ANNUAL REPORT

TALASH
Society for Inner Strength, Peace & Equality















2025–26

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Talash is a feminist, youth-led non-profit organisation committed to ending gender-based violence by empowering adolescents and young people to lead change.







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WHO ARE WE

Talash is a feminist, youth-led non-profit organisation committed to ending gender-based violence by empowering adolescents and young people to lead change. Through a rights-based, nonviolent approach, we work to disrupt intergenerational cycles of inequality and foster a culture of safety, dignity and care for all.

OUR VISION

Talash envisions a world free from gender-based violence, where adolescents and youth lead transformative change grounded in rights, care and nonviolence. We aspire to build a society that breaks intergenerational cycles of inequality and nurtures a culture of safety, dignity and inclusion—for everyone, everywhere.

OUR MISSION

Talash has adopted Personal Safety & Wellbeing Education as its core strategy to challenge and dismantle gender-based discrimination, violence and structural marginalisation.
Through innovative and transformative tools such as:

- **TALEEM (meaning 'deep practice')** — a series of intensive, experiential training modules
- **GOLLACHUT** — a collection of Games for Change designed to foster critical thinking and life skills
- **CHALCHITTIR** — a digital storytelling initiative that amplifies the voices and actions of young changemakers

Talash enables individuals—especially adolescents and youth—to access their inner strength, build confidence and develop the skills to navigate gender-based violence, discriminatory norms and life's challenges.

OUR APPROACH

Talash follows an “inside-to-outside” model—rooted in the belief that empowered individuals are the foundation of collective change. We begin by strengthening the individual, recognising that personal transformation fuels strong, rights-affirming collectives. In turn, these collectives create enabling environments where individuals can fully exercise their rights and agency.

Our leadership development approach focuses on nurturing personal capacities—while equipping individuals to influence, mobilise and organise within their communities. These evolving collectives are becoming powerful catalysts for transformative social change.

AUDIENCE PROFILE

Talash works with marginalised adolescent girls, boys and gender-diverse individuals from resource-constrained urban and rural settings. Our core audience includes:

- *Children and youth from below-poverty-line families*
- *A significant proportion from single-parent households*
- *Predominantly first- or second-generation learners*
- *Families engaged in informal or low-income livelihoods—such as daily wage earners, rickshaw or van pullers, auto drivers, domestic workers, small-scale farmers and street vendors*
- *Young people from migrant labourer families*

We also have extensive experience working with children and adolescents in government- and NGO-run Child Care Institutions—including those in need of care and protection, as well as those in conflict with the law.

Our outreach further includes:

- *Survivors of sexual violence and trafficking*
- *Girls and women with physical and/or psychosocial disabilities*
- *Gender and sexual minorities, particularly through our Gender, Technology & Young People work*
- *Young people, students and practitioners engaged as agents of change, enabling Talash’s approaches to reach wider communities*

GEOGRAPHICAL LOCATIONS

Talash currently operates across Nine districts of West Bengal: Birbhum, Purba Burdwan, Paschim Medinipur, Purulia, Malda, South 24 Parganas, North 24 Parganas, Kolkata and Howrah.

Additionally, through our Eastern Regional Consultations and national-level gatherings, we are forging meaningful connections and collaborations across Bihar, Jharkhand, Odisha and Chhattisgarh, expanding the reach and relevance of our interventions.



PROGRAMMES AT A GLANCE

At Talash, our programmes are rooted in the belief that lasting social justice begins with transformation at the individual level. We understand change as a continuous process that moves across interconnected spheres—from the personal and interpersonal to the institutional and systemic. At the heart of this process is inner work, which enables individuals to connect with and understand their own sensations, thoughts, emotions and experiences, engaging with themselves at the level of body, mind and spirit.

This approach is reflected across our programmes, each guided by an intersectional lens that recognises the diverse identities, realities and lived experiences of disadvantaged young people. By bringing these perspectives into the design and implementation of our interventions, we seek to create pathways for meaningful and sustained change.



PROJECT:

THROUGH THE LOOKING GLASS

Gender, Patriarchy and Masculinities

Supported by American Jewish World Service (AJWS)

This project is implemented across Kolkata, South 24 Parganas and Howrah, engaging with young people through high schools, colleges, universities and communities in West Bengal.

This initiative is rooted in the understanding that gender justice requires transforming the rigid and harmful norms associated with patriarchy and masculinities. The programme nurtures young minds—regardless of gender identity—to question societal expectations, develop inclusive perspectives and take collective action for equality and justice.

Objectives

- *Facilitate inner transformation among adolescents and youth by building a critical understanding of gender, power and patriarchy, enabling reflection on personal experiences and social conditioning*
- *Strengthen peer support systems through collectivisation, creating spaces for shared learning, dialogue and solidarity among young people*
- *Promote youth-led actions to challenge gender injustices, encouraging participants to question harmful norms and take initiative within their schools and communities*
- *Build enabling ecosystems by engaging parents, teachers and community stakeholders through dialogue and sensitisation, ensuring sustained support for young people*

Key Activities

- **Interactive and sustained sessions** on gender, patriarchy and masculinities, creating spaces to unpack personal narratives and critically examine societal expectations
- **Day-long leadership camps** designed as immersive learning spaces to nurture voice, agency and critical consciousness among adolescents
- **Youth leadership trainings** to develop peer champions who can facilitate discussions, support fellow participants and advocate for gender-equitable practices
- **Thematic conclaves** to deepen conceptual understanding and enable cross-learning among participants and stakeholders
- **Digital storytelling** initiatives to amplify lived experiences, perspectives and voices of transformation among young people



OUTREACH AT A GLANCE

- *Direct engagement with 550 adolescents across three districts, covering four sustained schools and two community-based intervention areas, with participants primarily in the 10–16 years age group*
- *71 teachers engaged through orientation and sensitisation processes, strengthening their capacity to support adolescents and reinforce programme learnings within school spaces*
- *22 parents reached through intergenerational dialogue-based interactions, contributing to more supportive and gender-sensitive environments at home*







VOICES AND STORIES OF CHANGE

From Play to Responsibility: Understanding the Value of Rules



Through a role play using pottery and soil games, participants in Kalikapur explored the relationship between play, rules, safety and consent. The activity was designed to help children understand that enjoyment and safety are not opposites—that rules, when grounded in care and mutual respect, make space for everyone to participate fully.

One participant, Subham Adhikary (name changed), 14 years old, reflected: “Earlier, I used to think that games would not be fun if there were rules. But while we were doing the role play, I understood that having rules are important because they ensure safety—and that my choice is important during play. From now on, I will remember the rules, and if someone does not follow them, I will remind them.”

This reflection—small in scale, significant in meaning—captures a shift in how young people understand their own agency and responsibility within shared spaces.





VOICES AND STORIES OF CHANGE

Looking Beyond the Obvious

During a discussion on gender stereotypes at Sree Hanuman Jute Mill Hindi High School, fifty participants gathered to explore the pressures that gender norms place on people's lives. The conversation began, as it often does, with girls—early marriage, household responsibilities, limited choices. Seven participants spoke about these pressures early in the session.

As the dialogue deepened, one participant paused and offered something different: *"Today I realised that while girls face many stereotypes, boys are also affected. If girls are expected to do household work, then boys are expected to earn for the family—even if they don't want to."*

The room shifted. The conversation widened. The discussion had moved from a focus on one group's burden to a recognition that rigid gender expectations shape everyone—restricting choices, closing doors, and leaving little room for individuals to simply be who they are







MASCULINITIES SAFARNAMA

A Masculinity Learning Institute



This year, Talash realised a long-held dream with the launch of the Masculinities Safarnama Learning Institute (MLI)—a five-day residential learning institute conducted entirely in Bangla, making it one of the first dedicated regional-language spaces in India for critical dialogue on gender, masculinities and social justice. Until now, such intensive learning opportunities have largely been accessible only in English, limiting participation for many practitioners, educators and grassroots leaders.

By creating a space rooted in the language people think, feel and express themselves in, MLI opened new possibilities for deeper reflection, collective learning and authentic conversations. The institute brought together participants from diverse backgrounds to engage with lived experiences, challenge dominant norms, exchange practices and build a growing community committed to gender-transformative work. More than a training programme, MLI marked an important step towards democratising knowledge and making conversations on masculinities accessible, inclusive and locally grounded.



The institute brought together 25 participants—primarily social development professionals, mental health practitioners and college students—alongside 6 resource persons, creating a diverse environment for sustained, experiential learning. Rooted in Talash's pedagogical principles, the institute emphasised learning through stories, games, reflective exercises and shared lived experiences. Participants engaged deeply with themes of identity, gender norms and social conditioning, while also reflecting on their own beliefs, biases and personal histories



The residential format enabled sustained engagement over five days—allowing participants to move beyond surface-level familiarity towards genuine introspection and dialogue.One reflection from a session on Sex, Gender and Identity captured the kind of shift the institute was designed to create:

“I used to assume someone’s identity just by their clothes or appearance—calling them dada or didi without knowing who they truly are. I even felt fear or discomfort around those who didn’t fit into my idea of ‘normal’. But now I will choose to ask, not assume. Because I have learned it is better to ask than to assume based on appearance.”

This movement—from assumption to awareness, from discomfort to curiosity—is at the heart of what Masculinities Safarnama set out to do







PROJECT:

EMPOWERMENT OF DALIT, ADIVASI AND MUSLIM GIRLS

Voices of Courage and Agency

Supported by Azim Premji Foundation through Oasis-India

This programme is being implemented across 30 villages in three Gram Panchayats—Mahishbathani, Bhabuk and Mangalbari—in Old Malda Block, Malda District, West Bengal. The programme is designed to address the layered vulnerabilities faced by girls from Dalit, Adivasi and Muslim communities. It works to create enabling environments for agency, leadership and collective action—recognising that these communities carry specific histories of exclusion that require specific, grounded responses.

Objectives

- *Nurture agency and aspiration among girls by enabling them to make informed choices, pursue their dreams and realise their full potential*
- *Develop a cadre of trained youth practitioners who can facilitate experiential learning, build leadership capacity among adolescent girls and support grassroots activism for gender justice*
- *Foster a supportive social ecosystem through awareness-building and intergenerational dialogue with parents, teachers and key stakeholders on issues related to girls' rights and empowerment*
- *Establish district and state-level platforms for learning and sharing among programme implementers and adolescent girls—amplifying voices, discussing strategies and tools, and building connections from the local to the national level*



Key Activities

- **Training adolescent girls** on gender, personal safety and wellbeing
- **Forming and strengthening girls' collectives** to enable unified community actions that challenge harmful gender norms
- **Conducting community interfaces** with parents and stakeholders to promote inclusive and gender-equitable perspectives



OUTREACH AT A GLANCE

- ***Adolescent girls:*** *Direct engagement with 406 adolescent girls across 22 communities, 29 villages and 6 schools within three Gram Panchayats, ensuring sustained spaces for learning and dialogue.*
- ***Parents:*** *2240 parents reached through community-based interactions and dialogue processes, strengthening supportive home environments.*
- ***Teachers:*** *20 teachers engaged to reinforce programme learnings within school spaces.*
- ***Government officials:*** *188 officials involved through capacity-building and sensitisation efforts.*
- ***Frontline workers:*** *66 frontline workers engaged, contributing to stronger community-level support systems.*
- ***Community members:*** *1,743 community members engaged through various campaigns, events and outreach programmes, strengthening community awareness and participation.*
- ***Youth changemakers & Peer leaders:*** *: 69 youth changemakers engaged in leadership capacity-building at the block level, along with 200 youth changemakers at the Gram Panchayat level, strengthening youth-led action within communities. 12 peer leaders are co-facilitating sessions with Talash at the state level, contributing to peer-led learning and engagement.*
- ***Child marriage interventions:*** *17 child marriage prevention and intervention cases were undertaken, reflecting the collective efforts to prevent child marriage and support the safety and rights of adolescent girls*

VOICES OF YOUNG PEOPLE

Independence Over Illusion

A session titled Staying Safe, Making Safer Choices created space for participants to reflect on the stories they have been told—by families, communities and society—about what a girl's future need to look like. The conversation turned, as it often does in Malda, to marriage: what it promises, what it delivers, and what young women lose or gain.

One participant offered a perspective that was quietly determined:

"From a young age, people in our society and families teach us to dream that getting married will bring beautiful jewellery, sarees and the freedom to travel wherever we wish. But I have never given much importance to these ideas. I believe that by focusing on education, becoming an adult and building my own independence, I can achieve all these things even after marriage—and perhaps even more—by being self-reliant."

She was not dismissing marriage. She was insisting on the right to arrive at it—or anything else—on her own terms.







AMAR KOTHA AMAR SWORE

Celebrating Courage And Change

Amar Kotha Amar Swore — meaning My Words, My Voice — is a platform Talash has built in Malda to bring together girls, families, institutions and officials in collective recognition of the courage required to challenge entrenched norms.

This year's event brought together key district and block-level stakeholders—including the ADM, DPO-ICDS, PO-IC, PO-NIC, CWC Chairperson, DLSA representatives, a school sub-inspector, Anwesha Clinic counsellors and headmasters from six schools—alongside 146 participants from across the programme communities.
20 girls were felicitated for specific acts of courage: preventing child marriages, resisting harassment and asserting their rights in the face of social pressure. Parents who had actively supported their daughters' journeys were also recognised.
The District Child Protection Unit (DCPU) appreciated the initiative and invited Talash to submit the girls' stories for consideration under official bravery award recognition—a signal that institutional systems are beginning to see, and to validate, the change that is already happening at the ground.

The event also created space for those who work alongside these girls to feel seen. Debtanu Basak, a teacher at Kumarganj High School, Malda, reflected:

> *"I am very grateful to have been invited to this session. I have been the only teacher from my school actively working to prevent child marriage and promote other social changes. Often, I have faced criticism for taking such initiatives, and no one has ever encouraged or respected me in this way; in most cases, I was discouraged from taking these steps. Today, seeing so many people here has given me courage, showing that I am not alone. Listening to the girls share their experiences of resistance has further motivated me."*

This is what collective accountability looks like: not just celebrating the girls who acted, but sustaining the adults who stood with them.



PROJECT:

SAILING BEYOND THE SUNSET

Adolescent Empowerment Programme

Supported by UNICEF West Bengal

This programme is currently being implemented across five districts of West Bengal—Birbhum, Malda, Paschim Medinipur, Purba Burdwan and Purulia—through government high schools and ICDS centres, reaching 82 schools across the five districts.

The programme addresses critical issues faced by adolescents, including early, child and forced marriage; child sexual abuse and natal family violence; and sexual harassment in public spaces. Our goal is to transform the deeply rooted gender inequalities that shape adolescents' lives—enabling them to move from limitation to agency, confidence and leadership.

Objectives

- *Empower adolescents and young people to exercise agency, pursue their aspirations and break free from restrictive gender norms*
- *Promote gender-sensitive parenting by engaging with parents to shift mindsets, build knowledge and foster supportive home environments*
- *Enable gender-responsive service delivery by capacitating frontline workers, officials and community stakeholders*
- *Build awareness and inclusion of gender-diverse identities among teachers, parents, service providers and decision-makers*





Key Activities

- **Training for adolescent girls and boys** on personal safety, wellbeing and healthy masculinities
- **Leadership development** for young people
- **Collective actions** led by youth to challenge harmful gender norms
- **Parent and stakeholder interface** to promote gender sensitivity and inclusion

OUTREACH AT A GLANCE

- **Adolescent engagement:** 10,738 adolescents (4,296 boys and 6,442 girls) reached through sustained school- and programme-based sessions.
- **Furtir Hat:** More than 5000 adolescents engaged through Furtir Hat—an interactive, school-based platform that encourages participation, expression and experiential learning.
- **School and family engagement:** 649 teachers and more than 1700 parents engaged through ongoing dialogue and sensitisation processes, strengthening support systems around adolescents
- **Community engagement:** 11,373 community members engaged through programme activities and community-based outreach, strengthening awareness, participation and support for adolescents.
- **System engagement**: 141 government officials and 260 frontline workers engaged, contributing to stronger institutional linkages and community-level support.

VOICES OF YOUNG PEOPLE

From Awareness to Collective Action

At Moshagram High School in Purba Bardhaman, girls participating in Phulki sessions and the Child Marriage Game had been building their understanding of personal safety, consent and decision-making over several weeks. The sessions had given them not just information, but a language and a sense of what they could do with it.

Then one of their peers needed them.

Ananya Das (name changed), a 15-year-old student, dropped out of school and was identified by her peers as being at risk of child marriage. A group of girls came together. They approached their teacher. And with her support, they contacted Childline and submitted a written complaint.

Their timely action ultimately prevented the marriage.

One participant described what the sessions had made possible:

"Through these sessions, we learned how to think, understand our strength and be courageous. For the first time, we felt we could take responsibility and bring change."







FURTIR HAAT: A Fair of Games for Gender Equality

Furtir Haat is an interactive learning platform where adolescents explore gender norms and everyday inequalities through play, participation and reflection.

Organised as a fair of 12 game stalls, the platform invites young people to examine familiar ideas about who does what, what girls and boys are expected to be capable of, and how gender shapes everyday choices and opportunities. Rather than simply discussing gender stereotypes, Furtir Haat makes them visible through games—creating an engaging space where participants can question what they have grown up considering "normal", learn from one another and imagine more equal ways of living together.

PROJECT:
BEYOND BOUNDARIES

Creating A Culture of Safety, Dignity and Care for a Gender Just World

Supported by Human Capabilities Foundation (HCF)

Talash's scaling-up journey is supported by the Human Capabilities Foundation (HCF) and grounded in deep community engagement, evidence-based practices and strategic partnerships. Our approach focuses on replicating proven models across new geographies while adapting them to local socio-cultural realities.

Through the capacity building of local youth leaders, cross-state collaborations and regional consultations, Talash is expanding its reach—from grassroots initiatives in West Bengal to influencing gender justice and safety narratives across the eastern region. With HCF's support, we are committed to scaling with integrity, ensuring every step reflects our values of inclusion, equity and community ownership.

Objectives

- *Awareness and Demand Generation: Generate interest, knowledge and demand for Personal Safety & Wellbeing Education across the development sector and within educational institutions in West Bengal*
- *Capacity Building — Core Trainers: Create a cadre of core trainers to broaden the scope and reach of the programme*
- *Practitioner Development: Train Personal Safety Practitioners to expand outreach and implementation*
- *Evidence Building and Documentation: Strengthen evaluation and documentation systems to build evidence of impact*



Key Activities

- **Awareness and demand generation:** Community- and school-based sessions to build awareness on personal safety, gender and child protection, encouraging dialogue and demand for safer environments
- **Core trainer development:** Structured capacity-building processes to strengthen a cadre of core trainers, enabling them to facilitate sessions and support programme implementation
- **Personal Safety Champions:** Training and mentoring participants to act as Personal Safety Champions, promoting safety practices, peer learning and early response within their communities
- **Ripple Fellowship:** Launched the Ripple Fellowship to nurture leadership among young people, enabling them to design and lead initiatives that address gender and safety concerns in their contexts
- **Engagement with teacher training institutions:** Collaborating with teacher training institutions to integrate concepts of personal safety and gender into learning spaces, strengthening educators' role in prevention and response
- **Evidence building and learning:** Documenting processes, reflections and outcomes to inform programme learning and support knowledge sharing across stakeholders

OUTREACH AT A GLANCE

- ***Adolescent and youth engagement:*** *1281 participants reached through programme-based sessions, including sustained engagement on gender, safety and leadership*
- ***Community and stakeholder engagement:*** *133 CBO professionals (from 26 West Bengal based not for profit organizations) including 14 teachers engaged through orientation and dialogue processes, strengthening community-level support systems*

THE RIPPLE FELLOWSHIP

Student Leadership for Gender Justice, Wellbeing & Safe Campuses

Launched in 2026, the Ripple Fellowship is a UGC-aligned undergraduate internship programme that enables young people to become leaders for gender justice, student wellbeing and safer, more inclusive campuses through structured, mentored and experiential learning.

Designed for 10–15 students per cohort, the Fellowship combines capacity building, supervised internship practice, student-led campus action, research and documentation, and evaluation and certification. Fellows engage with themes of gender, consent, safety, wellbeing, facilitation and ethical leadership, and apply their learning through peer engagement and campus-based initiatives.

The programme is designed to strengthen existing institutional systems such as ICC, Gender Cells, NSS and IQAC, while creating sustainable pipelines of student leadership.

60–120 hours | 10–15 Fellows per cohort | UGC-aligned





OUR BODIES, OURSELVES

Self-Defence Training for Girls and Women

Talash has developed a comprehensive, gender-sensitive self-defence curriculum tailored for girls and women, with a focus on building inner strength, body confidence and assertive communication skills. The programme is rooted in the belief that every woman and girl has the right to feel safe, empowered and in control of her own body—regardless of her background or circumstances.

Functioning as a Resource Organisation, Talash not only designs the curriculum but also delivers it in partnership with other institutions and grassroots organisations. This year, we collaborated with Azad Foundation — Kolkata to conduct 14 intensive 3-day self-defence trainings for their trainee women chauffeurs, reaching a total of 220 young women from underprivileged communities.

The training combines physical techniques with emotional awareness, situational judgement and confidence-building. It equips participants to identify risk, assert boundaries and respond effectively to harassment or violence—in public and private spaces alike.

VOICES FROM THE TRAININGS

Driving Against Stereotypes: Reclaiming Self-Belief

"After participating in this training, my belief in myself has increased significantly. I do a slightly different kind of work—I drive a vehicle. Because of this, people often made comments, saying that I am not a 'good girl' or that I behave like boys. Listening to such remarks over time started affecting my confidence.

But through this training, I realised that I should not judge my dreams or my work based on others' opinions. Now I feel more confident that what I am doing is right, and that I can move forward in my own way. This training has helped me trust my abilities and value myself more."

She is a trainee chauffeur. Every day, she sits behind a wheel in a profession that society still struggles to accommodate for women. And every day, she is carrying a voice—now steadier—that says she belongs there.







EMPOWERING TEAMS DEEPENING IMPACT

Organisation Development Process

At Talash, organisational development is an ongoing process of strengthening people, systems, leadership and collective ways of working. As the organisation enters a new phase of growth, our focus this year has been on building the internal systems, leadership practices and organisational culture required to sustain that growth.

This year marked a phase of consolidation, institutionalisation and distributed leadership. We strengthened our Monitoring, Evaluation and Learning (MEL), Human Resources, finance and safeguarding systems, while creating clearer structures for strategic and operational decision-making. At the same time, our programmes expanded through partnerships with academic institutions, schools and grassroots organisations, allowing us to deepen our reach while retaining our commitment to participatory, feminist and trauma-informed practice.

Learning remained central to this process. Trainings, practice sessions, reflection spaces and mentoring helped connect individual learning with organisational priorities, strengthening a culture of accountability, care and collective leadership.

Key Organisation Development Initiatives

1. Strengthening Systems, Learning and Organisational Culture

A key priority this year was strengthening internal systems to support greater clarity, accountability and learning. We strengthened MEL, HR, finance and safeguarding processes through clearer tools, workflows and documentation.

MEL increasingly evolved as a learning mechanism through:

- Structured tools for programme planning, outcome tracking and reporting
- Indicator reference sheets aligned with the Theory of Change
- Workshop reporting and beneficiary feedback mechanisms
- Internal reflection and learning cycles
- Pre- and post-assessments to understand shifts in knowledge, attitudes and facilitation confidence

HR and organisational processes were strengthened through clearer role descriptions, orientation and onboarding processes, value-aligned performance reviews, and improved grievance and exit mechanisms.

A significant development was the integration of Radical Transformation of Leadership (RTL) into the Annual Review and Planning Meeting (ARPM), creating space to reflect on leadership as an everyday practice rooted in self-awareness, power analysis, inclusion and collective accountability.

Team wellbeing was also prioritised through reflection circles, peer debriefs, mentoring and spaces for emotional processing—helping us navigate organisational growth while retaining a culture grounded in care.

2. Strengthening Leadership and Distributed Decision-Making

The formalisation of the Strategic Leadership Team (SLT) and Management Team (MT) has been an important milestone in strengthening Talash's leadership architecture.

The SLT focuses on long-term visioning, organisational strategy, partnerships and future growth, while the MT focuses on operational coordination, programme implementation, cross-team collaboration and day-to-day organisational management.

This clearer separation of strategic and operational responsibilities has strengthened decision-making while creating greater space for leadership to be distributed across the organisation. Team members are increasingly taking on responsibilities in programme coordination, training, mentoring, documentation and ecosystem engagement, strengthening Talash's organisational resilience beyond individual roles.

3. Building Capacity Through Partnerships and Networks

Organisational growth this year was increasingly supported through partnership-based and decentralised models of capacity building.

The Ripple Fellowship connected universities and young people with grassroots practice, while the Personal Safety Champion Training model enabled grassroots practitioners to take forward Personal Safety & Wellbeing Education within their own institutions and communities.

Together, these initiatives represent an important evolution in Talash's approach—from direct programme delivery towards building a wider ecosystem of practitioners, educators and young leaders who can carry forward gender-transformative and safety-oriented practices.

This growing network, alongside strengthened internal leadership and systems, is helping Talash build the foundation for sustainable scale while remaining rooted in its values and practice.

LOOKING AHEAD

The year 2025–26 has marked a shift from foundation-building towards consolidation and distributed growth. As we move forward, our focus will be on ensuring that this growth remains meaningful, sustainable and rooted in Talash's values.

Our priorities include consolidating the Personal Safety Champion network, strengthening and expanding the Ripple Fellowship, investing in mid-level leadership, and deepening the integration of mental health and emotional wellbeing across our programmes. We will also continue to use MEL, reflection and field learning to inform programme design and organisational decision-making.

Alongside this, we remain committed to staff wellbeing, safeguarding and a culture of care, inclusion and feminist practice.

The next phase is therefore not simply about reaching more people, but building the collective capacity required for that reach to create sustained change. With growing networks of practitioners and young leaders, Talash is moving towards a future where its knowledge and practice can travel further while remaining grounded in the realities of the communities we work with.

Our journey ahead is one of scaling with intention—deepening impact without losing the values, relationships and care at the heart of our work.

Annexure - 1

Internal Training for Employees			
Training Details	**Organized by**	**Month/Date**	**Duration**
Personal Development Group Therapy Session	Talash	12th April	3 hours
System & Structure	Talash	15th April	Full Day
Organizational development	Talash	21st & 22nd April	Full Day
TOT on Real Man Module	Talash	23rd April	Full Day
POSH Training	Talash	25th April	Full Day
PSEAH Training	Talash	2nd May	1:30 hours
POSH Training	Talash	2nd July	2 hours
Project Management Skill Development Training	Talash	3rd July	Full Day
OBOS Training with core Team	Talash	8th - 10th October	3 Days
Orientation on Finance Policy Training	Talash	25th November	1 Hour
CSA Training	Talash	9th & 10th December	6 Hours
Core Trainers Training (CTT)	Talash	14th - 16th January	3 Days
Annual Review and Planing Meeting (ARPM)	Talash	29th - 31st January	3 Days

Annexure - 2

Training/Conferences participated by TALASH			
Training Details	**Facilitating Organization**	**Month/Date**	**Duration**
Empowering Communities Awareness	DLSA	3rd April	1 Day
Glimps Of voice	Jeevika Development Society	25th May	1 Day
Participated in the Rally: Citizen Unite for Communal Harmony	Anjali & Maitrayee	5th May	1 Day
OVOF Partners Meeting, APC	APC	28th & 29th July	2 Day
Faculty Meeting	Azad Foundation	22nd August	1 Day
Workshop on Financial Management, Internal Controls and Statutory Compliances for NGOs	HCF	5th & 7th August	2 Day
East Regional Gathering	Dasra	30th August	1 Day
Strategic Plan for the next five years (2026–2031)	Azad Foundation	8th October	1 Day
Feminist leadership training	Sappho	14th to 18th February	5 Day

Annexure - 3

TALASH as Resource Organization			
Training Details	**Organized by**	**Month/Date**	**Duration**
Our Bodies Ourselves	Azad Foundation	7th to 9th May	3 Days
Our Bodies Ourselves	Azad Foundation	20th to 22nd May	3 Days
Gender Training With WBSRLM District Level Trainers	UNICEF	6th and 10th June	2 Days
Our Bodies Ourselves	Azad Foundation	11th, 13th & 16th June	3 Days
Our Bodies Ourselves	Azad Foundation	16th-18th July	3 Days
Our Bodies Ourselves	Azad Foundation	6th to 8th August	3 Days
Our Bodies Ourselves	Azad Foundation	12th to 14th August	3 Days
Our Bodies Ourselves	Azad Foundation	18th to 20th August	3 Days
Our Bodies Ourselves	Azad Foundation	9th, 10th & 12th September	3 Days
Our Bodies Ourselves	Azad Foundation	8th - 10th & 14th -16th October	6 Days
Our Bodies Ourselves	Azad Foundation	19th to 21st November	3 Days
Our Bodies Ourselves	Azad Foundation	28th to 30th January	3 Days
Our Bodies Ourselves	Azad Foundation	25th to 27th February	3 Days
Our Bodies Ourselves	Azad Foundation	11th to 13th March	3 Days

Annexure - 4

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
1	Old Malda Kalachand High School	Malda
2	Osmania High Madrasha	Malda
3	Sahapur High School	Malda
4	Banchamari GK High School	Malda
5	Pandua AK High School	Malda
6	Madhaipur High School	Malda
7	Muchia High School	Malda
8	Nagharia High school	Malda
9	Khaskole High School	Malda
10	Chitkol RKM High School	Malda
11	Bairgachi High School	Malda
12	Alal High School	Malda
13	Raja Ram Chawk High Madrasa	Malda
14	Tarikulla High School	Malda
15	Gazol S P Vidya Mandir	Malda
16	Balarampur Barkal High School	Malda
17	Mahisbathani Jr. High School	Malda

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
18	Budhia High Madrasha	Malda
19	Ram Mardi High School	Malda
20	Narayanpur jr. High School	Malda
21	Rangamati Jr High School	Malda
22	Osmaniya High Madrasha	Malda
23	Sukhan dighi Jr High School	Malda
24	Adina Station Jr. High School	Malda
25	uchia anchal chandra mohan high scho	Malda
26	Adampur Madhyamik Sikkha Kendra	Malda
27	Santamoyee Girls' High School,	Purulia
28	Ayesha Kutcchi Urdu High School	Purulia
29	Nazrul Smriti Balika Vidyapith	Purulia
30	Jhalda Girls' High School Jhalda	Purulia
31	Satyavama High School	Purulia
32	Jargo High School	Purulia
33	Kuttidh High School	Purulia
34	Pukurgaria High School	Purulia

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
35	Dimdiha High School	Purulia
36	Golamara High School	Purulia
37	Barasini Nndalal High School	Purulia
38	Sindhri Chas High School	Purulia
39	Kotshila Girls High School	Purulia
40	Chitta ranjan Girls High School	Purulia
41	Jiudaru High School	Purulia
42	Sri Arabinda Vidyapith	Purulia
43	Batikara High School	Purulia
44	Kustar High School	Purulia
45	Chharrah High School	Purulia
46	Ajhapur High School	Purba Bardhaman
47	Bani Niketan High School	Purba Bardhaman
48	Panchra SCR High School	Purba Bardhaman

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
49	Selimabad High School	Purba Bardhaman
50	Moshagram High School	Purba Bardhaman
51	Kulingram High School	Purba Bardhaman
52	Gopalpur Muktakehi High School	Purba Bardhaman
53	Surakali High School	Purba Bardhaman
54	Sanchra High School	Purba Bardhaman
55	Radhakantapur High School	Purba Bardhaman
56	Bagila Purnachandra Smriti Vidyamandir High School	Purba Bardhaman
57	Shashinara High School	Purba Bardhaman
58	Ashapur Anandamoyee High School	Purba Bardhaman
59	Maheshgaria Junior High School	Purba Bardhaman
60	Jamalpur Girls High School	Purba Bardhaman
61	Bunia Dangal High School	Birbhum
62	Adityapur High School	Birbhum

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
49	Selimabad High School	Purba Bardhaman
50	Moshagram High School	Purba Bardhaman
51	Kulingram High School	Purba Bardhaman
52	Gopalpur Muktakehi High School	Purba Bardhaman
53	Surakali High School	Purba Bardhaman
54	Sanchra High School	Purba Bardhaman
55	Radhakantapur High School	Purba Bardhaman
56	Bagila Purnachandra Smriti Vidyamandir High School	Purba Bardhaman
57	Shashinara High School	Purba Bardhaman
58	Ashapur Anandamoyee High School	Purba Bardhaman
59	Maheshgaria Junior High School	Purba Bardhaman
60	Jamalpur Girls High School	Purba Bardhaman
61	Bunia Dangal High School	Birbhum
62	Adityapur High School	Birbhum

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
63	Abadanga Gopeswar High School	Birbhum
64	Kadua Madhyamik Siksha Kendra	Birbhum
65	Khhayarbuni High School	Birbhum
66	Kapashtikuri SS Kankali Mata High School	Birbhum
67	Singhi High School	Birbhum
68	Chowhatta High School	Birbhum
69	Derpur High School	Birbhum
70	Deriapur High School	Birbhum
71	Barasija High School	Birbhum
72	Siuri Rameswar Mata High School	Birbhum
73	Keshaipur High School	Birbhum
74	Moheshpur High School	Birbhum
75	Balash High School	Birbhum
76	Bolpur Siksha Niketan Ashram Kanya Vidyalaya	Birbhum

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
77	Bhuta DAV High School	Pashim Medinipur
78	Kheput Nanibala Girls' High School	Pashim Medinipur
79	Sonakhali Girls' High School	Pashim Medinipur
80	Palashpai Bhagavati Balika Vidyalaya	Pashim Medinipur
81	Sreebora Girls' High School	Pashim Medinipur
82	Baruna Satsanga High School	Pashim Medinipur
83	Jote Bhagaban High School	Pashim Medinipur
84	Sonakhali High School	Pashim Medinipur
85	Karala High School	Pashim Medinipur
86	Gamukh pota GunadharVidyamandir	Pashim Medinipur
87	Panchberia RCS Shiksha Mandir	Pashim Medinipur
88	Shubhasgram Nabatara Vidyalaya	South 24 Parganas
89	Kheadaha High School	South 24 Parganas
90	Greenpark Shikha Sadan High School	South 24 Parganas

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
91	Kamrabad Girls High School	South 24 Pargana
92	Sailendra Sircar Vidyalaya	Kolkata
93	Bagbazar High School	Kolkata
94	The Khidderpore Academy	Kolkata
95	Netaji Nagar Balika Vidyamandir	Kolkata
96	Shri Ramkrishna Sikshalaya	Kolkata
97	Teghoria Shikhayatan High School	Kolkata
98	Sailendra Sircar Vidyalaya	Kolkata
99	Adarsh Balika Shikshan Niketan	Kolkata
100	Agape Mission School	Kolkata
101	Dumdum Shri Aurobindo Vidya Mandir	North 24 Parganas
102	Adarsh Hindi High School	North 24 Parganas
103	Khanpur High School	North 24 Parganas
104	Dumdum Shri Aurobindo Vidya Mandir	North 24 Parganas

List of Education Institutions TALASH worked with in 2025 -2026		
SL no	**Name of School**	**District**
105	Adarsh Hindi High School	North 24 Parganas
106	Shibpur Bengal Jute Mill High School	Howrah
107	Howrah Rabindra Vidyamandir	Howrah
108	Shree Hanuman Jute Mills Hindi High School	Howrah
109	Sanat Roy Chowdhury Institute	Kolkata
110	Ullan Sitanath Adarsha Vidyapeeth	South 24 Paraganas
112	Ramnagar High Madrasa	Malda
113	Mohanpur Nowhati SRS High School	Purba Bardhaman
114	Sonagariya Vivekananda Vidyamandir	Purba Bardhaman
115	Jaugram High School	Purba Bardhaman
116	Jodhpur Park Boys school,	Kolkata
List of colleges TALASH worked with in 2025 -2026		
1	Surendranath College	Kolkata
2	St. Xavier's College	Kolkata
3	Vidyasagar School Of Social Work	Kolkata

Annexure - 5

OUR TEAM

Governing Body	1.Alakananda Guha, President 2.Lipika Biswas, Treasurer 3.Ayesha Sinha, Secretary 4.Debasish Sen Sharma, Member 5.Dolon Ganguly, Member 6.Kaifia Ancer Laskar, Member 7.Mitul Das, Member 8.(Dr.) Nandita Banerjee Dhawan, Member 9.Lopa Bhattcharjee, Member 10.Saraswati Mondal, Member 11.Sintu Bagui, Member
Implementation Team	1. Ayesha Sinha, Executive Director 2.Anisha Chandra, Associate Director 3.Sreerupa Pyne, MEL, Comms & Publication Manager 4.Bidisha Roy Chaudhuri, Coordinator& MEL& Data Management. 5.Saraswati Mondol, Admin & HR Manager 6.Rishiraj Nath, Senior Programme Coordinator 7. Manika Samaddar, Programme Associate& Trainer 8. Anima Mandal, Communication Associate &Trainer 9. Sagarika Banjuria,Field Cordinator and Trainer 10. Rusha Saha, Program Coordinator 11. Biyas Chatterjee, Programme Associate, & Trainee 12. Mou Biswas, Programme Associate, & Trainee 13. Gouri Chakraborty,Support Staff 14. Tapash Seth, SocialWorker – Paschim Medinipur 15. Priya Mandal,Social Worker – Birbhum 16. Dipa Agarwal, Social Worker - Malda 17. Ayesha Khatun, Social Worker – Malda 18. Bipa Poddar,Social Worker – Malda 19. Amina Khatun, Social Worker – Malda 20. Mamoni Das, Social Woker - Purba Bardhaman 21.Pratima Mahata, Social Worker- Purulia 22.Ranashree Pal , Social Worker – Malda 23. Ranit Mandal, Social Worker - Birbhum 24.Saima Khatoon,Social Worker – Purulia 25. Sk. Naimuddin, Social Worker- Purba Bardhaman

OUR TEAM

Consultants	1.Bijaybrata Jyoti, Associate Director, Chaepani 2.Priyanka Bhaduri, Content Creation Specialist 3.Souvik Basu, Graphic Designer 4.Pavel Paul, Graphic Designer, Education & Communication Material Development 5.Madhabendra Singha Roy, Content Creation Specialist 6.Soham Mukherjee, Photographer 7.Sagar Sachdeva 8. Dipsikha Ghosh 9.Samya Develepment Research
Finance & Administration	1. Nikhil Bor, Accountant 2. Sanatan Naskar, Finance Head
Volunteers	1.Bapan Mandal, Vidyasagar School Of Social Work. 2.Shruti Ghosh, Vidyasagar School of Social Work 3.Bhagyashree Adhikari, Vidyasagar School of Social Work 4.Jayita Mandal, Vidyasagar School of Social Work
Auditor	M Ghosh & Co. (Chartered Accountant) 57 Atindra Mukherjee Lane, Howrah – 711102
Our Donors	1.American Jewish World Service(AJWS) 2.Association for Progressive Communication (APC) 3.The Human Capability Foundation (HCF) 4.Rebuild India Grants & DASRA UK 5.Azim Premji Foundation (through Oasis India Trust) 6.UNICEF West Bengal 7.GNB (Girls Not Bride)

CONSOLIDATED BALANCE SHEET AS AT 31ST MARCH 2026

Talash Society for Inner Strength, Peace & Equality
6E, Uttara, 13, Broad Street Kolkata - 700019
Balance Sheet
as at 31 March 2026

	SCH.NO.	As at 31/03/2026 AMOUNT (₹)	AMOUNT (₹)
SOURCES OF FUND			
Project Development Fund			
Opening balance	I	10,79,944.46	
Add: Excess of income over expenditure		1,13,317.90	
			11,93,262.36
Current Liabilities	IV		61,218.00
Unutilized Project Fund :			
Unutilized Project Fund of AJWS		17,46,173.46	
Unutilized Project Fund of Dasra		8,98,495.00	
Unutilized Project Fund of GNB		0.54	
Unutilized Project Fund of HCF		30,03,616.00	
Unutilized Project Fund of APF Project		40,713.00	56,88,998.00
			69,43,478.36
APPLICATION OF FUND			
Fixed Assets	II & II A		3,37,548.68
Current Assets			
TDS Receivable		1,32,331.00	
Cash and Bank balances	III	64,73,598.68	
		66,05,929.68	
			66,05,929.68
			69,43,478.36
			-

In terms of our report of even date.
For M Ghosh & Co.
Chartered Accountants
Firm Registration No.-331752E

FCA Moumita Ghosh
Proprietor
Membership No. 310752
Place: Howrah
Date: 07-09-2026
UDIN:26310752POTYCX5506

M GHOSH & CO. HOWRAH CHARTERED ACCOUNTANTS

TALASH Society For Inner Strength, Peace & Equality

President Secretary Treasurer

CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2026

Talash Society for Inner Strength, Peace & Equality
6E, Uttara, 13, Broad Street Kolkata - 700019
Income and expenditure account
for 31 March 2026

	SCH.NO.	As at 31/03/2026 AMOUNT ()	AMOUNT ()
INCOME			
Project Income	V	1,10,71,988.92	
Donation	VI	2,267.00	
Interest Income	VII	1,23,335.00	
Others received	VIII	4,54,392.00	1,16,51,982.92
Total Income			**1,16,51,982.92**
EXPENDITURE			
AJWS Project Expenses	IX	10,72,682.46	
APC Project Expenses	X	8,82,000.00	
Dasra Project Expenses	XI	7,60,977.00	
GNB Project Expenses	XII	1,89,471.46	
HCF Project Expenses	XIII	30,27,326.00	
APF Project Expenses	XIV	21,49,206.00	
Unicef Project Expenses	XV	32,31,431.00	
Finance & General Expenses	XVI	1,34,475.10	
			1,14,47,569.02
Depreciation	II & II A		91,096.00
Total Expenditure			**1,15,38,665.02**
Excess of income over expenditure (Transferred to Project Development Fund)			**1,13,317.90**

In terms of our report of even date.
For M Ghosh & Co.
Chartered Accountants
Firm Registration No.-331752E

Moumita Ghosh

FCA Moumita Ghosh
Proprietor
Membership No. 310752
Place: Howrah
Date: 07-09-2026
UDIN:26310752POTYCX5506

M GHOSH & CO. HOWRAH CHARTERED ACCOUNTANTS

TALASH Society For Inner Strength, Peace & Equality

President Secretary Treasurer

CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2026

Talash Society for Inner Strength, Peace & Equality
6E, Uttara, 13, Broad Street Kolkata - 700019
Combined Reciepts and Payments account
For 31st March 2026

RECEIPTS	As at 31/03/2026 AMOUNT (`)	AMOUNT (`)	PAYMENTS	As at 31/03/2026 AMOUNT (`)	AMOUNT (`)
To Opening Balance			By Programme Cost	1,03,26,168.01	
Bank Accounts	39,11,676.21		By Administration Cost	10,14,100.04	1,13,40,268.05
Cash-in-hand	6,140.50	39,17,816.71			
			By Outstanding Liabilities Payment		44,209.00
To Grant Received		1,36,25,991.00			
To Donation Received		2,267.00	By Finance & General Cost		14,330.98
To Interest received		1,23,335.00			
			By Fixed Assets Purchase		36,990.00
To Offers received		4,46,452.00			
			By Closing Balance		
			Bank Accounts	66,76,791.18	
			Cash-in-hand	3,272.50	66,80,063.68
		1,81,15,861.71			1,81,15,861.71

In terms of our report of even date.

For M Ghosh & Co.
Chartered Accountants
Firm Registration No.-331752E

FCA Moumita Ghosh
Proprietor
Membership No. 310752
UDIN:26310752POTYCX5506

Place: Howrah
Date: 07-09-2026

TALASH Society For Inner Strength, Peace & Equality

President Secretary Treasurer






PERSONAL SAFETY CHAMPION TRAINING







TALASH

Society for Inner Strength, Peace & Equality



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Email: talashsociety@yahoo.com

Website: http://www.talashsociety.com

Facebook: www.facebook.com/talashsocietyofficial

Instagram: www.instagram.com/talashsocietyofficial

YouTube: www.youtube.com/@talashsocietyofficial.com



Registered under
West Bengal Societies Registration Act, 1961.

Registration No: S/1L/55942 of 2008 - 2009

Postal Address: 6E, 13 Broad Street,
Kolkata - 700019