

2017-2018



annual report

Introduction

Since women constitute the majority of the world's poor, and also of India, and since the development goals have not been achieved – particularly where gender inequality thrives, women's empowerment continues to remain the foremost challenge in the face of economic inequalities, education, maternal and child



mortality, labour market, female genital mutilation, issues of caste politics, inequalities in wages and now more than ever the issues of single women. Poverty has uncovered itself in myriad ways even in the 21st century staring starkly in the face; mostly affecting women all over. The biggest challenge which we now need to address is the empowerment of women to sustainable development.

During this decade there has been a significant shift in to women's advancement and empowerment. Parallel to this shift has been an increased emphasis on the importance of a rights-based approach to planning and programming generally. Tackling a deep, socially-embedded problem like gender inequality requires coordinated social policy and long-term measures from any developing state.



Apart from the need to closely study the patterns, there is an urgent need for the Indian state and non-state actors via greater awareness and education to address intra and extra-household gender inequality, measurable through the distributional patterns of economic and social resources between women and men. Prioritizing the need to address gender inequality remains a critical developmental issue for the state and its citizens.



From The Director's Desk

It gives me immense joy to present the Annual Report for 2017 – 2018 of Sakhya Women's Guidance Cell, a project of Nirmala Niketan Trust, which has successfully completed 31 years. This report reveals the efforts Sakhya has made to achieve its objectives through its programs and activities; it also highlights its achievements and challenges.

While presenting our annual achievements, we are struck by how much violence has spread far and wide and permeated different acts of daily living.

During the year we have had the privilege of strengthening our collaboration, partnerships and linkages with multiple stakeholders who share our vision to bring about change, change to envision a society which respects women, and endeavours to say No to Violence, which and strives towards gender equality. Our work is geared to safeguard the rights and dignity of women and girls. Sakhya has helped to transform the lives of women and girls who are victims and survivors of violence. This involves working together to tackle social norms, engage with communities and professionals to bring about an attitudinal and behavioural change. Through counselling, crisis intervention and trainings, the focus of our programs has been primarily to prevent violence against women and children, and to build a gender just society.

I would like to express my deep gratitude and appreciation to all the staff whose contribution and hard work has made this an excellent year for Sakhya enabling it to materialize its vision and mission.

All our programs were met with full support from our funding agencies, donors and well-wishers, who at every step encouraged us at every step. We also take pride in the collaboration and support we receive from individual and local donors. to acclaim that the project is also supported by the good will of individual and local donors. My heartfelt THANKS to you and our partners for reposing your trust in us.

Finally, this annual report should not be read on its own, but as one part of our comprehensive package of reporting, mirrored in the lives of innumerable lived stories of our girls and women. Along with my team, I thank you for engaging with Sakhya.

Sr Regina Menezes
- Director



Work with Individuals and Families

COUNSELLING & LEGAL AID	
Total Cases counseled in Nalasopara & Thane	190
Follow up sessions	769
Legal Redressal and litigations	53
Screening of ward cases in Thane Civil hospital	381

Challenges encountered while working with individuals and families at various systemic levels

Case in point - 1: Sheela, aged 50 allegedly reported that her husband had cheated her. She got to know from other sources that she was his fourth wife. She has 4 children from this marriage. His first wife committed suicide, while the second wife died due to some health issues. He married again for a third time, and while the third wife was pregnant, he deserted her, while she settled with another man.

They got married in a temple fulfilling all the rituals of marriage; however, for reasons not known to her, the marriage was not officially registered. She also reported that she was unaware of his background and had no clue about his earlier marriages. After some years of marriage, he started harassing her and abusing her and the children. He started emotionally torturing her for money and abused her whenever she did not oblige. Upon his retirement as a government employee, he started squandering his pension on relatives and friends without supporting the family. Sheela was concerned that after spending her life with her husband; he no longer is interested in the welfare of the family. She also sought finances for the family and upkeep of the children and was stressed that he no longer cared for the needs of the family. It also eventually dawned on her that she was not his legally wedded wife and her identity as his wife was at stake. It was very difficult for her to accept the fact that after 25 years of marriage and surviving with four children, she was still emotional and financially distanced from the man with whom she spent her life.

Case in Point – 2 : Client was 21 years old, when she approached Sakhya for guidance regarding domestic violence in her live-in-relationship. She got pregnant while she was in a relationship with her partner. They married in a temple according to the Hindu custom. She alleged that after her marriage, she was not accepted in her marital home and

revealed that she had conceived before marriage was looked down upon by her marital family. She was considered sinful and impure in the home. She also reported that the family instigated her husband against her telling him that the child was not his. He does not support her financially and does not even pay for her medical check ups. Eventually she started staying and cooking separately in the same house. The in-laws, as reported by her used to hide the ingredients and did not even provide sufficient water for her daily needs. She stated that in the entire pregnancy she was not supported by her husband and did not heed her complaints and does not communicate with her or respond to her phone calls.

She has decided to now file a police complaint in the face of violence and abuse and has decided not to tolerate the violence any more.

Case in Point - 3 : Client, aged 30 years narrated that after 13 years of marriage, she was thrown out of the matrimonial home due to the suspicious nature of her husband. Despite several requests, he did not allow her to enter the house, she had to spend the night outside the house. She was distressed and completely hurt by the behavior, she felt devastated and humiliated because she was thrown out in front of her children. The client stated that she was thus not in a mental state to make a complaint. The same night she went to stay with her mother and the following morning, she filed an NC in the police station. However, the police did not summon the husband and told her to return to her natal home. During that period she was also not allowed to meet her children. After about five months, her husband sent her a legal notice seeking divorce through mutual consent. She was not sure what to do and hence came to Sakhya seeking legal help and guidance. She has now filed a case in the Metropolitan court seeking interim order for residing in her matrimonial home and protection.



Intervention with Communities and Groups

Support Group – Who are they?

Establishing identities as a support group, coming together, experiencing leisure, letting hair down - Program facilitated by Care Organization

- ☆ They connect women who are experiencing or have experienced violence in their relationships and give them assurance and guidance to claim a safe, confidential forum in which to speak about the unspeakable and draw comfort from those who understand.
- ☆ They provide the acceptance necessary for women who are unsure of their next step, validate their emotions and feelings, make them feel valued and seek to change their circumstances without fear.



Trainings & Workshops	Sessions	Participants
Community	216	6,343
Schools and Colleges	41	3,456
Corporates, Banks, Institutions, Organizations, Community based centre organizations, ICDS Aanganwadi, Schools, Colleges	58	1,291



Training Topics <

Community Animation	Community animation, unity/group bonding, resource mobilization and community mapping
Soft skills development	Personality development, leadership & public speaking, stress management, self esteem & self awareness
Family Life Education Body Mapping	Family Life Education, adolescent / life skills, love and infatuation, intimate partner violence, making responsible choices
Menstrual Health & Hygiene	Onset of puberty, understanding of anatomy, menstrual health and hygiene, role of educators, peers and parents
Child Protection	Protection of Children from Sexual Offences Act 2012 (POCSO), Child abuse, Child Rights, Good Touch - Bad Touch
Sexual & Reproductive Health	Anatomy, sexual and reproductive health of women and girls, early marriage, violence against women and superstition
Information Technology & Social Media	Information Technology Act 2000 Cyber Crime Right to Privacy
HIV/AIDS/STDs, TB	Violence against women and various types of diseases which increases the vulnerability of women
Human Trafficking	Human Trafficking as a cross cutting issue in violence against women
Gender sensitization	Gender sensitization, gender discrimination, right to choose, freedom to express, career, gender stereotypes, gender and sexuality
Sexual assault and abuse	Sexual harassment of women and girls, eve teasing - IPC Sections 294, 509, 354
Sexual Harassment of Women at workplace Act 2013	What constitutes sexual harassment Role of employer/employee
Protection of Women from Domestic Violence Act 2005	What is DV Provisions of the Act Role of state machinery
Laws pertaining to violence	498A, Dowry Act, Rape laws, Acid Attack - Manodhairya Scheme
Property Rights of Women	Property rights of women and girls, labour laws, discrimination of women at the workplace
Effective Parenting	Effective Parenting, generation gap, role modeling, communication, parenting skills



a. District Level Training - Vaijapur, Aurangabad Nirmala Institute

Laws pertinent to women and rights of women: sessions conducted by Vidya and Shalini



b. Gnanamata Community College, Talasari Palghar Dt.

Rights of Women, Reproductive and Sexual Health of Women & Career Guidance: Session conducted by Clipsy for women and adolescent girls.



c. Nirmala Institute Vaijapur Aurangaba Reproductive & Sexual Health, Career Guidance

Sustainability Initiatives – Training of Trainers (TOT)



Intensive training for key women leaders from the communities was held over a period of one year in Thane, Bhiwandi and Vasai. The trainings combined para legal studies, knowledge and information of laws pertaining to



women and girls, honing and fostering leadership skills, basic skills of counselling and enabling them to be change makers in the theory of change.

Sexual Harassment of Women at Workplace Act 2013

Sakhya on Board of the Internal Complaints Committee (ICC)



Reserve Bank of India
2 Units



Calypso
Technologies Ltd



Ratnakar Bank Ltd.



Nextenders India
Pvt. Ltd.



Gardenia
Cosmocare



Manoj Expo

Gnanmata Sadan
Society, Talasari



St Joseph College
Satpala, Virar



Gonzalo
Garcia College



Cardinal Gracias Memorial
Hospital, Vasai



Baroda Pioneer
Mutual Fund



Baggit India
Pvt. Ltd.



KNS Studio
Pvt Ltd.



Grass Roots
India Pvt. Ltd.



Engagement with Stakeholders - "Fundamental Rights and Women's Progress":

Different civil society bodies and groups, NGO's, students from Social Work and Management College, Lawyers and Counsellors came together to discuss issues and trends currently affecting women and girls and future partnerships. Prof. Ms Vaijayanta Anand from Nirmala Niketan College of Social Work, Mumbai, Mr. Harish Sadani, Co-founder of MAVA NGO, Adv. Aileen Marques and Dr. Dinu Shibu Mathew, Family Counselor addressed the participants.



Strategic Planning workshop held on 12 January 2018 for Sakhya Team



Facilitated by Ronald Yesudas - Faculty College of Social Work, Nirmala Niketan The team was engaged in the process of determining their vision for the future as well as identify their goals and objectives for the organization. The process also included establishing the sequence in which those goals should occur so that the organization is enabled to reach its stated vision.

Staff development

Sakhya believes in the ongoing process of growth and integrated development of the staff in order to reach out effectively to its target population. Trends and upcoming issues, new laws and challenges necessitate regular up gradation of the knowledge and skills of Sakhya staff. Hence considerable time and resources are invested for a twofold output: in staff capacity building for the personal growth and professional development of the organization.



Our Achievements



381 ward cases
190 cases counselled

Individuals & Families
153 litigations

57 Campaigns
15963 brochures distributed

216 community sessions
41 schools & colleges

58 trainings
3456 students

6343 participants
1291 participants

Groups & Communities
Total no of beneficiaries 30045

IMPACT

Networking
Commission for Women - Vasai Diocese

WE Action Group
No of students placed 29 from 9 colleges

Sahasee, PTD
Zilla Parishad Schools, ICDS



OBJECTIVES



Educational Exposure Visits

- ❖ Shelter Homes, Dilaasa Crisis centre
- ❖ Women's Vigilance Cell
- ❖ Community Based College for the Tribals in Talasari
- ❖ Police Stations related to work areas
- ❖ Apurva Mahila Samajik Sanstha
- ❖ Vasai Court & Tehsil office ❖ Dahanu Beach
- ❖ Taraporewala Aquaraium, Gateway of India
- ❖ Kalaghoda Arts Festival ❖ Navsarjan Trust, Surat
- ❖ Chatrapati Musuem ❖ Baba Paware Vrudhashram



MAHILA MELAWA AT TAKI ROAD, Nallasopara

PSI Bharat Salunkhe was the chief guest of the event. He pledged the support of the entire police team in Nallasopara to the cause and safety of women.

Students' Placement for Internship

Every year students from different colleges for field work and to gain hands on training in the development sector. It serves a twofold purpose for the students and the organization. The students are trained in social work skills, knowledge and information, their analytical abilities are enhanced in the process; and the organization too benefits from their manpower and resources enabling it to undertake several other tasks and reach out to a larger population. The students have expressed their joy and appreciation to be a part of Sakhya during their academic sojourn.

College / University	No of Students
France	15
Nirmala Niketan College of Social Work	4
SNDT University	2
NMIMS, New Mumbai	1
St. John's Management College, Palghar	8
IGNOU	1
St. Xavier's College - Mumbai	1
Nirmala Niketan College - DSW students	3
Hesso School of Social Work - Switzerland	2
Total	37



Targeted Specific Intervention
41 Sessions | 3456 students



Awareness Campaigns

Totally 57 campaigns were conducted at various strategic places in Virar, Nala Sopara, Vasai and Thane; at the bus depots, hospitals, railway stations, weekly and daily market places; brochures and pamphlets were distributed to the people and a one to one conversation with the people. Many of whom wanted to know more about the services of Sakhya; a significant number of cases were referred to Sakhya as a result of the campaigns.



Networking & Advocacy

Together we are strong and powerful....

Networking and Advocacy forms an integral part of Sakhya's activities. Sakhya has established its face and credibility over the years while networking with partners at the district level, state level and also at the national level. This gives Sakhya a platform to work together to effect changes at the policy level.

- ◆ Government bodies, local self government and panchayat samiti, zilla parishad schools, ICDS Aanganwadi workers etc.
- ◆ Police, legal system, judicial system to file suits and litigations
- ◆ Schools and colleges and other institutions
- ◆ Government hospitals to work with the health systems
- ◆ Public places for street plays and campaigns
- ◆ Other organizations and institutions for staff development trainings, referrals of cases, medical assistance, rescue and rehabilitation of clients.



Networking Partners

- ☛ United Way Mumbai
- ☛ Manual Prints
- ☛ Saahasee Thane
- ☛ Bassein Catholic Cooperative Bank
- ☛ Dr Runel Pereira
- ☛ Syndicate Bank
- ☛ Dhamubai Vaz Charitable Trust
- ☛ Vasai Virar Shahar Mahanagarपालिका
- ☛ Kotak Foundation
- ☛ Police Personnel
- ☛ Zilla Parishad / Thane
- ☛ Municipal Schools
- ☛ SHARE NGO
- ☛ Advocate John Rodrigues
- ☛ Umed Rehabilitation Centre
- ☛ Sahayog Centre
- ☛ Chaitanya Organization
- ☛ Majlis
- ☛ Ekatmik Bal Vikas Seva Yojana
- ☛ Prakalp (ICDS)
- ☛ Sneha Sagar
- ☛ Silver Innings Foundation
- ☛ We Action Group
- ☛ Saavli Prathisthan
- ☛ Doorstep School
- ☛ Sneha NGO
- ☛ Men Against Violence and Abuse (MAVA)
- ☛ Young Women's Christian Association (YWCA)



Interface with students from France



We learn and unlearn together to make this world a better place for all. Understanding violence against women and its different facets at the global level with the students from France, accompanied by Ms Pascale, Ms Hazel D'Lima and the Director - Ms Marise, on 27 February 2018 and sharing between us deepened our understanding of violence against women and its different facets at the global level.

UPS Volunteerism at Baushetpada, Nalasopara on 15 October 2017
Partners get to witness our work and experience the stories of change with us.



Gender Fair – 27 October 2017, Mandovi Virar

Women and girls made the best use of this platform to showcase their skills and talents. It was a day filled with fun, activity and games wherein they brought out the different alternatives available in terms of career, sports, giving expressions to their inner selves.



Understanding of Community Intervention – Navsarjan Trust, Surat Gujarat

Sakhya Team visited the Navsarjan Trust in Gujarat and witnessed the community development and community mobilization process by the community women there. Their core competencies in running income generation initiatives, computer literacy, balwadi, fair price shops tailoring class and self-help groups were appreciated by the team.



Sports Day

Women in sports; less coverage, less facilities, less planning and less value. Hence we seek to make a difference in the mundane lives of women. Through sports they derive higher value, high quotient of happiness, high confidence and lots of fun and laughter and shed any kind of inhibition.



My Story of Change



Pradnya Laxmiprasad Patil
Community Animator
of Chaitanya NGO

It was during one of the Women's Melawa at Mandovi that I had the wonderful opportunity to meet the staff from Sakhya as I was participating in the event. The event brought together all the women from the community and it was my first event. I had heard about Sakhya's activities in the community and was curious and hence wanted a first hand experience. I was happy to have participated in the same. The event brought about a confidence in me and I got the opportunity to hone and exhibit my skills. Looking back, I am grateful to the team for considering my skills and abilities to contribute to the change process. When I saw the change wrought about in the Mandovi community, I felt more could be done, hence together with Sakhya we explored more communities around Virar, viz. Shivansai and Medha. The women there openly accepted our proposal and hence we have together embarked on this journey to spread awareness and bring about the rights of women. It has now been a daily practice for me to discuss issues of women and girls in all my meetings. I have pledged my support to bring about this change in my family and community. I consider myself a leader and a beneficiary in this theory of change.



31 Annual Day at Nalasopara on 17 March and International Women's Day at Thane on 24 March 2018

31st Annual Day of Sakhya Women's Guidance Cell was celebrated with friends and partners who joined with us on the Theme - Press for Progress. Adv. Clara Gonsalves (DHM) and Mr Jagdish Sansare gave their valuable insights on the need of our times and the ever changing role of women. The cultural program added colour and ambience to the celebration with the participation of one and all in the wonderful event.



Subsequently on 24 March, International Women's Day was celebrated in Thane amidst the community. The entire program was coordinated by the team and community women. The chief guest of the day, Dr Asha Patil, Social Work Department of SNDT University, Mumbai addressed the participants different facets of gender discrimination cutting across food habits, dressing, culture, norms, health and economy.



Celebration of International Women's Day - Archdiocese of Vasai - 8 March 2018

Professor Tejaswini Uzgare, the Chief Guest of the day, from Nirmala Niketan College of Social Work highlighted the status of women and their efforts towards progress. His Eminence Archbishop Felix Machado presented a global perspective of peace and development and the development of the individual person through people led development.



Quarterly Newsletter - Hunkar
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- Local donors and benefactors

**MEDIA
 COVERAGE**

Media coverage in the local news papers about the UN International Campaign for Violence against Women, coverage about Sakhya's activities and testimonials.



Together we made
it happen – and we
commit to continue our
sojourn together



Relishing a Christmas meal together



Annual Getawaystaff picnic

We steal time to unwind and rejuvenate, connect with each other and with self and come out with renewed vigour and zeal. Thanks to the management, friends and benefactors who made our annual staff picnic possible.





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