



**PARINAAMA
DEVELOPMENT
FOUNDATION**

ANNUAL REPORT 2023-24





CONTENTS

Our Mission	4
Director's Note	6
How We Work Where We Work	7
Key Program Highlights	11
Collective Empowerment	24
Going Forward	25
Advisory Board	27
Financials	30



PARINAAMA'S MISSION

We are on a mission to improve the standard of living of marginalized communities in India through grassroots development initiatives.

OUR ETHOS

Our mission extends to reaching families in the remotest corners of India, where access to basic necessities remains a challenge. Through our programs, we strive to provide equitable access to quality education, healthcare services, and sustainable livelihood opportunities. Our holistic approach ensures that every initiative is rooted in the realities and aspirations of the people we serve.

We also prioritize fostering a sense of agency and confidence among marginalized groups, enabling them to lead the change they wish to see. By facilitating skill-building workshops, supporting entrepreneurial ventures, and creating safe spaces for dialogue, we help individuals harness their potential that thrives on inclusivity, dignity, and shared purpose.

engage. enable. empower



DIRECTOR'S NOTE

Change begins with the belief that every individual holds the power to transform their circumstances, and together, we can make it happen. This year, through your generosity and collaborative efforts, we have reached families in some of the most remote parts of India, ensuring access to quality education, essential healthcare, and sustainable livelihoods. Our work has been deeply rooted in the voices and aspirations of the people themselves, allowing us to tackle pressing challenges and create opportunities that align with their unique realities. The strength of our approach lies in collaboration. By working with women and youth—those who intimately understand the strengths and struggles of their communities—we've empowered individuals to move beyond being beneficiaries. They are becoming the creators of knowledge, problem-solvers, and innovators, building the foundation of a social solidarity economy that prioritizes equity, sustainability, and collective well-being.

As we look ahead, in the next year, we will not only address the ongoing health and livelihood challenges but also expand our focus on the urgent and interconnected issue of climate change. The climate crisis is not just an environmental problem—it is a social and economic one, disproportionately affecting marginalized communities who already face limited access to resources.

This is more than just a mission—it is a shared journey of courage, resilience. Your continued support will help us empower these communities to respond to health crises, build resilient livelihoods, and create economic models rooted in solidarity and sustainability.

With gratitude,
Madhavi

HOW WE WORK



1. Area Needs Assessment

We strive to work in the same geographies over the long run, strengthening the bond with communities. Through projects, we conduct regular surveys to elicit feedback and work for the ever-evolving needs of the people.



2. Implementation for and with the communities

We believe in diversity and social inclusion where all program stakeholders, especially the beneficiaries are actively involved in decision-making, driving greater participation and ownership.



3. Sustainability Plan

We work with individual groups and enable communities to become self-sufficient, even after the end of project support. We strive to implement those projects which bring tangible results that may be replicated.

WHERE WE WORK

We operate in some of the most remote regions of Jharkhand, West Bengal, and Odisha, where access to basic amenities and infrastructure is often limited. These areas, characterized by dense forests, rugged terrains, and underdeveloped road networks, present unique geographical challenges.

Despite the obstacles, we have committed to bridging the gap between these isolated regions and the resources they need to thrive. Our ability to navigate these remote landscapes, both physically and culturally, sets us apart. By establishing deep connections with the local population and customizing our programs to reflect their realities, we ensure that even the most inaccessible communities are not left behind.





THE RIPPLE EFFECT



JUSITA'S STORY

Justia Minj grew up near Bagdogra in West Bengal. As a busy city even in the late 90s, education was a priority. She went to complete her Masters Degree and decided to pursue teaching as a career. She soon moved to the Jalpaiguri District to live with her husband. ***"I realised that the community was far more unaware and uneducated, especially the women."*** While most of the parents spend the day working in tea gardens, or doing odd jobs for daily wages, the children are often left unmonitored. Jusita now works with Parinaama as a teacher in the Foundational Literacy and Numeracy Project, in collaboration with The Door Step School, Pune, that targets out-of-school children and those enrolled in school but unable to attend. Jusita credits the program with teaching her how to motivate children and see a tangible difference their learning levels. ***"The classes we conduct are very different from a regular school. We have introduced games and alternate methods of learning that encourage the children to be a part of the program. The literacy levels have improved in almost all the children who have attended at least 70% of the classes."***

For local community teachers like Jusita, the results of our strategic collaborations – in this case, bringing teaching resources to those at the grassroots— have greatly improved the morale of the entire community, where even the parents are taking a more active role in the education of the children.

KEY PROGRAM HIGHLIGHTS





IMPACT THIS YEAR HEALTH

14,000+ persons

persons educated on Good Hygiene and Menstrual Health practices, through interpersonal communication campaigns

66 villages

in 20 panchayats in Khunti and Ranchi districts covered in Reproductive, Maternal and Child Health campaigns

66 CHVs

or Community Health Volunteers trained to educate and disseminate information to the general public

65% improvement

reported in hygiene behaviours across the communities served in Jharkhand

The workshops empowered participants by providing them with the necessary knowledge and skills to take charge of their health and well. Communities had a safe space for actively engaging in discussions, sharing success stories, and collectively addressing challenges related to handwashing, hygiene, and menstrual health.



IMPACT THIS YEAR EDUCATION

Parinaama has teamed up with Door Step School, Pune, to provide a platform and a learning opportunity for children and adults who are not literate. The objective is to rejuvenate community-based learning, especially focusing on foundational literacy and numeracy, in Jalpaiguri, where there are pockets of high concentrations of the poor population, especially in the tea garden areas.

3000+ persons

touched across 9 blocks in Jalpaiguri, West Bengal for the education program

858 students

enrolled out of 1200 final surveys

73% retention rate

of the students (maintaining regular attendance) in the project

100% improvement

in learning learning as per the standard examination from baseline to endline

9 learning centers

established in the Jalpaiguri District across 9 blocks



IMPACT THIS YEAR LIVELIHOODS

Our community needs assessments are conducted on a rotational basis with the self-help groups (SHGs) to identify and understand the types of training required by the community. Accordingly, programs are designed taking into consideration the community's capabilities (skill and investment capacity), available resources and interests. They are intended to disseminate knowledge on various relevant matters and develop practical skills for starting small home-based businesses, with the possibility of building local microenterprises. The training programs are conducted in coordination with the Aajeevika groups.

45 women farmers

in Puintala block (Balangir, Odisha) trained in effective kitchen gardening including multi-crop farming, crop diseases, seed selection, cultivation methods, water scheduling, nursery establishment, and market values of produce.

30 SHG members

in Bundu block, Ranchi led by master trainer Smt. Beena Devi had trained several clusters of women in Bihar and Jharkhand in association with Jharkhand State Livelihoods Promotion Society in bath and laundry soap-making. The group is also engaged in manufacturing under their own brand name.

GIVING BACK TO THE VILLAGE



MADAN'S STORY

Born and raised in Baman Para, a hamlet in Jalpaiguri, bordering Bangladesh, Madan Chandra Roy feels an immense sense of pride, when it comes to his village. He believes that one should give back to the place that nurtured them. Baman Para still remains economically backwards due to the distance from the city and other significant challenges of being near the border. Madan notes that 85%-90% of the population are daily-wage workers and while everyone is aware of the importance of education, daily challenges prevent them from giving it the focus and attention it requires. Madan currently works as a teacher in the Foundational Literacy and Numeracy Project by Parinaama in West Bengal and is highly ambitious about the change he wants to bring about in the area.

"I became a teacher because I want to do something for my people here. Where there is a will, there is a way. In the next 10 years, I would like our village to be a model village in terms of promoting education and combating climate change. The guardians have been extremely welcoming to this project by Parinaama. It is a stepping stone to bigger things."

He beams when he talks of the simple way of living- fresh vegetables (farm to table), clean air, noise-free surroundings and community bonding. For Madan, this is the true sense of abundance.



LEARNING & SHARING



TILOKA'S STORY

In 2019, Tiloka Devi's life took a dramatic turn. Her husband fell gravely ill and lost his job, leaving her to manage their three young children on her own. Despite these challenges, Tiloka stood strong, determined to create a better future for herself and her children. She took a loan of Rs 1.5 lakh from the SHG, investing Rs. 60,000 in dairy farming. Her hard work in dairy farming earned her Rs. 12,000 per month. To repay the loan and support her family, Tiloka sought a permanent job. In 2019, she joined Parinaama as a mushroom cultivation Trainee. Soon afterwards, she took on the role of a full-time trainer and community mobilizer in Ranchi, Jharkhand. Today, Tiloka has repaid her SHG loan and singlehandedly manages her household and children's education expenses. ***"More than my own self, my biggest joy is that I was able to shield my children from the hardships. I wan to continue working for as long as I can, not just for a decent wage, but because it provides me with a sense of security and a community to lean on."***

COLLECTIVE EMPOWERMENT: Focus on Social Solidarity



The goal is to build a resilient, integrated system where women, children, and youth are not only economically empowered but also equipped to respond to the challenges posed by climate change and health disparities, ensuring a healthier, more sustainable future for all.

The action plan for the collective empowerment of women's economy, with a focus on adolescents, children, and climate-health, aims to create a sustainable, inclusive ecosystem where women, children, and youth thrive economically while addressing environmental and health challenges.



- 1. Foundation and Community Engagement-** Build a strong foundation by establishing trust with the community, conducting needs assessments, and initiating foundational programs that promote women's collective economic empowerment.
- 2. Capacity Building and Infrastructure Development-** Strengthen the skills, knowledge, and resources of women to enable sustainable economic activities, and provide infrastructure for collective ventures.
- 3. Scaling and Advocacy for Policy Change-** Expand the scope of successful initiatives, increase the number of women involved in economic empowerment, and begin to advocate for systemic changes to support women's economic rights.
- 4. Sustainability and Institutionalization-** Focus on long-term sustainability by strengthening the capacity of women's economic initiatives, ensuring stable funding sources, and institutionalizing successful programs.
- 5. Innovation and Global Integration-** Position the organization as a leader in the collective empowerment of women's economies at the regional or national level and innovate through global partnerships.



GOING FORWARD: Climate and Health

Parinaama embarked on a pilot tree plantation program to enable local communities to increase the income of farmers by planting trees on their land. More than 100 farmers from the Subarnapur district, Odisha benefited from the rehabilitation of the degraded land as a result of this program. Next year, plans are afoot to take it to the next level in other districts as well.

The plan incorporates skills training in climate-smart agriculture, green technologies, and sustainable livelihoods, targeting women and youth, and integrates financial literacy and entrepreneurship education. Adolescents and children are engaged in awareness-building around the impact of climate change on their communities, promoting youth-led green businesses and initiatives for environmental sustainability. Additionally, the strategy focuses on improving health outcomes by providing access to clean water, sanitation, and nutrition, with a particular emphasis on women and children's health in the context of climate change (e.g., addressing the health impacts of extreme weather events). Microfinance initiatives support health-related enterprises, such as maternal health services, child nutrition programs, or renewable energy solutions.

The plan also includes advocacy for gender-sensitive climate and health policies, emphasizing the interconnection between economic empowerment, climate resilience, and health. Local leadership development will focus on empowering women, adolescents, and youth to be advocates for sustainable, community-driven solutions. In the long term, digital platforms will be used to connect women and youth with green market opportunities, and global partnerships will help scale the work to address the intersection of economic empowerment, climate action, and public health.



ADVISORY BOARD

Parinaama is grateful for the steadfast support from our committed international advisory board, which has diverse expertise in international development, science, commerce, public health, and law. The board offers consistent guidance and strategic input to Parinaama, positively influencing the well-being of our communities.

Dr. Jenny Ruducha
Lead Partner, Braintree Global Health, Boston, USA

Dr. Nok Boonmavichit
Founder, Acumen Trading and Co. Bangkok, Thailand

Ms. Junita Calder
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Mr. Stefanos Galountzis
Co-founder, Ethos Humanitarian Association, Denmark

Dr. Paula Quigley
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Dr. Dayaprasad G Kulkarni
Founder and Director, AarogyaSeva, New York, USA

Ms. Chavi Hemanth
Founder, EBS India Inc, New Delhi, India

Mr. Rajkumar Bidla
Senior Consultant, Buckingham County Council, Buckinghamshire, UK

Mr. Petar Atanackovic
Project Coordinator, INWOLE, Potsdam, Germany



FINANCIALS

LIVELIHOODS

HEALTH

15%

20%

65%

EDUCATION

Funds Utilization by Thematic Area

FUNDRAISING

2%

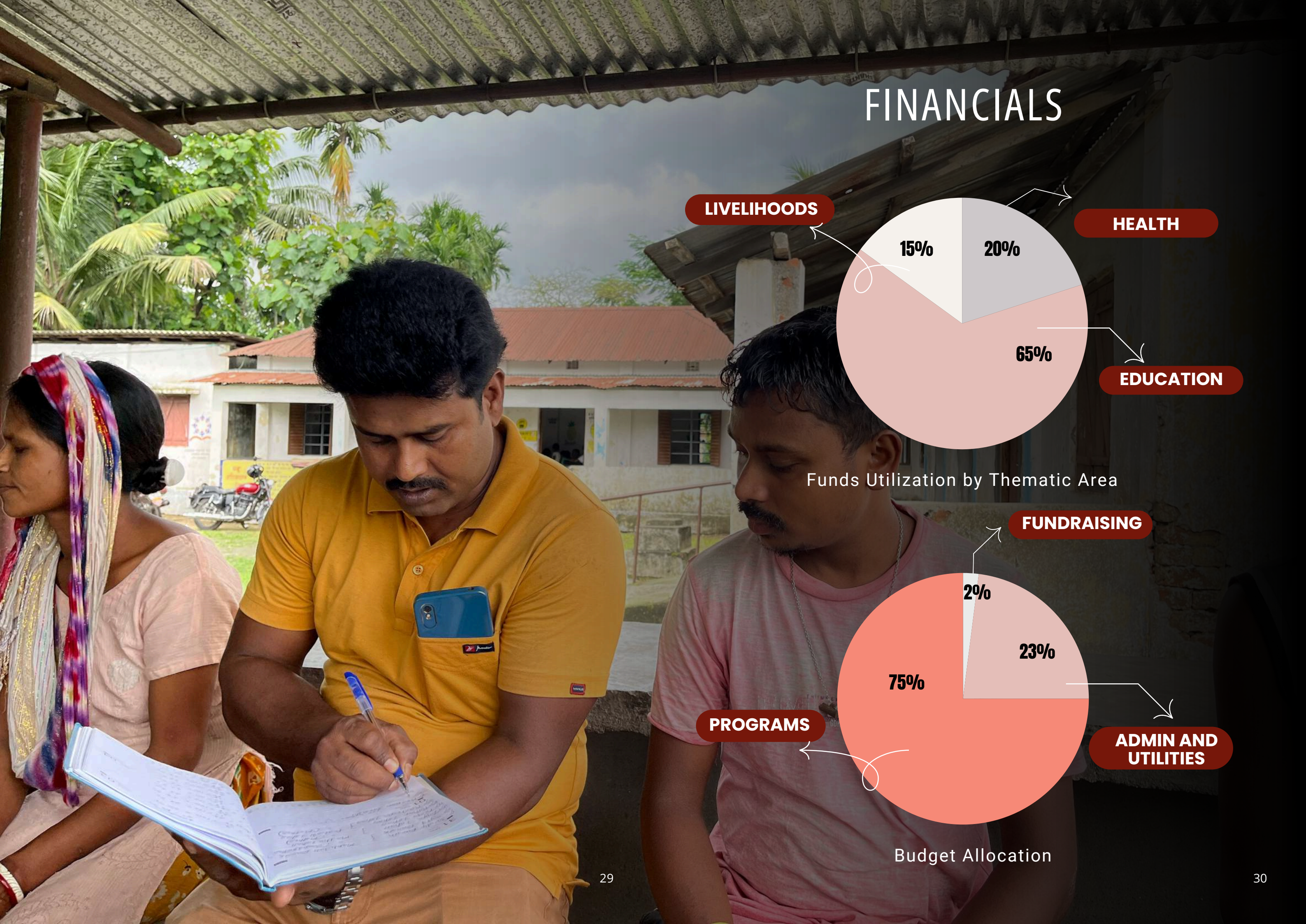
23%

75%

PROGRAMS

ADMIN AND UTILITIES

Budget Allocation






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