

Annual Report

2019 - 2020

Sakhya – Women's Guidance Cell

ACRONYMS AND ABBREVIATIONS

NGO – Non-Governmental Organization

DV – Domestic Violence

POCSO Act – The Protection of Children from Sexual Offences Act

VAW – Violence against Women

FLE – Family Life Education

SHW – Sexual Harassment of Women at Workplace Act, 2013

IC – Internal Committee

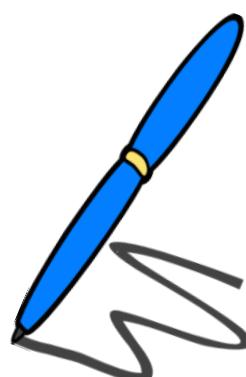
ICDS – Integrated Child Development Services

TOT – Training of Trainer

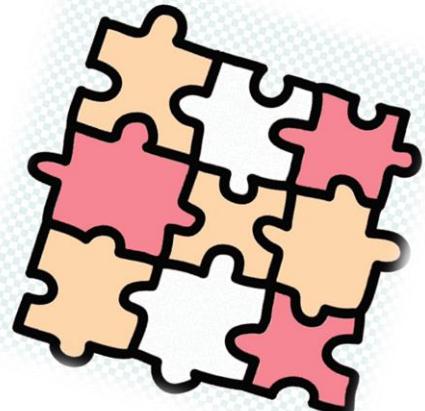
UN – The United Nations

OPD – Out patient Department

WCD – Women and Child Development



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DIRECTOR'S FOREWORD



It gives us immense pleasure to present the Annual Report for the year 2019-20. Another eventful year is completed in the history of Sakhya Women's Guidance Cell which would be ever remembered. The year was meaningful in achieving some milestones in the field of development with our own unique experiences and expertise in implementing different development initiatives. Sakhya enters into its 34th year (2020) with a remarkable confidence with sharpened clarity on approach and improved knowledge. The organization is dedicated to fight for gender equality and gender just society. We are placing special emphasis on investing in women and girls because a little over three decades of experience shows that their empowerment benefits whole community. However after our strategic planning we have included men also as our target group. Sakhya works with domestic violence. The victim finally goes back to the family and the community. Therefore this year our focus was more on a community approach. Through many activities we up scaled the programs of Sakhya and reached out to a larger population. One of the vital strategies undertaken was advocacy and networking with likeminded partners to understand the lacuna in the various laws and policies for women.

This report contains features such as activities undertaken by the organization, its achievements, planning for the future and the constraints .The organization has worked with multiple stakeholder's government bodies, media, private sectors to create a platform and an understanding towards the marginalized and voiceless sections of the society.

It is a matter of satisfaction that achievements of Sakhya Women's Guidance Cell were possible because of generous financial support of Manos Unidas, many individuals and other partners. We are grateful to our partners and funders who have placed great faith in us and support our cause. It gives me pleasure to acknowledge and appreciate the hard work and commitment of our team, students, volunteers and other individuals directly or indirectly associated with us. 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

OUR INTERVENTION STRATEGIES & PROJECTS

"We don't see things as they are, we see things as we are." -Anais Nin

The seed of Sakhya was planted way back, 33 years ago. Since then, the journey of Sakhya reminds you of the growth of the 'Tree' which needs watering every day with no noticeable growth for some time. That does not diminish the spirit of the gardener and the watering of the plant continues. One day, it opens up, catches its first ray of sunshine and away it goes. Sakhya's story of growth has mirrored this. While the initial few years were about building a strong foundation, the last couple of years have seen amazing growth, taking Sakhya to new heights. Today Sakhya's belief is, that 'being better is more important than being bigger' the continuous challenge has been to ensure that the growth does not threaten Sakhya's culture, significance of its beneficiaries, its people, its execution processes, and its quality and controls.

Sakhya's story of growth is as much a story of the organization's scale of work as well as growth in each of its clients as well as its team. Given the nature of intervention at times, growth can be momentary, temporary, vague and not superficial. However, Sakhya's story is incomplete and pointless without mapping the growth and change that happens in the life of its beneficiaries. This Annual Report 2019-20, will present the growth of individuals and their journey from being victims to survivors, from vulnerable to empowered beings participating in their own safety. Our journey has been that of being true to 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

Objectives

1. To spread awareness about the rights and problems of women and girls in Indian society
2. To encourage concerned persons to be sensitive to gender based issues of and indicators of violence faced by women and girls in India
3. To empower young women and men to actively participate in bringing about a gender just society
4. To work towards prevention of gender based violence in India
5. To build and strengthen partnerships with various diocesan social work centres, other NGOs, lawyers, police and government bodies in order to establish a non-discriminative society.



- To engage in advocacy in order to effect policy level changes with regards to Gender issues.

OUR IDENTITY AND VALUES:

"Be the change that you wish to see in the world." — Mahatma Gandhi



The following values strongly shaped and guided projects, strategies, organisational structures and policies at Sakhya.

Respect: To respect each other's views and feelings within the organisation and with people you work with as a representative of Sakhya. To express ourselves, our opinions, suggestions and feelings in a respectful manner while regarding the dignity and self-worth of other individuals and valuing the other person's reality.

Trust: To have faith in oneself as well as a firm belief in the goodness of all people. It is also to rely on the ability and strength of our internal and external stakeholders.

Passion: To demonstrate eagerness and dedication in everything that Sakhya does and to stand up for what Sakhya believes in.

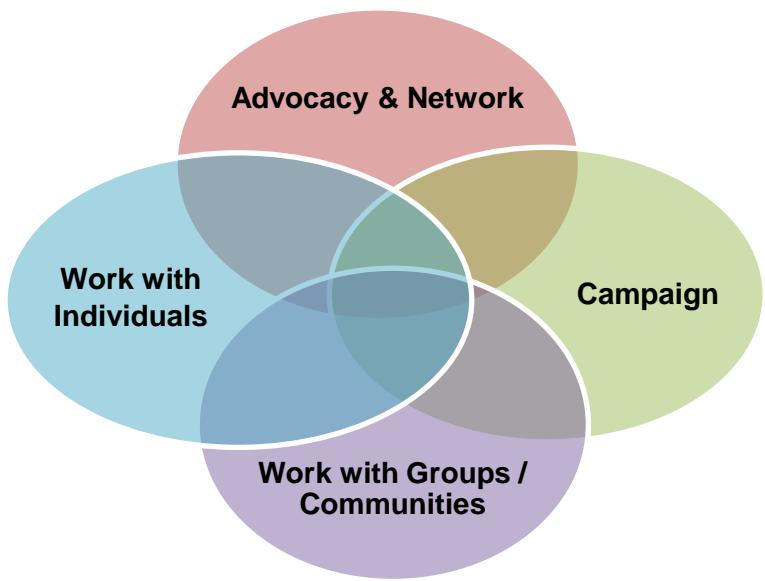
Transparency: To be transparent in our work and openly share information, ideas, opinions as well as our failures and mistakes with all internal and external stakeholders.

Determination: To have purpose and willpower to work towards the set goals in spite of any hurdles and challenges faced. Conviction in what we do facilitates seeing challenges as learning opportunities rather than setbacks.

Empathy: To have unconditional positive regard towards our beneficiaries and stakeholders and understand their perspective or circumstance and emotions and feelings in spite of it being different from ours.

Listening: To make attempts to create common ground between internal stakeholders, to allow each other to be truly heard by being welcoming of diverse perspectives and being open to collaborative solutions.

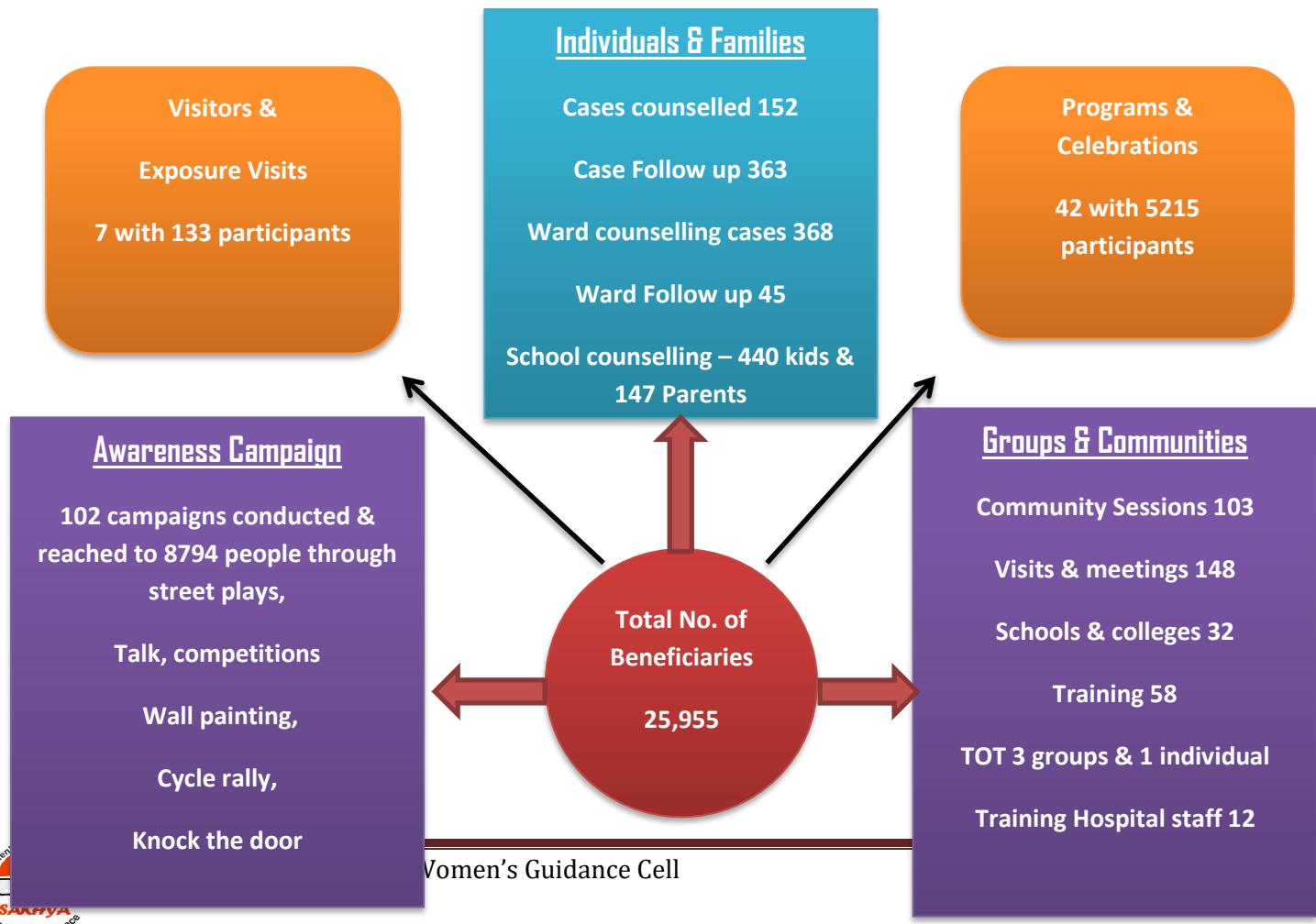
OUR STRATEGY:



HIGHLIGHTS OF THE YEAR :2019 - 20

"Do what you can, with what you have, where you are." — Theodore Roosevelt

Sakhya reaches out to the population in and around the district of Palghar, Thane and Mumbai irrespective of the socio – economic and religious background keeping in mind the constitutional values of India.



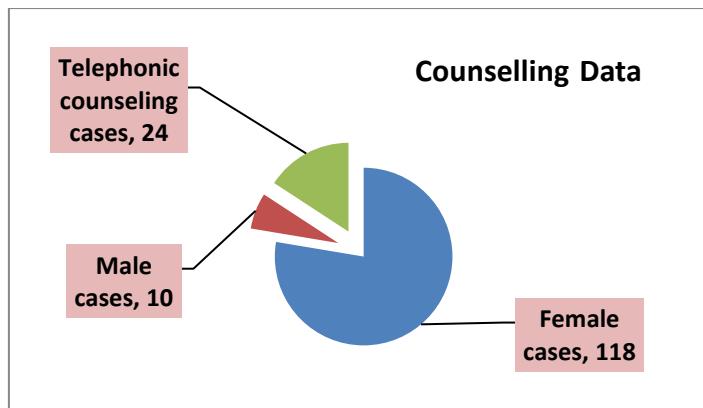


A STEP FORWARD - PROGRAM & OUTREACH

"You can't change the beginning, but you can change how it ends" – CS Lewis

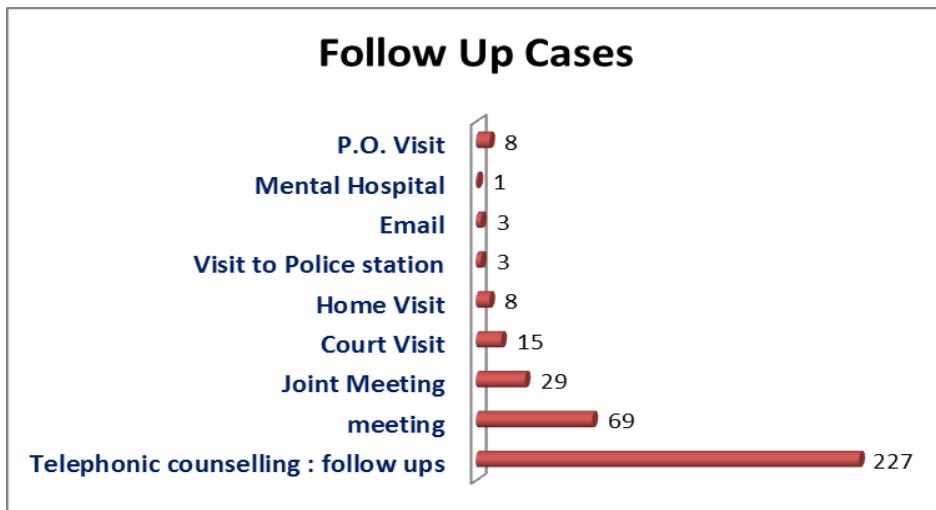
- Work with individuals:** Counselling is one of the major activities of Sakhya. Counselling is in a variety of ways to support clients in solving their problems. It is a process through which a counsellor, who is professionally and well trained, assists a person in need to solve her problems. It is a helping relationship with the counselee mainly for the purpose of providing help to the latter on whatever issue that is at hand. This relationship is characterized by an intimate interaction in which each person is sensitive to other. This relationship is necessary because one needs information, instruction, understanding and advice in solving the problems and issues at stake. This can be achieved through co-operative efforts involving communication and interaction. The following table shows the counselling data of the year.

Fig 1. The graph below depicts the Counselling cases



During the year 152 new cases came to Sakhya for counselling out of which 118 cases were of female approaching to Sakhya. As we know that Sakhya not only work with female but also work with male, so there were 10 male cases also approached to Sakhya for counselling to handle family issues.

Fig 2. The graph below depicts the Follow Up cases



Sakhya did follow up of 363 counselling cases by visiting different institutions and conducting Joint meeting & home visits.

Fig 3. The table below depicts the types of cases

Domestic Violence	Extra Marital
Succession Right	Any other problem - Defamation / Health or illnesses / inter cast
Separation	Property matter
Child Custody	Divorce
Pre-marital / marital break ups	Behavioural Problem
Harassment by mother /daughter-in-law / cousin	maintenance
work related problem	Conjugal rights
Cyber Crime	Molestation& Blackmailing

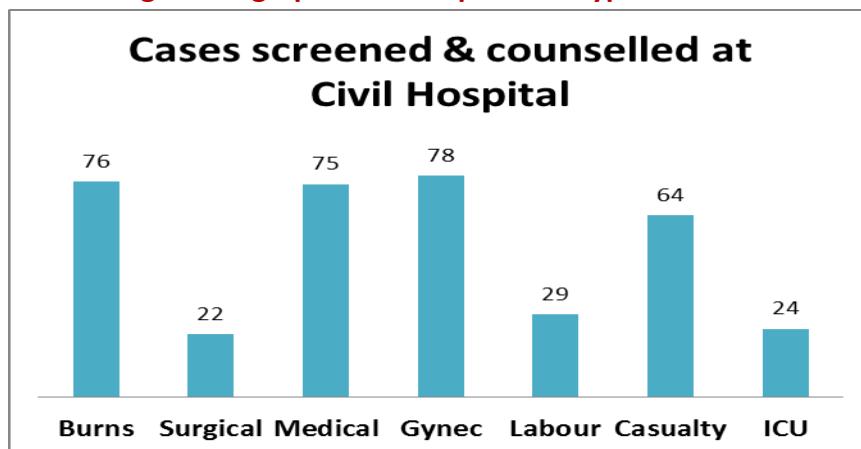
As we depicted above, the majority cases are of domestic violence. Hence, common referrals have been to the Protection officers and police station, they play a very important role to get the justice in Domestic Violence cases. As a

counsellor, sometimes it is necessary to enable the client find additional sources of support. This is where counselling fits into a wider supportive network of organisations and resources. Sakhya for the first time started Counselling at a private school in Nallasopara. The sessions began in July 2019 and continued till March 2020. During the year 440 children and 147 parents were counselled.

The majority of the cases that approached Sakhya for counselling came from the referrals of the local community, animators, or by accessing the website of the organisation and by their own accord to the Nallasopara & Thane centre.

Sakhya also has a centre at the Civil Hospital, Thane. This helps to provide help to the cases from the Hospital.

Fig 4. The graph below depicts the types of cases



Female Burns Ward - FBW, Female Surgical Ward – FSW, Female Medicine Ward - FMW, Gynac ward, Labour ward, Casualty ward, Intensive Care Unit – ICU, Medical Social Worker - MSW. Below are narrated a few of the cases handled by Sakhya. It will give a better understanding of case intervention and Counselling.

CASE STUDIES

Case: 1

On 23rd October 2019, Bj came to Sakhya. She got married 22 years ago to a man who is an electrician. However purchasing the grains was his only contribution towards his family. He refused to pay for other expenses. He doesn't talk to Bj since two years. Now he has stopped getting groceries and doesn't stay in their house from last eight months. He tells BJ that he will throw out everyone out of their house and sell it. According to Bj , he doesn't like her



because of her dark complexion. Their daughter is 22 years old, still Bj 's husband shows no concern for settling her. Their daughter gets proposals but they are rejected as her father doesn't stay with them. Bj feels that her husband should come back and stay with them, at least for their daughter's sake.

When BJ had come to Sakhya the counselor explained to her about the DV act and according to it her husband can't remove her out of the house. She was suggested to come for a joint meeting with her husband. As per the plan the joint meeting was held for Bj and her husband. During the meeting they were told about the importance of family. Also the expectations of BJ's husband from her were noted. Similarly, the importance of both the parents in a child's life was explained saying parents are the biggest and best support for their children and family. Through follow up, we know that Bj and her husband are staying together for the past four months. Her husband is ready to take responsibility of purchasing the groceries and bearing other household expenses.

They also celebrated their wedding anniversary on 25th of December. According to what BJ told Sakhya, our intervention helped them to come together and the staff was invited for the wedding anniversary. In this way Bj and her family are living a satisfactory and happy life. Also there are other cases coming to Sakhya through BJ's recommendations and Bj is even helping Sakhya to conduct trainings in their community and neighborhood.

Case : 2

Suvidha is a 25 years old , unmarried Hindu girl. She was in a relationship with a boy named Nitesh and they were about to get married but due to some reasons they got into a quarrel and then Nitesh refused to marry her . However, after some months, she realized that she was pregnant, but being afraid, she hid this from her parents. Then she was hospitalized in the Civil hospital, Sakhya counselor came to know about Suvidha's case through OPD. Suvidha's family members had no idea about this. They came to know much later that she was 9 months pregnant. Also when they told Nitesh's family about this they asked them for a proof that the child belonged to them and also refused to accept the child. Suvidha gave birth to a baby girl the next day. However, her parents had decided to keep the baby in an orphanage, not ready to accept the baby. But Suvidha decided to stay alone with her baby and she was firm about it. Thus her parents came to Sakhya for help.



A total of 7 meetings were conducted by Sakhya's counselor, out of which 3 were joint meetings and 4 were meetings with the parents. At first, the counselor listened to the case carefully, then she made Suvidha understand that being a single parent is not easy and so she was motivated to take a wise decision thinking of her baby and their future. However, Suvidha was firm enough to stay with her baby. Also the counselor made her parents understand that Suvidha needed their love and support the most and also it was important to take care of Suvidha and her baby.

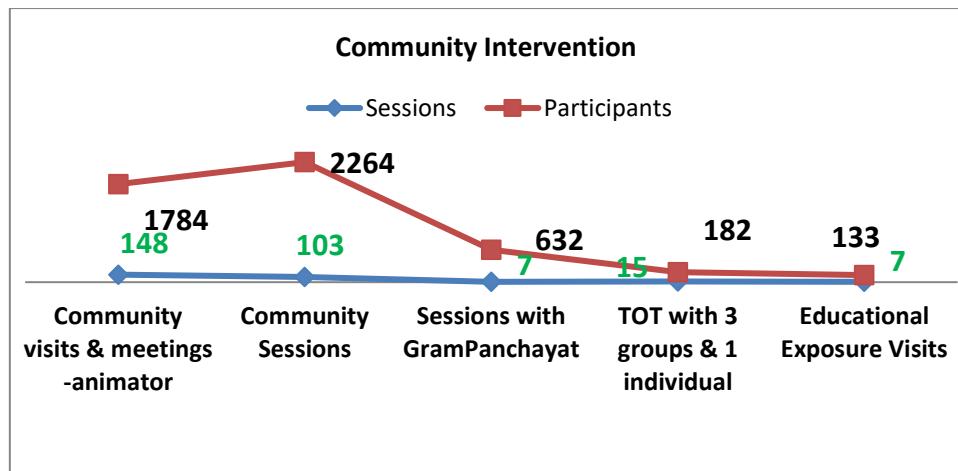
Similarly, Nitesh and his family were invited for a meeting along with Suvidha and her family. They were then counseled together regarding the laws. They were told that there are tests that can be conducted through which they could easily make out if the child belonged to Nitesh, and then legal procedure would be followed. Then Nitesh's mother asked for one day to decide what should be done. The next day, they informed Sakhya that they were ready to accept Suvidha and the baby. Also a written acknowledgement was taken from Nitesh and his family for the safety of Suvidha and the baby. Sakhya's staff also explained them the procedure to be followed for court marriage. Being the baby's father Nitesh signed the discharge papers in the hospital, Suvidha decided and went to stay at Mankhurd along with Nitesh , at his native place.

In February 2019 Suvidha and Nitesh willingly got married and are living happily together. They are in touch with Sakhya. Suvidha's parents came to Sakhya and thanked them for their guidance that led a good life for their daughter. Suvidha and her baby is being loved by Nitesh and his family. They are in touch with Sakhya too. In this case Sakhya had to intervene through doctors, protection officer, special cell and child line for the safety of Suvidha and the baby.

2. **Work with Communities:** Community Work creates an association of an individuals and families that plan and act in concert as organised unit in meeting their common needs. Community work are not merely to provide people with services and or resources to make possible the process to discovering and learning together by which communal life is created. It is about people working together. It's promotes participation in decision making and gives people more power. It encourages people to learn skills and knowledge and confidence though taking actions. Action can range from individual self-help to lobbying and campaigning.



Fig 5. The graph below depicts the Community Intervention activities



During the year 103 community sessions with 2264 participants, 148 community meetings / visits with 1784 participants, TOT of 3 groups & 1 individual person having 15 sessions with 182 participants, 7 sessions with grampanchayat with 632 participants from the villages and 7 Exposure visits and visitors to Sakhya with 133 participants have enhanced the capacity of women and the community at large.



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

Training of Trainers (TOT): is a program for the development of training delivery skills of those women leaders who wish to become trainers to spread awareness about gender equality.

Cases: Outcome of TOT Sessions

One of the ladies after her husband's death had to transfer her property on her name which was not an easy task for her. She had gone several times to the tehsil office and the court but her work was not done. We had taken our TOT group as a part of syllabus for an exposure program



to Vasai court, Police station and Tehsil office where they got to learn how to approach the system and whom to contact for various needs which made her works easy also gain self-confidence. Before this exposure and TOT she was illiterate about right to property act but once she got the information she became aware and could demand for her rights also before she was asked for the bribe but after the execution she was able to do her work without paying any amount as a bribe.



Another woman wanted to build a house but her in-laws family was not giving her a way to bring the material. She was empowered through our TOT programs and knew how to go about. She found her way and manage to get the way through right process and was able to build her house.

One of the TOT members saw domestic violence case within her family. Her brother in -laws daughter was facing domestic violence from her in -laws and were not allowing her to stay in that house. Our TOT member new the domestic Violence Act and under that the victim has a right to stay in that same house which was explained to her and made her aware of the act. The TOT member send her to Sakhya for counseling after which things got settle and she lives in the same house with her in-laws .

Parenting being one of the major issues this was dealt during TOT and it was a great benefit to the mothers and the grandmothers to deal with their children. They realized the different ways of parenting and how they need to adopt to it, how to have happy and healthy family life.



Exposure Visit: Exposure visits enable women, adolescents 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. Sakhya facilitates approximately 4 to 5 exposure visits per year. These visits also include rare variety demonstrations that inform groups of the characteristics and advantages of indigenous gender just practices.





Visitors / Exposure

Visits: Exposure visits are organised so that people living in one



place can visit another to observe and learn from their activities. Exposure visits by visitors from France, Hesso school, Switzerland and different institution at Sakhya to understand strategies and challenges towards Gender Just Society.

Sakhya aim to help people understand the gendered nature of violence, so that survivors make decisions, potential perpetrators think again, and others believe that action is possible. As a result of this, people will stand up against violence, individually and collectively, and community members will act to help survivors, will stop accepting violence, and will strengthen community structures that support a conviction that it is unacceptable. The following success story will depict the community intervention of Sakhya.

Case Study : Community Intervention

Four women with their leadership quality initiated the Mandvi police station on 12th July to take up a case: Sakhya has started its work at Mandvi since last two years. In this period discussions were held on different issues like women harassment, Domestic Violence, superstitious beliefs, women's rights, different laws, etc. The number of migrants from southern India is increasing in this village as well as the neighboring villages. Thus many settlements are seen here along with the local adivasi settlements.

On 12th July in the afternoon four women from Mandvi, who attend Sakhya programmes, were travelling to another village for some personal work when they saw a 20 year old woman with a new born baby struggling in the pouring rain. They noticed that the woman did not belong to that village and so guessed that she might be mentally imbalanced or might have stolen the baby from the dispensary nearby. They met her and were able to gather that her name was Sheeta Kumari and she stayed at Shivansai. She delivered the baby 4 days ago but her husband was a drunkard who also took drugs

and harassed her . This time he beat her up and threw her out of their house and she had come walking from Shivansai to Mandvi.

The women insisted that she take help from the police station but she refused saying that she was scared and she didn't have money to pay the police. The women told her that police wouldn't charge her and they took her to the police station. At the police station when they requested the police to register their complaint, the police said that they don't interfere in family matters but still would try something for her. The women then requested the police to at least note down her NC and call her husband and his family and make them understand or arrange some shelter for her to stay as she has just delivered a baby. Further they pointed out that she could fall ill, or get mentally imbalanced or commit suicide.

So the police then took the phone number of her husband and family but they did not get any response from the opposite side. These women then called Sakhya's social worker and requested her to arrange something for the woman. They also provided her tea and snacks. The police then said that since he was alone he would register her case later when other staff comes and that they would visit her home too. The women then decided to comeback in the evening and left for their work. They returned to the police station in the evening like true responsible citizens and noticed that there was no action taken by the police. They then pressurized them to call her husband.

The police went to her village but her husband was not at home. They took her mother - in-law to the police station, who told the police to register NC against her son. After the NC was registered, they left the police station only after Sheeta's mother-in-law took her responsibility. The women then took follow up from the social worker in Aanganwadi for the next 2-3 days and ensured that Sheeta was looked after in her house.

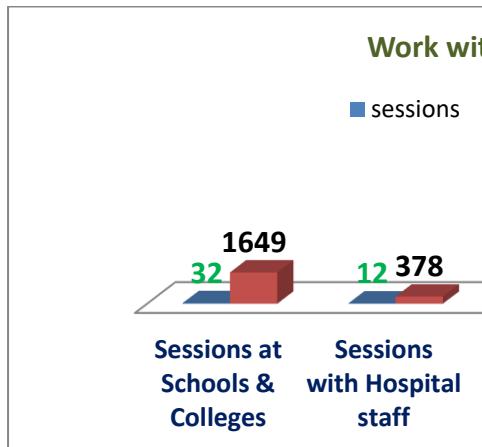


Work with Groups: Elimination of violence against women is the need of the hour. The Groups are playing major role to strengthen such efforts. Groups are particularly good at combining talents and providing innovative solutions to possible gender based problems; in cases where there is no well-established approach/procedure, the wider skill and knowledge set of the group has a distinct advantage over that of the individual. The groups comprised of the youth in schools and institutions, corporate groups, NGO staff, hospital staff, nursing students, police and ICDS / Anganwadi personnel.





Fig 6. The graph below depicts the Work with different groups



During the year there were a total 32 sessions at schools & colleges with 1649 participants, 12 sessions with hospital personnel with 378 participants, 58 training sessions at different institutions and workplace regarding Sexual harassment of women with 2291 participants and 42 programs & celebrations such as Girl child day, Children's Day, Environment Day etc with 5215 participants.

Session on Gender Equality, Child Rights, Good touch Bad touch, and Value Education: It helped to raise awareness among children about gender issues, gender discrimination leading to sexual harassment. They learn the values to respect the opposite gender. The sessions were focused to encourage and motivate to stand against gender violence and thus increase their confidence.

IC Meetings & Workshop on Sexual Harassment: Sensitized the participants with legal education related to sexual harassment. Helps to understand workplace related gender based policy and in the process get equal rights at workplace & promote gender equality.

Workshop for health care professionals: The workshop resulted in an increase in the awareness level among the health care professionals. It gave them a better clarity on their role in dealing with the victims of domestic violence.



3. **Networking & Advocacy:** Sakhya believes that networking is an asset. Indeed, we are active members of several networks and, often, have been one of the originators. Networking is a very efficient instrument to operate in partnership and, also, to advocate with public authorities for the needs of and the recommendations from the sector. Sakhya has developed strong links with an extensive network of organizations and professionals worldwide. We believe that change and transformation is achieved by working in solidarity. Hence we network with partners at the district level, state level, and the national level by working as a fellow under Rise Up project. The Project gave us opportunities to connect at various feminist groups, connect Governmental services, departments specifically Women & Child Department at state level to bring about policy changes.



Advocacy at Gram panchayat level: The issue of gender discrimination is all pervasive, in every aspect and sphere in all areas. Hence it is a prerogative of



Sakhya to permeate into these system to ensure the awareness creation and sensitization happens towards gender just society. This was a completely new concept/idea and various processes were simultaneously initiated with the decision to develop gender index of panchayat as a tool. It was to develop the gender index for village panchayats. Efforts had been and are being undertaken to make village development gender sensitive, and that needs to be were identified for developing and measuring the Gender Index. It was envisaged that once the governing body (PRI representatives) are sensitized on these issues from a women's rights perspective that perspective will percolate down to the community

Currently Sakhya has network with Light House Organisation and two groups known as 'We Action Group' of likeminded NGO's of Mumbai & lawyers group of Mumbai known as 'CHRI Group' (Commonwealth and Human Rights Initiatives).



Enhanced visibility of Sakhya's Image: Throughout the year we have the privilege of being invited as guest speaker to conduct workshops by different institutions, network & represent at different events such as Beach cleaning & CSR FAIR for NGO's. This is a platform for us to make known the services of Sakhya to a larger audience.



4. Awareness Campaign: Awareness campaigns typically are defined as a sustained effort to educate individuals and boost public awareness about an organization's cause or issue. A public awareness campaign is a marketing effort to build public recognition of a problem through media, messaging, and an organized set of communication tactics. These campaigns target a large number of people over a specific period of time to try and generate specific outcomes or achieve pre-determined goals.



International

Week for the Elimination of Violence against Women: The 25th November is marked as the International Day for the Elimination of Violence against Women. The UN makes efforts to raise awareness about the women around the world



who are victims of gender based violence. On this occasion, Sakhya organized various awareness programmes in Thane district and Vasai Taluka including distribution of leaflets, talks, sessions, competitions, street play, wall painting and Cycle rally in strategic places.

Staff Development: Sakhya believes in the up gradation of the staff so that they are no par with the emerging trends and respond to issues in an effective manner. Hence around the year, opportunities

are given to the staff to equip them with the knowledge and necessary skills to work effectively on gender issues. Staff development refers to the process whereby employees of an organisation enhance their knowledge and skills in directions that are advantageous to their role in the organisation. Staff development refers to all training and education provided by an employer to improve the occupational and personal knowledge, skills and attitudes of employees.



Students Placement for Internship: A Student Placement is a 'real' work experience gained within a 'real' working environment that will complement and support the student's degree qualification and provide mutual benefit to both the organisation and the student. Sakhya's Internship Programme offers eligible students the opportunity to acquire direct practical experience in Sakhya's work. Through the Internship Programme, the interns are able to develop their leadership abilities, professional skills and social conscientiousness.



College Details	Total No. of Students
IGNOU College	2
Nirmala Niketan College of Social Work	6
St. Xaviour College	1
Hesso School of Social Work	1
SNDT Social Work College	2

D. Ed College students	10
IJM Vollunteer	1
DSW, NN College students	3
St. John Managemnet College , Palghar	6



Celebrations & Programs:

33 Annual Day Function of Sakhya was celebrated with stakeholders, friends and partners who joined with us on the theme Each for Equal at Jeevan Vikas Mandal Hall, Nirmal, Nallasopara on 22nd February 2020. Honorable guests Mrs. Mrudula Joshi and Mrs. Agnesh Dabre gave their valuable insights on abuses and harassment happens against women in the

society and in other hand the ever changing role of women. Sakhya had honor to release the quarterly magazine "Hunkar" and inaugurated "Documentary of Sakhya" at the event. Event was followed by felicitation of the key leaders from the community, student from Nirmala Niketan College of Social Work and representatives from different organization. The cultural program and Spot games added colour and ambience to the celebration with the participation of one and all to the wonderful event

A day of fun and camaraderie! Diwali & Makar Sankranti Celebration and Sports Day were held at Vasai & Nallasopara for community women & girls. Everyone had a blast and went home distressed and overjoyed.

Sakhya had celebrated different Days during the year with different groups of the communities at Thane & Nallasopara such as Environment Day, Girl Child Day, Children's Day, Yoga Day, Women's Day and Human Rights Day. These programs were organised by different student's interns, volunteers and community animators of Sakhya.

Sakhya also organised various Medicals camps to impart the knowledge of Health and help people from the community to live healthy. These Camps were organised by networking with different hospitals like Cardinal Gracious, Star Hospital, Civil Hospital Thane and networking with different NGO'S for communities at Nallasopara & Thane. Camps such as medical camp, dental camp, HIV testing etc.

Play allows children to use their creativity while developing their imagination, skill, physical, cognitive and emotional strength. It is through play that children engage and interact in the world around them. Therefore to promote the "Play for Children Development" Sakhya Women's Guidance Cell successfully completed the Summer camp2019 activity today in collaboration with volunteers from Light House NGO & active women leaders & TOT members from Gass Dongri Community, Nallasopara.

At the end of the program Community, women leaders confer "Vote of thanks" to the volunteers and articulated their joy of being part of the activity. Sakhya appreciates the assistance of a youth group of the community towards the event.

Media coverage & Publications (Hunkar & Training Module)



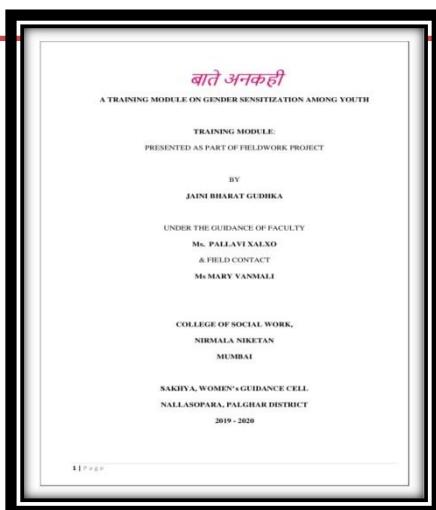
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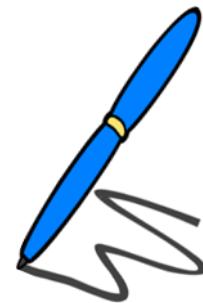
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published three Hunkar magazines in the year with different themes and reached a total of 900 people. The August 2019 issue of Hunkar was on the theme 'Positive Parenting.' 'Women's Economic Empowerment' was the theme of the December 2019 issue of Hunkar in December 2019. The February 2020 issue was on the theme 'Women for Equal.'



Training Module named "**Batein Ankahi**" for youth to understand the Domestic Violence issue as gender based violence was prepared by student of MSW-2 Ms. Jaini Gudka from Nirmala Niketan College of Social Work as her field work project for Final year.



Ms. Ann student of MSW-2 from Nirmala Niketan College of Social Work prepared **documentary** called '**Sakhya - Making life better**'

Moving Forward into 2020 – 21

Success doesn't just find you. You have to go out and get it.

- Working with systems: Health, judiciary, legal, bureaucracy, Police, administration, community, cultural mind-set are some of the challenges, which we have overcome time and again through negotiation, bargaining and

partnerships. 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.

- Financial stability is another herculean task as our programmes are not geared to address skills building and livelihood options. However in the past few years we have been raising resources through event management, trainings 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
- Human resources: Staff turnover remains a major challenge and affects the continuity of the program. We seek to address this more proactively by creating lasting options to invest wisely in the human personnel. Hence, we motivate volunteers and engage students through the internship programs. We also try to absorb human and other resources from the local community to engage actively in the programs of Sakhya
- 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 Thane, and extend our outreach.
- In order to bring about transformation, we have encouraged involvement of men and the opinion makers, who can contribute to this change towards a violence free society.



Organizational Structure:

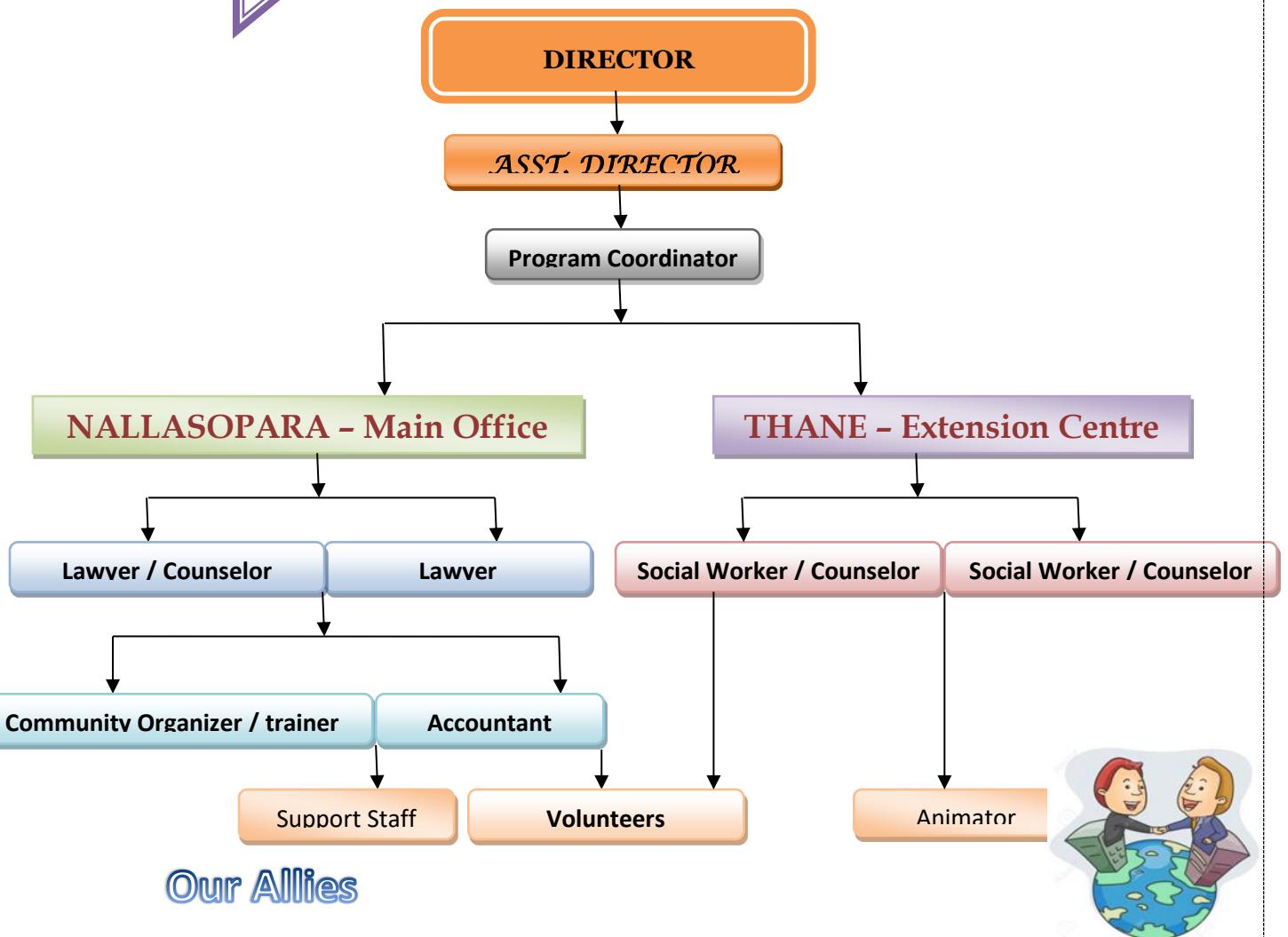
"If you want to lift yourself up, lift up someone else." – Booker T. Washington

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"If everyone is moving forward together, then success takes care of itself." – Henry Ford



Financial Assistance

Manos Unidas

Rise Up

Partners in Germany

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Sakhya on the board of IC – Internal
address Workplace Sexual Harassme

Talasari



Individuals and organizations that supported us in our journey

Health Department, Vasai Panchayat Samiti	Churches – Gass, Nirmal, Mardes, Bhuigaon, Rajodi
Jiwala Trust	Nazareth Convent School
Chaitanya NGO	Bedekar College
Kotak Foundation	ICDS Department
Silver Inning	German Leprosy Relief Association - GLRA
Pantecostal Church, Manoramanagar	Children Hostel, Ulhasnagar
Protection Officers	Child Line
Commission Office	Vasai - Virar City Municipal Corporation
Dhamubai Vaz Charitable Trust	Police Ayuktalay
Government Hostels for Girls	Police station – Palghar, Tulinj, Vasai, Nallasopara & Virar
Dr. Babasaheb Ambedkar Government Hostel for boys	Special Cell
Dilkush	SHAKTI NGO, Songhad
Legal Aid	YMCA
Jeevan Darshan Kendra, Vasai	Ashankur
Kripa Foundation	Saraswati madhyamik Vidyalay, Tilher
Parivartan Mahila Sanstha, Titwala	BKM School
Pahel Foundation	Saraswati School, Manoramanagar
Oacis NGO	St. Peter Church, Koliwada
Umed Viklang Kendra	Mother Tereza Old age Home
Hesso Social Work College, Switzerland	Snehasagar
Bhausaheb Vartak School, Nale	IJM & LIGHT HOUSE NGO's

Thank You

"We often take for granted the very things that most deserve our gratitude." - Cynthia Ozick

Special Thanks to each one of you who participated in this generous act of promoting Gender justice, equality and a violence free society.



We are indeed grateful to the staff, donors, corporates, all our network partners and well-wishers of the Sakhya Women's Guidance Cell for the support and guidance extended to us. It is your trust and belief in us that carried us through the year 2019 – 20.



FAREWELL / GREETINGS
Sr. Clera Gonsalves and Delina for their dedicated service to Sakhya.
We wish them all success and happiness in their 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 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 group, youth groups, parents group, institutions, NGOs, any platform to talk about Gender based violence and create awareness.
- Help us continue the good work by raising funds.



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!



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Kalamb Road, Opp. Police Chowki,
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Dist. Palghar – 401304
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Mob.: 9224642560

Email: sakhya_87@rediffmail.com

Website: www.sakhyawgc.org

Face book: Sakhya Women's Guidance Cell