

# CATALYST4CHANGE 2024

# CYDA@25



Centre for Youth Development and Activities

ANNUAL REPORT  
**2023-24**



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## PREFACE

As we look back on the transformative journey of the Centre for Youth Development and Activities (CYDA) during 2023-2024, we are filled with a deep sense of pride and gratitude. This annual report shows our commitment to empowering youth, building inclusive communities, and promoting sustainable progress across diverse environments.

Despite unprecedented challenges, CYDA is committed to uplifting marginalized voices, nurturing emerging leaders, and driving positive change. Through a comprehensive array of initiatives and programs, we have aimed to address multifaceted issues and amplify the voices often side-lined in society.

Each section of this report unveils stories of triumph over adversity, from educational enrichment to skill development, from advocacy for gender equality to advancing LGBTQIA+ rights, and from empowering rural and urban communities to environmental sustainability. Through these pages, the narrative unfolds, weaving stories of resilience, empowerment, and advancement. It illuminates the tangible outcomes of our collective efforts, showcasing the transformative impact of community-led initiatives.

This report reflects CYDA's spirit and commitment to fostering an equitable and inclusive society. It reminds us of the power of collaboration, innovation and compassion in affecting meaningful change.

As we navigate the complexities of the present and envision a future rich with possibilities, let this report catalyze hope and action. Together, let's continue to chart new pathways, inspire transformative change and work towards creating a world where every individual can thrive.

We express our deep gratitude to our partners, supporters and the communities we serve. Their trust and collaboration fuel our collective efforts, enabling us to actualize our shared vision of a brighter future.



## FROM THE DESK OF THE SECRETARY

Dear Friends and Supporters,

As I look back on the incredible journey we've shared in 2023-2024, I'm filled with immense pride and gratitude. This year has been one of transformation, resilience, and unwavering commitment to the values we hold dear at CYDA.

In a world still grappling with the aftershocks of the pandemic, our collective efforts have brought hope and opportunity to thousands of lives. We've empowered youth, nurtured education, championed gender equality, and boldly advanced the rights of the LGBTQIA+ community across eight states of India. Each initiative, each step we've taken, has been a testament to our belief that every individual, regardless of their circumstances, deserves a chance to thrive.

Our work across diverse project areas has sparked profound change. We've bridged learning gaps, equipped students with the skills for a brighter future, and stood as a pillar of support in communities where resources are scarce. Our skilling programs have given wings to dreams, enabling young people to launch their own businesses and contribute to economic growth.

In our quest for gender equality, we've seen women break free from the chains of societal expectations, stepping into roles once deemed impossible. Our efforts in financial literacy, sustainable agriculture, and environmental stewardship have not only improved livelihoods but also planted the seeds for lasting change.

This year, as we celebrated CYDA's 25th anniversary, we reflected on the lives we've touched and the communities we've uplifted. It's a journey marked by countless stories of courage, determination, and triumph. It's a journey that wouldn't have been possible without the unwavering support of our volunteers, partners, and each one of you.

As we move forward, let us carry with us the spirit of innovation, inclusivity, and equity. Together, we will continue to shape a future where every individual has the opportunity to dream, to achieve, and to thrive.

Thank you for standing with us, for believing in our mission, and for being a part of this incredible journey. The best is yet to come.

With gratitude,

**Dr. Shantaram Badgujar**

Secretary, Centre for Youth Development and Activities (CYDA)



## FROM THE DESK OF THE EXECUTIVE DIRECTOR

As we reflect on the journey of Centre for Youth Development and Activities (CYDA) during 2023-2024, I am filled with immense pride and gratitude. This year, CYDA celebrated its 25th anniversary, marking a significant milestone in our journey.

This annual report shows our commitment to empowering youth, fostering inclusive communities, and promoting sustainable progress across diverse locations in India. Through various initiatives and programs, we addressed complex issues and amplified voices often sidelined in society.

Each section of this report shares stories of overcoming adversity, from educational enrichment to skill development, from advocating for gender equality to advancing LGBTQIA+ rights, and from empowering rural and urban communities to environmental sustainability. These stories highlight resilience, empowerment, and progress, showcasing the real impact of our community-led initiatives.

This report reminds us of the power of working together, being innovative, and showing compassion to create meaningful change. Together, we will continue finding new ways, inspiring change, and working towards a world where everyone can thrive.

We extend our deepest gratitude to our partners, supporters, and the communities we serve. Your trust and collaboration fuel our efforts, helping us achieve our vision of a brighter future.

Warm regards,

**Mr Pravin Jadhav**

Executive Director

Centre for Youth Development and Activities(CYDA)

## EXECUTIVE SUMMARY

CYDA completed a successful 25 years of its journey in 2024. The various initiatives in multiple sectors undertaken for the year 2023-24 highlight CYDA's commitment to empowerment of youth as agents of change.

In 2023-2024, CYDA executed a comprehensive strategy to empower youth, especially from marginalized communities. Under the "Charting Adolescents Growth" program initiatives such as "Bridging the Learning Gap," "Science Technology Engineering and Mathematics (STEM) Skill Enhancement Program," and "Water, Sanitation, and Hygiene (WASH) in Schools" were implemented across Maharashtra, Goa, Gujarat, and Telangana. These efforts improved teaching methods, critical thinking skills, and school infrastructure in 168 schools, benefiting 22,292 adolescents and promoting quality education, clean water, and improved sanitation.

Community Resource Centers (CRCs) in Maharashtra supported 560 adolescents, with 349 students achieving a 100% pass rate in state board exams. Programs like "STEM in Schools" and "STEM Innovation Learning Center" created conducive learning environments, while the "WASH in Schools" initiative impacted 11,700 individuals in 75 schools by focusing on behavioral change, infrastructure, and environmental sustainability through rainwater harvesting, solar panel installations and Miyawaki forest plantations, contributing to climate action.

CYDA's "Igniting Skill and Entrepreneurial Spirit" initiative addressed youth unemployment by training 794 young people for employability and 82 for entrepreneurship. This resulted in a 114% increase in income for new business owners, promoting self-reliance and economic growth. The "Youth Charting Course of Change" initiative supported 243 youth through Youth Resource Centers (YRC) in Pune and Nashik, enhancing academic excellence, skill development, and community engagement. The "Youth4Change" initiative engaged 764 members in community projects addressing various issues including climate change and unemployment.

The "Empowering Women to Define Their Own Future" initiative in Pune and Nashik empowered 2,055 women and girls, with 386 pursuing Non Traditional Livelihoods (NTL) and 98 starting businesses, advancing self-reliance and gender equity. The "Awaaz Humari" initiative trained 20 girl leaders in advocacy. Collaboration with 19 non-governmental organizations under the NTL Network further promoted gender equality in unconventional work sectors.

CYDA's commitment to LGBTQIA+ rights were demonstrated through the "Fostering an Inclusive Environment" initiative, which established an Inclusion Unit. This unit conducted awareness sessions and entrepreneurship programs, benefiting 150 community members who started businesses, aimed at reducing inequalities. Approximately 601 community members also benefited from government schemes facilitated by CYDA.

In rural areas like Nandurbar, Nashik and Asifabad, CYDA implemented initiatives to uplift the . In Nandurbar the "*Samrudha Kisan Prakalp*" has trained over 1,500 individuals in financial literacy, and business management, contributing to improved livelihoods. Education enhancement efforts positively impacted nearly 1,000 students. In Nashik, CYDA empowered 487 women in non-traditional careers, supported 1,400 women entrepreneurs, and planted 7,600 trees. Similarly, CYDA's "Holistic Rural Development Project" in Asifabad achieved positive outcomes, such as reduced waterborne diseases, increased crop yield, and improved student attendance and performance.

These initiatives highlight CYDA's commitment to sustainable development and improving quality of life, fostering a more equitable and inclusive society.





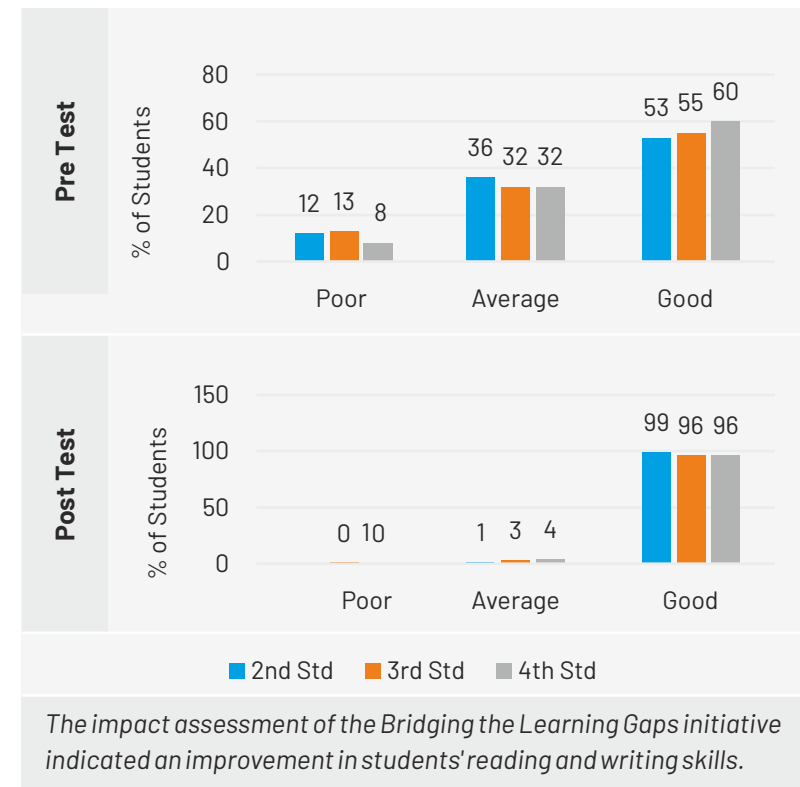
## BRIDGING THE LEARNING GAPS

In response to the impact of COVID-19 pandemic on primary education, CYDA developed the initiative "Bridging the Learning Gap of Primary School Children". Targeting 1st to 4th grade students in 93 Zilla Parishad (ZP) Schools across Indapur, Nashik, and Shahada, Maharashtra, the program aimed to enhance literacy and numeracy skills. By supporting students and teachers, the program promoted quality education and addressed academic challenges faced during the pandemic.



Image: Group activity to improve reading skill, Z.P. School Bharatwadi, Indapur

Recognizing that learning depends on infrastructure, resources, pedagogy and parental involvement, CYDA has created a holistic environment for students. To strengthen the education system, capacity-building workshops were conducted for teachers and parents to enhance their ability to support children's learning. The team conducted four teacher training workshops to improve educators' skills with technology and student-friendly tools. Approximately 1,973 parents were sensitized on the importance of creating an enabling learning atmosphere at home. Through the initiative, CYDA trained 3,400 students and distributed English, Marathi, and Hindi modules, along with Teaching-Learning Materials (TLM) in 26 schools. These efforts ensured students received comprehensive support to thrive academically.





## STEM SKILL ENHANCEMENT PROGRAM

Equipping students with the necessary skills for the modern era, CYDA's Science, Technology, Engineering and Mathematics (STEM) learning program fosters critical thinking, creativity and problem-solving abilities.



Image: Exposure visit under-STEM Program, Zapurza Art and cultural museum



Image: Activity on Solar system, Chatrapati Shivaji Maharaj Madhamik School Bhosari, Pune

### STEM in Schools

Implemented across 28 schools, this initiative has witnessed a substantial increase in participation, with 6,834 students actively engaged. There has been a remarkable 73% improvement in science and math scores among these students. Notably, 60 girls demonstrated exceptional proficiency in block-based coding, signifying a positive trend toward gender equality in STEM fields. A post-test showed significant increase in the number of students who acquired critical thinking, problem solving, and decision-making skills by 36%, 50%, and 36% respectively due to the STEM program. Additionally, 30% of the students showed enhanced innovation skills compared to none before the program. These findings highlight the effectiveness of the educational intervention in improving students' cognitive and practical abilities and fostering innovation.

### STEM Innovation Learning Center

This center caters to underserved communities, providing marginalized students with access to resources and tools for intellectual development. It offers hands-on experiences, workshops, and collaborative projects, fostering practical learning and problem-solving skills among 80 enrolled adolescents. Nine adolescents completed an online workshop on "ISRO Space Missions," enhancing their knowledge of science and technology. By providing these resources, the program helps reduce educational inequalities and promotes inclusive learning opportunities.



## FROM DROPOUTS TO DREAMERS: HOW CYDA IS REVOLUTIONIZING EDUCATION IN CHANDGAON



*Chandgaon, a village of fishers and farmers, faces the challenge of balancing immediate survival needs with the long-term benefits of education. This struggle is evident at a ZP School, where high dropout rates have been a persistent issue, with only 24 of the 32 enrolled students attending regularly. Many children miss school to take care of younger siblings or help with household chores while their parents work, leading to frequent absenteeism and poor learning outcomes.*

*To address these issues, CYDA implemented several strategic interventions. They organized regular counselling sessions with parents to emphasize the importance of education for their children's future. Collaborations with local Anganwadi centers provided much-needed childcare, freeing children to attend school. Additionally, CYDA introduced engaging activities and innovative Teaching Learning Material (TLM) to make education enjoyable and accessible.*

*These efforts led to significant improvements in both attendance and academic performance. Students progressed from basic alphabet recognition to reading and writing sentences in both Marathi and English. In mathematics, children advanced from recognizing numbers under 20 to solving two-digit operations and basic multiplication.*

*CYDA's interventions have not only boosted academic performance but have also transformed the community's view on education. Parents and children now see education as a key to a brighter future, rather than a burden. The story of Chandgaon demonstrates the power of strategic community-focused educational interventions.*

## CRCs - BRIDGING THE OPPORTUNITY GAP

In a rapidly evolving world driven by technology and innovation, equipping students with the necessary skills is paramount to their success. CYDA's Community Resource Centers (CRCs) initiative addresses this critical need, providing crucial support to 560 students across five locations in Maharashtra. This year, the CRCs in Pune achieved a remarkable 100% pass rate, with all 349 students faring well in the state board exams, highlighting the program's significant ability to improve academic performance.

The CRC program extends beyond traditional education by providing 295 digital literacy sessions and Talking to Adolescents on Reproductive Health and Gender (TARANG). These initiatives equip students with essential tools for personal and professional growth. Digital literacy bridges the digital divide, preparing students for a tech-driven future and enhancing access to information and communication resources, thus supporting quality education and innovation. TARANG workshops promote gender equality by addressing critical topics, fostering inclusivity and empowering youth across genders to achieve their full potential.

A positive shift was observed among 140 CRC students, with significant improvements in Science, Math, Digital Literacy and Life Skills by 39%, 40%, 37%, and 34% respectively.



Image: Digital Literacy Session, CRC, Private road, Pune



Image: Remedial Education, CRC, Salve Nagar, Pune



Image: Martial Art Training at CRC, Manushki, Yerawada, Pune

## WASH IN SCHOOLS

This program recognizes the importance of a conducive learning environment. It ensures access to clean Water, Sanitation, and Hygiene (WASH) facilities in schools, reducing absenteeism, particularly among girls, and improving health outcomes. Currently, CYDA is actively engaged in WASH programs across 75 schools in Maharashtra, Goa, and Gujarat, enhancing health and well-being and providing a supportive educational environment. The program also aims to reduce water-borne diseases in schools, contributing to the fight against communicable diseases.



Image: Activity on importance of WASH Management, Jijamata Madhyamik School, Bhosari, Pune

### WASH Awareness

Through WASH awareness initiatives, CYDA has significantly improved hygiene standards in 75 schools, impacting 11,700 individuals. Behavior Change Communication training empowered students with WASH principles and prioritized gender equity through targeted programs such as Menstrual Hygiene Management (MHM). Additionally, capacity building for teachers and staff ensured program sustainability. Consequently, there has been a 34% increase in awareness among students and a 37% increase among teachers and stakeholders regarding hygiene practices.



Students following handwashing steps at a newly constructed wash station at Col. Nanda Primary School, Sangamwadi, Pune

### WASH Infrastructure

Upgrading 51 schools, including renovation of toilets, installation of handwashing stations, and provision of drinking water stations, has ensured access to essential WASH facilities. Additionally, the establishment of dignity rooms for girls during menstruation demonstrates CYDA's commitment to addressing critical needs with sensitivity. These initiatives have benefited over 925 students, fostering a healthier learning environment and supporting health and well-being.



Image: New hand-wash station in Jijamata primary school, khadki, Pune

## GREEN SCHOOL

### Miyawaki Tree Plantation

The Miyawaki tree initiative was implemented at two schools. With 600 trees planted, an estimated 13,200 kg of carbon is sequestered annually, improving air quality and sustainability.

Image: Miyawaki tree plantation in ZP School Chambali, Purandar, Pune



### Borewell Recharge and Rainwater Harvesting

The borewell recharge and rainwater harvesting initiatives have increased groundwater reserves by an additional 300,000 liters annually across five schools, significantly reducing water shortages. Around 147 students have engaged in rainwater harvesting activities, promoting environmental awareness and practical involvement in making them responsible for creating a sustainable ecosystem.



Image: Solar Panel installed in ZP School Sonari, Purandar, Pune.



Image: Weather monitoring station installed in Chetan Dattaji Gaikwad English Medium School, Khadki, Pune.

### Installation of Bio-sand Water Filters

Bio-sand water filters are installed in five schools to provide safe and clean water for 636 students. With 132,192 liters of water filtered, the system incurred no additional electricity costs and reduced maintenance expenses. The initiative promotes improved learning and hygiene practices, reducing water-borne diseases and promoting overall well-being among students and school staff.

### Solar Panel Installation

The solar panel installation project in nine schools has ensured reliable electricity for essential services like drinking water, mid-day meals, and sanitation. Additionally, using renewable energy has reduced the carbon footprint and supported energy conservation.

### Weather Monitoring Station in Schools

CYDA has installed modern weather monitoring technology in schools like Saraswati Vidyalaya Bhor and Chetan Dattaji Gaikwad. The Automatic Weather Station enables 1,950 students to collect continuous data on temperature, humidity, wind speed, precipitation and atmospheric pressure. This hands-on experience enhances their understanding of climate science and analytical skills while providing valuable weather information to the local community and aiding farmers and authorities in decision-making. The initiative promotes environmental awareness and empowers individuals to address climate change effectively.

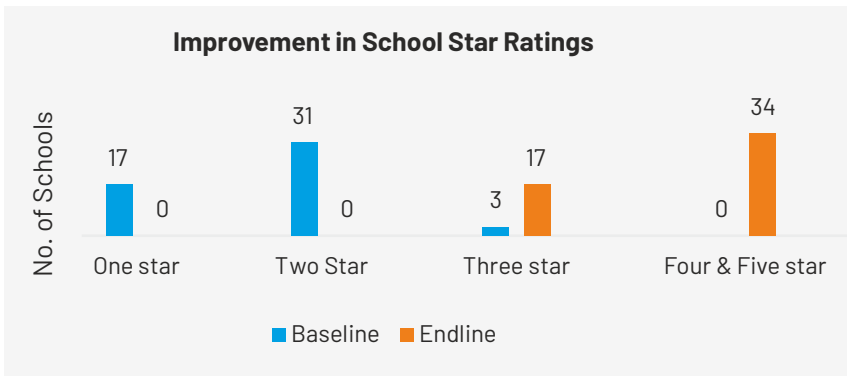


## BEYOND INFRASTRUCTURE: 'DIGNITY ROOM' AND WASH FACILITIES FOR A HYGIENIC LEARNING ENVIRONMENT

*In many rural communities, adolescent girls face significant challenges related to MHM due to a lack of private hygienic spaces and insufficient facilities. Limited awareness and discussion on MHM -Menstrual Hygiene Management exacerbate these challenges, leading to discomfort, embarrassment, and health issues. Recognizing these concerns, CYDA implemented a multifaceted intervention aimed at empowering adolescent girls and promoting MHM awareness.*

*One of the core components of the intervention was the creation of a Dignity Room within the school premises. CYDA constructed the Dignity Room at Hutatma Babu Genu Vidyalaya in Mahalunge Padwal School, Pune. This private, hygienic environment is equipped with sanitary napkin disposal units, clean water and proper sanitation infrastructure, offering girls a safe space to manage their menstrual hygiene with dignity. Training sessions educated girls on proper menstrual hygiene practices, the importance of using sanitary products and debunking myths about menstruation. These sessions provided essential knowledge and encouraged open discussion, breaking the silence and stigma surrounding menstruation. Additionally, information, education and communication messages were disseminated through posters, leaflets, and interactive sessions. These messages promoted hygiene, raised awareness about MHM, and fostered a culture of openness and empowerment among the girls.*

*The intervention yielded significant positive outcomes. The Dignity Room benefited 290 adolescent girls, resulting in a 78% increase in following of hygiene practices. This intervention promoted dignity, well-being and positive behavioral changes by addressing stigma around menstruation, fostering openness and empowering girls in rural communities. This case emphasizes the importance of promoting gender equality, dignity and health among adolescent girls.*



## WASH ALLIANCES

Partnering with UNICEF, CYDA established the WASH in Schools Alliance with government departments, development organizations, Non-governmental organizations (NGOs), community-based organizations, research organizations, corporate social responsibility wings, etc., to form a network for sharing knowledge, experiences, and expertise to improve WASH facilities and practices in schools. This initiative ensures access to safe drinking water, sanitation and hygiene for every child, enhancing health, well-being and quality of education.



IGNITING SKILLS AND AN ENTREPRENEURIAL SPIRIT

## Skilling for Employability

One of the focuses of CYDA is to ignite skills and an entrepreneurial spirit among youth to address pressing issues by providing technical support and helping them secure jobs or start their ventures. Currently, CYDA operates skilling units in Pune and Nashik and creates a skilled workforce that drives innovation, enhances productivity, and fosters resilient and thriving economies. The program aligns with various development priorities, such as promoting economic growth, ensuring decent work, reducing inequalities and supporting sustainable communities. CYDA is committed to these initiatives that support the creation of a skilled workforce, driving innovation, enhancing productivity and fostering resilient and thriving economies.

Through 12 comprehensive training modules blending practical and theoretical knowledge, the program prepares youth for various job profiles, including accountancy, computer operations, security, tourism, electrical works and repairing, plumbing, managing petrol pumps, etc.

By providing employability training, the program equips youth with essential hard skills and techniques for dignified livelihoods. This program empowers young individuals with practical knowledge and competencies, enhancing their job prospects and enabling them to secure decent work across various industries.

Additionally, CYDA offers placement support to connect trained individuals with potential employers, ensuring a smoother transition into the workforce. This year, CYDA has successfully trained 794 youth, placing them in various sectors such as petrol stations, security services, computer assistance, accounting, and tourism. As a result, they are now earning between Rs 12,000 and Rs 18,000 per month.

## Skilling for Entrepreneurship

The program provides comprehensive entrepreneurship training to youth, equipping them with the knowledge and skills necessary to navigate the intricacies of the business world and establish their micro, small, and medium enterprises. The training covers essential topics such as business fundamentals, strategic planning, market survey and research, budgeting, product marketing, branding, and digital marketing. This holistic training empowers young people to become entrepreneurs and cultivate comprehensive business skills, equipping them to plan, launch, and grow their ventures effectively. This year, CYDA trained 82 youth to start their businesses, who have successfully launched small-scale enterprises. As a result, their incomes have seen a remarkable growth rate of approximately 114%, showcasing the effectiveness of the training program in significantly enhancing their economic prospects.



Image: Young women while receiving hard skill training





## YOUTH CHARTING A COURSE OF CHANGE

Image: Youth4Peace members joining the peace movement, Pune.

## YOUTH RESOURCE CENTER

The Youth Resource Center (YRC) promotes an inclusive equitable and good quality education, preparing youth for meaningful workforce participation and economic empowerment. YRC provides access to computers, educational materials, sports facilities, and career guidance, helping youth excel academically and develop skills for better livelihood opportunities. It fosters a positive environment, steering youth from crime and substance abuse. Mentorship programs and peer group activities offer social and emotional support, nurture self-esteem, promote good health and well-being, and equip youth to navigate challenges.

The impact of YRC is evident in the active participation of youth across various initiatives. 243 youth engaged in 10 social action initiatives, demonstrating their commitment to community change. Additionally, 74 youth participated in exposure visits, gaining valuable insights. 14 “Youth4Change” groups were formed in communities and colleges to advocate for the participation of youth in leading social change. 52 youth assumed leadership roles, contributing to developing young leaders. Through workshops and training, 100 youth honed their skills and expanded their knowledge. The involvement of 24 youth in national events highlights their growing confidence and capacity to contribute meaningfully. Lastly, 500 youth participated in a youth festival, fostering an inclusive community where they explored common talents and forged meaningful connections.



Image: Youth4Change group during the cleanliness drive, Yerawada, Pune



Image: Youth while understanding the process of youth development, YRC, Yerawada, Pune.

## YOUTH4CHANGE

CYDA is on a mission to catalyze a youth movement across India driven by the energy and passion of young individuals. Through its Youth4Change initiative, CYDA aims to create a ripple effect within communities, igniting a positive transformation from within. Initiatives like Youth4Change empower marginalized youth, thereby reducing inequalities within communities. This initiative operates through three phases: Yuva Mitra, Yuva Sahiyogi, and Yuva Sathi, which are dedicated to addressing the pressing challenges communities face. CYDA is deeply committed to fostering the growth and empowerment of youth through a comprehensive strategy that encompasses essential skill development, extensive training initiatives, and impactful exposure opportunities. Across different stages of engagement, CYDA ensures that young individuals are equipped with the necessary tools and resources to succeed personally and enact positive societal change. These efforts build peace, equity, justice, and stronger institutions.

Currently, the Youth4Change initiative comprises 764 members actively involved in various impactful community initiatives. These include Youth4ClimateAction, Traffic Watch, Art4Change, Pune4Change, Peace4Change, Media4Change, Sports4Change, Voice of Boys, Surakshit Slum Surakshit Hum, and Mission Yerwada. Through their dedicated efforts, these youth have positively impacted around 3,500 lives, demonstrating their commitment to positive change and addressing pressing societal issues. These efforts foster community engagement and promote peaceful, inclusive societies by nurturing young leaders and advocating for positive transformation.



## A TAEKWONDO CHAMPION FROM PUNE'S SLUM - A JOURNEY OF TRANSFORMATION



*Krupa's journey began in the lanes of Laxminagar slum, Yerwada, Pune. Here, life's struggles often overshadow dreams. But since childhood, Krupa had a passion for Taekwondo. Encouraged by her brother who had experienced CYDA's transformative programs, she joined CYDA three years ago. This decision changed her life.*

*When Krupa joined CYDA, she was under-confident and afraid of public expression. Societal norms stood in opposition to her dreams, and she faced criticism for her short hair and unconventional choices. However, within CYDA's supportive environment, she found acceptance and encouragement. The CYDA facilitators supported her, breaking societal barriers and nurturing her talents. They also convinced her parents to trust her journey in Taekwondo, turning her father's doubts into solid support.*

*Krupa's confidence peaked during a remarkable performance in Rajasthan. The applause from the crowd, the acknowledgment of her Taekwondo skills, and CYDA's support amplified her self-belief. She transformed from a timid girl with stage fear to a gold medalist at zonal and district levels in 2022. She also shares her knowledge of Taekwondo with other youngsters in her community who, like her, aspire to make a mark in the world of sports. As she continues with Taekwondo and the National Cadet Corps, her ultimate dream is to join the Indian Army.*



## ACHIEVING DREAMS: HOW CRC MAKES ONE TRULY SAKSHAM



*Saksham Chavan started his journey in New Khadki, Jijamata Nagar, Yerwada, Pune. His father, Sanjay Chavan, works as a housekeeping trainer, while his mother, Ujwala Chavan, is a homemaker. Saksham has two brothers, Omkar and Abhishek, who are both students.*

*In July 2021, Saksham's life took a turn when he joined the Community Resource Center (CRC) through his friends. Initially, he was reserved and hesitant to participate in group activities due to his fear of public speaking. However, the nurturing environment at the CRC worked wonders for him. He found acceptance and encouragement from CYDA facilitators, who identified his talents and helped him build his confidence. Saksham's parents noticed the positive change. "His confidence has grown, and he's become so responsible," they shared.*

*Under the nurturing wings of CRC, Saksham's confidence soared. He became a core member of the organization and actively participated in various activities. His acting skills shone in plays organized by CYDA, and he also excelled in sports like cricket and kabaddi. His interests also extended to art, where he creatively turned waste materials into valuable items.*

*It is encouraging to see how far he has come from being a timid boy to aspiring to join the Indian Army. CRC allowed him to grow, develop new skills and build self-confidence.*



# EMPOWERING WOMEN TO DEFINE THEIR OWN FUTURE

Image: Women attending the tally session, Pune

Gender is a key component that profoundly influences societal behaviors and perpetuates disparities across all dimensions. Recognizing this, CYDA, through its Gender Unit, envisions a society where individuals are valued for their intrinsic worth without being constrained by their gender. These initiatives have already begun to bear fruit, with 484 women breaking free from societal constraints and finding their true potential.

CYDA endeavors to cultivate a society where people are assessed based on their merits rather than confined by predetermined roles. Presently, CYDA operates diverse programs aimed at dismantling gender stereotypes, mainly targeting women aged 18 to 45 years in Pune and Nashik.

## NON-TRADITIONAL LIVELIHOODS PROGRAM

CYDA recognizes that identity is pivotal to empowerment of individuals in securing their place in society. Thus, it has crafted the Non-Traditional Livelihoods (NTL) Program that encourages women to engage in careers conventionally dominated by men. This program promotes economic empowerment by providing women with the skills and opportunities necessary for financial independence. It also fosters inclusive economic growth by ensuring that women from marginalized communities can participate in and benefit from economic activities. It is committed to reducing gender disparity in the workforce by creating a supportive environment for women to challenge societal norms and pursue NTL careers.

The unit focuses on providing women, especially those from marginalized and deprived communities, with soft and hard skills training for various jobs including graphic designing, repairing of home appliances, plumbing, managing petrol pumps, electrical works, mobile repairing, accountancy, computer operations, security, tourism, etc. CYDA conducted 24 awareness sessions, reaching out to 2,055 women and girls. 637 women attended the soft skills training, while 530 women participated in the hard skills training. Around 386 individuals have chosen NTL career paths, with women leading the charge, earning around 12,000/- to 15,000/- per month. Moreover, 98 individuals have ventured into entrepreneurship, including 69 from minority communities, contributing to gender equality and economic empowerment.



Image: Young women receiving training in automobile mechanics, Pune.

## AWAAZ HAMARI

Awaaz Hamari is central to achieving gender equality by empowering girls to become leaders and advocates for their rights. By addressing issues such as violence and discrimination, the initiative helps in reducing inequalities within society. It is a movement led by girls and for girls, dedicated to empowering young female leaders from various sectors in Pune. Through diverse training programs as a part of this initiative, CYDA has engaged in capacity building of 20 girls as leaders. CYDA conducted theatre and music classes for the core team to enhance their capabilities and connection with the community. These sessions equipped the girls to perform impactful plays on gender issues, enabling them to engage with their communities effectively. Currently, the group is implementing the "Safe and Unsafe Places" initiative at Yerwada, Pune.



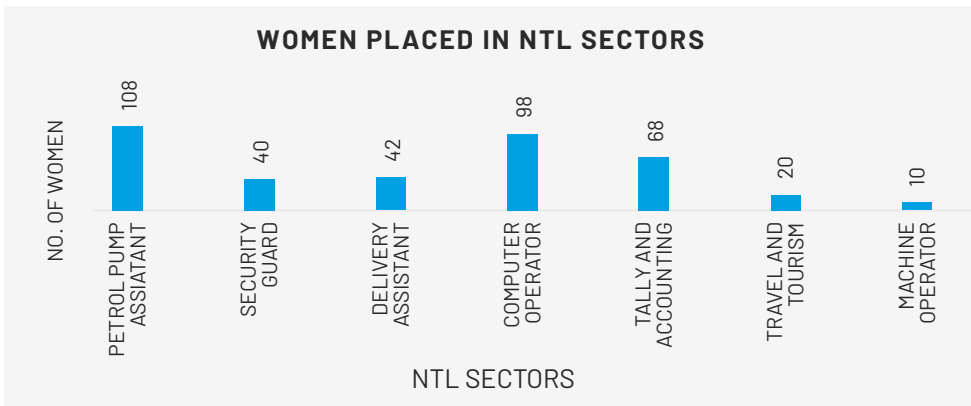
## BREAKING STEREOTYPES: SNEHAL'S JOURNEY OF EMPOWERMENT

Ms. Snehal Waghmare's journey from Vishrantwadi, Pune, epitomizes resilience and determination. While enduring a forced marriage at the age of 19 and domestic violence, she summoned the courage to leave her abusive relationship and return to her parents' home. However, with her father struggling as a wage laborer, Snehal faced uncertain prospects for her future.

Her fate changed when she discovered opportunities in the NTL sector through a CYDA survey. Initially unsure about this new path, Snehal eventually enrolled in the Entrepreneurship Development Program after careful consideration. With CYDA's support, Snehal's father understood the potential of non-traditional careers, eventually encouraging her to pursue training in the petrol pump sector.

After completing the training, she secured a position as a petrol pump assistant at Shell Petrol Pump, earning a monthly salary of Rs 10,000/-. This gave her financial independence and contributed significantly to her family's stability.

Snehal's success challenges gender norms and showcases the program's transformative impact. Not only has she shattered gender stereotypes, but she has also achieved economic independence. Furthermore, her father's changed perspective highlights CYDA's broader community impact.



### NTL NETWORK

The NTL Network has been formed to create a platform for women who have broken gender stereotypes and challenged society's age-old traditions. This network promotes innovation and diversity in the workforce by encouraging women to enter and thrive in non-traditional sectors. It exemplifies collaborative partnerships that unite various stakeholders to support and empower women, aligning with sustainable economic practices by ensuring that women can participate in and contribute to the economy in meaningful and lasting ways. Collaboration with 19 members from like-minded NGOs, including TATA Strive, HOPE, and Streewani, has ensured that diverse perspectives and resources are leveraged, enabling strategic solutions to the unique challenges faced by women in unconventional work sectors.



## FOSTERING AN INCLUSIVE SOCIETY

Image: Youth of CYDA attending the Pride Walk, Pune.



CYDA promotes an inclusive society free from judgment and discrimination. Despite protective laws, many still face obstacles in expressing their identities, particularly the LGBTQIA+ community, which endures systemic discrimination. In 2023, CYDA established the Inclusion Unit to address this issue. This unit developed programs for LGBTQIA+ individuals aged 18-45 years, offering a safe platform for self-expression, raising awareness about their rights, facilitating access to entitlements, providing dignified livelihood opportunities, engaging in policy formulation and advocacy, and bridging the gap with society. These components empower individuals to understand their rights and break free from societal constraints. The program is currently operational in Pune.



Image: LGBTQIA+ Community members participating in the Indian Social Forum 2023, Patna, Bihar

## ADVOCACY FOR RIGHTS AND ENTITLEMENT

CYDA recognizes the significant gap between policy formulation and its accessibility to beneficiaries, especially within the LGBTQIA+ community. To address this issue, CYDA collaborated with government departments to organize events to inform and assist community members in accessing the resources necessary for a dignified life. Through 467 awareness sessions conducted across 10 schools and colleges in Pune, the program aimed to foster understanding and acceptance of the LGBTQIA+ community within academic environments. By engaging with students and faculty, it sought to promote inclusivity and combat discrimination.



Image: Entitlements Camps for the LGBTQIA+ Community, Pune

This year, the team assisted 601 members in obtaining various benefits, including starting savings accounts in the post office, creating accident insurance policies, receiving transgender certificates, acquiring Aadhar cards, enrolling in the Pradhan Mantri Swasthya Suraksha Yojana, the Pradhan Mantri Suraksha Bima Yojana, and securing the Sanjay Gandhi Pension Yojana. These efforts aim to promote gender equality by ensuring that LGBTQIA+ individuals know their rights and have the same opportunities as others. The advocacy work also reduces inequalities by making government policies and resources more accessible to marginalized groups.

## LIVELIHOOD

The Entrepreneurship Development Program is tailored to address the specific needs of LGBTQIA+ community members, equipping them with essential business knowledge and skills. The program's primary goal is to provide LGBTQIA+ individuals with livelihood opportunities by offering entrepreneurial training and support. Through this program CYDA aims to promote inclusive economic growth and financial independence for LGBTQIA+ individuals to contribute meaningfully to the economy.



Image: LGBTQIA+ Community members during the Entrepreneurship Development Program

So far, around 150 community members have successfully launched their businesses through this program. The transition of 21 individuals from sex work and begging to entrepreneurship highlights the transformative influence of the program. It emphasizes the pivotal role of holistic assistance in enabling positive change within vulnerable communities.

Income Range	Before %	After%
0 - 1000	7.33	0
1001-5000	92.67	0
5001-10000	0	93.33
10001- 15000	0	6.67

## RAINBOW KATTA

While interacting with community members, it became evident that there is a need for a safe and inclusive space where LGBTQIA+ members can gather without fear of prejudice or discrimination. Therefore, CYDA established the “Rainbow Katta”, a platform which provides a supportive environment for members to come together, engage in discussions, share experiences and find solutions to their problems and issues. Rainbow Katta helps in reducing inequalities by creating an inclusive society and a safe space for self-expression, fostering a sense of community among LGBTQIA+ individuals.

Currently, the Rainbow Katta group has 101 active members who participate in various activities, including Pride Walks, LGBTQIA+ rights movements, and Mental Health Peace Walks. They have successfully raised awareness about the community and its challenges, reaching and sensitizing over 2,500 people.



Image: Community members sharing their opinion in the Rainbow Katta, Yerawada, Pune

## RAINBOW NETWORK

CYDA is dedicated to creating a supportive community for LGBTQIA+ individuals by advocating for their rights and providing resources to foster belonging and empowerment. To achieve this, CYDA is establishing the Rainbow Network across Maharashtra, a collaborative partnership aimed at creating inclusive societies and promoting sustainable development. The network brings together various stakeholders to leverage diverse resources and perspectives, ensuring LGBTQIA+ individuals have long-term support.

The Rainbow Network serves as a robust platform for advocacy, policy formulation, and resource provision, enabling the LGBTQIA+ community to unite, grow and advocate for their rights. It aims at providing access to essential resources such as legal aid, mental health support and educational opportunities while also raising awareness about LGBTQIA+ issues and promoting inclusivity. Collaboration with government bodies, non-profits and allies will further help advocate for policy changes to create a more inclusive society.



## SKILL AND TALENT TRANSCEND GENDER: CHINGARI'S VICTORY OVER DISCRIMINATION



*Chingari, from Kasba Peth, Pune, has shown incredible resilience and courage despite facing severe discrimination as a transgender individual. Chingari identifies with the female gender identity using pronouns she/her. Disowned by her family for exhibiting feminine traits, she was forced to leave home at 14. Alone in the world, she encountered countless challenges and endured humiliation, ultimately resorting to begging.*

*Initially skeptical about NGOs, Chingari hesitated when approached by CYDA for their Entrepreneurship Development Program. However, after witnessing the positive impact on her friends, she joined. Before CYDA, Chingari ran a small cooking business but had to hide her true identity due to societal prejudices. She also worked as a sweeper for a low salary but faced constant humiliation at her workplace.*

*Although she wanted to open a tiffin center, she still needed to conceal her identity. CYDA's training equipped her with valuable skills in business and marketing, boosting her confidence. Inspired by the facilitator's words that "skill and talent transcend gender," she revealed her true identity to her customers and gradually earned their trust. She also learned the importance of financial management, prioritizing essential expenses and cultivating a habit of saving. Her monthly earnings soared from Rs 4,000-5,000 to around Rs 15,000 after investing in her business with CYDA's seed funding.*

*Chingari's success story had a ripple effect, inspiring other transgender individuals to join CYDA and promoting hope and empowerment within the community. After participating in CYDA's awareness campaigns, she realized that discrimination stemmed from ignorance. Now, she has begun advocating for education and awareness to address misconceptions about the transgender community.*



# UPLIFTING RURAL COMMUNITIES FOR A SUSTAINABLE FUTURE

Image: Training session for farmers on vermi compost, Ranipur village, Nandurbar

## NANDURBAR

CYDA has led a transformative initiative “Samruddha Kisan Prakalp” to uplift rural communities of the Nandurbar (Nagziri, Ranipur, Pimprani Chirda) district towards a sustainable future. These efforts encompass three crucial areas: livelihood development, education enhancement, and health and hygiene, each contributing to holistic community development.

Under livelihood development, CYDA has worked for enhancing financial literacy and fostering entrepreneurial ventures. Over 1,500 individuals have received training in business management and financial literacy, leading to tangible outcomes such as increased savings and improved financial management practices. Integrated livestock development initiatives, including establishing 20 fodder plots, 20 goatery units, and 20 vermicompost setups, have expanded livelihood opportunities and ensured sustainable agricultural practices, thus alleviating poverty and enhancing nutrition.

Educational enhancement initiatives have yielded positive outcomes, focusing on improving the quality of education. Around 1,000 students have benefited from educational modules, resulting in improved academic performance, while 34 teachers and 4 School Management Committees have enhanced their skills in innovative teaching methods and school governance. Additionally, 28 school WASH sessions have contributed to a hygienic learning environment, reducing absenteeism and promoting student health.

In the domain of health and hygiene, CYDA has raised awareness and fostered behavioral change among community members, particularly women and adolescent girls. Training sessions and awareness programs have equipped 250 individuals with essential health and nutrition knowledge. Initiatives such as menstrual health management sessions have promoted improved hygiene practices, reducing waterborne diseases and enhancing environmental health. Livelihood development initiatives, educational enhancements, and health interventions have increased economic growth, empowered students and teachers, and improved health outcomes. Through innovation and grassroots participation, CYDA fosters empowered communities and promotes sustainable development.



Image: Aarogya Sakhi providing information on Menstrual Hygiene, Chirade village, Nandurbar



Image: Our beneficiary started her goat business, Nandurbar

## NASHIK

In Nashik, CYDA has significantly transformed the rural community by implementing comprehensive programs targeting adolescents, youth, and women. Through a collaboration with Sinner Senior College, the team conducted sessions on leadership, time management, and entrepreneurship, positively impacting 400 students. STEM training was conducted with 550 students from eight schools, igniting their interest in science and technology. For women aged 18 to 45 years, skill training empowered 487 individuals to challenge gender stereotypes and achieve independence. 188 women were placed in NTL jobs such as operating petrol pumps and electrical work. Additionally, over 1,400 women entrepreneurs received support through training sessions and consultations, resulting in the launch of 96 new businesses and enhanced access to resources like legal assistance and funding. The establishment of a skill center in Sinner provided a platform for essential skill acquisition, while the unit's collaboration with local educational institutions furthered community empowerment and development.

Additionally, the unit facilitated the acquisition of important documents for 1,583 individuals, enabling them to benefit from various government schemes and policies. As a part of other efforts around 2,000 masks were distributed to sanitation workers and 7,600 trees were planted contributing to the health and sustainability of the area. These initiatives collectively promoted gender equality, environmental sustainability and economic growth, showcasing CYDA's dedication to fostering an inclusive, equitable and sustainable future for the rural community in Nashik.



Image: Women while attending the bulb making training, Nashik

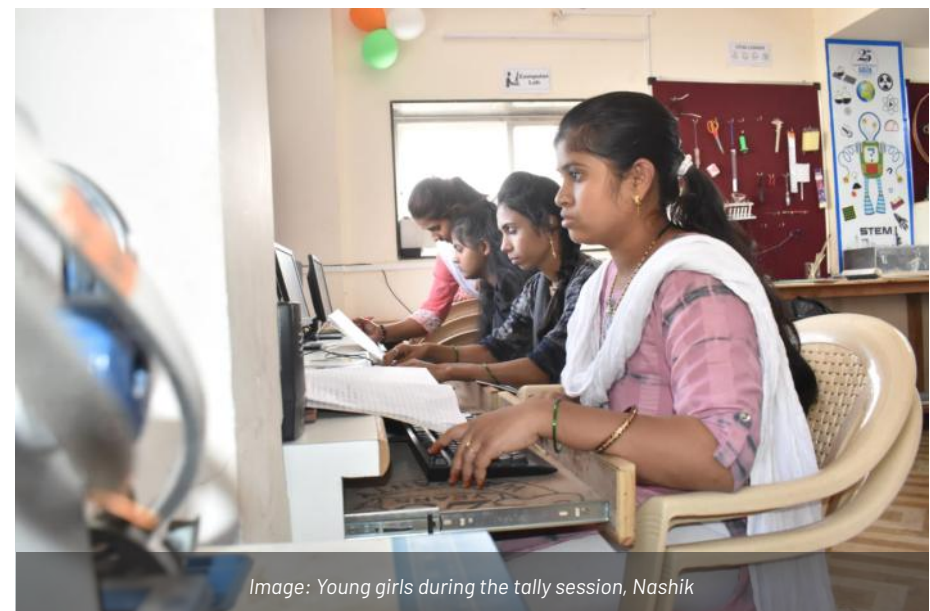


Image: Young girls during the tally session, Nashik

## ASIFABAD

Through the Holistic Rural Development Project in Asifabad, Telangana, CYDA has implemented a wide range of initiatives with significant positive impact across fifteen villages in the Wankhidi and Kerameri blocks of the Kumuram Bheem Asifabad District. These efforts have focused on key areas such as constructing WASH facilities, resulting in a notable 30% reduction in waterborne diseases. Moreover, agricultural training sessions have empowered 120 farmers to adopt sustainable practices, leading to a remarkable 20% increase in crop yield and upliftment of smallholder farmers.

The project's emphasis on education and school infrastructure development has notably improved the learning environment, evidenced by a 25% increase in student attendance and academic performance through renovated school buildings, libraries and STEM labs. Installation of solar street lights has enhanced safety in the villages, consequently reporting a 40% decrease in nighttime crime occurrences. The promotion of community-led enterprises, especially those led by women, has spurred a commendable 15% increase in household income, fostering economic empowerment and community development.

Additional initiatives, including exposure visits for farmers and awareness campaigns on dietary diversity, have enhanced the project's impact, improved agricultural practices and reduced disease risks among vulnerable populations. With solar borewells, drinking water systems, libraries and STEM labs established, CYDA's interventions have notably uplifted Asifabad district, promoting sustainable development and enhancing residents' quality of life.



Image: Solar borewell for agriculture, Dhaba village, Asifabad



Image: Farmer exposure visit, Jagityal, Telangana



Image: Borewell drinking water, Mowad village, Asifabad

## OTHER ENGAGEMENTS



CYDA believes that creating a strong network through collaboration and partnerships fosters a sustainable ecosystem, effectively addressing social issues.

### NETWORKS

Over the past year CYDA has been a part of several networks including the Voluntary Action Network India, Revitalising Rainfed Agriculture Network, Climate Action Network South Asia, MAHAVAN, LGBTQIA+, Girls Count Network, World Social Forum, Change Youth Network, Mental Health Forum, MAHAPECONET, Urban Coalition, WASH Alliance, and NTL Network.

CYDA has actively engaged with several government departments and programs adopting a collaborative approach across initiatives. Such collaborative engagements include the State Council of Educational Research and Training, District Institute for Education and Training, Skill Department of National Skill Development Corporation, Ministry of Small Micro Entrepreneurs Program for Udyogam, Social Welfare Department, Government of Maharashtra, SAMAJ Kaylan Office, Pune Zilla Parishad, Satara Zilla Parishad, Nandurbar Zilla Parishad, Pimpri Chinchwad Municipal Corporation, Swachh Bharat Mission, Jal Jeevan Mission, Pune Municipal Corporation and the Health Department (Pune Municipal Corporation).

### INTERNSHIPS

The Youth unit of CYDA has seen remarkable engagement and participation from volunteers, students, and corporate employees, totaling 628 individuals. This involvement translated into 10,568 hours of dedicated work, with 426 corporate employees and 116 students actively contributing through internships. The impact of this volunteerism is profound, as youth actively participated in events like clean-up drives, eye check-up camps and Dan Utasav (The Joy of Giving Week), showcasing their understanding of and dedication to social causes. Furthermore, their involvement goes beyond mere exposure, as they actively work towards addressing social issues in the community.

Through employee engagement activities, adolescents and youth gain exposure to corporate environments, workshops on new technologies, and career advancement opportunities, enriching their knowledge and preparing them for future endeavors. Additionally, marginalized youth benefit from exposure to corporate culture, gaining insights into career opportunities and professional growth beyond traditional workshops and training.



# EMPOWERING CYDA STAFF & ENRICHING PROGRAMS



At CYDA, staff development is not only seen as a strategic investment for the organization's success but also as a crucial element for the personal and professional growth of its employees. Recognizing that an empowered team drives impact, CYDA has developed a comprehensive Staff Capacity Building and Enrichment Program that fosters continuous learning, enhances expertise, and aligns staff with the organization's core mission.

## STRUCTURED LEARNING AND DEVELOPMENT FRAMEWORK

CYDA's staff development journey begins with an intensive induction program that immerses new team members into the organization's vision, mission, and operational frameworks. This induction ensures that every employee understands their role within the broader organizational structure and how their contributions align with CYDA's goals.

The organization holds quarterly review sessions and capacity-building workshops to ensure sustained growth. These aim to refine staff skills, expand their knowledge base, and improve overall team effectiveness. This constant learning cycle ensures that all employees stay ahead of emerging challenges and remain aligned with CYDA's evolving strategies.



## EXPOSURE TO NATIONAL AND INTERNATIONAL PLATFORMS

Beyond internal training, CYDA provides its staff opportunities to engage in thematic conferences, seminars, and workshops at local, state, and national levels. These include key events such as the HCLTech Grant Symposiums, Gender Equality and Disability Working Group Summit (C20), G20 Exhibitions, and the Indian and World Social Forums. These platforms broaden the staff's professional network and expose them to global discussions and innovative practices.

## SPECIALIZED TRAINING PROGRAMS

CYDA also conducts specialized training to address sector-specific challenges. Notably, a STEM education training program in collaboration with expert institutes will enhance the capacity of staff to promote computational thinking and STEM-related knowledge. This program has been critical in improving the educational interventions CYDA offers, making its programs more impactful and future-oriented.

## PROMOTING MENTAL HEALTH AND WELL-BEING

Understanding the importance of mental health in a high-impact work environment, CYDA partnered with various organisations to organize mental health sessions for its staff. These sessions aim to equip staff with practical strategies to maintain mental wellness, recognize early signs of mental health issues, and promote an overall culture of care and well-being within the organization.

## A COMMITMENT TO LONG-TERM GROWTH

The impact of these initiatives goes beyond individual staff members; it creates a ripple effect that strengthens CYDA as a whole. The result is a well-equipped, mentally resilient, and highly motivated team that is better prepared to tackle the complex challenges they face in the field. As CYDA continues to grow, it remains committed to enhancing the capacity of its staff to ensure that they contribute effectively to the organization's mission and experience meaningful personal and professional growth.



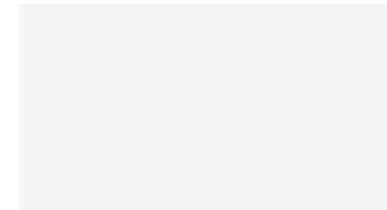
## STAFF SURVEY

Assessing employees' needs is crucial for any organization. It helps in managing the workforce effectively and efficiently. Considering this, CYDA conducted an Employee Needs Assessment analysis to fulfill its commitment to fostering a successful workplace environment. CYDA identified some areas of improvement such as providing sufficient facilities and equipment for efficient task performance and the need for greater involvement of staff in the decision-making processes, which will be addressed in the coming year.

The major findings of the survey are as follows:

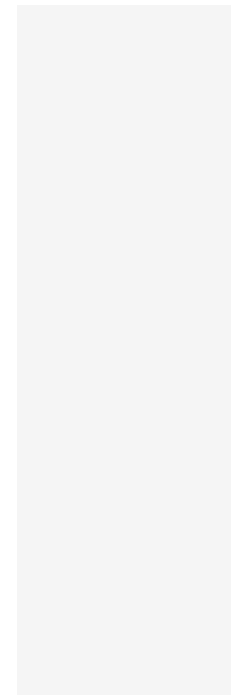
- 90% of staff believe CYDA promotes collaboration and teamwork.
- 75% of staff feel CYDA provides a platform for training and development.
- 54% of staff believe they are actively involved in decision-making.
- 71% of staff believe CYDA cares for their welfare.
- 73% of staff mention that they understand the values and principles of CYDA.
- 71% of staff believe that CYDA promotes speak up.

The staff and volunteers are the soul of CYDA's initiatives and achievements. In 2023-24 a total of 71 staff and 628 volunteers were part of the CYDA. The region and program wise break-up of the staff can be found in the tables below.



Area	Staff
Pune, Maharashtra	54
Nandurbar, Maharashtra	11
Sinner Nashik, Maharashtra	06
Asifabad, Telangana	04
Rajkot, Gujarat	02
Sambhaji Nagar, Maharashtra	06
South Goa	01
Nagpur, Maharashtra	01
<b>Total Staff</b>	<b>71</b>

Department	Staff
ED & Director	03
Admin, HR & Legal Compliance	06
Finance Unit	05
Resource Mobilisation	02
Adolescents	24
Youth	08
Gender	04
Inclusion (LGBTQIA+)	04
Skill4Change	12
Integrated Village Development Program	12
Support Unit	05
Volunteers	24





CYDA @25: CELEBRATING THE SPIRIT OF VOLUNTEERISM

CYDA celebrated its 25th anniversary on January 10, 2024, at Annabhausathe Auditorium Hall, Yerwada, Pune, dedicating this milestone to the unwavering contributions of volunteers. The occasion was marked by various events, including the Go Green Pune Marathon, Yuvarang (Youth Festival), Water Sanitation Hygiene Summit, Youth Summit, and Young Entrepreneurship Summit. These events were attended by government officials, experts, NGOs, International Non-Governmental Organizations, and social activists. During the celebrations, experts from diverse thematic sectors related to education, WASH, employment, skilling, etc. working towards inclusive practices among the youth, deliberated on the emerging community issues and strategized actionable plans to address these challenges.

The event saw an impressive participation of over 2,200 individuals, including representatives from 35 NGOs, 23 government officials, 150 dedicated volunteers, and 500 stakeholders. Participants included those from various Indian states, such as Gujarat, Chhattisgarh, Kerala, Telangana, Odisha, West Bengal, and Maharashtra. Global partners included those from Nepal and the United States of America.

Three notable publications were unveiled during the anniversary celebrations. The first, "Tread the Road Less Travelled," authored by Mr. Mathew Mattam, recounts the inspiring journey of an entrepreneur overcoming the challenges of building and sustaining a successful organization. The second publication, "Young Achievers: 25 Disruptors and Dreamers," chronicles the journeys of 25 remarkable individuals who have shown exceptional passion and resilience in driving positive societal change. Lastly, CYDA introduced "25 Best Practices: Breaking the Mold and Shaping the Future," a book derived from the organization's extensive experiences and learnings, offering valuable insights and lessons from its impactful initiatives.

## GLIMPSE OF THE EVENTS



## GLIMPSE OF THE EVENTS



# AUDIT REPORT

## BALANCE SHEET

THE BOMBAY PUBLIC TRUST ACT, 1950  
SCHEDULE VIII [ Vide Rule 17(1) ]

Name of the Public Trust: Centre for Youth Development & Activities

Registration No. : F - 16260 / Pune.

Society Registration No. : MH./368/99/Pune

Balance Sheet as at 31st March 2024

FUNDS AND LIABILITIES	Rs.	Rs.	PROPERTY AND ASSETS	Rs.	Rs.
<b>Trusts Funds or Corpus</b>			<b>Immovable Properties [ at cost ]</b>		-
Balance as per last Balance Sheet	87,223.00		<b>Furniture Fixtures &amp; Others (As per Schedule)</b>		
Adjustments during the year	-		Balance as per last Balance Sheet	3,50,199.08	
Addition During the year	-	87,223.00	Additions during the year	-	
			Less: Sales during the year	-	
			Depreciation for the year	1,10,320.00	2,39,879.08
<b>Other Earmarked Funds</b>			<b>Investments</b>		
(Created under the Provisions of the Trust Deed or Scheme or out of the income)	-		Fix Deposits	-	-
Depreciation Fund	-		<b>Advances :-</b>		
Sinking Fund	-		To Others - (Rent Deposit & Others)	2,27,000.00	
Reserve Fund	-	-	To Others - (Advance to Employee)	40,462.00	2,67,462.00
Any other Fund	-		<b>Income Outstanding *</b>		-
<b>Loans ( Secured or Unsecured )</b>			<b>Cash &amp; Bank Balance</b>		
From Trustees	-		a) In Savings Accounts -		
From Others	-		'HDFC Bank A/c No. 4422	8,28,177.00	
From Banks	-	-	The Catholic Syrian Bank A/c No. 2699 (FCRA)	1,24,413.11	
			IDBI Bank A/c No. 34210	2,39,615.94	
			The Catholic Syrian Bank A/c No. 2658	3,691.46	
			IDBI Bank A/c No.42120	14,619.00	
<b>Liabilities</b>			Kotak Bank	1,86,849.82	
For Employees Provident Fund Payable	2,00,079.00		Kotak Bank (Salary A/c)	87,408.77	
For Professional Tax Payable	11,300.00		South Indian Bank A/c No.16573	-	
For Expenses (TDS 194C &194J, 194I)	7,60,333.69		South Indian Bank A/c No.16574	1,65,677.84	
For Sundry creditors balances	9,99,421.09	19,71,133.78	State Bank of India A/c No.9134 (FCRA)	1,21,622.93	
			b) Cash In Hand (FCRA and Local)	-	17,72,075.87
			<b>Other Current Assets :</b>		
<b>Income and Expenditure Account</b>			TDS FY 16-17	39,817.00	
Surplus as per last Balance Sheet	9,09,940.93		TDS FY 17-18	46,000.00	
Less: Deficit as per I&E account	-3,02,770.76	6,07,170.17	TDS FY 18-19	36,529.00	
			TDS FY 19-20	30,900.00	
			TDS FY 20-21	34,508.00	
			TDS FY 21-22	1,42,722.00	-
			TDS FY 22-23	55,634.00	3,86,110.00
<b>Total Rs.</b>		<b>26,65,526.95</b>	<b>Total Rs.</b>		<b>26,65,526.95</b>

As per our report of even date  
for Pawade Pokharkar & Associates  
Chartered Accountants  
FRN.142790W

CA Anil Kashinath Pawade  
Partner  
MRN.172061  
Place : Pune  
Date: 11/09/2024  
UDIN:24172061BKEKBX1054



For Centre for Youth Development & Activities

Trustee

Trustee



Place  
Date

## INCOME AND EXPENDITURE ACCOUNT

**THE BOMBAY PUBLIC TRUST ACT, 1950**

**SCHEDULE IX [ Vide Rule 17 (1) ]**

**Name of the Public Trust: Centre for Youth Development & Activities (CYDA)**

**Registration No.: F - 16260 / Pune.**

**Society Registration No.: MH./368/99/Pune**

**Income and Expenditure Account For the year ending 31st March 2024.**

EXPENDITURE	Rs.	Rs.	INCOME	Rs.	Rs.
To <u>Expenditure in respect of properties :-</u>			By Rent [ accrued ]	-	
Rates, Taxes, Cesses	-		[ realised ]	-	-
Repairs and maintenance	-		By Bank Interest [Realised]	-	
Salaries	-		On FCRA	29,608.00	
Insurance	-		On Indian Funds	60,956.00	
Depreciation [ by way of	-		On Other	3,554.00	
Provision or adjustment ]	-		On Loans	-	
Other Expenses	-		On Income Tax Refund		94,118.00
To <u>Establishment Expenses</u>			By Dividend		-
(As per List)		37,04,428.37	By Donation in cash or kind		
To Remuneration [ in case of a			By Donation (As per list)		
math] to the head of the math			FCRA Fund	52,70,564.61	
including his household			Local Fund	11,82,22,773.54	12,34,93,338.15
expenditure, if any.		-	By Liability written back	5,73,450.00	5,73,450.00
To Audit Fees & certification			Deficit carried over to		3,02,770.76
To Contribution and Fees			Balance Sheet		
To Amount Written off					
a) Bad Debts	-				
b) Loan Scholarship	-				
c) Irrecoverable rents	-				
d) Other items	-				
To Bank Charges		17,772.99			
To Depreciation		1,10,320.00			
To Assets Written off		-			
To Amounts Tr. To Reserve					
or specific Funds					
To Expenditure on objects of					
the Trust (As per list)					
a) Religious	-				
c) Medical Relief					
- Expenses out of FCRA Fund					
- Expenses out of Local Fund					
d) Relief of poverty (disaster)					
- Expenses out of FCRA Fund					
- Expenses out of Local Fund					
b) Educational					
- Expenses out of FCRA Fund	56,68,981.61				
- Expenses out of Local Fund	11,49,62,173.94	12,06,31,155.55			
To Surplus carried over to					
Balance Sheet		-			
<b>Total Rs.</b>		<b>12,44,63,676.91</b>	<b>Total Rs.</b>		<b>12,44,63,676.91</b>

The above Income and Expenditure to the best of my / our belief contains a true account of income and of the Expense of the Trust.

As per our report of even date for Pawade Pokharkar & Associates Chartered Accountants

FRN.142790W

CA Anil Kashinath Pawade

Partner

MRN.172061

Place : Pune

Date:

UDIN:





Trustee  
Place  
Date




Trustee



# OFFICES

## HEAD OFFICE

CYDA, 2nd Floor, Atur House, Above Maratha Samrat Hotel, Ambedkar Road, Camp, Pune - 01.

## FIELD OFFICES

### Maharashtra

1. **Pune:** Manuski Centre, 3247, C/O Plot No. 148 Deccan College Rd, Yerwada, Pune 411006
2. **Nashik:** CYDA, S.No. 185, Plot No. 18 Shantai Niwas, Vijay Nagar, Sinnar, Nashik 422103
3. **Nandurbar:** CYDA, Pancham building Jaychand Nagar, Rear Fire Station, Korit Road Nandurbar 425412.
4. **Sambhajinagar:** CYDA, Plot no, P-4 MIDC, Near Bajaj Bhavan, Railway Station Road, Chhatrapati Sambhajinagar - 43100.
5. **Ahmednagar:** CYDA Skill Centre, Sector: Savedi, Road: Laxmi Nagar, Pune, Maharashtra, 411003.

### Telangana

1. CYDA, 1st Floor, Above Excise Police Station, Court Road, Asifabad, 504293

### Kerala

1. CYDA, 12B, Rio Artech, Thazhathangadi, Kavalam Road, Kottayam, Kerala, 686005

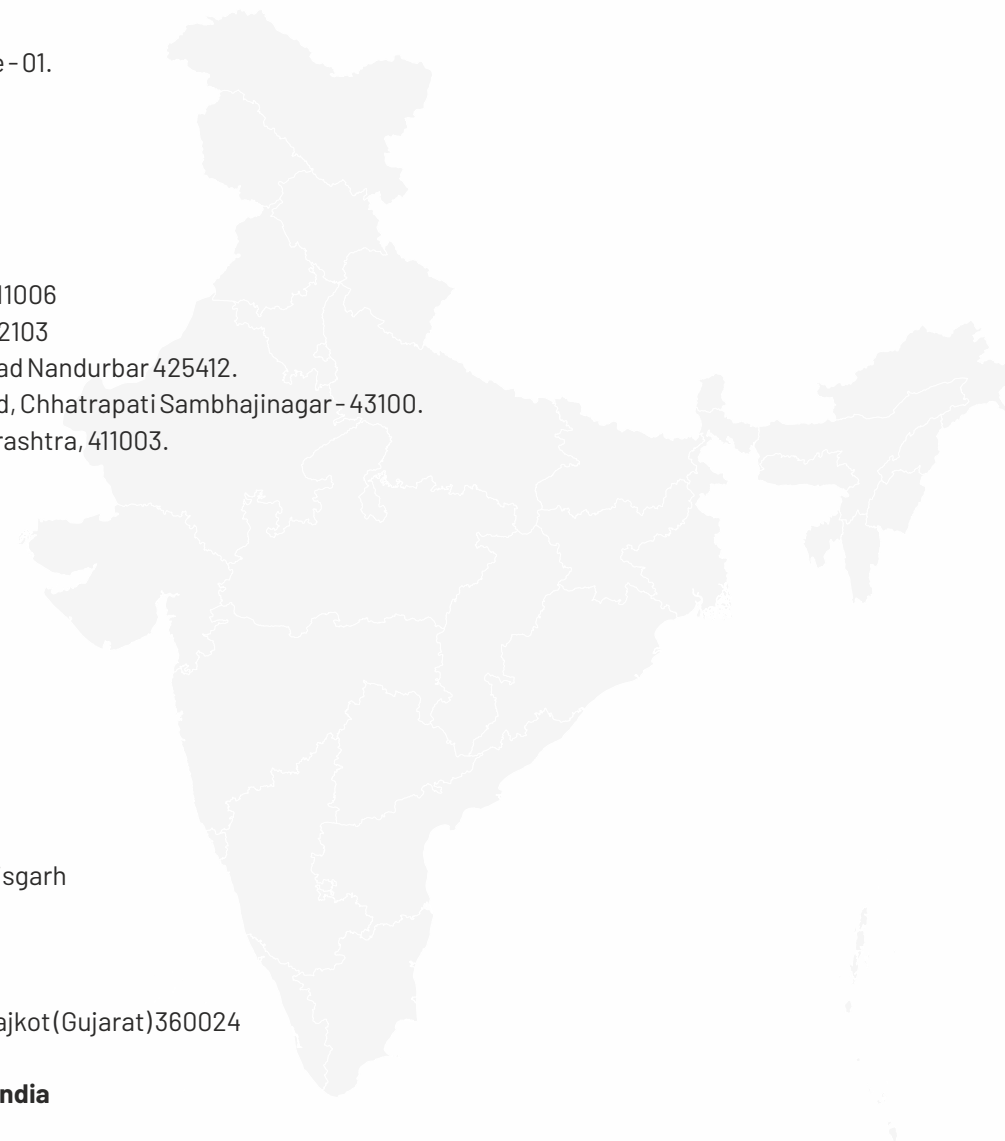
### Chhattisgarh

1. CYDA Skill Centre, A1/14, Lokmanya Society, DDU Nagar, Amanaka, Raipur, Chhattisgarh

### Gujrath

1. Rajkot: CYDA, Veraval main road Khodiyar nagar, Opp. Shriram Dairy Nand Megh, Rajkot (Gujarat) 360024

**Reg. Address: #1, A4 Gardenia, Phase 3. Somnath Nagar, Vadgaonsheri, Pune 411014, India**



# PARTNERS

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Foundation

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**WONDER**

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**Quick Heal**  
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**unicef**

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**United Way**  
United Way of Hyderabad

**ups**



**vmware**  
by **Broadcom**



CYDA, 2nd Floor, Atur Houses, Above Maratha Samrat Hotel,  
Ambedkar Road, Camp, Pune - 411001. Maharashtra, India.

✉ [secretary@cydaindia.org](mailto:secretary@cydaindia.org)

🌐 [cydaindia.org](http://cydaindia.org)

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