

Message from the Country Program Director

In a year marked by unprecedented shifts across the global donor landscape, we were compelled to rethink, adapt, and act with renewed purpose. Despite ongoing uncertainty, we accelerated our impact at scale, with a 90% year-on-year increase in placements of marginalized women in income-generating pathways, including employment and entrepreneurship—a strong testament to our resilience, agility, and commitment. We also supported 731 adolescent girls through opportunity grants, enabling them to continue their education and build vocational skills, expanding their pathways to long-term economic independence.

These challenges drove us to innovate, explore new models, and use our resources more effectively—strengthening our capacity and positioning us for greater agility ahead.

This progress reflects the dedication and perseverance of our team, who turned vision into meaningful impact even in uncertain times. It would not have been possible without our dedicated field teams and the steadfast support of our implementing partners.

Annual Report

2025

“

Together, we adapted, innovated, and emerged stronger.

Kumkum Pal

Country Program Director



Nomi Network

at a glance

18,364



Total number
of community
reached



2,632



Women served
through Workforce
Development
Program



Girls served
through
Adolescent Girls
Empowerment
Program



1,239



Women placed
in income
pathways

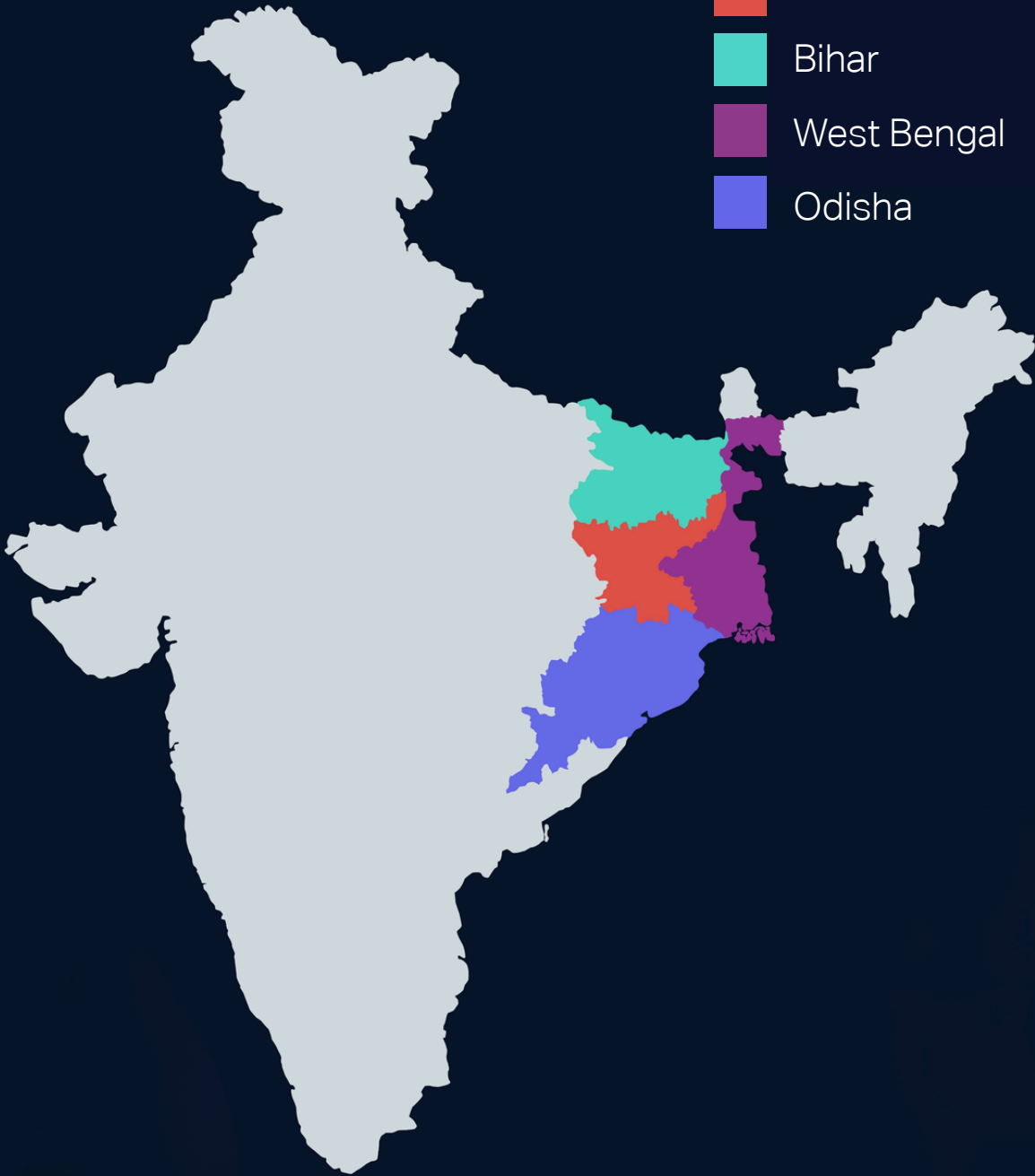


1,352

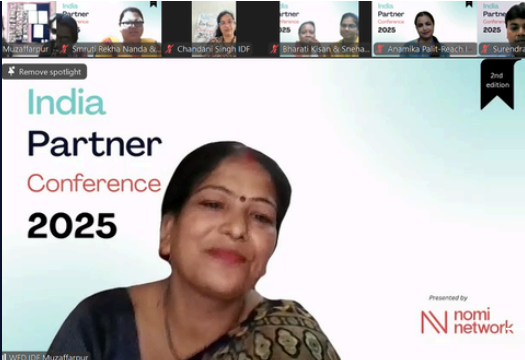
4 States
12 Districts

44 Sites

- Jharkhand
- Bihar
- West Bengal
- Odisha



IP Conference 2025



72 Participants

On July 15, 2025, the India team hosted a 4-hour virtual India Partner Conference, engaging 72 participants across India. The conference served as a platform to reflect on achievements, exchange best practices, and strengthen engagement across the partner network.

The event highlighted the critical role of trainers as catalysts for change within communities. A key segment focused on the recognition of Nomi Network Trainers, who were nominated by their peers for demonstrating and upholding Nomi values in their work. This recognition underscored the contribution of trainers in advancing community engagement and supporting women and girls through their daily efforts.

Newly certified trainers were also recognized and presented with their certificates. The conference was centered on the trainers as they represented the work of their organizations, sharing meaningful stories from the field with us.



Alumni Meet 2025



Nomi Network India organized its 2nd Alumni Meet in Bengaluru that brought together more than 100 women to celebrate the growing network of young women in the Swabhimaan Program

The event created a space for connection, reflection, and recognition, and was marked by cultural activities, music, dance, and shared celebration. Young women who had completed six months or more in their job were recognized with sashes, marking an important milestone in their progress. As many participants continue to adapt to a new city and environment, the event also included a session on managing disagreements to support their adjustment and well-being.

Several women shared their journey, highlighting how their earnings were contributing to their families in meaningful ways, including supporting household construction and financing siblings' education. Nazreen and Emmanuel joined the event and encouraged participants by recognizing their courage and determination.

“When you earn money, you also earn respect.

-Ayushi (alumna)



AGEP

AGEP

Adolescent Girls Empowerment Program

The Adolescent Girls Empowerment Program aims to empower adolescent girls (13 – 17 years), including girls at risk of exploitation, with knowledge, skills and attitudes to effectively make informed decisions and choices in key life transitions. The program equips girls with knowledge, skills, and confidence on child rights, sexual and reproductive health, and financial literacy. It also supports them in becoming advocates for gender-equitable rights within their communities. With 23 sites, the program is spread over four states (Bihar, Jharkhand, Odisha, and West Bengal).



1,239

**Adolescent Girls
served***

1,042

**Adolescent Girls
completed the program**

14,823



**Community
members reached**

“

I have shared with my family that I do want to study, and I am willing to overcome any hurdles that come my way

**Nazreen, Jharsuguda,
Odisha**

*Numbers include participants from 2025 + participants carried over from 2024



Chai Pe Charcha



Chai Pe Charcha created a safe, informal space for parents and adolescent girls to discuss adolescent development, protection concerns, and girls' progress. Rooted in an ecological approach, the AGE Program nurtures both the adolescent girl and her support system. Through consistent engagement, parents are encouraged to reflect on their daughters' education, aspirations, safety, and future. These interactions build trust with trainers, helping them understand family dynamics, identify underlying concerns, and address issues between parents and girls with timely support.

During a Chai Pe Charcha, one parent shared their experience

“

Before this program, we had never really taken the time to understand each other in this way. Through the parents' training, I realized what my daughter expects from me, and she also understood what I expect from her. The mother-daughter session helped us speak openly about her dreams, choices, and future—conversations we had never thought to have before. This training was truly meaningful and has brought us closer.

- Poonam Devi, Jharkhand



Self Defense

Riya was born into adversity, and her appearance once reflected the hardships she carried. Orphaned and raised by her grandmother, even two meals a day were often uncertain for Riya. Her journey with the Adolescent Girls Empowerment Program began when she joined Kung Fu training, starting from scratch. With discipline, mentorship, and Nomi Network's support, she moved from district to state level and then to the National Championship. Today, Riya is a gold medalist, confident communicator, and an inspiration to girls in her community. It all started with a class on self defense.

Today, Riya walks into a room with confidence, and is actively shaping her career path



Baking Beauties



In the bustling tourist town of Puri, where food stalls line the beach and small enterprises thrive, Baking Beauties was born—an enterprise led by 15 adolescent girls who dared to turn a classroom skill into a business. Among them is 17-year-old Bimla Devi, a quiet and determined girl who grew up helping her parents sell Dahi-Vada near the beach. Though she first imagined becoming a beautician, bakery training opened a new possibility. Bimla began asking questions, practicing at home in a pressure cooker, and pushing herself to learn more. Her curiosity helped spark the idea of a girl-led enterprise. From earning INR 700 at their inauguration to securing local orders worth INR 1,700, the girls now manage baking, packaging, branding, and finances themselves. While continuing school and supporting her family, Bimla stands at the heart of Baking Beauties—a young entrepreneur shaping her future one recipe at a time.

Sunshine Makeover Salon



Sonalika grew up in a community where girls were rarely encouraged to step beyond their homes, except to attend school. When she joined the Adolescent Girls Empowerment Program, she did not know what to expect. But through sessions on life skills, problem-solving, stress management, and sexual and reproductive health, she found the confidence to speak about topics once considered taboo and to navigate difficult situations with courage.

Her journey continued through salon training, where she and 12 other girls came together to start their own enterprise, Sunshine Makeover Salon. With Sonalika as the Secretary, the group secured space at the community centre, received basic equipment, promoted their services, and launched the salon during Dusshera. Within the festive season, they earned INR 3,090 and began saving for future ventures. Today, Sonalika is pursuing college, continuing her salon enterprise, and walking with a confidence she once never imagined. From a girl who rarely stepped out, she has become a young leader ready to shape her future.

“

This program has taught me everything, now I can face the future with confidence now

Information, education and communication



Information, Education, and Communication (IEC) is used to raise awareness and share important information within communities. Through activities such as awareness rallies, street plays, and community outreach, IEC helps build a supportive ecosystem where women and girls are informed, empowered, and connected to opportunities and services. Days where these activities are conducted to spread awareness are:

- National Girl Child Day
- Zero Discrimination Day
- World Against Child Labour Day
- World Day Against Human Trafficking

14,823

Community reached out



Preventing & Countering Human Trafficking

Objectives

- To increase awareness among adolescent girls about the concept of human trafficking and how it affects individuals and communities.
- To help adolescent girls identify situations where they could say "no" to unsafe and suspicious situations.
- To educate girls about safe practices including online safety, travel safety, and verifying job or marriage offers.

The session on Prevention and Countering Human Trafficking helped adolescent girls understand trafficking risks and prevention measures. Through an opening circle and reflection exercises, participants discussed how traffickers use false job or marriage promises, emotional manipulation, and unsafe migration to exploit vulnerable individuals. They also learned about helpline numbers, travel safety, and online safety. Peer leaders encouraged participation and open sharing. Despite heavy rain, the girls engaged actively, strengthening their confidence to identify risks, protect themselves, and spread awareness.

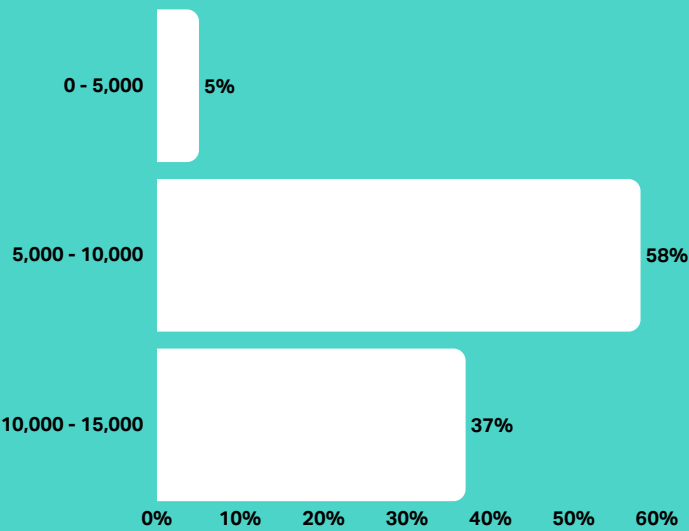
AGEP Statistics

Adolescent Girls Empowerment Program

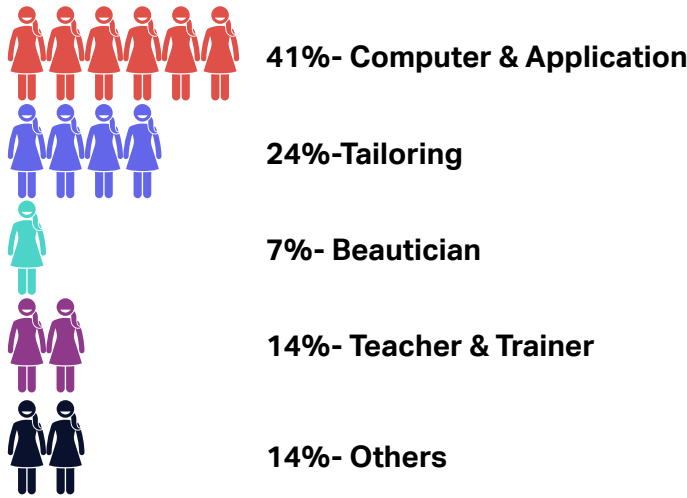
WFD

Workforce Development Program

Household income of adolescent girls (in INR)

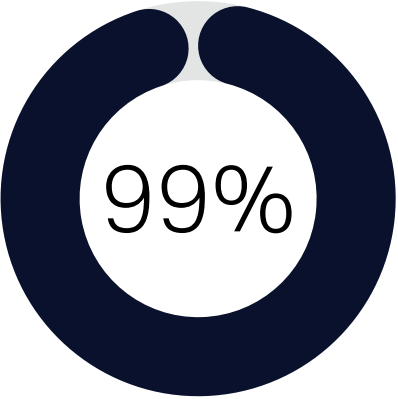


Distribution of trades among AGE Program engaged in employment



2,632

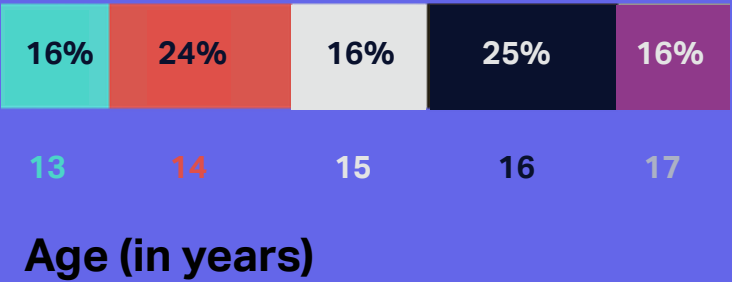
Women enrolled in the program



Percentage of adolescent girls completing the program

Completion rate is calculated on the basis of drop-out candidates. 3 candidates dropped out in 2025.

AGs enrollment by age



In 2025, Nomi Network significantly expanded the reach and impact of its Workforce Development Program (WFD). The opportunities created in the program enabled women to generate additional household income and reduce their vulnerability to poverty and exploitation. During the year, WFD collaborated with 8 partner organizations, implementing 13 projects across multiple geographies. The WFD program deepened its focus on rural implementation and launched several innovative livelihood initiatives centered around small and marginal entrepreneurs. Group-based enterprises were initiated in Giridih and Betberia, alongside the introduction of new production activities involving bamboo, jute, lac, jewelery, and other locally sourced materials.



Pickle Making

Didi Ka Achaar



Soap Making

Vista Soap



32 women in Giridih leveraged their existing household skills in pickle-making to develop a collective income-generating activity. After conducting market research, the program provided training on bulk production, hygiene standards, quality control, and consistency of taste. The women began producing a variety of pickles, including mango, mixed vegetable, and jackfruit, which were sold in local markets.

17 women in Giridih came together to choose a non-traditional livelihood for a group enterprise - Soap Making. While the production process was not straightforward, the women were willing to learn and create a great product. It took them time to learn and create a product that they wanted to sell. Marketing was challenging for the women, and Nomi Network's team provided support in linking the women with the market and suppliers. Now, they are selling different types of soaps - Aloe vera, charcoal, sandalwood, and Neem.

“Community feedback helped us improve our lemon pickle by sun-drying it to reduce bitterness and increase shelf life. We now offer INR 10 sample packets, allowing people to try the product before placing bulk orders.

- Manju Sharma

When Reena joined Nomi Network's Workforce Development Program, she was a 32-year-old mother determined to support her family despite limited education and opportunities. Through soap-making training, she gained confidence, leadership, and enterprise skills, showcasing:

- Leadership: Coordinating a group of 16 women and managing production.
- Skill Development: Making organic soaps with turmeric, charcoal, aloe vera, neem, and sandalwood.
- Enterprise Growth: Producing 1,600 soaps and selling 300+, with plans to expand through loans and better equipment.





Bamboo Crafts



Jute Enterprise

The Mohali community, an indigenous Scheduled Tribe in Jharkhand, has a tradition of Bamboo craftsmanship. 61 women came together and received advance training to produce high-quality bamboo products such as baskets, lamps, curtains, and decorative items. Through targeted skill development and capacity-building interventions, the project enhanced artisans' technical abilities, with a focus on improving product quality, finishing, and design, enabling artisans to compete in broader markets beyond local festival sales.

Aarti began her journey with hesitation, unsure if the bamboo training would truly support her. With consistent encouragement from the team, she joined and gradually learned new product designs, market-oriented skills, and faster production methods using machines. Her confidence grew along with her income, and she eventually became a trainer, guiding other women in the same craft. Today, Aarti earns regularly, saves through her bank account, and dreams of expanding her work further to build a secure and dignified future for her family.

Karanpura Panchayat is a highly vulnerable area where poverty, limited land, and irregular wage work leave families struggling, while women remain financially dependent with limited mobility and decision-making power. 32 women in Giridih came together to start a jute enterprise, and the journey of these women is a powerful story of resilience, empowerment, and transformation.

Champa, a resident of Giridih, comes from a family that struggled for years with financial hardship. Married at 19, her early marriage disrupted her education. Dependent on her husband's irregular daily wage income, she had little mobility or decision-making power. Her journey shifted when she joined Nomi Network's WFD program, where an exposure visit to Jharcraft inspired her to learn jute bag making. Today, she is an Anokhi Sakhi and group leader, coordinating production, maintaining records, supporting sales, and earning income to support her children's education, household needs, and savings.

“

I never thought I would be able to stand on my own feet, but this program changed my children's future. Now I do not have to depend on anyone for small needs, and I feel very happy.

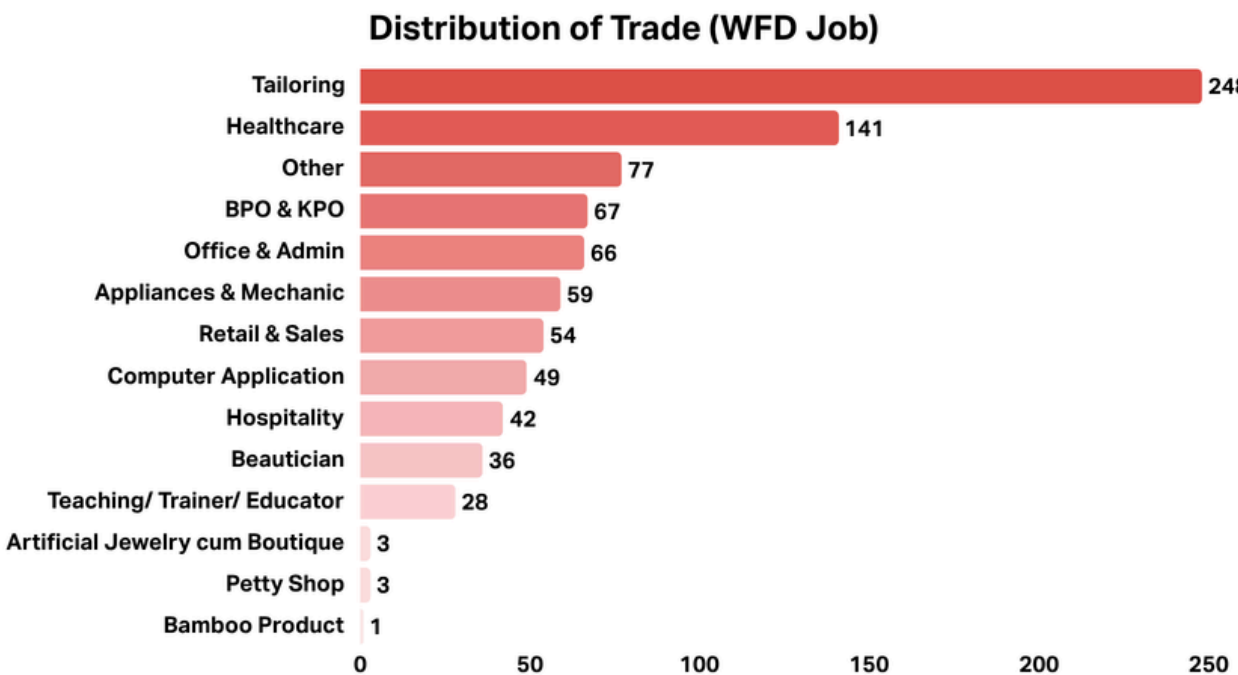
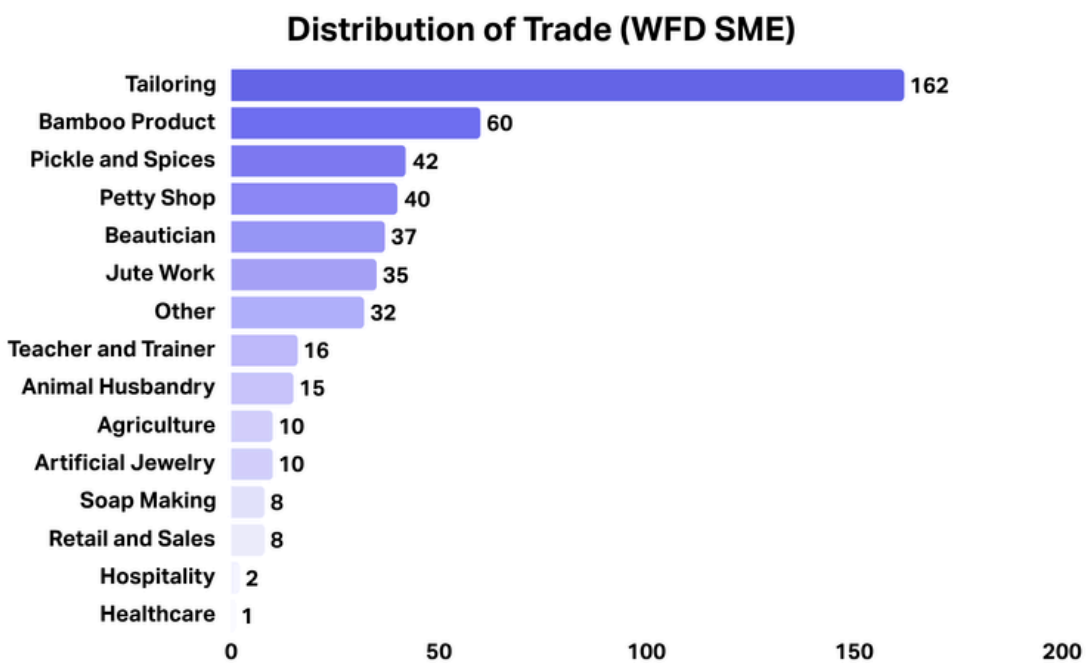
WFD Statistics

Workforce Development Program



TRADES

Distribution of trades for Women



6,164

Persons reached through Workforce Development Program





VEERANAHALLI

The Veeranahalli Project: Powering Dignity, One Rooftop at a Time

In Veeranahalli, a quiet village on the edges of Bengaluru's urban sprawl, a quiet transformation is underway. Sixty households — most led by women living on limited pension income — gained access to rooftop solar systems at zero upfront cost. In just five months, they collectively saved over Rs. 6.7 lakh in electricity bills and averted 107 tons of carbon emissions. Nomi Network didn't build the panels. We built the system around them — weaving together government policy, CSR financing, and technical expertise into a single, coherent pathway. The PM Surya Ghar scheme provided the subsidy framework; CSR funding bridged the financing gap; installation partners ensured technical quality.

107

Tonnes

CO2 Emissions averted



132

MWh

Total clean
energy
generation
across
commissioned
systems.

Nomi Network's role was the connective tissue: the belief that energy access, designed intentionally, is not just infrastructure — it's economic empowerment.

That belief comes alive most clearly in the village's women. Today, 41% of Veeranahalli's solar systems are registered in women's names. For S. Umarani, this is more than paperwork — it's the first energy-generating asset she has ever owned. Her electricity bills dropped by 55%, and with that, her confidence in managing her household's finances grew.

Veeranahalli is a pilot, but it's also a proof point — evidence for a climate-smart livelihood model KMIT is working to scale, transforming solar energy from a one-time gift into a foundation for micro-enterprise, women's agency, and lasting resilience.

**The sun is already
abundant. The work
now is learning how to
harness it.**

6.7
lakh INR

Total savings
across cohort
over 5 months

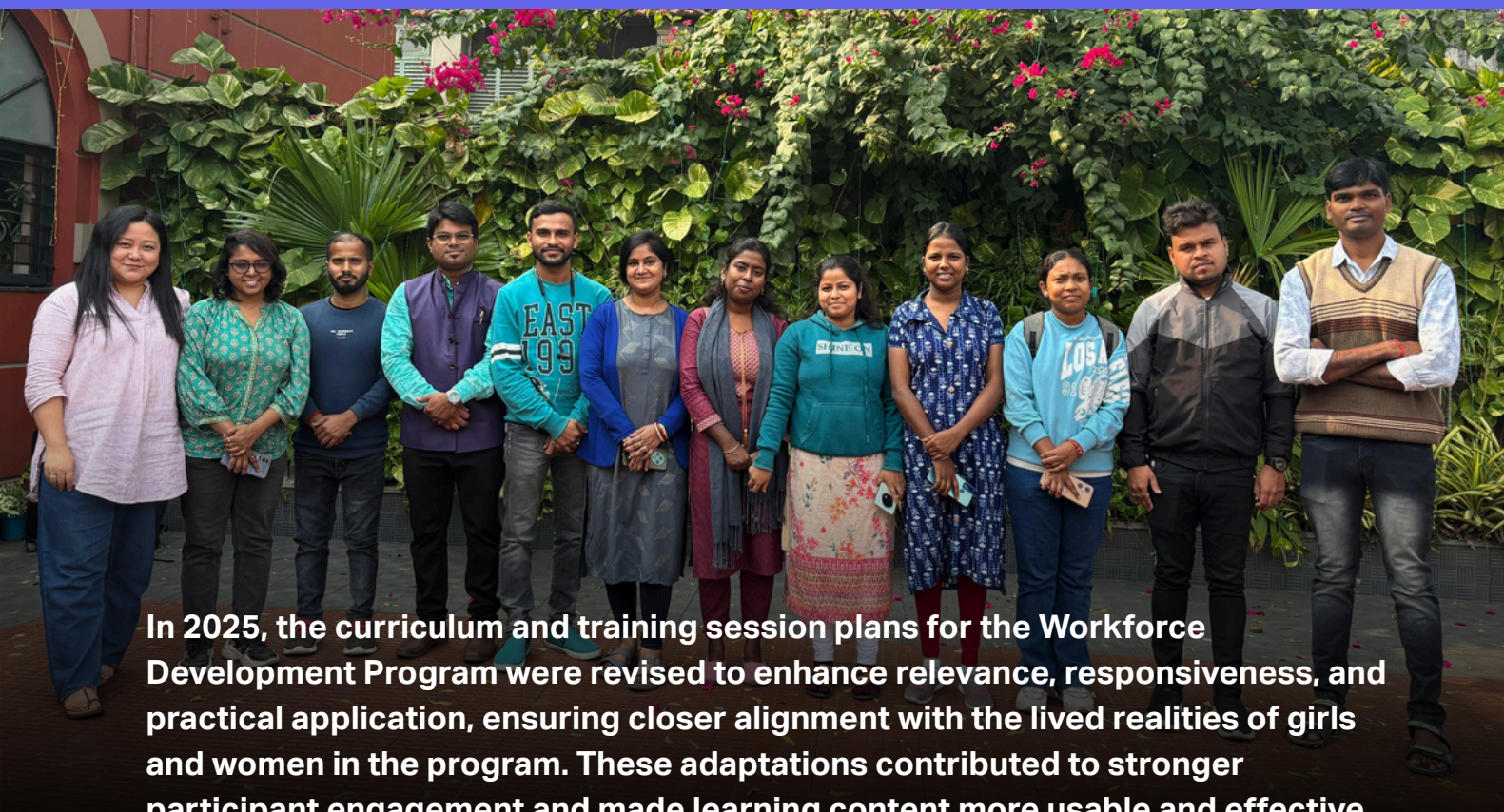


1,420
INR

Average
monthly bill
reduction



Training of Trainers



In 2025, the curriculum and training session plans for the Workforce Development Program were revised to enhance relevance, responsiveness, and practical application, ensuring closer alignment with the lived realities of girls and women in the program. These adaptations contributed to stronger participant engagement and made learning content more usable and effective on the ground.

AGEP

21

ToTs

53

Trainers trained

12

ToTs

30

Trainers

WFD

9

ToTs

23

Trainers

3

In Person training

9

Virtual Training

2

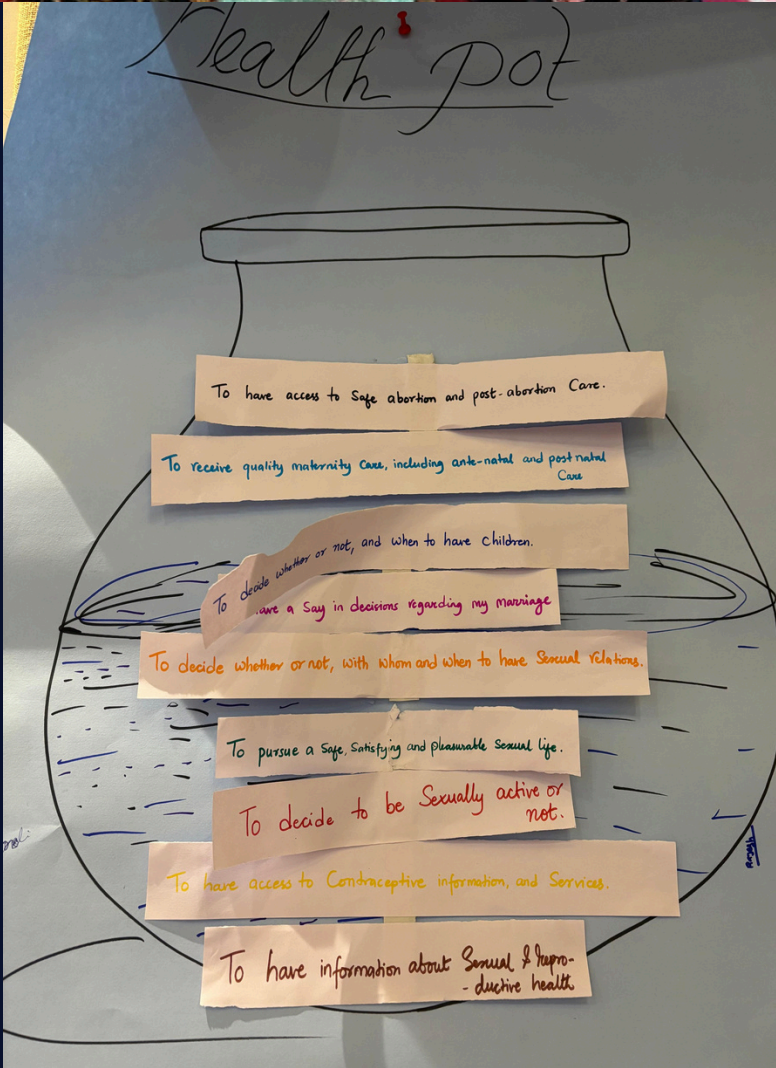
In Person training

7

Virtual Training

After this training, I feel much more confident in managing my training room and keeping learners engaged. The interactive techniques gave me practical ways to create a more dynamic learning environment. I now have better clarity on handling common challenges during sessions, and I feel better prepared to deliver structured, engaging, and impactful life skills training.

ToT



Celebrating our trainers



“

One incident that has stayed with me was when a young adolescent girl in the village was being forced to get married. I was not certain what to do but I knew I wanted to do something, so I went to the parents to help them understand the effects of child marriage; but the parents refused to listen. Then I had to call the Child Helpline to prevent the young girl from being a child bride.

Jully is choosing joy, and building her future

Jully is a trainer, mother, and entrepreneur who is building a more secure future for herself and her family. Her confidence reflects a long journey of resilience, courage, and determination. Jully's journey of strength began with her mother. Growing up in a small village in Jharkhand, Jully watched her mother work tirelessly to keep the family moving forward. Although opportunities for women were limited, her mother had managed to study until eighth grade — something uncommon in the village at the time. Jully remembers her teaching village children under a mango tree to earn income for the family.

Married before the age of eighteen after completing tenth grade, Jully found herself in an abusive marriage. After years of abuse and violence, Jully decided to divorce her husband, and her mother supported her in this decision. Over time, Jully began to rebuild her life, brick by brick, and the first step was to find a job and become financially independent. For a long time, Jully did not want to marry again, but life slowly changed when she met someone who accepted her and her child wholeheartedly. She eventually remarried and today is the mother of three children, living a more peaceful and supportive family life.

Jully's experiences pushed her toward social work, where she found both purpose and strength. She began working with an organization creating awareness around issues like women's health. When she entered Nomi Network, she attended the Training of Trainers, where she learned about life skills, SRHR, and financial literacy. Before this, she had very little understanding of banking, savings, or financial planning. Through the sessions, she learned how to manage money wisely, where savings are safer, and how taking repeated loans can trap families in debt. In 2025, Jully opened a Recurring Deposit account for the first time and also purchased an LIC policy for her husband. Alongside, she began her small pig rearing business at home for additional income.

Looking ahead, Jully continues to dream bigger for herself. She wants to improve her English, learn how to confidently use a laptop, and continue growing professionally. She believes these skills will help her move forward even more and create better opportunities for her children and community.



“

Soma Banerjee, Trainer

“

We need to keep walking no matter what challenges life throws at us, this is the lesson I have learned and I share this with all other women.

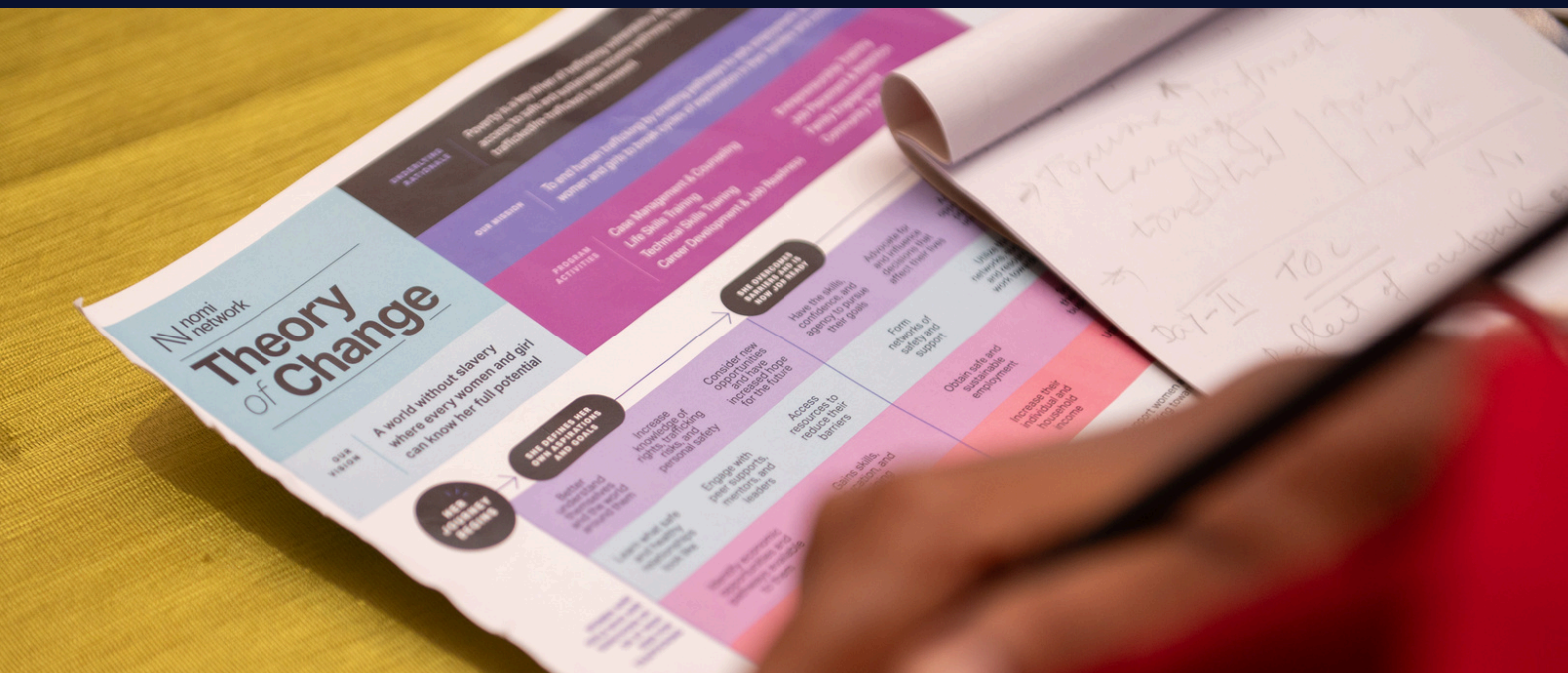
As you enter the training center in Betberia, West Bengal, you can see a confident woman with determination in her demeanor and passion in her voice teaching a group of 30 women, and each woman in the room listens intently to her. Soma Banerjee exudes empathy and courage with a kind voice and a heartwarming laughter – and she is hard to ignore.

Born in Kolkata, Soma's father had a shop which was enough to sustain the family but the remote location did not attract many customers. Soma was 13 when her father passed away, and this left their family economically vulnerable. The loss meant that it became more difficult for the three children to complete their education, as the youngest child was only 8 years old at the time. Her elder brother became the primary provider and began to look after the shop to manage their household expenses.

Soma's maternal grandfather began to convince Soma to get married when she was only 14 years old. Nevertheless, Soma was certain that she did not want to marry early and she responded to her grandfather to not force her for an early marriage. This continued for some years, and when Soma was in the first year of college, her grandfather called in a prospective groom at her home. Soma ran away to her aunt's house and her grandfather asked the younger sister to see the prospective groom. Eventually, her 17-year-old sister succumbed to their grandfather's pressure and got married. In the 2nd year of her college, Soma began to work in a NGO to manage her education and expenses, and she continued to work even after finishing her job.

Today, she is happily married to her best friend and has a 4-year-old daughter. She works to create a better and safer world for her daughter. She has taught 400+ women till now, and feels deeply connected with each of the women she has worked with. She faces several challenges during enrollment and placement of women, and Soma continues to follow up with women to understand and identify the hurdles they face. Building credibility and a safe space is one of the most foundational steps in working as a trainer for Soma.

Monitoring, Evaluation & Learning



At Nomi Network, we recognize that robust data and evidence-driven decision-making are the backbone of impactful programs. In 2025, we have improved the accuracy, completeness and timeliness of information gathered from our implementing partners by enhancing data collection tools and methodologies. Through refined reporting processes, data quality assurance and evaluation of outputs, we have ensured that key learnings and results are effectively communicated to stakeholders, enabling informed decision-making at all levels.

Furthermore, we have focused on strengthening organizational systems and processes, embedding a culture of continuous improvement and learning. By integrating aspects of monitoring, evaluation, and learning, separately, more deeply into our program design and implementation, we are fostering adaptability and responsiveness in our work.

These advancements are not just about numbers—they are about lives changed. By continuously refining our MEL practices, we ensure that every action taken by Nomi Network is backed by evidence, aligned with our mission, and ultimately contributes to lasting impact for women and girls we serve.

Shaping the Fabric Forum 2025



The Shaping the Fabric Forum 2025 was held on November 18, 2025 in Bengaluru, India. Hosted by Nomi Network in partnership with Good Business Lab (GBL) and with support from Walmart Foundation, the Forum brought together a diverse range of stakeholders from India's apparel and home textiles ecosystem to create a reflective and action-oriented space where workers, industry leaders, civil society organizations, researchers, unions, and program practitioners could collectively examine the structural drivers of labor exploitation and identify pathways toward safer, more equitable, and worker-centered workplaces.

The Shaping the Fabric Forum 2025 reaffirmed that centering women's voices, investing in worker well-being, and committing to ethical practices are not only moral imperatives but strategic choices that shape the future of the sector. Workplace well-being, including mental health and trauma-informed care, is not a peripheral concern but a core component of sustainable and resilient businesses. Employers, civil society organizations, training partners, and policymakers must work in alignment to create pathways that support women before migration, during transition, and throughout their employment journey. Through continued collaboration, learning, and action, insights from this forum can contribute meaningfully to building a more equitable, resilient, and women-centered garment industry in India.

In partnership with research firm The Analysis, Nomi Network engaged 413 individuals — including 288 workers — across eight states in research to understand forced labor risks in the apparel and home textiles sector in India. Research identified major patterns, corridors, and drivers for internal migration in relation to workers' vulnerability and risks of exploitation; recruitment pathways and related risks of exploitation; and working conditions and access to social protections. Cross cutting themes further illuminated differences between male and female workers as well as factory- and home-based workers, applying a gendered and intersectional approach. This project further applied trauma-informed care principles throughout its development, fieldwork, and validation. The project concluded in May 2026, with findings expected to be shared publicly later this year.

“

Workplace gender inequality is often framed as a confidence gap, lack of skills, or individual constraints.

But the deeper issue is organizational design: biased evaluation systems, unequal caregiving expectations, informal networks that exclude women, subtle everyday discrimination, and unsafe or disrespectful work environments.

-Anonymous guest



NOMI NETWORK

