

Sakhya - Women's Guidance Cell

ANNUAL REPORT 2020-21





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 Trainers

EDP – Economic Development Program

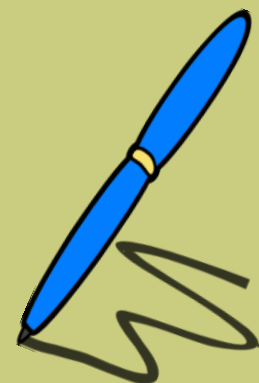
UN – The United Nations

OPD – Out Patient Department

WCD – Women and Child Development

PO – Protection Officer

OSC – One Stop Centre





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DIRECTOR'S FOREWORD

COVID 19 is perhaps the one topic which everyone is talking about across the globe. People are fully aware of the havoc that has been brought about by the pandemic. No part of the world and no group of persons, irrespective of their nationality, race, religion, income or education has been untouched by its reach. This is perhaps the worst pandemic that the human race has faced whether we look at it statistically or from a social and cultural perspective. In spite of this grave threat, it gives me immense joy to present the Annual Report of 'Sakhya Women's Guidance Cell' for the year 2020-2021. Despite the odds we have had to face as a result of the pandemic, we have been able to respond successfully to yet another eventful year at Sakhya.



It has been a year of stock taking, facing challenges, exploring newer ways and enhancing our capabilities. The organisation has successfully completed 34 years of active engagement in promoting the dignity of women and providing justice to women affected by violence. We are also contributing to the growth and well-being of the community through our social outreach.

While trying to adapt to the challenges that society is facing today, we have remained mindful and attentive to what we do best, that is community development and interventions for women's empowerment with a focus on strengthening persons, building confidence, generating awareness and capacity building of our communities. This helps to ensure the self-sustainability of our programs. Sakhya has been able to make her contribution to society in such a responsible way largely because of the commitment and skills of the staff members on her team.

During the year we have strengthened our ties of collaboration, partnership and linkages with multiple stakeholders who share our vision to bring about change. This has helped to create a platform for a better understanding of the marginalised sections of our society. Glad to say, we have experienced the same spirit of enthusiasm, commitment and solidarity with our partners.

I am happy to acknowledge the constant support extended by our President and Board of Trustees. My sincere thanks goes to all our organizational staff for their dedication, involvement and participation with me as a team, enabling the organization to reach new heights in the various spheres of our development activities.

We are very grateful to all our donors, those who have stood by us for many years and the new ones who have stepped in to strengthen our efforts. Without such tangible support we would not have been able to continue to extend a helping hand to many, particularly during the lockdowns.

Once again I would like to extend my token of appreciation and gratitude to all our co-travellers: our donors, collaborators, board members, volunteers and well-wishers who have accompanied us with faith and unwavering hope for a better tomorrow.

Sr. Shaila Crasto
Director, Sakhya



OUR INTERVENTION STRATEGIES

Sakhya was established 33 years ago and its journey can be paralleled to that of a butterfly. The idea being the small egg then ruptured to become a caterpillar, surely and slowly. It grows into a strong cocoon whose foundations are strengthened and firm. This cocoon then gradually metamorphosed to grow into a beautiful butterfly, soaring beyond the confines a limited of horizon. Sakhya has been a child of love, labour and hard work.

“Whenever there is a human in need, there is an opportunity for kindness and to make a difference”- Kevin Heath

Sakhya embodies these qualities in every iota of its structure. It aims to create an environment where one is able to express one’s concern without any apprehension. Sakhya strives tirelessly to help clients find the kind of remedy they require and equip them with the necessary resources to meet the end in view. It also assumes the role of a guardian to protect the interests of their clients by intervening and taking steps to overcome the harsh social reality that blocks the way forward for the persons in need.

COVID-19 has indisputably upset the world obliging it to find a new way of living and a new way of relating to one another. In some ways has it brought suffering and brokenness and in other ways it challenges our criteria of development. However, even in these challenging times Sakhya has continued to offer help to people through its various creative initiatives. We have witnessed how there has been an a definite rise in crimes against women and Sakhya has aided these women in need to seek and find relief.

In this report for 2020-21, these initiatives and success stories of the organization will be highlighted. 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.”

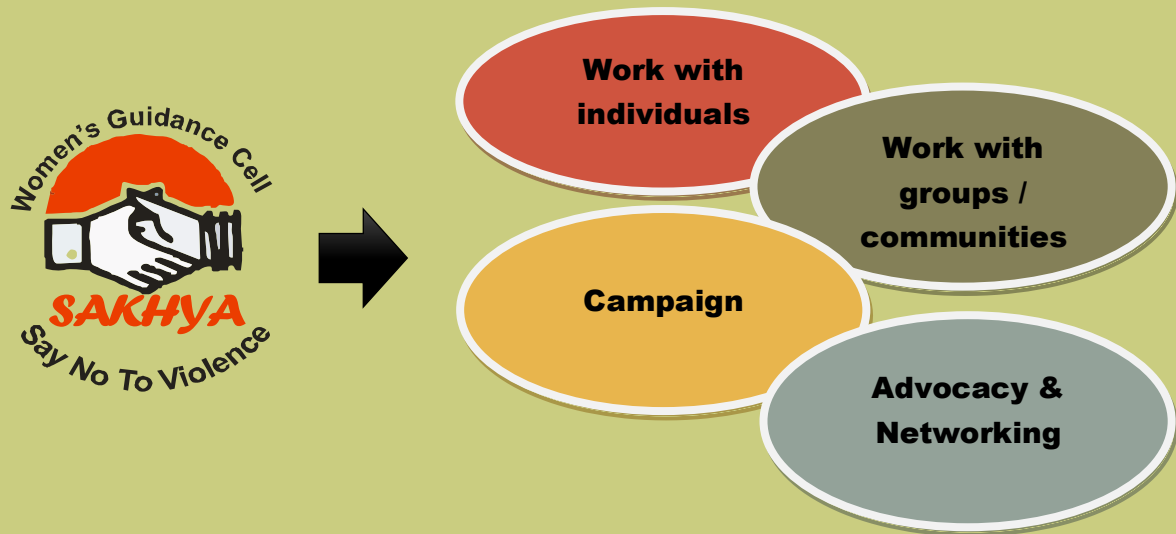
Mission: Enabling society to cultivate a sense of social responsibility to bring about a gender just society

OBJECTIVES

- To spread awareness about the rights and problems of women and girls in Indian society
- To encourage concerned persons to be sensitive to gender based issues of and indicators of violence faced by women and girls in India
- To empower young women and men to actively participate in bringing about a gender just society
- To work towards prevention of gender based violence in India
- 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.
- To engage in advocacy in order to effect policy level changes with regards to gender issues.



Organizational Strategy is a dynamic long - term plan that maps the route towards the realization of an organisation's wider goals and vision.



Values and Culture at Sakhya

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

Respect: To respect one another's views and feelings within the organisation and with people one works with; to express oneself, one's 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 the causes that the organisation Sakhya stands for and believes in.

Transparency: To be transparent in our work and openly share information, ideas, opinions as well our errors and limitations with our stakeholders.

Determination: To have a definite purpose and will to work towards set goals in spite of any hurdles and challenges faced. Conviction in what we do enables one to see challenges more as learning opportunities rather than setbacks.

Empathy: To have an unconditional positive regard towards our beneficiaries and stakeholders, understanding their perspectives and emotions even though they be 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.





Highlights of the Year: 2020 - 2021

Sakhya reaches out to the population in and around the district of Palghar, Thane and Mumbai irrespective of the socio - economic or religious background of the people.

Total Beneficiaries
30,524

Individuals & Families
Cases counselled 213
Case Follow up 494

Other Activities
3 Visitors visited Sakhya
2 Exposure Visits done by 10 Participants
48 celebrations & covered 1740 participants
65 Staff Capacity Building took place
84 SHW - Sexual Harassment of women at workplace meetings, workshops & follow-ups covered 521 Participants
COVID Relief Work reached to 14809 beneficiaries

Groups & Communities
56 Community sessions attended by 696 participants
160 Community Visits & Meetings held by animators with 1347 Participants
2 Sessions at Schools & Colleges and attended by 88 Participants
74 Sessions with children and their 8 Balpanchayat groups with 1278 Participants
47 meetings and visits regarding Kitchen Garden work with 273 participants
Community Resource Mapping Survey conducted & Report was prepared

Internship & Publications
Sakhya received 20 students from 9 colleges for the internship
Nirmala Niketan College students prepared 2 Training Modules, Resource Directory and Child Protection policy for Sakhya
13 volunteers during the year worked with Sakhya and supported the social cause
3 Hunkar quarterly magazines & calendar of Sakhya got published and distribution of it reached out to 1200 local community people

Networking & Advocacy
122 meetings held and 477 participants attended
"We Action Group" NGO's network, "CHARI" Lawyers network & Feminist Network
Different Institutes: police, one stop centre, ICDS, protection officer, NGO's

Awareness Campaigns
64 campaigns held and we reach out to 6588 people
VAW Social Media campaign with the help of students volunteer from Jai Hind College, Mumbai



A STEP FORWARD – OUTREACH & OUTCOMES

‘Be faithful in small things because it is in them that your strength lies.’

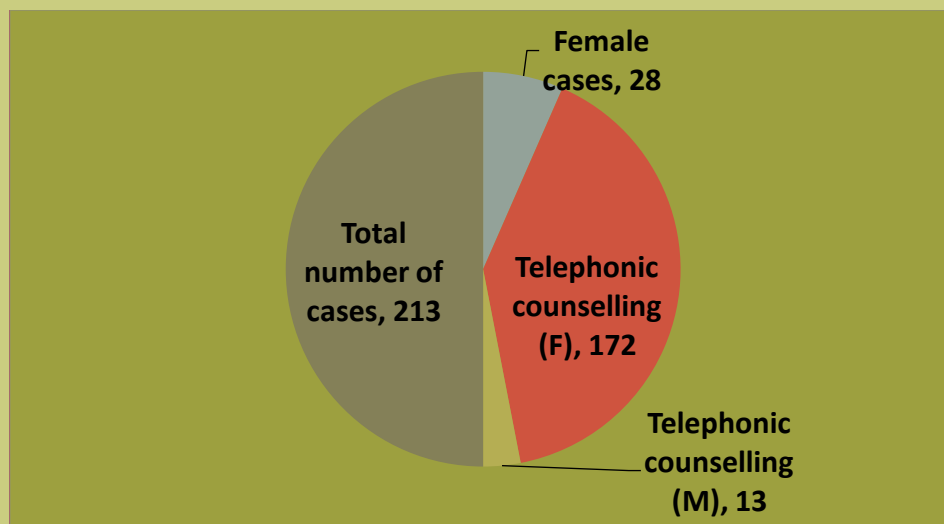
– Mother Thresa

1. Work with individuals: Sakhya has upheld its true values of providing aid to the marginalized by conducting various case work and counselling, which allows the person who has approached the organization to not only get their grievances solved but also heal from the trauma that they had to experience.



Counselling is one of the major activities in SAKHYA and it is an area which has a profound effect on the lives of individuals, families and communities. This service helps people to navigate difficult and challenging life situations.

Fig. 1 The graph below depicts the number and type of counselling cases handled

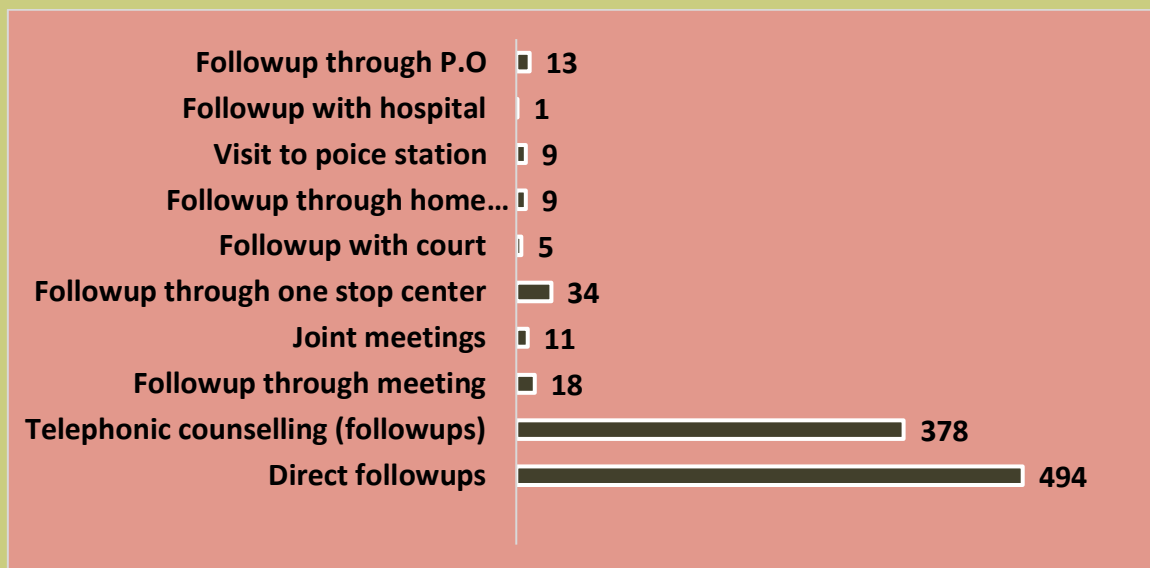


The above graph shows during the year a total of 213 cases came to SAKHYA for counselling out of which 28 were female and 13 were Male. As we can also see there is a higher number of telephonic counselling due to the Covid situation counting 172 plus 13 cases. These counselling cases come from Thane and Nallsopara.

As we can see the graph below depicts the follow-up action. A regular follow up gives clients a chance to be heard and guided effectively. In addition, constant contact helps clients to keep the organization in their minds when they have a need of being helped. SAKHYA followed up about 494 direct cases which is the highest in the graph and about 378 which are telephonic, further follow ups were direct follow up means meeting clients for counseling, through Joint meetings and through Protection officer’s office visits for taking updates about case or client.



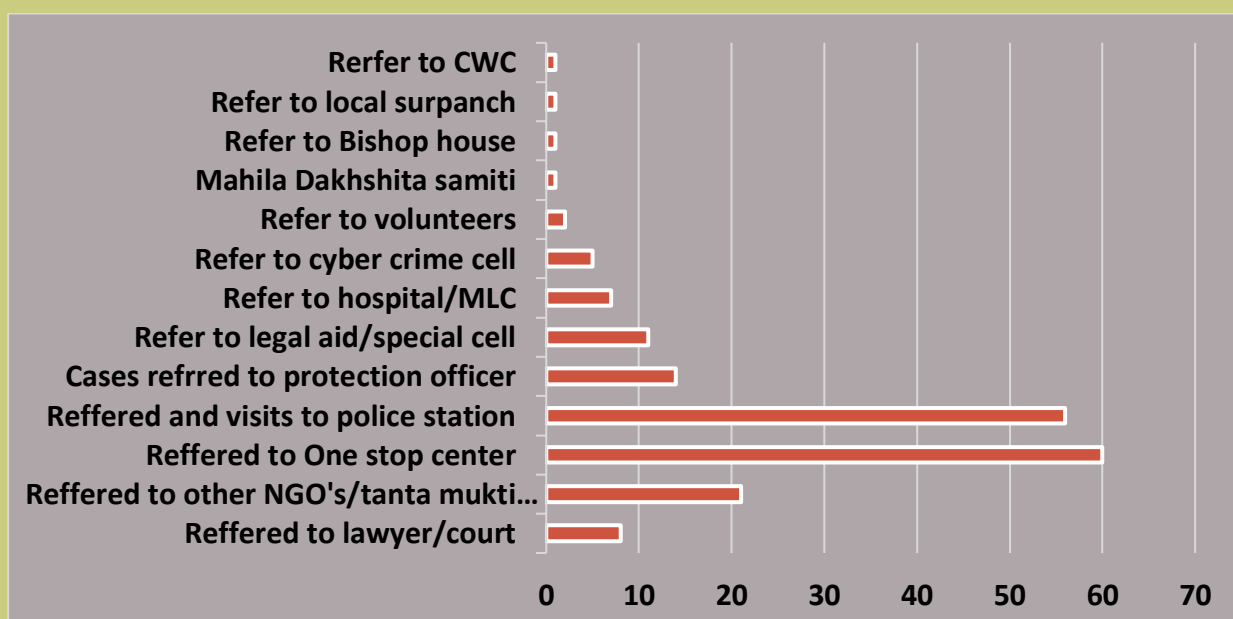
Fig.2 The graph below depicts the follow-up of cases



The graph belovend depicts majority of the cases were referred to One stop center it's a place where women victim get different services under one roof, Protection officers and police station. OSC's are intended to support women affected by violence, in private and public spaces, within the family, community and at the workplace. The Protection officer and the Police station personnel play an important role in seeking justice in the cases of domestic violence. Hence a client needs an additional support and this is through counselling which enables a client to get legal help. Counselling plays a role of a wider support network. Further as we can see in the graph the cases were referred to CWC (Crimes against Women and Children) which provides additional professional guidance.



Fig.3 The below graph depicts the referral cases





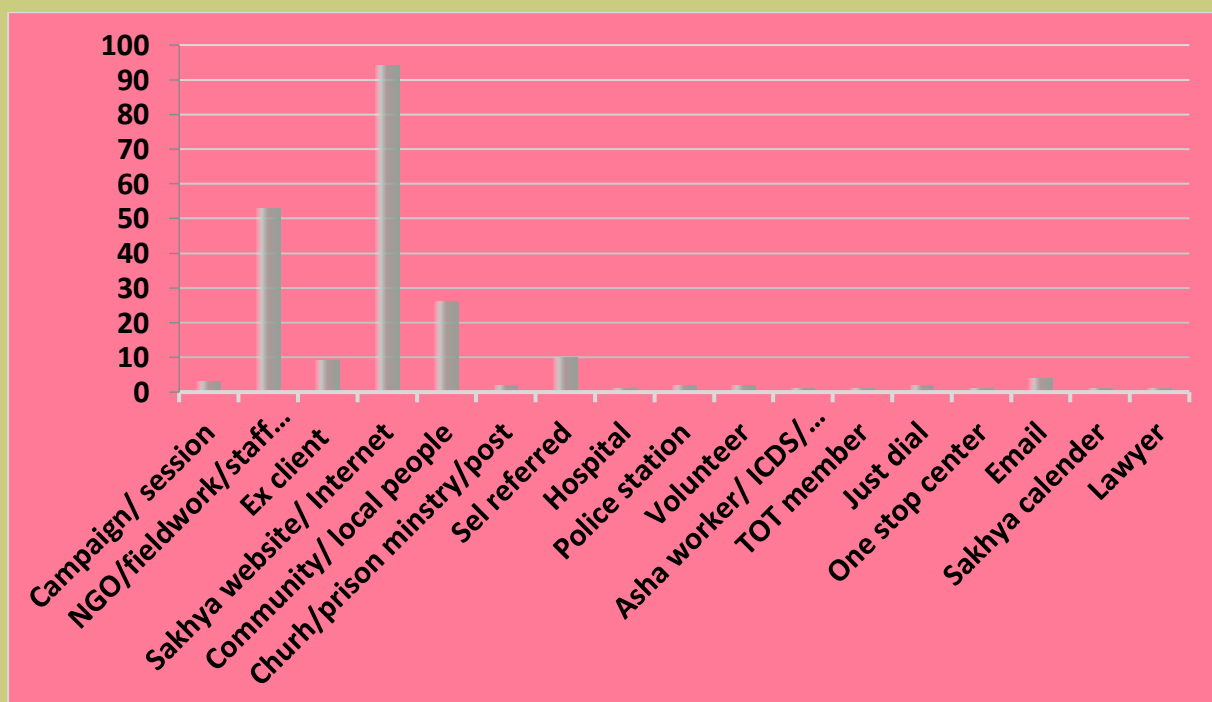
Referring such cases to the right place would speed up the process of justice and provide a better help.

The below list shows the types of cases SAKHYA counselled, and as we can see there are number of various domestic violence cases and therefore SAKHYA teams up with different legal aid help in matter to provide help and justice to their client. Police, protection officers, CWC, hence play an important role.

Table: 1 *The below table depict the types of Cases Counseled in a year*

Domestic Violence – by wife, by son	Child custody, Settlement after DV case
Dispute with neighbor/ community, mental harassment by housing society	Any other problem/ relief material from Nagarpalika
Anticipatory bail	Legal notice by daughter-in-law
Cheating/ false promise of marriage	Extra-marital
False allegation through police	Bigamy
Property matter	Thrown out of the house
Divorce	Maintenance/ defamation
Mental stress due to Covid-19	Work related problem/ desertion
Unwed mother	Restitution of conjugal rights
Cyber crime	Need of shelter home
Molestation & blackmailing	POSCO cases came after the age of 18 yrs for legal guidance
Marriage dispute	Wife has claims issues of his deceased husband property

Fig.4 *The below graph shows the cases referred by*





The graph above shows the number of cases which were referred to SAKHYA from different sources. It is important to note these sources. The table shows that the highest number of cases (94) came through Sakhya's website and internet. Due to the pandemic it was difficult to step out of the agency and most clients used the online platform to get in touch with Sakhya. The next highest group (53) came from NGOs and the next groups of 26 were referred by the local community. It is also interesting to note that 9 were ex clients and 10 came on their own (self-referred) It is also of interest to see the large range of other referrals.

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

CASE STUDIES

Case: 1

SAKHYA- A FRIEND, A GUIDE, A COUNSELLOR!

In the month of April, a homemaker had gotten in touch with some members of Sakhya, after enduring agonizing episodes of violence at the hands of her husband and in-laws. With a history of physical, mental, sexual and financial violence, the woman was very distressed and contacted the NGO after one fateful night, when her husband had beaten her and thrown her out of their shared domestic household, while the pandemic was at its peak and lockdown was in place. She was staying at her neighbor's house as she had nowhere else to go. Recognizing the urgency of the situation, Sakhya immediately swung into action and devised several plans and strategies to ensure the safety and security of the victim. The counsellor and lawyer at Sakhya guided her by firstly, ensuring that she was comfortable and safe at her neighbor's house. Secondly, they advised her to visit the police station to file a complaint and also visit a hospital to get treatment for her injuries and register a medico legal case. Thirdly, the NGO advised her to visit 'Dilassa'. Thereafter through constant follow ups and guidance the NGO ensured that she went back to her maternal home, where she was safe and sound and could discuss the matter with her family. Due to the ongoing pandemic, it has been really tough for women suffering from domestic violence to get help from the Police as the police themselves are overworked. But even after this, the counsellors at Sakhya helped her in getting in contact with a police officer. The counsellors and lawyers at Sakhya are still in contact with her and are doing everything in their power to help and assist her in the particular situation she faces.

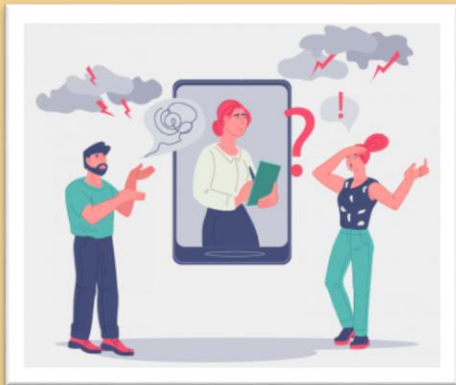


CASE: 2

SAKHYA—HELP IS ALWAYS NEAR!

Battered, humiliated, depressed and tired of the constant physical abuse that haunted her for years, a lady finally decided to break free from the cycle of constant abuse and contacted Sakhya, where she was rehabilitated at a shelter in Andheri. She was 8 months pregnant, and decided to quit her marriage because husband's atrocities continued to heighten.

An NC was filed finally at Arnala Police station owing to the constant violence and death threats that she and her family were subjected to by her husband. A vibrant homemaker once was reduced to a lifeless body as she was constantly abused physically and sexually. Sakhya stepped in to help her and restore normalcy in her life. Sakhya enlightened her about the Domestic violence Act 2005 and instructed her to get a complaint filed.



Following the advice, she visited VVMC hospital where she was denied any treatment. Police too failed to lodge an FIR on the pretext that the police station had no jurisdiction in this case.

Sakhya assisted her in calling One Stop Centre which helped her in getting a letter from them and the guidance to go to the correct police station. The counsellors helped her to file an MLC. The NGO provided her with much-needed support during those trying times.

The client express that the Sakhya has shown immense sensitivity and promptness to deal with her case and protected the interest of client and supported her in her decision. The client also expressed that the ongoing pandemic ceased to dampen the never-dying spirit of Sakhya. She appreciated that Sakhya has always been a forerunner in providing assistance and safeguarding the rights of women. Client with her experience at Sakhya stated that, Sakhya always ensures that for every woman in distress, THE HELP IS NEAR!

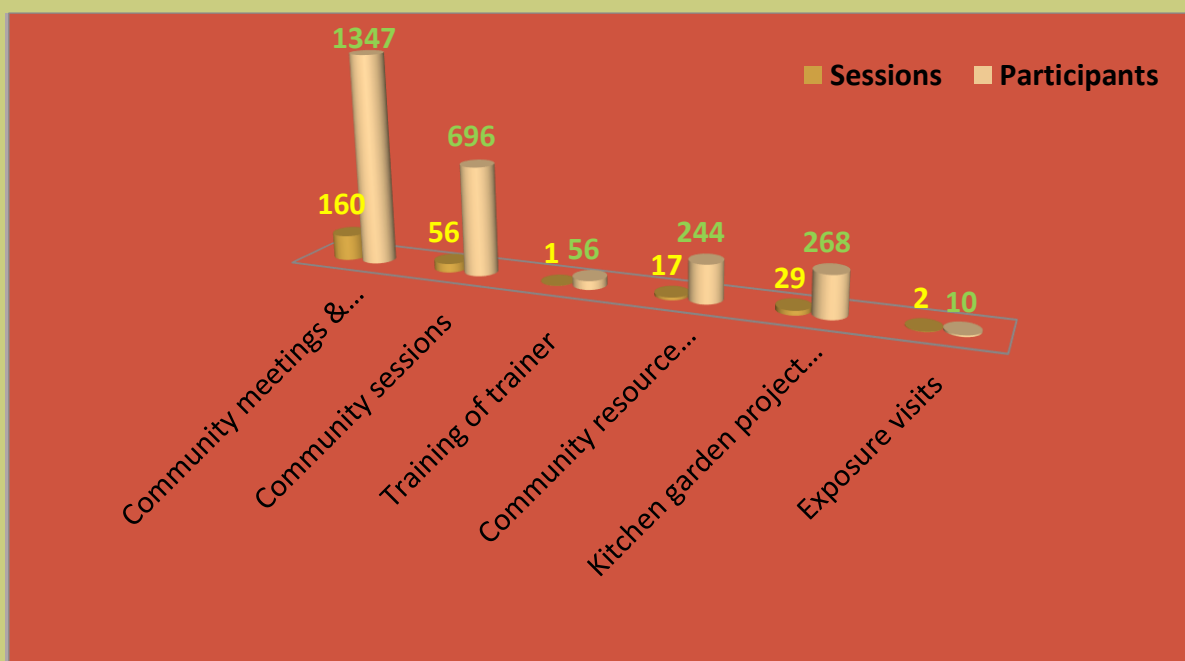


2. Communities & Groups:

Today the entire world is in the midst of a pandemic. The sudden imposition of all India Lockdown started on March 21, 2020 has led to horrific consequences for many. COVID-19 has caused anxieties, job loss and frustrations. In a patriarchal society, women and other vulnerable populations also have to bear the consequences of these frustrations. To respond to this crisis situation Sakhya worked persistently to provide sustainable relief to local communities from Thane and Vasai -Virar region. Sakhya women's Guidance Cell works for Gender Equality and towards creating a Gender Just Society. Sakhya works with groups and communities to raise awareness on the various issues and sensitizes them to their rights. This brings about a sense of belongingness amongst these communities.

Community work is not merely to provide people with services and or resources but to make possible the process of 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.

Fig.5 The below figure shows the data of the community work



During this year 56 community sessions with 1347 participants, 160 community meetings / visits with 696 participants, TOT of 1 groups & 56 participants with 18 padas and communities for community resource mapping in which 330 participants. Further a 29 of kitchen garden project and community visits and 268 participants and ending with 2 exposure visits and 10 participants.

Constant meetings, home visits, training sessions, workshops and special programmes held in communities online with women, youths & adolescents from tribal small pada's and socio - economically backward communities have resulted in developing leadership qualities among them. The women who are financially



independent have begun to take decisions by themselves. Due to pandemic the virtual sessions in a year mainly focus on creating awareness about COVID 19 and precautions to be taken, Domestic Violence and lockdown, gender based violence, stress management, Cybercrime, menstrual hygiene, women and law, group bonding, leadership and personality development etc. Given below are some concrete examples of the community interventions:

SAKHYA: A HELPING HAND TO THE NEEDY

Kamlakar Ganpat Bond is a fifty three year old man, residing in Bhim Nagar of Satpala Gram panchayat. Mr. Kamlakar is a father of two daughters and one son. Being physically challenged he sought help from social workers of Bhim Nagar Satpala Gram Panchayat to get a TRI Cycle; on the grounds that his old tricycle was not in a working condition causing him all sorts of troubles. He used to work at a workshop but due to lockdown he lost his job, now he is employed in the fields as a daily wage worker. Lack of a tricycle resulted in him having to crawl using his hands, which proved to be extremely difficult. During skill mapping survey he expressed his difficulty and a social worker Mr. Santosh Bhoir presented the issue to Sakhya. The organisation took the initiative to resolve the distress faced by Mr. Kamlakar. Sakhya communicated with various people who could render financial assistance to support and solve Kamlakar's concern.

After meticulous efforts of the Sakhya organization, a generous donor Mr. Sanjay of Lions Club came forward and requested some time to look into the problem. In a period of 15 days they managed to get a TRI Cycle for Kamlakar and delivered it to this place. When we went to see Kamlakar, he came with his TRI Cycle to thank us. It meant so much to him. he happiness on his face was priceless. Once again we would like to thank Mr. Sanjay Khanna from Lions club for coming forward and supporting us.



Training Of Trainers (Tot): is a program for the development of training delivery skills of those women who wish to become trainers. In order to generate a sustainable livelihood for women and girls, it is important to provide them with continual learning of marketable skills and leadership attributes. Therefore Sakhya has responded to the need of the hour, by networking & collaborating with Don Bosco training centre. An Online Entrepreneur Development Program was conducted at Vasai taluka from 17th August to 21st August 2020. The Content of the program was on Orientation to Business & its types, Personality Enhancement, Self SWOT analysis, Time Management, Creating a





Business Checklist, Priority and Goal setting, Customer Research and Market Analysis, Concept of Advertisement / Promotion etc. This Skill development initiative of Sakhya has helped actualize the inert potential of the participants. Entrepreneurship Development takes place when we combine 'Skills' with 'Leadership'.

Achievement of the TOT - Entrepreneur Development Program

Among the participants, Parvati Dadoda started a small retail shop at Bhadanepada community; women from Gass Dongri community started making decorations from paper. Sujata Tai from Bhimdongri community started selling Vadapav, idli, Dosa, while a women's group from Thane sold cloth bags, ornaments and started a food stall. It was wonderful to see the creative talents of the women finding expression, bringing a sense of fulfillment and bringing in some income for their livelihood.



Kitchen Garden Initiative At Communities:



Sakhya has taken an initiative through the Kitchen Garden Project to helping the women overcome their fears, build their confidence and empower them. The kitchen garden model was meant to improve nutrition security and supplement household income. The primary rationale behind this model is to help improve the nutritional status of marginal communities and their

families, providing them with an assorted mix of fresh vegetables for a considerable stretch of the year.

Achievement of Kitchen Garden Project

A 43 year old widow, Manju residing in Surashvarpada is mother of two sons. She lost her husband when he fell from a tree and died on the spot. With her elder son only two and the younger of three days, it was a great challenge before her but she did not give up. Leaving her small kids with her mother, she used to work as a domestic worker. This work was her only source of earning and raising her small children. With the growing up of her children, she started cultivating other people's land on lease. When COVID hit the population she was unable to buy the seeds required. The urgent action project started in her community by SAKHYA provided her financial support to buy the seeds required for cultivation. She then cultivated mustard, radish, and spinach which are rich crops in demand and which fetched her amount of money she needed for the near future.



Exposure Visit: Exposure visits enable women 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.

Visitors / Exposure Visits: Exposure visits by visitors from Helping Hands Organisation and President of Nirmala Institute at Sakhya to understand strategies and challenges towards Gender Just Society.



The following success story will depict the community intervention of Sakhya.

Case Study: Community Celebration

SAKHYA KA MAHILA SHAKTI DIVAS, NEHRU NAGAR

The Sakhya Women's Guidance cell has been working with the Nehru Nagar community since three years now. Sakhya works on various agendas every month to organize and mobilize its women and conducts the Women's Day celebration every year. However this year, women took the initiative to conduct the program with the support of fifteen women from different areas by dividing the work and providing financial assistance themselves for the program's execution. A total of one hundred and fifty women participated in different fun activities such as games, poems and 'ukhane'. With many exciting gifts, the program's main idea was to divide work and organize collective activities. The project also included men who planned and worked for the event to be a success. Even so, the point of astonishment still resides with the fact that women themselves came forward to supervise and participate in the event. Sakhya takes great pleasure in seeing the initiative and enthusiastic participation of women in this group.

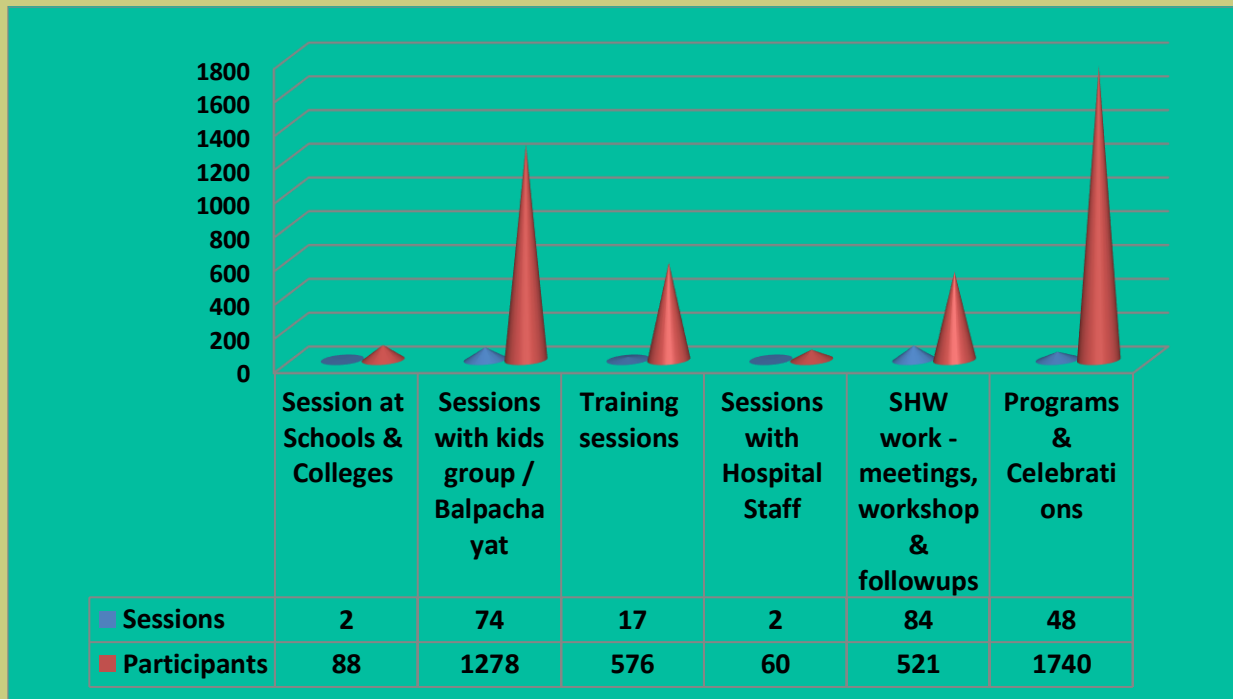


Work with Groups: The Groups are playing major role to strengthen such efforts. The groups comprised of the youth in schools and institutions, corporate groups, NGO staff, hospital staff, nursing students, police, Balpanchayat groups of kids in the communities and ICDS / Anganwadi personnel.

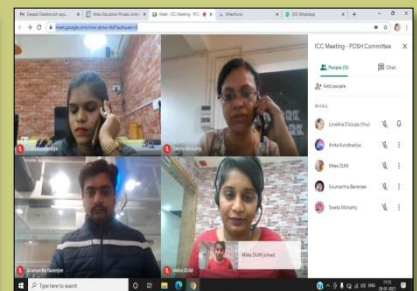




Fig.6 The graph below depicts the Work with different groups



During the year there were a total 2 sessions at schools & colleges with 88 participants, 2 sessions with hospital personnel with 60 participants, 17 training sessions at different institutions with 576 participants and 84 sessions, workshops and follow ups related to workplace Sexual harassment of women with 521 participants of different companies and institutions and 48 programs & celebrations such as Girl child day, Children’s Day, Environment Day, Women’s Day celebrations etc with 1740 participants. Participants from these activities were interactive and ready to network with Sakshya in future.





Training Sessions: Sessions were conducted during the year on different topics such as Cybercrime, Balpanchayat formation, Health & Hygiene, Gender Equality, Self-defence, Child Rights, Good touch Bad touch, Personality development, resume preparation and Healthy living etc. It helped to raise awareness among participants 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 women to stand against gender violence and thus increase their confidence. This time due to the pandemic sessions at schools and colleges were not possible as institutions were closed. Sakhya formed 8 Balpanchayat groups in the year with children groups from the communities.

IC Meetings & Workshop on Sexual Harassment: Sensitized the IC members and employees of the companies / institution 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.

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.

Celebrations & Programs:

1. Global Hand wash Day: was conducted on 15th Oct.20 in various villages of Vasai taluka like Gass Dongri, Maleitalav, Girizpada, Bhimdongri, Nallasopara east and Arnala. In Arnala we had a drawing competition in the presence of village Development officer Mr. Sankhye. The prize distribution was done in Dec.20
2. Makarshankranti celebration / Haldikumku Program & Sawitribai Phule Jayanti celebration by community women.
3. **Sports Day** was held for community women. It was a day of fun, frolic and relaxation for everyone.
4. Children's Day celebrations, Republic day celebration, New Year celebration by Balpanchayat kids at community.
5. Christmas celebration for Sakhya team had Christmas celebration together at Sakhya office with lots of fun, mashti happiness games dance team lunch and surprise gifts on 23rd December 2020. Lastly shared best wishes to each other for good health, prosperity and together welcomed in advance the New Year 2021 for happiness, progress and growth





6. Sakhya Women's Guidance Cell celebrated Environment Day with children of Bhadanepada on 10th June 2020
7. A day of fun and solidarity! Celebration of 34th Annual Day function of Sakhya women's Guidance Cell organized by community women and kids from Balpanchayat groups of different communities together at 5 communities of Nallasopara and Thane during the month of March, 2021. During this time the Honourable guests from Government Department as well as women leaders from local community released the Hunkar. The work of the community leaders was acknowledged and they were felicitated by the chief guest for their active participation in their area throughout the year; this helped Sakhya to reach out to local people during the difficult situation and lock-down during COVID 19 pandemic.



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 a network with *We Action Group, CHARI Networks & Feminist group network.*



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 for the relief work to during pandemic situation & be represented at different events such as Women's Day celebrations etc. This is a platform for us to make known the services of Sakhya to a larger audience. Following are the gist of the activities.

1. Facebook Live Discussion on Domestic Violence during Lockdown. Asst. Director of Sakhya, Natty Lopes was the guest speaker of the program to represent India. (Three





experts : @Shobakumar, Women's Aid, Uk and @Natty Lopes, Asst Director - Sakhya, Women's Guidance Cell, India along with a special guests) discussing real stories, the reality of the situation and how to cope, given the situation.

2. Sakhya - Women's Guidance Cell distributed ration packets of food material with the help of different organisations such as Mumbai Response, Youth Feed India, UNICEF, Glenn Mark, Light House Foundatio, DhamubaiVaz Charitable Trust and Me Vasaikar group for relief work at Vasai Taluka. We also did a distribution of Electral powder, Biscuits and water to migrants travellers with the help of Network volunteers during the pandemic 2020.
3. Sakhya - Women's Guidance Cell with the help of community animators and women leaders had distributed sanitary pads to meet the needs of menstrual health of adolescent girls group from different communities
4. Sakhya Women's Guidance Cell distributed Protein Powder packets received from India Bulls Foundation with the help of community animators to 1000 families of Bhimdongri and Mandvi community on 20th August 2020
5. An online session held on Domestic Violence with College of social work NirmalaNiketan, for students of Msw 2 on 13th October 2020.
6. Sakhya women's Guidance Cell team shared the Sakhya Calendar 2021 with different communities, police stations and Protection officers at Nallasopara and Thane. The Calendar has covered the information on Domestic ViolenceAct and POCSO Act on Child Sexual Abuse. Police staff appreciated the Sakhya's new initiative and informative calendar.
7. Sakhya Women Guidance Cell networked with Kishore Musale Charitable Trust who supported the organization with 204 Blankets, 200 Mask and 5 liters of hand sanitizer. This was distributed in various communities.
8. On 15th March 2021, Women and child development dept. Palghar, Sakhi one stop centre organised women's day celebration at Palghar. Asst. Director, Sakhya Ms. Natty Lopes was invited as a guest speaker for this program. Protection officer Sadavarte welcomed and honoured the guest with a flower bouquet.
9. Program Coordinator of Sakhya was invited as a guest speaker for Women's Day Celebration. A Training session on Teamwork was conducted at Waliv police station for police staff and Mahila Dakshata Committee members of Waliv police station on 8th March 2021.





4. Campaign:

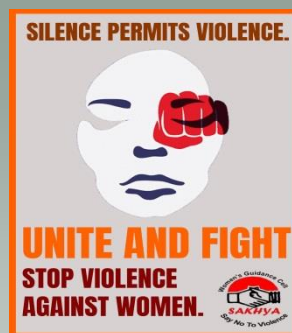
Sakhya conducts various campaigns to increase the awareness among the surrounding communities about social problems that they could face in the course of their lives and subsequently educate them about any legal defense and general remedies that they can seek for the same. These campaigns aims to target a large number of people to spread the awareness about Gender based violence.

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 social media campaign with the help of volunteers and student’s interns to spread the awareness about the gender based violence by the distribution of leaflets, talks, sessions etc in Vasai Taluka and Thane district.



Volunteers Contribution towards VAW Campaign of Sakhya

Sakhya – Women’s Guidance Cell team especially thanks to Krisha Mehta & Mehak Jagga - graphics team of Jai Hind College, Mumbai for volunteering their services in the cause of gender equality and especially for the poster making task under the guidance of Sakhya’s Program Coordinator on the theme of VAW - elimination of Violence against Women. These posters have been a very important contribution towards our social media campaign on eliminating VAW.



Staff Development Trainings:

Sakhya believes in the up gradation of the staff so that they are on par with the emerging trends and respond to issues in an effective manner. Hence through the year, opportunities are given to the staff to equip themselves with the knowledge and the necessary skills to work





effectively on gender issues. Staff development does not refer solely to optimizing an individual's skill set for a particular role. Rather, it refers to continued learning that nurtures professionals and helps them progress on their individual career path. Prioritizing employee development ensures that team members' skills continue to evolve in accordance with organisation trends and best practices.



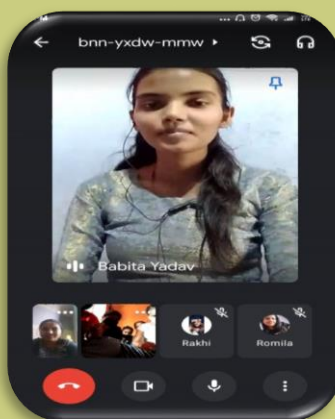
Voluntary Work & Students Placement for Internship:



Sakhya's Voluntary & Internship Programme offers eligible students & volunteers 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 conscientization. Voluntary Work & 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.



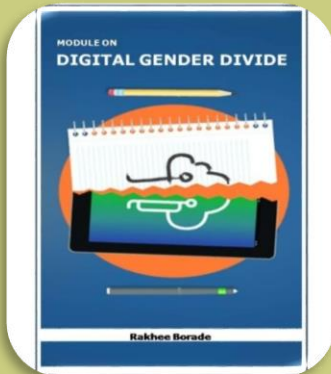
In a year at Sakhya there were 20 students interns from 9 renowned colleges and 13 volunteers from all over world contributed by online communication and in the field towards the growth of Sakhya. Below they are depicted making their contribution at Sakhya through the photos:





Media Coverage & Publications:

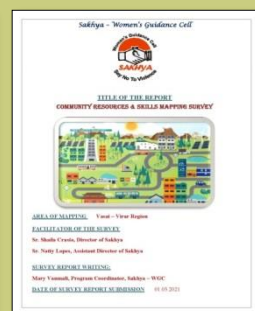
Glimpses of the **Documentation Work** done by Volunteers and Students as a contribution towards the growth of Sakhya: articles, training modules, session plans, flashcard making etc.



Media Coverage helps Sakhya to publish their work in local newspapers and news Channels to reach out to local populations.



Publications: Sakhya published three Hunkar magazines and one calendar in the year with different themes and reached out to a total of 900 people. Skhya's magazine & calendar selling became a good source of fundraising for students, staff and volunteers for Sakhya. This time Sakhya had also prepared a Community Resource & Skill Mapping Survey Report of Vasai Taluka. Our one pager newsletter got published twice to cover Sakhya's Relief work and EDP training.





Looking Forward to 2021 -2022

- 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. 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
- 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. From year 2020 Sakhya has decided to initiate and give more focus on livelihood and skills building programs.
- 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 Taluka, to extend our outreach.
- In order to bring about transformation, we will continue to encourage involvement of men and the opinion makers, who can contribute to this change towards a violence free society.

Organisational Structure:

An organizational structure is a system that outlines how certain activities are directed in order to achieve the goals of an organization. The organizational structure also determines how information flows between levels within the organisation.

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DIRECTOR

ASST. DIRECTOR

Program Coordinator

NALLASOPARA - Main Office

THANE - Extension Centre

Lawyer / Counselor

Lawyer

Social Worker / Counselor

Social Worker / Counselor

Community Organizer / trainer

Accountant

Support Staff

Volunteers

Animator

Our Partners: Individuals and organisations that supported us in our search for different resources.



Financial Assistance
Manos Unidas
Partners in Germany
RBL Bank
Local Donors & benefactors

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





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 2020 - 21.



FAREWELL / GREETINGS

To Mrs. Aruna Sawant 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!



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The Silvester Smruti, 1st Floor,
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Dist. Palghar-401304
Mobile: 9890312402

Extension Centre

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

Email: Sakhya_87@rediffmail.com

Website: www.sakhyawgc.org

