

disha

ESTABLISHED 1984



ANNUAL REPORT 2024-25

DISHA SOCIAL ORGANISATION

Vision

To establish a society without inequality

Mission

To dismantle systemic barriers and empower disadvantaged individuals, enabling every person to realise their full potential

Target Group

Women, minorities, backwards and Dalits

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Disha works in five districts: Saharanpur, Shamli, Muzaffarnagar, Haridwar and Dehradun.

Though divided by two states, these districts form a contiguous area

Message from Chairperson

THE PAST year has been truly transformative for the country. From April 2024 to March 2025, our nation set a global example in resilience and innovation, recording sustained economic growth while simultaneously deepening its social impact.

Our economy continued to thrive, achieving a projected GDP increase of 6.5 per cent for the fiscal year and a remarkable 7.4 per cent in the fourth quarter alone. This growth, driven by robust agriculture, dynamic private consumption and renewed infrastructure, reflects the steadfast determination of every citizen. It also highlights the success of supportive policy reforms that have enhanced domestic demand and welcomed foreign investment. Crucially, this improved macroeconomic climate has created new, tangible opportunities for employment and rural enterprise, which remain firmly at the heart of our organisational mission.

Equally significant is the fact that the government's poverty reduction strategies have borne substantial fruit. Over 24.8 crore individuals have escaped multidimensional poverty over the last decade, a direct result of inclusive social security measures and meticulously targeted programmes.

Within this national context, Disha Social Organisation's intensive fieldwork has catalysed the reach of these essential government



schemes to the most marginalised populations in our areas of operation. Through dedicated rural community mobilisation, our teams have bridged the gap between policy and practice. We have witnessed firsthand the profound, life-changing impact of these interventions on families, the protection of vulnerable children, and the welfare of elders across all our operational communities.

Furthermore, women-led development is now rightfully acknowledged as central to India's broader progress. The Union Budget 2024-25 increased the gender budget by an inspiring 38.6 per cent across ministries, reflecting an unwavering national commitment to gender empowerment. New skilling programmes, safe hostels for working women and essential creche

facilities have enabled millions of women to pursue higher education, secure sustainable livelihoods and assume leadership roles. At the grassroots level, our specific programmes have focused heavily on building confidence, imparting practical employment skills and raising health awareness for rural adolescent girls and women. By actively working to prevent gender-based violence and fostering financial independence, we align our daily efforts with these vital national priorities. We celebrate the remarkable achievements of every single woman mobilised by our teams; their inherent dignity, quiet resilience and burgeoning entrepreneurship are the true pillars of lasting societal progress.

As the socio-economic landscape continues to evolve, our fundamental mission remains remarkably clear. The persistent challenges of poverty, systemic exclusion and social injustice constantly drive us to innovate, collaborate, and

persist. We are deeply committed to leveraging modern technological advancements alongside responsive policies and the enduring spirit of volunteerism. This multifaceted approach is essential to bring about transformative, sustainable change across rural Uttar Pradesh and beyond.

In closing, I extend my deepest gratitude to our dedicated staff, our invaluable partners, and all our stakeholders for their unwavering support and faith in our vision. Together, we will continue the vital work of building a genuinely inclusive society where opportunity, health, and security are recognised as fundamental rights for all. The year ahead promises further growth, a deeper, more measurable impact and lasting change for the communities we are privileged to serve.

— **Poornima Jain**
Chairperson

Message from Director

AS WE reflect on the financial year 2024-25, it is with immense gratitude and a profound sense of achievement that I present the progress, challenges and milestones we have successfully traversed together. The comprehensive organisational development journey, carefully initiated through the GROW project, concluded this year in September. Our primary focus during this transition was consolidating the rigorous learning processes that commenced last year. The GROW digital learning portal, The Hub, proved to be an invaluable asset. It empowered numerous staff members to systematically expand their knowledge base and seamlessly implement these theoretical insights into their practical, daily work. This culture of continuous learning has been intrinsically instrumental in strengthening our internal capacity and proactively preparing us for future operational challenges.

On the ground, our diverse field activities continued steadfastly, even as several new socio-economic challenges emerged along the way. Whether undertaking deep rural community mobilisation, advancing vital child protection initiatives, or pioneering campaigns for gender-based violence prevention, our teams demonstrated remarkable resilience. Despite the inevitable obstacles that surface from time to time, we remain resolutely committed to empowering vulnerable populations and devising innovative,



sustainable solutions to uplift marginalised lives. As we look ahead to the coming years, we remain steadfast in our core commitment to building a more inclusive, equitable, and thoroughly empowered community. Together, standing shoulder to shoulder with all our stakeholders, we will relentlessly continue to advance our shared mission and work towards creating a significantly better, more secure future for all.

As we march ahead tirelessly in our enduring mission to build a structurally sound community, I must pause to extend my most heartfelt thanks to our esteemed philanthropic partners and donors. We are deeply indebted to Misereor, YouthReach, Impact, EdelGive Foundation and Azim Premji Foundation

for their unwavering faith in our vision and their generous, sustained funding of our multifaceted projects. Their crucial financial support has been the absolute bedrock of our stability, proving pivotal in driving our grassroots initiatives forward and facilitating a genuinely tangible impact. I also wish to express my sincere gratitude to our various knowledge partners, who have consistently played an essential role in systematically enhancing our technical capacity across different operational aspects of our work, ensuring we are well-equipped for the complexities of tomorrow.

It is important to acknowledge that our widespread efforts would simply not have been possible without the active cooperation and daily support of a wide network of local stakeholders. I extend my sincere appreciation to the local administrative leaders, government officials, police officers and bank officials, as well as media personnel, principals and teachers at local schools and colleges. Their willing collaboration and grassroots facilitation have

greatly expedited the successful execution of our development programmes and significantly strengthened our fundamental connection with the very communities we serve. I also wish to formally thank the organisation’s governing board for their steadfast strategic guidance and long-term vision, which has been consistently instrumental in steering us towards achieving our overarching goals.

Lastly, but perhaps most importantly, I extend my deepest appreciation to our dedicated staff, whose unwavering diligence and professional commitment have been the primary driving force behind our collective successes. Frequently operating in the face of intensely challenging circumstances, they have worked tirelessly, day and night, to faithfully accomplish the organisation’s mission. Their extraordinary efforts perfectly embody the foundational spirit and core values we constantly strive to uphold as an organisation.

— **KN Tiwari**
Director

Reducing Violence against Women

WORK on reducing violence against women continued in 125 villages during the year under reporting. Apart from expansion, several activities were added to intensify the work on the issue. Women’s cell continued to tackle cases of violence and para legal volunteers continued to create awareness on violence against women in the villages.

Nari Adalat (women’s court) continued to be held on 10th of every month at the Training Centre and on 20th of every month in some village of the operational area.



Shaiyasta: Seeking Dignity Amid Domestic Strife

Shaiyasta, daughter of Mehboob from the Muslim Gade community, hails from Suchela Deva village in Saharanpur district. Two years ago, she was married to Rashid of Ahmadpur Chhachhpura, following traditional Muslim customs. Despite their modest means, Shaiyasta’s family provided her in-laws with all essential items, many beyond their financial capacity.

Initially, her marital life was peaceful. However, tensions soon emerged. Her in-laws began taunting her over household chores and accused her of bringing insufficient dowry, demanding a vehicle her family could not afford. Verbal abuse escalated into physical violence. Despite repeated attempts to speak with her husband, Rashid dismissed her concerns, saying she should simply endure it.

After two years of persistent mistreatment, Shaiyasta confided in her parents. Her father approached the village pradhan, who convened a panchayat and warned her in-laws that any harm to Shaiyasta would bring shame to the community. This intervention led to temporary improvement, but the abuse resumed. Eventually, she was beaten and thrown out of her marital home, and has since been living with her parents.

On 18 March 2025, the Women’s Cell team organised a hearing at Nari Adalat, summoning both families. Rashid admitted his mistakes but also accused Shaiyasta of leaving without informing him and speaking ill of his mother and sister. He proposed a compromise: Shaiyasta would prepare separate meals and he would ensure her needs were met.

The key challenge was the emotional bond between Shaiyasta and Rashid. While they wished to stay together, Rashid’s family repeatedly disrupted counselling efforts. Eventually, a practical arrangement was agreed upon to reduce household friction and support reconciliation.



Promoting Gender Equality

Disha continued work with various stakeholders to promote gender equality for ensuring better life of women and reducing incidents of violence against women. These stakeholders include ASHA workers, school management committee representatives, police personnel, media persons and adolescent school children.

Overview

- Eight awareness camps on gender equity and equality and violence against women organised.
- Eight street plays on gender equity and equality and violence against women organised.
- One workshop organised with the

representatives of Mahila Mazdoor Evam Laghu Kisan Sangathan.

- One workshop organised with ASHAs.
- 364 wall writings done.

Disha celebrated International Women's Day with marked enthusiasm on 8 March. Rural women leaders were granted the honour of occupying the dais. These women chanted slogans and performed songs, creating a resonant ambiance. Students affiliated with the Ambedkar Club Sultanpur delivered an impressive dance performance. The Director of Disha, along with other senior staff members, provided an overview of the day's historical significance while emphasising the year's theme 'Accelerate Action'. Furthermore, a 14-point resolution was formally adopted. Several hundred women from the organisation's working area actively participated in the event.

Livelihood Promotion



TO PROMOTE livelihood in rural areas three sets of interventions are being carried out across the organisation's operational area.

Self-Help Groups

Seven self-help groups were formed during the year under reporting.

Aaroh Campaign

Aaroh campaign, focused on women in agriculture sector, was conducted in 20 villages of the operational area. Under this campaign awareness on agricultural techniques was created among women farmers and input support was given to them. In all 250 women farmers associated with Aaroh campaign participated in 10 events organised at Saharanpur and other places.

Farmers Producer Organisation

The FPO could not get working capital and support of government agencies. As a result, the FPO did not make any progress.

Training for building capacity of weak SHGs across the villages of operational area were carried out. The training focused on regular group meetings, roles of officials, loan processes, document updates, and strengthening loan recovery. Participants discussed challenges and received guidance to enhance group efficiency. Emphasis was placed on discipline, proper loan usage and conflict resolution.

Members were encouraged to pursue self-employment opportunities like dairy farming, running shops, or hawking to achieve self-reliance. The training aimed to equip members with essential skills and knowledge to improve their economic conditions and foster their personal and community development.

Sarita Devi: A Shining Example of Economic Betterment

Self-help groups are proving to be a boon for rural women by improving their economic status and enabling them to support their families with dignity. The story of Sarita Devi, a resident of Alipura village in Saharanpur district, stands as a shining example.

Pointing towards a wooden rack in her home, Sarita proudly shares that her son, Gaurav Kapil, manufactures such items in his small factory and sells them online, earning a steady income. Her daughter, Abhika Kapil, has also completed her General Nursing and Midwifery (GNM) course and now works as a nurse in a Meerut hospital.

Sarita’s family of six includes her husband Shiv Kumar, who works as a car denting and painting labourer, three daughters, and one son. She herself is employed as an Anganwadi worker. But life was not always this secure.

“Before 2010, our family faced severe financial difficulties. We had to mortgage our jewellery and take loans from moneylenders at high interest rates just to meet our day-to-day expenses. The debt was unbearable, and we felt trapped with no way out,” recalls Sarita.

Her turning point came when she met Meera Devi, associated with Disha Social Organization. Under the organization’s Aarohan project, Sarita joined a self-help group named Uday Swayam Sahayata Samuh. Starting with a modest saving of ₹25 a month, she gradually increased her contributions.

The group’s support transformed her family’s fortunes. “I was able to redeem my jewellery, pay my daughter’s education fees, and start my son’s business with the group’s help. Even during the construction of our house, funds from the self-help group proved invaluable. The interest on loans is very low, and whatever interest we pay goes back into strengthening the group,” she explains.

From living under constant financial stress to becoming a source of hope and stability for her family, Sarita Devi’s journey highlights how self-help groups can empower women and build stronger communities.



Aarohan Project

The project continued to make significant strides in empowering rural women and strengthening their communities. The project’s core focus was on building and expanding women’s self-help groups (SHGs), which fostered collective action, mutual support, and economic independence for nearly six thousand women.

Throughout the year, new SHGs were formed while existing groups were strengthened, resulting in a vibrant network of 520 groups. These groups encouraged a culture of saving and financial planning, which allowed women to address emergencies, invest in livelihoods, and access credit from formal banking channels. The system of inter-loaning within SHGs enabled women to meet essential family needs and avoid reliance on informal moneylenders.

The project placed a strong emphasis on enterprise development. Women established small businesses such as broom-making, beauty salons, dairy, and local retail shops, boosting household incomes and instilling entrepreneurial confidence. Training programs in broom and agarbatti (incense stick) making provided practical skills and motivation for many new entrepreneurs, and technical support ensured women were equipped to manage the tools and resources of their trade.

Capacity-building workshops were conducted to improve group management, record keeping, and leadership skills among SHG office-bearers. Financial literacy sessions demystified digital banking and transaction methods, helping women become comfortable with digital platforms and vigilant against cyber fraud. These activities enhanced the



women's self-assurance in managing financial matters and participating fully in India's digital economy.

The project also facilitated strong linkages between women and various government welfare schemes. Participants gained access to social security initiatives such as health insurance under Ayushman Bharat, life and accident insurance, and girl child savings schemes. Many SHG members were enrolled in government-supported programs, amplifying their access to healthcare, education, and pension benefits.

Field visits and regular interaction among stakeholders promoted transparency, accountability, and learning. The project celebrated milestones such as International

Women's Day, where beneficiaries showcased products and achievements, reflecting the program's positive effect on community pride and cohesion.

Project Aarohan's approach demonstrates the power of collective action, skill development, and sustained partnerships in fostering rural women's empowerment. By nurturing self-help groups, facilitating access to resources, and strengthening connections to welfare schemes, the project has helped women build confidence, improve livelihoods, and support their families with dignity. The experience underscores the transformative role that community organizations and supportive interventions can play in holistic rural development and gender equality.

Education Intervention

FIFTEEN girls' education centres set up in as many villages for providing informal education from class I to V to 450 girls in three years. A total of 465 adolescent girls continued studies in class 5 the year under reporting. At the end of the year they passed class 5. These girls are in 12 to 18 years age group. They have never attended any school due to traditional restrictions on them and unavailability of schools in their areas.

Highlights

- Independence Day celebration on 15 August 2025
- An inter-centre exposure of girls studying in education centres was organised at the education centre in Manakpur Sadat village of Sarsawa block on 26 September 2024. Over 200 adolescent girls studying at Chalakpur, Chilkana, Dumjheda and Dubhed Kala and their parents participated in the exposure trip.
- Republic Day celebration on 26 January 2025

Girl Child Education Programme

The IIMPACT-Disha Girl Child Education Programme continued to make significant achievements in advancing educational opportunities for disadvantaged girls. During the reporting period, there was notable progress in the number of girls reached and retained within the programme. Efforts focused on enhancing classroom engagement, providing training for teachers, and distributing teaching learning material have resulted in higher attendance rates and improved academic performance. Specific initiatives, such as remedial learning sessions and skill-building workshops, ensured that vulnerable girls received targeted support,





especially amidst ongoing social and economic challenges.

The year saw a variety of activities including awareness campaigns, parental meetings and girl-led events to strengthen the overall impact of the programme. Special sessions on digital literacy, health education and life skills were conducted to holistically develop beneficiaries. Partnerships with local stakeholders, training workshops for staff, and periodic monitoring visits contributed to quality assurance across centres.

Active engagement with parents, community leaders and volunteers was pivotal in reinforcing the value of girls' education. Community mobilisation activities fostered a supportive environment for learning and addressed key societal barriers.

Despite notable strides, the programme faced certain challenges including intermittent school closures and digital access issues.



Health and Hygiene



HEALTH and hygiene initiatives were actively implemented across 15 villages in the Sarsawa block of Saharanpur district. Each village was organised into two distinct groups—one comprising adolescent girls and the other young women, with each group including 10 to 12 members. These groups convened monthly meetings to address health-related concerns and acquire essential knowledge about personal health and hygiene practices.

To ensure community engagement, a health volunteer was designated in each village. These volunteers conducted informative sessions within their respective villages, focusing on educating both young women and adolescent girls about maintaining their health effectively. Additionally, regular testing for haemoglobin,

iron, and calcium levels was carried out for the participants. Based on the findings of these assessments, dietary supplements were distributed to rectify any identified deficiencies. In total, 255 young women and 68 adolescent girls benefited from these supplements, fostering improvement in their overall health.

To enhance their expertise, refresher training sessions for health volunteers were conducted at the Training Centre, equipping them with updated knowledge regarding prevalent health issues.

These initiatives exemplify a structured approach towards improving health and hygiene awareness in rural communities, ultimately contributing to the well-being of women and adolescent girls.

Community-based Organisation



MAHILA Mazdoor Evam Laghu Kisan Sangathan is an organisation of women labourers and small farmers. It is an important and effective tool of Disha's working for poor, deprived and downtrodden communities, especially women. The sangathan's members are all time active to serve the rural people by providing them timely updated information regarding the government entitlements and policies.

The Area Level Committees (ALCs) and Steering Committee (SCs) are functioning well in the project area, playing crucial role during social audit of the government programmes, keeping an eye over the selection of the beneficiaries for different government schemes and programmes.

Sangathan Committees village level meeting held every month in every village and sangathan central meeting held on 24th of every month at Disha Training Centre to strengthen Disha's CBOs. Issues and concerns of their villages are

discussed, and strategies are developed to deal with it in a reasonable timeframe. Half-yearly meetings of the steering committee members were held as scheduled.

Thirty training were organised for enhancing the capacity of village level committees operating in 30 villages of Sarsawa and Sadholi Qadeem development blocks.

Interventions of the sangathan have enabled 3,329 villagers access their entitlements.

The 34th annual convention of Mahila Mazdoor Evam Laghu Kisan Sangathan was organised at Disha Training Centre. Hundreds of women from Disha's operational area participated in the event. The organisation of women labourers and small farmers is advocating for the rights of the poor, exploited, deprived and women. It is playing a critical role in reaching benefits of the government welfare schemes to the eligible villagers and resolving strife at the village level.

Towards Better Citizenry



DISHA started working on Constitutional values on the premise if the values were established among the people, their issues and problems would be resolved. The work on Constitutional values is being done through 26 fellows (25 last year) in five districts – Saharanpur, Shamli, Muzaffarnagar (all in Uttar Pradesh), Dehradun and Haridwar (both in Uttarakhand). The fellows are guided by five mentors in their work.

By the end of the first year of the fellowship, that is, from 1 August to 31 July two fellows gave up fellowship due to health reasons, and one fellow was removed due to non-performance. They were replaced with new fellows.

Two cross learning workshops were held during the year under reporting. The primary objective of the first cross-learning workshop held between 14 and 17 August 2024 was to explore how our fellows aligned their activities in their respective fields with constitutional

values and contributed to establishing these values in society. Additionally, the workshop aimed to clarify the roles and responsibilities of both mentors and fellows towards the fellowship. At the end of the workshop, all the fellows identified social problems in their respective fields and decided to work on them in alignment with the fellowship's focus on constitutional values.

The theme of the second cross-learning workshop held from 18 to 21 January 2025 was 'Thinking of Change'. It focused on identifying activities that could help change societal perceptions and beliefs. It was emphasised that to bring about the change, it was necessary to break assumptions and beliefs prevailing in the working area and move towards values from the issues. A discussion was held on the work plan of the remaining one-and-a-half years of the fellowship to establish constitutional values in the society.

From Education to Rights: The New Path of the Van Gujjars

The Van Gujjar community, a semi-nomadic pastoral Muslim group in Uttarakhand, has lived for generations in harmony with forests and highland pastures, migrating seasonally with their prized Gojri buffaloes. Their lives, rooted in milk, curd and butter, and sustained by bamboo and mud dwellings, have long been intertwined with the rhythms of the jungle. Yet, displacement and resettlement policies since the 1990s have unsettled this balance, pushing them into a struggle for identity, livelihood and rights.

Gulfam, a young community member, recalls how traditions once defined their world. Men wore Gojri turbans, women participated equally in decisions, and girls grew up without veils. Today, he sees these practices fading, replaced by mainstream norms that threaten their cultural distinctiveness. "If this continues, our identity will vanish," he warns, reflecting the tension between integration and preservation.

The crisis deepened when families were relocated from Rajaji National Park and other protected areas. Promised land for cultivation remained under forest department ownership, leaving livelihoods insecure. In settlements like Ghoda Khatta, education was almost absent, with only a handful of literate individuals among thousands. Mohammad Ishaq explains, "Our ancestors never needed schools. The forest was our life. But now, without education, we cannot fight for our rights."

The Forest Rights Act of 2006 was meant to secure their claims, yet most applications were rejected due to errors in paperwork. Illiteracy left the community dependent on outsiders to represent them, often unsuccessfully. Across Kumaon and Garhwal, tens of thousands remain without legal recognition, while basic services such as health and childcare are missing in most settlements.

Faced with this reality, Gulfam and Ishaq chose education as their weapon of change. Two years ago, they established a small learning centre in their village. Today, more than 50 children between six and 15 attend classes there. The initiative has grown into seven centres across Uttarakhand, funded entirely by the community. Ishaq reflects, "We realised education is not only for children, but for the whole community to understand our rights and stand for them."

These centres are more than classrooms. They are spaces where children learn letters alongside the language of equality and constitutional rights. Gulfam explains, "The government will not build schools in the forest, and our children cannot cross it alone. So we decided to bring education to them."

The Van Gujjars now stand at a crossroads. In resettlement colonies, mainstream influences reshape their social fabric, while in forest hamlets, eviction threats loom large. Yet, amid uncertainty, education has become a bridge between tradition and modernity, a means to reclaim dignity and secure rights.

Education has become the path to rights, and through it, the Van Gujjars are shaping their future.

Organisational Development



THE PAST year was marked by a deliberate focus on strengthening three critical areas identified during the organisational diagnostic study — information technology, communications, and fundraising and networking. These domains had earlier been recognised as relatively weak links in the organisation's structure, and the leadership resolved to address them systematically. The process was led in-house by a senior staff member, drawing upon material and insights gained from both online and offline training sessions conducted in the previous year. This approach ensured continuity, contextual relevance, and ownership within the team.

As the year drew to a close, the donor's end line survey revealed that the learning had indeed been consolidated. The project, which was scheduled to end on 31 March 2024, benefitted from the donor's gracious decision to extend support for an additional six months

until 30 September 2024. This extension not only allowed the organisation to deepen its learning but also facilitated the construction of a room from unspent funds, thereby strengthening infrastructure. Meanwhile, staff members continued to engage with The Hub, the learning portal designed by the project, ensuring that knowledge acquisition remained ongoing and accessible.

Website and Social Media

In the intervening period, the organisation's website was updated nine times, each update reflecting events and activities undertaken. These updates were not merely technical exercises but served as a window into the organisation's evolving journey, ensuring that stakeholders remained informed and connected.

Parallel to this, the organisation maintained an



active social media presence. Fifteen posts each were published on Facebook and Instagram, three on LinkedIn, and five on Twitter. These platforms became vital tools for outreach, enabling the organisation to engage with a wider audience, showcase achievements, and highlight ongoing efforts. The consistency of updates underscored the organisation's commitment to transparency and visibility, while also strengthening its credibility among donors, partners, and communities.

Documentation

Documentation continued to serve as the cornerstone of organisational development and accountability. It was recognised not merely as a compliance requirement but as a vital tool for preserving institutional memory, ensuring adherence to donor and legal obligations, and promoting transparency. By strengthening documentation practices, the organisation enhanced operational integrity and credibility, thereby empowering itself to make meaningful impacts on communities.



All project reports were submitted to donors promptly, adhering to prescribed schedules and demonstrating commitment to donor expectations. Training sessions and events were meticulously documented, ensuring a consistent record of organisational activities. Beyond routine reporting, efforts were made to capture transformative stories that reflected the positive changes brought about by the organisation's initiatives.

Folk Media Communication

The Folk Media Communication Team,



comprising 17 dedicated members, continued to play a pivotal role in raising awareness among communities. Through issue-based plays, the team addressed pressing social concerns in a manner that was culturally resonant and accessible. Performances were staged at different locations, attracting over 3,000 viewers.

The plays successfully engaged audiences, leaving a lasting impact on their perspectives and encouraging dialogue on critical issues. By leveraging folk media, the team demonstrated how traditional forms of communication can be harnessed to advocate for social change and empowerment. Their work reaffirmed the organisation's belief in blending cultural heritage with contemporary advocacy, ensuring that messages reached communities in ways that were both meaningful and memorable.

Training and Engagement

In-house staff training sessions were conducted throughout the year, tailored to organisational needs. These sessions ensured that capacity





building remained aligned with immediate priorities. In addition, select team members participated in issue-based training provided by external organisations. Notable among these were:

- Training of para-legal volunteers, equipping them to support communities in navigating legal processes.
- Training of Disha workers on gender-based violence, strengthening the organisation's ability to respond to and prevent such issues.
- Refresher training on documentation and story writing, reinforcing the importance of accurate record-keeping and effective communication.

The organisation also maintained strong engagement with the Agriculture Department,



fostering collaborative efforts that expanded the scope of its work.

Social Harmony

To promote social harmony, events like Holi Milan and Id Milan were organised during the year under reporting. Hundreds of local people and Disha staff participated in these events, underlining the need for peaceful co-existence of different religious groups. Ambedkar Jayanti was observed on 14 April 2023, Independence Day on 15 August 2023, Gandhi Jayanti and Lal Bahadur Shastri Jayanti on 2 October 2023, New Year on 1 January 2024, and Republic Day on 26 January 2024. These occasions reinforced the organisation's connection to national values and collective identity, while also providing platforms for community engagement.

Resource Providers and Networks

Our Resource Providers

- MISEREOR, Germany
- Youth Reach and AIS Glass Ltd.
- IIMPACT
- Edelgive Foundation
- Azim Premji Philanthropic Initiative

Our Networks

- Voluntary Action Network of India (VANI)
- Uttar Pradesh Voluntary Action Network (UPVAN)
- Women Power Connect (WPC)
- VAMA Network
- Sahyog Network
- Sa-Dhan
- Sustainable Agriculture Network, Uttar Pradesh
- CIVICUS
- CWLR

Governing Board

Ms Poornima Jain, Chairperson

With a masters’ degree from Delhi University, she has been associated with Disha since its inception. She has a wealth of experience in international development and media.

Mr KN Tiwari, Secretary

Founder secretary and director of Disha, he has more than four decades of experience in social work. He is nationally and internationally famed for his contribution to the empowerment of small farmers, women, dalits and religious minorities.

Mr Mohit Mittal, Treasurer

He is a postgraduate in commerce and an MIS expert. He is the organisation’s treasurer for the last four years.

Mr Rajive Jain, Member

Founder of CENDIT, working on development media and communication, he has wealth of experience in the development sector. He has donated land and building to Disha.

Mr Anit Aggarwal

He is an account professional and is associated as a member of the governing board for the last two years.

Ms Rajjo Devi, Member

She is a local activist and has served in the local council and is associated with Disha for about three decades.

Mr Riyasat Ali, Member

He is a local farmer and is associated with the organisation since its inception. He is one of the founder members of the organisation.

Numbers Speak

1.	Reducing violence against women	590
2.	Promoting gender equality	1,260
3.	Livelihood promotion	2,250
4.	Education	2,450
5.	Health and hygiene	323
6.	Government entitlements	3,329
7.	Coverage through fellows and change leaders	1,300
8.	Folk media communication	3,000
9.	Community events	1,800
	Total	16,302



"Disha Training Centre is a place of hygienic, natural and healthy atmosphere, with boarding and lodging facilities for 60 people. You are invited to organise your meetings, workshops and training"

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