

ANNUAL REPORT 2022-23



**OUR ANNUAL REPORT INFORMS ABOUT THE ACTIVITIES,
EVENTS AND OTHER ORGANISATIONAL DETAILS FOR
THE YEAR 2022-23.**



INTRODUCTION

We are pleased to bring to you another edition of our annual report which attempts to highlight various activities undertaken by us in the year gone by. As usual, we were busy in managing the various programmes as well as trying to raise resources to support a few projects that had no external financial backing.

The year started with not-so-good news of a major funder withdrawing support from an important project which they had agreed to initiate in a few tribal villages near Nashik few months earlier. It started a slew of activities from taking stock of the situation and discussing with the village entrepreneurs about their plans in view of the changed conditions. We were not surprised when the villagers didn't back out and showed lot of determination and resolve to continue with the various initiatives. Abhivyakti assured them of mentoring support and help in exploring options to help the activities grow. In the year that went by villagers, especially women leaders have shown exemplary courage and entrepreneur spirit to strengthen their individual enterprises, and in the process benefitted immensely – both personally and collectively. Two new initiatives also need mention. In our exploration of finding new partners, AKSHARA, Mumbai with whom we had worked earlier requested us to collaborate with their project with urban youth on creating gender awareness, while the other was Mahindra and Mahindra's CSR initiative in a ITI facility to build technical capacities of youth. As the initiatives were related to strengthening youth capacities we were more than happy to collaborate. Both the initiatives gave us the opportunity to work with urban and rural youth, significant constituency that tied up strategically with our mission. We were able to do justice to the projects as it also involved designing training modules in tune with the needs of the youth. Needless to add that both the projects were moving ahead with lots of positive outcomes.

The other projects of Shodhini and community media continued seamlessly. The young rural girls now with an identity of 'Shodhini' were working tirelessly to convince their parents to delay early and forced marriage as well as Village Panchayats to pass resolutions to support their initiative. Many other social organisations like Nirantar, RSCD, Azad Foundation among others were keen to explore possibilities of collaboration using action research as the main tool of intervention. The Community media one of our core programme is using new technologies like Sand art and animation to produce new forms of video films. It augurs well for the production team who are keen to enhance their quality of production and its content to remain relevant to the users who have shown lot of faith in our work.

The year that has gone by has given lot of ammunition and insights to re-look at our various initiatives and strategies and review and change so that we are better equipped to deal with the new challenges and are able to deliver quality and meaningful activities for the various marginalised communities and partners we work with. We hope to come with a new strategic plan adorned with new programmes and activities in the coming year. Do keep us informed about your views and support as we move ahead with hope!

MILESTONES

We present a few milestones of the organisation that were achieved during the year. We consider milestones as an important step in the journey towards achieving our mission. Achievements in themselves are not milestones but are indicators of our activities in achieving the mission. Some of the important milestones are as follows -

- Design and production of a series of animation video films to strengthen the hands of elected women representatives to be used in five South Asian Countries
- Recognised by Mahindra and Mahindra (CSR initiative) to undertake capacity building activity in a ITI at Dindori.
- Women who had taken the initiative to start business in their villages have shown tremendous courage and leadership to continue under severe financial constraints.
- The video film produced to assess the impact of our work in a village as a tool of inquiry is a new way to use the medium of video.
- The collaboration with Samuchit Tech, Pune to train village women to produce and use alternative fuelwood was a right step in preserving womens health and environment.
- The research on discrimination in education faced by the marginalised communities was another critical milestone to understand the challenges and injustice faced by many youth in pursuing education.



PROJECTS

SHODHINI

The project aims to empower the young rural girls to become community researchers and develop their leadership by way of creating actions in their villages that support their growth and a conducive environment that facilitates justice and development. During the year we organised the following activities.



Research on Discrimination in Education

Our next research was on the important topic of discrimination faced by the marginalized students while pursuing their education. To understand the theme better, we organised a 4-day workshop with 12 community researchers based in five villages of Trimbakeshwar in the

last week of January. Using Tree as a metaphor the workshop enabled the participants to identify and discuss their experiences of discrimination in educational institution. The experiences were related to their background of class, caste, religion, language spoken, gender among other. The lively discussion also identified patriarchy as one of the main reasons, the root cause of the discrimination. The next phase of the research process was also planned with the youth taking active interest in the research.

Data Collection for the Research on Discrimination in Education

Taking forward the research on the issue of discrimination in education faced by the students in Nashik, it was decided to include sample of marginalised students from both rural and urban areas. The data collection was initiated in the last week of February.



The Community researchers were prepared to collect data through an interview with different students. The Community researchers who were mostly from the tribal region had a very meaningful experience. The community researchers felt anxious taking to the urban students but the dialogue was intense and it gave the community researchers glimpse into the world of youth from the marginalised communities and how they experienced discrimination.



Data Analysis Workshop for Discrimination in Education project

The last part of the research was analysing the data which the community researchers were able to complete in the month of February. A workshop was organised where the researchers came together and looked at the data from various angle to understand discrimination and

its impact. The difference in the data as experienced by the tribal and urban students also came to the fore. The data showed that the tribal students faced more discrimination related to caste and gender especially from the teachers and peers. The data enabled the researchers to discuss openly about the theme and understand its impact on overall growth. The researchers also discussed ways to mitigate the discrimination.



Workshop on Media Skills

In the last week of May and early June a workshop on media skills was organised to enable the girls to learn a new skill. About 20 girls from our villages attended the workshop at the Leslie Sawhny Centre at Deolali. Girls learnt basic photography skills and also practised it.



They also learnt about social media and how to use it for campaigning purpose from Roshan Kedar who is a Climate Change campaigner. We also invited Maya tai Khodave to narrate her life changing story of how the video camera empowered her!



Workshop on PRI and Leadership

A workshop on PRI functioning and Leadership was organised in the last week of June. We conducted sessions on the various aspects of leadership to motivate the girls to develop their leadership and team work and how to use it to raise their demands in their local contexts.

Malati tai Sagane from Mahila Rajsatta Andolan enabled the girls to learn about the functioning of the Panchayati Raj Institutions. Girls learnt about the government schemes, how they can be a responsible citizens and help the village for its development. Malati tai's experience of being a Mahila Sarpanch inspired the girls to raise interesting questions on the role of a Sarpanch. They also wanted to know why many villages had a Sarpanch who was an illiterate person.

Parent Workshop on gender sensitization

In our work with young girls we also involve the parents so that they understand the significance of empowering the young girls. In the first week of September a one-day workshop on gender was organised for the parents of Pahine, Sapgoan, Shirasgoan, Ambai and Dhumodi who participated by raising many questions related to our work and also expressed their fears regarding girls sexuality.



Workshop on Street Play

In the third week of September, a one-day workshop was organised in Abhiviyakti office. About twenty girls from villages of Pahine, Ambai, Sapgoan and Shirasgoan participated and learnt the skills of street play. They chose the theme of Early Marriage of girls and were

able to dialogue amongst themselves on the theme and their own experiences. Some of the experiences were then woven into a street play which was rehearsed. It was decided that the Street play would be performed on the occasion of the International Day of the Girl on 11th October in Nashik.

Workshop on Panchayat Raj

As the Panchayat elections had got over, we thought of organising a workshop for the newly elected members to understand the functioning of the Gram Panchayat. The workshop was held in the third week of November for 15 new members and Sarpanchs. The focus of the workshop was also on how to make the Gram Panchayat sensitive towards women and children. Ideas were discussed about making the Gram Panchayat decide on provisioning nutritious diet to its children, make the village alcohol free and use the waste to generate compost.





Follow-up workshop on Mental Health

A follow up workshop on mental health was organised in the fourth week of December on some of the inputs given in the earlier workshop. The Shodhinin and Shodak gave examples of how they were applying some of the concepts in their daily lives and how it was helping them to

lead a better life. How listening to others view point, not rushing into judgements about others and working on their stress triggers were some of the issues that were pointed out by the participants. More input on emotions and their management was provided in the concluding part of the workshop.

Workshop on Gender and sexuality

Another follow-up workshop on gender and sexuality was organised in the villages of Pahine, Sapgoan, Ambai and Velunje. Again, both Shodak and Shodhini participated and discussed progress made in their thinking and behaviour. The change in their outlook and life was evident which emphasised the need for organising such workshops at regular intervals.



Facilitating a Workshop on Action Research



Shikshantar Sanstha invited a few Shodhini to participate in a Learning Exchange held in Udaipur in the last week of July. Shikshantar was also working with urban girls from marginalised communities and wanted Shodhini to share their experiences of Action Research with the urban

girls. Girls from the organisation 'Adimanav', Raigad also participated. Three Shodhini-Chhaya, Pallavi and Pranita were joined by Abhivyakti team members Manisha and Shubhangi in facilitating a few learning sessions on action research. It was challenging for the Shodhini team to share their knowledge and perspective with urban girls as their context was different but the team managed to create an enabling environment for all to participate and learn from each other.

Opening of Community Learning Centers

Community Learning Centres is our strategy to make resources like books, audio-visual material, and information accessible to young girls and women in the rural areas. In this regard, we were able to open two Learning Centres in the villages of Pahine and Sapgao. In Pahine village, it was organised coinciding with Independence

Day Gram Sabha. The young boys of the village were invited so that they could understand the concept and support the girls in managing the learning centre. The Sarpanch and Council members, Police Patil were invited to the opening which was inaugurated by the Self Help Group Chairperson Jyotsna tai who is very active in the village. The girls presented a skit on the theme of early marriage and its impact on the young girls lives. The villagers who were present appreciated the efforts.

Similarly, the Community Learning Centre was also opened in the village of Sapgoan in the month of September. Hema tai Patwardhan of 'Mahila Haque Sarkshan Samiti', Nashik inaugurated the learning centre. The local Council Sarpanch, Gram Sevika and other members were present for the opening. The School-going girls of the village organised a Prabhat Feri (morning walk) in the village with posters and banners on the issue of early marriage of girls and why it needed to be stopped. Many school teachers were also present and supported the girls efforts in creating awareness about early marriage of young girls.



Two more Community Learning Centres have come up in the villages of Ghumodi and Ambai after much struggle. The young girls took lot of efforts to find a suitable space to host the much-needed learning Centre. In Ghumodi, they found a small space in a local clinic to the delight of the village girls. The CLC was opened with lot of enthusiasm from the young girls and even

the teachers who appreciated the initiative. In Ambai, local Industrialist, Mr Vinayak Gokhale who was accompanied by Mr Deshpande, a retired Army officer were the guest of honour who encouraged the girls to read and expand their outlook.



Celebrating Balak Sabha in Panchayats

Shodhini organised Balak Sabhas in their respective Gram Panchayats by bringing the issue of girls education and the rising number of cases of early child marriage. The Bal Sabha were organised as part of the government of Maharashtra's effort to promote SDG goal of child-friendly Panchayats. The girls also raised

demand of starting libraries in their villages. One of the impacts of the demands of supply of Sanitary napkins by the Gram Panchayats under the ASMITA Scheme was approved. The three villages of Sapgoan, Shirasgoan and Ambai vare now regularly supplying the sanitary napkins.



On the occasion of Ambedkar Jayanti

Shodhini of Pahine village performed a small play on the occasion of Ambedkar Jayanti. In the play they raised the issue of girls leaving school due to household chores they had to perform. The Shodhini enacted the scene of

Dr. Babasaheb Ambedkar and Ramabai having a conversation on the reality of school education. Villagers appreciated Shodhini's efforts and agreed on not allowing people who are in drunken state on stage during the next year's Jayanti celebrations.



Regional Youth Capacity Building Workshop held at Bangkok

Ranjana attended the Regional Youth Capacity Building workshop from 21st to 23rd March 2023 in Bangkok organised by ASPBAE. The participants were partner organisations from five countries of India, Sri Lanka, Nepal, Philippines,

Mongolia and Timor-Leste. The agenda of the workshop was to discuss Advocacy Strategies and Mental health issues in their respective countries especially post COVID-19 pandemic. The impact is felt by many individuals especially youth and teenagers in terms of increased levels of stress, anxiety, depression and loneliness due to the pandemic's disruption of daily life and social interactions. It was Ranjana's first experience of attending a global event and she also attended the Peoples Forum which was a preparatory meeting for the Asia Pacific Forum for Sustainable Development (APFSD). It was a great learning experience as well as exposure to understand the process of development at global level.

Feminist Leadership Journey

From 20th November to the end of the month, Shubangi Bagul, team member of Shodhini project was part of a unique feminist learning journey organised jointly by Nirantar and AJWS. The journey was attended by many grassroots women leaders as AJWS partners. The feminist leadership journey was designed with the aim to equip the participants to learn about the ongoing movements for the rights of women and disadvantaged groups in Gujarat state, and visit grassroots organizations working on gender issues - and in the process build and strengthen their feminist perspectives. The participants from different states and organisations participated and learnt about each other, the culture of the region and discussed about their own experiences. The journey was unique and interesting and built a solidarity among the participants as they traversed through the three districts of Gujarat. The facilitators weaved a feminist perspective in their narrative during the travel which enabled the participants to learn from the various visits to different organisations.



STRENGTHENING LOCAL ECONOMIES

We have been working in the tribal block of Trimbakeshwar to motivate the communities to initiate local livelihoods. In this regard, we have been successful in establishing six small businesses in ten villages to boost family incomes, reduce seasonal migration and strengthen local economies. The businesses have been managed by various tribal groups and they are progressing well. The six businesses are Ragi (Millet) products in two villages, Surface Cleaner in two villages, Dairy in one village, Honey in two villages, Mango orchard in two villages and in Seed production in one village. The project also started by a setback when we were informed discontinuation of funds from DS group. However, it didn't affect the moral and all the businesses are taking shape by the efforts put in by the villagers. Here is the details of all the businesses -

Nagli Products – (In villages of Berwal and Hirdi)

→ The business is shaping well. The women are motivated have increased the production of various products including Papad, Nagli flour, and a few sweet items. Unseasonal rains are currently lashing Nashik. Farmers and small businessmen are not happy. It is affecting their livelihood processes. However, in the last two months, the women from Berwal made nearly two thousand 'Papads' and sold them in Nashik and local markets. The women were able to make a profit of Rs. 25000/-.

It believed that if there is no unseasonal rain, these women will earn more than one lakh by making good quality Papads.



→ A one-day meeting was held with the officials of Trimbakeshwar Taluka Krishi Department in order to maintain the confidence of women entrepreneurs in the business and to inform them about government schemes. . In this meeting information was given about PMFME- 'Prime Minister's Micro Food Processing Scheme'.

The officials promised to support the women of two villages so that they could buy a large capacity 'Papad' machine.

Surface Cleaner – (In Villages of Hathlondi and Boripada)

→ Women of Hatlondhi are trying to speed up the business by purchasing 500 bottles of hand wash and dish wash at their own expense so that women can get daily employment at the local level.

→ On the occasion of the environment day celebrated on 5th June, women set up stalls of their products in the City of Nashik and were also honoured for their spirit and initiative.



Milk Dairy - (In Village of Kharwal)

→ This business is doing well. Milk collection is regular and there is a tie up with a larger Dairy at Harsul. The linkage means those involved in this are using their time to think of new ways to increase milk collection and get new surrounding villagers to join the supply chain.

→ Going by the progress of the dairy enterprise we are now setting up another dairy at Waghera as the local community there was keen to have their own business to sustain themselves. However, the process of setting up the dairy is slow and taking lot of time and efforts.

Seed Production – (In Village of Ganeshgoan)

→ The women of Ganeshgoan village who have started the Seed Bank enterprise are gradually making progress. They were able to sell 200 kg of locally grown Paddy seeds in the month of June. This has further motivated them to continue with their enterprise and even expand it to include more variety of seeds.

→ Harvesting of Paddy and Millets crop is in full swing in November and December. The Paddy crop in the two plots has been harvested which was based on the Paddy seeds prepared by our women entrepreneurs. The number of kilos of rice produced will help us understand how effective the seed is.





Mango Orchards – (In Villages of Behadpada and Cherapali)

→ The villagers who have planted Mango saplings are motivated to see their labour is not wasted and are taking extra efforts to protect their trees. They are exploring ways to see how the water is stored so that the Mango trees are not without water in the summer times.

→ Dominic and Nafisa, team from Laya, Visakhapatnam visited the Kesar mango orchard farm at Behadpada and guided the farmers on what care should be taken to manage orchards. Farmers happily shared their resolve to protect the trees and reasons for not migrating. They also expressed a need for regular water supply.



Honey Bee Enterprise – (In villages of Khadakohol and Aadgaon, Devla)

→ The business of Honey which didn't do well is now gearing up again with renewed interest and new insights. Hopefully, this time the honey-making unit will be able to succeed in selling their honey.



→ At present, we are trying to increase the number of honey bee boxes due to the increase in number of flower trees in the forest. Presently, honey is being formed in the boxes and it is difficult to collect it hence work on increasing the boxes is under progress. Increase in the box number leads to division of the honey bees which is then easier to manage.



Other Initiatives

→ Student of Social Work College of North Maharashtra University, Jalgoan helped us to market the various products by the villagers. They assisted in setting up stalls in Harsul, Thanapada and Trimbakeshwar, went door to door to sell the products and also visited government offices and discussed with government officials, medical officers about the various products. They also were given a survey form to collect information from women and discussed with them about how to make businesses more viable and prosperous.

→ On 23rd and 24th November, 2022, a two-day workshop on eco-friendly production of bio-charcoal production from bio waste was completed at Maharashtra Seva Prabodhan Mandal, Nashik. This workshop was conducted in association with Samuchit Enviro Tech, Pune. 25 women from Malegaon, Hiradi, Kharwal participated in this workshop. By understanding the process of Coal production, ideas were invited on what can be done at the village level to improve the environment.



→ Another workshop was organised in January 23. Women and cooking is very closely related especially in rural areas, and mostly it is done on traditional stoves. Known for emitting large amounts of smoke the traditional stove also causes lot of harm to the woman's eyes and respiratory system. To find a sustainable solution, a workshop on making modern smokeless hearths was conducted in January 2023 at Hiradi village.

Thirteen women from Hiradi participated in this workshop and learnt to make improved stoves. INEC activist Ravindra Deshmukh and 'Yashada', Pune mentor Pandharinathji were present in this training. After this training, all the women have decided to make the entire village smoke free by installing improved stoves in their houses.

YOUTH FOR CHANGE

Abhivyakti and Akshara, Mumbai are collaborating on creating awareness in six Colleges of Nashik on gender equality. The collaboration started in August with an online session on orienting the students about the Youth for Change. This was followed by a meeting in Akshara office in September in Mumbai to understand the workshop module on gender and citizenship. The meeting was also attended by YCP from Pune. Akshara team explained the module and discussed the approach of making the workshop participatory and interesting. The meeting enabled the partners to get clarity about the Youth for Change project.

Abhivyakti has selected six colleges in Nashik and has established its presence by organising and conducting various activities during the year. During this period the following activities took shape –

Peer Guide -Visit to Abhivyakti office – From each college that Abhivyakti is working in Nashik, two representatives (a boy and a girl) were selected who we call peer guides. In the first week of October, a visit to Abhivyakti was organised for the peer guides to orient them about the Youth for Change project. The Peer spent the day in understanding the project and the functioning of Abhivyakti's work.



Meeting with Peer Guides on their Social Action Plan at AMD office was held in the second week of November. Peer guides from different college were present to discuss and plan for organising action in their respective College in the coming months.

Workshops



→ The first Module Workshop on Active Citizenship with Students – In the third week of October, was organised for the students of Sociology of KTHM and Naik College on understanding gender and citizenship and its connection. About 30 students participated. The aim of all the workshop was to highlight the concept of gender and Citizenship and its importance in our lives.

→ Workshop on gender and Citizenship – a similar workshop was organised in the third week of November for the students of Sociology and NSS of HPT and SMRK College. About 35 students took active interest and participated in this one-day workshop.



→ Similarly, two more one-day workshops on gender and Citizenship was organised for the NSS students of BYK college in Dari village, and for the students of College of Social Work, Nashik.

→ The session also focused on the Rights enshrined in our Constitution and how it needs to be upheld in our daily interactions. Students also took part in the role plays based on different stories of Rights and how they are trampled. Discussion on the role play was the highlight of the workshops.



→ Womens Day Celebration

We have already mentioned that we facilitated workshops in six colleges of Nashik on gender equality entitled 'Are we really equal'. Different aspects of gender were discussed with the participating students who gained clarity and understanding on the subject. On the occasion of 8th March, a dialogue was organised with the students of KTHM college on the issue of gender equality and how it manifests amongst college-going youth. The dialogue was intense and the presence of college teachers from Sociology and History department added value to the interaction. The presence of teachers in the discussion didn't deter the students to keep quiet; they participated eagerly and shared their experiences of discrimination.



HUNNAR ITI INITIATIVE

The overall objective of the Hunnar project was to setup a 'Paint Booth' at ITI Dindori and ensure employment of 80% of students from nearby areas of Nashik district during 1st July 2022 to 28 February 2023. Immediately after the completion of paint booth restoration, fresh batches of ITI students were engaged in the 15 days training on automobile painting. The paint shop course commenced with a batch of eight students from the carpenter trade and second batch of ten students from the metal sheet trade. The entire course was conducted under the expert mentorship and timely guidance by Mr. Dnyaneswhar Kakulte from Mahindra and Mahindra, having seasoned experience of teaching painting skills as per latest industry standards. Along with technical aspects, inputs on self and communication skills were also given to students by our senior trainer, Mr Avinash Neve and Project in-charge Mr. Bhikan Dandagavhal once every quarter to build their confidence. Meanwhile, Mr. Bhikan Dandgavhale from Abhivyakti maintained a regular dialogue and follow-up with ITI Dindori Principal Mr. Nalawade and concerned staff along with officials from Mahindra and Mahindra Company and vendors, to keep the project's ship afloat and sailing at a steady pace. Special attention was given to gather girl's enrolment for the course. A video on project commencement has been prepared and screened at various occasions in M&M as well as during formal meetings and online circulation for official purpose. Till date, total of 53 students have been trained and graduated in automobile painting.



Placement of students: Number of top-notch companies from Nashik has been approached for students' placement. A letter has been given to all companies informing them about the painting professionals available in case there is vacancy or any requirement coming up in near future. As agreed, more than 48 students from nearby rural areas of Dindori and Trimbakeshwar blocks were trained in Automobile Painting course at ITI Dindori and more than 80% students were employed in renowned industries from Satpur industrial sector with minimum salary of Rs. 10k per month by end of March 2023. Out of 53 students, one of the students has joined HAL, one has opened up his own garage, few students wish to pursue higher education and about 47% of the students are doing apprenticeship at Mahindra and Mahindra, Nashik plant. It was believed that automobile painting or any technical education is purely male dominated and that girls are not supposed to take up technical trades as career option. But with sustained dialogue with girls, their parents, youth groups and panchayats from nearby rural and tribal villages, we were able to gain participation of both girls and young boys for the painting course. Out of total 53 students, 10% of the students are girls. Post training, girls have shared that they feel fortunate enough to have got the opportunity to undertake this course and trust that they are no less able than boys when it comes to technical jobs.

Graduated students, who are placed in various companies' post their 15 day's training, shared that they are now able to support their families and their economic conditions are getting better. Some of students from few batches were not having a technical background and were mostly non ITI holders and had passed their undergrad education. They felt that by completing the course and with a valid certificate, a new window of opportunities have opened up in the technical side in company sector. This was a distant dream for many.



CORE PROGRAMMES

Abhivyakti has been engaged in supporting NGOs and Grassroots organisations in development communications since its inception. We have collaborated with many social organisations and Movements in creating diverse media, documenting their activities and strengthening their capacities in media and communication. The year too was no different, we continue to get invitations from many different organisations to help them in their work through our support. We present our work in three core programmes of ours, namely – Co-learning that involves organising and facilitating workshops and training sessions, and Media Production which involves generating content and producing the media form and Media Resource Centre which is a hub for collecting and storage various media resources.

CO-LEARNING

We were involved in designing and conducting workshops for NGO and Grassroots functionaries, students, college teachers and community members.

Workshop on Video Film-making

A five days' workshop on 'Film Making' was organised from 1 to 5 Feb 2023 at Nashik. There were 15 participants from thirteen social and educational institutions of which ten were men and five women. Savin Tuscano, Ad-film director, and Prashant Naik, Film Editor, and Abhivyakti facilitators conducted the workshop in a participatory way. The participants got



hands-on experience about various elements of video film-making including scripting, shooting, sound and editing through the process of making video films in groups. The process was intense with lot of discussions, viewing documentaries, short films and listening to the experiences of the expert facilitators. The making of the films was also an eye opener for many as it enabled them to learn from their own experiences.



Workshop on Self and Identity

In the first week of December, Abhivyakti team travelled to Borivili in the outer suburbs of Mumbai to conduct a two-day orientation session for the first year students of Aditya Architecture College who had just joined the course. About 66 students participated and became aware of their self, their peers and participated eagerly on various sessions on communication and leadership.



Similarly, two-day workshop was organised in the last week of November for the first year students of Architecture from College of Architecture and Design, Nashik. The fresh batch of nearly sixty students participated and interacted with each other to learn about their own selves, their strengths and weaknesses and how they could help each other to grow and develop their potential.

Workshop on Identity and Leadership

The Youth for Change organised a three-day workshop at the Leslie Centre for youth of Nashik, Mumbai and Pune. About 41 youth participated enthusiastically and discussed about various topics related to self, gender and leadership. The workshop was participatory and included simulation exercises which encouraged the youth to discuss their issues with confidence and learn from the exchange.



Workshop on Leadership

On the occasion of International Womens Day, 'Salaam Bombay Trust' who are working in Dindori Taluka on promoting Tobacco-free habits amongst the youth, invited us to facilitate a one-day training on developing leadership amongst the youth at Lakhmapur. We facilitated the training through participatory dialogue and simulating exercises and spoke of the need for the youth to participate in the local Panchayats.



Workshop on Identity

A one-day workshop on identity and its relation with our Constitution was organised for the students of Government ITI College, Dindori. 25 students participated in a very enriching session on the self.



Online Workshops We have also been trying to reach different participants through the format of online platforms.



Workshop on Documentation

We facilitated an Online workshop on Documentation skill for the students and staff from Yashwantrao Chavan Open University, Nashik. More than 100 participants attended this session held on 22nd November 2022.

Participants understood the importance of documentation and its application in their work. Based on the interaction in the online session, YCMOU were keen to organise a more detailed face-to-face workshop in the upcoming months.

Webinar on Mindfulness

Dr Rajendra Barve, renown mental health professional from Mumbai facilitated a session on Mindfulness on 19th October to celebrate Mental Health and create awareness on this much needed theme. About 40 people participated to get

acquainted with the concept of mindfulness. Dr Barve elaborated its need and gave tips on how to practice it to overcome stress and daily pressures. The need for a longer face-to-face workshop was expressed by the participants. Abhivyakti has agreed to organise it in the coming months.



Session on Non-Formal Education

In the first week of January, Nitin facilitated a two hours' online session on Formal and non-formal education for the students of Youth and Leadership course, TISS, Mumbai

Sessions on Self and communication

Abhivyakti has been open to facilitate half day sessions on self, identity and communication with different groups. Most of such sessions are for college students who benefit from the interactions and lively exchanges. We give below a few such interactions with the students-



→ In the first week of November, senior Social Work students from the College of Social Work, Mumbai came visiting to learn about our work. The exchange with them on the issue of self and authentic communication was interesting and meaningful. Many students shared the difficulty in being authentic in today's times.

Another session was for the students of Sociology, KTHM College, Nashik held in the third week of November. The session was on Action Research and Abhivyakti's experiences of using it with the adolescent rural girls. About 65 students participated and tried to understand the concept of action research and its benefits.

→ Post-graduate students (65) studying Social Work in Ahmednagar visited Abhivyakti in March to learn about our work in media and development. We discussed various issues related to development communications and also showed video films to create awareness about the importance of media and communications in the development process. Students were inspired and got motivated to learn more about media and communication and its critical role in development.



→ Abhivyakti team shared about our work with young rural girls and boys with the youth from Pune who were participants of CYDA Organisation based in Pune and who are working on youth empowerment.

→ The Ashoka Global Academy, Nashik invited us to facilitate a session on the functioning of NGO for its students. About 60 students attended and a few raised questions about the working of a NGO and what they achieved.

→ We engaged in facilitating sessions on Environment Perception for Design students of College of Architecture and Design, and MET College of Design, Nashik through the months of January to March. He also facilitated study visit to rural areas for the design students to learn first-hand about the impact of environment on the rural communities.

→ Nitin facilitated a session on 'Relationship Management' for the students of Psychology organised by the Dept of Psychology, HPT College, Nashik.

- Ranjeet Gadgil facilitated a half-day session for adolescent children on appreciating Cinema organised by Mind Lab, Nashik as part of their effort to create space for children to express themselves, have new experiences and identify their potential.
- Two half-day sessions were facilitated by Nitin Paranjape on 'Rationale Emotive Behaviour' for school teachers of Rachna Vidyalaya and for senior citizens of Nashik.

COLLABORATION

Mentoring Team on self-awareness

Our collaboration with PAHAL team on strengthening their capacities continues as we move on to the next level. In June second week our team went to Mangoan in Raigad district to monitor facilitation skills of the PAHAL team. The sessions were held over two days with the PAHAL team facilitating the self-awareness module which they had learnt earlier from the Abhiviyakti team. We learnt that the overall the module was well understood. However, more time and perhaps more simple exercises were needed to make the learning effective.



Module on Communication skills

After the self-awareness module for PAHAL team, we are now working on developing the second module on communication skills. Based on the inputs given by the PAHAL team in a recent meeting held in Nashik in May, we would be focussing on practical and easy-to-understand process to make the module easy to understand for the students coming from diverse marginalised communities.

MEDIA PRODUCTION

We were engaged in various media production activities throughout the year. Here are some of them-

'Let's Ask Rory' - a series of nine Animation videos

Abhivyakti is partnering with ASPBAE, a network on adult education and lifelong learning based in Asia-Pacific on producing a series of nine animated videos called 'Let's Ask Rory' on important fundamentals of participatory action research. The video films cover themes like - Preparation while doing research? Communication skills? Exercising caution while getting the right data, Practicing active listening, Tips for maintaining good body language, Way to practice empathy, among other. The video series will be used by ASPBAE to enable members to practice participatory action research.



'Digital Tools series on Panchayat Raj

Abhivyakti is partnering with ASPBAE, a network on adult education and lifelong learning based in Asia-Pacific on producing a series of nine animated videos called 'Let's Ask Rory' on important fundamentals of participatory action research. The video films cover themes like - Preparation while doing research? Communication skills? Exercising caution while getting the right data, Practicing active listening, Tips for maintaining good body language, Way to practice empathy, among other. The video series will be used by ASPBAE to enable members to practice participatory action research.

Update on Media campaign on gender violence

In the next phase of the collaboration with the Humsafar organization based in Lucknow on producing a media campaign on domestic violence, we produced two video films using different forms. The first film was created through poetry and sand art and the second was a fiction short film. While working with the Humsafar organization, we learnt a lot about the issue of gender sensitivity, gender equality, LGBTQ+ community, different types of violence against women, Laws on violence against women, etc.



Film on Hunnar project

We completed a video film on our work in implementing the 'Hunnar' Project, which is supported by Mahindra and Mahindra Ltd, Nashik. The aim of the film is to enable the student to learn technical skills as well as life-skill. This video was shown during Mahindra Annual day on October 2 at Mahindra and Mahindra Company Ltd.

Providing audio-visual Technical support

→ We collaborated with Vandana Atre, a senior journalist from Nashik on providing audio-visual support in hosting a public event called 'Musafir' which showcased artist from different countries who had come to India to learn classical music, dance and other art forms. Abhivyakti also helped in preparing a short teaser video to popularise the event.





→ Abhivyakti also provided support in the audio visual presentation of the popular public event – ‘VEDH’, a chat-show hosted by Dr Anand Nadkarni with the aim of bringing different change makers before the general public.

Designing Posters

We were again approached by ‘Water for People Trust’, Amravati to design a series of Posters on dental care for children. A set of five posters was created and which were later displayed in the villages of Amravati. We also designed a brochure on the need for Hand Wash.



Event documentation

→ Unnati Sanstha, Thane approached us for video documentation support for their program Multi-lingual Education in School – Discourse, Dialogue, and Conversation, a two-day residential conclave on 20th and 21st January 23 at Sevagram, Wardha. We participated and documented the entire event on video. We intend to produce small video clips and event videos soon.

→ We also documented the workshop on Improved Cook Stove held in Hirdi village in January. We aim to produce a video on the construction and installation of the bio-mass based cooked stove.



Video and comic Production - in process.

Aagam organisation, Mumbai approached us for making five 2D animation videos and comic strips in Marathi and Hindi translations on the issue of Citizenship. We have completed four scripts and now work on creating 2D animation work is in process.

MEDIA RESOURCE CENTRE

Abhivyakti's Media Resource Centre has many audio-visual resources which we try to give visibility by organising stalls, setting up small libraries and facilitating community media workshops. Some of the activities during this period were –

Visit to village Libraries

Abhivyakti had started village libraries in the villages where it worked. To assess its functioning visit to Ganeshgaon, Hirdi, Velunje, Rohile, Brahmanwade, Pahine, Sapgoan, Dhumodi, Ambai and Shirasgoan during the month of January and February. We also spoke with the village youth team who were responsible for managing the libraries. The dialogue helped us to understand the local reality regarding the need and its importance for villagers. We also wanted to know whether we could transform a few libraries into Community Learning Centres as an important local Institution that catered to different information and learning needs of the villagers.



Book Stall of Abhivyakti's Publications

→ Abhivyakti participated in the 'Maharashtra Mahila Haque Parishad' held in Tulzapur in the first week of February by putting up a stall of its Publication. The stall was visited by the participants and a meaningful dialogue took place about Abhivyakti's publication and in documenting local knowledge. Another stall was put up at the 5th 'Mukta Salve Sahitya Sammelan' at Nashik.

→ Abhivyakti stall with its various publications was put up at Ankur film festival and at the Shodhini public event on 11th October.

→ We organised a stall in the exhibition for products made by different SHG in Nashik in September. We displayed our various publications which was appreciated by many visitors.



Workshop on designing Home Lanterns for village youth

In the first week of October, on the occasion of Diwali, a one-day workshop on Designing Lanterns (Aakash Kandil) was organised and facilitated for the young Shodaks and Shodhini at Sapgoan. Many Shodaks and Shodhini participated and learnt the skills of making Lanterns. The outcome was many beautiful Lantern made by the enthusiastic rural youth. They were encouraged to display in their homes during Diwali and even sell them.



PUBLIC EVENTS



Day of the Girl

On the Occasion of the International Day of the Girl which is celebrated on 11th October, Abhivyakti hosted a public event to create awareness on the issues faced by the girl child. The Shodhini put together a short skit on the effects of early and forced marriage of young girls which was followed by a panel discussion on the same subject. The panellist included Madhavini Namjoshi from Mumbai, Urmila Salunke from Akshara and two young Shodak and Shodhini who shared their perspective and experiences. The guest of honour was the CEO of Nashik Zilha Parishad, Ms Ashima Mittal who talked about gender-based violence and its effect on the community.





Ankur Film Festival

After a gap of two years, the ninth edition of Ankur film festival got underway from 9th December at the Kusumagraj Pratishthan, Nashik. The festival was inaugurated by the noted film maker Shabani Hasanwalia from The Third Eye, New Delhi by showing her film 'Raat'. More than fifty films by the young film makers mostly from Maharashtra was shown in the festival. We also organised a few workshop on different but relevant themes like Climate Change by Poornima Agarkar from INEEC, Pune, Gender and Sexuality by Debsmiata and Anshuman from Agents of Ishque, Mumbai and Digital Stories by Bishakha Datta of Point of View, Mumbai. The closing film was 'The Outside In' by Hansa Thapliyal from Bangalore. The festival was thronged by the eager crowd of Nashik who welcomed the return of the festival as an important cultural event of Nashik. A Young team from MANZIL, New Delhi volunteered to video document the event.



HAPPENINGS

- Varsha, a Shodhini of Dhumodi and Manisha Gangode from our Shodhini team attended a two-day workshop in Pune on Women related Laws and changing times, organized by MASUM Pune.
- Bhila Thakare attended a one-day meeting to reflect on the impact of COVID on human life organised by CEHAT to plan for better and effective health care services for the rural areas.
- Avinash Neve and Ranjeet attended a consultation meeting organised by Azim Premji University in April in Jaipur. The meeting was about placement of students as Interns in various organisations.
- Abhivyakti senior team also attended a two-day meeting on climate change organised by INECC and Samuchit Enviro Tech in June in Pune. The meeting was to discuss with NGO partners about Locally Determined Choices in the context of climate justice.
- Avinash participated in a meeting on Village Development Module organised by Yashavantrao Chavan Maharashtra Open University, Nashik.
- Mayuri from Shodhini team and a few Shodhini participated in the two-day Summit – ‘Leaders for Change’ organised by Shadika in Kolkata in July and shared about their activities with others young girls who were participating from different regions.
- Sandip Medhe attended the meeting organised by ASPBAE on ‘Advocacy for Adult Learning and Education (ALE)’ in Bangkok in July 2022.
- Nitin attended a 2-day Leaders Retreat organised by VSP in Pune in August and shared about his experiences of being a leader and the challenges he faced.
- Mayuri and Mahesh attended a 3-day meeting in Thailand organised by ASPBAE in August on Education Financing and were able to present Abhivyakti’s work with other participants.
- Abhivyakti accounts team also attended a one-day seminar on Financial management and Investment for NGOs organised by Mahavan network in Pune in August.
- Nitin was invited to guide the gender audit process in HPT College of Nashik in the last week of September
- Monia Acciari, film historian and curator visited us in the second week of October to see our media projects and also explore collaboration on curating and exhibiting Cinema memorabilia in Nashik.

- Abhivyakti senior staff, Ranjit and Bhila participated in a learning journey in Pune in the first week of November on projects dedicated to mitigate effects of Climate Change. The journey was organised by Samuchit Enviro Tech, Pune.
- Manjima Bhattacharjya from AJWS visited Abhivyakti on the occasion of the International Day of the Girl and interacted with the Shodhini and our team members to know about the progress of the project.
- The students and teachers of Sociology Dept. of the KTHM college visited the Shodhini project area in third week of November. They visited Sapgoan and Ambai and interacted with the Shodhini and tried to understand and study the changes experienced by both the Shodhini and Shodaks.
- Nitin was the guest speaker during the Mental Health week in October organised by the Psychology Dept, KTHM College, Nashik where he spoke on the various dimensions of mental health.
- Bhikan and Shubhangi participated in a workshop on Budget analysis at Jaipur in the last week of March organised by AJWS. The workshop provided inputs on State and Panchayat budgets and ways to understand it.
- Shodhini - Rohini Khotare and Pranita Mondhe participated and presented their experiences of COVID pandemic lockdown and also the findings of action research on 'early marriage' in their villages at the 'Maharashtra Mahila Haque Parishad' in February at Tulzapur. Their presentation was appreciated by all the participants.

SOME OF OUR PRACTICES

BOARD MEETINGS

We have an active Board which meets regularly, once in a quarter. Apart from the Board meetings we have also our General Body meeting which meets once in a year. This year the Board met three times on 13th September 2022, 25th December 2022 and 5th February 2023 to discuss critical issues of the organisations. Some of the issues were about reviewing the performance of the programmes, financials of the organisations, leadership issues and transitions. The board has appointed a financial committee which monitors the finances and other related matters of the organization and keeps a critical eye on legal compliance.

STAFF COUNCIL

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

This year, too staff council elections were held, and a new team was elected.

The team members are - Mayuri Dhumal (Sarpanch), Khadeshwar Khotare (Up-Sarpanch), Manisha Bendale, Sandip Medhe and Bhila Thakre

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

INTERNAL COMMITTEE FOR SEXUAL HARASSMENT

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

DIVERSITY WITHIN THE ORGANISATION

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

The table is as follows :

STAFF DIVERSITY TABLE
MARCH 2023

Designation	Gender		Total	Caste					
	Men	Women		SC	ST	NT	OBC	GENERAL	MINORITY
EXECUTIVE DIRECTOR	1	-	1	-	-	-	-	1	-
LEADER	2	-	2	-	-	-	1	1	-
COORDINATOR	5	-	5	2	-	-	3	-	-
PROJECT INCHARGE	-	1	1	-	-	-	-	1	-
FACILITATOR	1	2	3	-	3	-	-	-	-
ASSISTANT	-	1	1	-	-	-	1	-	-
TOTAL :-	9	4	13	2	3	-	5	3	-

STAFF REMUNERATION AND BENEFITS

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

NETWORK & PARTNERSHIP

- ASPBAE
- Swaraj University
- RSCD and MRA
- Learning Societies UnConference
- Vikas Sahayog Pratishtan
- Tata Institute of Social Sciences
- VANI
- MAHAVAN

FUNDERS

- ASPBAE, Philippines
- AJWS, New York
- Mahindra and Mahindra, Nashik Ltd
- Individual Donors

BOARD MEMBERS

Dr Sanjay Savale	President Board member since 2013
Mr Bhimrao Raskar	Vice-President Board member since 2019
Ms Anita Borkar	General Secretary Co-founder
Mr Anurag Kenge	Treasurer Board Member since 2010
Ms Pradnya Khadilkar	Member Board Member since 2021
Ms Rewati Bhagwat	Member Board Member since 2015
Dr Rajendra Barve	Member Board Member since 2016

ABHIVYAKTI TEAM



Avinash



Bhikan



Bhila



Gayatri



Jitendra



Khadeshwar



Mahesh



Manisha



Manisha G.



Mannat



Mayuri



Nitin



Ranjeet



Ranjana



Sandip M.



Shubhangi

LEGAL INFORMATION

Societies Registration No.	Maharashtra State, Mumbai 5, 1987 G.B.B.S.D
Charity Registration No.	F – 2702, Dt. 29/05/1991
80-G Registration No.	AAATA0061DF20218 valid from 24th September 2021 to 31st March 2024
12- A Registration No.	AAATA0061DE20214 valid from 1st April 2021 to 31st March 2026
FCRA Registration No.	083900052 Dt. 01/11/2016
Abhivyakti Pan No.	AAATA0061D
NGO DARPAN No	Unique ID - MH/2017/0169650
CSR1 Certificate No	CSR 00004999

AUDITORS

C. S Ajgaonkar & Co.

Chartered Accountants

Proprietor C. A. Vidyadhar Somani

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Phone No. 022 66624558

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