



Ugam

Education Foundation

10
years of
**Shiksha
Shakti
Abhivyakti**

**Educating and Empowering
Adolescent Girls in Jharkhand, India**

AN IMPACT REPORT

2015 - 2024





Ugam
Education Foundation

Ugam Education Foundation (UEF) a Section 8 non-profit established in 2015, empowers adolescent girls from rural and vulnerable communities in Jharkhand through education.

Working closely with government systems and local stakeholders, Ugam focuses on three core pillars as means for empowerment:

- 1 **Shiksha** (learning)
- 2 **Shakti** (health and wellness)
- 3 **Abhivyakti** (voice and agency)

The foundation's initiatives are focused on: transforming Kasturba Gandhi Balika Vidyalaya Schools / Jharkhand Balika Aawasiya Vidyalaya Schools, empowering fellows through the Sashakti Fellowship, providing ongoing support to young women via the Kasturba Gandhi Balika Vidyalaya Alumni Program (a Jharkhand Education Project Council collaboration), and engaging the community through outreach and training.

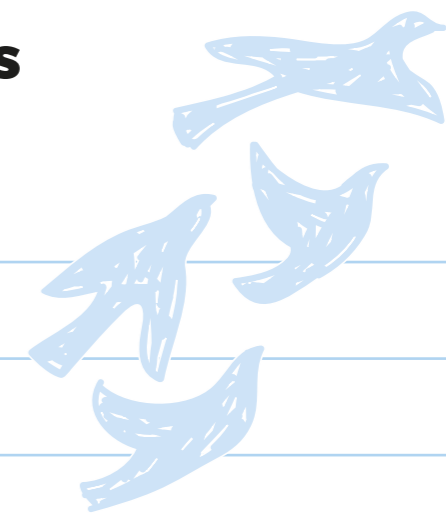
Till 2024-25, Ugam has reached over **50,000** adolescent girls across **237** KGBV/JBAV schools in **18** districts of Jharkhand. Their model strengthens systems, schools, and individuals to ensure that girls not only receive education but are also empowered to become change-makers in their communities.

Now in its tenth year, Ugam continues to evolve with a focus on expanding reach, strengthening teacher and warden training, and implementing a district-level Anganwadi transformation model across India.



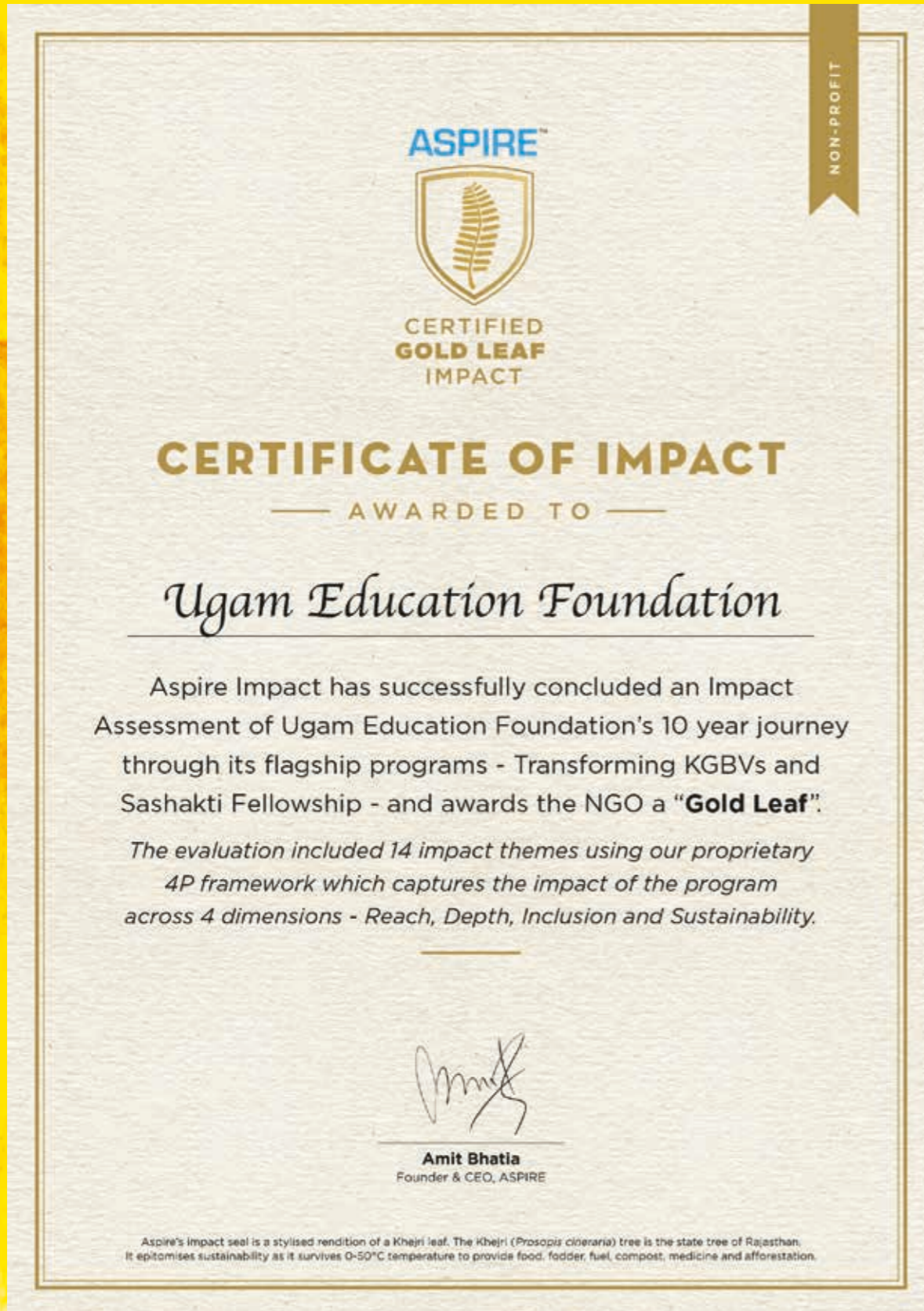
Table of contents

Impact Certificate	2
Note from Founder	3
Executive Summary	4
Impact Highlights	6
Assessment Methodology	7
State of Girls in Jharkhand	8
Transforming KGBVs	9
The Sashakti Fellowship Programs	16
Ugam Education Foundation's 4P Impact	26
Conclusion	27
Alignment to SDGs	28
Abbreviations and Glossary	28



Impact Assessment Certification

We hereby certify that we have completed our independent impact assessment and the project is hereby awarded a "Gold Leaf" Certification.



A Decade of Empowerment: Celebrating 10 Years of Transforming the Lives of Rural Adolescent Girls

NOTE FROM THE FOUNDER

Lopa Gandhi, Founder, Ugam Education Foundation

Ugam has grown into a trusted presence across Jharkhand, reaching **50000+** girls through education, life skills, health and leadership initiatives.



This year, Ugam proudly marks ten years of dedicated work toward empowering rural adolescent girls—a decade defined by resilience, transformation, and hope. Since our inception in 2015, we have remained steadfast in our mission to create a world where every girl, no matter where she is born, has the opportunity to learn, lead, and thrive.

From our earliest programs in Hazaribag, Ugam has grown into a trusted presence across Jharkhand, reaching over 50000 girls through education, life skills, health awareness, and leadership development initiatives. Our approach has always been grounded and systemic—working alongside education departments, schools, and local women to shift norms and build environments where girls can flourish.

To honor this milestone, we commissioned an independent third-party evaluation to reflect honestly on our impact and learnings. Conducted by Aspire Impact, the assessment involved field visits, interviews, and data reviews across multiple program sites. Their key findings are enclosed in the report.

Behind every data point is a story—a girl who questioned patriarchal norms, a girl who

overcame barriers of shame and fear to talk about menstruation, girls who built foundational reading competencies and young women who are travel independently and are role models to others. These stories are the heartbeat of our work, reminding us why this mission matters.

Looking Forward

As we step into the next chapter, our commitment deepens. We aim to:

- Expand to underserved geographies where the need is urgent.
- Strengthen our work through partnerships and collectives
- Invest in girl-led initiatives that place agency directly in their hands.

A Note of Gratitude

None of this would have been possible without the tireless efforts of our team, the trust and support of our donors and the courage of the girls and families who chose change. Together, we've built more than programs—we've sparked a movement.

Here's to ten years of impact—and many more to come.

Executive Summary

As Ugam Education Foundation (UEF) marks a decade of committed service, this report takes a closer look at the transformative impact it has had on the lives of adolescent girls and young women across Jharkhand. Established with a vision to strengthen gender equity and empower adolescent girls and young women from marginalised communities, UEF has spent the last ten years championing the cause of education, leadership, and life skills for those who have long remained on the margins.

UEF's programs have been thoughtfully designed to address the complex socio-

cultural challenges faced by girls in rural Jharkhand—where gender biases, deficient education, early marriage, limited opportunities continue to hold many back. Through academic support, capacity building, mentorship, and safe spaces for expression, these girls are not only reclaiming agency over their own lives but also stepping up as changemakers in their communities.

This impact assessment, conducted by Aspire Impact, captures the outcomes and long-term changes achieved through UEF's two flagship initiatives:

- 1 Sashakti Fellowship
- 2 Transforming KGBVs

REACH

- Through its initiatives, UEF has covered **18 districts** of Jharkhand, reaching over **50,000** adolescent girls studying in **180 KGBVs** and **57 JBAVs** and nurturing **65** fellows through the Sashakti Fellowship.
- Students received remedial education with **83%** attending remedial hindi and **70%** attending remedial English Sessions.
- Adolescent Health (**93%**), Mental Health (**88%**) and Gender based awareness (**82%**)

was created through a structured curriculum delivered by Sashakti Fellows. Over **90%** of fellows reported having delivered these sessions.

- Bal geet, role plays, storytelling activities conducted as part of citizenship building initiatives helped students find their voice and agency.
- **74%** students actively participated in Bal Sansad (Student Council).



50000+ adolescent girls across 18 districts in Jharkhand accessed education, health and leadership initiatives.



Improved mobility, financial independence, increased awareness, academic confidence



DEPTH

- The fellowship has enabled the fellows to overcome mental barriers - **97%** report overcoming a lack of self-belief, **93%** have developed leadership and decision making skills. They have unlocked greater mobility and independence - **98%** fellows frequently travel independently compared to 15% before.
- Financially, **98%** of fellows now earn more than their household income - **93%** are contributing towards family expenses, **82%** have started saving, **62%** have been able to pay off debts.

- The fellows' development is a powerful catalyst for student growth. **86%** of students are now confident in Menstrual Hygiene Management practices, **94%** feel confident about their Hindi reading & comprehension skills and **76%** students report frequently taking on leadership roles within the school.

INCLUSION

Strengthening communities through access to opportunities and social justice for women

- The foundation's support is **100%** focused on upliftment of women- **99%** of fellows are first-generation professionals.
- The program covers **18** aspirational districts across Jharkhand, ensuring access to

- education and personal development for girls from marginalized communities.
- **92%** of fellows and **98%** of students identify with OBC/SC/ ST caste categories.

SUSTAINABILITY

Igniting aspirations for education and employment

- **100%** students reported feeling a sense of empowerment. This is reflected in their future priorities with the vast majority choosing education (**98%**) or employment (**99%**) as most important, while significantly fewer (**28%**) placing the same importance on marriage after graduation.

- The Sashakti Fellowship has instilled confidence to make their own life choices in **100%** of fellows. After completing the fellowship, they wish to pursue goals such as higher education (**32%**), training (**28%**), employment (**27%**), or entrepreneurship (**12%**).

Together, both programs have demonstrated visible impact. These initiatives by UEF demonstrate a strong and scalable model

for empowering girls and young women, contributing meaningfully to gender equity and community transformation in Jharkhand.

Impact Highlights

REACH

- 18** districts across Jharkhand
- 237** KGBV/JBAV schools
- 50000+** students reached
- 65** Sashakti Fellows

DEPTH

- 97%** fellows have stronger self belief
- 83%** fellows earned respect from their families
- 86%** students reported improved MHM awareness and practices
- 76%** students now actively take leadership roles in school

INCLUSION

- 100%** focused on women's empowerment
- >95%** belong to from marginalised communities, vulnerable groups
- 18** aspirational districts covered

SUSTAINABILITY

- 60%** fellows aim for higher education or fellowships
- 100%** fellows know their citizenship rights
- 100%** students feel empowered than before
- 99%** students aspire for higher education after class 12th

Assessment Methodology

Aspire Impact has conducted an impact assessment of two programs implemented by Ugam Education Foundation (UEF) from inception till the financial year 2024-25. They are:





1 Transforming KGBV Program

Initiated in 2019 in partnership with the Jharkhand Education Project Council (JEPC), strengthens inclusive learning in 180 KGBVs and 57 JBAVs. Led by Sashakti Fellows, it supports adolescent girls through education, health, hygiene, and confidence-building.

The assessment captures the end-to-end project impact along Reach, Depth, Inclusion and Sustainability, the four dimensions of Aspire's proprietary 4P framework.

2 Sashakti Fellowship

Launched in 2021 and active across 18 districts in Jharkhand, this program empowers graduates from KGBV and JBAV schools to become Sashakti Fellows. In this role, they lead academic and life skills sessions for students, while cultivating their own leadership qualities and professional development.

 <p>Reach</p> <p>Assessing scale of the intervention, and coverage of lives touched.</p>	 <p>Depth</p> <p>Assessing effectiveness of the interventions and the quality of impact delivered.</p>	 <p>Inclusion</p> <p>Assessing equitable access to opportunities and resources for people who might otherwise be excluded or marginalized.</p>	 <p>Sustainability</p> <p>Assessing ability to maintain quality of impact delivery and their environmental impact.</p>
---	---	---	---

RESEARCH DESIGN	RESEARCH OBJECTIVES
<ul style="list-style-type: none"> Primary research: Mixed method approach - Quantitative (structured questionnaire) and Qualitative (In-depth Interviews, FGDs) research techniques were used. Secondary research. 	<ul style="list-style-type: none"> Assessing the Reach, Depth, Inclusion and Sustainability of impact. Providing insights to be based on quantitative and qualitative surveys. Providing recommendations for further improvement.

Program wise sampling method and sample sizes achieved

<p>1 TRANSFORMING KGBVS</p> <ul style="list-style-type: none"> The universe was defined as: 50,000+ students from grades 6 to 12. Targeted sample size: 384 students, at 95% confidence level and 5% margin of error. Sample size achieved: 394. <p>SAMPLE SIZE: 394 - QUANTITATIVE 37 - QUALITATIVE</p>	<p>2 SASHAKTI FELLOWSHIP</p> <ul style="list-style-type: none"> Total universe was defined as: 65 fellows. 60 fellows participated in the survey, achieving the full targeted sample size. <p>SAMPLE SIZE: 60 - QUANTITATIVE 10 - QUALITATIVE</p>
---	---



State of Girls in Jharkhand

Jharkhand, despite being home to some of the world's richest mineral deposits, remains one of India's least developed states, burdened by deep-rooted gender biases and socio-economic challenges¹. The state tops the list for highest percentage of child marriage among girls². Many young girls in Jharkhand confront a range of obstacles—from poverty and limited access to quality education to

restrictive family expectations that force them to prioritize household duties, early marriage over personal development. The absence of visible role models and the lack of vocational training further hinder their career prospects and personal growth, while safety and mobility concerns continue to limit their opportunities to participate in broader societal activities.

Ugam Education's Foundation work in Jharkhand emerges as a vital intervention that empowers young women through targeted capacity-building, mentorship, and active community engagement. The Foundation aims to help them break free from cycles of marginalization and forge a path toward a more inclusive and empowered future.

¹ <https://documents1.worldbank.org/curated/en/643231468185378555/pdf/105857-BRI-P157572-PUBLIC-Jharkhand-Gender.pdf>

² <https://theprint.in/india/jharkhand-records-countrys-highest-percentage-of-child-marriage-among-girls/1159162/>



Transforming KGBVS

The program empowers adolescent girls in Jharkhand's KGBV/ JBAV schools by strengthening foundational learning, building life skills, and enabling personal agency.



Theory of Change

01

INPUTS

Funding & Operational Support: UEF provided financial support and operational resources to enable KGBV/JBAV school transformation activities. This included costs for training materials, session logistics, and outreach efforts.

Human Resources: Sashakti Fellows, many of whom are KGBV alumnae, along with program staff provided consistent support to adolescent girls.

School & Government Partnership: Strong collaboration with Jharkhand's Education Department, Kasturba Gandhi Balika Vidyalaya's (KGBVs) and Jharkhand Balika Aawasiya Vidyalaya's (JBAs) ensured access to schools, alignment with curriculum, and endorsement for program delivery.

Monitoring & Documentation: Session tracking, student progress reports, and periodic field visits by UEF staff helped assess quality and reach of activities.

02

ACTIVITIES

Life Skills & Health Sessions: Fellows conducted sessions on menstrual health, self-confidence, gender rights, and communication with over 50,000 girls in KGBV/JBAV schools.

Academic & Mentorship Support: Individual and group-based academic activities like Balgeet and storytelling, peer mentoring, and emotional guidance were provided by fellows.

Bal Sansad & Leadership Circles: Strengthening of student councils and peer learning forums enabled collective expression, civic engagement, and leadership development among girls.

Library Upgradation: KGBV/JBAV schools saw improvement in library infrastructure, including the addition of new books and student-friendly reading spaces.

Festival & Day Celebrations: Fellows coordinated events around national days, girls' rights days, and school functions to build joy, participation, and cultural pride among students.

03

OUTPUTS & OUTCOMES

98% of students expressed a goal to achieve financial independence through employment.

94% of students received continuous support and mentorship from fellows.

93% of girls gained awareness on Health and Menstrual Health Management (MHM) sessions. **93%** of students strongly agreed they can make decisions confidently without fear of judgment, reflecting a strengthened sense of self-assurance and independence. **90%** reported increased confidence in participating in school activities.

88% of girls feel confident to speak and actively participate in class after attending Balgeet sessions.

88% of girls said they received equal opportunities to engage and express themselves in class.

76% of students actively stepped into leadership roles, indicating the early emergence of confidence and initiative.

04

IMPACT

Self learning and academic growth: Students have shown marked improvement in academics through consistent remedial support and engaging learning methods. This has renewed confidence and self-driven learning, leading to active classroom participation and aspirations for higher education.

Gaining confidence, realizing agency: Students are gaining confidence, overcoming self-doubt, becoming more vocal and self-assured. This emerging empowerment is enabling them to identify their agency, make their own choices, stand up to societal constraints, and embrace their growing ability to shape their own futures.

Becoming advocates for gender equality: Students now reject traditional gender biases and challenge stereotypical gender roles at home, marking a shift towards a culture of equality.

Aspiring for a future beyond marriage and household duties: Girls now aspire to pursue higher education or employment, and envision brighter futures with greater opportunities.

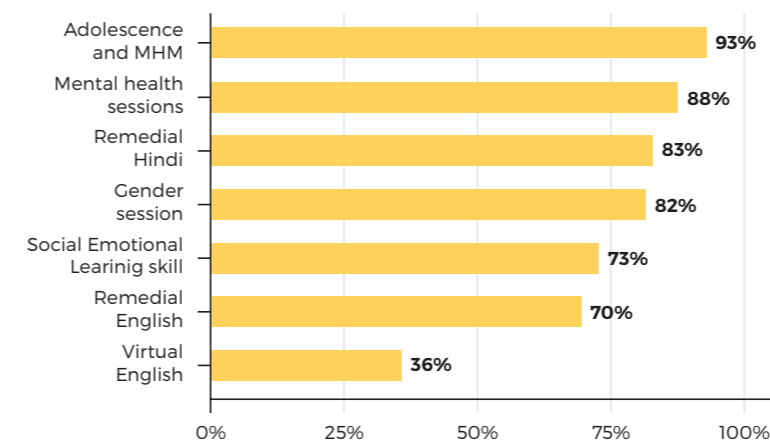
Reach

The Reach of a program indicates the scale of the interventions & operations, and assesses the coverage of lives touched.

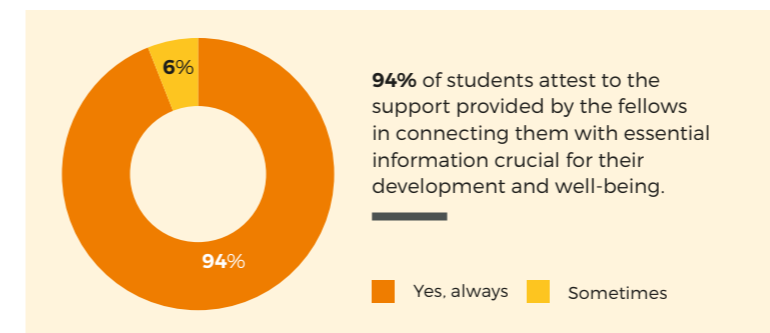
The Sashakti fellows deliver progressive training in residential KGBV/JBAV schools, starting with Remedial Hindi in Grade 6, followed by Remedial English and Adolescent Health in Grade 7, Social

Emotional Learning in Grade 8, Gender in Grade 9, Virtual English support in Grade 10, Mental Health in Grade 11 and so on. **Aspire Impact surveyed 394 KGBV/JBAV students from grades 7th to 10th to understand the impact of the intervention on them.**

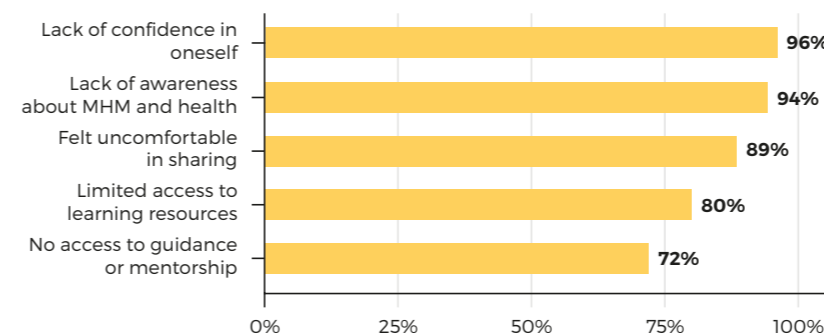
Program touch points/ Sessions benefitted from



Support received from Sashakti Fellow



Challenges overcome



The program established a robust support system for students, encompassing academic, health, and social well-being.

Access to remedial education

As an early initiative within the intervention, remedial language support has seen significant engagement, with **83%** of students participating in Hindi sessions and **70%** receiving English sessions. This targeted intervention led to a noticeable increase in their confidence in reading and comprehension, laying a stronger foundation for their academic pursuits.

Access to health and well-being initiatives

A significant focus was placed on the health and well-being of the students. The majority benefited from focused sessions on Adolescence and Menstrual Health Management (**93%**) and Mental Health (**88%**). These sessions provided essential knowledge and skills, empowering girls to understand their physical and emotional changes during adolescence and manage their menstrual health with dignity.

Enabling confidence and providing guidance to break barriers

Recognizing the challenges posed by unsupportive environments, limited positive role models, and unfavorable societal norms, the intervention is a catalyst for positive change. The program demonstrably boosted the students' self-assurance, with **96%** reporting that they overcame self-doubt. By bridging the mentorship gap for **72%** of students, the program further provided them with valuable guidance, support, and encouragement, enriching their overall development.



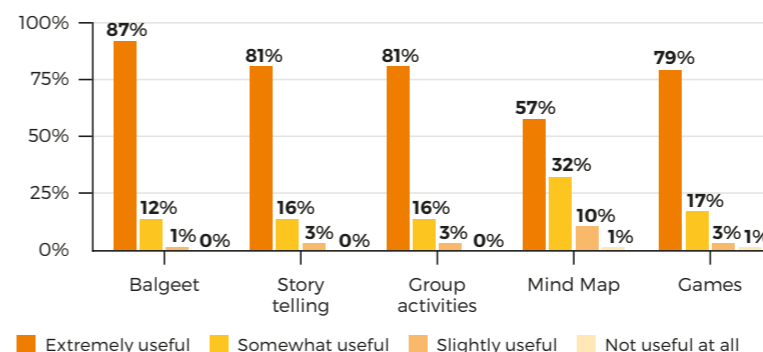
Depth

The Depth of a program indicates the comprehensiveness of impact delivered through its operations.

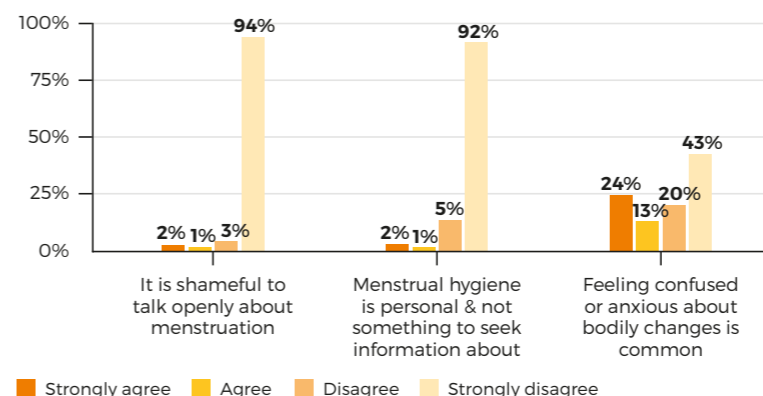
Providing adolescent girls with secondary education, empowering practices, meaningful learning, role models, and a support network is essential for personal

and community transformation. Ugam's work is guided by the understanding that girls' empowerment is fostered through **Shiksha** (learning), **Shakti** (health and wellness), and **Abhivyakti** (voice and agency).

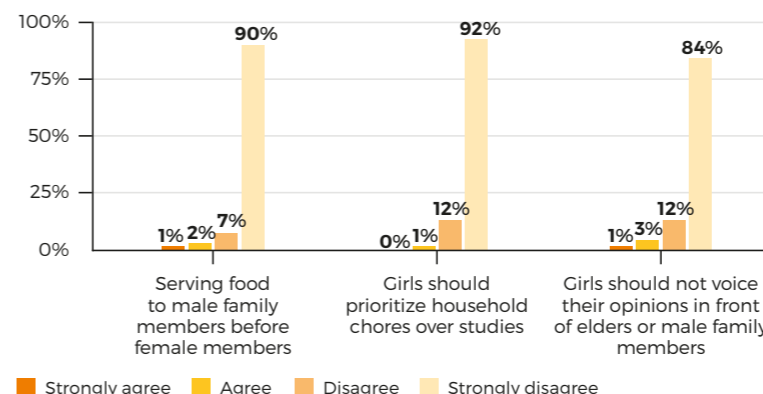
Feedback on teaching techniques



Adolescence and MHM



Understanding of gender equality



Shiksha - Strengthening students' foundational language skills

Engaging and interactive teaching methods such as Balgeet (87%), storytelling (81%), and group activities (81%) have been rated by students as extremely helpful in imparting knowledge.

For example, 94% students reported being very confident in Hindi reading and comprehension after Ugam sessions (compared to 4% before), showcasing the power of creative, participatory learning in knowledge development.

Shakti - Effective interventions on adolescent health

The sessions have contributed to a shift from the perception that menstruation is a shameful topic, thereby normalising the need to seek information about it. Having open dialogues has been impactful in creating greater awareness about the changes during puberty.

81% of students found the sessions very useful and 86% reported a major positive shift in their knowledge and practices.

Abhivyakti - Seeds of change

Beliefs rooted in traditional gender roles, like serving food to men first, assigning sole responsibility for chores to girls, and preventing girls from speaking openly with men or elders, are now being challenged, with a majority of girls expressing strong disagreement.

Students are also developing the crucial skill of expressing themselves openly and without fear. Encouragingly, 53% report feeling empowered to say 'no' to something they are uncomfortable with, and a strong majority (75%) confidently agree they can make decisions without fear of judgment.

When the Ugam didi visits our school, it opens up new worlds for us. We learn more about life beyond our village, which broadens our perspective and has played a huge role in my personal growth and skill development.

11th grade student, KGBV Bandgaon

When we first came here, we didn't know much, but now after sessions we speak with confidence and create stories. It's amazing how much we've grown, not just in knowledge, but in our ability to express ourselves and take on new challenges.

8th grade student, JBAV Itki

I never imagined I'd be where I am today. I was scared to even speak, but now because of Ugam I speak with clarity, share ideas, and take on challenges head-on. This journey has shown me that growth is not just about what you learn but also about how you evolve as a person.

7th grade student, KGBV Gomia



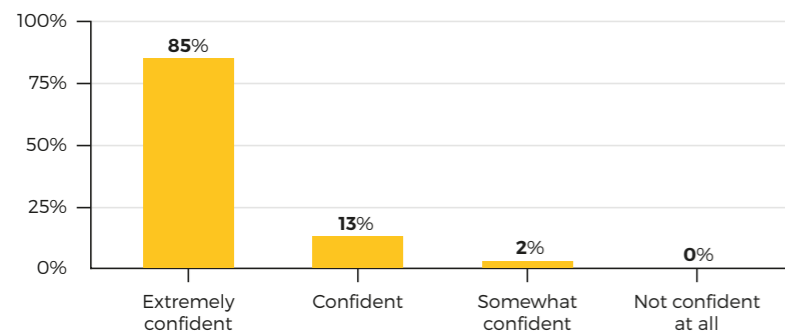
Inclusion & Sustainability

Inclusion indicates the practice or policy of providing equitable access for people who might otherwise be excluded. Sustainability indicates the ability to maintain the quality of delivery through sustainable methods.

The program's focus on Jharkhand, a state with a high population of marginalized communities, by design includes a strong reach among students

from marginalised castes (98%), demonstrating an active approach to facilitating equitable access to opportunities.

Confidence in self learning

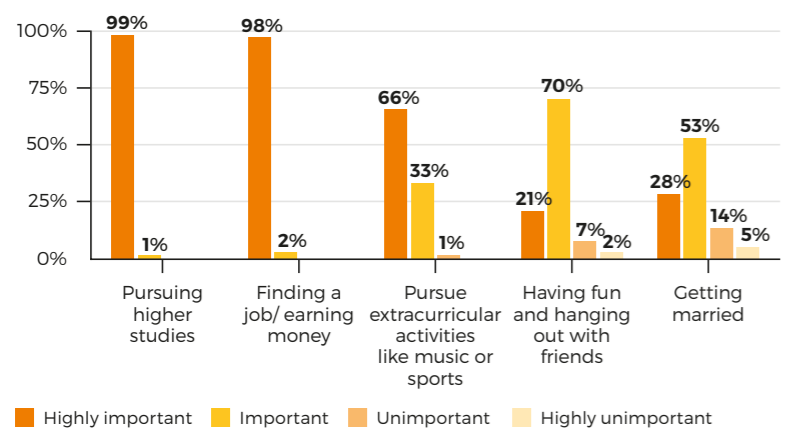


The program has made an impact on each and every student

100% of students reported feeling empowered by the program, demonstrating its effectiveness in cultivating their awareness in crucial areas where it previously did not exist.

The intervention has also been successful in promoting self-reliance in education, with 85% of students feeling extremely confident in their ability to learn independently.

Aspirations after 12th grade



Education and employment are high priority

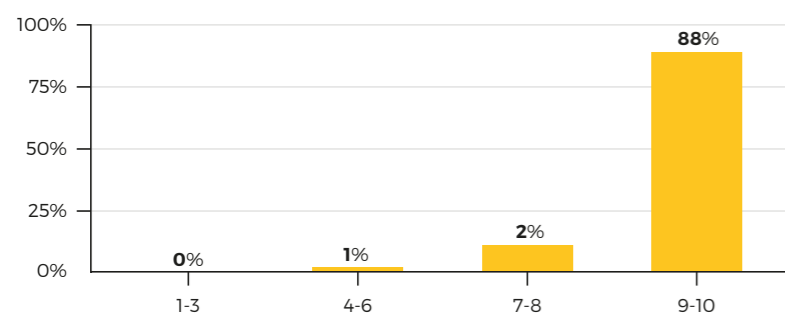
Students have a sense of purpose and direction - 99% of students now prioritize higher education and 98% aim for financial independence through employment. Only 28% view marriage as a high priority, suggesting an increased focus on personal growth and long-term goals.

Focus on institution building

A central aspect of the organization's work involves institutional development within the schools, through a focus on nurturing the library as a learning space, assembly as a participative space and Bal Sansad as a collaborative space. Recognizing the significant potential of an alumni program, the foundation is working to create an alumni network for tracking progress, providing crucial learning opportunities and support for students.

With 88% of students rating their satisfaction as 9-10 and an additional 11% rating it 7-8, the program has clearly been a positive experience. Ugam serves as a source of hope for these students. The interaction with the Sashakti fellows and the program's thoughtful interventions have broadened their perspectives and instilled hope within a society that often overlooks their needs and potential.

Satisfaction with the program



“

When I first started, I never thought I could overcome my fears, but today, I'm proud of the strength I've discovered in myself. Ugam has shown me that growth is a combination of learning new skills and gaining the courage to step outside my comfort zone.

”

9th grade student, KGBV Chandil

“

We were always told girls can't go out, can't do this or that. But Ugam taught me that these limits are not ours— they're imposed. And now, I'm learning to break them.

”

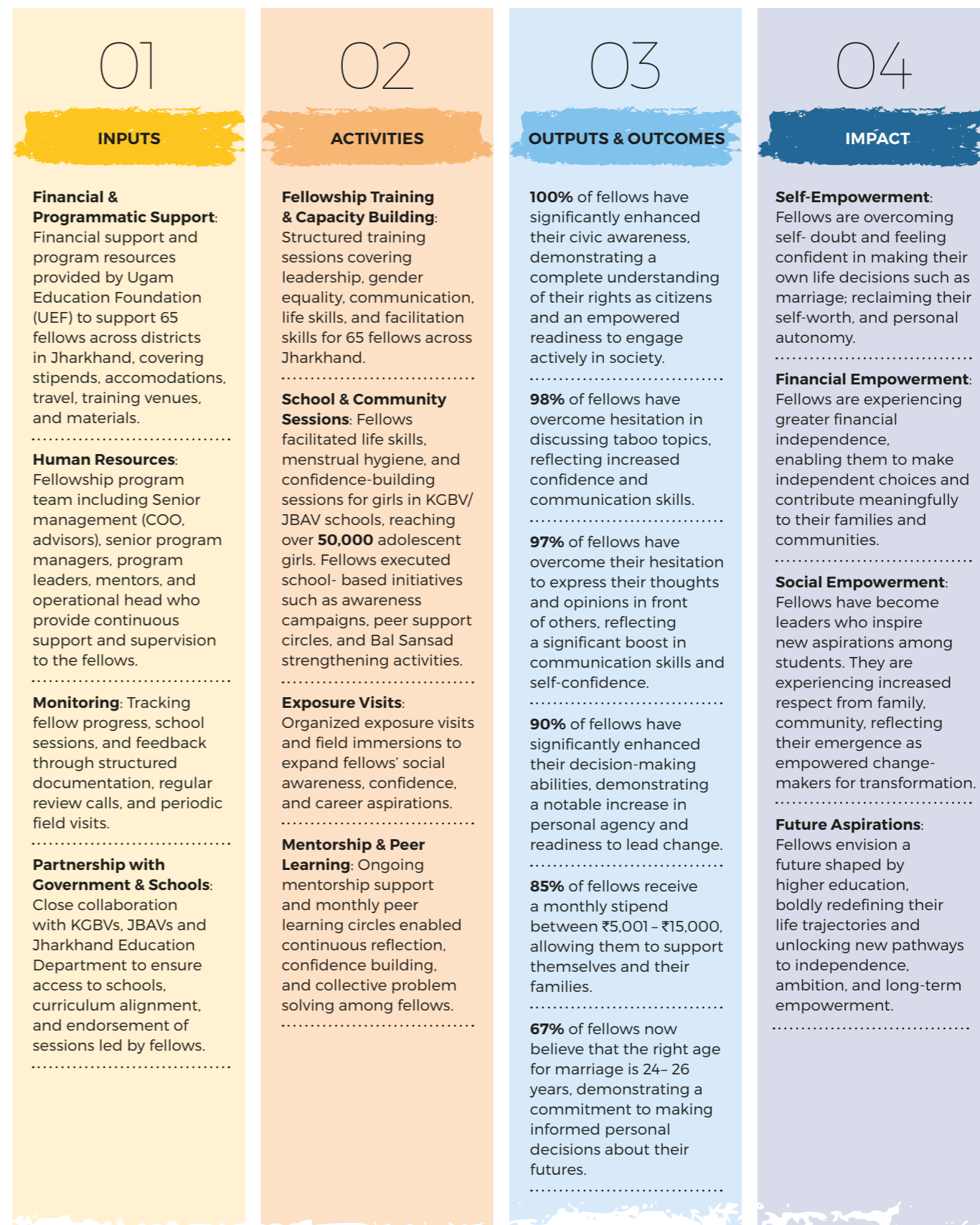
10th grade student, JBAV Rahe

The Sashakti Fellowship Program

The Sashakti fellowship selects committed Class 12 graduates to serve as local role models and empowers them to become community leaders – bridging the gap between girls, schools, and communities.



Theory of Change



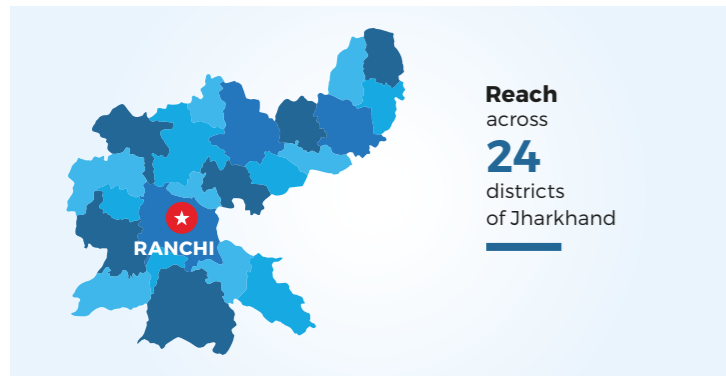


Reach

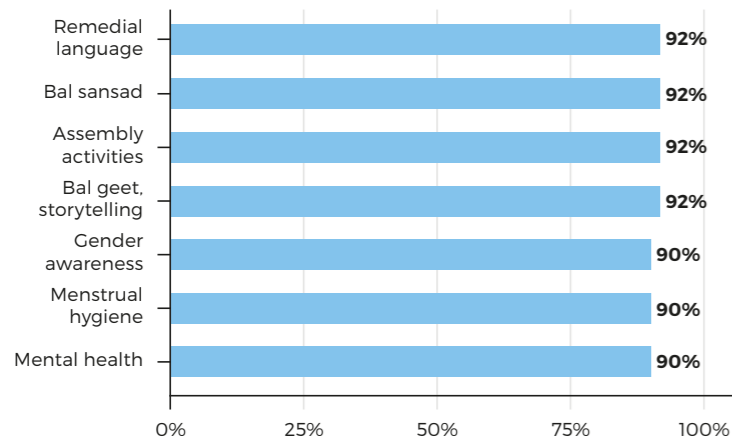
The Reach of a program indicates the scale of the interventions & operations, and assesses the coverage of lives touched.

The Sashakti Fellows, alumni of KGBV schools themselves, lead the delivery of diverse educational modules to adolescent girls (studying in KGBVs / JBAVs across the state) while participating in an immersive

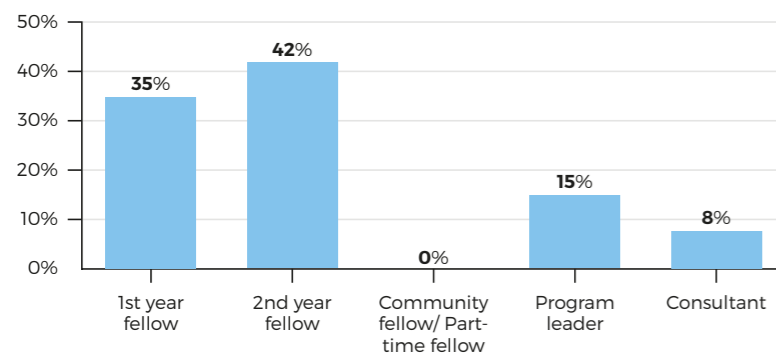
2-year fellowship program designed for their own comprehensive empowerment. Here are the findings of the impact assessment of the fellowship program through the lens of Reach, Depth, Inclusion and Sustainability.



Sessions facilitated



Level in the Sashakti Fellowship



Significant coverage of Jharkhand

Through the fellowship program, the Ugam Foundation has achieved statewide reach, serving students across 18 districts of Jharkhand. The program's reach, facilitated by its fellows, extends across several key districts in the state, including East & West Singhbhum, Sahibganj, Dumka, Gumla, Hazaribag, Ranchi and Garhwa.

Till date, 2000 KGBV Alumni have participated in virtual empowerment sessions. 36 young women have graduated after a two-year fellowship. 20 Fellows have joined Ugam as staff and 80 young women are currently part of the program.

The fellows bring academic, personal and social learning experiences to KGBV / JBAV students

Sashakti Fellows significantly deepen the learning experience for the students through comprehensive interventions. 90% have facilitated sessions on gender awareness, menstrual hygiene, and mental health; 92% have conducted foundational sessions in Remedial Hindi and English, addressing both academic progress and essential aspects of personal well-being. The fellows skillfully leverage school events like assembly to showcase student talents thereby building their confidence. Their engaging, activity-based teaching approach incorporates storytelling and energizing songs (Bal Geet) to effectively capture student attention and maximize learning.

65% of the fellows have spent more than a year with the program

35% of the fellows are in the first year of the program. Majority (42%) of them are in their second year of the fellowship program, while 15% have progressed to program leader roles, highlighting opportunities for growth within the program.



“ I was always told in my family and village that girls like me have limited options. Ugam shattered that illusion. Today, I stand as proof that no matter where you come from, you can rise, lead, and inspire others to do the same. ”

Padmalaya Patar,
Program Leader from Angadwara village in East Singhbhum district

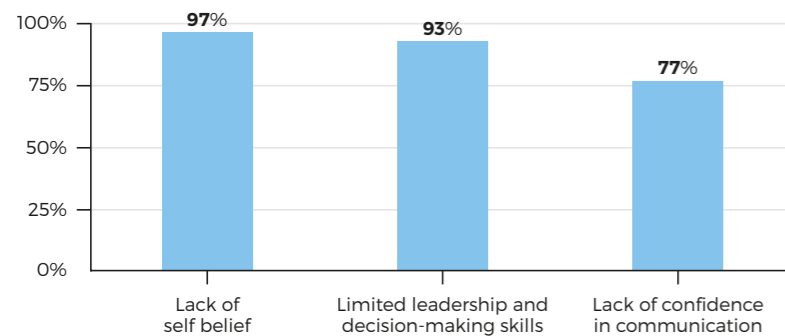
Depth

The Depth of a program indicates the comprehensiveness of impact delivered through its operations.

For the Sashakti Fellows, empowerment is a multifaceted journey. It encompasses the cultivation of self-worth (self-empowerment), the

achievement of financial independence (economic empowerment), and the ability to exert influence within their communities (social empowerment).

Challenges overcome

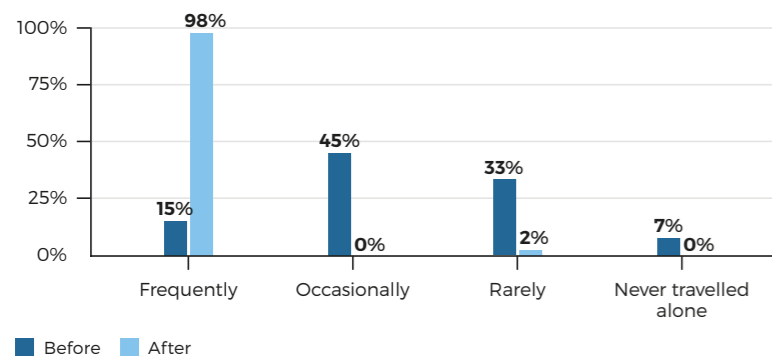


Fellows have overcome limiting self-beliefs, grown in leadership abilities and increased their confidence in communication

Fellows report overcoming key internal barriers, with **97%** conquering lack of self belief and **93%** improving their leadership skills, reflecting the program's success in nurturing a stronger sense of personal agency and resilience.

An impressive **100%** report that they analyze the pros and cons of situations before responding. The fellowship has cultivated crucial life skills including enhanced decision-making abilities, critical thinking, confidence in self-expression.

Frequency of independent travel



Drastic improvement in mobility and reduced reliance on others

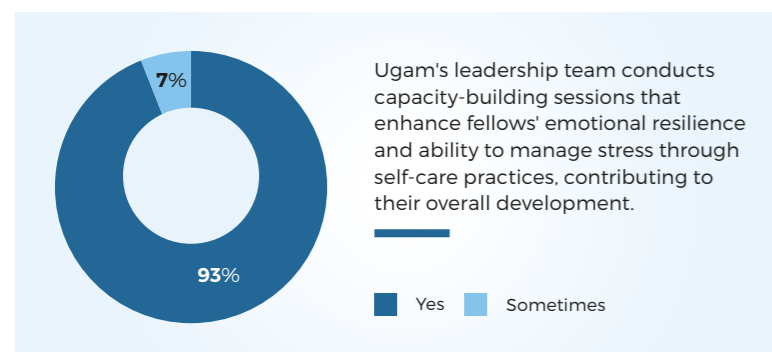
This foundational growth in self-belief and confidence has led to an increased capacity for independent action, evidenced by the dramatic rise in frequent independent travel from **15%** to **98%**.

Majority practice mental and physical self-care

The program has made an impact on the fellows' emotional well-being and stress management capabilities, with **93%** attesting that they have developed effective strategies for managing stress and expressing their emotions. This development of emotional resilience is a crucial aspect of self-empowerment, enabling these young women to navigate challenges with greater strength and stability.

95% actively engage in yoga and physical activities, the broader shift towards daily exercise and improved stress management underscores a holistic approach to self-care fostered by the fellowship.

Confidence in stress management ability



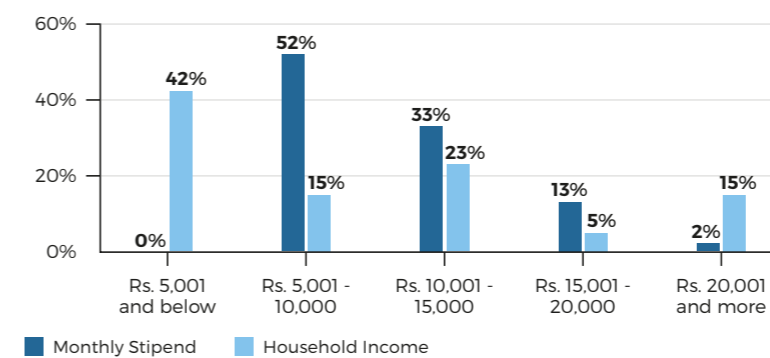
Depth

The Depth of a program indicates the comprehensiveness of impact delivered through its operations.

Financial independence empowers the Sashakti Fellows to make their own choices, build secure futures, and fully participate in society.

Social empowerment for the fellows means equipping them with the confidence, voice, and opportunities to actively participate in their communities, challenge societal norms, and advocate for their rights.

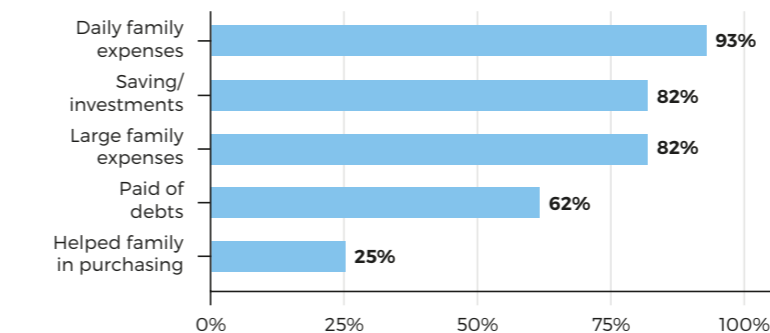
Monthly stipend compared to household income



98% earn more than their monthly household income

With **42%** having a monthly family income of ₹5,000 or less, the Sashakti Fellowship provides crucial financial empowerment to fellows who predominantly belong to low-income households. All fellows earn a monthly stipend more than ₹5,000 per month – **52%** earn between ₹5,001–₹10,000 and **48%** earn over ₹10,000. This financial enables them to contribute to their families and invest in their futures, marking a significant economic shift.

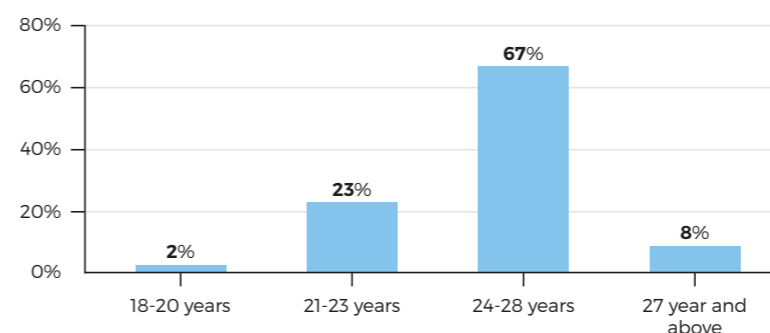
Financial progress achieved through Fellowship



Contributing, saving, and investing is a reality

The Sashakti Fellowship has bolstered the financial autonomy of its fellows. **93%** now contribute to their daily family expenses. Furthermore, a strong majority (**82%**) have begun saving or investing, often with future life events in mind.

Right age for marriage



67% believe the ideal marriage age is 24 - 26 years

Family support for the fellows' continued participation in the program is substantial, with **97%** reporting some level of support. This growing support is mirrored in the fellows' evolving views on marriage, with **67%** now believing the ideal age is 24-26.

Improved social respect and civic awareness

The program's success in developing individuals who are well equipped to engage actively in society is evident in the **83%** of fellows who report increased respect from their families and communities.



“ The fellowship at Ugam wasn’t just a learning experience—it was a journey of self-discovery. It helped me uncover my voice, recognize my inner strength, and grow alongside other young women who, like me, are rewriting their own stories with courage and purpose. ”

Vimla Kumari Tudu
Program Leader, Ramgarh District

Inclusion

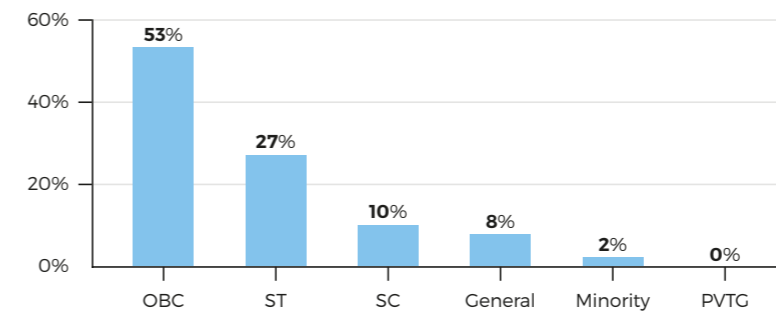
Inclusion indicates the practice or policy of providing equitable access for people who might otherwise be excluded.

The Sashakti Fellowship demonstrates a strong commitment to inclusivity, effectively reaching marginalized and underrepresented communities.

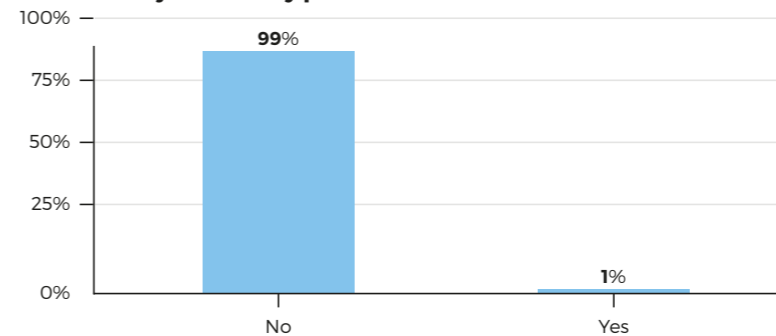
86% of fellows belong to aspirational districts of Jharkhand; 92% of them belong to marginalised groups

The program has been designed to include individuals, specifically women, who have historically faced systemic barriers and ensuring that opportunities for growth and development are accessible to all, regardless of their social background. A substantial **86%** of the fellows originate from aspirational districts, areas that often face significant developmental challenges. **53%** belong to the Scheduled Caste (SC) category, and **27%** are from Scheduled Tribe (ST) communities.

Caste category



White collar job in family prior to this?



Breaking the cycle of poverty

The fellowship plays a crucial role in providing opportunities for young women from economically weaker sections, fostering their financial independence. A large proportion of fellows, **57%**, come from families with a monthly income of Rs. 10,000 or below, with only **15%** having family incomes above Rs. 20,000.

Driving social mobility and expanding career horizons

A significant **99%** of the fellows are first-generation white-collar employees in their families.

This marks a significant generational leap, forging new professional avenues and fostering economic progress for individuals breaking ground as the first in their families to pursue such careers. By supporting these women, the fellowship not only empowers them individually but also acts as a catalyst for change within their families and communities, clearing the path for future generations to follow similar aspirations.





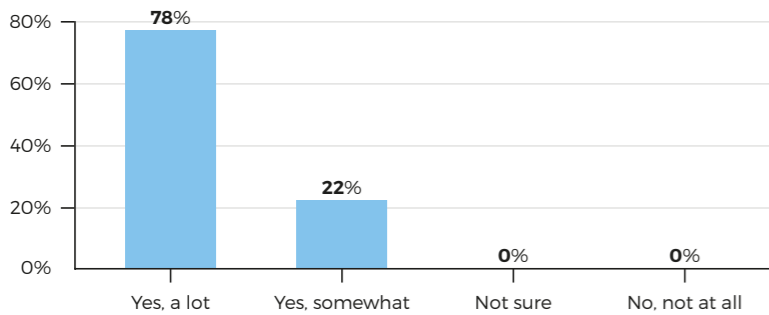
Sustainability

Sustainability indicates the ability to maintain the quality of delivery through sustainable methods.

Equipped with enhanced skills and a broadened perspective gained during the

fellowship, the fellows are empowered to navigate their future paths with independence.

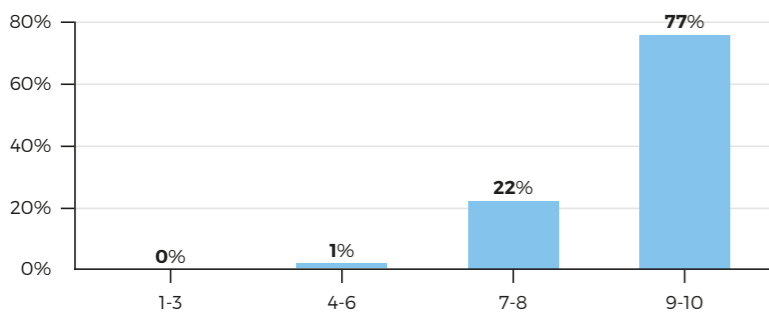
Impact on KGBV/JBAV students



Empowered to make life decisions, while inspiring students to become confident individuals

95% of fellows strongly agree that they feel confident in making their own life decisions while 78% believe that the sessions conducted by them for the KGBV/JBAV students have had a major positive impact on the the students' confidence levels. These empowered fellows, acting as role models who make informed choices and taking ownership of their lives, are inspirational to the students they mentor.

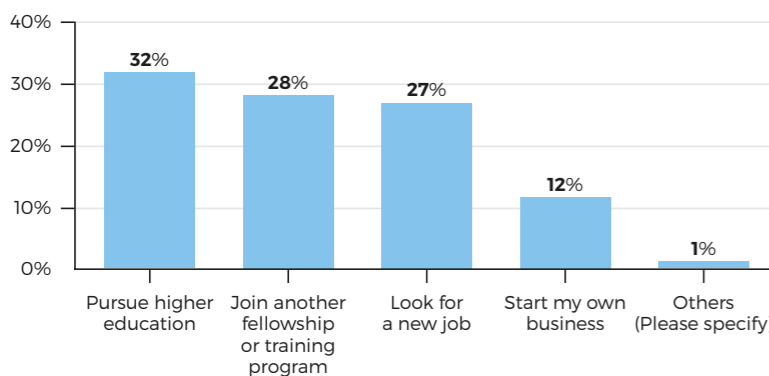
Willingness to recommend program



76% are likely to recommend the program

The program received strong endorsement from the fellows themselves, with 77% rating the program as 9 or 10 (promoters), 22% rating it as 7 or 8 (passives) and 1% rating it as 4, 5, 6 (detractors). The Net promoter score of the program is an impressive 76%, i.e 76% of the fellows are highly likely to recommend the program to others. This highlights the program's value and its potential for continued positive influence through future cohorts.

Future aspirations



Higher education, skill development and employment

The fellows envision a future with agency over their education, livelihood, and marriage decisions. 32% aim for higher education, demonstrating commitment to learning, while 28% seek further fellowships or training, highlighting proactive skill development. Additionally, 27% plan to seek employment, showcasing readiness to contribute to the workforce. These aspirations suggest fellows are motivated and equipped to pursue paths fulfilling their dreams.



“ Earlier, my in-laws stayed silent because they didn't understand why I was doing this work or see its importance but once they saw how I was bringing change in other girls' lives through the UEF Fellowship, their silence turned into pride and wholehearted support. ”

Amrita
Program Leader with Ugam
East Singhbhum District

Ugam Education Foundation's 4P Impact

PROGRAM

UEF works to strengthen rural Jharkhand by empowering women from marginalized communities to build resilient, sustainable futures.



50000+
students &
65
fellows



>95%
belong to from
marginalised
communities,
vulnerable groups



100%
students
feel empowered
than before

PLANET

Given UEF's lean operational model and emphasis on remote working practices, the organization maintains a minimal carbon footprint. With limited physical infrastructure, reduced commuting, and digital-first operations, UEF significantly curtails its greenhouse gas emissions.



Scope 1
Emission:
ZERO



Scope 2
Emission:
12 tCO2e*



Scope 3
Emission:
55 tCO2e**

PEOPLE

The diverse team at UEF is united by a 100% focus on empowering the girl child through education, driven by passion, inclusivity, and grassroots impact.



86%
female
workforce



57%
permanent
staff from
marginalized
groups



100%
focus on
girl child
education

POLICY

UEF upholds the highest standards of integrity, equity, and impact, guided by ethical policies, full compliance with safeguarding practices, and a deep commitment to inclusive development.



**Code of
Conduct**
policy for
employees and
suppliers



100%
employees
trained on
POSH



SDG
aligned
organizational
goals

Conclusion



The impact assessment of the Sashakti Fellowship and Transforming KGBV/JBAV Program by UEF highlights their transformative contributions to girl child empowerment, education, and leadership development among marginalized rural communities. Together, these initiatives have played a pivotal role in strengthening educational ecosystems, nurturing first-generation learners, and cultivating a culture of agency and aspiration among adolescent girls.

The **SASHAKTI FELLOWSHIP** has successfully created a cadre of empowered young women who are not only academic mentors but also role models and community leaders. Through targeted support, leadership training, and financial empowerment, fellows have catalyzed change within KGBVs and JBAVs, inspiring students to reimagine possibilities for girls' futures.

The **TRANSFORMING KGBV PROGRAM** in Jharkhand has significantly enhanced the quality of education and holistic development in residential schools by focusing on life skills,

foundational learning, socio-emotional well-being, and capacity-building of school staff. The interventions have safer, more inclusive, and nurturing learning environments, enabling girls to thrive academically and personally.

Collectively, these programs have made remarkable strides in challenging deep-seated social norms, encouraging open dialogues on critical issues such as gender equality, menstrual health, and paving pathways for girls to pursue higher education and leadership roles. The success of these initiatives reflects UEF's unwavering commitment to empowering marginalized communities through education, mentorship, and systemic change.

While the impact so far has been significant, sustaining and scaling this progress will depend on sustained investment, continuous learning, and stronger collaboration with government systems. With its commitment to empowering girls and building equitable futures, UEF is poised to drive lasting transformation across rural India.



*Estimated total annual emissions by 65 fellows

**Estimated total including fellows' daily travel to school/sites and KMPs travel between Mumbai and Ranchi.



Alignment to SDGs



Abbreviations and Glossary

S. No.	Words	Definition
1.	UEF	Ugam Education Foundation
2.	KGBV	Kasturba Gandhi Balika Vidyalaya
3.	JEPC	Jharkhand Education Project Council
4.	JBAV	Jharkhand Balika Aawasiya Vidyalaya
5.	MHM	Menstrual Hygiene Management
6.	Shiksha	A model that promotes meaningful education through critical thinking, participative assemblies, and engaging learning spaces for girls
7.	Shakti	A model for building girls' agency through education on adolescence, menstruation, gender equality, anemia, and mental health
8.	Abhivyakti	A model for building girls' voice and agency through songs, questioning, and nurturing role models to overcome fear and build confidence
9.	Bal Sansad	Children's parliament with different school responsibilities department
10.	Bal Geet	Poems focused on themes of empowerment, unity, and social change
11.	SEL	Social and Emotional Learning






Education Foundation

Ugam Education Foundation




W <https://ugamedu.org/>
E sanjayjha@ugamedu.org

 <https://www.facebook.com/www.ugamedu.org/>
 https://www.instagram.com/ugam_education_foundation/
 https://www.youtube.com/channel/UCejjtOsVz9oU_gYeJlp-Csg



Aspire Impact

W www.aspireimpact.in
E prerna.gupta@aspire.in

 <https://www.linkedin.com/company/aspireimpact/>
 https://x.com/i/flow/login?redirect_after_login=%2FAspireImpact
 <https://www.youtube.com/user/ahcmpl>