

Annual Report



2023



Behind every great woman... is another great woman.

Kate Hodges

DIRECTORS FORWARD



I am pleased to present our 36th Annual Report that puts forth our efforts and showcases our ability to continue to create value for our stakeholders now and in the future. The year has been particularly rewarding in terms of our interactions with the Government. The annual report covers our activities in detail and we are happy to share the achievements. It's an honour that Nirmala Institute, Sakhya Women's Guidance Cell has been selected to work with Women and Child Development at Palghar District level where the organization provides counselling services to the victims of domestic violence. Another proud feeling is that Sakhya's Director was awarded 'Committed Woman Social Worker' at Maharashtra state level.

We look forward to continueing working together with all our stakeholders such as the Government, local bodies and authorities, corporates, other civil society organizations, individuals and society as a whole, towards a gender friendly India. We are grateful to our donors and our many supporters for their generous help

Gender discrimination and violence against women are common in India. According to a report by the National Health and Family Survey, one in every three women in India, starting from the age of 15, has faced some form of domestic or sexual violence. Sakhya has helped to transform the lives of women and girls who are victims and survivors of violence

Right from a young age, women are made to believe that they are inferior. They are taught to be dependent on the male figures in their lives. These ideas of misogyny and patriarchy are so deep-rooted that the women become indifferent to the abuse. Lack of education, awareness, and fear of social stigma has made thousands of women suffer in silence. The objectives of the organization to empower women has been achieved through counselling, providing legal aid, conducting sensitization and awareness training.

On behalf of the Board of Trustees I would like to thank the team of Sakhya for working so tirelessly. Their dedication, involvement and participation as a team, has enabled the organization to reach new heights in various spheres of our development activities. I feel extremely proud of the committed and dedicated team, students and volunteers whose hard work is visible in this report. It has been a wonderful journey with them for the last six years. Finally I take this opportunity to thank our donors and partner NGOs who have supported us in implementing meaningful development programs with faith and unwavering hope for a better tomorrow. I would also like to thank our Trustees for their continuous guidance and encouragement to expand our work and reach out to a larger population.

Sr. Shaila Crasto
Director, Sakhya.



ABBREVIATIONS AND ACRONYMS

NGO - Non-Governmental Organization

DV - Domestic Violence

POCSO Act - The Protection of Children from Sexual Offences Act

VAW - Violence against Women

SHW - Sexual Harassment of Women at Workplace Act, 2013

IC - Internal Committee

ICDS - Integrated Child
Development Services

PLV - Para legal Volunteer

WCD - Women and Child
Development

PO - Protection Officer

OSC - One Stop Centre

VVMC - Vasai - Virar Municipal Corporation

RTE - Right To Education

CCO - Centre for Community Organisation

PSI - Police Sub Inspector

CEO - Chief Executive Officer



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INTRODUCTION

SAKHYA Women's guiding cell was established with the goal of assisting women in helping themselves. Through the concretization process known as women's empowerment, SAKHYA's main objective is to promote gender equality and gender justice.

Today with immense pleasure SAKHYA: THE WOMEN'S GUIDANCE CELL turns 36. For us, it is a proud occasion. It is a time to treasure and rejoice, to pause and think, and to move forward with fresh insights and even stronger commitment.

The past 36 years have been filled with a lot of learning, experimentation and challenges but also with happiness and fulfillment. This journey has been consistent with our vision and mission.

Vision: "A society where gender justice and gender equality will contribute to enable women to live with human dignity."

Mission: Enabling society to cultivate a sense of social responsibility to bring about a gender just society.

The independence enjoyed by women now is greater than ever. They are free to make a choice. But the journey is still far from over. The injustices that women have endured since the dawn of time must be put to an end. And SAKHYA is here to make that difference.

Through this report, we hope to give you a glimpse of those moments that we sought, recognised and embraced as well as those that shaped our practice and enlightened us.

OUR INTERVENTION STRATEGIES

Sakhya's intervention and services is based on the following 4 interconnected and interdependent strategies that aim towards providing a comprehensive and holistic intervention model with regard to gender based violence.





VALUES & CULTURE AT SAKHYA - WGC

Our values and culture have always guided Sakhya as an organisation. They have helped us remain true to our purpose, make decisions in the most challenging situations and find the way through the incidents of violence and abuse. These values and culture are fundamental to Sakhya.

Respect: respect is a fundamental value for Sakhya and it is essential for the well-being of any society. At Sakhya by respecting others, we create a positive and supportive social environment that benefits every one of us.

Trust: For Sakhya trust is an essential human value that quantifies and defines our interdependence in relationships with others. Trust is the belief and confidence in the integrity, reliability and fairness of a person or organization....

Passion: Passion is the most important ingredient in the recipe of success for Sakhya. We believe that without passion, success is impossible. Our team loves and takes pride in what we do. This inspires us further to work harder to succeed.

Transparency: Sakhya believes that Transparency implies openness, communication, and accountability. Not hiding anything. Whether things are good or bad, we openly and honestly convey information whenever a situation requires it.

Determination: Sakhya team has a strong Determination. This has increased our chances of thriving in a particular issue or achieving a particular goal and it has also helped us to stay motivated and continue striving towards the objectives we wanted to achieve.

Empathy: Sakhya inculcates the value of Empathy in their staff. The ability to feel empathy allows people to "walk a mile in another's shoes," so to speak. It permits us to understand the emotions that others are feeling. Empathy allows us to build social connections with others. Empathizing with others helps us learn to regulate our own emotions. Empathy promotes helping behaviours among us.

Listening: Listening is an important aspect of interpersonal relationships. Sakhya believes that when someone feels listened to, they feel loved and understood. Their feelings are validated and they are often able to gain a deeper understanding of who they are.



CONTRIBUTION TOWARDS SDGs - SUSTAINABLE DEVELOPMENT GOALS

Sakhya considers the SDGs an important initiative for realizing a sustainable society and improving people's quality of life through solving global social and environmental issues. We have significantly contributed to achieving the SDGs through our projects, which also serves as a source of sustainable growth for us.



Sakhya contributes to the achievement of the above SDGs both directly and indirectly through its project activities



OUR IMPACT IN 2022 - 23

The Year at a Glance:

2022-23 has been an exciting year for Sakhya. We share with you our achievements and accomplishments.



Individuals & Families

- Cases Counseled 308
- Cases follow up 492
- Hospitals Ward screening 390
- 4 Support group programs with 161 participants

5 Exposure visits to 98 women & children & staff

Visitors 75

Groups & Communities

- Meetings & visits 2219
- Community sessions 2052
- Sessions with kids 1427
- Monitoring visits & sessions 51
- Kitchen garden project 48
- PLV Trainings – 2 to 209
- Training sessions 1910
- Schools & colleges sessions 3850
- Sessions with hospital staff 423
- ICC Meetings & cases 232
- SHW workshops 1585

1 Community Need Assessment for 15 children

4 Medical Camps

71 Programs & celebration with 3682 participants

Networking & Advocacy

- Networking meetings 300
- Staff development trainings 464
- Student interns & volunteers 50
- Government schemes to 40 beneficiaries

Awareness Campaigns

21672

Knock the door, street plays, rally, campaign at public places, putting up posters at police station, hospital



OUTREACH & OUTCOMES:

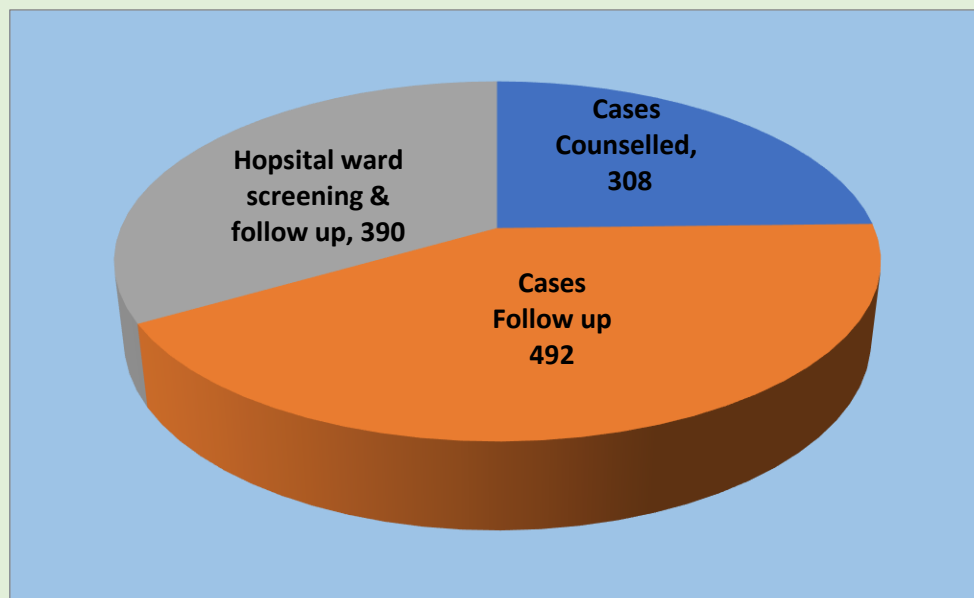
- **WORK WITH INDIVIDUALS & FAMILIES**

'Listening is often the only thing needed to help someone'

One of the main activities at SAKHYA is COUNSELING because it is the route we take to improve our lives. Counselling can help you find your purpose and live a happier, healthier life in addition to allowing you to vent your thoughts. It has a significant impact on people's life on a personal, family, and community level. SAKHYA's counselors help clients get out of ruts and move on with their lives without looking back.



Fig 1. The diagram below depicts the Counseling data during the year



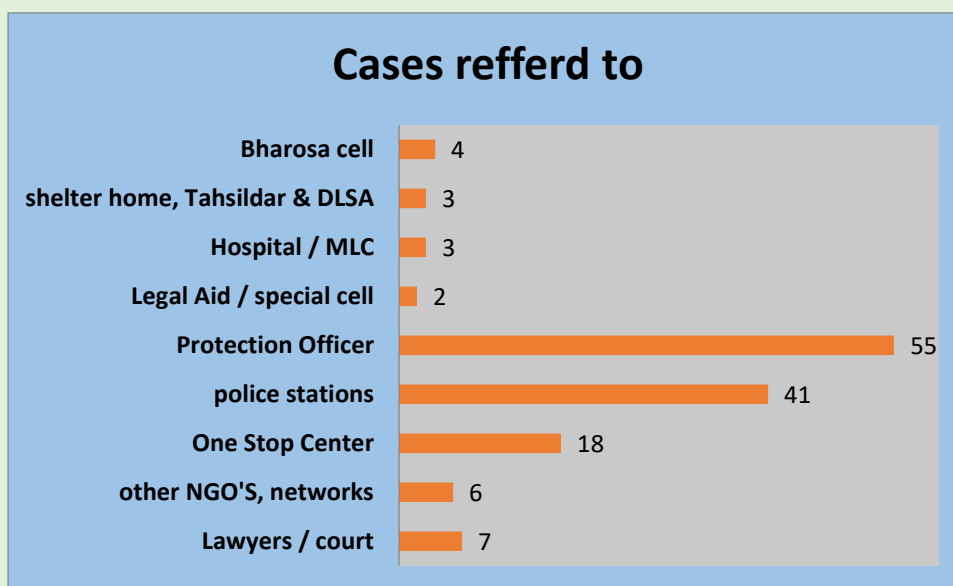
Total Cases counselled during the year were 308. We conducted follow up of about 492 cases. Follow-ups were through Joint meetings and through visits to the Protection officer's office, police station, one stop center, court and Bharosa cell etc for taking updates about cases or clients. Sakhya works at two Government hospitals Civil Hospital, Thane and VVMC Hospital, Nallasopara, so in total ward screening and follow up were 390 over there. Sakhya started a new centre last year at Vasai – Virar Municipal Corporation Hospital – VVMC. This helps to provide services & help to the cases from the government hospital.

The majority of the cases that approached Sakhya for counselling came through accessing the website of Sakhya to the Nallasopara and Thane centers. The other cases were referred to Sakhya by local community, Hospitals or by like minded NGO'S, ex-student interns, staff, animators. As a counsellor, sometimes it is necessary to enable the client to find additional sources of support. This is where counselling fits into a wider supportive network of organisations and resources.

Referring cases to the right place speeds up the process of justice and provides better help. The following chart projects the data of referrals made by Sakhya. Majority of the cases were referred to the Protection officer, police station and one stop centre.



Fig 2. The graph below depicts the Referral cases



The majority of cases are of domestic violence. Hence the common referrals have been to the Protection officers and police station.

Fig 3. The table below depicts the types of cases

| Type of Cases Counseled | |
|---|------------|
| Domestic Violence - DV | 261 |
| DV by wife | 2 |
| Dispute with neighbor / mental harassment | 7 |
| Adultery | 2 |
| false promise of marriage / Unwed pregnancy | 2 |
| Child Custody | 1 |
| Any other problem - Psychology | 2 |
| Property matter | 6 |
| Divorce | 12 |
| Cyber Crime/ stalking | 1 |
| Invalid marriage of daughter | 2 |
| Molestation, Blackmailing, Rape allegation | 2 |
| Restitution of conjugal rights | 5 |
| POCSO (Legal guidance cases above 18) | 1 |
| Intimate Partner Violence | 1 |
| Dowry death | 1 |

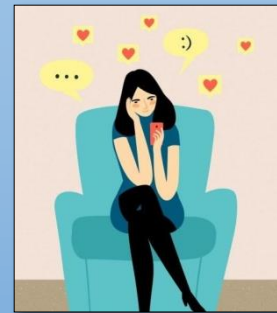


Below are narrated a few of the cases handled by Sakhya. It will give a better understanding of case intervention and counselling.

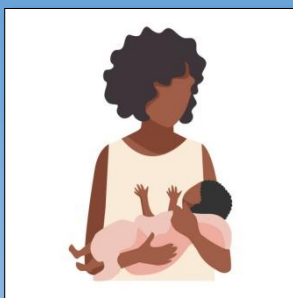
CASE STUDY: 1

INFLUENCE OF SOCIAL MEDIA ON ADOLESCENTS

Chitragani was a 2nd year BMS student who was 19 years old. She excelled in academics. Her parents ran a modest tikli manufacturing business. Chitra received a phone to use for studying purposes when the college was on lockdown. Chitra was a stunning young woman. She gradually struck up a conversation with Suraj and his family. She wasn't even aware that she was falling in love with Suraj at the time. They started communicating everyday on cell phones, exchanging messages, sending each other pictures, and so on. They eventually began gathering while no one else was home. Chitra soon became pregnant, but she was unaware of it. Chitra began using medications in an effort to kick-start her menstrual cycle. Chitra's mother believed that she was missing her periods because she was a little overweight.



But after a few days, a tragic event broke both Chitra and her parents' hearts. Chitra mentioned getting her period that day while in the bathroom and requested her mother for water so she could take a shower. The mother discovered that Chitra was still in the bathroom after 4 hours. Her parents became concerned and began to question her about what had occurred. Chitra, however, was not providing them with any specific details. The father eventually became enraged and shattered the door to investigate what had occurred. He observed a film of blood on the floor as soon as he busted open the door. When her mother came in, she also noticed a frail tiny baby on the floor. Her parents were horrified to see this all. The parents bravely carried Chitra and her infant to the hospital. They attempted to enter private hospitals but were turned away. By doing MLC, they were finally allowed to enter a public hospital. The parents were frightened as to how they will face society today.



They quickly sought assistance from SAKHYA: Women's Guidance Cell. The counsellor took note of the circumstance, considered what Chitra desired, and accompanied her parents to the police station to learn what might be done about the infant. Chitra's mother took care of the infant for 12 days while also monitoring Chitra's health while they were kept at a relative's home. The counsellor continued to inquire about their respective health conditions. The counsellor gave them advice on how to handle the problem so that it wouldn't have an impact on Chitra's education and the future of the baby. In addition, the counsellor gave the family advice on how to care for Chitra's mental health, and with Chitra's consent, the baby was given to CWC. It was made sure the baby would be raised properly.

Chitra is now continuing with her BMS degree. According to her, the counsellor's advice helped her overcome the fear of her family, and the family also encouraged her to make her own decisions.

CASE STUDY: 2

CHEATING IN A LIVE-IN RELATIONSHIP

Since it was the counsellor's first case, a senior was with her. During the ward visit counsellor came across Pooja who was 34 years old and lives in Chinchoti. Counsellor enquired as to what happened. Pooja responded by stating that there were numerous rats in the home and that she had put medication on tomatoes to kill them, but she had nevertheless eaten those tomatoes. The counsellor was astonished by this response and was unable to comprehend it. Who else was at home, she then inquired? She made the statement that she lived together with her husband, Dheeraj. He had left for the village. The counsellor provided her with information about the organisation and phone number.



The counselor's phone rang exactly one month after this meeting; it was pooja, who was sobbing hysterically and explaining that she had taken rat killer medication since her lover had betrayed her and wrecked her life. Pooja began to tell her story: "I was married five years ago." Through Instagram, I met a boy named Dheeraj who was 28 years old when I arrived in Mumbai. Dheeraj profited on my marital conflicts with my husband. He charmed me by pretending to be patient while reassuring me that he would look after me. And I travelled to Chinchoti, after leaving my spouse. I was very much adored by Dheeraj. He also presented me to his family, telling them that we should get married. After hearing this, the entire family began to adore me. I earned a high salary from my profession in the film industry, and when his father learned of this, he borrowed Rs. 1, 44,000/- from me and kept asking for more money. Dheeraj and I were renting a room, and I was covering the entire cost of the property. Dheeraj never offered any type of financial assistance, claiming that he had obligations to his family. He used to abuse me sexually every day and take advantage of me. Pooja was unsure of what to do because she lacked the knowledge. She was scared that, no one will take my case if I go to the police station today, because I was living in a live-in relationship of my own free will.



Pooja proceeded to the police station with the assistance of the counsellor, and there the police threatened Dheeraj's family by demanding that they restore Pooja's money to her. With the aid of an influential individual, Dheeraj's father instructed the police to put a stop to the incident. Pooja contacted the counsellor who was in contact with the IPS and PSI once more and provided them with all the details of her case. They contacted the police station after receiving it and explaining what had occurred, asking them to assist Pooja and tell the other parties in a similar manner.

After witnessing the assistance provided to Pooja by the Sakhya Sanstha, she is now helping comparable victims and reporting any cases to the Sanstha that she comes across.

CASE STUDY: 3

FORGIVENESS MAKES TOGETHER FOREVER

ABC is a married woman, aged 28 years. Her family includes her father-in-law, mother-in-law, two brothers-in-law and her husband. She had approached the Sakhya Women's Guidance Cell. She reported that she had been married for two years and that her husband was committing violence against her and treating her improperly. She was then four months pregnant and had been staying in her mother's house for four months. When she had called her husband to tell him about her pregnancy, he had responded by asking, "What should I do?" He had not even been calling her on the phone for the past four months and was not coming to take her back despite her wishes. At home, she always had to ask her husband's permission even to receive phone calls, and was severely beaten by him four months ago, making her leave for her mother's house. The Sakhya Women's Guidance Cell counseled and motivated her to maintain her courage and speak freely, as well as acquainted her with the Domestic Violence act and the concept of Joint Meetings of spouses. After imparting to her the understanding that their (she and her husband's) mutual expectations of each other will be clear to both spouses, her husband was contacted and invited to the Joint Meeting. He agreed to come and did so. On hearing each of them, the Sakhya Women's Guidance Cell educated the couple on laws that prohibit violence against women, and the repercussions of their dispute on the unborn child. After this, both of them consented to cohabitation. The statement saying 'both of us are willing to accept mutual expectations of each other and live together' was taken from each of them in writing. Her husband expected proper conduct from her with his parents and brothers while she expected him to cease all violence and exhibit proper conduct towards her. Both of them accepted these conditions and started living together again.



- **COMMUNITIES & GROUPS**

"Alone, we can do so little; together, we can do so much" – Helen Keller

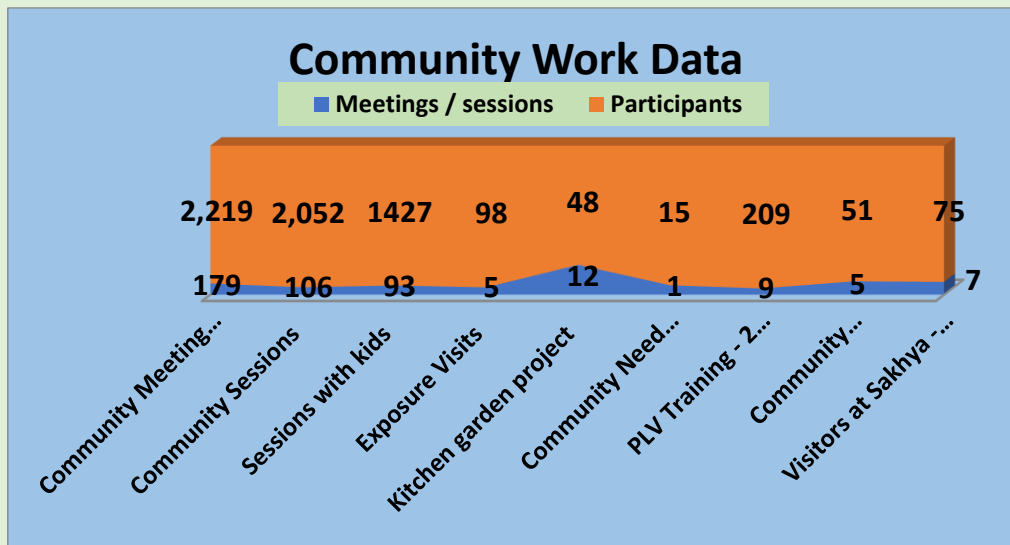
For SAKHYA, strong communities are essential since they are frequently a significant source of social connection and a sense of belonging. Communities are wonderful because you can give back just by participating. Simply being present has the power to improve our lives, the lives of others, and create stronger organisations and society.



Regular meetings, home visits, training sessions, workshops and special programmes held in communities with women, youths & adolescents from tribal small padas and socio – economically backward communities have resulted in developing leadership qualities among them. The women who are financially independent have begun to make decisions by themselves.

We depict below the various activities that were conducted at the Community level.

Fig 4. The graph below depicts the data of Community work



During the year 106 community sessions with 2052 participants, 179 community meetings / visits with 2219 participants, PLV Training with 2 groups having 9 sessions with 209 participants, 93 sessions with 1427 kids and 5 Exposure visits with 98 participants and need assessment at Walmikipada with 15 children, 5 community monitoring visits and sessions with 51 participants have enhanced the capacity of women and the community.



Community sessions: The awareness program is an interactive program designed to provide citizens with the basic tools needed to recognise and help prevent gender based violence within their communities. Sakhya conducts training within communities so that they are empowered to adopt sustainable gender just practices.

Para Legal Volunteers (PLV): PLV is a program of SAKHYA for the development of delivery skills and law related knowledge of those women who wish to become trainers and legal volunteers to help community women to get justice. PLV are expected to act as intermediaries bridging the gap between the common people and the Legal Services.



COMMUNITY LITERACY AND ROLE OF VOLUNTEERS

Math and English Literacy class: Classes by volunteers Crescent and Vedang held at communities at Gass, Nalasopara and Lokmanyanager and Walmikipada, Thane

Kitchen Garden Project: The project was to help the women to overcome their fears, build their confidence and empower them. The kitchen garden model was meant to improve nutrition security and supplement household income. This year SAKHYA focussed to do follow up and seed distributions to farmers groups around the Vasai – Virar area.



Exposure Visits: enable women, adolescent and children groups from different communities to interact with and learn from each other, allowing them to view practical examples of successful integration of sustainable practices in communities like their own.



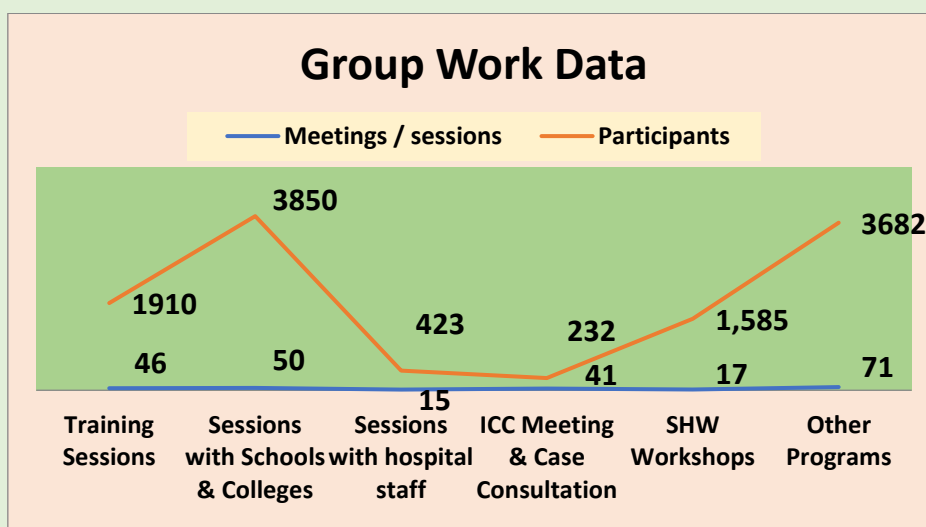
At SAKHYA, working with groups is crucial to improving social functioning and finding root causes of issues.



Groups are used for a variety of purposes, including amusement, creativity stimulation, member evaluation, nonverbal communication support, interpersonal relationship development, helping, competence and confidence development, better decision-making, altering the group's environment, and assisting isolated, reclusive, or silent members in interacting with others.

These groups include students and workers from educational institutions, business organisations, NGO employees, medical professionals, nursing students, children from local Bal panchayats, and ICDS/Anganwadi staff.

Fig 5. The graph below depicts the data of Group work



During the year 46 training sessions with 1910 participants, 50 sessions at government and private schools and colleges with 3850 participants, 15 sessions with 423 hospital staffs at Thane and Nalasopara, Workplace sexual harassment related 41 Internal Complaint Committee meetings, case conferencing held with 232 participants and awareness about the issue was done with 1585 employees of the different organisations and companies. 71 programs and celebrations were done by SAKHYA at communities with 3682 participants to empower them by enhancing the capacity.



Training Sessions: Sessions were conducted during the year on different topics such as Cyber Crime, Self defense, gender equality, Menstrual Hygiene and Good touch Bad touch etc. The sessions were focused to encourage and motivate women to stand against gender based violence and thus increase their confidence.

IC Meetings & Workshops on Sexual harassment: SAKHYA sensitised with legal education related to sexual harassment. These meetings and workshops have helped participants to understand their workplace related gender based policy, their equal rights at workplace & need to promote gender equality.



Workshops for health care professionals: gave them a better clarity on their role in dealing with the victim of domestic violence.

AWARENESS CAMPAIGNS



"With awareness comes responsibility and choice." - Amanda Lindhout



At SAKHYA, we firmly believe that awareness-raising campaigns are essential to conveying the message that violence against women and girls of any kind is never acceptable. It's essential to let victims know about their rights and the support systems that are accessible to them.

Campaigns are crucial to bringing about societal change. International Day for the Elimination of Violence against Women is observed on November 25. A social media campaign to raise awareness of gender-based violence was organised with the aid of volunteers, employees, and student interns. In the public spaces of Vasai Taluka and Thane district, 288 campaigns with 21672 participants were done. There were distribution of leaflets, talks, sessions, putting up posters at government and private hospitals and police stations and rallies at public places and communities of Nalasopara and Thane by SAKHYA through campaign.



Campaigning for Women Safety

The Campaigning of Sakhya for gender friendly and safe transportation facilities for women. An awareness session was conducted on Eve-Teasing & Women Safety with the staff of VVMC Parivahan on 26th January at Gaondevi VVMC Bus Depot, Sativali.



- **NETWORKING & ADVOCACY**

"Your network is your net worth." -- Porter Gale



One of the pillars of our strategy is advocacy and networking. It is essential to all of our activities. One of the most crucial components of networking at SAKHYA is creating, preserving, and utilising professional contacts in the fields. At the district, state, and national levels, we collaborate with partners. This provides a venue for us to collaborate and influence policies. Right now, SAKHYA networks with **We Action, CHARI Networks, Feminist group network and NGO networks with Oasis India**. Working together, in our opinion, is the best way to bring about change and progress. SAKHYA in a year networks with 300 stakeholders for the gender just society. Sakhya's achievement towards getting benefits of Government schemes mentioned in the table below:



| | |
|-----------------------------|-------------------|
| E - Shram card | 26 women |
| RTE School admission | 4 children |
| Stitching machines | 4 women |
| Ghar ghanti machines | 6 women |



ENHANCED VISIBILITY OF SAKHYA'S IMAGE

1. INTERNATIONAL WOMEN'S DAY CELEBRATION AT SCHOOL

Dr. D. J. Galvankar Smarak Vidyamandir Secondary School, Arnala has invited Sakhya team members to deliver a talk on Women Empowerment to the adolescent girls and teachers on the occasion of international women's day on 8th March 2023.



2. PROUD MOMENT - FELICITATION & AWARD TO DIRECTOR OF SAKHYA



The Proud and happy moment for Sakhya women's Guidance Cell. We feel amazing to share the glimpses of the felicitation of Shaila Crasto, Director of Sakhya as a committed woman social worker for the year 2023. The Felicitation took place at the Annual Day function of Tushar Prakashan, Vasai and *Dainik Aapla Upnagar newspapers* on the occasion of International Women's Day on 8th March 2023.

3. CHIEF GUEST AT ANNUAL DAY FUNCTION OF BHAROSA CELL

On 4th March 2023 first annual day of Bharosa cell was celebrated at Vishwakarma hall Anand Nagar Vasai west. All ZP school teachers were invited for the program in order to strengthen the network of Bharosa cells. Sakhya's director was invited as guests for the program also Sakhya's staff and volunteers who are helping at Bharosa cell for counseling were felicitated. The team of Bharosa cell appreciated Sakhya's two days weekly contribution specially for counseling the victims of domestic violence at Bharosa cell.



4. NGO FELICITATION PROGRAMME - WORLD NGO DAY CELEBRATION

Hence MESCO trust has organized a Get Together with prominent NGOs and felicitated them on the occasion of WORLD NGO DAY- MONDAY 27th February 2023 at Islam Gymkhana, Mumbai. A Sakhya Women's Guidance Cell team member was proud to represent the organization at the event.



5. MOBILE LIBRARY FOR COMMUNITY CHILDREN BY SAKHYA

The inauguration of the Mobile Library for the children held at Gass Dongri community by Sakhya in collaboration with United Way on 1st June 2022. Talk was delivered on the topic of Importance of reading by Ms. Jenny - Librarian of Vidya Vikasini School library and another talk on the topic of Environment by Ms. Shobha - Primary teacher.



6. SAKHYA'S CALENDAR DISTRIBUTION TO STAKEHOLDERS

A team member of Sakhya Women's Guidance Cell along with students from Nirmala Niketan College of Social Work gave Sakhya's Calendar on the theme of Cyber security to police stations, protection officers, companies and local churches etc in the month of January 2023.



7. SAKHYA'S BANNER WAS DISPLAYED this year on the occasion of VAW Campaign (Violence against Women), to the hospitals and police stations at Nalasopara and Thane.





STAFF DEVELOPMENT TRAININGS

SAKHYA places a high priority on staff development training. The staff is provided an opportunity all throughout the year to become knowledgeable about gender issues and to develop the essential skills. To spread information about various themes, 17 staff development trainings were organised and 464 participants got benefits out of it.



VOLUNTARY WORK AND STUDENT PLACEMENT FOR INTERNSHIP



“We can change the world and make it a better place. It is in our hands to make a difference.” — [Nelson Mandela](#)

The SAKHYA Volunteer & Internship Program gives qualified students and volunteers the chance to gain firsthand experience. It serves as a model for young enthusiasts who are committed to creating a just society and have a strong interest in working in the development sector.

This year at SAKHYA, we had a group of 30 local volunteers as well as 20 student interns from renowned colleges named Nirmala Niketan Social Work College, Home Science College, NMIMS, IGNOU, Nirmala Niketan paraprofessional social work students, St. Xavier’s College, SNTD College etc to learn and support the work of Sakhya and specially contributed a lot to create gender equality in the society and surroundings.





Internship experience at SAKHYA

NAME: Malkissa Victor Machado, COLLEGE: NMIMS, Navi Mumbai

As an intern at SAKHYA: WOMEN'S GUIDANCE CELL, I had a remarkable experience working alongside a team dedicated to empowering women and promoting gender equality. The organization's commitment to its mission and vision was evident in its impactful initiatives and the positive changes it brought to the lives of women in need.



SAKHYA's programs were well-designed and targeted various aspects of women's empowerment, including economic empowerment, education, health, and advocacy. The organization's advocacy efforts to promote women's rights and gender equality were also noteworthy, as they aimed to bring systemic changes and create a more inclusive society.

The team at SAKHYA is highly committed and passionate about their work. They are knowledgeable, supportive, and always willing to share their expertise and guidance. As an intern, I felt valued and included in the team, and my contributions were acknowledged and appreciated. The team's professionalism and dedication to the cause of women's empowerment were truly inspiring.

SAKHYA also had a strong presence in the communities they served. They actively engaged with women beneficiaries, conducted needs assessments, and involved local stakeholders in their programs. The organization's approach of working closely with the community and understanding their unique challenges and needs helped ensure that their interventions were relevant and impactful.



In conclusion, my experience as an intern at SAKHYA was incredibly rewarding. I was inspired by the organization's dedication to empowering women and their comprehensive approach towards addressing the multifaceted issues that women face. I would highly recommend SAKHYA to anyone looking to support women's empowerment and contribute to meaningful change in communities.

Thank you very much for the certificate and the encouraging, kind feedback that will surely help me improve my performance in future. This internship with Sakhya has taught me a lot about humility, humanity and service to human beings through social work. I am immensely grateful to Sakhya for introducing me to this field and giving me the opportunity to hone my skills for the cause of humanity. Thank you. ----- Regards, Vedang Deshpande



CELEBRATIONS & PROGRAMS

INTERNATIONAL WOMEN'S DAY: celebrated in different communities at Nallasopara, Thane and Bhayander during the month of March 2023. At Nallasopara celebration through Sports Day Varcha mala community, Vasai West. At Thane the event commenced with awareness speeches on de-addiction from the representatives of Alcoholics Anonymous. At Bhayandar conducted a session on Cyber Laws On the occasion of women's day celebration at Nazareth Church C.C.O & women cell.



The Inspiring Celebration of International Women's Day



Celebration was done along with Jhansi Chi Rani Mahila Auto Driver's Union. Program was conducted by training of Self Defence to lady auto drivers at 22 No. Circle, Kisan Nagar Road, Wagle Estate, Thane. The main Objective was to master the skill of self protection of women auto rickshaw drivers, who traveled long distances day and night for their work.

36TH ANNUAL DAY CELEBRATION OF SAKHYA:

Theme: 'Embrace Equity'. The event was held on 25th February 2023 at Jeevan Vikas Patpedhi Hall at Nirmal. Guests of the programme: PSI of Nallasopara Police Station Ms. Bhavika Mahimkar, Dr. Rani Badlani from Petit Hospital, Vasai, Dr. Reshma Bansode, The CEO of Jeevan Vikas Patpedhi Ms. Lata, Fr. Joe D'mello and Ms. Regina Almeida, women members of Jeevan Vikas Patpedhi.



The event was lightened up by a sweet welcome dance performed by the kids from Bal Panchayat. Welcoming and felicitation of the guests was done by our Director Sr. Shaila Crasto and Ass. Director Sr. Natty Lopes. The programme was hosted by NN College students. Cultural dance and songs were performed by the Community Women and local volunteers. Short speeches were given by our guests regarding #EmbraceEquity and they also shared their life experiences with everyone. With their support and presence they encouraged our Organization. A skit about 'Domestic Violence' was performed by the students of NN College. Different types of spot prizes were also taken by NN students and staff. A Poem regarding Sakhya and its works was recited by Amit the student from NN College. The programme was ended by a Vote of Thanks from our Director Sr. Shaila Crasto. The event was a great success by the support and encouragement of our lovely audience, guests, volunteers and staff.





CHRISTMAS CELEBRATION OF SAKHYA:

The team had a wonderful get together on 3rd January 2023. Fr. Agnelo Carvalho was our guest for the day. He distributed gifts for all the staff and also gave a good talk about love and unity. Games were conducted by volunteers Ansu and Valencia. The day ended with a fun game and dance.

DIWALI CELEBRATION OF SAKHYA:

The Sakhya team celebrated the Diwali Festival with stakeholders and local community people at the Sakhya office on 28.10.22. Program was started with the prayer song "Jyot se Jyot Jaalate raho"..... and an honourable guest Dr. Reshma Bansode, Dr. Rane and Fr. Joe D'mello along with Sakhya's Director did lighting of lamps to symbolize the festival. It was followed by a welcome speech by the Director of Sakhya. Further insightful speech was delivered by Dr.



Reshma Bansode with beautiful message on "Importance of light in our life and light has two sides it can bring shine as well as if it is too much then can create fire and burst the surrounding," There were insightful messages were shared by the guest of the event Dr. Rane and Fr. Joe D'mello on the occasion. To add more fun and joy, team members conducted recreational games for the participants and the program ended with a vote of thanks to one and all for their participation, support and collaboration.



MAKARSANKRANTI CELEBRATION CUM SUPPORT GROUP

PROGRAM, organized for the women and girls at Nalasopara and Thane. Sakhya organized **NEW YEAR** celebrations for local volunteers to sustain their team spirit.

CHILDREN'S DAY CELEBRATION, REPUBLIC DAY, RAKSHABANDHAN and KITE FESTIVAL CELEBRATION by SNTD student intern at Thane for Bal Panchayat kids at Community level.



TRIBAL DAY & SPORTS DAY at Gass and Girij community kids group by NN student interns along with animators.



An awareness session on **WORLD BREASTFEEDING WEEK AND NUTRITIOUS FOOD** conducted by Sakhya Women's Guidance Cell at pada no 04, Lokmanya nagar, Thane on 13th August 2022

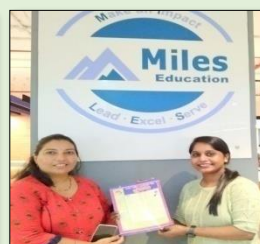
Sakhya women's Guidance Cell successfully completed the **SUMMER CAMP** activity at Nalasopara and Thane community in the month of May 2022. The summer camp completed with the help of staff, animators and volunteers.



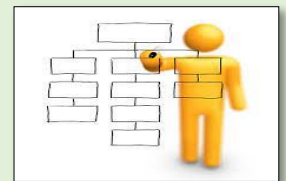


THE FUTURE

- There is lesser recognition for the existence of the issue of gender based violence as a prevalent social issue in India due to the social and cultural taboo around the same. This acts as a barrier for us to reach out to victims and other stakeholders.
- The strategic roadmap of Sakhya indicates a significant scaling up in terms of increase in outreach at community level for the coming year. To sustain the issue and address it we have adopted the community development models and built capacities of women and girls over several years. Hence we have been able to move out of some of the empowered communities. We intend to scale up the program to newer areas around Vasai – Virar and mainly close to the VVMC Hospital at Nalasopara.
- It also represents that Sakhya is emerging as an organization with the focus to provide direct preventive and psychotherapeutic services along with building capacities of professionals to create a safety and support network around women and girls. To bring about effective transformation, we will continue to encourage involvement of men, youth and the opinion makers, who can contribute to this change towards a violence free society.
- From 2020 Sakhya has decided to initiate and give more focus on livelihood, Kitchen garden and skills building programs to ensure sustainability.
- NGO management and professionals often lack the time and commitment to mainstream the issue of gender based violence in their work arena. It becomes challenging to negotiate about the strong inter-linkages that gender based violence has with the other issues namely Human Rights, Child Rights, Education, Health, etc. We try to work closely with the systems to ensure speedy justice for the victims of violence and to create a mechanism for a single window system for redressal of cases. It will also help to ensure the Govt. schemes, services and benefits to the needy.
- Motivate volunteers and engage students from different colleges through the internship programs. We also plan to absorb human and other resources from the local community to engage actively in the programs of Sakhya.
- Financial stability is another herculean task. However in the past few years we have been raising resources through events, training and garnering support through local donors and well-wishers. We intend to explore more partnerships with the corporate sector through CSR resources and also government funding.



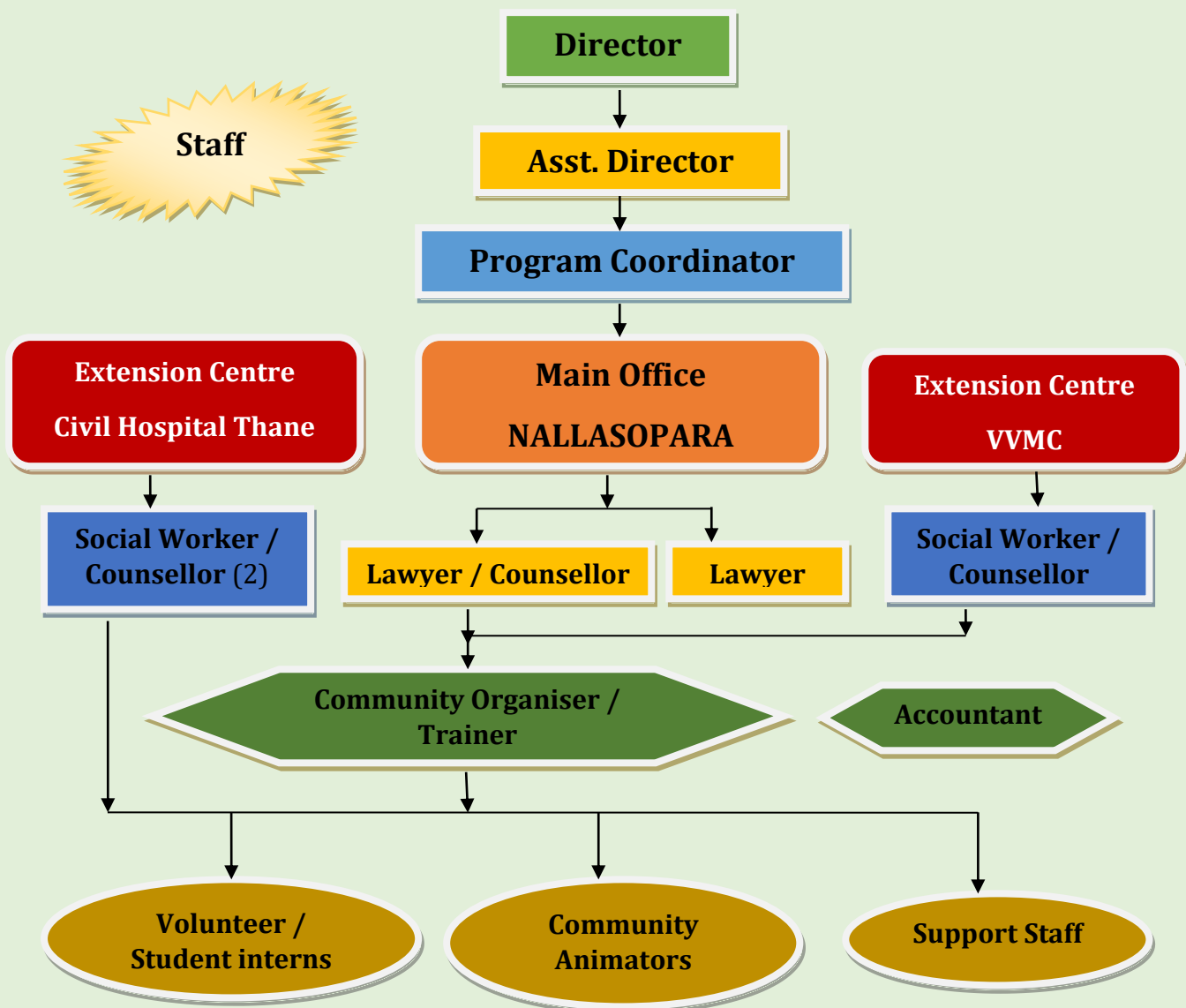
ORGANISATIONAL STRUCTURE



Board of Trustee

| Name | Board Position |
|--------------------------|-----------------------|
| (Ms.) Philomena Sequeira | President |
| Ms. Erica Lobo | Secretary / Treasurer |
| Ms. Sabina Gonsalves | Committee Member |
| Ms. Greta Lopes | Committee Member |
| Ms. Evelyn Menezes | Committee Member |
| Ms. Shaila Crasto | Committee Member |
| Ms. Noella Dias | Committee Member |
| Ms. Nancy Rodrigs | Committee Member |
| Ms. Clera Gonsalves | Committee Member |

The current team of Sakhya is organized as per the following organogram:





OUR ALLIES

Our strength really lies in the faith that our partners conferred on us. We thank you for your constant support.



Sakhya on the board of IC - Internal Committee to address Workplace Sexual Harassment of women:



INDIVIDUALS AND ORGANISATIONS THAT SUPPORTED US IN OUR JOURNEY

| | |
|--|--|
| Protection Officer | Mumbai Mobile Crèche |
| Child Welfare Committee | SHARE Ngo |
| Legal Aid center | Child Line |
| One stop Center | Police stations - Nalasopara & Thane |
| ICDS Department | Panchayat Samiti |
| Churches - Gass, Nirmal, Mardes, Bhuigaon, Bhayandar | Civil Hospital, VVMC Tulinj Hospital & PHC |
| N.N. College of Social Work and Home Science | Gram Panchayat, Nagarpalika, |
| Government and Private local schools | ST MahaMandal & Auto rikshaw unions |
| Nirbhay Manch | Media - Kesri, Apala Upnagar and Vasai Samta |
| MESCO | Bassein Catholic Bank |
| St. Xavier's College, SNDT | Jeevan Vikas Pathpedi |



THANK YOU...

Farewell / Greetings

**To Mrs. Asmita Bhaskar and Sr. Shaila Crasto for her dedicated service to Sakhya.
We wish her all success and happiness in her future endeavours**

You can continue to help by Talking about the issue

- Talk to your friends and family about Gender Based Violence. Learn more about Gender Based Violence on www.sakhyawgc.org
- If you have experienced Domestic Violence or know of someone who has, reach out to contact us on sakhya_87@rediffmail.com or 9890312402 for Palghar & 9224642560 for Thane

Volunteering

- We need individuals with varied skills and resources to help our work grow.
- Tell people about Sakhya and the work we do.
- Help us get access to networks like schools, Colleges, women's groups, youth groups, parents group, institutions, NGOs, any platform to talk about Gender based violence and create awareness.

Ways to donate:

- You could send a cheque in the name of 'Nirmala Institute' to our office.
- For bank transfer details contact us on sakhya_87@rediffmail.com

You will be sent a receipt and 80G tax exemption certificate. We can receive donations from foreign individuals and organisations as well.

Do visit us!



Main Office

The Silvester Smruti, 1st Floor,
Kalamb Road, Opp. Police Chowki,
Nirmal, Nallasopara (w), Tal. Vasai,
Dist. Palghar-401304
Mobile: 9890312402

Extension Centre

Thane Civil Hospital,
New Building, Gr. Floor,
Tembi Naka, Agyari Lane
Thane
Mobile: 9136090564

Extension Centre

VVMC Hospital
Tulinj Hopsital
Nalasopara East
Mobile: 9890312402

Email: Sakhya_87@rediffmail.com

Website: www.sakhyawgc.org