

CORO INDIA



Annual
Report
2020-21



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Who are We?

Founded in 1989, CORO INDIA is a Mumbai-based organisation that works with people facing discrimination on account of their gender, caste, region or religion, age, sexual orientation and so on. CORO's programmes help to empower these people, by bringing about greater inclusiveness and equality within their communities. CORO runs several programmes in Maharashtra and Rajasthan, and is now hoping to take its message of Equality and Inclusiveness to other states as well.

CORO's work is rooted in the belief that social change is possible only when marginalised people begin to think critically and become aware of the inequalities they face. This awareness leads them to take corrective action, and that in turn, catalyses social change. All of CORO's major programmes - around Grassroots Leadership Development, Women Empowerment, and Gender Sensitisation - are pivoted on this "bottom up" approach to social change.

The team at CORO is made up of committed and experienced people from diverse backgrounds, with deep experience of working with grassroots communities. Over the decades CORO has evolved from being an organisation run by privileged (well educated, upper caste) individuals to one led and owned by the community.

Our Vision

To create a society based on equality and justice with no discrimination based on caste, gender, class, religion, region, ethnicity and age amongst other factors.

Our Mission

To work to build a world based on Equality and Social Justice by working with the marginalised communities on facilitating leadership from within these communities to steer entitlement-based collective actions for social change.



NOTE FROM OUR TREASURER

Pallavi Palav

The year gone by, (and the current one as well) has been one of the most challenging years in living history for the whole world, as also for CORO.

A pandemic situation arose after 100 years, and it seemed as if the whole world came to a halt.

I remember how when the first lockdown was announced, we did not even realize or understand what it meant, and how it would affect all our lives. Initially, we were in a state of numbness and thinking of how to work from home, and such. After about 3 or 4 days, we immediately jumped in relief work at community before realized the seriousness of the situation. While everyone was struggling to adjust to the situation, people who had migrated to Mumbai from other cities, and those who worked on a daily labor basis were facing a terrible situation. With no income or savings, food became a major issue. We saw and felt the need of our communities, and started relief efforts instantly. Though our all team is from community so we really do not get stuck to reach in the strict Lockdown.

As we had seen, the immediate need for was food, and we started out by giving dry ration kits for 1 month or even 15 days, to families.

While in terms of philosophy, this may seem to be different from CORO's approach of not being service based, and adopting the lens of constitutional values and its entitlements.

While doing this, we also came to understand the difficult situation with masks. N95 masks, which were a necessity, cost upwards of Rs 100 at that time. To a family which was struggling to manage food and other basic necessities, including healthcare, this was a very big additional expense. So, we explored how we could have masks which people from our communities could make and use. Was there some way masks could be made by people in the communities, if we provided them with cloth? We found this worked out well as it also provided a means of livelihood to women, and we were able to distribute these masks to communities. We have experiences that people were helping to each other tremendously. Affection and warmth were seen in the people.

There was an atmosphere of fear in which it was also important to have communication and dialogue. All CORO team members reached out to people in the community that they were in touch with, and started talking to them regularly. It was important at this time to give them a sense of motivation, and positivity. Even information about hospital and medical arrangements helped.

People on the field were truly warriors. Not just the CORO team, but BMC workers, healthcare workers, people from other NGOs, all of them came together bravely to help others. When dry ration kits were being distributed, they were being given by people who had to take permission from the police, face danger and risk in going into crowded community areas, but people courageously took these on and did whatever was the need of the hour.

Unfortunately, some COROs team members also contracted COVID, with a few becoming critically ill. That was another challenge and trauma, but staying in constant touch with each other helped motivate each one of us, bringing us even closer and creating a very special bonding.

Apart from distributing dry ration kits, we also reached out through cash transfers to some families. With courts closed, and police on emergency duty, it was hard for survivors of domestic violence to be able to get any support. The cash transfers gave them some support, some breathing space.

Women faced a difficult time, doing double duty, with the men being home. Their workload increased, and there was an increase in cases of violence. Women had no safe space to come together and share. They would earlier do this when they went to buy vegetables, pick up children from school, etc., but with all such activities at a stop, they had no place to ventilate, which made their situation even more difficult. CORO did a rapid assessment to not only understand their problems, but also how we could work with them so that they could deal with the situation.

Children also faced trauma as everything came to a stop – school / play / meeting friends. During this child labor and child marriage were increasing. And their studies suffered. While private schools started classes over zoom etc., many other schools, including government or municipal schools were not able to make the change quickly. Further, most of the children did not have access to smart phones, or network connectivity.

Coro's work involves directly working with children in three districts of Maharashtra - Satara, Beed and Nandurbar. It was heartening to see how some of our young friends came forward and bravely stopped child marriages. By going to Gram Panchayat for their online education and asking questions about what could be done, for their online education, they got the people of the village to come together to solve their issues.

Even at the most difficult of times, we did not stop our work. While we got good funding from donors and foundations for relief work, our women leaders, especially those from the Single women program, collected rations locally, to then distribute them to people who needed them. And this is where we saw the communities rallying together. Everybody who was able to help, helped in whatever way they could. Not as charity, but from a basic understanding that it was everybody's right to have food and necessities during these difficult times.

Technology became an important part of our lives. There was use of it earlier, but it was limited. Now there was access for many more and it was being used by almost everyone in the team. We learned about Google Meet and Zoom, and at the same time we learned so many aspects of teamwork. At a time when there were so many constraints, we were helping each other as much as we could. And completed this arduous journey with each other.

NOTE FROM OUR EXECUTIVE DIRECTOR



Shivani Mehta

The year 2020-2021 was unlike any year below. It presented unique challenges to both, CORO and the world at large. The COVID-19 pandemic led to significant changes in the ways in which we operated as a society, and as an organisation, and consequently intensified existing inequalities and problems of access to various basic requirements.

Almost half the year was spent with complete restrictions on movement, which resulted in “work from home” for everyone, including our team members. This raised another set of questions as CORO navigated its operations. How do you work from home when your work involves interacting closely with the grassroots communities that you work with, and your relationships with them?

The answer we arrived at was to depend on these grassroots communities and our work with them. This is where the years that CORO had spent in building relationships stood it in good stead. Our work has been focused towards creating a world that is just and equal, and our

belief that breaking down of such systemic inequalities must be led by the those who are most marginalised, socio-economically and politically. Over the last 30 years, we have been building on this approach, through our grassroots leadership programmes and campaigns, which enabled us to established a wide network of grassroots leaders and partner organisations across 500 villages of Maharashtra and Rajasthan.

This year highlighted the importance and the necessity for such community-based networks. The nationwide lockdowns underlined the importance of local communities, and the sense of belonging and solidarity that they can bring. At a time when it was difficult for people to move around the cities and areas around them, they were still able to receive support and provide help to those that were most vulnerable, due to CORO’s wide, robust network of grassroots leaders and organisations.

Teams were able to reach out to each other through technology and stay in touch, and offer each other much needed support, encouragement and a human connection. Additionally, the members of the community were resilient and willing to develop their skills. Our community members, especially the women, learnt to make video calls over WhatsApp, Zoom and Google Meet, and attend regular meetings over them, which also helped them grow a sense of confidence and belief in their own abilities.

Further, as the challenges faced by our community members changed, CORO’s



empowerment strategy adapted as well. Our well developed networks facilitated rapid and high impact relief work within their respective geographies, by coordinating with community leaders and their organisations to identify those most in need, and ensure that local supply chains worked effectively in delivering food aid to them. This undertaking was not apart from, but rather in extension of CORO's programmatic initiatives and broader vision. By utilising relief distribution and building stronger, more reliable networks of trust, the organisation continued to grow our

network of communities across a number of states and to a number of beneficiaries.

While this was an undeniably devastating and challenging year for everybody, there were some rays of hope – people. Thanks to great shows of leadership and commitment in the community, the hard work of our team members, and the undeniable value of interpersonal relationships, the COVID-19 pandemic did not hinder our organisation as we continued to expand and evolve to continue our dedication to our values and our ethos.



Covid Relief 2020-21





COVID RELIEF WORK

FOOD KITS

28.582

FAMILIES

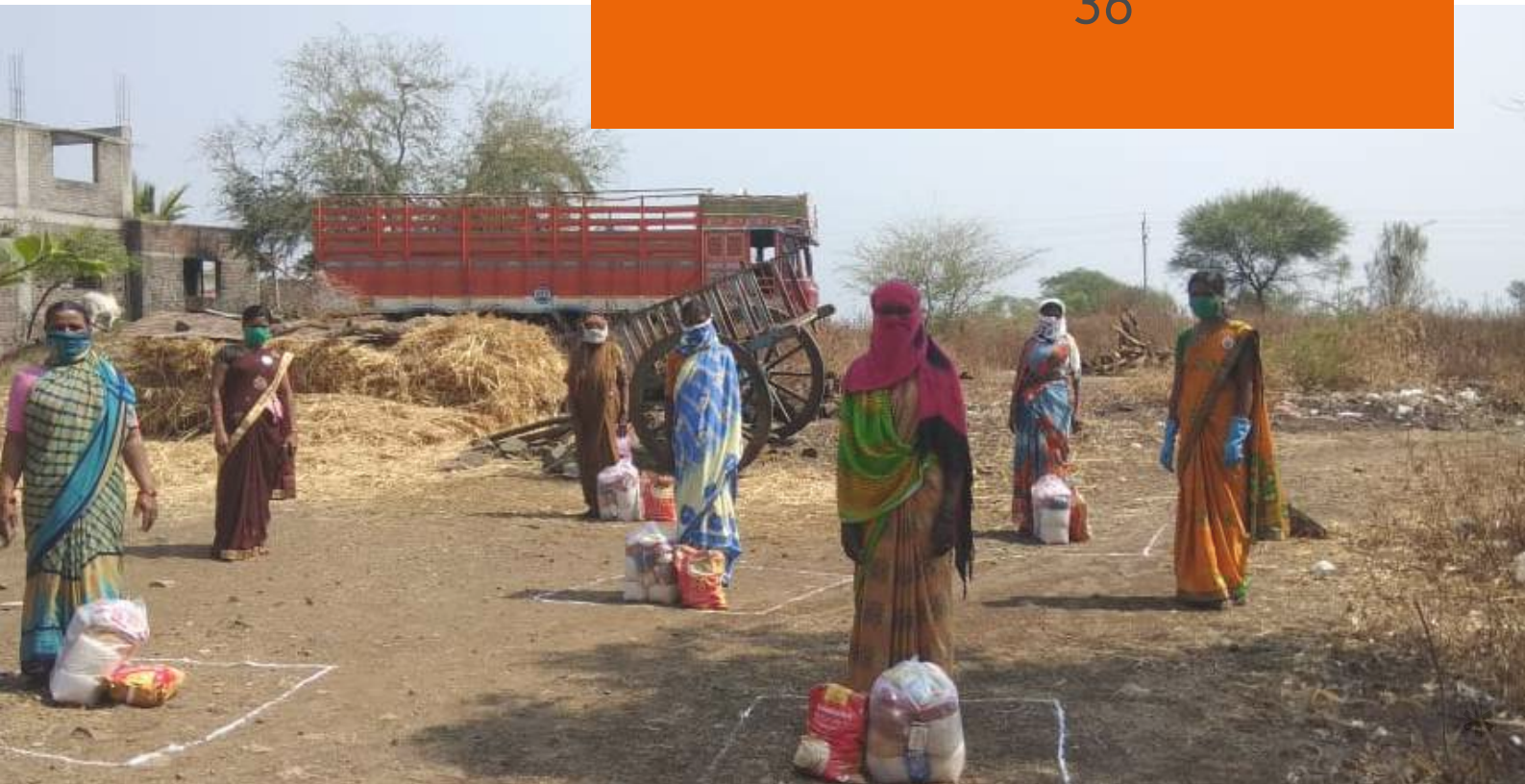
27250

VILLAGES

612

DISTRICTS

36



COVID RELIEF

Facilitating Sustainable Relief Mission through Peoples' Initiatives and Participation

Our Covid-19 relief mission started in March 2020 with an objective to deliver food and other essential items to the unreached people of Maharashtra and Rajasthan. Our teams fanned out across Maharashtra and Rajasthan to identify those rendered most helpless by the lockdown - people such as daily wage labourers, landless agricultural labourers, migrant workers, beggars, vendors in trains and streets, workers in the informal sector including domestic help and single women. Our teams also identified transgender people, the differently-abled, seniors, children, and tribal communities as those requiring urgent assistance.

Families receiving direct aid or assistance in enrolling in a government scheme - 27,250

Food packets distributed - 28,582



COVID RELIEF

Setting up village level support systems to deal with the crisis in a self sufficient manner

The Lockdown magnified existing gaps while giving rise to new challenges as community needs widened and local NGOs struggled to meet them. Local government systems attempted to address these needs, but remained inaccessible, to some sections of the population, especially to those without any form of ID such as ration or aadhar card. As our village-level teams continued distributing rations, sanitisers, masks and gloves, they also connected people to relevant government schemes, established networks with local self-government leaders, retailers, market vendors, and transport services. With experience from the lockdown during March 2020, our teams were able to identify resources quickly and address problems during the period from April to July 2021



RELIEF INITIATIVES

Livelihood through Mask Production

**30906
MASKS**

This initiative has helped women from marginalised communities, especially single women. It has supplemented loss in their incomes and helped us provide safe, reusable masks to the needy.

Rapid Response to Domestic Violence

**300 PEOPLE IN 25
HOUSEHOLDS**

CORO surveyed families in Mumbai's M ward to assess how violence has affected their lives during the lockdown. This was done to understand how it can intervene effectively & comprehensively.

PPE kits to Sanitation Workers

6000

Upon finding that many sanitation workers in Mumbai's M Ward did not have PPE kits, CORO gave sanitation & health workers, and toilet operators basic protective equipment.

Cash transfers 224 PEOPLE

CORO gave cash to economically deprived individuals and families in its key intervention areas, most of them Dalits, Muslims and Single Women, so that they could meet their immediate needs.



What next? Lokpudhakar or CRU

Critical Response Units
to facilitate disaster
management
'from within'
the communities

A practical
and scalable
model that
can help
villages
respond to
unexpected
disasters in
an effective
and self
sufficient
manner

CORO envisages CRUs as units of local leaders and influencers who can think and act collectively for the safety and development of their villages. These units' primary objective is to activate local response systems that are inclusive, sustainable and effective in times of crisis in rural areas. CRU's members would be drawn from the panchayat, local government offices, institutions such as schools and health centres, and could include local influencers and civil society leaders, with a special emphasis on enrolling as many women among them as possible. The processes of CRU would be primarily facilitated by grassroots leaders from CORO's GLDP with the support of affiliated organisations. Advanced training for facilitators forms part of the initial processes of CRU.



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GRASSROOTS LEADERSHIP DEVELOPMENT PROGRAMME





The year was all about uncertainty all around on the backdrop of covid-19, but I am proud of all our grassroots leaders, our partner organizations in GLDP across Maharashtra and Rajasthan, they have done unbelievable work to reach the unreached people/communities and shared hope, humanity and trust.



Rahul Gaware (Programme Manager – GLDP)

Location : Maharashtra & Rajasthan

At the heart of the GLDP is a 12 month course that is a mix of classroom training and activities as well as assignments, with the objective of building leadership capacities along various dimensions. The pedagogy is based on the theories of Brazilian educator and thinking Paulo Freire, and is a mix of classroom training and activities, with the assignments providing the participants with an opportunity to apply their learnings to solve specific problems in their areas.

Key Highlights:

- The 11th Cohort of GLDP Maharashtra started in April 2019 which continued till September 2020. The fellows worked through online communication due to the countrywide lockdown.
- It was a period when CORO embarked on relief work on an ambitious scale; all the fellows and their communities participated wholeheartedly in the relief work in Maharashtra and Rajasthan.
- The recruitment process for the 4th Cohort in Rajasthan started in February 2020, and 60 leaders (29 women and 31 men) and 38 mentors (8 women and 30 men) were selected from across 40 organisations in 12 districts of Rajasthan. Of the 60 fellows, 16 were from Jaipur, 14 from Jodhpur and 15 each from Ajmer and Udaipur regions.

GLDP helps its fellows understand -

- One's self
- One's local issues
- One's rights under the constitution
- Administrative and legal recourse available to solve local issues
- Ways of doing advocacy (people centric, executive, media, judicial and legislative)

10th Cohort of GLDP (Maharashtra)

Leaders	Mentors	Organisation
45 Women	25 Women	52
28 Men	35 Men	
73 Total	60	

10th Cohort Outreach

Regions	5
Districts	26
Blocks	58
Villages /Communities	545

4th Cohort of GLDP (Rajasthan)

Leaders	Mentors	Organisation
29 Women	8 Women	41
31 Men	30 Men	
60 Total	38	

4th Cohort Outreach

Regions	4
Districts	14
Blocks	19
Villages /Communities	180



The selection process of like minded Organizations, leaders and mentors was done as per the regional themes. The themes of Jaipur, Ajmer, Jodhpur, Udaipur were Gram Sabha Empowerment, Women Empowerment, Dalit Rights, and Forest Rights respectively.

The selected leaders chose to work on different issues, which were most relevant to their communities. It was expected that they should demonstrate a visible change in their communities, on the issues they selected to work with, over the 18 month period of fellowship.

COVID 19 Relief Work

All fellows and mentors reached their respective communities in the first week of March 2020 after completing their first training of the programme. Their work came to a standstill almost immediately as the Central and State Governments announced lockdown due to the COVID 19 pandemic. But CORO fellows soon regrouped and began to engage in relief mission. They engaged with their communities, gauged their needs and began to work with Government officials to fulfil them.

CORO launched its COVID-19 relief mission by providing food aid and subsequently also took concrete steps to address the needs identified above, through the diversification of our relief services. The major work done under relief mission was in areas like food security, livelihood security, health security and advocacy with the government systems in collaboration with partner grassroots organisations.



**700
VILLAGES**

were reached out to through the Lokpudakar or Critical Response Unit initiative.

**66
CRITICAL
RESPONSE
UNITS**

were setup in villages affected by Covid

**218
GRASSROOTS
LEADERS**

were elected to Panchayat, or Local Self Government

A village that fought for dignity



Despite the promise of equality in our Constitution, the Dalit community continues to suffer from the stigma of their caste. It is common to find Dalits living separately in villages, in bastis of their own.

And that's how Dalits belonging to the Meghwal caste lived in Chittorgarh district, separately in a unit of their own, and their village came to be known by the caste, Mehtro ka Kheda.

That was till Prem Kumari Meghwal, a fellow associated with CORO's partner organisation Nav Nirman, began questioning this practice. Prem Kumari rallied the youth of the village to the cause, to reject their caste based identity. Together, they began a campaign to change their village's name. They submitted a demand letter to the Gram Panchayat to change the name of the village, got the resolution passed by the Sarpanch and the Gram Panchayat. They then wrote a letter to Minister Shri Harish Chaudhary, and regularly followed up on this. As a result, the relevant department within the Government of Rajasthan passed an order based on the demand of the villagers and approved the change of the name of the village to Bhim Nagar.

On the occasion of 130th birth anniversary of Bharat Ratna Babasaheb Bhim Rao Ambedkar, a public announcement of the new name of the village was made by putting up boards on the main roads.



CHILD RIGHTS AND GENDER SENSITISATION PROGRAMME



It was a difficult and trying time. But the initiative and leadership of the rural women leaders in this period is very much appreciated. The way they supported the needy ones with food and other necessary things and struggled to give them justice, is quite impressive. It was also a great example of human values like compassion and love ... and it gives us more energy to do our work with more zeal.

Nitin Kamble (Programme Manager - Child Rights & Gender Sensitization)

Location: Beed, Satara & Nandurbar districts

Our objective is twofold in this programme: one, we work with children and youth to change attitudes regarding gender stereotypes, and two, we try to ensure that children's rights are protected, and they do not face any violence.

Right now, we are working with children, teachers, parents, older siblings, police, school management committees (SMC), Gram-panchayats and village child protection committees (VCPC) in 50 schools from 50 villages spread over three districts of Maharashtra (Nandurbar, Satara and Beed).

Key Highlights:

Village level training of women as advocates for children and gender equality. In all, 1000 women from 50 villages received training and over 20 women are now equipped to be advocates for children and gender equality.

- The women in the villages associated with CORO were trained to be aware of the violence that children face, and be able to resist that violence.
- They came to realise the importance and benefits of gender equality. They understood how gender equality will benefit both children and women in the long run.
- They understood how gender equality will help to stop violence and abuse on children, and violation of their rights.



CHILD RIGHTS AND GENDER SENSITISATION PROGRAMME

- This training has enabled and empowered women to talk about violence which persists in local systems, GP, VCPC, Police and SMC.
- It has also helped the women to make an attempt to bring change at an individual and societal level.

Children-led research:

CORO facilitated a research project led by school children, so that they could understand

the concepts of child rights and protection. The children learnt a lot through the research and arrived at some key findings.

- In 56% of the households surveyed, the education of daughters in those families was disrupted because they had to take care of their younger siblings.
- In 25% of the households, the education of both sons and daughters were disrupted because they had been made responsible for the care of their younger siblings.
- In 14% of the households, a son had been made responsible for child care, over the daughter.
- There are significant differences in this data across districts. In Nandurbar, the children reported that daughters had dropped out of school to take care of their younger siblings in 75% of households. In Satara, daughters had left school in 50% of the households.
- Satara also had the highest proportion of households where education of both daughters and sons was disrupted due to their childcare responsibilities.
- More than half the children reported that girls and women in their households were not allowed to touch household items while they were menstruating. Such menstrual taboos were reported in all three districts, with Satara reporting the highest prevalence at 59%, followed by Nandurbar at 54% and Beed at 45%.
- 72% of all children also reported that girls and women were not allowed to enter temples or touch religious idols or materials at home during this period.

100

Children participated in a research in 50 villages

1120

People were supported under relief work

20

Gram panchayats made provision in their budget to address children's issues

105

Workshops to strengthen village committees

Harshada goes back to school



Sixteen year old Harshada lives with her single mother in Walai village in Satara district of Maharashtra. Her mother worked as labourer in a nearby sugarcane plantation. The family's finances were affected severely in the months after Covid, as the mother lost her steady job.

When even basic survival became difficult the family, Harshada's uncle and grandparents came up with the suggestion that she should be married off so that her future husband would take care of the family. Soon they found a matrimonial alliance, and began to extend invitations to other villages for the wedding function.

Worried about the future of the young girl, some of the community members informed CORO team members, who then talked to the family . They told the family that marrying a 16-year-old girl was illegal, and that it would be better for Harshada to continue her education.

Harshada's mother, who had earlier felt compelled to marry off her daughter, was very happy and grateful with the intervention. Her's was a difficult life as she had been married off early, and she did not want her child to suffer the same fate.

Harshada is now back in school, and is on track to complete her education.

WOMEN EMPOWERMENT PROGRAMME





This genuine gesture by our communities made us happy beyond words...Such incidents make our determination to work with communities even stronger. The year has taught us all a lesson about how we should do our value and right based work in a situation like Covid-19 pandemic. Be it our idea of Critical Response Unit or giving relief to the people, we assured people that we are with them by keeping in touch with them through thousands of calls. Hats off to Team CORO.

Mumtaz Shaikh (Programme Manager – Women Empowerment Programme)



Location: Mumbai, Nasik, Ahmednagar, Sangli, Kolhapur, Chandrapur, Gadchiroli

Women's Empowerment is one of CORO's themes in all interventions. We have been working on this theme since 1995. One of our key achievements has been that we have facilitated the formation of a women's group federation and over 9000 women from 350+ women's groups are associated with us today.

CORO is currently working with 14,200 households (covering a population of 80,000) in Mumbai, Nasik, Ahmednagar, Sangli, Kolhapur, Chandrapur and Gadchiroli with the family as a unit of intervention for changing social norms related to violence against women and girls. Police and health systems that are needed for immediate help by women in distress are included as part of intervention.

The beginning of the lockdown in March 2020 saw a surge of cases of domestic violence across India. Our community leaders took some proactive steps to address this issue.

Lockdown helpline:

We set up a telephonic helpline during the lockdown and received 108 calls during the initial months. Most of the calls were from women facing domestic and / or sexual violence. A few calls were regarding other disputes and some of these also came from men. The police sent referrals to our helpline number too – 20 such cases were registered.

Gender-based violence (GBV) rapid assessment:

We conducted a rapid assessment on GBV in the M Ward of Mumbai to understand the situation at the grassroots. We conducted 330 interviews on the phone across all groups – women, girls, men, boys, youth, and transgender women. These were the broad findings:

- Women were burdened with household chores, caregiving responsibilities, and the loss of income.
- Men felt a loss of worth because they couldn't provide for their families as "breadwinners".
- Rising tensions led to arguments between couples, and this often led to violence.
- Women were unable to leave abusive homes due to lack of money, travel restrictions, and this reduced contact with their natal families.
- State mechanisms were nearly unresponsive during this time, with inadequate shelter homes.
- Children in the house were often at the receiving end of these tensions. They would be yelled at or beaten for trivial reasons.
- Young women feared that their education would be stopped due to loss of income in the family.
- Young men felt that their academic schedule would get disrupted due to the lockdown.
- Since most people are daily wagers, their biggest concern was the loss of income and an extremely uncertain future.
- Transgender women lost their livelihood, received state and community apathy during this time.

14200

Families were supported under the intervention

5000

Cases were registered and dealt with

253

People joined the leadership roles in support groups/ task force

40

Organisations connected for policy advocacy to improve DV Act 2005

Survey on access to contraception:

We surveyed M ward to understand women's access to contraceptives and options in cases of unwanted pregnancies.

- We saw that nearly 344 women from the ages of 25 to 38 underwent abortions.
- Around 20 women reported complications from taking abortion pills unsupervised.
- The lockdown and increasing number of COVID-19 patients in government hospitals made it more difficult to access abortion facilities.
- High costs at private hospitals added to their problems.

Access to maintenance under the Domestic Violence (DV) Act (2005) during the lockdown

We inquired about cases filed under the Domestic Violence Act (2005). We spoke to 36 women who had registered cases with us and had filed a DV case. We found that many of them were not receiving any maintenance, despite there being court orders to that effect, since the courts were closed during the lockdown.

For most of the women, this payment was essential, as the women depended on this money for their children's survival. We connected with government officials like the Maharashtra Women & Child Development minister and family court judges, to address this issue and provided a one-time payment to the women in dire need of funds.

We submitted 3 letters to the local DCP about DV against women and the need for proactive support of police systems. Additionally, we wrote letters to the CM and the head of the Metropolitan Court stating the urgency of the situation.

Mahila Adhikar se Manav Adhikar tak

The Women's Empowerment Program held a campaign during the 16 days of Activism, over the issue of gender-based violence in collaboration with the State Women & Child Development ministry and police departments. A series of events were organized on these 16 days, such as raising awareness about GBV, celebrating Indian Constitution Day, and Mahatma Jyotiba Phule's death anniversary.

To overcome the limitations of pandemic protocols WEP team members came up with a radical idea. They put out messages against GBV on protective plastic shields in 1000 auto-ickshaws, across Mumbai's M Ward. They also used a digital van to spread our message in communities - highlighting the increase in GBV especially during the lockdown and the need to talk about it now more than ever.

A story of gratitude from Ahmednagar



Our partner organization Gramin Vikas Kendra (GVK) in Ahmednagar has been working with some of Maharashtra's most marginalized communities, such as Bhatke, Vimukat, Pardhi, Bhil, Vanjari, Vadar, etc. During the lockdown, they distributed food kits to over 600 people in this region.. CORO was the first organization to help these destitute people, many of whom had no identity papers, and were barred from entering villages.

Deeply touched by this gesture, members of these families, sent CORO postcards with heartfelt messages of thanks. The postcards were filled with touching messages, expressing gratitude for distributing food kits.

For the team at CORO, these messages are a precious gift..



RIGHT TO PEE



“

The Covid-19 pandemic had thrown many challenges as the mobility of the people was restricted. However, We at CORO tried to convert those challenges into new learnings for all of us. We implemented the activities on-field by adhering to the 'new normal' that the pandemic has created. All this was possible only due to the presence and strength of our grassroots team and collaborations with the government and other systems.

Supriya Jan (Programme Manager – RTP)

”



Location: Mumbai

The Right To Pee (RTP) program is a united front seeking free, clean, safe public urinals for all genders in Mumbai. RTP is working towards transforming the city of Mumbai by increasing the availability and improving the ease of access to clean, safe, hygienic urinals and toilet facilities for all.

It is a movement based on a constitutional rights-based approach using evidence-based advocacy across the administrative systems of the Municipal Corporation of Greater Mumbai (MCGM).

The core fundamentals of RTP are “participatory action research & systematic change of mindsets of the individuals who make up the system”. In the past 10 years, RTP has successfully overcome issues of taboo like talking about women’s bodies and sanitation needs. We have done this by initiating and sustaining a collective grassroots’ voice on the issue.

Intervention with the right-holders: Community Engagement

Online meetings with Vigilance Committees

As a part of the RTP process 5 online meetings with the Vigilance committee were organized to understand unresolved issues of community toilets, post lockdown. We planned together for the actions to be taken in 15 wards of the M-East ward. Efforts were made to bring together members of vigilance committees from different wards who shared their experiences to encourage peer-learning. A total of 70 people from the community participated, either through their own phones or as groups with a common phone.

Online Training for Community Based Organisations (CBOs)

This training was conducted by members of a women's CBO who shared their experiences, which in turn built the confidence of all other CBOs to share their experiences, reflect, and draw strategies to improve. It was a part of our co-learning process to strengthen the relationship between CBOs. A total of 10 CBO members participated in this online training.

We continued to strengthen the dialogue between the experienced, and the 33 newly formed women's CBOs operating and maintaining toilets in the city. We also involved women and girls from different communities of Mumbai to understand the sanitation situation when the toilets are operated and maintained by women's CBOs, as also how the community can be made to feel safer. The pandemic is impacting people in different locations, in ways which are different. We are documenting voices of women and girls dealing with the pandemic situations in their communities, and also preparing for action at their community level.

The newly formed women's CBOs underwent basic training on:

- Operation and Management of Community Toilet Blocks
- Importance of effective cleaning and Maintenance
- Community participation in community toilets

World Toilet day and Citizens' Charter

As a preparation for World Toilet Day, we had 6 meetings to highlight the sanitation issues with the concerned municipal officials, who had worked with the team extensively during the Covid-19 relief work. 30 community groups, having about 460 members from the M- east ward came together to advocate their demand on the basic facility. The community groups submitted a charter to the BMC and other government officials asking for safe, clean gender-friendly toilet design and citizens' participation in the decision making.

This was followed by a meeting with more senior executive officials of the municipal corporation to discuss location-wise specific issues. These meetings resulted in operational instructions being given by these officials to the Solid Waste Management (SWM) department for immediate actions.

Workshops for Vigilance Committees and CBOs

The workshop sessions focused on:

- Tackling violence against women
- Talking about welfare schemes for women
- Creating awareness of laws related to women and children

During the 16 days of activism to end gender-based violence, the RTP team, the Swachata Savardhan Sanstha Mahasangh, and Women and Child Welfare Department, jointly invited women from communities, CBOs and toilet operators to talk about violence around them.

We concluded by finalizing action points for the coming months. A total of 78 people participated, including 27 women toilet-operators, members of organizations, and 19 community-committees.

Through our meetings with the VCs and CBOs we had come to understand the need for capacity building in two important areas: on the Right to Information Act 2005 and on the basic laws pertaining to women and their rights and issues. Women and girls in the community feel more empowered when they have information and also awareness as to the use of that information.

On 20th February, 2021, we organized full-day training at the local school premises where 53 community people, from different VCs and CBOs across the city, participated. These were conducted in an interactive mode through group discussion, video screening, and the participants who received training, further conducted 7 similar workshops at the community level.

Formation of youth Vigilance Committees

Vigilance Committees (VC) consist of women and men from the community. We also encouraged the inclusion of young women and men in the VCs, so that the creativity and vigour of youth can be tapped, to activate the VCs to lead not only in sanitation-related issues but also address other important issues of their communities.

Bhonga Campaign

The "Bhonga Campaign" was yet another unique strategy, to address the toilet issues of the communities of M East Ward. The "Bhonga" or megaphone was symbolically used to activate community groups, CBOs, and municipal officials in 7 community areas. The main aim of Bhonga campaign was to intervene in every area where toilet related issues were identified, to build trust within the communities and take actions wherever necessary and to encourage Mahila Mandals, VCs, and CBOs so that they look beyond toilet operations and work for new developments in the communities.

The RTP team also conducted over 12 meetings with Contractors, NGO networks, elected corporators and the Sub engineer SWM, M (E) Ward, to solve issues that came up during the campaign.



Women's Day workshop in collaboration with Federation of Women CBOs of Mumbai

We organised a half-day session, wherein the first part was about sharing the history of Women's Day, along with understanding the history of sanitation work and workers in Mumbai, by Dr Neeta Sane.

Along with her, Sadhana, a journalist, shared her insights on collective work at the community level and appreciated the work at the grassroots. This was made more interesting through conducting games, and awarding prizes to the winners. The impact was enhanced, as we involved some community leaders in the entire process of conceptualizing the program to coordinating and implementing the same, so as to build their capacities, unity, and sense of ownership.

Meeting with elected representatives

It is crucial to initiate dialogue between the elected representatives, who influence the decisions on infrastructure in the community and have control over statutory funds to implement plans, and the people from the communities. Two meetings were held with elected corporators of two wards to brief them on the ongoing processes, people's needs, and the possibility of executing people-suggested plans.

Toilet inauguration in 14 locations

Regular follow-up for and monitoring of the construction, formation of CBO, need assessment survey, and facilitating people's participation in toilet design, resulted in the speedy inauguration of the toilets at 14 locations.

The core fundamentals of RTP are “participatory action, research & systematic change of mindsets of the individuals who make up the system”

SINGLE WOMEN PROGRAMME





Pandemic has taught us to find alternative ways for our work but the enthusiasm for social change did not reduce, in fact it has increased due to more challenging situations.

Shishir Sawant (Programme Manager – Single Women Programme)



Location : Marathwada

The Single Women Programme (SWP) is a large scale multi-level rights-based intervention to build robust organisational and individual leadership in the Marathwada region of Maharashtra from within 'single women' to combat Violence Against Women and their stigmatization. The program also aims to bring changes among single women at the personal level (identity, purpose, perception, confidence, consciousness) and to improve the social, economic and political status of single women.



Highlights:

The key achievement in the year was **registration of the first Credit Cooperative Society named 'Swavlambi Mahila Nagari Sahkari Patasanstha'**. We had 1632 women contributing a capital of Rs. 710 each to form this credit cooperative during the tough lockdown times. This is an indicator of the trust that women place in the Ekal Mahila Sanghatana, and its strength, in the field.

Another key achievement is that **194 of our women contested Gram Panchayat elections held in Jan 2021, of which 68 women won**. This, in spite of the fact that many of them participated for the first time in the electoral process. They faced much opposition, due to the patriarchal mindset, but were successful in winning the heart of the people.

Our team member Mahananda Chavan was nominated for the CII Women Exemplar award, and was a finalist in the health category.



7500

Food kits distributed during relief work

14950

Women were contacted and counselled

142



Villages took initiatives to support the marginalised people

4500

Women got jobs under NREGA

188

Kgs of grains collected by women leaders to support needy people

25000

Masks were produced by 42 women

100



Women helped through direct cash transfer

Women's Momentous Victory in the Gram Panchayat Elections

Out of the 194 of our women who contested the Gram Panchayat elections, 68 won and were able to enter into this local power centre. But the journey was not easy for them. Most of them were contesting for first time so it was a completely new experience for them. Also, in some of the villages, power had been concentrated in the hands of particular individuals or groups since a long time, so it was difficult to challenge and defeat them.

Kaushalya, our leader from Beed district shared that initially she did not get any support from her family. She was told that elections were not for people like her, a single woman, without any economic backing or support of any men. However, she was firm in her decision and went ahead with participating in the elections. Unfortunately, she lost by just three votes. But she is proud of the fact that she did not even offer a cup of tea, while opponents were engaged in arranging alcohol parties and distributing money on the eve of the election.

Another woman leader from Talani village of Latur was threatened by her opponents, who burnt her cattle shed, where around 7 of her cattle died. But she stood firm and eventually won. In the same village, 4 more of our women won in the nine-member committee of the Gram Panchayat.

While it is expected that party politics be away from the GP elections, many of the political parties do interfere before, during or after the electoral process. But, almost all of our women were not associated with any political parties, nor did they offer money, or other material in exchange for votes. They simply went to voters and promised them that they will be completely engaged in solving the village level issues if they win. Women from Mahila Mandals voted for them even after being pressurized to not do so by their family members.

We will now be working to build the capacities of these 68 women. This will involve training them on their roles and responsibilities, the functioning of GP, budgets etc. Where our women have lost with small margins, we will work with them for the Panchayat (Block) elections. We will continue our work to identify and train women in areas where GP elections are scheduled in the next phases.

The Single Women Programme (SWP) is a large scale multi-level rights-based intervention to build robust organisational and individual leadership in the Marathwada region of Maharashtra from within 'single women' to combat Violence Against Women and their stigmatization. The program also aims to bring changes among single women at the personal level (identity, purpose, perception, confidence, consciousness) and to improve the social, economic and political status of single women.

ADDRESSING WATER SCARCITY WITH PEOPLE'S INITIATIVE



Who will solve our problems apart from us? With this thought, our water campaigners successfully did advocacy with the government with people's participation to get the required support to the neediest people in their villagers. It was a remarkable act.

Suryakant Kamble (Programme Manager – Water Programme)

Location : Western Maharashtra

The program helps villages in Maan block, a drought-affected region of Satara to take on the responsibility for surveying existing groundwater retention structures, planning for further construction, and raising the requisite funds, largely from Government budgets. This initiative evolved as a people centric, scientific and comprehensive supply and demand side approach to ensure that a sustainable solution to the water problem is achieved in 6 villages of the Maan block.



Key Highlights:

In the process of mobilizing the village residents, we focused on empowering them with technical knowledge about how they can reuse water, store water, identify recharge and discharge areas, conduct hydrogeological mapping of wells to measure the increase/ decrease in ground water level. Today when we look back, we see a change which is beyond measure. Attempts are being made to crack down caste and gender based exploitation through continuous collective learning processes, combination of technical education and people's knowledge, along with partnerships between people and organizations.

90

Women Leaders

32

Earthen dams constructed

300

Gabion Dams constructed

82000

Trees planted

396

Loose bold structures created

144,20,000

INR received as funding from Government for village development

Story of Walai Village - Villagers learn Crop Method

Walai is one of the villages selected for water management. There have been innovative experiments in the village. Initially, when a rock study was done, and presented before the village, it was realized that there was a need for water management, for which the village took the initiative. Later, attempts were made to have every family contribute, by participating in the Water Cup competition, and the Gram Panchayat was also involved in the water management. The villagers were successful in bringing sufficient water into the village.

Bajarang Waghamare, who had taken a big initiative in the matter, is now again taking the initiative about proper usage of water and maintaining the groundwater level. He made an appeal to the villagers to restrict their use of water and for crop systems, all the people in the village gave an encouraging response, leading to the beginning proper water management. It was unanimously decided that crops like wheat, onion, which require more water should not be grown, and the farmers should grow crops requiring less water, such as millet, sorghum, mataka, moong. This initiative by the villagers, and the decisions taken by the village, helped in maintaining and also increasing ground water level.



ORGANISATION DEVELOPMENT



Location : Vidarbha

While working with the grassroots organisations through the GLDP, we realised that people from these organisations were doing significant work directly in marginalised communities, but they often lacked the ability to translate their work into long term impact or into knowledge building to achieve systemic and or sustained impact. In order to address this need, CORO started working with these organisations, as also the organisation heads, since 2014 in order to strengthen their working. Presently we are building capacities of 18 such grassroots organisations through the Organisation Development Program.

Key Highlights

Due to the restrictions imposed during COVID 19, online training sessions were conducted during this period, to provide the members of the organisations with inputs on the following:

- Knowing the difference between the Societies Act and the Trust Act.
- The legal compliances to be fulfilled for the organisations to have 12A and 80G Tax exemption certificates
- Understanding the financial statements of the organisation like Balance Sheet, Income and Expenditure Statement.
- Understanding Trust Deeds / Memorandums of Association and ensuring the presence of required clauses for dissolution of the organisation, area of operation, investment, utilization of fund etc. in these documents. If these clauses are absent, the organisations were updated on the process of submitting the change report for the same to the Charity Commissioner.
- The organisations were instructed to decide minimum two programmatic activities and create activity report for 3 years along with account statements.
- A session was conducted on how to fill up 10-A and 10-G online form on the website of the Income Tax Department.
- A session on human resource management was conducted. Along with the Vision, Mission statements, Values of the organisation, the participants were updated on the process of recruitment, issuing offer and appointment letters, job descriptions. The participants also learnt how to develop HR Policy documents for the organisation.
- Training on how to prepare an Annual Report was also imparted to the participants.

All these trainings were followed by practical assignments to accomplish the above tasks.

Impact

The Training Sessions have produced some noteworthy results as mentioned below:

- The organisations have now understood the significance of legal and statutory compliances, and have started the process to fulfil these.
- Four organisations were able to successfully mobilise resources, as they completed the legal and statutory compliances with the learnings from OD programme.

- The earlier perception of equating the organisation with just the organisation head has changed now. People are working as a team with each team member having a significant role to play in the growth of the organisation.
- Project and issue based work is replaced by Vision based work.
- Some organisations have expanded their geographical outreach. Earlier some organisations limited their activities to just one village. But now they are spreading to other villages by connecting with the Federation of Gramsabhas, Self Help Group Federation, Forest Resources Federation etc.
- During the lockdown, the organisations came forward and on humanitarian grounds, supported the people in need with livelihood, food and health services.
- A campaign on sustainable livelihoods has been in process in 100 villages by setting up Critical Response Units (CRU).
- The Gramsabhas in Lavari village has setup CRUs in 4 more villages and built a Federation of 26 Gramsabhas. Through these structures they will be addressing the issues of livelihood and women.
- Prakruti Sanstha in Chandrapur facilitated livelihood access to 73 women while Samarth Sanstha made livelihood available to 11 women's self-help groups. They have initiated a task of activating village child protection committees in 73 Ashram Schools. They have sought a letter of permission for the same from Tribal Department.
- Swarajya Mitra Sanstha from Vardha is in the process of activating 12 village child protection committees and setting up an association for Single Women in Amravati.
- Madhyam Saksharta has started an awareness around Constitution of India in the villages of its intervention.



SAMTA FELLOWSHIP

Location : Maharashtra & Rajasthan

The Samta Fellowship Program is a relatively new program anchored by CORO wherein CORO selects and supports individuals working in the society to spread constitutional values like equality, liberty, justice, fraternity. Currently, we have 17 Fellows spread across 4 regions of Maharashtra and 3 regions of Rajasthan, who are working on the constitutional values framework across multiple domains.

With the outbreak of Covid 19, communities in rural and urban India were impacted in unprecedented ways. We saw and experienced this in our core intervention areas across Maharashtra and Rajasthan. In light of the impenetrability of government aid to many rural areas and scale of the pandemic, CORO developed a decentralized system to mobilize resources (financial and other essential goods) and facilitate rapid distribution. Like all of CORO's other regional and programmatic teams, the Samta Fellows got involved in locality-specific service provision such as food kit and basic PPE distribution. The Fellows also initiated mechanisms to encourage community self-sufficiency for disaster management in the future.

How Vaishnav Ingole discovered the power of Constitution

At first, Vaishnav seemed unspectacular – an easily overlooked member of the “lawyers group” that was based in Pune. Quiet, shy and overshadowed by his more vocal peers, Vaishnav would seldom speak even in smaller group settings. A singular cross-learning changed all of that.

We still remember that day – it was in Deolali, Nashik, after an emotionally intense session with Vinita Singh, when Vaishnav approached one of us and began speaking about how Samta had changed him. He told us about how his elder brother wanted to marry a woman of his choosing – a woman outside the Maratha caste. The family and community opposed it and the social pressure threatened to break his brother's spirit. But Vaishnav decided that he would stand with his brother, to embody the ideals and principles of the Constitution. Among the most important, equality and freedom.

He realized that resisting family and community demands would have implications, but instead of taking a hard line against them Vaishnav sat them down. Over several weeks he talked to them about why and how social divisions were fracturing society, why it was important to accept people of different backgrounds as our own, and how everyone was duty-bound to embrace differences as inevitable and a valuable part of life. He succeeded and shortly after, his brother got married to the woman he loved.

The experience changed Vaishnav – it gave him the courage to stand for his beliefs even in the face of opposition and threats. It taught him that the Constitution, when used properly, can be a powerful tool for changing hardwired minds and longstanding practices. Since then, we have seen a new Vaishnav – a bolder, more vibrant young man. In 2020, he conceptualized and initiated a comprehensive online course on Constitutional morality.

The initial concept of the course was to have pre-recorded videos on several topics related to constitutional morality. This required the Fellow to visit the said faculty and record their lecture followed with suitable video edits and then uploading it onto the internet. However, that had to be redesigned owing to the pandemic and the lockdown. So, the idea was adapted into an online weekend course on constitutional morality. This initial challenge actually turned out to be an opportunity to engage with youth from diverse socio-economic and educational backgrounds, even though at inception the idea was to engage law students in their network, hostels and nearby colleges.

Three lawyers come together to impart lessons of Constitution to 658 students

■ Chandrapur Bureau
CHANDRAPUR, Nov 28



The three Advocates Deepak Chatap, Bodhi Ramteke and Vaishnav Ingole.

THREE young lawyers from the State have come together and imparted lessons on Constitution to 658 students during the year. Adv Deepak Chatap from Chandrapur, Adv Bodhi Ramteke from Gadchiroli and Adv Vaishnav Ingole from Washim have taken special initiative for this through Path Foundation.

Indian Constitution is source of values of equality and brotherhood and thanks to it that justice and freedom has taken root in the country. With the great contribution of Dr Babasaheb Ambedkar, the Constitution Committee dedicated the Constitution to the nation on November 26, 1949 and laid the foundation of the Republic. However, there is still a lack of awareness about the Constitution in the country.

The exercise of duty is important along with the constitutional right. The Indian Constitution is completing 71 years. Many misconceptions about the Constitution are still visible among the youth.

Constitution has not yet been reached in the remote places. Even in urban areas, Constitution is largely ignored. Indian Constitution, which still maintains the world's largest democracy, needs to be passed on to the new generation of youth, feels Path Foundation.

Hence, Adv Deepak Chatap, Adv Vaishnav Ingole and Adv Bodhi Ramteke, who has completed their law education, decided to come together and teach lessons of Constitution to the youth through their Path Foundation. A seven-day online training course on 'Constitutional Ethics' was organised and 658 youths were given constitutional lessons in the last one year. Youths in the age group of 18 to 30 participated in it. After completing the

training classes, certificates were distributed to 352 students who passed the online test. They had not charged any fees for the training.

The Path Foundation through online training course on constitutional ethics provides expert guidance to the youth on issues like Constitution drafting process,

fundamental rights and duties, contribution of the judiciary to the Constitution, important decisions, values in the Constitution, constitutional rights of tribals and victims. Adv Asim Sarode, Dr Nabila Siddiqui, Vinita Singh, Bhakti Bhawe, Subhash Ware and other renowned constitutional scholars from all over the country are giving special guidance to the youth.

Adv Chatap informed that training classes were conducted through Google Meet during the Corona period. The training course on Constitution was well received by youth from Pune, Mumbai, Nashik, Nagpur and other metropolitan areas. It has become important to convey the Constitution to the youth through simple and easy communication.

POSH COMMITTEE REPORT

CORO INDIA

Committee ON SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE IN
ACCORDANCE WITH
THE SEXUAL HARASSMENT OF WOMEN AT THE WORKPLACE (PREVENTION,
PROHIBITION AND REDRESSAL) ACT, 2013

This committee is committed to ensure that every woman employee working with the organisation has the right to work with dignity in an environment that is free from sexual harassment. The purpose of this committee is to promote a safe and secure work environment for women employees working with CORO.

The committee contains a comprehensive mechanism for the prevention, protection and redressal of sexual harassment against women at the workplace. The policy ensures that there is no discrimination against any person on the basis of their gender, caste, creed, colour, religion, sexual orientation, place of birth, age, disability, marital status, parental status or political affiliation.

The Committee ensures that there shall be no discrimination against any person irrespective of his/her position and designation in CORO. This Committee is in accordance with the fundamental rights enshrined in the Constitution of India and in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal), Act 2013 and the guidelines of the Hon'ble Supreme Court as laid down in Vishaka v. State of Rajasthan. (AIR 1997 SC 3011)

DISCLOSURE OF COMPLIANCE UNDER POSH ACT, 2013

No. of complaints received - 0

No of cases pending for more than 90 days :0

No of workshops/ awareness programmes conducted: 3

Financial Information

BALANCE SHEET AS OF 31/03/2021

FUNDS & LIABILITIES	As at March 31, 2021	PROPERTY AND ASSETS	As at March 31, 2021
Corpus Funds :-		Fixed Assets :-	
Balance as per last Balance Sheet	550,000.00	Balance as per last Balance Sheet	958,032.00
Adjustment during the year	-	Less: Depreciation up to date	(958,032.00)
	550,000.00		-
Statutory Liabilities :-		Advances :-	
For TDS	103,510.00	To Employees	89,324.00
For Professional Tax	13,000.00	To Others	174,867.65
For EPF	230,164.00	Advances to others- Income Tax	82,934.00
	346,674.00	Advance Profession Tax	14,000.00
			361,125.65
Other Liabilities:-			
To Employees	19,901.00		
To Others	154.00		
	20,055.00		
		Cash & Bank Balance :-	
Income & Expenditure Account :-		(a) Cash Balance	-
Balance as per last Balance Sheet	51,520,335.48	(b) With Bank	48,481,260.37
Less : Appropriation, if any	-		48,481,260.37
Add: Surplus	-		
Less: Deficit	(3,594,678.46)		
	47,925,657.02		
Total	48,842,386.02	Total	48,842,386.02
Contingent Liability (Schedule G)	414,662.00		

Audited by: M. P. Chitale & Co. Chartered Accountants
Signed by Shradda Jathar, Partner
Firm Reg No. 101851W

UDIN:
Date: September 30, 2021
Place : Mumbai

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31/03/2021

EXPENDITURE	For the year ended March 31, 2021		For the year ended March 31, 2021
Expenditure in Respect of Properties:			
Rent, Rates, Taxes, Cesses	734,840.00	Interest	1,633,714.28
Repairs and Maintenance	233,420.00		
Other Expenses	116,350.00	Grants	76,936,225.76
		Donations	6,250,942.00
Remuneration to Trustees	3,522,888.00	Income from other sources	-
Audit Fees	375,000.00		
Amount Written Off	9,521.00		
Miscellaneous Expenses	335,358.64		
Depreciation	958,032.00		
Expenditure on Objects of the Trust	82,130,150.86		
(a) Religious	-		
(b) Educational (Including Women Empowerment)	56,331,039.86		
(c) Medical Relief	-		
(d) Relief of Poverty	-		
(e) Other Charitable Objects (COVID)	25,799,111.00		
Surplus carried over to the Balance Sheet	-	Deficit carried over to the Balance Sheet	3,594,678.46
Total	88,415,560.50	Total	88,415,560.50

Audited by: M. P. Chitale & Co. Chartered Accountants
Signed by Shradda Jathar, Partner
Firm Reg No. 101851W

UDIN:
Date: September 30, 2021
Place : Mumbai

Thank You for your Support & Encouragement!





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