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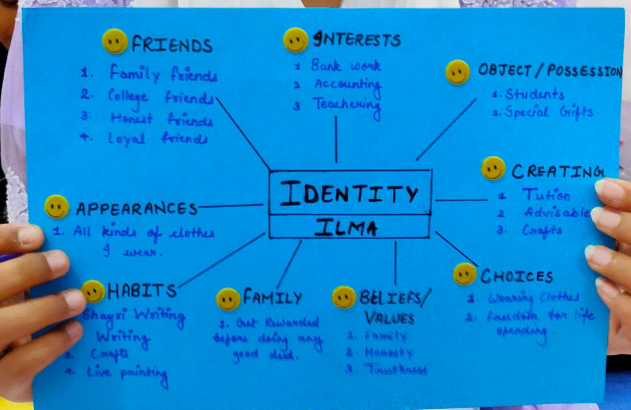


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Annual Report 2022-23



Introduction

The Sadbhavna Trust was established in 1990 in South Delhi by a group of young social workers. It is a women-led organization working with a feminist ideology approach and has been actively playing a significant role in community development at the national level since 1990 and in Uttar Pradesh since 2009.

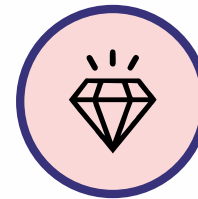
The Sadbhavna Trust focuses on empowering marginalized communities within socio-economically disadvantaged regions, with a specific emphasis on adolescent girls and women. This is achieved through a lens of gender sensitivity and by raising awareness about identity and perspective. The organization cultivates leadership abilities via technical training, and advocates for self-employment, legal literacy, and constitutional literacy to empower both adolescent girls and women.

Our Vision: Our vision entails a society where every individual, particularly women, coming from marginalized communities residing on the periphery, possesses the ability to challenge patriarchal norms. They are motivated to lead empowered lives with dignity, simultaneously inspiring others to collaborate in forging a better future.

Our Mission: is to develop leadership among young girls and women from marginalized and minority groups who are facing restricted mobility and challenging socio-economic conditions. Through our comprehensive leadership development programs, we enable them to confront patriarchal norms in their lives, take action for their rights & dignity, and become capable of inspiring others in their communities.



Our Values:



- Collective Leadership
- Equality & Equity
- Respect
- Flexibility
- Confidentiality and Transparency
- Empathy

Our Approach

Feminist Perspective Sadbhavna is committed to working with a feminist perspective within communities to comprehend their requirements and subsequently address them according to their needs.

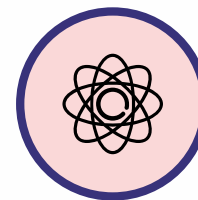
Participation Collaborating with communities, youth, women's groups, and community-based organizations.

Inclusion Dealing with exclusion and gender inequalities through programs.

Partnerships Partner with networks, civil society organizations, and international non-governmental organizations (NGOs).

Networking Networking with Local stakeholders, individuals, foundations, corporate entities, government agencies, and other non-governmental organizations (NGOs).

Women Leaders Encouraging and promoting women's leadership and participation through integrating them into mainstream community leadership roles.



Our Program Outreach

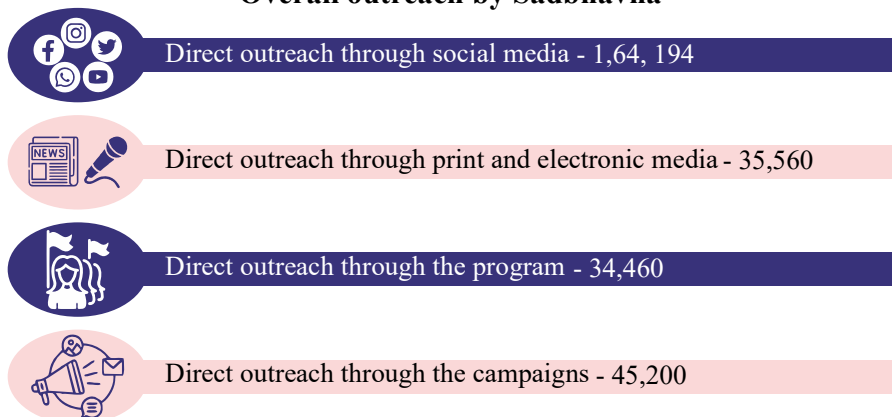


State
Uttar Pradesh
01
District
Lucknow
01
Municipal Corporation
Lucknow
01

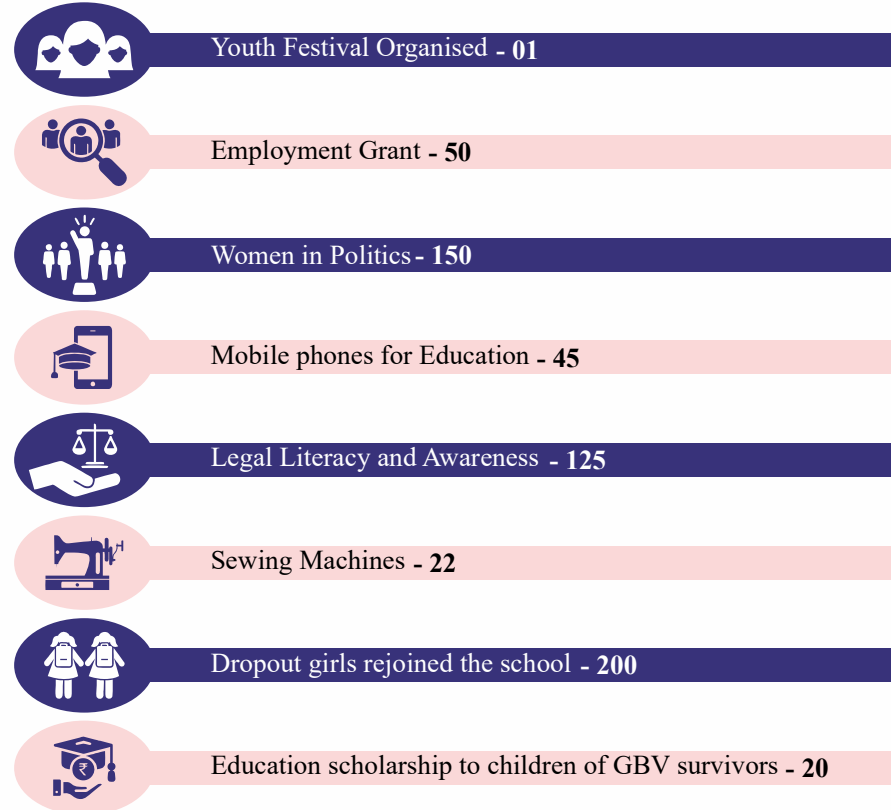
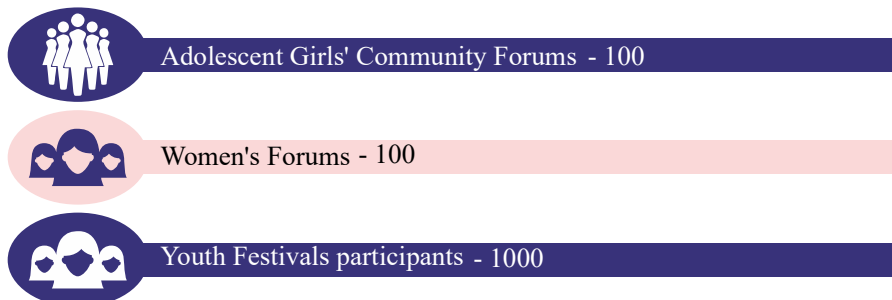
Municipal Ward
Lucknow
11

Basti
Lucknow
80

Overall outreach by Sadbhavna



Sadbhavna's Initiatives



Partnership and Collaboration



Programs and Campaigns Run by Sadbhavna

Adolescent Girls and Young Women Program

- Girls Forum (Kishori Mohalla Manch)
- Buland Irade (Basic Leadership Building Program)
- Naye Kaushal, Nayi Rahein (An employment-readiness course)
- Bekhauf Nazrein (Young Women Leadership Building Advance Program)

Women Empowerment Program

- Women's Forum (Women's collective)
- Soochna Desk (Enabling Access to Entitlements)
- Community Leader Capacity Building
- Combating Gender-based Violence with GBV Survivors and Providing Legal Awareness
- Women's Empowerment through Livelihood and Education

In her Voice program

Digital Media Program (Lucknow Leaders)

- Community Initiative
- Digital Access (Girls)
- Digital Literacy (Women)



ADOLESCENT GIRLS' & WOMEN PROGRAM

The aim of the Adolescent Girls' and Women Programme is to equip them to confront patriarchal barriers and gender inequality in their everyday lives, develop skills and capacities to bring about positive changes in their families, communities, and society, and ensure their roles as young leaders.

Girls Forum

Sadbhavna Trust has been operating 50 Girls Forums in urban areas of Lucknow since 2017, with each group comprising 10 to 15 adolescent girls and young women. The Girls Forum is a platform run by adolescent girls and young women, where they come together with other girls and young women in their community to discuss and educate each other about topics such as patriarchy, gender-based discrimination and violence, sexual harassment, and related issues concerning education, marriage, and livelihood. They share information, support each other, and collaborate to address traditional barriers at the family and community levels.



Key Activities in this Financial Year:



Municipal Corporation Wards - 08



Mohallas (Community) - 70



Kishori Mohalla Manch - 70



Community Leaders - 140



Members of Kishori Mohalla Manch : - 700



Workshops and Meetings – 1680

(Conducted community meetings on education, patriarchy, gender, identity, discrimination, domestic violence, related laws, sexuality, menstrual management, constitutional rights, etc.)



Exposure Visit Participants - 500

(Girl went on exposure visit to the Youth Mela at Sanatkada Festival)



07

Major Achievements in this Financial Year



200 Drop-out girls rejoined school and Intermediate College to resume their education which was disrupted due to financial and social issues.



Provided smartphones to 45 Girls for online education to ensure continuous and systematic support for their education.



Sustained active involvement of 80 Kishori Mohalla Manch, conducted by community girls and young women in the community.



08

Success Story

Now, I am known as a community youth leader

I am Muskaan, 18 years old, residing in Akbar Nagar, Lucknow with my family. Since childhood, I have been constrained by societal norms and family restrictions. Girls are expected to speak less, speak softly, and melodiously. Girls are only supposed to go out with family members, and they are considered safe within the four walls. I have heard many stories that instilled such beliefs in me, making it difficult for me to express myself on any platform. Stepping out of the house was almost equivalent to a taboo. I wanted to question every restriction but could never voice my concerns before joining the Kishori Mohalla platform. When I first met the Kishori Mohalla platform, it felt like I had found the answers to the questions within me. It was the place where I could openly express my thoughts, and my words were valued by all fellow members. The Kishori Mohalla platform gave meaning to my words and empowered my voice. Today, I am a leader at Kishori Mohalla, and girls from the community tell me that they aspire to be like me.



Buland Irade: Gender Technology and Community Action

Basic Leadership Building Program

This is a basic leadership-building program comprising of three phases

Perspective Building

In this phase, participants are provided with information and knowledge about existing and emerging social issues like patriarchy, gender, identity, and gender-based violence through interactive sessions. They also develop the ability to recognize, identify and deal with the challenges that arise in their daily lives. Additionally, they are made aware of current issues through discussions and debates.

Basic Digital Skills

In this phase, participants learn essential computer skills such as basic knowledge of computers, Hindi typing, MS Office, internet surfing, email writing, email processing, and online form applications, along with photography, handling social media, with the objective of learning how to utilize these skills in their daily lives.

Community Involvement

This phase focuses on developing community leadership skills and capabilities. It teaches participants the essential skills like facilitation, mobilization, understanding local issues, organizing sessions, and disseminating information about programs, rights, and gender-based violence.

This program is designed to nurture leadership capabilities, solve problems at personal and community levels, and foster the development of necessary skills. It aids people in playing an active role in society and encourages the building of an empowered community.



Major activities of the program

Total Batches	02	No.
Total Number of Participants	80	No.
Perspective Building Workshop	60	Days
Basic Digital Skills Workshop	60	Days
Community Intervention	60	Days
Social Media Workshop participants	33	Days
Social Media workshop	20	Days



Success Story

"I am the leader of the Buland Irade platform."

I am Naushin, residing with my family in Radhagam, Thakurganj, Lucknow. I am in the ninth grade and have a great passion for studying. I have some friends who are involved with an organization related to public speaking. They told me about a platform where girls are encouraged to take leadership roles, and information is presented in an engaging manner.

With the help of my friends, I became a part of that platform, and I started enjoying it a lot. I made new friends there, and we had the opportunity to discuss everything, from household matters to any topic we wanted. I find immense joy in discussing various topics and engaging in conversations about anything.

What was lacking in my life has now been fulfilled, and I have also told my friends about this platform where we can express ourselves. Today, I am a leader on that platform, and I always ask if there is any task or information needed. I find great happiness in doing all these tasks.

I have also joined the "Buland Irade" program, where I have learned many new things, such as how to use a computer. There has been so much change within me that if someone says something wrong at home, I raise my voice and tell them that it's wrong and shouldn't be like that. Today, my family is proud of me. They say that I am learning well, and they take pride in me.



"Naye Kaushal, Nayi Rahein" Program

The program "Naye Kaushal, Nayi Rahein" prepares adolescent girls and women for livelihood and employment opportunities with a feminist perspective. The participants of the program are equipped with both softcore skills, such as communication, self-confidence, teamwork, empathy, problem-solving, networking, collaboration, and hardcore skills, such as Microsoft Office, typing, data entry, resume writing, email drafting, photography, social media handling, marketing, spoken English, etc.

Through internships, the participants receive job market exposure and practical application & training in order to encourage girls and young women to enter confidently in male-dominated fields like call centres, computer operators, administrative jobs, nursing assistants, shop assistants, teachers, and tutors and assert themselves in institutions and workplaces to establish their own identity.



Major Activities of the Program

Perspective Building Workshop 31 Participants

Basic Computer Workshop 31 Participants

Job-Ready Skills Workshop 28 Participants

Social Media Digital Access Workshop 28 Participants

Mental Health Management 28 Participants

English Language Course 31 Participants

Cartoon Making and Painting Workshop 28 Participants

Exposure Visit 14 Participants

Internship 09 Participants

Community Campaign 10 Participants



Major Achievements of the Program



10 Girls secured employment to lead settled and financially stable lives.



01 Girl changed her family's conservative mindset to marry the person of her choice after convincing her family members



01 Girl was selected for a national-level digital storytelling competition



10 Stories were published on various issues like employment, education, local governance, and the environment using cartoon expressions.



02 Girls challenged their family's patriarchal and conservative norms by participating in a state-level theatre workshop.



Success Story

"I have learned that education is my right, and I have learned to stand up for my rights."



I am Chandni, residing with my parents and six sisters in Radhagram, Lucknow. My father does bicycle repair work, and my mother does tailoring work from home. Due to financial constraints, my education had been interrupted. In our neighbourhood, a trust organization opened a Perspective Leadership Centre where computer education is being provided. My sisters and I joined the centre, and there we were taught not only computers but also classes related to violence, expressing oneself, advocating for oneself, law, and gender bias. This brought a significant change in my perspective. The best part for me was that I got an opportunity to learn about myself, which made me very happy. Now, I feel that I have understood my rights and can stand up for them and also help others.



Success Story

"I had accepted that violence against girls and women is a part of their lives."

I am Priya, living with my family in Thakurganj, Lucknow. I have gained significant and useful knowledge by participating in the New Skills New Paths program conducted by the Trust-operated Perspective Leadership Center. Through this, I have acquired skills in various fields such as computer knowledge, social media, management, English language, perspective building, mental health, gender equality, and employment.

Along with this, I have gained knowledge about the violence experienced by women and girls, and I have learned in what ways violence exists in our surroundings. I understood how in small instances, the rights of girls and women are snatched away. This process of snatching stops them from choosing education, employment, and selecting their life partners. Through this program, I have done an important task of making myself and others aware. Through such education and communication, we can promote security, equality, and a sense of cooperation in society, encouraging everyone's participation in the fight against violence.

Today, I am teaching tuition to earn a living and also educating children about gender-based discrimination and violence. This kind of education promotes awareness and equality in society and inspires social changes over time."



"Bekhauf Nazrein" - Young Women Leadership Building Advance Program

The "Bekhauf Nazrein" program, working with young women who belong to marginalized communities, challenges patriarchal barriers and gender inequalities through bringing about transformation in social and community activities and encourages the young women to apply their learnings to the field interventions. Through this program, women understand how gender-based discrimination and inequality also encourage digital division in their lives. Learning information and technology (IT) knowledge and skills empowers women to face life challenges and ensures opportunities for a violence-free life, livelihood, and economic independence. They create their identity as community leaders and role models, inspiring other women and initiate a chain of leaders to start a movement for change.



Major Activities of the Program

Perspective Building Workshop	15	Participants
Basic Computer Workshop	15	Participants
Newsletter Workshop	15	Participants
Social Media Digital Workshop	15	Participants
Mental Health Management	15	Participants
English Language Course	15	Participants
Cartoon Making and Painting Workshop	15	Participants
Exposure Visit	15	Participants
Accounts Workshop	15	Participants
G.B.V. Workshop	15	Participants



Major Achievements of the program



1850 people reached through program in the community



Under the 16-day campaign, storytelling expression through photography and cartoon making was organized through community fairs in eight areas.



Documentation and follow up of 35 cases related to domestic violence was done by the leaders associated with the Bekhauf Nazre program.



Youth Fair Gender Artistic Expression was organized with community leaders from 30 communities and 500 participants through interesting and fun games as per the theme of Gender Artistic Expression. Understanding on inequality and discrimination was created through art and music and the participants One's past and experiences are shared with each other.



10 young girls got jobs immediately after completing the course and ended their financial dependence on their families.



3 Girls postponed their marriage after negotiating and discussing with their families and decided to complete their studies again.

Success Story

Papad

I had heard that a sinking person needs a straw to hold onto.

For me, maybe papad was that straw

"I am Shakira, living in Lucknow with my family. My family was not financially strong, and our dependency was on my brother's earnings. I had a keen interest in eating spicy snacks. One day, while frying papads for myself, my sister-in-law taunted me on using oil and said- "It's not free"!"

In my neighbourhood, Bekhauf Nazrein Program's meetings were conducted. For the first time, I made a decision for myself - I will attend the meeting and learn. The subject of my first meeting was women's empowerment and employment. It felt like this meeting was organized just for me. I continuously participated in the meetings to develop my understanding and knowledge on the issues like employment and empowerment.

I learned about patriarchy, financial literacy, and, independence, and how digital discrimination promotes gender-based biases. Slowly, I started working on my skills, and today, I manage all my expenses and even have a room for myself. I also contribute to my family's expenses and support them.



Women Empowerment Program

Since 2009, Sadbhavna Trust has been working towards women's empowerment through different approaches and ways. The objective of women's empowerment is to raise awareness among women about their constitutional and human rights, enabling them to make social, economic, and political decisions independently and creating an environment free from gender-based discrimination and violence.

The Women Empowerment Program consists of the following three main phases:

- Formation of women's collectives at the community level to help them identify social issues and empower them for active participation in the public sphere.
- Empowering women from marginalized and needy communities to assert their rights, ensuring their access to government schemes, and monitoring the application process to ensure accountability.
- Addressing gender-based violence and providing legal awareness by supporting women through court cases.



Women's Forum

Building Women's Collective

In the process of women empowerment at the community level, women are engaged in a prolonged capacity-building process through the women's collectivisation. The forum's members receive training on topics related to power, patriarchy, gender, gender-based discrimination, violence, women's protection laws, equality, and rights, enhancing their capacities. The Women's Collective at the community level connects other women, ensuring they lead a violence-free, informed and dignified life while ensuring access to sustainable livelihood and employment opportunities.



Major Activities

Municipal Corporation Wards in Urban Areas	11	No.
Women Leaders	42	No.
Mohalla's (Communities)	50	No.
Women's Forums	31	No.
Members of Women's Forum	600	No.
Workshops and Meetings of Women's Forum	372	No.

(on various subjects like education, patriarchy, gender, identity, discrimination, gender-based violence, domestic violence, and related laws, menstruation, health management, constitutional rights)



Major achievements



17 women were empowered and encouraged to document cases related to domestic and gender-based violence effectively.



The issue of distributing less than the prescribed ration (1 kg per person) in three wards was resolved through collaboration with the Food Supply Department and Municipal Corporators.



The Women Leaders took up the responsibility of ensuring the regular distribution of nutritious food through Anganwadis in one community.



Women Leaders worked to resolve illegal parking issues in one community by submitting applications to the Municipal Corporation and the Police.



Women Leaders identified non-functional toilets in a government school within the community and collaborated with the District Basic Education Officer to fix and utilize them effectively.



25

Information Desk

(Enabling Access to Entitlements)

The Information Desk led by women leaders from women's collectivisation, aims to empower women living on the margins at the community level by providing them with information about government schemes and rights and enabling their access to various facilities, including food security, health rights and benefits, financial literacy, and educational scholarships, among others.

We approach problems through a feminist perspective and strive to bridge the disparity between policies and programs and the community. This is achieved by conducting research and surveys to identify problems and utilizing the findings for the effective implementation of schemes.

Major Achievement

Municipal Corporation Ward 11 No.

Community (Mohalla) 50 No.

Direct Community Engagement 300 No.

Organization of Information Desk 04 No.

Application through Information Desk 291 No.



26

Engaging with Gender-Based Violence among GBV Survivors

Prevention and Awareness



Preventing and creating awareness about gender-based violence is a significant part of our leadership curriculum. We aim to recognize and prevent discrimination and violence, while also promoting relevant laws and regulations.

Response and Accountability



Our approach towards gender-based violence cases is multi-dimensional. When women and girls who have experienced violence approach us, we provide them with counselling and support to determine their preferred course of action, be it legal recourse or resolution through mediation.

Legal Awareness & Support



At Sadbhavana, we offer free legal awareness to women who have experienced violence. Our paralegal counsellors assist GBV survivor women throughout the legal process and collaborate with them and their lawyers for any necessary follow-ups, including filing police reports if required. Our goal is to help these women seek justice, and protection and safeguard their rights to live with dignity and respect.

Legal Awareness

180

Women were empowered through legal literacy and awareness and provided awareness about the processes to identify and stop violence related to it.

20

Education Scholarship Given to Children of Struggling Women

200

Follow-up has been developed with women struggling with domestic violence and gender-based violence.

50

Employment grants have been given to women so that they can preserve their livelihood and live a life of dignity.

22

Sewing machines were given to women skilled in sewing to help them in their employment.



Self-Employed Woman

"My name is Fatima, and I am a single mother with three daughters. My husband left us, and I used to work as a domestic worker. However, the Covid-19 pandemic took away that source of income as well.

Sadbhavana's Women's Collective provided me with livelihood support, which opened new possibilities for me. With this support, I started my own shop. Today, I am known as a self-employed woman, earning my livelihood with respect and dignity."



"Age is No Barrier to Education"

"My name is Saleha, and I could not complete my education. However, I always strived to ensure education for girls in my community. In my family, only my brother went to school, and I got married at a young age. My dream was to work after getting an education, but my husband passed away.

By joining Sadbhavana Trust's Women's Collective, which was being run in our neighbourhood, I realized that age is no barrier to education. With the support of my fellow forum members, I learned to read and write and became a community leader. I participated with the Women's collectives to improve the conditions of the government school for girls in our neighbourhood. I made the school authorities and the education department officials aware of the inadequate toilet facilities for girls in the school and worked with them to make the toilets usable. I also arranged for a water tank in our community, so that the women living in slums don't have to wander for water."



Community Leader capacity building and empowerment

Training Number	3
Community Women Leaders	42
Monthly Meetings	24
Issue-Based Workshops	04
Documentation and Case Work Report Writing	06

Gender-Based Discrimination and Violence, Domestic Violence Act, Sexual Harassment Protection Law, Sexual Reproductive Health and Rights, Mental Health, Financial Literacy, Commercialization, etc.



Lucknow Leaders

'The Lucknow Leaders' Digital Media Program is an initiative led by women community leaders who have emerged from a leadership-building program by Sadbhavana Trust. The objective of the Lucknow Leaders is to promote and broadcast the stories of the struggle and success of women residing in marginalized communities through digital platforms and recognize and respect their skills by recording them in the digital space. Lucknow Leaders connect YouTube with other social media platforms, showcasing success stories and skills of women to inspire other women at the community level to gain recognition and respect.

12502	12,502 views on Lucknow Leaders' videos
267:20	Total duration of full videos: 267 hours and 20 minutes
92629	92,629 impressions on YouTube video thumbnails
509	509 subscribers
36	36 videos uploaded on Lucknow Leaders' YouTube channel



Women In Politics

The Lucknow Leaders team conducted research in Lucknow and Faizabad districts with the objective to understand the journeys, challenges and achievements of women political leaders. The research was done with 150 women political leaders such as head members, ward members, MLAs, and corporators out of which the team selected 10 leaders to interview and present accomplishments related to women's participation in the political domain through the Lucknow Leaders YouTube channel.

Mohalla Pakwan

"The 'Neighborhood Cuisine Community Initiative' is a unique initiative where women residing in communities showcase innovative ways of creating new dishes with limited ingredients. Through this initiative, common households, especially women, who, during the COVID-19 pandemic and even during various festivals, demonstrated the creation of new dishes with minimal ingredients available. They identified new dishes even when many festivals were going on. These women's skills are presented through 'Lucknow Leaders' on social media, helping recognize their work."



Digital Literacy Program

The Digital Literacy Program aims to introduce women to the digital world, enabling them to confront digital barriers in their daily lives and become capable of finding solutions to their own problems. The program provides education for six months, starting from basic knowledge of digital and technical concepts to advanced skills.

For women who cannot read and write, the program teaches them to use visual memory with icons like chrome, Google, Google Maps, YouTube, voice commands, mobile applications, and functions. They are also educated about important information such as using calculators, alarms, Bluetooth, Wi-Fi, hotspots, knowing when the internet and flight mode are on or off, etc.

Furthermore, they are taught to use digital , mobile banking and E-commerce with apps like UPI Barcode, Google Pay, PhonePe, Paytm, as well as e-commerce applications like Ola, Uber, Amazon, Flipkart, and MeeSho.



The key components of this program include

- Connecting beneficiaries to government schemes through online application procedures.
- Enabling women to use digital internet and mobile banking with UPI.
- Guiding them through the entire process of applying for identification documents like Aadhar card, PAN card, Voter ID, etc.
- Familiarizing them with e-commerce platforms such as Amazon, Zomato, Uber, Rapido, and utilizing their best services.

Major achievement of the program

400 Program Directly Reaches

20 Digital Literacy Master Trainers were able to make their mark at the community level.



35

"In Her Voice"

"In her Voice" a centrally focused gender sensitivity training program where we selected boys and young men aged 15 to 25 build their perspective on gender, violence, and mental health with a feminist lens to involve boys and men to put an end to discrimination and violence against women. Participants engaged in basic computer, photography, and social media management technical skill development. Towards the end of the training session, participants prepared a street play to raise awareness about gender-based violence and the importance of a zero-tolerance policy. Additionally, they received training in behavioral management, focusing on adopting new approaches to self-management in public and private spaces, respecting consent, and boundaries, and managing aggressive behavior. As a result of this program, some selected participants provided training to ten young girls and women in the community to ride scooters, empowering them and creating a bridge of confidence and trust between men and women.



36

Major achievements of the program

Perspective Building Workshop	15	Days
Basic Computer Workshop	10	Days
Mental Health Workshop	05	Days
Social Media Digital Workshop	15	Days
Theater workshop	05	Days
Community Campaign	08	Days
Motorcycle Learning Workshop	60	Days

Major achievements of the program

10 girls were taught to ride two-wheelers (scooters) by Identified boys associated with the program so that trust could be built between them and they could become sensitive towards girls and women.



Campaigns and Networking

An important aspect of our work is actively organizing and participating in campaigns, social movements, and networks dedicated to promoting women's rights and ensuring their safety. We take pride in organizing community-level campaigns and actively participating in state and national-level initiatives led by feminist and civic society networks. These campaigns work as powerful platforms both online and offline, enabling girls and women to raise their voices against gender inequality and advocate for meaningful change. We believe in amplifying their voices, providing a space to share their concerns and experiences, and collectively working towards a more just society.



"International 16-Day Of Activism Campaign"

Todi Bandishein Haq Ki Awaaz campaign

The escalating rate of unemployment and increasing violence against women is a matter of concern. It affects the financial condition of families and burdens young girls and women in particular. These issues deprive them of education and force them into early marriages, impacting their freedom and opportunities. Consequently, incidents of sexual violence, mental exploitation, physical abuse, economic exploitation, and divorce have risen. As a result, women are struggling to express their concerns, and opportunities are scarce.

In view of these crisis situations, Sadbhavana Trust has organized the "International 16-Day Campaign" under the banner of "Todi Bandishein: Haq Ki Aawaz." The campaign includes both online and offline activities. Female leaders from the community have collected several stories highlighting gender-based violence from various urban areas in Lucknow, and based on these stories, young women have initiated actions at different levels. The main objectives of this campaign include spreading awareness about gender-based violence within the community, promoting the participation of girls and women in government initiatives, and raising awareness about mental health issues through creative activities.



International Day of 16 Days Campaign 'Todi Bandishein: Haq Ki Aawaz' Campaign

Activity	Day	Participation	Areas
Film	07	700	07
Cartoon Workshop	04	30	07
Painting Workshop	05	80	07
Youth on the Issue of Violence Community event	08	800	08
Workshop on Domestic Violence	05	30	11



Women's Day

Sadbhavana celebrates International Women's Day not just for a day but as a grand festival. This year, from 27th February to 6th March 2023, the Women's Day campaign "Todi Bandishein: Khud Se Khud Ki Pehchan" was organized. Through our Adolescent and Women's Forum, we conduct ongoing activities at the community level. Women get a platform through which they feel recognized and realize their significance, from their contribution to their families and society to the nation's development.

Sadbhavana Trust' has been celebrating International Women's Day in various ways for many years, engaging in dialogues on issues related to women. This year, the campaign began with a Leadership Building program, involving youth leaders addressing gender-based violence issues in each sector. Additionally, as part of the closing ceremony of the campaign, Women's Day was celebrated extensively on March 11, 2023. The organization conducted several courses to encourage and honour youth and women involved in the Digital Literacy and 'In Her Voice' program, Basic and Advanced Courses, by awarding them certificates. The program also included participants from the community, administration, and NGOs. Throughout the program, young participants shared their journey and learnings from their courses with everyone.



Activities under the Women's Day Campaign

Leadership by Women for the Program:

In this campaign, women leaders took the lead in designing and executing the whole program and establishing themselves as the main organizers of the program. The process was very empowering for them.

Sharing of Learnings by Youth Peers:

During the campaign, young participants actively shared their journeys and learnings from their courses. This inspired women even more, making them feel the increasing need for independence and respect.

Play on Domestic Violence:

The youth participants presented a play based on domestic violence and sexual harassment in the community. Through this, awareness about this issue was raised among women and other community people along with emphasizing the need for support and protection.

Celebration of Women's Day in Various Areas:

The campaign was organized in 8 sectors of the community. This promoted unity among women to improve social relationships.

Khel-Khel Mein Nazariya Badlo:

Changing Perspectives of Self-Identity, Under the event " Khel-Khel Mein Nazariya Badlo," engaging sports were organized for the people of community. This enabled young people & women to develop their own perspectives and understand social issues.

Being a Part of the Movement:

Approximately 750 women participated in this campaign and became an integral part of it. This strengthened community contributions and encouraged women's participation. All these activities were organized to inspire women, raise awareness, and encourage them to play an active role in society.



Staff Team Building and Networking

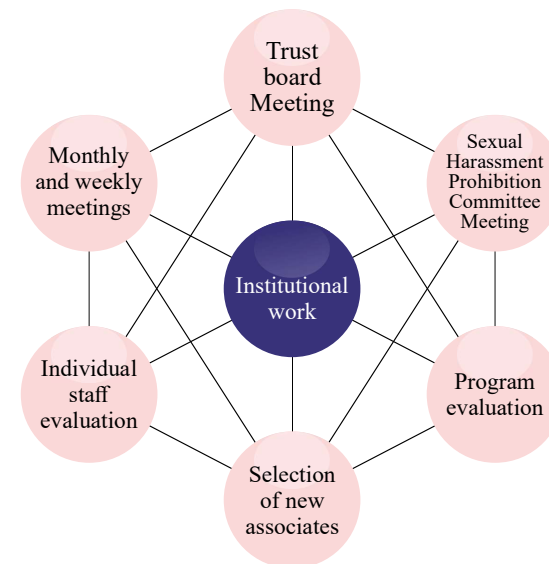
Perspective Building and Leadership Development

Sadbhavana Trust invests in enhancing the skills of its employees. The organization's objective is to provide opportunities for young women in the community to participate and work in various roles, including trainers. The recent training programs provided by the organization focus on various subjects such as gender-based violence, legal literacy, socio-political issues, public and mental health, writing, computer skills, photography, videography, and social media management. Employees identify the learning needs and invite external resources to conduct sessions or participate in programs organized by other organizations. The trust also conducts training programs for youth leaders as well as for other organizations. Trained girls from our organization are now trainers in both internal and external programs. Capacity development of our staff is an integral part of our organization. It is conducted regularly with the participation of the staff as they emerge from the community to play a leadership role in the organization. Therefore, it is essential to make them understand the prevailing emerging issues within the community. In the past year, our colleagues got the opportunity to participate in training on various issues, which enhanced their overall capability, enabling them to perform technical tasks independently and collaborate with external organizations.

Highlights of Organized Workshops

Effective Communication and Public Speaking Workshop	16	Days
Workshop on Understanding Sexuality and Desire	03	Days
Podcast Creative Writing and Storytelling Workshop	03	Days
Photo-walk and Street Photography Workshop	03	Days
English language course	60	Days
Storytelling and creative expression workshop	03	Days
Report writing, designing and story making workshop	05	Days

Institutional work done by the organization under the financial year 2022-23



Challenges:

- Post-COVID-19, the community's focus has shifted from learning and teaching to seeking sustainable employment for themselves. This shift has posed several challenges in bringing participants together for the organization's programs.
- In recent years, the issue of violence against women has escalated rapidly. Women face various urgent needs, including long-term shelter, social security, employment, and health. In this situation, due to the organization's limited resources, they are unable to provide adequate relief, presenting a significant challenge for the organization.
- Women struggling with gender-based violence often lose their patience and self-confidence over time, making them step back before completing the legal process. This affects the mental health of the organization's workers profoundly, as they are closely involved with these women. This situation is one of the severe challenges for the organization.

Funding Agencies

