



SHALINI

Higher Education • Empowering Girls



THE UDAYAN SHALINI FELLOWSHIP PROGRAMME (USF)

*EMPOWERING GIRLS FROM CHALLENGING BACKGROUNDS THROUGH HIGHER EDUCATION,
MENTORING, TRAINING & EMPLOYABILITY*

*A PROPOSAL TO SUPPORT TOWARDS THE EDUCATION FOR THE UDAYAN SHALINI FELLOWS
2020-2021*

Udayan Care

A-43, Chittaranjan Park, New Delhi-110019

011-46548105/06

fundraising@udayancare.org



CREDIBILITY
ALLIANCE



Indian Institute of
Corporate Affairs
Partners in Knowledge. Governance. Transformation.
(Under Ministry of Corporate Affairs, Govt of India)

1. Introduction to Udayan Care

Udayan Care is an Indian Non-Profit Organization (Public Charitable Trust) with special consultative status to the Economic and Social Council (ECOSOC) of the United Nations. Registered in 1994 as a Public Charitable Trust, Udayan Care works to empower vulnerable children, women, and youth, in **23 cities across 13 states** of India.

Evolving from the creation of just one small family home (Ghar) for children without parental care in Delhi in 1996, there are now four established verticals, with unique programme strategies, aimed at supporting disadvantaged groups all across India: Child & Youth Care, Education, Livelihoods & Vocational Trainings, with the fourth vertical being that of Advocacy for Child Protection in Alternative Care space.

Through the power of mentorship, we nurture children without parental care, in the warmth of a simulated family environment at 17 **Udayan Ghars**, our long-term group homes. Girls from economically disadvantaged backgrounds to receive higher education, personalised mentoring and employability through Udayan Shalini Fellowship (USF) Programme. Furthermore, we empower under-served youth to enhance their employability by providing job oriented courses in digital learning and other vocations at our **Information Technology and Skill Centres** across Delhi and NCR.

We are totally committed to the rights of the child and advocate, research and provide trainings to improve Standards of Care in Alternative Care for at-risk children, in alignment with the Indian Constitution, the United Nations Convention on the Rights of the Child (UNCRC), and the Sustainable Developmental Goals.

VISION

Making Young Lives Shine.

MISSION

By engaging individuals, committed to human rights, under the framework of SDGs, Udayan Care enables nurturing homes for vulnerable children; empowers girls to aspire for and pursue higher education and gain employability; offers communities digital and vocational training to become self-reliant. Through research, training, conferences, and advocacy, Udayan Care influences policies and practices on the Standards of Alternative Care in the South Asian region.

ACCREDITATIONS & AWARDS

Accredited by reputed agencies like *Charities Aid Foundation, GiveIndia, Global Giving, Guidestar-Transparency Key* and *Credibility Alliance*, organizations that monitor and accredit non-government organizations for transparent and credible performance, we also got accreditation from *TISS Hub* and *IICA* to receive CSR Funds. Udayan Care has received several awards including for transparency in Annual Report for 2 years in a row by *CSO Partners*, the prestigious *India NGO Award 2012* and the *National Award for Child Welfare 2014*—India's highest commendation for a non-profit child welfare organization.

To know more about Udayan Care, please visit: www.udayancare.org

2. Organizational Details with Contact Information

| | | |
|----|---|---|
| 1 | Organization Name (Exact legal name of organization to which grant should be paid) | Udayan Care |
| 2 | Purpose of grant | Seeking support for 100 new Girls for higher education from disadvantaged economic backgrounds. |
| 3 | Organization(Office) Address: | A-43, Chittaranjan Park, New Delhi-110019 |
| 4 | Telephone(s) | 46548105/06 |
| 5 | Establishment Date: | 7 th -Feb-1994 |
| 6 | Contact Person in the Organization: | Mr. Arun Talwar |
| 7 | Email | arun.talwar@udayancare.org |
| 8 | Executive Director | Ms. Aneesha Wadhwa |
| | Mobile | 9810452548 |
| | Email | aneesha.wadhwa@udayancare.org |
| 9 | Founder Managing Trustee | Dr. Kiran Modi |
| | Mobile | 9810132736 |
| | Email | kiranmodi@udayancare.org |
| 10 | Registration | Public Charitable Trust Under the Indian Trust Act-1882. |
| 11 | FCRA | 231650870 Valid till 31st October 2021 |

3. Project Description

The USF Programme supports girls aged between 16-21 from Class XI until completion of graduation or her choice of vocational training. Fellows receive far more than just financial provisioning, the programme includes mentoring, resource workshops, multi-day residential camps and education on social issues encompassing a wide variety of topics, from gender discrimination to sexual health, life skills, employability.

Fellows are selected on the basis of their needs, ambition and talent. These are assessed through applications, written tests, interviews and home visits. Girls from families whose annual income is below INR 2,16,000, but have achieved marks of 60% or higher for class X, from Government schools, can apply for the fellowship. It is a 5-6 year academic excellence program for girls from weak socio-economic backgrounds, developed and run by Udayan Care. It fosters a sense of social responsibility in them and aims to turn them into self-reliant dignified empowered women.

USF is now present in 21 chapters – Aurangabad, Baddi, Bengaluru, Chennai, Delhi (North, South), Dehradun, Greater Noida, Gurugram, Haridwar, Hyderabad, Jaipur, Kolkata, Kurukshetra, Mumbai, Panchkula, Phagwara, Pune, Thane, Vadodara and Noida.

There are already 21, all pro bono core committees, with conveners, and staff members, some cities even having USF offices, many running from members' premises, with many long-term corporate partners, like Genpact, Cotivitiy, RBS, Adidas, Luminous, PWC, Greenply, B C Jindal, Springer nature, Graziano, LT Foods, Convergys, Pegasytem, Syniverse, Polyset Plastic, Kajaria Ceramics, etc., supporting the programme financially and with employee engagements and other strategic involvements, like helping us to define our systems, SOPs, etc.

3.1 Problem Statement

India continues to be a country which largely values a girl's marriage over her education. In fact, child marriage is still alive and well: according to the Census 2011 figures for recent marriages, 1 in 6 girls are married under the age of 18! Moreover, among lower-income groups, a girls' higher education is often seen as an unaffordable luxury given a family's financial constraints and preference to allocate resources to sons rather than daughters. This is coupled with cultural and social stigmas, perceptions and prohibitions which act against the education of a girl child. All of this adds up to stack the deck against a girl acquiring a degree and reaching her potential.

Hence, Udayan Care made a conscious choice to support the higher education of girls, and we began Udayan Shalini Fellowships in 2002 in Delhi with just 72 girls.

3.2 The objectives are

- To provide financial support to deserving but needy girl students from government and government aided schools to enable them to continue their education
- To provide individual attention, counselling and grooming through personalised mentoring to assure their overall mental, moral and over-all development
- To provide opportunity to widen their horizon of knowledge on various fields like career choices and social issues assailing our society
- To develop social sensitivity and a sense of responsibility, so that they give back once they become independent and start earning.

3.3 Key Features

1. Financial support to deserving but needy girl students in class XI from government and aided schools to enable them to continue their study.
2. Disbursal of funds for direct educational support.
3. Provide individual attention, counselling and grooming by mentoring the girls to assure their overall mental and moral development.
4. Provide opportunity to widen their horizon of knowledge on various fields like career choices, social issues and personality development.
5. Employability trainings to enable the girls to become job-ready, and placements.
6. Interaction with Families at Home Visits & Family Counselling.
7. Develop social sensitivity so that they give back to society once they become financially independent.
8. Creating awareness on social issues & helping them to become community Leaders.
9. Alumni Network

3.4 Target group

USF caters to such girls, whose economic and social backgrounds, limit them to avail opportunities. They are barely able to manage to finish their high schooling before being forced to drop out to get married. The girls, however, are ambitious, and due to the exposure around them are aware of the prospects they may venture into, if well educated. As daughters of clerks, watchmen, drivers, shopkeepers they have been subjected to various monetary restraints faced by the family. The program through its support aims at providing a helping hand to such girls so that their education may not suffer and they walk confidently towards a brighter future of economic independence.

The family income of most of the households is between Rs.2500 to 18000 monthly and the girls face numerous societal challenges to break away from the conventional custom of survival. Such monetary strains and orthodox thinking induces a girl to drop out and give up on her education. USF bridges the gap between the fellows and the support they need to proceed in life to become dignified responsible women who are financially independent.

3.5 Strategic Innovations

Udayan Shalini Fellowship has many strategic innovations at its core. Unlike most of the scholarships available in the sector, it has many features, unique to its functioning:

- Not just need or merit, but Need cum Merit based Fellowship Programme
- Selection Process: A stringent 4-level selection process, in partnership with local education departments and NGOs to help us reach the girls, who have a potential to develop and work for a vision for self and society
- A pyramidal mentoring process for personalised mentoring, guidance and counselling by committed volunteers and mentors, as well as committee members, convener and staff for helping the girls in developing a clear vision of their aspirations and career goals; since most of them coming from first generation learners' families, do not have access to correct guidance and motivation at home or even in government schools, where they are enrolled.

- A structured capacity-building training programme entailing workshops (bi-monthly, quarterly, residential) on life skills, social issues, career choices and employability
- Placements, leading to financial independence
- 60% of our Fellows seek post-graduation, after a couple of years' work experience, by investing from their savings or loans
- Fellows are encouraged to participate in a planned 50 hours of giving back every year, while they are in Fellowship to engrain a feeling of 'giving back' so that they become responsible citizens of the society; which becomes a habit by the time they enter the professional world

The USF Programme is not limited to impacting the girls alone; it affects their communities and families also, by constant interaction with them, to promote women's education and empowerment. Our girls become role models for their communities, and the perceptions of communities and families about gender issues, women's education and empowerment starts changing.

3.6 Monitoring and Evaluation

There is stringent monitoring of the girls to continue their fellowships on year on year basis, where they are evaluated on their participation in each component of the programme.

Performance Evaluation

1. Quarterly reports by the Fellow and the Mentor
2. Performance in academics and co-curricular activities in colleges
3. Attendance and interactive participation in the workshops
4. Participation in social work (Social campaign, Residential camp and personal initiatives etc.)
5. Feedback from fellows themselves, their families, their communities (their academic reports, peers and teachers from colleges, and peer group and others in their communities) on their performance and their impact on their environment

3.7 Outcomes and IMPACT

USF program has transformed the lives of the Shalinis and their communities in the following head points.

- a. Non disruption in studies.
- b. Increased employment opportunities for the Shalinis.
- c. Increase in self-confidence, self-esteem and aspirations
- d. Ability to take independent decisions.
- e. Improved social wellbeing and quality of life
- f. Increased respect in community
- g. Positive change in outlook of parents/ family members
- h. Reduction in incidence of early marriage of Shalinis
- i. Self-Reliant and socially responsible Shalinis.

3.8 The Ask

To impact the lives of underserved young and deserving girls we would request you to kindly renew your support towards 100 new Shalinis in one or two Chapters. The location of the Chapter (location) can be discussed and finalised mutually. Udayan Care requests for a grant of Rs. 17,00,000 per annum. We shall request you to commit your support for 2020-2021 as it would help our Shalinis to complete their graduation or professional course of their choice. You may also decide the size of the batch of Shalinis which may vary from 30 to 100 in one location.

Your support may duly be acknowledged in all our communication materials.

For further details: Please contact fundraising@udayancare.org.