











Programmes Supported by









And, Generous Individuals – DIKSHA Dosts (Friends) A gender-just world free from hierarchies and inequalities where young people of all genders can access and exercise their rights.









Creating safe spaces for young people of all genders (3-25) through building up their inner strength and integrating individual development with community needs.

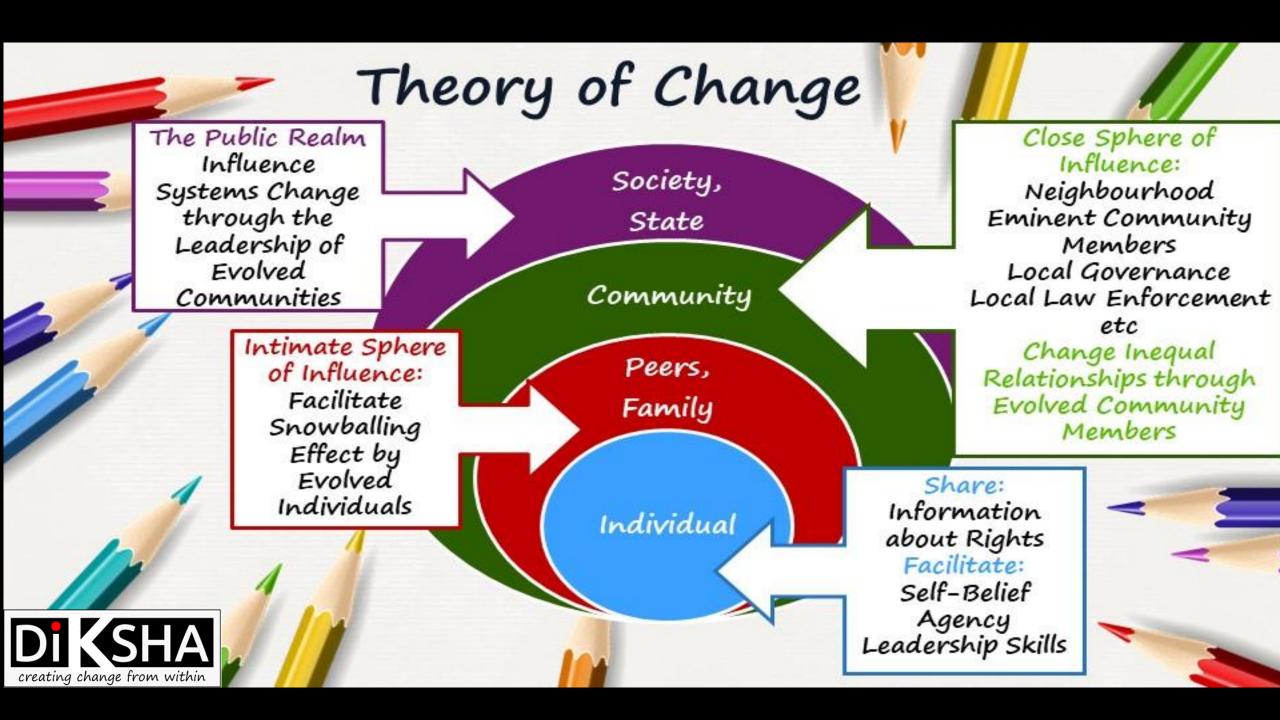














Programmes & Objectives ...

Red-Light & Quasi Red-Light Area Programmes:

Goal: Preventing FORCED dependence on the Red-Light-Area economy by making these areas child-safe.

Objectives:

- Ensuring school enrolment and retention to prevent dropping out from the formal education system.
- Implementing a "Protection through Participation" strategy through:
- ✓ Sharing information about their rights
- Skills building towards successful identification, prevention, and redressal of situations of rights violations
- ✓ Leadership Development Training to create Community-Based Resource Teams of young adults to act as 24x7 watchdogs against any kind of child-abusive behaviour.
- Engagement with community adults to form collectives as community safety nets against child-abusive practices.



... Programmes & Objectives

Rural Programmes: Padded with Love and Football Girls

Goal: Enabling girls and young women to work towards a gender-just society.

Objectives:

- Padded with Love:
- Menstrual hygiene promotion among rural girls and women living in resource-poor settings through making sanitary napkins available to them at subsidised rates.
- Income generation for rural women living in resource-poor settings through doorto-door sale of these sanitary napkins.
- Establishing environment-friendly disposal mechanism for used sanitary napkins.
- Football Girls:
- Enabling girls and young women (13-25) from marginalised rural communities to nurture their dream of playing football.
- ✓ Use football as a means to preventing underage marriage of rural girls.

Red-Light and Quasi-Red-Light Area Programmes ...



Sonagachhi RLA Ward 18, KMC



Making Red Light Areas Safe for Children

Wards 75 & 76, KMC



Kalighat RLA Ward 83, KMC

Munshiganj RLA & Adjacent Slums,



Lakar Math QRLA Ward 84, KMC



Tollygunge QRLA Ward 89, KMC

Two new interventions started in Sonagachhi Red-Light area

Tollygunge Quasi-Red-Light area

Explanation:

Red-Light area (RLA) - Where women in the sex trade live with their children, and entertain customers also.

Quasi-Red-Light area (QRLA) women in the sex trade live with their families. but entertain customers elsewhere - mostly in rented rooms in RLAs.

Red-Light and Quasi-Red-Light Area Programmes Strategy

DIKSHA'S CBRTS

We empower the youth to evolve as Community-Based Resource Teams (CBRTs). They act as 24x7 watchdogs and crisis interveners to prevent attempted cases of child abuse. They are also enabled to take the steps necessary for legal redress through prosecution.

Our Three-Pronged Strategy





Hear Us, Heed Us, Create Safe Spaces for Us: Children Speak

... Red-Light and Quasi-Red-Light Area Programmes

- Numbers of Lives impacted: 647
 - ✓ Children (2+ to 18 years): 448 (all fields combined)
 - ✓ Women: 199 (all fields taken together)
- Major support provided Children (3-18 years):
 - ✓ Drop-in-Centres (DiCs) operate in every area at hours specified by participants and community adults as safe spaces for the children when their mothers are busy
 - ✓ Nutritional support provided everyday to every child attending the DiC in their field area
 - ✓ Special leadership training to identified Youth Leaders: 42 Youth Leaders, all areas taken together
 - 6 of them receive monthly stipend support to continue higher studies (beyond class VIII)
 - ✓ Two-day Residential Workshop on Gender Justice with 22 Youth Leaders from our Kalighat and Munshiganj fields.

... Red-Light and Quasi-Red-Light Area Programmes

• Engagement with Women:

- ✓ Regular meetings to offer wellbeing support, and take their feedback on what needs to improve in our interventions
- ✓ Dry ration distributed to 83 women (covering about 415 heads calculated @ 5/members per household) in Munshiganj during the month of Ramadan (March 2023).
- ✓ In our Kalighat field, Birati Samuho, a Queer Feminist Theatre Group, performed the play "Atho Hirimba Katha" a take-off on the *Mahabharata* character of Hirimba to showcase gender and caste-based discrimination, and transcending that. The audience, mostly members of DIKSHA's Rakhi Team (the preferred name of Kalighat Women's group members) loved the play as shared during interactions after the show.
- ✓ Occupational Skills Training on making bags from recycled fabric and junk jewellery making to 33 women from Lakar Math and Munshiganj fields.

... Red-Light and Quasi-Red-Light Area Programmes: Rakhi: DIKSHA's Special Unique Strategy

- All the children attached with DIKSHA celebrate the Rakhi festival in a unique way.
- Conceived in 2002 by the first generation of DIKSHA's Youth Leaders from Kalighat,
 Rakhi is DIKSHA's special outreach programme connecting with everyone in the
 spirit of friendship.
- Children make the *rakhis* themselves, and go out to tie them on everyone's wrist from community adults to passers-by, from police officers to roadside vendors ...
- We have evidence of how relational dynamics change imperceptibly in the process!

Note: Traditionally, Rakhi is a Hindu festival where sisters tie special bands called *rakhis* on their brothers' wrists, requesting protection. DIKSHA's Youth Brigade has redefined it in an entirely

secular manner.

Rakhi 2023: Glimpses



















... Red-Light and Quasi-Red-Light Area Programmes: DIKSHA's Birthday and Children's Birthdays

- DIKSHA's deep engagement with our RLA and QRLA communities reflects in bold relief on DIKSHA's Birthday August 12.
- Our young participants decorate the Drop-in-Centres, their own "Safe Space", themselves; plan a programme on their own; and *everyone* gathers in their Sunday best for the cakecutting.
- In the early years of DIKSHA, we learnt that some girls feel left out as their families celebrate their brothers' birthdays, but not theirs. Some others had moaned that their birthdays are ever celebrated. So, DIKSHA celebrates children's birthdays collectively every month all the children having birthdays in a month jointly cut a cake, and they love it.

DIKSHA's Birthday & Children's Birthdays 2023: Glimpses















... Red-Light and Quasi-Red-Light Area Programmes: Special Initiatives for Children

- The New Year 2024 was ushered in jointly by children through cake cutting in all the 5 DiCs.
- One Iftaar party each for children during the month of Ramadan at the Munshiganj and Tollygunge DiCs.
- A Clown Show was organised in April 2023 for children in collaboration with the performance group Clowns Without Borders at our Kalighat and Munshiganj fields.
- Premananda Hospital Leprosy Mission members visited all the DIKSHA DiCs in August 2023, distributing biscuit packets to children.
- Film shows were organised for children at all the DiCs on different months during the year, in collaboration with Ayash: An Effort, under their Bioscoper Baranda initiative. The first show was in August.

... Red-Light and Quasi-Red-Light Area Programmes: Special Initiatives for Children

- Children at all the DiCs showed their love and respect for DIKSHA Team members associated with the respective fields through celebrating Teachers' Day on September 5, 2023 at all the DiCs.
- Fatima Educare Centre organised a Painting Competition and a Dance Competition for the children attached with DIKSHA, covering all five DiCs.
- Two children from our Munshiganj DiC and one child from the Kalighat DiC got prizes in the painting competition.
- Three children from our Munshiganj DiC and two children from our Kalighat DiC got prizes in the dance competition.
- Dhakuria Shitala Kalibari distributed 150 school bags, each bag containing copies, and ballpoint pens, for DIKSHA children at all the four DiCs except Munshiganj.
- Ten children from our Sonagachhi field performed a dance and a play at the West Bengal Commission for the Protection of Child Rights pavilion during Kolkata International Book Fair 2024.

... Red-Light and Quasi-Red-Light Area Programmes: Observing International Women's Day

- For the first time in DIKSHA's journey, we celebrated International Women's Day on March 8, 2024, through a programme at Rotary Sadan, Kolkata.
- Children from all the DiCs participated.
- A book containing first-person narratives of 17 women in the sex trade from two of our work fields, published during the Kolkata International Book Fair, 2024, was relaunched once more during the programme.
- A special attraction was the play "Bhasaili re", presented by Birati Samuho, a queer feminist theatre group. The play captures issues of women's marginalisation through a performance rich in songs and dances using the character Behula from the iconic Bengali mythology *Manasa Mangal Kavya*.
- Saptami, a veteran DIKSHA Work Team member, with DIKSHA since she was 10 years old, was felicitated during the programme.

International Women's Day: Camera Eye





A Feather in DIKSHA's Cap

Tumpa Adhikari, a DIKSHA member since she was 12 years old, and a member of the DIKSHA Work Team from 2006 to 2020 has always been a shining star. She had won a Commutiny Fellowship as a DIKSHA member, and moved on when she landed a Kutchina Krittika Fellowship through that. But her connection with DIKSHA remains intact. On March 8, 2024, SVP India, one of DIKSHA's donors, felicitated Tumpa for her achievements.



DIKSHA's Other Initiatives







Total lives impacted: 430

- Football Girls, a DIKSHA initiative within our "Life Unlimited: Sports for Change" programme:
 - ✓ 15 girls and young women in their teens and 20s supported with basic nutritional materials and football kits.
 - ✓ They are from Kamarpara village, Ilaambazar block, Birbhum district, West Bengal a district with 49.9% underage marriage rate for girls, and 25% teenage pregnancy rate (as per NFHS-5).
 - ✓ 11 married women, daughters-in-law of Kamarpara, were inspired to play a match with the regular team during Bengal's iconic festival, Durga puja marking a sharp deviation from the dominant social narrative of gender-based discrimination and exclusion.
- Kaam-Kaaj: Income generation for women in resource-poor settings, both rural and urban, and POSH Training to job-ready youth (18+) from resource-poor settings in collaboration with LP4Y, a French nonprofit 179 lives impacted.
- Padded with Love: Menstrual hygiene promotion cum income generation for women in resource-poor settings 225 women in Bribhum district, West Bengal, benefitted.

Miscellaneous Snapshots ...



















... Miscellaneous Snapshots



















Financials – Audit Report (2023-2024) Pages 1 & 2

GEORGE READ & CO Chartered Accountants

1, CHOWRINGHEE SQUARE KOLKATA - 700 069 **2248-2919 / 2243-9094** E-mail: georgeread@rediffmail.com

AUDITORS' REPORT

- 1. We have audited the attached Balance Sheet of DIKSHA as at 31st March 2024 and the Income & Expenditure Account and the Receipt & Payment Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the organisation's management. Our responsibility is to express an opinion on these financial statements based on our audit.
- 2. We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.
- We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the
- In our opinion, proper books of account as required have been kept by the organisation so far as appears from our examination of those books:
- The Balance Sheet and Receipts & Payments Account dealt with by this report are in agreement with the books of account;
- In our opinion and to the best of our information and according to the explanations given to us, the said accounts give a true and fair view in conformity with the accounting principles generally accepted in India;
- in the case of the Balance Sheet, of the state of affairs of the Organisation as at 31st March 2024;
- in the case of the Receipts & Payments Account of the Receipts and Payments made during the year ended on that date; and

in the case of the Income & Expenditure Account of the Surplus for the year ended on that date;

For GEORGE READ & CO FRN: 302208E

CA RAJIB PANJA

Partner Membership No.: 57393 UDIN: 240573938KBQOY9836

orge Read & Chartered Accountan

Eheo Square, Kolkati

: Kolkata : 20.09.2024 DIKSHA

7/3, K. P. Roy Lane, Dhakuria, Kolkata - 700031

ASSETS		BALANCE SHE	EET AS AT 31ST MARCH 2024		
Unspert Balance of SVP Foundation Fund 1,50,83 0.0	As per last year Accounts	10,90,374.69	FIXED ASSETS : Furniture As per last year accounts	6,852.26	
Advances General 24,588.00 As per last year accounts 8.00 1516.50 1515.09 16.50 1515.0	Unspent Balance of SVP Foundation Fund Unspent Balance of Sky Children (LM)		As per last year accounts		4,010.74
As per last year accounts Less Depreciation As per last year accounts Less Depreciation As per last year accounts Less Depreciation Device [Mobile] - FC As per last year accounts Less Depreciation As per last year accounts As As per last yea		24,588.00	As per last year accounts		391.63
As per last year accounts Less Depreciation Body Committed Committ			As per last year accounts		3,516.90
As per last year accounts 8,873.96 Less Depreciation 3,550.00 5,283.96 Mobile - Indian 3,457.49 Less Depreciation 1,287.00 2,000.49 Laptop-GOONJ - Indian 3,457.49 Less Depreciation 1,287.00 5,000.00 Leptop-GOONJ - Indian 4,287.40 5,000.00 Less Depreciation 6,0024.00 9,005.16 Sewing Machine-Indian 9,000.00 Less Depreciation 6,0024.00 9,005.16 Sewing Machine-Indian 9,000.00 744.00 4,328.00 CURRENT ASSETS : Security Deposits 21,000.00 Rent Advance - Indian 7,000.00 28,000.00 CASH & BANK BALANCES Cash in Hand : Foreign Correlnbullon (FC) 52,198.00 Indian 4,328.00 Cash at Bank : Aus Bank (25301000023755) State Bank (15061606			As per last year accounts		30,980.55
Mobile - Indian			As per last year accounts		5 383 96
Laptop-GOONs - Indian As por lasty sea accounts Less Depreciation Sewing Machiner - Indian Puechased in This Year Less Depreciation 754.00 Less Depreciation 100.00 Less De			As per last year accounts		
Purchased in This Year 5,000.00 1,000.			As per last year accounts	15,059.16	
Security Deposits			Puechased in This Year		4,326.00
C.65/1 & BANK BALANCES Cash in Hand: Fereign Commission (FC)			Security Deposits		22 222 22
Cash at Bank : Aus Bank (25010100023755) 11,72,548.96 State Bank (Of India - New Dehi - FC 23.406.62			Cash In Hand : Foreign Contribution (FC)	52,196.00	
			Axis Bank (253010100023755) State Bank Of India - New Delhi - FC	11,72,949 96 23,406 62	
TOTAL 19.83.435.74 TOTAL 19.83.2574	TOTAL		TOTAL		

Place : Kolkata

Date: 20 09 2024

In terms of separate report of even date For GEORGE READ & CO

> CA RAJIB PANJA Partner Membership No.: 57393

Chartered Accountant

Dhakuria, Koi-700 03

Financials – Audit Report (2023-2024) Pages 3 & 4

Place: Kolkata

Date: 20.09.2024

DIKSHA

7/3, K. P. Roy Lane, Dhakuria, Kolkata - 700031

Income & Expenditure Account for the year ended 31st March, 2024

			The state of the s	
	EXPENDITURE	Amount (Rs.)	INCOME	Amount (Rs.)
To	FC-SKY CHILDREN FC-Munshiganj (MG)	16,32,937.00	By Foreign Contribution	
To	FC - SKY CHILDRE - FC -Kalighat	57,232.00	Financial Support Bank Interest	2998576.00 38974.00 30,37,550.00
To	FC - SKY CHILDREN FC-Lakar Math (LM)	10,56,086.00		
To	FC - SKY CHILDREN - FC- Sonagachi-(SG)	. 55,448.00	By Indian Contribution Bank Interest	16,257.00
To	FC General Fund - DIKSHA	5,421.25	Financial Support -Indian Donation	7,18,588.00 6,71,691.00 14,06,536.00
To	INDIAN - PROJECT GOONJ	19.02		
To	INDIAN -SVP Foundation	7,18,588.00		
To	INDIAN -GENERAL	4,57,613.68		
To	Depreciation	19,638.00		
To	Excess of Income over Expenditure	4,41,103.05		
		TOTAL 44,44,086.00	TOTAL	44,44,086.00

In terms of separate report of even date.

For GEORGE READ & CO

FRN: 302208E

CA RAJIB PANJA

Membership No. : 57393 UDIN:24057393BKBQQY9836

Chartered Accountar

Place : Kolkata Date : 20.09.2024 Paranika Danja

DIKSHA 1/3, K.P. Roy Lane Ohakuria, Kol-700 03) DIKSHA

	7/3, K.	P. Roy Lane, Dha	kuria, Kolkata - 700031			
RECEIPTS Opening Cash		ent Account for t Amount (Rs.)	the year ended 31st March, 2024 PAYMENTS	ANNE	EXURE	Amount (Rs
Foreign Contribution (FC) Indian	30,478.00 1,36,251.80	1,66,729.80	FC-SKY CHILDREN FC-Munshiganj (MG)	Α	16,32,937.00	
Opening Bank			FC - SKY CHILDRE - FC -Kalighat	В	57,232.00	
Foreign Contribution (FC) Axis Bank (253010100023755)	7,18,519.93		FC - SKY CHILDREN FC-Lakar Math (LM)	С	10,56,086.00	
State Bank Of India - New Delhi - FC Axis Bank - Indian (253010100125116)	15,396.90 1,18,375.37	8,52,292.20	FC - SKY CHILDREN - FC- Sonagachi-(SG)	D	55,448.00	
Foreign Contribution						
Financial Support SKY CHILDREN - LM Financial Support SKY CHILDREN - MG	13,09,818.00 19,42,490.00		FC General Fund - DIKSHA	E	5,421.25	28,07,124.25
			INDIAN - Project Goonj	F	19.02	
Bank Interest - FC	38,974.00	32,91,282.00	INDIAN -SVP Foundation	G	7,18,588.00	
		02,01,202.00	INDIAN -GENERAL	Н	4,75,203.68	11,93,810.70
Bank Interest	16,257.00		Closing Cash			
Donation	6,71,691.00		Foreign Contribution (FC) Indian		52,196.00 80,670.80	1,32,866.80
Financial Support from SVP	8,72,226.00	15,60,174.00	Closing Bank			
			Axis Bank (253010100023755)		11,72,949.96	
			State Bank Of India - New Delhi - FC Axis Bank - Indian (253010100125116)		23,406.62 5,40,319.67	17,36,676.25
TOTAL		58,70,478.00	TOTAL			58,70,478.00
	_					00,10,710.00

In terms of separate report of even date.

For GEORGE READ & CO

FRN: 302208E

CARAJIB PANJA Partner embership No.: 57393

Membership No.: 57393 UDIN:24057393BKBQOY9836

N:24057393BKBQOY9836
George Read & Co.
Chartered Accountants *

Zowringhas Square, Kelkate-70005

Paranika Senje

DIKSHA
1/3, K P. Roy Lane
2hakuria, Koi-700 03)

Financials – Audit Report (2023-2024) Pages 5, 6, & 7

7/3, K. P. Roy Lane, Dhakuria, Kolkata - 700031

Details Of Expenditures (FC + INDIAN) of FY 2023-2024

ANNEXURE - A

FC - SKYCHILDREN (Munshiganj)

1	Nutritional support to children	
2	Partial remuneration of facilitates (3,59,309.00
3	Partial remuneration of facilitator for women's group and club members Remuneration of field trainer	2,28,000.00
4	Remuneration of Teacher	1,51,800.00
5	Remuneration of Teacher	18,000.00
6	Remuneration of senior field trainer	2,46,784.00
7	Partial remuneration of capacity building facilitator	1,56,000.00
8	regramme related travel support	52,122.00
10.00	Data recharge for report preparation, publication etc	12,967.00
9	remaineration of part time creative skills trainer	47,800.00
10	ratial remuneration of psycho social wellbeing trainer	
11	Data recharge	48,780.00
12	Activity centre running expenses	15,077.00
13	Remuneration of community mobiliser	1,59,845.00
14	Regular session related training materials	64,800.00
15	Residential workshop with a set of the set o	4,950.00
16	Residential workshop with youth leaders Stipend Of Children	44,954.00
17	Stationer 2	10,000.00
	Stationery & communication	4,499.00
18	Training materials for educational support	1,350.00
19	Audit Fees	5,900.00
		0,500.00

FC - SKYCHILDREN (Kalighat)

	(runghu)	
1 2	Nutritional support to children Activity centre running expenses	21,117.00 36,115.00
	TOTAL	57,232.00

ANNEXURE - C

ANNEXURE - B

FC - SKYCHILDREN (Lakar Math)

1	Meeting with club members	484.00
2	Remuneration of Capacity Building Facilitator	1,80,000.00
3	Activity centre running expenses	
4	Regular session related training materials	55,007.00
5	Postage & Stationery	4,224.00
		14,910.00
6	Travel support to team	41,478.00
7	Partial remuneration of psycho social wellbeing trainer	55,000.00
8	Office Running Expenses	
9	Internal Session with Children	23,356.00
10	Office Rent	74,015.00
	5.1100 T 10111	60,000.00



16,32,937.00

INA	rika		ber	iu
DI	K	S	Н	A

11	Pomuses-ti- 15	
	Remuneration of Facilitator for Women's Group & Club Members	1,56,000.00
12		1,20,000.00
10	Remuneration of part time field advector	22,875.00
1-4	Weeting with women's group	2,215.00
15	Remuneration of senior field trainer	2,30,322.00
16	Remuneration of part time creative skills trainer	16,200.00
	TOTAL	10,56,086.00
ANN	EXURE - D	10,50,000.00
-c	SKYCHILDREN (Sonagachi)	
1	Nutritional support to children	3,090.00
	Travel support to programme team	2,358.00
3	Activity centre running expenses	28,000.00
4	Remuneration of psycho social wellbeing trainer	6,000.00
5	Partial remuneration of accountant	16,000.00
	TOTAL	55,448.00
ANN	EXURE - E	
FC -	General	
1	Bank charges (Service) - SBI	
2	Bank charges - Axis Bank - FC	4,565.54
3	Refreshment	40.71
	Trongstillerit	815.00
	TOTAL	5,421.25
	GRAND TOTAL EXPENSES OF FC FUND	28,07,124.25
ANN	EXURE - F	
INDI	AN - PROJECT GOONJ	
	Refund to Goonj	19.02
	TOTAL	19.02
A BIBII	EXURE - G	10102
NDIA	N - SVP FOUNDATION	
1	Training materials for Non Educational Session Support	8,276.00
2	Nutritional support to children	1,29,755.00
3	Programme Travel support	30,588.00
4	Remuneration of field educator	23,125.00
5	Remuneration for Counsellor	49,000.00
6	Communication & Stationeries	7,399.00
7	Drop In centre running cost	1,05,400.00
8	Remuneration of Chief Operation Officer	64,000.00
9	Remuneration for Theatre Trainer	32,000.00





10 11	Remuneration for Programme Director	80.000.00
	Remuneration for Programme Officer	1,60,000.00
12	Monthly Capacity Building Workshop	8.760.00
13	Monthly Meeting With Women's Group	9.225.00
14	Training materials for Educational Session Support	5.750.00
15	Audit Fees	5,310.00
	TOTAL	7,18,588.00

ANNEXURE - H

INDIAN - General

1	Electricity charges	1 100 00
2	Educational support to Children	1,190.00
3	Activity centre running cost	6,024.00
4	Refreshment	12,600.00
5	Computer peripherals	15,112.00
6	Office running expenses	8,200.00
7	Office rent	4,639.00
8	Travel for programme	1,32,500.00
9	Remuneration of Chief Operation Officer	31,834.00
10	Remuneration for Project Holder	48,000.00
11	Bank Charges - Axis Bank - INDIAN	48,000.00
12	Medical Expenses	361.68
13	Nutritional support to Women Football Team	1,500.00
14	Accommodation Expenses	15,903.00
15	Drywash of Handmade Bag	10,800.00
16		720.00
17	Food Expenses on Official Trip	3,725.00
18	Travel for Refreshment	7,302.00
19	Football Jersey & Boots for Women Football Team	2,127.00
20	Stipend Of Children	5,715.00
21	Accounting Charges	14,500.00
22		12,000.00
23	Security Deposits - Rent Security Deposits - Seminar Hall Booking	9,500.00
		3,000.00
24	Materials Of Handmade Product	1,340.00
25	Purchase of Sewing Machine	5,090.00
26	International Women's Day Celebration	19,312.00
27	Workshop Registration	28,320.00
28	Domain Purchased	10,301.00
29	Stipend to Women's Football Team	2,000.00
30	Remuneration Of Junior Trainer	13,588.00
	TOTAL	4,75,203.68





DIKSHA