



# ANNUAL REPORT

## 2024 - 2025



“Rooted in Courage,  
Vision and Hope”

# Our Presence



- 89 LOCAL ASSOCIATIONS
- 22 STATES
- 6 REGIONS

## **Our Motto**

*By Love Serve One Another*

## **Our Basics**

*Faith in God the Father Almighty  
And in Jesus Christ His Only Son  
Our Lord and Saviour and in the Holy  
Spirit*

## **Vision**

*To empower women at all levels to  
strive for justice*

## **Mission**

*To reach out to victims of Economic and  
Social Injustice and to those manipulated  
by Socio-religious and Political powers*

# National Leaders

## National Executive

**President-** Ms KUNJAMMA MATHEW

**Treasurer-** Ms SUMITA KUMAR

**VP-** Ms SUSAN R CHACKO

**VP-** Ms SHEFALI BHARDWAJ

**VP-** Ms ROSELLE M.F SOLOMON

**VP-** Ms LENA CHAND

**VP-** Ms IBADARI LYNGRAH

**VP-** Dr V.K EVANJELENE

**VP-** Dr ANNIE THOMAS

**Member-** Ms BEULAH PREETI NADAR



# National Leaders

## National General Secretary

Ms DHIYA ANN MATHEW



## National Board Members

Ms EVANGELINE JOSHUA  
Ms ARPITA STEELE  
Ms PRIYANKA SINGH  
ADV. NIKITA PANHALKAR  
Ms SHARON PIRES  
Ms AMANDA FERNANDES  
Ms RACHEL MOHANTY  
Ms SEFALI SINGH  
Ms BHASA BISWAS

Ms LAL MUANPUII  
Ms T ARENLA AO  
Ms WATISENLA JAMIR  
Ms SHARON SAMSON  
Ms BEENA MACHADO  
Ms MARIA DOROTHY  
Ms BAVA R LUKOSE  
Ms SACHU R SUNNY  
Ms SHEEBA VARGHESE



## TABLE OF CONTENTS

|    |                                                                                                                                       |       |
|----|---------------------------------------------------------------------------------------------------------------------------------------|-------|
| 1  | Message from the National President                                                                                                   | 1-5   |
| 2  | Message from the National General Secretary                                                                                           | 6-7   |
| 3  | Report from the Working Committees                                                                                                    | 8     |
| 4  | Administration                                                                                                                        | 9-11  |
| 5  | WeMpower : Leaving No One Behind                                                                                                      | 12-13 |
| 6  | Bridging vision with action : From the Programme department                                                                           | 14    |
| 7  | Promoting human dignity, justice and peace through programmes, advocacy and leadership                                                | 15-41 |
| 8  | Supporting the Community development Project's presence through Vocational training programmes and non-formal education               | 42-49 |
| 9  | Building on the local witness of the YWCA movement through encouraging the YWCA local associations for developing thematic programmes | 50-56 |
| 10 | Representations at different forums                                                                                                   | 57    |
| 11 | National Office Team                                                                                                                  | 58    |
| 12 | Contact Information                                                                                                                   | 59    |

## **ABBREVIATIONS**

|        |                                                        |
|--------|--------------------------------------------------------|
| CSE    | Comprehensive Sexuality Education                      |
| CSR    | Corporate Social Responsibility                        |
| FCM    | Feminist Consultative Methodology                      |
| GYM    | Global Youth Mobilization                              |
| IACR   | India Alliance For Child Rights                        |
| IAYP   | International Award For Young People                   |
| JWP    | Joint Women Programme                                  |
| MINA   | Membership in National Associations                    |
| PO     | Programme Officers                                     |
| POSH   | Prevention of Sexual Harassment                        |
| PRA    | Participatory Rural Appraisal                          |
| SDG    | Sustainable Development Goal                           |
| SKA    | Safai Karamchari Andolan                               |
| SRHR   | Sexual and Reproductive Health and Rights              |
| UN CSW | United Nations Commission on the Status of Women       |
| UNICEF | United Nations International Children's Emergency Fund |
| YMCA   | Young Men's Christian Association                      |
| YWCA   | Young Women's Christian Association                    |



## MESSAGE FROM THE NATIONAL PRESIDENT



Dear National leaders, past present & staff,

It is with great honor and profound gratitude that I address you today. Our journey together has been marked by resilience, growth, and an unwavering commitment to our mission of empowering women and advocating for gender equality. The YWCA has long been a beacon of hope, advocacy, and support for women across our nation. Every success story, every life impacted, is a testament to our collective dedication and tireless efforts.

I would like to ponder with you today is Leadership & Leaving a Legacy, in continuation with the last NEC.

### Essential Qualities of Effective Leadership

#### 1. Self-Awareness

Self-awareness is the understanding of yourself - including personality traits, behaviors, anxieties, and emotions. While this is a more inwardly focused trait, self-awareness and humility are paramount qualities of leadership. The better you understand yourself and recognize your own strengths and weaknesses, the more effective you can be as a leader.

#### 2. Respect

Respect helps to ease tensions and conflicts, fosters trust, and improves your effectiveness. It shows that you value others' perspectives and support diversity, equity, and inclusion.

#### 3. Compassion

Compassion is more than showing empathy or listening. Compassion requires leaders to act on what they listened. After someone shares a concern or speaks up about something, if you don't take some action on the information, they won't feel truly heard, is the core of compassionate leadership.

#### 4. Communication

There are many ways of Communication - straight delivery, storytelling, soliciting input, using active listening techniques etc. Effective leadership goes together with effective communication. We must learn to communicate both orally & in writing, and with a wide range of people from different backgrounds, roles, levels, geographies etc.

#### 5. Learning Agility

Learning agility is the ability to know what to do when you don't know what to do. If you can excel in unfamiliar situations, you are learning agile. As Leaders you must cultivate learning agility through intentional practice and effort.



## 6. Collaboration

Collaboration is working effectively with a variety of people of different social identities, locations, roles, and experiences. When leaders value collaboration, it results in higher-performing, and engaged and empowered teams.

## 7. Influence

Effective leaders use influencing tactics to get work done, as they themselves cannot do everything all alone. Influence is quite different from manipulation, and it needs to be done authentically and transparently. It requires high levels of emotional intelligence and trust.

## 8. Gratitude

Gratitude is the uplifting emotion experienced after receiving something of value. Being thankful can lead to higher self-esteem, reduced depression and anxiety, and better sleep. Sincere gratitude can make you a better leader. Learn to say "Thank You".

## 9. Resilience

Resilience is the ability to bounce back from obstacles and setbacks also the ability to respond adaptively to challenges. you must be a leader with a resilient outlook so that others around you will get the emotional strength & courage they need to commit to a common vision n move forward.

As good leaders, we need to practice and cultivate the above mentioned traits.

However, in YWCA our job is to be a leader and leave a legacy. A legacy allows you to live for a purpose that's bigger than yourself.

***“The souls of men/women are not measured by what they have done, but by what they leave behind.”***

Anonymous

Today I would like to lead you through some timeless bible verses about leadership, which you should know if you want to create a lasting legacy in YWCA.

## 1. Leading by Example

***“In everything, set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us.”***

TITUS 2:7-8

True leadership requires setting an example. You do this by living out the behavior you wish to see in others. Leaders can earn credibility when they model hard work, integrity, and values. You won't get others to do something simply by telling them to do it. You need to demonstrate it. In this way, you'll walk the talk.



## 2. Being a Good Steward

***"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."***

1 PETER 4:10

A leader has been entrusted with the supervision of people, resources, and a mission. How well you handle it all speaks about your leadership skills. Great leaders understand that what they manage is of vital importance, and try to multiply it. That's what being a good steward is all about.

## 3. Seeking Wisdom

***"If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you."***

JAMES 1:5

Leadership requires constant decision-making. A skilled leader will seek wisdom and enlightenment to guide their choices. Through prayer to God and counsel from others, leaders tap into divine guidance not found in mere human understanding.

## 4. Being Teachable

***"Listen to advice and accept discipline, and at the end you will be counted among the wise."***

PROVERBS 19:20

No one has all the answers to every problem or expertise in every area. That's why the Bible encourages leaders to listen to the counsel of others and stay open to correction. Those who block out feedback and advice will find that they will inevitably make unwise choices and compromise their mission. However, when a leader embraces humility and teachability, they position themselves and their organization for growth.

## 5. Casting Vision

***"Where there is no vision, the people perish."***

PROVERBS 29:18

Every organization needs a compelling vision to provide direction, inspiration, and purpose. As a leader, we have the responsibility to articulate and cast a vision for the future. Define that vision and paint a picture of the possibilities in waiting. Doing so will help us win others, bringing added energy and cohesiveness.

## 6. Courage

***"Be strong and courageous. Do not be afraid; do not be discouraged, for the LORD your God will be with you wherever you go."***

JOSHUA 1:9



You can't play it safe as a leader. Leadership often requires taking bold stands, challenging the status quo, and making difficult decisions, usually in the face of heated opposition. To do this without stumbling, you must be courageous. Leaders can obtain courage by doing what is right and holding to their core values. This doesn't mean a leader must not seek consensus or collaboration, but sometimes leaders must be willing to move forward alone in pursuing their mission.

## **7. Integrity**

***"The LORD detests lying lips, but he delights in people who are trustworthy."***

PROVERBS 12:22

One of the most valuable qualities of a leader is integrity. People will only entrust great responsibility to leaders they deem honest and trustworthy. When leaders don't have integrity, the foundations of any organization begin to rot and failure is inevitable. Leaders build trust by matching their words with action and keeping their promises.

## **8. Self-Leadership**

Before leading others, leaders must first lead themselves well. They do this by managing their priorities and emotions and practicing self-care and discipline. Self-leadership shows how well you can lead an organization. Are you practicing a healthy personal life while still fulfilling professional responsibilities? Do you take time to recharge? Get your own house in order first, and then you can show others the way.

## **9. Compassion and Empathy**

***"Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you."***

EPHESIANS 4:32

Compassion, empathy, and forgiveness have an important place in leadership. The best leaders show high emotional intelligence, which helps them connect with and understand others. They care about people's needs beyond just accomplishing tasks, and allow people some follies.

## **10. Decision-Making**

***"In their hearts humans plan their course, but the Lord establishes their steps."***

PROVERBS 16:9

Leaders must make decisions constantly. Those decisions can be small daily choices or enormous, far-reaching options. Good leaders understand that much is beyond their control, but they make the best decisions for those things within their sphere of influence. They diligently collect information so they don't do anything blindly. Wise leaders make their decisions through collaborative discussion.



## 11. Developing Leaders

*"Your troops will be willing on your day of battle. Arrayed in holy splendor, your young men will come to you like dew from the morning's womb."*

*PSALM 110:3*

One of your goals as a leader should be to develop other leaders. Rather than blaming youngsters, you should intentionally equip emerging leaders to carry on the mission. Creating a leadership pipeline ensures your vision endures for many years to come. Mentoring and empowering young leaders expands your influence. Leaders who develop leaders build a lasting legacy.

Thank you for your understanding and deciding to implementing it in our YWCA life.

Dear leaders,

The growth we achieved last year is amazing. I thank NEC and the National Board members for your well-coordinated work in the Regions and with the National Office, which is exemplary. I am indebted to the committee members both internal and external, for their contributions. I am deeply grateful to the entire **National Office team**, led by our National General Secretary, for their tireless efforts, support and commitment.

As we move forward, let us continue to build on these successes with faith and determination. I thank Almighty God for His blessings on the YWCA of India!

*Kunjamma Mathew*

National President

## MESSAGE FROM THE NATIONAL GENERAL SECRETARY



This past year, our country has been riddled with controversies and political upheavals -a period marked by struggle, reflection, retrospection and realisation. This has led to a call for Action - YWCA as a movement has a major responsibility to shoulder and own up to the call to action.

As a team, we have steadily moved towards our goals one step at a time. Together as a team, we have steadily progressed, evaluating what works, considering necessary changes, and discerning the additional steps required for success. The National President will address us about the vision for the year ahead, let us focus on our goals for the quadrennium.

I place before you, our work, our initiatives, our achievements and our challenges for the last one year in hope that we will be further encouraged and inspired to challenge one another to maximise on the potential of the movement. My gratitude to each one of you, who has stood steadfast in supporting the National Office.

**Way Forward:** In terms of business and revenue generation, there is a growing momentum to reinvent our working methods, especially driven by technology, climate change, and other global business trends. The same future awaits YWCA of India. As a movement, we must adapt to these changes.

While we have achieved our financial targets compared to our budgeted figures, the reality is that our projects are still not profitable. Challenges such as climatic changes affecting events, extreme weather conditions necessitating air conditioning even in temperate places like Chandigarh, highlight the obstacles before us. Therefore, our focus now turns to two main actions: maximising resource utilisation and managing end-to-end costs to increase profitability, and creating new revenue streams.

Our framework for action was focussed on :

### **Investing in technology to enhance growth and productivity:**

- Centralising Tally software for all project units
- Centralising hotel/hostel booking management software
- Enhancing data management systems

### **Responding to the challenges of climate change:**

- Improving energy efficiency with a focus on utilizing solar panels
- Developing climate-friendly products and creating green jobs for climate resilience



- Training and skill-building for our youth volunteers and workforce to empower them as trainers for climate justice.

**Identifying more revenue streams and cost optimization:**

- CSR Funds and Donor Contributions to be key in availing fund support to manage community development Projects
- Focussed approach by engaging the Committees to develop a workplan for the National Projects.
- Identifying and working on inefficiencies.
- Systemized monitoring for continuously tracking performance. Taking corrective measures as necessary to reduce expenditure without compromising on operational efficiency.

We have initiated this phased approach, the year also highlighted our growing presence in wider networks. The YWCA's participation in regional and global forums has strengthened our voice and visibility, reaffirming our role as a vital partner in shaping conversations around gender equity, youth engagement, and social justice. At the same time, our local initiatives — from skill-building programs to community outreach projects have touched lives across diverse contexts, weaving resilience and hope into the fabric of our society.

We have remained steadfast in our commitment to financial responsibility and good governance, ensuring that our stewardship allows us to continue this mission with integrity and accountability. Each step forward reflects not only the dedication of our leadership and staff, but also the trust and support of our members, partners, and well-wishers.

As we look ahead, our vision positions us to deepen our impact and expand our reach. Together, we will continue to walk in faith, carrying forward the YWCA's legacy of service, empowerment, and transformation for generations to come.

Thank you for being an integral part of our journey.

In Trust and Solidarity,

*Dhiya Ann Mathew*

National General Secretary



## REPORT FROM THE WORKING COMMITTEES

### Membership in National Associations (MINA)

The YWCA of India has embarked on a comprehensive digitization process to streamline and modernize its systems, encompassing records, reports, and key documents. This initiative is being led by the administration, which has introduced an online platform for submitting MINA documents and Annual Returns.

As part of this process, each Local Association has been assigned a unique mail to ensure accuracy, transparency, and efficiency in record-keeping. Software development for this system is currently in progress, with implementation within September 2025.

To ensure a smooth transition, the department will also conduct training programs for Local Associations at the Regional levels, equipping them with the necessary knowledge and skills to adopt the new digital platform seamlessly.

This step marks a significant stride towards greater accountability, accessibility, and long-term sustainability for the YWCA of India

| Total Members | Youth Members |
|---------------|---------------|
| Appx. 7028    | 712           |

### Details of region wise associations (as of March 2025):

| Region    | Affiliated | Accredited | GIFs | Total |
|-----------|------------|------------|------|-------|
| Northern  | 4          | 0          | 2    | 6     |
| Western   | 4          | 0          | 1    | 5     |
| Eastern   | 4          | 1          | 6    | 11    |
| Northeast | 4          | 1          | 3    | 8     |
| Southeast | 16         | 0          | 1    | 17    |
| Southwest | 38         | 0          | 4    | 43    |

## Administration

Putting systems into place continues to be high priority, and many of the legal processes, licensing, lease agreements etc are being addressed.

The Administration Department continued to play a key role in ensuring smooth operations, compliance, and staff support across the organization. During the year, the team strengthened office systems by providing staff capacity-building trainings, streamlining the monthly reporting system, managing vendors, and ensuring a safe workplace.

### Formation of YWCA Education Trust :

YWCA Education Trust became operational on 15th April 2025. YWCA Trust was formed with a vision to secure long-term sustainability for education initiatives under the YWCA umbrella. This was also to ensure that resources are ring-fenced for educational programmes, scholarships, and institution-building especially for children and young adults of the underserved communities. All new educational initiatives, upcoming YWCA schools, training initiatives, short term courses etc will be brought under the Education Trust for focussed development.

### Golden Jubilee Celebration – YWCA Guwahati School:

YWCA Guwahati School celebrated 50 years of impactful service to the community and shaping young minds on 23rd November 2024. The golden Jubilee was a moment of joy and reflection bringing together students, alumni, teachers and wellwishers. The event was graced by National President, Ms. Kunjamma Mathew and Wing Commander Hubei Upadhyay, was the guest of honour. The celebration not only looked back at the legacy of learning but also renewed the vision of guiding future generations with the same spirit of care and holistic development of children.



## Capacity Building for staff:

### Program: Tally Training

Date: 18th November 2024 to 20th November 2024 (half day sessions)

Venue: National YWCA of India Office,

Participants- 9 nos

Tally training was provided to all staff members to improve financial documentation and reporting. The session covered key aspects of Tally, ensuring that the staff gains practical knowledge for efficient application in their work.



## Solar Panel Installation:

Location: National YWCA of India Office & IGH Building,

Solar panels have been successfully installed at the head office office and at the IGH building and became fully operational on 1st July 2025. This initiative marks an important step towards promoting sustainability and reducing our dependency on conventional energy sources. By harnessing solar energy, we are not only meeting a part of our power requirements through renewable means but also contributing to lowering our carbon footprint. This transition supports our commitment to environmental conservation and demonstrates our responsibility towards building a greener and cleaner future.



Moving forward, the focus will remain on strengthening organizational systems, staff capacity building, and adopting sustainable practices to better serve our mission.

### **Vision Ahead**

Moving forward, the department will continue to prioritize: -

- Strengthening organizational systems and processes
- Expanding staff capacity-building initiatives.
- Enhancing vendor and compliance management.
- Improving digital filing practices for better record keeping.
- Adopting sustainable administrative practices to support the organization's mission effectively.



## WeMpower: Leaving No One Behind



### Quadrennium Theme

YWCA of India is dedicated to empowering young women and girls across the country through its various programmes and initiatives. With a vision of inclusivity and sustainable development, YWCA of India has its focus on the theme "*WeMpower: Leaving No One Behind*" for its current Quadrennium. This overarching theme is further divided into three sub-themes: *Strengthening Communities*, *Building Youth*, and *Nurturing Nature*. Through these themes, YWCA of India aims to create a more equitable and just society where every individual has the opportunity to thrive. By working towards strengthening communities, building the capacities of young people, and promoting environmental sustainability, YWCA of India is committed to leaving no one behind and creating an equitable future for all.

### Sub Themes:



## NATIONAL PRIORITIES IN PROGRAMMES



### Advocacy Priorities:



During this critical period, the organization is prioritizing two key areas: Sexual and Reproductive Health and Rights (SRHR), and Civic Awareness and Participation of Women. By focusing on SRHR, YWCA of India aims to introduce the concept of Menstrual Justice and ensure that young women and girls have access to comprehensive healthcare, information, and services, enabling them to make informed decisions about their bodies and lives. Simultaneously, the organization is working to enhance civic awareness and participation among women, fostering a culture of active citizenship, leadership, and decision-making.

## **Bridging vision with action : From the Programme department**



*Pranita Biswasi*  
National Advocacy and  
Programmes Manager

As we reflect on the past year, we are reminded of our calling to serve and offer hope even in the unprecedented times we live in. Hope that comes from the collective efforts, learning from resilience, and commitment to serving the marginalized and underrepresented.

The Programme Department's report reflects the engagement and impact and highlights a year of serving people in need, engaging in discourse, working for unity, connecting members worldwide, and advocating for justice and peace.

Our movement is a gift that unites us all in sisterhood, and we recognize that only together we can ensure that no one is left behind. The Programme Department embodies this spirit of multilateral engagement to contribute towards making a difference and co-create solutions that address the pressing issues of our time.

From promoting young women's leadership to building the capacity of our members through awareness and advocacy, addressing gender-responsive climate justice, inclusive approaches to working with persons with disabilities, and protecting people in need, our efforts have been geared towards collective action, ensuring that our programmes and advocacy is effective and impactful, from the local to the national to the global level.

The programmes have been developed and implemented under three sessions :Promoting human dignity, justice and peace through programmes, advocacy and leadership ;Supporting the Community development Project's presence through Vocational training programmes and non formal education; Building on the local witness of the YWCA movement through encouraging the YWCA local associations for developing thematic programmes.

The work of the Programme Department has been possible because of the passion, and hard work of each of my programme team members. From the ground to the national programme department, each staff member has brought their commitment and ideas to the table, generating multiple discussions and effective implementation. Along with the support of the YWCA Leaders, I am deeply grateful to each member of the National Programme Team for their steadfastness and dedication.

As we look ahead, we are committed towards making our programmes more sustainable ensuring that efforts have a lasting impact on the communities we serve. We will continue to build on strengths,leveraging our expertise to drive meaningful change. We are dedicated to measuring our success not just by what we do but also by lived realities and experiences. By prioritizing innovation and collaboration, we will work towards creating a just and equitable world.



**Promoting human dignity, justice and peace through programmes,  
advocacy and leadership**

As the YWCA movement is committed to uphold human dignity and work for justice and peace, this section encompasses the programmes implemented through advocacy and collective action to discern and address issues that represent inequalities and injustices in the society and challenges to the vulnerable and underrepresented.

**Riseup! Young Women's Transformative Leadership  
Feminist Consultative Methodology  
Young Women as Gender Responsive Climate Advocates  
YIndia Virtual Panel Series  
World Leaders Virtual Panel Series  
National Youth Conclave  
Holly Jolly Carnival 2.0  
Advocacy and campaigns  
Networking and Collaborations  
Trainings  
Representation at Roundtable  
Representations at different forums**

## RiseUp! Young Women's Transformative Leadership

RiseUp! is a flagship initiative of the World YWCA, supported by the Australian Government, and has been implemented in India since 2021. Over the past three years, the programme has evolved into a transformative platform that nurtures young women's leadership, amplifies advocacy for gender justice, and strengthens intergenerational solidarity across the YWCA movement. By creating safe, inclusive spaces and equipping young women with the skills and confidence to lead, RiseUp! Continues to inspire a new generation of change makers committed to building a just and equitable society.





## Overall Impact Over 3 Years (2021–2024)

### Reach and Participation



### Key Outcomes for Young Women

- **Agency and leadership:** Participants increasingly identify as leaders and changemakers.
- **Confidence and self-esteem:** RiseUp! spaces have enabled young women to overcome self-doubt and take initiative.
- **Rights awareness and advocacy:** Young women are now better informed on issues such as sexual and reproductive health and rights (SRHR), gender-based violence, and climate justice, and many are leading local initiatives in their communities.

### Institutional Strengthening

- **Localized tools:** RiseUp! has simplified and contextualized signature leadership tools, making them accessible and relevant to grassroots realities.
- **Safe and intergenerational spaces:** The programme has strengthened feminist, inclusive spaces within the YWCA, connecting young leaders with senior women mentors.
- **Inclusive leadership:** RiseUp! has been intentional in ensuring that deaf and disabled young women are included as leaders and decision-makers, not only as participants.

## Year 3 in Detail (2023–2024)

# RiseUp! Year 3: Impact Assessment

| Activity                                            | Location                                                                                                                                                                                                                               | Local YWCA Engaged                                              | No. of YW who participated |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------|
| Training of trainers                                | Online                                                                                                                                                                                                                                 | YWCA India                                                      | 8                          |
| Leadership and advocacy training                    | North Region                                                                                                                                                                                                                           | YWCA Shimla<br>YWCA Jabalpur                                    | 91                         |
|                                                     | West Region                                                                                                                                                                                                                            | YWCA Poona<br>YWCA Goa                                          | 81                         |
|                                                     | East Region                                                                                                                                                                                                                            | YWCA GIF Chabua<br>YWCA Balasore<br>YWCA GIF Damanjod           | 102                        |
|                                                     | Northeast Region                                                                                                                                                                                                                       | YWCA Shillong<br>YWCA GIF Lungle                                | 93                         |
|                                                     | Southeast Region                                                                                                                                                                                                                       | YWCA Hyderabad<br>YWCA GIF Erode                                | 106                        |
|                                                     | Southwest Region                                                                                                                                                                                                                       | YWCA Kalathipady<br>YWCA Chenganur                              | 110                        |
| Leadership and Advocacy Training for deaf community | Kolkata<br>Bangalore<br>Jaipur                                                                                                                                                                                                         | YWCA of India National Project, Calcutta<br>YWCA Bangalore City | 116                        |
| Alumni engagement                                   | Year 1: 13 Trilokpuri + 4: Annie, Sachu, Sefali and Amanda<br><br>Year 2: Balasore, Chandrapur and Deaf community (24) + 3: Jainab, Santosh and Komal (supported in Jaipur Deaf Training) + 6 (deaf young women helping in ISL videos) |                                                                 | 104                        |
| Slum community                                      | Nandgram, Ghaziabad                                                                                                                                                                                                                    |                                                                 | 30                         |
| New Young woman lead                                | Delhi                                                                                                                                                                                                                                  | YWCA India                                                      | 1                          |
| TOTAL                                               |                                                                                                                                                                                                                                        |                                                                 | 842                        |

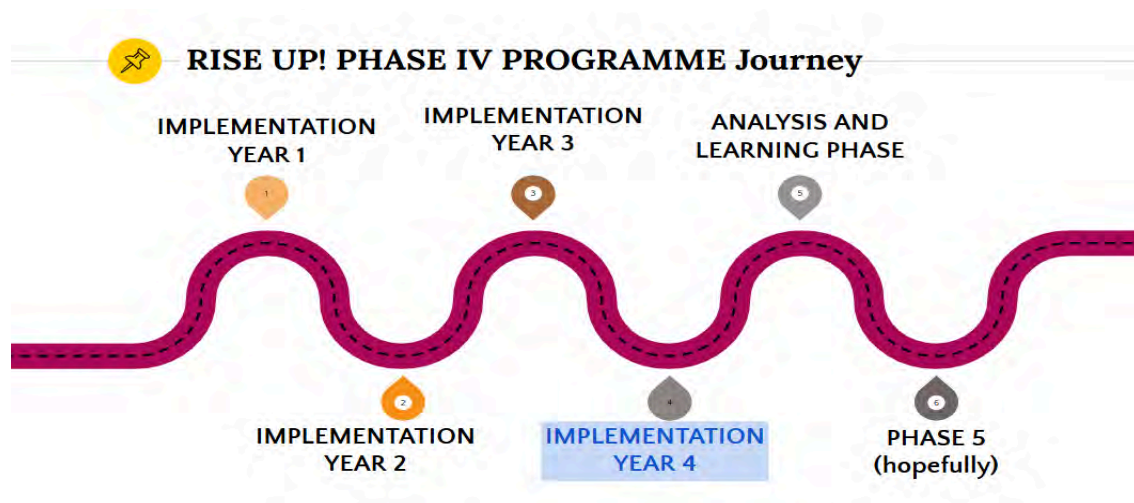
## Focus Areas of Year 3

- Consolidated earlier learnings while **reaching new communities**.
- **Strengthened regional ownership** through YWCA local associations.
- **Deepened inclusion** with deaf young women, women with disabilities, and slum communities.
- **Expanded advocacy on economic empowerment, SRHR, and climate justice**.
- **Fostered intergenerational dialogue**, with senior leaders becoming allies and enabling young women to lead.
- **Advanced advocacy and policy engagement**, positioning young women's voices beyond YWCA structures.
- **Built capacity** through alumni-led trainings, enhancing peer learning, advocacy, and feminist leadership skills.

## Outcomes of Year 3

- RiseUp! succeeded in **embedding inclusion, diversity, and advocacy** more strongly than in previous years.
- **842+ young women were engaged** in Year 3 alone, expanding the overall network of empowered youth leaders.
- The groundwork was laid for **advocacy and broader partnerships**, setting the stage for Year 4.

## Future Directions: Year 4 and Beyond



As RiseUp! enters its fourth year, our focus is on consolidating learnings, deepening advocacy, and ensuring sustainability of the movement. Building on the strong foundation of the past three years, we will continue to expand our reach while strengthening the communities we have already engaged.

## Year 4 Approach



Over three years, RiseUp! in India has transformed from a pilot initiative into a vibrant platform of leadership, advocacy, and solidarity. By supporting over **1,800+ young women in 40+ locations**, RiseUp! has built feminist leadership rooted in local realities and connected to global agendas.

Year 3 especially marked a turning point for inclusion, intergenerational dialogue, advocacy and working with alumni, expanding RiseUp! into new communities and equipping diverse young women as leaders.

As the programme enters Year 4, the focus is on scaling reach, deepening impact, and influencing policy, ensuring that young women's voices continue to shape a future of justice, equality, and peace.



## RiseUp! Event in collaboration with World YWCA

*Bold, Transformative, Unstoppable - not just words, but a call to action, a manifesto, a promise*



In February 2025, YWCA of India hosted the RiseUp! India Meet-Up, bringing together young women leaders from across 8 Asia-Pacific countries for 12 days of intensive learning, connection, and transformation. The gathering went beyond training, it became a **movement, reaffirming our commitment to building feminist leadership that is bold, transformative, and unstoppable**. Participants returned to their communities equipped not only with knowledge but also with stronger networks and a renewed purpose to amplify the voices of young women.

The meet-up emphasized **intergenerational leadership, financial sustainability, and digital advocacy** as key pillars of change. Storytelling workshops enabled young leaders to own their narratives as powerful tools for activism, while alumni and mentors showcased the strength of sustained feminist leadership across generations. Sessions on financial management and sustainability provided participants with practical skills to strengthen their initiatives, and technology-focused discussions deepened understanding of how digital tools can serve as enablers for feminist advocacy when barriers are addressed.

Each workshop and dialogue reinforced the vision of RiseUp! as a continuous and evolving process of advocacy, leadership, and collective action. The participants emerged as changemakers, committed to intersectional and inclusive leadership. **As YWCA of India, we continue to build on these foundations, working closely with master trainers, the steering committee, and young women leaders to ensure that the RiseUp! movement drives lasting impact for the generations to come.**

## **Feminist Consultative Methodology Research: Empowering Deaf Young Women through Inclusive SRHR Education**

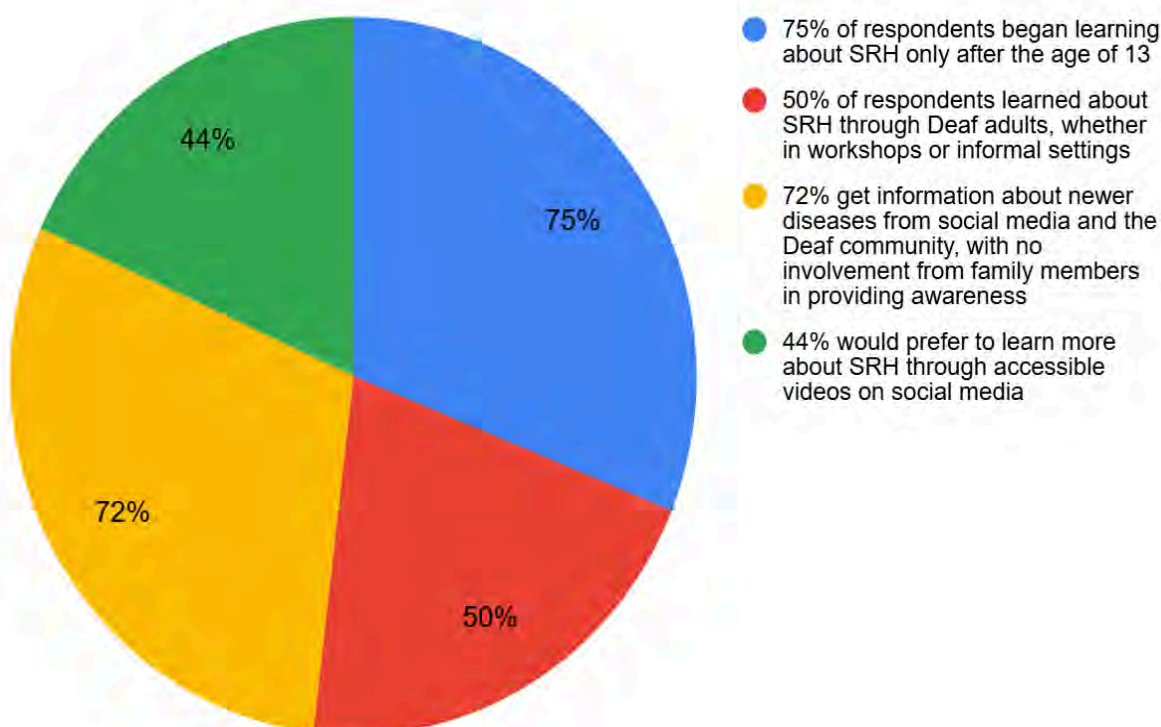
YWCA of India, embarked on a ground-breaking research project to address the unique needs of deaf young women in India through the support of the World YWCA. The Feminist Consultative Methodology (FCM) served as the base for the Research Project that was conducted from September 2023 to August 2024. The FCM research was born out of a recognized gap in accessibility to awareness on rights, particularly among the deaf community, exacerbated by the COVID-19 pandemic. It aimed at understanding the knowledge levels and accessibility of Comprehensive Sexuality Education (CSE) resources among the deaf community, identifying the gaps in CSE awareness and accessibility within the deaf community and developing evidence-based solutions to address the unique needs of deaf young women.



### **Methodology and Key Findings:**

The FCM Research Project employed a mixed-method approach, combining qualitative and quantitative methods to collect data from **177 respondents**. The research was led by a team of **six deaf co-researchers**, aged between 18 and 35 years, who played a crucial role in ensuring the accessibility and relevance of the research tools and findings.

The key findings of the research highlighted significant gaps in CSE awareness and accessibility within the deaf community:



### Impact and Way Forward

The FCM Research Project has set a precedent for future initiatives focused on inclusive and accessible education. The project's findings have informed advocacy efforts, including recommendations for policy changes to include accessible and age-appropriate CSE curricula for Deaf learners. The project team is working towards FCM Phase 2 for developing an accessible toolkit for deaf adolescents and promoting collaboration between organizations specializing in SRHR and those working with Deaf individuals. The FCM Phase 2 will be implemented from the period of September 2025- March 2026.

The project's impact extends beyond the research findings, highlighting the importance of:

- Accessibility at every stage of the research process
- Involvement of Deaf co-researchers in ensuring the relevance and accuracy of the research
- Collecting responses in the native language of participants
- Identifying Deaf-appropriate ethics in research

The FCM Research Project is a testament to YWCA of India's commitment to leaving no one behind in the pursuit of empowerment and inclusivity.

## **YWCA of India Young Women as Gender Responsive Climate Advocates**

Rooted in YWCA of India's transformative vision "Nurturing Nature," the Flagship Programme ignites the power of young women to champion climate action, advance gender equality, and drive inclusive community change. By nurturing their skills, leadership, and collective voice, this initiative builds resilient and equitable communities while shaping gender-responsive, transformative policies. Through the shared journey of "WeMpower: Leaving No One Behind," young women are not only taking ownership of sustainable solutions but also inspiring a movement of hope, courage, and lasting impact.

Supported and funded by the Global Youth Mobilization (a collaborative initiative of the Big 6 Youth Organisations), the Flagship Programme advances the following objectives:

1. Empower young women as leaders for climate and gender justice.
2. Promote gender equality and ensure meaningful participation of young women.
3. Equip young women with knowledge and tools to advocate for gender-responsive and climate-resilient policies at local and national levels.
4. Enable young women to lead and innovate climate action projects through YWCA's local associations, with a focus on creative solutions and sustainable community impact.

Through this programme, YWCA of India is not only strengthening the leadership of young women but also contributing to the vision of World YWCA's Goal 2035.



### **Youth Engagement and Capacity Building under the Flagship Programme**

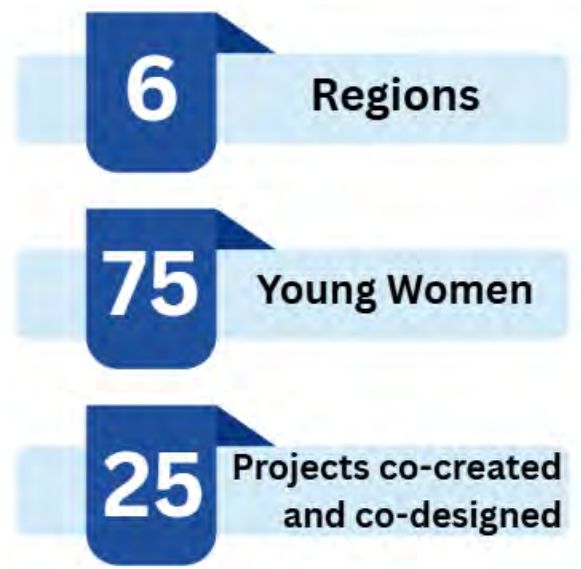
The National Youth Conclave, held in August 2024, brought together young women for collaborative sessions and interactive workshops on Gender Justice, Climate Justice, and Peace building. The programme began with a core cohort of 30 participants, which later expanded to 50 young women from six YWCA regions, reflecting the growing interest and engagement in the initiative.

To strengthen the cohort's knowledge and skills, a series of six virtual capacity-building sessions were conducted in November 2024. Led by subject-matter experts, these sessions focused on gender and climate justice, equipping participants with practical insights to address local and regional challenges effectively.

Regional Youth Conferences followed between December 2024 and January 2025, spanning five regions. These conferences created dynamic spaces for young women to engage with

field experts, co-create small-scale projects, and discuss implementation strategies with their local YWCA associations and intergenerational leaders for guidance and support.

Further building their project management capabilities, a dedicated workshop on proposal writing was conducted in March 2025 for young women climate advocates. This session provided practical guidance on presenting project ideas for submission and highlighted key aspects of fundraising, emphasizing the value of partnerships and collaborative opportunities for sustainable impact.



## YIndia Virtual Panel Series

The YIndia Virtual Panel Series is a monthly initiative of the YWCA of India, designed to create a shared platform for dialogue, learning, and action around key social justice and development issues. Each session is hosted by one of the regions under the leadership of the National Vice Presidents of the YWCA of India and aligns with the monthly thematic focus set out in the National Office's programme calendar. This ensures that all local associations engage under one united umbrella, promoting cohesive progress and collective impact across the country.

The series brings together YWCA members, youth and staff associated with the movement to reflect on the relevant themes aligned to the YWCA's mission and quadrennium focus and features experts, practitioners and activists bringing deep knowledge, professional insights, and field-based experience to enrich the discussions and inspire collective action. The sessions were held in the form of monthly virtual panels on Zoom, ensuring accessibility and nationwide engagement.



*Fig.: Participation in the sessions*

## Sessions:

YWCA OF INDIA

### YINDIA VIRTUAL PANEL SERIES

SEASON 2 : SESSION 5 – WESTERN REGION



**TOPIC:**  
Challenges to Women's Movements  
in building communities of  
pro-existence for justice

**Guest Speaker**

**Ms. Neha Dabhade**  
Executive Director, CSSS



24TH APRIL 2024  
06:00 PM (INDIA)



DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)

YWCA OF INDIA

### YINDIA VIRTUAL PANEL SERIES

SEASON 2 : SESSION 6 – HEADQUARTERS



**TOPIC:**  
Build-a-Person : Growing into  
Individuals of Change

**Guest Speaker**

**Christina Anna Sam**  
Psychologist



29TH MAY 2024  
06:00 PM (INDIA)



DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)

YWCA OF INDIA

### YINDIA VIRTUAL PANEL SERIES

SEASON 2 : SESSION 7 – NORTHEAST REGION



**TOPIC:**  
Climate Justice and Sustainable  
Development : Northeast India  
perspective

**Guest Speaker**

**Dr. Kilangnaro Imchen**  
Assistant Professor,  
Jubilee Memorial College



26TH JUNE 2024  
06:00 PM (INDIA)



DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)

YWCA OF INDIA

### YINDIA VIRTUAL PANEL SERIES

SEASON 3 : SESSION 1  
EASTERN REGION

Month Focusing on Vocational Skills and Training Centres



**Topic:**  
'Enhancing Vocational Skills and Training  
Centres in the current context

**Guest Speaker:**  
**Mr. Ram Kishor Sharma**

- Former Head of Institute - National  
Career Service Centre for Differently  
Able (NCSCDA), Government of India
- Two-time National Award recipient for  
outstanding work in the placement of  
persons with disabilities.



31ST JULY 2024  
06:00 PM (INDIA)



DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)

**YINDIA VIRTUAL PANEL SERIES**  
**SEASON 3 : SESSION 2**  
**SOUTHEAST REGION**

Month Focusing on Youth Engagement

**Topic:**  
Harnessing the potential of Youth in voluntary sectors

**Guest Speaker:**  
**Dr. Priscilla Sathianathan**

- Senior Consultant Psychologist with 25 years of extensive expertise in Academic Programme Development, Training, Research, and Clinical Counselling.

**28TH AUGUST 2024**  
**06:00 PM (INDIA)**

DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)



**YINDIA VIRTUAL PANEL SERIES**  
**SEASON 3 : SESSION 3**  
**NORTHERN REGION**

Month focusing on Peace building

**Topic:**  
Promoting Inclusive Peace Building and Collective Action

**Guest Speaker:**  
**Dr. Atiqa Kelsy**

Assistant Professor  
St. Xavier's College, Jaipur

**25TH SEPTEMBER 2024**  
**06:00 PM (INDIA)**

DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)



**YINDIA VIRTUAL PANEL SERIES**  
**SEASON 3 : SESSION 4**  
**SOUTHWEST REGION**

Month focusing on Mental Health Awareness

**Topic:**  
Women and Mental Health in the context of workplace

**Guest Speaker:**  
**Dr. Johnson Alex**

Ph.D & M.Phil in Clinical Psychology  
FAIMER  
Associate Professor and Head  
School of Behavioural Sciences  
Kannur University

**30TH OCTOBER 2024**  
**06:00 PM (INDIA)**

DM for Zoom Link | [www.ywcaindia.org](http://www.ywcaindia.org)



**Y - INDIA - Virtual Panel Series Season 4**  
Session I Hosted by Eastern Region of YWCA of India on

**Intergenerational Leadership**

On the special occasion of **World YWCA Day 2025**

**Keynote Speaker**

**Arshiya Kochhar**  
Lead- Programs  
One Future Collective

**24 April 2025, Thursday**  
**5 PM - 6 PM (IST)**





## Session Themes and Timeline (April–November 2024)

| Month          | Session             | Region       | Theme                                                                                       | Vice President            |
|----------------|---------------------|--------------|---------------------------------------------------------------------------------------------|---------------------------|
| April 2024     | Season 2, Session 5 | Western      | <i>Challenges to Women's Movements in Building Communities of Pro-existence for Justice</i> | Ms. Roselle M. F. Solomon |
| May 2024       | Season 2, Session 6 | Headquarters | <i>Build-a-Person: Growing into Individuals of Change</i>                                   | Ms. Susan R. Chacko       |
| June 2024      | Season 2, Session 7 | Northeast    | <i>Climate Justice and Sustainable Development: Northeast India Perspective</i>             | Ms. Ibadari Lyngrah       |
| July 2024      | Season 3, Session 1 | Eastern      | <i>Enhancing Vocational Skills and Training Centres in the Current Context</i>              | Ms. Lena Chand            |
| August 2024    | Season 3, Session 2 | Southeast    | <i>Harnessing the Potential of Youth in Voluntary Sectors</i>                               | Dr. V. K. Evangeline      |
| September 2024 | Season 3, Session 3 | Northern     | <i>Promoting Inclusive Peace Building and Collective Action</i>                             | Ms. Shefali Bhardwaj      |
| October 2024   | Season 3, Session 4 | Southwest    | <i>Women and Mental Health in the Context of Workplace</i>                                  | Dr. Annie Thomas          |
| November 2024  | Season 3, Session 5 | Western      | <i>Empowerment and Inclusion of Children in the YWCA</i>                                    | Ms. Roselle M. F. Solomon |



## World Leaders Virtual Panel Series

### *“Voices of Change: Cross Learnings with YWCA Leaders from Global Spaces”*

The World Leaders Virtual Panel Series is a quarterly initiative launched by the **YWCA of India** under the theme *“Voices of Change: Cross Learnings with YWCA Leaders”*. This series serves as a global platform to connect **YWCA members, youth, and staff** in India with **leaders from YWCAs across the world**, creating opportunities for shared learning, and international collaboration.

This initiative began in the month of March 2025 and celebrates the **impactful legacy of the global YWCA movement** in shaping gender justice and transforming power structures. Each session reaches an average of **80 participants** and focuses on learning from **best practices, advocacy tools, and lived experiences** from across the YWCA global network.

The first session was hosted under the theme **“Advancing Gender Equality: From Commitment to Action in the context of UN CSW69”**. The session opened with Dr. Joycia Thorat, Chairperson of the National Programme Committee, who offered insights into the UN CSW process and introduced the theme. Dr. Suchi Gaur, Senior Director of Strategy and Operations at World YWCA, was the keynote speaker and shared powerful reflections on the Beijing+30 review, the role of collective action, and the importance of connecting grassroots advocacy with global platforms. The call to action emphasized showing up, speaking out, and standing together as a global movement to push for gender justice. Through this series, YWCA of India continues to strengthen international ties and inspire local action through global wisdom.

**YWCA OF INDIA · 1896**

*International Women's Day 2025*

**WORLD LEADERS VIRTUAL PANEL SESSION 1**

**Advancing Gender Equality:  
“From Commitment to Action in the context of UN CSW69”**

**Start At  
10:30am - 11:30am (IST)**

**Wednesday  
5 March, 2025**

*Let's celebrate the spirit of Women's Day together!*

**Dr. Suchi Gaur**  
Senior Director of Strategy & Operations, World YWCA

**Dr. Joycia Thorat**  
Chairperson - National Programme Committee, YWCA of India

## National Youth Conclave 2024

YWCA of India's National Youth Conclave 2024 was held from 10th to 12th August 2024, coinciding with the International Youth Day. The event marked the launch of YWCA of India's "Flagship Programme: Young Women as Gender Responsive Climate Advocates. The theme for the Conclave was "Intersections of Gender Justice and Climate Justice towards a Sustainable Future," with sub themes focusing on Gender Justice and Young Women Leadership, and Climate Justice and Youth Engagement.

The conclave brought together **60 young women** and aimed to train and develop a cohort of Young Women Leaders who will be championed as Gender-responsive Climate Change Activists by exploring how gender injustice and climate change disproportionately affects women and young women and the unique challenges they face. The Conclave featured sessions to highlight the vital role young women play in climate action, encouraging YWCA youth members to take ownership in leadership initiatives in their communities through their local associations. It involved co-creation and co-designing of the action plans that align with the quadrennium theme "WeMpower: Leaving No One Behind".

Over the three days of the Conclave, the YWCA Youth members attended plenary sessions on thematic topics to build their knowledge, engaged in focused group discussions - both region-wise and as a mixed group to bring out solutions and action plans while acknowledging the diversity of their perspectives, challenges and contexts. They gained practical skills for advocacy, community engagement and leadership. External Youth members from different organisations were present, to share global and national insights with the youth members and to support them in building concrete plans. These sessions were instrumental in enhancing the capacities of YWCA Youth members as they prepared themselves to lead and inspire others through the YWCA of India's Flagship programme.



## Holly Jolly Carnival 2025

The National YWCA of India hosted a vibrant Holly Jolly Carnival 2.0, an ecumenical choir fest and festive fête on the 12th January 2025 at its headquarters at 10 Sansad Marg, New Delhi. Aligning to the YWCA's quadrennium theme “WeMpower: Leaving No One Behind”, the Holly Jolly Carnival was an inclusive space highlighting the social impact of National YWCA of India in empowering women and mainstreaming their contribution in the community and society. The Holly Jolly Carnival featured a mix of an Ecumenical choir fest, festive fete and cultural performances by representatives of the vulnerable communities with whom the YWCA works with. Symphony group, Patel Nagar grabbed the winning prize with much joy and excitement. The Carnival also provided a platform for the local artisans and small businesses to display and sell their creations and convey the stories behind their products. Around 30 exhibitors showcased their choicest collections of handicrafts, accessories, festive goodies, gift articles, delicious food and much more. In addition, guests enjoyed a variety of dance, poetry and music performances showcasing the local talent.



*RiseUp! Stall at Holly Jolly Carnival 2.0*

## Advocacy and Campaigns

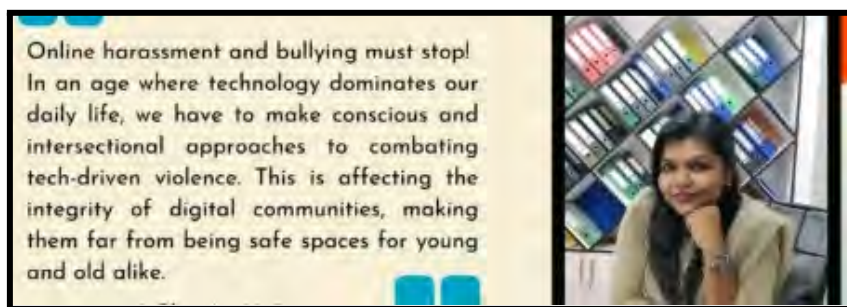
- **‘Indian Women Call for Ceasefire’ campaign** on November 14th 2024: In response to an urgent call from the national leadership, the YWCA associations across India actively participated in the "Indian Women Call for Ceasefire" campaign on November 14th. The campaign aimed to raise awareness about the dire humanitarian crisis in Gaza and Israel where children are being killed relentlessly. YWCA members held placards and banners with the hashtags #CeaseFireInGazaNow and #StopKillingInnocentChildren, along with their names and YWCA affiliations.



- **Call to Action- Protest for Calcutta Rape case:** In the wake of horrific rape and murder of a young postgrad doctor in Calcutta and to demand accountability and systemic change, YWCA of India joined the other women’s rights organizations in a protest at Jantar Mantar on 20th August 2024. National President Ms Kunjamma Mathew addressed the gathering demanding justice and safety for every girl and women. Hereafter, a follow up meeting of the women’s organizations was organized on 21st September hosted at the YWCA of India headquarters.



- **Week without Violence 2024 Campaign** (14th October to 19th October 2024): YWCA of India called upon all associations to participate in this campaign and shared the toolkit for the campaign. The national office participated through digital engagement to end violence in all spaces including online gender based violence.



- **Advocacy Campaign from December 2024 to January 2025 led by RiseUp!:** YWCA of India supported its local associations for the Advocacy Campaign from December 2024 to January 2025 under the RiseUp! Programme by providing financial support upto Rs. 7000/- . This program, supported by dedicated local associations, focused on two crucial priorities: (a) Sexual and Reproductive Health and Rights and (b) Civic awareness and Political Engagement. Through RiseUp! Advocacy campaign, the second phase of the Advocacy Campaign Phase 2 was successfully completed where YWCA of India's 28 local associations have reached out to **1579\* participants** advocating for SRHR and Civic awareness of women and young women, out of which **1395\* participants were young women.**



## Networking, Collaborations and Outreach Programmes

- **National Conference on Menstrual Justice (11th - 13th April):** YWCA of India participated in the *National conference on Menstrual Justice* which brought together various women and young women leaders from across the country and globe organized and led by Safai Karmachari Andolan (SKA), a national movement focused on eliminating manual scavenging, and the Central European University (CEU) in Austria. The conference aimed to delve into the existing menstrual justice situation in the country, deliberating on strategic directions for the future. With a particular focus on situating menstruation as a matter of gender justice, the YWCA of India along with the other organizations culminated with the adoption of the 'Delhi Declaration' outlining actionable steps for achieving menstrual justice which was released on the Menstrual Day 28th may 2024.



- **Friends of YWCA - World YWCA Day - 24th April 2024:** On the occasion of World YWCA Day, YWCA of India hosted a get together programme with a panel of dignitaries at its headquarters. The Get together programme reflected on the theme of World YWCA Day 2024 “Resist, Reclaim, Revolutionise: No to rollbacks” and discussions rolled around advancing and progressing gender equality. This event was planned strategically to involve key individuals and institutions which brought together eminent guests from embassies, ministries, corporates and NGOs and served as an opportunity to revive our existing connections, explore new connections and possibilities, engage, network and open spaces for future collaborations.



- **Discourse on Children, Youth and Climate Change 7th June 2024:** On the occasion of World Environment Day, YWCA of India along with the Office of Public Affairs of the Baha'is of India, and the India Alliance for Child Rights organized a symposium on "Children, Youth & Climate Change: Realities and Lessons Learned." Ms. Hyun Hee Ban, Chief of Social Policy, UNICEF India enlightened the occasion as the keynote speaker and featured experts and environmentalists in the panel. The discussion revolved around four key areas of Climate Justice such as Children and Youth as agents of Change, towards climate justice and hope for a sustainable world, finding the nexus in policy making and further on Climate change and migration. The inputs emphasized the urgent need for inclusive policies that actively involve young voices in decision-making processes. Experts and activists called for a paradigm shift towards recognizing children's unique vulnerabilities.



- **Felicitation of Stalwarts - Ms Razia Ismail and Dr Jyotsna Chatterji, 07th May 2024:** YWCA of India in collaboration with India Alliance for Child Rights (IACR) and Joint Women Programme (JWP) hosted a felicitation ceremony at the National Office of YWCA of India, to honour two remarkable stalwarts, Ms. Razia Ismail and Dr. Jyotsna Chatterji who dedicated their life advocating for women and child rights. The felicitation ceremony centered on the exemplary journey of Ms. Razia Ismail and Dr. Jyotsna Chatterji for their contribution in various leadership roles at the Grassroots, National and Global level.



- **Big 6 Collaboration:** Formed in 1996, the Big 6 Youth organizations are an alliance of leading international youth-serving organizations. The Big 6 comprises the five largest youth movements in the world and a leading programme for youth development. At the National level in India : (1) **YWCA of India** (2) **National Councils of YMCAs of India** (3) **Bharat Scouts and Guides** (4) **Red Cross Society** (5) **International Award for Young People (IAYP)** are campaigning the BIG 6 collaboration to form an alliance to build a network of young people engaged through the Big 6 youth organizations and other partners to support and scale-up youth-led solutions and youth engagement programs across the country. The BIG 6 inaugural ceremony was held on 15th July 2024 and official BIG 6 national collaboration through signing of MoU was initiated and discussions rolled on the roadmap and action plan for the next 3 years focusing on (1) Gender Equality (2) Peace Building and (3) Climate Justice
  
- **World YWCA and the World YMCA Week of Prayer 2024** from November 11th to November 16th, 2024: YWCA of India hosted the World Week of Prayer fellowship on the 12th of November. The theme of this year was moving with faith through the Elements: Water, Earth, Fire, and Wind. Fr Abin P Jacob from the Malankara Orthodox Syrian Church gave a reflection by addressing the sub theme of the day that is moving with faith through the valley.



- **World Mental Health Day:** YWCA India in collaboration with the NCCI organized a session on 10th October 2024 on the World Mental Health Day under the theme “It is time to prioritize mental health in the workplace”. This session explored how workplaces can become safe spaces that prioritize mental health. It emphasized collaborative approaches that involve employers, mental health professionals, and community organizations in fostering environments that promote mental well-being, reduce stress, and address mental health challenges faced by employees.
  
- **Official PoSH Consultants of inDrive Co:** It brings us pride to report that we have been able to successfully enter into an agreement with inDrive Company, an international ride-hailing service operating in more than 700 cities in over 45 countries. Headquartered in Mountain View, California Along with training YWCA will be leading their PoSH initiatives including ICC formation, PoSH policy drafting in HR policies, training for all the employees, and advisory support. The consultant fee for YWCA is fixed for yearly costing of Rs.3,00,000/- Due to our effective policy in place, the company has also extended a global collaboration with the World YWCA as well.

## Trainings

- **POSH Training at Petroleum and Natural Gas Regulatory Board:** On 30th July 2024 Ms Pranita Biswasi and Ms Ishika Bansal conducted a second round of POSH training for the fresh batch of employees of the Ministry of Petroleum and Natural Gas Regulatory Board.
- **POSH Training with Ministry of Petroleum and Natural Gas Regulatory board**  
The programmes department led a training on Gender Sensitization and understanding of the POSH Act for the 50 employees of PNGRB. The session was done in a workshop model and the participants were engaged in different discussions on case studies presented to them. The session was done on 10th of March 2025. These workshops served to heighten awareness of POSH and its crucial role in fostering safe and respectful work environments for all employees.
- **POSH Training at Ministry of Tribal Affairs**  
The programmes department conducted a training on the 10th of March for the ministry of tribal affairs on Gender sensitization and understanding of POSH Act. The employees present were 20 in person and 15 online.



## Representation at Roundtable and meetings

### YWCA of India representation at various roundtables:

- NCCI Board meeting : On 12 September 2024, YWCA of India's National President, Ms. Kunjamma Mathew was felicitated at the NCCI Board meeting.



- INDIA PEACE CENTRE Board meeting :On 27th August 2024, YWCA of India's NGS, Ms. Dhiya Ann Mathew participated in the board meeting of India Peace Centre.
- A Roundtable was organized on 18th March, 2025 by Nikore Associates and Karmanya on behalf of the Ministry of Women and Child Development and Gates Foundation : **Theme :- “Roundtable on One Stop to Full Stop- Ending Crimes against Women”.** The study was to evaluate the effectiveness of One stop centers under the Nirbhaya Fund and the alternate sources of support systems available for women. Ms. Dhiya Ann Mathew and Ms. Paromita Roy represented YWCA of India.
- YWCA of India represented by Ms. Dhiya Ann Mathew , Ms. Pranita Biswasi and Ms. Paromita Roy, attended the launch of a study released by JAGORI on ‘**Navigating Care Work, Safety and Informality in Urban India: Evidence from Delhi’s Domestic Workers**’ held on 26th March, 2025

- **National Conference on Menstrual Justice Hosted by Safai Karmachari Andolan :**  
The Second National Conference on Menstrual Justice, held on 26th March 2025 at the India International Centre, brought together feminists, grassroots leaders, and Safai Karmachari gender justice advocates to review and strengthen the 2024 Delhi Declaration on Menstrual Justice. Convened by Safai Karmachari Andolan (SKA), the conference focused on addressing menstrual injustice through the lens of caste, patriarchy, and untouchability. Participants reflected on the progress since the first conference and worked collectively to shape the declaration into a stronger policy tool for systemic change. Ms Pranita Biswasi was one of the panelists in the launch of the Delhi Declaration and shared insights on menstrual justice highlighting the work of YWCA of India on Menstrual Justice.



## Supporting the Community development Project's presence through Vocational training programmes and non-formal education



The YWCA of India, through its National Office-supported centres in Delhi, Chandigarh, Kolkata, Dehradun, and Uttarakhand, continued to strengthen its outreach and impact in communities by focusing on **education, vocational training, health care, awareness, livelihoods, and youth leadership**.

Between April 2024 and February 2025, these centres reached **over 1,000 individuals**, including women, children, youth, and the elderly. Programmes ranged from skill-building and preschool education to health services, legal awareness, and value-based leadership development.

*Through these diverse interventions, YWCA of India has created safe, inclusive, and empowering spaces in communities, strengthening women, children, and youth while addressing local needs with sustainable solutions.*

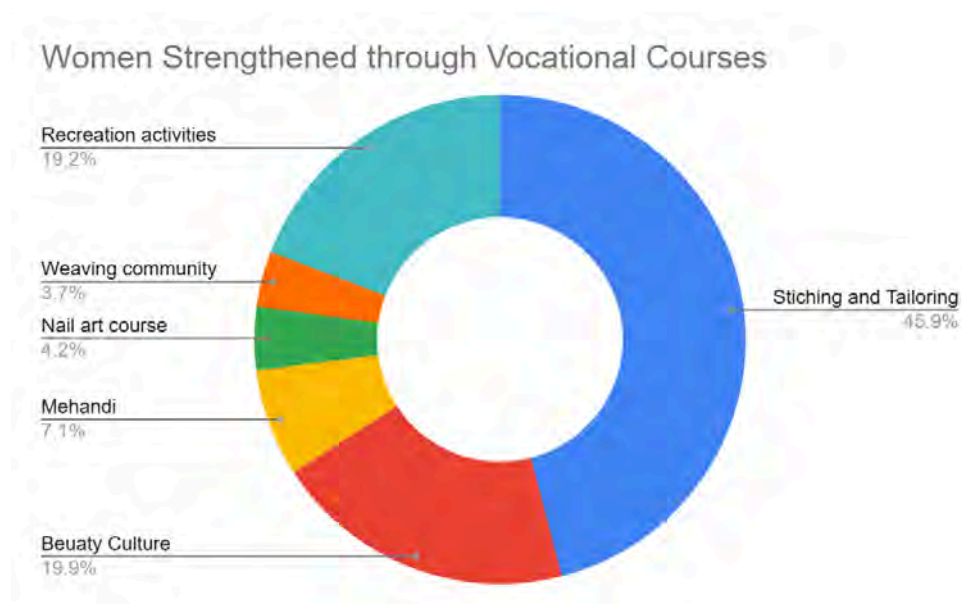
### **Strengthening through Skilling:**

Across its Community Development Projects, the YWCA of India has continued to strengthen livelihood opportunities through structured vocational training programmes. Courses in **stitching and tailoring, beauty culture, computer literacy, and handicrafts** are being regularly conducted, responding to the local aspirations and needs of women and young people in marginalized communities.

At the **Trilokpuri Centre in Delhi**, young women are trained in tailoring, beauty culture, mehendi, and nail art, equipping them with multiple skillsets to increase employability in both formal and informal markets. In **Chandigarh**, stitching courses are held at three different locations, ensuring access for women from nearby communities. The **Spreadacres**

**Centre in Dehradun** has diversified its training with courses in tailoring, beauty, and computer skills, alongside creative activities like candle-making, which especially engages the elderly. Meanwhile, in **Khariberia, Kolkata**, *initiative started in 1944, where training in traditional spinning and weaving of cotton fabric was provided to the women – widows, deserted wives and destitute; which helped in income generation and empowered them to stand on their own feet.* In addition to the heritage weaning project, the stitching centre was inaugurated in May 2024 has opened new avenues for women, complementing the long-standing weaving programme.

| Vocational Training Courses                                 | Impact through Courses |
|-------------------------------------------------------------|------------------------|
| Stitching and Tailoring                                     | 187                    |
| Beauty Culture                                              | 81                     |
| Mehandi                                                     | 29                     |
| Nail art course                                             | 17                     |
| Weaving community                                           | 15                     |
| Recreation activities ( Karate, Yoga, Music, candle making) | 78                     |





### *Educational Programs for children*

#### **Pipal Chhaya Pre-School**

Inaugurated on **5th September 2023** with six students, the pre-school has steadily grown to an enrollment of **27 students in 2025**, up from 13 in its first year. The centre caters to children from marginalized groups, offering **affordable, quality education** in a safe and nurturing environment. The school provides a foundation for learning in innovative and child-friendly ways, ensuring early education opportunities for families with limited access.

#### **Khariberia Pre-School**

The pre-school at Khariberia has seen significant growth, reflecting its positive impact on the community. Enrollment increased from **64 children in 2023 to 94 in 2024**, a **46% rise** that highlights the growing demand for its services. To respond to this need, CSR project proposals are being developed for infrastructure and programme support.

### *Event Highlights from YWCA Centres*

At the Pipal Chhaya Centre, legal awareness and empowerment remained central to community programmes. In Chandigarh and Dadu Majra, **health care, youth mobilisation, and awareness campaigns** were at the forefront. The Dehradun centre **blended vocational training, health, youth leadership, and elderly engagement**. The Tanda Centre focused on **education and skill training** in a forest-based community. The Khariberia Centre made major strides in **education, health care, and livelihoods**.

- The District Legal Services Authority (DLSA) facilitated awareness sessions on **Environment Rights of Citizens, Safe Working Environments for Women, Law on Maintenance, Victim Compensation, and Rights of Women under Different Laws**, including the importance of educating the girl child and access to DLSA support services. These programmes collectively benefitted **70 young women**, equipping them with practical knowledge of legal rights, entitlements, and safety mechanisms.
- A **Financial Literacy Session** facilitated by Enactus CVS empowered **42 participants** by introducing them to **savings practices, government schemes, basic finance, and financial planning**.
- **Project Ikhtiraa**, launched as a creative innovation and skill development initiative, engaged **30 adolescents and youth** in workshops on **design thinking, problem-solving, and sustainable entrepreneurship**. The project encouraged participants to create innovative solutions to community challenges, strengthening their **confidence, leadership, and employability skills**.
- The **Preschool at Pipal Chhaya** celebrated a significant milestone as it completed its **first anniversary**, recognising its contribution to providing **affordable, value-based early learning** for children from marginalized families.
- A **large-scale health camp** was organised in collaboration with New Thought New Hope and the Inner Wheel Club, benefitting **150 participants** with health awareness sessions and check-ups.
- A **Y Deepa youth group** was formally launched with **30 members**, providing them a safe platform for value-based learning and leadership through regular sessions.

- A **Drug Awareness and Prevention Programme** featured a **street play (Nukkad Natak)** and testimonies from recovering addicts. The programme reached **100 participants**, received local media coverage, and left a strong impact on the youth.
- A **Christmas Mela** brought the community together with **choir competitions and games**, drawing enthusiastic participation from children and families.
- Preparations began for a **Participatory Rural Appraisal (PRA)** to help identify priority interventions within the community.
- On **World Health Day**, a session with young women and elderly participants highlighted the importance of **comprehensive health coverage** and advocated for **equitable access to health services**, especially for marginalized communities.
- A session on **environmental awareness** educated participants on the impact of **plastic waste** and promoted the adoption of **eco-friendly practices**.
- To support the elderly, a **candle-making project** was introduced alongside a **Health Outreach in collaboration with HelpAge India**, which provided free treatment, medicines, and counselling. The community also marked **World Elder Abuse Awareness Day** to promote dignity and care for older persons.
- A series of **youth-focused programmes** provided safe spaces for leadership and value-based learning, directly reaching and positively impacting **over 130 young people**.
- In **Tanda, Uttarakhand**, a community survey of **97 children (ages 6–18)** was conducted to assess needs for education, health, and vocational training. The survey revealed that **67 children were willing to join a non-formal school**, laying the foundation for a structured plan combining academics, health, and vocational support.
- The **Weaving Centre at Khariberia** engaged **13–15 women** in traditional handloom production. A business case study was developed, and **mechanisation of spinning wheels** was piloted to reduce physical strain while ensuring the preservation of craft.
- The **YWCA Stitching Centre at Khariberia** was inaugurated, providing new opportunities for women to engage in alternative livelihoods. The launch was attended by local government representatives and community members, recognising the YWCA's commitment to women's advancement.
- The **YWCA Health Centre at Khariberia** was also inaugurated, addressing urgent healthcare needs in the community. Multiple health camps were held prior to the opening to raise awareness of the upcoming facility and its services.
- The community actively participated in **Children's Day celebrations**, the **Week of Prayer**, and **Christmas festivities**, which together fostered joy, inclusion, and togetherness within the project area.



*Weavers of Khariberia CDP Center*

## Youth Leadership through Y Deepa

The **Y Deepa initiative** emerged as a **core youth engagement programme** across YWCA centres, building leadership, self-confidence, and values among children and youth. Between April 2024 and February 2025, **over 400 young people** participated in Y Deepa activities.

- Dadu Majra, Chandigarh**  
 The **Y Deepa group** was formally launched on **18th April 2024** with 30 members, marking the beginning of regular value-based leadership sessions from August onwards. As part of its school outreach, two interactive programmes were conducted **with 55 students** and on **22nd August with 50 students (ages 11–12)**. These sessions focused on **self-esteem, leadership, and personal growth**, enabling over **100 students** to engage with themes of confidence and values-driven leadership.
- Spreadacres, Dehradun**  
 The **Y Deepa Summer Camp** successfully nurtured the next line of youth leadership, welcoming **30 enthusiastic participants**. Through a series of interactive sessions with guest speakers, participants explored the **Y Deepa curriculum** and built skills in **teamwork, communication, and leadership**, preparing them to take on meaningful roles in their communities.
- An **introductory Y Deepa workshop** was conducted at Modern High School, engaging **41 students**. The session introduced them to themes of **values education, confidence-building, and leadership**, sparking curiosity and encouraging active participation in the programme.
- Khariberia, Kolkata:** Four workshops in Sept 2024 across schools, reaching **122 students** (ages 6–14). Themes included confidence-building, personal growth, and values education.



*Vocational training (stitching, beauty, mehendi, nail art, computer): 390+\**

*Women in weaving & livelihood projects: 15*

*Youth engaged in Y Deepa leadership sessions: 350\**

*Health camps & service beneficiaries: 350+ individuals*

## Y Knots India: Empowering Women Through Craft and Skill

Y Knots India is a social enterprise dedicated to empowering, skilling, and connecting women from diverse backgrounds across the country. Through this initiative, we bring together women artisans from the handwoven heritage products of Khairiberia, Kolkata, to young women in semi-urban Delhi who craft each product with skill, care, and love. Our 96 local associations nationwide also play a vital role in supporting local women artisans, ensuring their talents are recognized and celebrated. By uniting all these efforts under the Y Knots umbrella, we provide a platform for women to showcase their mastery, preserve traditional crafts, and create sustainable livelihoods. Every product tells a story of resilience, creativity, and the transformative power of women coming together.



*Women stitching bags at Pipal Chayya center, Trilokpuri, Delhi*



*Women working on handloom products at Khairiberia, Kolkata*

## Y Knots product display at Exhibitions:



Exhibition at SHAHEED BHAGAT SINGH COLLEGE, Diwali Mela



Exhibition at Bible Society of India, Annual Garden Fete



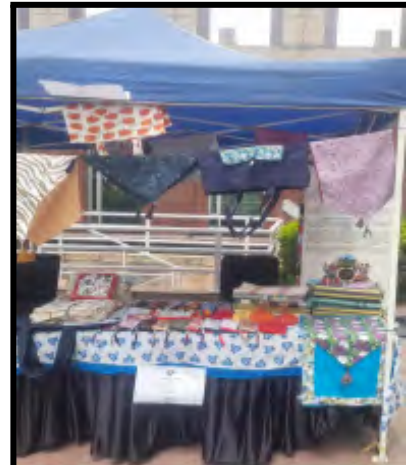
Exhibition at YWCA of India, Holly Jolly Carnival



Exhibition at NGO Mela, New Delhi YMCA



Exhibition at Sacred Heart Cathedral,  
Christmas Carnival



Exhibition at Corporate Event,  
Gurgaon

## **Building on the local witness of the YWCA movement through encouraging the YWCA local associations for developing thematic programmes**

### **Regional Conferences**

- **Western Regional Conference:** YWCA of India's Western Region Conference, held from 16th-17th November 2024 at YWCA Poona under the leadership of National Vice President Ms. Roselle Solomon, brought together YWCA leaders and youth members from across the region to explore the theme of "Gender Justice and Climate Justice in Contemporary India." The event celebrated intergenerational leadership and youth engagement, fostering a collaborative environment for innovative ideas and impactful solutions. The sessions shed light on the persistent struggles faced by women in India, challenging societal norms and victim-blaming mindsets and emphasized working on two levels : empowering women directly and addressing societal structures to foster long-term transformation.



- **SouthWest regional Conference:** YWCA Thrissur hosted the South west regional conference from 7th to 8th December 2024 under the leadership of National Vice President Dr Annie Thomas. A meaningful conference on the quadrennium theme 'WeMpower- Leaving no one behind' enabled the participants to reflect the thematic area and relate to the regional priorities and needs. This conference brought together YWCA members from the south west region. The keynote and sessions reflected the ongoing generational challenges, gender justice issues and environmental issues and sustainability.



- **Northern Regional Conference :** The Northern regional conference was held on 11th to 12th January 2025 under the leadership of Vice President Ms Shefali Bharadwaj. The conference brought together the YWCA members from the northern region under the theme of Dignity, Fairness and Respect. The sessions reflected on the Universal Declaration of Human rights and violation and shared insights on the contemporary issues of India affecting the marginalized and vulnerable communities.



- **Eastern Regional Conference :** The YWCA Eastern Regional Conference was held on January 18th and 19th, 2025, at Park Street, Kolkata, under the leadership of Vice President Ms Lena Chand focusing on the theme of Gender Justice and Advocacy. In this region, the youth and regional conferences were combined, fostering intergenerational discussions and project ideas. The conference led a thought-provoking sessions on women-centered gender justice, rights, and empowerment, opening the floor for discussion and reflection.



- **SouthEast regional conference :** The YWCA SouthEast Regional Conference took place on January 25th and 26th, 2025, at Anandagiri, Ooty, with the theme “*We M Power – Leaving No One Behind.*” under the leadership of National Vice President Dr V K Evangelene. The conference brought together leaders, young women, and stakeholders for meaningful discussions on gender justice, social empowerment, and climate action. Aligning with the Quadrennium sub-theme of *strengthening communities*, the conference created a platform for various tribal communities to share their rich cultural heritage, traditions, and lived experiences. Senior tribal officers honored the event, offering valuable insights into their efforts to improve livelihoods and promote the welfare of tribal communities. Their presence highlighted

the importance of inclusive development and the need to empower marginalized groups through collective action.



- North East Regional Conference :** The North East Regional conference was held on 3rd and 4th May 2025 bringing together the YWCA members of the North East Region under the theme “Breaking Barriers, Building Peace: The role of women in conflict transformation”. The young women , women and leaders across the North East Region reflected on topics as Gender Justice in Contemporary India and its intersections and reflected on the struggles and strength from the YWCA journey, challenges and achievements.



## Celebrating Women's Strength, Resilience & Leadership

25+ campaign, activities and programmes led on ground

### International Women's Week Celebrations

YWCA of India shared a toolkit of suggested actions with local associations, leading to widespread observances across the country:

*Key Activities Conducted by Associations:*

- Legal Empowerment: Sessions on gender laws, POCSO, and workplace rights.
- Health & Well-being: Eye and cancer awareness camps, menstrual and mental health workshops.
- Leadership & Solidarity: Community marches, leadership seminars, and intergenerational dialogue.
- Cultural Expression: Storytelling, art installations, and honoring women changemakers.



## SPARK FUND

The **Spark Fund** is a **transformative initiative of the YWCA of India**, launched in March **2025** and represents a **pioneering investment in grassroots leadership** and the sustainability of Local Associations.

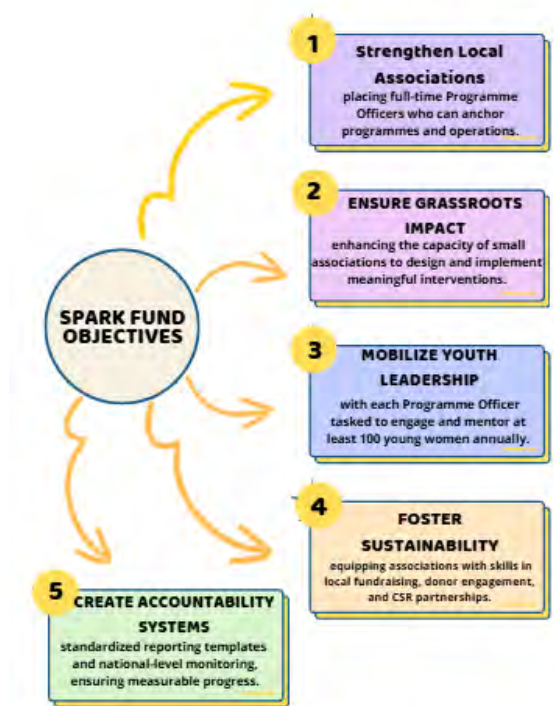
The fund specifically supports **affiliated Local Associations with an annual income below ₹5 lakhs**, offering **full salary support for Programme Officers (POs)**. This ensures that even small associations—often operating with limited staff and volunteer support—gain the capacity to run programmes, mobilize youth, and engage with communities in a structured and impactful way.

Local Associations are at the heart of the YWCA movement, carrying forward the mission of empowering women, young women, and girls at the grassroots level. Yet, many associations face:

- Financial constraints, limiting their ability to recruit professional staff.
- Gaps in programme coordination, leading to reduced visibility and outreach.
- Challenges in sustaining youth engagement due to volunteer-only structures.

The Spark Fund was designed as a catalyst to address these gaps, ensuring that no association is left behind in contributing to the YWCA's Goal 2035 Vision: *“By 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war, leading a sustainable YWCA movement.”*

### Objectives of the Spark Fund



## Strategic Intent

The Spark Fund is rooted in the **YWCA Goal 2035** commitment:

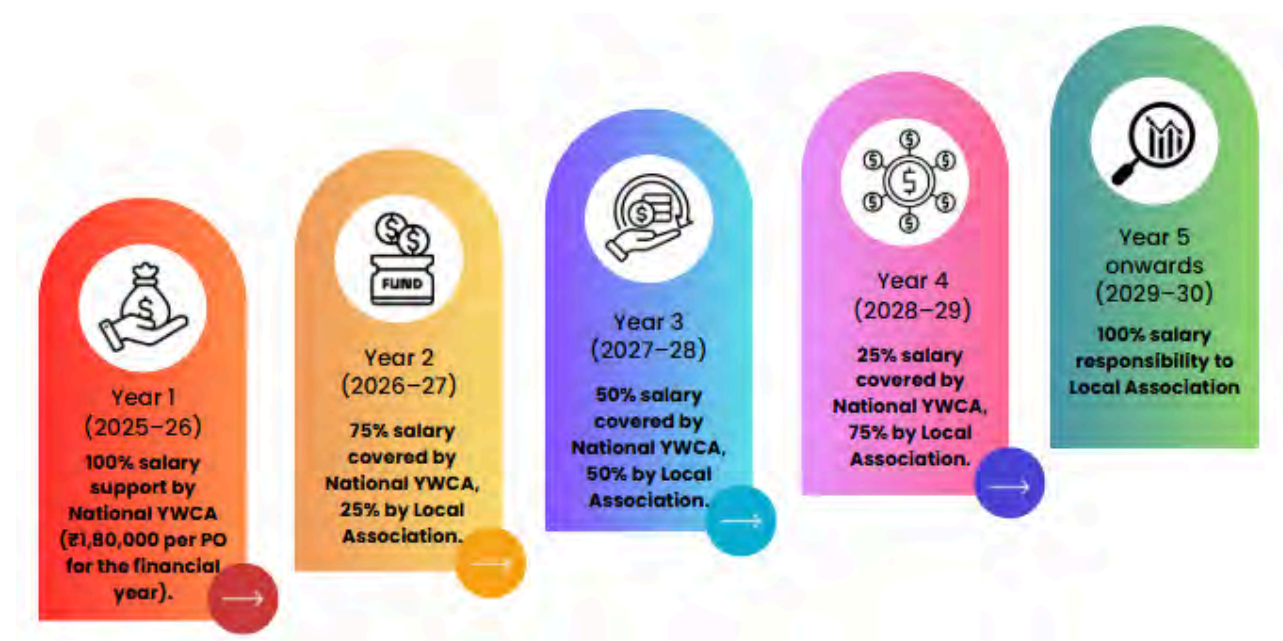
- To reach **1 million (10 lakh) young women** across India as members, beneficiaries, and supporters.
- With 10 years remaining, this requires an annual target of **1 lakh young women**, with each Local Association expected to mobilize at least **1,200 young women annually**.

Programme Officers are central to achieving this roadmap, serving as **catalysts for**:

1. Designing and executing impactful projects.
2. Engaging young women in leadership, social change, and advocacy.
3. Building CSR partnerships, donor engagement, and local fundraising.
4. Strengthening local governance, reporting, and independence

## Funding Framework

The Spark Fund follows a **phased salary support model** to gradually shift financial responsibility to Local Associations:



This phased model encourages **gradual financial independence** while giving Local Associations time to strengthen their donor base and community fundraising mechanisms

## Gender Academy

As part of the strategic priorities, the YWCA of India launched the Gender Academy, a need based initiative by the YWCA of India in collaboration with the Schumacher Centre, a renowned organization in research and leadership training.

### Purpose and Vision

The Gender Academy is designed to nurture leadership capacities, particularly among women and youth, by providing comprehensive training programmes.

The Gender Academy is to address the critical need for gender-sensitive leadership and capacity building. It focuses on equipping women and gender-diverse individuals with the tools to become effective leaders and advocates for an equitable and just society. Together with the Schumacher Centre, we are in the process of finalizing tailored programmes that will primarily engage youth in meaningful leadership training.

As an initial step we released the brochure on 23rd Jan, 2025 with a roundtable meeting with the representatives from NGOs and Academicians.

This would meet with the National Board's decision to support Local Associations through Programme Officers and will help in strengthening their capacity while also progressing on institutional sustainability.



*Launch of Gender Academy*

## Representations at different forums



*Representation at AWID*



*Meeting with MP, George Kurian*



*Young women leaders at the National Board*

## National Office Team





## CONTACT DETAILS

**Website:** [www.ywcaindia.org](http://www.ywcaindia.org)

### **Social Media Handles-**

**Instagram:** <https://www.instagram.com/ywcaindia/?hl=en>

**Facebook:** <https://www.facebook.com/YWCAIndia/>

**LinkedIn:** <https://in.linkedin.com/company/ywcaindia>

**Address:** 10, Parliament Street, New Delhi - 110001



# 89 local associations across 6 regions

## Northern Region

- Delhi
- Jabalpur
- Lucknow
- Shimla
- Ludhiana
- Kasganj

## North East Region

- Aizawl
- Dimapur
- Mokokchung
- Shillong
- Lunglei
- GIF Champai
- GIF Churhandpur
- GIF Tura West

## Western Region

- Bombay
- Nagpur
- Poona
- Goa
- Chandrapur

## Eastern Region

- Balasore
- Berhampur
- Cuttack
- Ranchi
- Chabua
- GIF Kandhamal
- GIF Gudayagiri
- GIF Bhubneshwar Patia
- GIF Damanjodi
- GIF Siligudi
- GIF Lakhimpur

## South West Region

- Adoor
- Alangad
- Alleppey
- Aluva
- Angamaly
- Ayroor
- Calicut
- Changanacherry
- Chathanoor
- Chengannur
- Chungathara
- Ernakulam
- Fort Kochi
- Kalathipady
- Kannur
- Kayamkulam
- Konni
- Kothamangalam
- Kottayam
- Kozhenchery
- Kundara
- Kunnankulam
- Mangalore
- Mavelikkara
- Mundakayam
- Muvattupuzha
- Palakkad
- Pallom
- Pathanamthitta
- Perumbavoor
- Punalur
- Quilon
- Sulthan Bathery
- Thiruvalla
- Thiruvananthapuram
- Thodupuzha
- Thrissur
- Thumpamon
- GIF Karukachal
- GIF Mallapally
- GIF Pathanapuram
- GIF Vakathanam

## South East Region

- Bangalore Cantt
- Bangalore city
- Madras
- Coimbatore
- Hyderabad
- Kalliancaud
- Madurai
- Marthandam
- Nagercoil
- Palayamkottai
- Salem
- Secunderabad
- Tiruchirapalli
- Tirupur
- Tuticorin
- Kotagiri
- GIF Erode



# **YWCA of India**

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