

ANNUAL REPORT

2024-2025

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MESSAGE FROM THE CHAIRPERSON

As we present Sukarya's Annual Report for 2024–25, I reflect on a journey shaped not by strategy documents, but by lived realities, quiet suffering, resilience, and voices that were rarely heard. Early in life, witnessing women give endlessly while their own health and aspirations were overlooked shaped my resolve to ensure that women and girls remain central to the development process.



Even today, women and girls in underserved communities face malnutrition, anemia, early marriage, interrupted education, and economic dependency. Our experience over the past 27 years has reaffirmed a powerful truth: when women and girls are informed, supported, and empowered, they transform families and communities. This conviction continues to guide Sukarya's integrated work across health, education, gender equality, and economic empowerment.

The year 2024–25 reinforced that sustainable change depends on trust, continuity, and community ownership. Supported by strong partnerships, transparent governance, and committed teams, we remain focused on deepening impact, scaling what works, and responding to evolving community needs.

Investing in women and girls is not charity, it is nation-building. Together, we continue striving for a society where every woman lives with dignity, every girl is free to aspire, and every child has the opportunity to thrive.

– *Meera Satpathy*
Founder and Chairperson, Sukarya

SUKARYA AT A GLANCE

Sukarya is a women-led, women focused and women-centric social welfare organisation. It is a community driven, voluntary based, people empowered and impact focused organisation dedicated to advancing the health, dignity and rights of women, children and adolescent girls in under served communities. With over 27 years of presence, the organisation has positively impacted more than 7.5 million individuals across 790 villages and 210 urban slums, addressing critical gaps in healthcare, nutrition, education, gender equality and livelihoods.

Guided by its philosophy, *“Begin from Home. Begin When Young,”* Sukarya adopts a holistic, life-cycle approach to development. Its integrated programmes span Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCH+A), nutrition, sanitation and hygiene (WASH), adolescent girls' empowerment, education for slum children, and women's economic empowerment—ensuring community ownership and sustainable, long-term impact.

Founded in 1998, Sukarya operates across Delhi, Haryana, Rajasthan, and Uttar Pradesh, working in close partnership with communities, government systems, corporates, and national and international institutions. The organisation is widely recognized for its transparency, accountability, and measurable impact, holding Platinum Certification from GuideStar India, accreditation from Credibility Alliance, and the GiveIndia Gold Seal of Trust.

Vision

An empowered society where every woman, child, and adolescent thrives with dignity, opportunity, and equal rights.

Mission

To break cycles of poverty and injustice by enabling equitable access to healthcare, nutrition, education, and gender equality at the grassroots level.

**WE ENVISION AN INDIA WHERE
NO MOTHER DIES GIVING LIFE,**

**NO CHILD IS TOO WEAK TO LEARN,
AND NO GIRLS IS TOO AFRAID TO DREAM.**

OUR FOCUS

Sukarya works through an action-oriented, doorstep model to address the interconnected needs of **women, children, and adolescents**, with gender equality at the core. Our community-led interventions span the life cycle, ensuring access, continuity, and sustainable impact.

Reproductive, Maternal, Child Health & Nutrition + Adolescent Health (RMCHN+A)

Improving health and nutrition outcomes by addressing anemia, malnutrition, reproductive health, and preventive care to support healthy pregnancies, childhood development, and informed adolescence.

Gender Equality Program – Adolescent Girls& Boys Empowering girls with knowledge, life skills, and confidence to challenge gender norms, make informed choices, and realize their rights, while engaging families and communities.

Education for Slum Children Supporting first-generation learners through foundational and remedial education to bridge learning gaps and enable smooth entry into formal schooling.

Women's Economic Empowerment Strengthening livelihoods through skill development, entrepreneurship, and collective action, enabling financial independence and greater decision-making power for women.

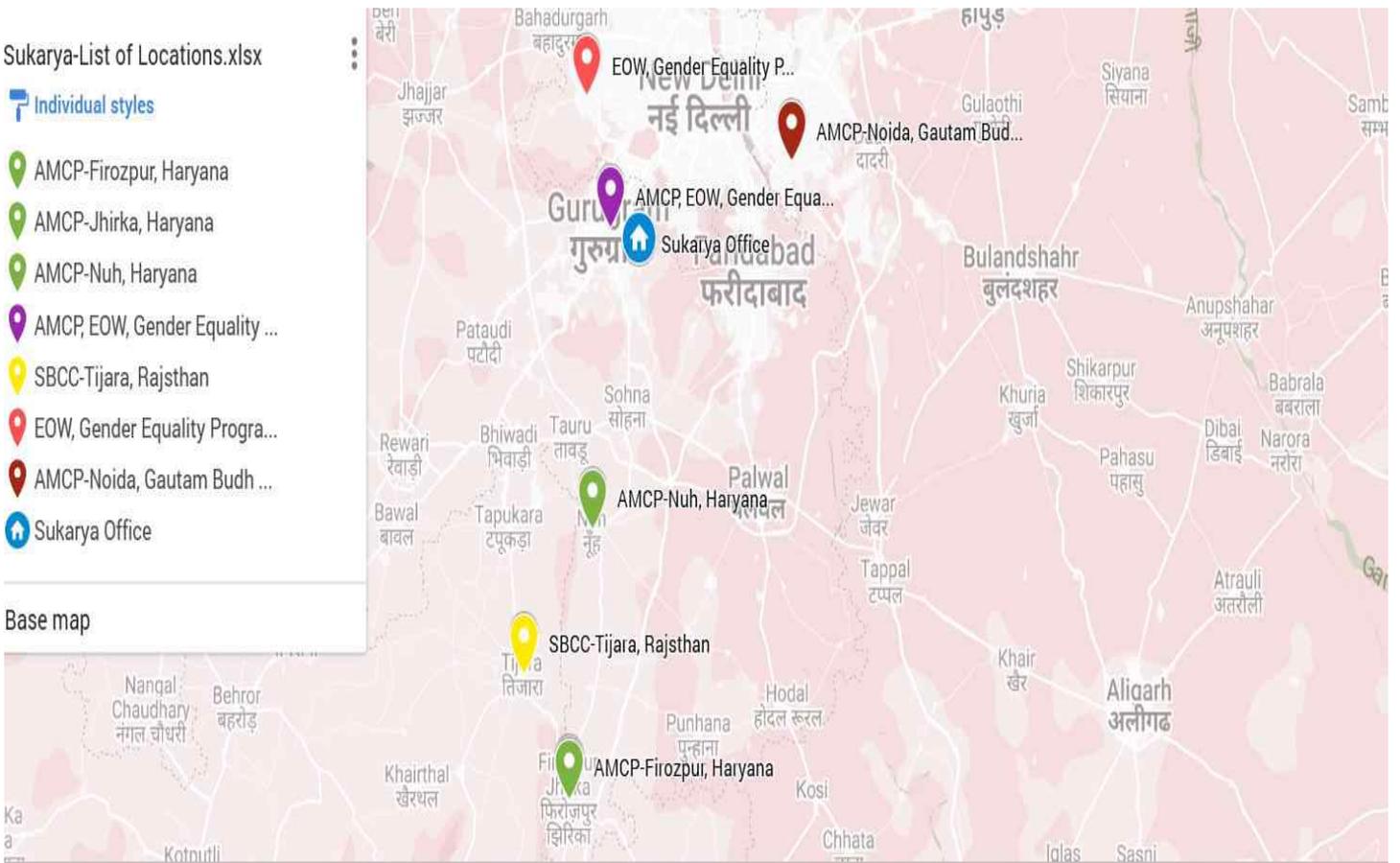
OUR GEOGRAPHICAL PRESENCE

Sukarya-List of Locations.xlsx

Individual styles

- 📍 AMCP-Firozpur, Haryana
- 📍 AMCP-Jhirka, Haryana
- 📍 AMCP-Nuh, Haryana
- 📍 AMCP, EOW, Gender Equality ...
- 📍 SBCC-Tijara, Rajsthan
- 📍 EOW, Gender Equality Progra...
- 📍 AMCP-Noida, Gautam Budh ...
- 🏠 Sukarya Office

Base map



Total Locations: 92 (32 urban slums and 60 villages)

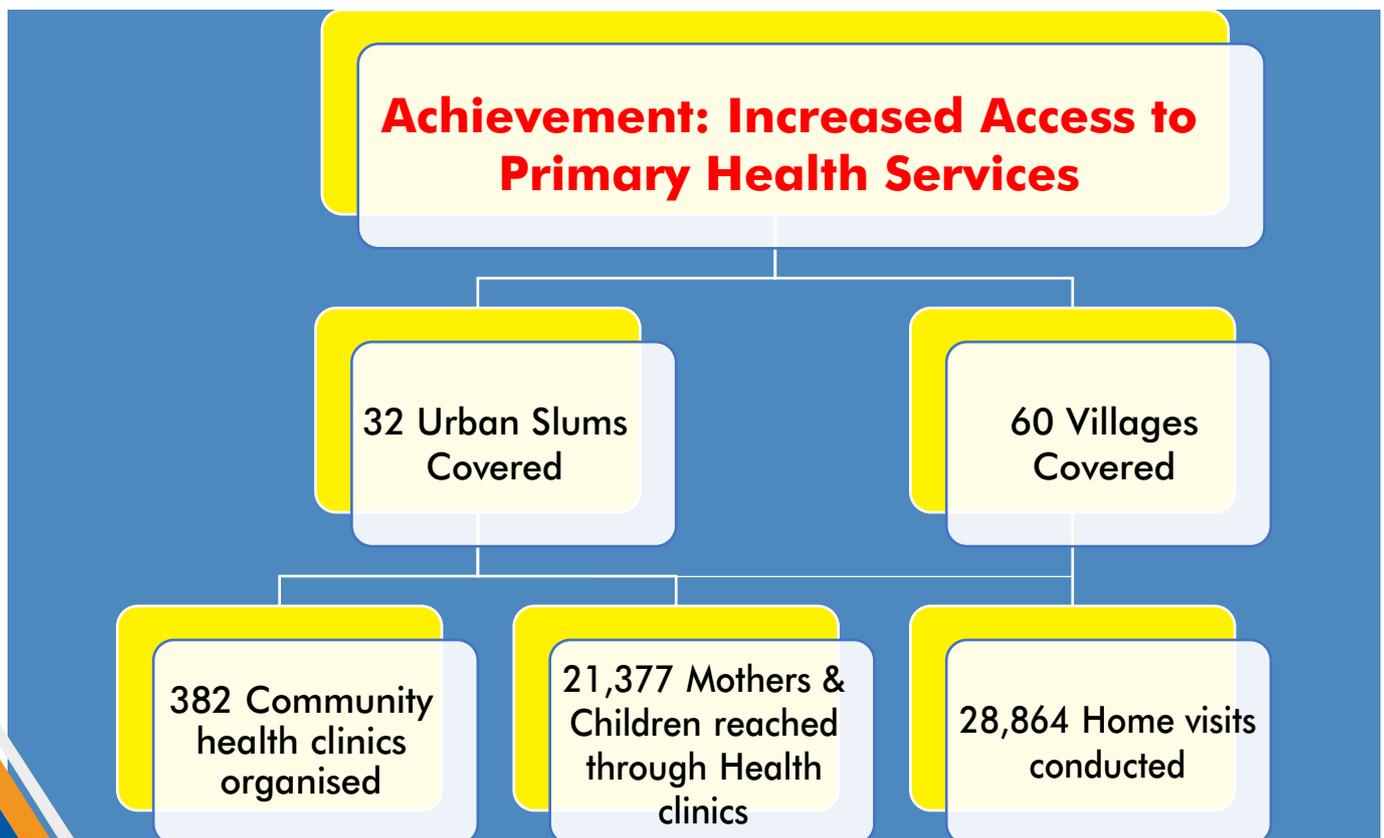
HOW SUKARYA CREATED IMPACT AT A GLANCE: 2024-25

Our Approach: By combining health, education, gender equality, and economic empowerment in a community-driven, life-cycle approach, Sukarya transforms lives today and plants the seeds for a more equitable, empowered tomorrow.

Prevention and Control of Anemia and Malnutrition among Mothers (15–49 years) and Children (0–5 years) In underserved communities, women and young children continue to face high rates of anemia and malnutrition, compounded by limited access to quality reproductive and maternal healthcare. These challenges often result in early pregnancies, unsafe deliveries, and poor health outcomes for both mothers and children.

Sukarya addresses these critical gaps by delivering doorstep healthcare services through community-based clinics, regular home visits, systematic follow-ups, nutrition supplementation, counselling, and timely referrals. All interventions are implemented in close partnership with government health systems to ensure sustainability and alignment with public health programs.

Impact: With the support of our CSR partner, Wipro Care, the program has contributed to improve maternal and child health outcomes, including healthier mothers, stronger children, reduction in anemia and malnutrition rates, increased institutional deliveries and immunization coverage, and enhanced community awareness on health and nutrition practices.



Achievement: Improved Child Health Immunisation & Nutrition

18908
Children
covered
through
immunisation

531 Children (0-5 years) identified with MAM

181 Children (0-5 years) identified with SAM

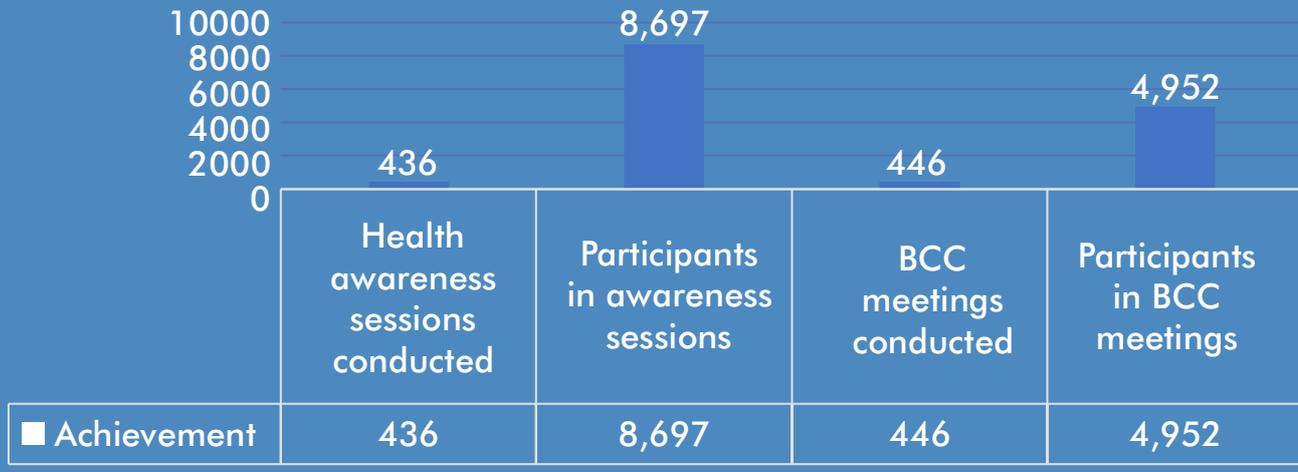
8998 Mothers identified with Anemia

2469 Mother's received PNC

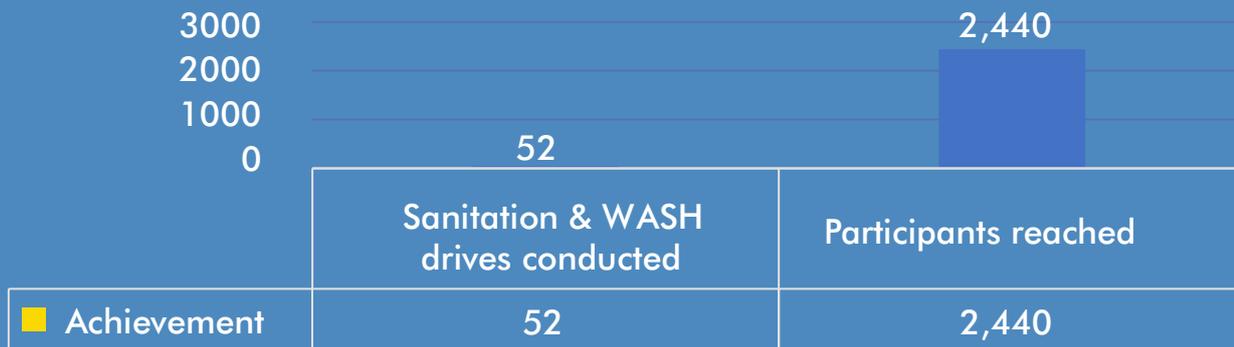
6115 Pregnant Mothers received ANC

**Achievement:
Strengthened
Maternal
Health
Services**

Achievement: Enhanced Community Awareness & Behavior Change



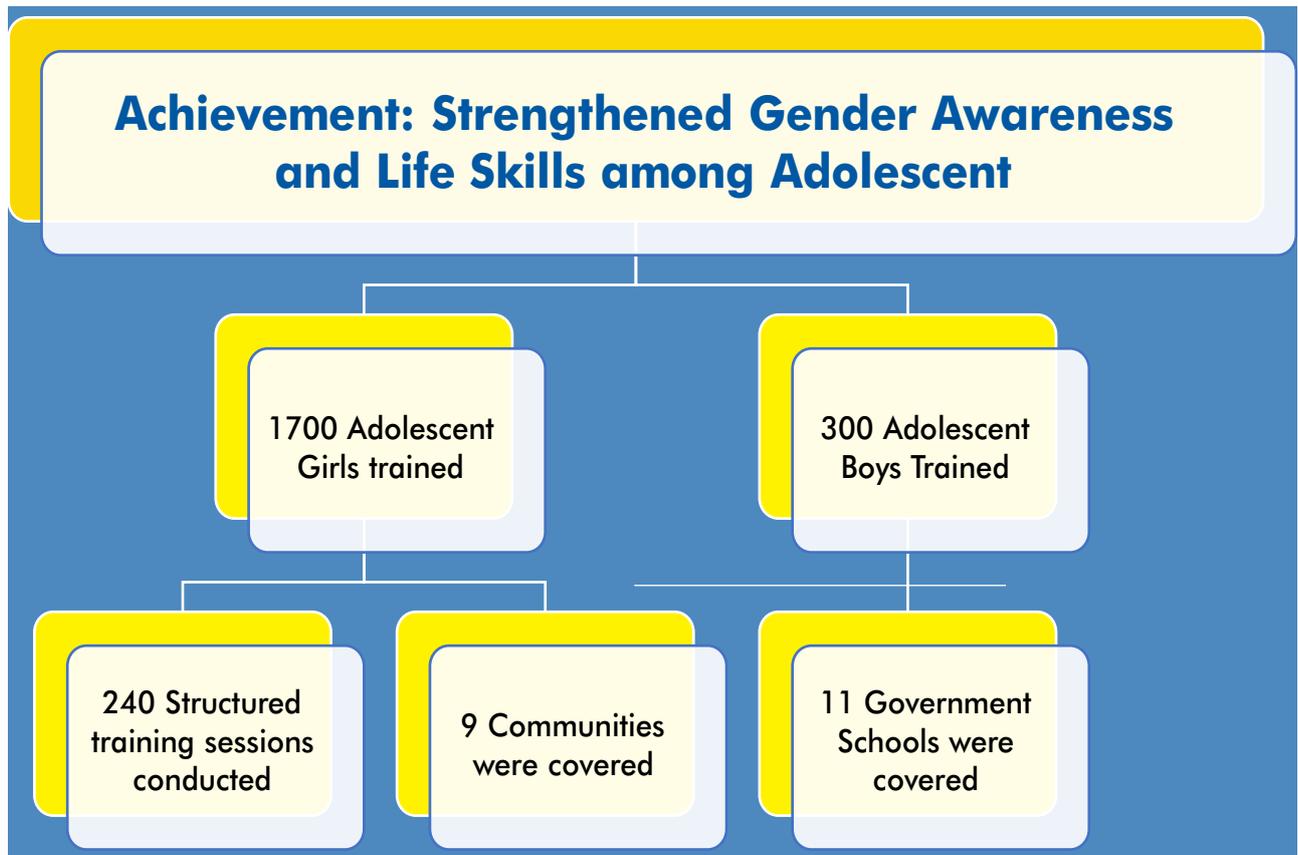
Achievement: Improved WASH Practices



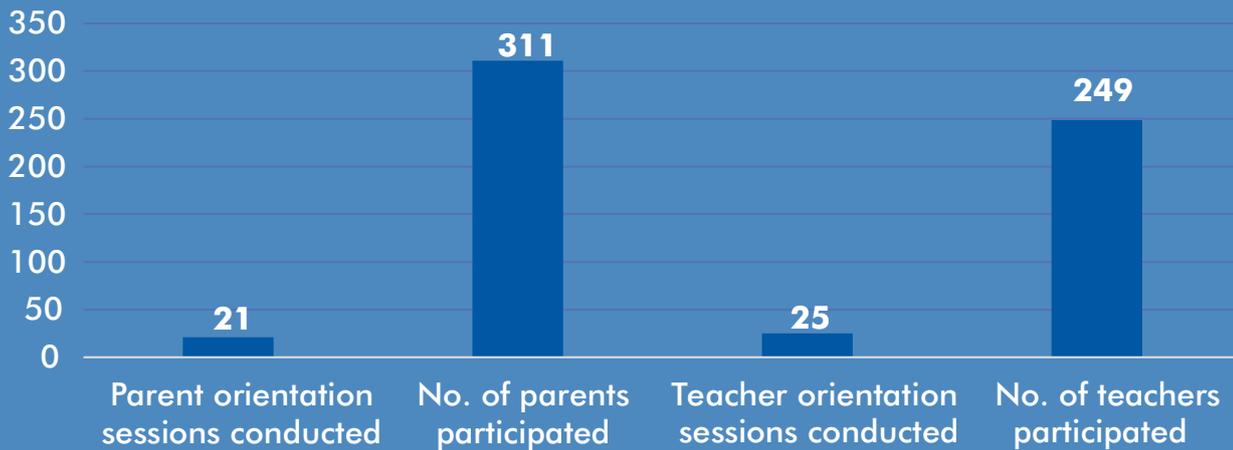
Gender Equality Program – Empowering Adolescent Girls and Boys

Deep-rooted patriarchal norms, early marriage, and school dropouts continue to restrict the potential of adolescent girls in underserved communities. To address these challenges, Sukarya implements a structured three-month empowerment program designed to equip adolescent girls with essential life skills, comprehensive knowledge of Sexual and Reproductive Health and Rights (SRHR), digital literacy, and personal safety awareness. The program is strengthened through peer mentorship and sustained community engagement to reinforce learning and confidence.

Impact: With the support of our CSR partners OakNorth and Hughes Systique, the initiative has enabled girls to build confidence, enhance knowledge, and strengthen decision-making capabilities. Simultaneously, boy & families and communities are increasingly becoming advocates for gender equality, contributing to sustainable and long-term social change.



Achievement: Increased Parental and Institutional Support for Gender Equality



Education for Slum Children – Education on Wheels

Children living in urban slums often face multiple barriers to education, including poverty, migration, irregular school attendance, and limited academic support at home. These challenges significantly hinder their learning continuity and overall development.

Through its *Education on Wheels* initiative, Sukarya delivers quality education directly to underserved communities using mobile classrooms. The program focuses on foundational literacy and numeracy, digital literacy, life skills education, and active parental engagement. Special emphasis is placed on bridging learning gaps and facilitating the smooth mainstreaming of children into formal schools.

Impact: With the support of Sukarya USA, the initiative has led to improved learning outcomes, increased school enrolment, and reduced dropout rates. During 2024–25, over 300 children were empowered with access to quality education, opening pathways to lifelong learning and enhanced

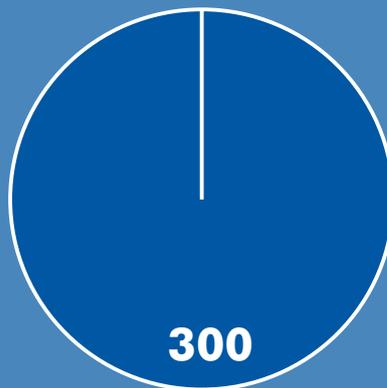
Achievement: Increased Access to Foundational Education

Total 300 Children have been supported through Education on Wheel

150 girls child has been enrolled (50%) of the total Student

150 Children of the total have been mainstreamed into Government School

Achievement: Improved Nutrition Supporting Learning Outcomes



- Children (6-12 years) received nutrition support to improve their learning outcomes and to prevent them from anaemia and malnutrition



WOMEN'S ECONOMIC EMPOWERMENT

The **“AapKeSaathi Learning Centre”** continued to serve as a dynamic platform for fostering skills development, confidence, and economic independence among women from underserved communities.

During the year, 65 women were trained and empowered through structured capacity-building sessions focused on livelihood enhancement, financial literacy, and entrepreneurship development. The program was designed not only to strengthen women's income-generating capabilities but also to build their self-confidence, enhance decision-making skills, and nurture leadership within their households and communities.

By equipping women with practical skills, market-relevant knowledge, and financial awareness, the initiative contributed to improved economic resilience and increased participation of women in local economic activities.

Impact: The program has enabled women to generate income, achieve greater financial independence, and build confidence and agency—thereby strengthening households, uplifting communities, and advancing long-term economic empowerment.

Strengthening Institutional Infrastructure: Establishment of Additional Training Hall

During the year under review, Sukarya further strengthened its institutional infrastructure through the construction of an additional training hall to support capacity-building programmes, workshops, and seminars. The newly established facility provides a well-equipped, accessible, and conducive environment for staff development initiatives, student engagement activities, and community-based training programmes.

This expansion has significantly enhanced the organization's capacity to plan and implement structured learning sessions, skill development programmes, and awareness initiatives in a more systematic and efficient manner. The addition of the training hall has also enabled Sukarya to expand its outreach and improve the overall effectiveness and quality of its educational and community development interventions.



VENTS & KNOWLEDGE SHARING

Visit with of the Japanese Delegation – Advancing Knowledge Sharing and Strategic Partnerships

On January 27, 2025, Sukarya had the privilege of hosting a delegation from Japan, organized by Cross Fields, as part of a knowledge exchange initiative aimed at fostering collaboration and strengthening partnerships for sustainable social impact.

During the visit, the delegation gained comprehensive insights into Sukarya's interventions across Reproductive, Maternal and Child Health and Nutrition (RMCHN), Gender Equality, Education, and Women's Economic Empowerment. Interactions with program teams, along with field visits to project locations, provided firsthand exposure to Sukarya's community-led and grassroots implementation model.

The engagement facilitated meaningful dialogue on program design, implementation strategies, impact measurement, and locally driven solutions. It underscored the importance of cross-sector collaboration and shared learning in advancing inclusive and sustainable development outcomes.

Sukarya values such exchanges as instrumental in promoting cross-learning, innovation, and long-term partnership building, and looks forward to future collaborations that will further enhance the scale, effectiveness, and sustainability of its initiatives.



Fashion Show on Women's Day – Celebrating Confidence, Identity, and Leadership

On International Women's Day 2025, Sukarya hosted a vibrant Fashion Show in Gurugram, Haryana, celebrating women's confidence, identity, and leadership, while highlighting the organisation's ongoing commitment to education and empowerment.

Women from diverse backgrounds confidently walked the ramp, turning the event into a powerful celebration of self-expression, dignity, and collective strength. A particularly inspiring moment was when children from Sukarya's Education on Wheels program walked alongside the Founder and Chairperson, Meera Satpathy - symbolizing how access to education nurtures confidence and opens pathways for personal and community transformation.

Beyond being a celebration, the Fashion Show served as a public expression of Sukarya's impact, bringing together communities, supporters, and beneficiaries to advocate for the education of slum children and the empowerment of women.



Volunteering & Internships

Sukarya regards volunteers and interns as valued partners in advancing learning, community engagement, and sustainable social change. The organisation provides opportunities for individuals to contribute their professional skills while gaining hands-on experience in grassroots development across health, education, gender equality, and livelihood initiatives.

During 2024–25, corporate employee volunteers actively supported program implementation through classroom engagement, mentoring sessions, awareness drives, and skill-based contributions. Their involvement strengthened program delivery and fostered a shared commitment toward social responsibility and community development.

Sukarya also hosted international interns from Maastricht University (UM), Netherlands, and the University of Washington's Department of Global Health. Working closely with Sukarya's program teams, the interns gained valuable exposure to community-led public health and gender initiatives, contributing to research, documentation, and field-based learning.

Committed to meaningful and impactful engagement, Sukarya continues to welcome collaborations with individuals, academic institutions, and corporate partners who share its vision of equitable, inclusive, and sustainable development.



SUKARYA'S BEST PRACTICES

Practical Approaches for Inclusive and Sustainable Impact

Sukarya is a women-led, community-centered organization delivering integrated services across health, education, nutrition, and gender equality. Its programmatic approach focuses on removing access barriers, strengthening community leadership, and fostering sustainable, systems-linked outcomes for underserved populations.

Community-Based, Doorstep Service Delivery

Sukarya brings essential services directly to urban slums, informal settlements, and rural villages through community platforms, health clinics, and flexible education models. This last-mile delivery approach ensures continuity of care and learning for migrant families, informal workers, and other marginalized groups, while building trust within communities.

Local Women as Frontline Leaders

Women within the communities are trained as Community Health Workers (CHWs) to identify high-risk cases, provide household-level counselling, track follow-ups, and facilitate timely referrals. Their leadership enhances cultural relevance, strengthens local systems, and ensures sustainable impact.

Engaging Men as Care Partners

By actively involving men in maternal and child health, nutrition, and family well-being initiatives, Sukarya promotes shared responsibility within households, contributing to improved health-seeking behavior and stronger family support systems.

Convergence with Government Systems

Sukarya works in close coordination with ICDS, NHM, AnganwadiCentres, schools, ANMs, and block-level authorities to bridge service gaps in underserved areas. This convergence strengthens public systems and promotes long-term sustainability.

Integrated Nutrition Approach

Nutrition is embedded across all programs through awareness sessions, behavior change communication, growth monitoring, and food-based counselling. This life-cycle approach addresses anemia and malnutrition among women, adolescents, and children.

WASH Integration for Improved Health Outcomes

Water, sanitation, and hygiene (WASH) practices are promoted across interventions to reduce disease burden and reinforce positive health and nutrition outcomes at household and community levels.

Structured Empowerment of Adolescent Girls

Adolescent girls (10–19 years) participate in a structured Gender Equality curriculum covering health, nutrition, rights awareness, personal safety, digital literacy, and leadership development. Certification upon completion acknowledges their progress and builds confidence and aspiration.

Peer Leadership through the Lead Girls Model

Selected adolescent leaders are trained to mentor peers and younger girls, ensuring continuity of learning and strengthening community-led advocacy for health, education, and gender equality.

360-Degree Support for Girls

Parents, teachers, and boys are engaged through counselling and sensitization sessions to create safe, supportive, and gender-positive environments that enable girls to thrive.

Mobile Education for Hard-to-Reach Children

Through the *Education on Wheels (EOW)* initiative, Sukarya delivers education directly to children in slums, construction sites, and migratory settlements, ensuring access for first-generation and out-of-school learners.

Clear Pathways to Mainstream Education

The Education on Wheels model follows a structured pathway—Identify, Teach, Assess, Mainstream, and Follow-Up—systematically tracking each child's progress, engaging parents, and facilitating transition into formal schooling through NIOS/Open Basic Education (OBE) and other recognized channels.

The integrated and community-driven approach enables Sukarya to deliver inclusive, scalable, and sustainable impact across diverse geographies.

CREDIBILITY ALLIANCE NORMS COMPLIANCE REPORT

Sukarya is registered as a not-for-profit Trust under the Indian Trusts Act (Registration Number: 7373, Dated August 3, 2000)

We are registered U/S 12A of the Income Tax Act 1961, Registration Number: 645 dated 15th January 2001 and under section 80 G Registration Number: DIT (E)/2011-12/S-2784/3338

FCRA Registration No.: 231660689 dated 31st March 2006

Name and Address of the Auditors: Gagan Mehra & Associates 8731, 14B, Shidhipura, Karol Bagh, New Delhi. 110005

Name and Address of Banker: Axis Bank Ltd., 29 CC, Basant Lok Complex, Vasant Vihar, New Delhi

Vision and Mission:

Vision: The vision of Sukarya is health for all. "Better Health, Better Society"; a society

in which citizens enjoy holistic health and their well-being. Healthy and Successful citizens contribute actively to overall growth of their family, Community and the society.

Mission:

1. To improve maternal and child health
2. To advocate, promote and sensitise communities on Primary Health Care, Reproductive Child Health and Family Planning.
3. To advocate, encourage and guide positive 'health-seeking behaviour with special emphasis on physical, mental and social well-being.
4. To empower women by strengthening their physical, emotional well-being and economic stability.
5. To promote gender equality, equity and justice.
6. To educate and empower children and youth to lead a healthier and more dignified life.

Details of Board of Trustees – Governing body

	NAME	AGE	GENDER	Position in the Board	Total amount paid in the financial year	Form of payment Salary/Consultancy /Honorarium/ Sitting Fee/other (Specify)
1.	Ms. Meera Satpathy	72	Female	Chairperson	0	0
2.	Ms. Renu Sood	62	Female	Trustee	0	0
3.	Mr. D S Kataria	73	Male	Trustee	0	0

Total Cost of international Travel by all personnel NIL

Staff Details as on 31st March 2025

Slab of gross salary (in Rs) plus benefits paid to staff (per month)	Male staff	Female staff	Total staff	Paid Volunteer Slab of Paid Volunteer	Male	Female	Total
Less than 5000				Less than 5000		47	47
5,000 – 10,000			0	5,000 – 10,000			
10,000 – 25,000	6	12	18	10,000 – 25,000			
25,000 – 50,000	1	3	4	25,000 – 50,000			
50,000 – 1,00,000	1	1	2	50,000 – 1,00,000			
Greater than 1,00,000			0	Greater than 1,00,000			

Remuneration of Highest paid staff: Rs 75000/-

Remuneration of the lowest paid staff : 13000/-

FINANCIAL ANALYSIS

Financial Analysis				
	2024-25		2023-24	
Total Revenue	25,825,332.99	%	37,868,924.87	%
Grants Received Indian Institution	12,374,618.00	47.92	19,571,385.48	51.68
Grants Received from foreign Donors Under FCRA	5,430,074.09	21.03	7,906,137.77	20.88
General Donation	4,560,119.61	17.66	6,956,999.62	18.37
Self Generated funds	140,990.00	0.55	-	-
Interest & Other Receipts	3,319,531.29	12.85	3,434,402.00	9.07
Total Expenditure	26,288,701.55	%	31,780,547.98	%
On Projects	21,587,989.80	82.12	27,670,846.45	87.07
On self Generation Program	961,907.00	3.66	-	-
Other Administrative expenditure	3,738,804.75	14.22	4,109,701.53	12.93
<u>Project Expenditure on Field wise</u>		%		%
Education On Wheels	3,848,188.80	17.83	3,160,258.97	11.42
Basic Health Care (Slum Health)	491,666.00	2.28	1,539,815.00	5.56
Prevention & control of Anemia & Malnutrition Project	13,759,638.00	63.74	17,294,154.48	62.50
Women Empowerment Peoject	139,218.00	0.64	1,174,719.00	4.25
Nutrition Supplements for Slum Children	-	-	818,880.00	2.96
SBCC Project	378,351.00	1.75		
Cross Field activities	78,507.00	0.36		
Gender Equality & Leadership Program	2,892,421.00	13.40	3,683,019.00	13.31
Total Assets	33,380,932.42	%	36,439,409.98	%
Fixed Assets	12,591,322.00	37.72	4,747,830.15	13.03
Cash & Bank balance	9,072,832.42	27.18	9,185,481.83	25.21
Investment- Fixed Deposit in Bank	11,401,413.00	34.16	22,186,567.00	60.89
Other Current Assets	315,365.00	0.94	319,531.00	0.88



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Website: www.sukarya.com