

OUR ANNUAL REPORT INFORMS ABOUT THE ACTIVITIES, EVENTS AND OTHER ORGANISATIONAL DETAILS FOR THE YEAR 2020-21



INTRODUCTION

Greetings!

We are happy to bring our Annual Report yet again. Although the last year has been the most turbulent for all of us, the indomitable spirit of many including the development sector to reach out to the most vulnerable and needy needs to be applauded. The first few months of the lockdown was not easy as we were trying to figure out its severity as well as trying to reach our varied constituency members. We had a good field-level contact and from them we learnt that the main issues in the initial days of April/May was about the severe food crisis faced by many rural communities. The other major issue was the lack of information available to them about COVID and the immense flow of misinformation and false news that reached them causing confusion and anxiety leading to resorting to unnecessary rituals. Some communities even assumed that the Corona was incarnation of a devil! You can imagine what that might have caused in the minds of the people. We decided to address a few of such issues on urgent basis.

The major crisis which needed immediate attention was the severe food crisis experienced by many families. Most of them had no ration cards, were migrant workers, single women or the landless. Seeing the severity of the crisis, we decided to take swift action. We collected the list of such families and sent the list to the district officials urging them to release ration on immediate basis. We also reached out to 'Right to Food Committee' and based on their suggestions took follow up actions to ensure that immediate relief reached the neediest. We also raised our own resources and made it available to families in villages near Nashik. Our timely action and coordination with the government agencies led to distribution of ration to the needy families in North Maharashtra region.

Another critical aspect of the COVID 19 was the impact on the mental health of people which is now emerging and needs to be addressed on priority. Sitting at home in isolation, the risk of losing livelihoods, uncertain future and inability to understand the mental struggle and share it with others took a heavy toll on individuals as well as on collective functioning. Number of cases of acute anxiety, depression, loneliness, confusion, guilt and helplessness increased across different age groups. It affected the elderly, the young, the students, professionals and many more. Many suffered in silence as mental disorder is not seen kindly. Lack of support services and access compounded the matter further. At institutional level, in families and in communities there is very little understanding of the problem and providing care and support is singularly lacking. In fact, most times emotional upheaval is not shared in the open and even if it is then it is dismissed or nor attended with care and understanding. The need to create awareness of mental health and for institutionalising proper services cannot be overemphasised enough. Abhivyakti has decided to start working on this issue especially in the rural areas of Nashik.

That the pandemic affected most of our activities would be stating the obvious as many in the sector experienced. The most affected was our capacity building initiatives which could not be completed. The production schedule of video films too had to be postponed. So were the regular public events like organising the International year of the Girl and the annual Ankur film festival. In wake of such uncertain conditions, we quickly adapted to online mode of functioning. Although it will take time to fully understand its nuances and application. Our team showed exemplary commitment and resolve to serve our various constituent members and continue with our various activities in face of risk to their lives.

When we thought we had adjusted to the so-called new normal, the second wave of COVID was upon us with unprecedented consequences. Again, the need to adjust our schedules, postpone activities, replan everything is becoming necessary.

We are happy to present our annual report for the year 2020-2021 which contains our activities, projects, images and financials. We hope it gives you a glimpse of our various initiatives and efforts to empower people, leadership and institutions so that people-centric development, grassroots democracy and social justice continues and thrives.



OUR PROJECTS

SHODHINI

(COMMUNITY RESEARCHERS)

EMPOWERING YOUNG RURAL GIRLS

We have been working with the young girls in ten villages of Nashik for the past five years. Through action research and focus on gender we have been strengthening the various capacities of girls so that they themselves undertake research and other actions in their respective villages. Some of the activities are as follows -



ACTION RESEARCH ON COVID

In collaboration with ASPBAE we conducted a research on the impact of COVID on the girls lives in the villages. Groups of Shodhini collected data from three villages situated in the Trimbakeshwar block from twenty girls each. The findings of the research clearly indicated the impact of COVID on girls health, education, mental makeup, loss of livelihood and financial situation. Many girls expressed fear and said that the workload on them in doing household chores has increased considerably in absence of attending school. They also expressed that the chances of getting married are very high.

SITUATION OF ONLINE EDUCATION

The research by the Shodhini also highlighted the reality of online education which has become very popular in the urban areas. According to the findings, online education is not accessible to girls as only 20% of them have smart phones. If schools remain closed and online education continues to be the norm, 33% of girls said that they are then likely to drop out of education. Girls studying development course are suffering due to this big gap and which is ultimately shrinking the livelihood opportunities they can get in the future.



WORKSHOPS ORGANIZED FOR THE SHODHINI



The pandemic had brought to our notice the critical need to create awareness on mental health. In collaboration with Atmaprakash Foundation, Indore who work on developing mental health of girls, adolescent phased a capacity building exercise was undertaken. Three sessions were conducted for Shodhini covering different aspects of mental health with the aim of building understanding and ability to notice its presence in their own selves and in the communities.

A 4-day workshop for young girls was organised at the Leslie Sawhny Centre, Deolali on different aspects of leadership, use of social media, understanding mental health and creating strategies to raise awareness in villages. There were about 20 young girls who participated enthusiastically to make the workshop meaningful.



ANOTHER PHASE OF SHODHINI BEGINS





Abhivyakti's work with young girls in ten villages set the tone for expansion. From January we began exploring another five villages in the Trimbakeshwar Block with the intent of working on the issue of early marriage of girls. The issue was rampant, and we had experienced it when some of our active Shodhini were married at an early age without their consent. After many visits to different villages, we identified five villages and group of young girls who were willing to walk on the path of transformation. A survey form based on selection criteria was designed and we collected information from more than twenty villages. This process helped us identify six villages of Ambai, Waghera, Sapgoan, Shirasgoan, Ghumodi and Chikhalwadi(Pahine).

STRENGTHENING RURAL ECONOMY (SRE)

The new project initiated with the support of DS Group, Delhi was about raising the well-being of villagers through supporting local livelihoods. The project-based in ten tribal villages of Trimbakeshwar block deals with building entrepreneurial capacities of villagers, starting social enterprises which will raise the economic status and local leadership. Abhivyakti team visited several villages, spoke with Gram Panchayat leaders, local people, womens' groups to know their views and get their ideas of starting local social enterprises. The villagers agreed to initiate six social enterprises which include — milk dairy in Kharwal village, making 'Ragi' products in two villages of Berwal and Gavatha, starting Honey Bee project in two villages of Adgaon and Khadakhoal, starting seed bank in Ganeshgaon, and Horticulture farming in two villages of Chirapali and Behadpada, and making Phenyl from local Mahua flowers in villages of Boripada and Haathlondhi. The villagers have shown interest and the project promises to enrich the economic and social lives of people in Trimbakeshwar block of Nashik.



LIVELIHOODS TAKING ROOTS IN VILLAGES

Initiating social enterprises was our first venture into starting a project on livelihoods. We are happy to share that the work on six new enterprises has begun and showing promise. Villagers are cooperating with enthusiasm and curiosity. They are tired of migrating to nearby towns where low wages, long hours of work and exploitation is rampant. The initial registration process, identifying space, forming groups and meetings happened smoothly. This helped in setting the social enterprises as per the context of the villages. For instance, Kharwal and its neighboring villages had rich livestock while in villages of Boripada and Haathlondhi the Mahua flower grows in abundance. To initiate the livelihoods, various processes went into making this possible for instance purchasing 40 Honeybee collection units were purchased, similarly, construction of Shed for seed collection center, two Grind Mills have been purchased for processing Nagli among other.





WORKSHOPS ON LIVELIHOODS





As we were setting up different social enterprises in villages, there was also a need for capacity building of people about various aspects of livelihoods. The workshops were organised at village sites or villagers travelled to different locations to get acquainted with perspective and skills. Women from Berwal and Baradpada went to Open University at Nashik and learnt the techniques of making Nagli satwa, Women from Boripada and Hathlondhi went to Gram Vigyan Kendra in Wardha in March to learn to make Phynl from Neem and Mahua flowers and other aspects of business. Similarly, villagers were given skills training in collecting and managing Honey Unit in the villages of Aadgoan and Khadakohal. Preparing and managing quality seeds was taken up by women of Ganeshgoan by older women who had such experience. One day workshop was organised on composting and managing the Dairy in their respective villages of Behadpada, Chirapalli and Kharwal. The response from the villagers to learn new skills and manage business was very high.

WORKSHOP ON COMMUNICATION SKILLS

Communication Skill workshop was held for 37 grassroots men and women (25 women and 12 men) of SRE project at Hatlondi Taluka, Trimbakeshwar on 22nd March 2021. We focused on the importance of dialogue and communication and ways to practice it for effective functioning.



WORKSHOP ON ENTREPRENEURSHIP SKILLS



We organized a one-day training on Entrepreneurship skills for 80 grassroots women from the villages namely Hatlondi, Berval and Khadakhol. Mrs. Archana Deshmukh and Ms. Sonali from YCMOU (Open University), Nashik facilitated the workshop. A proper guidance on how to do business at local level effectively, how to assess market and how to promote the business and other details of business was included in the training.

STARTING COMPOSTING UNITS

The first activity to get started was the two beds of Composting units. The idea of starting with generating our own compost was based on the idea of supplying homegrown organic manure for the horticulture farms being initiated in the two villages of Chirapali and Behadpada. In the two villages, eight composting units were built with the help of local people. We consulted EarthCare Designs Foundation who are designing and implementing the constructing of the composting units. It is expected that initially at least two tons of compost would be generated.



OUR PROGRAMMES

Abhivyakti's two main programmes are co-learning and media production. They have been our core programmes since the beginning. We organise and facilitate various workshops for the development sector on communications, media, leadership, and organisational development. Similarly, we have been producing media on various social issues to popularise its use in the development work. Both the programmes are means for social sector functionaries to assist them in their work and for achieving their main goals.

CO-LEARNING

WORKSHOPS AND SESSIONS

ONLINE WORKSHOPS



The effect of COVID on our activities particularly facilitating training workshops was serious. Many of our planned workshops had to be cancelled. It took us time to organise online workshops given the Covid context. Despite the constraints, we were able to conduct the following online workshops mainly for the youth and our field contact in the rural areas of North Maharashtra.

- a) Online session on how to use Zoom Application and basics of Computer with the rural youth on 18th and 20th May 2020
- b) Online Zoom meeting with Madhyam Sakhi about PDS concerns on 18th May 2020
- c) Orientation for the first-year students of design of MET and CANS college of Architecture and Design, Nashik. Total of five sessions of three hours each was organised for the students on understanding their self and others.

ONLINE SESSIONS

We organised several online sessions on different themes. A couple of them were on PRI and PDS system designed to the needs of the rural communities. Datta Gurav from RSCD was the speaker on PRI functioning and Gorakh Adhav of 'Ration Kriti Samiti' delved on the PDS and how to understand its functioning to enhance its availability and access. Both the webinars were well attended largely by the rural populace who also raised number of questions on their lived experiences. We were also part of online sessions organised by other Institutions.

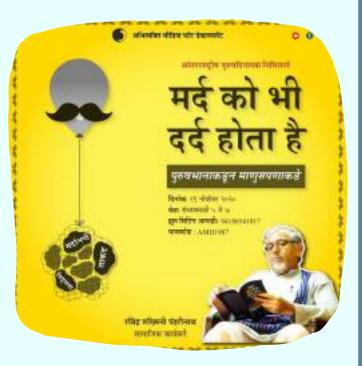


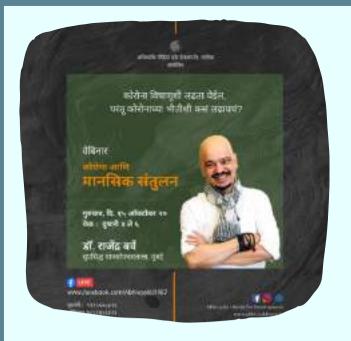


We facilitated sessions for youth on relationships, for parents on communication and parenting, and for social groups and individuals on home-based learning, education and other important aspects of self-directed learning.

Mard ko bhi dard hota hai (Men also feel pain)

A webinar on masculinity was held on Mens' day in November. The noted social activist and author Ravindra R.P was the main speaker. Ravindra spoke on various aspects of masculinity and its effect on men and society in general. The topic of the webinar 'Men also feel pain' was an apt title for creating awareness.





Mental health and mindfulness

A webinar on mental health was organised during the mental health week in October. Dr Rajendra Barve, practising psychiatrist from Mumbai spoke on the importance of mental health and mindfulness. He also spoke on the need to prepare and take care of ourselves during the pandemic. More than sixty participants were present during this webinar.

Understanding Complexity

The world we inhabit was already complex which COVID accentuated further. But how we understand it and deal with its ever-changing context is many times based on simple assessment. To understand what complexity is and what are its challenges, a few online courses were organised by '10 in 10' organisation. 10 in 10 is a new type of organisation - a cross between a foundation, a marketplace and an university. It has been designed because of two decades of disciplined practice tackling complex challenges. Abhivyakti member participated as one of its coach in the two online courses offered in the month of May and August. The course offered understanding of what complexity is and how do we deal with its challenges by looking at strategies, prototyping and peer learning processes. It was well attended by an international audience who worked on reducing one tonne of carbon emission.





Communication skills and leadership

A one-day workshop on communication skills and leadership for the field-level functionaries of 'Water for people India Trust', Amravati, who are collaborating with Abhivyakti on introducing media in their work on water conservation.

Food and mental health

We hosted a webinar on 5th February on 'Food and mental Health' in which Dr Shalaka Shinde spoke on the topic. She elaborated on how Covid had impacted food and mental health, and therefore why it was important to focus on it. She further emphasised on choosing the right diet and keeping ourselves fit was one way we could tackle the Covid crisis. She later answered questions raised by the audience.





Developing training modules on communication and self-awareness

A two-day meeting was held in the first week of March with PAHAL, a Mumbai-based NGO working with youth and their empowerment. The discussion was about our collaboration on developing training modules on communication and self-awareness among others. Both the organisations also discussed their training philosophy with Abhivyakti taking the lead in presenting their participatory methodology.

MEDIA PRODUCTIONS





MEDIA CAMPAIGN

In the wake of lack of information about Corona, we decided to work on a media campaign that will provide information of the Corona virus and how to take precautions. We made series of posters addressing the issue of hygiene, social distancing, isolation and prevention, and on combating stigma. The posters were based on the series developed by WHO. We translated the messages into Marathi and made the posters based on the above themes. We released the set of posters in the villages where we work and shared it with our partners. A video film on the same subject was also made and disseminated. Our field contacts were responsible to distribute the media to others in the villages where we work.

AN ANIMATION FILM ON THE ISSUES OF RURAL GIRLS

An animation film on the problems faced by the young rural girls was produced. The film discusses some of the issues faced by the girls like prospects of early marriage, boys-preference by the parents and the work done by 'Shodhini' as community researchers. The film is lively and makes for interesting viewing.





VIDEO ON COMPOSTING

The production team also made a film on making a bucket composter which is a useful device for composting at home.

SHODHINI VIDEO ON EARLY MARRIAGE

Production unit started work on a short video content related to gender issues following the findings of research conducted by Shodhini on the issue of early marriage. As early marriage was an issue of concern to most of the young girls, we met many Shodhinis and asked them their views on marriage and their dreams. These discussions was the basis of the short film that we produced on marriage and age of consent. The film adds to the dialogue on the government's view to change the age of consent to marriage for girls from 18 to 21. We published this video on our social media: Facebook, Youtube and Instagram which received good response from different strata of audience.



IMPACT OF LOCKDOWN 2.0 ON SHODHINI



There was a growing feeling that another lockdown will be soon upon us. Hence, we decided to bring into focus the impact of lockdown on marginalized women, based on the experiences of Shodhinis and the fear they felt regarding their future. We covered various aspects of impact like education, health, workload, violence, mental health, digital divide, etc.

We published this video on our Social Media platforms and tried to draw the attention of the audience towards 'when will we listen to the margins and is the impact of lockdown just a matter of economy?'

OUR COLLABORATIONS

One of our key features is the eagerness and capacity to collaborate with other organisations and Institutions. The collaboration has been mostly in working with the organization on developing their human resources through designing need-based workshops and producing media which is suited to their local contexts from video films to other group-based media like puppets shows, posters and flipcharts among others.

COLLABORATION WITH WATER FOR PEOPLE INDIA TRUST

Our collaboration with Water for People India Trust based in Amravati on strengthening their media understanding, skills and use began in January. We began with planning to host several workshops on puppet-making and video filmmaking for members of communities based in Amravati district where Water for People is working on the issue of water. One Puppet making workshop and four community video workshops were facilitated by our team members from January to March. Most of the participants were women and young girls who were new to the process and had no prior experience of handing any media including mobile phone. For us it meant making changes to our training design and the facilitation methods. We quickly adapted to the new challenge and made the process easy to relate and deal with for the young participants. It is to their credit that the participants were able to create one puppet show and four video films on the issue of water and how it impacts their lives. The shows were then disseminated in the villages.





COLLABORATION WITH I-CARD

I-Card is a public initiative which collaborated with Abhivyakti during the month of June and July on collecting information in a few villages of North Maharashtra. I-Card is a public dashboard to monitor the situation of vulnerable groups in the current situation (India - Covid Assessment and Response Dashboard, I-CARD). This initiative, in collaboration with multiple Civil Society Organisations (CSOs), presents fortnightly data on the Covid-19 humanitarian crisis for vulnerable groups across multiple geographies. The data enable comparisons across geographies and humanitarian issues to support CSOs, government agencies, media and funders for crafting response strategies. A few villages based in North Maharashtra were chosen. Our field contacts and a few Shodhinis helped in sharing data from their villages.



PUBLIC EVENTS

We have been organising public events in our efforts to present some of our work before the public and also seek their response. Due to the pandemic the actual organisation of the public event was not possible Hence, we organised two public events online for our audience. One was the occasion of Womens day and other was the organisation of 'Ankur' film festival.

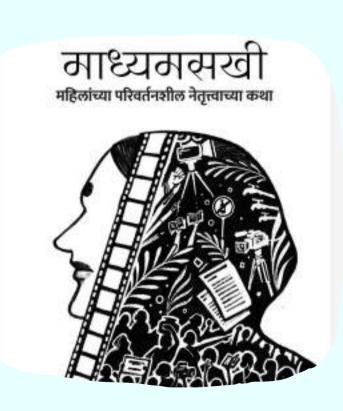
ANKUR FILM FESTIVAL

The Ankur film festival was a small event since it was online, and we were not sure of its reception. We screened two films on the eve of womens day. One was a film made by Ravinol Chambers, U.K based filmmaker on the issue of the girl child titled 'Road to Vrindavan' which covered many sites of struggle including Abhivyakti's work with young girls. Ravinol was invited to present his film and talk about it with the online audience. The second film was 'Jal, Jungle, Jameen' made by grassroots women involved with 'Khabar Lehriya', a part of 'Nirantar' initiative in M.P villages to encourage rural women to become grassroots reporters. Sangita, from Khabar Lehiriya presented the film and talked about her experiences in making of the film on an important issue which affects the lives of rural communities.



WOMENS DAY ON 8TH MARCH

On Womens day on 8th March, two of Abhivyakti's publications were launched in an online event which was attended by many of our partners, community members and friends. The first book was 'Madhyam Sakhi' on the work of grassroots women in using media to deepen Panchyati Raj in villages of North Maharashtra. The second book was 'Shodhini – A Quest for Agency' based on the stories narrated by young Shodhini on becoming community researchers and their work in different villages of Nashik. The Books were released by Archana Diwedi, director of Nirantar Trust, Delhi. She talked about the importance of empowering young girls and grassroots women and shared her vast insights and struggles of using media in promoting grassroots development work.





CELEBRATING THE DAY OF THE GIRL

Due to the pandemic, organising a public event like the day of the girl on 11th October was risky, hence we decided to go online. The focus of the online event was the sharing of a small survey conducted by the Shodhini on the impact of Corona on their lives. The experience of the survey, the challenges of contacting girls, organising visits to villages and analysing the data was shared by a few Shodhini. They pointed to the increase in early marriages, hurdles in continuing education and livelihood and the effect on their mental health. The guest of honour, Manisha Gupte from MASUM, Pune and Shruti Tambe, from Pune University spoke at the event sharing their perspective and experiences of working with women. They also appreciated the work done by the Shodhini.

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HAPPENINGS DURING THE YEAR

We present some of the other events that happened in our organisational life.



- A one-day youth consultation was held in our office to discuss issues faced by the youth. Both urban and rural youth participated in this consultation which was supported by ASPBAE.
- Abhivyakti senior member participated in the Board meeting of VSP, Mumbai who also helped in their strategic formulation.
- Similarly, Abhivyakti attended an online strategic consultation meeting organised by Azad Foundation, Delhi.
- Abhivyakti team members took part in different online sessions organised by partners and other social organizations on important themes.
- Prabhakant Jain, senior member of the DS Group, Noida visited Abhivyakti and villages of Berwal, Kharwal and Boripada in the Harsul area on 18 – 19 January 2021. He also held meeting with Abhivyakti team to discuss about the progress of the project.
- We also facilitated 2-hrs online session on formal and nonformal Education for the students of a diploma course on youth development organised by Lifelong Learning Unit of TISS, Mumbai.
- We also held several online meetings with different organisations to discuss collaboration or online workshops. One such was with SNEHA, Mumbai to discuss a possible workshop on research for their youth workers.
- We also facilitated a half-day session with the faculty of Design of College of Architecture, Nashik on making the teaching learning process interesting. It was interactive and based on teachers experiences.
- Several online meetings were organized with the members of the 'Mrinal Gore Interactive Centre for Social Justice and Peace in South Asia' Mumbai to discuss possibilities of organizing a workshop on "Capacity Building for Participatory Democracy, Towards an Inclusive South Asian Identity: Resisting Patriarchy, Fundamentalism, Militarisation & Fascism".





FAREWELL TO KALPANA JOSHI

Kalpana Joshi who was the coordinator of the administration unit and also worked in the Accounts Unit for more than 25 years retired from active service. She served the organisation with dedication, sincerity, and diligence. As a senior member of Abhivyakti she played an important role in grooming youngsters and in sharing Abhivyakti's values and history. Her jovial and humorous nature will be greatly missed. Thank you Kalpana for your loyalty and honesty!







SOME OF OUR PRACTICES

Board Meetings

The state of the s

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 on 18th October 20, 20th December 20 and 14th March 21 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.

Staff Council

We also look forward to the start of the financial year as it means new staff council will be in place for a year. The Staff Council is an elected independent body which has been formed for organising staff welfare programme as well as look into staff grievances and solve them. This year, too staff council elections were held, and a new team was elected.

The team members are - Manisha Bendale(Sarpanch), Manisha Gangode(Up-Sarpanch), Shubhangi Bagul and Bhila Thakare

They organized the following activities - Birthday, farewell and Diwali celebration for the staff members.

Internal Committee for Sexual Harassment

The Committee mate a few times during the year to look into complaints regarding sexual harassment. There was no complaints made by the staff members.

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 –

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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
- MAHAVAN

Funders

- ASPBAE, Philippines
- AJWS, New York
- DS Group, Noida
- 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 Bhagwat	Member Board Member since 2015
Dr Rajendra Barve	Member Board Member since 2016

ABHIVYAKTI TEAM



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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.	INS. 25935 Dt. 11/09/1987	
12- A Registration No.	Maharashtra State, Mumbai – 5, 1987, G.B.B.S.D, Dt. 05/01/1987	
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 Soc Ltd., Prabhadevi, Mumbai-400 025
Phone No. 022 66624558
Email:- vidyadhar@cavssomani.com



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