

# ANNUAL REPORT 2021-22





# Table of Contents

Chairperson's Message	04
Message from the Executive Director	06
Our Approaches	08
Our Work	10 - 40
• Community Action for Health	10
• Strategic Engagement	16
• Comprehensive Sexuality Education	20
• Prioritising Adolescent Health and Well-being in the National Agenda	23
• Advocating Reproductive Rights and Choices	25
• Feminist and Adolescent Youth-Led Action	27
• Educately	29
• Social and Behaviour Change Communication	33
• COVID-19 Mitigation, Response and Support	38
Awards & Recognition	41
Financial and Operational Highlights	42
Population Foundation of India's Anti-sexual Harassment Policy	44

## Governing Board Members

### **CHAIRPERSON**

Prof K Srinath Reddy

### **VICE CHAIRPERSON**

Mr Rajya Vardhan Kanoria

### **MEMBERS**

Mr Kiran Karnik

Mr Ratan N Tata

Dr Ajai Chowdhry

Dr Syeda Hameed

Dr Shireen J Jejeebhoy

Ms Maja Daruwala

Mr Vinod Rai

Justice Madan B Lokur

Prof Vikram Harshad Patel

### **EXECUTIVE DIRECTOR**

Ms Poonam Muttreja

## Advisory Council Members

Ms Srilatha Batliwala (Chairperson)

Dr Leela Visaria

Dr Saroj Pachauri

Prof Suneeta Mittal

Dr Mirai Chatterjee

Mr Sanjoy Hazarika

Mr P D Rai

Ms Karminder Kaur

Dr Arvind Pandey

Dr Meenakshi Gopinath

Dr Pramath Raj Sinha

Dr Raman Kataria

Ms Sonalini Mirchandani

Dr Vikas Amte

Dr Rajani Ved

Ms Roli Singh, Additional Secretary, Health & Family Welfare & MD National Health Mission, ex officio

Ms Poonam Muttreja, ex officio



“

*Future belongs to the young. We must not only trust them with responsibility but must thrust it upon them whilst they are still young and full of energy, zest, hope and even illusions.*

”

**JRD Tata**



# Chairperson's Message

I feel privileged and honoured to have been elected as the chairperson of the Governing Board of Population Foundation of India, an organisation with a rich legacy of promoting rights-based and gender-sensitive population and health policies.

While much has been achieved to advance the mandate of Population Foundation of India, the mission remains very relevant as there are areas of concern which need to be addressed in a changed context. Future work has to recognise that the post-COVID-19 world will need to contend with a new reality created by the pandemic. Many forms of health inequity have been exposed during the pandemic, as a highly burdened and inadequately resourced health system struggled to meet the diverse health needs of people.

As health and social systems commit to building a fairer, healthier society where everyone can attain their full potential of health and well-being, the agenda of action of Population Foundation of India has to expand—from population stabilisation to the creation of a healthy society. To move towards achieving our goal of Universal Health Coverage, Population Foundation of India has to address the issues of access, quality and equity, besides promoting health-seeking behaviours and self-care. Even as we succeed in stabilising the population, there is a collective societal duty to ensure health and well-being for that population. This is both a moral obligation and an economic imperative.

There has been a welcome decline in India's total fertility rate (TFR), which was 2.2 in the previous round

of the National Family Health Survey (NFHS-4). According to recently released data, it has dropped to 2.0. Estimates indicate that the threat of population explosion need not afflict India anymore. A TFR of 2.1 is the number at which the population is kept at a steady level, taking into consideration the possibility of child mortality.

Though India has achieved replacement level fertility, interstate and interregional disparities persist. Different states are at different stages of demographic transition as well as socio-economic development. Several states in India's south have already achieved replacement level TFR, and are more socio-economically developed. On the other hand, five states—Bihar (3.0), Meghalaya (2.9), Uttar Pradesh (2.4), Jharkhand (2.3) and Manipur (2.2)—have TFR above the replacement level, according to NFHS-5.

There are imbalances even within states, with certain districts showing higher fertility than others. Therefore, we need context-specific programmes and strategies. We owe it to the men, women of the country to eliminate the unmet need for contraception, so that women who want to delay or prevent childbearing can access contraception safely and with dignity.

We must also recognize that the voices seeking a coercive "population control" approach are also getting louder. This makes Population Foundation of India's role more critical than ever before. Through its programmes and initiatives, the organisation has and will continue to promote a non-coercive approach with the goal to increase health, well-being and social stability.

////////////////////

**I congratulate Population Foundation of India for another year of commendable service to the Indian people on all fronts—by engaging in the public discourse, working with communities and generating evidence and tools to assist policymakers. I would also like to applaud Population Foundation of India for its work with the crucial demographic of young people.**

////////////////////

Our work has to now embrace the life course approach to health and not deal with segmented solutions attempted by a fragmented health system.

We are fortunate and grateful that the central and state governments have allowed us to contribute to their efforts. We thank our academic and civil society partners who provided a synchrony of effort to our common endeavours. We warmly appreciate the support from our donors, who enable us to carry out the work which is vital for moving India to a higher state of universally assured health and well-being.

Population Foundation of India looks forward to working with allies and partners, as India advances from 75 years of freedom to the 100-year vision of a fully developed society, in which a healthy population will be the hallmark of our progress.



**Prof K Srinath Reddy**

**Chairperson, Governing Board**

# Message from the Executive Director

While the first year of the pandemic tested our ability to adapt to the emerging challenges and new ways of working, the one gone by has been defined by our resolve and perseverance to continue working for the health and well-being of our population through the many waves of COVID-19.

Last year was also marked by landmark achievements. According to the fifth round of the National Family Health Survey or NFHS-5 (2019-21), India's total fertility rate dropped below the replacement level—the rate at which a population exactly replaces itself from one generation to the next. Only five states are yet to achieve this feat. In other words, India has commenced the process of population stabilisation.

In line with its mandate, Population Foundation of India continued to engage with key stakeholders to promote a rights-based approach to family planning and sexual and reproductive health. We facilitated and amplified discussions to keep investments in adolescent health and well-being high on the public health agenda. We made significant progress in creating digital tools to reach adolescents directly and empower them with the information they need.

As part of our strategic engagement initiatives, we continued to engage with the highest offices of the government as well as the NITI Aayog to support the prioritisation of adolescents' needs in policies and programmes. In collaboration with the NITI Aayog, we organised a roundtable on the significance and need for convergence in efforts by the ministries. It had representation from five key ministries—the Ministry of Health and Family Welfare, Ministry of Women and Child Development, Ministry of Youth Affairs and Sports, Ministry of Education, and Ministry of Skills Development and Entrepreneurship—and domain experts. We were also invited by the Parliamentary Standing Committee on Empowerment of Women to make a presentation on issues related to family planning, reproductive health, and maternity-benefit schemes in India.

Our engagement with various state governments deepened in 2021. We supported the drafting of the Uttar Pradesh Population Policy (2021-2030) which was released by Hon'ble Chief Minister Yogi Adityanath on 11 July 2021. Since December 2021, we have been working closely with the UP National Health Mission in drafting a 10-year Operational Plan for improving adolescent sexual and reproductive health and nutrition—one of the five key objectives under the new Population Policy. In Bihar and Rajasthan, we have been working with different ministries for the advancement of the family planning and adolescent health and well-being agenda.

The organisation continues to engage with young people, maintaining its digital-forward strategy. Our artificial intelligence-powered chatbot, SnehAI, was relaunched with new content on online safety by Farhan Akhtar, UN Goodwill Ambassador, renowned Indian actor-filmmaker, and founder of the initiative Men against Rape and Discrimination. Our edtech platform, Educately, which hosts the online teacher-training programme ARSH For You, has been integral to our engagement with the state governments in UP and Bihar.



As the Secretariat of the Advisory Group on Community Action, Population Foundation of India made significant contributions in strengthening and scaling-up the Community Action for Health programme under the National Health Mission. We have supported the training of around 7,000 state, district, and block programme managers to strengthen the functioning of community-level institutions—Village Health Sanitation and Nutrition Committees, Mahila Arogya Samitis, and Rogi Kalyan Samitis—and to facilitate the roll out of Jan Arogya Samitis across 25 states of India.

The media has been an important stakeholder for Population Foundation of India. Our regular interaction has earned us the reputation of being a credible source of information on health and population issues. This resulted in the organisation receiving notable coverage in both domestic and international media. We produced policy briefs, op-eds, and thought pieces addressing myths and misconceptions and strategically engaged with various stakeholders on the two-child norm and a proposed bill on increasing the legal marriage age for women. We also created an online resource bank for journalists that hosts data and analysis on family planning and reproductive health issues. The resource bank will also be made available in Hindi soon.



**Given the development sector’s rapidly changing landscape, we continue to reinvent ourselves, while remaining true to our core goals.**



We are grateful to the thought leaders we have been engaging with —some of whom we are fortunate to have on our board. They have helped us adapt to the changing and emerging needs of the population.

I would also like to welcome Prof K Srinath Reddy, who is presently President of the Public Health Foundation of India, and formerly headed the Department of Cardiology at the All India Institute of Medical Sciences, New Delhi, as the new chairperson of the Population Foundation’s governing board. A Padma Bhushan awardee among his many accolades, Prof. Reddy has been a researcher, teacher, policy enabler, advocate, and activist, who has worked to promote cardiovascular health, tobacco control, chronic disease prevention, and healthy living throughout his career. We look forward to the organisation’s new future with him at the helm.

Population Foundation of India has greatly benefited from its many alliances with the central and state governments, donors, and other civil society organisations in its work and accomplishments. We are thankful to all of them because they contributed in various ways to achieving shared objectives.



**Poonam Muttreja**

**Executive Director,  
Population Foundation of India**



# Our Approaches

## Strategic Engagement

Strategic Engagement is a pillar of Population Foundation of India's work with key stakeholders, including policymakers and the media on family planning (FP), sexual and reproductive health (SRH) and population-related issues by providing compelling evidence to inform and inspire decision-making. We undertake critical analysis of policies and programmes on population, family planning and sexual and reproductive health of women, men, and adolescents. Through this work we strive to shift the FP and population discourse to a gender-sensitive and rights-based approach.

## Community Action & Accountability

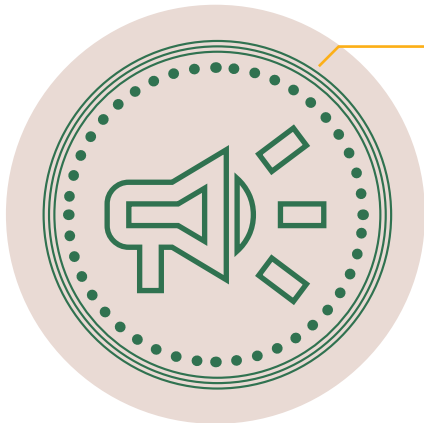
Community Action & Accountability is a critical part of our work. A key strategy of the National Health Mission (NHM), it empowers communities to discuss the availability and quality of healthcare services in public health facilities and provide appropriate feedback to the healthcare officials. We strive to promote agency of youth, particularly girls and women, within community-led participatory initiatives to bring greater efficiency and accountability into public systems and delivery services.

## Social and Behaviour Change Communication

Social and Behaviour Change Communication (SBCC) is our third key approach, which addresses social determinants of health and promotes positive health outcomes. Our SBCC initiatives inspire, educate, and empower people to make healthier choices for themselves, their families, and communities. Over the past few years, we have adopted and applied a 360-degree approach to SBCC, using entertainment education (edutainment) and innovative digital media as critical means to inform and influence knowledge, attitudes and behaviour.

## Knowledge Management

Knowledge Management is an important crosscutting strategic priority that informs programmes and initiatives under each of the three verticals. Research, evidence and data are the cornerstones of Population Foundation of India's programmes and policy initiatives.

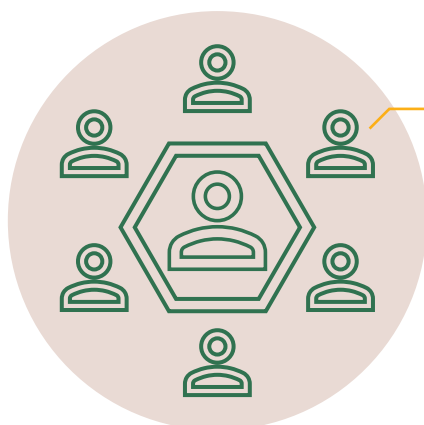


## Strategic Engagement

Engage strategically with policymakers, influencers and the media by providing compelling evidence on population issues to inform and inspire decision making.

## Community Action and Accountability

Accountability is at the core of our work on community action to encourage people to seek efficiency and accountability in public health systems.



## Social and Behaviour Change Communication

Recognising that social norms drive individual behaviour and actions, we simplify complex issues through transformational social and behavioural change communication across all programmes.

## Knowledge Management

Generating evidence through research and evaluation to inform all programmes

# Community Action for Health

## Strengthening Community Action for Health under the National Health Mission

Community Action for Health (CAH) is a key strategy of the National Health Mission (NHM), which brings together communities, encourages and empowers them to discuss the availability, accessibility, and quality of healthcare services in the public health facilities and outreach, and provide appropriate feedback to the healthcare officials, thereby, **bringing public into public health.**

The Ministry of Health and Family Welfare (MoHFW) constituted the Advisory Group on Community Action (AGCA) in 2005 to provide guidance to the state governments on community-process initiatives, particularly related to accountability among those providing public sector health services. The AGCA comprises eminent public health experts.





Population Foundation of India hosts the AGCA Secretariat through a government order. The CAH processes are currently being implemented in more than 2,50,000 villages, 372 districts, and 72 cities across 25 states and union territories in the country, making it possibly the world's largest community-led accountability initiative.

- 2,50,000 villages
- 372 districts
- 72 cities
- 25 states/UTs

## Training

Population Foundation of India developed a pool of **1,438 state and district level master trainers** to strengthen the functioning of the Village Health Sanitation and Nutrition Committees (VHSNCs), Mahila Arogya Samitis (MASs), and Rogi Kalyan Samitis (RKs) from **12 states**.

**5,421 participants**, including district and block programme managers, medical officers, and community health officers (CHOs) from five states (Assam, Bihar, Karnataka, Uttarakhand, and Uttar Pradesh) were oriented in rolling out the Jan Arogya Samiti (JAS) that are being constituted at the Health and Wellness Centers (HWCs).

## Assessment

The Common Review Mission (CRM) is an annual rapid assessment of various health programmes under the NHM organised by the MoHFW. The AGCA members and Secretariat team participated in the 14th Common Review Mission (CRM) in three states (Arunachal Pradesh, Mizoram, and Uttar Pradesh) and one Union Territory (Puducherry). The participants reviewed the programme implementation in the states and contributed to the preparation of state and Union Territory reports.

## Public Health Assemblies

As part of the Tamil Nadu government's initiative, fourteen Health Assemblies were organised in 10 districts of the state (Ariyalur, Dharmapuri, Ramnad, Theni, Thoothukudi, Tirunelveli, Tenkasi, Tiruvannamalai, The Nilgiris, and Virudhunagar), wherein inputs and feedback were sought from the community on their health needs and priorities, challenges in accessing health care services, and strengthening dialogue between the community representatives and health officials to improve the delivery and quality of health services.

Public representatives, including the Panchayati Raj Institution (PRI) Presidents and members, VHSNCs and Self-Help Group (SHG) members shared feedback on issues related to water supply, sanitation, school health programme with the block and district government officials. Issues with the functioning of Anganwadi centres related to appropriate nutrition services to pregnant women, lactating mothers, children below six years of age, and adolescent girls were also discussed.

The AGCA was part of the working group constituted by the state government to develop a guideline and an operational plan for organising the health assemblies. Chaired by Hon'ble Chief Minister M.K. Stalin, a state health assembly was organised in which District Collectors and health officials from 10 districts participated. The consolidated reports of all the health assemblies were presented. A comprehensive plan is being developed to address the issues and gaps identified at the health assemblies.

## Public Dialogue

Jan Samwad, or public dialogue, is a platform where the community members directly interact and share their feedback on the availability, accessibility, and quality of public health services with block, district, and state-level health officials. Action taken reports and follow-ups are done to ensure that appropriate action is taken to address the issues raised at these events. In the last one year, 144 Jan Samwads were organised across four states (Assam, Bihar, Rajasthan, and Uttarakhand).

### Some impacts of Jan Samwads include:

- Regular availability of medicines in HWCs in Baksa, Assam
- Procurement of ante-natal kits in Nawada, Darbhanga in Bihar
- Posting of doctors and Auxiliary Nursing Midwives (ANMs) in Nawada, Bihar
- Construction of an approach road to HWCs at Madhopur, Darbhanga, Bihar
- Disbursement of pending incentives to clients and Accredited Social Health Activist (ASHAs) in Bihar and Rajasthan
- Renovation and construction of Sub Health Centre (SHC) and Primary Health Centre (PHC) buildings in Nawada and Darbhanga, Bihar



## Technical Support

The AGCA Secretariat contributed to a reference book on health for the PRI members. It is being developed by the National Health Systems Resource Centre (NHSRC). We shared sections on:

- Health and development
- Institutional mechanisms for implementation of health programmes
- Social accountability–community monitoring, planning, and action
- Good practices and success stories



## Support to roll out Jan Arogya Samiti in Bihar

Jan Arogya Samitis (JASs) are being created at the HWCs to provide a platform to foster community participation, ownership, and action on social and environment determinants of health. Population Foundation of India drafted a state-specific guideline to roll-out JASs across the state in consultation with JHPIEGO and Care India. This was approved by Mangal Pandey, Health Minister, Bihar. A state-level Training of Trainers (ToT) was facilitated in August 2021. 38 state-level master trainers participated. They would in turn orient the CHOs responsible for rolling out JASs.



## Strengthening quality of care in Uttar Pradesh

- In Uttar Pradesh, 211 Rogi Kalyan Samiti (RKS) members from Urban Primary Health Centers (UPHC) were trained by Population Foundation of India. 149 district hospitals participated in an RKS online webinar. 456 RKS members were given training.
- In addition to training exercises, 95 NHM staff including Regional Managers-Community Process, Divisional Urban Health Consultants, District Managers-Community Process and Hospital Managers were contacted and mentored for ensuring their active role in RKS in their hospitals.
- During the reporting year 2021-22, Population Foundation of India supported NHM UP in developing several resources like:
  - A reference book, Frequently Asked Questions (FAQs) for UPHC and RKS members
  - An updated reference book for districts & community health centre level RKS
  - A note on the role of RKS during COVID-19 and a film on RKS
  - Resource materials for training of Jan Arogya Samitis (JAS)
- Population Foundation of India's advocacy with the Superhouse Management on the need to introduce Comprehensive Sexuality Education (CSE) received a very positive response. Following an online meeting, the team provided support to NHM in the training of 9262 JAS members including community health officers, medical officers, divisional and district health staff





# Strategic Engagement

A strong pillar of Population Foundation of India's work is strategic engagement with key stakeholders, including policymakers and the media on family planning (FP), sexual and reproductive health (SRH) and population-related issues by providing evidence to inform and inspire decision making. We undertake critical analysis of policies and programmes on population, family planning and SRH of women, men, and adolescents. **Through our work we strive to shift the FP and population discourse to a gender-sensitive and rights-based approach.**

## National Level

The second phase of Realising Commitments to Family Planning in India (RCFP-II) program aspires to build greater commitment among stakeholders, reiterating the salience and effectiveness of family planning towards improving health and social-development outcomes, in line with the Government of India's commitments to FP2030 (<https://fp2030.org/>) and the 2030 agenda for Sustainable Development Goals (SDGs).

## Evidence Generation and Sharing

- Population Foundation of India contributed significantly to busting myths and misconceptions around family planning and India's population numbers. We did this by

providing evidence about the inefficacy and negative consequences of coercive policies, such as a two-child norm. We also spread awareness on prevailing misconceptions about vasectomy and the need for male engagement in family planning.

- We engaged extensively with the media, key stakeholders and thought leaders within the policy landscape. The Minister of State, Bharati Pravin Pawar, Ministry of Health & Family Welfare (MoHFW), made a statement in the Parliament reiterating some of the arguments Population Foundation of India made in its public statements and knowledge products on the negative implications of a two-child norm. In the same vein, the MoHFW submitted an affidavit to the Supreme Court stating that it is "unequivocally" against forcing people to have only a certain number of children in a bid to control the population.
- The UP government solicited public responses on the Uttar Pradesh Population (Control, Stabilisation and Welfare) Bill. We submitted a policy note and recommendations to the UP Law Commission.

## Parliamentarian Champions

Parliamentarians have continued to learn from Population Foundation of India's research and non-partisan insights on family planning, SRH, and population issues. The Standing Committee on Empowerment of Women requested us to examine the subject: Reproductive Health, Family Planning and Maternity Benefit Schemes. Ten Members of Parliament participated, giving us an opportunity to build a conversation on the importance of choice-based, quality family planning and the importance of expanding the contraceptive basket.

## Credible Data and Research Resources

Population Foundation of India developed the Family Planning Resource Bank, a microsite serving as a one-stop online source for credible data and research-based evidence on fertility trends, family planning, and sexual and reproductive health. It is embedded within Population Foundation of India's main website. The resource bank is useful for media professionals, researchers, government officials, academicians, students, organisations working on FP and SRH. It contains a comprehensive, interactive dashboard on the NFHS with state-wise data on important indicators. Since its launch in January 2022, the Family Planning Resource Bank has received significant traction, particularly from media personnel as evidenced in social media posts and analytics of the microsite.

## Media Engagement

Population Foundation of India continues to be approached by the media for data and evidence on family planning and population issues. This peaked during the population control bill discourse, the release of the 5th round of the National Family Health Survey (NFHS-5) and the bill proposing raising age-at-marriage. The opportunity helped us build an evidence-based narrative centered around voluntary choice, universalising FP/SRH services, and women empowerment. The organisation featured prominently in digital media, television debates, and online panel discussions. Over 100 informed articles, either authored by or quoting, Population Foundation of India, were published.



## State Level

### Launch of the Uttar Pradesh population policy

Between 2014 and 2016, Population Foundation of India supported the state government in organizing a series of consultations, both regional and at the state level, with government functionaries across cadres and civil society organisations to draft a new Population Policy for UP. The Foundation and State Innovations in Family Planning Project Services Agency (SIFPSA) supported the government in organizing a series of online and in-person consultations in 2019–20 with key stakeholders.

Population Foundation of India played a key role in drafting the new UP Population Policy (2021-2030) which was released by the state on July 11, 2021. This comprehensive policy prioritizes the health needs of women, children, adolescents and the elderly and aims to improve the quality of life of citizens across their life stages.

### Strengthening delivery of family planning services in Bihar

Population Foundation of India worked with the District Working Group (DWG), a convergence platform of key government departments to prioritise and execute actions on reproductive health and family planning at the district level. Led by the District Magistrate, DWGs have led to improved coverage and quality of services in six districts of Bihar. As part of this collaboration:

- A monthly analysis of the Health Management Information System (HMIS) and Family Planning Logistics Management Information System

(FP-LMIS) was undertaken and reports were presented at the District Health Society (DHS) review meetings.

- Specific feedback provided to district officials to ensure timely indenting of contraceptives through FP-LMIS, re-initiation of sterilisation services post the COVID-19 lockdown and sensitisation of frontline workers and ASHAs to increase the uptake of injectable contraceptives.

### Prioritising ARSH in Rajasthan

- In December 2021, the Rajasthan Health Department invited Population Foundation of India to facilitate training of Medical Officers across 200 Model CHCs on Adolescent Friendly Health Clinics (AFHCs) in all 33 districts of the state. This was a result of the government's commitment, expressed in January 2021, to expand the AFHC model in the state.
- Population Foundation of India also received commitments from the Minister of Health and Women Child Development Minister in Rajasthan to advance adolescent health and well-being in the state by signing a pledge curated by us. Four MLAs, the Chairperson of the Committee for Women & Child in the state Assembly, and key bureaucrats took the pledge as well. The message was further amplified by media coverage.
- Key stakeholders at the Chief Minister's Office (CMO) were apprised about Population Foundation of India's efforts to improve adolescent health and well-being. On National Youth Day 2021, the Hon'ble Chief Minister of Rajasthan, Ashok Gehlot wrote to Population Foundation of India and lauded civil society organisations for their contribution to improving the overall well-being of young people in the state.



- Development of Social Behaviour Change Communication (SBCC) Strategy to Prevent Child Marriage** — Recognizing our extensive experience in SBCC and expertise in adolescent health and development, the Directorate of Women Empowerment (DWE), Department of Women and Child Development (WCD), requested Population Foundation of India to develop an SBCC strategy for the prevention of child marriage, focusing on its adverse impact on the health of adolescents. We signed a Memorandum of Understanding (MoU) with the Directorate in September 2021 to provide technical support to prevent child marriage in the state. The SBCC Strategy was submitted to DWE in September 2021.
- Advancement of adolescent health agenda through platforms beyond RKSK** Population Foundation of India successfully seized opportunities and avenues to advance adolescent health and integrate the agenda in institutions beyond RKSK, such as the Nehru Yuva Kendra Sangathan (NYKS), Rajasthan State AIDS Control Society (RSACS), WCD, and Department of Panchayati Raj and Rural Development (PR&RD).



## Evidence generation

- Dr. Arvind Mayaram, the Economic Advisor at the CMO released a study on **'Returns on Investment in Adolescents' Sexual and Reproductive Health in Rajasthan'** in September, 2021 and lauded our efforts to underscore the issue. The study highlights the importance of investments in health and well-being of adolescents for leveraging the demographic dividend.



# Comprehensive Sexuality Education

Scoping for expansion of Comprehensive Sexuality Education (CSE) in India started in November 2020, with the objective of generating political will, new thought leadership, and groundswell for the integration of age-appropriate CSE in existing government mechanisms at state levels, leading to scaling up at the national level.

This project is being implemented in Uttar Pradesh, Jharkhand, Manipur, and Delhi. Population Foundation of India is engaging with various departments in these states, such as the Department of Health, Woman and Child, Social Welfare, Youth Affairs, and Sports and Education to pilot models, in both in-school and out-of-school settings for equipping adolescents with age-appropriate and accurate information on CSE.



## Building understanding

Population Foundation of India partnered with Development Solutions on a study titled *Opinion Analysis of Comprehensive Sexuality Education in India* to comprehend the varied opinions and understanding of CSE amongst stakeholders. More than 150 stakeholders across four states and from the national level were interviewed. The findings were disseminated widely. One recommendation was to use adolescent health and well-being education in place of CSE.

## Engagement with the Uttar Pradesh government



- Population Foundation of India's engagement with the UP government led to the prioritisation of adolescent health and well-being in the Population Policy for the state (2021-2030) released by the Hon'ble Chief Minister. This underscores the political commitment and buy-in towards advancing programs centred on adolescent health. Objective 4 of the policy includes improving information and services related to Sexual and Reproductive Health (SRH) and nutrition for adolescents.

- Addresses challenges of adolescents around early marriages, decision making, gender norms, myths and misconceptions about SRH by introducing an age-appropriate curriculum under the School Health Programme (SHP), for two age groups-10-14 years and 15-19 years.
- Following the launch of the UP Population Policy 2021-2030, the state government constituted a Core Group to draft ten-year operational plans for each of the five objectives laid out in the policy. Population Foundation of India was nominated by the government to provide inputs to all the plans and to specifically draft the Adolescent Health Operational Plan. From January-March 2022, Population Foundation of India facilitated four meetings of the NHM Adolescent Health Technical Advisory Group (TSG).

The TSG comprises NHM's Adolescent Health Cell and partners working on adolescent health in the state. The draft plan was submitted in May 2022. This progressive plan envisages establishment of health clubs in all schools and colleges and use of technology-based platforms to reach every adolescent in the state with information on SRH and nutrition. It envisages specific measures to improve adolescents' access to counselling and health services through convergence between departments.



## Rollout of Sehat Kendras in Bihar

Population Foundation of India provided technical support to the State Health Society Bihar (SHSB) and Bihar State AIDS Control Society (BSACS) in conceptualisation of the SEHAT Kendra, a youth-friendly space, which provides accurate information on sexual and reproductive health, mental health, gender, and nutrition to students across **30 colleges in Bihar**. The initiative, funded through the National Health Mission State Programme Implementation Plan (PIP) includes:

- Developed a brand guideline and a reference manual for peer educators
- A state-level refresher Training of Trainers (ToT), attended by **102 peer educators** and Red Ribbon Club Coordinators in October 2021. The Executive Director of SHSB inaugurated the ToT, and addressed the participants
- Colleges have followed up the training with initiatives like organising seminars, debates on matters related to adolescent health and well-being, population growth, mental health, gender and life skills. **20,434 students** participated
- Looking at the initial success, the state government has committed to scale-up the initiative in **15 additional colleges each year**





# Prioritising Adolescent Health and Well-being in the National Agenda

Started in January 2020, project Hi-WAY's objective is to prioritise investments and place adolescent health and well-being at the forefront. The project aims at using evidence to strategically engage with stakeholders and seek their commitment to adolescent well-being. Population Foundation of India, under this grant, has been engaging with various ministries such as the Ministry of Health and Family Welfare, Women and Child Development, Youth Affairs and Sports, Education, Skills Development and Entrepreneurship, and NITI Aayog towards institutionalising a mechanism of convergent action at the national level on adolescent health and well-being.

## Understanding policy and programmatic landscape

As a result of the high-level multi-ministerial round-table, co-hosted by NITI Aayog in March 2021, a working group of NITI Aayog and Population Foundation of India was set up to strategise, plan and monitor the implementation of a convergent action plan for adolescent development and well-being at the national level.



- To understand the adolescent health and well-being landscape, the working group mapped all the national-level schemes and programmes for adolescents to assess their reach and coverage, gaps and challenges, and identify good practices
- Report suggests recommendations for strengthening programmes on adolescent health and well-being, using a convergence approach |
- Based on the findings, the working group developed a framework for a five-year action plan for adolescent health and well-being to be implemented through multi-ministerial convergent action and submitted to the NITI Aayog for approval

Population Foundation of India partnered with the Institute for Competitiveness to commission a study to gather evidence on the need to invest in adolescents.

The study titled—Investing in Adolescents: A Case for India—highlights the need to invest in adolescents, estimates the key gaps, and determines the approximate cost of addressing those gaps. The study further explores areas such as secondary education, nutrition, unmet need for family planning, mental health, and issue of child marriage. This report was released online by Dr Bibek Debroy, the Chairman of the Economic Advisory Council to the Prime Minister of India. Dr Debroy, in his remarks, heightened the need to focus on adolescents and the need for India to strengthen its policies for the health and well-being of adolescents.

## Generating groundswell

Population Foundation of India engaged with 40 Civil Society Organisations (CSOs) to collectively voice the need to prioritise adolescent development and well-being in India. The CSOs wrote letters to the Hon'ble Prime Minister in August 2021. Subsequently, Population Foundation of India mobilised more than 500 adolescents to sign and send a letter to the Prime Minister acknowledging the aspirations of young people and the need to provide them with opportunities to make them self-reliant.

*Kishore ka Shor* was an online campaign that reached 1 million+ users and engaged over 100,000 users. We invited stakeholders and adolescents to talk about the need to invest in adolescent health and how it will have a positive impact on the future of our country.

The joint efforts were reflected in the Prime Minister's speech on Gandhi Jayanti in October 2021, drawing attention to young people by stating: "It is important that every youngster gets opportunities. And when I speak of opportunities, I do not merely refer to assistance that keeps them dependent but the support that makes them self-reliant to fulfil their aspirations, with dignity."

## Social media amplification



**Kadam Uthao:**  
50,000+ users online

**Kishor Ka Shor:**  
1 million+ users reached



Population Foundation of India organised a Twitter chat called *Kadam Uthao*, a campaign where information on challenges that adolescents face on a daily basis was shared with them. They were asked to share their aspirations for the year 2021. It reached over 50,000+ users online.

# Advocating Reproductive Rights and Choices

Advocating Reproductive Choices (ARC) is a national-level coalition of 115 civil society organisations working collectively to strengthen and advance access to family planning services in India since 2005 ([www.arccoalition.org](http://www.arccoalition.org)). Population Foundation of India has been hosting its Secretariat since 2015. The Secretariat worked towards increased communication and outreach by:



- Increasing one-to-one engagements with the ARC members to identify opportunities for collaborations
- Disseminating information on webinars, reports, studies undertaken by the members across the coalition for cross-learning



## Collaborative engagement

- In the second year of the pandemic, the ARC Secretariat continued to hold online webinars to foster cross-learning amongst members. Over 400 participants attended the three webinars conducted by Population Foundation of India:
  - On the Move: COVID-19, Migration and Family Planning in collaboration with Population Council
  - India's progress on Family Planning: Highlights from NFHS-5 in collaboration Population Council
  - Building an understanding of FPKonet among ARC members for its effective utilisation
- Leveraging the ARC coalition, we wrote to the Union Health Minister highlighting developmental strategies that would contribute to population stabilisation. In early 2022, the Government of India made a statement that population control should happen by creating awareness among people and not by force.



## Social media for change and choice

The ARC coalition has actively used the power of social media platforms like Facebook and Twitter to amplify messages and outreach on SRH rights, especially related to voluntary family planning with choice and dignity, crowdsourcing related information, and engaging in meaningful conversations to increase the coalition's visibility and collective strength.

## Studying availability and quality of reproductive health, family planning during Covid-19

The Secretariat undertook a qualitative assessment in Bihar, Rajasthan and Uttar Pradesh on availability, access, and quality of reproductive health (RH) and family planning (FP) services during COVID-19. The objectives were to:

- Understand the status of delivery of FP and RH services at the community level
- Map challenges faced by communities, frontline health workers, and health officials in accessing and providing FP and RH services
- Collect viewpoints of CSOs on current status of FP and RH services and suggestions for way forward
- Recommendations to increase availability and improve access to RH and FP services during health emergencies.

The report will be used for strategic engagement with the Ministry of Health and Family Welfare and state governments to address the gaps and improve availability and access to RH and FP services.

# Feminist and Adolescent Youth-Led Action

**10,000 adolescents**

reached directly through sessions led by trained youth facilitators

**20,000 adolescents**

reached through identified peer educators

Feminist and Adolescent Youth-led Action (FAYA) is a youth-led and owned community-based programme implemented across the four districts of Rajasthan, namely Bundi, Dungarpur, Karauli, and Tonk. The program aims to disseminate age appropriate and contextually relevant Comprehensive Sexuality Education (CSE) to 10,000 adolescents directly through sessions led by trained youth facilitators, and indirectly to an additional 20,000 adolescents through identified peer educators. Besides sharing knowledge on sexual and reproductive health (SRH) amongst adolescents, the program builds an enabling environment with local and community leaders, PRI representatives and parents to better understand the dynamics and attitudes around gender and power.

## On the field

Completing Comprehensive Sexuality Education (CSE) curriculum with more than **10,000 out-of-school adolescents trained by youth field facilitators (master trainers) across 200 villages in 4 districts.** Despite two nationwide lockdowns and a complete halt of field engagements, the team could successfully complete the delivery of module-wise sessions at the village and school level with more than the expected number of adolescents. Mock sessions were organised to ensure that any adolescents who missed the earlier sessions could also benefit through participating in the most pertinent sessions from the curriculum.

## Storytelling for change

Outreach to more than 21,000 adolescents by Peer Educators called Kishor Mitras selected from the cohort of 10,000 adolescents who received the detailed CSE curriculum sessions. Sessions were conducted by the selected peer educators using content in the form of stories and factual information on selected topics from the Kishor Mitra diary provided to them.

## Youth ki awaaz

Successful establishment of Youth Resource Centres called Super Saathi Kendras (SSKs) in Dungarpur and Tonk (one in each district) after their establishment in Bundi and Karauli in the financial year ending in 2021. **The process was owned by the community with adolescents playing a pivotal role in ensuring the availability, running and commitment to a free and safe space as well as resources for the Kendras.** The SSK was inaugurated by the Sarpanch and the local Rashtriya Kishore Swasthya Karyakram (RKSK) counselor in Dungarpur, and by the Sub-divisional Magistrate of Todaraisingh block, Block Development Officer, Tehsildar, Sarpanch, and the local RKSK counselor in case of Tonk district.





# Educately

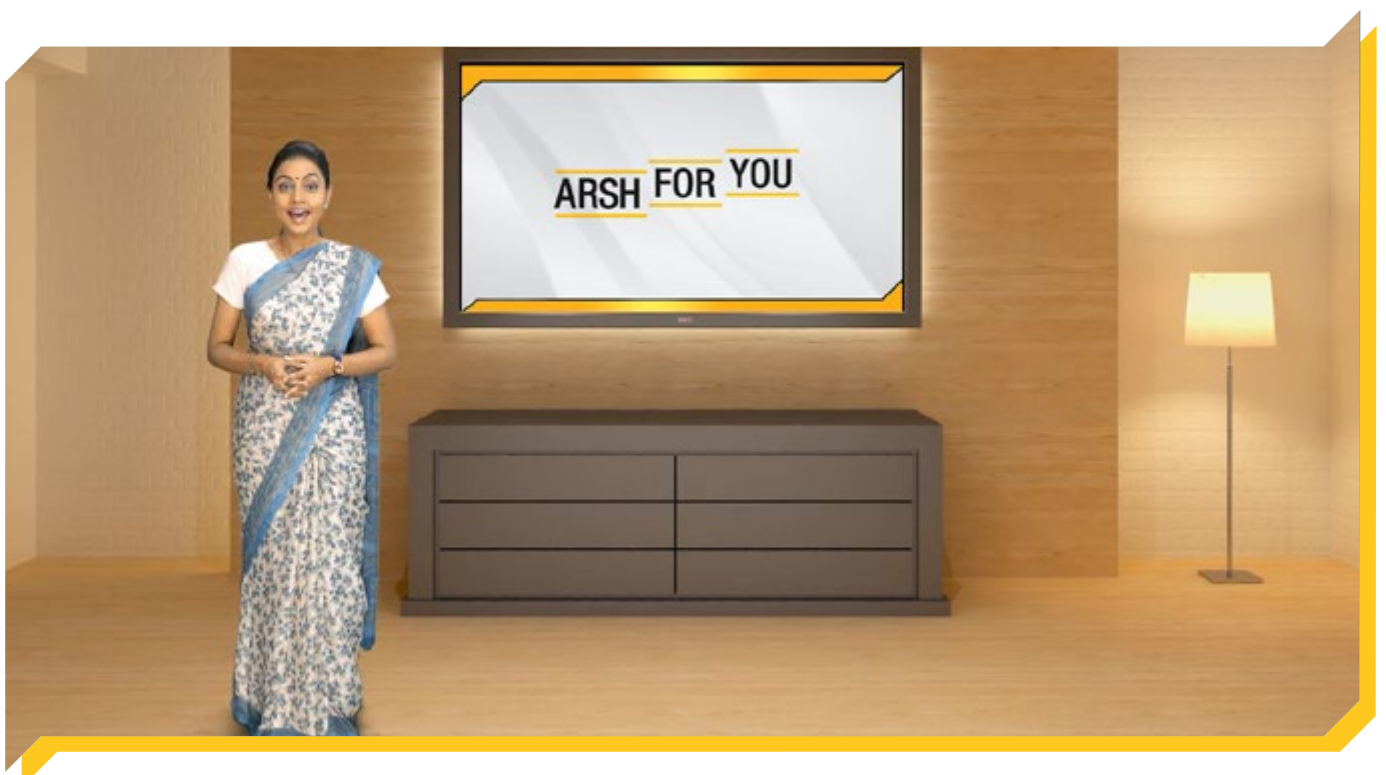
Educately is Population Foundation of India's one-stop digital resource platform for information about adolescent health and well-being. It aims to reach adolescents and all those who play a critical role in their lives: parents, educators, community members, and policymakers.

ARSH for You, where ARSH stands for Adolescent Reproductive and Sexual Health is an online teacher-training programme hosted on Educately.org. The programme is designed to equip teachers with information on aspects of adolescent health and well-being, and strengthen facilitation skills to deliver such information in a sensitive manner. It is a self-paced programme available online in Hindi and English and is free of cost.

Educately is also available as a mobile app on the Play Store and App Store.

Educately has received nearly 200,000 visits and 4652 enrolments as of 31st March, 2022 since it went live in August 2020.

# EDUCATELY



## MOU with Bihar government

In partnership with the Department of Education, Government of Bihar, Population Foundation of India conducted a pilot of the online teacher-training programme ARSH for You in Jehanabad, Bihar. Over 500 secondary school teachers across 163 schools participated in the pilot. 493 teachers successfully completed the training programme within four weeks of enrolment. As a result of the successful pilot, we have signed an MoU with the Education Department to scale-up the programme across the state.



## Pilot online training program in Uttar Pradesh

Population Foundation of India, in partnership with the National Health Mission (NHM), Uttar Pradesh, launched a pilot online training programme on adolescent health and well-being—ARSH for You. The pilot will cover over 4,250 schools and nearly 8,000 Health and Wellness Ambassadors in Barabanki,

Maharajganj, Prayagraj, Sitapur, and Bahraich districts in Uttar Pradesh. Educately has conducted orientations of 312 District Resource Group members. ARSH for You aims to equip educators with the knowledge, skills, and attitude to address adolescent health and well-being. This program also aims to promote safe internet usage among adolescents effectively and empathetically.



4,250 schools  
8,000 Wellness  
Ambassadors



## Training for Allen House Group of Schools, Uttar Pradesh

Population Foundation of India partnered with the Allen House Group of Schools in Uttar Pradesh and conducted an in-person orientation of their senior management team and teachers of Delhi Public School, Lucknow, on the issue of adolescent health and well-being. As part of the collaboration, teachers from DPS schools will train through the Educately portal in the online teacher-training programme, ARSH for You.



## Partnership with Bharat Scouts and Guides, Uttar Pradesh

A letter of approval was received from Bharat Scouts and Guides (BSG), UP, for training their members across the state through Educatly. All officials across 75 districts have been directed to undertake the ARSH for You online training and ensure the same is passed on to the Scouts and Guides cadre. The orientation and enrolment of officials is currently underway and 30 divisional senior officers have been oriented to date.

## Capacity building in Mental Health Counselling

Population Foundation of India has signed an MoU with Sangath—a pioneering non-profit organisation working in the areas of mental health and adolescent issues—to develop, digitise, and offer an online course called Adolescent Problem-Solving Training

(APT) on Educatly. The objective is to build the capacity of individuals working with adolescents in order to support their mental health concerns. Through this course, learners gain knowledge and skills to conduct the counselling process and the problem-solving intervention. The course teaches an evidence-based, problem-solving counselling intervention that will equip adolescents with coping skills for their mental health concerns. The course will be available in English and Hindi, with self-assessment quizzes and additional readings offered along with main resources.

## Collaboration with HCL Foundation

The ARSH for You Programme has been integrated on the HCL Foundation Academy Platform. 110 participants have undertaken the course across two batches so far.





# Social and Behaviour Change Communication

## Himmat Hai To Jeet Hai

In response to the second wave of the COVID-19 pandemic, Population Foundation of India launched the 3rd phase of the *Himmat Hai Toh Jeet Hai* (HHTJH) campaign encouraging women to influence behaviour change.

A series of videos, infographics, multimedia were developed to inform, create awareness, and address myths on COVID appropriate behaviour (CAB), vaccine hesitancy, isolation, quarantine, and stigma. A new version of the HHTJH Anthem was released as a part of the campaign, reaching over 56 million users online on Facebook and Instagram.

The communication assets were translated into regional languages such as Bengali, Kannada, Odiya, Assamese, and Nepali. For Bihar, a set of audio messages were created and disseminated in the districts. The campaign material has been disseminated across online and offline platforms in partnership with Population Foundation of India's state offices and on-ground partners.





## Sanjeevani-Covid-19 response programme

Tata Communications is working on the Sanjeevani-COVID-19 Response Programme, to equip grassroot organisations and frontline healthcare workers with ways to tackle vaccine hesitancy and promote CAB. Population Foundation of India has created a range of SBCC material and is engaged in training NGOs/frontline healthcare workers in effectively disseminating these materials within the communities they work with.

Population Foundation of India conducted training for 13 NGOs across 8 states to provide them a better understanding of COVID-19, the science behind vaccinations, and effective usage of SBCC materials. We continue to mentor and support these organisations while they implement the programme in their local communities.

**13 NGOs**  
**8 states**

## Hasya Kavi Potliwala

A series of short animation films featuring a poet who recites poems tackling myths around vaccination including videos promoting vaccination for children and precautionary doses were developed. The videos were shared on social media and as part of dissemination with our network of partners.





## #Dooriyanhataein

Population Foundation of India worked on the #DooriyanHataein campaign with Facebook (Meta) under the Vaccine Confidence Initiative. The social media campaign aimed to create awareness and public support for the need to vaccinate, continue practicing CABs and build individual responsibility to stop the spread of COVID-19. Short films were created on these issues, released and promoted during the festive season on Population Foundation of India's social media channels.

## Girls capital campaign #prompthernow

Population Foundation of India designed and implemented a digital campaign #PromptHerNow to highlight the importance of addressing the needs of young people and responding to their health and well-being, especially post COVID-19 which saw closure of schools and other spaces for young people. The digital campaign consisted of films which had testimonials on real-life experiences of girls from UP and Rajasthan, who overcame challenges presented by the COVID-19 pandemic. A webinar was held on the effects of the pandemic on girl child education. **The campaign reached more than 2.5 million online users and attained 1 million views.**



## SnehAI: A companion to enable and protect

Population Foundation of India is working on the issue of Online Child Sexual Exploitation and Abuse (OCSEA), focusing on adolescents (aged 13-19 years). A two-year project uses Population Foundation of India's expertise and experience with digital media to build safe online behaviour and identify risks in the context of OCSEA. The objective is to expand tools and services to prevent victimisation of children and harmful behaviour by offenders and potential offenders in the digital environment. The project's main components are:

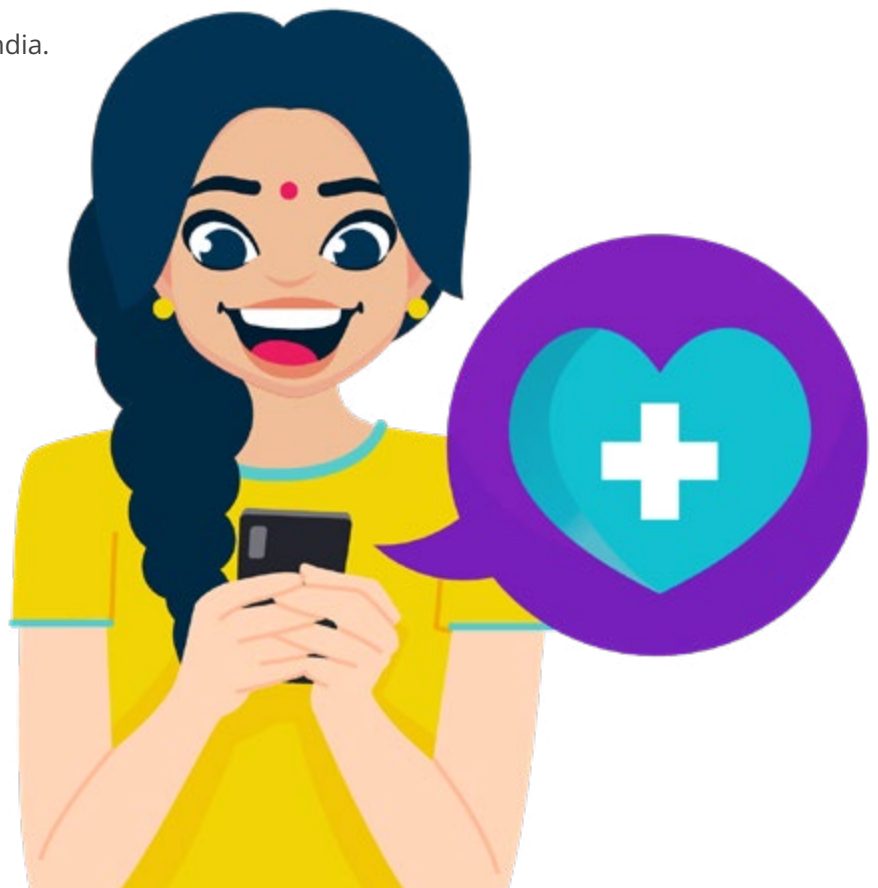
- Enhancing the existing content on SnehAI chatbot
- A digital campaign on online safety
- Evidence generation on OCSEA in India.

SnehAI, the PFI's artificial intelligence (AI-) powered chatbot provides a safe, non-judgemental, and trusted space for adolescents to seek out information and resources on their sexual and reproductive health and rights. We have modified the structure and content of the existing chatbot to include the OCSEA. Designed in an adolescent friendly and forward manner, the chatbot uses rich media such as videos and GIFs to engage adolescents on key issues. The SnehAI website was also launched with the chatbot widget for users to interact with the bot. The website also features key information and resources on adolescent health and wellbeing as well as online safety.



141,800+  
active users

8.79 Million+  
conversations





## Social media amplification

Population Foundation of India launched the chatbot on Facebook Messenger with animation films, quizzes, and resources on digital safety and preventing online child sexual exploitation and abuse, featuring topics, such as bullying, harassment, and grooming.

A Facebook Live session was held with renowned actor, writer, and filmmaker, Farhan Akhtar on creating safe online spaces for young people and public launch of the Snehai chatbot.

# COVID-19 Mitigation, Response and Support

The rapid spread of COVID-19 as well as the lack of understanding of protective measures led to anxiety and fear. The spread of fake news and misinformation on social media platforms further led to stigmatisation, social isolation, and vaccine hesitancy in communities. During such a time, there was a need to create awareness and public support for the need to vaccinate, continue practicing CABs and build individual responsibility to stop the spread of COVID-19. Population Foundation of India collaborated with the Government of India, Facebook and other partners to counter the spread of misinformation related to COVID-19 and vaccination.







## Issues contributing to vaccine hesitancy

A dipstick assessment was undertaken with Auxiliary Nursing Midwives (ANMs), Accredited Social Health Activists (ASHAs), Village Health Sanitation and Nutrition Committees, Mahila Arogya Samitis, Panchayati Raj Institutions, Urban Local Bodies as well as block, district, and state National Health Mission (NHM) officials from 37 districts across 7 states (Bihar, Goa, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, and Rajasthan) to understand the key issues around COVID-19 vaccine hesitancy. Based on the exercise, resource materials and promotional aids were developed to address vaccine hesitancy, including videos, audio messages, posters, and a reference book for field facilitators. Subsequently, orientation and mentoring sessions were organised to strengthen engagement in COVID-19 mitigation. These sessions were attended by over 1200 state and district NHM officials and Civil Society Organisation (CSO) partners from 9 states.

## Bringing family planning services closer to communities

The COVID-19 pandemic created a sense of fear among communities, who hesitated in accessing health services at PHCs and Sub-Divisional Hospitals. Among other services, this affected the adoption of temporary methods and intrauterine contraceptive devices (IUCDs).

Population Foundation of India team raised this issue at a district-level review meeting chaired by the District Development Commissioner (DDC) in Nawada district, Bihar in January 2021. It was suggested that IUCD services be decentralised in selected centres. The DDC instructed the Civil Surgeon to initiate fixed-day IUCD services in a phased manner. Population Foundation of India was requested to support the block health teams in operationalising services and helping generate community demand.

The work began with a series of meetings with the block health officials and ANMs, in which 32 SHCs and HWCs were identified to initiate services. It was followed by a training of need assessment of ANMs and gap assessment of the health facilities. The reports were shared with block and district health officials. Subsequently, infrastructural improvements of the health facility buildings were undertaken from the untied funds, and a separate room was designated for IUCD insertion. The ANMs were trained by the Regional Programme Management Unit team and IUCD kits were provided to them. The youth champions, VHSNCs, and ASHAs disseminated information on the availability of IUCD services and motivated women to avail services from the designated health facilities. **Till March 2022, 427 women had accessed the IUCD services.**

## Support to Bihar govt in Covid-19 mitigation and vaccination

Population Foundation of India was nominated by the State Health Society Bihar (SHSB) as a member of the state-steering committee for COVID-19 mitigation. We supported the SHSB team in analysing COVID-19 and vaccination coverage data. In Darbhanga and Nawada districts, we developed capacities and supported the VHSNC and local self-government members in:

- Constituting and providing orientation to **100 COVID-19 Management Committees** at the gram panchayat level.
- Miking and community outreach activities undertaken in **835 villages, covering a population of approximately 1.6 million.**

- Outbound calls to **35,000 Interactive Voice Response System (IVRS) users** on CAB and vaccine promotion.
- VHSNC members and youth champions mobilised **4,820 community members for COVID-19 testing and 2,00,419 beneficiaries** for vaccination.
- **32 sanitary napkin banks** started by the youth champions due to closure of schools to promote safe menstrual hygiene among **653 adolescent girls.**

## COVID-19 response

Population Foundation of India was invited by the Ministry of Health and Family Welfare, Government of India, and the World Health Organization's Country Office for a National Consultation on COVID-19 Vaccination for Pregnant Women. Based on our field experience, we were asked to share how communities view vaccination for pregnant women. Recommendations made at the consultation informed the development of a vaccination protocol and inclusion of pregnant women in the COVID-19 vaccination programme.

# Awards and Recognition

## KM Champion Innovator for The Pitch: Asia!

The Pitch: Asia!—organised by Knowledge SUCCESS is a global project led by a consortium of partners funded by the USAID to create opportunities for collaboration and knowledge exchange within the family planning and reproductive health community. It is an annual competition organised to develop and implement innovative ideas for FP/RH programs in selected countries of sub-Saharan Africa and Asia. Up to five organisations based in sub-Saharan Africa and Asia are awarded to implement innovative ideas. More than 80 organisations applied, out of which 10 semi-finalists were selected to present their ideas to a panel of judges.

Population Foundation of India was adjudged the winner of the KM Champion Innovator for The Pitch: Asia!. The project—Realising Commitments to Family Planning in India program (RCFP-II) won the award. The program aims to spread awareness about the importance of family planning. Our pitch was to create a Hindi version of the FP Resource Bank to increase access to information, data, and recent developments on FP/SRH for Hindi media professionals. Population Foundation of India won prize money of USD\$50,000 to execute the innovation.

## eNGO Challenge Award for Digital Tools & Empowerment

The eNGO Challenge under the umbrella of Digital Empowerment Foundation's eNGO Programme aims to recognise and facilitate grassroots organisations doing exceptional work using digital tools. The eNGO Challenge is seven years old and recognizes best practices across South Asia. Snehai won the award in the Digital Tools and Empowerment category for creating an AI-powered chatbot that provides information on Sexual and Reproductive Health.

## WhatsApp Incubator Programme (WIP) for Snehai

Population Foundation of India has been selected as one of the top 10 incubatees of the WhatsApp Incubator Program (WIP) in March 2022. The WIP is an initiative to facilitate positive and measurable health outcomes through the WhatsApp Business Platform. As part of the program, Population Foundation of India will build Snehai chatbot for WhatsApp to leverage the platform for creating awareness and knowledge on sexual and reproductive health and well-being for young people



# Financial and Operational Highlights

Particulars	2021-22	2020-21
<b>SOURCE OF FUNDS</b>	<b>Rs. (in Lakh)</b>	<b>Rs. (in Lakh)</b>
Corpus Fund	500	500
Society Fund	6,461	6,029
Deferred Grant	120	48
Restricted Project Funds	1,603	2,680
Current Liabilities	398	190
Provisions	42	41
<b>Total</b>	<b>9,124</b>	<b>9,488</b>

<b>APPLICATION OF FUNDS</b>		
Fixed Assets	186	119
Investments	5,470	5,470
Cash and Bank Balances	1,862	2,820
Loans and Advances	1,606	1,079
<b>Total</b>	<b>9,124</b>	<b>9,488</b>

Particulars	2021-22	2020-21
INCOME	Rs. (in Lakh)	Rs. (in Lakh)
Grant income	1,993	2,180
Donation income	-	6
Rental Income	198	216
Interest and other income	641	456
<b>Total</b>	<b>2,832</b>	<b>2,858</b>

EXPENDITURE		
Population, Health and Family Planning expense	1,335	1,215
Behaviour Change Communication expense	254	639
Community Action for Health expense	389	326
Other Project expense	268	218
Management & Administrative expense	154	174
<b>Total</b>	<b>2,400</b>	<b>2,572</b>
<b>Excess of Income over Expenditure</b>	<b>432</b>	<b>286</b>



# Population Foundation of India's Anti-sexual Harassment Policy

At the workplace, Population Foundation of India prohibits discrimination, inappropriate conduct, or harassment, based on a person's gender, religion, caste, ethnicity, sexual orientation, disability, age, colour, national origin, veteran status, marital status, race, ancestry, linguistic or any other legally protected characteristic. Population Foundation of India holds that all persons have the right to work in an atmosphere free of discrimination and harassment. Population Foundation of India recognises that equality in employment can be seriously impaired when women are subjected to gender-specific violence, like sexual harassment at the workplace. Population Foundation of India has thus adopted Anti Sexual Harassment Policy (referred to as PFIASHP) for the prevention, prohibition, and redressal of sexual harassment in compliance with the mandate of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and rules thereunder. Under this policy, the Internal Complaints Committee (ICC) has been constituted under Rule IV and a detailed grievance procedure has been laid down in the organisation's policy. In the year 2021-2022, no cases of sexual harassment were filed in the organisation.

## About Population Foundation of India

Population Foundation of India is a national NGO which promotes and advocates for the effective formulation and implementation of gender-sensitive population, health and development strategies, policies and programmes. The organisation was founded in 1970 by a group of socially committed industrialists under the leadership of the late JRD Tata and Dr. Bharat Ram.

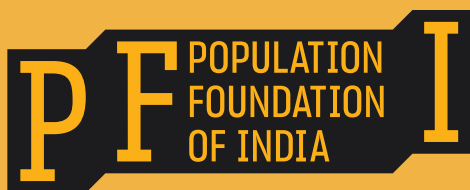
## Mission

**Population Foundation of India will advance gender sensitive, rights-based population and family planning policies and actions for a just, equitable and prosperous society.**

## Our Donors

Our mission and accomplishments would not have been possible without the generous support and collaboration with our donors and programme partners. We are thankful for their continued partnership and collaboration to advance our shared mission.

- Bill and Melinda Gates Foundation
- Children's Investment Fund Foundation
- The David and Lucile Packard Foundation
- Ministry of Health and Family Welfare
- United Nation Children's Fund (UNICEF)
- Facebook India Online Services Pvt Ltd
- Johns Hopkins University
- HCL Foundation
- Tata Communications Ltd.
- Ishtar Music Pvt Ltd.
- DCM Shriram Foundation
- Centre for International Development Services



### Head office

B-28, Qutab Institutional Area, New Delhi – 110016  
T: +91 11 43894 100 | F: +91 11 43894 199

### Regional offices

- **Bihar:** 123A, 1st Floor, Patliputra Colony, Patna – 800013  
T: +91 612 227 0634
- **Rajasthan:** C-9, Shiv Marg, Shyam Nagar, Jaipur – 302019  
T: +91 141 410 4771
- **Uttar Pradesh:** C-3, Nirala Nagar, Opposite Thandi Park, Lucknow – 226020  
T: +91 522 400 5091

[www.populationfoundation.in](http://www.populationfoundation.in)

 @PopFoundIndia

 @PopFoundIndia

 @populationfoundationindia