

PROJECT REPORT

# UNNATI PROJECT



Project Location(s)

**SHREEJA NAV KAUSHAL  
VIKAS KENDRA**

722, Pradhan Patti, Near Primary School Dujana,  
Gautam Budh Nagar Uttar Pradesh – 203207

Implementation Period

**(01-February-2025 – 31-March-2025)**

Submitted By

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# 1. PROJECT OVERVIEW

## 1.1 Project Background & Context

### Background

Over the past several years, there has been an increased urbanization in Gautam Budh Nagar district. Proximity of the district to the national capital has played a major role in this. The district has grown as a major industrial hub with various industries and businesses like electronics, textile, food and beverage, having established their presences in the district. The residential areas in Noida and Greater Noida have also been expanding over these years. With the increased urbanisation and industrialisation, agricultural land is being acquired and diverted to meet the growing requirements of industries.

While this has led to a reduced area under agriculture but is important from a national development perspective and priorities and also offers new opportunities for employment. People are also looking to diversify their source of income with the new opportunities being offered with the increasing urbanisation. But a person must be adequately skilled to be able to get a better paying job. Dujana is one such village in the Dadri block of Gautam Budh Nagar district. It is well connected by road with Greater Noida and Ghaziabad and is in close proximity to the urban centre.

It is important to note that among all the industries, textile and garment manufacturing industry holds a special importance for Gautam Budh Nagar as readymade garment has been identified as the focus product under the One District One Product (ODOP) Scheme. Gautam Buddha Nagar is also known as the 'City of Apparel'. Lakhs of people are employed in this industry, out of which around 60 per cent workers are women. As many as 2500 readymade garment factories are situated in Gautam Buddha Nagar. Finished goods are exported abroad.

### Challenges faced at community level

Majority of the households in Dujana are dependent on agriculture, and the landholding varies across households. There are some households with large sized land, while many others have small landholdings. Given the seasonal nature of agriculture, many households who have smaller landholdings and were just dependent on agriculture have been diversifying their income source and taken up work as labourers and other informal sector jobs. But given that people lack adequate formal skills and literacy, majority end up with low paying jobs.

Women in particular face significant barriers to economic independence and sustainable livelihoods. Social and economic constraints and restricted mobility, prevents them from accessing stable work or entrepreneurial opportunities and limits their ability to earn and contribute to family income. Traditionally, women have been mostly helping in agriculture and allied activities at household level, by engaging in labour intensive work such as livestock rearing and sowing etc. With women lacking any independent source of income, their ability to contribute economically to the household's income is limited.

Given these challenges faced at the village level, Abhivyakti Foundation decided to take up the project on developing a garment cluster in Dujana village. This is also aligned to the One District One Product (ODOP) for Gautam Budh Nagar i.e. readymade garments. Women have some basic experience in stitching but lacked proper skills in tailoring. This limited their ability to take up any job or even start their own work in this field. Some specific challenges faced by the women in the Dujana village and surrounding areas with respect to taking up stitching and tailoring as a sustained livelihood have been given as follows-

1. **Lack of advanced stitching and tailoring skills-** Some women may be having some elementary skills, with which they are able to do some basic stitching, sufficient to manage their stitching requirement at household level. But they lack the advanced stitching and tailoring skills required in garment making. Neither do they have any knowledge of garment designing which is a prerequisite for them to start making garments suitable for selling in the market or being employed in any of the garment making factory.
2. **Limited access to professional-grade production equipment and infrastructure-** Even those women who do some stitching at home, mostly rely on a needle and thread. Very limited number of women have any sewing machine. Even if anyone has a sewing machine, they are aware of only some basic skills. Moreover, commercial production of garments requires professional-grade machines including industrial sewing and embroidery machines. These machines are important for high quality and efficient production.
3. **Weak financial position-** Many households in the village do not have adequate financial strength and enough disposal income to be able to invest in any production centre or enterprise.
4. **Lack of market access and connections to buyers-** Lack of adequate knowledge of commercial production technique is the first and foremost limitation faced by the women. But beyond this there is also limited market access and almost no connection to any buyers. This limited market linkage is the primary reason why they may not even consider learning any advance stitching or tailoring skill.
5. **Lack of collective effort-** Even though some women have been a part of the Self Help Groups (SHG) but many of these SHGs have not been very active. Hence there is no such group which can take up the collective production of garments. Collective production offers various advantages as compared to an individual such as economies of scale, improved market access and ease in raw material procurement etc.
6. **Absence of branding and marketing knowledge-** In order to successfully produce and sell garments at a larger scale, proper branding and marketing is a pre-requisite. Lack of this knowledge and its practical application will be a hindrance in scale up of any production unit.
7. **Minimal digital literacy for e-commerce participation-** In today's digital era, e-commerce has come to occupy an important position in sales and marketing of products. It has opened up new possibilities and enables an enterprise to market and sell their product to a customer sitting in a different part of the country and even another country. Women in the village lack even the basic digital literacy skills and their knowledge on sales through any e-commerce platform is even more limited. This is one of the key challenges in accessing one major section of the consumer base.

There are various training institutions, govt. departments and civil society organizations, working towards providing training in different trades. But most of the programmes are of shorter training duration and basic in nature and are unable to impart skills required by the industry. In some cases, where the organisations seeking to set up an enterprise just undertake distribution of basic machines for production with no appropriate training and market linkage support. Because of this even if the enterprise is able to manufacture some products, either their quality is not up-to the mark, or they are not able to find a market for the same.

Keeping these realities in view, Abhivyakti has undertaken the initiative aimed at empowering local artisans and women in Dujana, Uttar Pradesh, under project UNNATI by providing structured skill training in garment stitching, tailoring, and production techniques. Sponsored by HDFC CSR and implemented by Abhivyakti Foundation, the project seeks to enhance livelihoods by establishing a fully equipped Common Facility Centre (CFC), ensuring access to raw materials, modern machinery, and market linkages.

This project is designed to bridge the skill gap among the women, by offering vocational training, business development support, and exposure to digital marketing and e-commerce platforms. The initiative focuses on providing hands-on training in tailoring, packaging, branding, and e-commerce selling through platforms like Amazon and Flipkart. Additionally, participants it guides the beneficiaries in financial literacy, entrepreneurship, and market strategies to ensure long-term sustainability.

By implementing this initiative, HDFC CSR and Abhivyakti Foundation aim to create a replicable model for skill development and economic empowerment in rural India, fostering self-reliance and financial independence among marginalized communities.

## 1.2 Project Scope

1. **Target Area:** The project covers the Dujana village in the Dadri block of Gautam Budh Nagar District in Uttar Pradesh
2. **Beneficiary Profile:** The project aims to cover and work with rural women on the aspect of skill building, market linkage and enterprise development.
3. **Total beneficiaries reached**
  - ▶ **Direct beneficiaries:** Rural women were the intended direct beneficiaries under the project and a total of 100 rural women beneficiaries were reached and trained
  - ▶ **Indirect beneficiaries:** Apart from the direct beneficiaries being trained, the project aims to impact certain beneficiaries indirectly these are-
    - **Family of the women participants:** With the improved economic opportunities for the women, the entire family is expected to be benefitted.
    - **Local community:** Prescence of the centre and training for women is expected to increase awareness and interest of the community towards skill-based employment in general and garment making in particular

## 2. EXECUTIVE SUMMARY

### 1. Objectives & Rationale

Over the past several years, there has been an increased urbanization in Gautam Budh Nagar district. While this has led to a reduced area under agriculture but is important from a national development perspective and priorities and also offers new opportunities for employment. It is important to note that among all the industries, textile and garment manufacturing industry holds a special importance for Gautam Budh Nagar as readymade garment has been identified as the focus product under the One District One Product (ODOP) Scheme.

Majority of the households in Dujana are dependent on agriculture, and the landholding varies across households. Women in particular face significant barriers to economic independence and sustainable livelihoods. Given these challenges faced at the village level, Abhivyakti Foundation decided to take up the project on developing a garment cluster in Dujana village. Women have some basic experience in stitching but lacked proper skills in tailoring. This limited their ability to take up any job or even start their own work in this field.

Realising the challenges faced by the community, the project aims to empower the rural community in Dujana through skill development and market integration. The specific primary objective of the project are as follows:

1. Setting up of a Common Facility Centre (CFC) for garment manufacturing with modern machinery, tools, and workspaces
2. Improve stitching and tailoring skills of the rural women
3. Establish market linkage of the cluster to reach wider customer base
4. Enable job placements for women with garment manufacturing units
5. Encourage self-employment among women based on skill development training
6. Increase income level of rural women beneficiaries

### 2. Key Activities Implemented

#### Infrastructure Setup

Since the existing Shreeja Nav Kaushal Vikas Kendra was being expanded, rooms and area were earmarked for installation of machinery and setting up of office area. Under the project advance sewing machines and computerised embroidery machine were installed along with other tools and equipment. The office area was developed as a Product display and sales outlet. A solar plant of 2 KVA was set up under the project to ensure uninterrupted power supply.

#### Training of women beneficiaries

Four types of trainings were conducted under the project. These included basic skill training on tailoring and stitching, advance skill training on applique and embroidery, marketing and branding training, E-commerce & Digital Literacy training. Apart from this an exposure visit was also conducted for some batch participants.

#### Market Integration and job support:

With the skill development training being completed the next step was to initiate the market integration activities. At this stage there were two broad types of activities conducted, one was providing job linkages for the women trained under the project and second was establish-

ing linkages of the Shreeja Nav Kaushal Vikas Kendra with buyers.

### 3. Achievements & Outcomes

#### Training to 100 rural women beneficiaries-

Through the intervention, Abhivyakti Foundation has reached out to 100 rural women in and around Dujana village and provided them with training on stitching, tailoring, marketing, branding, digital literacy and financial literacy

#### Access to Infrastructure

Another key benefit of the project has been the setup of infrastructure for stitching, tailoring and garment manufacturing under the Shreeja Nav Kaushal Vikas Kendra. The infrastructure set up would give access to advance machines to the rural women members in the local area and support skill development and economic empowerment

**Skill enhancement and improved livelihood opportunity-** Prior to the training a large majority of women were not aware of stitching or were just aware of some basic tailoring skills. The training helped to enhance their skill level in tailoring with which they are now able to make of different garments and hosiery items

**Market Integration support:** The active efforts of Abhivyakti Foundation and Shreeja Nav Kaushal Vikas Kendra in selling garments online through e-commerce platform and to other institutional buyers through offline channel with provide the much-needed market linkage.

### 4. Impact Created

#### Improvement in employment status

One of the intended outcomes of the project was engagement in a livelihood activity. As result of the project intervention there has been an increase in proportion of self-employed women and some have been employed in the apparel industry after the intervention.

#### Increased income levels of the women beneficiaries

With engagement in some livelihood activity after the training program the income level of the women participants has also improved. . As a result of the training and other support under the project, the income has increased from Rs.3,500 to Rs.7,000.

#### Increased Confidence & Self-Reliance

Previously, most women had no independent source of income, but with the project many have started earning and now actively contribute to household income. This has helped to increase their confidence level.

#### Skill-Based Mindset & Entrepreneurial Spirit

Earlier the skill set of the women were limited and so was their awareness and access to skill improvement training. After the training, there has been a change in women's perspective and instead of seeking low-wage labour, they are now focused on further honing their skills and building sustainable careers or businesses.

## 5. Challenges & Learnings

Some of the challenges faced during the project implementation have been given as follows

- **Limited Awareness and Initial Hesitation:** Many potential participants were unaware of the program's benefits or hesitant to join. Some families were reluctant to allow women to participate in training. This restricted mobility impacted the community mobilisation activity to some extent.
- **Cultural barriers-** Even if majority of the women were able to come to the centre for training but a larger proportion of women found it difficult to come out of the village. This created some challenges to take up a full-time employment position at garment manufacturing units.
- **Limited exposure to digital and financial literacy-** There was limited financial and digital literacy among the women with many not being aware of even making and receiving, digital payments like UPI.
- **Limited market opportunities-** Earlier there were limited market opportunities for the women as they did not have the requisite skills and machine for making garments.

The project effectively worked towards addressing these challenges and in the process also had various learnings. These have been given as follows-

- **Skill Development as an Empowerment Tool.** While women might be aware of some aspects of stitching but providing structured training in tailoring and entrepreneurship significantly improved economic opportunities for them.
- **Hands-on Learning is Essential:** Practical, real-world training is more effective than theoretical lessons, ensuring higher retention and application of skills.
- **Market Integration is Key:** Linking artisans to established buyers, digital marketplaces, and branding workshops can help sustain long-term income generation.
- **Community Engagement Matters:** Involving local stakeholders, families, and community leaders ensures better participation and reduces resistance to change.

## 6. Sustainability Plan

Sustainability is the extent to which the benefits of the project are sustained beyond the project duration

1. **Sustaining CFC operations:** The CFC will continue operations as a production hub for trained artisans and a revenue-sharing model will be implemented to sustain operational costs.
2. **Product Diversification-** Going forward the CFC can introduce new products in its portfolio. These products can include home textiles & accessories like bags, cushion covers. This product diversification will help to meet demands of different customer segments more effectively and increase the sales volume.
3. **Tech integration-** The centre will seek to leverage AI-driven design tools & automated production techniques through additional funding.

4. **Developing a retail centre-** Given the proximity of Dujana village to the National Highway and the urban centre of Greater Noida, the CFC can also be developed and marketed as a retail outlet managed and operated by SHG women.
5. **Continuous skill upgradation:** Regular refresher training sessions will be conducted to update skills in evolving fashion trends and market demands.
6. **Expansion of Common Facility Centre-** The Common Facility Centre can also be expanded by setting up additional CFCs in the nearby village. There is a potential to set up two CFCs in the nearby villages.

## 3. PROJECT OBJECTIVES & SCOPE

### Primary objectives

Realising the challenges faced by the community, the project aims to empower the rural community in Dujana through skill development and market integration. The specific primary objective of the project are as follows:

1. Setting up of a Common Facility Centre (CFC) for garment manufacturing with modern machinery, tools, and workspaces
2. Improve stitching and tailoring skills of the rural women
3. Establish market linkage of the cluster to reach wider customer base
4. Enable job placements for women with garment manufacturing units
5. Encourage self-employment among women based on skill development training
6. Increase income level of rural women beneficiaries

### Secondary objectives

The project will work at several levels and implement various activities in order to achieve the above stated objectives. Apart from the primary objectives stated above it also aims to achieve some secondary objectives. These objectives have been stated as follows are

1. Digitally enable the beneficiaries by training and orienting them on e-commerce, social media marketing, and digital transactions.
2. Promote financial literacy and banking access to enhance savings and investment habits.
3. Foster entrepreneurial mindsets and business management skills among beneficiaries to enable them to establish and operate successful micro-enterprises.
4. Empower the women and enhance their economic participation, decision-making power, and social status within households and the community.
5. Create and promote a distinctive brand identity for products manufactured at the CFC, highlighting their quality, craftsmanship, and social impact.

It aims to digitally empower the women by conducting trainings for them in e-commerce, social media marketing, and digital transactions. Trainings on banking access and improving savings and investment aims at making them financially literate.

The current project has a duration of 2 months, but it sets the foundation for achieving the long-term vision and mission which has been given as follows-

**Vision:** To transform Dujana into a vibrant hub of skilled craftsmanship and entrepreneurship, where traditional skills meet modern market demands to create sustainable livelihoods and economic prosperity.

**Mission:** To establish a state-of-the-art Common Facility Centre that provides comprehensive skill development, production infrastructure, and market linkages to empower local communities, particularly women to become self-reliant through quality garment production and successful market engagement.

## Key Interventions & Approach:

The project adopted a participatory approach in the planning, design and implementation of the project. Abhivyakti foundation had been working with the community in Dujana and the surrounding villages and it had set up a Common Facility Centre (CFC) or Shreeja Nav Kaushal Vikas Kendra in Dujana village with some machines. The Shreeja Nav Kaushal Vikas Kendra was set up with support of NABCONS which provided financial assistance in setting up of the sewing machines and other equipment. Abhivyakti Foundation also leveraged the support of NABARD for providing training to women under the LEDP project.

The current grant from HDFC aims to build on the progress made under the previous projects and expand the operations of Shreeja Nav Kaushal Vikas Kendra with Project UNNATI. The current project was implemented from February 2025 to March 2025. the project will cover essential aspects such as raw materials procurement, machinery setup, furniture and office equipment, professional support, training, brand promotion, and stipends for participants. The project is being implemented in five broad phases given below and the steps and methodology of implementation of the project have been explained as follows-

### 1. Project Initiation & Infrastructure Setup

Once the project was finalised and approved, Abhivyakti Foundation started with team formation for the project. The staff to be involved for execution of the project was identified and their roles and responsibilities were fixed. This included the project manager, coordinator, field executives, and trainers under the project. The team then started with the procurement of the machines and other equipment required for the project. Since the existing Shreeja Nav Kaushal Vikas Kendra was being expanded, rooms and area were earmarked for installation of machinery and setting up of office area. Given that the area also faced power cuts, hence a solar power back up was also proposed and installed under the project. A solar plant of 2 KVA was set up under the project to ensure uninterrupted power supply.

### 2. Community mobilisation

While the project team was engaged in setting up the necessary infrastructure at the Shreeja Nav Kaushal Vikas Kendra, some team members were also involved in community mobilisation. The project team leveraged the existing Self Help Groups (SHGs) for mobilisation of women. Since Abhivyakti Foundation was already working in the area, it also took references from the women beneficiaries it had already worked with under the previous project.

### 3. Conducting skill development training

Once the community mobilisation was complete and 100 women were identified and enrolled for training, the project team started with the training of the beneficiaries. Four types of trainings were conducted under the project. These included basic skill training on tailoring and stitching, advance skill training on applique and embroidery, marketing and branding training, E-commerce & Digital Literacy training. Apart from this an exposure visit was also conducted for some batch participants.

Women were first trained on the basic sewing machines on tailoring and stitching. They were also trained on basic tailoring tasks such as cutting, stitching, finishing, quality control, and product development. This was followed by training on advance sewing machines installed at

the centre under the current project. These sewing machines were able to perform a greater range of tasks and were more efficient. Here they were provided training on applique and embroidery. The trainings were practical and included hands-on sessions for better retention and skill mastery. The training provided on marketing, branding and digital market linkage helped to orient, familiarise and prepare artisans for e-commerce.

An exposure visit was planned to a nearby garment manufacturing unit, Sahu Exports in Greater Noida area. This helped to provide the women with an exposure of how a modern garment manufacturing unit operates.

#### **4. Market Integration and job support:**

With the skill development training being completed the next step was to initiate the market integration activities. At this stage there were two broad types of activities conducted, one was providing job linkages for the women trained under the project and second was establishing linkages of the Shreeja Nav Kaushal Vikas Kendra with buyers.

For job linkages, exposure visit was made to Sahu Exports, a garment manufacturing unit in Greater Noida. Sahu Exports was also onboarding women for working at their manufacturing unit. Linkages with Sahu exports were established under which the women appeared for a test on their stitching and tailoring skills and get a job at Sahu Exports.

Market linkages with e-commerce platforms were also established and onboarding process on e-commerce platforms such as Amazon and Flipkart were initiated and about 10 participants were also onboarded on Amazon and Flipkart and have listed their products. They are awaiting orders for the same. Apart from this buyer in the offline sales channel were also being identified where Shreeja Nav Kaushal Vikas Kendra could get work orders from.

#### **5. Project completion**

Towards the end of the project, five women who had the interest and aptitude were selected as enterprise leaders and production managers to manage the production at the centre. The women are also being provided with ongoing mentorship support by Abhivyakti Foundation. With the establishment of the necessary infrastructure, conducting trainings and initiating the market linkages the Shreeja Nav Kaushal Vikas Kendra is poised for the next step in its journey.

#### **Community Involvement & Partnerships:**

During the project implementation, Abhivyakti Foundation actively worked with the community at various stages. During the community mobilisation it worked with the SHGs in order to identify and enrol interested women for the training program. It is also in the process of partnering with fashion brands and industry experts for mentorship and product innovation.

## 4. THEORY OF CHANGE

The theory of change of the Shreeja Nav Kaushal Vikas Kendra project showing how the interventions and activities planned under the project lead to the desired change and the intended long-term goal has been presented as follows-

Theory of change				
Activities	Outputs	Outcomes		
		Short term	Medium Term	Long Term
<ul style="list-style-type: none"> <li>• Installation of machines and other equipment at the CFC</li> <li>• Conducting mobilisation of women beneficiaries</li> <li>• Training of women beneficiaries</li> <li>• Conducting market integration activities</li> <li>• Establishing partnership for job linkages for women beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Number of CFC centre established</li> <li>• Number and type of machines set up at the centre</li> <li>• Number of women beneficiaries mobilised</li> <li>• Number of women beneficiaries trained</li> <li>• Number of artisans onboarded on e-commerce platforms</li> <li>• Number of offline buyers linkages made</li> <li>• Established partnership with Sahu exports</li> </ul>	<ul style="list-style-type: none"> <li>• Improved awareness and enhancement of stitching, tailoring and embroidery skills</li> </ul>	<ul style="list-style-type: none"> <li>• Increased employment offers at garment manufacturing units</li> <li>• Increase in women starting their own enterprise</li> <li>• Increase in women employed at the CFC</li> <li>• Number of women</li> </ul>	<ul style="list-style-type: none"> <li>• Increased sales on online platform</li> <li>• Increased sales through offline channels</li> <li>• Increased turnover of the CFC</li> <li>• Increased income of the women beneficiaries</li> </ul>
<p><b>Long term goal:</b> To establish a state-of-the-art Common Facility Centre to empower local communities, particularly women to become self-reliant through quality garment production and successful market engagement.</p>				

## 5. KEY MILESTONES AND ACHIEVEMENT

Within the two months period of implementation the Shreeja Nav Kaushal Vikas Kendra project has achieved some significant milestones. The milestones achieved under the project serve as critical checkpoints to track progress and ensure project effectiveness. Even though the long-term impacts would be visible only after some time, a significant progress has been made within this project duration and it would serve as a strong base for creating measurable impact and sustainable change for women in and around Dujana. The key milestones and achievements under the project have been given as follows-

### 5.1 Key activities implemented

#### 1. Training of women beneficiaries

Details of the trainings conducted for women under the project mentioning the number of women beneficiaries and key outcomes have been given below

Activity	Date(s)	Location	No. of Beneficiaries	Key Outcomes
<b>Skill Training (Basic &amp; Advance Tailoring &amp; Stitching)</b>	Feb 02 – Feb 22, 2025	Dujana Training Center	100	Participants learned basic garment production skills
<b>Advanced Skill Training (Applique &amp; Embroidery)</b>	Feb 23 – Mar 02, 2025	Common Facility Center	100	Participants learned specialized embroidery and applique work
<b>Marketing &amp; Branding Training</b>	Mar 03 – Mar 09, 2025	Dujana Digital Hub	100	Increased awareness on product branding & positioning.
<b>E-commerce &amp; Digital Literacy</b>	Mar 10 – Mar 16, 2025	Online & Offline Markets	100	Beneficiaries were able to list products on Amazon & Flipkart.
<b>Market Integration &amp; Sales Exposure</b>	Mar 17 – Mar 31, 2025	Local & Online Markets	100	Helped to improve sales and understanding of pricing.

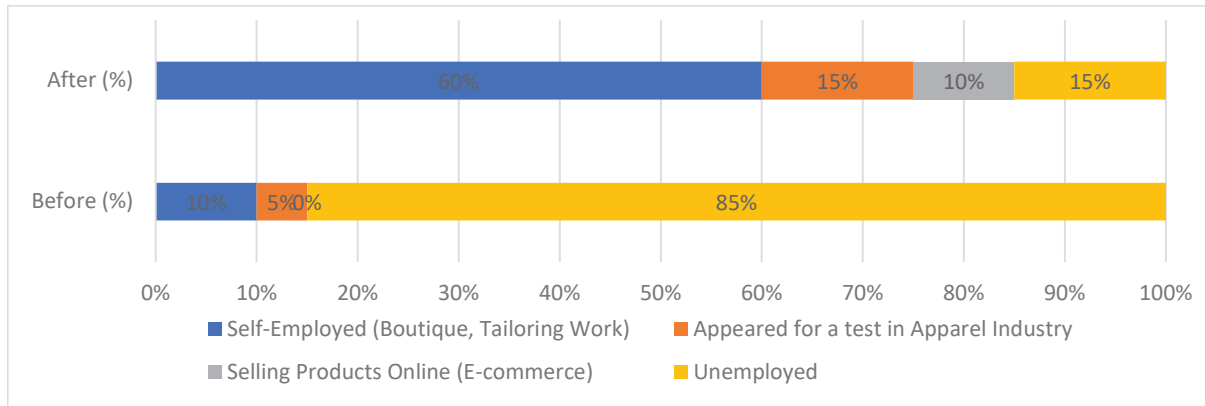
### 5.2 Outcomes & Impact (Before vs. After Analysis)

#### 1. Improvement in employment status

*One of the intended outcomes of the project was engagement in a livelihood activity. The training was conducted with 100 women beneficiaries from in and around the Dujana village. As result of the project intervention there has been an increase in proportion of self-employed women with 60% having taken up some tailoring or boutique work as compared to 10% before the intervention. About 15% people have been Appeared for a test in Apparel Industry after*

the intervention and 10% have listed and started selling their products online. The details of the employment status before and after the intervention has been given in the table below:

Figure 1: Employment status

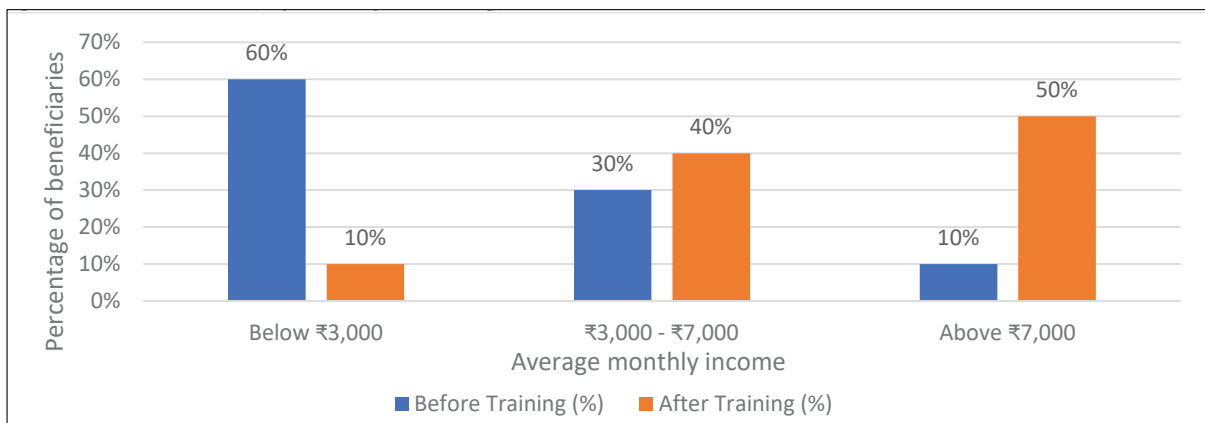


Employment Type	Before (%)	After (%)
Self-Employed (Boutique, Tailoring Work)	10%	60%
Appeared for a test in Apparel Industry	5%	15%
Selling Products Online (E-commerce)	0%	10%
Unemployed	85%	15%

## 2. Increased income levels of the women beneficiaries

With engagement in some livelihood activity after the training program the income level of the women participants has also improved. Before the intervention about 60% of the women shared that their income was below Rs.3,000 per month with many not earning any income at all. The proportion of women in this category has reduced to 10%. There has been a marginal increase in the proportion of women in the income category of Rs.3,000 to 7,000. The proportion has increased from 30% to 40%. The proportion of women having income of more than Rs.7,000 has increased from 10% to 50%. The income growth of women can be seen in the figure given below-

Figure 2: Income Growth (Before vs. After Training)



Income Level (₹ per month)	Before Training (%)	After Training (%)
Below ₹3,000	60%	10%
₹3,000 - ₹7,000	30%	40%
Above ₹7,000	10%	50%

# 6. IMPACT ASSESSMENT

## 6.1 Quantitative Impact

### 1. Training to 100 rural women beneficiaries-

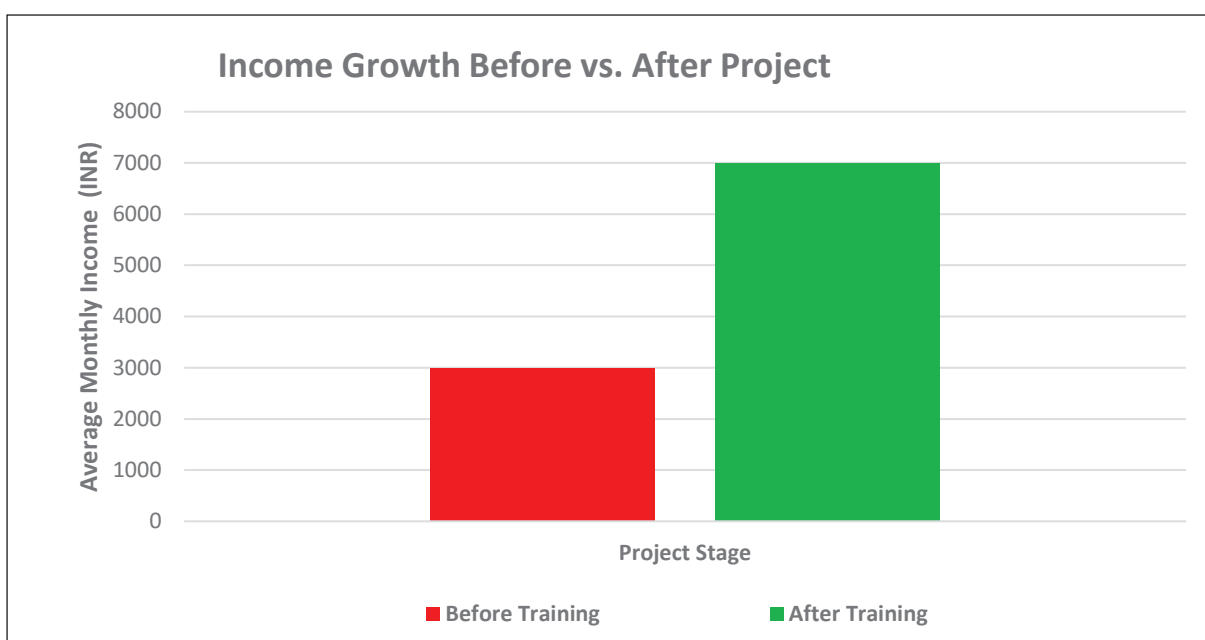
Through the intervention, Abhivyakti Foundation has reached out to 100 rural women in and around Dujana village and provided them with training on stitching, tailoring, marketing, branding, digital literacy and financial literacy. Details of the number of beneficiaries trained and their current work status has been given in the figure given below.

Category	Number of Beneficiaries
Total Women Trained	100
Completed Full Training	100
Appeared for a test in Apparel Industry	15
Started Own Business	60
Engaged in E-commerce	10

### 2. Increase in income level

As discussed above and as can be seen in the figure below, there has been increase in income levels of the beneficiary after the project intervention. Prior to the intervention, majority of the women did not have any independent source of income, hence most i.e. 60% reported their income level to be below Rs.3,000 per month. As a result of the project intervention, the women have either started their own work of stitching and tailoring, have started selling garments online or have started working in the apparel industry. As a result of the training and other support under the project, the income has increased from Rs. 3,500 to Rs. 7,000.

Figure 3: Income growth before and after project Unnati



*Increase in income levels, access to healthcare, education, etc.:*

Category	Before Project	After Project	% Increase
Women able to afford healthcare services	30%	80%	+166%
Children enrolled in school due to increased income	60%	90%	+50%
Women with access to financial literacy training	10%	100%	+900%

One of the benefits of the project has been that women have got access to financial literacy trainings. Earlier only 10% women had attended such a training which has now increased to 100%. This training has helped to improve awareness on good saving and investment habit and usage of bank accounts.

Also, within the duration of 2 months the project has been able to set up the necessary infrastructure at the Shreeja Nav Kaushal Vikas Kendra or the CFC and trained women. While some quantitative impact is visible but some impact like improvement in healthcare, and education level etc. will show an increase in the coming time and has not been measured and included in the current report.

### **Infrastructure improvement**

Another key benefit of the project has been the setup of infrastructure for stitching, tailoring and garment manufacturing under the Shreeja Nav Kaushal Vikas Kendra. The infrastructure set up would give access to advance machines to the rural women members in the local area and support skill development and economic empowerment. The existing centre has been equipped with advance sewing machine which helps to make the garment production much more efficient and helps to improve the productivity of women. The office room also has a product display and sales outlet for selling the garments produced at the CFC.

Additionally, a solar back up system has also been installed, as the area also faces power cuts. This will help to ensure uninterrupted power supply and make sure that the production work at the centre is not affected. It would help to ensure reliable production and avoid delays in fulfilling any orders.

The infrastructure set up details under the project has been tabulated as follows-

Equipment	Quantity	Purpose & Utility
Industrial Press	4 pcs	Provides wrinkle-free, crisp finishes with high-pressure steam ironing. Ideal for bulk processing of kurtas, shirts, and bedsheets.
JUKI MB1377 Button Attaching Machine	1 pc	Accelerates button attachment with precision and strong stitching for garments like shirts, kurtas, and jackets.
JACK Power Driven Cloth Cutting Machine	2 pcs	Enables accurate cutting of fabrics such as cotton, rayon, and silk, crucial for mass production of kurtas, palazzos, and bedsheets.

JUKI DDL 8100EB Lock Stitch Machines	2 pcs	Ensures strong, clean seams for durable garments like kurtas, shirts, and palazzo pants.
JUKI A2B Industrial Machines	5 pcs	Supports stitching of thick and multi-layered fabrics, ideal for jackets and razais.
JUKI DDL 7000A Series Machines	4 pcs	Suitable for high-volume stitching of lightweight to medium-weight fabrics such as shirts and bedsheets.
USHA Memory Craft 450E	1 pc	Facilitates creative embroidery on garments like kurtas, jackets, and bedsheets, adding decorative and value-added elements.
USHA Steam Iron SI 3820	1 pc	Used for final finishing and wrinkle removal, giving garments a polished, ready-for-market look.
Office Furniture	1 pc	A fully furnished office space has been created with chairs, work desks, storage cabinets, and meeting tables.
Product Display and Sales Outlet	1 pc	A designated area has been developed for showcasing garments produced at the centre. The outlet includes display racks, mannequins, wall-mounted shelves, and counters
Computer Station	1 pc	Equipped with a Laptop, printer, and internet connectivity
2 KVA Solar Back-Up System	1 pc	A solar power system with a 2 KVA capacity has been installed to ensure continuous power supply during outages.
Inverter System	1 pc	An inverter with battery backup works in conjunction with the solar system to provide immediate switchover during power failures
LCD Display (TV Monitor)	1 pc	An LCD monitor has been installed for multiple purposes, including digital training sessions, product showcase videos, promotional content

The description of the infrastructure set up under the Unnati project at the Shreeja Nav Kaushal Vikas Kendra have been given below-

### 1. Common Facility Centre (CFC)

- ▶ A fully equipped training and production centre has been established under the project
- ▶ Industrial sewing machines with higher efficiency have been installed
- ▶ Computerised embroidery machine has been installed for improving product quality
- ▶ Other tools such as fabric-cutting equipment required for other operations in garment making have been purchased
- ▶ A dedicated workspaces for women artisans was created to ensure efficiency and safety.

## 2. Digital & E-Commerce Support

- ▶ Computer station has been set up in the office area with internet access for digital marketing and online sales training.
- ▶ Software tools for inventory management and order tracking have also been installed

## 3. Market Access Facilities

- ▶ A product display and sales outlet has been developed within the CFC for showcasing locally made garments.
- ▶ Partnered with local markets and online platforms to facilitate direct selling opportunities

## 4. Community Infrastructure Enhancements

- ▶ Improved workspace ventilation and lighting for better working conditions.
- ▶ Arranged childcare facilities to support working mothers.

## 6.2. Qualitative Impact

### *Behavioural & social changes*

Apart from the quantitative impact created under the project which has been discussed previously, implementation of Project UNNATI has also led to profound social and behavioural transformations among the beneficiaries and the wider community. This impact may not be directly measurable but has been observed based on the interaction with the women beneficiaries:

- **Increased Confidence & Self-Reliance**

Previously, most women had no independent source of income and were mostly engaged either in household chores or helping in the agriculture related work. But with the project many have started earning and now actively contribute to household income. This has helped to increase their confidence level and also their say in household decision making. They have a greater control on how they choose to manage their earnings. Many beneficiaries shared feeling more confident in making financial decisions and managing their earnings.

*Example:* Rajani, once hesitant about handling money, now independently budgets for her household and children's education.

- **Improved awareness on digital skills and financial literacy-** The women beneficiaries were also trained on digital skill and financial literacy. These trainings have helped to improve the awareness on usage of smartphones and other digital devices, for making and accepting payments and marketing and sales of products. Apart from this it has also helped them to improve their awareness on good saving and investment habits.
- **Skill enhancement and improved livelihood opportunity-** Prior to the training a large majority of women were not aware of stitching or were just aware of some basic tailoring skills. The training helped to enhance their skill level in tailoring with which they are now able to make of different garments and hosiery items like kurti, shirt, bed sheet etc. After being trained on industrial sewing machines and having visited an industrial garment export unit during the exposure visit, many women have an improved awareness of commercial garment manufacturing.

- **Shift in Gender Roles & Perceptions**

Initially there was a lot of hesitation among the family members and women themselves to come out and work. But the project has helped to overcome this hesitation. With women coming to the training centre and being exposed to the opportunities in garment manufacturing through skill enhancement they have themselves become confident of not being restricted by their traditional gender roles. They now feel that apart from playing the role of a housewife they can also work and contribute to family income.

Even some families have started to support women's employment and entrepreneurship. Many husbands and family members have begun to view women's skills and earnings as valuable assets.

*Example:* Several male family members have started assisting women in production and sales, reinforcing the idea of shared economic responsibility.

- **Increased Decision-Making Power**

With improved financial skills women are now feel more confident of taking household financial decisions and have started to get involved in important household decisions, such as investments, children's education, and healthcare. Given the limited project duration this change has just started with some women and will increase further with time.

- **Skill-Based Mindset & Entrepreneurial Spirit**

Earlier the skill set of the women were limited and so was their awareness and access to skill improvement training. After the training, there has been a change in women's perspective and instead of seeking low-wage labour, they are now focused on further honing their skills and building sustainable careers or businesses. *Example:* Anita, a program graduate, successfully launched her boutique and employed two other women from her village.

## Community Ownership & Empowerment:

The project has been critical in supporting in setting up the requisite infrastructure in form of the Common Facility Centre i.e. Shreeja Nav Kaushal Vikash Kendra. The presence of the common facility centre at the local level provides access of advance sewing machines, computerised embroidery machine and other tools and equipment to undertaken collective garment production. Following are the key benefits of intervention at community level-

- **Access to production centre:** The Common Facility Centre (CFC) provides the necessary infrastructure at the village level, which enables the women to continue production even after the current project period ends. With the Shreeja Nav Kaushal Vikas Kendra actively engaging in market linkage to sell products on e-commerce platforms and seek orders from other buyers, the women will have a place at the village level where they can work and earn their livelihood.
- **Market Integration support:** The active efforts of Abhivyakti Foundation and Shreeja Nav Kaushal Vikas Kendra in selling garments online through e-commerce platform and to other institutional buyers through offline channel with provide the much-need-

ed market linkage. It would be difficult for any rural woman artisan to establish meaningful market linkage on an individual basis, owing to lack of scale and lack of expertise in all aspects like product design, variety. Shreeja Nav Kaushal Vikas Kendra can act as a collective and undertake collective production and marketing. This would help in generating sustainable income for the women.

- **Community Support Networks:** The women beneficiaries who have been trained under the project are a part of the self-help groups (SHGs). Apart from seeking any support from the Shreeja Nav Kaushal Vikas Kendra they can also access and leverage these SHGs for any help support and mentorship.

# 7. CHALLENGES & MITIGATION STRATEGIES

## 7.1. Key Challenges Faced

### 1. Operational Challenges

Some operational challenges faced during the implementation of the project have been given as follows:

Challenge	Impact
Lack of infrastructure	Prior to the intervention there were a limited number of modern machineries available at the centre. The centre also lacked an office space and a proper display and a sales outlet. This limited access to modern machinery, slowing down the skill development and restricted the potential scale of operations.
Shortage of skilled trainers	Earlier the women did not have access to any skilled trainers and mentors. Due to this they lacked the access to good quality training and support and hence were aware of just basic stitching skills.
Limited employment partnerships	Due to the limited skill level there were limited employment opportunities for the women. The garment manufacturing units required manpower with a certain skill set in operating machines which was earlier lacking in the women.
Inconsistent attendance	Some women faced difficulties attending sessions regularly due to household responsibilities and other commitments. This had the potential to lead to poor learning levels.
Limited market opportunities	Earlier there were limited market opportunities for the women as they did not have the requisite skills and machine for making garments. Moreover, they were engaged in stitching activity in their free time on need basis and not as a livelihood.

### 2. Community Engagement Challenges

Challenge	Impact
Resistance to change	Some families were reluctant to allow women to participate in training. This was either due to societal norms or because of lack of awareness and trust. This restricted mobility impacted the community mobilisation activity to some extent.
Cultural barriers	Even if majority of the women were able to come to the centre for training but a larger proportion of women found it difficult to come out of the village. This created some challenges for women coming to the centre from the nearby village and also restricted their ability to take up a full-time employment position at garment manufacturing units.
Misinformation	There was limited awareness, various misconceptions and a lack of trust in operating through digital and e-commerce platforms. As a result of this many trainees were hesitant in exploring and adopting online sales channels.

## 1. Financial & Logistical Constraints

Challenge	Impact
Limited Funding	The Shreeja Nav Kaushal Vikas Kendra has limited financial means to make investment in industrial sewing and embroidery machines and other expansion of the CFC. This limited the production capacity of the centre. Ensuring financial sustainability beyond the project period was a major concern.
Limited exposure to digital and financial literacy	There was limited financial and digital literacy among the women with many not being aware of even making and receiving, digital payments like UPI.

## 7.2. Mitigation Strategies Applied & Results

Challenge	Mitigation Strategy	Outcome
<b>Lack of Infrastructure</b>	<ul style="list-style-type: none"> <li>Secured funding from <b>HDFC</b> (₹8,20,000 for machine procurement, ₹8,00,000 for raw materials).</li> <li>Established a <b>Common Facility Centre (CFC)</b> with industrial equipment.</li> </ul>	<ul style="list-style-type: none"> <li>Fully operational <b>CFC</b> with advanced sewing and finishing machines.</li> <li>Improved production capacity and quality.</li> </ul>
<b>Power Supply Issues</b>	<ul style="list-style-type: none"> <li>Installed a <b>2kVA solar backup system</b> to ensure uninterrupted production.</li> </ul>	<ul style="list-style-type: none"> <li>Reliable power supply, eliminating disruptions in training and production.</li> </ul>
<b>Staff Shortages</b>	<ul style="list-style-type: none"> <li><b>Professional support</b> for skilled trainers</li> <li>Introduced a <b>train-the-artisan</b> to build local expertise.</li> </ul>	<ul style="list-style-type: none"> <li><b>10 in-house trainers</b> developed, reducing dependency on external experts.</li> <li>Increased training capacity and efficiency.</li> </ul>
<b>Community Engagement Challenges</b>	<ul style="list-style-type: none"> <li>Conducted <b>awareness campaigns</b> to educate families on the program's benefits.</li> <li>Engaged <b>Self-Help Groups (SHGs)</b> to drive local participation.</li> </ul>	<ul style="list-style-type: none"> <li>Increased <b>women's enrolment and retention</b> in training programs.</li> <li>Strengthened community support for the initiative.</li> </ul>
<b>Market Linkages &amp; Sales</b>	<ul style="list-style-type: none"> <li>Developed <b>e-commerce training</b> and branding workshops.</li> <li>Partnered with <b>local businesses and online marketplaces</b>.</li> </ul>	<ul style="list-style-type: none"> <li>Beneficiaries trained in <b>selling products online</b>,</li> <li>Established <b>steady market access</b> for artisans.</li> </ul>
<b>Financial &amp; Logistical Constraints</b>	<ul style="list-style-type: none"> <li>Developed a <b>sustainability plan</b> for the Common Facility Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Increased income stability for trained artisans.</li> </ul>

## 8. SUSTAINABILITY & FUTURE ROADMAP

(e.g., capacity building, community leadership roles, partnerships, policy advocacy, etc.)

Sustainability is the extent to which the benefits of the project are sustained beyond the project duration. The project design includes various components which will help to ensure sustainability of the project operations, moreover various measures were taken to ensure project sustainability.

1. **Capacity building-** Training of rural women was the key component of the project intervention. Before the project the women were just aware of the basic stitching skill, but under the project women received training on stitching and tailoring. The women will be able to use these skills beyond the project duration to start their tailoring and stitching on their own, get employment at a garment manufacturing unit or work at the CFC for making garments. Moreover, the project has also developed 10 local trainers who can continuously help the trained women with continuous skill enhancement, extending the benefit of the project beyond the project timelines.
2. **Marketing branding and linkages-** Under the project, Shreeja Nav Kaushal Vikas Kendra has also worked on establishing market linkage, both online as well as offline. It is being onboarded for making sales on digital e-commerce platform Flipkart and Amazon. Apart from this, linkages with some institutional buyers are also being done which can help to maintain regular sales. These market linkages can help to ensure sustainability of the business operations at Shreeja Nav Kaushal Vikas Kendra and provide sustained livelihood opportunities to the rural women.
3. **Infrastructure support-** The infrastructure set up under the project which includes industrial sewing machines, embroidery machines, cutting tools, sales outlet, solar power back up and other equipment will be available to the women in and around the Dujana village even after the project duration ends and will provide livelihood opportunity to them.
4. **Community Leadership Roles-** Under the project women artisans were also encouraged to take up leadership roles in the Self-Help Group. This will help them to not only learn leadership skills but also encourage other women to enhance their skills.
5. **Partnership and Funding-** By establishing a Common Facility Centre equipped with necessary infrastructure with funding support from HDFC, Shreeja Nav Kaushal Vikas Kendra will be able to leverage the same in the future for further funding support from other CSR organisations including HDFC's CSR grant. It will also increase funding avenues for future growth.

The CSR grant support under the current project has been helpful in many ways as has already been discussed previously. But going forward there is still a scope for several improvements which can help to increase the sustainability of the project and benefit the community. The way forward for the project has been given as follows-

- 1. Sustaining CFC operations:** The first objective will be to sustain the CFC operations. The CFC will continue operations as a production hub for trained artisans and a revenue-sharing model will be implemented to sustain operational costs. This will be coupled with the strengthening the market linkages.
- 2. Strengthen Market Linkage:** Given that the production has just started, the CFC can also explore online platforms as well as offline buyers in the local market. This will help to maintain a regular sales flow and ensure continuous work opportunity for the women at the centre. It can also leverage fair trade platforms which can help it to get a premium for its products and help to improve the profit margins. Additionally, participation in state level, national and international exhibitions will also help to improve the visibility and sales.
- 3. Product Diversification-** Currently the CFC is making limited types of garments and hosiery items which include kurti, kurta, shirt, pant and blankets. Going forward the CFC can introduce new products in its portfolio. These products can include home textiles & accessories like bags, cushion covers. This product diversification will help to meet demands of different customer segments more effectively and increase the sales volume.
- 4. Tech integration-** In this digital era, it is very important to incorporate technology in the CFC operations. The centre will seek to leverage AI-driven design tools & automated production techniques through additional funding. This can give it an edge in product design and help to offer unique and new products to its customers, which will further enable market penetration.
- 5. Developing a retail centre-** Given the proximity of Dujana village to the National Highway and the urban centre of Greater Noida, the CFC can also be developed and marketed as a retail outlet managed and operated by SHG women. With increasing awareness and sensitisation among the consumers about responsible buying, this initiative can help to drive retail sales at the CFC.
- 6. Continuous skill upgradation:** While mastering the skills taught during the training is important but it is equally important to keep up with the changing trends. Regular refresher training sessions will be conducted to update skills in evolving fashion trends and market demands. Advanced certifications in digital marketing, product innovation, and business management will be introduced.
- 7. Future convergence initiatives-** Abhivyakti Foundation and the CFC will continue to work for the betterment and welfare of the beneficiaries through other CSR projects and government funding support. It will also work towards leveraging government schemes such as Mudra loans and PMEGP (Prime Minister's Employment Generation Programme)
- 8. Expansion of Common Facility Centre-** The Common Facility Centre can also be expanded by setting up additional CFCs in the nearby village. There is a potential to set up two CFCs in the nearby villages. These CFCs would help in providing training support for skill enhancement to the women in these village and provide livelihood opportunities. The CFCs established in these nearby locations will help to increase the overall capacity for garment manufacturing and these CFCs can work together on market linkages, collective raw material procurement and leverage economies of scale.

## 9. CASE STUDIES & SUCCESS STORIES

### Rajani's Journey from Struggles to Success



Rajani, a 32-year-old resident of Dujana, carried the weight of financial hardship on her shoulders. Limited employment opportunities in her rural village had left her feeling trapped, her potential untapped. However, Rajani possessed a quiet determination and a deep-seated passion for tailoring. When she learned about Project UNNATI's Skill Training Program, she saw a glimmer of hope. Enrolling in the program was a leap of faith for Rajani. Initially, she struggled with the intricate stitching techniques and the demands of industrial machinery. The precision required for garment production seemed daunting. But Rajani's perseverance, coupled with the patient and continuous mentorship provided by the program's trainers, began to yield results. The hands-on training, focused on practical application, allowed her to gradually master the skills. Rajani's dedication shone through. She spent countless hours practicing, honing her techniques, and absorbing every lesson. Her initial struggles transformed into confident proficiency. Soon, she wasn't just keeping pace with her peers; she was excelling. Her meticulous attention to detail and her growing expertise in fabric handling and pattern making made her one of the most skilled artisans in her batch. The program had not only taught her a trade; it had ignited a sense of self-belief and empowerment within her.

### Sushma's Path to Professional Growth



Sushma's journey from a participant in the Project UNNATI program to a stitching specialist at Sahu Exports is a testament to the program's effectiveness in bridging the gap between rural talent and industry demands. Sushma arrived at the training center with a basic understanding of sewing, but she aspired for more. She wanted a stable career and a chance to contribute meaningfully to her family's livelihood. The advanced tailoring techniques taught in the program, combined with the exposure to industrial standards and practices, equipped Sushma with the skills she needed to succeed in a demanding environment. Her proficiency quickly caught the attention of Sahu Exports, a leading garment exporter, who offered her a position as a stitching specialist. Sushma's transition to the company was seamless, thanks to the practical training she had received. Her ability to handle complex stitching patterns and her understanding of quality control made her an invaluable asset to the team. Moreover, her positive attitude and willingness to learn further distinguished her.

## Geeta's Promotion to Supervisor



Geeta is a housewife, who had come to Dujana village after her marriage and lives with her husband, two children and her in laws. Before the intervention she would either be engaged in household chores or help her husband in the field. During the agriculture season she would support her husband in the sowing and harvesting season, apart from managing the house and taking care of the children. On an average day she would mostly be doing household chores or spend some time with her children, relatives or neighbours. She would spend most of the time in and around the house and did not think of going out of the village independently.

Recently, in February 2025, she came to know about the Unnati project being implemented by Abhivyakti Foundation, when two representatives came to her house. At first, she was reluctant to join the training program and did not give a definitive response to Abhivyakti. When she talked to her husband about it, he encouraged her to go for the training.

She knew a little bit of stitching and used to stitch some clothes and knit sweaters for her children, but had never used a stitching machine in her life. Geeta was a bit sceptical if she would be able to learn to make a shirt or a Kurti. But the friendly attitude of the trainers put her at ease and their teaching method gave her the confidence that she could learn stitching. In just a few sessions she was able to grasp the nuances of stitching and tailoring techniques. She soon learnt to stitch bed sheets, kurti and shirt. She put in all her efforts to master and perfect her tailoring skills and become one of the best at the centre.

Now, she is planning to work at the Shreeja Nav Kaushal Vikas Kendra and further hone her skills and learn new techniques. Earlier she did not even think of going out of the village but now she is also considering to taking up employment at Sahu exports.

## Anita's Entrepreneurial Success



Anita's journey is a story of entrepreneurial spirit and community empowerment. After completing the advanced skill training offered by Project UNNATI, Anita decided to take a bold step: she started her own boutique. Specializing in designer kurtis and palazzo pants, she tapped into the growing demand for fashionable and locally made garments. The program's emphasis on branding knowledge proved to be invaluable. Anita created a distinctive brand identity, highlighting the quality craftsmanship and unique designs of her products. She leveraged local networks and social media platforms to build a loyal customer base. Her boutique quickly became

a popular destination for women seeking stylish and affordable clothing. As her business grew, Anita recognized the opportunity to create employment for other women in her community. She hired two women, providing them with training and fair wages. In doing so, she not only expanded her business but also contributed to the economic empowerment of her fellow villagers. Anita's success story illustrates the transformative impact of the Project UNNATI program. By providing women with the skills, knowledge, and support they need, the program enables them to become self-reliant entrepreneurs, driving economic growth and social change in their communities.

## 10. LESSONS LEARNED & BEST PRACTICES

The implementation of the project has offered many learnings. It is important to document these learnings and best practices so that they can be suitably used in the future.

The Key insights from project implementation have been shared as follows-

- **Skill Development as an Empowerment Tool:** People in the rural area, especially women have a considerable untapped potential. While women might be aware of some aspects of stitching but providing structured training in tailoring and entrepreneurship significantly improved economic opportunities for them.
- **Hands-on Learning is Essential:** Providing practical training support which the women can use in their day to day lives and is relevant for the industry in particular and market in general can greatly help women progress. Practical, real-world training is more effective than theoretical lessons, ensuring higher retention and application of skills.
- **Market Integration is Key:** While production is an important aspects and due attention needs to be paid to the same to ensure desired product quality and supply of products but market linkage holds the key to ensuring sustainability of operations of any production cluster. Linking artisans to established buyers, digital marketplaces, and branding workshops can help sustain long-term income generation.
- **Community Engagement Matters:** While initiating any project in a rural community it is important to involve the relevant stakeholders. This helps to ensure that these stakeholders at least support the project. Involving local stakeholders, families, and community leaders ensures better participation and reduces resistance to change.

While the project was being implemented some things worked well and helped to contribute to the project's success. These have been shared as follows-

- **Mentorship & Continuous Support:** Trainers and mentors engaged under the project played a crucial role in building confidence and developing and refining the skills of the rural women in stitching and tailoring. This was especially helpful to conduct trainings on advances sewing machines.
- **Industry Partnerships:** The partnership and collaborating with garment exporters like **Sahu Exports** helped to create direct employment pathways for trained artisans. Moreover, it also helped to provide exposure of commercial garment production to the women trained under the project.
- **Entrepreneurial Focus:** The trainings conducted under the project at the CFC also helped to kindle the entrepreneurial spirit among some women who decided to take up the tailoring work and started her own boutique.
- **Infrastructure Investments:** In order to address the power cut issue and ensure continuous production at the centre a 2kVA solar backup system was set up which helped in uninterrupted power supply.
- **Financial Assistance:** Funding from HDFC for the advanced machines and raw material

support has been instrumental in expansion of the CFC unit. The advanced sewing machines will be critical in enhancing the product quality and production efficiency while the raw material support will help to provide the necessary working capital support for production scalability.

Some recommendations for future projects which can help to further improve the project design and achieve even better outcomes has been given as below

- **Expand Training Programs:** While the current training programs have helped to improve the basis stitching and tailoring skills and also advances skills such as applique and embroidery but there is further scope to introduce digital skills, embroidery, and textile designing to diversify income opportunities.
- **Enhance Digital Literacy:** Some headway has been made in onboarding the artisans on the e-commerce platforms like Amazon, Flipkart, and Instagram shops. But there is a need to further educate and orient them on these platforms to increase sales.
- **Strengthen Post-Training Support:** The CFC will offer livelihood opportunities for some rural women and some others will take up job at Sahu exports, but some women may choose to start their own enterprise. The project can work on offering **business incubation, micro-financing, and long-term mentorship** to sustain these rural enterprises.
- **Scale to New Regions:** The UNNATI's model can also be replicated in other rural areas to impact a wider demographic. This will women in other areas benefit from the trainings and livelihood support.
- **Improve Supply Chain Integration:** In order to get sustained orders, it is important to establish direct links with more retailers and wholesalers. This will help to get consistent demand for the product and engage the women in the area in meaningful livelihood opportunity.

# 11. Community Feedback & Testimonials

## *Beneficiaries' Voices*

### **Rajani, Artisan & Beneficiary**

*"Before this project, I only knew basic stitching, and my income was very low. Project UNNATI gave me advanced training and access to industrial sewing machines. Now, I earn a steady income, and my confidence has grown tremendously. I can support my children's education."*

### **Sushma, Stitching Specialist at Sahu Exports**

*"The training helped me secure a job at Sahu Exports. Learning quality control and professional techniques gave me an edge. I am now mentoring new trainees, just like I was trained. This project changed my life."*

### **Anita, Entrepreneur & Boutique Owner**

*"I started my boutique after completing the advanced skill training. I learned branding, social media marketing, and business skills. Today, I have two employees, and my business is growing."*

## *Government & Local Officials' Perspectives*

### **Local Panchayat Member**

*"This initiative has uplifted the women of our village. They are now financially independent and contributing to household incomes. We support the expansion of such programs."*

### **District Skill Development Officer**

*"Project UNNATI bridges the gap between skill training and employment. The women trained here are now part of the mainstream economy, contributing meaningfully to the garment sector."*

## *Stakeholder Feedback*

### **NABARD Representative**

*"The project's model of skill-building, financial inclusion, and market linkage is commendable. NABARD remains committed to supporting such impactful rural development initiatives."*

### **HDFC CSR Team**

*"Our funding for raw materials and machinery has directly contributed to empowering hundreds of women. The results are visible – from increased incomes to sustainable businesses."*

## 12. Financial Summary (Budget vs. Actual Expenditure)

A clear financial overview of project funds allocated vs. utilized. For example:

Budget	Approved Budget (INR)	Actual Spent (INR)	Variance (INR)	Remarks
Raw Materials Procurement Cost (Fabric (Cotton, Silk, Polyester))	800000	800000	NIL	
Machine Procurement COST	820000	820000	NIL	
Furniture and Material Procurement	500000	500000	NIL	
Stitching Materials Procurement COST	100000	100000	NIL	
Professional support (Marketing and Designer professional)	350000	350000	NIL	
Maintenance (Electricity, Invertor, solar panel, House rent, Maintenance of the Machine etc	250000	250000	NIL	
Office Expenses Cost	300000	300000	NIL	
Website development Brand Promotion and Marketing COST	1500000	1500000	NIL	
Training ( Skill Training, packaging and E Comm training ) Cost	1800000	1800000	NIL	
Exposure Visit COST	80,000	80,000		
Stipend to participants ( 100*Rs 100*60days )	600000	600000	NIL	
ADMIN	710000	710000	NIL	
Total	7,810,000	7,810,000		
<b>Total</b>	<b>7,810,000</b>	<b>7,810,000</b>		

# 13. ANNEXURES

## (PHOTOGRAPHS & SUPPORTING DOCUMENTS)

### (3-4 PAGES WITH IMAGES & CAPTIONS)

Attach high-quality images from project implementation.



**Skill Training (Tailoring & Stitching)**

Participants learned basic garment production skills



**Advance Skill Training (Tailoring & Stitching)**

Participants learned basic garment production skills



**Advance Skill Training (Tailoring & Stitching)**

Participants learned basic garment production skills



**Advance Skill Training (Tailoring & Stitching)**

Participants learned basic garment production skills



**Advanced Skill Training (Applique & Embroidery)**

Participants learned specialized embroidery and applique work



**Advanced Skill Training (Applique & Embroidery)**

Participants learned specialized embroidery and applique work



**Advanced Skill Training (Applique & Embroidery)**

Participants learned specialized embroidery and applique work



### Advance Skill Training (Tailoring & Stitching)

Participants learned basic garment production skills



### Advance Skill Training (Tailoring & Stitching)

Participants learned basic garment production skills



### Advance Skill Training (Tailoring & Stitching)

Participants learned basic garment production skills



### E-commerce & Digital Literacy Training

Beneficiaries were able to list products on Amazon & Flipkart.



### E-commerce & Digital Literacy Training

Beneficiaries were able to list products on Amazon & Flipkart.



### Market Integration & Sales Exposure

Helped to improve sales and understanding of pricing.



### Market Integration & Sales Exposure

Helped to improve sales and understanding of pricing.



### Market Integration & Sales Exposure

Helped to improve sales and understanding of pricing.



**Community  
impact**



**Community  
impact**



**Community  
impact**



**Community  
impact**

### Attendance sheets of UNNATI PROJECT In Dujana- Batch-1

TIME:		9.00 Am to 1.00 Pm										LOCATION:										Dujana										Feb-25								
Month		Feb										March										Attendance TOTALS																		
		Saturday, February 1, 2025	Sunday, February 2, 2025	Monday, February 3, 2025	Tuesday, February 4, 2025	Wednesday, February 5, 2025	Thursday, February 6, 2025	Friday, February 7, 2025	Saturday, February 8, 2025	Sunday, February 9, 2025	Monday, February 10, 2025	Tuesday, February 11, 2025	Wednesday, February 12, 2025	Thursday, February 13, 2025	Friday, February 14, 2025	Saturday, February 15, 2025	Sunday, February 16, 2025	Monday, February 17, 2025	Tuesday, February 18, 2025	Wednesday, February 19, 2025	Thursday, February 20, 2025	Friday, February 21, 2025	Saturday, February 22, 2025	Sunday, February 23, 2025	Monday, February 24, 2025	Tuesday, February 25, 2025	Wednesday, February 26, 2025	Thursday, February 27, 2025	Friday, February 28, 2025	PRESENT	LATE	ABSENT	Holiday	STUDENT ATTENDANCE %						
Participants Attendance																														P	L	X	H							
01	Sushma	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96		
02	Sunita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
03	Anju Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100		
04	Raj Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
05	Reenu	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96	
06	Sunita Nagar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
07	Asha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
08	Sanjna	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	27	0	1	0	96	
09	Preeti	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96	
10	Taniya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
11	Savita Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
12	Manisha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100	
13	Rita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
14	Renu	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	26	1	1	0	96	
15	Tulsi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
16	Rajni	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
17	Priya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
18	Usha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100	
19	Deepa Rana	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100	
20	Kavita Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
21	Sudha Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
22	Soni Rani	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
23	Sweta Peelwan	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100
24	Sonam	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
25	Sapna	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
26	Komal	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
27	Baleshvari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
28	Km Pooja	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
29	Santosh	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
30	Nancy Bansal	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
31	Tanu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96	
32	Luxmi Gupta	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
33	Anshika	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
34	Preeti Panwar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
35	Anita	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96
36	Suman	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100	
37	Reena Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
38	Manisha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
39	Sandhya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
40	Radha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96	
41	Anita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96	
42	Payal Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
43	Jyoti Tonger	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
44	Nirmesh	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
45	Reshu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
46	Usha	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	26	0	2	0	93	
47	Kavita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
48	Km Annu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100
49	Vanshika Rani	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	27	0	1	0	96	
50	Sakshi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100

Attendance sheets of UNNATI PROJECT In Dujana- Batch-2																																					
TIME:		1.00 Pm to 4.30 Pm										LOCATION:		Dujana										Feb-25													
Month		Feb										March										Attendance TOTALS															
		Saturday, February 1, 2025	Sunday, February 2, 2025	Monday, February 3, 2025	Tuesday, February 4, 2025	Wednesday, February 5, 2025	Thursday, February 6, 2025	Friday, February 7, 2025	Saturday, February 8, 2025	Sunday, February 9, 2025	Monday, February 10, 2025	Tuesday, February 11, 2025	Wednesday, February 12, 2025	Thursday, February 13, 2025	Friday, February 14, 2025	Saturday, February 15, 2025	Sunday, February 16, 2025	Monday, February 17, 2025	Tuesday, February 18, 2025	Wednesday, February 19, 2025	Thursday, February 20, 2025	Friday, February 21, 2025	Saturday, February 22, 2025	Sunday, February 23, 2025	Monday, February 24, 2025	Tuesday, February 25, 2025	Wednesday, February 26, 2025	Thursday, February 27, 2025	Friday, February 28, 2025	PRESENT	LATE	ABSENT	Holiday	STUDENT ATTENDANCE %			
Participants Attendance																																					
		P	L	X	H																									P	L	X	H				
51	Yogita Sharma	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100			
52	Soniya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
53	Priya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
54	Pinky Nagar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
55	Shilpi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
56	Diya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
57	Manshi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	27	1	0	0	100			
58	Anushka	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
59	Kajal	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
60	Pinki	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
61	Aneeta	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100			
62	Annu Nagar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
63	Nishika Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
64	Parmita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
65	Suman	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
66	Anita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
67	Km Bhavna	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
68	Priyanka	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
69	Vinita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
70	Mamta	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
71	Vanshika Nagar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	27	0	1	0	96			
72	Geeta Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
73	Renu Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
74	Kamla Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
75	Ayushi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
76	Divya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
77	Pooja	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96			
78	Reeta	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
79	Vandna Jha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
80	Poomima Mishra	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
81	Kirti	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
82	Neelam	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100			
83	Lovely	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
84	Neeta Rawat	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	27	1	0	0	100			
85	Kunti	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
86	Manju Gautam	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	1	0	0	100			
87	Neha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
88	Laxmi Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96			
89	Kamlesh Sharma	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
90	Sonia	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
91	Rekha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
92	Rajni	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
93	Arti kashyap	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
94	Somya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
95	Sneha Jha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	27	1	0	0	100			
96	Isha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
97	Arti Devi	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	0	1	0	96			
98	Mamta Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
99	Shweta	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			
100	Monika	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	28	0	0	0	100			

Attendance sheets of UNNATI PROJECT In Dujana- Batch-1																																							
TIME:		9.00 Am to 1.00 Pm										LOCATION:										Dujana				Mar-25													
Month		Feb										March										Attendance TOTALS																	
		Saturday, March 1, 2025	Sunday, March 2, 2025	Monday, March 3, 2025	Tuesday, March 4, 2025	Wednesday, March 5, 2025	Thursday, March 6, 2025	Friday, March 7, 2025	Saturday, March 8, 2025	Sunday, March 9, 2025	Monday, March 10, 2025	Tuesday, March 11, 2025	Wednesday, March 12, 2025	Thursday, March 13, 2025	Friday, March 14, 2025	Saturday, March 15, 2025	Sunday, March 16, 2025	Monday, March 17, 2025	Tuesday, March 18, 2025	Wednesday, March 19, 2025	Thursday, March 20, 2025	Friday, March 21, 2025	Saturday, March 22, 2025	Sunday, March 23, 2025	Monday, March 24, 2025	Tuesday, March 25, 2025	Wednesday, March 26, 2025	Thursday, March 27, 2025	Friday, March 28, 2025	Saturday, March 29, 2025	Sunday, March 30, 2025	Monday, March 31, 2025	PRESENT	LATE	ABSENT	Holiday	STUDENT ATTENDANCE %		
Participants Attendance																																							
		P	L	X	H																	P	L	X	H														
01	Sushma	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
02	Sunita	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97
03	Anju Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100
04	Raj Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
05	Reenu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
06	Sunita Nagar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100
07	Asha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97
08	Sanjna	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100
09	Preeti	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97
10	Taniya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
11	Savita Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
12	Manisha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
13	Rita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
14	Renu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100
15	Tuisi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97
16	Rajni	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
17	Priya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
18	Usha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
19	Deepa Rana	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100
20	Kavita Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
21	Sudha Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
22	Soni Rani	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
23	Sweta Peelwan	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
24	Sonam	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
25	Sapna	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
26	Komal	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
27	Baleshvari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
28	Km Pooja	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
29	Santosh	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
30	Nancy Bansal	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
31	Tanu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
32	Luxmi Gupta	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
33	Anshika	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
34	Preeti Panwar	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
35	Anita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	30	1	0	0	100	
36	Suman	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
37	Reena Devi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
38	Manisha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
39	Sandhya	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
40	Radha	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	30	1	0	0	100	
41	Anita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
42	Payal Kumari	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
43	Jyoti Tonger	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97	
44	Nirmesh	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100
45	Reshu	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97	
46	Usha	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100	
47	Kavita	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	L	P	P	P	P	P	P	P	P	P	P	30	1	0	0	100	
48	Km Annu	P	P	P	P	P	P	P	P	P	P	P	P	P	P	X	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	30	0	1	0	97		
49	Vanshika Rani	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100	
50	Sakshi	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	31	0	0	0	100	



## Final Remarks

Summarize key takeaways and the guidance received from concerned stakeholders including HDFC Bank & BharatCares

Prepared by: (Name & Designation)

Date: xx/xx/xx

## Final Certification

We, the undersigned, confirm that the information provided in this completion report is accurate and reflects the true progress and impact of the project.

Authorized Signatory:

Name:

Designation:

Signature:

Date:





# SHREEJA NAV KAUSHAL VIKAS KENDRA

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