

# WORK FOR EQUALITY

## Annual Report 2021-2022

With the aim of **holistic empowerment of marginalized communities**, this year, we implemented various programs for **children, women, parents, and the community** across **22 villages** in **Khed and Andar Maval talukas**.

In addition to these initiatives, we also extended support to over **1,300 families** in different regions, including **Kolhapur and Hinjewadi**, to help them combat the challenges posed by COVID-19. Our assistance covered multiple aspects such as **grocery support, medical kits, education, vegetables, awareness programs, and mental health well-being**.

We sincerely appreciate the invaluable support of our partners, including **RiseUp, Knorr Bremse Global Care Asia Pacific, Knorr Bremse TCI, Rainbow Foundation, Terre Des Hommes, Schindler India Pvt. Ltd., and Kirloskar Oil Engines Ltd.** A special thanks to the **members of our Girls' Clubs**, who actively contributed to these efforts.

**The details of our programs are as follows:**

### **Inspiration Rainbow Home: A Residential Home for Homeless Girls**

Since 2019, Work for Equality, with the support of the Rainbow Foundation, has been committed to providing care and support for the holistic development of 50 homeless girls. These girls belong to Adivasi, nomadic, and Scheduled Caste communities.

As these girls were living on the streets, they were highly vulnerable in terms of safety and education. Understanding the concerns of their parents and relatives, we started providing them with residential support. The girls in this program were between the ages of 3 to 15 years.

### **Impact of the Program:**

After spending three years with us, the girls showed significant positive changes in their behavior and outlook toward life. Additionally, parents' support for their daughters' education also increased.

During the COVID-19 pandemic (Phase 1 & 2), the girls remained safe under our care. However, later, due to new government regulations for operating residential homes, we had to pause the program as we did not have the necessary CWC certification.

### **Transition and Continued Support:**

Before closing the program, we successfully sensitized parents about positive parenting and encouraged them to support their daughters' education. The girls were reunited with their families with continued support from us.

For 8 girls who required residential care, we facilitated their admission into government residential homes with the help of CWC (Child Welfare Committee). We continue to stay in regular contact with all the girls to ensure their well-being and progress.



### **Covid Support:**

During this period, with the help of various individuals and organizations, we provided essential support in our working areas of Khed, Maval, and Hinjewadi, as well as beyond these regions, including Kolhapur district. We assisted people by distributing dry groceries, vegetables, sanitizers, oxygen cylinders, masks, and other necessary items.

This support was made possible through contributions from organizations such as Knorr-Bremse Global Care Asia Pacific, Knorr-Bremse TCI, Goonj, Schindler India Pvt. Ltd., and many others individuals through social media platforms. Their support helped prevent mass migration of people who were struggling for survival due to unemployment during the pandemic.

Additionally, to raise awareness about Covid vaccination, we developed a special campaign strategy to educate people, dispel their fears, and eliminate misconceptions about vaccination. Members of Girls Clubs played a crucial role in this initiative. They actively conducted awareness campaigns in different locations, helping to inform and encourage people to get vaccinated. We supported more than 1300 people with dry grocery, vegetables, medical kits, vaccination etc..



### Feedback from Villagers :

One person shared, “This time of lockdown is very difficult for us as there is no regular source of income for us. We already have only four months of agriculture to depend upon, and now due to the lockdown, this routine has also been adversely affected. This time is even more difficult as no one has supported us like in the first phase of lockdown. Thus, this support has proved to be helpful.”

Another older lady said, “I don’t have anyone to help me. However, you are thinking about me and my needs and difficulties. This is very helpful for me”



### Arogya Mitra Training:

During the COVID period, to educate tribal children about the importance of hygiene and to create awareness about cleanliness in their villages, a four-day Arogya Mitra (Health Friend) training program was conducted in Swala village and four hamlets with the support of KBGC-AP.

The program focused on health awareness, hygiene, behavior change, and increasing children's participation in village cleanliness. As a result of this training, children became more

aware of hygiene, developed a better sense of personal care, and started paying attention to habits like washing hands, cutting nails, taking regular baths, and keeping their surroundings clean.

At the end of the program, the children were awarded certificates and COVID safety tools. The trained Arogya Mitra children are now prepared to continue spreading awareness about hygiene and cleanliness in their villages in the future.

### **Improving School Sanitation in Savala Village, Andar Maval**

In **Savala village, Andar Maval**, the lack of **toilet facilities in schools** forced girls to **defecate in the open**, leading to concerns among parents who were unwilling to send their daughters to school. With the support of **Knorr Bremse Global Care Asia Pacific**, we established **8 toilets and ensured access to clean water** for students. This initiative **reduced barriers to girls' education**, leading to an increase in school attendance among girls in the long run.









### **Child Rights Workshop:**

To raise awareness among children about their rights, we conducted a four days Child Rights Workshop in which 70 children participated.

During this workshop, children were educated about the importance of the Village Child Protection Committee (VCPC), its role, and why they should demand its proper functioning in their villages.

Before this training, one group of participants was assigned a survey to gather information about the VCPCs in their villages. They were asked to collect data on:

- Whether a Village Child Protection Committee existed in their village
- Who the members were
- Whether meetings were being conducted
- Whether there were any child representatives

To complete this task, children surveyed 221 people across 17 villages in Khed and Mawal Block, and the results were as follows:

89% of the people stated that there is no Village Child Protection Committee (VCPC) in their village.

87% of the people said that no meetings are held.

84% of the people were unaware of who the representatives of the committee are.

68% of the people mentioned that they had heard about cases of abuse.



**प्रभात** पुणे, बुधवार, दि. १६ फेब्रुवारी २०२२

## बालकांचे हक्क मिळवून देणे ही सर्वांची जबाबदारी - प्रभा विलास

वर्क फॉर इकॅलिटी सामाजिक संस्थेच्या वतीने कार्यशाळा

राजगुरूनगर, दि. १५ (प्रतिनिधी) - बालकांचे त्यांचे हक्क मिळवून देणे ही सर्वांची जबाबदारी आहे, असे प्रतिपादन वर्क फॉर इकॅलिटी सामाजिक संस्थेच्या संस्थापिका प्रभा विलास यांनी राजगुरूनगर येथे केले.

वर्क फॉर इकॅलिटी सामाजिक संस्थेच्या वतीने राजगुरूनगर येथे बाजार समितीच्या सभागृहात कार्यशाळेचे आयोजन करण्यात आले होते. यावेळी पुणे जिल्हातील १५ वाड्या वस्त्र्यांमधील वंचित समाजातील ८० मुले सहभागी झाली होती. बालकांना त्यांच्या स्वतःच्या हक्कांची जाणीव होण्यासाठी आणि त्याचसोबत समाजातील सर्व घटकांमध्ये बालकांच्या प्रसोविषयी संवेदनशीलता वाढविण्यासाठी वर्क फॉर इकॅलिटी सामाजिक संस्था वडेगाव यांच्या वतीने वैशिष्ट्यपूर्ण कार्यशाळेचा पहिला टप्पा यशस्वीरित्या पूर्ण करण्यात आला. या कार्यशाळेचा उद्देश केवळ बालकांना त्यांच्या हक्कांविषयी जागृत करणे एवढेच नव्हता; तर स्थानिक पातळीवर बालकांचे संरक्षण करणाऱ्या बाल सुरक्षा समिती सारख्या यंत्रणा सक्षम होण्यासाठी समाजामध्ये वातावरण निर्मिती करणे, बालकांना त्यासाठी सक्रीय करणे हा होता.

प्रभा विलास म्हणाल्या, बाल सुरक्षा समिती ही स्थानिक पातळीवर बालकांच्या हक्कांचे संरक्षण करणारी यंत्रणा आहे. या यंत्रणेचा उद्देश मुलांना त्यांच्या हक्कांपर्यंत पोहोचता यावे, यासाठी



राजगुरूनगर : वर्क फॉर इकॅलिटी सामाजिक संस्थेच्या वतीने घेण्यात आलेल्या कार्यशाळेत पधनाटव सादर करताना मुले.

### बालविवाह राखण्यासाठी पुढाकार हवा

प्रभा विलास पुढे म्हणाल्या, अनेकदा आम्हाला बालविवाह विषयी माहिती वेळेवर मिळू शकत नसल्यामुळे आम्ही योग्य वेळेस त्यावर प्रतिबंध करू शकत नाही. बऱ्याच वेळा या यंत्रणेतील आणि स्थानिक पातळीवरील महत्त्वाचे आणि जबाबदार घटक आशा वर्कर, अंगणवाडी सेविका, सरपंच यांना देखील अशा प्रकारच्या केसेस हाताळण्याचे कौशल्य आणि माहिती नसल्यामुळे आणि समाजाच्या दबावामुळे बालकांच्या हक्कांचे उल्लंघन सर्रास होताना दिसते. या घटनांवर निबंध आणण्यासाठी मुलांना व त्यांच्या माध्यमातून मोठ्यांना जागृत करण्याची गरज आहे.

सक्षम करणे तसेच त्यांच्या हक्कांचे उल्लंघन होऊ नये, म्हणून प्रतिबंधात्मक उपाययोजना करण्यासाठी कायद्याने बंधनकारक अशी प्रत्येक गावात, शहरात तसेच वाड्यावस्त्र्यांवर आवश्यक जरी असली तरी सध्या अनेक ठिकाणी ती केवळ कागदीपत्रीच असलेली दिसते. संस्थेने वेगवेगळ्या गावांमधील १६५ मुलांसोबत घेतलेल्या मुलाखतीत निदर्शनास आले आहे. एकीकडे बालविवाह, बालकामगार, मुलांवरील हिंसेचे प्रमाण वाढत असताना त्यावर योग्यवेळी प्रतिबंध करण्यासाठी बाल सुरक्षा समिती सारख्या

यंत्रणा खऱ्या अर्थाने सक्रीय करण्याची खूप आवश्यकता आहे. त्यासाठी वर्क फॉर इकॅलिटी ही सामाजिक संस्था मुलांमध्ये जागृती आणून त्यांनीच त्यांचे हक्क मिळविण्यासाठी सक्रीय आहे.

या कार्यशाळेत क्षण फॉर द राइट ऑफ पुणे चाइल्डच्या सदस्य मयूरी मदन सुषमा यांनी मार्गदर्शन केले. यावेळी सहभागी मुलांनी सामाजिक विषयावर पधनाटव सादर केली. यावेळी संस्थेचे कार्यकर्ते स्नेहल ठकर, श्रद्धा तेलंगी, दिव्या गिरी, संजीवनी कांबळे, आम्मा शेख, हर्षल उवाळे आदी उपास्थित होते.



**Two district-level conventions were organized during this period.**

- In the **first convention**, children presented their study on the **Village Child Protection Committee (VCPC)** to government officials and put forth their demands regarding its proper implementation.
- In the **second convention**, girls demanded the **provision of menstrual hygiene facilities in schools**.

These conventions had a significant impact:

- **Children gained confidence** in voicing their issues.
- **Officials became more sensitive** to children's concerns.
- The process of **establishing VCPCs in villages** and **ensuring menstrual hygiene facilities in schools** gained momentum.



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Pune News : जागतिक कन्या दिन, मुलींच्या प्रश्नाविषयी मुली बोलतात तेंव्हा... - MPCNEWS

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## Pune News : जागतिक कन्या दिन; मुलींच्या प्रश्नाविषयी मुली बोलतात तेंव्हा...

By Suchitra MPC NEWS

Last updated: ऑक्टोबर 10, 2021

अन्य बातम्या अर्बातर ठळक बातम्या



एमपीसी न्यूज - मुलींच्या समस्या सोडविण्यासाठी - जागतिक कन्या दिवस हा मुलींच्या जगभरात हक्कांविषयी उदापोह करण्याच्या उद्देशाने जगभरात साजरा केला जातो. या वर्षाची जागतिक कन्या दिनाचे बोध वाक्य आहे " My voice for our equal future" म्हणजेच " माझा आवाज आपल्याला भविष्यात समान संधीसाठी." या बोध वाक्याला साकार करण्यासाठी वर्क फॉर इक्वॅलिटी ही संस्था तळागाळातील मुलींचे संघटन करून त्यांनी त्यांच्या हक्कांसाठी ठामपणे उभे राहावे म्हणून प्रभावीपणे काम करत आहे.

जागतिक कन्या दिनाच्या निमित्ताने संस्थेने मुलींचे अधिवेशन आयोजित केले होते. त्यात संस्थेशी जोडल्या गेलेल्या अनेक मुलींनी आपले प्रश्न मांडले. त्या कशा जबाबदार नागरिक आहेत आणि कशा पद्धतीने समाज हिताच्या कामांमध्ये हिरीरीने सहभाग घेत आहेत या विषयी मुलींनी मांडणी केली. त्यातील काही ठळक प्रश्नाविषयी किशोःस्वयीन मुलींचे मानोगत -

<https://mpcnews.in/world-daughters-day-celebration-special/247853/>

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## Gender Equity through Sports:



In rural areas, even today, girls do not have a supportive environment to play outdoor sports. Additionally, there are very few opportunities for boys and girls to interact, which prevents them from developing healthy friendships and understanding each other.

To address this issue, we launched the "Gender Equity through Sports" project with the support of Terre des Hommes, involving 450 boys and girls from 10 villages in Khed Taluka. The project aimed to promote gender equality through sports and organize children into groups.

As part of this initiative, we established 10 sports clubs, led by the children themselves. The project had a significant impact, particularly in encouraging girls to play outdoor sports alongside boys. This led to a positive shift in community perceptions towards girls, with more acceptance of their participation in sports.

Notably, girls started playing sports traditionally played by boys, which helped build friendships and mutual respect. Through this project, children also highlighted various challenges in their villages, such as the lack of playgrounds, libraries, safe environments for children, and inadequate school facilities.



**Mi shakti- Mi Shakti – Girls Empowerment Program:**

In 15 villages of Khed region, 65 girls received leadership training through the Girls Voices Curriculum. Inspired by this training, these 65 girls organized 199 more girls across 12 villages and established Girls Clubs.



Through various capacity-building sessions, these girls gained the confidence to speak up about their issues. They addressed menstrual hygiene, public transportation, child marriage, and gender discrimination, working towards raising awareness in their communities.

As a result, during the COVID period, these girls successfully intervened to stop more than five child marriages. They also started discussing government schemes for girls, menstrual hygiene, and other critical topics, overcoming fear and hesitation. Many of them brought school menstrual hygiene issues to the attention of society and authorities.

Taking their advocacy further, the girls held a press conference to highlight their concerns. Additionally, they conducted various awareness programs in their villages, helping to reduce misconceptions and fears about COVID-19. Their efforts also led to a greater sense of respect and support for girls within their communities.

**लोकमत**

## कोरोनाबाबत विद्यार्थिनींची जनजागृती

### पोस्टमधून प्रबोधन : विद्यार्थिनींच्या पोस्टर्सचे गावात प्रदर्शन

लोकमत न्यूज नेटवर्क  
**कन्नड :** कोरोनाबाबत नागरीकांमध्ये प्रचंड भीती आहे तर काहीना त्याचे गंभीर अंदाजही कळालेले नाही. त्यामुळे भीती दूर करण्यासाठी आणि कोरोनाबाबतच्या विविध बाबी समोर आणण्यासाठी गावपातळीवर मानसी चांदेव दमाले या विद्यार्थिनीने विविध पोस्टर्स पेंटिंग केले होते. ते पोस्टर्स जनजागृतीच्या दृष्टीने गावातील विविध सार्वजनिक ठिकाणी लावण्यात आले.

या पोस्टर्स अनावरण सत्रांचे निवृत्ती मेहेर चोच्या हस्ते झाले. वर्क फॉर इन्वॉल्व्मेंट या सामाजिक संस्थेमध्ये काम करणाऱ्या मानसी दमालेने नागरिकांना धीर देऊन, सकारात्मक विचार संवर्धन करण्यासाठी, सहज समजेल अशा साध्या पद्धतीच्या लेखनाच्या मांडणीचे पोस्टर्स, गावातील बाजारपेठ, बँका, परसंघ, शाळा, रुहेल, एमटी स्टॅंड आदी लक्षवेधी ठिकाणी लावले आहेत. पोस्टर्स अनावरणसत्रांनी माजी सरचं दामोदर बंदतणे, राजेंद्र खळदकर, चैतराम पंडित मोवडे, सुदाम दमाले, झामेश्वर तुपे, तंटापुली अध्यक्ष बाळासाहेब बांबळे, डा. पं. सदाशिव देवगुला खळदकर, संदीप धायबर दत्तेत मनोज पिंपळे, कुमार दमाले, गामदेव रेंडे, अनिल अराडे, सदाशिव चव्हाण आदी उपस्थित होते.

संस्थेमध्ये काम करणाऱ्या मानसी दमालेने नागरिकांना धीर देऊन, सकारात्मक विचार संवर्धन

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**महिला व बाल कल्याण**

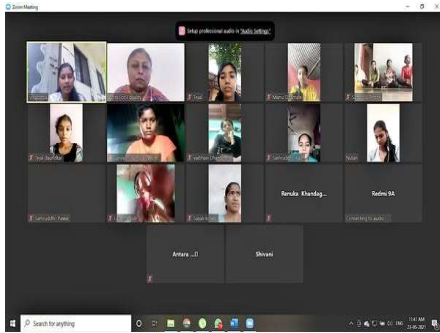
## Khed News : वाडी वस्तीवरील मुली, महिलांना संघटीत करण्यासाठी वर्क फॉर इन्वॉल्व्मेंट संस्थेचा 'गर्ल्स क्लब'

09/06/2021

**एमपीसी मुल्लू - वाडी वस्तीवरील मुली, महिलांना संघटीत करण्यासाठी वर्क फॉर इन्वॉल्व्मेंट संस्थेच्या कनिष्ठ 'गर्ल्स क्लब'ची स्थापना करण्यात आली आहे. युवासेवा क्षेत्र साठुभवनातील सैलू आणि येथेचे वा टोन आदिवासी पाडावकर 'गर्ल्स क्लब'ची स्थापना केली. अखंडीत संपाजनातील मुली आणि महिलांना संघटीत करण्यासाठी तसेच, आचार विचारांचे आदार प्रदान होण्याच्या उद्देशाने या क्लबची स्थापना करण्यात आली आहे.**

महिला आणि मुलींना पुढे विज्ञान क्षेत्रात आकर्षित करणे ही या क्लबची धोरण आहे. या क्लबच्या माध्यमातून विद्यार्थिनींना विविध क्षेत्रात प्रोत्साहित केले जाई. त्यांच्या शैक्षणिक आणि व्यावसायिक क्षेत्रात काम करणे, त्यांच्यातील मुलींना प्रोत्साहित केले जाई. त्यांच्या शैक्षणिक आणि व्यावसायिक क्षेत्रात काम करणे, त्यांच्यातील मुलींना प्रोत्साहित केले जाई. त्यांच्या शैक्षणिक आणि व्यावसायिक क्षेत्रात काम करणे, त्यांच्यातील मुलींना प्रोत्साहित केले जाई.

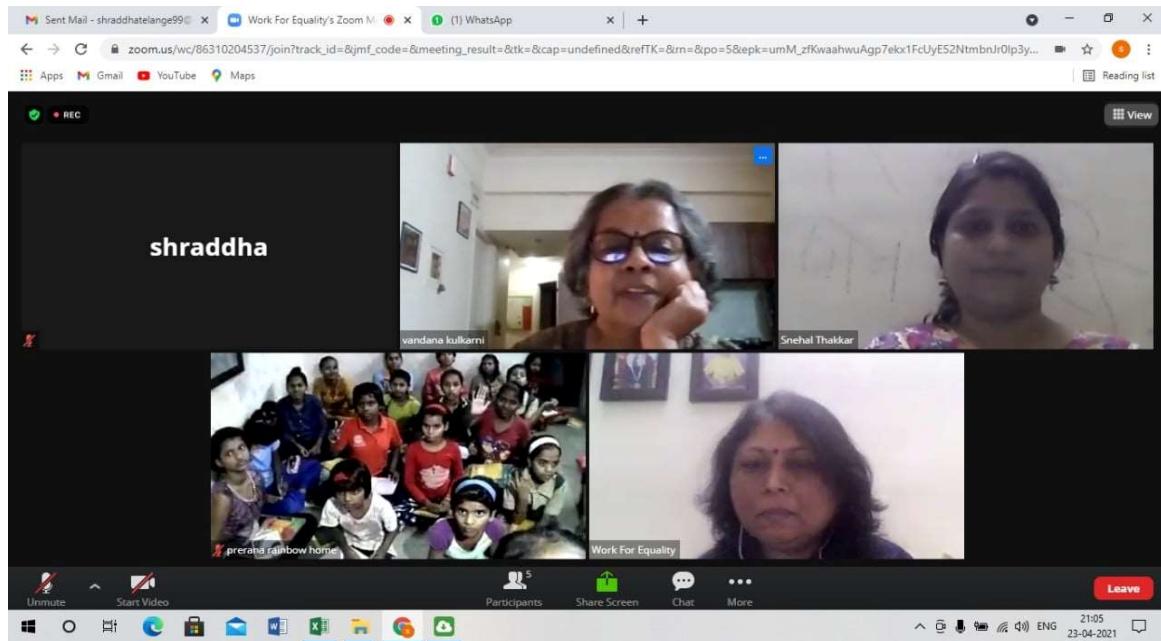
During this period, several online programs were conducted to ensure that girls received information on various topics. One of these programs provided them with important knowledge about **menstrual hygiene**.



**Prerana community center:** During the COVID period, to ensure the mental well-being of the children at various communities and **Rainbow Home** and to maintain their interest in education, we conducted regular online sessions. Volunteers from **Cummins Company** and **Alochana Organization** consistently supported us in this initiative. Over a span of eight consecutive months, we conducted four educational and informational sessions each month, which helped the children stay engaged in their learning process.







### Science Workshop:

To develop children's interest in science, a science workshop was organized for around 200 children from Rajubai Wasti, Koregaon Village, Dehuphata Wasti, and Talegaon under the guidance of Shridhar from Avishkar India.

During the workshop, children were given the opportunity to perform various scientific experiments hands-on. This practical approach changed their perspective towards science and sparked curiosity and enthusiasm about the subject.

### Livelihood Training:



## Participation in International Networks

During this period, our organization had the opportunity to present our **girls' leadership initiatives** at the international level through **RiseUp**. This platform brought together representatives from **four different countries**, allowing us to showcase our work in **empowering girls' leadership globally**. Participating in this program provided us with valuable insights and the chance to connect with **global changemakers** working on similar issues.

**Interview on Nation Television** : Work for Equality's founder Prabha Vilas talks about the importance of women's education in India on the occasion of National Education Day, 11th November which is being celebrated in India in the honour of Abul Kalam Azad on his birth anniversary. In the following interview, Prabha Vilas talks about the Importance of girls' and women's education, the barriers they face, and also how girls are taking steps towards their bright future today and changing the world!

## #RisingHigher Rise Up Breakfast Gala



Prabha Vilas Jadhav  
Rise Up Leader, India

"Rise Up's trainings made me realize that there can be no real long-lasting change unless you understand the root cause of the problem and try to eliminate it.

As long as girls and women do not come forward and raise their voices, we won't be able to create a gender-equitable society."

ROOTED DEEPER  
RISING HIGHER  
Breakfast Gala



