



KSHAMATA
ANNUAL REPORT: 2020-2021



THE SOCIAL ISSUE



Vulnerability of Indian Girls and Women, is the root cause of trafficking and their commercial and sexual exploitation

Every year, millions of women and girls In India experience some form of physical or psychological violence, with dramatic consequences for their physical and mental health and human capital

- ✓ As per a 2014 Dasra report - 16 million women are victims of sex trafficking in India each year; 40 % of them are adolescents and children- 70 % are illiterate and 50 % have a family income of less than \$1 per day
- ✓ The trafficking of young girls (under the age of 18) has grown 14 times over the last decade according to the National Crime Record Bureau (NCRB)



- ✓ Maharashtra is the hub of trafficking in India- has the highest number of cases in the country - 25% of all cases in Maharashtra, were registered in Mumbai, Navi Mumbai and Thane areas (8600 cases) alone
- ✓ India's deeply entrenched patriarchal norms and gender discrimination hurts girls and women the most, leaving them most vulnerable to abuse, violence, trafficking and commercial or sexual exploitation, at every age and stage of their life.
- ✓ The deep-rooted patriarchy and gender inequity of Indian society coupled with poverty and family neglect, leads to several Conditions of Vulnerability for young girls & women





About Kshamata:



Kshamata works with adolescent girls and women in distress – vulnerable women (homeless, destitute, and survivors of different kinds of exploitation), and women trafficked for prostitution or bonded labour – to help them recover their dignity in life and enable satisfactory psychological, social and economic reintegration. Kshamata's aim is to encourage our women and girls to live confident lives, with a clear sense of positive identity and self-worth.

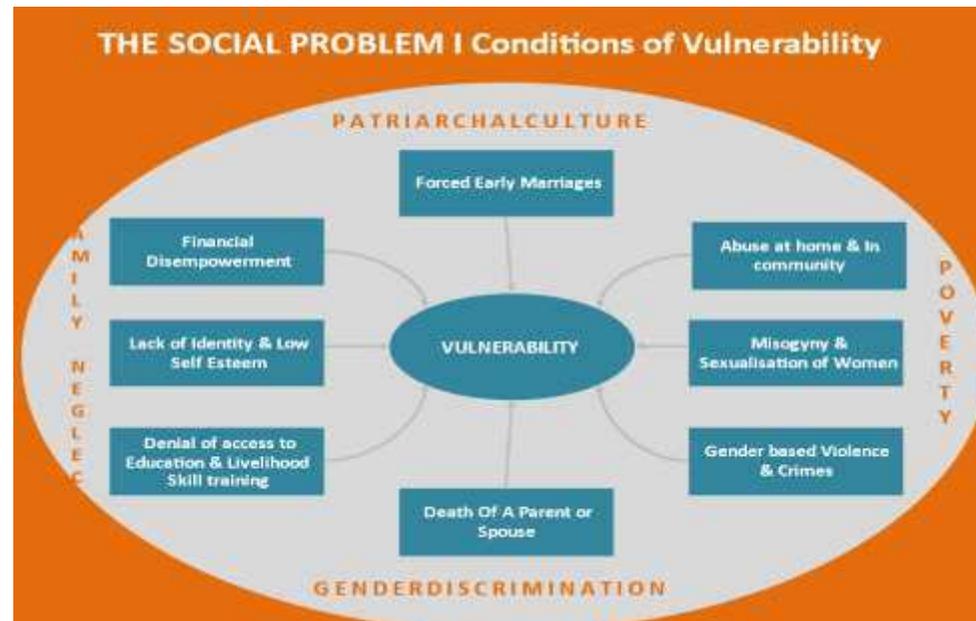


Vision:

The cycle of exploitation is broken for vulnerable women – they lead a life of dignity, confidence and freedom.

Mission:

Kshamata reintegrates women in vulnerable circumstances back into society - equipping them with skills for life and livelihood; empowering them to live independently; and supporting them to build a new life.





OUR PROGRAMMES

- **Internal Residential Program – Kshamata Transformation Center**

These interventions are undertaken through the Kshamata Transformation Center (KTC), a residential training center that acts as a platform to demonstrate the process of deinstitutionalization. Here, the women (aged between 18-26 years) undergo in-depth learning of life skills and vocational skills, both formal training and on-the-job learning. In addition, and probably most important, they learn job and society readiness, e.g. constructive attitudes towards punctuality, time commitment for work, and commitment to quality of work, etc. Usually, women are referred to the KTC by the various government shelter homes (under the Department of Women and Child Development - Government of Maharashtra), on their release. Interventions include providing/facilitating training in tailoring and embroidery, catering, beautician course, and various job preparatory skills, e.g. spoken English, computer skills, functional literacy and also life skills education. Selected girls and women are also supported to pursue further education at school and college levels.

Kshamata Integration Model



External Outreach Program

Kshamata also works with women and girls in various state- and privately-run shelter homes for the Government of Maharashtra). The girls and women are provided some degree of counselling and awareness of alternative livelihoods that are possible, and potential career paths available to



them. Kshamata's Outreach Programme includes conducting a series of activities for initial engagement followed by counseling, training and undertake where possible, activities for earning income.

- **Transition to Independence**

The final stage of the programme results in the culmination of the efforts leading to all round empowerment manifested through financial independence and self-reliance. It also encompasses the journey towards creating social supports systems and mainstreaming within the society. The transition towards independent living is done through a unique model of group stay arrangements, which has proved very successful since its inception 6 years ago.

- **In-house social enterprise initiative**

Kshamata has an in-house social enterprise initiative is aimed at providing a 'sheltered' employment approach to the women, prior to their independent placement. Under this initiative a variety of products, mainly tailoring and catering based, are made including hand crafted jewelry items. The process enables women to "earn-and-learn", at the same time providing a space to develop work ethics – work discipline, punctuality, communication with others, and responsibility.



IMPACT



IMPACT



Reached out to
2000 + Women



200+Women
trained at shelters



20 Women
placed in jobs



16 Women
enrolled in the
Kshamata Training
Center



Of which 30% +
now living
independently in
group homes



Of which 5
women started
their own
business
enterprise



Kshamata Transformation Center:

Health:

Individual counselling was going on a regular basis. All girls are given the opportunity to get themselves counselled if needed. Group counselling sessions were held to address group related. Most of the new girls feel comfortable in group counseling sessions as they get to connect with each other in the group and it helps them build interpersonal relationship in a healthy way. The group exercises also enable them to become an active listener and to build perspective in the context of group. Similarly, individual counselling has worked very well for those girls who were abused and exploited repeatedly.

Dance Movement Therapy sessions were conducted by *Kolkata Sanved (KS)*. Girls participated and enjoyed all the Dance Movement Therapy sessions. They have been felicitated with the certificate of participation by the KS.





Total of 11 girls were referred to primary health centers and the government hospital for fever, cold, cough, skin problems, glands, throat infection, and dental treatment. More than 13 girls have been diagnosed with gynaecological issues. One of the girls undergone a finger surgery and two girls were advised to get their MRI done. 6 sessions on various health issues/diseases were conducted and 4 sessions on nutrition were held for the girls by staff. They are made aware of personal hygiene and center cleanliness issues through discussions and interactive sessions.

Yoga sessions were taken for girls with support of a networking organization and they are practicing the same on a daily basis.

Regarding their diet, we are providing them with all the groceries which prominently include wheat flour, pulses, sprouts, spices, rice, breakfast items (rava, poha, etc) and they are all made to eat green vegetables, dry fruits and seasonal fruits on a daily basis. Girls whose HB level is low have given more attention and provided with iron rich nutrients through daily diet and fruits like apple & beetroot.



Their diet is monitored by the project manager and closely supervised by the caregiver. The physical assessment is done on a monthly basis to ensure that their health is sound. All the girls were taken to public hospital for covid19 test and all of them tested negative. Over 70% girls' health status is sound and have rarely fallen sick in the last six months.



Life skills:

Two pilot testing life skill sessions were conducted on peer influence. 16 girls attended the session. Group activity helped them understand how influence and our behaviour have an impact on our personal life. 8 LSE sessions were conducted on independent living budgeting, work place etiquettes, risk and plan in travelling, mock interviews and practice, societal norms and rules. The interview session was conducted for 5 girls. Girls seemed a little reluctant to participate in demonstration as they feel they know everything and can handle things on their own.



Three sessions on a mental well-being were conducted by Ms. Munira (Therapist). In one of the sessions, girls were asked to do one to one question, mirror and tapping techniques. They have been suggested to use them when they feel unhappy, anxious, angry etc.

Art classes were conducted by the SAC facilitator, Baseline assessment was done by the SAC facilitator, orientation of assessment was given. Art classes are going on the Saturdays. Girls are finding it very helpful as they can express their emotions and pains through paintings.



Formal education & Literacy:



Spoken English classes are undertaken by one of our committed volunteers. Girls who have learnt basic English are guided and taught by him. The monthly evaluation is done to track progress of each and every girl.

Girls are enjoying the sessions as their vocabulary is improving, exploring new words and learning to make sentences. The group learning is helping them build their personal confidence and speak without fear.

Two girls passed 12th exam but three girls who had appeared for 10th exam, two of them got ATKT and one failed and have to reappear next year.



Skill development training:



Skill training is one of the most important components which enable survivors to build their capacities and earn a living for their own development. 31 of 42 women were engaged under in-house skill training program for tailoring and basic jewellery making. They were all appreciated for their learning, commitment and hard work by giving them basic cash incentives. It boosted their level of confidence and generated interest in training and strengthened their relationship with other women.

More than 70% of women were enrolled with external training institutes for their vocational courses as per their career aspirations. However, the training got suspended due to nationwide lockdown which resulted in delay in job placement.

Job readiness:

During the lockdown, the focus was on preparing girls for the mainstream job market. The sessions were developed as per needs of the girls and demand of the job market. The sessions covered were work etiquettes, discipline, time management, body language, interpersonal relationship, etc. The sessions were facilitated by our core team members and external resource persons through online mode.



As part of job preparedness, two women were prepared to make a presentation for a group of students of Young Volunteer Organization. *Indostar CSR Head* conducted a session on communication, positive attitude and mutual respect for the girls at the center.

Job placement & follow up:

Due to lockdown, girls could not complete their training and therefore, their job placements got delayed. Only four girls got jobs post unlock in the country. However, the other girls have resumed their trainings and will be supported with job placement in the first quarter of the next year.

Recreational and fun activities:

Recreational and fun activities were organized which worked as stress busters in the pandemic as the atmosphere at the center had become a little gloomy and sad.

Group stay unit:

A group stay home has been set up for the four girls in Mira Road on 9th December. Of four, two are working (one of them taken up the job this week) and other two are undergoing training in advanced beauty care course in Mira road. Girls have given the required facilities like kitchen equipment (utensils, cutlery, gas stove, grocery containers, etc.), mattresses, bed sheets, pillows, groceries, ceiling fans, wall mounted fan, tube lights, bulbs, chairs, etc.



Kshamata Unlimited:

The year 2020 was a challenging for *Kshamata & Social Enterprise* as the traditional channels of outreach had to change due to the lockdown. It was also a year of transition from being a purely social outreach to becoming a social enterprise. Over the years of Kshamata's work, many volunteers have contributed their valuable time, energy and skills to making the training centre what it is today. While the women have been provided training and skills, there has been a gap in the operations of the training centre. *The livelihood Development Lead* has been hired in October who is the in charge of overall livelihood component.

Since October 2020 we have been working on filling these gaps. Details of developments are mentioned as below.





A glimpse at the activities being undertaken at social enterprise:

- **Training and job readiness:**

Women have been trained in the basics of tailoring like measuring, marking, cutting and stitching. Each woman is given a chance to use both manual and motor driven sewing machines. Cleanliness, order and decorum are taught and they are trained to prepare bills, delivery challans and maintain required registers. Each woman also has to maintain a personal diary for the work day.

Women in the jewelry section have been trained to design jewelry out of waste fabric from the tailoring unit and paper bead also made. They have also been assigned responsibilities to maintain stock and sales of finished goods.





Seven women have received training in tailoring of whom two have been employed in a bag manufacturing unit, two have chosen to work as beauticians, one has cleared her entrance in MHCIT CLAT, one has been employed by Kshamata Unlimited.

21 new women have been registered with us of which 4 have chosen to undergo training in fashion Jewelry, 17 have chosen to undergo training in tailoring and 4 have joined a couple of days back and have yet to decide.

In October and November, 12 women were engaged in (tailoring based) production activity, of which, four were undergoing training in advanced skills. Whereas 8 girls learnt new jewelry designs and produced a good stock of it. They all have completed their tasks as per the given plan. 4 girls were taken out for the exposure visit to a production company in Mira Road.

31 girls incentivized for their contribution in production by giving them a stipend of min. amount Rs.500 between April - March. The stipend varies depending on their performance.

Online as well as offline training received by the girls in garments (blouse, salwar-kameez, long tops, etc.). Trainees had difficulty in understating the measurements; Therefore, the trainer simplified and taught it to them through simple techniques which resulted in a quick learning.

Two trainees imparted training in basic fabric jewellery making to the self-help groups (SHGs) of Tata Power Community Development Trust (TPCDT).



- **Employment generation:**

We have appointed two women as co-producers cum master trainers under Kshamata Unlimited. The six were shortlisted and interviewed. The two have been selected on the basis of their level of skills, need and work commitment. Apart from training other girls and making production, they have also been delegated other tasks like inventory management, quality control, etc. which will help them learn and experience the new things at the center.

Sales:

Sale worth Rs 20000/- was generated through tie up with '*Seva aur Sahyog*' and '*Inner wheel club of Bombay Bayview*'. Our efforts to sell online have been successful as we got to reach out to a maximum number of mainstream audiences. It helped us create awareness about our cause and promote & sell products being made by women. The Diwali e-exhibition has received an encouraging response from the people which has boosted our level of confidence. It also got a good visibility to market our products. The online methodology also enabled us to come out of our comfort zone and explore the new avenues.

We executed an order for 8000 masks and 2000 pouches in the month of January earning *Rs 140000/*. 27 of our women planned and executed the order in 13 days.





Outreach Interventions:

Community Center at Bhiwandi red light area the major achievement in the last six months is establishment of a community center right in the middle of red-light area in Bhiwandi, Thane. The center came into existence in February 2021 as a result of demand from the women in sex work. Last year, we did a focused group discussion with 35 women and interacted with more than 50 women and assessed their immediate and long-term needs. Their immediate need was food for survival which we fulfilled through a series of grocery distribution between April to December 2020. The long-term needs of women motivated us to set up a community center for women and children in the community. The place we had selected for the center was locked for over 15 years. It used to be a brothel long time back. We chose it as it is located in the middle of the red-light area and have easy access to women. We did a big makeover of it and made it welcoming, warm and safe place for women and children.





The center is receiving an encouraging response from women for tailoring and life skill activities. Children are coming regularly for educational remedial classes. In February, 25 women registered their names for tailoring skill training, of them 15 are regular. For life skills, around 35-40 women are regular and they participate with enthusiasm.

Skill training:

We have trained over 200 women in basic sewing skills and more than 50% of them received training in advanced level skills. The numbers were less due to the nationwide lockdown as it affected the rescue operations in the state and country in general. Women who have learnt advanced skills expressed that they would take up jobs in sewing and designing after they get released from the homes. Some of them have already thought of quitting their profession and switching to mainstream jobs.

The training at Bhiwandi community center is receiving a good response from the women and they are coming regularly to learn skills. 45 women enrolled their names during the year.

Income generation:

Around 17 women were actively engaged in income generation activities at three shelter homes. Women with advanced skills promoted to income generation program which give them opportunity to see their skills transitioning into products which have value and demand in the market. All of them earned a good amount of income which will sustain them for some time after their release.



Livelihood:

The primary goal of the programme is to equip women with skills, knowledge & information and provide them with alternate livelihood which they may switch to post their release. We have successfully placed 16 women into different jobs and prevented them from revictimization. 60% of them started staying independently and all of them are supporting families financially. Five women have been provided with sewing machines to do self-employment.



We have also supported two women with the full shuttle sewing machines in Bangladesh with the help of our contact in Dhaka capital. After a rigorous follow up, we could finally able to transfer money to the company (who volunteered to be a mediator) and got two sewing machines and kits purchased in Bangladesh for the women there on 10th & 13th August, 2020.

Both of them have also been supported with grocery by transferring money to their accounts. Women are very happy as they have been equipped with a means to earn their living and to support their vulnerable families who have got badly affected due to Covid19 pandemic and poor economic condition.

**Life skills:**

Life skill sessions were held with women and girls though we suspended it during the lockdown. The focus of sessions was on personal hygiene, self- care and covid appropriate behaviour as it was needed because of the pandemic.

Literacy:

We had to discontinue literacy classes at Bhiwandi observation home due to covid19 outbreak. However, we conducted online literacy classes at Ulhasnagar minor home which benefitted over 40 girls. The group activities were taken to encourage girls to connect and learn from each other. The online platform enabled girls to learn and use zoom application with confidence and to express their learning challenges without any stress or anxiety.

The Dance movement therapy was held on a weekly basis through zoom video call at Bhiwandi observation home.



COVID Relief work:



The COVID 19 pandemic has affected lots of families which come under below poverty line and they are starving because of loss of income source. We have tried our capacity best to reach out and support each and every family in red light communities and our surrounding neighbourhood in Thane district.

On April 15, May 2 and June 9- our team headed to Bhiwandi red light area to distribute the grocery kits to women in need. The local leaders came forward to help us without having any political agenda on mind. A group of youngsters also joined us segregating the groceries, queuing up the women, requesting them to maintain social distance and wear masks.

Kshamata has continuously been supporting the trafficking survivors released from the government shelter homes and women engaged in sex trade in Bhiwandi red light area with grocery and other essential items. We distributed 2000 sanitary packets, 100 grocery kits and 300 personal hygiene kits in Bhiwandi red light community. We are thankful to all



our partners for contributing towards this initiative and extending a helping hand for their survival in the time of economic crisis.

Supported 2100 families in brothel communities and dance bar women with groceries and personal hygiene kit



Women engaged in brothel-based sex work and dance bars are still in a dire need of food, medical care and the other immediate support which could enable them to survive through the crisis. Around 500 women & their children provided with grocery and personal hygiene kits in this quarter. Our field team left no stone unturned to create awareness and educate



women on the covid prevention protocols. Women were also distributed sanitary pads and informed about the menstrual hygiene and care.

- Distributed 2000 sanitary pad packets in four government shelter homes and provided 25 umbrellas and Sweaters to 17 adolescent girls and staff in Ulhasnagar minor home.
- The children in Bhiwandi observation home, has been provided with grocery items on May 11, 2020 . It was sponsored by Aid India, Chennai.
- The secretary of the home- Mr.Kalantre expressed his heartfelt gratitude for providing the children with necessary food items along with biscuits which would enable the home to feed enough food to all the children in the lockdown period. It would also help the children improve their physical as well as mental health status. The support has benefitted over 80 children (both girls and boys).
- Over 40 women in Kasturba home have been supported by Kshamata with groceries (rice, wheat flour, cooking oil, etc.) and hygiene items (bath soaps and phenyl) which will last for one and a half months. The home was in need of basic stuff to feed the women and children in distress during lockdown period.
- Distributed sanitary pads in 6 shelter homes benefiting around 400 women and girls.
- Distributed face masks and sanitization material in 4 shelter homes to protect women and girls from covid infection. The team is continuously educating the women on covid protocols and safety measures.
- More than 50 adolescent girls were given undergarments in 2 shelter homes.
- Provided medicines to shelter homes for over 150 women as an immediate need.



- Supported 26 Kshamata alumni with grocery and cash transfer. We supported them for three consecutive months
- Counselling over 55 women who have been released from shelter homes in the last six months. Follow-up calls were also made to check on their status. They were supported with grocery and hygiene kits.

Staff Care & Support

- The senior field coordinator participated in various forums, NGO networking meetings and state-level conferences for aftercare interventions.
- Team meetings were held once a month to share monthly developments and discuss a plan of action for the upcoming month.
- Annual review meetings were held in June. Meetings were led by Mr. Rajmohan and facilitated by Ms. Bharathy Tahiliani. Two of our long-time volunteers also participated actively in the review.
- The team has been informed and guided on the importance of "Communication & Stress Management" through an online session.
- Supported some of our staff with monthly grocery and financial help during the lockdown.