



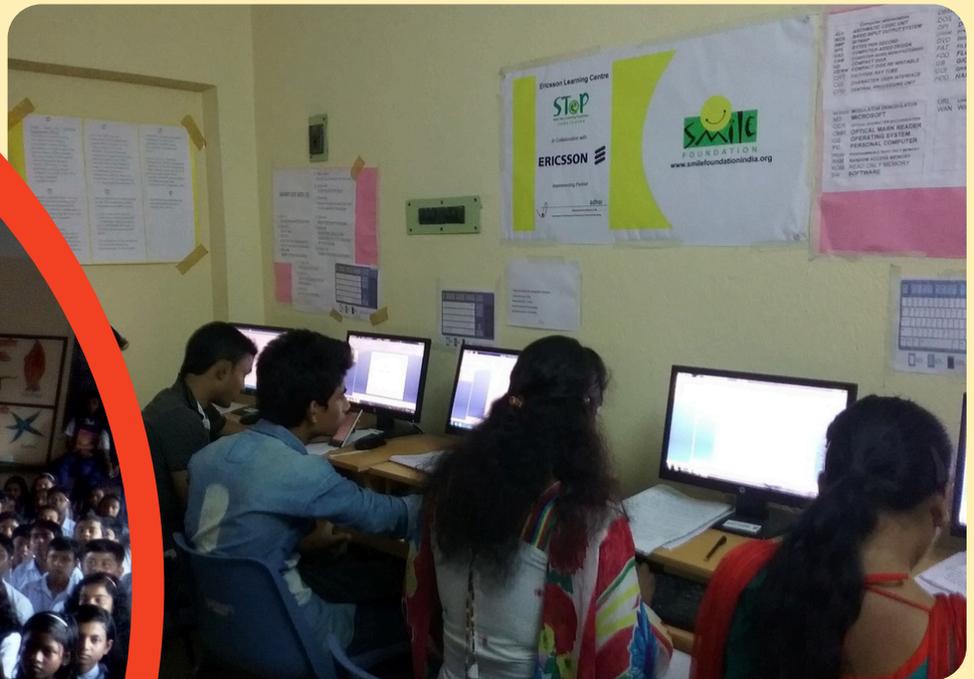
adhar

Relaying the foundations of life.....

Annual Report

2024–2025

Association for Development of Human and
Community Rebuilding (ADHAR)



adhar-kolkata.in

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Message from the President

The year 2024–2025 has been one of consolidation and renewed purpose for the Association for Development of Human and Community Rebuilding (ADHAR). Amid evolving social, economic, and environmental challenges, our commitment to inclusive, dignity-centered development remained unwavering. This year reaffirmed our belief that sustainable change is achieved not merely through service delivery, but through empowering communities to actively shape their own futures.

A major focus during the year was strengthening School WASH infrastructure, particularly to support adolescent girls in managing menstrual hygiene with dignity and safety. By creating menstrual hygiene-friendly school environments—equipped with improved sanitation facilities, access to sanitary products, safe water, and waste disposal systems—we addressed a critical barrier to girls' education. These interventions contributed to improved attendance, enhanced confidence, and greater participation of girls in school life, aligning closely with national priorities and the Sustainable Development Goals

Equally significant was our work in youth skill development through the STEP Programme. In a context where many young people face barriers to employment despite educational attainment, the programme focused on bridging the gap between learning and livelihoods. By integrating technical skills, digital literacy, communication, and workplace readiness, ADHAR supported marginalized youth in accessing dignified employment and income opportunities. Many first-generation earners were able to take confident steps toward financial independence, benefiting not only themselves but their families and communities.

Throughout the year, we remained conscious that infrastructure and training alone do not create transformation—people do. Community participation, behavioural change communication, and capacity building were embedded across all interventions. Teachers, students, parents, employers, and local institutions emerged as key partners, ensuring ownership and sustainability beyond project timelines.

The year also presented challenges, including resource limitations and systemic gaps. However, the trust and collaboration of our partners, donors, and communities enabled us to adapt and respond effectively. I extend my sincere gratitude to our supporters, governing body members, staff, and volunteers whose dedication and integrity continue to strengthen ADHAR's work.

As we look ahead, ADHAR remains committed to deepening impact, expanding reach, and advancing gender-responsive, sustainable development. Together, we continue our journey of rebuilding lives and communities with dignity.

Warm regards,

Narayan Chandra Roy

President



Association for Development of Human and Community Rebuilding (ADHAR) is a voluntary, non-profit organization dedicated to humanitarian assistance, disaster preparedness, and inclusive community development. We work with marginalized and disaster-prone communities to address immediate needs while building long-term resilience.

ADHAR combines grassroots engagement with professional expertise, enabling communities—especially women and youth—to actively participate in shaping their own development pathways.



Vision

Resilient and self-reliant communities living with dignity, equality, and opportunity.



Mission

To reach the most vulnerable people living in disaster and crisis situations, promote women's leadership in decision-making, and enable sustainable community development through education, skill development, and capacity building.



Core Values:

- Human dignity and rights
- Gender equity and inclusion
- Community ownership
- Transparency and accountability
- Partnership and collaboration

Geographic Presence

Operational States

Operational States:

Kolkata, North & South 24 Parganas, Howrah, Hooghly, Nadia, Murshidabad, Malda, East & West Midnapore, Dinajpur, Cooch Behar



Programmatic Approach

- Needs assessment Of Community and situation analysis
- Village-level consultations and stakeholder engagement
- Consensus-based project planning and proposal development
- Community-inclusive implementation using local resources
- Continuous monitoring with community representation
- Evaluation, learning, and community asset handover





**WASH
Programme**



SCHOOL WASH INFRASTRUCTURE DEVELOPMENT

Improving Menstrual Hygiene Practices among Girls

Programme Rationale

Access to safe Water, Sanitation and Hygiene (WASH) facilities in schools is a critical prerequisite for achieving SDG 6 (Clean Water and Sanitation) and SDG 4 (Quality Education). For adolescent girls, inadequate sanitation infrastructure, lack of privacy, and poor menstrual hygiene management (MHM) facilities often result in absenteeism, reduced participation, and school dropouts during menstruation.

Recognizing menstruation as a dignity, health, and education issue, ADHAR implemented focused School WASH Infrastructure Development during 2024–2025 to create menstrual hygiene–friendly school environments for adolescent girls in West Bengal.



Project Aim

To improve menstrual hygiene practices and school attendance of adolescent girls by strengthening WASH infrastructure and ensuring access to sanitary products, water, and safe menstrual waste disposal within school premises



Objectives

- To provide dignified, safe, and private sanitation facilities for girls
- To ensure easy access to sanitary napkins and disposal systems
- To improve hygiene knowledge and menstrual health practices
- To reduce menstruation-related absenteeism and dropouts



Schools Covered

A total of 7 secondary / higher secondary schools were supported during the reporting year:

Sl. No	School Name	District	Type	Girls' Students
1	Nabapally Satyabharati Baniniketan Girls HS	North 24 Parganas	Girls	1,649
2	Guma Rabindra Vidyapith	North 24 Parganas	Co-ed	658
3	Haringhata Sarajubala Balika Vidyalaya	Nadia	Girls	733
4	Aranghata Girls High School	Nadia	Girls	1,541
5	Deulpur High School	Howrah	Co-ed	922
6	Karbala Balika Vidyalaya	South 24 Parganas	Girls	1,161
7	Hatiara Girls' High Madrasah	South 24 Parganas	Girls	1,050

Total Direct Girl Beneficiaries (2024–2025): 7,714

Infrastructure & Facilities Developed

Each school received a fully equipped sanitary complex, constructed through a multi-phased process including civil works, plumbing, electrification, and installations.

Facilities Provided per School:

- Sanitary napkin vending machine (coin-operated, 120-pad capacity) – 1
- Automatic incinerator for menstrual waste disposal (100 pads/day) – 1
- Toilets, urinals, and private changing rooms
- Wash basins with running water
- Handwashing stations
- Safe drinking water unit (Eureka Forbes – AG 200)
- Safe drinking water unit (Eureka Forbes – AG 200)



Capacity Building & Behaviour Change

Alongside infrastructure, ADHAR conducted awareness and capacity-building activities focusing on:

- **Menstrual health and hygiene awareness**
- **Safe use and disposal of menstrual products**
- **Breaking myths, taboos, and stigma around menstruation**
- **Orientation of teachers and school authorities**
- **Periodic monitoring and follow-up**





**Livelihood
and Skill
Development**



STEP Programme on Twin E-Learning

Programme Overview

During 2024–2025, ADHAR implemented the STEP Programme on Twin E-Learning to address the growing employability gap among urban underprivileged youth. While many young people possess basic educational qualifications, a lack of communication skills, digital literacy, workplace readiness, and professional attitude continues to limit their access to dignified employment.

The STEP Programme responded to this challenge by delivering industry-aligned Modular Employable Skills (MES) training combined with practical exposure, career counselling, and job linkage support. The programme emphasized holistic skill development—technical, behavioral, and attitudinal—ensuring that youth were not only employable but workplace-ready.



Programme Goal

To enhance employability, income potential, and self-reliance of socio-economically marginalized youth through demand-driven skill training and structured job linkage support.

Key Objectives

- **To provide short-term, industry-relevant skill training to marginalized youth**
- **To improve communication, digital skills, and professional behavior**
- **To enable access to wage employment and self-employment opportunities**
- **To strengthen youth confidence, decision-making, and financial awareness**



Target Group

- **Urban underprivileged youth aged 18–28 years**
- **Early school dropouts and unemployed youth**
- **Youth from low-income and marginalized households**

Training Components :

The STEP Programme delivered an integrated curriculum comprising:

- Spoken English & Workplace Communication
- Basic Computer Skills (MS Word, Excel, PowerPoint, Internet use)
- Personality Development & Soft Skills
- Retail Marketing (Basic)
- Basic Management Concepts
- Financial Literacy & Money Management
- Hospitality Orientation



Training Modality & Coverage

- Course Duration: 4 months per batch
- Batch Size: 40 trainees
- Number of Batches: 3
- Total Youth Trained: 120



Learning & Exposure Activities

- Career counselling sessions with industry professionals
- Job orientation and resume-building workshops
- Mock interviews and group discussions
- Mock interviews and group discussions
- Campus interviews with prospective employers
- Mid-term and final assessments



- **Total Beneficiaries:** 120 youth
- **Gender:** 58% women | 42% men
- **Educational Background:**
- **Higher Secondary:** 46% **Graduate:** 38% **School Dropouts:** 16%
- **Socio-economic Background:**
- **Majority from low-income, informal-sector households**



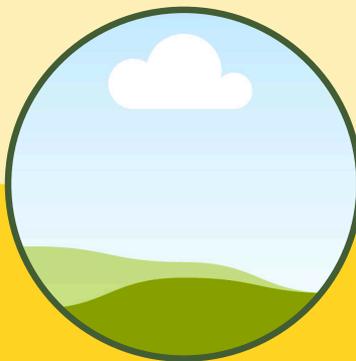
Outcomes & Achievements

- 85% of trained youth demonstrated significant improvement in communication and digital skills
- 72% of participants secured wage employment or internship opportunities within 3-4 months of course completion
- 18% of youth explored self-employment or entrepreneurship pathways
- Increased confidence, punctuality, teamwork, and workplace discipline among participants
- Job Linkage & Placement Support

ADHAR facilitated placement through:

- Individual interest mapping and career guidance
- Employer networking with retail, hospitality, and service-sector organizations
- Campus interviews and employer interactions
- Support for entrepreneurship-oriented youth through financial literacy and institutional linkages

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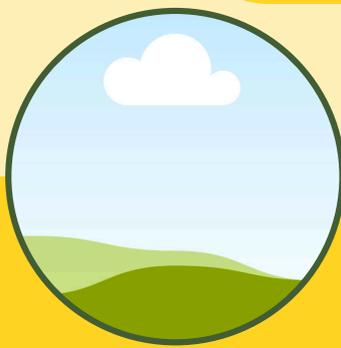


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“Before joining STEP, I was unsure about my future and lacked confidence in speaking English. Today, I am working in a retail outlet and supporting my family. The mock interviews and computer training changed my life.”

— **Ankita Das, STEP Trainee, Kolkata**

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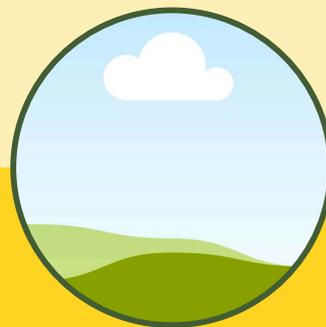


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“The improved WASH facilities in our school have made a big difference in my daily life. I feel safe, comfortable, and confident attending classes, especially during menstruation. Clean toilets and safe drinking water have helped me focus better on my studies and attend school regularly.”

— **Anwasha Ghosh, School Student**

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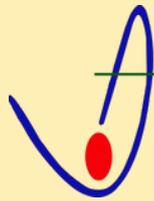
“STEP helped me understand how to manage money and communicate professionally. I never thought I could face interviews confidently.”

— **Soham Mondal, STEP Trainee,**

Acknowledgement

We sincerely express our heartfelt gratitude to our valued donors, **Smile Foundation and Narayana Health**, along with all our well-wishers, for their generous support and continued trust. Your contribution has enabled us to carry forward our work on the ground and create meaningful impact among underserved communities. We deeply appreciate your commitment to the cause and look forward to continuing this journey of positive change together.





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