



Annual Report 2024-25



We are birds who are not afraid of cages – our wings are of courage, and the direction is of change..."

This year of Sadbhavna Trust has been a symbol of a new flight, where voices have emerged from the streets of the neighbourhoods, whose echo is now reaching the whole world as a podcast. Where every girl, every woman is becoming an "independent bird" who is not afraid to clash with the walls of patriarchy, who wants to create her own identity, and who is teaching others to fly with her.

When girls tell their stories of love, fear, and dreams on our Mohalla Radio, they are not just words, they are seeds of change. This year has been about giving a forums to those voices which are often unheard, stories rising from neighbourhoods, streets, roofs.

"Independent birds" is not just an imagination, it is a thought that says that every girls, every woman can speak for her rights, can choose, can live.

Through this report, we want to share with you the flight that started from our forums, which became stronger with our digital course, which is echoing in the voices of Mohalla Radio and which is giving a new sky to hundreds of women and girls today.

Introduction of the Organisation

Sadbhavna Trust is a registered community-based development organisation, originally registered in 1990. It has been actively operating in Uttar Pradesh since 2009, when a group of young social workers established its base in Lucknow. The organisation primarily works with underprivileged, low-income women and girls living in the peri-urban settlements of Lucknow, Uttar Pradesh.

Sadbhavna Trust believes that every woman and girl has the potential for leadership – all that is needed is to recognise, nurture, and strengthen it. Guided by a feminist approach, the organisation places social justice, inclusion, and equality at the centre of its work, promoting sustainable and transformative change in the communities it serves.



This Trust conducts various leadership development, digital literacy, legal information and social awareness related programmes to develop a sense of self-reliance, dignity and rights in the lives of marginalised women and girls.



Objective of the Organization

Sadbhavna Trust envisions a society where women, girls, and young men collectively challenge patriarchal mindsets, promote gender equality, and equally benefit from opportunities for leadership, rights, and expression. Our aim is to provide all young people with a forum where they can learn from their experiences and become agents of change.



Vision of the Organization

Sadbhavna Trust's vision imagines an inclusive and just society where equality, dignity, and participation are prioritized over patriarchy, discrimination, and inequality. The organization believes that an empowered society is only possible when women and girls from marginalized communities proudly embrace their identity and find the strength to challenge social structures. The Trust believes that the process of change starts at the individual level and goes up to collective leadership, and this approach is reflected in every program, every initiative, and every partnership.

Our Values

Sadbhavna Trust believes that social change can only be sustainable and meaningful when it is based on strong values. Our actions are based on these key principles:

Feminist Approach

Our work is entirely based on feminist principles, which promote gender equality by challenging patriarchy, discrimination and inequality.

Justice and Equality

Our aim is that every person, regardless of their background, gets justice and equal opportunities.

Inclusivity

We respect diversity and ensure that every person of caste, religion, class, gender, sexuality and ability gets due space in our actions.

Leadership Development

We recognize, nurture and are committed to empowering the inherent leadership potential in every woman and girl.

Community Partnership

We believe in working with the community, not for the community, where participation and mutual cooperation are at the heart of everything we do.

Transparency

Transparency is a central value of our work. We maintain complete transparency in our actions, financial transactions and decision-making processes, so that all our stakeholders can trust us and we can ensure our accountability.

Accountability

We are accountable for our work. We take full responsibility for our decisions and their consequences, which increases the credibility and impact of our programs.





Work Area and Reach



State:

Uttar Pradesh



Active Women and Girls for:

70+



Main Work Area:

Peri -Urban settlements of Lucknow
(low-income and marginalized
communities)



Total forums Members:

800+



Total Neighborhoods / Areas:

80



Key Communities:

Muslim, Dalit, women and girls from
extremely backward classes



Municipal Corporation Ward:

8



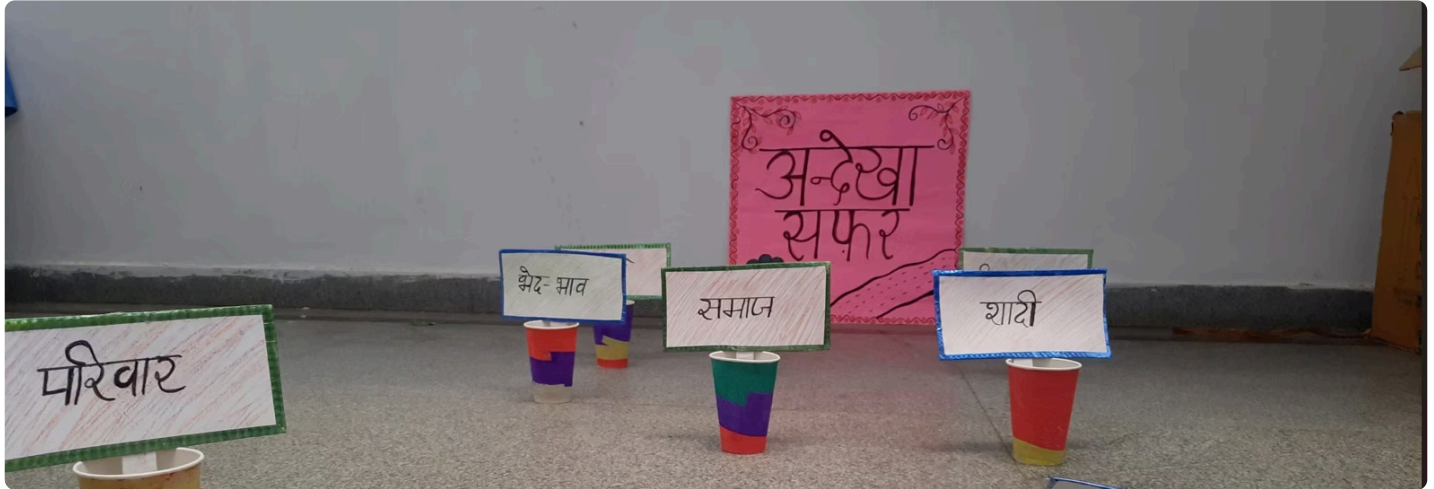
Key Interventions:

Leadership development, digital literacy,
legal aid, life-skills training, social
dialogue



Girls' Programme-

Sadbhavna Trust's Kishori Karyakram is a forums that provides girls with a safe, aware, and leadership-based environment. Through this program, girls can confidently express themselves, learn life skills, and play an active role in the direction of social change.



Main Initiatives

Girls Forum (Kishori
Mohalla Manch)

New Skills, New Paths
Program (Naye Kaushal,
Nayi Rahein Karyakram)

Young women leadership
program (Buland Iraade)

Digital Story aur
Expression Workshop
(Digital Story and
Expression Workshop)

HUM Fellowship (Hope,
Unity & Mentoring)

New Definition of
Masculinity (Purushv ki
Nayi Paribhasha)





Impact and Reach



700+ Girls

Learned to raise their voice and move forward on the path of empowerment by actively participating in the regular activities of Kishori Mohalla Manch.



40+ Girls

Were trained in various life-skills and vocational trainings under the 'Naye Kaushal, Nayi Rahein' program, which gave them a direction towards self-reliance.



60 Girls

Participated in the 'Buland Iraade' youth women leadership program and refined their leadership ability and initiated solutions on community issues.



20 Girls

Learned to create their stories in the form of podcasts and videos through the 'Digital Story aur Expression Workshop', which made their voice reach far.



8 Fellows

Completed the 'HUM Fellowship', and they inspired 600+ other girls for empowerment, digital literacy and leadership.

Activities and Impact



Girls Forum-(Kishori Mohalla Manch)

This forum provides girls with a safe and supportive space in their community, where they express their views through mutual dialogue, games and sessions.

Impact: Through this initiative, 700+ girls have made progress in self-confidence, communication skills and leadership.

2

Young women leadership program (Buland Iraade)

Intensive training was given to girls to advance with leadership, digital education and a feminist perspective.

Impact: 60 girls became empowered and started playing leadership roles in the community.

3

Employment-oriented special program (Naye Kaushal, Nayi Rahein)

This program trains young women in digital, technical and soft skills such as computer, social media, personality development and other subjects, so that they can step into the world of work with confidence and participation.

Impact:

40+ young women learned new skills, identified career paths and created a new path towards self-reliance.

4

Digital Story and Expression Workshop

In this 20-day special program, 20 girls learned to create and share their stories through video, audio and social media tools, and also learned how digital skills can be used to move towards employment.

Impact:

20 young women developed creativity in digital media, learned new ways of self-expression and gained a new understanding of job prospects.

5

HUM Fellowship (Hope, Unity & Mentoring)

This fellowship was focused on preparing young leaders to bring about change in the community.

Impact: 8 fellows completed the training and worked effectively with 600+ girls.



A New Definition of Masculinity: From the Voices of Youth

Sadbhavna Trust organized 3 important dialogue sessions for youth aged 17–25 years, in which more than 60 young people actively participated. The main objective of these sessions was to deeply understand their thoughts, emotional experiences, and gender perspectives.

Key Activities:

- In-depth discussions on sensitive topics like gender roles, consent, relationships, mental health, and patriarchy.
- Youth were given the opportunity to express their thoughts openly through group discussions and interactive 'ice-breakers'.
- A safe, non-judgmental, and participatory environment was created.

Impact:

- For the first time, youth openly shared their emotions, social pressures, and gender experiences.
- There was a significant increase in their understanding of consent and healthy relationships.
- A desire for positive change and deep social awareness arose within them.

Learning:

- Youth desperately need empathetic and safe forums to express themselves.
- Patriarchal thinking negatively affects not only women but also men (especially boys).
- Mental health and gender equality are deeply interconnected issues.

Women's Empowerment Programme

Sadbhavna Trust's Women's Empowerment Programme works with women in communities where social deprivation and exclusion are deeply entrenched. The aim of this programme is to make women aware of their constitutional and human rights and develop them as self-reliant, confident and leading citizens.



Main Initiatives



**Women's
Forum(Mahila
Manch)**



**Information
Desk(Soochna
Desk)**



**Voice against
Gender Violence
and Legal Aid-
(Awaaz aur
Kanooni Sahayata
Viruddh Laingik
Hinsa)**



**Digital Literacy
Programme
(Digital Saksharta
Karyakram)**



**Bekhauf Nazrein
Karyakram**

Impact and Reach

500+

Women

Actively engaged and learned to raise their voices through 22 women's forums in 8 peri-urban settlements.

350+

Women

Received assistance with various government schemes and documentation through the Information Desk (Rights Facilitation Center), making it easier for them to access services.

62

Girls

Successfully applied for various scholarships for higher education, increasing their educational opportunities.

25

Women

Were provided with immediate case-based support and legal aid in cases of gender-based violence, enabling them to get justice.

20+

Women

Were trained in the digital literacy program, enabling them to use smartphones and online information.

40+

Women

Emerged in leadership roles in solving minor problems and spreading awareness in their communities.

700+

Women

Participated in awareness sessions where they received important information about their rights and social issues.

15

Women

Availed benefits of various government schemes such as widow pension, old age pension, and other social security schemes.





Program Details

Women's Forum

Sadbhavna's Women's Forum provides a safe space for women to openly discuss social issues, take leadership roles, and come together for their rights. This forum empowers them and inspires them to work collectively.

Information Desk

This initiative helps women access their legal rights, government schemes, and essential services. This year, over 350 women received assistance with documentation, and 62 girls easily applied for the Azim Premji Scholarship, increasing their educational opportunities.

Bekhauf Nazrein Program

This program empowers women by equipping them with a feminist perspective, legal knowledge, and essential technical and expression skills so that they can confidently voice their opinions and initiate change in society. Under this initiative, 250 women (mixed age group) were organized, out of which 63 registered and 32 women completed mind-shift and behaviour-changing workshops. As a result, these women emerged as examples of gender justice, safety, and active participation in their communities.

Gender Violence and Legal Aid

This program works in three ways to prevent gender-based violence, raise awareness, and provide legal aid to victims. A total of 25 women received immediate assistance, over 30 participated in awareness sessions, and legal aid was provided in 5 serious cases up to court level.

Digital Literacy

To connect women with today's digital world, they are taught to use computers, mobiles, the internet, and social media. In this program, 22 women completed mind-shift training, 21 completed digital literacy, and 23 completed computer training.



Campaigns, Partnerships and Team Development

Sadbhavna Trust conducted several planned activities throughout the year for the continuous development of its team, partnerships, and collective dialogue, which form the foundation of organizational strength.

Key Initiatives

- **Super Saturday:** Workshops and discussions on skill development, problem-solving, and team collaboration were organized in monthly 'Super Saturday' sessions.
- **Learning from External Sessions:** The team participated in training sessions and webinars by external experts on social development, digital literacy, and gender sensitivity.
- **Feminism and Us:** Through special sessions, the team developed a deeper understanding of feminist principles, leading to the adoption of a more inclusive approach in programs.

Campaigns

- **Awareness Campaigns:** Throughout the year, campaigns focused on issues like '*Digital Glasses*' and '*Sexual Harassment at Workplace*' were run, which increased digital understanding and awareness of rights among women.
- **Women's Day:** A special campaign was run on International Women's Day to celebrate the rights and contributions of women.
- **Mohalla Radio at MSLF:** 'Mohalla Radio' was launched in collaboration with the 'Mahindra Sanatkada Lucknow Festival (MSLF)', which broadcast information on local issues and empowerment.



Impact and Reach

Increased Self-

Confidence: There was a significant increase in self-confidence and leadership skills among team members.

Better Understanding of

Issues: Their understanding of social and gender-related issues deepened.

Community Leadership:

Trained team members successfully led dialogues and campaigns in the community.

Digital Expression: The use of digital media empowered their creative expression.

Stronger Partnerships:

The spirit of partnership and collective work became even stronger.



Digital Media Communication Program

Lucknow Leaders – Young Women & Online Spaces

Key Initiatives



Mohalla Radio



Digital Storytelling Training



Women's Leadership Network



Podcast Series on Social Issues



Media Exposure

1427

Instagram

Followers

1100

Facebook

Followers

1743

YouTube

Subscribers

76

Twitter

Followers

971

Total Posts



We Can Also Change: Stories of Voices, Dreams, and Struggles



Rafa's Transformation:

Fahmida, a woman from Mansoor Nagar, was facing domestic violence and had entrusted her case to an incompetent lawyer. After connecting with Sadbhavna Trust, she participated in the 'Bekhauf Nazrein' program, took responsibility for her case herself, became self-reliant, and secured a monthly maintenance of ₹7000. Today, she lives a life of dignity with her children and is an empowered leader.

Rahat's Flight:

Anamta from Baraura discovered herself through the 'New Skills, New Paths' program. Initially, she faced domestic restrictions and neighborhood criticism, but after completing the course, she gained a new direction and confidence. Now, she is preparing to become a successful businesswoman.



Samreen's Leadership Journey:

Samreen transitioned from being a forums member to a leader, and during her fellowship, she connected with girls in a new area. She conducted sessions, engaged the community, and proved through her experiences that leadership is not an opportunity, but an identity.

Talking Made a Difference

At Sadbhavna's dialogue forums, different generations understood each other's perspectives. Moving beyond patriarchy, a husband spoke about supporting his wife's advancement, and a young woman shared her experience of confidently working in the digital field. This safe dialogue taught that when a family communicates and offers support, girls move forward fearlessly.





Girls Are Now Crossing Boundaries

There was a time when these girls were confined only to the four walls of their homes. But today, they have stepped onto new paths towards self-reliance, self-confidence, and dignity.

This year, young women associated with us are making their mark in many areas:

- **Guides of Learning, Understanding, and Sensitivity** – 3 girls are now empowering not only themselves but also future generations by teaching children.
- **Call Center Professionals** – 5 girls are now living independent lives based on their voice and communication skills.
- **Smart Warriors of Sales and Marketing** – 4 young women are now understanding the pulse of the market and are active in the field.
- **Leadership Role in Fellowship** – 1 young woman has worked as a fellow in the direction of social change.
- **New Energy of Sadbhavna Team** – 2 girls have now become role models for others by joining institutional leadership.
- **Shining Identity in Sports** – 1 young woman has introduced her physical and mental strength by entering the world of sports.
- **Beginning of a New Life** – 5 young women are living with their dreams and identity even after marriage.
- **Nurse Engaged in Service** – 1 girl is now contributing to health services.

Challenges

Social Instability: Changing circumstances in the community (early marriage, violence) affected the mental health and program engagement of girls and women.

Family Pressure: Interference from family and community limited girls' participation in career, education, and relationships.

Health and Climate: Health problems related to changing weather and global warming affected attendance and participation in the program.

Economic Hardship: Due to large families and limited income, many women could not join the learning process.

Toxic Relationships: Lack of understanding of healthy relationships led girls to get entangled in such relationships, which hindered their learning process.

Violence in Public Spaces: After an incident of violence with a participant during the course, the organization provided mental support and made a policy resolution for safety.

Limited Time-frame: Creating a lasting impact in the community within a limited project time-frame remained challenging.





Lessons Learned

- **Local Leadership Building:** Developing trustworthy young leaders in the community strengthened the sense of connection and responsibility.
- **Deep Understanding-Based Sessions:** In-depth sessions were structured by understanding the real challenges of the community, which helped participants become self-reliant.
- **Alumni Engagement:** Engaging former participants in activities made them nodal points, enabling continuous dialogue and leadership monitoring.
- **Focus on Mental Health:** Film screenings, self-care sessions, and collective celebrations increased the team's efficiency and morale.
- **Networking and Partnerships:** Institutional cooperation and networking gave the team an opportunity to understand diverse perspectives and bring innovation to programs.
- **Tech-Gender Integration:** Combining gender and technology made it possible to make girls and women safe and active in the digital world.



Glimpse of Institutional Development (2024–25)

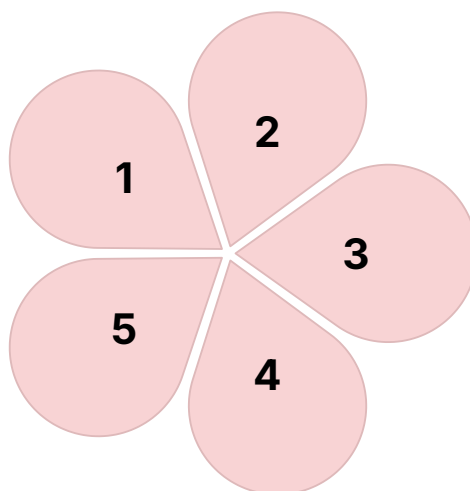
Sadbhavna Trust adopted several institutional processes in 2024–25 to further strengthen the organization's functioning, vision, and leadership:

Program Review

The team reviewed past programs through group discussions and prepared a strategic framework for the next 3 years.

Gender Justice Dialogue with Men

Under 'Men in Feminism,' dialogues were held with 60 young people in 3 institutions to understand how young men experience gender roles, pressures, and patriarchal thinking.



Organizational Review

Dialogue on feminist leadership, power dynamics, and team participation led to the creation of a feminist organizational structure.

POSH Act and IC Meetings

Internal committee meetings were held twice a year, with research and discussions conducted on the team's legal understanding and the outreach of the POSH policy in the field.

Board Meetings

Two regular trust meetings were held, discussing organizational transparency, program evaluation, financial review, and fundraising.

Further Flight: New Paths, New Hopes

This annual report is not just an account of data and activities, but a story of the dreams, struggles, and changes that every woman and girl associated with Sadbhavna has lived in their lives.

This year, we saw how a small initiative gave someone the courage to speak for the first time, someone the right to education, and someone a forum to share their experiences. These changes are not individual; they are a victory of collective consciousness, trust, and partnership.

Today, when we look back, we see not just success, but a journey – from fear to trust, from silence to voice, and from closed doors to open skies. This journey is not over yet.

Sadbhavna's dream is a society where every girl, every woman determines her own identity and chooses her own flight.

Next year, with the same belief and commitment, we will advance new grassroots interventions, technological innovations, and partnership opportunities.

We sincerely thank all our colleagues, partner organizations, donors, activists, and women of the community who made this flight possible.

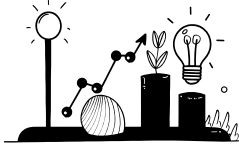
Let's all say together.....

"We are free birds, and our flight is yet to come."



Our Supporters

We are immensely grateful for the unwavering support from our valued partners, donors, and individuals who believe in our mission. Their contributions financial, in-kind, and collaborative enable us to continue our vital work. We proudly acknowledge the following supporters:



Institutional & Corporate Donors

- Rebuild India
- Marico Health Initiative
- WestBridge Capital
- Azim Premji Foundation
- Rohini Nilekani

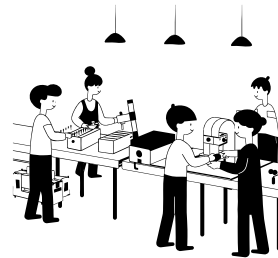


Community Members

- Local volunteers
- Grassroots leaders
- Youth champions
- Women and girls group

Stakeholders

- Partner NGOs
- Government departments
- Advisory board members



Vendors & Service Providers

- Printing & design partners
- Training facilitators
- Event management partners

Thank You!

Our shared journey does not end here. Let's together touch new heights and give every bird the opportunity to fly freely.




हमारे कार्य में रूचि रखने वाले सभी को हमारी ओर से खुला निमंत्रण है , कृपया आएँ और हमें विज़िट करें।

हमसे संपर्क कीजिये


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