



UDYOGINI

ANNUAL
REPORT
2024-25



Empowering Women.
Enabling Enterprises. Enriching Futures.



Contact us

D17, Basement, Saket, New Delhi - 110017, India www.udyogini.org
 info@udyogini.org +91-9773988590

Follow us

<https://www.facebook.com/iamudyogini/>
 <https://www.instagram.com/udyogini?igsh=cmdkM3JvY2sxN2tr>
 <https://www.linkedin.com/company/udyogini1992/>
 <https://x.com/Udyogini1?s=20>



For more details
scan the QR code



TABLE OF CONTENTS

1	Message from Leadership	4-5	7	Learning and Development Opportunities	50
2	About Us	6-7	8	POSH Data	51
3	Our Journey	8-9	9	Team Reflections	52
4	Our Presence	10-45	10	Udyogini in News	53
	— Madhya Pradesh		11	Our Team	54-55
	— Chhattisgarh		12	Udyogini Board Members	56-57
	— Jharkhand				
	— Uttarakhand		13	Financial Overview	58-61
	— Rajasthan		14	Funding Partners (2024 - 2025)	62
	— West Bengal		15	Abbreviations & Acknowledgement	63
5	Our People and Culture : The HR Chapter	46-47			
	— Staff Strength				
	— Gender Inclusion				
6	Udyamita Sammelan 2.0	48-49			

Message from Leadership



Chief Executive Officer
Udyogini

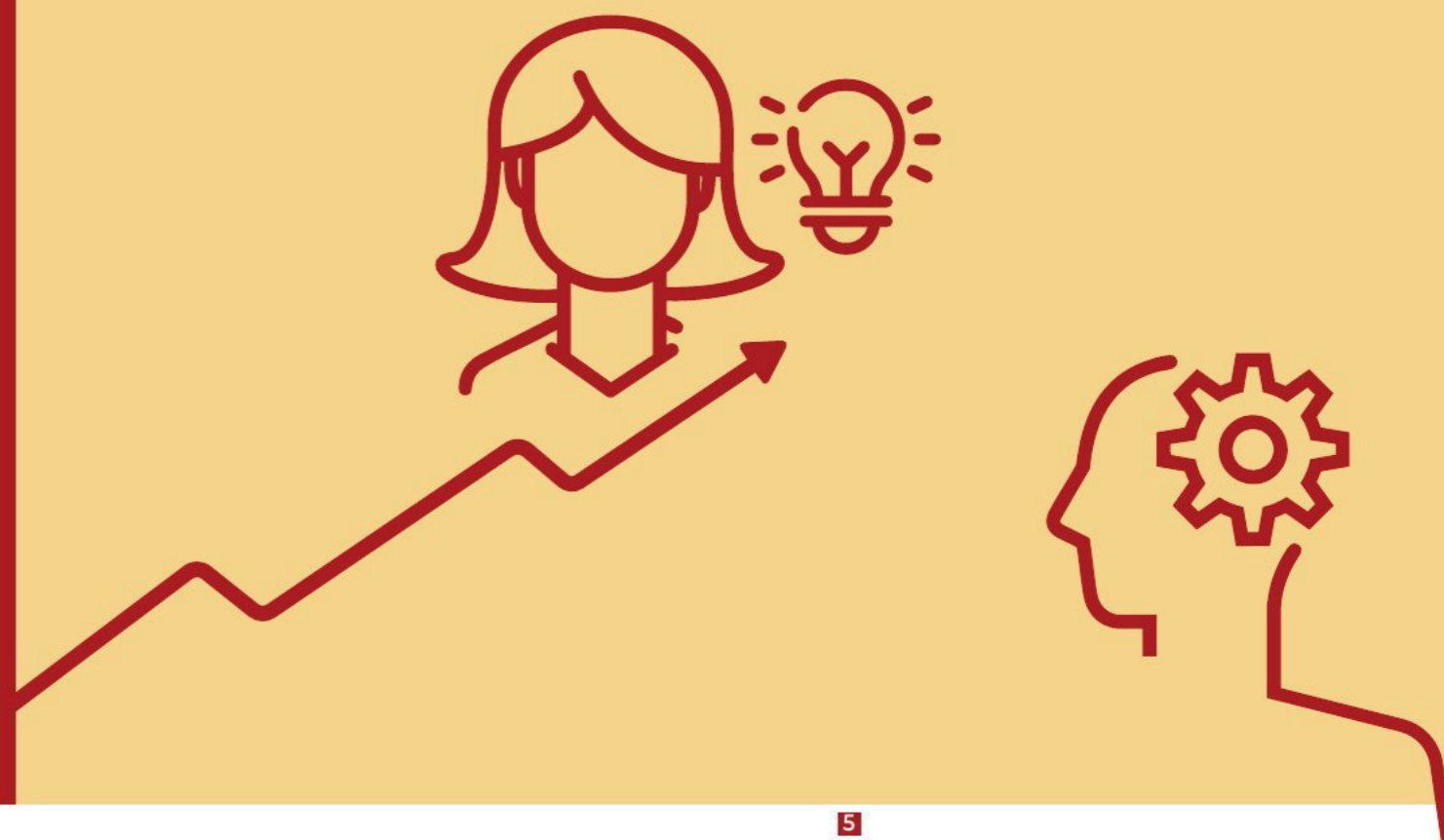
Dear Friends, Partners, and Supporters,

The year 2024–25 has been one of reflection, renewal, and remarkable progress for Udyogini. As we continue empowering women economically, we are reminded that transformation grows through consistent learning, listening, and adapting to women's lived realities. Our journey now extends across seven states, reaching **32,846 women through 734 Women Enterprise Groups and 400 entrepreneurs**. The trust of new donors and enduring partners strengthens our belief in a model rooted in community, capacity, and context.

Our **Skill Development programs** continued to help young women move from aspiration to achievement. Through insights from the field, we refined interventions for greater relevance and impact.

At Udyogini's heart are its entrepreneurs—**women redefining leadership across India**. As we move forward, we remain committed to creating ecosystems where women thrive as entrepreneurs and changemakers.

Warm regards,
Rashmi Saxena
Chief Executive Officer
Udyogini



About Us



Vision

We envision a world where women claim their space with freedom, respect and the power to make their own choices.

हम ऐसी दुनिया की परिकल्पना करते हैं, जहाँ महिलाएँ स्वतंत्रता, सम्मान और अपने निर्णय लेने की शक्ति के साथ अपनी पहचान और स्थान स्थापित करें।



Mission

Enabling women to drive socio-economic transformation by creating sustainable livelihoods through building women's capacity (knowledge, attitude, skills), fostering viable micro enterprises, unlocking market opportunities and nurturing a supportive ecosystem.

महिलाओं को सशक्त बनाकर सामाजिक-आर्थिक परिवर्तन को गति देना, जिसमें क्षमता निर्माण (ज्ञान, दृष्टिकोण, कौशल) करना, सतत् आजीविका का संवर्धन करना, व्यवहारिक सूक्ष्म उद्यमों को बढ़ावा देना, बाजार के अवसरों को उपलब्ध कराना और एक सहायक पारिस्थितिकी तंत्र को विकसित करना शामिल है।

Our Journey



Empowering Women through Enterprise since 1992



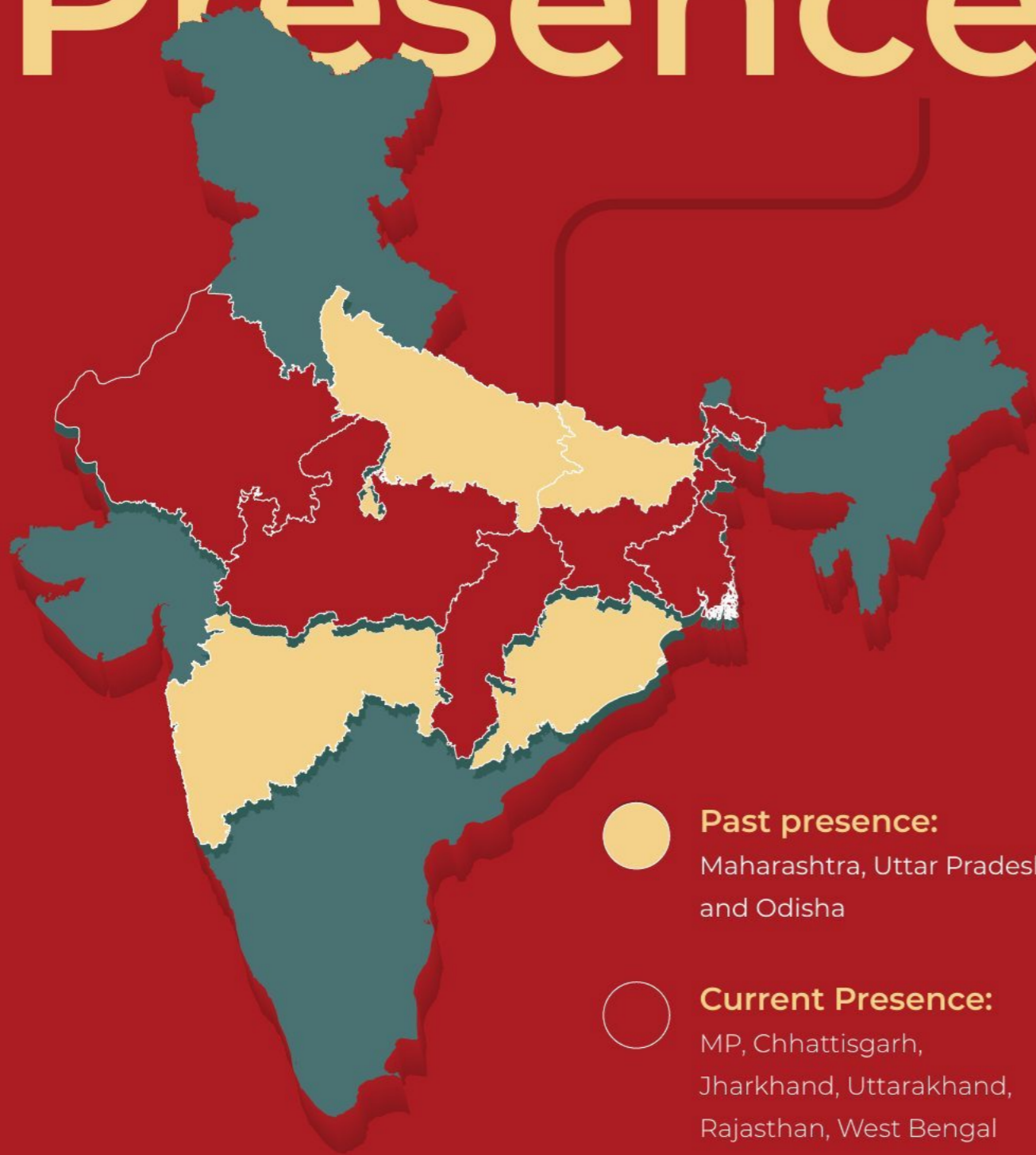
Udyogini was initiated by the World Bank in 1992 under the WEMTOP program and later established as a non-profit organization to ensure long-term sustainability. Conceived during the rise of microfinance and Self-Help Groups (SHGs), Udyogini recognized a critical gap in women's enterprise training and sought to empower women to become self-reliant entrepreneurs.

In its early years, Udyogini adopted a Training of Trainers (ToT) model, collaborating with grassroots NGOs and reaching over a million women through capacity-building programs. By the 2000s, it shifted from training facilitation to direct implementation of livelihood projects, focusing on rural and tribal communities. The organization pioneered value chain-based models around forest produce, handicrafts, and agri-enterprises—integrating skills development, market linkages, and financial inclusion to ensure sustainable livelihoods.

Over time, Udyogini evolved into an all-round empowerment model, blending traditional knowledge with modern tools. Through mentoring, digital learning, and industry partnerships, it helps women build economic resilience and leadership. Our work begins with a woman's belief in herself. We simply create the space for her to discover her voice and shape her own growth. Our work begins with a woman's belief in herself. We see our role as creating the space and support for her to discover her own voice and capabilities, so that the changes she makes are truly her own.

Today, Udyogini operates across eight states in India, positively impacting over 200,000 women and their communities. Continuing its mission at the intersection of **women's agency, economic empowerment, and leadership**, Udyogini builds pathways to dignity, opportunity, and self-reliance, transforming women into catalysts of social and economic change.

Our Presence



Year in Review: At a Glance

This year, Udyogini's footprint expanded both in scale and depth, reaching new geographies and deepening impact within existing communities.

We empowered women to become catalysts of change, leading to a ripple effect in their families, local economies, and replication in different geographies as well, building resilient livelihoods aligned with sustainable practices.

Metric	2022-2023	2023-2024	2024-2025
Partners Reached	16,239	27,905	32,846
States Covered	5	5	6
Villages Covered	345	595	827
Entrepreneurs Developed	150	4,919	5,291

The transformative journeys we've witnessed fill us with a sense of possibility. Looking at the vast potential and profound need in the Northeast, we find ourselves inspired and eager to bring Udyogini's ethos of empowerment to its vibrant communities in the near future.

Talk about hope.
Talk about solutions.

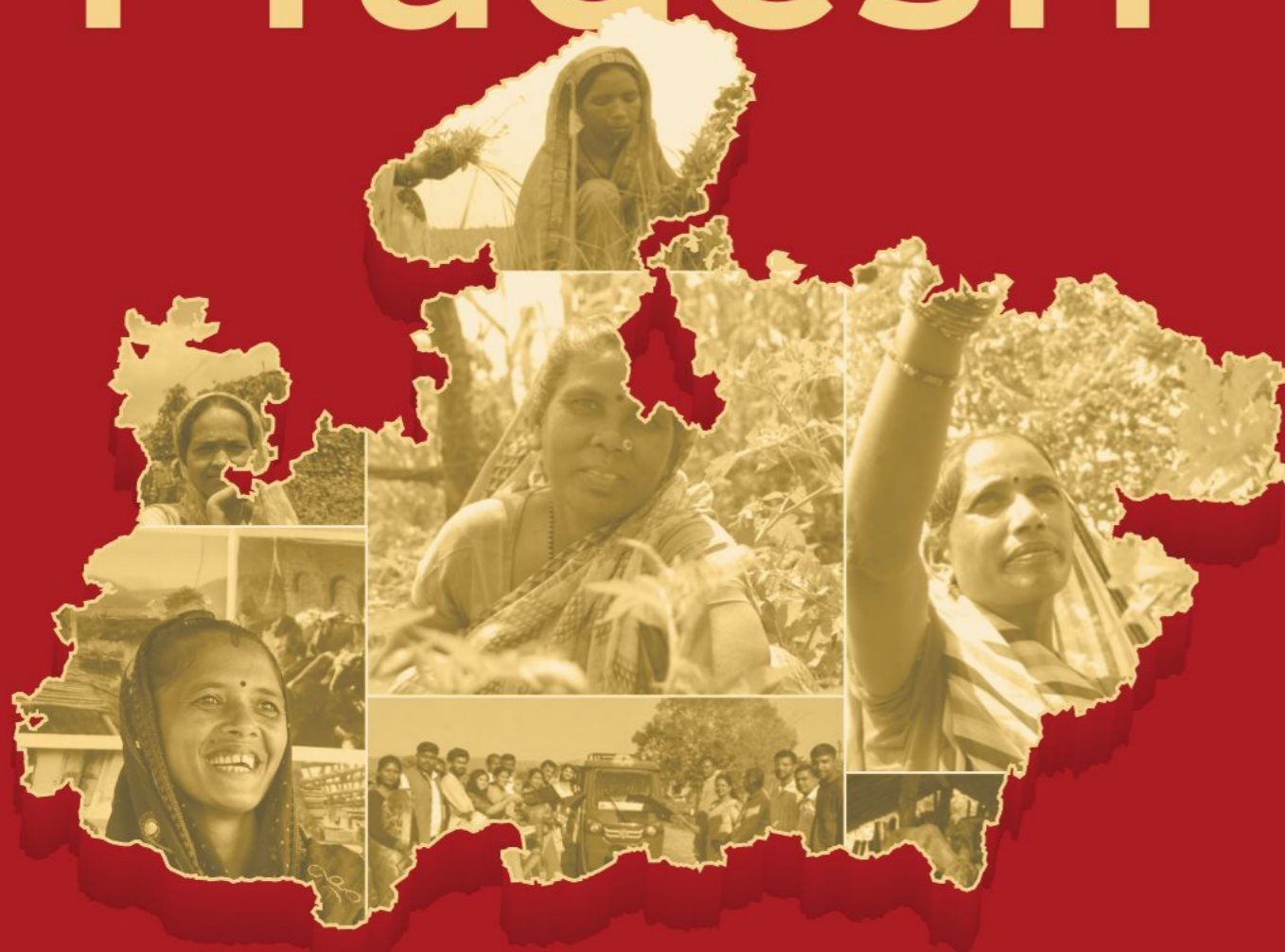


बंदियों के पार



Scan to watch full video
on our Youtube Channel

Madhya Pradesh



SDGs



Operational Overview (2024-2025)

Blocks
07

FPOs
03

Villages
291

WEGs/WUGs
168



Net Partners
8,715

Districts
03
(Mandla, Dindori, Dewas)

Key Value Chains
Potato, Oil Seeds,
Goatry, Garlic, Millets

Thematic Highlights

Value Chain Development



Establishment of two millet and oil processing units in Narayanganj and Mawai. The cold-pressed oil unit in Dindori produces oil from Mustard, Linseed, Sesame, and other seeds.

Livelihood Development



A thriving goat farming cluster in Babaliya engages 100 women. The irrigation kit initiative helped cultivate 420.7 acres of previously barren land.

Climate Change



1,065 partners adopted vermi-composting. Over 400 partners benefited from improved water management practices, irrigating 400 hectares.

Enterprise Development



32 women started individual enterprises (Pulverizer units, sewing, goat rearing). Women-led Custom Hiring Centers (CHCs) were set up in Mawai and Narayanganj.

Stories from the Field

Swaad Se Swavalamban: The Journey of Unnati Mahila Vikas Samuh

Once landless and overlooked, the women of Unnati Mahila Vikas Samooh in Londijagir, Sonkatch Block, Dewas, are now shaping their future one pickle jar at a time. What began with a few women has grown into a recognised local enterprise.

From Garlic Pickle to Schezwan Chutney and Peeled Garlic, their products reflect skill and teamwork. In just three months, they earned over ₹30,000 an inspiring shift for women who once had no stable income.

Their growth is also about confidence. A leading resort became their regular buyer, media spotlighted their efforts, and officials applauded them giving the group new dignity and motivation.

Backed by training in sustainable agriculture and garlic processing, these women have turned a small unit into a hub of learning and leadership. For them, this journey goes beyond food it is about identity, entrepreneurship, and self-reliance.

Udyogini's intervention built on the women's traditional skills through value addition and practical training. From vermicomposting at the bio-resource centre to business lessons at the garlic processing unit and trainings like Grassroot Management and Enterprise Development, each step strengthened their capabilities. What began as a small initiative has now grown into a vibrant hub of learning and enterprise.



Stories from the Field

Power in Every Drop: The Women Behind the Cold Press Oil Unit

In Amarpur, Dindori, an experiment in value addition has grown into a story of women's enterprise and resilience. At the Cold Press Oil Unit, five women now operate ten machines and three filtration units with precision producing high quality oils. Once unfamiliar with machinery, they are now skilled entrepreneurs managing everything from seed cleaning to packaging.

The initiative also inspired another breakthrough: the community's first women e-rickshaw driver who now ferries seeds and oil between villages, symbolizing mobility and autonomy.

Furthermore, the unit has catalyzed a wider ecosystem of local development. It has generated a variety of jobs beyond the unit itself, spurring the creation of several sub-enterprises in the surrounding area.

Over 500 tribal women farmers across 107 villages now sell mustard, linseed, and gulli seeds at fair prices through village procurement centers. Instead of raw seeds leaving at low value, processed oils reach markets, trade fairs, and ONDC platforms.

Solar-powered machines, sale of oil-cake by-products, and strong market linkages ensure sustainability. More than oil, what flows here is confidence, independence, and a new identity for Dindori's women.



Voice of Trust

उद्योगिनी से जुड़ने से पहले मैंने कभी नहीं सोचा था कि मैं अपने परिवार की आय में इतना योगदान दे सकती हूँ। मुझे जो प्रशिक्षण और मार्गदर्शन मिला, उसने मेरी जिंदगी बदल दी। अब मैं आत्मविश्वास से भरी हूँ और भविष्य को लेकर आशान्वित हूँ।

– खिलेश्वरी बघेल, मध्य प्रदेश

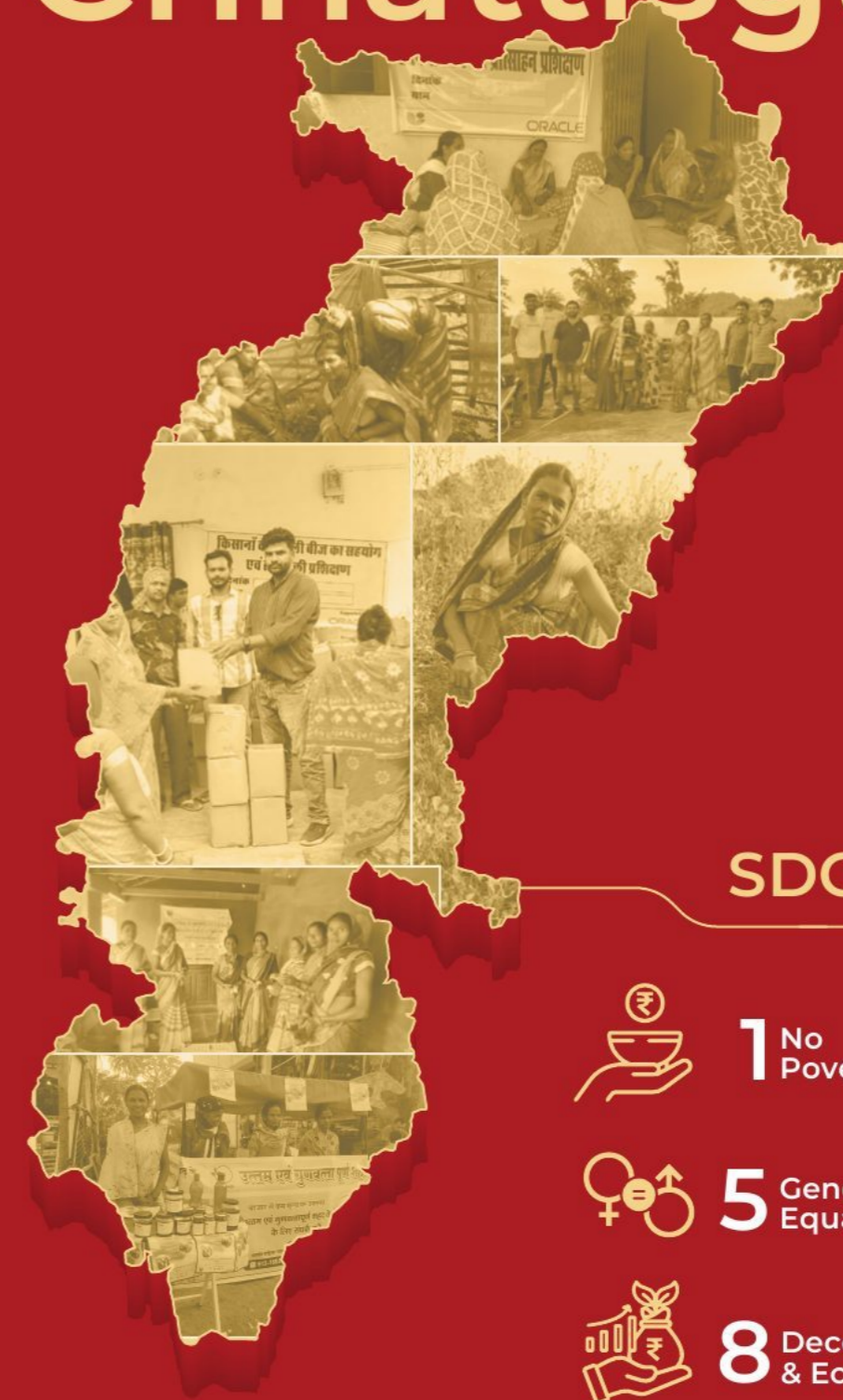


कोल्ड-प्रेसड ऑयल यूनिट चलाने से मेरी जिंदगी बदल गई। अब मैं अपने घर की आय में महत्वपूर्ण योगदान दे पा रही हूँ और खुद को एक नए नजरिए से देखती हूँ।

– उषा, मध्य प्रदेश



Chhattisgarh



SDGs



1 No Poverty



5 Gender Equality



8 Decent Work & Economic Growth



9 Industry, Innovation and Infrastructure

Operational Overview (2024-2025)

Blocks
09

FPOs
01

Villages
209

WEGs
136



Net Partners
4,397

Districts
04
(Kanker, Balrampur, Mohla-Manpur, Korba-Kartala)

Key Value Chains
Honey, Mushroom Spawn, Lac, Pulps, Mustard Oil, Rice & Spices Processing, Lemon Grass, Dona Pattal



Thematic Highlights

Value Chain Development



- Significant progress across multiple WEG-led units.
- Produced and sold **700 kg** of spawn, generating **₹87,000** in sales in Kanker.
- Women from Kanker earned **₹3,500** profit from tamarind candy sales.

Livelihood Development



- Women from Maula Manpur earned **₹15,000** profit from a plate-making machine.
- Members earned **₹2,000** to **₹4,000** monthly from mustard cake sales in Ramanujganj.

Enterprise Development



- Establishment of a lemongrass oil distillation unit benefiting **42 partners**.
- Over **10 enterprise units** functional in the state.

Climate Change



- Women have sold **79 kg** of broodlac for **₹80,080**.
- In Maula Manpur, procured and processed **420 kg** of honey.
- The honey is wild and collected using eco-friendly methods that ensure honeybees are not harmed.
- Practice of lac cultivation also ensures the conservation of biodiversity.



Stories from the Field

Nai Disha: Turning Small Refreshment Shops into Big Opportunities

In Markeli village of Manpur block, ten women formed the Nai Disha Women Entrepreneurs Group. Coming from farming households where seasonal income was never enough, they sought a way to earn steadily and with dignity. The idea of starting a refreshment shop emerged, though at first it felt impossible. With little capital, no proper building, and poor transport facilities, the odds were stacked against them.

With training and guidance from Udyogini Sanstha, the women learned the basics of running a shop—hygiene, food preparation, customer service, and simple bookkeeping. Each contributed ₹2,000, pooling ₹20,000 to launch their venture. Udyogini supported them with essential materials, while the women invested in furniture, utensils, and other needs.

Step by step, the shop grew into a recognized spot in the local market. From their modest investment, the group soon earned nearly ₹50,000. This steady income reduced their dependence on farming, helped cover school fees, food, and healthcare, and even enabled them to save and access credit.

The impact went beyond economics. Once seen only as homemakers, the women are now respected as entrepreneurs. Their success has inspired others in the village to join self-help groups and consider new enterprises.

For the women of Nai Disha, the shop is more than a business. It is confidence, independence, and a new identity—proof that with collective effort, rural women can create lasting change.



Voice of Trust

मैंने कभी नहीं सोचा था कि मशरूम उगाना इतना लाभकारी हो सकता है। उद्योगिनी के सहयोग से मैंने नई कौशल सीखी और अब मैं अपने परिवार की आय में महत्वपूर्ण योगदान दे पा रही हूँ। मेरी इस सफलता ने हमारे गाँव की कई महिलाओं को भी मशरूम की खेती शुरू करने के लिए प्रेरित किया है।

– सुनीता देवी, छत्तीसगढ़

ऋण ने न केवल हमें प्रसंस्करण क्षमता बढ़ाने में मदद की, बल्कि हमें शहद की बढ़ती माँग को पूरा करने के लिए भी सक्षम बनाया। अब हम अधिक ग्राहकों की सेवा करने और अधिक सफलता पाने के लिए बेहतर रूप से तैयार हैं।

– ललिता, छत्तीसगढ़



Jharkhand



SDGs



Operational Overview (2024-2025)

Blocks
03

FPOs
01

Villages
58

WEGs
44

Net Partners
6,182

Districts
03



Key Value Chains

Lac-Seed lac, Scrap lac, semialata plantation, Tamarind, Ragi, Moringa Powder, Papad & Achaar

Thematic Highlights

Enterprise Development



This year's profit stands at **₹1,10,029.35**. Tamarind procurement began in March, expected to generate approximately **₹5 lakh** in profit.

Climate Change



Promoting lac cultivation, which works towards the conservation of biodiversity and fosters the growth of host plants like **Kusum, Ber and Semialata**.

Livelihood Development



539 women farmers received handholding initiatives. **4 kg broad lac** provided to **365 farmers**. **800 Semialata saplings** distributed. **100 farmers** engaged in Vermi Compost Pit activity. **50 farmers** involved in Azolla cultivation.



Stories from the Field

Lilo Devi: The Lakhpati Didi

In Bongda village, Jharkhand, 50-year-old Lilo Devi's story is one of resilience and transformation. Born into poverty and married young, she grew up without education and spent her life managing household duties, raising three children, and supporting her husband's small farm. Her income was minimal, and she often felt trapped in scarcity.

Lilo Devi's early attempts at livelihood—rearing two goats, cultivating lac on a small plot, and tending a Kusum tree—yielded meagre returns. With limited knowledge, livestock fell ill and pests ruined lac crops, leaving her annual earnings at just ₹2,000-3,000.

Everything changed in 2016 when she attended Udyogini's training on goat rearing and lac cultivation. Learning scientific practices—vaccinations, deworming schedules, hygiene, and improved lac techniques—gave her the tools and confidence to succeed. With family support and guidance from Udyogini field associates, Ratiya expanded her herd and applied systematic practices.

Today, she owns 25 goats and produces 60–65 kg of scrap lac annually. Goat sales bring ₹70,000–80,000, and lac adds nearly ₹60,000, raising her annual income to ₹1-1.4 lakh. With her earnings, she built a four-room house and enabled her eldest daughter to pursue higher studies.

Lilo Devi is now a mentor and respected voice in her community. Her journey reflects more than financial growth—it embodies dignity, self-worth, and agency. As she proudly says, "I now earn over a lakh a year, but what I value most is the freedom and respect I have gained."



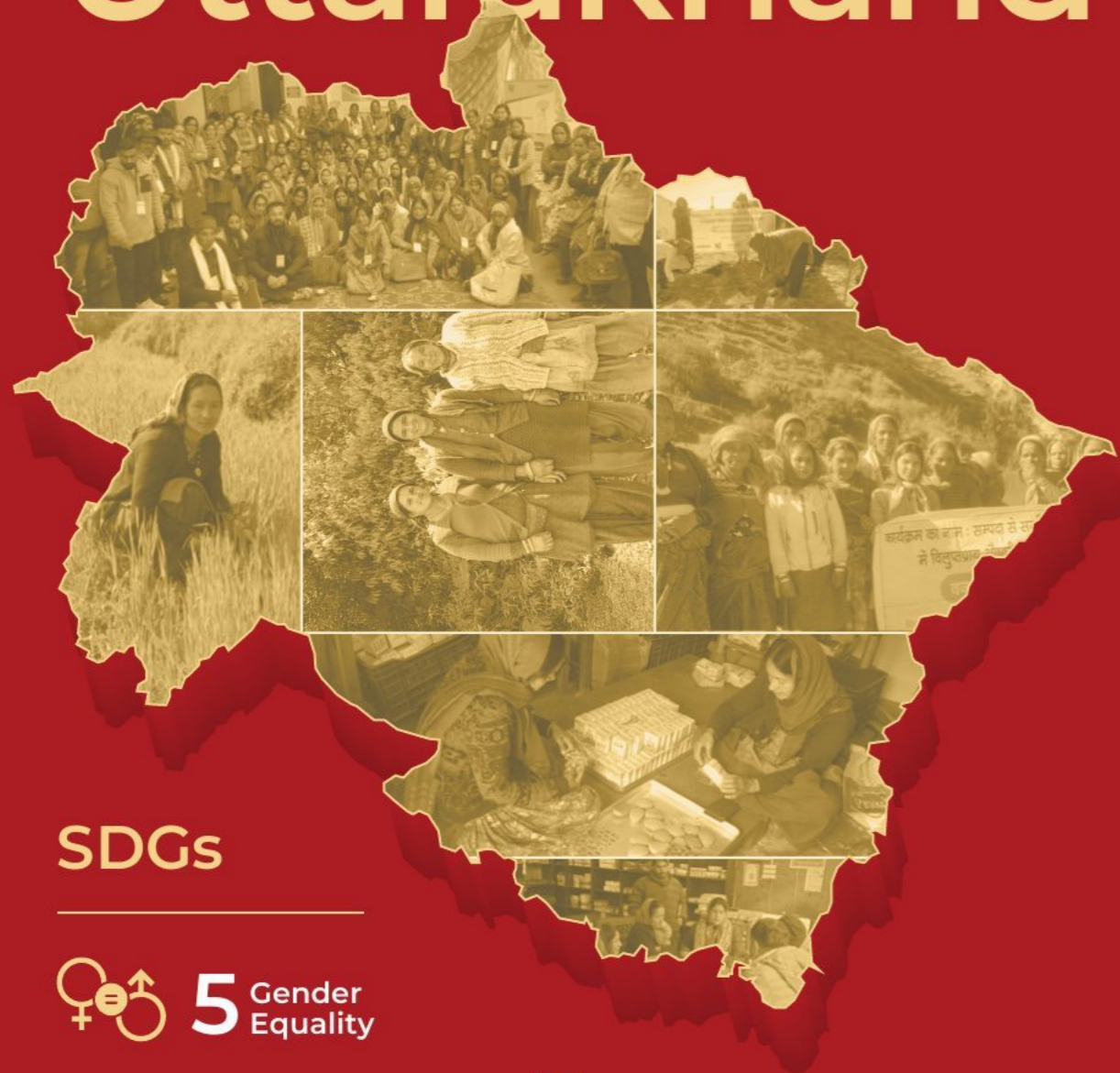
Voice of Trust

मेरी जिंदगी तब बदली जब मैंने कमाना शुरू किया और आत्मनिर्भर बनी। मेरे पास बकरियाँ थीं, प्रशिक्षण और ज्ञान भी मिला, लेकिन बकरी मचान बनने से सब कुछ बदल गया। अब मैं अपनी बकरियों को स्वस्थ रख सकती हूँ और उन्हें बीमारियों से बचा सकती हूँ। इससे मेरी आय को बनाए रखना और बढ़ाना आसान हो गया है।

– शकुंतला देवी, झारखंड



Uttarakhand



SDGs



5 Gender Equality



15 Life on Land



8 Decent Work & Economic Growth

Operational Overview (2024-2025)

Blocks
06

FPOs
01

Villages
108

Net Partners
1,500 (Direct Partners)

Districts
01
(Chamoli)

Key Value Chains
Herbal Soap
and Herbal Tea

Thematic Highlights

Value Chain Development



Working on value addition by developing an end-to-end value chain for **Medicinal and Aromatic Plants (MAPs)**. Women in Chamoli, Uttarakhand, are now engaged in value addition, making herbal soaps and herbal teas, in addition to earning from the sale of the raw plants.

Enterprise Development



Facilitated a buyer-seller meet with **13 FPOs and 20 buyers**, leading to three signed contracts. Established five herbal garden demonstrations. Organized an exposure visit for **50 farmers**.

Climate Change



Conservation of Medicinal and Aromatic Plants is promoting rich biodiversity in the high-altitude region and preserving traditional knowledge. **400 Certified Endangered MAPs Cultivator** and over **16.8 Ha** of fallow land rejuvenated

Livelihood Development



Women have learned scientific cultivation methods for various Medicinal and Aromatic Plants and are now generating sustainable income of **₹2000-3000** through their sale.



Stories from the Field

Savitri Devi: Cultivating New Possibilities through Medicinal Plants

Savitri Devi, a farmer from Dhalu village in Chamoli's Tharali block, had long relied solely on agriculture as her family's only source of income. With limited resources, sustaining household needs was often a struggle. But in 2024, new possibilities opened up when she established a polyhouse in her field with support from Udyogini.

Through consistent training and handholding support, Savitri Devi mastered the techniques of nursery preparation and management. She learned the critical timings of transplanting seedlings from the polyhouse to the green net and later to the main field, along with scientific watering and plant care methods. These skills, once unfamiliar, are now second nature to her, enabling her to raise robust and healthy plants.

Inside her polyhouse, she cultivates cuttings of rosemary and lemon balm, which she has successfully nurtured into high-quality planting material. Within just a year, she began selling these to the program, opening a steady stream of income. This entrepreneurial step has not only strengthened her family's financial stability but has also marked her as a trailblazer in her village.

Today, Savitri Devi is recognized as an inspiring example of women's entrepreneurship. Her success has sparked curiosity among other women in the community, motivating them to consider the immense potential of medicinal and aromatic plant cultivation as a sustainable livelihood option.



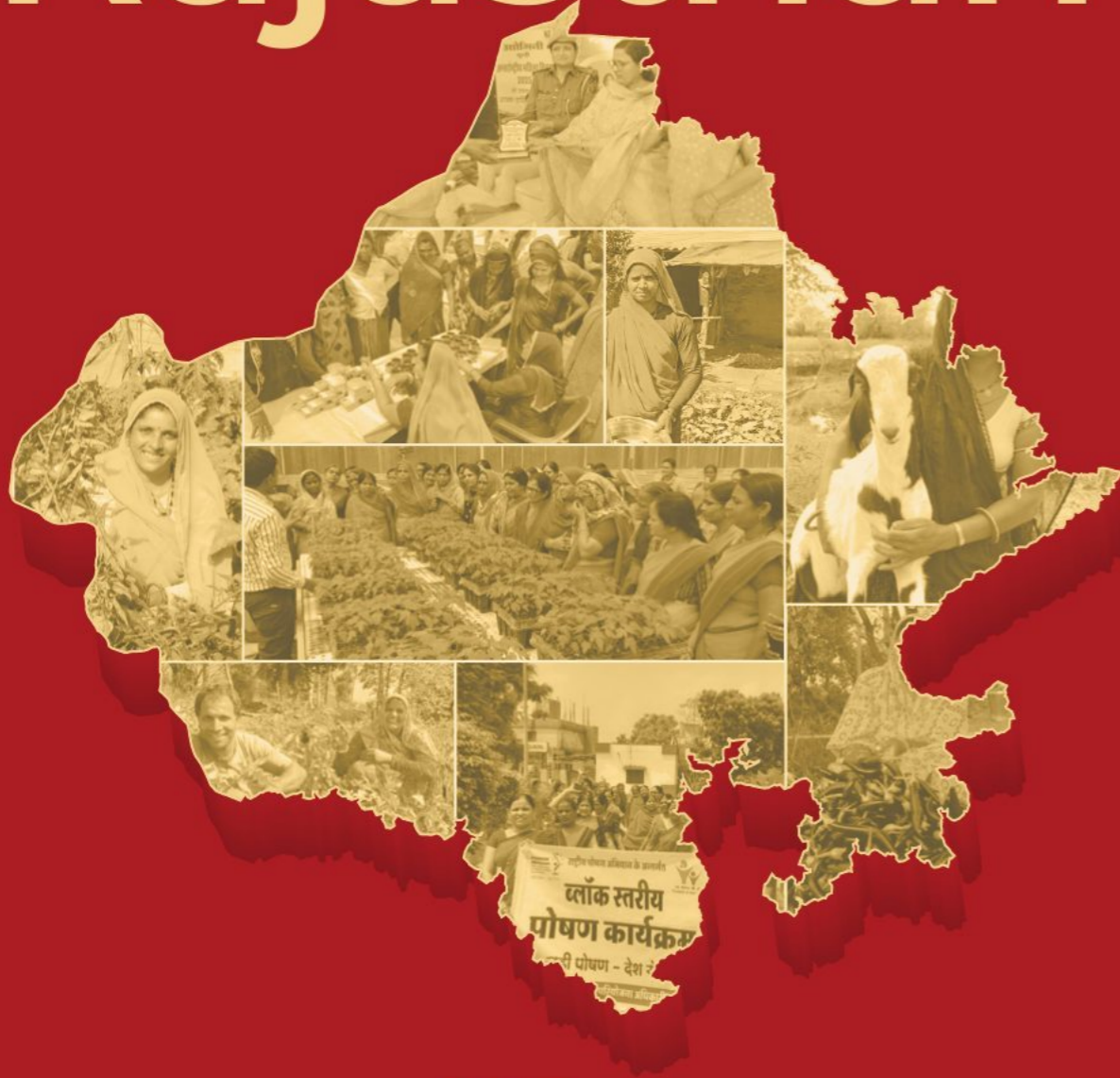
Voice of Trust

औषधीय और सुगंधित पौधों की खेती शुरू करने से पहले मैंने कभी नहीं सोचा था कि यह इतनी अच्छी आय दे सकते हैं। इस नए अवसर ने न केवल मेरी आमदनी बढ़ाई है बल्कि मेरे गाँव की अन्य महिलाओं को भी इसे अपनाने के लिए प्रेरित किया है। अब हम खेती को एक नए नजरिए से देखते हैं।

– सावित्री देवी, उत्तराखंड



Rajasthan



SDGs



Operational Overview (2024-2025)

FPOs
03

Net Partners
7,757

Districts
(Bundi,
Hindoli)

Key Value Chains
Goat, Dairy, Tomato, Bio-fortified
Crop-Wheat & Millet, Vegetable seed
for Kitchen Garden

Thematic Highlights

Livelihood Development



Provided input support to 1,821 partners (Iron Manger, Fencing, Animal Health Kit), 1,899 partners (Animal Health Kit), 1,150 partners (vegetable seeds), 508 partners (bio-fortified crops), 400 partners (mustard seeds), and 240 partners (tomato seeds).

Climate Change



Constructed 6 Anicuts, 5 Gabions and 8 Earthen Dams, successfully harvesting 405,699 CuM of water.

Skill Development



1,739 women trained in Financial and Digital Literacy. 98 SHGs trained in Goat and Dairy Farming.



Stories from the Field

Growing Hope at Home: Roshni Bai's Kitchen Garden Journey

Roshni Bai, a 26-year-old housewife from Raghunathpura village in Bundi, has always carried the weight of responsibility for her eight-member family. With agriculture as their primary livelihood, rising input costs often left them struggling to make ends meet. A year ago, her annual income was meagre, making it difficult to sustain household needs.

Determined to change her situation, Roshni became an active member of the Bajrangbali Self-Help Group. With training and guidance, she began to explore new avenues to strengthen her family's finances. Her persistence paid off---this year, her earnings grew by nearly ₹10,000, bringing both relief and a sense of pride.

The turning point came in December when she received vegetable seeds to start a kitchen garden. What seemed like a small step became a powerful shift. Today, her backyard flourishes with fresh, chemical-free vegetables, ensuring nutritious food for her children while cutting down monthly expenses. This simple but effective initiative has turned her home into a space of self-reliance and savings.

For Roshni, the journey is not just about money---it is about dignity and control over her family's well-being. She now inspires other women in her village to take similar steps toward resilience and independence. Her story is proof that even the smallest interventions, when combined with determination, can sow the seeds of lasting change.

West Bengal



SDGs

 **4** Quality Education

 **5** Gender Equality

 **8** Decent Work & Economic Growth

Operational Overview (2024-2025)

Candidates Trained
1,250

Candidates Mobilised
1,400

Training Centers

Multiple centers across Kolkata and key surrounding regions including Dakshin Barasat, Budge-Budge, Charlal, Bellaghata, Boral, Carla, Barajpur (Dhap Dhapi), Lakhikantpur, Dakshin Durgapur, Amtala, Julpia, Diamond Harbor, and Barrackpore.

Thematic Highlights

Skill Development



Focused on BCBF and GDA training programs. Adopted a hybrid training model (digital + hands-on) to enhance learning effectiveness and placement success. Strengthened collaborations with corporates, local governments, and financial institutions for project sustainability.



Stories from the Field

“Namaste, I am Him Naskar. I completed the BCBF course with Udyogini and have been placed as a customer care executive. My salary is 8,500 monthly and I am very very happy with the growth that I have seen, not just in my life but also in the life of my family due to my income.”

-Him Naskar, West Bengal

“Namaste I am Manisha Khan. I completed the BCBF course with Udyogini and have been placed at a company with the monthly salary of Rs. 8,500. I am extremely happy that I have become self dependent.”

-Manisha Khan, West Bengal



Our People and Culture



The HR Chapter



Staff Strength

Welcome to the HR segment of our Annual Report. The Human Resources department continued to play a pivotal role in strengthening Udyogini's people-first culture throughout the year. With a committed team of **108 staff members** spread across various project locations and functions, HR focused on fostering an enabling environment that supports professional growth, operational excellence, and overall employee well-being.

A major milestone this year was Udyogini being awarded the **Great Place To Work®** Certification, a recognition that reflects our ongoing efforts to build a workplace defined by trust, transparency, diversity, and collaboration. This achievement stands as a testament to the dedication of every team member who contributes to making Udyogini not only impactful in the communities we serve but also an inspiring organization to work for.

Gender Inclusion

Udyogini remained committed to creating a gender-balanced and inclusive workplace. This year, with targeted hiring efforts focused on women's inclusion across levels, our core team comprised **50 members** with an overall gender ratio showing strong representation of women at leadership levels- Level A (Field Assistants, Associates/Interns): **19:10**, Level B (Coordinators): **8:2**, Level C (Leads & above): **5:6**. The project team of 58 members maintained a 40:18 gender balance. Beyond numbers, we undertook initiatives such as gender sensitisation workshops, strengthening POSH awareness during monthly staff meetings, and promoting women into leadership roles through targeted mentorship and capacity-building programs. These combined efforts reflect Udyogini's commitment to not just achieving gender parity but also fostering a **safe, inclusive, and empowering workplace culture**.



Udyamita Sammelan 2.0

The core of Udyamita Sammelan lies in Udyogini's belief that solutions need to be evolved from the ground up and that we all can only grow together

It was a space where farmers, women leaders, and experts rolled up their sleeves to tackle real-world challenges in focused groups. They built practical strategies for e-marketing, sustainable business models, and strong community governance, turning shared challenges into collective solutions.

The energy of these discussions spilled over into a vibrant networking marketplace, where collectives showcased their products and forged valuable new connections. The event was a testament to the power of bringing our community together; not just to talk about change, but to build it.

The Udyamita Sammelan is more than an annual meeting; it is the heartbeat of a growing movement. It is where we witness the resilience of our rural entrepreneurs and reaffirm our commitment to fostering the self-reliant, prosperous economies they are building from the ground up.



Learning and Development Opportunities



A 15-day in-person Cohort Orientation Program welcomed new team members and immersed them in Udyogini's culture, vision, and mission. It provided a strong foundation in the organization's values, principles, and program approach.



Employees engaged in various capacity-building programs focusing on self-awareness, leadership, and community development facilitation organized by ISABS.

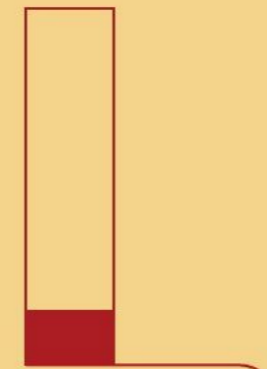


As part of our ongoing efforts to strengthen a culture of safety, respect, and inclusivity, Udyogini conducted multiple virtual/ in person training sessions for employees on POSH.

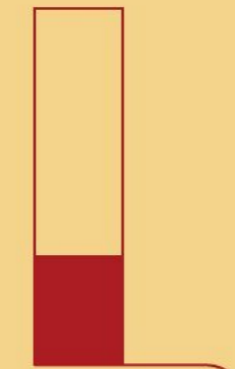


Udyogini organized over 15 trainings and workshops, conducted both in-person and virtually, to strengthen employees' technical expertise, thematic understanding, and leadership skills.

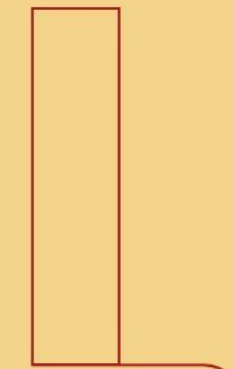
POSH Data



Number of Workshops organized for all employees – 02



Number of Meetings organized by IC – 04



Number of Cases Reported: NIL



Prevention of Sexual Harassment

Team Reflections

1- **उद्योगिनी**: महिलाओं के सपनों को उड़ान समाज सेवा की राह में बहुत कुछ सीखा, और 10 मई 2024 को उद्योगिनी से जुड़कर एक नया मार्ग मिला। प्रशिक्षणों ने मुझे और मेरी साथियों को सशक्त बनाया, और सिखाया कि मिलकर हर सपना आसान हो जाता है। हर महिला को उद्योगिनी बनाना ही अब मेरा संकल्प है उनके सपनों का पूरा होना ही सबसे बड़ा सम्मान है।

– **Shahnawaz Mansuri, Madhya Pradesh**

2- इस दौरान मुझे वित्तीय कार्य, डेटा संकलन और फील्ड अनुभव से बहुत कुछ सीखने को मिला। मैं उद्योगिनी, अपने सहयोगियों और विशेष रूप से श्री निखिल कुमार जैन का आभारी हूँ जिनके सहयोग से मैं हर चुनौती में सफल रहा।

–**Yash Jain, Rajasthan**

3-In the last year and a half, I've grown more independent and confident. Working with rural women has strengthened my own journey. Today, I see Udyogini's mission reflected in both my growth and theirs.

- **Basanti, Madhya Pradesh**

4- एक महिला होकर महिलाओं के बीच काम करना मेरे लिए गर्व और प्रेरणा है। दीवियों को प्रशिक्षण देते हुए उनकी प्रगति देखना मुझे सच्ची खुशी देता है। उद्योगिनी ने मुझे भी प्रशिक्षण और आत्मविश्वास देकर मजबूत बनाया है—यह मेरे लिए कार्यस्थल नहीं, एक परिवार जैसा है।

– **Saroj Padwar, Madhya Pradesh**

5- मैं जून 2023 से उद्योगिनी संस्था से जुड़ी हूँ। इस दौरान मैंने खेती की नई तकनीकों को जाना और समझा। हमारा क्षेत्र सीमांत उत्तराखंड के उन दूरस्थ इलाकों में आता है, जहां नई तकनीकों की पहुँच अब तक सीमित रही है। ऐसे में उद्योगिनी की कार्यालय टीम और क्षेत्र प्रबंधक हमेशा सक्रिय रहते हैं, जो मुझे संस्था से जुड़े रहने की प्रेरणा देते हैं।

– **Durgawati Devi, Uttarakhand**

6- मैं ग्राम नेल (थराली) का लक्ष्मण सिंह हूँ और 2022 से उद्योगिनी के साथ काम कर रहा हूँ। बीडीएसपी से क्लस्टर मैनेजर तक की मेरी यात्रा ने मुझे समुदाय, खेती और किसानों के साथ काम करने का गहरा अनुभव दिया। उद्योगिनी ने मुझे सिखाया कि सच्चा विकास तभी संभव है जब हम समुदाय की जरूरतों को समझकर उनके साथ मिलकर काम करें—और मैं आगे भी इसी दिशा में कार्य करता रहूँगा।

– **Laxman Singh, Uttarakhand**



Udyogini in News

30 एकड़ में 60 महिला किसान कर रहीं प्राकृतिक खेती, जैविक खाद भी बना रहीं

रोजगार से जुड़ रहीं महिलाएं

दीदी पाठशाला में खेती की शिक्षा

पत्रिका न्यूज नेटवर्क patrika.com

मंडला, विहाराखंड। मण्डा की महिला किसान अब प्राकृतिक खेती की राह पर चल रही हैं। प्राकृतिक खेती की नई राह पर उद्योगिनी ने 30 एकड़ में 60 महिला किसानों को प्राकृतिक खेती की शिक्षा दी है। जैविक खाद का उपयोग करने के साथ-साथ, वे अपने खेतों में प्राकृतिक खेती की तकनीकें सीख रही हैं।

उद्योगिनी के सहयोग से, महिला किसानों को प्राकृतिक खेती की तकनीकें सिखाई गई हैं। वे अपने खेतों में प्राकृतिक खेती की तकनीकें सीख रही हैं। जैविक खाद का उपयोग करने के साथ-साथ, वे अपने खेतों में प्राकृतिक खेती की तकनीकें सीख रही हैं।

04/03/2025 | Mandla | Page : 1
Source : <https://epaper.patrika.com/>

लेमन ग्रास ऑयल प्रोसेसिंग यूनिट का विधायक ने किया उद्घाटन

महिलाएं पुरुषों के साथ कंधे से कंधा मिला कर चल रहीं: मृदुला भास्कर

हरिद्वी, उत्तराखंड।

विधायक ने लेमन ग्रास ऑयल प्रोसेसिंग यूनिट का उद्घाटन किया। महिलाएं पुरुषों के साथ कंधे से कंधा मिला कर चल रहीं।

उद्योगिनी के सहयोग से, महिला किसानों को प्राकृतिक खेती की तकनीकें सिखाई गई हैं। वे अपने खेतों में प्राकृतिक खेती की तकनीकें सीख रही हैं। जैविक खाद का उपयोग करने के साथ-साथ, वे अपने खेतों में प्राकृतिक खेती की तकनीकें सीख रही हैं।

कृषि छात्रों ने कांकेर जिले का किया शैक्षणिक भ्रमण

पुं (विहारा)।

कृषि छात्रों ने कांकेर जिले का शैक्षणिक भ्रमण किया। छात्रों ने जैविक खाद का उपयोग करने के साथ-साथ, वे अपने खेतों में प्राकृतिक खेती की तकनीकें सीख रही हैं।

लेमन ग्रास ऑयल प्रोसेसिंग यूनिट उद्घाटन

समुदाय, संभाग

बलारामपुर/कोरिया/जशपुर/मनेन्द्राट/भरतपुर

कानपुर सोमवार 09 दिसंबर 2024 6

लेमन ग्रास के तेल का बढ़ा बाजार इसलिए देवगांव में खोली नई यूनिट

देवगांव में लेमन ग्रास ऑयल प्रोसेसिंग यूनिट का उद्घाटन किया गया। देवगांव में लेमन ग्रास ऑयल प्रोसेसिंग यूनिट का उद्घाटन किया गया।

Our Team

Afreen Rizvi
Akanksha Yadav
Aman Ram
Ambar Afaq
Amit Kumar
Ankit
Antara Dome
Arun Singh
Ashish Kumar Maravi
Ashish Kumar Rahangdale
Atul
Babita
Badal Rambhao Ramteke
Barsha Das
Basanti Mukherjee
Bhaiya Lal Jain
Bharti Dhurwey
Chandraprakash Barsagade
Dayaram Meghawal
Deeleshwari Sahu
Deepak Chandra/ Mishra
Deepak Pandey
Dileshwari Devi
Dilip Kumar Mirdha
Durang Susan Topno
Gagandeep Singh
Gajanand Sinha
Hari Om Saini
Harshita Raghuvanshi
Heeramani
Hemraj Chauhan
Himanchal Bopche
Hiyaram Uikey
Jay Lal Tandiya
Jyotsna Srivastava
Karuna Mandavi
Ketan Singh Bargali
Khelesh Tembhare

Komal Bai
Krishna Sahu
Kumari Pooja Markam
Kushagra Pandey
Lazin Ghising Tamang
Mahaveer Singh
Mamta Kumari
Manish Panwar
Mohan Lal Patle
Mukesh Kumar Khateek
Mukesh Kumar Meena
Nakul Vats
Nandkishor Yadav
Narayan Sahu
Narayan Singh Thakur
Naresh Das Gaykwai
Naveen Kumar
Neha Vishvkarma
Nikhil Jain
Nilu Gupta
Nitin Bisen
P C Sewta
Parshottam Singh Thakur
Pooja Bai
Pradeep Topno
Pralhad Kumar Yadav
Prakash Kumar Uikey
Pranita
Prashant Bika
Pravin Temre
Rachaita Pandit
Rahul
Rajan Upadhyay
Rajat Kumar
Rajkumar Singh Parmar
Rajpal
Rakesh Singh
Ramsuraj Sahu



Rashmi Saxena Sarkar
Renu Tomar
Rinku Mandal
Ritesh Kumar Usrathe
Sachin Kumar
Sajid Khan
Sandeep Kumar Jha
Sandeep Kumar Shrivastava
Sangita Devi
Santosh Chandrawanshi
Saroj
Seema Malviya
Shahid Iqbal
Shaktipad Mahto
Shanawaz Mansuri
Shipri Gupta
Shivam Pant

Shivangana Chaturvedi
Shreyansh Yaduvanshi
Shreyas J
Shrikrushana G Mate
Shubham Jha
Subardhan Mahto
Sumitra Sahu
Sunil Bopche
Supriyo Sadhu
Trilok Nath Singh
Trishita Das
Usha Devi
Vikash Kumar Sharma
Vipin Kumar
Virendra Singh
Vivek Tripathi
Yash



Udyogini Board Members



Sumita Ghose
Chairperson

Ms. Sumita holds a Master's in Economics and Conflict Resolution and is a recipient of the Nari Shakti Puraskar (2016). She is the founder and Managing Director of Rang Sutra, a social enterprise connecting rural artisan communities to markets. Before starting RangSutra in 2006, she worked for over a decade with URMUL Trust in rural Rajasthan. She serves on the boards of URMUL Trust, Udyogini, and PLD, and is also a certified yoga practitioner and teacher.



Smita Mohanty
Member

Ms. Smita has 30 years of experience in human resources and sustainable development. She leads Cognisphere Solutions, serves on the boards of Amazon Infra Trade and Udyogini, and co-founded the Institute for Group Facilitation. Her expertise spans organizational development, gender equality, strategic planning, and impact assessment.



Lalitha Iyer
Member

Dr. Lalita is a consultant and facilitator specializing in organizational change and women's empowerment. As the founder of PLUS Trust, she supports rural women's entrepreneurship and works across sectors such as banking, education, and social development. She is the co-editor of T- Group Facilitation : Theory and Practice of Applied Behavioural Science (2022) and has authored books on strategy and institutional transformation. With a background in economics and statistics, she is also a feminist mentor and member of ISABS.



Reshma Ghoshal
Member

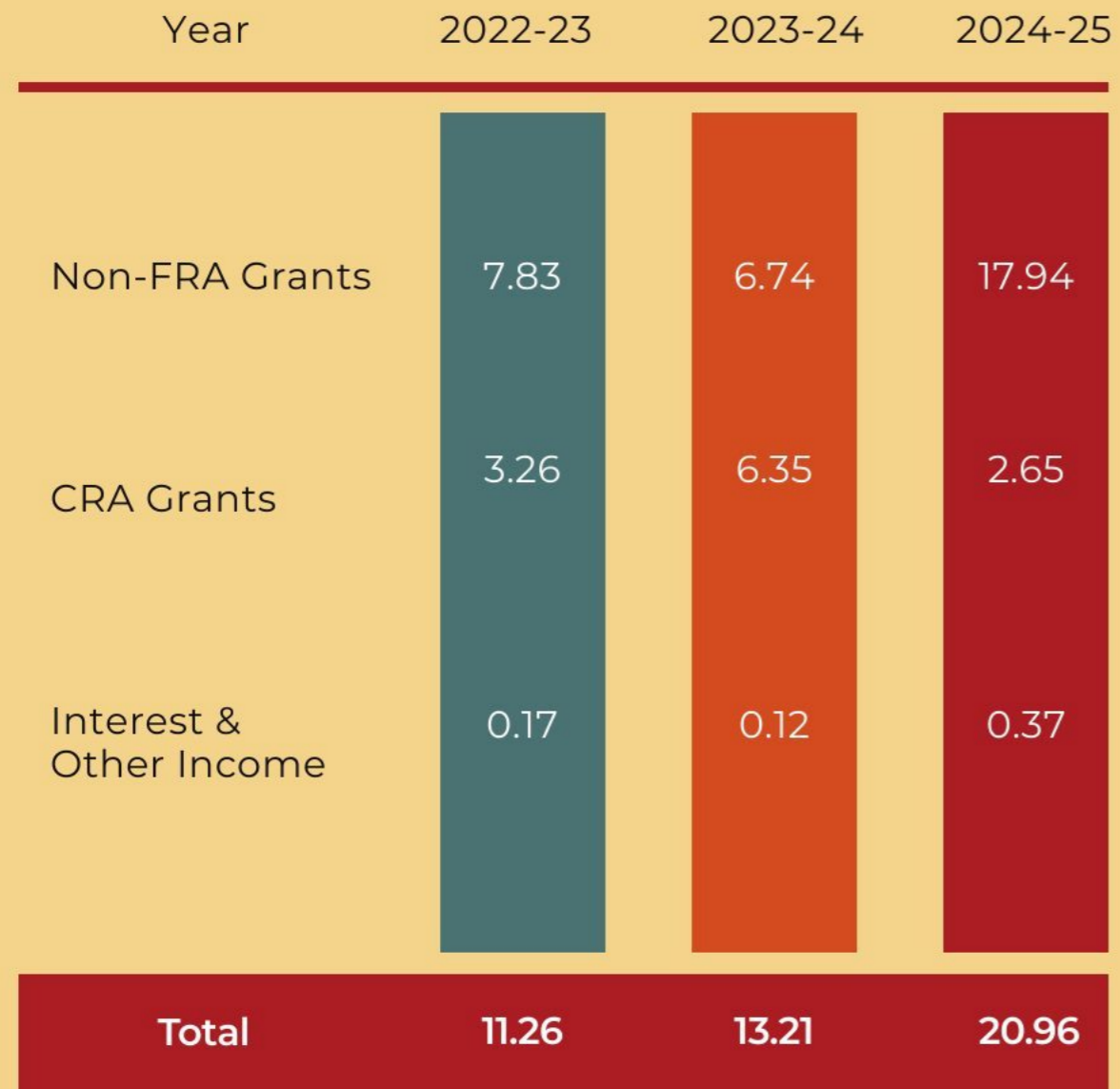
Ms. Reshma Ghoshal is a seasoned marketing and communications expert with experience across global corporations, startups, and the entertainment industry. After two decades in leading agencies, she co-founded The Good Edge, where she drives creative strategy for a fast-growing communications firm. Her diverse career spans hosting major events, radio, and international roles in a global bank. She also volunteers with NGOs supporting education, sustainability, gender diversity, and grassroots entrepreneurship.



Rashmi Saxena
CEO/Secretary

Dr. Rashmi brings over 20 years of experience in training, development communication, and organizational capacity building. With a Ph.D. in development communication, she specializes in gender-sensitive approaches, behavioral change, and skill development across health, education, and enterprise sectors. A member of ISABS and the voluntary Dean of Social Development, she has worked with leading organizations like the American Red Cross on initiatives in sustainable development, watershed management, and women's empowerment.

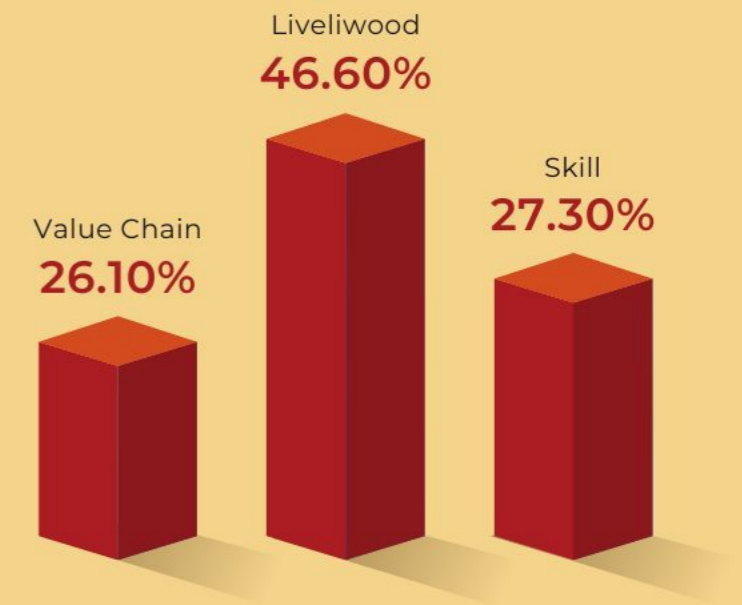
Financial Overview



Financial Overview

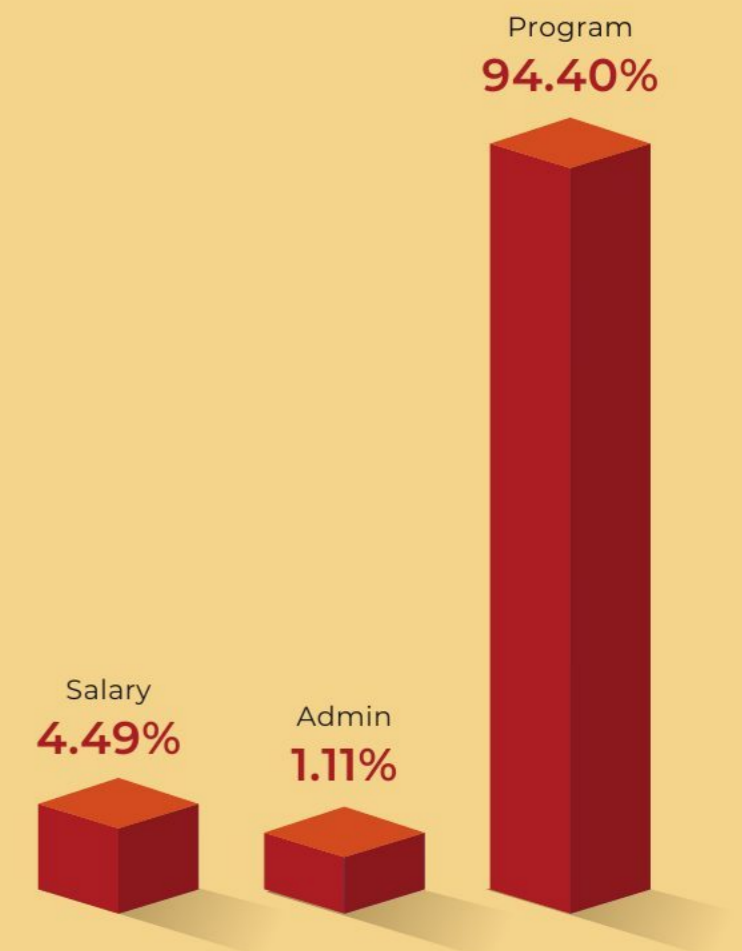
Where does our money go?

- Category
- Percentage



Value for your money

- Expense Head
- Percentage



UDYOGINI
Registered Address:- D-17, Basement Saket, New Delhi-110017
CONSOLIDATED BALANCE SHEET AS AT 31-03-2025

(Amount: Rs.)

PARTICULARS	Schedule	As at March 31, 2024	As at March 31, 2025
I. SOURCES OF FUNDS			
CAPITAL/ GENERAL FUND			
Unrestricted Fund			
Capital/ General Fund	1	1,36,39,948	1,87,67,439
Reserves And Surplus	2		
CURRENT LIABILITIES AND PROVISIONS			
Restricted Project Grant/Restricted Fund			
NTC	3(i)	2,12,818	38,16,004
PL	3(ii)	(8,90,128)	280,264
LOANS AND BORROWINGS			
Loans And Borrowings			
CURRENT LIABILITIES AND PROVISIONS			
Current Liabilities And Provisions	4	88,13,119	1,13,34,621
TOTAL		2,49,28,257	3,62,15,722
II. APPLICATION OF FUNDS			
FIXED ASSETS			
Fixed Assets	5	1,77,33,921	1,82,82,571
INVESTMENTS			
Investments			
CURRENT ASSETS			
Current Assets, Loans, Advances Etc	6	62,74,134	1,79,33,151
TOTAL		2,49,28,257	3,62,15,722

As per our report of even date attached

For SGN & Associates
CHARTERED ACCOUNTANTS
FRN No. 027191N

Green Singh
CA. Green Singh
(Partner)

M.No. 52092
UDIN: 25520292 RMJACK3194
PLACE: NEW DELHI
DATE: 17/10/2025



FOR AND ON BEHALF OF
UDYOGINI

Anubhava
Chair Person

Parul
CEO



UDYOGINI
Registered Address:- D-17, Basement, Saket, New Delhi-110017
CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2025
(Amount: Rs.)

PARTICULARS	Schedule	As at March 31, 2024	As at March 31, 2025
INCOME			
Credit Recognized to the extent utilized	7	28,59,91,284	3,10,46,746
Donations	8	6,05,712	1,07,158
Income from Investment (Income on Investments from Karnataka funds not transferred to Funds)			
Interest Earned	9	5,39,742	8,59,819
Other Income	10	23,05,738	1,43,404
TOTAL (A)		28,94,80,276	3,21,57,127
EXPENDITURE			
Establishment Expenses	11	3,75,871	8,90,351
Other Administrative Expenses	12	25,23,106	34,97,979
Expenditure on Projects related activities	13	28,53,51,386	12,55,86,446
Interest			
Depreciation	5	2,17,842	2,53,160
TOTAL (B)		28,87,68,551	3,81,39,122
Balance being excess of Income over Expenditure (A-B)		7,14,827	20,17,995
Transfer to Special Reserve			
Transfer to General Reserve			
Balance Being Surplus Carried to Capital/ General Fund		7,14,827	20,17,995

As per our report of even date attached

For SGN & Associates
CHARTERED ACCOUNTANTS
FRN No. 027191N

FOR AND ON BEHALF OF
UDYOGINI

Green Singh
CA. Green Singh
(Partner)
M.No. 52092
UDIN: 25520292 RMJACK3194
PLACE: NEW DELHI
DATE: 17/10/2025



Anubhava *Parul*
Chair Person CEO



Funding partners 2024-2025

citibank

A CSR initiative by
kotak
Kotak Mahindra Bank

LIC HFL
LIC HOUSING FINANCE LTD

nab

ORACLE

Reliance
Foundation

RV DIYA
CHARITABLE
TRUST

VASTU
HOUSING FINANCE

MISEREOR
IHR HILFSWERK

ebay
FOUNDATION

NVIDIA

HDFC BANK
PARIVARTAN
A step towards progress

स्फूर्ति योजना
Scheme of Fund for Regeneration
of Traditional Industries
Scheme of Fund for Regeneration
of Traditional Industries
SFURTI

Abbreviations



WEG

Women Enterprise
Group



MAPs

Medicinal and
Aromatic Plants



FPO

Farmer Producer
Organization



VLRAC

Village-Level
Resource and
Aggregation Center



NTFP

Non-Timber
Forest Product



POSH

Prevention of
Sexual Harassment

Acknowledgments

We extend our heartfelt gratitude to:

Our partners
and community
members

Government
agencies and
local authorities

Our donors
and supporters

Our dedicated
team members
across all states

All well-wishers who have
supported our mission

