

# ANNUAL REPORT

April 2019 - March 2020



OUR ANNUAL REPORT INFORMS ABOUT THE ACTIVITIES,  
EVENTS AND OTHER ORGANISATIONAL  
DETAILS FOR THE YEAR 2019-20.



Abhivyakti Media for Development, Nashik



# INTRODUCTION

We are pleased to bring to you our annual report for the year 2019-2020. Looking back at the year, we would like to say those were happier times, isn't it? With Corona pandemic spreading like wildfire across the world, its safe to say that the year that went by was full of activities and energy. We were driven by our goals and were on course until the virus struck.

Reflecting back, we think that two of our main programmes have been great learning opportunities for us. Our programme on using community video to foster change, and



action research as a tool to empower young rural girls have led to different possibilities where people have the option to look at many opportunities to change the scenario for their own good. People's active engagement in their own affairs is a positive dimension of the development narrative, and we are glad we value and set it in motion. Both the programmes have women in the forefront, and their leadership is demanding accountability from familiar institutions in which they are embedded.

Our other programmes of capacity building and producing media material in collaboration with grassroots group is firmly rooted. We were able to continue with our much-in demand

workshops on communications, leadership and organisational development and it was organised successfully because participants from the NGO sector remain steadfast in believing in our abilities and competency. Similarly, our in-house media production unit has been in tune with the technological changes to adapt it in their media creation to make quality products

Our emphasis to organise public events has also continued with greater focus on creativity and variety so that the opportunity to interact with the public and exchange our perspective and learn from theirs is always present. The Shodhini event on the occasion of the girl on 11 th October and the Ankur film festival were organised with enthusiasm and effective teamwork. Both the events stressed the need even more to create space in the public arena to share dialogue and celebrate important and critical concerns related to socio-cultural issues.

This years' Annual Report has a different look. It has a more distinct visual appearance. As more and more young people join our team, they bring certain vitality and different outlook. One of their suggestion was about making our publications more

dynamic, more attuned to the changing habits of our clientele with preference for less textual and more visual. This Annual Report is a step in that direction. You will find less text and more visuals of the varied and myriad activities that happen in our yearly landscape. We hope you like the change and go through our activities that we accomplished in pursuit of our mission. The journey has been special with continued support and interest from the different stakeholders we work with until the Pandemic hit us.

Let's hope the strange storm blows over soon and normalcy return.

Happy Reading!





# OUR PROJECTS

We have three projects with support from different organisations which enable us to carry forward our activities. One is on empowering the rural young girls called 'Shodhini', the other is 'Madhyam Sakhi' on strengthening local governance, and the third deals with strengthening the capacities of grassroots organisations. Here are the details -

## SHODHINI

The Shodhini project is spread in ten villages of Nashik district. We work with the young girls who are encouraged to conduct action research on different social themes important to their lives. In the process we strengthen their different capacities and develop their leadership to take actions in their villages. The research was conducted on the issues of

### 1. Gender Workshop for rural young Men



While working with young rural girls, one of the requests from the girls would be to work with boys on the issue of gender! We started with a four days workshop on Gender as the main theme with rural young men.



### 2. Learning to Click

Shodhini had expressed their desire to learn photography, so we organised a two-days workshop on basic mobile photography. Shodhinis clicked photographs from the communities and exhibited it in the village with the help of Abhivyajkti.

### 3. Strengthening research capacities of rural young Men



Strengthen our resolve to enhance the process of Shodhini work in villages with addition of boys who would understand the nature of action research and join the girls team

### 4. Exploring Livelihoods for rural youth



Four day workshop gave inputs on e-seva centre, eco-friendly products, Opportunities in Panchayat Raj Institution, designing sanitary Cloth pads and Environment-related enterprises.





## 5. Understanding data analysis

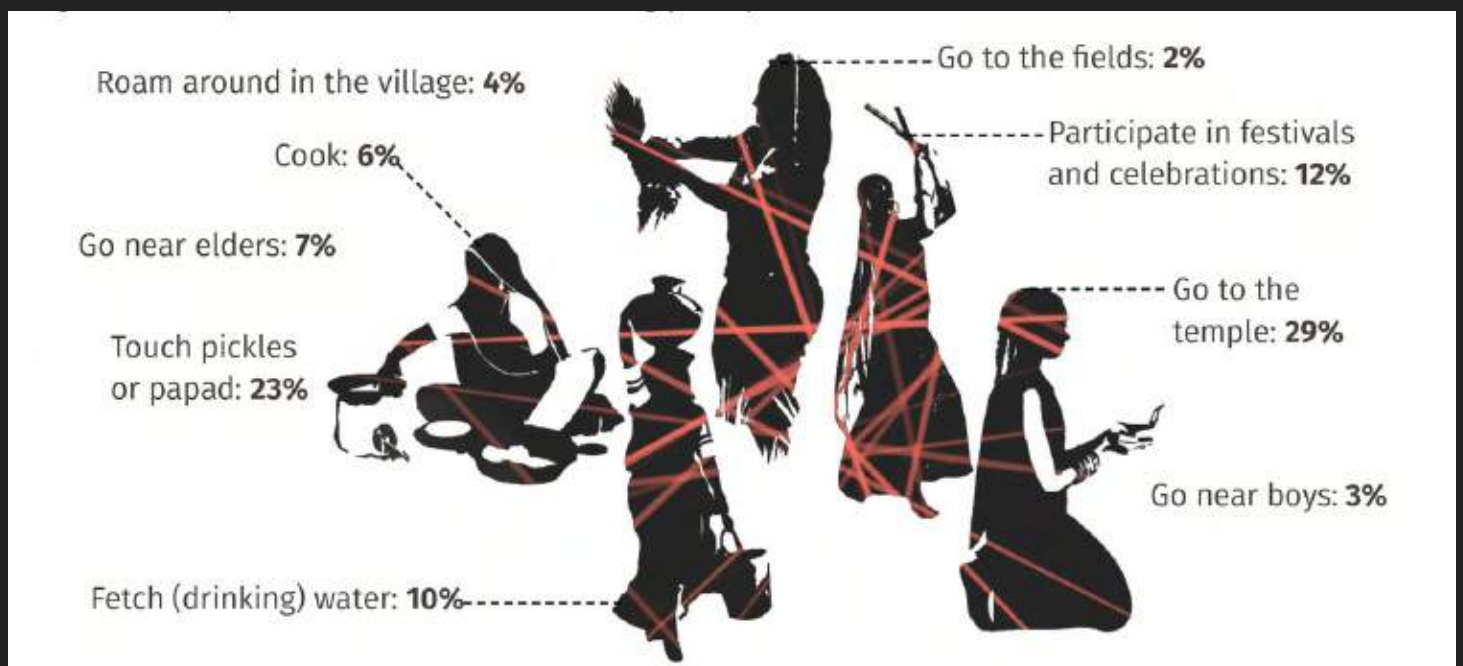


The Shodhini [community researchers] who have completed research on different social issues in their ten villages were ready to learn the data analysis skills.

### Findings :

Some of the major findings derived from the research in all villages are as follows:

- 59% of girls can't make decision about their education by their own.
- Poverty, Marriage and Household chores are some of the major reasons of girls getting dropped out of formal education
- 75% girls cannot make the decision of their marriage by their own
- - 71% of the girls and women don't go the Gram Sabha meeting at all
- What are you not allowed to do during your periods?



- What are the issues you face while working on daily wages?

Unable to work: 6%



Cannot change the pad/ cloth: 35%



I'm in pain/ uncomfortable: 41%



Other: 18%



- Where do you meet your friends? [Use infographic may be]





# MADHAYAM SAKHI



The Madhyam Sakhi project is based in nearly seventy villages of North Maharashtra covering four districts of Nashik, Dhule, Nandurbar and Jalgoan. The activities are facilitated by our women field coordinators popular as 'Madhyam Sakhi'. The name reflects their focus on using communication technology to initiate change in the village and make the local Gram Panchayat accountable to the people especially the marginalised communities. The Madhyam Sakhi plan and organise various activities to create awareness about Panchayat Raj Institutions and its functioning so that the benefits reach the most marginalised communities in the villages. Organising meetings, energising village Self Help Groups managed by women, screening of PRI films, organising workshops for women to take the lead in village affairs, activating 'Mahila Sabha', and developing more media material on new issues that come up. The screening of the film 'Mahila Sabha' has been around in many villages followed by dialogue on importance of making womens' issues part of the Gram Sabha. Many need-based short durations workshops on media skills, leadership, PRI functioning were organised to strengthen the capacities of the local community members especially women and youth. Special emphasis was on starting local libraries for women to encourage them to read and meet regularly to discuss important issues bothering them.

## 1. 'Kochargaon' village

The long period of uncertainty leads to lots of social problems like intake of drugs, violence and crime. Former Commissioner of Police Dr Sanjay Apranti and Police officials from Dindori guided the villagers including youth. They urged the Gram Panchayat to initiate concrete measures to solve the issue of unemployment.





## 2. Dissemination of films



We organised the screening of the community video 'Dharan Ushala, Korad Khishala' at Vadgaon Village, Shahada.



## 3. Publications - Documenting case studies



Documenting eleven case studies from ten blocks of North Maharashtra about the changes that happened in these villages.

## 4. Case stories

Shooting on a few of the case stories highlighting the change the villagers witnessed during the project period.





# STRENGTHENING CO-LEARNING

This has been one of our core programmes which we have been organising for the past thirty-two years. We have been designing workshops on media, communication, leadership, organisational development and trainer effectiveness for social organisation functionaries, and the response we have received has been mutual gratifying. Our workshops have been based on the principles of co-learning, participatory values and openness. We were able to reach 294 beneficiaries including 153 men and 141 women.

This year we organised the following workshops –

## 1. Certificate Course in Basic Computer Literacy



## 2. Creating Posters

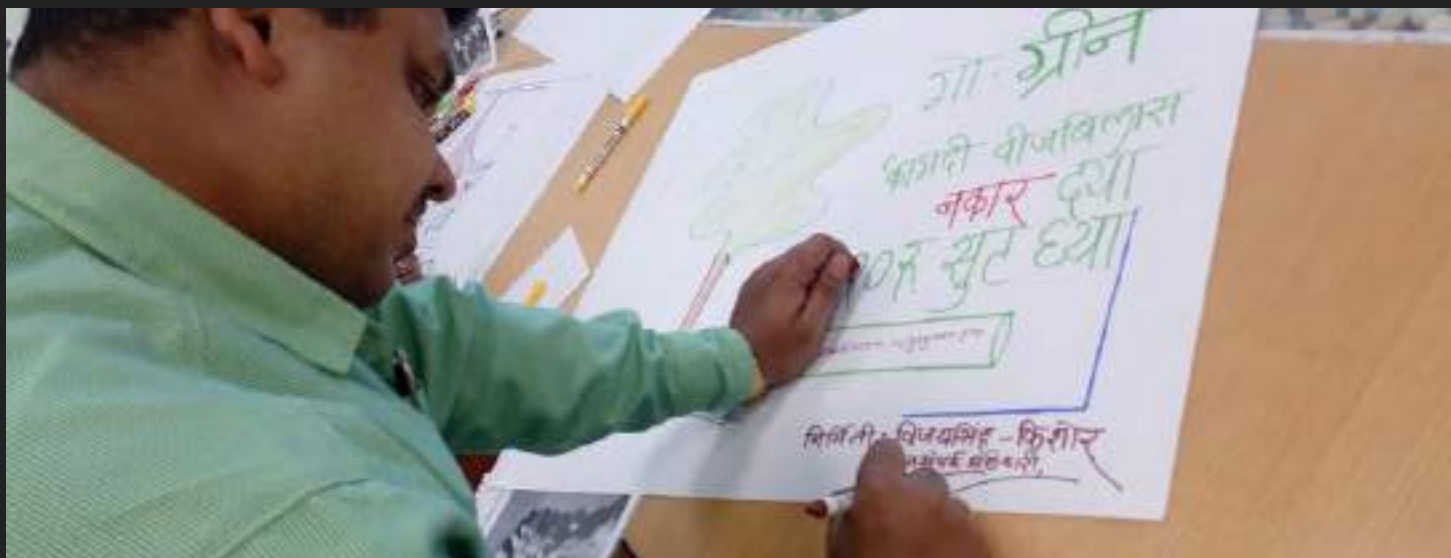




### 3. PRI Leadership



### 4. Media Awareness



### 5. Creating Group Media





## 6. Organisational Development



## 7. Trainer Effectiveness



## 8. Workshop on Communication and Leadership for Youth





## 9. Report Writing and Documentation for Organisations



## 10. Livelihood and Life Skills for Youth



## Workshops by Invitation

We were invited by other organisations, Institutions and Groups to facilitate training on different themes. We present a few that we facilitated –

## 11. Workshop on Leadership and Communication



Two days workshop on leadership and communication was organised by My Choices in Hyderabad.



## 12. Workshop on Leadership and Development for Youth



Two days workshop on leadership and development was organised for community youth and field staff from Mumbai who were associated with 'SNEHA', a NGO working in Mumbai.

## 13. Gender, Sexuality and Media



Facilitated a two-day workshop on 'Gender, Sexuality and Media' for 70 adolescent students of Espalier English Medium School, Nashik in February at Espalier School, Nashik.



#### 14. Orientation for new Fellows of PUKAR



Facilitate a two-day session on understanding social reality was organised for youth participant who were associated with PUKAR, Mumbai

#### 15. Self Effectiveness and Leadership workshop for MAVA youth



Facilitated two day workshop in Mumbai for young boys attending various colleges in Mumbai, workshop organised by Mava, Mumbai.

#### 16. Session on menstruation with adolescent girls



Facilitated a session on menstruation with adolescent girls in collaboration with Sahyadri Farms. This session was attended by almost 75 girls from the Z.P school in Dhakambe village, Nashik city.

## 17. Orientation of self and communication



Facilitated an orientation visit for students of 'Loksevak Madhukarrao Chaudhari College of Social Work', Jalgaon. We spoke on the importance of self, communication and Abhivyakti's work in media.

## 18. 'Gender and Leadership' for the students of Psychology from K.T.H.M college



Facilitated a session on 'Gender and Leadership' for the students of Psychology from K.T.H.M college, who visited Abhivyakti in the first week of March. The discussion was interesting and intense as well.



Abhivyakti and ASPBAE have been collaborating in supporting their networking activities in Asia-Pacific region by providing them with communication and media support. Its has been two years now and working at the regional level is important for the growth of Abhivyakti. Some of the activities have been -

#### 1. Country-level capacity building

Two country-level trainings around the Youth-led Action Research [YAR] were organised in the year, one in Timor Leste and another in Vanuatu. In both trainings, Ahivyakti was closely involved in developing the training design, customised to the needs of the ASPBAE members in the country.

#### 2. Regional and global level capacity support

Following the earlier periods, Abhivyakti helped organise and design ASPBAE's two [2] mainstay regional capacity-building activities: the Asia Pacific Regional Consultation for Education Advocates and the 2019 ASPBAE Basic Leadership Development Course [BLDC].

#### 3. Support for Information and Communications Work, Documentation and Management of ASPBAE's Learning Materials

Abhivyakti continued to support the development of key information and communication products of ASPBAE in the period - which gained added importance particularly in 2020 when face to face meetings and interactions were not possible on account of the lockdowns. Six [6] issues of ASPBAEs Ed-lines were released in the period.

# Need Photos

# MEDIA PRODUCTION

## 1. Producing a Video Film on Nutritious Garden



Making a video film on the nutritious Gardens run and managed by the Anganwadis [pre-school centre] to promote healthy and nutritious diet for the pre-school children. The idea was developed by Reliance Foundation who wanted to document their experiment in Maharashtra and also promote its benefits to a wider audience.

## 2. Researching for a Film on Panchayat Raj



Producing series of video films on different issues of making Panchayat Raj effective [we have already made five films], we have started work on a new video production. This time we are researching the wide spread practice of men who continue to hold power and functioning as PRI Sarpanch even when they no longer hold the position.



### 3. Digital Media Course for College Youth



Facilitated three modules on Social Development, Visual Literacy and elements of Sound for first and second year students of the K.V.N Naik College of Arts, Nashik.





# EVENTS

One of our strategies has been to organise public events to create awareness and also take the opportunity to interact with the cross section of public and listen to their views. This year we have organised two events for the public.

## Celebrating Day of the Girl



This is the third year in row that we are organising this event on 11th October in Nashik. The theme of this year was sharing the Demands of 'Shodhini' [Community Researchers] which was based on the research the rural girls had completed in their villages on education, health, agency and livelihood. Ritu Saini, acid-attack survivor from Delhi and Indavi Tulpule, social activist from Murbad were the guest on the occasion who spoke of their struggle and experiences in dealing with challenges that came their way. It was inspiring to listen to them. People from varied background attended the programme and shared their appreciation, reflections and questions.







## 8th 'Ankur' Film Festival

The 8th Ankur film festival was organised in the first week of December at Kusumagraj Pratihthan, Nashik. Ankur festival is a platform for young film makers to screen their films and promote viewing of such films. The festival was opened with the screening of the documentary-feature 'Rubaroo Roshani' by Svati Bhatkal on forgiveness and was followed Svati talking about her experiences with the audience. Dr Arun Gadre also screened his film 'A MR is Maut' and answered many questions that were raised on ethical standards, practice followed by the medical profession. The festivals closing event was a documentary film 'Coral Woman' by Priya Thuvassury on the theme of Coral and its preservation. More than seventy films depicting different social issues were screened. The festival was well attended and was bubbling with lot of activities related to documentaries.

## Workshops at Ankur festival

We also organised a few workshops related to filmmaking with the aim of using the platform to build capacities of the young on different aspects of film making.



This time we organised two workshops. One was on Advertisement film-making and was facilitated by Savin Tuscano from Mumbai, while the other was on Film-editing which was facilitated by Prashant Naik from Whistling Woods, Mumbai. The workshops were lively, provided lot of inputs and insights which were based on the long experiences of the facilitators. They showed film clips to make the presentation interesting.

# STAFF DEVELOPMENT



- Ranjit Gadgil attended a three-days conference on 'Community Media' in Melbourne in June organised by Deakins University where he presented our experiences of community video in creating social change.

- One of our young Shodhini, Sanjana Shinde from village spoke of her experiences of doing research on girls education in the 'Women Deliver' conference organised by IDRC in and other organisations on issues facing women and girls in Vancouver, Canada. She was accompanied by Kajal.

- Priyanka participated in a week-long workshop on gender and sexuality organised by 'Nirantar' in Delhi in April.

- Avinash participated in a three weeks exchange supported by Ecoversities. He became part of a Leadership programmes organised by a Buddhist network in Thailand.

- Kajal and Sandip attended a workshop on 'Making Media Work for You' phase 2 organised by Point of View at Mumbai.

- Three members of Shodhini project participated in the regional meeting organised by ASPBAE in Bangkok in October on girls education and ways to promote it in other countries. Shodhini experiences were shared with others especially the research conducted by the young girls in their villages.

- Avinash Neve participated and successfully completed, 'TISPRI' Training Programme for Certificate of Master Resource Person' on Panchayat Raj organised by Yashwantrao Chavan Academy of Development Administration [Yashada], Pune and National Institute Rural Development, during 12 to 15 January 2020 at PACE training centre, Aurangabad.





- Bhikan participated in 'Basic leadership development course' organised by ASPABAE in November 2019 at Bogor, Indonesia

- Bhavna Suryawanshi participated in 'Livelihood, Education and Health' workshop organised by College of Social Work, Nashik and BOSCH, company Nashik during 27 & 28 Feb 2020 at Nashik.

- Shubhangi and Lata [Shodhini from Kochargaon] and Lakhan[Shodhak from Dahegaon] participated in 'Yuva Hakka Parishad' organised by MASUM in Pune in January to discuss the issues of youth from different contexts. The discussion was on education, marriage and sexuality of youth.



## OTHER HAPPENINGS

- Nitin attended a learning journey in Delhi visiting organisations involved in deepening Non-traditional Livelihoods. The learning journey was in the first week of August and was organised by Azad Foundation, Delhi. Later, in the first week of September, he attended the General Body meeting of the NTL network in Ahmedabad.

- Nitin also attended the graduation event of 8th batch of Khojis of Swaraj University in Tapovan near Udaipur in the second week of September.



- Three young community leaders from 'Creative Adda', New Delhi participated in the Ankur film festival with the aim of learning from organising a film festival. They also helped in the documenting the festival activities.

- Summer time is for interns to come to Abhivyati for learning different aspects of their course. This time, we organised a two-days workshop on media especially for the interns to develop their perspective on media and its impact on our society.

- On 3rd March 2020, Smita Mandapmalavi, a solo women cyclist from Kalyan visited our office and shared her experiences of going solo on a bicycle creating awareness on womens issues. Her visit was inspiring and motivated our team to think of innovative ideas for social cause.

- A two-day meeting was organised jointly by RSCD and Abhivyakti in the month of December in Nashik to learn from each others experiences of working in the field. It was very fruitful exchange by the members of both the organisations.

- Sandip Medhe along with activists from CORO organisation, Mumbai working on womens issues met the Regional Commissioner and demanded that the issue of 'Single Women' be recognised and they be registered as an entity in the local self governments.

- Abhivyakti Day was celebrated on 24th January with Indavi Tulpule from Shramik Mukti Sanghatnana as the guest of honour. She spoke on the changing social reality and the need to share concerns on a regular basis.





# SOME OF OUR PRACTICES

## Board Meetings

We have an active Board which meets regularly, once in a quarter. Apart from the Board meetings we have also our General Body meeting which meets once in a year. This year the Board met three times in July, November and March to discuss critical issues of the organisations. Some of the issues were about reviewing the performance of the programmes, financials of the organisations, leadership issues and transitions. The board has appointed a financial committee which monitors the finances and other related matters of the organization and keeps a critical eye on legal compliance. The Board also helped in the transformation of Earthcare Designs programme into a new organization. The new fledgling organization is now called 'EarthCare Designs Foundation'.

## Staff Council

The staff Council has a long history and has been functioning for many years. It is an internal elected body from different levels in the organization whose aim is to look into staff welfare, grievances and other matters concerning the internal culture of the organization. This year, the staff council met several times to decide on critical matters. They organized events to celebrate birthdays, festivals and public holidays. They also organized a screening of a film 'Lipstick under my Burkha' and a few short films on PRI made by the Production team of Abhivyakti. Diwali festival was also celebrated with enthusiasm

## Sexual Grievance Committee

Abhivyakti has a committee to handle issues of sexual harassment. It consists of members from within the organization as well as one from the external world. There was no complaints received during the year.

## Diversity within the Organisation

We present a table on Diversity within the organization. We are conscious of having a diverse team in all matters of our functioning be it the Board, internal team, staff council or in other committees formed for special occasion. The table is as follows -

Employee	Gender		Total	Caste					
	Men	Women		SC	ST	NT	OBC	GENERAL	MINORITY
EXECUTIVE DIRECTOR	1	-	1	-	-	-	-	1	-
HEAD	4	1	5	1	-	-	2	2	-
FACILITATOR	3	3	6	1	-	-	3	1	-
TRAINEE	2	2	4	1	2	-	1	1	-
TOTAL:-	10	6	16	3	2	-	6	3	-

## Staff Remuneration and benefits

Abhivyakti has a broad salary structure and benefits to its team members. It also follows a practice of disclosure about its practices. The Executive Director receives an annual pay of six lakhs while the lowest rank member receives about a lakh of rupees. Some of the benefits include PF, Gratuity, Medical and accident Insurance, etc.

## Network & Partnership

- LOGIN ASIA
- ASPBAE
- Swaraj University
- RSCD
- Learning Societies UnConference
- Vikas Sahayog Pratishtan
- Tata Institute of Social Sciences
- VANI

## Funders

- ASPBAE, Philippines
- Ford Foundation, New York
- AJWS, New York
- Volkart Foundation Indian Trust
- Individual Donors

## Board Members

Dr Sanjay Savale	President Board member since 2013
Mr Bhimrao Raskar	Vice-President Board member since 2019
Ms Anita Borkar	General Secretary Co-founder
Mr Anurag Kenge	Treasurer Board Member since 2010
Ms Nandini Narula	Member Board Member since 2006
Ms Rewati Bhagavat	Member Board Member since 2015
Dr Rajendra Barve	Member Board Member since 2016



## Abhivyakti Team



## Financial Status

THE HANDBOOK OF THE  
971100000  
[VIA: 814.2-1112]

NAME OF THE PROJECT: LIFE SUSTAINABILITY MEDAL FOR DEVELOPMENT - REGISTRATION NO. 6 - 2501  
BALANCE SHEET AS AT: 31ST MARCH 2002

[illegible]

ALBERT EINSTEIN INSTITUTE

**PUBLIC ACCOUNTANTS & COMPANY,  
CHARTERED ACCOUNTANTS**

2 SEP 2011

804.75  
 804.75

Dr. J. H. HALL, JR.  
SPRINGFIELD, ILL.

5596 11/12/2019

(If possible, we suggest cash for a  
 cash  
 interest  
 (If possible, we suggest cash for a  
 cash  
 interest  
 (If possible, we suggest cash for a  
 cash  
 interest

**ABSTRACT**

The photo indicates that in the last of mycotic fungi caused the growth of the fungus and inhibition of the Propagule and growth of it.

ANITA BENTON  
DARTMOUTH COLLEGE



THE UNIVERSITY OF CHICAGO PRESS, 1999  
ALL RIGHTS RESERVED

NAME OF THE PUBLIC TRUST : ARBHYAKTI MEDIA FOR DEVELOPMENT - REGISTRATION NO. F - 780  
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31ST MARCH 2009

EXPENDITURE	SCHEDULE	CURRENT YEAR AMOUNT	INCOME	SCHEDULE	CURRENT YEAR AMOUNT
TO EXPENDITURE IN RESPECT OF PROPERTIES			BY GRANT - (current)		-
Rents, Taxes, etc.		-	(current)		-
Repairs and Maintenance		-	BY INTEREST - (current)		-
Salaries		-	(current)		-
Insurance		677	On Securities		-
Depreciation (By way of provision or adjustments)		10,294	On Loans		-
Other Expenses		-	On Bank Account		2,46,390
TO ADVERTISEMENT EXPENSES	4	80,482	BY DIVIDEND		-
TO ADVANCEMENT TO TRUSTEES		-	BY DISPOSITION IN CASH OR KIND		1,01,410
TO ADVANCEMENT (in the name of trusts, of the trust		-	BY GRANTS		1,12,28,167
of the trust, including household expenditures, if any		-	BY FEES		-
TO LEGAL EXPENSES		-	BY ANNUAL (fixed) COSTS (in Rs.)		-
		-	(in Rupees as far as possible)		-
TO AGENT FEES		11,869	- Contribution for Production and Publication of Educational Material		1,15,390
TO CONSTRUCTION AND REPAIRS		-	- Contribution for Capacity Building Programme		8,56,341
TO AUDIT FEES/CHARGES		-	- Contribution for Social Design		-
(a) Audit Fees		-	- Membership Fee		6,000
(b) Cost of Auditors		-	- Miscellaneous Income		20,103
(c) Irrecoverable Taxes		-	By Transfer from Reserves		-
(d) Other charges		-	BY DEFICIT CARRIED OVER TO BALANCE SHEET		-
TO MISCELLANEOUS EXPENSES		-			-
TO OFFICE STATIONERY		1,57,770			-
TO AMOUNTS TRANSFERRED TO RESERVE FOR SPECIFIC PURPOSE		-			-
TO ALLOCATIONS ON THE OBJECTS OF THE TRUST		-			-
(a) Religious		-			-
(b) Educational	5	12,26,551			-
(c) Medical relief		-			-
(d) Relief of Poverty		-			-
(e) Other Charitable Objects		-			-
TO AMOUNTS CARRIED OVER TO BALANCE SHEET		15,11,860			-
TO AMOUNTS CARRIED OVER TO BALANCE SHEET	10	-			-
<b>TOTAL RUPEES</b>		<b>168,79,481</b>	<b>TOTAL RUPEES</b>		<b>168,79,481</b>

AS PER OUR REPORT AS OF EACH DATE

PURI C. S., AGGARWAL &amp; COMPANY

2 SEP 2019

2004年12月

© 2004 Blackwell Publishing Ltd  
Journal of Internal Medicine 255: 105–112



(9)  $\frac{1}{2} \leq \frac{1}{2}$

THE UNIVERSITY OF MICHIGAN LIBRARY

PHILIP SAVALL

2nitabooks®  
(ANITA BIEKARI)

(AMERICAN) SCIENCE

# Need - 2019-20



## Legal Information

Societies Registration No	Maharashtra state, Mumbai – 5, 1987, G.B.B.S.D, Dt. 05/ 01/1987
Charity Registration No	F- 2702, Dt. 29/05/ 1991
80 –G Registration No	ORDER No. DIT(E) / MC/ 80G/ 1995/2009 – 2010 From 2009
12 – A Registration No	INS. 25935 Dt. 11/09/1987
FCRA Registration No	083900052 Dt. 01/11/2016
Abhivyakti Pan No	AAATA0061D

## Auditors

C. S Ajgaonkar & Co.  
Chartered Accountants  
Proprietor C. A. Vidyadhar Somani  
Unit No. 127, 1st Floor,  
Prabhadevi Unique Industrial Premises Co-op  
society Ltd.,  
Twin tower lane, Off. Veer Savarkar marg,  
Prabhadevi, Mumbai-400 025  
Phone No. 022 66624558  
Email:- vidyadhar@cavssomani.com



## Abhivyakti Media for Development

31- A, Kalyani Nagar, Anandvali Shivar,  
Gangapur Road, Nashik 422 013,  
Maharashtra [India]  
Phone + 91-253-2346128



/abhivyakti.nasik



abhivyakti1987@gmail.com



www.abhivyakti.org.in



Abhivyaktimedia1987