

ActionAid Association



Annual Report

April 2025- March 2026

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About ActionAid Association

ActionAid Association is a nationally registered organisation working with the poor and marginalised people in India since 1972. We are working across 25 States and three Union Territories and the work with communities is implemented through our 16 project offices.

ActionAid works in solidarity with the most marginalised communities to further Social and Ecological Justice. We believe in equality and justice for all and support the leadership and empowerment of the marginalised communities in their struggle for a life of dignity as equal citizens of India. Together with communities, supporters, institutions and government, we strive for equality, fraternity and liberty for all.

We draw inspiration and guidance from the Constitution of India and international covenants that envision a just and equal world.

Our Vision

"A world without poverty, patriarchy and injustice in which every person enjoys the right to live with dignity."

Our Mission

"To work in solidarity with the poor and participate in their efforts to eradicate poverty, patriarchy and injustice."

Overall Goal

A just social order brought about by the dispossessed claiming their right to dignity and identity through enhanced democratic participation and structural transformation. We strongly believe that an end to poverty can be achieved through purposeful individual and collective action led by the active agency of the people living in poverty and supported by solidarity, credible alternatives that address the structural causes and consequences of poverty.

Our Values

We reiterate our values and stress on 'praxis' in our work, in our effort to deepen our commitment to transform our organisational culture.

- Solidarity, camaraderie and sisterhood with the poor, the powerless and excluded women, girls, boys and men will be at the core of our struggle against poverty and injustice.
- 'Personal is political': without contradiction in the practice in private and public sphere.
- Courage of conviction, requiring us to be creative and progressive, bold and innovative – without fear of failure.
- Equality, justice and diversity, requiring us to work to ensure equal opportunity to every person, irrespective of caste, class, race, age, gender, sexual orientation, colour, class, ethnicity, disability, location, and religion.
- Humility and modesty in our conduct and behaviour.
- Transparency and accountability.
- Independence and neutrality from any religious or party-political affiliation.



Introduction

ActionAid Association continued to work with some of the most vulnerable and marginalised communities across India to advance justice, dignity and resilience through integrated, community-led development programmes. During the year, our interventions continued to focus on quality education and child protection, women's leadership building and their economic empowerment, promoting sustainable livelihoods, social protection and welfare linkages for informal workers and persons with disabilities, ecological restoration, urban poverty and humanitarian response. Across these programmes, engaging with communities, building their institutions and leadership and engagement with government institutions remained central to promoting sustainable and inclusive development.

Children and women remained at the heart of our work. Through community mobilisation, school engagement and partnerships with local authorities, thousands of children were mainstreamed into formal education while investments in STEM education, school infrastructure development, nutrition and child protection created safer, more inclusive learning environments. Children's clubs and community institutions further strengthened awareness, participation and leadership among young people.

Women's livelihood collectives, farmer producer organisations, youth groups and workers' collectives emerged as powerful platforms for social and economic transformation. Sustainable livelihood initiatives enabled women, women-farmers, fishers, young urban women and persons with disabilities to strengthen their economic enterprises, enhance incomes and improve financial resilience through skills, market linkages and entrepreneurship support. Workers' Facilitation Centres enabled informal workers to access social security schemes, and welfare entitlements, while campaigns such as *Mazdoor Pathshalas* strengthened awareness on labour codes and rules including minimum wages, dignity of work, harassment free work places, social protections along with addressing instances of exploitation, abuse and harassment faced by women workers, where needed.

ActionAid also deepened its commitment to ecological restoration by promoting climate-resilient ecological agriculture, indigenous seed conservation and large-scale mangrove restoration while supporting communities to build resilience against increasing climate risks. In urban settlements, sustained engagement with community collectives and local governments helped enhance civic engagement and accordingly better access to essential civic services for the local communities.

The year also saw several humanitarian emergencies including natural disasters like cyclones, floods/flash floods, heatwaves and others like fires in Patna. Along with the local team of community leaders and volunteers, ActionAid responded immediately delivering timely relief while supporting protection needs to particularly vulnerable populations namely children, pregnant women and people with disabilities.

Together, these initiatives reflect ActionAid Association's commitment to building lasting change for communities who have remained at the margins and build equitable, resilient and sustainable futures and contribute to the nation building efforts.

The challenges our country faces are complex, but so is our collective determination and we will continue to push boundaries looking back with humility and forward with hope in our efforts towards nation building.

We are grateful to all our supporters, partners, volunteers, and community members who help turn shared values into real impact. Their trust strengthens our resolve to serve with greater transparency, commitment and compassion.

We are recommitted to accountability, transparency, and impact—so that every resource entrusted to us advances opportunities and wellbeing for all those who are left behind.



Training of app-based delivery agents in Mumbai to prevent street harassment

Promoting Children's Education, Protection

ActionAid has been engaging on children's education and right to protection in all our long-term initiatives. Children of marginalized communities and girls remain at the centre of the interventions. Our efforts are working towards generating awareness on significance of education, supporting enrolment of out of school and drop-out children, engaging with schools and local administrations to work on aspects of quality of education; promoting STEM education; nutrition and issues of children's safety and protection to help prevent child labour, child abuse and child marriage.



During the year, our teams continued to engage in identifying out of school children and supported their school enrolment resulting in mainstreaming of 17,500 across districts. Capacity building of SMCs and community interface with school administration and authorities, helped to build community's confidence and faith in schools. Scholarship campaigns and fun and learning activities through children's clubs and community-based education centres helped in strengthening the joyful learning environment for the children and helping them in accessing scholarships.

Of special significance is our efforts across seven districts in Uttar Pradesh. Child-focused interventions across 100 government schools in these 20 districts resulted in engagement with over 10,000 adolescent girls and their parents encouraged to give due attention to their education. Meetings with Village-level institutions including School Management Committees (SMCs), Village Level Child Protection Committees (VLPCs), and Panchayati Raj Institutions (PRIs), were carried out to address issues of quality of education, develop better infrastructure and strengthen community's ownership over these processes. Infrastructure

support was provided to 50 government schools to create a more conducive learning environment for girls and children with disability.

Promoting STEM education continued to be another focus area of our interventions with schools. STEM infrastructure support was provided to 50 government schools along with training support to teachers and students to encourage experiential learning. Science fairs were organised in collaboration with school and the District Institute of Education and Training (DIET), to help foster scientific temper and innovation among students.



More than 2,000 children participated in training, awareness and sensitisation sessions on child rights and protection issues. Child protection initiatives focused on enhancing awareness and building life skills among children and adolescents. In addition, 1,500 adolescent girls were equipped with self-defence skills, strengthening their confidence and ability to respond to violence and abuse.

Nutrition Support for Malnourished Children- Shivpuri District

In partnership with Britannia Nutrition Foundation, ActionAid implemented a targeted nutrition intervention in Shivpuri district, Madhya Pradesh to address child malnutrition and maternal under-nutrition among vulnerable communities. The programme combined nutrition supplementation, health monitoring, and community awareness to improve the nutritional well-being of children and mothers. 900 malnourished and undernourished children under five years of age were provided with nutrition kits, while 1,200 hygiene kits were distributed through 120 Anganwadi Centres to promote hygiene and preventive health practices. Alongside, a total of 670 pregnant and lactating women received food baskets to support maternal nutrition. The initiative also strengthened anaemia prevention efforts by reaching 18,043 children with iron-fortified biscuits through schools and Anganwadi Centres.

Regular screening and field monitoring enabled the identification of 1,021 children with severe and moderate acute malnutrition (SAM/MAM), facilitating timely referral and care,

including admission of five severely malnourished children to Nutritional Rehabilitation Centres. Community mobilisation efforts during Poshan Month reached over 5,000 people through awareness activities conducted at village, block, and district levels, while a health camp provided access to preventive and primary healthcare services. The programme further strengthened collaboration between government systems and civil society, culminating in a large-scale Women's Convention. The convention was attended by Union Civil Aviation Minister Shri Jyotiraditya Scindia Ji as Chief Guest, along with district officials, appreciating the contributions of Britannia Nutrition Foundation and ActionAid towards improving nutrition outcomes.

Strengthening Livelihoods through input support and skill building

The Power of Collective:

Women Fish Farmers transform their lives

ActionAid Association's partnership with fish farmers in West Bengal spans over two decades. In Desapran Block of East Medinipur, ActionAid has been engaging with fish for the past couple of years. In 2025, these farmers came together and registered their Fish Farmers Producer Organisation (FFPO). Named as Upakuliya Primary Matsyajeebi Samabay Samity Limited, the FFPO currently has 798 members, including 448 women. Its most remarkable feature: every member has an equal say. Members farm fish in their own ponds, while the FFPO provides scientific training, quality fish feed, and fingerlings. After 8–9 months, the FFPO buys back the produce — helping farmers avoid exploitative middlemen and ensuring guaranteed markets. This collective effort has changed hundreds of lives. In 2024–2025, the average income from fish farming increased from 10,000 to 18,000 per farmer. The FFPO also leased 10 ponds for community farming, with profits returning directly to members. Families now enjoy greater stability, confidence, and a dignified livelihood built on cooperation.

Income Generation through Bamboo Craft

In Odisha's Kendrapara district, ten single women aged 35 to 56 years have come together and registered their livelihood collective named Maa Tarini Women's Collective. The members are engaging in life transforming activities through opportunities that is being created by the Collective. The members received training in bamboo craft at the local Rural Self Employment Training Institute (RSETI). While they built their skills and produced several bamboo crafts, they struggled with lack of capital and market access.



As single mothers and first-generation earner, their potential remained untapped. Recognizing this, ActionAid Association, in partnership with Mukul Madhav Foundation and Finolex Industries Limited, provided them with livelihood support and technical guidance. By focusing

on sustainable, locally sourced bamboo, the women have begun producing high-quality items such as kula (winnowing fans), phula changudi (decorative baskets), and tokei (trays). Gradually, they are building a steady presence in Pattamundai market. Today, the collective earns ₹15,000–₹16,000 per month, marking a significant shift from financial uncertainty to a much greater degree of income stability for their families. Beyond income, the initiative has strengthened their confidence, leadership, and social standing. The Maa Tarini Women's Collective now stands as a powerful example of how targeted support can unlock women's potential, turning traditional skills into sustainable livelihoods. These women are now empowered to lead dignified, self-reliant lives.

Agriculture – the Sustainable way

Over 350 women farmers across 10 gram panchayats of East Medinipur district of West Bengal have taken to ecological farming for the past 2 years. They are also producing different crops to help improve soil health and enhance local bio-diversity. Women are also preserving indigenous seeds and keeping it not only for their next crop season but also distributing it to other women farmers. In March 2026, they organised an indigenous Seed Fair showcasing over 100 native seed varieties of vegetables. The fair also promoted seed conservation practises. The villagers resolved to set up more community seed banks and build local food sovereignty. This has been a great step towards protecting and promoting soil health, conservation and rejuvenation.



Mrs. Pravati Singh from Kendrapara district received agricultural input support from ActionAid Association under the project “Creating Alternative Livelihoods for Rural Women and Youth”. With technical guidance from Krishi Vigyan Kendra (Agricultural Science Centre), she adopted improved vegetable cultivation practices, increasing household income and strengthening food and livelihood security.

Leadership building, social inclusion and sustainable livelihoods for Persons with Disabilities

ActionAid's Swavlamban programme in Patna and Muzaffarpur districts of Bihar has been focusing upon strengthening the economic resilience and social inclusion of Persons with Disabilities (PWDs) by supporting them with sustainable livelihood opportunities and entrepreneurship development. The interventions focused on building the capacities of PWDs to become active economic contributors through enterprise development, financial inclusion,



agro-based and other livelihood options, and improved access to government entitlements. More than 100 persons with disabilities received intensive residential training on entrepreneurship, life skills, financial literacy, business management, and livelihood promotion, enhancing their confidence and preparedness to establish and manage income-generating activities.

The project supported the development and expansion of diverse micro-enterprises, including beauty and cosmetics shops, digital service and mobile repair centres, breakfast outlets, mobile salon services, and agri-based livelihoods. Eight beneficiaries were trained and equipped with mushroom cultivation units, enabling them to adopt a low-cost, high-return livelihood model. Regular mentoring and follow-up of existing enterprises revealed encouraging results, with beneficiaries reporting daily earnings ranging from ₹300 to ₹800, increased working capital, and business diversification. To support persons with locomotor disabilities and enhance their mobility, 14 wheelchairs and five pairs of crutches were distributed, enabling their greater participation in economic and social activities.

IMPACT IN NUMBERS	No of PWDs
Life Skill and Financial Inclusion training (Community Leadership, PwDs)	50
Entrepreneurship Development Training for PWDs	50
Trainings on Enhancement in Agricultural Productivity & providing Agricultural tools	400
Microenterprise development training attended by	34
Support for Petty Shops with Kiosks	18
Mushroom production Units	8
Backyard poultry farming	15
Assistive devices for PWDs to increase mobility	40

Community mobilisation and awareness efforts further strengthened the inclusion agenda, with observance of the International Day of Persons with Disabilities and 22 community meetings reaching hundreds of community members with information on disability rights, social inclusion, government schemes for persons with disabilities and their families, and support services available for them. The project also facilitated access to key entitlements, including UDID cards, railway concessions, and marriage incentive benefits. By combining livelihood promotion, skill development, assistive support, SWAVLAMBAN is helping persons with disabilities build sustainable incomes, strengthen self-reliance, and secure greater dignity and recognition within their communities.

Entrepreneurship and Leadership building among Women

Skilling Young Urban Women ActionAid has been engaged with Young Urban Women from marginalised communities to build their capacity and leadership development. As part of this, leadership development training was provided to 40 young women in Hyderabad in collaboration with an institute empanelled with Skill India Mission Program. They were enrolled under different skilling programs, mainly basic fashion designing Course, Advanced



Young women in Marredpally, Secunderabad receiving completion certificates after attending vocational training program

fashion designing, Basic Beautician Course, Advanced Beautician course and Computer Course. 14 of these young women who were enrolled in advanced beautician and advanced fashion designing courses have started their own beautician and tailoring facilities earning regular incomes to support themselves and their families.



Jyothi, working at the collective enterprise - Mahila Udhayami Kendra in Rasoolpura, Secunderabad

Another group of 5 young women from Rasoolpura, Begumpet in Secunderabad district have come together to start a tailoring unit. This collective called Mahila Udhayami Kendra, enabled this group of women to overcome their familial and financial hardships and start their business activity with a shared purpose. These women had attended entrepreneurship development training focusing tailoring, business management,

marketing, and financial literacy, organised by ActionAid for YUWs in collaboration with MSME, Telangana. Input support was provided by ActionAid and now they have started generating some incomes from this activity. The group is hopeful of enhancing their incomes in the coming months.

Across cities, more than 200 young women from economically weaker sections were provided trainings on financial and digital literacy and entrepreneurship development, strengthening their capacity to manage livelihoods and engage with emerging market opportunities. These women were also oriented on cash management, cash book maintenance, and voucher documentation and digital payment systems, online marketplaces, and social media-based marketing tools. By



Urban Women attended training on Financial Literacy & Digital Marketing in Yousufguda, Hyderabad

combining financial management with digital skills, the initiative equipped these young women to manage their business activity more efficiently, improve market access, and build greater financial resilience and self-reliance in an increasingly digital economy. Also, overall 127 young women were also linked with various social security schemes and entitlements.



Women's Collective selling their products at a Fair in Dabhoi, Gujarat

ActionAid Association's livelihood programme in Bhopal and Indore strengthened the economic independence and social empowerment of women and girls through skilling, enterprise development, and legal support. During 2025, 100 women received vocational training, five established food cart enterprises, and two secured employment as drivers with

Rapido and Zomato. The programme also supported 30 women in filing legal cases and provided free legal aid to 200 women.

Workers Facilitation Centres facilitating linkages for informal workers

Workers Facilitation Centres (WFCs) set up in 2023 across 12 districts of six states (Jharkhand, Rajasthan, Uttar Pradesh, Tamil Nadu, Odisha and Punjab) continue to serve as one-stop support centres for informal workers by facilitating their access to social security schemes, central and state level welfare schemes and programmes. During the 2025–26, these WFCs supported 24,223 workers in accessing and applying for various government schemes, including Building and Other Construction Workers (BOCW), e-Shram, GRAMG and MGNREGA, pension schemes and livelihood programmes. In addition to scheme registration, the WFCs provided legal guidance, grievance redressal and counselling, strengthening workers' awareness of protective legislations and improving access to social protection and welfare services.

52 workers collectives across these 12 districts have been able to build a membership base of 17726, 60% of whom were women. These collectives have been taking up issues of awareness building and sensitisation on POSH Act and through community engagements they reached out to 62,346 people. Further 15573 workers were helped to register under Building and Other Construction Workers Welfare Board across districts. The programme has developed 1,170 community volunteers and leaders who are supporting workers in their areas, providing them guidance on social welfare schemes' registrations, filing forms for the same and availing their benefits.

The collectives of informal workers in Rajasthan and Tamil Nadu marked significant milestones in advancing collective bargaining and workers' leadership. They supported 416 cases involving issues of wage theft, bonded labour, sexual harassment and unpaid wages, of which 137 cases were resolved through legal counselling and mediation. Further, 360 workers' families were assisted in preparing and submitting applications and for wage claims long due under NREGA.



Mazdoor Pathshalas: A national initiative with informal sector workers

The idea of running Mazdoor Pathshalas gained shape with the enactment of the four Labor Codes effective from November 21, 2025. We took this as a historic opportunity to formalize and secure the well being of India's workforce. ActionAid's work has focussed primarily on women workers and with more than 90% of women workers in the informal sector working in fields, private homes, construction sites, and on footpaths as street vendors and hawkers, we planned to run Mazdoor Pathshalas (Informal Workers' School) to create awareness about the labour codes and its protective mechanisms.



Mazdoor Pathshala in Jungle Naharchapra village, Padrauna block, Kushinagar district, Uttar Pradesh

Mazdoor pathshalas were organised across 200 districts with agricultural workers, construction workers, sugar cane cutters, fish workers, street vendors and hawkers, gig and platform workers. The pathshalas provided unique space within the community settings or at workers' work site, at a time convenient for workers and creates conversations about workers' issues taking up the provisions of the labour codes as well as various other labour laws at the state level and the welfare boards for different category of workers. Workers find this space very helpful to share their experiences, learn and seek advice on challenges they face.

The Mazdoor Pathshalas reached out to over 2 lac people who were provided understanding of provisions under the labour codes. Over 50% of the workers were women workers.

The pathshalas also generated awareness on social security and welfare schemes for informal workers including BOCW welfare schemes, fair and dignified wages, accessible health insurance, assured minimum days of work, and safer workplaces. Workers-government interface was facilitated at various locations for redressal and smooth implementation of the schemes, supporting workers to overcome barriers they face in accessing their entitlements.



Mazdoor Pathshala in an Urban settlement in Chennai

A Legal Literacy Camp organised by Mazdoor Pathshala in Gram Panchayat Tahirpur, Jaunpur district, Uttar Pradesh took up five cases of domestic violence and were provided with legal guidance.

In Yusmarg, Kashmir, the *ponywallas* (pony ride vendors) were struggling to meet their two square meals due to the prolonged closure of tourism sites that was adversely affecting their livelihoods. The matter was discussed in the workers collectives during Mazdoor Pathshala sessions. The collective decided to take up the matter with the local authorities. A group of *ponywallas* took turns to meet the local administration over a period of three months. Their sustained efforts have led to partial reopening of tourist destinations, bringing relief to families dependent on tourism-based income.

During the year, ActionAid Jaipur team carried out an action research study on **Climate Justice for Informal Workers** with the informal workers in Jaipur. Basis the findings of this action research, practical handbooks on the Code on Wages, Climate Justice, Social Security and Migrant Workers' Rights have been developed. The handbook will serve as guide to community leaders engaging with informal sector workers and improve their legal awareness

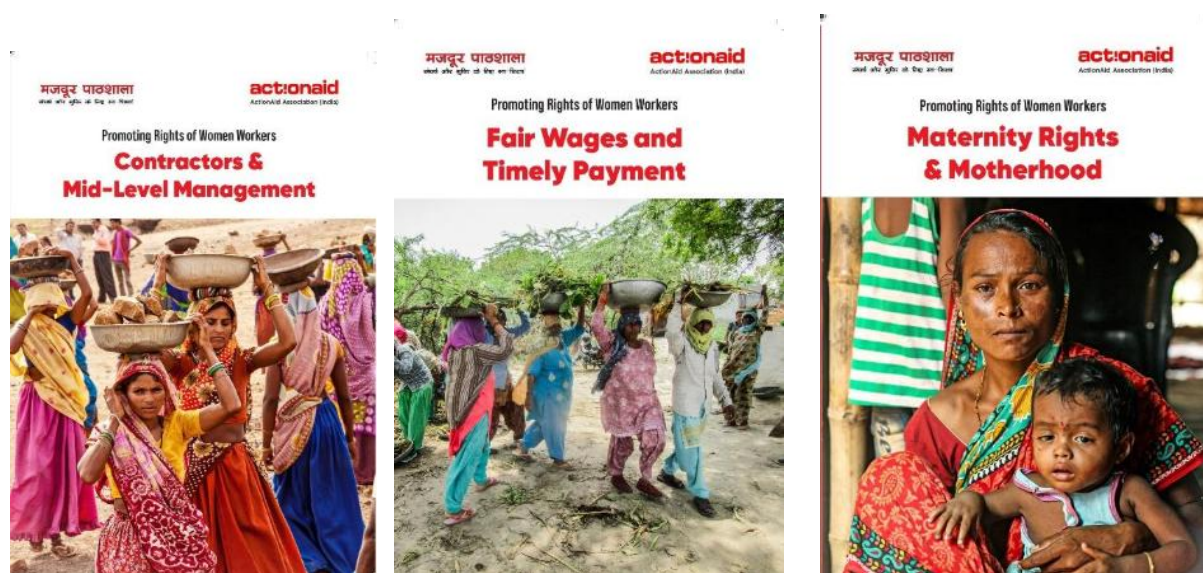
and access to entitlements. The findings have also been used by local leaders to develop action plans for running *Mazdoor Pathshalas* in Rajasthan.

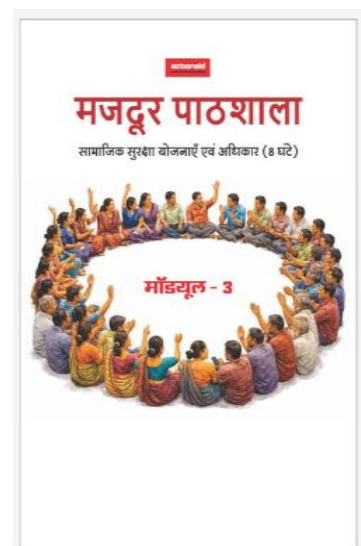
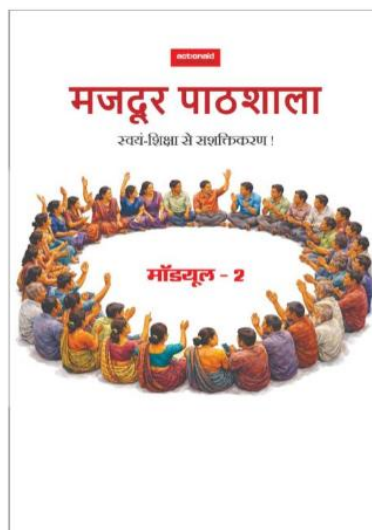
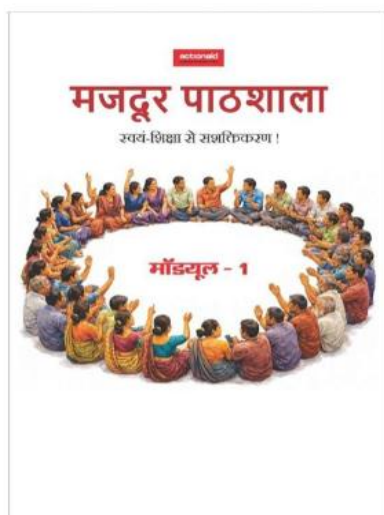
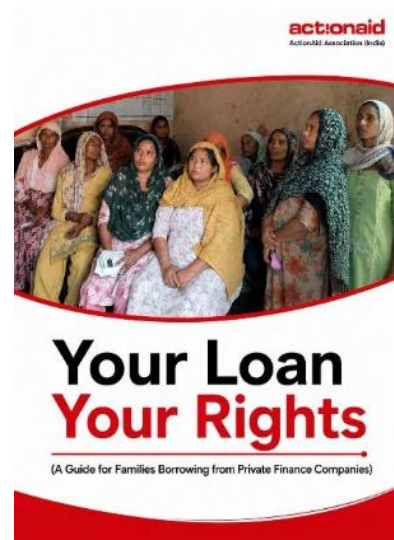
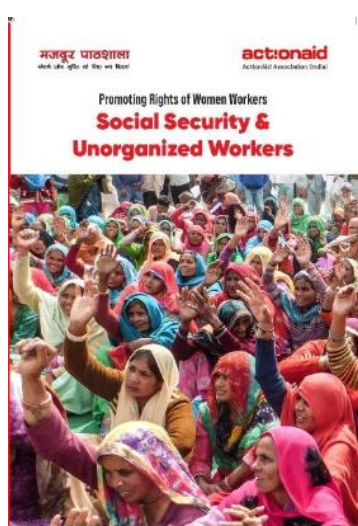
Training Manuals on Informal Workers' issues: During the course of our work, we realised that the training materials that we have developed in the past have been widely used by our ground teams and the community leaders. To support further socialisation of information and knowledge through such



training manuals and handbooks, many more training modules were developed during the year. The manuals focussed on aspects related to workers issues including wages, timely payment of wages, working conditions including occupational Safety and night shifts, health; Manual on Maternity Rights and Motherhood for women workers, manual on Contractors and middle level management, Social Security for unorganised sector workers; Loan related matters etc

Snippets of these Manuals produced during the year





Engagement with Urban Poor Communities

ActionAid has been engaged with Urban poor communities across various cities such as Chennai, Bengaluru, Hyderabad, Bhubaneshwar, Jaipur, Lucknow, etc. to build their awareness and sensitisation on urban services. In JJR Nagar ward, in Bengaluru, the community collective called Slum Mahila Sanghatane engaged with the local authorities and took up the health challenges being faced by over 400 households living around the 60-year-old cremation centre in. Residents, particularly women, children, and elderly people, suffered from smoke, ashes, foul odour,



Toilets constructed after intervention of community collective in KR Market in Bengaluru

and contaminated drinking water, resulting in respiratory and other health problems. Following sustained representation and engagement through the Janaspandana programme, the Brihan Bengaluru Municipal Parishad conducted a site inspection and has now increased the height of the crematorium chimney from 60 feet to over 100 feet. The residents have experienced a significant reduction in smoke, ash, and odour, providing much-needed relief and improving the quality of life for the community.

Similarly, in Jolly Mohalla, a 75-year-old slum settlement near KR Market in Bengaluru, collective engagement and collaborative efforts with the administration led to the Karnataka Slum Development Board sanctioning ₹5 lakh for the renovation of a public toilet and restoration of water facilities, ensuring safe and dignified sanitation for residents.

In September 2025, following severe flooding in Jai Bhim Nagar that affected 78 households, the community collective took the initiative of reaching out to the local administration seeking government compensation under the *Maley Neeru Parihara* scheme. As a result, 32 families received flood relief assistance of ₹10,000 each, while the Sangathane is continuing with its efforts to secure a permanent solution to recurring drainage and flooding issues.

It has been heartening for us to see that our efforts at building community collectives and with training, awareness generation and leadership development of its leaders, the community has been able to take up a lot of their issues with the local administration and find resolutions to the same. Similar such efforts in other urban poor settlements in other cities have been successful in enhancing the quality of government services in these areas for

example availability of water, cleaning of drainages, waste collection, health services, public transport, lightning etc.



Children engaged in learning activity at a Learning Centre in Bengaluru

Gender Sensitisation and Empowerment of Women and Girls

Stand Up Against Street Harassment

Street harassment continues to be a pervasive yet often normalised reality restricting the safety, confidence, and mobility of women and young people in public spaces. Through the *Stand Up Against Street Harassment* initiative in Mumbai supported by L'oreal, ActionAid worked to foster safer and more inclusive public environments by promoting active bystander intervention in instances of street harassment of women and girls. During the year, the initiative engaged with a wide range of stakeholders, including educational institutions, unions, railway platform associations, street vendors and hawkers, BEST staff, gig workers, municipal workers, traffic personnel, ICDS members, and the renowned Mumbai Dabbawalas. Recognising that many people witness harassment but are uncertain about how to respond safely, the programme equipped them with practical, non-confrontational intervention skills through structured awareness and capacity-building sessions. During the year, 47,430 individuals were trained as active bystanders, gaining the knowledge and confidence to identify, prevent, and respond to incidents of street harassment.



The programme strengthened empathy, challenged the normalisation of harassment, and encouraged collective ownership of public spaces. Participants reported increased confidence in supporting victims and intervening safely when witnessing harassment, contributing to a growing culture where dignity, respect, and safety are seen as shared community responsibilities.

PoSH Campaign: Women Workers Break the Silence through “Her Safety Matters”

Keeping our continued focus on making workplaces safe for women, ActionAid Association launched a national campaign titled “Her Safety Matters” across several cities. While the institutional mechanisms under the PoSH Act for women in the formal sector find attention in their implementation and



enforcement, there is not too much focus for a majority of the women who are in the informal sector. The campaign ‘Her Safety Matters’ aimed at generating awareness on the Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act) with a focus on role and functions of Local Complaints Committees (LCCs). Community level engagements focused on women workers most often overlooked by formal protections, those working in warehouses, brick kilns, farms, markets, and small manufacturing units.

States covered	18
Districts covered	218
People reached through awareness generation on the PoSH Act	463,200
Women informal workers trained	76,996
Internal Committees (ICs) formed	724
Internal Committee (IC) members trained	992
Local Committees activated	168

Through public outreach, volunteer training, simple local-language PoSH booklets, and constant community engagement, we aimed to turn legal rights under POSH into real and

accessible provisions. Engagements with local authorities including police personnel focussed on strengthening the LCC members and disseminating details of its members at points closer to the communities so that women can connect with them in instances of workplace harassment and seek redressal. The campaign resulted in some quick actions by women.

In a remote warehouse in Hingoli, Maharashtra, dozens of women had spent years enduring verbal abuse, unwanted touching, and constant harassment, believing it was simply “part of the job.” When our volunteers explained what sexual harassment is, how confidentiality works, and how to approach the LCC, things changed. Within 48 hours, Urmila (name changed) and another worker filed a formal complaint with the LCC, the first ever from the area. The LCC launched an inquiry, statements were recorded, and after inspections, the supervisor was suspended. The warehouse was ordered to install CCTV cameras and place a complaint box. “Today I work without fear. I know my rights,” Urmila says.

At a brick kiln in Aundha Nagnath, Hingoli district Maharashtra, workers treated harassment as an inevitable reality, until the campaign reached them. Two women came forward, triggering swift action, removal of the accused, and improved safety measures. Within weeks, behaviour changed and women began working with renewed confidence.

Across six states, “Her Safety Matters” has reached 2,34,077 informal women workers, transforming silence into collective courage. Through PoSH campaigns and collaboration with the Madhya Pradesh Police, over 100,000 people were reached on gender equality, child safety, and substance abuse prevention. The initiative culminated in the Shakti Run 2025, engaging 1,500 young people to promote safer cities for women, while ActionAid was recognised by the MP Police for its contribution.

Gauravi - The one stop centre supporting women survivors of violence

Our One-Stop Centre (OSC) Gauravi in Bhopal has been providing comprehensive, survivor-centric support to women facing violence and harassment. The intervention ensured



MP Police facilitating ActionAid for Gauravi's work in Bhopal

integrated access to legal, psychosocial, medical, police liaison, and referral services under one roof, enabling survivors to seek timely and dignified assistance. A total of 1,512 women survivors registered new cases at the centre during the year. Psychosocial counselling services were extended to 1,873 women, including new and recurring cases, helping survivors cope with trauma and rebuild confidence. Medical support was facilitated for 493

women, while 510 women were provided with shelter support during critical periods of

vulnerability. With the assistance of the OSC team, 101 FIRs were filed, strengthening survivors' access to justice. Additionally, 339 women were successfully linked to free legal aid services.

A key milestone in 2025 was the initiation of a **new shelter home** in October at OSC-2 in the Awadhpuri area, expanding safe accommodation facilities for survivors. On Nirbhaya Diwas (16 December 2025), the Women and Child Development Department organized a Mahila Sashaktikaran Programme, where seven women survivors financially rehabilitated through ActionAid's support were felicitated. The intervention is helping strengthened institutional response systems while empowering women survivors with safety, dignity, and long-term recovery.

International Women's Day - Celebrating collective strength and leadership



International Women's Day program saw widespread participation across India, highlighting women's leadership, and solidarity through community events, trainings, and recognition programs. In Muzaffarnagar, Uttar Pradesh, more than 300 women informal workers participated in a conference, where 50 rural women leaders were honoured for their contributions. In Tamil Nadu, eight Women leaders were recognized with Women Achiever Awards, celebrating their role in advancing justice and gender equality. Celebrations across Hyderabad, Bhubaneswar, Delhi, Jaipur, Ahmedabad and Visakhapatnam engaged communities on health, leadership, and gender equality through awareness sessions and local participation.

Study on Women from Nomadic, Denotified and Semi-Nomadic Tribes (NT-DNT-SNT)



ActionAid Association, in collaboration with the National Commission for Women, undertook a multi-state study to examine the socio-economic status and lived experiences of women from Nomadic, Denotified and Semi-Nomadic Tribes (NT-DNT-SNT). The study highlights the enduring impact of historical exclusion, stigma and inadequate access to education, healthcare, housing, livelihoods and social protection faced by this community, despite decades since the repeal of the Criminal Tribes Act. Combining quantitative and qualitative research across five states, the study provides evidence to inform inclusive policies and programmes that uphold the rights, dignity and cultural identity of these historically marginalised communities.

Ecological Restoration

Climate change is no longer a distant threat, it is a lived reality. For many of those earning their livelihoods from the informal and particularly those dependent on nature-based livelihoods for example the small and marginal farmers, fisherfolks, the nomadic pastoralists, this phenomenon is directly adversely affecting their lives and livelihoods. Their work days and wages are being steadily eroded by recurrent cyclones, floods, flash floods, heatwaves,



Youth & Children participating in World Earth Day Programme in Budgam district, Kashmir

droughts etc. As extreme weather becomes more frequent and severe, those who contribute the least to the climate crisis are bearing its heaviest costs. These conversations unfold in Mazdoor Pathshalas,

farmers' collectives, children's clubs, and other forums initiated by ActionAid Association, where lived experiences meet shared analysis. ActionAid has been creating vibrant spaces for reflection, learning, and action through climate action sessions rooted in communities. Together, these engagements nurture local leadership and deepen dialogue on community-led climate justice actions, resilience building, ecological restoration along with promoting climate resilient, ecologically sensitive models of livelihoods. The actions reinforce a shared commitment towards building social and ecological justice.

Mangrove Restoration in Sundarbans, West Bengal

The “Aranya – Mangrove Restoration in Sundarbans, West Bengal” programme, implemented by ActionAid Association in the Gosaba and Basanti blocks of South 24 Parganas district, emerged as a significant community-led climate resilience intervention during its first year of implementation in 2025. The programme addresses the growing ecological vulnerabilities with ever increasing frequency of cyclones in the Sundarbans region resulting in severe soil erosion, saline water intrusion, shrinking landmass, depleting fish catch and diversity causing climate-induced migration of hundreds of families in the region. The idea was to take up mangrove development initiative to help address several of these challenges and reduce the



Women's groups developing mangrove nursery in Gosaba block in Sunderbans

impact of such climate induced vulnerabilities. The question was of getting saplings for the mangrove plantation. The community decided to collect seeds of several locally available mangrove variety plants and develop a nursery of their own. In consultation with local panchayat, a piece of land was identified and the community successfully developed a mangrove nursery across 14,500 square feet of land. In the first season, over 6.5 lakh mangrove saplings of 11 indigenous species have been developed. Scientific guidance was provided by experts associated with Jadavpur University and University of Calcutta. More than 6.31 lakh saplings were subsequently planted across six vulnerable plantation sites covering 4 Gram Panchayats. The local mangrove varieties have over 75% survival rate and it is expected that this will result in strengthening river embankments and contribute to ecosystem restoration and carbon sequestration efforts. Further, for women who are developing the nursery, it is a meaningful livelihood opportunity as they are earning Rs.2.5 for each sapling. 62 women's groups are currently participating in nursery and plantation activities and earning supplementary incomes that is supporting their household needs, children's education, nutrition, and small asset creation. This is a significant outcome as a majority of the men from this region migrate to cities to earn their livelihoods.

The initiative is also engaging with young people and 40 youth groups comprising 1,065 young people have been formed who are trained as “Ecological Defenders”. The idea is to build a strong long-term community stewardship for protection and conservation of the mangrove ecosystem. Awareness campaigns through street theatre, puppet shows, and public events reached over 3,500 people, helping foster climate-adaptive behaviour and environmental



Communities engaged in cleaning water bodies in Manipur

consciousness. These interventions directly engaged more than 25,000 people and laid a strong foundation for a community-driven model of ecological restoration, climate adaptation, and sustainable livelihoods in the Sundarbans.

During the campaign on ecological restoration 2,566 young leaders- boys and girls were oriented through training programs conducted across five districts. Building on its mangrove conservation work in the Sundarbans, the initiative enhanced young people's understanding of climate science, local climate impacts, and climate justice, with a focus on the disproportionate burden borne by marginalized communities. The trained youth have since led community awareness and action initiatives, promoting sustainable environmental practices and climate resilience.

Responding to Disasters

Supporting communities affected by disasters remains an important part of our commitment to provide relief and counselling to them. During the year, we responded and supported those affected by cyclones and floods. Alongside immediate assistance, our work has continued to support restoration of livelihoods and services, community-led recovery and longer-term resilience for example in Wayanad in Kerala. Our relief assistance supports those who may otherwise remain excluded from relief and rehabilitation, including women and children, informal and migrant workers, Dalits, tribal communities, persons with disabilities, older people and homeless people.

Humanitarian Response to Uttarkashi Flash Floods, Uttarakhand

In August 2025, a devastating cloudburst in Uttarkashi district, Uttarakhand, triggered flash floods that caused extensive damage in Dharali and surrounding villages, disrupting lives and livelihoods and leaving several people dead or missing.

ActionAid Association undertook a rapid humanitarian response and identified 425 of the most vulnerable affected families. Led by trained humanitarian personnel and local volunteers, relief operations reached communities in Dharali, Harsil, Bagori, Dunda, Jhala, Sukki, Jangla, Padaav, Mukhva, Maneri, Kyaari, and Bagaudi villages. Dry ration kits, hygiene kits and domestic essentials comprising blankets, utensils, solar lantern etc. were provided to all 425 families, with focus upon single women, persons with disabilities, tribal and migrant households. The assistance ensured access to food and essential hygiene supplies for one month and addressed the specific needs of women and girls through the provision of sanitary items. The intervention provided timely life-saving support, reduced immediate health and food security risks, and helped restore dignity, safety, and hope among affected communities during a period of acute crisis.

Montha Cyclone Response

In October 2025, Cyclone Montha devastated coastal areas of Andhra Pradesh leaving thousands of people without shelter in harsh weather. ActionAid provided immediate relief support to most vulnerable 570 families in Nellore and Visakhapatnam districts. The relief support included dry rations kits, hygiene kits, tarpaulins for temporary shelter support, mosquito coils, torches and winter essentials. The immediate relief support helped the families of Yanadi tribal, SC, OBC, and fisherwomen whose livelihoods were severely impacted.



Relief distribution to Montha cyclone affected families in Nellore district, Andhra Pradesh

Punjab Floods response

In July-August 2025, heavy monsoon rains and overflowing rivers triggered floods across several districts of Punjab, causing widespread damage to homes, crops, and essential infrastructure. The floods disproportionately affected poor and marginalized communities, leaving many families vulnerable to food insecurity and heightened health risks. In the relief response, ActionAid supported 480 vulnerable families - 280 families in Mansa and 200 in Tarn Taran. Dry ration kits to address immediate food insecurity, mosquito nets to reduce the risk of vector-borne diseases were provided to all households, while women and adolescent girls of 480 households received hygiene kits to ensure dignity and menstrual hygiene. Local PRI members, volunteers, and community leaders supported beneficiary selection and distribution, ensuring inclusion and preventing duplication. Public display of relief details and signed declarations further strengthened accountability and community

trust.



Relief distribution in response to floods in Punjab

Himachal Pradesh Flood response

ActionAid supported 50 vulnerable households severely affected by floods in Mandi, Himachal Pradesh. Each selected household received a dry ration kit to meet immediate food security needs and a solar lamp. The ration kits included essential food items such as rice, wheat flour, lentils, cooking oil, sugar, spices, and tea, enabling families to sustain themselves during the emergency period. Solar lamps provided a safe and reliable source of light, supporting household safety, children's education, and daily activities.

Winter Response

ActionAid Association provided winter relief support to 400 vulnerable Ponywala and Tribal families across four districts of the Kashmir Valley, who were severely affected by harsh winter conditions, loss of livelihoods, and reduced incomes. The response included the distribution of food, non-food items, hygiene kits, blankets, and winter clothing, with a special focus on remote mountainous communities in Budgam district. The relief drive was implemented in coordination with the district administrations, Mohalla Presidents and local committees, ensuring timely, transparent, and effective delivery of essential assistance.



Winter Relief distribution to Ponywalas & Tribal families in Kashmir

Heatwave Response in Bihar

In the months of May and June 2025, extreme summer temperatures and recurring fire incidents in Bihar, coupled with the risk of Acute Encephalitis Syndrome (AES), disproportionately affected vulnerable communities in Muzaffarpur district. In response, ActionAid Association implemented a targeted heatwave relief and awareness programme in Aurai and Musahari blocks of Muzaffarpur district. Awareness sessions were organised in the community that focused on nutrition,



Orientation to Heat wave affected families in Mushari block, Muzaffarpur district, Bihar

AES prevention, fire safety, and measures to prevent dehydration and heatstroke. Insulated water bottles were provided for 371 school-going children to promote hydration, 1 kg Sattu for each of 142 families, and cotton towels for 200 vulnerable informal workers to help maintain hygiene and cope with extreme heat. Community leaders and local volunteers played a key role in facilitating the outreach and distribution process.



Relief distribution to Heat wave affected families in Muzaffarpur district, Bihar