

2018 - 2019

ANNUAL REPORT



Sakhya – Women's Guidance Cell

Acronyms and Abbreviations

NGO – Non-Governmental Organization

DV – Domestic Violence

POCSO Act – 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

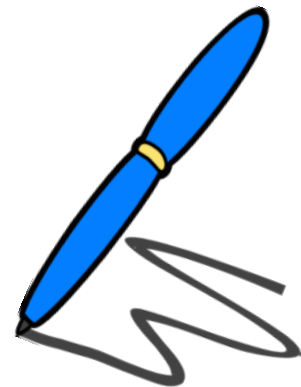
ICDS – Integrated Child Development Services

TOT – Training of Trainer

UN – The United Nations

OPD – Out patient Department

WCD – Women and Child Development





Drawing by nursing student of Civil Hospital, Thane
(Participant of drawing competition organized by Sakhya during VAW)

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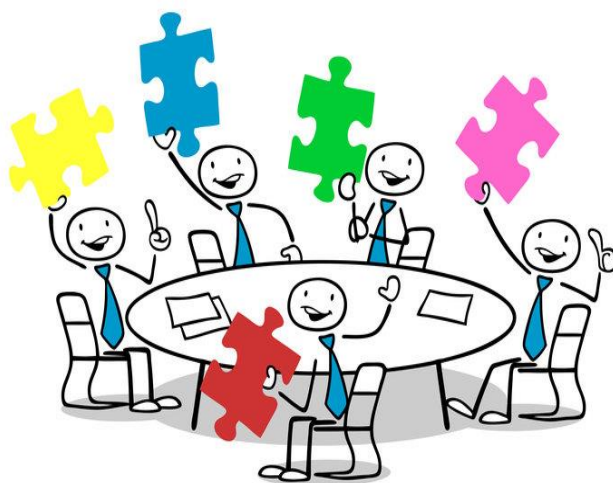
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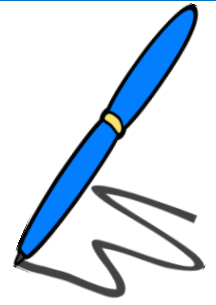
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FOREWORD



I am very pleased to present the Annual Report of Sakhya women's guidance cell for the year 2018-19. The organization has successfully completed 32 years of active engagement in promoting the dignity of women and providing justice to the women affected by violence. We began the year by conducting a strategic planning exercise .This exercise has been an important milestone which has helped the organization to make a shift from issue based work to working with a community approach. It has been a year of seizing opportunities, facing challenges and moving beyond our targets and exploring and enhancing our capabilities.

In this report I am pleased to share our work, our successes and our challenges with stories of change. Women's empowerment and gender justice is at the Centre of all programmes, interventions as well as organizational policies. Sakhya has helped to transform the lives of women and girls who are victims and survivors of violence .The objective of the organization has been achieved through counseling , providing legal aid, filling litigations and conducting sensitization and awareness trainings.

We are proud to say that during the year we have had the privilege of strengthening our collaboration, partnerships and linkages with multiple stake holders who share our vision to bring about change, change to envision a society which respects women and endeavours to say NO to violence.

An enormous "Thank You" to all our co-travelers, namely our donors, advisors, board members, volunteers, well - wishers and interns, for traversing a not very easy path with us with faith and a strong hope that we will one day see a world free from gender discrimination and inequality. I feel extremely proud of the committed and dedicated team whose hard work is visible in this report.

We look forward with hope for the next financial year when we will be including men as part of our target group and work towards community development.

Sr. Shaila Crasto

Director



PROJECT INTERVENTION STRATEGY

'Being better is more important than being bigger'

The year 2018-19 for Sakhya has been a year of experimentation, learning and evolving. The year brought many challenges and prompted us to push ourselves to new limits, become innovative and emerge with new insights. It made us face several situations where we were challenged to change, modify or recreate the modality of working with our beneficiaries. However, what did not change for us is our zeal to create a 'Gender Just Society'. The path for this work has never been smooth, and we have faltered, learnt and evolved into being more rooted and compassionate. We have also strengthened and streamlined our interventions through regular monitoring, evaluation and timely strategic decision making throughout the organisation. In times of crisis and pain, what has helped us stay the course is the faith that has been bestowed on us by our beneficiaries, partners, funders and well-wishers. This year we were fortunate enough to see many such positive moments, and we would like to give you a glimpse of these through this annual report.

Our journey of the last 32 years 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 centers, other NGOs, lawyers, police and government bodies in order to establish a non discriminative society.
6. To engage in advocacy in order to effect policy level changes with regards to gender issues.



Our Identity and Values:

'The value of experience is not in seeing much, but in seeing wisely'
- William Osler

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 through 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.

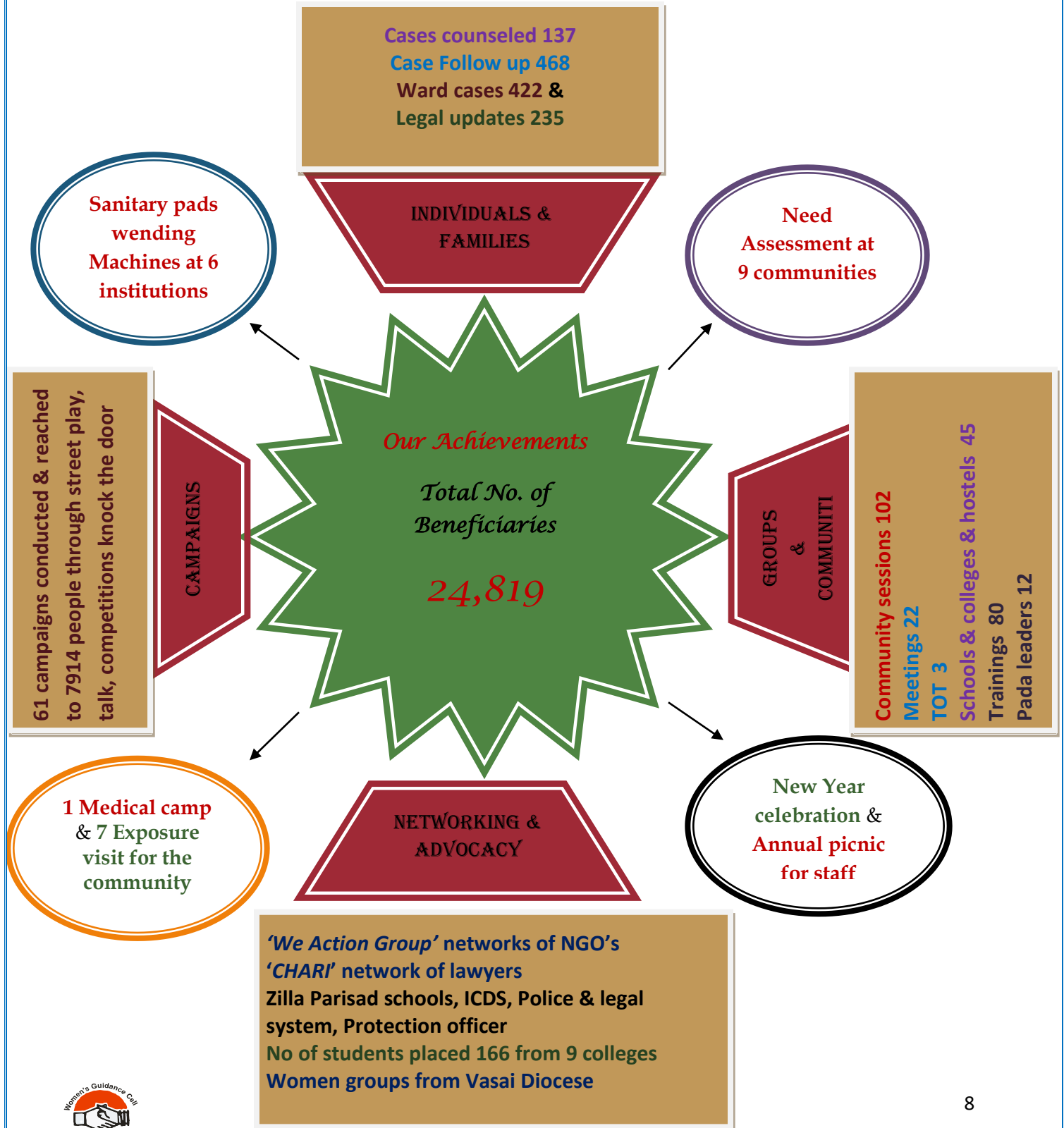
Our Strategy:





THE YEAR AT A GLANCE: 2018 -19

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.



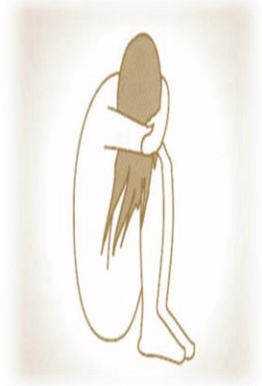


Drawing by nursing student of Civil Hospital, Thane
 (Participant of drawing competition organized by Sakhya during VAW)

PROGRAMS & OUTREACH

We can do no great things, only small things with great love.

~Mother Teresa



1. Work with Individuals:

Counselling is one of the major activities of Sakhya. It enables us to understand the consequences of sexual and gender – based violence in order to design an effective intervention plan for supporting the victim or survivor. These consequences vary, depending on the form of violence perpetrated and the coping capacities of the victim. The consequences can be grouped into four main areas: health, psycho – social, safety and justice. An intervention plan or response would comprise of developing community education and awareness activities; training the counsellors in how to respond to the needs of victims / survivors, establishing referrals and maintaining a follow up with the victims. The following table shows the counseling data of the year.

Fig 1. The graph below depicts the Counselling cases

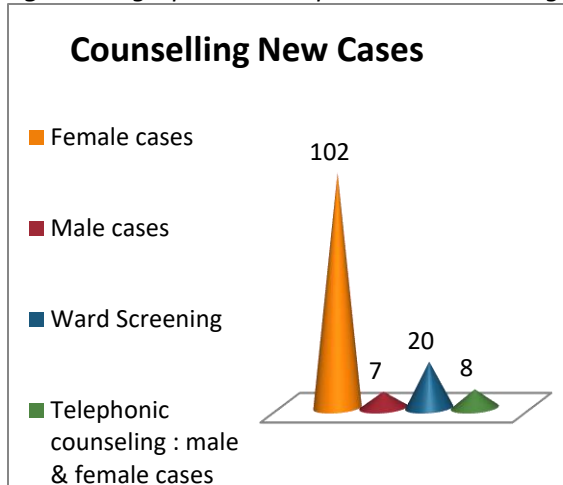
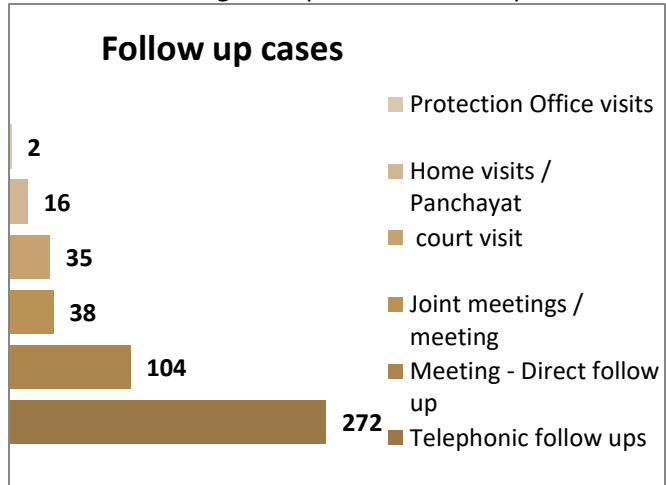


Fig 2. Depicts the Follow up cases



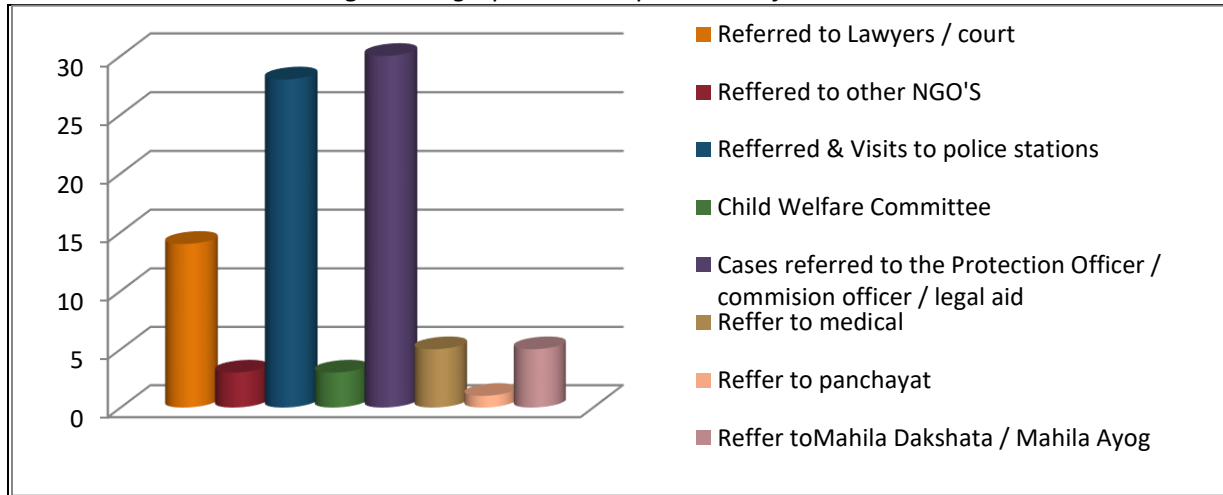
During the year 137 new cases came to Sakhya for counseling out of which 112 cases were of Domestic violence and 11 cases were divorce related. Sakhya did followed up 468 counseling cases by visiting different institutions and conducting Joint meetings.

The majority of the cases that approached Sakhya for counseling came of their own accord to the Nallasopara and Thane centers. The other cases were referred to Sakhya by the local community or by accessing the website of the organisation.

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

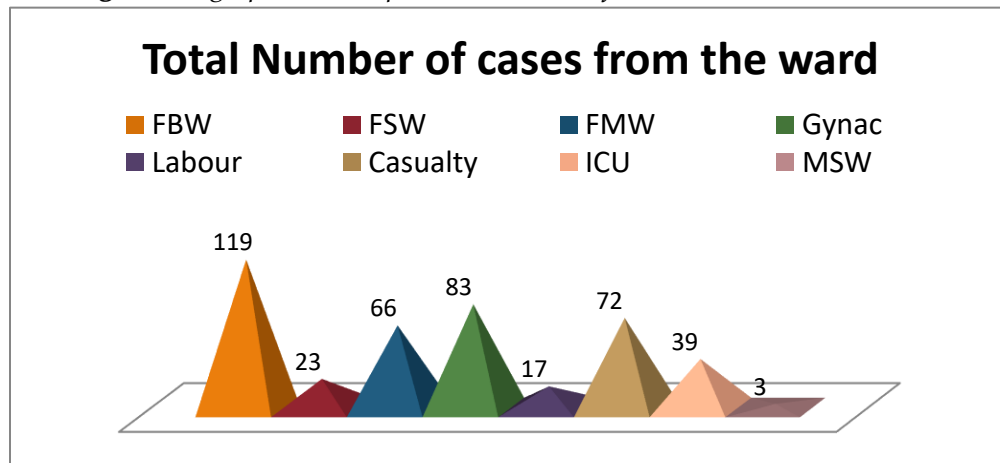
organisations and resources. The following chart projects the data of referrals made by Sakhya. At the core of making a referral is taking action that is best for the client.

Fig 3. The graph below depicts the Referral cases



As we illustrate earlier, the majority cases are of domestic violence. Hence, common referrals have been to the Protection officer, who plays a very important role to get justice in Domestic Violence cases through free legal aid services as per the Domestic Violence Act 2005. Sakhya also has a center at the Civil Hospital, Thane. This helps to provide help to the cases from the Hospital.

Fig 4. The graph below depicts the number of cases in the wards at Thane



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. The cases below handled by Sakhya will give a better understanding of case intervention and Counselling.

Sakhya - The ardent assister!

A widow approached Sakhya with great expectations of finding advancement in her case that she had filed against her in-laws pertaining to domestic violence through a private lawyer. She had no means to maintain herself and her two children born out of the wedlock. Sakhya vigorously undertook the matter and counseled her and contacted her private lawyer in delay that was caused due to the involved and the lack of co-lawyer and the Protection Officer legal notice to the in-laws. legal intricacies, Sakhya ardently Protection Officer and requesting a notice to be sent to the in-laws and in no time they were made to appear before the court and pay her the maintenance due from the ancestral property that was rented out.



A fight against the trials in marriage

The love that had bloomed between a couple of two different communities, was short lived, even as they had eloped to make a new life and new beginnings. She was all of 25 years old, taking care of 6 children without any means of financial or economic support whatsoever; even from her husband who had strayed over the years. To add to it, her marital life was a chaos; her husband took to alcohol abuse, regularly abused her and subjected her to violence of all sorts. One fine day, he doused her with kerosene.

It is during one of the ward visits by the social workers of Sakhya in Thane Civil hospital that they met this young mother in the burns ward. Over a period of time during her stay in the hospital, the counselors built a rapport with her; she was hesitant though to share her plight initially.

After being discharged, this gutsy woman followed up with the team and eventually filed an FIR with the support of Sakhya team, coordinated with the child welfare committee to explore educational and shelter facilities for the children and have been successfully rehabilitated, while 3 children continued to stay with her. Gradually the police also took cognizant of the matter and intervened, her husband was chided for his behaviour, who has reconciled with his wife and children. She now stays with the husband and her 3 children, while the other children are staying in the shelter home.



Case - 3

Sakhya - The Mediator

The rift between couples subsequent to the wives low-esteem impacted the relationship greatly. 11 years of happy married life seemed not so happy when the wife had been feeling mentally depressed on having felt a serious consequence over her vocal chord after her heart surgery that had resulted into an impaired speech condition. The rift aggravated when the wife misunderstood that her husband had deliberately changed his official shift in order to ignore her. The communication gap had caused enormous disagreements between the couple. When Sakhya was approached to intervene into the matter, it successfully dealt with the matter by calling for a joint meeting and boosting the morale of the wife and not letting her feel inferior. Now they are happy once again!



Sakhya- Your true friend!

Case - 4

A newly married couple encountered turmoil within 8 months of their married life. The new journey in a joint family was not that easy for the wife when she conceived even though she was aided by PCOD which didn't go well with her sister-in-law who was barren since 10 years of her married life. This aroused jealousy resulting the in-laws time and again instigate the couple by their spiteful remarks. The husband was induced by the in-laws to get into constant dissension with his wife by their unvarying provocation after the wife left her job due to her pregnancy and the huge burden of loan repayment fell on the husband causing a financial crisis in the family. The workload at home and the mental torment by her in-laws exhausted her. Her desire to live in harmony with her husband drew her to Sakhya. Sakhya not just as an institution but as a true friend worked tirelessly from counseling the husband over the phone to arranging for a joint meeting by having the relatives present for the joint meeting and successfully reaching towards the common consensus between the parties where the couple separated from the taunting in-laws in order to save their marriage. The couple is now blessed with a baby girl and is grateful to Sakhya; their true friend!

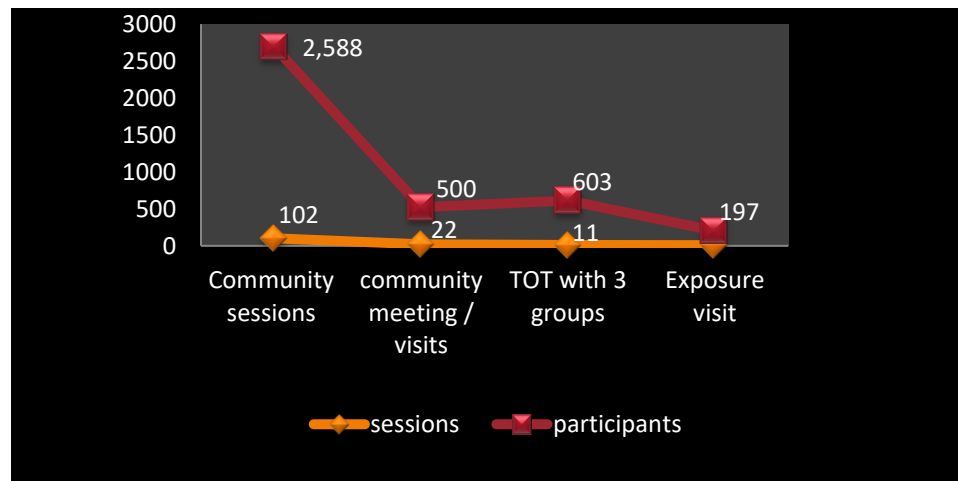


2. Work with Communities:



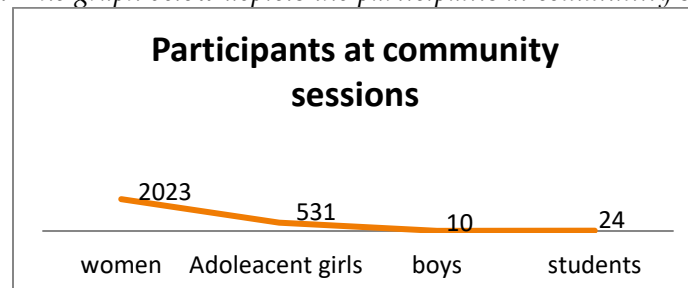
Community work implies work with individuals and their support networks to make it easier for them to make healthier choices. Community involvement is crucial to the future success of investing in collective human resources, to build resilience. Our efforts have been geared to sensitize communities, to foster a sense of belonging, and start a process by which a community articulates its own needs and seeks to organize actions to address those needs. Sakhya provides the training and support in order to build their capacity and enable them to make an effective contribution as equal partners, sharing the challenges of taking forward and confronting the issue of gender discrimination.

Fig 5. The graph below depicts the no. Of sessions & participants of community intervention program



During the year 102 Community sessions with 2,588 participants, 22 community meetings / visits with 500 participants, TOT of 3 groups having 11 sessions with 603 participants and 10 Exposure visits and visitors to Sakhya with 197 participants have enhanced the capacity of women and the community at large. They feel confident to take the initiative with regard to the issues of violence in their lives and in the community.

Fig 6. The graph below depicts the participants at community sessions



Sakhya's intervention in the community through training sessions, workshops, and exposure visits have increased the ability of women to mobilize participation and action from other men and women to tackle their problems. This has led to encouraging formation of action groups at the community level. Our interventions have begun the processes of bringing about remarkable attitudinal changes among the women. The following success story will depict the community intervention of Sakhya.

Case - 5

Community Achievement

The initiative taken by Sakhya in Bhavshetpada has led to a tremendous impact over the issues concerning atrocities against the women and the superstitious beliefs prevalent among the people. Within 1 year of Sakhya's zestful teamwork there have been a number of discussions and Police Station visits that have been arranged in order to empower the women to boldly stand against injustice. They have been well equipped with knowledge, courage and emotional support to stand for their rights. The area comprises of a lot of migrants from North India. On 28th October, 2018 three minors from the area were picked up by unknown persons while on their way back home from school. They were taken to a jungle, tied up and were forcefully made to consume something that made them unconscious. At dusk when they gained consciousness, they somehow managed to untie themselves and run for their lives. On arriving home and narrating the entire incident, the family members were hesitant to go to the Police Station. On 29th October, 2019 certain community leaders went to Tulinj Police Station to lodge complaints by insisting the family members to fight against the ordeal. When the lodging of the complaint was refused by the Police, the community leaders contacted Sakhya and they were immediately guided to lodge an FIR and meet the DYSP to intervene in the matter under POCSO and increase the patrolling of the Police in their jurisdiction.



Constant meetings, home visits, training sessions, workshops and special programmes held in communities with women have resulted in developing leadership qualities among them. The women who are financially independent have begun to take decisions by themselves. The sessions mainly focus on creating awareness about women status, gender based violence, stress management, Cyber crime, Parenting, women and law, group bonding, leadership and personality development etc. Given below is a snapshot of the community interventions:

Community sessions:

Elimination of violence against women is the need of the hour. The community is playing major role to strengthen such efforts.



Training of Trainers (TOT):

Felicitation of two groups of women from Giriz Church, Vasai & ICDS group, Chandansar, after six sessions of training especially designed for the women leaders by Sakhya.



Exposure visit:

- Karle Caves, Lonavala
- Protection office, Thane
- Special Cell, Rabod Police station
- Court & Police station, Vasai
- Sawami Shradhanand Hospital, Nirmal
- Jiwala Trust, Thane & Kripa Foundation, Vasai



Educational Exposure Visit by visitors from France, Heso school, Switzerland and Jiwala Truat at Sakhya to understand “Sakhya's work, strategies & challenges towards Gender Just Society”

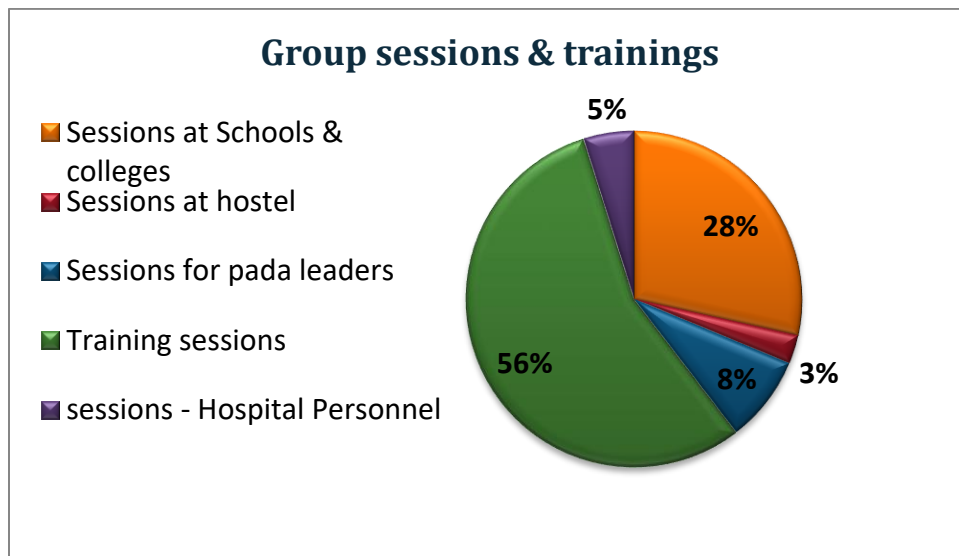


Work with Groups:

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 systems to ensure that trainings are conducted not only to create awareness and sensitize the masses but also to prevent perpetrators of violence. The groups comprised of the youth in schools and institutions, corporate groups, NGO staff, hospital staff, ward boys and nursing students, police and ICDS / Anganwadi personnel. There were a total 144 group sessions & trainings conducted in the year and 7074 people from different groups & institute participated.



Fig 7. The graph below depicts the participants at group sessions & trainings





Session on Gender discrimination and sexual assault: It helped to raise awareness among children about gender issues, gender discrimination leading to sexual harassment. The sessions were focused to encourage and motivate them 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.



Session on Parenting / Parent-child relationship: The workshop sensitized and updated the participants with the importance of strengthening parent-child relationship. This provided the opportunity to the participants to share the problems they encountered in dealing with their children. It gave them a platform for self reflection and change.

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:

Networking and Advocacy forms an integral part of Sakhya's activities. 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. This gives Sakhya a platform to work together to effect changes at the policy level. Currently Sakhya has network with *We Action Group* &



CHARI



Enhanced visibility of Sakhya's Image:

Throughout the year we have the privilege of being invited as guest speaker, or, to conduct workshops by different institutions. This is a platform for us to make known the services of Sakhya to a larger audience.



- Workshop for the school staff on Sexual Harassment at Workplace Act 2013 at St. Anne's school, Bandra (west)
- Workshop on "Gender Policy" & "Children Policy" with the representatives from the partner NGOs of German Leprosy and Relief Association (GLRA), India on the occasion of their Annual conference at YMCA, Colaba
- Invited as judges for the singing competition, Skit competition and fashion show organized by Cardinal Gracias Memorial Hospital on the occasion of International Women's Day celebration
- Speaker for the panel discussion on "Marriage - Issues and Perspectives"; a one day seminar organized by Shri M.D. Shah Mahila College of Arts and Commerce, Department of Child Care, Malad
- Guest speaker on the theme of "Leadership & Personality Traits based on the teachings & Leadership of Jesus" with 500 women representatives from Vasai to Dahanu Churches for the 20th Annual celebration of Christian Women Federation at Nandakhal Church ground. The Honorable Archbishop Felix Machado - Diocese of Vasai was the chief guest of the occasion.
- Judge for the Evaluation of St. John College student's NGO internship work

- Participation in Beach Cleanup Drive organized by SilverInning at Rajodi Beach
- To widen the network and to spread awareness about Sakhya the invitation was accepted to judge the singing competition organized by St. Aloysius High School and Junior College
- Participate in the inaugural event of Short film screening called “Jabri Chain Snatching” for the awareness on crime against women and their safety. Police handed over the goods / articles recovered in various crimes to their rightful owners post the screening. The event was inaugurated by Chief Guest - Shri. Gaurav Singh, Superintendent of police, Palghar and other top police officials were present at the event. The event was held at C.R. Rajni Auditorium, Vidhya Vardhini Vartak College, Vasai

4. Awareness Campaigns:

Campaign is a multi – outreach effort to educate key stakeholders, including the common citizens, the media, policymakers, employers and social workers about the importance of an issue. We have also observed that campaigning results in an increase in case referrals to Sakhya.



सख्य महिला मार्गदर्शन केंद्र
 “सख्य यह एक सामाजिक संस्था है।”
 (पहिला सक्षमिकरण, लिंग समानता और समान न्याय प्रस्थापित करना सख्य का मुल लक्ष है।) महिलाओं पर होनेवाले अत्याच के खिलाफ आवाज उठाने के लिए उन्हें उचित मार्गदर्शन (Counselling) इस संस्था द्वारा किया जाता है।

महिलाओं पर होनेवाले हिंसा के प्रकार:

- घरेलू अत्याचार
- लड़कियों और महिलाओं का शोषण
- पुराने तितोरिवाज और अंधश्रद्धा द्वारा होनेवाले अत्याचार
- लैंगिक अत्याचार
- दहेज
- स्त्रीभ्रूण हत्या
- बच्चों का लैंगिक शोषण

संस्था के कार्य :

- समुपदेशन
- कानूनी सलाह
- गट और समुदाय कार्य
- मोहिम के अंतर्गत समाज को जागृत करना
- बस्ती कार्य

उद्देश्य : लिंग समानता और समान न्याय के साथ महिलाओं को घानवी अधिकार और प्रतिष्ठा देनेवाला समाज।
उद्देश्यपूर्ति : समाज में सामाजिक जिम्मेदारी उठाने की सतकता निर्माण करनेवाले समाज की निर्माती करना।

मुख्य कार्यालय: मिल्वेटर म्यूनी, पहला माला, कलंब रोड, पुलिस चौकी के सामने, निर्मल नाका, गुलासोपारा (प.), ता. वसई, जि. पालघर, पिन - ४०१३०४. संपर्क: 9890312402

विस्तारित शाखा: ठाणे सिविल अस्पताल, ओपीडी के सामने, नई बिल्डींग, निघला माला, टेंभी नाका, अय्यारी लेन, ठाणे (प.) संपर्क: 9224642560
 कार्यालय समय: सोमवार से सनिपर - सुबह १० से शाम ६ बजे तक
 Email : sakhya_87@rediffmail.com Website: www.sakhyawgc.org
 Facebook : sakhyawomen'sguidancecell

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 and rally in strategic places.





Staff Development:

Staff Development is needed to maintain and improve professional competence that will in turn enhance service delivery and maintain professional standards. Sakhya believes in the upgradation 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.



Students Placement for Internship: Fig 8. The table below shows details of the student's placement

Internship Programme is a leadership development model for young enthusiasts who have a keen interest in working in the development sector, and are dedicated to build a Gender Just society. Through the Internship Programme, the interns are able to develop their leadership abilities, professional skills and social conscientiousness.

College / University	No of students
N.N. College of Social Work, Churchgate	5
SNDT College student	4
St. John College	5
Royal College B. Ed., Malad	90
Law Student	1
N.N. Home science College	52
Para Professional Student	1
IGNOUE College	1
N.N Collage For counselling	1
B. Ed College, Papdy	6
Total	166



Celebrations & Programs:

Medical Camp organized at Mandvi, Virar East with the collaboration of Dhamubai Salu Vaz Charitable Trust and Dr. Pandit from Vasai on 15th March 2019.

A day of fun and camaraderie! **Sports Day** was held at Kalamb Dazan pada, Nallasopara West. It was a day of fun, frolic and relaxation for everyone.

Makarsankranti was celebrated with community women with an awareness session, Cultural program and one minute fun games at Mandvi, Kaporbavdi police station and Manoramanagar, Thane

Sakhya celebrated **Annual Day**/ International women's day at Jeevan Vikas Mandal on 23rd March 2019. Along with the cultural programs skit on superstitions belief was performed by Goutam Nagar children. The women's group put up a street play on peace and a skit on widows in society. Spot prizes added joy and excitement to the women. On this auspicious day Sakhya released a booklet on Sexual Harassment at Workplace Act 2013. Also the quarterly magazine **Hunkar** was also released. The guest of honor was Mr. Rahul Bhosale - Judge of Vasai court; the main speaker was Prof. Mrs. Shaila Gonsalves and the key note address was delivered by Mr. Prakash Almeida. Nearly 350 women were present for the program.

Sakhya celebrated **International Women's Day** at Manorama Nagar, Thane on 30th March 2019. Along with the cultural programs skit on HIV-AID's and discrimination of woman in society was staged by the community women. The speaker for the day Mrs. Ujwala Bagawade highlighted that there is a need to have positive thinking in order to move ahead and to bring gender balance in the society. The Chief Guest was Mr. Narendra Patel Janshakti foundation. Others present were Mrs. Chitra, ICDS Supervisor and Police Constable Mr. Shravan. The spot prizes added joy and excitement to women. During the program the work of the community leaders was acknowledged and they were felicitated by



the chief guest for their active participation in their area to organize women. Around 200 women and girls participated in this program.

Media coverage & Publication:

Media coverage in the local news papers about Sakhya's activities and testimonials



Publication of the Quaterly Newsletter: 'Hunkar' partnered by RBL Bank and the Booklet on Sexual Harassment of women at Workplace

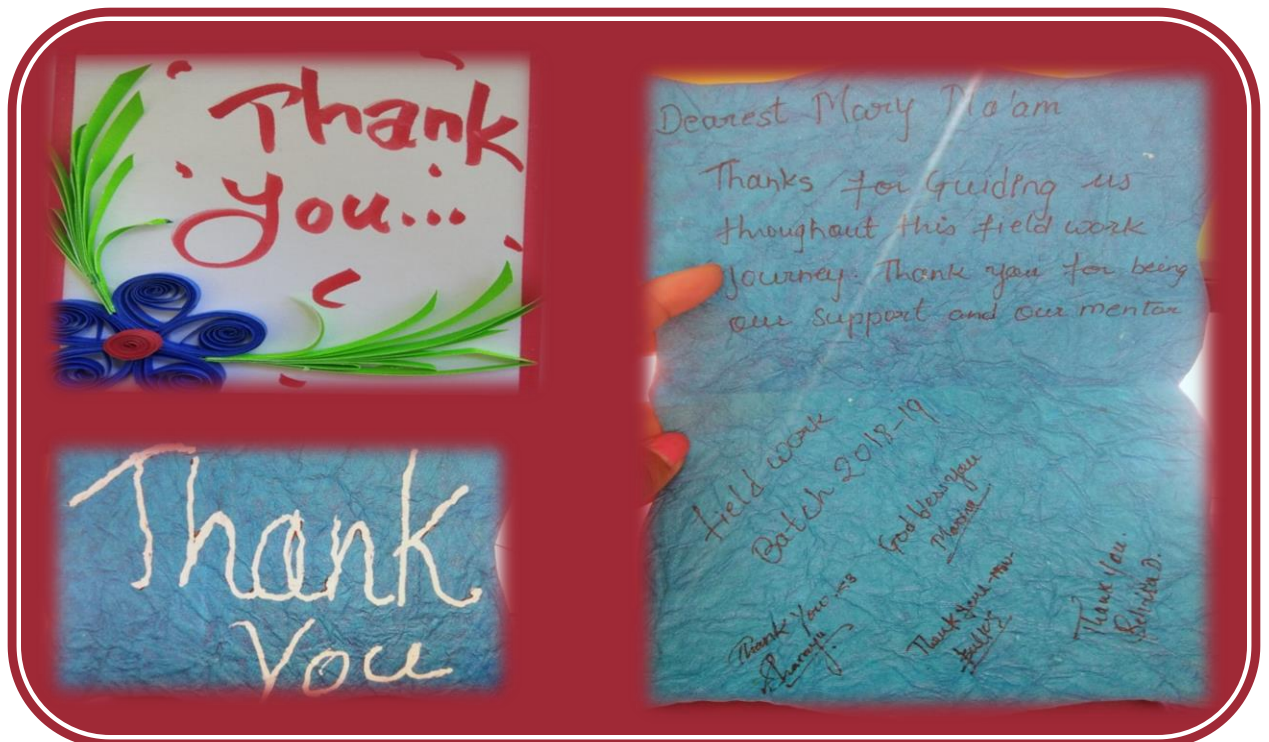
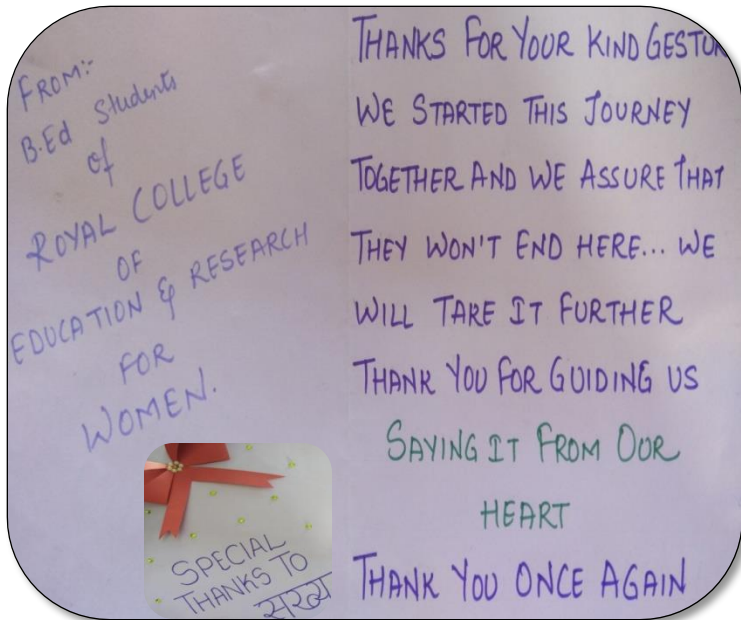


TESTIMONIAL CORNER



“Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well.” -Voltaire

- Students and Interns message for Sakhya: Creativity of Children & youth





- Participants Feedback about Sakhya's Training

Vote of Thanks

18/1/19.
Place: St. Anne's High School. (Bandra W).

A very Good Afternoon to every one. A special thanks to Sr. Natty Lopes, Our Manager Reverend Fr. Colman Ceslos, Our Principal of Secondary Section Tr. Marilyn Fernandes, Our Primary Head Tr. Nathaline Neronha, Our Supervisor Tr. Premalata Pen for conducting a programme on Sexual Harassment at workplace and having an open-view talk. The different points highlighted help us ponder.

OTI Man Breadwinner, OTI Woman Housewinner,
OTI Man, Na Woman, Hum Sab
Hein Human. - So let's live with
dignity. Stop falling prey to injustice.

It's time to update ourselves and
march on to rise against the ill.

Thank You Sister for instilling the seed
within us to change our Concept (संज्ञा)
Be Refreshed And Rise.
A Big Thank You.

From the Teaching &
Non-Teaching Staff
of St. Anne's High School

Sakhya – Women's Guidance Cell

Feed Back Form

Session Topic: Act on child protection & sexual Harassment at work place
Date: 7-1-19
Place: YMCA - Calaba
Resource Person: Mrs. Mary

1. Content delivery of the session - Excellent
• How and when this 'Act' was formed
• What is sexual abuse
• What is work place protection
• Prevention, reversal of sexual abuse by giving awareness and formation of I.C.E.
• group discussions
2. You like most from the session -

Sakhya – Women's Guidance Cell

TOT Feed Back Form (on behalf of all the participants)

Session Topic: Parenting
Date: 28/2/19
Place: Bhugaon - Sodality women group at church (82 participants)
Resource Person: Mary Vammali

1. Content delivery of the session

जुम्ही जो विषय सांगितला तो आम्हा महिलांना मुलांसाठी आवडला कारण आम्ही कधीच ऐकल नव्हत.

2. You like most from the session

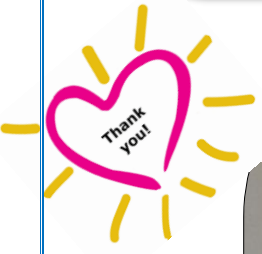
जुम्ही प्रात्यक्षिक कथन दाखवल्यावर आम्हाला आवडल प्रयोग कथन अनुभव आला.

3. You did not like from the session

सर्वच आवडल

4. Any suggestion or Future recommendation

शास्त्र सासऱ्यांनी आपल्या सुनावरोवर कथे वागावे मुलींना चांगले बोलता व सुनावरोवर चांगले वागत नाही. चाबदल प्रबोधन होणे जरुरीच आहे.





• Message from schools for Sakhya

ST. GONSALO GARCIA HIGH SCHOOL
Gass, P. O. Sopara, Tal. Vasai, Dist. Palghar, Maharashtra - 401 203.
Reg. No. E - 120 (Thane) dt. 02/11/1955
Unit Code : THN/WAS- 100 S.S.C. Code- 16.13.055
TZP/SE/K.No.8.356, dt. 12/03/1991. Cell No. 7387533867

जा. कं: /2018-19. दिनांक : 09/01/2019

प्रति-
मा. संचालिका
सौ. शैला कास्टो
'सख्य' मार्गदर्शन केंद्र, निर्मळ.

महोदया,

आपल्या सख्य महिला मार्गदर्शन केंद्रातर्फे आज दि. 09/01/2019 रोजी मीरा रोड येथील रॉयल कॉलेजच्या बी.एड. च्या विद्यार्थिनीनी आमच्या उपरोक्त शाळेत येउन मुलींवर निरनिराळ्या समस्येवर होणा-या अत्याचाराला वाचा फोडणारे पथनाटय सादर करून विद्यार्थ्यांमध्ये जनजागृती केली. विद्यार्थ्यांना खूपच आवडले.

आमारी.

आपला विश्वासू,
Head Master
St. Gonsalo Garcia High School
Gass, Post. Sopara,
Tal. Vasai-401 203

HOLY CROSS HIGH SCHOOL, NIRMAL
P.O. Nirmal, Tal. Vasai, Dist. Palghar, 401 304, Tel. : (0250) 2470210
Reg. No. B-4-T/dt.20-3-1961, S.S.C. Board No. 16.13.092, Pay Unit No. THN / WAS-112

Date : १६/०१/२०१९

प्रति,
संचालिका,
सख्य महिला मार्गदर्शन केंद्र,
नालासोपारा, निर्मळ

विषय - आमच्या शाळेत हस्तकला कार्यशाळा घेतल्याबद्दल ..

महोदय,

सख्य महिला मार्गदर्शन केंद्राच्या मार्गदर्शनाखाली, निर्मला निकेतन कॉलेज ऑफ होम सायन्सच्या विद्यार्थिनीनी दिनांक ८ व ९ जानेवारी २०१९ रोजी आमच्या शाळेतील विद्यार्थिनींसाठी हस्तकला कार्यशाळा आयोजित केल्याबद्दल आम्ही त्याचे अभिनंदन करतो. तसेच अशाच प्रकारचे कार्यक्रम आमच्या शाळेत राबविले तर आमच्या विद्यार्थ्यांना त्याचा फायदा होईल.

कळावे,

आपला विश्वासू,
Head-Master
Holy Cross High School
P. O. Nirmal, Tal. Vasai

आगाशी, विरार, अर्नाळा एज्युकेशन सोसयटीचे
भाऊसाहेब वर्तक विद्यामंदिर, नाळे
Recognition No. B-II/
Education Department
Z. P. Thane Dt. 25-7-1970
S.S.C. Exam School Index No.18.08.047
Pay unit No. : THN/WAS/120.
शालार्थी आयडी - 04120100376-AST
यु डायस नंबर - 272361703902

पो. नाळे (सोपारा) ता. वसई,
जि. पालघर, फोन - 401 203.
दुरध्वनी : 258 84 25
Email : bvv_nale@yahoo.com

दिनांक : ११/०१/२०१९

पत्र क्र. : १०४/२०१८-१९

प्रति,
'सख्य' महिला मार्गदर्शन केंद्र,
निर्मळ

विषय : शाळा / महाविद्यालयातील विद्यार्थ्यांसाठी प्रशिक्षण कार्यक्रम राबविणेबाबत....

महोदया,

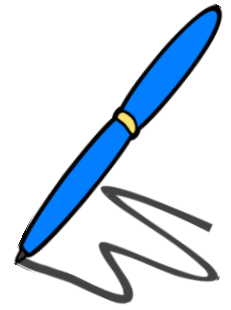
आपल्या सहयोगाने आमच्या भाऊसाहेब वर्तक विद्यामंदिर, नाळे या शाळेत आज दिनांक ११.०१.२०१९ रोजी रॉयल कॉलेज (B.Ed) मिरारोड येथील विद्यार्थ्यांनी आमच्या शाळेतील विद्यार्थ्यांचा नैशल्पवृद्धी या विषयावर प्रशिक्षण वर्ग घेण्यात आले. त्या प्रशिक्षणास विद्यार्थ्यांचा उत्स्फूर्त प्रतिसाद होता.

कळावे,

आपला विश्वासू,
मुख्याध्यापक
भाऊसाहेब वर्तक विद्यामंदिर
नाळे, ता. वसई, जि. ठणे

LOOKING FORWARD TO 2019 – 20

"Opportunities don't happen. You create them." ~Chris Grosser



- Working with systems: Health, judiciary, legal, bureaucracy, Police, administration, community, cultural mindset 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.



Drawing by nursing student of Civil Hospital, Thane
 (Participant of drawing competition organized by Sakhya during VAW)

ORGANISATIONAL STRUCTURE

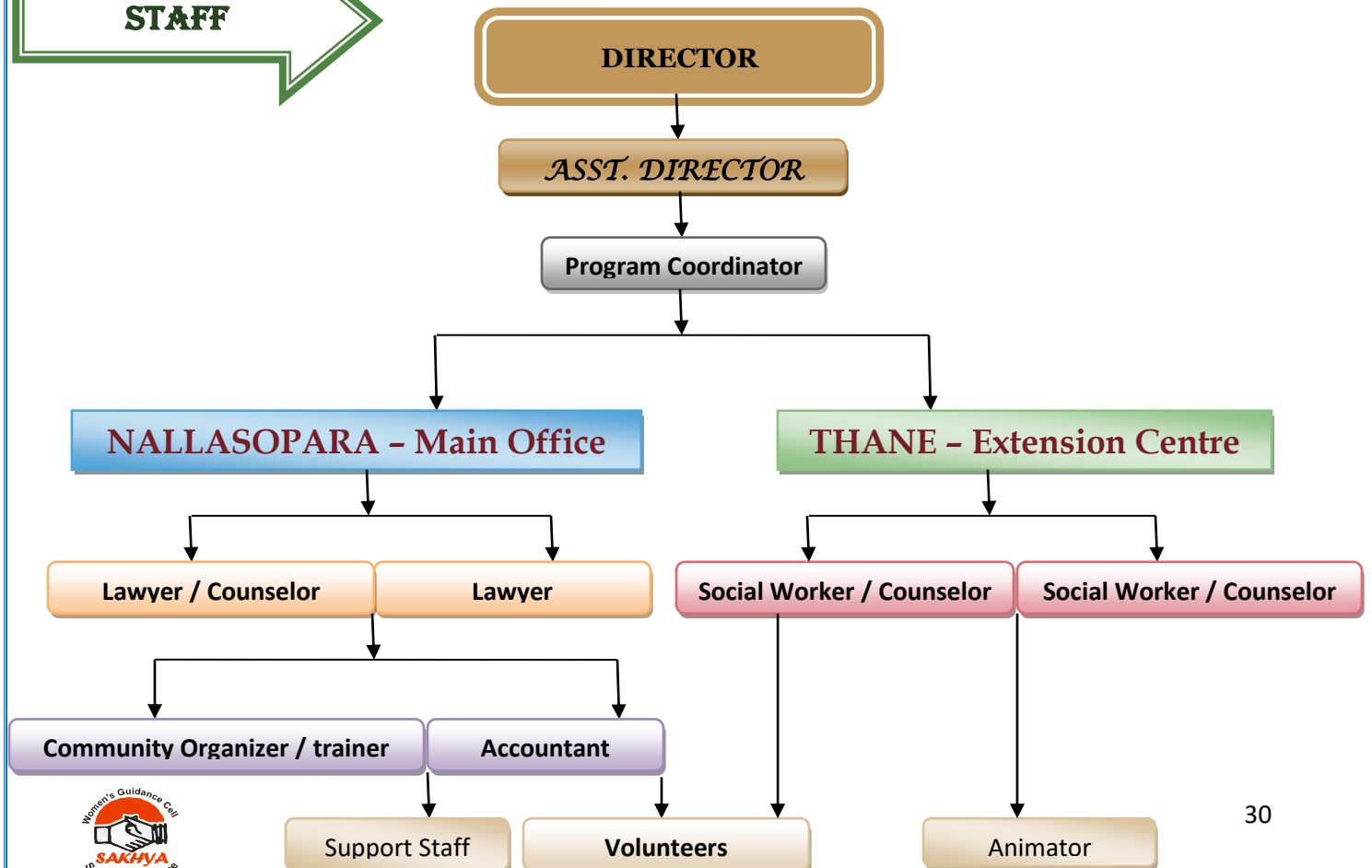
"Good team and network promotes amazing results." ~Lailah Gifty Akita



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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

STAFF



OUR PARTNERS



“It is not only one person’s work; it’s really a partnership and collaboration during all these years” ~ Christo

Our Allies

Sakhya on the Board of the Internal Committee (IC) to address sexual harassment of women at workplace

Financial Assistance

Manos Unidas

United Parcel Service

Partners in Germany

RBL Bank Ltd

Local Donors & benefactors



Ganmata Sadan Society, 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
Chaittanya 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
Dilkhush	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
Bhausahab Vartak School, Nale	

THANK YOU!

“The roots of all goodness lie in the soil of appreciation for goodness”. ~ Dalai Lama

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 2018 -19.



Farewell Greetings

Sr. Regina Menezes, Clipsy Banji and Sr. Jemma George 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 groups, youth groups, parents groups, 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 email : 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
Mob.: 9890312402

Extension Centre:

Thane Civil Hospital,
New Building, Gr Floor,
Tembi Naka, Agyari Lane
Thane.
Mob.: 9224642560

Email: sakhya_87@rediffmail.com

Website: www.sakhyawgc.org

Face book: Sakhya Women's Guidance Cell