



Social And Development Research & Action Group

Empowering women and children, One community at a time!



Annual Report 2014-2015

ANNUAL REPORT

2014-2015



Social And Development Research & Action Group

www.sadrag.org

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From the Director's desk ...

We all desire Change! We, at SADRAG, call it a Change, when we see children happily marching to school, more and more women learning and discussing issues of their participation in economic life and the community raising its voice for a better quality of life. To be able to facilitate change in measured terms, we look for time without limits. Therefore, if we consider one year as a unit to measure our work performance, we feel constrained in time, efforts as well as in resources. This edition of our annual report presents our year long work and initiatives that took place during the year 2014-15.

SADRAG concluded several projects during the year. Amongst them were a multi-stakeholders project, Jeevan Ki Samajh: From Literacy to Education that covered 1000 young boys and girls studying across 10 government schools in Noida. A set of life skills were planned and imparted in schools through workshops mode. The programme formally concluded in a mega event at one of the schools where the students participated in several activities lending voice to their perceptions, opinions and views. They talked about the prevailing social mal-practices such as dowry system, sexual harassment of girls and children deprived of their basic rights. A few talked about their career planning that reflected their interest in life beyond school.

The other programme, a thematic project on women empowerment in district Gautam Budh Nagar, U.P. led to several such initiatives that were taken up for the first time in the district. With support from Ministry of Women & Child Development, Govt. of India, the initiatives aimed at reducing incidence of violence against women through awareness generation and an active complaint redressal mechanism of the police. We mapped the district for potentially prone areas to violence and shared the report with local civic authorities. Awareness generation was carried out through offline as well as online forums. Environment building measures took the form of gender sensitisation trainings with various stakeholders including the youth. A technology enabled information tool, Safe Noida mobile Application was developed in English as well as in Hindi for a greater outreach in the district.

The programme, Ugta Suraj moved on with 295 children formally enrolled in five learning and Support centers – village Nithari, Nagla, Harola, Barola and Tughalpur. The number of girls regularly attending the centres exceeded the boys, reinforcing and promoting the Beti Bachao Beti Padoa, an initiative by Government of India for the Girl Child.

Vidya Ratna performed well with all the 24 children, supported under the school sponsorship programme, were promoted to the next corresponding class in the school. It is thanks to a responsible partnership with Noon.ch: a Swiss group of professionals, who have sponsored the programme in entirety.

Child line Greater Noida remained committed to the children in distress during the year. A total of 166 distressed cases were provided support and assistance by the team. They renewed their efforts at preventive aspects of child abuse through outreach and awareness programmes. We feel contented to see innocent children being restored to their parents or reunited with their families. I would like to thank the volunteers and interns for their contribution to our various initiatives. It's thanks to the media who highlighted the crucial issues raised by us during the year.

With Best wishes for the year 2015-16!

Dr Mala Bhandari, Founder-Director SADRAG



From the Regional Office ...

Wishes from Bangalore!

The Ugta Suraj programme, started in 2012, continues in the salubrious weather of Bangalore in Veeranpalya Nagwara area in Bangalore city. The initiative was taken to facilitate migrant children cope up with their formal school studies through support and coaching after school hours. The children, predominantly migrants from interior areas of Gulbarga and Andhra Pradesh, have their parents and siblings working at construction sites near Nagwara area. They live in shanties near the construction sites. Getting into formal school system was like a dream come true for the children. We facilitated the process of their enrolment in a neighbourhood government school and they merrily attended it regularly. We believe that mere enrollment is not sufficient unless support is expended for the adjustment of children so that they can cope up with the school curriculum. Therefore we immediately swung into action and devised an After SchoolSupport programme for the children.

The After School Support Programme catered to 25 children and imparted them coaching in local language and school subjects. The children very soon adjusted to the new environment of the school and continued their studies well. They stay associated with us and often remember how playfully, they were oriented to the formal school environment through our efforts.

Our partnership with one of the leading five star hospitality chains, ITC Hotel, Bangalore continued and children enjoyed nutritious snacks everyday. Our efforts are at the stage of evaluation now to see the school retention rate among the children. At the same time, we are exploring newer avenues to partner and grow in our education endeavours. Our talks with prospective partners are in process and we look forward to the next year with hope for a renewed programme for the migrant segment of the population.

*Ms Karuna Kher
Regional Director*

About the organization

Social And Development Research & Action Group (SADRAG) is a not-for-profit organization established in the year 2004. It is currently working in the northern states of Delhi and Uttar Pradesh. The organisation's operations in Southern part of India began in 2010 with an education initiative in Bangalore city of Karnataka.

The core issues of organisation's interest are child protection, child rights, basic education, skill development & livelihood, violence against women & safe city and the women empowerment.

The Organization's Vision

With a firm belief in equality of life for all, SADRAG envisions a world of dignity and self respect especially for women and children.

The Organization's Mission

Capacity building of women and children by meeting their basic education, health and skill development needs.

Our on-ground programs are based on lessons drawn from action research conducted on related developmental issues such as literacy, education, health and livelihood.

The Organization's Objectives

SADRAG works with the following objectives:

- To conduct action research in development issues in the context of changing economic and socio cultural variables. The issues would broadly pertain to gender, environment, health, education and micro credit
- To address the development issues in rural as well as urban areas
- To study the socio -cultural construct of “gender” as prevalent and practiced in Indian society
- To conduct research in gender issues with an integrated approach. These would be broadly covered under poverty, work, health, violence, power and decision making, human rights, media, environment and the girl child.
- To disseminate research findings amongst the various stakeholders, policy makers, academicians and social activists
- To work in the areas of marriage and family through counseling and the provision of help to family members in distress
- To implement lessons drawn from action research for improving the quality of life of underprivileged children and community women.
- To work in the area of Child Welfare/Child Development/ Child Protection and Child Rights in rural and urban areas.

1.0 Programmes and Initiatives

❖ Child Rights and Basic Education

We address one of the child rights, access to school education, that has been ratified under various conventions globally. Under Right to Education Act in India, the children in the age group 6 to 14 are entitled to free education through government school system. We bridge the gap between community and formal school system through the following two programmes:

- **Ugta Suraj** - This is a program to mainstream 'out of school' children into formal school system with an aim to ensure that no child remains deprived of his/her basic right to education that has been granted under the Right to Education Act, Govt. of India.
- **Vidya Ratna** - This is a school sponsorship program where informal school education is sponsored for those children who may otherwise have to leave school due to adverse economic conditions at home.

1.1 Ugta Suraj – Educating India

The Origin of Ugta Suraj:

The programme Ugta Suraj started in the year 2007 with 4 children who lived on streets and worked in road side shops in Noida. These children were either selling flowers or working in cycle repair shops. Through persistent interactions, we convinced the children to study in our centre which was situated close by in a rented basement. The children continued studies for 5-6 months. The founding members of Ugta Suraj, Dr Bhandari and Ms Karuna Kher taught them personally and the children became their friends.

Thereupon, Ugta Suraj was linked to the local community in village Harola, Noida through a partnership with local village pradhan, who was the elected member of the panchayat. Housed in the community centre, we mobilised the local community and around 40 children gathered promptly to study with us. Our sessions began and the first batch of Ugta Suraj children was ready to be mainstreamed in April 2008. The first batch of 40 children was mainstreamed in the neighbourhood government school after surmounting the systemic problems majorly arising due to lack of their identity proofs. We took up this issue with district education department and created a combined identity proof for all the children. Our first Graduation ceremony took place on 2 May 2007 where Mr Raja Raman, City Magistrate, Noida gave away the Pass-out badges to the children in presence of their parents and representatives of other organisations. He reiterated the commitment of local administration towards the cause of education in the district. Soon after, hordes of children started flocking the community centre and the next Ugta Suraj session began.

During the subsequent years, Ugta Suraj spread its wings to other locations where the migrant population was found settled in tiny rooms in peri-urban areas that traditionally belonged to the local dominant community. This segment of population remained at the receiving end as far as the basic facilities and services were concerned. The education of their children was the worst hit due to either their fight for livelihood or their lack of interest.

The study of migrant communities drew our attention to the plight of economic and livelihood hardships that these people face and how the education of their children is neglected in their day to day survival. We surveyed the various villages and found almost the same pattern everywhere. Moved by the need to contribute to the area of basic education and Child Rights, we conceptualized the program, Ugtasuraj that was to be implemented through a Network of Learning and Support Centres within Noida. We identified locations and expanded Ugtasuraj gradually to six locations. Funds or no funds, we moved on. A major support came in the year 2008 when the entire program was supported by the US based, Pearson Foundation and the Pearson India. Along came support from Noon.ch, a Switzerland based group of professionals interested in the cause of education of underprivileged children in India. They partnered with a long term commitment which continues till date.

Ugtasuraj has changed the fate of underprivileged children in Noida city by restoring their basic right to education. Since inception in 2007-08, each year Ugtasuraj caters to the educational and recreational needs of around 200 out of school children. Till date around 1500 children have been mainstreamed with another 200 children getting ready to join the formal school system in the coming academic year, 2015-16.

• Ugtasuraj During 2014:

Though Ugtasuraj session for 2014-15 began in May 2014 yet the children kept pouring in throughout the year. The facilitators surveyed their communities in April 2014 to identify and mobilise out of school children and their parents. They spoke to the potential children and interacted with their parents and so as to convince them to send their children to the centre.

• Learning and Support Centres:

The following centres have been operational during the year 2014-15:

• Ugtasuraj-Harola Centre:

The Harola centre is situated at the Barat Ghar in village Harola in Sector-5, Noida (U.P.). This was the first centre that came up in 2007. The children here come from the adjoining slums predominantly inhabited by the migrant labours. In the 2014-15 session, a total of **42** children were enrolled at the centre, out of which **20** were **Boys** and **22** were **Girls**. At the end of the session, they were mainstreamed through the neighbourhood government school and a few private schools which are located near the community.



- **Ugta Suraj-Nithari Centre:**

Nithari center is situated at Barat Ghar located at the periphery of village Nithari in Sector- 31, Noida. The children sit in a well-ventilated hall with ample space to move around. There is an open courtyard in the front. The centre has been operational since 21 August, 2007. The children here come from the adjoining Jhuggis predominantly inhabited by the migrant labour who work as domestic help, daily wagers or as rickshaw puller in the city.



This centre has number of children ranging between 55-60. In 2014-15 session, a total of **61** students were enrolled at the center out of which 28 were **Boys** and 34 were **Girls**. All the 61 Children's were mainstreamed through various Private, Govt. as well as Charitable Schools including the neighbourhood Saraswati Balika Vidya Mandir and Noida Public Senior Secondary School located near the community.

- **Ugta Suraj - Barola:**

This center is situated at Barat Ghar situated in village Barolain Sector- 49, Noida. The children sit in a big room adjoining the main Hall of the Barat Ghar. The centre has been operational



since the year 2012. The children here come from the adjoining community predominantly inhabited by the migrant labour that work as domestic help in private homes or as daily wage labourers. In 2014-15 session, a total of **74** students including 33 **boys** and 41 **girls** were enrolled at the center. After successfully completing the yearlong session, 41 children were enrolled in the formal school system through Private and Charitable Schools such as Vidya and Child, Kendriya Madhyamik School and other Govt. Schools situated in and around the community.

- **Ugta Suraj - Nagla:**

Nagla centre came up recently in the year 2013. In order to promote the cause of Child Rights and Basic education, it was decided to venture into the area which required need based intervention and thus came Village Nagla in the picture. The centre at Nagla, Phase II is housed in the Barat Ghar of the village. This centre mainly caters to the children of migrant families who live within the village in rented accommodations. The parents are daily wage labourers, rickshaw pullers or work in nearby factories as unskilled, semi-skilled workers. The children in

the age group 6 to 14 are enrolled on a regular basis for a year long orientation and learning of the basis life skills and several other activities.

In the 2014-15 session, a total of 58 students were enrolled at the centre out of which **47** students were enrolled in various Govt. and Private schools located in or around the community. Out of these 47 children, 17 were **Boys** and 30 were **Girls**.



- **Ugta Suraj- Tugalpur:**

Expanding the radius of our reach, a new centre was opened in village Tugalpurin Greater Noida in 2014. The centre is housed in the Barat Ghar of the village. The centre caters to the children of migrant families who live as kiraydaars (rented) within the village. They are majorly daily wage labourers, rickshaw pullers and factory workers. A total of 60 children were enrolled in the centre during 2014-2015. They did not attend formal school for they were either engaged in rag picking or stayed at home to look after the younger siblings. At the end of 2014-15, a total of **48** children were successfully enrolled in the neighbourhood government and private schools.



• **Summing Up the Enrolment Data for 2014-15:**

The Ughta Suraj program progressed in the year 2014-15 with a total of 295 children who were formally enrolled at the beginning of May-June 2014 across all Learning and Support centres. The following Table sums up the enrolment status of children mainstreamed for the session 2015-16:

Ughta Suraj Status: 2014-15

S. No.	Learning and Support Centre	No. of Children at the Center	No. of Boys	No. of Girls	Total No. of Children	No. of Boys	No. of Girls	Number of Mainstreamed Children		
								Govt. School	Pvt. School	Charitable School
1.	Nithari	61	28	34	61	28	33	27	14	20
2.	Harola	42	20	22	47	24	23	41	6	-
3.	Barola	74	33	41	49	21	28	37	12	-
4.	Nagla	58	21	37	47	17	30	36	11	-
5.	Tugalpur	60	32	28	48	25	23	41	7	-
	Total	295	134	162	252	115	137	182	50	20

The year 2014-15 supports The Girl Child Rising! Not only did a more number of girls than boys attended the centre, it was girls who embraced formal school system in larger numbers than the boys. It is a very encouraging pattern and should sustain over the coming years.

The government school system absorbed the maximum number of children in comparison to the private neighbourhood schools. The provision of free school education and books, uniform to children is an important contributing factor. The parents prefer to send their children to a government school rather than a private school that charges a fee every month. The charitable schools have a limited capacity so not all the children can get enrolled there.

• **Follow up with Children mainstreamed in 2013-14:**

The children mainstreamed in formal school system, are extended all possible support for one following year to ensure that they do not drop out of school. The children mainstreamed for the session 2014-15 were monitored on following parameters:

- Attendance in school of admission
- Regularity and participation in school activities
- Adjustment in the new school environment
- Scholastic performance in each term during the year

We follow up and monitor each Ugtā Suraj child for one year through the following:

- Regular maintenance of the attendance register on monthly basis
- Parental counseling for not letting the child drop out of school
- Close interaction with parents and school teachers
- Mediating between school and children in case of a complaint from either side
- Regular interaction between facilitators and children

The following table sums up the data regarding retention of children mainstreamed during the year 2014-15 (As on 1 May 2015):

Status of children	Harola	Nithari	Nagla	Barola	TOTAL
Total no. of children mainstreamed	39	60	24	37	160
No. of children retained	33	56	21	31	141
No. of dropouts	9	4	3	6	22

*Tugalpurcentre is not included as it opened in June 2014.

The children mainstreamed for the session 2014-15 continued their school education. They successfully completed one academic year barring a few, around 14 percent who dropped out of school due to family or other reasons. The encouraging trend is the continuation of formal school education despite all odds. Amongst all the Learning and Support centres, the Nagla centre had the minimum number of children who dropped out of school during the year. The Harola centre had 9 school drop outs or 6 out of them migrated to their native villages. They left studies mid way and were sent home by their parents. We would follow up now to ensure that they rejoin the school back home.

• A Typical Day at an Ugtā Suraj Centre:

All the Learning and Support centres are open six days a week, Monday to Saturday from 10a.m. to 4.30 in the evening. The children start coming between 9 - 9.30 a.m. and leave after 4.30. While the morning hours comprise reading and writing, the afternoons are primarily for activities and games. The lunch time between 1 to 2 p.m. is either at the centre when children eat their tiffins brought from home or they go home to eat their food. They are all at the centre in the afternoon for their favourite time to either play or learn crafts.

Ugtā Suraj follows a set curriculum that has been prepared by the implementing team, based on their years of learning experience with children. While the 3Rs – Reading, Writing and Arithmetic comprise formal learning sessions drawn from basic Maths, Hindi, English, Environment and Life Skills, the concept of **Own Time** attracts children for they can do anything they wish to. They may read a story book, play carom or make a puzzle.

Each centre has its own set of activities that are of interest to children. Each centre is independent but we try to follow a uniform curriculum with a little bit of change as per specific

requirements, if any. Each centre follows a Child Protection Policy that is displayed prominently on the wall.

1.1.2 Ugtā Suraj - Activities and Events:

Ugtā Suraj children indulged in following activities and events during the session 2014-15:

- **Visit to National Bal Bhavan:**

Around 30 Ugtā Suraj children attended the International Festival of Theatre for Young Audiences – 'Tifli' at National Bal Bhavan, New Delhi from 17th Feb. 2014 to 24th Feb. 2014. This mega-event showcased 14 plays, over 45 performances from India and abroad, 25 workshops and 200 performers & delegates from all the six continents. The festival was organised by ASSITE India, a not-for-profit organisation working to promote theatre among children.

The children particularly enjoyed the two plays by Mumbai theatre, *“Kyu- Kyu Ladki”* and *“Rang Rangilla Girgit Kittoo”*. They laughed and clapped watching the Puppet Show.

- **The World Environment Day**

The World Environment Day was celebrated on 22 April 2014. The programme began with the plantation of a Jamun tree sapling by children and the village Pradhan. They together vowed to look after the plant regularly.

A play, Save The Environment was presented by the Ugtā Suraj team to raise awareness among community members. The play was followed by the drawing competition “How I would like to see my Surroundings!” The children presented their thoughts very effectively on paper. Their colourful and neat drawings expressed their desire to live in neat surroundings. The drawings later adorned the walls of the centre. It happily ended with gifts distributed among the children.



Let's Together Save the Environment!

- **Out of School Children educate the School Students:**

On 8 May 2014, Ugta Suraj children presented a street play at *Gandhi Samarak Government High School*, Sector-22, Noida. The play was based on the theme "Violence Against Women and its effect on children and family". The children presented actual life situations with the message, *Violence Against Women is the Violence against Humankind!* Through the play, children reiterated as to how violence at home causes the children, a lot of pain and agony.



Educating school students on Gender

- **Graduation Ceremony for 2013-14 children**



Children Perform on Stage

To bid adieu to Ugta Suraj children, batch 2013-2014, the Graduation Ceremony was organised on 26 June 2014 at the plush Conference Hall, Indira Gandhi Kala Kendra, Sector-6, Noida. The venue was sponsored by The Noida Authority.

The event started with the lighting of lamp by our esteemed guest Mr. Aseem Srivastav Member Secretary, The National Commission for Protection of Child Rights (NCPCR). Dr. Mala Bhandari, Director, SADRAG and Ugta Suraj team assisted him.

Dr Bhandari presented a report on the 2013-14 year activities of Ugta Suraj. She highlighted the achievements of children in different activities and events. Mr Srivastava talked about the government's initiatives for child protection and how they were making a difference across the nation. He presented Passout Badges to children and appreciated their journey to formal school against all odds.



The children, all dressed up in different dance attires, waited patiently till the formal ceremony was over. Thereupon they took over the stage and enthralled the audience with their scintillating performances through group dance, skits and songs. Each of the Ugtā Suraj centres competed with each other to perform the best. One of Ugtā Suraj children from Harola centre performed with his group on a famous Bollywood song. The cultural event was followed by the prize distribution ceremony where Ugtā Suraj team were given prizes under various categories.



*The Chief Guest Facilitates
the Ugtā Suraj Team*



The Happy Ugtā Suraj Family

The ceremony was attended by a team of volunteers from The Adobe India. They presented solo and group songs which children enjoyed thoroughly. They presented a Nukkād Natak highlighting the social issues of female feticide, education, voting rights, sexual harassment and eve teasing.

The programme ended with group photographs and a commitment that the children of passing out batch will continue their school journey till completion.

• **Raksha Bandhan**

On 9 August, the festival of Raksha Bandhan was celebrated in all the centres. The children were told the importance of the festival and were also told the mythological story behind it. On this occasion, the facilitators and children, together made Rakhis with colored paper, decorative material, ribbon and cloth. The girls tied rakhis on the hand of the fellow boys. They even took rakhis home. The children went home eager to celebrate the festival next day.



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- **Celebrating our Independence Day**

India's Independence Day was celebrated on 14 August. The children were told stories of our great freedom fighters. They sang patriotic songs and performed dance drama that depicted struggles by our freedom fighters so as to make India a free from British Empire. The children made the National Flag and Gandhi Caps with paper and bamboo. After refreshments, they went home wearing caps. The parents were happy to see their children adorned with Gandhi caps.



Children Draw the National Flag

- **Save the Environment:**



Tree Plantation in Progress!

On 27th August 2014, volunteers from Swechcha, a Delhi based non-governmental organization, together with 20 Ugtta Suraj children, conducted tree plantation in and around Nithari centre. They planted various types of saplings in and around the newly constructed Barat Ghar in village Nithari. The children took an oath that they would take care of the saplings. At the end of tree plantation, a story was told by one of the volunteers that conveyed a strong message on the importance of trees in our lives.

- **Teacher's Day Celebration**

On 5 September, we celebrated Teacher's Day in all the centres. The children played the role of their facilitators. The facilitators had a good time seeing the children behaving like TEACHERS. After lunch, the children were sent home. The facilitators went to the famous Ansal Plaza Shopping Mall, Greater Noida to enjoy and spend the day there. They all had lunch together and had lots of fun.

- **The Gandhi Jayanti**

The birthday of the Father of the Nation, Mahatma Gandhi, was celebrated on 1 October 2014. The children were told the life story of Mahatma Gandhi and how non-violence brought us freedom from the British raj. Children sang songs on the occasion. They also made paintings of Gandhi ji and his famous three monkeys that convey, *See No Bad, Speak No bad, Hear No Bad!* They made Gandhi caps with white paper and adorned it with pride.

- **Celebrating the Festival of Lights**

On 20 October, children celebrated "*Diwali*" at their respective centres. All the centres were cleaned and decorated with colorful *Rangolis*, paper cuttings, paper flowers, drawings and charts. The Ugta Suraj teams started the cultural programme with lightning of lamp which was followed by story, singing and dancing time. They made greeting cards to greet their family and friends. They painted little earthen lamps and decorated them in the centre. Sweets were distributed among the children.



Children Making the Rangoli



Ugta Suraj Children in Government School

Ugta Suraj children from Nithari centre visited the neighbourhood government school and presented a street play, *No Crackers this Diwali!* They told the school children the harmful effects of crackers that cause pollution due to noise and chemical emission. They highlighted how the elderly and sick people get disturbed by the noise. They urged the children not to burst crackers but to celebrate Diwali with friends and family while playing games, lighting diyas and enjoying sweets.

- **Children's day**

On 14 November, Ugta Suraj children celebrated the birthday of Shri Jawaharlal Lal Nehru, their favourite *Chacha Nehru*. He was the first Prime Minister of India. In every Ugta Suraj centre, cultural programmes followed by Sports and drawing competitions were organized. They all went to the community park and spent the day together playing outdoor games like cricket, badminton etc. When tired, they all had snacks and rested before returning home, tired but happy.

- **Celebrating the Joy of Giving Week**

On 16th November, *Institute of Management Technology (IMT), Ghaziabad* invited Ugta Suraj children under their In-house *Make a Wish Foundation*. Like every year, children had a fun filled day with the Management students.

The college students had planned the Day into various fun and skilled activities along with outdoor games and matches. Around 115 children and 9 Facilitators went to IMT in two big buses, chirping and singing all the way. The day began with the lighting of Lamp by **Ms. Santosh Sharma, Facilitator, SADRAG**. She gave a short introduction about the organization and its activities.

The lighting of lamp was followed by Introduction time when the children gave an introduction of self. After having a hearty breakfast with the students, the children went to the amphi-theatre and indulged in several cultural activities. They also danced and sang in groups. The management students were enthralled when the children presented a street play that highlighted issues like dowry, child abuse and eve teasing. By early afternoon, children were tired and hungry. They all joined the students for lunch in their college Dinner Hall. The students served food to the children in a comfortable setting.



After lunch, children headed to the Auditorium to watch a cartoon film. Thereupon they took to colours when a drawing competition was announced. They gave colours to their imagination and the whole place was filled with colour and design. The volunteers then escorted children to their sports complex where they had already planned a number of games and activities for them. The children actively participated in all the games be it football. Cricket or Tug of War. Once again hungry and the children had wholesome snacks.

Ugta Suraj children had a surprise in store when they saw a Birthday cake to celebrate rahul's birthday. Followed by cake cutting, the volunteers performed a small dance while wishing Rahul a very happy birthday. Rahul would never forget this special birthday celebration in his life.

It was now time to say Good Bye to IMT. Each child received a Goodies pack that comprised chips, stationary kit and sweets. Reluctantly, the children boarded the buses back home.

• Impact Day Celebrations: Deloitte

On 28th November, the multinational Deloitte group of Companies based in Gurgaon, celebrated The Impact Day with Ugta Suraj children. Around 65 children participated in the celebrations along with 18 Deloitte volunteers.



Children with Deloitte Volunteers

The children took part in different activities such as drawing, games, and dance competitions. They took an active part in various indoor and outdoor games organized for them. After the competitions, children received prizes for their efforts. A sumptuous meal was prepared by the volunteers in the centre itself. The fresh and hot food was shared by all amidst loads of fun and laughter. Each child received loads of gifts, chocolates and T- Shirts to be carried home. The children enjoyed a lot and repeatedly asked them of their next visit.

- **The Favorite Puppet Show**

Around 20 Ugtta Suraj children flocked the National School of Drama, New Delhi on 5th December. It was their love for puppets that they asked us to arrange for a show. We explored our network and came across this mega event in Delhi where private schools and organizations were participating in full strength. Vivid and lively performances by children created a happy ambience for all to enjoy and feel good. Children were fascinated by colourful dancing puppets who also conveyed important messages like good habits for personal hygiene etc. Children absorbed such messages very well since the medium used was puppets. The show that lasted for 2 hours was so fascinating that the children did not want it to end.

- **Pre- Christmas Celebrations**

On 24 December, a surprise was in store for Ugtta Suraj children. A young volunteer, Devaki Banerjee, a class XI student, Step by Step School, Noida taught children how to design greeting cards. They together created beautiful cards to wish their family.

The children made Christmas tree and decorated it with paper balls and stars. They made cut outs of Santa Clause and painted them. The day culminated with distribution of chocolates and cake among the children and Merry Christmas wishes to all. They enjoyed carrying colourful cards home.



- **Jingle Bell all the Way!**

On 25 December, all time favourite, The Great India Place, Noida invited Ugtta Suraj children for a Christmas party. Around 20 children visited the much famous Multiplex where several organizations and schools had come to participate in the activities organised therein. The theme of the event was "Peace". The children wrote slogans/ messages on Peace and attached them to balloons that were released up in the air. After the inauguration ceremony, a lot of fun activities were organized where our children actively took part and won many goodies and prizes. After the event, children were offered free unlimited rides in *The Worlds of Wonder, an adjoining Adventure Park*. Children were very happy and enjoyed the rides till it was time for them to leave.



Christmas celebrations at The Great India Place, Noida

- **Republic Day Celebrations**

In India, Republic Day is important because the Constitution of India came into force on 26 January 1950 replacing the Government of India Act 1935. The day was celebrated on 25 January since 26th January is the National holiday.

Early morning, children decorated the centres with tri-colour paper, orange, white and green and flags. Later, the National anthem and various patriotic songs were sung by the children and stories were exchanged on our country's fight for freedom. A drawing competition and Frog race were organized for the children. Towards the end of the day, the children enjoyed delicious refreshments.

- **Lohri & Makar Sankranti Celebrations**

The Lohri festival was celebrated across all the centres. The kids were happy and wore beautiful dresses on that day. The wood was already collected from the tree branches found fallen on the ground. Most of the children, incidentally, had no idea on how and why the Lohri festival is celebrated. They were therefore, apprised on its essence and genesis. Thereafter, all kids along with the teachers lit the holy fire, did prayers and had refreshments.

- **Basant Mahotsav**

The Cultural and Sports Committee, NOIDA organized the Noida BasantMahotsav at Indira Gandhi Kala Kendra on 13th February. The day was marked to welcome Basant season when the flowers bloom and its colour all around. Around 20 schools and 300 children took part in the event. The mega event was kicked off with lighting the lamp by Mr. P.K. Mishra, former Chief Secretary, UPSC member and Chairman of Noida Authority. The Ugtta Suraj children participated in group dances which was appreciated and enjoyed by all. Every child got the Certificate of Participation followed by refreshments.



Children dancing to their favourite tunes

- **Holi Aayi Re**

Holi, the festival of colours, is very dear to all the children. It's the day when they play with colours and noone objects. Ugta Suraj spread the message of Safe Holi in neighbourhood government schools through a street play. They advocated for playing Holi without chemical colours and hooliganism on the street. They performed a street play on the subject to promote brotherhood and happiness among the community members.



No Holi with Chemical Colours!

- **Visit by Tata Chemicals Pvt. Ltd.**

As an initiative under Corporate Social Responsibility, The Tata Chemicals Pvt. Ltd. celebrated their Founder's Day with Ugta Suraj children on 3rd March. Around 40 children took part in the



activities conducted by a group of 12 volunteers from the company. They divided the children into two groups. The Group I with children 6 to 10 years, was engaged with the drawing on theme Holi while Group II with children 11 to 14 years was given multiple themes like Cleanliness, Holi celebrations, importance of education and sports etc. They children performed role plays on the given themes in their

respective sub-groups which were adjudged by a panel of three volunteers. The street play on the theme, Clean India Campaign bagged the first prize. A young girl, Shivani was awarded first position in the drawing competition.

No event can be complete without cultural performances. Therefore children began their programme soon after the activities were over. They together recited Sarasvati Vandana and danced to Bollywood tunes. Every child received a token prize. Towards the end, a volunteer talked with children about the importance of salt in diet and gave salt packets to all of them. The children were treated to wholesome refreshments by the volunteers.

• The Holi Celebrations

The festival of Colours, Holi was celebrated on 5 March at all Ugtā Suraj centres. The children were told the story of Holika, an inspiration behind the festival. The children celebrated the festival with colourful Gulals and wished each other. They had a field day with their facilitators who played colours with them. Everybody was so colored at the end of the day that nobody could recognise, Who was Who?



They all had delicious sweets at the end of celebrations and went home happily.

• Holi Milan With SADRAG Team

The SADRAG family assembled for Holi Milan at Ugtā Suraj Center on 7 March. It was an opportunity for all the team members to meet each other and know who is doing what in the organisation! After a motivational session, we played holi and then tired, settled for a sumptuous lunch. We wished each other and dispersed to home for another set of celebrations.



Holi Milan Lunch!

Ugtā Suraj: Bangalore

The school education enrichment programme, begun in 2012 in Bangalore continues during 2014-15. The programme operating in the Veeranpalya Nagwara area aims to facilitate school retention among the children who find it difficult to cope with the formal school studies. The children covered under this initiative belong to migrant families who work at the construction sites in that area. The children live in the little shanties with their families.

The project came into being post-enrolment of children in formal school system. The children found it difficult to cope up with school studies essentially due to a different teaching medium. They also could not adjust in the structured environment of the school. This issue required immediate attention to ensure that children continued their studies. As a result, 25 children were provided after school coaching and were engaged in creative and motivational events. These children are now well adjusted in the school and they continue their studies well.



The leading five star hospitality chain, ITC Hotel, Bangalore has partnered with us in this initiative. They provide snacks to the children on a regular basis. The said programme completed in six months. At the end of the program, these children were able to read and write three letter words in English and could do single and double digit number names in Maths. The children thereupon, re-entered the formal school system with a renewed energy and preparedness.

The year 2014-15 saw a number of initiatives trying to take off with external support. The process of finalisation is still on.

1.2 Vidya Ratna: The School Sponsorship Programme

Following the Ugta Suraj programme, a small initiative to support the formal school education of children was taken up in the year 2008. Named VidyaRatna, the basic premise of the programme was not to let children leave their school education due to lack of money at home. Therefore, Ugta Suraj children were encouraged to join VidyaRatna for a continued, regular and quality formal school education. The children belong to peri-urban communities at village Harola, Agahpur, NayaBans and Nithari in Noida. They are provided school books and uniform every year. Their school fee is borne out by the organisation.

A total of 21 children are covered under VidyaRatna programme with the commitment that they would continue their studies till Class XII in school. While 23 children were initially covered under the programme, one of the children dropped out due to medical reasons. She had to undergo prolonged hospitalisation and could not continue her studies. In another case, Neha left school for her father's sudden demise. It was the responsibility of looking after the family that her mother got her into a job in Delhi. We continue to stay in touch with both the children and have left the options open for them to rejoin the school at any point of time.



Vidya Ratna Children at National Science Centre, Delhi

2.0 Child Protection

India with 1.25 billion population is the second most populous country in the world. Of the total population, children up to 18 years constitute a significant 39 percent. However this large proportion of children are found vulnerable to exploitation, abuse, violence and neglect. Cases of their abuse occur rampantly, as a result, their growth and ability to optimally function are severely hampered.

To protect children from abuse and exploitation, a 24 hours Help Line was started in Mumbai in 1996. Known as Child Line (1098), this was the country's first toll-free Tele-helpline for street children in distress. The child or any aware civil society member can call at 1098 and register the complaint from any part of the country. Prompt support is provided through the network of 540 partner organisations spread over 291 cities/districts in 31 States and UTs across India.

Child Line falls under Integrated Child Protection Scheme of the Union Ministry of Women and Child Development that is implemented in partnership with The Child Line India Foundation (CIF). The CIF is responsible for not only establishing the Child Line 1098 service but also undertaking the replication of ChildLine, networking and facilitation, training, research and documentation and communication and strategic initiatives both at the national and international level. It also functions as a national centre for awareness, advocacy and training on issues related to child protection.

The reach of ChildLine services is on a rapid increase. From inception till March 2014, a total of 31 Million calls had been serviced by CHILDLINE 1098.

SADRAG has been a partner with CIF since 2011. It represents the Sub-Centre for Greater Noida and Dadri areas in district Gautam Budh Nagar in the state of Uttar Pradesh. During the year 2014-15, the Sub-centre reached out to 166 distressed children in need of support and care.

The children supported during 2014-15 come under the following categories:

S. No.	Type of distress situation	No. of cases
1.	Parents asking Help	12
2	Child labour	47
3	Child lost	39
4	Medical care	08
5	Shelter	16
6	Child abuse	11
7	Restoration	01
8	Rescue	07
9	Education help	12
10	Emotional support and Guidance	04
11	Did not find	01
12	Protection from abuse	05
13	Fake calls	03
Total		166

Child labour is rampant in the programme locations and we rescued and counselled 47 children below 14 years working in the unorganised sector. The second major issue faced was that of children being separated and lost. They were either assumedly abducted or got separated from parents during transition. 39 children were reportedly lost from the programme locations and follow-ups were done with police and other agencies.

As compared to 2013-14, Childline Greater Noida centre received much more number of calls for support to children in distress during 2014-2015.

Childline Greater Noida besides helping the children in distress, undertakes field advocacy on Child Rights, networking with other stakeholders and generating awareness on similar issues. It works closely with local administration, government, and police departments to ensure that the help reaches the child in the possible shortest time. During 2014-2015, a total of **78** outreach programmes were conducted by the Child Line team, whereby, they spread awareness on issues of child protection.

Some of the activities conducted by Child Line Greater Noida are as following:

- **Awareness Session In Village Tugalpur, Greater Noida:**

Coinciding with the Independence Day celebrations, an awareness session was conducted with children and the community members of village Tugalpur on **14 August**. The session was primarily attended by children and their mothers. The session began with a reference to our nation's freedom struggle and was followed by child rights - importance of creating a safe environment for children. The issue of safety with regard to a child's growth and development was emphasized. This was an interactive talk where the children's mothers asked various questions that reflected their concern for the safety issues in general. They asked about the prevention aspects and where to go in case of a problem. The 24 Help Line for children, 1098 was introduced and the contact details were shared with all. At the end of the session, a line of satisfaction was evident on the faces of many.

Being the Independence Day, children made national flags and were happy to carry it around.



Orientation on Child Line

• Child Line Se Dosti week Celebrations:

To spread awareness on Child Line, every year Child Line Se Dosti week is celebrated across the Nation between 14-20 November. Various activities are planned to spread awareness on the issues of child protection and how the 24 hours toll-free Child Helpline, 1098 can be reached out for help.

Following events were organized during Child Line Se Dosti week in 2014-15:

A. Suraksha Bandhan at Police Stations:

On 14 November, Suraksha Bandhan Day was celebrated with Police Personnel at Police Station, Surajpur, Greater Noida. The Childline team along with 16 Ugtasuraj children visited the police station. The Station Head and his team were apprised about the Child Line activities. Since police plays a very important role in the cause of child protection, the children referred to them as their friends and reposed their faith for their help in distressed situations. They tied the Dosti Band in a symbolic gesture for friendship. The police team welcomed the move by children and reiterated their commitment to child safety and protection. They treated the children with snacks before saying Good Bye!



Dosti Band: The Symbol of Friendship

B. Creating a Dosti Corner:



Dosti Band: The Symbol of Friendship

Pari Chowk is the busiest location in Greater Noida, it is at the entrance of the city which is overflowing with people and traffic at any time of the day. Therefore, we organised a Child Line Se Dosti Corner at the Pari Chowk round about in partnership with the nearest police chowki. The Child Line team generated awareness among the people standing in and around that area through verbal talk and pamphlet distribution. The Child Line stickers adorned the autos and rickshaws around as an attempt for the people to read and know about the Child Line activities.

C. Child Line Birthday Celebrations:

On 17 November, the ChildLine team along with 16 community children visited Central Park, New Delhi to celebrate the annual birthday celebrations of Child Line. The event was attended by Child Line partners from the NCR region. Hordes of children participated in the various games and group activities organised by Child Line. Children particularly liked the Bollywood



Fun and Frolic at Child Line Birthday celebrations

music being played there. They were fascinated by the huge cake placed in the centre of the Park and were eager to have the cake cutting ceremony. At the end of the event, they all received packed food packets to enjoy before leaving the party.

D. Child Line Se Dosti Corner, Dadri Railway Station:

There is a railway station in Dadri where several trains criss-cross everyday. To generate awareness on Child Line, the railway staff was approached to set up a Child Line Se Dosti Corner at the platform. The idea was welcomed and together with the railway staff, a dedicated corner was set up at a prominent spot in Dadri Railway Station.

While the Child Line team approached the passengers in transition, there were many who came to ask about Child Line on their own. The team members explained the Child Line activities and the kind of support provided to children in distress. The Child Line stickers were displayed at prominent places for people to read and know the contact details of local Child Line. The railway station Incharge and his team reiterated their commitment to work for child protection issues. They said that they would contact Child Line if they happen to see any child in trouble at the station.

E. Children Advocate for their Rights:

On 18 November, an awareness rally on Child Rights was organised by Child Line, district Gautam Budh Nagar. The rally was the joint effort of Child Line Collaborative organisation and Sub-centers at Dhankaur and Greater Noida. The rally attended by civil society members and hordes of children began from metro station Sector-15, Noida and while passing through the residential areas and atta market, it culminated at metro station, Botanical Garden, Noida.

Metro Station. The children displayed placards written with messages like Mujhe Khelne Doh! and Please No Abuse: No Violence!

F. Open House with school children:

An Open House was conducted with students of the Government Middle School, Sirsa, Greater Noida on 19 November 2014. The students of class VI to VIII participated in the event. An interactive talk was held by the Child Line team members and many children stood up to ask relevant questions. They were happy to know that Child Line is their friend and is always there whenever they are in need.



Children Drawing And Colouring 1098

The Open House was followed by events like a drawing competition on the theme of 1098. They played games like musical chairs that required running and jostling with each other. The children were happy to have participated in the event and more so to have met their friend, Child Line.

G. Advocacy for Child Rights

A Bal Adhikar Rally was organised on 20 November in Greater Noida. Organised by Child Line Greater Noida together with various stakeholders, a total of 60 people participated in the rally. The students of Gautam Budh University added a youth colour to the rally and mobilised passer bys through pamphlets and public address system. The rally started from IEC college, Greater Noida and passed through several residential sectors and markets of that area. It finally ended at the District Magistrate office, Surajpur where Ugtta Suraj children presented a street play on various form of violence against children and what should be done to address it. The relists were addressed by Shri Nigalingappa, Treasure Office, District GBN.

On behalf of the district administration, he took the oath on child protection and expressed a desire to join hands with Child Line to create a child friendly district.



Bal Adhikar Rally



Dr. Bhandari at Oath Taking

- **Open House in Girls' Government Inter College**

An awareness session was conducted at Bharatiya Adarsh Vedik Balika Government Inter College on 20 February 2015. Around 140 students actively took part in the session. It began with a small introduction to the concept of violence against children especially in case of young girls and the basic rights of the child. The talk was followed by a detailed session on Child Line and its role, responsibility and activities for children in distress.



- **Child Line participation in Awareness for schools**

On 24 March, the team members of Child Line Greater Noida participated in an awareness session on child rights and the role of education department to ensure the same. It talked about



Awareness Session in Progress

the need for collaboration between schools, Child Line and the children to collectively address the issues of child abuse in and around the school. It highlighted the role of teachers and principal to create a child sensitised ecosystem in school

The participants were shown Komal, an award winning documentary film made by Child Line to sensitise the participants on the need for child protection. They were also given information about Child Line

and its role and responsibility to provide quick help to child in distress. The Child Line team members also shared their experiences with the participants.

3.0 Jeewan Ki Samajh: From Literacy to Education

Life Skills is a comprehensive behavioural change, an approach that concentrates on the development of skills needed for life such as communication, decision-making, thinking, managing emotions, assertiveness, self-esteem building, resisting peer pressure and relationship skills. The schools in India, have to however, initiate life skills education and recognize it as an integral part of the curriculum. The wide gap between the school curriculum and children's needs speaks



volumes about the missing linkages in the formal school system in relation to the community in contemporary times. With such a scenario, a project, Jeevan Ki Samajh - from Literacy to Education, was initiated in government schools, Noida. Implemented through workshop mode, selected life skills were imparted to the children with an aim to prepare them for -

1. An adulthood with responsible citizenship;
2. A meaningful and productive life;
3. Channelizing youth energy in a meaningful direction &
4. Diversion from the path of delinquency and violence

Planned for one year, the project covered 10 selected government and semi-government schools and imparted life skills education to a total of 1,175 students studying in class VIII to XI. These boys and girls, in the age group 13 to 19 years participated in the project alongside their regular school curriculum. A total of sixty workshops were held on issues like communication, career planning, peer pressure, violence and risky behaviour, gender discrimination and sexual health with students, their parents and school officials such as teachers and Principal. A total of 70 teachers and 65 parents/guardians were trained to address the conflicts and challenges faced by adolescent boys and girls during this transitional phase of their lives.



Teachers Training Workshop

Each project school was administered a series of life skills workshops over a period of one week. On completion of Phase - I in 5 schools, a mid term review was conducted in December 2014 where subject specialists in the areas of adolescence and life skills education presented their perspectives and provided inputs for the next phase of the project. The Phase - II plan was prepared on the basis of these inputs.

The project concluded with the workshop held with around 200 students at Gandhi Smarak Government school, Noida. A number of activities were designed for the participants where they could apply their knowledge on life skills. They addressed social issues through activities like collage making, story writing and poster designing. They narrated their stories and discussed with each other. It was a delightful site to watch young boys and girls discuss their views and perspectives over particular issues and speak about their career paths confidently.





The Grand Finale

4.0 Women Empowerment

The concept of women empowerment is incomplete if the harsh reality of violence against women is not taken into consideration. Violence in the life of a woman has far reaching repercussions on her health, well being, children and her economic competence. Therefore, addressing the issues of violence is an utmost priority for women to lead an upright and dignified life.

SADRAG has been making initiatives in the area of violence against women through advocacy and documentation of essential information for women and young girls. In March 2014, **Thematic Convergence Project - Convergence Strategies for Safe Spaces Initiative for Women in India** was initiated in district Gatumbudh Nagar in partnership with National Mission for Empowerment of Women, Ministry of Women & Child Development, Govt. of India. With an aim to address issues of crime/violence against women through convergent approach, following activities were carried out in partnership with local administration, government departments, civil society and police:

- Mapping and safety Audit
- Technology use for awareness and advocacy
- Creating an Enabling Environment
- Awareness Generation through Online Campaign and Offline campaigns
- Gender budgeting

The activities conducted during the year are as following:

- **Awareness generation:**

To raise awareness on issues of violence against women, a Walkathon was organized on 12 October 2014. Around 120 youth and civil society members participated in the event. The volunteers of Jagran Institute of Mass Communication coordinated and led the event. They created messages and designed placards for the event. The district police department supported the event and made adequate safety arrangements for all.

The Walkathon began from The Great India Place (TGIP) at 7 in the morning. It passed through various sectors, alongside the Noida metro line. The participants carried Play cards with the messages like *Safety for Women is Safety for All!* The pamphlets with important information required for women to report in case of violence were distributed as *Speak Up! Don't Stay Quiet!* The Safe Noida Mobile App was advertised through public spaces like shops, corners and metro stations.



Release of Safe Noida Mobile App

On 11 December 2014, the Safe Noida Mobile App was formally launched. The noted women activist, Ms Mohini Giri, Founder-Director, Guild of Service was present on the occasion. She talked about the issues of violence against women to the group of journalists present there. The data on safety audit and situational analysis of District Gautam Budh Nagar was shared with all. The vulnerability of women and young girl to violence and role of police was discussed. The main features of mobile app was shared.

• **Environment Building:**

Police has the most crucial role in addressing violence against women through a complaint redressal mechanism and the given responsibility to nab the accused. A total of 15 gender sensitization workshops were organized for district police covering a total of 325 police personals from different ranks, a majority being the Constable rank. While 14 workshops were held at Police Lines, Greater Noida, one workshop was conducted at All Woman Police Station, Noida. The workshops dealt with the role and responsibility of police towards women complainants and their accepted attitude required for dealing with sexual assault survivors and female complainants.



Gender Sensitization Training with Police

At the beginning of each workshop, the participants were given a form to fill up. It comprised the basic information from each participant. On the basis of these forms, it was realized that barring a very few, none of the police official had attended any such training during their career. They believed that the onus of violence is on women who can stop it if she may desire

so. A very conventional mindsets and thinking reflected through the information provided in the forms.

The feedback from police officials was collected at the end of each workshop. The information was analyzed later. The information provided in the feedback forms reflected a slightly balanced viewpoint that conveyed that men and their perverted minds perpetuate violence against women.

Workshops on Sexual Harassment at Workplace (Prohibition, Prevention and Redressal) Act, 2013

Safety and security are the key issues for women working outside home. The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is passed by the Government of India that makes it mandatory for all employers to provide a safe working environment to women and young girls. A series of workshops were held in the corporate sector companies like Pearson Education India, RMSI Private Limited, Hotel Crown Plaza, Hindustan Coca Cola Beverages Private Limited and E4E Health Care, Noida where the staff and team members were given an orientation on the said Act and the provisions made under it. A series of such workshops covered a total of 260 male and female employees in the corporate sector.



Participants At Hotel Crown Plaza, Greater Noida

Sensitization Workshops For Medical Fraternity

Medical health providers directly deal with the cases of violence against women and young girls. When a sexual assault survivor comes for medical treatment to the hospital, the whole process of healing depends on the type of emotional support that she receives from doctors and other staff members. Therefore it becomes imperative to make aware the medical fraternity on how to handle a sexual assault survivor sensitively so that it gets easier for the survivor to move on in life.

A total of 190 medical practitioners and para- medical staff from the two major government hospitals, Br. Ambedkar Super Speciality Hospital and ESI Hospital, Noida were imparted training on new laws and standard operating procedures on dealing with a sexual assault survivor. The Supreme Court directive on the use of SAFE Kit to ascertain occurrence of sexual assault was shared. The detailed elements of SAFE Kit were documented and presented in the form of a poster. The standard operating procedures and SAFE Kit were put up inside the hospital.



Sessions with District Education Department:

The school has the prime responsibility to ensure that children are safe within the premises. However, children reportedly, fall prey to sexual assault and abuse within the school. Being scared, they may not be able to share their plight with others. The role of school becomes imperative in such situations. A sensitization workshop was conducted for the staff of Government senior secondary schools of district Gautam Budh Nagar on 24 March 2015. Around 10 schools were represented through the teaching and non-teaching staff working in different roles and capacities.

The workshop started with the screening of a movie, Komal which highlights the issue of child abuse and its impact on child's growth and development. The movie screening was followed by a power point presentation on the role and responsibilities of an institution, as important as a school, where the teaching-teaching staff together need to ensure a safe environment for children.



Workshop with District Education Officials

The workshop began with explaining the distinction between sex and gender and how gender affects individual choices, freedom and thinking of a person. Drawing from actual instances of child abuse that has happened otherwise, the role of school was emphasised in its prevention and addressal. The monitoring role of teachers was reiterated to be able to spot and identify signs of abuse so that a prompt action can be taken. The schools were advised to form a committee, who would be responsible to organise awareness sessions and adopt prevention strategies for children's safety in school. Display Boards with documentation on Role and Responsibility of School to prevent sexual abuse, were given to each participating school representative. These were also given to the district education department for distribution in affiliated schools.

Workshop for Resident Welfare Associations:

A Resident Welfare Association is responsible to ensure a secured and happy living in a residential colony. FONRWA is an umbrella forum for resident welfare associations in Noida. A sensitisation workshop was organised for its members that comprised elected members of several RWAs including the Presidents and other office bearers. It was also attended by an elected Pradhan of a local panchayat and members of several social organisations.

The session started with a power point presentation that highlighted various forms of harassment faced by women and young girls in and outside the home. The role and responsibility of RWA office bearers in creating a safe environment in and around the colony was discussed at length. The presentation was followed by an Open House discussion whereby the prevention strategies were discussed and shared. The role of RWAs for extending support to women facing domestic



violence within the residential complex was highlighted. It also advocated for RWAs, the elected governing bodies, to generate awareness on issues of violence against women in their respective colonies and to create a policy against its manifestations through child labour, sexual abuse, exploitation of female domestic workers and sexual harassment in public parks and neighbourhood markets.

Gender Sensitisation workshops for Judiciary and Practicing Lawyers

A gender sensitization workshop was conducted for the judicial officials and practicing advocates of District Gautam Budh Nagar on 23 March 2015. The workshop was attended by 35 participants including the District Judge, principle Judge of Family Court, Session judges and government lawyers. The practising lawyers from the District Bar Council were also present in the workshop. Interestingly, the participants were predominantly male barring the two female lawyers.

The workshop began with the screening of documentary films on domestic violence and sexual abuse and harassment in public places. The role and responsibilities of judiciary were highlighted in particular cases of violence against women. The pre and post workshop questionnaires did not indicate a very positive picture on the judiciary's intervention in cases of violence against women. The conventional mindsets reflected in the replies by lawyers as well as the judicial officers. The action points to ensure justice to a survivor of violence were discussed. These points were presented in a poster form and were put up in the court at strategic locations.



Youth Mobilisation on Issues of Violence Against Women

The youth mobilisation events, Nari Ki Chaupals, were organized for youth studying in colleges and universities across Noida and Greater Noida. The mobilisation tools used were documentary films, theatre and drama. The films like Mardangi (Masculinity) attracted many youth for its approach to question the wholeconstruct of masculinity and gender discrimination. The famous Delhi based theatre group, Asmita, highlighted the issues of female feticide, sexual assault and acid attack on women very effectively through the drama.



Theatre: Dastak Speaks Against Gender Based Violence

Dastak. The theatre performance incited young minds to speak on sensitive issue of violence against women. A lot many questions were fielded and views were exchanged among the youth present there. The feedback forms filled by a total of 1100 youth at the end of workshops gave us very important insights on their mental make ups and perspectives.

Mobilization Meetings in Local Schools

Mobilization meetings were held in government and private schools across Noida and Greater Noida that covered a total of 850 adolescents in almost equal male and female proportions. The community youth performed Nukkad Nataks that highlighted various forms of harassment

faced by young girls in and around their home and how they react. The Natak presented scenes on harassment in public transport, child abuse and gender discrimination at home. The

Child Line documentary film, Komal was screened to make the young students aware on issues of child abuse. The Open House discussion that followed after each of such meetings reflected their matured understanding on concerned issues.

Mobilisation Meetings in The Community

The community mobilisation is important for addressing the issues of violence against women. A series of such meetings were held in local communities to understand the issues faced by



Youth during a community meeting

community women. The male as well as female participants were encouraged to attend the meetings. A total of 350 community members including youth and adults participated in these meetings.

The community mobilisation meetings gave an insight over the everyday issues of concern to the people living in semi-rural and peri-urban areas. The local issues that strongly emerged during the meetings were restrictions on dress and mobility, neighbourhood comments and proneness to sexual abuse. The

community response to police action reflected lack of trust that supported a very low reporting in the area.

Tangible Outcomes of our Initiatives:

Some of the key outcomes have been summed up as following:

- A basic frame work for district level gender budgeting has been prepared.
- Standard Operating Procedures and Guidelines have been prepared for important stakeholders such as police, Judiciary, RWAs, schools, and hospitals have been formulated and have been put up at appropriate locations. Separate Handouts have been created and distributed among all for an easy reference.
- Adoption of SAFE KIT in hospitals has been facilitated for ascertaining the occurrence of sexual abuse.
- Safety audit exercise undertaken to identify violence prone areas and locations
- An Aware and Informed and Participatory online community on issues of violence against women through social media
- A district focused, information based Safe Noida Mobile Application is a storehouse of information on women rights, legislation and preventive measures. The App can be downloaded for free from Google Play on Android and I-phones.

- A standard resource booklet that provides information on legislation for women, complaint redressal mechanism, HelpLines, safety tips , contact details and area coverage of all police stations in the district, prepared and distributed through district administration, departments and police.

Recognition and Appreciation:

The Convergent Model adopted under the Thematic Convergence Project - Convergence Strategies for Safe Spaces Initiative for Women in India received appreciation at the following forums:

1. **E-Ngo Challenge South Asia 2014:** Received Certificate of Recognition on the usage of Mobile Technology to address issues of violence against women.
2. **Dasra Girls Power Awards 2014:** The Convergent Model on Women Empowerment was shortlisted for an award under the category, Safety and Mobility for its over-arching approach of engaging with multiple stakeholders.

4.1 Skill Development and Livelihood

Sarthak, is a spontaneous skill development and income generation programme. This program was conceptualized to facilitate the migrant women become economically self- reliant so that they are motivated to send their children to school.



Sarthak trains community women in stitching and tailoring and facilitates marketing of the products made by them. The Resource Group for Sarthak is Roshni, Lioness Club, Noida whose members pool in their resources to facilitate training of these women. A trainer from within the community takes regular sessions for six months and teaches skills like cutting of the fabric to the stitching of a garment.

Till date, Sarthak has trained more than 500 women who are now either working in the local garment industry or have opened tiny stitching shops within their home. They stitch for others and earn an income for the family.

4.2 Community Development and Well being

The community development and well being programme, began in 2010 and continues in partnership with Hindustan Coca-Cola Beverages Pvt. Ltd. The NGO-Corporate partnership has been working in four rural communities in Block Dasna, District Hapur in the state of U.P. The communities are village Kakrana, Poothi, Nandpur and Galand, all situated close to the soft drinks plant.

The major components of the programme are literacy and education, skill development and livelihood, health and sanitation, safe drinking water and strengthening of local community based institutions. The progress in various components has been as following:

i. Sarthak: A Livelihood Programme

Sarthak is a programme for skill development and capacity building of women and young girls. The women are provided training in marketable skills so that they can use them for income generating activities. The skills that have been provided are stitching & tailoring, artificial jewellery making, handicrafts and candle making. The training is provided in groups to develop an affinity that later develops into Self Help Groups. A total of 12 Self Help Groups have been facilitated with a total strength of 180 members.



Candle making and marketing by SHG women

Besides the training component, Sarthak prepares women for establishing an economic enterprise. There is a provision to train them in marketing, money management, profit and loss and record keeping. The SHGs centred around personal savings with group interest, are encouraged to engage in the constant process of production and marketing. Beginning with putting up stalls by women in public places and corporate offices, the existing SHGs are encouraged to find local marketing channels for sustenance of their economic enterprise.

Around 1000 women across all the four communities have been associated with Sarthak, directly or indirectly. Apart from being the SHGs members, a lot of women are associated with activities of community well being.

ii. Health and Sanitation

The project communities lack access to quality medical care. An initiative, Arogya has been taken to make available diagnostic and referral health services within the community itself. The health camps are organised periodically in each of the communities and local people consult the doctors present there. The people are issued Arogya cards that they carry with them during each of their visits to the camp. The doctor records all the details in the card.



Medical Check up in a Camp

During the year 2014-2015, a total of 56 health camps were held across the four project communities. Around 3192 people benefitted from the following services available through Arogya:

- o Diagnostic and Referral services by qualified medical practitioners
- o Symptomatic treatment of common ailments such as cold, cough, headache, fever etc.
- o Community mobilisation on prevention of illnesses occurring due to lack of safe drinking water, personal hygiene and environmental cleanliness etc.

Arogya mobilised the local community on illness prevention through 24 awareness sessions held between April 2014- March 2015. Around 1000 people participated in the sessions and learnt about the preventive aspects of common ailments and illnesses.



Cleaning up of Drains



A Clean Village Lane

Environmental cleanliness is an important aspect of health. A total of 17 cleanliness drives were conducted to clean the common spaces in the village. The street plays were organised to mobilise the community for keeping the surroundings clean. Wall paintings were done to keep people reminded of cleanliness efforts.

iii. Literacy and Basic Education

The age group 3 to 6 years is crucial for physical, mental and emotional growth of a child. Therefore, children require stimulation and play for optimal development. To provide a stimulating and playful environment, Balwadis have been initiated in communities as a space where children can play and be happy.



Balwadis in the Community

The Balwadis are equipped with age specific indoor and outdoor games and activity material for the children. A total of 90 children attended Balwadis during 2014-15 and nearly half of them were mainstreamed in formal school system either through community mobilizers or their parents.

The women associated with Sarthak: A Skill and Livelihood programme were provided basic literacy courses to let them read and write. The women thronged Sarthak centres in the afternoon and learnt the basics. Those who could read and write could be seen reading story books.



Together we learn!

With age no bar, women, both young and old, gathered in Sarthak centre with the spirit of studying together. They began with writing their names which gave them a confidence to move further. Besides, reading and writing, information based sessions were organised for women to improve nutrition, food intakes and personal hygiene. They were encouraged to exchange the stories of their life with each other so as to inculcate feelings of togetherness. A total of 70 women benefitted under this initiative. At the end of the course, they could read and write simple words in Hindi.

4.3 Digital Literacy Programme

SADRAG together with The American India Foundation, has been training children in expressions through digital media for the last three years. An initiative under Adobe Youth Voices program for the last three years, the 2014-15 session began with a two days training workshop for educators at Adobe India, Noida campus in the month of November. The Educators were provided training in areas such as conceptualization, shooting and documentation of audio-visual creations. They were introduced to the concept of giving expression to one's thoughts, perspectives, views and opinions through digital media. Gathering of thoughts and converting them into sparks of ideas was emphasised to learn how to weave vivid stories and compositions. The training aimed at improving the skills set of Educators who would further train the community children to conceptualise, shoot and process documentary films on issues of social relevance.

The program with 35 community children was initiated that continued for 6 months. The children created documentaries, comics and radio programmes in socially relevant issues such

cleanliness, problems solving and child labour. The creatives by children were uploaded on Youtube with links as given below:

1. **Samjhauta:** https://www.youtube.com/watch?v=YSknWdj_y4Q
2. **Clean Nithari Dream Nithari (i-Pad) :** <https://www.youtube.com/watch?v=0vjb3eS-AWQ>
3. **Ehsaas:** <https://www.youtube.com/watch?v=DWcG8ozw4gQ>
4. **Child Labour:** <https://www.youtube.com/watch?v=ZFgmmNo4K8w>

The above videos were shared with the community during a community screening held on 25 April 2014. The event was attended by community people including the parents, village Pradhan and other key members. Lots of children and youth came to watch the creatives made by their friends and colleagues. The volunteers from Adobe India attended the event. They watched the screenings and addressed the participants through an interactive talk where they exchanged their observations and experiences. It was an event for mutual learning and experience sharing in the area where children were enthusiastically showcasing their talent and skills in an otherwise unchartered skill base.

These video creations were featured on 4 October 2014 by the Zee Business News Channel in their The CSR Show that showcases initiatives under CSR-NGO partnerships.

5.0 Networking and Capacity Building:

- The Director, Dr Bhandari, attended a Seminar on Status of Women in Society: Legal & Socio-Economic Perspective organized by PHD Chamber of Commerce and Industry at Delhi on 29th April, 2014.
- The Director, Dr Bhandari, attended the Symposium on “Child Sexual Abuse-Prevention & Response” held at Delhi on 7th June, 2014
- The Coordinator- Programmes, Ms Shubhra Joshi attended a Summit on Challenges to the Women's Movements in Contemporary India organized by AIDMAM, AIDWA, and YWCA at Constitution Club on 17th June 2014.
- The Coordinator- Programmes, Ms Shubhra Joshi attended the Dialogue on Root Causes of Violence Against Girls: What are the solutions? organized by Gandhi Smriti and Darshan Samiti in Delhi on 21st June 2014.
- The Coordinator- Programmes, Ms Shubhra Joshi attended Gender and Economic Policy Discussion Forum, “Engendering Policies and Programmes Through Feminist Evaluation” organized by The Institute of Social Studies Trust at India Habitat Centre on 20th August 2014.
- The Director, Dr Bhandari, attended a Seminar on “Sexual Harassment at the Workplace” at IMI Delhi on 29th August 2014.
- The Coordinator- Programmes, Ms Shubhra Joshi attended the National Conference on the issues surrounding Surrogacy in India and recommendations for the ART Bill organized by Centre for Social Research, Delhi on 22nd September 2014.

- The Admin Manager, Ms Poonam Pathak attended the Returning Educator Workshop organized by The Adobe on 23 September 2014.
- The Admin Manager, Ms Poonam Pathak attended the Story Script Review workshop organized by The Adobe on 28th September 2014.
- The Coordinator- Programmes, Ms Shubhra Joshi, Mr. Shabaaz and Ms Poonam Pathak, attended the 3rd e-NGO Challenge organized by the Digital Empowerment Foundation at Delhi on 05th November 2014. The Safe Noida mobile App was showcased in the event.
- The Admin Manager, Ms Poonam Path and Ms Sandhya Chauhan, Programme Coordinator-Education attended Manthan Award ceremony held by E-NGO on 04th December 2014 at India Habitat Centre, Delhi organized by.
- The Coordinator- Programmes, Mr Gaurav Bhati attended a seminar on Child Marriage as a Human Right Violation, Law and order issue and a Crime Against Humanity "Eliminating Child Marriage: Role of Law, Judiciary & State" held at Indian Society of International Law on 10th Jan 2015.
- The Childline team members attended a Workshop, "Communicating with Community" organized by Collab, Child Line, District Gautam Buddha Nagar, U.P. on 13th January 2015
- The Programme Coordinator- Education, Ms Sandhya Chauhan attended a Consultation on child marriage on National Girl Child Day at SSP office, District Gautam Buddha Nagar on 24 January 2015.
- The Admin Manager, Ms Poonam Pathak attended Basant Mahotsav held at Indira Gandhi Kala Kendra, Noida on 13 February 2015.
- The Director, Dr Bhandari and Coordinator- Programmes, Ms Shubra Joshi attended a seminar on Policing in the 21st century: Accountable, Ethical and Effective", organized jointly by the Guild for Service and the Commonwealth Human Rights initiative (CHRI) on 09 February 2015.
- The Director, Dr Bhandari and Coordinator- Programmes, Ms Shubhra Joshi participated in Final Round of presentations for Dasra Girl Power Awards at Mumbai from 2- 4 March 2015.
- The Programme Coordinator- Education, Ms Sandhya Chauhan attended a summit on "Chase the Dream", held at Jesus & Mary College, Delhi on 4 March 2015.

5.1 Meetings/ Talks/Paper presentations:

- The Director discussed the infrastructural and service gaps for children studying in Primary and Middle Government schools in NOIDA at the District Education Committee meeting, Collectorate on 2 April 2013
- The Director talked about the district level gaps in child protection scenario and lack of facilities in Child Labour Task Force meeting, Vikas Bhavan, Surajpur, Greater Noida on 11 April 2013
- The Director had an interactive session with the students, Department of Social Anthropology, Amity University, NOIDA, U.P. on 1 October 2013 on the subject, *The Indian Development Sector and the Role of Non-governmental organizations.*

- The Director presented a paper on *Violence as recognized by women in everyday life* at The National Seminar on Violence against Women organised jointly by Department of Law, Himachal Pradesh University and ICSSR, MHRD at ICSSR, MHRD at Simla on 21 and 22 August 2013. She was adjudged the Best Speaker for her paper presentation
- The Director provided technical inputs during a Round table discussion on Unilever Sustainable Living Plan, organised by Hindustan Unilever Limited in New Delhi on April 22, 2013
- The Director participated in a three days residential Regional Knowledge Exchange meeting organized by The Global Fund for Children at New Delhi from 15 to 17 May 2013
- The Director gave a talk on *Adolescence: Issues and Challenges* at All India Radio, New Delhi on 13 August 2013
- SADRAG organized a Consultation *Creating Safe Public Spaces for Women and Girls through the Use of Information Communication Technologies (ICTs)* on 23 October 2013 at The Park Hotel, New Delhi. The Consultation was organized on behalf of UN Women Office for India, Bhutan, Maldives & Sri Lanka. It was attended by 71 participants from diverse groups: government, civil society, Corporates, donors, men and boys groups, youth groups and individual experts
- The Director presented views and perspectives in Round Table on *Passion Vs Professionalism in NGOs* held at International Management Institute, New Delhi on 23 January 2014.

6.0 Interns/Volunteers

We provide internship opportunities to students of schools and universities in line with their academic course and curriculum. During 2014-15, following students were associated with us through out the year:

S.No	Name	Gender	Name of the Institution
1.	Akrar	Male	Amity University, Noida
2.	Surabhi	Female	University of Delhi
3.	Sanjeev	Male	Amity University, Noida
4.	Yashowardhan Gupta	Male	Step By Step School, Noida*
5.	Gautum Mathur	Male	Step By Step School, Noida
6.	Malvika Dua	Female	Step By Step School, Noida
7.	Grishma	Female	Amity University, Noida
8.	Shubhngi	Female	Amity University, Noida
9.	Anant Kapoor	Male	School of Business Management, NMIMS, Mumbai
10.	Mayank Kishore	Male	School of Business Management, NMIMS, Mumbai
11.	Saumya Tiwary	Female	School of Business Management, NMIMS, Mumbai

*A group of students from IB, Step by Step School, Noida worked for multiple causes with Ugti Suraj children throughout 2014-15. They participated in India@75 Volunteer Week organized by Confederation of Indian Industries.

7.0 Success Stories

Ugta Suraj Stars

- **Sakko- Chasing the Dream**



Sakko, 11 years, is the story of success realized through constant persistence and interest to change the circumstances of an otherwise impoverished and discriminated family. Around 12 years back, Sakko's parents migrated to Noida in search of livelihood. Their village in the state of Bihar could not prove them with any livelihood option. Sakko is presently the oldest child of the family with 2 elder sisters having been married off. The two brothers and one sister are younger to Sakko. She is little mother to them especially for the 3 months old sister whom she feeds, bathes and plays with all by herself. When Sakko's mother leaves

for work in the morning, Sakko takes over all the household chores. She cleans the hut, washes clothes and attends to her siblings.

Sakko got a relief when we approached her family and talked about Ugta Suraj programme running right within their community. However, one day, Sakko happened to visit the UgtaSurajcenter, she was so fascinated seeing the children of her age studying and playing there that she took the courage on her own. When her mother left for work, Sakko got on to finish her work, took her siblings along and came to the center. When her mother got to know, she hit Sakko and told her not to go out anywhere. However, Sakko remained undeterred.

Our constant persistence and convincing techniques, brought about the desirable result. Sakko began her Ugta Suraj journey with us. She came regularly to the center and participated in every activity. Her dedication brought her laurels in the drawing competition held at the center by the volunteers of a Noida based private enterprise.

When Sakko took her prize home, her mother was very happy. She agreed to support us for Sakko's admission in the neighbourhood government school. She proposed to make an arrangement for the care of younger siblings through her relatives who live close by in the same community. We initiated Sakko's admission process. The school took a written exam which she attempted very well. She was granted the school also agreed to let her attend school for three days a week. We have taken the responsibility

of supporting her school studies so that she can complete her syllabus and keep pace with rest of the children in class.

Sakko is a happy girl now. She is looking forward to attending the school after the summer vacations get over on 1 July 2015. Sakko, with a gleam in her eyes, she says, I want to be a dancer one day. We are sure that Sakko would be able to realize her dream!

• **Sonali: Small Eyes with Big Dreams...**

Sonali, 10 years, lives in a rented one room set in village Barola, Noida, with her brother and mother. A native of Baksar village in Bihar, the family migrated to Noida in search of livelihood around 11 years back. Sonali's father lives in his native village and keeps no contact with the family in Noida. He is a farmer by occupation but sends no money for the upbringing of Sonali and her brother.



To support the family, Sonali's mother works in a private company and stitches clothes at home which gives her an income of around 5000 INR. With the dream of educating her children, Sonali was enrolled in the neighbourhood school run by an NGO, Vidya and Child. Due to abrupt closing of school in the middle of the academic session, Sonali was forced to sit at home, which was something, she hated the most. Gradually, Sonali got into the state of isolation and unhappiness.

One day, Sonali came across Ugtta Suraj centre in the Barat Ghar of her village. She told her mother who was so happy to know about it that she immediately visited the centre with Sonali and got her enrolled that very day. The facilitators counseled Sonali and helped her regain her smile. Sonali started her journey with a renewed energy and happiness. Shy and dejected at first, Sonali recovered fast and started interacting with everybody at the centre. She was not absent even on a single day.

Considering Sonali's enthusiasm and zeal, she was enrolled in the neighbourhood government school where she continues till date. We are sure that Sonali would be able to realize her dreams and would continue to shine as she does today!

• **Gaurish: The Vidhya Ratna STAR**



Gaurish, 10 years, lives in Jatav Mohalla, village Agahpur in Noida. He lives in a tiny rented room with his mother and three younger brothers. His father died two years back and the entire responsibility of running the household fell upon the shoulders of his mother. She worked at home for a factory middleman who brought her work home and paid her on piece rate. She is paid based on the number of embroideries done by her.

Gaurish's mother does not earn sufficient for the family and her payments are most often delayed. With such meager and irregular payments in hand, the school education of the three children never crossed her mind. The children remained at home and spent time playing in the bylanes of the village.

The facilitators during the survey for Out of School children happened to meet Gaurish's mother and told her about Ugtā Suraj. She agreed to send Gaurish to the centre. As a result, Gaurish began his journey with Ugtā Suraj and successfully completed one year of learning and support with the facilitators.

A bright child with an eagerness to learn, was later enrolled in Noida Public Senior Secondary School, Noida and he started his formal school journey. The expense of commuting to school was looked after by his maternal uncle and we took the responsibility of his school fee and other requirements.

Gaurish is a happy child today who goes to school everyday. He is excelling academically and keenly participates in all the school activities.

Gaurish is dreaming to becoming big in life. We know that He would make it, one day!

• **Sarthak: An Epitome of Women empowerment**

Sarthak intervention in rural communities of Kakrana, Galand, Poothi and Nandpur has brought about a change in women's lives. A few such case studies represent the exemplary life of those women who got out of homes and keenly participated in Sarthak initiatives that comprised skill training, entrepreneurship orientation, basic literacy and SHGs formation.

- **Manju: On the path of Economic Independence**

Manju, 32 years, lives in village Galand in District Hapur in U.P. state. She has a large family of 12 members that includes her husband, children, husband's parents and married brothers. She looks after the household chores and also works in fields with her husband. Her children study in the neighbourhood school.

Manju was identified as a potential woman leader when the SADRAG project team was working in their village. Manju was always forthcoming whenever any programmes and trainings were organised for the community women. She learnt all the skills that were imparted to women under the programme, Sarthak. These included artificial jewellery making, Handicrafts and designing. At the time of organising group activities, Manju was encouraged to take a lead, a role that she readily accepted.



In May 2014, Manju was unanimously chosen as a leader by all the women desirous of making a group. They together formed a group by the name, Gayatri SHG with a total of 18 women. They were provided training in marketing, money management, record maintaining & entrepreneurship skills. After a year of group interactions and skill learning, Manju took a step ahead at a personal level. In April 2015, she took a loan of Rs 5000 from Gayatri SHG and started a shop of her own.

Today, Manju runs a shop from her own house and sells items of daily use to people in the neighbourhood. She also displays the products made by Gayatri group members and promotes its sale. She manages the shop from 11 to 5 every day and is able to earn more than Rs 1500 every month. She regularly repays the monthly installment for capital and loan amounts taken from the group. Her monthly net income from the shop is around Rs 1000. Manju saves the income from her shop and would like to expand her shop into a proper kirana store in near future.

Manju is a confident and upright woman who has created a niche for herself in the local community life. She says that talking with people and selling the product gives her the kind of confidence that she had never thought of having before. She had a lot of inhibitions about moving out of home and taking up a vocation of her own but she does not feel handicapped at any front now.

All the Best to Manju for her future endeavours!

• **Baby: A Zeal to Move Ahead in Life!**

Baby, 35 years, lives in village Galand in District Hapur, U.P. She lives in a large family that has seven members, comprising husband, two sons, two daughters and husband's mother.

Baby had to leave her studies at the time of marriage. Her life was burdened with household responsibilities and the multiple roles that she had to play at home as well as in the extended household. She had no role in household decision-making and her life was limited to bearing and rearing up of the children.



Baby was always in the for front whenever SADRAG team organised skill trainings for the community women. She not only learnt the skills but also led the formation of women groups. She was the first woman in the village to lead group formation and mobilise other women too for membership. Her confident behaviour and communication skills encouraged women to join the groups and engage in economic activities. She became so active that she thought of rejoin her studies now when her children have grown up and are busy in their professions. She is presently pursuing the graduation course from School of Open Learning, University of Delhi.

Overcoming shyness and inhibition to talk with others, Baby is now a woman who can speak loud enough for people to pay attention to what she says. Her husband and other family members are proud of her and trust her abilities to lead others.

Baby runs the Balwadi for children up to the age of 6 years. She manages the children very well and engages them in playful activities. After joining the SHG, she saved Rs. 60000. And she would like to see this amount multiplied. She has become the role model for other girls and women in the community. Many women and girls seek advise from her on personal problems.

Baby is a role model for her young daughter who says that her mother is a brave woman who would never surrender to any wrongdoings. Therefore she would like to be like her mother. Baby's younger daughter would want to write the biography of her mother. Her husband respects her and gives her the freedom for taking her decisions.

Crediting her family, Baby says , *"I am able to do what I am doing today, because of the support of my family"*.

8. Audited Accounts

FINANCIAL STATEMENT 2014-2015

Annual Income and Expenditure as on 31.03.2015

Particulars	financial year 2014-15
INCOME	
Grant Received during the year	6269962
Interest income	172521
Total	6442483
EXPENDITURE	
Administrative Expense	1123063
Project Expense	7417995
Excess of income over expenditure	(2098576)
TOTAL	6442483

Summary Balance Sheet

ASSETS	
Fixed Assets	55374
Current Assets	231761
Cash & Bank Balance	1683787
TOTAL	1970922
LIABILITIES	
Corpus	256747
Current Liabilities	466943
Other current liabilities	-
Fixed assets fund (Contra)	55374
Income & Expenditure a/c	1191857
TOTAL	1970921

Salary Structure of Staff Members 2014-15

S.No	Name	Gender	Designation	Terms	Salary
1.	Dr. Mala Bhandari*	Female	Team Leader	Full time	40000
2.	Bandana Aggarwal	Female	Consultant	Part time	10000
3.	Sandhya Chauhan	Female	Programme Coordinator	Full time	20000
4.	Gaurav Bhati	Male	Programme Coordinator	Full time	20000
5.	Shweta	Female	Project Coordinator	Full time	20000
6.	Garima	Female	Project -Trainer	Full time	20000
7.	Shubhra Joshi	Female	Project Coordinator	Full time	20000
8.	Binod Gupta	Male	Programme Coordinator	Full time	8000
9.	Poonam	Female	Admin officer	Full time	15000
10.	DeepikaVaish	Female	Accounts officer	Full time	9000
11.	Shyam	Male	Team Member Childline	Full time	7500
12.	Seema	Female	Team Member Childline	Full time	6000
13.	Akhilesh	Female	Team Member Childline	Full time	6000
14.	Dinesh	Male	Team Member Childline	Full time	6000
15.	Sudeepa	Female	Community Mobilizer	Full time	7555
16.	SanjuJha	Female	Facilitator Head -Nithari Centre	Full time	5200
17.	Santosh	Female	Facilitator -Nithari Centre	Full time	4200
18.	Reena	Female	Facilitator -Barola Centre	Full time	4200
19.	Anu	Female	Facilitator-BarolaCentre	Full time	4200
20.	Jhuma	Female	Facilitator - Harola	Full time	4400
21.	Sudha	Female	Facilitator - Harola	Full time	4000
22.	Komal	Female	Facilitator - Nagla Centre	Full time	4200
23.	Nitesh	Female	Facilitator - Nagla Centre	Full time	4200
24.	Shashi	Female	Facilitator - Tugalpur Centre	Full time	5000
25.	Alka	Female	Facilitator - Tugalpur Centre	Full time	3500

*The Director drew a salary of 40000 INR from April 2014 to January 2015 in the capacity of Team Leader through a Project sponsored by NMEW, WCD, Govt. of India

9. In News



Gender Sensitization Workshop for Doctors and Para medical staff at Br. Ambedkar Super Speciality District Hospital, Noida was conducted on 8th and 9th July 2014.



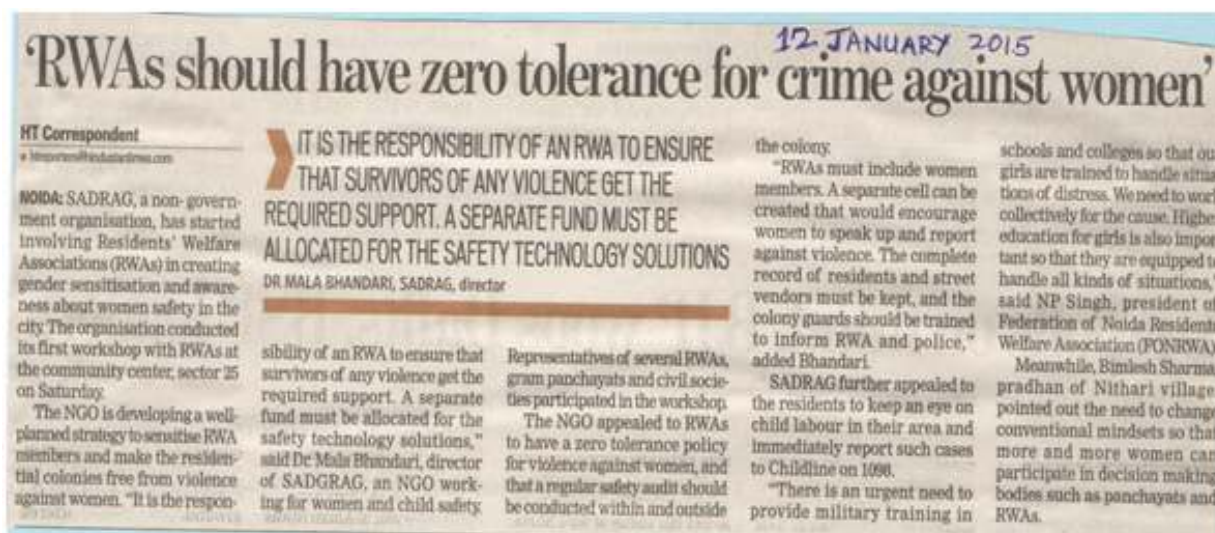
A series of gender sensitization workshops were organised for police personals of District GBN at Policeline, Surajpur, Greater Noida between 4th October to 18th October 2014.



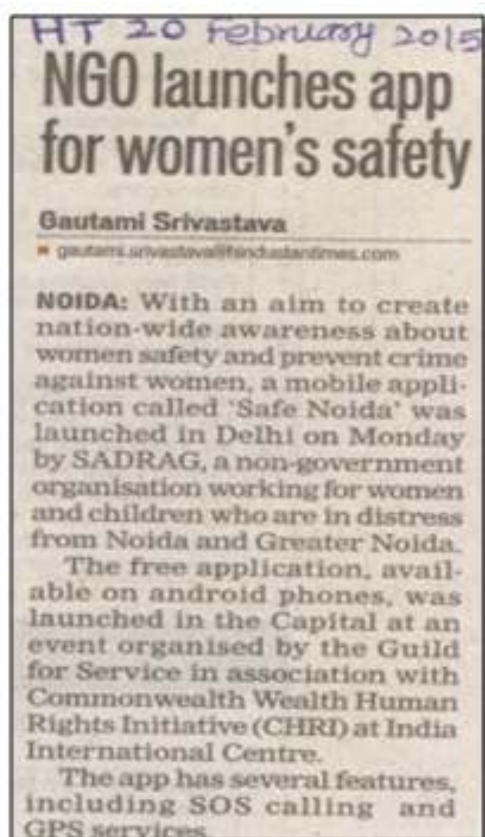
Gender Sensitization Workshop for Doctors and Para medical staff at ESI Hospital, Noida was conducted on November 2014.



A Press conference was held on 11th December 2014, to officially launch Safe Noida Mobile App in District GautamBudh Nagar.



Gender Sensitization workshop was conducted for members of Resident Welfare Associations on 12th January 2015.



Safe Noida App was launched In Delhi on 19th February 2015

29th January 2015, Hindustan Times



This clipping reported about the final Life Skills event held at Gandhi Smarak School Sector 22, Noida. In this event 6 schools participated. A group of 20 students, teachers and principal participated from each school. Activities like Collage making, poster making, Story writing, Enactment of situation were organized. The students participated with great zeal and enthusiasm. The students used their creativity to showcase all that they had assimilated during the Life Skills workshops.

8th January 2015, Navbharat Times, NOIDA



This news paper clipping was about the consultation held on the 11th December 2014 for the experience sharing of the project. In this consultation we had our esteemed team of guests and beneficiaries. We had many recommendations and feedback about our project. We incorporated these in the workshops held after this. The knowledge gained and the experience shared were very useful for our forthcoming workshops.

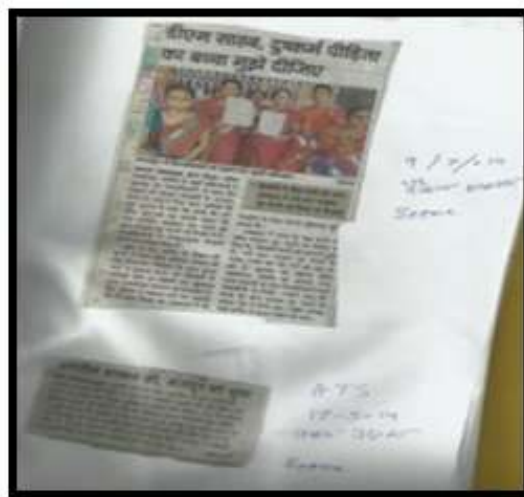
4th February 2015, Navbharat Times, NOIDA



This news clipping was on one of the very interesting posters made by the students of Chetram SharmaKanya Inter College, Sadarpur, Noida during the final event of the Life Skills workshops. The topic of this poster was "Creating a better tomorrow". These girls depicted the idea of saving girl the child for the future. This was a very inspiring poster highlighting one of our workshops on Gender discrimination.

Hindustan Times, 25th May, 2014,

Dainik Jagran, 9th July, 2014



Hindustan Times dated 21 November 2014



Childline Dosti Week



Navbharat Times 21-11-2014



www.sadrag.org