



SOS CHILDREN'S  
VILLAGES  
INDIA

# ANNUAL REPORT

2022-23

In India, thousands of children are abandoned and/or are at the risk of losing parental care every year, making them extremely vulnerable to a host of societal challenges. Our work addresses this grave challenge by ensuring each child grows up with the bonds to become the strongest version of themselves.

SOS Children's Villages India, the country's largest self-implementing childcare NGO was established in 1964; aiming to break the cycle of child neglect, abuse and abandonment. Today, four generations of once vulnerable children are now leading fulfilling lives, with each one having a distinct identity of their own, a family to cherish and love, and a life that serves as a beacon of hope for many others to become contributing members of society. We provide curative and preventive solutions to vulnerable children without parental care or at the risk of losing it via a value chain of quality care services that go beyond childcare alone, ensuring comprehensive child development.

The essence of all programmes implemented by SOS Children's Villages India is based on the vision that every child belongs to a family and should grow up with love, respect and security. Our mission is to build families for children in need, help them shape their future and partake in the development of their communities. Courage, commitment, trust and accountability are the core values on which our organisation has been built, and they are the cornerstones of our success. These enduring values guide our actions, decisions and relationships as we work towards fulfilling our mission of delivering on our Care Promise.



## Basket of Care Solutions

Our customised care interventions are designed to transform and enable children under our care to be self-reliant contributing members of the society. We empower vulnerable families in communities to become financially independent, thereby enabling them to create safe and nurturing spaces for children under their care.



## Our Care Promise

Through our programmes, we ensure basic and higher education for children under our care, equipping them with pertinent skill sets to enhance their chances of employability. We also work towards enhancing livelihood opportunities of caregivers in communities, thereby securing the future of children under their care.



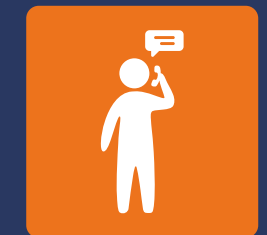
Minimum higher secondary school education



One employable skill for every youth



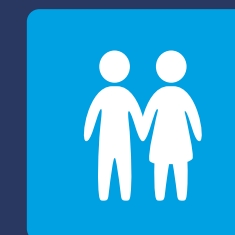
Employment prior to exiting our care



Basic Information Technology and communication skills



Working knowledge of English with basic conversational skills



Character building and pertinent social skills to navigate life



Increase in family income of caregivers and FS beneficiaries

# Change is the only constant



Dear friends,

Not child care, but wholesome child development was, and continues to remain, the bedrock of the philosophy of our work, especially since children and youth form an extremely critical part of India's demographic dividend, its present and future.

Despite many challenges, the FY 2022-23 has seen us achieve many qualitative and quantitative milestones, highlighted in this annual report. The NGO sector, whilst striving to achieve their respective goals, has had to meet raised levels of compliances, transparency and internal governance, which is the responsibility of the Board and then the senior leadership.

A far-reaching impact of these measures has been stringent FCRA compliance, which has resulted in almost all NGOs increasing their efforts to tap domestic fundraising markets, resulting in tougher local competition. This, however, has also led teams to raise funds creatively, innovatively and cost-effectively, underlining the fact that many times challenges do lead to some new solutions. However, fundraising, to a great extent, will decide the spread and depth of our work.

In addition to the above, the Juvenile Justice Act is likely to witness amendments, which are currently under consideration by the Government. If these changes are adopted, our ongoing programmes will see a major overhaul, especially our flagship intervention - Family Like Care; this will also accelerate the process of moving to alternate care. As a consequence, tweaking of strategic goals, re-prioritising programmes and redefining their respective structures will become critical.

At the Federation level, Child Safeguarding has been identified as an area that needs more emphasis, demanding more focus on structural and systemic changes, with the overarching objective being to strengthen this aspect, even further.

Last year also saw us deepening our engagement with the government, partnering in a diverse range of programmes and interventions. Our experience has been very encouraging and we intend to pursue this with greater enthusiasm.

Change, as someone rightfully said, is the only constant. Adapting to change is paramount for survival. We are confident that with the support of our partners and donors; the dedication, expertise and hard work of our teams; and your consistent support, we can meet these changes successfully, and convert them into symbiotic opportunities for the greater good. Partnerships have been, and continue to be a very important part of our journey. Looking forward to yet another successful year ahead.

With my best regards,

**Rakesh Jinsi**  
President, SOS Children's Villages India

# Rising up to the challenge



Dear friends,

The year 2022-23 has been a mixed year that saw many milestones being achieved, amidst challenges. With increase in focus on our Family Strengthening Programme, a substantial growth in the number of programme participants was recorded, which means that a larger number of children and caregivers from vulnerable sections of society were empowered via the programme. This remains a significant step in prevention of child abandonment. Another area of focus was alternate care, which placed more impetus on our programmes: Kinship Care, Youth Skilling and Individual Foster Care. This paradigm shift required careful planning resulting in the development of a comprehensive strategy for 2023-26, with extensive participation by all stakeholders concerned. The essence however remains imparting quality care and enabling children under our care to grow up in their natural family set up. Child safeguarding is at the core of all our initiatives in all our programmes, ensuring that each child and young person grows up with the bonds they need to become their strongest selves.

Another important aspect of informed decision making that emerged was the enhanced participation of youth as active participants within programmes, eventually progressing to be contributing members of society. Quality education coupled with pertinent skill sets and skilling in new generation careers remain paramount. In fact, the Hermann Gmeiner Schools saw enhanced performances in the class X and XII boards, as well as growth in the number of students enrolled, thanks to accreditation. We are using our infrastructure for our Vocational Training Centres to upskill youth from the communities. Besides this, the average income of families, who exited from the Family Strengthening Programme, saw an almost 200% increase. Similarly, more than 95% youth from our Family Like Care Programme graduated with at least one employable skill and are pursuing jobs with minimum market benchmark salaries. This has been an immense source of motivation for us, as we understand the importance of self-reliance, productive employment and sustainability.

With all the challenges that exist in today's context, the imminent impact of mental and physical health have led to concrete steps towards the improvement of overall health of children, caregivers, Mothers, coworkers and other stakeholders, especially mental health. Since the environment is crucial in maintaining health, awareness generation, methods and processes that conserve and preserve the environment like solar energy, biogas plants, composting and many more such initiatives were introduced actively.

As far as fundraising was concerned, heightened competition in local arenas served as a huge challenge; to mitigate this, the focus remains on cost optimisation, efficient processes, and partnerships. This is also an opportunity to thank all our partners, donors, friends and supporters for their unwavering support, which has made all the work we have done, and continue to do, possible.

Through this annual report, I present the stories of change that have been made possible thanks to YOU, and look forward to your continued cooperation in bringing about change for the greater good.

**Sumanta Kar**  
Chief Executive Officer, SOS Children's Villages India



## Sahil paved way to a brighter future with skilling support



*The Family Strengthening Programme empowers families in a number of ways, and this, in turn, empowers children and youth, which is critical in today's time and age, not only for us, but also for our country.*

"I passed my higher secondary with 61% in the year 2020; I did realise that though I had tried really hard to score better, this percentage would make it difficult for me to seek admission in any mainline course. Besides, I needed something that gives me hands-on experience, so that I could apply what I learnt actively. I understood that acquiring a skill was important for me to secure productive employment and build my career," says Sahil.

Post his schooling, Sahil was welcomed in the Family Strengthening Programme (FSP), where he was counselled to pursue a one-year rapid learning course in Software with UI/Hardware & Networking/Financial Expert from Royal Infotech, Baguiati (which is a prominent VT institute with 100% placement record). Sahil completed his course in July 2022. During his course, he was selected by Godrej Waterside as Telemarketing Executive, drawing a monthly salary of INR 18,000.

"The pressure was totally off me, so all I had to do was focus on my studies. I am constantly in touch with my SOS India family, which is what I call my group of mentors and peers. They are my support system, in so many ways."

In 2023, Sahil cracked another job interview with Rainbow Children's Hospital, Hyderabad as an Executive – Front Office, at a monthly starting package of INR 43,000.



## Jaison's inspiring journey through the art of photography



*It has been a wonderful journey, and I can only thank my SOS Family for the same. The courage to venture into the unknown, and the determination to make it big, is all because of their support.*

"I was welcomed into the SOS family when I was just three days old. I think that also explains the deep bond I share with my SOS Mother, Rosily Madany, and my siblings. For as long as I can remember, I loved clicking photographs; I feel photography is such a powerful medium, as it, actually, captures time, making it stand still in that frame. This passion led me to take-up a course in multimedia and photography, post my schooling. I pursued my BSc in this domain from Arena Multimedia, Chennai, and learnt a lot about the nuances of this art and science. As luck would have it, I got to work with personalities like Rima Kallingal."

Jaison Madany's passion has paid off, and how: he is known for his unique blend of the modern with fine aesthetics. In 2018, he was onboarded as a photographer with a prominent print media agency, and proceeded to become a successful independent photographer, serving as an inspiration for many youngsters. "It has been a wonderful journey, and I can only thank my SOS Family for the same. The courage to venture into the unknown, and the determination to make it big, is all because of their support. In fact, featuring in Lifestyle, The Times of India, was one of my biggest milestones till date, and I hope to achieve many more." When asked about his motto in life, he says: "Always remain humble. Being down to earth is essential to stay grounded, and when one is grounded, one cannot go wrong."

# Our reach

## FAMILY LIKE CARE

**6,529**

children continue to grow up in our Villages



**967**

children welcomed in a new home and family

**395**

children relinked with their kith and kin

**680**

youth settled and leading independent lives

**534**

children received short-term care

**413**

children relinked (from Short Stay Homes)

**121**

children welcomed in long-term care (from Short Stay Homes)

## FAMILY STRENGTHENING PROGRAMME

**38,841**

children have been impacted positively



**83,414**

lives impacted

## KINSHIP CARE

**513**

children are being cared for by their next of kin



**325**

families are being supported via the programme

## INDIVIDUAL FOSTER CARE

**50**

children welcomed in a foster family

## YOUTH SKILLING

**956**

youth were skilled towards gainful employment

## SHORT STAY HOMES

**163**

children received care, love and security

## SPECIAL NEEDS CHILDCARE

**115**

children cared for in a nurturing environment



Source of Map: Ministry of Home Affairs, Government of India

All figures are for the period April 2022 to March 2023



# Family Strengthening Programme

Helping vulnerable families to become self-reliant to afford quality care for their children



## SELF HELP GROUP

### Strengthening Chaya's family with income security

Chaya was onboarded in the Family Strengthening programme in 2016. "My story is one many women can associate with. I was a regular housewife, struggling to make ends meet. My husband was a daily wage labourer. He is an alcoholic who could hardly support our household expenses, let alone save. Meeting expenses for food, children's education, clothes and medicines was an uphill task. I had no job, and, hence, no income of my own. I then decided it was time to change my life. I simply had too."

Chaya then began her journey of change with the Self Help Group, Sankalp Mahila Bachatgat, a group of 13 women. "I began to invest INR 100 monthly; post attending capacity



*My dream is to educate my children, as I know the importance of the same in life.*

building sessions, I thought of starting a business of my own. I felt that I could really make this happen. So, after receiving an income generation support to purchase a sewing machine and some cloth material, I began my own boutique." Chaya's work got noticed fast. Her inherent talent got her many orders, which is when she sought her second IGA (Income Generation Activity support) to open a small scale retail business for sarees along with the boutique. Eventually, she repaid the funds she had taken.

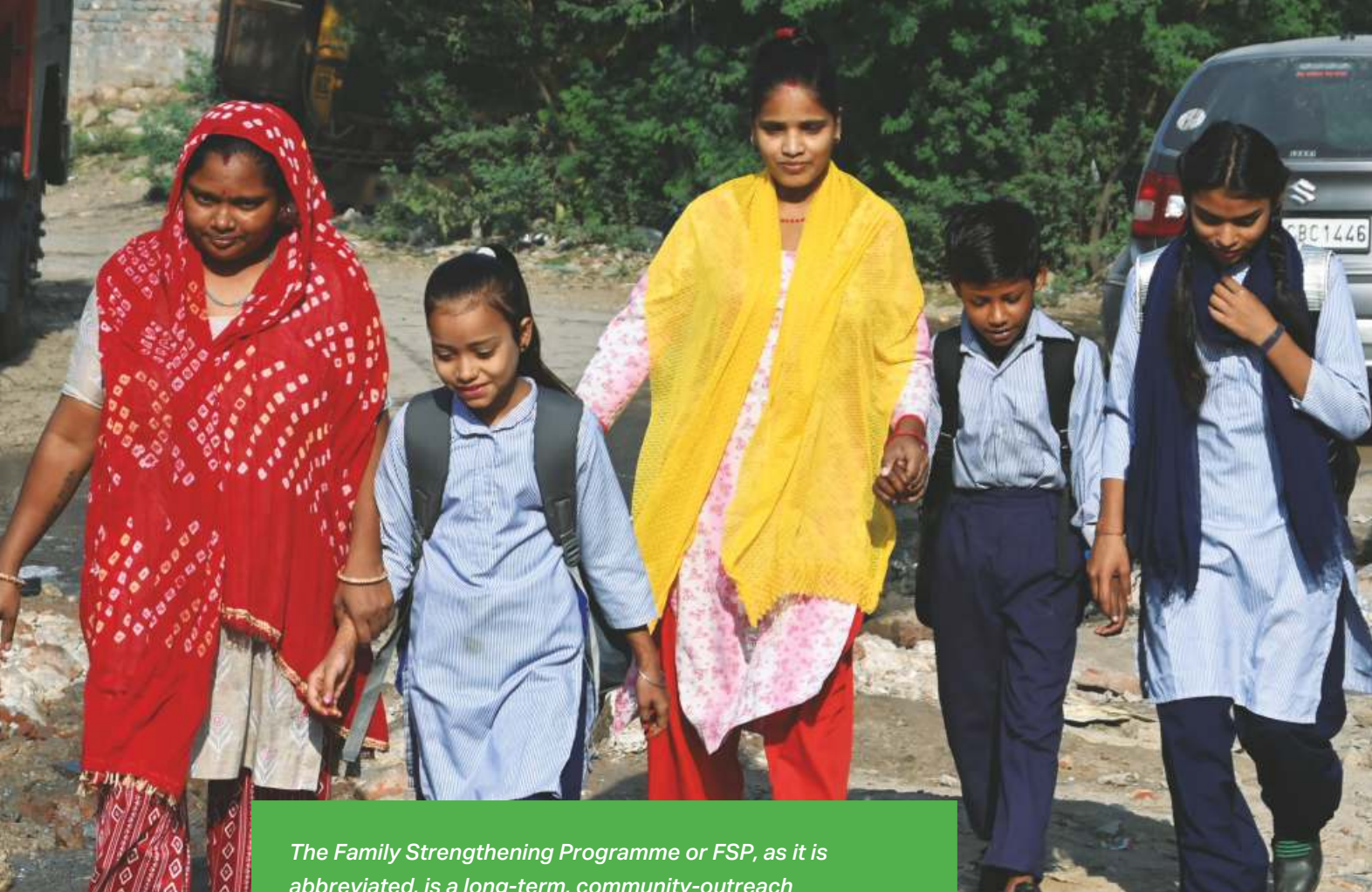
"Looking at how my hard work was paying off, my husband was inspired to change his habits too. I was pleasantly surprised. In fact, it was his hard work that helped me pay off the second support money that I had picked up."

Chaya has now exited the programme, and looks back at her journey with nostalgia. Through multiple livelihoods, she has managed to increase the family income.



**1,228**

self help groups are empowering caregivers towards self-reliance



The Family Strengthening Programme or FSP, as it is abbreviated, is a long-term, community-outreach programme that strives to empower vulnerable families so that they can take adequate care of their children, and hence prevent child abandonment. This initiative is unique, as it encompasses various nuances that serve the cause of wholesome child development by adopting a holistic approach based on certain pillars: enabling community mobilisation, ensuring capacity building, securing sustainable livelihoods, and generating awareness on aspects pertaining to education, health and nutrition, child rights, safeguarding and protection, financial literacy and many others. The enabler, i.e. the primary caregiver, is empowered to facilitate strengthening of her family in a holistic manner. Another important aspect of this programme is building the capacities of children and youth constituting Bal Panchayats to become leaders of tomorrow. They become the collective voice of children in their respective communities to design and implement pragmatic and long-term solutions to pressing societal challenges.



**38,841**  
children been empowered

**83,414**  
lives impacted



Learn more about the programme

## SKILLING OF YOUTH

### Timely intervention gives hope to Shamreen

Shamreen's family was welcomed in the Family Strengthening Programme in 2016. Her mother works as a helper to an Asha worker and her father is a carpenter. "When an order was passed by the court to demolish the village I was residing in, it was tough to survive – no home, no savings, hardly any income and food. I am the eldest of five siblings, and could feel the pressure my parents and family were under.

Thankfully, around this time I completed my class XII. I wanted to study further but couldn't, as there was not much money to buy food, let alone study. As luck would have it, a friend told me about the various vocational training courses offered by SOS Children's Villages India. I applied for the course of an Emergency Medical Technician – Basic, as the health sector always fascinated me." Shamreen joined the course in September 2022, and is now working with Fortis hospital as an intern.



*From the roadside to embarking on a career, where the sky's the limit, it is unfathomable.*



**956** youth were skilled towards gainful employment





## INCOME GENERATION ACTIVITY SUPPORT

### A brighter and sustainable future for Rani

"My husband doesn't have a driving licence, but I have," smiles Rani, who is the proud owner of an e-rickshaw. Recalling the pandemic period, she says: "It was a tough period for all, but more so for those, who didn't have anything or very little. For me and my husband, it was just extremely challenging. We were both daily wage labourers, and it became impossible to support the family."

With the help of the Family Strengthening Programme, Rani was able to receive support to buy an e-rickshaw, which she and her husband drive. Says Rani's husband: "When I don't go out to put mehndi, I drive the rickshaw. Otherwise, it's Rani at the wheel." The pride in his voice is unmistakable. Rani's children go to school, and she dreams of them becoming contributing members of society, someday. "The support I received extends beyond a single instance. I was inculcated in a self help group comprising of 16 members and we each managed to save INR 100 every month. I learnt the nuances of finances, accounting and child safeguarding, besides the importance of health and nutrition, hygiene and education." Today, Rani and her family look forward to a bright future, one filled with dreams and aspirations.



**2,739**

caregivers

who had lost their livelihood during the pandemic, have been provided support for income generation activities



## BAL PANCHAYATS

### Young leaders secure water for 200 households

The Rani Laxmibai Bal Panchayat of Amraur Kiratpur cluster lives up to its name – courage and determination. Formed in September 2022, the Bal Panchayat comprises of 30 children, with Manisha serving as its president. Under an active leadership, this Bal Panchayat is extremely motivated to find solutions for pressing challenges the community faces. In one of the meetings, the issue of water supply in installed taps was discussed, under the Har Ghar Jal Mission.

Post thorough follow-ups by the children, the result achieved was 200 households received a regular supply, ensuring hygienic and smooth functioning of each household.



**227**

Bal Panchayats empowered

**6,384**

children participated in meaningful decision-making processes





## EDUCATION SUPPORT

### The wind beneath Kishore's wings

"There is nothing that I want to remember as far as my childhood goes. It was simply put: extremely challenging. Hailing from a remote corner of Andhra Pradesh, my family grappled with poverty for as long as I can remember," says **Avula Venkata Kishore**. He recalls how losing his father worsened the situation at home, especially since his father was the only breadwinner of the family.

"Soon after my father passed away, my mother died. Since there was no one to take care of us, within our family unity, my brother and I started staying at my maternal uncle's house. Things were bearable for a time, but this didn't last long, as I really wanted to pursue higher education, and my uncle would hear nothing of it, as he had to take care of his own children and their education. I didn't give up though, as I knew how important this was for my brother's future and mine."

Kishore worked hard, and secured a merit seat. "Through the programme, I received not only financial support, but also a lot of emotional support, which helped me surge ahead, even through difficult times. I am now in my last year of graduation, and very hopeful for the future."

23,622  
children



have been  
extended  
educational  
support

## Initiatives

Through our Family Strengthening Programme, 24,601 caregivers and children have been successfully linked with various government social security schemes:

- Pradhan Mantri Suraksha Bima Yojana
- Pradhan Mantri Jan Dhan Yojana
- Ayushman Bharat Health Card
- Atal Pension Yojana
- BPL Card
- Aatmanirbhar Bharat Rojgar Yojana
- Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY)
- Disability Pension Scheme
- Mahatma Gandhi National Rural Employment Guarantee Scheme
- Pradhan Mantri Gramin Awas Yojana
- PM SVANidhi Scheme
- Widow Pension Scheme
- Sukanya Samridhi Account Scheme
- Housing Patta Scheme Labour Card
- National Livestock Mission
- Nal Jal Yojana
- Old Age Pension Scheme
- eShram Card

Furthermore, some beneficiaries have benefitted from the Swachh Bharat Mission's toilet construction initiative, while others are receiving LPG under the Pradhan Mantri Ujjwala Yojana. This comprehensive approach towards social security has paved the way for better quality of life for individuals and their families.

Capacity Building portals have been developed for adequate monitoring and evaluation, which is extremely critical for the improvement and enhancement of the programme.

A Result Based Management online training was imparted in 31 programme locations. The project has been piloted in Nuh, Haryana for 551 families of three clusters.

A Digital Village was inaugurated in Kannur, Karnataka, in collaboration with NIIT Foundation, to provide digital literacy skills to at least 240 children/youth, and 600 caregivers a year.

664 students appeared for the class X and XII board examinations during the academic year 2021-22; the pass percentage was 83.

## Path Ahead

Increase the income of exiting families by 250% (in 2023)

95% families and caregivers transitioning during the year to reach sustainability levels against defined parameters

60% of children to achieve first division in class X and XII exams, with a 100% pass rate

A Need Assessment Framework (RBM) becomes the standard document for any location – old or new

Situation Analysis Framework becomes the standard for scoping any new/old areas

Climate change will become a core area of intervention

Caregivers, who are members of any SHG, will be linked to government funding/grants/support

Collaborations and partnerships will be the key, especially with the government (at least two formal partnerships at the state and national level will be cemented)

Collaboration with government and government agencies to be forged



## Kinship Care

Facilitating parental care among next of kin families



### Nirmal rediscovers the confidence to dream again

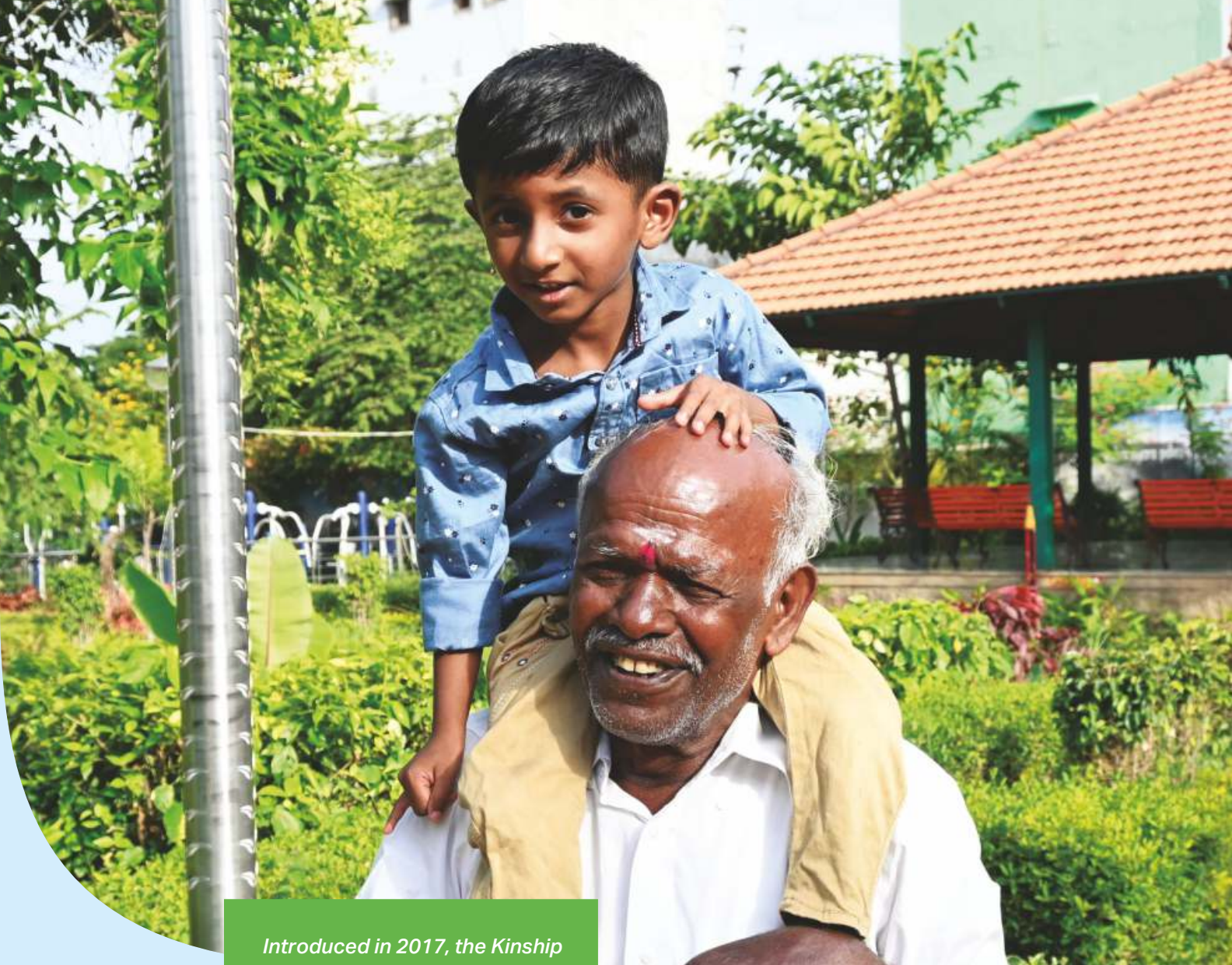
Nirmal\* is a 15-year-old youth. After losing parental care at a young age, he was brought up by his sister. Struggling with focus in studies, he dropped out of school in class IV. In 2021, his extended family was welcomed as part of the Kinship Care programme, under which Nirmal took up schooling, once again. Prior to admission, the young boy had to undergo an assessment and attend prep-school, post which he was admitted in class VIII. "I had actually lost hope, and accepted that this was going to be my life. This programme changed my life. I understood that one could change one's destiny. All that is needed is hard work, determination and timely

\* Name changed to protect the privacy of the youth.

support. I feel liberated, just like a bird taking flight. I can dream again." Sessions on soft and life skills have helped Nirmal enhance his communication skills, including interpersonal skills and his overall personality. "I have started learning English, online and I am loving it." Besides academics, Nirmal is talented in sports too, having won many prizes in multiple disciplines.

Reminiscing about the past, Nirmal mentions the importance of education, and never giving-up in life. He is determined to study hard, make a life for himself, and, thereby, help others too.

” My mentors (part of the Kinship Care programme) have played a very important role in shaping my life for the better. They remain with me through thick and thin, helping me wherever needed, guiding and supporting me.



Introduced in 2017, the Kinship Care Programme enables children without parental care to grow up in a familiar environment, with minimal disruption to their educational, cultural and social lives. Under this programme, children who have lost their biological parents are cared for by their extended families or relatives.



**513** children are growing up with their next of kin



**325** families are being served by the programme

## Initiatives

Education forms an extremely important part of all our programmes, underlining the need for 21st century skills to secure productive employment. The Kinship Care Programme has enabled access to quality education for many children, who are without parental care. The results pertaining to children, studying in classes X and XII, are as under:

Total children appeared	Number of girls	Number of boys	Children promoted to the next class
<b>42</b>	<b>22</b>	<b>20</b>	<b>36</b>



In today's time and age, where digital education is a critical component, children, who are part of the Kinship Care programme, have been given tablets that enable anytime, anywhere access to information and education material. Besides this, training on cyber security and usage of the tablets provided is also imparted.



19 youth, who are part of the programme, have been enrolled in vocational courses, with the objective of ensuring gainful employment and self-reliance. These youth hail from Bhuj, Nagapattinam, Latur and Bhubaneswar; the courses include: Diploma in Electrical Engineering, ITI Fitter, Nursing, Hotel Management, ITI Plumber, ITI Welding and many others that find relevance in today's job market.



Children, who lost parental care during the pandemic in our Kinship Care Programme, have been linked to the PM Cares Programme.

## Path Ahead



Collaborations and partnerships are extremely important. At least one location, where the Kinship Care programme is being implemented, will partner with the government at various levels



The programme will be extended to two new locations

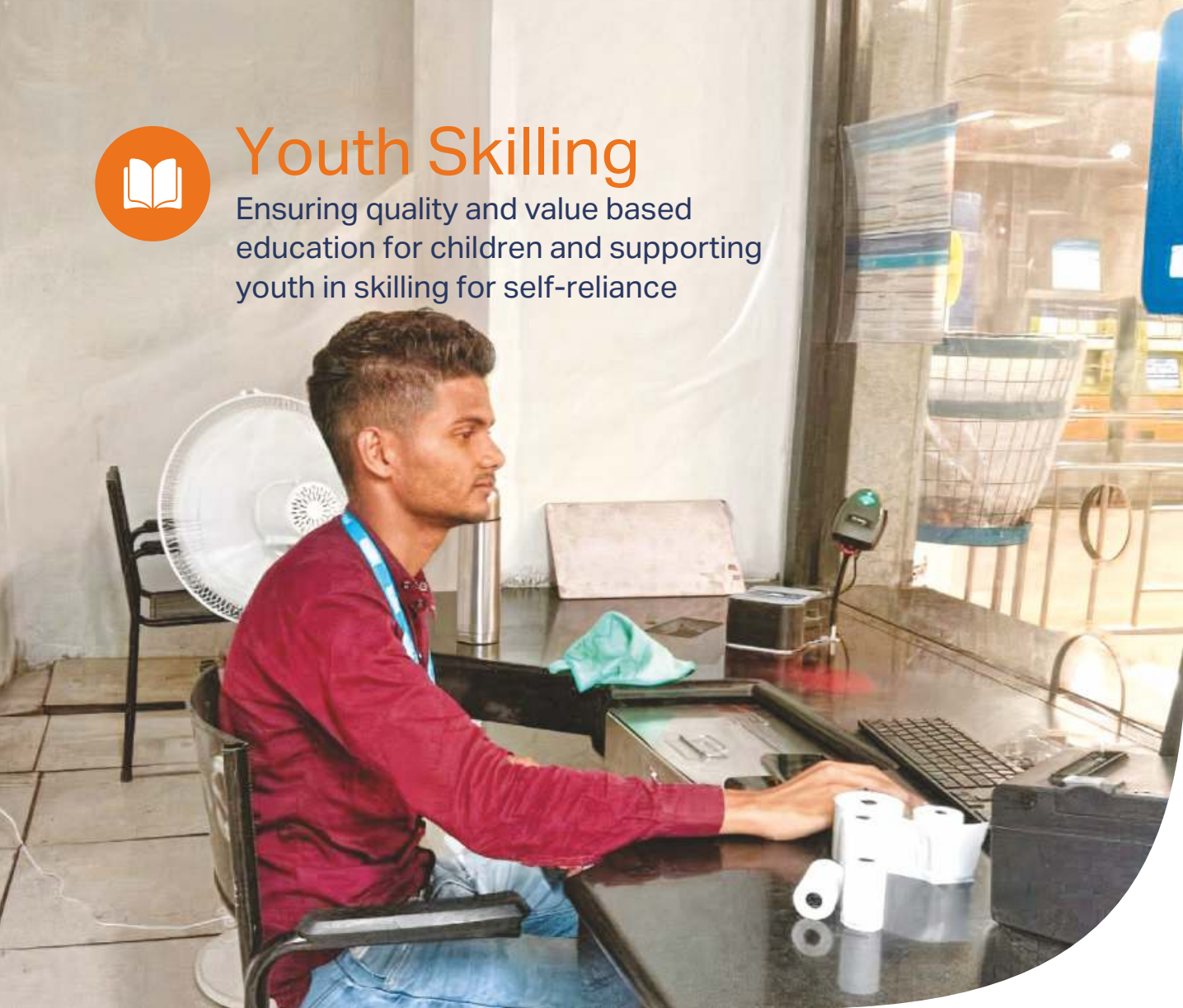


Learn more about the programme



# Youth Skilling

Ensuring quality and value based education for children and supporting youth in skilling for self-reliance



## Malik's journey towards financial independence

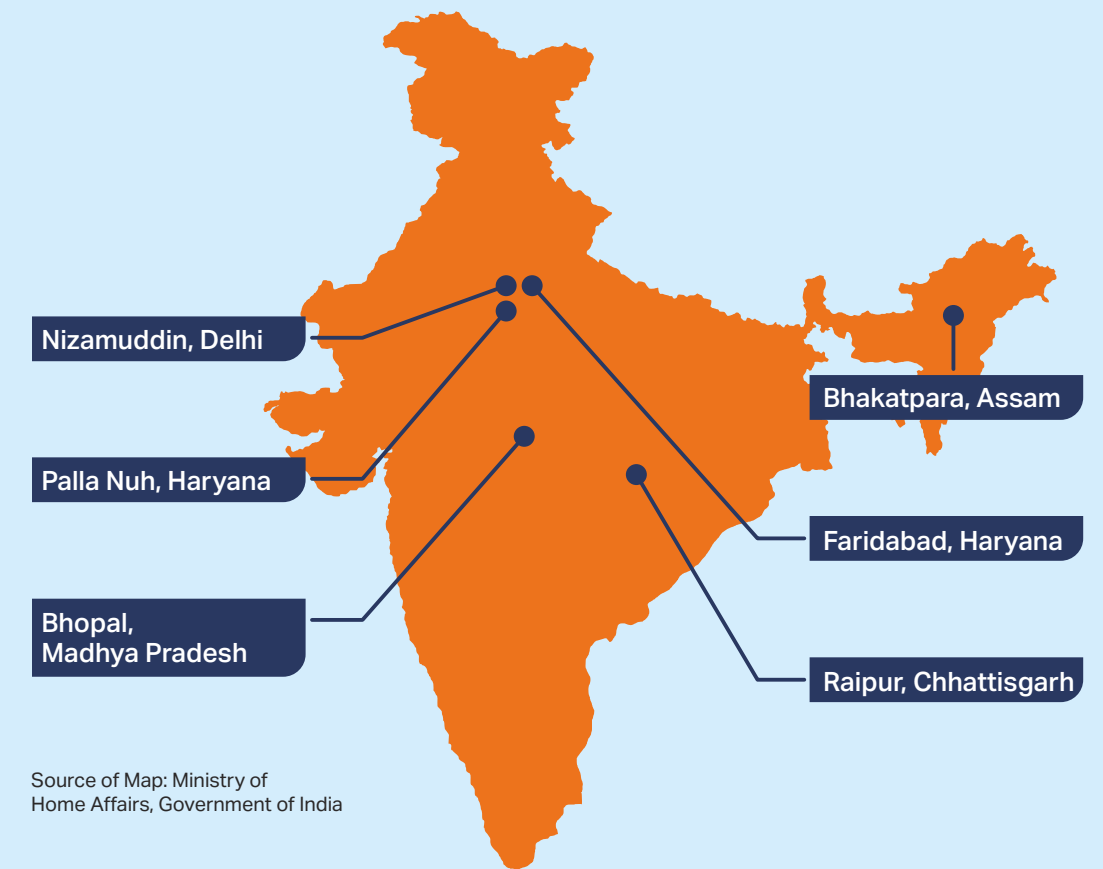
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*Of course, it is great to be financially independent, but more so it feels good to be able to help my father and family. When I see him a bit more relaxed, I feel really good about it.*

Malik lives in Delhi with his family. His father works in the private sector and runs a household of six members single-handedly. "I used to really feel bad for my dad; he struggled so hard, and still it was never enough. Post schooling, I decided I needed to do something about the situation on the home front. I got myself enrolled for an undergraduate programme at IGNOU, pursuing it via correspondence. Of course, I was also aware that this was just a basic degree I needed, but in order to get a good job, I had to skill myself."

Via some friends, Malik got to know about SOS Vocational Training Centre, Nizamuddin. He visited the centre for career counseling. "The counselor understood my background and challenge very well. He helped me navigate through the options, selecting the best possible one, based on interest, aptitude and ability. I subsequently decided to enroll myself for the Retail Associates – Cashier programme." Post completion, Malik was selected by Paytm as a Customer Service Associate. "Of course, it is great to be financially independent, but more so it feels good to be able to help my father and family. When I see him a bit more relaxed, I feel really good about it. This job has made a big difference. I hope to work hard and get promoted soon."

## SOS Vocational Training Centres



Courses offered in SOS Vocational Training Centres	Certification awarded by
Data Entry, Tally, and Web Designing	NIIT
Retail	Retailers Association's Skill Council of India
Self Employed Tailor Jacquard Handloom Weaver	Textile Sector Skill Council Apparel Sector Skill Council



India enjoys a rich demographic dividend that is dynamic and vibrant. In order to empower youth towards productive employment, skilling and upskilling, in addition to equipping them with 21st century skills, are vital. It is keeping this important objective in mind that the Youth Skilling programme has been designed.



**956**  
youth acquired new talents for a better future



Learn more about the programme

SOS Vocational Training Institutes are committed to empowering underprivileged youth by providing them quality vocational training to enhance their employability and sustainability in the job market. The focus is not just on imparting technical training, but also on equipping them with soft skills that are essential for their success. The curriculum is designed to make youth job-ready and to prepare them for the challenges of the workforce.

## Initiatives

A computer centre was inaugurated at Anangpur; the initial batch started with 20 students. This centre aims to make computer studies accessible to children and youth in semi-urban areas. Anangpur also saw the inauguration of a sewing centre that welcomed 30 students in its first batch. Sewing sees a lot of traction among students, especially girls and women, as it opens-up a large number of possibilities for employment and entrepreneurship.

Courses in Retail and Sales were introduced at VTCs Nizamuddin and Bhopal, in association with the Retailers Association's Skill Council of India, for certification and 100% placement of beneficiaries.

Jacquard Handloom Weaving course was introduced at VTC Bhakatpara. The first batch of 10 trainees metamorphosed into first-generation entrepreneurs by commencing production of handloom items using the in-house Jacquard machine at Hermann Gmeiner Vocational and Entrepreneurship Incubation Centre.

A placement drive was initiated for the first time at Vocational Training Centre, Nizamuddin; this was conducted with Reliable Data Services Ltd. and Vribo Pvt. Ltd. 40 students participated and 18 were offered jobs in the domain of telesales and customer care.

## Path Ahead

Ensuring 95% – 100% placements for all programme participants

Inclusion of more trades in VTCs, as per community needs, with the objective of securing productive employment/ entrepreneurship

NSDC accreditation/registration under state government schemes



# Short Stay Homes

Creating safe spaces for children in distress



## Payal finds solace, safety and a loving family

"I still remember the difficult times. They never seemed to end," says 12-year-old Payal\*; she was welcomed last year in the Short Stay Home at SOS Children's Villages India, after being referred by the CWC. Payal ran away from home when she was six, but was rescued at that time. "After being rescued and spending some time in a Short Stay Home, I was restored back to my family, but situation did not improve. It was around this time that my mother approached the CWC for help."

Payal was then brought under the care of SOS India for short stay care, post which she was shifted to long-term care at SOS Children's Villages India. "What I love here is the safety and security this place offers. I go to school, and have the opportunity to explore my interests. Wherever I face a problem, I am offered help, and that is a wonderful feeling. I want to be someone in life, who can take care of children like me, and protect them from abuse and neglect."

\* Name changed to protect the privacy of the child.

”

*What I love here is the safety and security this place offers. I want to be someone in life, who can take care of children like me, and protect them from abuse and neglect.*

Short Stay Homes serve as a homes of hope for children, who require a short-term, safe and secure abode, ranging from a few days to a few weeks; these children are impacted by calamities or disasters such as the pandemic, and their caregivers or parents are not able to take care of them. With this programme, we provide childcare spaces alongside ad-hoc or permanent infrastructure to ensure care, secure resources, extend professional aid and emotional healing, all in a child friendly environment.



163

children have found care, love and support in our Short Stay Homes



Learn more about the programme

## Initiatives

Every child receives a welcome kit on arrival, which s/he takes along when reunited with their respected families. This kit contains essential and hygiene items, as well as goodies that children love.

In each Short Stay Home, the aim is to maintain a caregiver-to-child ratio of 1:8. This ensures personal attention and better interaction.

Every child, regardless of their duration of stay, receives education and the assistance of an in-house tutor.

Children actively participate in various co-curricular activities (organised both indoors & outdoors) during their stay, which enables them to stay active, physically and also mentally.

## Path Ahead

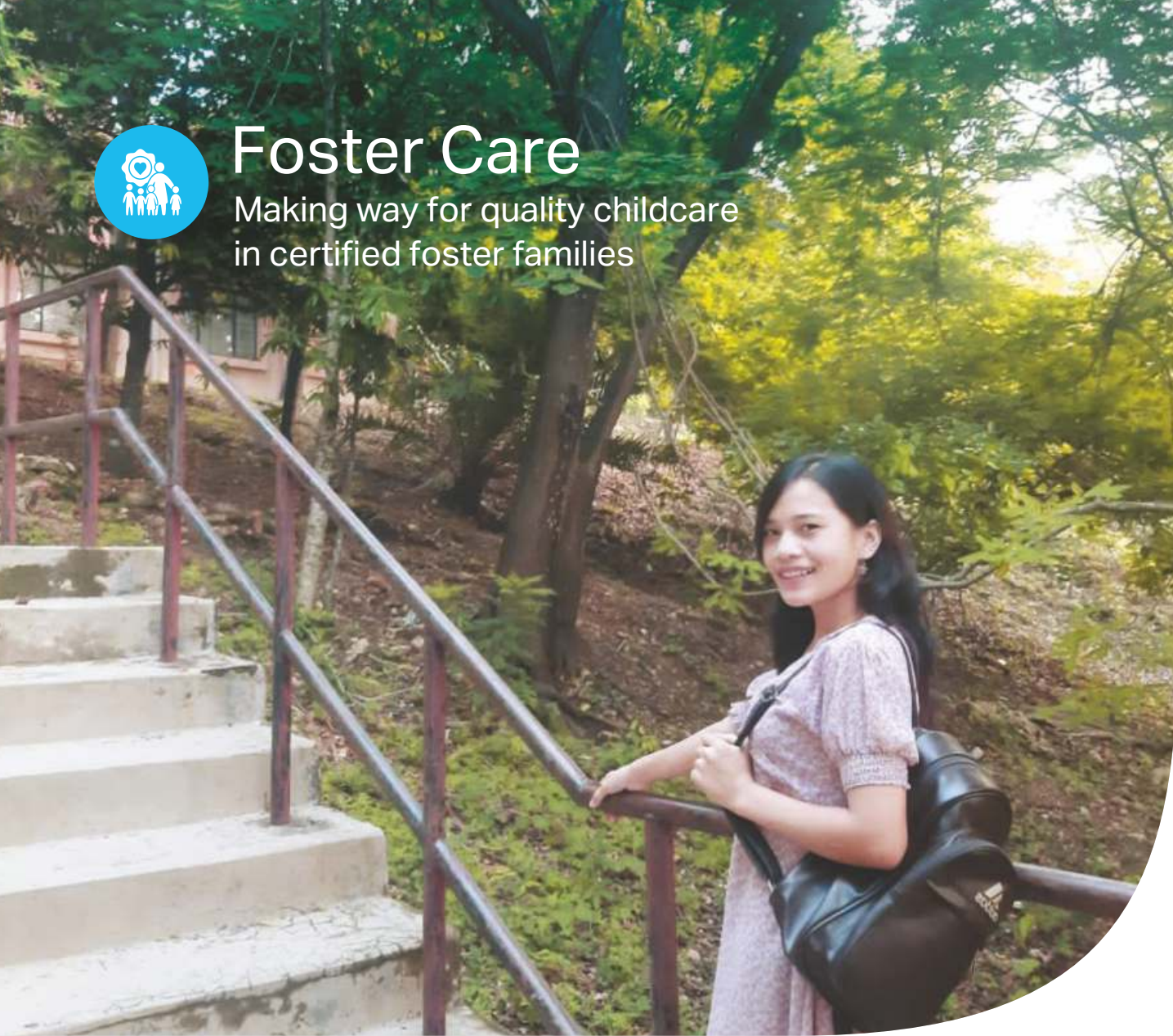
All efforts will be made to reunite the child with the family, as early as possible; regular follow-ups will be conducted to check on the well-being of the child under care

The way forward this year will be to start short-stay homes and open shelter facilities in locations, where these are very much needed. These locations are in the process of being identified



# Foster Care

Making way for quality childcare in certified foster families



## Sheena finds love and the will to succeed with a foster family

Sheena\* lost her mother when she was very young. Soon after her mother passed away, her father left her too, never to return. Without parental care, and no immediate family to take care of her, Sheena had nowhere to go to. In the year 2022, she was welcomed as part of a foster family under the Individual Foster Care programme of SOS Children's Villages India. "It was such a tough time, and I felt so alone and lonely. Being a part of a foster family made me feel wanted and loved, once again."

Under the programme, the foster family receives a monthly allowance. Currently, Sheena is pursuing a Diploma in Computer Application. "I am the only girl in my batch, who has cleared all subjects in the third semester examination; now I am in the fourth semester, and super thrilled to have reached this far. I see meaning in life, and my dream of being a successful professional in my field is seeing form."



*I am super thrilled to have reached this far. I see meaning in life, and my dream of being a successful professional in my field is seeing form.*

\* Name changed to protect the privacy of the child.

In order to address alternate care solutions for children, who have lost parental care, SOS Children's Villages India has developed a community-based care solution, in a certified foster family that ensures help and support to enable them to ensure a child's wholesome development.



50 children are now part of a foster family



Learn more about the programme

## Initiatives



The Training of Trainers was conducted by the State Child Protection Society, Social Welfare Department, Government of Meghalaya in collaboration with SOS Children's Villages India.

## Path Ahead



Commence the foster care programme in a new location, in partnership with the government

The priority will be to enrol youth, above the age of 18, in employable courses. This is to ensure gainful employment of programme participants, with the objective of securing self-reliance



# Emergency Childcare

Providing relief and rehabilitation to families affected by calamities/emergencies



## Bhanurekha rebuilds her life amidst the pandemic turmoil

Aruna is the paternal aunt of **Bhanurekha\***, who lost her parents during the pandemic. "When Bhanurekha lost her parents, I took her under my care, but I am also old, and dependent on my son's earnings. Besides, I had to pay-off the loans my brother had taken, not to mention the exuberant medical costs that I had incurred for the treatment of my brother and sister-in-law," says Aruna recalling those tough times.

Bhanurekha went on to score 86% in her class XII exams, but struggled with college admission. When Aruna got to know about the Emergency Childcare programme of SOS Children's Villages India, she approached the concerned field team. As initial support, grocery and hygiene kits were handed-over to the family. During programme enrolment, it was noticed that the death certificates of Bhanurekha's parents were missing. The family was helped with the same, as these documents were needed for various processes. As the next measure, Bhanurekha was enrolled in one of the best colleges in Bangalore to pursue her BCom (Honours).

"I can't believe that I am studying in this college. When I think of the time I had lost my parents, it was like a dark curtain of uncertainty that fell over me. I am now feeling much better – content, calm and happy. My extended family and I are now in a much better place. We are now rebuilding our lives, together."



*Bhanurekha was enrolled in one of the best colleges in Bangalore to pursue her BCom (Honours).*

\* Name changed to protect the privacy of the child.

Children are particularly vulnerable during humanitarian emergencies. In such situations, we put the protection of children and their families at the centre of our actions. Historically, SOS Children's Villages India has undertaken emergency relief work and implemented rehabilitation programmes to ensure that children are safe and are restored to best suited care, including alternate care.



8,602 children and



13,320 families supported under the programme



Learn more about the programme

## Initiatives



436 settled youth have been reskilled; many of these youth have secured better jobs.



856 students were provided tablets, with the objective of preventing the breakdown of education delivery during the lockdown.

## Path Ahead



Facilitating youth for better jobs



Ensuring continuation of education for children





## Special Needs Childcare

Focusing on specialised, long-term care for differently-abled children without parental care



### Vijay overcomes all odds and lives up to his name

Vijay lost parental care when he was five years old and was brought to SOS Children's Village, Khajuri Kalan. He was a specially-abled child. After joining a normal school, Vijay was later on enrolled in a Job Development course that helped him develop job skills. He also got a job in a hotel.

Apart from work, Vijay continues to pursue his passion for football and has won many football

matches. In fact, the Olympic Selection Committee selected him for the World Summer Games 2015, held in Los Angeles, USA, where he played for his team as a Forward. He also represented the Special Olympics Bharat football team in the FIFA football tournament held in 2017, where he played as team captain; he and his team won the gold.

*“Despite my initial struggle, with SOS's support I am able to pursue my passion for football at the global forum.”*



## Apoorva breaks barriers to pursue her dream of becoming a lawyer

Apoorva is visually challenged, but this doesn't dent her success in any way. She is currently pursuing her BCom and LLB from a prestigious university in Lucknow. "I knew early on what my dream is, and how to go about achieving it. Post completion of my class XII, I also took up a wide variety of courses to hone my communication and IT skills, as well as enhance my personality. This is very much needed as a lawyer. The aim has always been to be a lawyer, help the needy and fight against injustice, which is exactly what I want to do after I secure my degree."

*"The aim has always been to be a lawyer, help the needy and fight against injustice, which is exactly what I want to do after I secure my degree."*

We enable special-abled children without parental care to live a normal life, through a uniquely designed Children's Village in Khajuri Kalan, which is equipped with the necessary infrastructure. Children with disabilities live in a loving home that is watched over by trained Mothers and support staff, ensuring personalised care and training for each child. Imparting care, vocational skills, exposure to creative fields and sports help bring out the best in the children.



**115** children, with special needs, are nurtured as part of the programme



**14** **12** Mothers and Aunts have been empowered with capacity building trainings



Learn more about the programme

## Initiatives

Ananya\* from SOS Children's Village Khajuri Kalan, secured the first position in an on-the-spot painting competition organised by Ministry of Housing & Urban Affairs, Govt. of India. She was also invited to Delhi to receive her award.

Rani\*, also from SOS Children's Village Khajuri Kalan, will represent India at the Special Olympics 2023 that will be held in Berlin, Germany.

15 youth, with intellectual disability / Down Syndrome, will enrol for job training, with the objective of securing productive employment subsequently.

## Path Ahead

The most important aspect, on which focus will be deepened, is the enhancement of the quality of formal education imparted, encouraging higher education and / or skilling with the objective of ensuring gainful employment and self-reliance. Making youth ready for life is paramount, so that youth serve as contributing members of society, and disabilities are seen as abilities

\* Names changed to protect the privacy of children.



## Family Like Care

Committed to providing a caring family to every child without parental care



### Pratibha's success brings pride and joy to her SOS family

*“I visit my SOS Family, whenever I can, and really miss my SOS Mother and siblings, but when I see how happy they are to see where I have reached, I realise the importance of what I have achieved, and how I need to work harder and give my job the very best I can.”*

Pratibha became a part of the SOS family when she was only eight days old. After her schooling, she pursued her career in Hotel Management, finishing the same from IHM Meerut with 73%. Before even completing her internship, Pratibha received an offer from the five-star hotel, she was interning with, to join full-time. At present, Pratibha works in Doha, at the Front Office, drawing a handsome salary package.

“I love it here. People from across the world visit. Interacting with them is something I love to do. Besides, the Front Office is the first point of impression formation for a hotel, which is why this job is such a responsible one. I visit my SOS Family, whenever I can, and really miss my SOS mother and siblings, but when I see how happy they are to see where I have reached, I realise the importance of what I have achieved, and how I need to work harder and give my job the very best I can.”



### Raised in SOS Village, Dr Singh is now giving back to society

*“Though my SOS Mother is no more, I always know she is with me, in spirit. During her last days, I tried to serve her as best as I could; the bond we share is beyond just this life. She may not have been my biological mother, but she was more than one to me.”*

“I was welcomed to SOS Children's Villages India when I was just four years of age. Post my class XII, I did my graduation from Shri Ram College of Commerce, and then went on to clear my CAT. I then pursued my MBA, MPhil and PhD in Business Stats, topping the latter,” says 41-year-old Dr. Kamal Singh, who was brought up at SOS Children's Village Faridabad. Currently, Dr. Singh heads the School of Advertising, Public Relations and Event Management at the Asian Academy of Film and Television. He is also the founder of an NGO working for the cause of cancer patients. “My foundation is my way of giving back to society, and the cause lies very close to my heart. My NGO offers medical and counselling support to cancer patients, especially those, who hail from vulnerable backgrounds. Though my SOS Mother is no more, I always know she is with me, in spirit. During her last days, I tried to serve her as best as I could; the bond we share is beyond just this life. She may not have been my biological mother, but she was more than one to me.”



A child's wholesome development is best realised in a caring and loving family. This makes the departure point for our Family Like Care Programme or FLC. This programme features personalised, individual quality care provided by a trained caregiver (SOS Mother). The four pillars of this programme include: home, Mother, siblings and the Village, emphasis, thereby, being on stronger socio-emotional relationships with a stable caregiver (SOS Mother), family and community.

- 
**6,529** children are growing up in a family, in our Villages
- 
**680** young people settled and are leading independent lives
- 
**534** children received short-term care



Learn more about the programme

## Initiatives

SOS Children's Villages India has been the recipient of financial support via various state and national government schemes. Some of our programmes get funded through the Integrated Child Protection Scheme (ICPS). This financial support from the government underscores recognition of the vital role played by SOS Children's Villages India in securing wholesome child development for vulnerable children, across the country.

<p>SOS Children's Village Khajuri Kalan has partnered with AIIMS Bhopal for providing long-term health care for children. In addition, the CV has also partnered with CRC Bhopal for Capacity Building of Mothers and coworkers.</p>	<p>Village Director, SOS Children's Village Bangalore, is part of the Aftercare Girls Home Guidelines Committee for Karnataka. The committee comprises of six members.</p>
<p>Pratima*, from SOS Children's Village Greenfields, received support from state government's Harihar Policy.</p>	<p>Village Director (VD), SOS Children's Village Varanasi, participated in a meeting with Honourable Governor, Shrimati Anandiben Patel, regarding Development of Educational Infrastructure. In this meeting, the VD also briefed about the unique concept of SOS Children's Villages India.</p>
<p>SOS Children's Village Srinagar entered into a partnership with the Dept. of Health, Govt. of J&amp;K, for conducting monthly health check-ups.</p>	

Four children, from Children's Village Khajuri Kalan, have been selected for the Special Olympics 2023, Berlin. Sports covered are Judo, Skating and Basketball.



\* Names changed to protect the privacy of children.

**Nina\***, SOS Children's Village Jammu, and **Kanchan\***, SOS Children's Village Bhimtal have been selected to study at Chinmaya Vidyalaya, via an entrance exam, with 100% scholarship. Some youth boys and girls have also been selected to study at best ranked universities and colleges: **Shareef Ahmad**, SOS Children's Village Srinagar, has been selected for a BSc Radiation Technology course; **Ishrat Zehra**, SOS Children's Village Srinagar, has got admission in BVoc, while four youth from SOS Children's Village Bhuj have secured admission at TISS Mumbai; one youth from SOS Children's Village Srinagar, **Rayees Ahmad Bhat**, secured admission at Madras School of Social Work.

**Ganesh Chetri**, SOS Children's Village Guwahati, was awarded the Man of the Tournament title and the Golden Boot in the district level football tournament, Nainital. Pal College of Management and Technology, Haldwani, offered him a 100% scholarship in any course Ganesh wants to pursue.

**Ashwini**, SOS Children's Village Bangalore, completed her BSc Nursing, and secured fourth rank in the Community Health Officer Examination, Chitradurga. She completed 22 days of training and is now posted at the Government Health and Wellness Centre as a Senior Community Health Officer earning INR 40,000 per month.

SOS Children's Village Cochin signed an MoU with the Department of Women and Child Development, Kerala, for an aftercare programme. 15 youth, who have attained 18 years, passed class X or XII, and have been brought-up in Government Homes or Govt. aided Child Care Institutions will be supported under this programme. SOS India will train the youth, with the objective of securing productive employment.

**Priya\***, SOS Children's Village Varanasi, was selected for the Girl Icon Programme, a leadership development programme, which is a joint initiative of the Government of Uttar Pradesh and Milaan Foundation.

Tarang 2022 was held with aplomb, serving as a showcase for all children, across CVs, to showcase their talents in the domains of dance, sports, science, singing, etc.



\* Names changed to protect the privacy of children.

Hon'ble Minister for Health, Women and Child Development, Govt. of Kerala, visited SOS Model Home at Koratty for the inauguration of the facility. She appreciated the good efforts of SOS Children's Village Cochin made towards providing quality childcare to vulnerable children.



CEO of SOS Children's Villages International, **Ms. Ingrid Johansen**, and Managing Director of HGFD Germany, **Ms. Lanna**, visited SOS Children's Village Greenfields, the first SOS Children's Village that was established in India, along with other projects.



Governor of Madhya Pradesh, **Mr. Mangubhai Patel**, visited SOS Children's Village Khajuri Kalan as Chief Guest for the SOS Day programme. He was received by **Mr. Rakesh Jinsi**, President, SOS India.



Selected children from SOS Children's Village Bhimtal visited the Governor of Uttarakhand, **Lt. Gen. Gurmeet Singh**. The Governor interacted with the children, coworkers and Mothers over lunch.



Children of SOS Children's Village Greenfields interacted with the Chief Minister of Haryana, **Mr. Manohar Lal Khattar**, at the latter's residence.



**Mr. Bernd Andersson**, Commercial Attache and Deputy Trade Commissioner, Embassy of Austria and **Mr. Ajay Singh**, Senior Advisor to Commercial Counsellor, visited SOS Children's Village Bawana.



**Mr. Stephen Borsch**, COO, SOS International visited SOS Children's Village Greenfields and the Youth Homes, where he interacted with various coworkers, Mothers and children.



## Empowering youth



**YouthCan!** is a global initiative that supports young people on their journey to decent work and an independent life. By mobilising employees, activating their networks and providing expertise, corporates are making a measurable impact in the lives of young people around the globe, whilst efficiently working to reduce youth unemployment.

**TK Elevator:** three group mentoring programmes were completed. A total of 61 youth were trained. A virtual job fair was also organised by TKE HQ volunteers; 18 youth received two-hour virtual trainings.

**Indus Towers:** one-on-one virtual mentoring sessions were conducted in three batches and a total of 17 youth were trained on employable skills.



**FactSet Global:** 150 youth (Youth Home and CV) took part in an online webinar on career guidance in the IT domain.



**TBI Generation Global:** 42 educators and 121 youth were enrolled in a virtual programme on life and soft skills.

**Learnship:** 51 youth completed a self-phase learning in Professional English Communication skills on the online platform.

**Siegwerk India:** 21 youth from SOS Children's Village Bawana (Youth Home) participated in interactive sessions covering career selection, interview presentation, communication skills and business writing, among others, organised under Siegwerk's Project Light House.

**International Youth Day 2022:** a webinar was organised to amplify the message that action is needed across all generations to achieve the SDGs and ensure that "no one is left behind"; this was held in association with the Rajiv Gandhi National Institute of Youth Development, Sriperumbudur, Chennai. A total of 100 participants (youth and coworkers – FLC), from different locations, participated in the virtual session.

**Youth Power 3.0:** three youth-led initiatives were selected for the Asia Virtual Summit – zero waste management (Kochi); change for care leavers (Srinagar) and eco-bricks (Anangpur).

**SOS Global Youth Advisory Board (YAB):** Sneha Bhuyan has been selected as one of the ten global YAB members. She was also a panellist for the webinar titled "Purpose meets Future of Work".

YAB member, Bharat Ahirwar, was part of the Global Conference and presented about India and its cultural diversity; being a graduate of Psychology, he made productive contributions to consultations in the development of mental health awareness for young people. Bharat, along with Sneha, made a remarkable contribution to the development of Youth Friendly Onboarding material.

## Unlocking tomorrow's potential

The Computer/IT education programme, by **NIIT F**, was completed in all 31 CVs during the period November-December 2022. A total of 1,218 students were enrolled in the programme. For the new session, a total of 1,083 children have been enrolled in January 2023. The session is slated for completion by December 2023.

**458**  
children secured more than 80% marks

**384**  
children completed the programme

384 out of 561 children, across CVs, were enrolled in the English language communication programme by **EnglishHelper**, which was completed in December 2022; 864 children were enrolled in the new session that started in January 2023.

The English communication programme run by **Liquid English Edge** was completed in 10 CVs. 288 out of 401 children, i.e. around 71%, successfully passed the examination. 545 children have enrolled for the new session (January 2023).

**71%**  
children completed the programme successfully

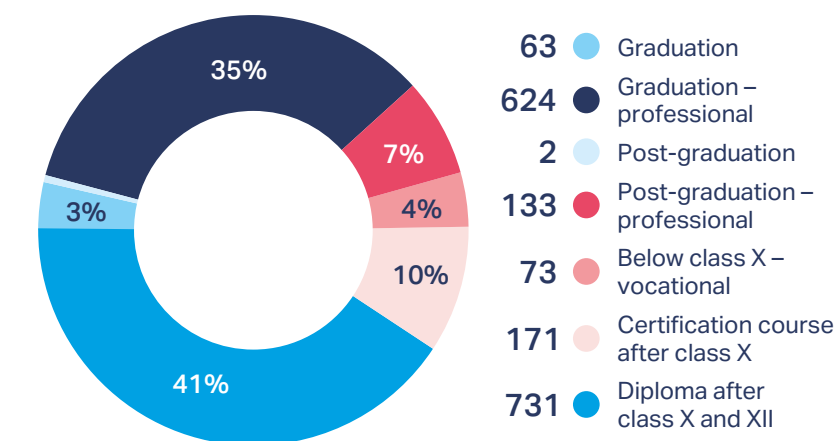
**148**  
youth have been enrolled for the new session

The Communication for Enhancing Employability of Youth programme, run by **eAge**, was completed by 94 youth. A total of 148 youth have joined the 2023 session.

### Results of classes X and XII exams



### Bifurcation of youth, as per higher education (as on March 31, 2023)



**237**  
youth secured first-time employment in 2022-2023

**INR 20,244**  
was the average monthly salary of first-time employed youth for the time period April 2022-March 2023



# Education

Ensuring quality and value based education for children



## Neelima converts her passion into a successful career

"Allow me to share with you the incredible journey of my cricket career, which would not have been possible without the invaluable contributions of my mentors provided at Hermann Gmeiner School, my alma mater. Their unwavering support and guidance have played a significant role in shaping my path and fuelling my aspirations.

Immigrating to Australia was a defining moment in my life, as it opened a world of new opportunities. Amidst the challenges of settling into a new country, I discovered my passion for cricket. Starting as a novice in my late thirties, I was fuelled by an insatiable hunger to improve and make my mark in the game." **Neelima Bhatt** is the highest performer and team captain of the

”

*Embrace the challenges, learn from the failures, and let your determination be the guiding force that propels you forward.*

Aberfeldie Club that has clinched the premier league championship. Today, she is a proud member of one of Victoria's premier cricket clubs: Plenty Valley Cricket Club,

"To those who doubt, I say this: Believe in yourself, chase your dreams, and defy the limitations set by society. Your journey may be unconventional, but therein lies its beauty. Embrace the challenges, learn from the failures, and let your determination be the guiding force that propels you forward."



Hermann Gmeiner Educational Institutions thrive to be a model of excellence in education, and are dedicated to providing high-quality education to children. The vision of creating a tuition-free learning environment is a step towards bridging the gap in education inequality. The limited class size of 1:30 ensures that every student receives personalised attention, which is essential for effective learning. The curriculum at Hermann Gmeiner Schools is designed to prepare students for the modern world by including subjects like coding, AI, and financial literacy. This ensures that students are equipped with the necessary skills to thrive in today's technology-driven world. The school also recognises the importance of life skills, which is often neglected in traditional education systems. Life skills help students develop critical thinking, problem-solving, and communication skills, which are essential for success in all aspects of life. The fully digitalised classrooms provide a modern and interactive learning environment, which is both engaging and effective. Hermann Gmeiner Educational Institutions' commitment to providing a holistic education prepares students for the challenges of the future, enabling them to become contributing members of society.



**6,800+**  
children are being imparted quality education in Hermann Gmeiner Educational Institutions across India



Learn more about the programme

## Initiatives

**Hermann Gmeiner School, Faridabad** was awarded the School Excellence Award 2022-23 by Brainfeed. The award was for transforming education and young minds through a noteworthy spectrum of initiatives and efforts.

National Academy for Art Education, Pune, awarded an appreciation certificate to **Dakshina Singh**, a student of class V, Hermann Gmeiner School, Bhimtal, for being selected for the India Star Icon Kids Achievers Award 2022.

Two students of Hermann Gmeiner School, Bhopal, were chosen for the regional INSPIRE Awards – MANAK, organised by the Department of Science and Technology, Govt. of India. The concerned students, **Sameeksha Rajput** (anti-shock electric poles) and **Khushi Sindriya** (life saving railing) won a cash amount of INR 10,000 each for the implementation of their innovative ideas into working models.

**Himanshu Patel**, class XI, secured the 59th rank, across Uttar Pradesh, in the YASAVI test. He will be receiving a scholarship of INR 1.25 lakh in class XI and XII.

At the inter-school competition organised by the District Youth Services and Department of Sports, Jammu, **Shriya Labroo**, class X, won the gold medal in Karate (under 17 category).

At the 13th Education Summit organised by Time2Grow Media (Times of India), in association with the Government of Uttar Pradesh, **Hermann Gmeiner School, Jammu**, was recognised for its exceptional contribution to sports.

**Atharva Singh** won the National Abacus Competition (6-year-old category) organised by Learner's Capsule. He is a student of Hermann Gmeiner School, Bhimtal. He also won the National Champion trophy in the International Mental Math Olympiad 2022.

Under the aegis of the Government of Uttar Pradesh, **Hermann Gmeiner School, Varanasi** was honoured with the Swachh Vidyalaya Award for its response during the pandemic; this award was conferred by the Chief Development Officer of Varanasi.

**Hermann Gmeiner School, Varanasi** has been designated as a CBSE Centre of Excellence.

Hermann Gmeiner Schools embrace sustainability with rain harvesting, solar panels, composting, water harvesting, and vegetable gardens across all schools.

At the state level, Individual Kumite Event, **Lovesh Dogra**, class IX, won the gold in the sub-junior, 50-kg-weight category, men (Hermann Gmeiner School, Jammu).

At the 13th Education Summit by Time2Grow Media (Times of India), held in association with the Government of Uttar Pradesh, **Hermann Gmeiner School, Varanasi** was recognised as the Most Socially Active School.

## Path Ahead

Hermann Gmeiner Educational Institutions aim to provide meticulous attention to detail that helps disengage from supplementary education. The focus is on providing holistic development and introducing life skills education, with the objective to nurture contributing citizens, who are successful, empowered and happy. The schools encourage complimentary counseling sessions to assess both mental and physical well-being





### HERMANN GMEINER COLLEGE OF NURSING

The institute aims to nurture competent, compassionate and ethically strong nurses who can provide safe and effective health care to the community. The Nursing schools aims to encourage lifelong and progressive learning by introducing short term courses such as ECG Technician, among others.

**100+**

youth are receiving nursing training in the institute

### Meena shapes young minds with a career in nursing

**Meena Shorean** has played a crucial role in shaping the careers of many nurses. "I love to teach; I am passionate about teaching and nursing, both, so it is a wonderful opportunity for me to combine both these aspects."

Meena began her career as an ANM (Auxiliary Nurse Midwife) student at SOS Nursing School. Her commitment and drive led her to pursue further education, upgrading herself to a GNM (General Nursing and Midwifery) nurse within the same institution. However, her aspirations didn't stop there, as she wanted to attain a graduate degree, which she subsequently did. Having completed her own educational pursuits, Meena felt a strong desire to give back to her alma mater. She joined the nursing school as faculty, dedicating eight long years to nurturing and shaping the next generation of nurses.

"I learnt so much here. This institution has not only shaped me as a person, but has also inspired me to do so for young minds who come here with so many dreams."

### Gauhar is an inspiring educator, nurturing young minds

"Certain decisions change your life forever. Joining the Hermann Gmeiner Degree College was one such. The college doesn't just work towards strengthening the academic, but also co-curricular aspects; community services are an important part of the journey, and understandably so, as all these aspects, in totality, help one prepare the self to become a teacher. Besides this, there was never a dearth of opportunities to use the latest technologies, which enabled us to enhance the teaching-learning process. From the very first week of my admission, I had to participate in varied activities, some of which were outside my comfort zone; of course, at first I was not comfortable, but then I gradually noticed the difference in myself. Working on the self is the hardest, but is crucial in bringing about change."

**Gauhar Fatima** cleared the NET/JRF examination and is currently working as an Assistant Professor in a government college in Uttarakhand. She adds: "Teachers play an integral role in the lives of students, which is why this role is so important, and needs to be prepared for with utmost care. Today, I learn a lot on the job too, but my base was strong, which is why I am able to build on it."

### HERMANN GMEINER DEGREE COLLEGE

The institute focusses on producing highly skilled teachers equipped to meet the evolving demands of their profession. With the college being upgraded to B.A (Bachelor of Arts) the focus is to associate with experienced faculty to implement systematic and well designed teaching learning sessions with clinical training.

**150+**

students are part of the prestigious institute

# Sustainability



The Finance department has adopted a sustainable approach by implementing digital storage for scanned copies, effectively minimising paper waste. All details pertaining to transactions are now stored digitally, contributing to a more environment-friendly and resource-efficient system.



We have undertaken sustainability initiatives in most of the communities we work for (as part of our Family Strengthening Programme). The most important one is awareness generation, wherein we talk about environment-friendly initiatives that can be adopted in day-to-day life, contributing, in parallel, to economic progress. The subjects covered include global warming, waste disposal, e-waste handling, kitchen gardening, organic farming, hazardous waste handling, water harvesting, vermicomposting, climate change, Disaster Management and stoppage of plastic bag usage. Awareness sessions combine theoretical learning with practical implementation, which encourages deeper understanding and application. Some examples are as follows: the community, we serve, in Latur has adopted a bio-gas plant; children of the Bal Panchayat in Anangpur have applied the eco-bricks concept to make bricks with plastic bottles and bags, in addition to conducting cleanliness drives; and plantation drives are being undertaken, across communities, in most locations served.



Across many Children's Villages, solar power plants, vermiculture pits, biogas plants, solar water heaters, solar streetlights, sewage treatment plants, and rainwater harvesting plants have been installed. These measures have also led to reduced expenditure and carbon gas emissions, besides recharging the groundwater table, reduction in water consumption, and many other such benefits.

## Family Like Care

Sustainability initiatives taken at various SOS Children's Villages India



**Rain Water Harvesting**  
augmented ground-water in **26 Children's Villages**



**Solar Street Light**  
decreased electricity expense in **17 Children's Villages**



**Solar Water Heater**  
decreased electricity costs in **4 Children's Villages**



**Biogas Plant**  
lowered cooking gas expense in **11 Children's Villages**



**Sewage Treatment Plant**  
recycled water for gardening, contributing to substantial water conservation in **5 Children's Villages**



**Solar Power Plant**  
reduced electricity costs and carbon footprint in **7 Children's Villages**



**Vermiculture Pit**  
improved waste management and fertiliser production in **19 Children's Villages**

## Family Strengthening Programme

Sustainability initiatives taken at various programme locations

### Awareness generation

**Effects of Climate Change**  
(Anangpur, Jaipur, Shillong, Begusarai, Varanasi and Bhopal)



**Reduce Air and Plastic Pollution**  
(Srinagar, Bhopal and Jaipur)



**Effective Waste Management and Disposal** (Anangpur and Jaipur)



**Organic Farming and Kitchen Gardening** (Guwahati, Latur, Rourkela and Bhopal)



**Disaster Management**  
(Latur)



**Water Harvesting**  
(Latur)



### Sustainability initiatives

**Construction of Eco-Bricks**  
(Anangpur)



**Sapling Plantation**  
(Anangpur, Bhuj, Srinagar, Jaipur, Guwahati, Raipur, Shillong, Begusarai, Latur, Bhopal)



**Cleanliness Drive**  
(Bhuj)



**Waste Management**  
(Srinagar, Jaipur)



**Swachh Bharat**  
(Bal Panchayat, Varanasi)



**Climate Change**  
(Latur)



**Recycling of Used Bags**  
(Bhopal)



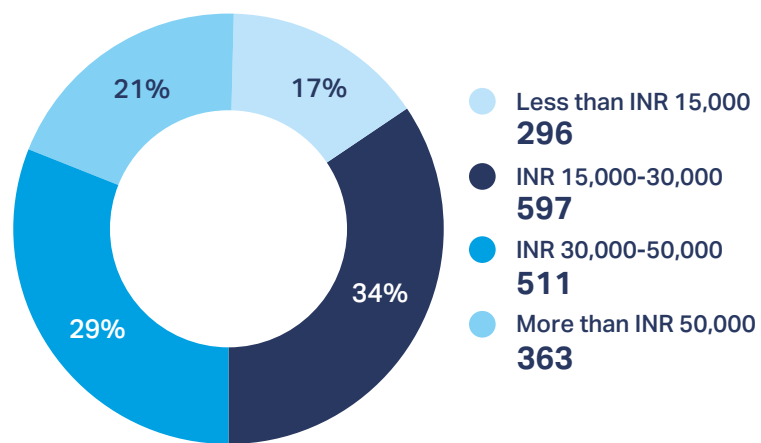
**Biogas Plant**  
(Latur)

# Human Resources



The Human Resources team takes special initiatives to nurture and empower the diverse workforce of the organisation. It is essential that coworkers of the organisation are equipped with the latest skills and sector knowledge. Our constant endeavour is to build capacities of the team, and encourage them to be leaders, driving the organisation forward.

Staff remuneration



## Initiatives

79 Management Trainees were hired through campus hiring from Delhi School of Social Work, XISS Ranchi, Jamia Millia Islamia, Madras School of Social Work, Visva Bharati and other reputed institutes. The trainees underwent ten days of orientation programme and five days of social work classes at the National Training Centre. A Management Trainees Engagement and Retention Plan has also been introduced, wherein a tie-up with an external trainer commenced from May 2022.

An HR eConnect mobile application for Mothers/Aunts/Mother Trainees and coworkers was implemented. Required trainings were also conducted.



A stipend model for Mother Trainees was implemented.

The curriculum for Mothers' Training was reviewed and revised, in line with current requirements.

We were able to achieve 8.6 days of training per day, per year. Coworkers and school staff underwent development and training as per their IDP needs. Our focus has always been on engaging Mothers and Aunts, and developing their expertise; this year, 100% of the total strength received training inputs.

Guidelines for Youth Fathers were prepared and shared with all stakeholders.

Clearly defined goals and evaluation objectives were implemented by evaluating the readiness of coworkers for taking up higher responsibilities and providing a feedback to them on their current competencies and the areas that need improvement.

Performance Management System was completed as per process for all the Mothers/Aunts and coworkers for the year 2022. Mid-term review formats were revised, and trainings were organised for all coworkers for its effective implementation.

Career succession planning, promotions and restructuring have been key focus areas. We have engaged with Accounts, FDC and Zonal Teams to redefine roles, and place coworkers, as per the potential displayed, in more responsible roles for developing future leaders, and also achieving operational excellence. 28 positions (AVD and above) were filled internally.

## Path Ahead

All activities will be aligned with emerging childcare needs

A dynamic environment, within the organisation, will be encouraged, in order to enhance motivation and enthusiasm

Keeping in mind the growing use of tech in processes, it will be adopted and implemented to achieve quality and timely output

Succession planning across verticals and programmes will be ensured

Growth and quality standards of the organisation will be upheld and enhanced

Strategic and nuanced communication to all stakeholders will be encouraged and executed

# Programme Quality and Impact

## Child Safeguarding

SOS Children's Villages India, in its work of providing a safe and secure environment to all children across its programmes, makes every effort to strengthen processes focusing on child safeguarding. We follow the organisation's International standards and abide by all national legislations on children.



Below are the key preventive measures taken by SOS Children's Villages India to ensure child safety:

Child Protection Policy in alignment with the national law and United Nations Convention on the Rights of the Child (UNCRC).	Child safeguarding audits at identified locations.
Child Protection Policy and Code of Conduct declaration is understood and signed by each stakeholder.	Quarterly review and reporting to the Programme Audit Committee and Board Members.
Defined Dos and Don'ts pertaining to child safeguarding for Mother Trainees, Youth Fathers, coworkers, online educators and visitors.	Three-tier reporting mechanism in place at 32 locations, involving Village/ Zonal/ National Child Protection Committees, with First Instance Persons (Child Safe Guards at location level); a National Focal Point, who is responsible for overall coordination and implementation of the child safeguarding approach, is also present.
Age appropriate prevention module for children.	Safety and security compliance.
Risk Assessment and Local Mapping at project locations.	Child Safeguarding Standard Operating Procedure to streamline key processes.

To strengthen child safeguarding at SOS Children's Villages India, various measures have been undertaken:

Online child safeguarding portal to streamline the Incident Management System was introduced.	The online portal is a transparent system showing real time data and status of each child safeguarding incident.	Access to a child safeguarding library through the online portal, with all child safeguarding related policy and documents in one place.
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## Initiatives

SOS India conducted a comparative study of 'Psychosocial attributes of children from SOS India and children from communities of similar background' with the help of an external resource person. The study has been completed, and the draft report prepared for dissemination and discussion with internal stakeholders.



A regional launch of the Desk Study of Sexual Violence Against Children in India was organised by Joining Forces for Children – India. The purpose of the consultation was to share and reflect on the findings of the desk study on Sexual Violence Against Children. 76 representatives participated in the intense discussion on the sensitive subject of sexual violence against children. The overall discussions helped the present members to deliberate, come up with a set of recommendations and a road map to work effectively towards reducing violence against children.

Mapping of IQ assessment across 17 projects was conducted, covering 205 children; interventions were designed for borderline, mild, moderate and severe/profound cases.

Emotional well-being programmes or EmoAid have been conducted at Children's Villages in Bhimtal, Shillong, and Raipur.



Two participants from SOS India participated in the Annual Regional Child Safeguarding Asia network meeting at Lembang, Indonesia. SOS India presented on child safeguarding best practices, including the responding mechanism on criminal offences.

3487 children and 1405 youth participated in awareness sessions on child safeguarding. The sessions were organised by First Instance Persons on various topics, including Child Rights, Child Protection, Various Tools of Reporting an Abuse, Cyber Safety and POCSSO.

A two-day workshop on Child-Led Process on Documentation of Best Practices on Child Participation was held with the objective of scaling-up child participation. Joining Forces for Children – India is collating and consolidating child participation best practices, success stories, child participation models etc., being carried out by the six Joining Forces member organisations and other like-minded NGOs, formal and non-formal entities, networks and alliances. Children see the results of their participation and understand how their contributions have been considered. This culminated into a National Level Round Table Discussion, where child leader, Sangita Kumari from Joining Forces for Children – India, welcomed the participants and gave a brief introduction of the vision and work of Joining Forces.

## Path Ahead

We will continue to focus on creating an inclusive, enabling and safe environment for children in our programmes through awareness, with special focus on prevention activities in child safeguarding

Focus on interventions for strengthening the mental health of children in our programmes will be enhanced

We will continue to be a part of the NGO network, Joining Forces, and be the collective voice for children

# Information Technology

The focus on digitisation, automation, and digital enablement of all our stakeholders has been the guiding factor for the ICT function at SOS India. Though the year 2022 began with a few weeks of work-from-home, the team was prepared to ensure that operations do not take a hit. Thereafter, the ICT team was quick to get back to the execution of its plan pertaining to deployment of new products and technologies; improvement and optimisation of existing infrastructure and services to increase efficiency; upgrading and upskilling of coworkers, in general, but especially the ones selected for the role of ICT support; and ensuring that the security posture of the organisation remains high. We also worked towards better functioning of IT devices and operations at the Children's Villages by rolling out a new policy, and procedures for efficient support and maintenance by service providers, and better supervision by SOS.



## Initiatives

The ICT function took many measures for the improvement of existing infrastructure and processes to ensure that they function at their optimal levels. Couple of our old applications that were no longer in production and not being used actively were retired. We also migrated an important application used for Provident Fund (PF) management from in-house hosting to cloud-hosted SaaS model. The backup-restore drills were continued this year, while expanding their scope to increase our readiness in case of data loss.

To improve our network monitoring and network security capabilities, we added monitoring services. The security configuration of firewalls was further strengthened. The end-user devices that had started posing performance problems for the users were upgraded by installation of SSD disks that help in faster processing of data. Almost all laptops of the organisation were enabled with BitLocker encryption to protect organisational data in case of device loss or theft. We also standardised the anti-malware software across approx. 1200 devices being used at our project locations, FDC and FS offices, to a more secure and cloud-based product.



**~1,200**  
devices protected  
with anti-malware



The FS Portal has automated workflows

The organisation's activities towards automating and digitising its functions and processes continued in 2022 with the development of the Family Strengthening application or the FS Portal (as we call it). This software has automated the workflows for various programmes (Livelihood, Capacity Building, Self-Help Groups (SHG), Youth Skilling and Essential Services).

The ICT function at the National Office has started the roll-out of the Mobile Device Management (MDM) tool, Microsoft Intune, to have a better and tighter management of end-user devices at the project locations. This will enable a uniform and consistent application of organisation policies on all user devices throughout the organisation. We have started this with 200 devices in the year 2022 and will expand to 400 devices in 2023.



**200**  
devices secured  
with MDM solution

The Data Digitisation project to digitise all paper documents of children in the FLC projects progressed substantially; approximately 20 lakh pages, at 32 project locations were scanned and converted to searchable PDF documents using Optical Character Recognition (OCR) tools. The PDFs shall now be indexed and uploaded onto the Document Management System for permission-controlled access of PDF files by all coworkers of the organisation.



**875** tablets  
distributed to  
children in need

Digitisation efforts are also being adopted at the child education level. SOS India procured 875 tablet devices that are now being distributed to children who are part of the Family Strengthening and Kinship Care programmes, across various states of India. These devices will be loaded with suitable learning content that will enable anytime and anywhere learning.

The ICT function supported PQI and HR functions in hosting and rolling out e-Learning courses on vital and sensitive subjects like Child Safeguarding and Prevention of Sexual Harassment.

## Path Ahead

One of the major steps forward will be migration of the organisation from the Navision system to the new and modern Microsoft Dynamics 365-based financial management system. Efforts will be put in to integrate SOS India's home-grown IT systems with Dynamics 365, which will help bring in ease-of-use for coworkers, and avoid duplication of work

Further automation of the FS Portal shall be undertaken; all RBM measures like need assessment, concept note and result framework will be incorporated

Digitisation efforts in the FLC programme will be taken further by automating the restoration process, and other aspects of the child life-cycle

Technology and IT modernisation measures are planned for the Hermann Gmeiner educational institutions by introducing smart, interactive display panels in classrooms, along with teaching content. Infrastructure improvements shall be implemented via reliable and always-on internet connectivity, setting up of local networking, and securing internet for children by means of firewalls

# Fund Development and Communication

The FY 2022-23 saw a number of challenges emerge that required a rethink: strategies pertaining to acquiring new corporate partnerships, retaining present ones, and building on existing relationships, needed in-depth introspection. This was, and remains critical, in lieu of a number of factors: diaspora giving has flattened globally; decision making pertaining to CSR has become more complex; in addition, consolidation has become more challenging, and targeting in-house foundations has become tougher; other trends that have emerged are change in alignment of public sector units and CSR corporates, and introduction of more stringent FCRA regulations. All these have led to increased focus on domestic fundraising, thereby increasing competition. We have undertaken the strengthening of donor journeys and improvement of productivity of in-house capacities. Since communication is an integral part of fundraising, strategies pertaining to social media and media are being re-thought; stricter guidelines are being observed as far as online fundraising is concerned.

## CORPORATE PARTNERSHIPS Initiatives



With the objective of narrowing the digital divide, **Temenos India** extended support towards setting-up a state-of-the-art IT lab at SOS Children's Village Chennai, Chatnath Homes, which is home to 100 plus children. The digital infrastructure provided for the Village is of the same configuration as used by IT professionals at Temenos India. The computer lab was inaugurated by Ms. Sugandha Priya, Director – Management Product, Temenos India.

With the objective of empowering the underprivileged to become self-reliant, **Konica Minolta** launched the partnership with SOS Children's Villages India in December 2021 to support 200 children and 100 caregivers under the Family Strengthening Programme in Nuh, Haryana. The company renewed its partnership for financial years 2022-23 and 2023-24 by supporting two Family Homes in SOS Villages Bawana and Greenfields.



SOS India is moving towards renewable and clean source of electricity. With this objective in mind, solar electrification was done at our SOS Children's Villages Rajpura, Cochin, Pune, Greenfields, Jaipur, Hyderabad and Guwahati, with the support of our corporate donors.

**HSBC Software Development** is supporting 400 youth through our Youth Skilling programme in Pune and Hyderabad. Around 80 youth, who are pursuing certificate courses in financial accounting, web designing and as computer operators, were supported with tablets, enabling them to continue their education uninterrupted.



Employees of **Indus Towers** invested in the futures of our children by contributing 600 hours, helping youth in resume making, communication skills, personality development and mock interview sessions.



**Danaher India CSR Foundation** supported 1,000 plus children and caregivers, who are part of the Family Strengthening Programme.



**Colruyt IT Consultancy** supported 52 vulnerable youth in Hyderabad through the Youth Skilling programme. These youth were professionally upskilled and also trained in interpersonal skills, allowing them to pursue careers they were passionate about.



**Broadridge Financial Services** supported Children's Village Bangalore with an 18-seater school bus that will facilitate an easier transportation of children to and from their schools; more than 50 children will be helped through this.



**Building a Better Tomorrow Foundation** supported the installation of a 52 KW solar power plant in Children's Village Hyderabad, resulting in reduction of power costs by 60-70%.



## Thank You Partners

We thank our partners for making all the difference to the lives of children from vulnerable backgrounds. Your never-ending support goes a long way in empowering children, youth, families and communities, securing, thereby, wholesome child development and preventing child abandonment.

Aadhar Housing Finance	Lubrizol
Aahwahan Foundation	Mahanagar Gas
Anglo American Group Foundation	Mercer Consulting
Applied Materials	Mphasis
Arcadis Consulting	Murata Machinery
Broadridge Financial Solutions	Nikon
Building a Better Tomorrow Foundation	Normet
Canon India	Pall India
Care Today	Pangea3 Legal Database Systems
Cessna Garden Developers	Rajasthan State Industrial Development & Investment Corporation
Citigroup	Saint Gobain Foundation
CPP Assistance Services	San Engineering & Locomotive
Culver Max Entertainment (Sony)	Savino Del Bene Freight Forwarders
Danaher India	SBI Life Insurance
DCM Sriram Foundation	Sequoia Capital
Dharampal Satyapal Sons	Siegwerk India
DHL Logistics	SITA Information Networking Computing
EIH	SLK Software
Ericsson	Smiths Detection Systems
ExxonMobil	STS Titeflex
FactSet Systems	Suez Water Technologies & Solutions
Franklin Templeton Asset Management	Sumitomo Mitsui Banking Corporation
H&M Hennes & Mauritz Retail	Synchronoss Technologies
Herbalife Nutrition Foundation	TaeguTec
Hindustan Colas	Teradata
ICICI Prudential	TriCore Solutions
Indraprastha Gas	Valmet Technologies
Indus Towers	VFI SLK Global Services
ING Vysya Foundation	Vishal Mega Mart
Iron Mountain Services	Von Roll
Kennametal	Vulcan Electro Controls
KONE Elevator	WestBridge Capital
Konica Minolta Business Solutions	
Legato Health Technologies	

## INDIVIDUAL PARTNERSHIPS

Individual Partnerships, as the name suggests, focuses on individuals to donate for the greater good. This covers a wide and diverse target audience that needs to be captured via creative and effective outreach and fundraising campaigns. Individual giving is a critical component of fundraising, in which acquisition of new donors, retention of existing donors and the donor journey are vital aspects.

We thank each one of you for making this journey of securing wholesome child development possible, for some of the most vulnerable sections of society. We are grateful to donors and partners like you, whose generosity has allowed us to amplify the impact of our work, and broaden its reach even further.

### Initiatives

National Cultural and Sports event, Tarang, was organised at Vishwa Yuvak Kendra in November 2022. Winners from each zone participated in the event; staff at National Office, Village Directors, IP donors, among other distinguished guests, were also present.



Students from Ecole Mondiale World School raised INR 52,000 and created awareness for the prevention of child abandonment. Students and teachers visited SOS Children's Village Alibaug, where they engaged children in various activities, including building and launching rockets, and redesigning clothes to promote sustainability, with the help of DIY kits.



An installation at Select City Walk Mall, in collaboration with Pearl Academy, was erected from 14 -17 November 2022. The Individual Partnerships team from Delhi, along with the Communication team, participated in the event. Radio City covered the event extensively.



An engagement with Trident Hotel, Bhubaneswar was carried out on the occasion of Independence Day; children from SOS Children's Village Bhubaneswar were invited to the hotel for the occasion. Post the flag hoisting ceremony, fun-filled activities were conducted with children and hotel staff, followed by breakfast and prize distribution for all children.



West Bengal State Electricity Transmission funded a new overhead tank for SOS Children's Village Kolkata. This initiative has ensured hygienic, safe and regular supply of water.

A palm-print campaign was organised at Bharat Mata School of Legal Studies, Choondy, on the occasion of SOS Day; spreading the message of #TogetherForBetterFuture of children. An art and craft competition, and an exhibition for children was also held. Justice Shaji P. Chaly, Kerala High Court, graced the function with his presence.



Two major events were organised during the concerned period. One was on the occasion of SOS Day in Children's Village Cochin, and the other at LuLu Mall.

LuLu Mall, Cochin, along with News24, organised a Vidhyarambham ceremony, to initiate over one hundred children from SOS Children's Village Cochin into formal learning. Prominent Malayalam writer, Shri. Vyshakan; music director, Goutham Vincent; cine artist, Urmila Unni; and commentator, Shajju Damodaran, helped the children write their first letter.



## COMMUNICATIONS

### Initiatives

#### Campaigns

Social media awareness campaigns on Family Strengthening, Kinship Care and Youth Skilling, with focus on one programme per month, were implemented, throughout the year.

Short campaigns were run on **Mother's Day**, **International Day of Families** and **SOS Day**,

across multiple channels, including radio. Influencers/celebrities/VIPs such as Kartikya Arora, Bhumi Pednekar, Mugdha Chapekar, the Government of Uttarakhand, among others, were part of these campaigns. Panel discussions were also organised to raise awareness about various important topics.



#### #MostPowerfulButton

The objective of the campaign was to emphasise the 'donate' button as an incredibly powerful button available to everyone. It was strategically executed across various digital media platforms, along with a physical launch event held at SOS Children's Village Greenfields. The launch witnessed the participation of major donors, National Office employees, and children from the Village.

Radio campaigns with **Radio City** in Pune and Bangalore were implemented; these campaigns included 60 radio jingles, seven RJ mentions, four

digital posts and two shoutouts (on Facebook and Instagram by RJ Shonali), reaching more than 350,000 followers. An interview with Mr. Sumanta Kar, CEO, SOS Children's Villages India was also aired on Radio City Jaipur.

#### #TheOtherSide

The campaign threw light on disparities existing between children, aiming to highlight the importance of giving, and how timely interventions can make a significant impact on the lives of children in need of care and support.

#### Branding

Videos serve as great recall material, which is why a number of videos were produced for the following: Kinship Care, Family Strengthening Programme (SHGs, Skilling, Livelihood, etc), generic organisational, Basket of Care Solutions, organisational milestones (over five decades of existence in India), among many others like the HGF (sponsor) and Microsoft videos (sponsor).

Publications designed included the monthly Happynings, President's Quarterly Report, FSP



brochure, FLC care leavers' case stories booklet, blogs, policy guidelines and SOPs, among many others. These publications served as ready reference material encompassing the journey, milestones and work of the organisation succinctly and aesthetically.

Posters were designed for the gallery at SOS Children's Village Greenfields, and the National Office conference room.



## Collateral

Collateral for the 'Thank You Month', Annual Review and Planning Meet, Tarang, SOS Day, Basket of Care Solutions, SOS Buddy, and others, were designed and produced. Additional branding material were designed as per requests, including Prevention of Sexual Harassment posters, electronic/digital mailers, Business Reply Envelopes, and WhatsApp festival wishes.

## Others

Partnerships and collaborations were secured with a number of organisation such as SHEROES, Austrian Trade Center, The Statesman, various influencers, Select City Walk, Pearl Academy, Crossword, Decathlon, Park Plaza, Byju's, Radio City, to name just a few.

A repository was created with the objective of

## Media Coverage

Approximately, 364 coverages spanned across online, social media and print, domain-specific/niche, in mainline, regional, newage, CAT A publications, such as The Times of India, The Daily Guardian, Hindustan, Dainik Jagran, Dainik Bhaskar, The Hindu, The Sunday Guardian, Business India, Zee, Punjab Kesari, Assam Post, New Indian Express, Eenadu, Education Times, APN News, The Statesman, DNA, BW Education, etc.

sharing generic communication material for smoother and more efficient usage by all departments.

Workshops/trainings on brand guidelines, visitor guidelines, basic photography, content writing, videography, pitching to the media etc., were conducted as part of capacity building initiatives.

# Government Partnerships

## FAMILY STRENGTHENING PROGRAMME

The Family Strengthening Programme has achieved significant success by forging strong partnerships with various government organisations. These collaborations have played a crucial role in uplifting the communities in multiple ways. Working hand in hand with government agencies such as NABARD, Childline, CWC, RSETI, WCD, Public Health Centre, Department of Agriculture and Farmers Welfare, Veterinary and Forest Departments, NRLM, Krishi Vigyan Kendra, among others, the programme has been able to raise awareness, among the community members, about different government schemes and initiatives that are specifically designed to benefit them. These partnerships have been instrumental

in bridging the gap between the community and the government. By acting as facilitators and intermediaries, SOS Children's Villages India has helped to establish effective communication channels between the government and the community. Moreover, the collaboration with government organisations has empowered the community to sustain themselves in the long run. By imparting knowledge and skills through various initiatives and training programmes, the Family Strengthening Programme has equipped community members with the tools they need to improve their livelihoods and become self-reliant. This, in turn, reduces dependency on external aid and fosters self-sufficiency and empowerment among the people.

## FAMILY LIKE CARE

### Children's achievements

Three youth girls, from Children's Village Hojai, received a scooty each, sponsored by the Govt. of Assam. This was in lieu of their excellent performance in the higher secondary examinations, year 2022.

**Raksha\***, from Children's Village Bangalore, secured employment with UNICEF, post completion of her BCom.

Three children, from Children's Village Puducherry, were honoured by the WCD department for consistent performance in drawing, volleyball and football. This was on occasion of National Girl Child Day.

### Important Visitors

Honourable government officials from the offices of the SDM / SDO / DCPO / DLSA / CWC / JJB / DCPU, among others, visited various projects for the purpose of inspection. The officials appreciated the work done, and the impact of the projects.

Joint Collector, **Shri Rajesh Gupta**, visited Children's Village Khajuri Kalan.

Children of SOS Children's Village Greenfields had a wonderful conversation with Hon'ble Chief Minister of Haryana, **Shri Manohar Lal Khattar**, at his residence.

**Mrs Kala Nair**, wife of Chief of Naval Staff, **Admiral R. Hari Kumar PVSM**, visited Children's Village Jaipur, where she had a great interaction with the children.

### Other Achievements and Activities:

On occasion of the Beti Bachao Beti Padhao week, held by ICPS Srinagar in Sainik Bhawan, one of the children from SOS Children's Village Srinagar, was felicitated with an award and certificate for best performance in Art/Drawing. A number of government officials were present at the occasion.

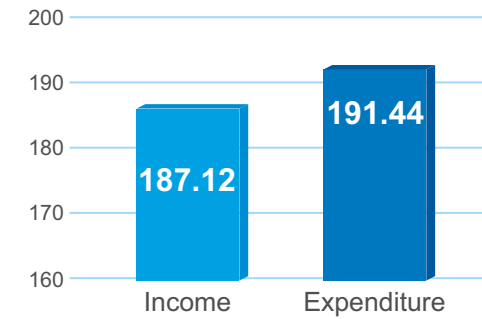
DCPCR Delhi started the 100 Days of Reading Campaign and also sponsored the Literacy Campaign at SOS Children's Village Bawana and Short Stay Home Safdarjung.

\* Name changed to protect the privacy of the child.

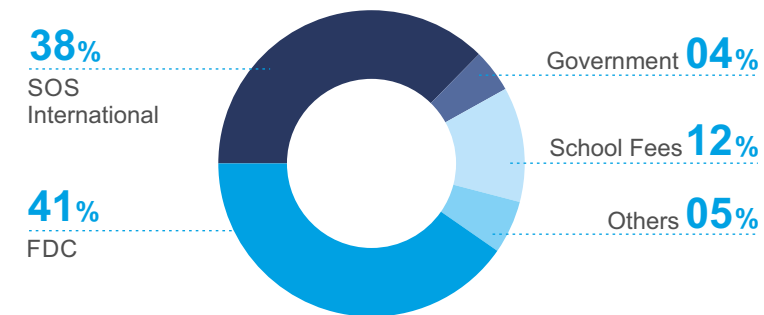


## Income and Expenditure

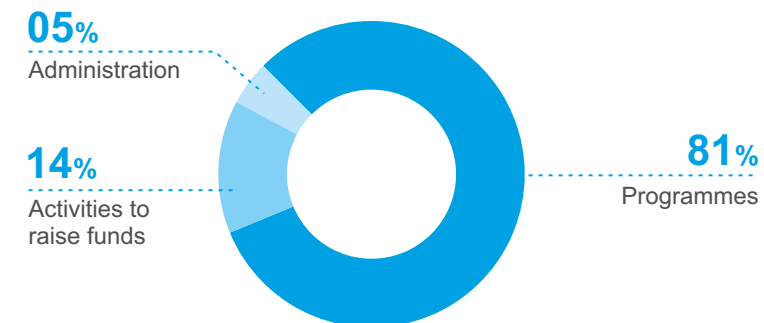
(FY 2022-23 | INR / Crores)



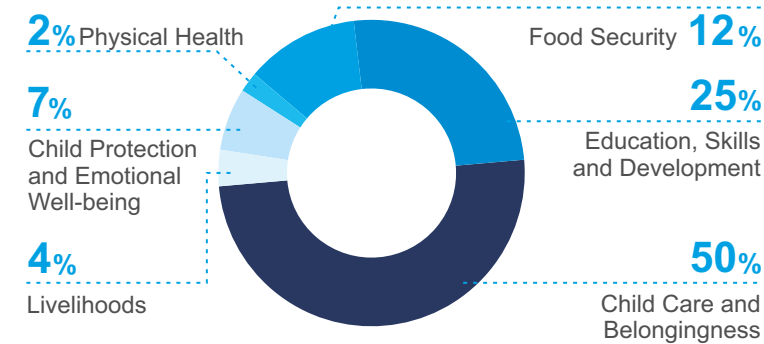
## Sources of Funds



## How your money is spent



## Where does your money go



## Initiatives

Proper safeguarding of all fixed assets with complete digitisation of record maintenance.



Digitalisation and automation of the payment process with maker and checker controls that ensures efficient, accurate, and secure transactions while enhancing transparency and convenience.

Enforcing strict adherence to procurement policies across all projects and programmes in order to ensure consistent implementation.

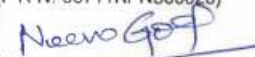





Integration of a digital payment system for convenient and efficient financial transactions.

Organisation of a capacity building and enhancement system for the entire finance team, aimed at strengthening their skills and improving the overall efficiency of the department.

# Balance Sheet

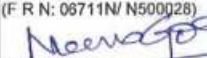
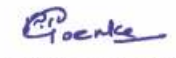


As of March 31, 2023

SOS CHILDREN'S VILLAGES OF INDIA BALANCE SHEET AS AT 31ST MARCH 2023			
PARTICULARS	Schedule	Amount (in Rs. Lacs)	
		As at 31.03.2023	As at 31.03.2022
<b>FUNDS &amp; LIABILITIES</b>			
<b>A. Funds</b>			
Project Fund	1	15,658.34	16,875.71
Children's Money Gift Fund	2		
- Due for payment		755.35	1,090.58
- Not due for payment		2,202.48	2,521.96
		2,957.83	3,612.54
<b>B. Current Liabilities</b>			
Payable towards Statutory dues	3	141.45	118.23
Accrued Expenses	4	422.90	493.90
Expenses Payable to Vendors and others		74.82	246.48
Caution Money		150.29	114.29
Deposits Received		97.02	65.81
		886.48	1,038.71
<b>C. Provisions</b>			
Long Term Provisions	5	7,689.60	8,008.20
Short Term Provisions	6	890.25	794.68
		8,579.85	8,802.88
<b>TOTAL FUNDS &amp; LIABILITIES</b>		<b>28,082.50</b>	<b>30,329.84</b>
<b>ASSETS</b>			
<b>A. Non-Current Assets</b>			
Fixed Assets	7	11,369.98	11,339.90
Capital Work in Progress	8	321.37	151.36
Investments	9	10,637.42	11,439.97
		22,328.77	22,931.23
<b>B. Current Assets</b>			
Cash and Bank Balances	10	3,515.39	5,102.02
Loans, Advances and Other Recoverables	11	597.13	747.64
Other Current Assets	12	1,641.21	1,548.95
		5,753.73	7,398.61
<b>TOTAL ASSETS</b>		<b>28,082.50</b>	<b>30,329.84</b>
Significant Accounting policies and Notes to Accounts - Schedule 23			
As referred to in our report of even date attached			
For T R CHADHA & CO LLP Chartered Accountants (F R N: 06711N/ N500028)		For SOS Children's Villages of India	
 Neena Gopal (Partner) M. No. 57986 Place of Signature: New Delhi Date: 25-08-2023		 Prabhat Kumar Goenka Chief Financial Officer Place of Signature: New Delhi Date: 25-08-2023	
		 Sumanta Kar Chief Executive Officer	



# Income and Expenditure

Account for the year ended March 31, 2023

SOS CHILDREN'S VILLAGES OF INDIA INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023			
PARTICULARS	Schedule	Amount (in Rs. Lacs)	
		For year ended 31.03.2023	For year ended 31.03.2022
<b>I. INCOME</b>			
<b>A. Contribution From International Donors</b>			
Sponsorship from SOS Children's Village International		5,371.16	4,761.67
Contribution from SOS Children's Village International		1,711.37	1,133.03
Contribution from other Overseas Donors		850.89	915.55
		7,933.42	6,810.25
<b>B. Contribution from Domestic Donors</b>			
Contribution from Domestic Donors	13	9,525.08	10,561.91
Less: Fund Development & Communication Expenses	14	(2,683.37)	(2,114.55)
		6,841.71	8,447.36
<b>C. Government Grants</b>			
		815.83	623.35
<b>D. School Fees</b>			
		2,290.94	1,748.31
<b>E. Bank Interest and Capital Gain</b>			
- Bank Interest	15	699.74	674.52
- Capital Gain	16	-	4.52
		699.74	679.04
<b>F. Miscellaneous Income/ Receipts</b>			
	17	130.36	54.58
<b>Total</b>		<b>18,712.00</b>	<b>18,362.89</b>
<b>II. EXPENSES</b>			
<b>Program expenses</b>			
Payment and benefits to Participants	18	8,672.84	7,936.20
Salary & benefits to Mothers	19	1,398.25	1,369.37
Provision for Mothers' Pension		63.85	498.04
Personnel Costs of Other Co-workers		3,694.97	3,207.42
Repair & Maintenance	20	513.02	705.16
Travel & Transportation Expenses	21	295.14	189.80
Other Administrative Expenses	22	415.01	391.57
		15,053.08	14,297.35
<b>School expenses</b>			
Direct Operating Expenses	18	301.38	111.61
Personnel Expenses	19	1,580.31	1,417.15
Repair & Maintenance	20	146.61	157.32
Travel & Transportation Expenses	21	169.62	72.02
Other Administrative Expenses	22	146.41	130.53
		2,344.33	1,888.64
<b>Non Program expenses</b>			
Direct Operating Expenses	18	65.69	53.76
Personnel Expenses	19	812.91	731.47
Repair & Maintenance	20	44.64	59.63
Travel & Transportation Expenses	21	60.74	24.13
Other Administrative Expenses	22	124.82	97.13
		1,108.80	966.12
Grant to affiliated project- Chatnath Homes, Chennai		292.90	269.11
<b>Provision for Gratuity and Leave Encashment</b>			
Provision for Gratuity	19	328.14	247.35
Provision for Leave Encashment		17.04	41.62
		345.18	288.97
<b>Total Expenditure before Depreciation</b>		<b>19,144.29</b>	<b>17,710.19</b>
<b>Surplus / (Deficit) before Depreciation</b>		<b>(432.29)</b>	<b>652.70</b>
Less: Depreciation on Fixed Assets	7	(862.33)	(781.20)
<b>Net Surplus / (Deficit)</b>		<b>(1,294.62)</b>	<b>(128.50)</b>
Significant Accounting policies and Notes to Accounts - Schedule 23			
As referred to in our report of even date attached			
For T R CHADHA & CO LLP Chartered Accountants (F R N: 06711N/ N500028)		For SOS Children's Villages of India	
 Neena Gopal (Partner) M. No. 57986 Place of Signature: New Delhi Date: 25-08-2023		 Prabhat Kumar Goenka Chief Financial Officer Place of Signature: New Delhi Date: 25-08-2023	
		 Sumanta Kar Chief Executive Officer	



# Members of the Board



## Mr. Rakesh Jinsi | President

Mr. Jinsi is an electrical Engineer, having graduated from Punjab Engineering College, Chandigarh (Punjab University) in 1977. He has over 41 years of work experience in the Automobile, Not for Profit and Education sectors. For over 21 years, Mr. Jinsi has held leadership positions with organisations such as Eicher, Hero Motors, Chase Manhattan, Force Motors, Tatra Trucks, New Holland Fiat Tractors, SOS Children's Villages and School of Inspired Leadership. He has been a member of national level bodies such as the National Human Rights Commission and National Skill Development Corporation. Currently, he is a Management Consultant and Coach/Mentor to senior level executives; in addition, Mr. Jinsi serves as an Independent Director on the Board of Fairfield Asia (part of DANA group) and is Senate Member of Asia Region, SOS Children's Villages International.



## Ms. Sudha Sastri | Vice President

Ms. Sastri, an eminent HR Professional, with more than 3 decades of formidable accomplishments, is a 1985 graduate from IIM Kolkata. She has founded her own HR consulting firm: Inputs. Ms. Sastri is an executive coach and has worked with several CEOs and athletes, including one who has won an Olympic medal. An active member of TiE (The IndUS Entrepreneurs) New Delhi, she heads a special interest group for sports and fitness entrepreneurs. She has also served in the Human Resource department with Eicher and Pertech Computers Ltd (PCL), besides being on the Advisory Boards of several civil society organisations.



## Mr. Atindra Nath Bhattacharya | Vice President

Mr. Bhattacharya has done his Masters in Management Studies from Banaras Hindu University. He has 35 plus years of experience, of which 18 were in the corporate sector and 17 years with academia. Presently, he is serving as Professor and Chair of Marketing at the School of Inspired Leadership (SOIL), Gurugram. Earlier, Mr. Bhattacharya had been instrumental in designing and implementing the Social Innovation Programme at SOIL, wherein students work one day a week with NGOs. SOIL has a consortium of over 32 NGOs, in and around Gurugram. The corporate brands with which Mr. Bhattacharya has worked with are Amul, Dhara, Vadilal, IILM, among others. In addition, he has also been actively helping corporate capability development programmes, especially in the field of marketing and leadership development.



## Mr. Rajeev Kumar Grover | Treasurer

Mr. Grover is a Chartered Accountant and Company Secretary with over three decades of cross-functional leadership experience, particularly in Operations, Finance and General Management. He has worked with world-class organisations, including Hewitt Associates, GE, American Express and PwC. He was also the Global Head of Operations at Mercer Worldwide, after which he co-founded ExempServ Professional Services Pvt. Ltd., an organisation that provides value-added financial reporting, compliance and allied services to Civil Society Organisations. Mr. Grover is an Independent Director on the Board of an IT services organisation.



## Mr. Rajinder Sharma | Member

Mr. Sharma is a graduate in Law; he has also undertaken management courses from INSEAD and CCH, apart from many CLE courses in different areas of Management, ADR, Tax, M&A, Corporate Affairs and Core Values / Ethics. He is Member of the Chartered Institute of Arbitration in London — MCI Arb. Mr. Sharma is listed in the 100 Legal Luminaries of India and with the Top Gun General Counsel of India; he has won many international awards and is a regular speaker at high-profile events, including at the G-20 summit. Mr. Sharma has to his credit more than three decades of professional experience, including with companies such as Tata Steel, IBM, Reliance Industries, Escorts, Coca-Cola, DuPont, Samsung and Flipkart. He has been the National Executive Board Member of AMCHAM, USIBC, CII, FICCI and PHD Chambers, and is involved with the Red Cross and Rotary Club. Currently, he is mentoring start-ups in the areas of Compliance and Corporate Governance, besides being a board member of many companies.



## Ms. Shanthi Lakshmanan | Member

Ms. Lakshmanan is a post graduate from the Institute of Cost and Work Accountant of India and has done her B.Com. from Delhi University. Ms. Lakshmanan is a result-oriented leader, who enjoys coaching and loves creating / scaling business. She runs ExempServ, a professional services organisation that provides value-added Financial Reporting, Compliance and allied services to social sector organisations. Ms. Lakshmanan has been associated with companies like e-Funds, Global Vantage and Hewitt and Mercer in the areas of Finance, Operations, Process Transition and Training.



## Mr. Arun Mani | Member

Mr. Mani is the Founding Member and Partner at Archeus Law and heads the firm's Project Advisory and Contract Management Practice. In his current role, he has been actively involved in diverse assignments in the infrastructure sector, in particular dealing with the EPC Contract Management and Project Advisory. He has advised on major mega power projects and some of the key metro rail and highways projects in India, for varied stakeholders, including government developers and private contractors. Mr. Mani is a recommended lawyer by Legal 500 Asia Pacific 2022 in the Projects and Energy practice area. Apart from his professional qualification as a Lawyer, he is a Management graduate, having done his MBA from Manchester Business School, UK.



### Mr. Amitava Chatterjee | Member

Mr. Chatterjee holds a B.Tech. (Hons) in Mechanical Engineering from the Institute of Technology, Banaras Hindu University. He brings with him over 43 years of experience having worked for large manufacturing companies, out of which around 25 years have been in leadership roles: Chief Operating Officer of Kesoram Industries; Executive Director, Siemens Metering Limited; Vice President, JK Industries; General Manager, CEAT Tyres, and many others. He has also headed greenfield projects in Aurangabad and in Baddi. He is the recipient of several performance awards. Currently, Mr. Chatterjee serves as a freelance consultant for manufacturing improvement projects, HRDT, and quality project implementation.



### Lt. Col. Atul Bakshi (Retd) | Member

Lt. Col. Bakshi is a veteran Civil Engineer with specialisation in Environmental Engineering from IIT Kanpur and in Management from IIM, Lucknow. He has over three decades of cross-functional experience, with expertise in Construction, Procurement and Programme Implementation, especially in large-scale operations and projects. He has worked in a variety of challenging leadership roles in operational units, development sector programmes, construction agencies, real estate and township management. Lt. Col. Bakshi has worked with world class organisations like the Indian Army, Military Engineering Services (MES), Army Welfare Housing Organisation, Educomp, and Ramky Enviro Engineers Ltd. He was the Head of Construction, Procurement and Sanitation at Bharti Foundation in his last role from 2009 to 2021. Since then, he has been on a sabbatical and is focusing on giving back to the society.



### Ms. Nandini Atal | Member

Ms. Atal has a significant history of working in the social development sector. She has worked with Mother Teresa between 1971-87, with Shishu Sarothi (Spastic Society, Guwahati, Assam), another spastic society in Cochin (Kerala), Women's Friendly Society (home for destitute women) and Atma Nirbhar - Ek Challenge (for the specially abled). Ms. Atal has also been involved with SOS Children's Village Jaipur since its inception. She completed her MA from St. John's College, Agra University, and has deep-rooted interests in Indian classical music, gardening and reading.



### Mr. Raghu Kailas | Member

Mr. Kailas is a fourth-generation entrepreneur, belonging to a business family with a legacy of 100 years in the Automobile space. He is involved in businesses pertaining to Automobile Components; and Rare and Fine Spirits, and is an Industrial Engineer from Purdue University, USA. Mr. Kailas is the past President of the India-ASEAN Sri Lanka Chamber of Commerce and Industry, and was one of the Indian Representatives on the ASEAN-India Business Council. He has also served as the National Chairman of CII's Young Indians, besides being the Chairman of Round Table '94; Mr. Kailas has also served on the National Board of Round Table India, and has been involved with SOS Children's Village in Chennai started by his family, besides being part of the Rotary movement.



### Ms. Vandana Bhatnagar | Nominated Member

Ms. Bhatnagar is a senior development sector professional and strategy expert in the areas of Skills, Gender and WASH. As President of Circle In, Ms. Bhatnagar is currently leading programme and policy initiatives aimed at women's economic empowerment. Prior to this, she was the Chief Programme Officer at the National Skill Development Corporation. Ms. Bhatnagar has also spent a decade with the World Bank as a Team Lead in the area of urban water and sanitation services. Over her professional journey of 28 years, she has led several transformational initiatives at the national and state level. Ms. Bhatnagar began her professional journey at Standard Chartered Bank, and then moved to the development sector, having since also worked with NSDC, World Bank, The Energy Research Institute (TERI) and Infrastructure Development Finance Company (IDFC). Apart from her role at Circle In, she is engaged as an advisor with several NGOs. Ms. Bhatnagar is an alumnus of Indian Institute of Management (Calcutta) and St. Stephens College, Delhi University.



### Mr. Rajneesh Ranjan Jain | Nominated Member

Mr. Jain has been associated with SOS Children's Villages since the last 23 years. Currently, he is working as an International Representative, Asia Office. Mr. Jain also represents the organisation amidst Tibetan associations, which are working in India for Tibetan children. Previously, he was Director of Operations / Asia for five years and was responsible for finance and other related subjects in the continent. He has led and contributed to many projects / working groups of SOS Children's Villages at the regional and global level in the areas of finance, operations, strategy and programme. He is a Chartered Accountant and a post graduate in Management; Mr. Jain has trained in the governance of 'non-profit board' from Harvard University's John F. Kennedy School of Government.



### Mr. Sumanta Kar | C.E.O.

Mr. Sumanta Kar, the Chief Executive Officer of SOS Children's Villages India has over 30 years of experience in the field of alternative care. He has conceptualised and implemented several development projects at SOS India, and has led SOS India's tsunami operation in the southern states of India between 2004-2007; it was the largest ever emergency programme undertaken by the NGO so far. Mr. Kar was also part of the SOS International Working Group in Alternative Care. He supported a couple of member associations in Asia in shaping their emergency programmes; Mr. Kar holds a post graduate diploma from Xaviers Institute and an Executive MBA from Utkal University. His motivation stems from "Working with children, SOS Mothers and caregivers, and learning about new customs and cultures."



**We *thank*** each one of you

*for helping us empower vulnerable children, caregivers and communities.  
It is thanks to donors and partners like yourself that we are able to intensify  
the impact of our work, and extend its scope.*



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