

# ANNUAL REPORT 2022-2023



# Table of Contents

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<b>03</b>	<b>CORO India - An Introduction</b>
<hr/>	
<b>04</b>	<b>Note from the Team</b>
<hr/>	
<b>06</b>	<b>Highlights of the Year</b>
<hr/>	
<b>13</b>	<b>CORO Interventions</b>
<hr/>	
<b>57</b>	<b>Emerging Processes</b>
<hr/>	
<b>62</b>	<b>Disclosure under POSH Act</b>
<hr/>	
<b>63</b>	<b>Financials for the Year</b>
<hr/>	
<b>65</b>	<b>Our Partners</b>
<hr/>	

# CORO India - an Introduction

Founded in 1989, CORO India strives to build a more equitable and just society by working alongside marginalized communities. We believe that lasting change emerges from within these communities, driven by their own leadership. CORO recognizes that systemic discrimination and inequality deeply affect the mindsets and identities of marginalized individuals. Addressing these internalized limitations is, therefore, crucial for bringing about transformative social change.



Our approach focuses on empowering local leaders to identify challenges and develop sustainable solutions, fostering a culture of self-reliance and collective action. At the heart of this approach are three key principles:

- We ignite "the Power Within." by facilitating the transition of individuals from a state of helplessness to becoming active agents of change in their communities.
- Through emphasis on the importance of solidarity and collective action within marginalized communities, we leverage the strength of collective action to address shared challenges and create sustainable solutions.
- We challenge harmful social norms, like caste-based discrimination and gender inequality, while promoting a value system rooted in constitutional principles. By confronting these deeply entrenched issues, we aim to create a society that values equality, dignity<sup>3</sup>, and justice for all.

# Note from the Team

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The year 2022-23 began with cautious optimism. The shadow of the global COVID pandemic was finally receding—vaccines had been administered, travel restrictions were lifting, and the last wave had been milder than previous ones. As the world gradually returned to normal, so did we.

With renewed hope, we looked forward to a year of full-scale operations, free from past disruptions, allowing us to focus on our programs and processes. During the pandemic, while working for COVID relief, CORO also used the downtime to chart a long-term vision. With Dalberg as our strategic partner, we embarked on a 10-year plan of our journey to scale our impact, articulating clear goals and a roadmap for the future.

To translate this vision into action, we developed detailed annual plans for the next two years, laying a strong foundation for CORO's evolution. A key step was restructuring our organization to align with our strategic plan. We established three core pathways to scale our impact: Building Grassroots Leadership, Community-Led Grassroots Campaigns, and Knowledge Building. This restructuring provided greater clarity, accountability, and focus, ensuring a more streamlined approach to our work.

The past two years had been particularly challenging for our field teams due to movement restrictions. As conditions improved, they dedicated the initial months of the year to reconnecting with communities, grassroots leaders, and partner organizations.

With their characteristic energy and enthusiasm, they picked up where they had left off, integrating learnings from the past two years to refine and enhance our processes.

Throughout the year, we seized several opportunities to showcase CORO's work to broader audiences.

Our program in the Mann block of Satara received strong recognition, sparking discussions about expanding to other districts. The NT/DNT (Nomadic Tribes and De-Notified Tribes) Women's Conference marked the beginning of our work with these deeply marginalized communities, who continue to face systemic discrimination. In Rajasthan, grassroots leaders mobilized against caste-based discrimination through the Bhedbhav Chhuachhut Mukta Rajasthan Abhiyan, driving actionable demands across 22 districts. Additionally, our participation in the Kala Ghoda festival was an exciting opportunity to reach out to newer audiences.

Apart from our fieldwork, we also strengthened CORO as an organization. Our Finance and HR systems saw gradual improvements, and we took initial steps toward a more strategic technology initiative. Through conversations with Tech4Dev, an organization that helps nonprofits understand and implement technology solutions, we began exploring ways to enhance our tech capabilities.

This has been a year of growth for CORO. We are proud of our progress and remain committed to our journey toward a more equitable and empowered future for the communities we serve.

# Highlights of the year

The year 2022-23 marked a significant leap forward for CORO in fostering transformative social change. Through innovative programs and a relentless focus on grassroots empowerment, CORO amplified the voices of marginalized communities, addressing entrenched barriers in caste, gender, and governance while championing inclusion, justice, and sustainability.



The Grassroots Leadership Development Program (GLDP), CORO's flagship program, continued to empower leaders in Maharashtra and Rajasthan to tackle systemic caste and gender discrimination. This year saw the culmination of the cohorts that had been started in 21-22, i.e. the first post COVID batch, involving organisation building and organisation heads in the process, so as to create an ecosystem for the leaders in their journey of leadership



These leaders redefined governance participation and spearheaded diverse initiatives rooted in community needs. Notably, CORO's various women-focused initiatives saw 95 women, amongst a total of 137 grassroots leaders who

**contested elections across 52 Gram Panchayats, with 83 of them, i.e. 58 women and 25 men, securing victories. Among them, Ms. Ganga Javarkar of Amravati was elected Sarpanch for the third consecutive term, reflecting the growing influence of women in governance.**

The event "Together for Water" held on April 11, 2022, at the YB Chavan Auditorium, Mumbai showcased the success of, and the learnings from, CORO's grassroots water initiative "Addressing "Water Scarcity with People's Initiative." This program highlighted the transformative impact of "Jalnayikas" (women leaders) in drought-prone areas of Maharashtra. The initiative is now scaling up to 10 villages across Satara, Kolhapur, Sangli, Pune, and Osmanabad districts, setting a benchmark for community-led water management.



The Women's Empowerment Program introduced fresh narratives to combat gender-based violence and foster interfaith unity. Initiatives like "Bandhuta ki Iftaar" promoted solidarity. Activities under the "Mahila Adhikar se Manav Adhikar" (Women's Rights to Human Rights) Campaign organised as part of the "The 16 Days of Activism against Gender-Based Violence", an annual, global civil society led campaign from November 25 to December 10, every year. included drawing competitions and family fairs, engaging over 3,000 participants and creating awareness around the issue of Gender Based Violence.



CORO, along with its partner organisations working with the NT / DNT community, (Nomadic Tribes and De-Notified Tribes) also organized the NT/DNT Women's Conference in Jamkhed. The conference was attended by 2000+ people from NT/DNT tribes, with over 1500 of them being women. The chief election commissioner of Maharashtra, Mr. Shrikant Deshpande, and the Social Welfare Commissioner of Maharashtra, Mr. Prashant Narnaware, graced the occasion. The event resulted in the issuance of critical identity documents to 4,270 NT/DNT members, empowering them to access government benefits and opportunities.



The Bhedbhav Chhuachhut Mukta Rajasthan Abhiyan mobilized grassroots leaders to commit to ending caste-based discrimination across Rajasthan. Their conference involved over 2,000 attendees, and led to actionable demands for

**ending untouchability in 57 locations across 22 districts**

Similarly, under the Yuvamanthan Process, unique initiatives combined creative mediums like documentary filmmaking with awareness building to tackle caste and gender issues, inspiring youth-driven change.



Our gender sensitisation program saw the emergence of children's leadership. On Panchayati Raj Day, CORO facilitated Bala-sabhas (Children's Council) across 49 villages, while Children's Day saw a postcard campaign where children voiced their concerns to government officials, advocating for actionable solutions.

In Marathwada, the Swavalambi Mahila Credit Cooperative, which was started as India's first single women's cooperative credit society, offering accessible loans for agriculture and small - scale ventures, celebrated 1 year of it's existence. With over 2,500 women opening savings accounts and a 100% loan repayment rate, the initiative redefined economic empowerment.

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On World Toilet Day (19 Nov.), CORO collaborated with Swachhta Mahasangha to address women's safety near public toilets. The event prompted the installation of CCTV cameras outside public facilities and emphasized health insurance for caretakers, showcasing a pragmatic approach to community health and safety.

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We participated in the Kala Ghoda Arts Festival (KGAF) held in February 2023, with an objective of spreading awareness about the values enshrined in the Indian Constitution through the medium of art. Guided by the theme of equality, diversity, and inclusion, we unveiled a unique and thought-provoking art installation representing India's diversity and belief in Constitutional values, which gives wings to people from different sections of society, irrespective of class, caste and gender, so that our country and each of us, may all soar to greater heights.

During the festival, artistes from the different communities that we work with, were present at the site of the installation, spreading their messages of universal equality, fraternity, liberty, democracy and secularism embodied in the Constitution. Throughout the festival, more than 100,000 people, from diverse backgrounds—students, activists, artists, and everyday citizens— visited our installation, engaging with our art and learning about the enduring relevance of the Indian Constitution and finding inspiration in the stories and values depicted through our work.



As with each year, CORO's work in the year 2022-23 also reaffirmed its commitment to creating a just and equitable world, free from all forms of discrimination and marginalisation, through building grassroots leadership to bring about inclusive development and systemic social change.

# CORO's Impact

**1440**

Alumni of 1440 Grassroot leaders. 2.9mn people impacted

**8000+**

8000+ cases of Domestic Violence handled so far

**51%**

51% increase in toilet seats in Mumbai for women from 2012

**20%**

Water retention structures built in 20% of land in Satara's 6 villages

**525+**

Network of 525+ NGOs in Maharashtra and Rajasthan

**19000**

Network of 19,000 Single Women formed

**10000+**

Formation of Mahila Mandal Federation with 10,000+ members

**35000+**

Impacted the lives of more than 35,000 youth and children

# CORO Interventions



## Grassroot Leadership Development Program

- 12 months Program - leadership development of marginalized
- Working for 16 years in Maharashtra & 10 years in Rajasthan



## Women's Empowerment Program

- Multi level intervention on DV/ gender norms
- Working for 21 years in Maharashtra



## Gender Sensitisation Program

- Community based initiative on child rights and gender inclusion
- Working for 17 years in Maharashtra



## Samta Fellowship

- Fellowship to individuals and groups working to promote 'constitutional values'
- Started in 2019 in Maharashtra & Rajasthan



## Addressing Water Scarcity with People's Initiative

- Program to address water scarcity through collective community action
- Working for 7 years in Maharashtra (Satara District)



## Right to Pee

- Program for free, clean, safe urinals for women
- Working for 10 years in Maharashtra (Mumbai)



## Single Women Campaign

- It addresses resource access, gender-based violence, and societal perceptions, fostering a supportive environment for single women's autonomy and dignity.



## Yuva Manthan - Working with youth

- Program to identify and solve youth related issues
- Working for 6 years in Maharashtra (Mumbai, Satara)



## Women's Property Rights

- Focused intervention on women's property rights
- Working for 3 years in Konkan region

# Grassroots Leadership Development Program



The Grassroots Leadership Development Program (GLDP) seeks to drive transformative social change by empowering leaders from marginalized communities and their organizations. The program equips these leaders with the skills and knowledge necessary to address local challenges, fostering sustainable social change. Currently implemented in Maharashtra and Rajasthan, the GLDP is a carefully structured, year-long initiative. It emphasizes grassroots-level leadership development, blending theoretical learning with practical applications. Participants are encouraged to apply their knowledge to real-world problems in their communities, promoting meaningful impact and long-term solutions.



# Key Highlights during the year

The year witnessed the successful conclusion of two cohorts in Maharashtra and Rajasthan, initiated in 2021-22 after a hiatus due to the pandemic. The program made significant strides in leadership development, organizational growth, and community empowerment.



## Maharashtra

- The cohort of 90 leaders successfully complete the Fellowship Programme in August 2022.
- Leaders drove change across 200 villages spanning 27 districts of Maharashtra
- Organizational Development (OD) efforts included 57 organizations completing capacity-building training.
- Engagement with 360 organizations, including 226 new participants, expanded the program's reach.
- Over 700 organizations were approached during the recruitment process, strengthening the network.
- Recruitment for Cohort XII was initiated and after an extensive outreach effort, 763 applications were received for 120 fellowships, with 71% women, 28% men and 1% transgender applicants.
- 19 early-stage organizations submitted independent proposals to APP, with six already securing support. 15

# Rajasthan



- The cohort started in 2021 was concluded in February 2023
- This cohort included 90 leaders from 45 organisations
- Our Leaders drove change across 273 villages spanning 19 districts of Rajasthan
- Organizational Development (OD) efforts included 45 organizations completing capacity-building training.
- Recruitment for the next cohort XII was initiated and after an extensive outreach effort, 645 applications were received for 120 fellowships, with 72% women



# Impact

The program's efforts led to transformative changes in both states, empowering communities and fostering sustainable development.

## Maharashtra

- Leadership initiatives influenced positive change in 473 villages and communities, addressing critical local challenges.
- The Organizational Development (OD) process strengthened 107 organizations, fostering capacity-building and sustainable growth.



# Impact

## Rajasthan

- Advocacy efforts enabled 9,415 individuals to secure livelihood opportunities under MNREGA.
- 3,566 individuals accessed essential government schemes, including labor cards, Janani Suraksha Yojana, Palanhar, Chiranjeevi Yojana, and scholarships.



- 2,413 individuals benefited from ration and pension schemes, improving their quality of life.
- Forest rights claims in the Kherwada block empowered communities to assert their rights over natural resources.

# Stories of change



## Kotoldoh Gram Sabha

In Gadchiroli, four villages under the Kotoldoh Gram Sabha faced seasonal unemployment and a lack of sustainable livelihoods. To address this, the Gram Sabha launched a bamboo-based initiative, leveraging the region's abundant natural resource. The project provided employment to over 200 tribal laborers across cutting, processing, and selling bamboo products like furniture and handicrafts. It generated ₹24 lakh in revenue, reinvested into the community, offering vital income to participating families. With eco-friendly harvesting practices and bamboo renewal efforts, the initiative ensured long-term sustainability. This project showcases the power of grassroots leadership in fostering economic resilience and environmental responsibility.



## Sangita Madavi -Nandgaon

In the remote hilly village of Nandgoan, home to 38 Kolam families, daily life was marked by struggle and isolation.



Women had to endure a 500-meter journey every day to fetch water from a neighboring village. Sangita Madavi, a determined resident, decided to break the cycle. Realizing the collective strength of the community, she initiated efforts to bring people together. Within three months, she had successfully

formed a Self-Help Group (SHG) and inspired the women of the village to demand action from local authorities. For six relentless months, Sangita and her group met with officials, voiced their needs, and pursued solutions.

Their persistence bore fruit in May 2022, when a joint meeting with authorities resulted in the approval of a much-needed water supply system. A 5,000-liter water tank, connected to a nearby well, was installed, putting an end to the village's water scarcity. Funding of INR 1,50,000 and INR 7,00,000 was allocated for the project, demonstrating the power of community-driven collaboration.



# Women's Empowerment Program



The programme aims to address the deep-rooted societal norms that endorse, justify and perpetuate violence against women and girls. Beliefs and faiths in the socio-cultural domain are powerful carriers of misconceptions and subservience of women, and therefore need to be challenged and changed through focused, consistent interventions and with patience.

At the heart of this initiative are local community women who serve as leaders and change agents, supported by capacity-building efforts that empower them to combat violence against women and girls (VAWG). By fostering self-reflection, challenging traditional family roles, amplifying women's voices in public spaces, and collaborating with state mechanisms, the program creates a holistic and inclusive framework for meaningful change.

# Key Highlights during the year

The program directly intervened with 14,200 families across Mumbai, Nashik, and Ahmednagar, offering support and raising awareness about gender-based violence. Visible Case Registration Centres (CRC) were set up to provide accessible platforms for families to seek assistance.

- The program reached diverse community segments, including children, young women, young men, and adults, totalling over 13,000 individuals.



- More than 1,600 meetings were conducted throughout the year to foster engagement and awareness of critical issues.
- Collaborative initiatives played a vital role, as the program partnered with other organizations to raise awareness on social issues.



A silent protest addressing concerns in Rajasthan and Gujarat highlighted the importance of regional solidarity and collective action.

# Key Highlights during the year

- During the Chembur Festival Cultural Parade, the team creatively showcased constitutional values and principles,
- “Women’s Day” was celebrated with a unique initiative where women police officers took over the Shivaji Nagar Police Station, emphasizing the role of women in law enforcement.
- The



- The program also encouraged physical and mental empowerment of women, by participating in Pinkathon, an event promoting women's health and fitness.



- Valentine's Day was marked by engaging with marginalized groups such as Safai Karmacharis (cleaning staff) recognizing their struggles and contributions to society.
- Additionally, the Mahila Mandal Federation led significant community-building efforts, including events like “Bandhuta ki Iftaar” and “महामानवां या विचारांचा मेळावा” (A Meeting on the Thoughts of Great Personalities).



# Impact

- The program reached over 12,000 individuals across different demographics. By engaging children, youth, men, and women, the initiative successfully raised awareness, facilitated dialogue, and fostered engagement on critical issues.
- The silent protest organized in collaboration with regional organizations brought attention to important issues in Rajasthan and Gujarat, amplifying the voices of the marginalized and creating a platform for their concerns.
- Initiatives like the Mahila Din police officer program and Mahila Mandal events provided women with opportunities to take leadership roles.
- Capacity-building workshops with organizations in Maharashtra, and the team's participation in workshops by CREA, Delhi helped strengthen local organizations and enhanced their ability to address community challenges.
- Collaboration with stakeholders, such as the police, Gram Panchayat, health department, and Child Rights Commission, resulted in valuable partnerships that furthered the program's goals and ensured systemic change.



# Stories of Change

Neha, a homemaker from Chembur, was initially hesitant about participating in Pinkathon, an event promoting women's health and fitness. Encouraged by her community, she decided to join and found the experience empowering. Inspired by this newfound confidence, Neha began prioritizing her health and encouraged other women in her neighborhood to take similar steps toward self-care and empowerment.

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In Shivaji Nagar, the Nirbhaya Squad played a pivotal role in addressing domestic violence cases. A group of women approached the squad with concerns about ongoing harassment in their locality. Through consistent engagement and support from female officers, these women gained the confidence to report incidents and advocate for their rights. Today, they actively participate in community awareness programs, inspiring others to take a stand against violence.

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During Ramzan, the Mahila Mandal organized a unique event titled “Bandhuta ki Iftaar,” which brought together people of different faiths to celebrate unity and solidarity. Fatima, a domestic worker who attended the event, was deeply moved by the sense of togetherness and mutual respect. Inspired by this experience, she initiated similar gatherings in her neighborhood, fostering dialogue and strengthening community bonds.

# Gender Sensitisation Program



**The Gender Sensitization Program** aims to cultivate a society where every child, regardless of gender, thrives in an environment free from violence and discrimination. It aims to equip children with knowledge about gender-based violence and its harmful effects, empowering them to recognize and report such incidents, and fostering a sense of responsibility to support and uplift the girl child.

It raises awareness among parents, villagers, and school staff about the importance of gender equality and the crucial role they play in creating a safe and supportive environment for all children. By strengthening the community as a collective force to combat gender-based violence, the program provides them with knowledge and tools to identify and address gender-sensitive behaviours, ensuring a safe and inclusive environment for all children to grow and flourish.

# Key Highlights during the year

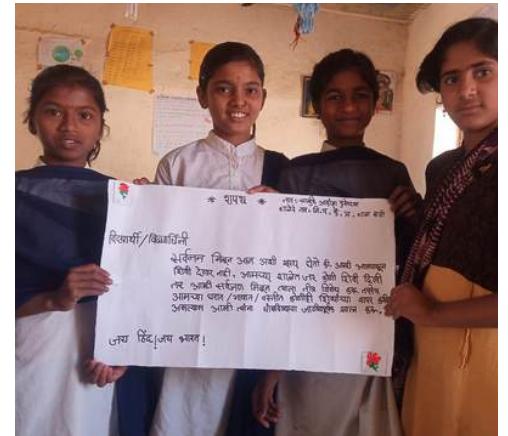
- Capacity-building efforts have been a cornerstone of the programme.
- Workshops were conducted to enhance the skills of team members in addressing gender-based violence, child protection, and community mobilization.
- Village Child Protection Committees (VCPCs) and Gram Panchayats (GPs) were trained to address child protection issues collaboratively.
- Youth groups were engaged through the "Yari-Dosti" module, equipping them to challenge gender stereotypes and foster healthy relationships.



- The programme has created significant awareness among children, helping boys and girls understand gender-based violence and fostering respect for all genders.
- By focusing on empowering the girl child, it has encouraged positive attitudes towards gender equality and challenged harmful stereotypes.
- Parents and villagers have been sensitized through workshops and community-wide campaigns, creating safer and more gender-sensitive communities.
- Teachers and school staff have also been trained to establish inclusive environments and address gender-based violence effectively.

# Impact

- Community leaders were empowered to intervene and successfully prevent three child marriages, directly addressing a critical issue impacting the lives of young girls.
- Through regular 40 village-level SMC meetings, members have gained a better understanding of their roles and responsibilities, leading to greater participation and improved school governance.
- In Mhalangi school, the observation of girls and boys playing together in traditionally gender-segregated sports like Kho-Kho and Kabaddi signifies a positive shift in attitudes and a breaking down of gender stereotypes
- The Head Master of Tavarjkheda sch positive change in the behavior of mal implementation of the program, suggest is effectively influencing individual attit
- The "Meena Raju Manch" initiative, aim out students back to school, has suc students in 18 schools
- 6000 community people were actively gender fairs in Osmanabad.



# Stories of change (Testimonials)

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**“UNICEF and CORO's MRM module is an excellent tool to create awareness on equality among girls and boys, child labour and child marriages. The most important key takeaway is realisation of different treatment given to boys and girls at home in terms of food, education, work distribution, sports and which we often see in the community. This program should be implemented in every village and school. The discussion on equality in women and men should be discussed in a public forum to spread it widely.”**

*Vikas Sawant, SMC president, Jaagji ZP school*

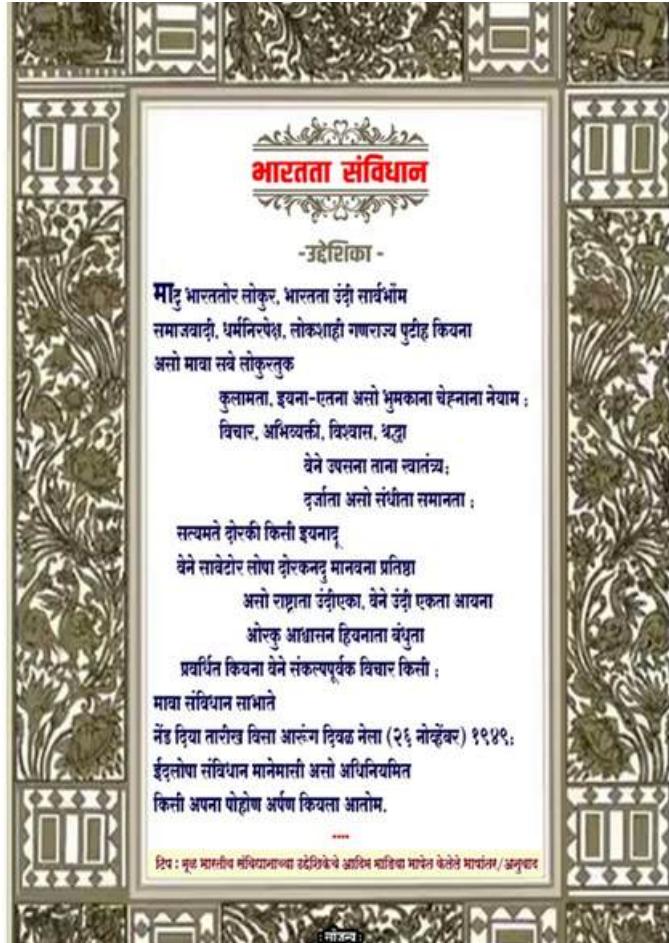
**“This was a very unique program and for the first time we have come across a fair which focuses on sensitization on gender equalities. There were a lot of things to learn and some activities actually awakened our thoughts. We never do household chores and had never thought of it as a work which is gender neutral. From now onwards we will try to do household chores. This program needs to spread in more areas as in the villages the discrimination is very common.”**

***Sunil Gangavane, Deputy Sarpanch (Participant in Gender Fair)***

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# Samta Fellowship



*The Preamble to the Constitution in the Madia language*



The Samta Fellowship is an initiative dedicated to promoting awareness and understanding of constitutional values among unreached populations. It supports individuals and groups committed to spreading constitutional values by facilitating group and individual activities across different states and cohorts. Through its diverse initiatives, the fellowship addresses social, cultural, and developmental challenges, ensuring marginalized communities are empowered and informed about their rights and responsibilities. This program takes leadership to the next level by embracing value-based leadership, building upon the foundation of issue-based leadership in various campaigns..

# Key Highlights during the year

- The State-Level PVTG Conference, ( Aadim Janajati Sammelan, was a significant step toward conservation of the traditional way of life, habitat preservation, development challenges, and cultural enhancement of the Kolam, Katkari, and Madia indigenous communities in Maharashtra. This platform successfully initiated critical conversations on safeguarding their rights and improving their living conditions, setting the stage for further interventions to support these indigenous tribes.
- To further empower Particularly Vulnerable Tribal Groups (PVTGs), the fellowship initiated the formation of a state-level organized community. This initiative aimed to provide these tribes with a unified platform to voice their concerns, make decisions, and access government support
- The Samvidhan Gyan Jyoti Kendra acts as a knowledge centre dedicated to spreading awareness about the Constitution. It offers training programs, resources, and events focusing on constitutional rights, duties, and values. By educating underprivileged communities about their legal rights and the Constitution's relevance, the centre fosters understanding and empowerment, ensuring that the principles of justice and equality reach those most in need.



The Constitution Square is a public space designed to promote constitutional values and principles. It hosts events, discussions, and exhibitions on topics such as human rights, democracy, and governance. As a platform for public engagement, it has become a hub for raising awareness, celebrating Constitution Day, and fostering dialogue on the importance of the Constitution in promoting social justice and equality.



Together with our fellows, the fellowship also launched the Dastoor Bachao Tehreek initiative, which engages Muslim religious leaders, scholars, madrasas, and mosque representatives in addressing cultural preservation, religious customs, and education, as aligned with constitutional values. Initial discussions involved 45 participants from Mumbai and laid the groundwork for creating a strong network within the Muslim community, which is expected to advocate for cultural preservation and educational advancements while fostering collaborative efforts for future initiatives aimed at strengthening the community.

In partnership with the Varakari religious community, the fellowship launched the "Amhi Warkari, Amhi Samvidhani" program, which integrates constitutional values with the teachings of saints.



This initiative promotes equality, justice, and social harmony based on spiritual principles. An institution dedicated to research and education on the Indian devotional movement and the Varakari tradition was established, focusing on preserving cultural heritage while championing constitutional values.



The Samvidhan Shala (Constitution School), another key initiative of the fellows, is a specialized educational program designed to teach constitutional values, rights, and duties to various sections of society.

Through workshops, lectures, and interactive sessions, it raises awareness about the Constitution's significance. By focusing on marginalized communities, students, and the general public, the school empowers individuals with knowledge about their rights and responsibilities, fostering a more informed and active citizen.

# Impact

- The Samta Fellowship has had a transformative impact on communities across various regions.
- Among PVTGs, it has initiated pathways for policy advocacy, community organization, and cultural preservation, significantly improving their socio-economic conditions.
- Chinna Mahaka and Avinash Poinkar led the 1st claim regarding the habitat rights of PVTG communities in Gachibowli district. becoming a significant milestone in the assertion of their ancestral rights.
- In the Muslim community, it has built networks of religious leaders to strengthen cultural and educational initiatives.
- Through partnerships with the Varakari religious community, the fellowship has fostered social harmony and justice by integrating spiritual teachings with constitutional values.
- Marginalized populations have been empowered through initiatives like the Constitution School and the Garima Naming Kendra, which address issues of identity, dignity, and inclusion.
- Nirma Kumari has been making efforts for the empowerment of differently-abled People. She has achieved success in creating sustainable employment opportunities for more than 100 people of the grassroots.



# Stories of Change

**Chandralal Bhil**, through the "Bhim Jagran" program, catalyzed transformative change within the Adivasi Bhil community in Rajasthan. His leadership helped establish indigenous community organizations focused on tribal development, conservation of water, forests, and land, as well as the preservation and enhancement of the community's cultural heritage. This initiative addressed a wide range of critical development issues, empowering the Bhil community to take ownership of their growth and well-being.



**Reshma Khade** and **Amol Patil**, through their initiative 'Samvidhan Dalan and Abhyas Kendra,' began their work with the Sajani Gram Panchayat in Kolhapur District. This initiative aims to establish Constitutional centers across villages, fostering awareness and understanding of Constitutional values. By empowering local communities, they are laying the foundation for a more informed and engaged citizens, promoting justice, equality, and democratic principles at the grassroots level.

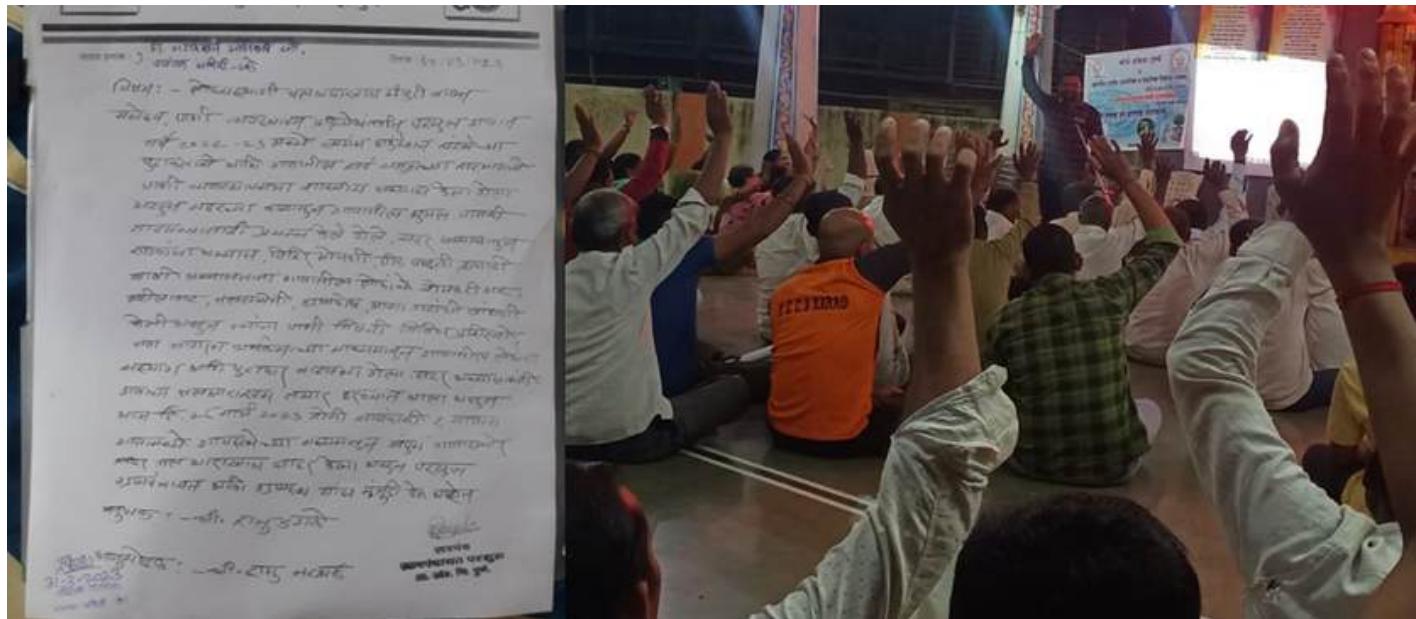
# Addressing Water Scarcity with People's Initiative



This Program focuses on addressing water scarcity by empowering communities to manage their water resources sustainably. The program builds the capacity of villages by equipping individuals with the knowledge and skills needed for effective water management. It emphasizes community-driven approaches and fosters collaboration with NGOs to create awareness and promote sustainable practices. By integrating traditional and modern solutions, the initiative seeks to ensure equitable access to clean and reliable water while fostering environmental sustainability and long-term resilience.

At its core, the program aligns with our broader mission to build a society rooted in equality and justice, ensuring that every individual, regardless of caste, gender, or background, has equal access to this vital resource.

# Key Highlights during the year



## Water Management Plans for Western Maharashtra Villages:

The Program has made significant progress with the development and approval of water management plans for ten villages in Western Maharashtra. These plans, shaped by community input, incorporate both traditional and modern water conservation techniques. After gaining approval from the Gram Sabhas, these plans were submitted to the government for formal recognition and funding.

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Water Dissemination Program and Village Success Stories: On Mahatma Jyotiba Phule's birth anniversary, the program celebrated the transformation of six villages into tanker-free communities. These villages achieved this feat through women-led initiatives, which were showcased during the Water Dissemination Program, i.e. "Together for Water". The event featured panel discussions with water experts and media representatives and highlighted the role of women in leading water conservation efforts.

## Publication of Jalnayika and Empowering Women Leaders:

During the event, a book on the Jalnayikas was launched, and a documentary showcasing the stories of women leaders in water management was premiered. The book not only serves as an informative resource but also inspires women in rural areas to take leadership in water conservation efforts. To complement the book, training sessions for women leaders, or Jalnayikas, were held to enhance their knowledge of sustainable water practices, leadership, and community engagement.



Collaborating with 30 Villages for Sustainable Solutions: The program worked with thirty villages across five districts to implement water management solutions, such as water harvesting, treatment, and sustainable resource development. These measures are designed to address both short-term water supply needs and long-term sustainability. Additionally, the program contributed to farmers' livelihoods through initiatives like sericulture and the creation of 135 Parasbaug (kitchen gardens)

# Impact



- The Program has successfully empowered communities across five districts and thirty villages in Maharashtra to take charge of their water resources.
- By focusing on both immediate water needs and long-term sustainability, the program has enhanced community resilience and environmental sustainability.
- Economic empowerment has been a crucial aspect of the program, with initiatives such as sericulture and kitchen gardening providing alternative income sources for farmers.
- A core principle of the program has been to promote women's leadership in water management. Investing in women's skills and leadership, has advanced gender equality and also strengthened the effectiveness of water



# Right to Pee



**The Right to Pee (RTP) initiative by CORO India addresses the critical issue of inadequate sanitation facilities for women in urban and peri-urban areas. What began as a campaign focused on access to toilets has evolved into a broader movement advocating for fundamental rights, equitable access to resources, and leadership development among marginalized communities. Through collaboration with urban governance systems and grassroots efforts, RTP empowers women to take charge of community challenges and create sustainable solutions.**

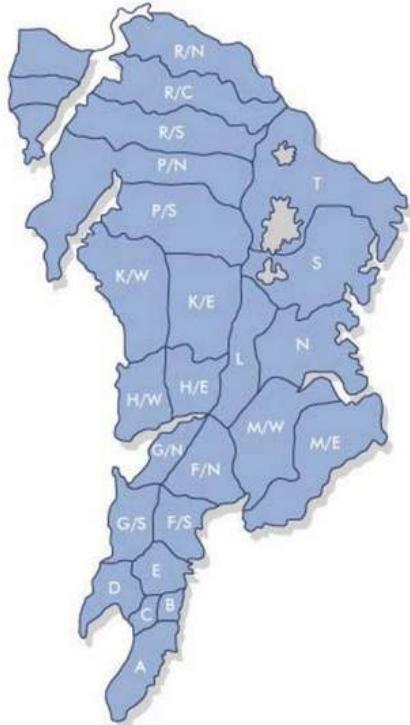
# Key Highlights during the year

- The Right to Pee initiative made significant strides this year through policy awareness, capacity building, and community engagement.
- Collaborations with urban governance led to policy adjustments
- Training programs equipped 727 leaders across Mumbai's wards with the skills to address sanitation challenges.



- A long-awaited community toilet was finally inaugurated in Govandi after persistent follow-ups
- Outreach efforts reached over 57,000 individuals, and initiatives like the Nasha Mukti campaign and leadership workshops for young girls further amplified impact, fostering gender-sensitive urban development.

- The RTP intervention spread to 5 new wards in Mumbai -Wards L, N, F(S), M(W) and S.
- 10 groups of CBOs and vigilance committees have been formed in new 5 wards in Mumbai.

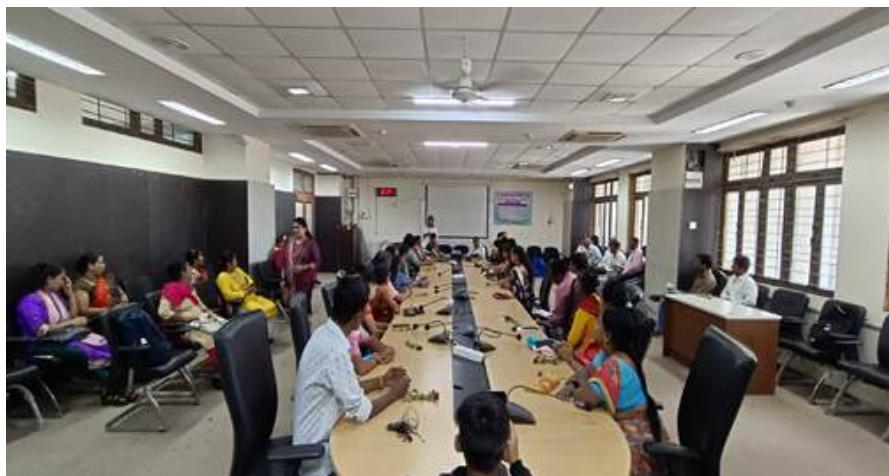


- RTP processes were also initiated in 2 blocks (Ajra and Gadhingaj) in Kolhapur. Work started with the local, urban and rural administration system and villagers, with the CORO also present.
- A Baseline workshop was conducted with Community Leaders of M East Ward. After this, 37 women leaders from RTP held 9 Community meetings with their women's groups in which 120 women participated.



# Impact

- The RTP initiative has significantly enhanced sanitation access and community engagement in urban areas.
- It has empowered women and youth to lead conversations around gender and sanitation.
- The initiative has also fostered long-term collaborations with local governance structures, ensuring sustained efforts to improve basic amenities.
- Beyond sanitation, RTP has promoted gender sensitivity among municipal authorities and communities, fostering a culture of shared responsibility and inclusive development.



# Stories of Change

## Limboni Bagh Toilet Initiative

After three years of diligent follow-up by the Women's Collective, a much-needed toilet facility has been established in Limboni Bagh. The initiative, driven by the collective's perseverance and continuous efforts, has improved the sanitation conditions in the area, offering women a safer and more dignified environment.



## Water Supply Improvement in Shivaji Nagar

In Shivaji Nagar, Vashi Naka, the community faced ongoing water supply issues. Thanks to the determined efforts of the Bastī Committee and their tireless follow-up, a new pipeline has been laid to address the water scarcity. This development has brought relief to the residents, ensuring access to clean and reliable water for daily use.

# Single Women Campaign



In 2014, a campaign emerged in the Marathwada region, focusing on the empowerment of single women. Spearheaded by leaders developed through the Gender Leadership Development Program (GLDP), this initiative evolved into a structured program aimed at shifting the identities of single women and other marginalized groups. The program's central focus was on fostering individual and collective leadership while combating the stigmatization, violence, and socio-economic disparities that these women faced. Over time, it became a pivotal force for ensuring independence, economic freedom, and the dismantling of discriminatory barriers for single and other women in Marathwada.

# Key Highlights during the year



**The Arthsanket Women Exemplar Award** honored the **Single Women Association** for their exceptional contributions to empowering women in the community. This recognition highlights their ongoing efforts to uplift and support women through various initiatives.

Similarly, the **State Mango Growers Association Award** was presented to the association for their role in supporting agricultural initiatives and increasing women's participation in the sector.

**The Kabaddi Competitions** held across 11 blocks saw remarkable participation, with 854 women competing and 1,830 women attending as spectators. These competitions served as an avenue for community engagement and showcased strong local support for women's sports. Additionally, the **FPO Registration** marked a significant achievement, with 105 women becoming shareholders, promoting financial inclusion and offering them a stake in agricultural development.





**The Financial Institutions Impact** reflects considerable strides in improving financial independence, with 4,258 shareholders and 6,302 accounts opened. Furthermore, 1,409 women were able to access credit, expanding their economic opportunities and access to resources.



**The IPSD Program External Assessment** resulted in an impressive score of 8/10, a testament to the program's effectiveness in addressing the needs of the community and achieving its goals. This assessment validates the program's positive impact and demonstrates the significant difference it is making in the lives of women and their communities.

# Impact

- Reached over 19,000 women across 350+ villages in 11 blocks of 4 districts, which has empowered them to collectively form the *Ekal Mahila Sangathan* (Single Women's Association)
- 654 mahila mandals and 52 village-level branches of Single Women Association have been established, with 10 block-level committees, creating a robust framework for local leadership.
- 1,875 women leaders have been identified and are being developed to take on leadership roles, ensuring a pipeline of capable women ready to lead their communities.
- A core group of 33 sahelis (field facilitators) have been extensively trained to coordinate and lead the work at the block level.
- A dedicated team of 12 sahelis is now responsible for decision-making and visioning for the program's future, ensuring that the work continues to evolve and address the needs of marginalized women.
- Participation in local governance has seen remarkable progress. Over 10,000 women have attended four Gramsabhas throughout the year,
- In terms of political participation, 237 women contested local self-governance elections, with 88 women winning
- Additionally, 494 women have become members of various statutory committees, such as the Dakshata Samiti, Conflict Resolution Committee, and School Management Committee.

# Stories of Change

## Swawlambi in Marathwada: Empowering 19,000 Women

Swawlambi has expanded its reach across Marathwada, providing not only financial support, but also fostering a robust ecosystem for women to share experiences, advocate for change, and build economic resilience. By empowering women in governance and leadership roles, it is enhancing both their financial independence and their ability to challenge societal norms, creating lasting change.



## Political Empowerment of Women in Governance

Over 10,000 women, or approximately 52% of the total participants, have actively participated in Gramsabhas. Additionally, 237 women have contested elections, making up about 1.2% of all candidates, while 88 women have been elected to leadership roles, approximately 0.46% of the total elected representatives. Furthermore, 494 women (around 2.6%) have joined statutory committees, increasing their involvement in decision-making processes that affect their communities.

# Yuva Manthan



The Yuva Manthan Process is a transformative initiative designed to empower youth from disadvantaged communities in Chembur and Trombay areas, by addressing their critical concerns in education, health, employment, and civic awareness. This program aims to cultivate responsible, active young citizens with a particular focus on constitutional knowledge and gender awareness, offering opportunities for personal and community development.

# Key Highlights during the year

In response to employment challenges faced by many youths, the program collaborated with Bright Future and Kotak Unnati Foundation to provide vocational and skill training, helping the youths secure employment opportunities.

The group discussions on gender equality, settlement issues, women's empowerment, and constitutional and human rights further equipped the youth with valuable knowledge, enabling them to contribute positively to society.



Health awareness was another key focus, with the program collaborating with the Niramay Foundation to address the health issues faced by youth, ensuring their overall well-being.

Social media efforts, supported by Aashi, amplified the program's impact, while the collaboration with the School of Media Culture Studies, TISS, led to the creation of documentary short films that highlighted the challenges faced by youth, giving them a platform to share their stories and raise awareness

# Impact

- 40 youths took on leadership roles, contributing significantly to various community development initiatives.
- A total of 750 youths participated actively in community work, strengthening their involvement in the growth of their surroundings.
- Additionally, 55 informal groups were formed, providing a platform for the youth to collaborate and work together toward common goals.
- The program also reached 500 youths in new settlements, ensuring their inclusion in the ongoing community efforts. Through the use of Google forms, demographic data for 500 youths was collected, which will inform future interventions tailored to their needs.
- A cultural group of 30 youths was formed to promote and preserve cultural heritage within the community
- The 'Har Ghar Constitution' campaign successfully made 100 households constitutionally literate, fostering an understanding of rights and duties.
- A career guidance initiative reached between 500 and 600 youths, helping them explore potential career paths.



# Stories of Change

Malashree, once confined by her family's strict rules regarding her freedom and clothing choices, has transformed into a confident community leader. Working alongside both young men and women, she has developed strong communication skills and a sense of purpose. Her newfound confidence has not only empowered her to lead but has also had a profound effect on her family. As Malashree's voice grew stronger, it led her father to stop the physical violence he had inflicted on her mother, marking a powerful shift in their household dynamics.

Ritesh's journey was shaped by financial hardship, forcing him to leave school and abandon his dreams of education. However, his involvement with Yuva Manthan reignited his passion for learning. Through the program's support, Ritesh found the encouragement and resources to re-enroll in school, resuming his studies in the 11th grade after a 4-year break. His determination and newfound hope have inspired others in his community, proving that with the right support, even the greatest obstacles can be overcome. Ritesh is now on track to complete his education and pursue a brighter future.



# Women Property Rights



The Campaign on Equal Property Rights for Women is a transformative initiative in Maharashtra aimed at empowering grassroots organizations and individuals to advocate for gender-equitable property rights. The program focuses on capacity building, raising awareness, facilitating collective action, and holding authorities accountable to ensure systemic change. It also emphasizes knowledge dissemination to create a sustained impact at both local and state levels.

## Broad Objectives



Capacity Building of Individuals and Organizations



Creation of solid network



Community Awareness and Action



Making Authorities Accountable



Building, Documenting and disseminating knowledge

# Key Highlights during the year

The GLDP successfully recruited 30 leaders for the EPR initiative, providing issue-based training and conducting baseline assessments for the participants. The process of team capacity building, continuous support (handholding), and data collection is still ongoing to ensure effective implementation and progress.

The campaign has made significant strides, covering over 75 villages across 26 blocks in 14 districts of Maharashtra. It engaged 34 organizations from five different regions, creating a strong network of collaboration and local involvement.



Currently, 63 leaders are actively engaged in the campaign, with a remarkable 84% of them being women, highlighting the strong emphasis on female participation and leadership within the initiative.

# Impact

- The Vachan Abhiyan (Reading Campaign) for the property documents (saat bara) has successfully expanded its reach, now covering over 50 villages across the state, further extending its impact and presence.
- Marriage registration efforts have been consistently monitored and updated, with authorities conducting regular follow-ups at the Gram Panchayat level in the targeted villages to ensure progress and compliance.
- A major milestone was achieved when a significant article about the initiative was published in Loksatta. This was later translated into Hindi and received positive feedback, helping raise awareness of the campaign and its objectives.



- In terms of leadership development, two campaign leaders completed a specialized course on Women and Land Rights, organized by WGWLO in Ahmedabad, enhancing their knowledge and skills in advocating for women's rights.
- Furthermore, three campaign leaders resolved personal cases within their own lives, setting a powerful example and demonstrating the campaign's transformative potential from within the community.

# EMERGING PROCESSES



# NT-DNT Women's Conference: A Milestone



The NT-DNT Women's Conference, held in Jamkhed on 16th September 2022, marked a historic moment for marginalized women from Nomadic and Denotified Tribes (NT-DNT) in Maharashtra. These women face deep societal and familial challenges, and their leadership in organizing the conference was a significant step forward.

Women from various communities, many with children, gathered to share their struggles. Anita Shinde from Jamkhed highlighted the lack of basic needs, stating, "We have no place even for basic needs... If the government provides toilets and homes, we wouldn't need to go elsewhere." Her words reflected the daily hardships NT-DNT women face, including lack of shelter, land, and dignified livelihoods.



**The conference saw women like Sanjana and Vaishnavi Kale, who lost their father during the lockdown and were forced into early marriages. Despite facing poverty and illiteracy, women like Anita Kale attended with determination, voicing their demands for constitutional rights.**

**Over 2,000 women participated, breaking barriers, especially the Kolhati community. Shaila Yadav became the first Kolhati woman to anchor such an event. Government officials like BDO Prakash Pol and Senior Inspector Sambhaji Gaikwad actively engaged with the issues of NT-DNT communities.**

**The conference unified women from different NT-DNT groups, including Pardhi, Kaikadi, and Lohar, addressing key challenges like documentation, housing, education, and sanitation. This initiative, supported by NGOs like CORO India and GRKC, laid the foundation for a statewide NT-DNT women's movement, ensuring future focus on their issues, leading to systemic change.**

# The Bhedbhaav Chhuachhut Mukta Rajasthan Campaign



The tragic death of 8 year Indrajeet Meghwal became a powerful catalyst for social change, bringing together social organisations across the state of Rajasthan under the umbrella of Bhedbhaav Chhuachhut Mukta Rajasthan campaign, Indrajeet's sadly died after being beaten for drinking water from a pot designated for upper-caste individuals. This shockingact of caste-based violence stirred deep outrage across the state and led to the formation of a statewide movement aimed at ending caste discrimination.

The campaign united marginalized communities such as Scheduled Castes (SC), Nomadic Tribes (NT), Denotified Tribes (DNT), and Other Backward Classes (OBC). Over 5,000 people joined in solidarity, demanding an end to caste-based violence and segregation, which continues to plague many parts of Rajasthan.

One of the most profound elements of the campaign was the leadership of women and transgender individuals. For the first time in the state's history, these groups took on prominent roles, challenging patriarchal systems and giving voice to marginalized communities who have long been excluded from the forefront of social justice movements. This marked a significant shift in Rajasthan's social dynamics, offering a new platform for these voices.

The campaign's strategy included extensive conversations with individuals affected by caste-based discrimination. These dialogues served as both a means of healing and a way to build solidarity, allowing affected individuals to share their stories of exclusion. Through these conversations, the campaign garnered momentum, strengthening its call for justice.

A defining moment came when the campaign organized a large rally, bringing together thousands of people to demand urgent reforms. The rally not only showcased unity but also served as a direct message to both the public and the government that immediate action was needed to eradicate caste-based violence. The campaign leaders, including women and transgender women, then met with government officials to submit a letter demanding justice for Indrajeet and broader, systemic changes to address caste-based discrimination in Rajasthan.

Ultimately, the Bhedbhaav Chhuachhut Mukta Rajasthan campaign became a symbol of hope and change. With women and transgender women leading the way, it has become a beacon of hope for a better future for all.

# Disclosure under the Prevention of Sexual Harassment Work Act

## **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**

# Financials

## BALANCE SHEET AS OF 31/03/2023

FUNDS & LIABILITIES	As at March 31, 2023	PROPERTY & ASSETS	As at March 31, 2023
<b>Trust's Funds or Corpus:</b>		<b>Fixed Assets:</b>	
Balance as per last Balance Sheet	5,75,000.00	Balance as per last Balance Sheet	-
Addition during the year	-	Less: Depreciation up to date	-
	5,75,000.00		-
<b>Statutory Liabilities:</b>		<b>Advances:</b>	
For TDS	3,19,587.00	To Employees	4,99,143.00
For Professional Tax	11,600.00	To Others	3,60,499.00
For EPF	2,37,510.00	Advances to Others- Income Tax*	5,39,472.20
	5,68,697.00	Advance Profession Tax	-
			503,840.05
<b>Other Liabilities:</b>			
To Employees	-		
To Others	-		
	-		
		<b>Cash &amp; Bank Balance:</b>	
		(a) Cash Balance	-
<b>Income &amp; Expenditure Account:</b>		(b) With Bank	4,67,07,302.55
Balance as per last Balance Sheet	47,925,657.02	(b) With Bank (Fixed Deposits)	31,60,00,000.00
Less : Appropriation, if any	-		36,27,07,302.55
Add: Surplus	-		
Less: Deficit	47,97,225.70		
	2,43,46,520.89		
<b>Total</b>	<b>36,41,06,416.75</b>	<b>Total</b>	<b>36,41,06,416.75</b>

**Audited by: M. P. Chitale & Co.**  
**Chartered Accountants**  
**Signed by Shraddha Jathar, Partner**  
**Firm Reg No. 101851W**  
**M. No. 136908**

**Date: August 14, 2023**  
**Place : Mumbai**

# Financials

## STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31/03/2023

EXPENDITURE	For the year ended March 31, 2023	INCOME	For the year ended March 31, 2023
<b>Expenditure in Respect of Properties:</b>			
Rent, Rates, Taxes, Cesses	8,33,103.00	Interest	
Repairs and Maintenance	3,54,074.00	on bank accounts	36,60,816.00
Other Expenses	3,34,060.00	on Fixed Deposits	5,86,146.30
		on income tax refund	363.65
Remuneration to Trustees	38,00,170.00		42,47,325.95
Audit Fees	5,38,080.00	Grants	8,95,77,634.83
		Donations	8,62,723.00
Amount Written Off	-		9,04,40,357.83
Miscellaneous Expenses	11,88,993.70	Income from other sources	-
Depreciation	-		
<b>Expenditure on Objects of the Trust</b>			
(a) Religious			
(b) Educational (Including Women Empowerment)	8,99,38,184.78		
(c) Medical Relief			
(d) Relief of Poverty			
(e) Other Charitable Objects (COVID/ Flood Relief)	24,98,244.00		
	9,24,36,428.78		
Surplus carried over to the Balance Sheet	-	Deficit carried over to the Balance Sheet	47,97,225.70
<b>Total</b>	<b>9,94,84,909.48</b>	<b>Total</b>	<b>9,94,84,909.48</b>

**Audited by: M. P. Chitale & Co.**

**Chartered Accountants**

**Signed by Shraddha Jathar, Partner**

**Firm Reg No. 101851W**

**M. No. 136908**

# Thank You Partners



**INDIGO**  
Be surprised!





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