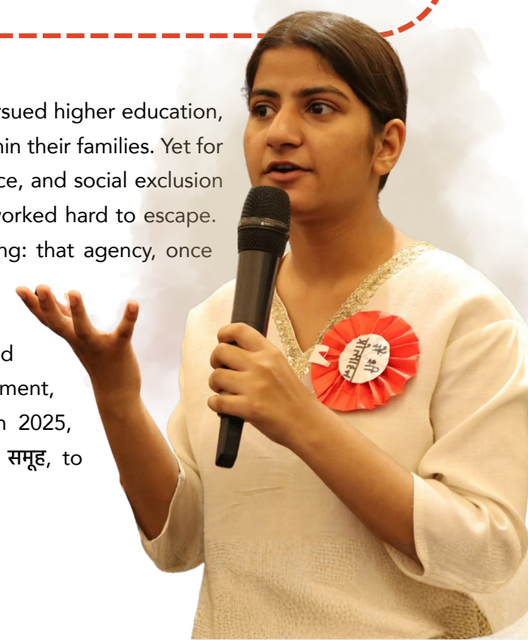
Their insights directly influenced the redesign of Protsahan's continuum of care model and informed the launch of the Protsahan Fellowship in 2021. The Fellowship was conceived in response to a growing concern voiced by young girls themselves: many were being pushed into early marriage as families struggled to cope with economic insecurity.

Over the years, another pattern became visible.

> "Girl Champions often engage with Protsahan for 3 to 4 years. Building confidence, voice, aspirations, and decision-making power takes time, particularly among girls navigating childhood adversity, migration, poverty, and gender discrimination. Yet our teams observed that when girls transitioned out of regular programming—whether through graduation, employment, migration, or other life circumstances—the social forces surrounding them often remained unchanged,"
>
> Says Govind Rathore, Trauma Informed Fellowship team member.

Many young girls continued to thrive. They secured employment, pursued higher education, delayed marriage, supported younger siblings, and shifted norms within their families. Yet for others, the structural pressures of poverty, patriarchal control, violence, and social exclusion remained powerful enough to pull them back into cycles they had worked hard to escape. This insight challenged a common assumption in youth programming: that agency, once built, is permanently secured.

For girls growing up at the intersection of migration, urban poverty, and childhood adversity, agency is not a destination. It requires reinforcement, community, and opportunities to exercise leadership over time. In 2025, Protsahan established the Youth Advisory Collective (YAC), or **युवा समूह**, to create that bridge.



The Collective brings together alumni Girl Champions who continue to shape Protsahan's work through lived expertise. More than a consultation mechanism, YAC represents a shift toward shared decision-making and grassroots accountability. Members provide real-time feedback on emerging challenges, review program approaches, identify gaps, and contribute to decisions that affect the next generation of girls.

The current Collective includes alumni aged 17–25 from low-income communities, government schools, urban migrant slum settlements, and marginalised backgrounds. They contribute to curriculum reviews, training design for more youth peer leaders, child and adolescent safeguarding processes, and the development of trauma-informed linkages. Through quarterly dialogues with program leadership and the CEO, their perspectives inform operational priorities and field-level strategy within Protsahan.

> At its core, YAC reflects a simple belief: young women closest to the challenges are often closest to the solutions.

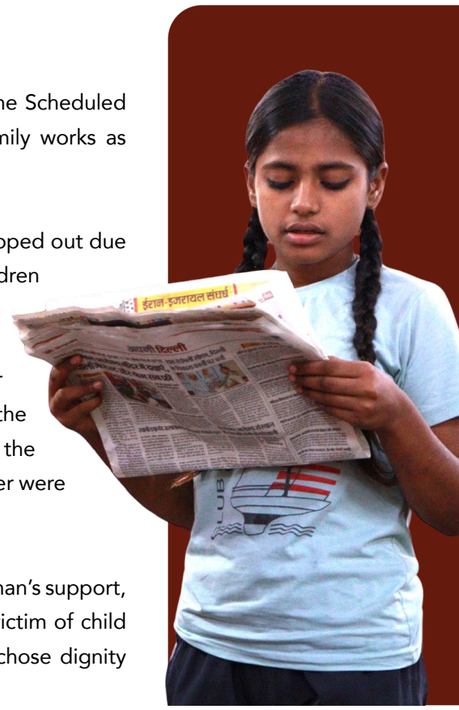
The long-term vision extends beyond program feedback. We see the Youth Advisory Collective as the foundation of a self-sustaining ecosystem of peer leadership, intergenerational mentorship, and collective accountability.



When Communities Lead

हमारी कहानी हमारी ज़ुबानी! Notes from the Field Documenting Journeys of Courage, Change, and Possibility for Girls in Urban Slums of Delhi

From Exclusion to Education: Ruhi goes back to School!



Ruhi* is 12 years old and has migrated from Patna, Bihar. She belongs to the Scheduled Caste community and moved to Delhi two years ago with family. Her family works as ragpickers, including Ruhi and her siblings.

Her parents had once tried sending their children to school in Bihar, but dropped out due to caste-based discrimination. To protect them, they chose to keep their children away from classrooms in fear of discrimination.

When Protsahan met Ruhi for the first time, she was still working with her family. It took many conversations and psychological first-aid counselling by the child care services team to convince her parents that education could change the future for their children. Eventually, they agreed, and both Ruhi and her brother were enrolled in school by Protsahan.

Today, Ruhi is in Class 6. Her brother also attends school regularly. With Protsahan's support, on academics and wellbeing, along with a scholarship, Ruhi is no longer a victim of child labour. Despite poverty, discrimination, and hardship, Ruhi and her family chose dignity and education over fear.



Priya's First Step Towards Her Dreams!

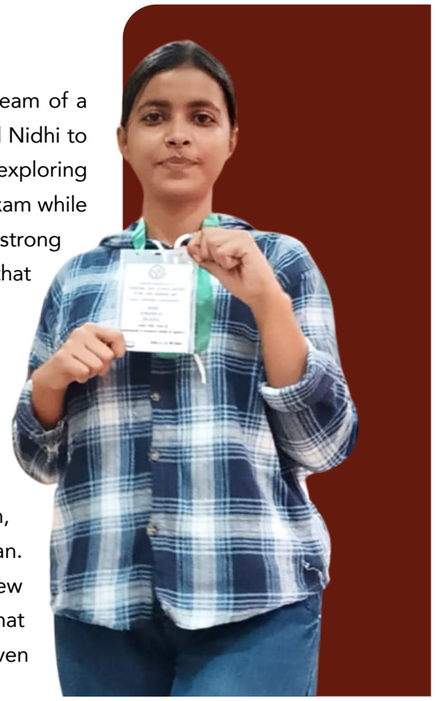


> "Protsahan has helped me take the first step towards achieving my dreams. For me, this job is the beginning of building a better life for myself and my family."

At 18, Priya learned that pursuing a dream means having the courage to believe in it before others can see it. A Girl Champion and fellow of Trauma-Informed Fellowship, Priya comes from a family where her father works as a driver and her mother is a homemaker. With limited resources around her, she learned hard work and determination to keep going. She also had to navigate the difficult conversations of helping her parents understand and support the choices she wanted to make for her future.

Priya stayed with her dreams. That determination has opened a new door. She has joined PVR INOX as a Service Associate, earning INR 24,000 a month. It is her first step towards financial independence, a chance to contribute to her family, and the beginning of a future she is choosing for herself. She now dreams of supporting her family while continuing to build her digital and creative skills. Her journey is just beginning. And this time, she is walking towards her dreams with a place of her own in the world.

Our Girl Champion Nidhi shines at RPCA University!



Nidhi, 22, lives with her family, where her father works in the housekeeping team of a company and her mother is a homemaker. Financial constraints at home forced Nidhi to take a one-year break after completing Class 12. Nidhi had always dreamed of exploring medical research. During her gap year, she continued preparing for the NEET exam while joining Protsahan's Fellowship Program. At Protsahan, she focused on building strong communication skills, learning to use digital tools, and understanding life skills that support personal safety and confidence.

While her NEET exam did not go as planned, she chose not to give up. She appeared for the CUET exam and secured admission to Dr. Rajendra Prasad Central Agricultural University under the Indian Council of Agricultural Research.

As she began university, Nidhi noticed a change. Topics such as communication, digital skills, and POSH felt familiar. She had already learned them at Protsahan. This early exposure helped her feel confident in class and comfortable in a new academic space. Today, Nidhi is excited about the journey ahead. She believes that steady effort, the right guidance, and a willingness to learn can help overcome even the toughest challenges.

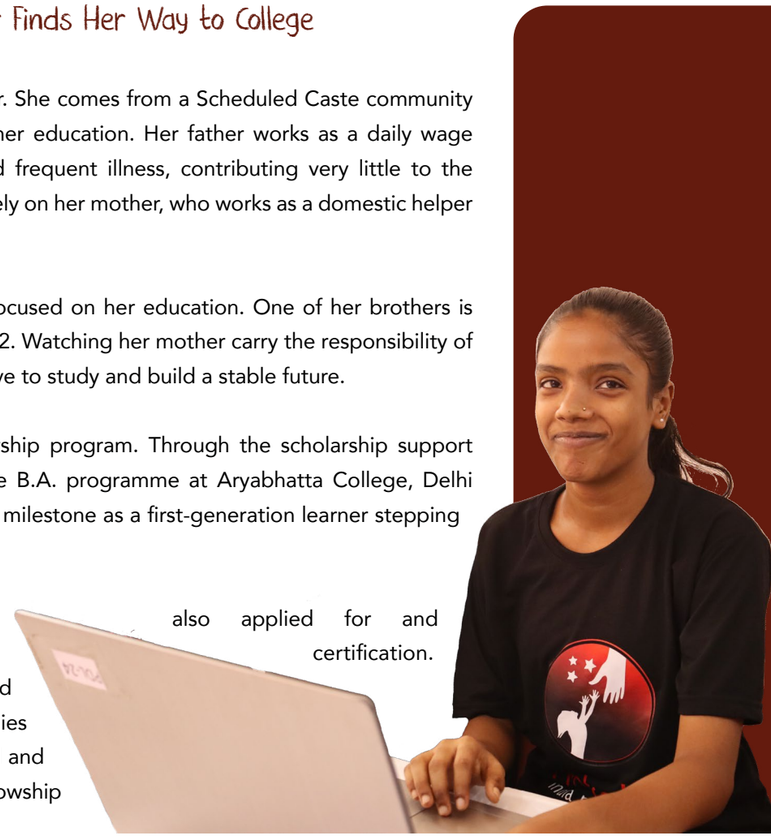
Muskan: A First-Generation Learner Finds Her Way to College

Muskan, 19, is from Nalanda district in Bihar. She comes from a Scheduled Caste community and is the first in her family to pursue higher education. Her father works as a daily wage labourer but struggles with alcoholism and frequent illness, contributing very little to the household. The family depends almost entirely on her mother, who works as a domestic helper to support Muskan and her two brothers.

Despite these challenges, Muskan stayed focused on her education. One of her brothers is studying at an ITI, and the other is in Class 12. Watching her mother carry the responsibility of the household strengthened Muskan's resolve to study and build a stable future.

Last year, Muskan joined the digital fellowship program. Through the scholarship support she received, she secured admission to the B.A. programme at Aryabhatta College, Delhi University. For Muskan, this marked a major milestone as a first-generation learner stepping into a university space.

With guidance from the program, Muskan also applied for and completed the NIELIT CCC computer certification. This helped her gain basic computer skills and confidence in using technology for her studies and daily work. She continues to work hard and will apply for jobs /internships once the fellowship program is over.







CareVerse

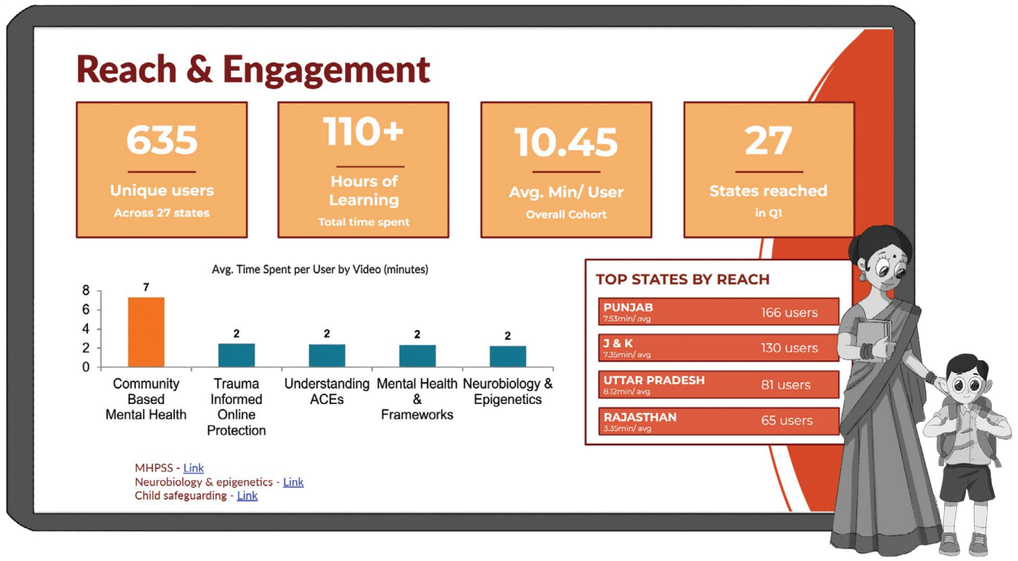
A pan-India learning academy equipping frontline workers with innovative, scalable tools, training, and knowledge to safeguard children and prevent Adverse Childhood Experiences (ACEs).



Strategic Alliances | CareVerse x Thought Partners

The Teacher App by Bharti Airtel

The Teacher App by Bharti Airtel is one of India's largest teacher-facing digital learning platforms, with deep reach into government school ecosystems across North India. In partnership with them, 5 CareVerse Modules on Adverse Childhood Experiences, Neurobiology, Trauma-Informed Online Protection, Mental Health Frameworks, and Community-Based Resilience were uploaded onto the App in January 2026.



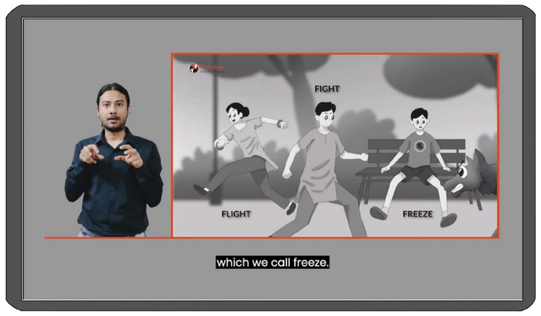


Protsahan's field-building work reached social workers, paralegals, and child welfare personnel from **130 grassroots organisations** across India, who were trained in trauma-informed, child-centric practices.



There is a strong systems-level need to invest in structured capacity building for frontline workers, especially in trauma-informed care, safeguarding, and data ethics beyond Protsahan's grassroots work and that's what CareVerse is for. With rising climate stress and growing uncertainty around AI and digital exposure, children face layered risks that demand a better-prepared workforce. Through Careverse, Protsahan is building this missing layer by shifting from fragmented program funding to shared care infrastructure for the field. **Our phased approach begins with role-based learning and action adoption, and progressively strengthens practitioner skills, survivor-informed knowledge, and ecosystem coherence at scale.**

CareVerse is building India's end-to-end child protection workforce infrastructure - training frontline social workers already embedded in the communities most vulnerable girls call home, sustaining them through a managed peer network, and generating verified field evidence that connects a worker's daily action to a measurable protective factor in a child's life. Their model solves the failure no single training programme has cracked: not whether workers learn, but whether they keep acting - a year later, under pressure, without anyone watching. Protsahan's 16 years of direct service with 96,000 adolescent girls has produced a precision-built training architecture - six priority protective actions, twelve skill blocks, three days - that holds the potential to enable safer outcomes for 4.56 million girls sitting at the intersection of migration, extreme poverty, and violence. Care Verse is the infrastructure that transmits those active ingredients - at scale, at a fraction of the cost of direct service delivery, and with the MEL architecture to prove it works.



In 2025-26, we underwent an intensive strategic planning exercise to lay down the roadmap for CareVerse. Through deep engagement with frontline social workers and practitioners, we listened to on-ground challenges, identified critical gaps, and explored how AI can help address these needs. The resulting roadmap is rooted in practitioner insights and focused on using technology to better support child care professionals and the children they serve.

Additionally, our existing video modules have been translated into the **Indian Sign Language interpretations.** This will ensure that critical childhood trauma and safeguarding content reaches India's deaf and mute population- estimated at around 63 million people with significant hearing impairment (including an estimated 4.5 million children under 15), by enabling inclusive access for caregivers and learners who rely on sign language for communication.

Protsahan, in collaboration with IACN, conducted a Training on the Bio-Psychosocial Perspective on Trauma-Informed Care for Children with frontline child protection personnel in Delhi

> "Understanding psycho-social perspectives is now non-negotiable. I am taking back these lessons in my work as a shelter home children's counselor."
>
> - A participant's reflection post training

The sessions with 54 frontline child protection officers introduced Protsahan's H.E.A.R.T. model, Psychological First Aid, and expressive arts-based approaches to support children in need of care and protection. Through interactive CareVerse video modules, and reflective exercises, participants explored trauma neuroscience, digital child protection, and holistic wellbeing for children in distress.







Hriday Dialogues 2025

Stakeholder Convening for the Grassroots, by the Grassroots - CareVerse Dialogues

Recognising the incredibly hard year we've had as a civil society organisation, the third edition of Hriday Dialogues was spread over two days to ensure we are able to create a platform and space for the most important stakeholders in the child protection ecosystem to authentically come together and understand ground realities, challenges, funding shifts, and compliance regulations to troubleshoot together and recognise the way forward.

It brought together **funders, practitioners, social workers, CWC and JJB members, policymakers, judiciary, media and government representatives from over 130 organisations** to reflect on what it takes to strengthen child protection work from the grassroots, with a focus on FCRA organisations rooted in communities. Grounded in feminist transparency, the space invited honest conversations on present-day challenges so funders and NGOs hold a shared understanding as we plan for the next decade. The key focus was on learning together, exchanging lived insights, and strengthening trauma-informed care practices across systems.

> "When we look at a child, we have to look at the child as a whole human being. Not just look at them as a child who is suffering from some adversity. How do we do it? That's why need to collectivise, share knowledge, build the capacities of the frontline. The idea of CareVerse is terrific. You should encourage it into fruition."
>
> - Justice Madan Lokur, Chairperson, United Nations IJC & Former Judge of the Supreme Court of India

Scan to Read:



"Grassroot organisations have the superpower of being so close to the issue and being able to help the stakeholders that need to be part of that network understand and see the issue. Grassroots organisations like Protsahan can play a magnificent role as system orchestrators in their domains of expertise."

- Maria Zapata, Executive Director, Ashoka ASPIRe

"Grassroot organisations are the innovation labs of India. The nimbleness with which grassroot organisations function makes them highly collaborative and adaptive in employing local methods to solve the same problem in two different geographies."

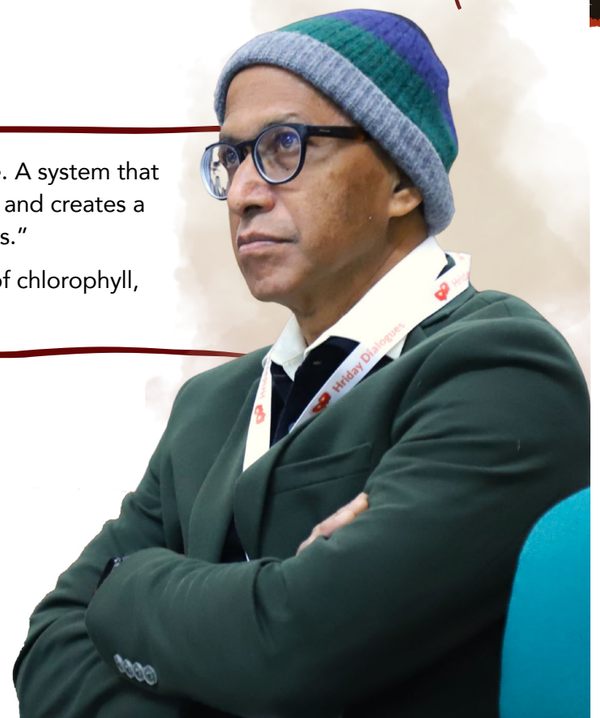
- Nikunj Jhaveri, Philanthropist and Co-Founder, H.E.L.M. Initiative

"Perhaps, the question is not how to bring voices from the margins into systems change discussions, but to question instead why systems are not designed to listen to them in the first place. We must move towards activating this core potential and supporting grassroots organisations in translating lived experience into visible, usable knowledge across multiple levels of change-making like resourcing, policy making, movement building and academia."

- Ishita Chaudhary, Independent Consultant

"At its core, the CareVerse is a responsive architecture. A system that listens and observes without the weight of judgment and creates a sanctuary where grassroots wisdom thrives."

- Kiran Khalap, Managing Director and Co-founder of chlorophyll, Protsahan Board Chairman





Mukul Rastogi, Governing Board Member, Protsahan



Raj Mariwala, Mental Health Advocate, MHI



Angmo (Eteng Project) on educating and protecting children affected by conflict in remote Manipur



Protsahan in conversation with Aangan Trust, Udayan Care, Juvenile Justice Boards, UNICEF child protection specialists, and philanthropy practitioners with deep experience across India's youth and child protection systems.



Anand Sinha, senior practitioner, and Jaswinder Singh, Executive Director, Protsahan, at the CareVerse consultations. Building CareVerse from the ground up, rooted in frontline realities of child protection and care.





Consistent with previous editions of the consultation, the Neuroscience Masterclass was the highlight. The tactile format of the workshop deeply resonates with the participants - it helps them directly connect and reflect within, and connect it with their child protection work.

Scan to Watch:

Recognising the incredibly hard year we've had as a civil society organisation, the third edition of Hriday Dialogues was spread over two days to ensure we are able to create a platform and space for the most important stakeholders in the child protection ecosystem to authentically come together and understand ground realities, challenges, funding shifts, and compliance regulations to troubleshoot together and recognise the way forward. It brought together **funders, practitioners, social workers, CWC and JJB members, policymakers, judiciary, media and government representatives from over 130 organisations** to reflect on what it takes to strengthen child protection work from the grassroots, with a focus on FCRA organisations rooted in communities. Grounded in feminist transparency, the space invited honest conversations on present-day challenges so funders and NGOs hold a shared understanding as we plan for the next decade. The key focus was on learning together, exchanging lived insights, and strengthening trauma-informed care practices across systems.

> "If we want to rebuild systems, we need to start from the margins and reach the centre; it is imperative to foreground knowledge from the margins."
>
> - Raj Mariwala, Director, Mariwala Health Initiative



Girl Champions Take Center Stage at Hriday Dialogues 2025 | How is AI Impacting Youth at the Last Mile?

> "Artificial Intelligence should not replace our talent. It should enhance our capabilities. Our youth need to be trained on utilising AI tools safely and constructively."
>
> - Babeeta, Protsahan Girl Champion

This panel discussion brought together Girl Champions to discuss how AI can be a tool for equity rather than a divider. The dialogue moved beyond the technical aspects, focusing on how young people are already relying on AI for mental health support and the critical need for it to be regulated. Lack of awareness, data literacy, and prevalence of scams have created significant challenges on the ground.

Scan to Watch:





Conversations on Resourcing, AI & Tech and Frontline Capacity Building for Sexual and Gender based Violence Work with senior leaders (Suneeta Krishnan, Nikunj Jhaveri, Kiran Khalap) from government, civil society and philanthropy.



New CareVerse modules on Child Safeguarding and AI, grounded in trauma across gender, caste, disability, poverty and migration. Academic partnerships are underway to strengthen counsellors working with India's most marginalised children.





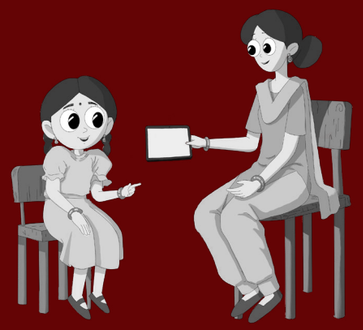
Above & Beyond - Ensuring Organisational Sustainability

In today's context in our work, that's increasingly being defined by volatility, ambiguity, and the relentless demands of frontline social sector work, we curate immersive Leadership & Development capacity building trainings for senior, mid-level, and youth leaders across Programs, and Program support functions like Finance, HR, Admin, Resource Mobilisation, Communications, and Compliance.

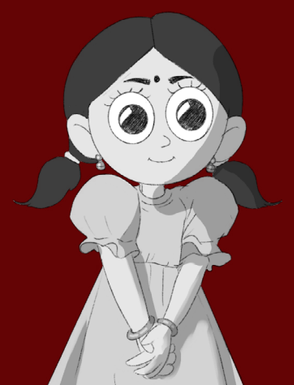


The capacity-building experiences are designed to go beyond conventional training. Our leaders engage with contextualised modules on growth mindset and adaptive decision-making in high-stakes environments; the art and discipline of giving and receiving honest feedback; navigating miscommunication and building trust in a fast-growing, multi-functional team; workplace boundaries, professional ethics, and accountability cultures; and holistic well-being as a leadership imperative, not an afterthought. Because we believe that organisations like ours, working to heal communities with a focus on adolescents and youth, especially young girls and women from marginalised spaces, must themselves be led by people who are grounded, boundaried, and resilient.

In FY 2025-26, a total of 79 internal and external capacity building trainings were facilitated for the team, including:



Onboarding and Orientation to welcome new team members into Protsahan's mission, values, and ways of working, ensuring a strong foundation from day one.



Lesson Plan and Curriculum Training to strengthen facilitators' ability to design and deliver structured, age-appropriate, outcome-driven learning sessions for girls at our Girl Empowerment Centres.

Finance and Compliance Risk Management Training to build financial accountability, donor compliance awareness, and risk mitigation practices across teams handling budgets and grants.

Child Protection and Safeguarding (JJ Act, POCSO, POSH) to strengthen the team's ability to navigate child rights laws, mandatory reporting, and workplace safeguarding in accordance with India's legal frameworks.



Trauma-Informed Care Capacity Building to deepen staff understanding of trauma's impact on the developing brain and equip them with neuroscience-backed, arts-based response skills.

Community Engagement and Mobilisation Training to strengthen facilitation of Slum Panchayats, government linkage camps, and participatory dialogues that build trust and ownership at the grassroots.

Sexual and Reproductive Health Trainings (SRHR ToT) to build accurate knowledge, comfort, and Training-of-Trainers capability around working with adolescent girls on SRHR.

KRA Alignment Workshops + HR Policy + Keka to help teams clarify role expectations and delivery outcomes, while building hands-on fluency with HR policies and the Keka platform.

Digital, Documentation and Data Management Skills to integrate technology into everyday operations, strengthening data accuracy, confidentiality, and reporting practices.

Organisation SOP Training to ensure consistent understanding and application of Protsahan's Standard Operating Procedures across all functions and field teams.



Professional Development and Workplace Readiness to build communication, teamwork, and professionalism, preparing staff for formal workplace environments.



Financial Literacy and Economic Empowerment to build practical money-management and livelihood-planning skills for staff for it be to passed on as part of Girl Champions Program.

People at Protsahan

Nurturing Accountability & Trauma-Informed Excellence

Making Care Work Sustainable: Building Systems for Institutional Strengthening at Protsahan

We have been able to structurally strengthen wellbeing for our people by investing in gratuity, medical insurance, inflation & performance-adjusted basic increments, second line of leadership, learning and development retreats. Our HR & payroll infrastructure has been digitised. We say this with a strong sense of accountability: living Diversity, Equity, Inclusion every day with affirmative hiring, combined with constant capacity building and upskilling, is how this work stays alive.





Great Place To Work. Certified MAR 2026–MAR 2027 INDIA

Protsahan India Foundation

We are Proud to be Great Place To Work® Certified™

Recognized by Great Place To Work® India

We received the Great Place To Work Certification for March 2026–March 2027, for the third time in a row, **with 100% of staff agreeing that Protsahan is a physically safe workplace and that people are treated fairly regardless of gender.** We are deeply grateful to our donors for investing in our organisational sustainability — not just our programmatic outcomes, but the people who deliver them. This support has enabled us to provide group health insurance coverage of up to INR 5,00,000 and gratuity for our staff, a critical safety net for those who spend their days caring for survivors of violence and adversity. Caring for our caregivers is not a peripheral HR function; it is core to how we sustain a workforce capable of showing up, session after session, for some of the most vulnerable children and girls in the country.

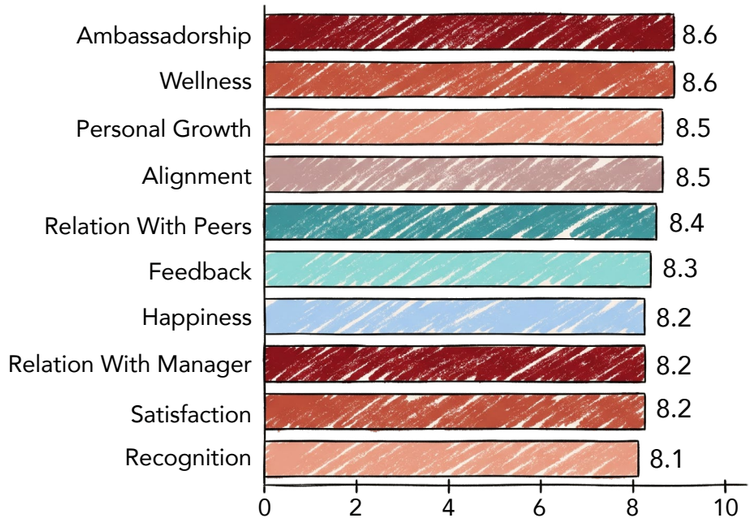


Our digitisation of HR and payroll through Keka has played a meaningful role in this progress, bringing greater transparency, timeliness, and accessibility to leave, attendance, and compensation processes, and freeing up our HR team to focus more on people-centred support rather than administrative bottlenecks. Together, the scores affirm that our structural investments in wellbeing, leadership, and digitisation are translating into a workplace where our people feel valued, heard, and equipped to grow. As we move into the next year, deepening peer connection and manager relationships will be our key focus areas for sustaining this momentum.

Employee Pulse Survey (April 2025–March 2026) reflects a workforce that remains deeply engaged, with an Overall Engagement Score of 8.4/10, rated "Good," and 63.4% participation across the year.

Employee Pulse Scores

(Metrics for understanding success and identifying improvement areas.)



Honouring our Social Workers who have been with Protsahan for over 10 years, enabling our mission of supporting those vulnerable girls and children who have fallen off the margins.



Decoding Trauma-Informed Care for the Youngest Cadre of leaders using CareVerse



Decoding Trauma-Informed Care for the Youngest Cadre of Leaders using CareVerse Learning how to identify behavioral, emotional, and physical signs that indicate a child or adolescent has or us experiencing trauma.



Making Care Sustainable: Organisation Mental Health & Wellbeing. A 3-Day Learning & Development Training for 20 senior and mid-level leaders across Programs, and Program support functions (like Finance, HR, Admin, Resource Mobilisation, and Compliance) in Jaipur.



Sexual & Reproductive Health & Rights (SRHR) Training of Trainers (ToT) conducted with program leaders and Youth Peer Leaders, strengthening their knowledge, facilitation skills, and rights-based approaches to sexual and reproductive health in migrant communities. The training was designed to deepen the team's capacity for trauma-informed care as they work with young girls who have experienced gender-based violence.

Mission Partners

We extend deep gratitude to our donors and partners for being co-travelor with us on this journey. Your trust and belief in our body of work encourages us to keep going, even on days when the going gets hard. Trust-based funding is key to enabling sustained continuum of care and change at the last. We are incredibly grateful and proud of our funders who truly walk the talk, when it comes enabling access to capital & resources for our Girl Champions!

Bandhan AMC · Ashoka Everyone A Changemaker™ · DIVYA MODI · Google · fyl For Youth Leadership · echidna giving · airbnb · dasra · Catalysts making things happen... · fiserv. · Adobe · United Way Mumbai · Azim Premji Foundation · STEMZ keeping you healthy



17 Women on Board, ISDM leaders joined us at our Girl Empowerment Center to understand our depth of scale approach, ground realities and the intersectional challenges faced at the last mile, best governance practices, with the aim for this knowledge to further inform their capacity as Board members in their leadership journeys for more amazing not-for-profits. Special thanks to Aarti Madhusudan from Governance Counts for walking with us.





Under the guidance of our Governing Council Member, Brian Hayes (Barrister, KC, Adelaide, South Australia), Protsahan hosted our first Giving Circle in Adelaide, Australia!

Protsahan at the Convening of Women and Girl Organisations hosted by Edelgive Foundation & Antara Advisory.







Deep appreciation to Brian, Tyneil, Anne, Minister Hildyard, Loretto College, Seymour College, Thomson Geer, Raymond Spencer, Nick Linke and everyone who stood up for our Girl Champions who will once again reclaim their right to a life of dignity, joyful learning, and hope!

Our Girl Champions at the Google for learning and mentorship experience to build their digital skills and prepare them for their career. From exploring AI, digital marketing, e-commerce, freelancing, and content creation, and learned about networking, CV writing, cover letters, workplace ethics, and professional communication. Mentored by Googlers and industry experts, girls also participated in mock interviews.



The Hon. Katrine Hildyard MP, South Australia's Minister for Child Protection, warmly appreciated Protsahan's CareVerse work and applauded our efforts to build a trauma-informed child protection workforce in India. Our conversation explored what Adelaide could learn from New Delhi's grassroots approaches to child protection, particularly in translating the neuroscience of childhood trauma into everyday caregiving practices.

Team Protsahan at the Adobe Noida office celebrating creativity and arts-based healing through clownselling, puppetry workshops, building employee awareness and support for vulnerable girls.



Compliance with Law

Protsahan continues to uphold the highest standards of legal compliance, with strong emphasis on child protection, safeguarding, and Prevention of Sexual Harassment (POSH) at the workplace. These are not just statutory requirements for us, but core values that define how we operate with integrity and accountability.

POSH Compliance



Our Internal Committee, formed under the POSH Act, remains active and trained to handle complaints with care and confidentiality. We are happy to report that no POSH complaints were reported this year. All team members undergo regular orientation and refresher training on gender equity, workplace dignity, and respectful conduct.

Statutory and Legal Compliance

Protsahan has complied with all applicable Indian laws and statutory requirements for non-profits:

- Timely filing under the Income Tax Act, Indian Trusts Act, EPF, ESIC, and FCRA (where applicable).
- All statutory deductions were made and deposited on time.
- The organisation successfully completed its annual external financial audit, as well as internal compliance reviews.

Child Protection

We strengthened our Child Protection Policy, aligned with the latest legal frameworks and good practices. All staff, interns, and volunteers were trained on child safeguarding protocols. We continue to follow a zero-tolerance approach to abuse and conduct periodic safety audits.

Grievance Redressal

We continue to offer accessible and inclusive grievance redressal systems. Our staff can report concerns via email or in person to the Executive Director. HR ensures follow-through, documentation, and resolution tracking of every case. No open grievances were pending at the end of FY 2025–26.

By investing in rigorous training, preventive systems, and transparent reporting structures, we continue to prioritise safety, dignity, and legal integrity across every layer of our work.

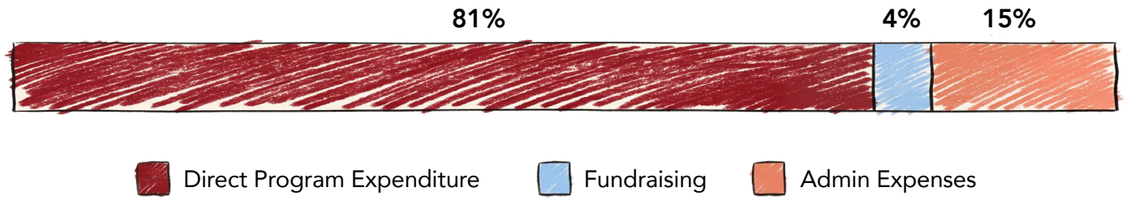




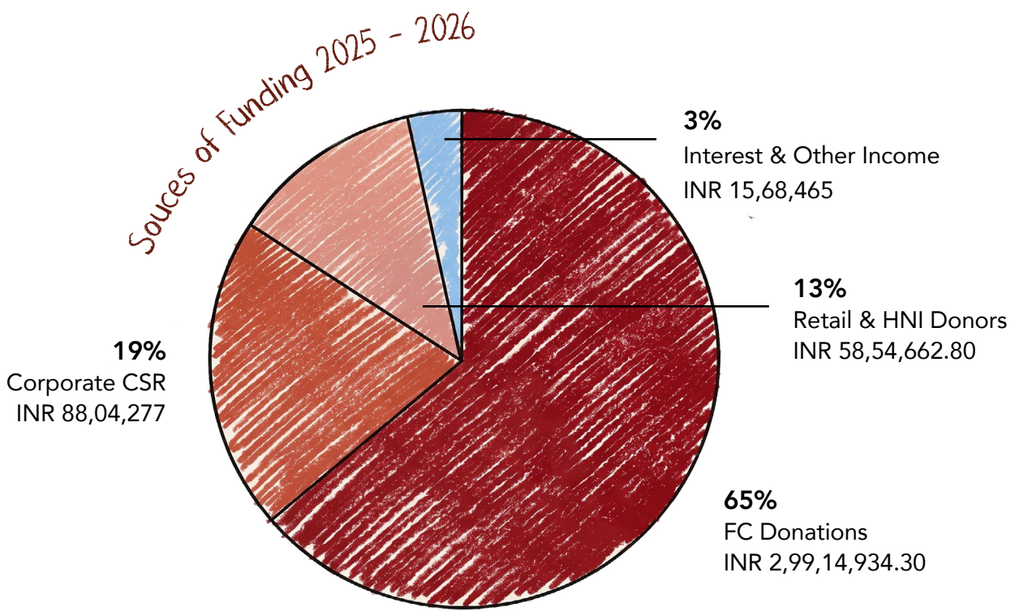
Financials - Income, Growth & Expenditure

The financial year 2025-26 ended on a positive note, paving the way for the organisation's sustainability. We closed the year with a gross receipt of INR 4,61,42,339. It is pertinent to mention that Protsahan has ample diversity in its funding sources, with INR 58,54,662.80 donated by individuals, and INR 88,04,277 came from Corporate CSR. 81% of the funds were directed toward direct program implementation, while 19% supported administration and fundraising efforts. The slight variance in utilisation figures is due to some grants extending beyond the FY 2025-26 period, with disbursements scheduled after the financial year close. In FY 25-26, we received INR 2,99,14,934.30 in foreign contributions.

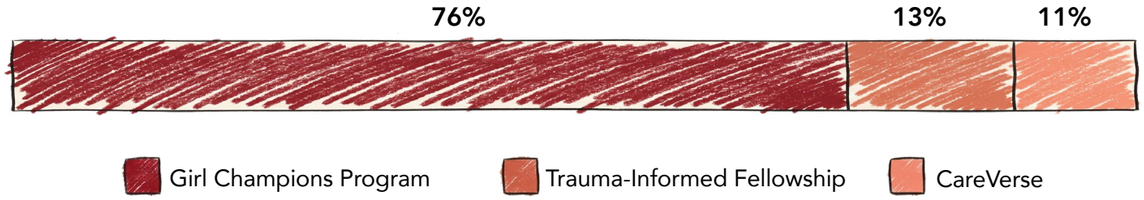
Total Expenditure in 2025 - 2026



Souces of Funding 2025 - 2026



Program Expenditure Breakdown



Transparency and Accountability

We follow international industry standard GAAP guidelines with respect to administrative costs and allocation of salaries and overheads to projects based on actual effort and time spent on the execution of the projects. Our complete audited financial statements for all years are available on request. We use Razorpay payment gateway APIs for online donations on our official website.

01

INTERNAL AUDIT

Conducted by an independent external agency to ensure compliance with industry regulations

02

BUDGETING & CONTROL

Requests for approving budgets for grassroots activities are submitted in advance and are stringently monitored

03

REPORTING & DOCUMENTATION

Receipts and vouchers for every activity expense are maintained meticulously by the administrative in-charge for real-time accountability









पाँव खोलो तो धरती अपनी है,
पंख खोलो तो आसमान।

“If you dare to step forward, the earth is yours.
If you spread your wings, the sky is yours.”

Protsahan™
India Foundation

info@protsahan.co.in
www.protsahan.co.in

Scan to Give the Gift of Healing!

@NGOProtsahan

C- 62, 2nd Floor, C-Block Community Center,
Block C 6A, Janakpuri, New Delhi, Delhi, 110058