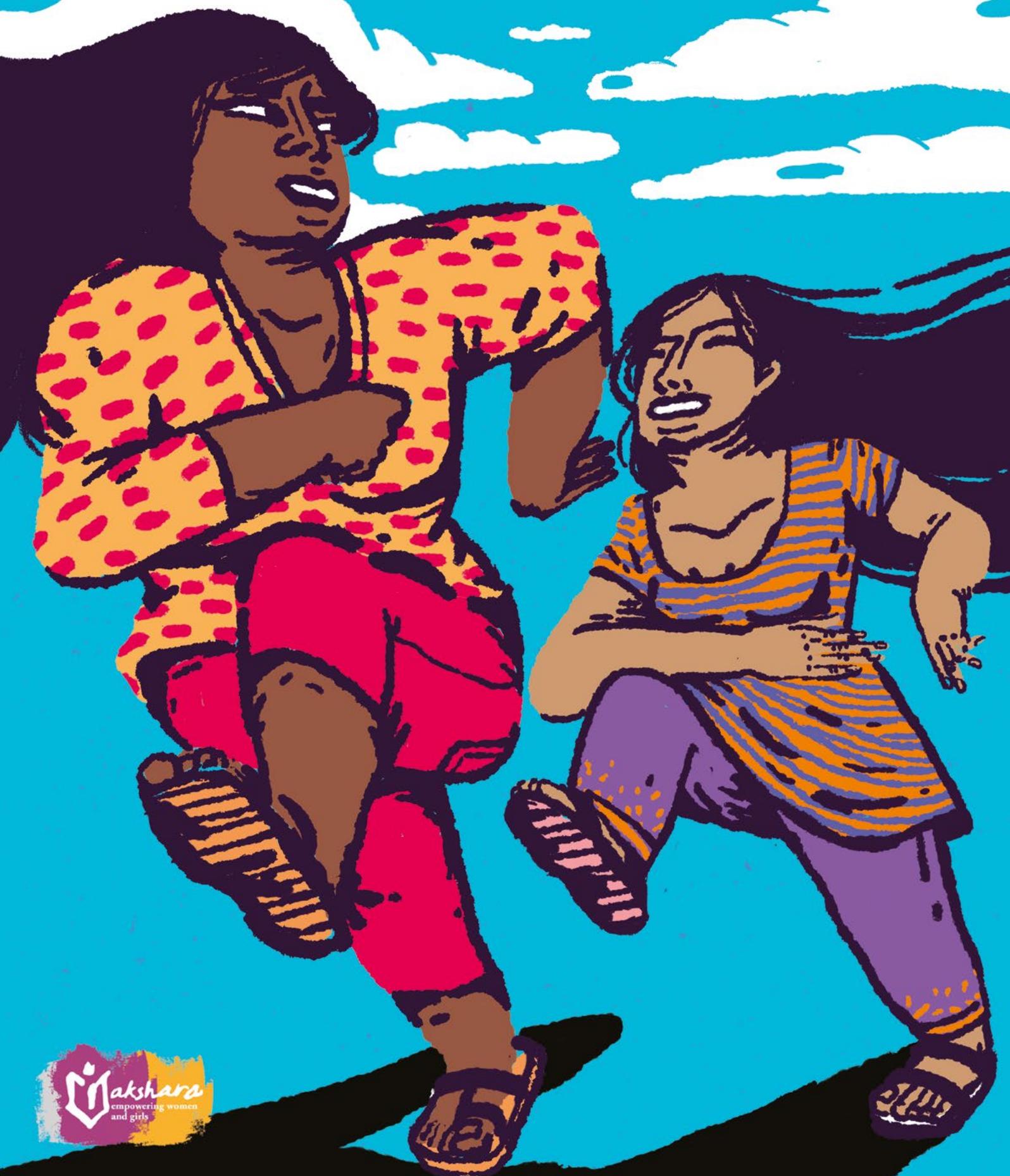


FREA / Akshara Annual Report 2017-18



Head Office

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[Opposite Bank of Maharashtra]
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Tel: 022-24328699

Email aksharacentre@vsnl.com

Website www.aksharacentre.org

Website for info on violence against women

www.standupagainstviolence.org

Social Media

Facebook <https://www.facebook.com>

AksharaCentre

Twitter @aksharacentre

Akshara is a project of FREYA-India, a registered Trust, No. F 1656 (BOM), with an exemption from Income Tax under Section 80G and with a FCRA registration

This report was written by the team members, put together by **Tarana Emmanuel** and edited and finalised by **Nandita Gandhi**. The cover illustration and report design are by **Kruttika Susarla**.

What Akshara does

Akshara would like to see a violence free, just and equal society. To reach such a goal, it would like to focus on empowering women and girls, involve men in the prevention of violence and reach the mass of people through policy changes.



It does this by:

- Mobilising communities of youth
- Advocacy with institutions and the state

Impact of its Programs:

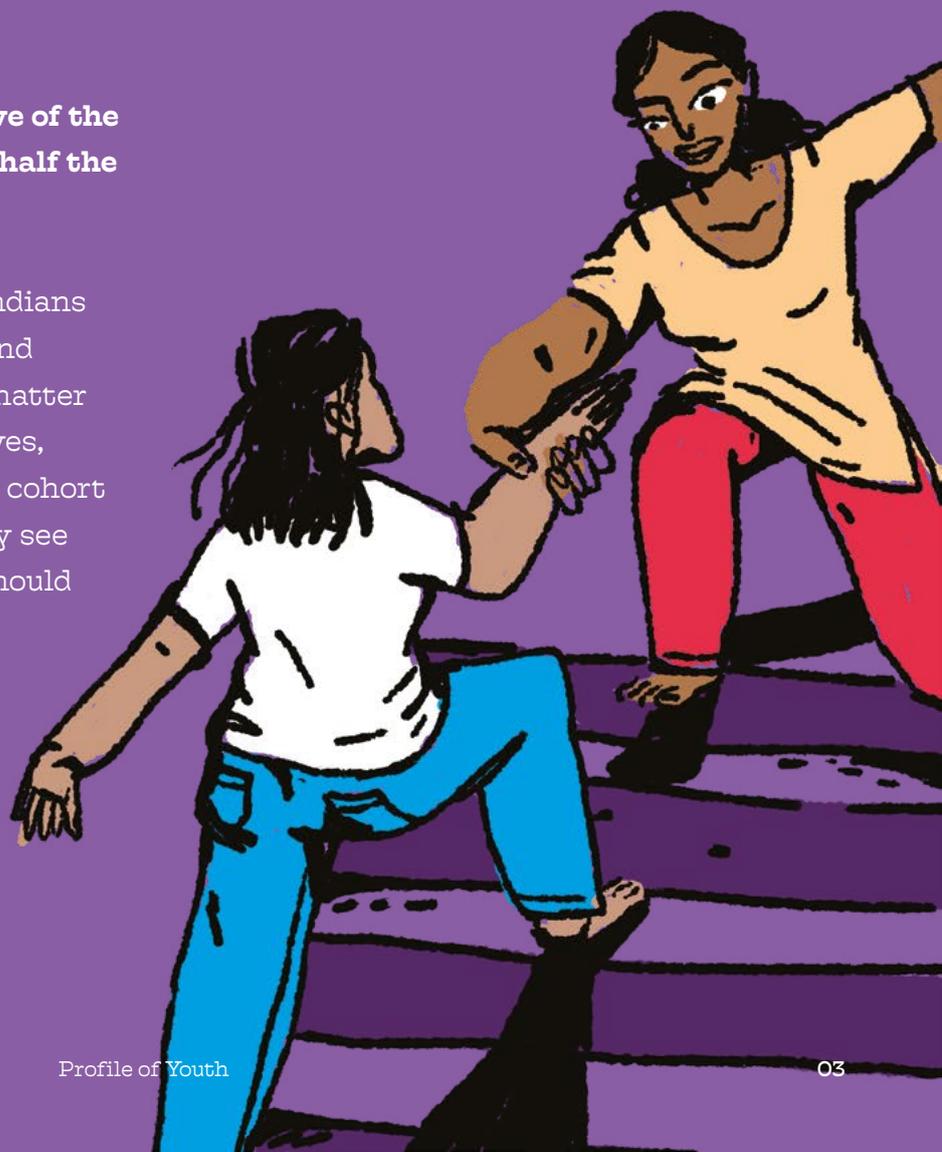
- Gender sensitised 525 young men and women from colleges and bastis
- Empowered 225 young women with skills and jobs.
- Conducted 3 Campaigns for the Prevention of Violence
 - **'Reclaim the Night'** Campaign which saw the participation of 300 youngsters and 800Mumbaikars
 - **Artist Residency Program** for 12 artists and performers over 10 days and 4 public performances for women's empowerment
 - **Gender Rewrite** which brought together 300 young boys and girls to celebrate gender equality
- Lobbied or Collaborated with Institutions:
 - 20 NSS units of colleges for gender awareness
 - Development Plan 2014-34: 27 allocations for Multipurpose Housing for Working Women
 - Revisited gender trainings of police personnel of the Central Railways for prevention of sexual harassment
 - Extended the Gender Games to 4 states and 4 women's organisations reaching out to more than 3200 young girls and boys for gender awareness
 - Collaboration with MCGM (Municipal Corporation of Greater Mumbai) to work with 225 girls of G South ward of Mumbai

Profile of Youth

Akshara engages with young women and men from underprivileged sections of society to expose them to concepts of equality especially gender equality and support them in undertaking social actions for the prevention of violence on women as well as to empower young women to learn new skills and prepare them for the job market.

These young people are representative of the 600 million young people in India or half the population of the country.

In her book, “Dreamers: How Young Indians Are Changing the World”, journalist and author Snigdha Poonam writes, “No matter how poorly placed they find themselves, they make up the world’s largest ever cohort of like-minded young people, and they see absolutely no reason why the world should not run by their rules.”





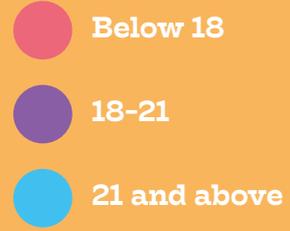
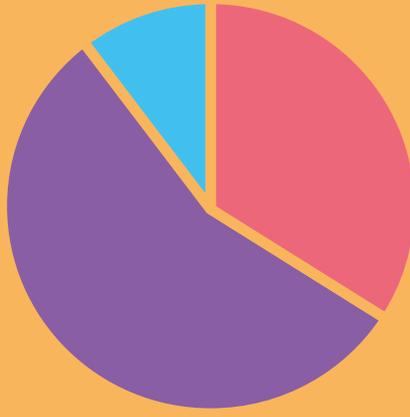
This young generation in India is not just in the majority but qualitatively too, it is made up of young men and women who are driven, ambitious and who take keen interest in the socio, economic and political trends in the country. Having worked for several years at the grassroots, Akshara has realised that if we wish to usher in an equal and just society, then the young people should be the primary stakeholders we should be working with.

In its quest to enhance societal consciousness on gender inequality, this year, Akshara worked with 525 young people (300 from 20 colleges of Mumbai University and 225 girls from marginalised communities).

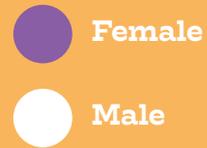
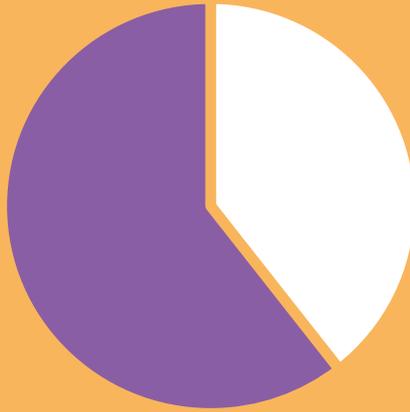
The profile of youth and Akshara's Gender Advocates is illustrated in the next page.



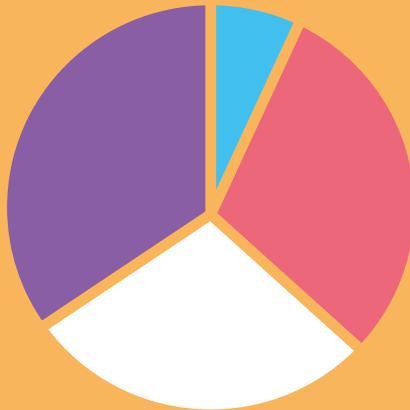
Age Group



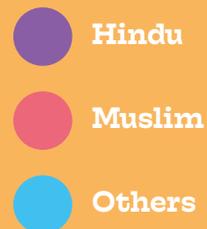
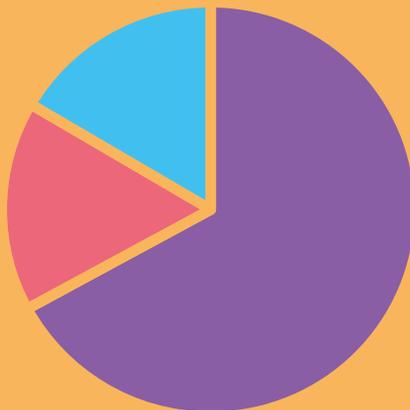
Sex Ratio



Family Income



Religious Background



Involving Men and Women to Prevent Violence

If some men are the main perpetrators of violence on women, there are others who can also be ‘preventers of this violence’.

We believe that if men understand the systems of masculinity and their own roles in patriarchal practices, they are ready to prevent it.

We find that youth are quick to grasp these concepts and eager to support efforts to prevent violence.

This year, the ‘Youth for Change’ program worked with 300 students from 20 colleges of Mumbai University through the National Service Scheme. We conducted several workshops with these students and formed 20 youth platforms called ‘Women Empowerment’ Clubs (WE Clubs).

Our yearlong inputs bring out some remarkable results. The majority of youth change their mind-sets on violence and gender equality. We capture these changes through the baseline and end line feedback forms which they fill at the beginning and end of the year. Here are some of the salient shifts:

Shift from being a silent spectator

Domestic violence is often considered to be a personal problem which is most often ignored. It may be happening within a home and family but should it be ignored?

The number of youth from 49 %, who said they were ambivalent, dropped to 11%. Not only did the majority favour intervention but were clear about its method. 37% would call the police, 31.5% would ring the doorbell and 30% would approach the victim later and encourage her to take action.

Stalking

63% of the youth disagreed with the statement that it is okay for a man to stalk a woman if he loves her and 23.9% were not sure.

Students who chose to ignore cases of domestic violence in their surroundings



Views of students about stalking someone you love



Students who linked attire with sexual harassment



Students who feel confident



● Before Intervention

○ After Intervention

Shifting out of a common myth

The common understanding is that if a woman wears provocative or 'smart' or short clothes, then she is asking for sexual harassment. The youth in our program too held such a view but realised that this was not the main reason. Clothes are often more of an excuse.

Shifting into Confidence

There was a huge percentage jump to 65.2% in levels of confidence. This testifies our training in leadership qualities as they are turned into organisers of activities and campaigns.

Meet our Peer Guides of this year



How do we do it?

- Involve 300 students through NSS
- Train them to be Gender Advocates
- Students reach out to the public at large
-

Our Gender Trainings

From amongst the 300 students, we develop a core group of leaders called 'Peer Guides'.

They are put through several interactive training workshops which help them clarify their views on gender equality.

The Peer Guides support the Akshara staff in organising workshops and social actions. Students are invited to a series of workshops.

Are you gender aware? How do genders come into being? This foundational workshop explains gender discrimination, inequality and violence in society. This year, the workshop was attended by 75 volunteers from 18 colleges in Mumbai.

Breaking Gender Barriers

Why do we have different roles for men and women? Why the inequality? This exercise focused on challenging and breaking gender norms and stereotypes associated with men and women.

Reflections on Male Privileges

Men were made to reflect on the privileges given to them by society and how the 'power-over' systems restrict women's human rights and limit their progress.

Actions speak louder

The true test of our program is in the actions taken by students. Here are a series organised and conducted by them in their colleges and in public spaces.

Using games and film screenings to discuss gender, our student Gender Advocates from 20 colleges reached out to 10,600 students in their own colleges.

The popular *hoola-hoop* game was used to address the issues like relationships, peer pressure, self-image, possessiveness, the need for physical intimacy, amongst other issues.

The *Obstacle Race* was modified as 'Samanta ki Daud' to highlight gender discrimination and division of labour at home.



We took up the world wide #MeToo movement by asking women to share their stories and also held discussions around the urgent need for bystanders to intervene in street sexual harassment.

1) Take on the spot action.
If any body Harassing you.
2) Police complaint, And tell everything to family..
Take a action

Films are powerful and popular communicators. Our Gender Advocates could reach out to 1021 students. A video loop called 'Soch Sahi Mard Wahi' was prepared to show the myth of the ideal man. This video was used by 40 leaders from 20 colleges.



Empowering Young Women

Akshara believes that women need to be empowered through education and gender awareness. It encourages them into higher education through financial assistance and gender sensitises them to understand discrimination and take social actions.

This year, our 'Empowering Dreams' Program gave financial aid 225 girls, gave them skills and gender trainings.

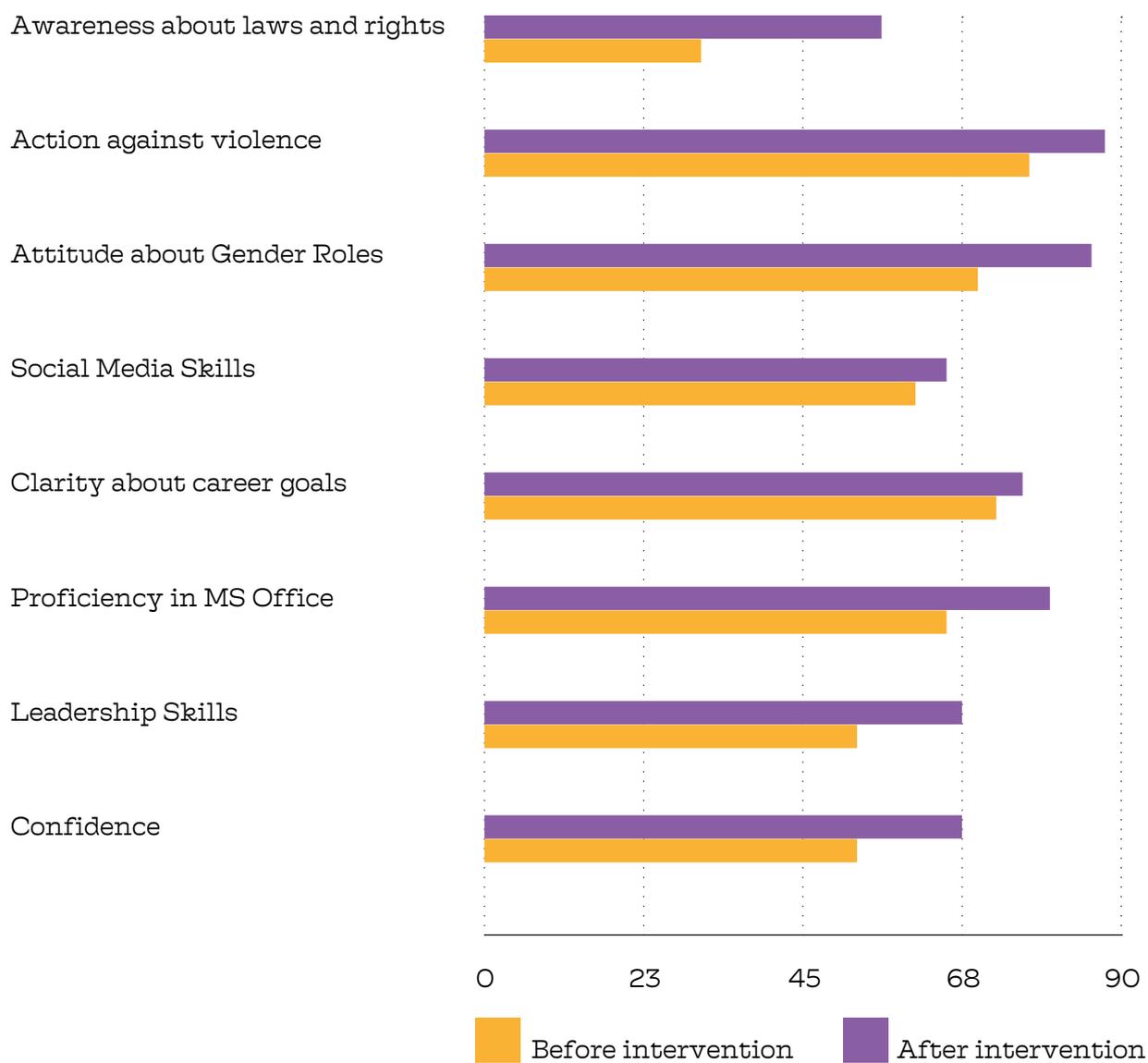
The results were:

- All 225 girls who had received scholarships were hand held, given study tips and all of them passed their exams.
- 5 workshops on gender and health were held and around 262 girls attended them.
- All the girls attended the CV and Interview workshops and 35 applied for jobs.
- More than 100 Gender Advocates took up a series of social actions in public spaces.

Let us show you the shifts made by the girls in specific areas:

A Baseline and end line survey showed the shifts in the attitudes of our participants





Gender discrimination was a concept that the girls could easily grasp. As seen in the first 3 areas of laws, violence and gender roles, the average jump was from 59% to 73%

Akshara insists that all girls develop a goal for themselves which makes it easier for them and us on focussing on specific skills and learnings. Clarity on personal goals jumped from 50% to 80% which opened the way for other skills for them.

Confidence levels increased by 24% and by the end of the year, the majority of them were engaging in a variety of social actions in the community.

How do we do it?

- Select Underprivileged girls through an intensive process
- Focus on Skills, Trainings and awareness
- Encourage girls to be Gender Champions in their communities

Learning Life Skills

The Self-Defence Workshop introduced the techniques of Wen-Lido to the girls. It enabled them to not just learn defence techniques but also helped develop inner strength.

Our foundational Gender Workshop introduces basic concepts about gender, sex, gender stereotyping and effects of socialization. This workshop aimed to raise questions about 'accepted social norms' and the 'gendered practices' and believes which challenges the patriarchal system of the society.

Learning Job Skills

There are numerous institutions offering skill learning to youth. Akshara differs from them as it helps them in a comprehensive way to firstly understand their goals, concentrate on exams, help them with mentors and inspirational talks to raise their aspirations. Secondly, Akshara offers them basic computer and English courses and access to certified courses. Lastly, it has a placement cell which gears them for applying to jobs.



Setting goals for education and employment:
By the end of this workshop, girls learned interview skills, prepared their CVs and were introduced to online networking platforms like LinkedIn and Naukri.com.

Study tips workshop

How can girls overcome the fear of exams? This is a usual problem for all students but more so for those from underprivileged backgrounds. Their confidence levels are low. The workshop on 'Study Tips' has a good attendance. A doctor from KEM Hospital's Psychiatry Department took the girls through stress management, health issues and memory tricks to help them.

Number of Participants: 20% of 225 girls

Mentoring Initiative

To give girls more exposure and to get them acquainted with the expectations and realities of the industries that they aspire to work in, we brought in mentors who are professionals or retired professionals from diverse fields.

These mentors had several interactions and meeting with the girls and helped them with the required guidance of a particular field. There are 6 mentors mentoring 11 girls including one differently able girl.

Inspirational talks and events

*'A dialogue with
Kamala Bhasin'
a well-known feminist*



Nate Maitricha- a dialogue with the parents



Nate Maitricha- a dialogue with the parents



Basic Skills Development

Skill development programmes included Computer courses, Spoken English course and Tally course.

40% of the girls attended and participated in these workshops.

The Event Management workshop explained the importance of creative approach to problem solving, communication, multi-tasking, organizing skill, negotiation skills and ability to work under pressure. It encouraged some of the girls to volunteer and be part of organizing the 'Khula Asman' or Graduation Event.

Placement Cell

100% of the senior girls [35 girls] registered and were ready for job applications with CVs.



Social Actions

Our Gender Advocates became active in taking up social actions.

Below is a list of their activities and outreach.

Activity	Number of Girl participants	Community Outreach
Mobile Library for Women & Girls	10	1,000
Night Marathon	114	10,000
Street Protest & Awareness March	9	5,000
Dialogue & Interaction with parents from the community	115	100
International Women's Day Rally	13	1,000

Mobile library: The Mobile Library was set up with the aim of encouraging women from marginalized communities to read and learn. Since most women can't leave their homes, we take the library to them. Book reading sessions are followed by intriguing discussions about gender and women's discrimination.

Library and Resource Centre: Our Library and Resource Centre is for students and women to access gender based information and read on gender issues and strategies. It is located in the MCGM's Gender Resource Centre. The resources focus on issues related to gender such as domestic violence, sex selection, sexual abuse and myths about masculinity.

Dialogue between parents and girls

Nata Maitricha: This was a platform to encourage healthy and effective dialogue and interaction between the EDP girls and their parents. The aim was to motivate parents and the girls to have more discussions and conversations about career goals and aspirations.

Advocacy: Making Mumbai Safe

Our prevention of violence strategy has two planks. We combine our ground level work with youth to advocacy with the state and collaborations with institutions in making the city safe for women.

Our Safe City Initiative aims at:

- Freedom of Movement –women’s access to all public spaces at any time
- Equal access to social, cultural, and economic opportunities
- Equal access to resources, services and amenities
- Freedom from gender-based violence and fear
- To participate in and influence social change

Is Mumbai really Safe for Women?

Akshara in collaboration with Hindustan Times [2011] had conducted a survey of 5000 people and one of its findings was that 95% of women had faced sexual harassment in public places. This year, we did another sort of survey – a participatory one with students using a mobile app to record safe and unsafe areas.





The application called *My Safetipin* has been launched in 30 cities of 10 countries and it enables users to conduct audits of public places using an extensive set of criteria such as the lighting, security presence and available public transportation. The data collected by the users is saved and analyzed by experts. Akshara trained 250 volunteers, out of which 170 of them, conducted 5,834 audits in different public places of Mumbai with a focus on Municipal Wards of G-South and M.

The findings of these safety audits were released in a Press Conference as a report by Ms. Vijaya Rahatkar, Chairperson of Maharashtra State Commission for Women along with UN Women. **The report gave**

Mumbai a safety score of 3.5 out of 5 i.e. 56% of Mumbai is rated 'good' in terms of safety but only 31% of the streets are adequately lit and only 22% are walk-able.

Making Transport Systems safe

Akshara has collaborated with the Central Railways and the BEST Bus Authorities to prevent sexual harassment on buses and in trains.

Crowded places usually are convenient spots for harassers as they are veiled by anonymity. But some

prevention can take place if the railway police and bus conductors were to take a stand against harassment.

Our methodology has been to gender sensitize them and this year some 215 BEST, RPF, GRP, RPSF personnel were trained in handling sexual harassment.

Mumbai Police had announced an emergency helpline for women – 103 – to report cases of violence and to prevent it by reaching the venue or home. The 103 helpline handlers were once again trained by Akshara as a new batch was assigned to it. In the past, we have set up a system for response, recording incoming calls, for action taken and a referral system for contacting relevant women's groups and services.

Mumbai's Development Plan 2013-24

Akshara's unprecedented work in the realm of gender inclusivity in urban spaces received a huge push during the planning and workings of the Revised Draft Development Plan [D P].

Akshara, as part of the *Hamara Shehar* Campaign, had set up a Gender Group for including women's issues within the D P. In the course of discussions and exchanges, the group put forward the idea of allocation of space for multi-purpose housing and care centres in the city. Akshara's work in formulating this idea was acknowledged by the UN Women [India] and was invited for the 'Safe Cities Global Leaders Forum'.

Achievements in D P's Gender Plans:

- **27 allocations for Multi Purpose Housing for Working Women**

This provision consists of a mix between a working women's hostel, dormitories, studio apartments, a guest house type of rooms and will be available on rent. The multipurpose part will also include rooms for meetings, lectures, skill learning. The allocations is for one such unit of about 1000 sq. m. in commercial areas or institutions.

- **129 allocations for Neighbourhood Care Centres**

One Care Centre of 500 sq m has been proposed for every electoral municipal ward. The Care Centres will be stand alone or combined with the Multi-Purpose Housing complex and will have spaces for child care facilities, reading rooms and ICDS centres.

- **50 allocations for Adhar Kendras**

These Kendras seek to provide support and will contain halls for exhibition of goods created by women, entrepreneurial training skills and as a labour bureau for skilled women workers. Attempts have been made to locate these centres in areas, which provide sufficient footfall, preferably around markets and railway stations and on the main roads to ensure visibility.

Reclaiming the Night

Women and night have an uneasy equation. There is fear that darkness will mean harm or violence and society urges women to stay indoors after dark. But why can't women be guaranteed safety at night as during the day? Why should they have restrictions



whilst men who perpetrate violence are not counselled? To address these issues and to challenge the fear that most women carry,

Akshara organises the Reclaim the Night every year along with a Night Marathon in which they run.

“I am running to let people know that no one has the right to tell us when we should step out and where we should go”—Vidyawati Verma, 20 years

“I want my parents to change their views about me being able to go out at night”
Sandhya Chauhan, 20 years

Akshara collaborated with UACTIV to organize a ‘Night Marathon’ in which 300 Akshara participants and more than 800 Mumbaikars participated in the 7km

marathon to express their solidarity and support for the cause of women’s freedom and autonomy. The Chairperson of the Maharashtra State Women’s Commission, Vijaya Rahatkar, gave her unconditional support to the cause of women’s safety and mobility and flagged off the run along with the CEO of Gulf Oil India.

Post the marathon run, students gathered at Marine Drive for a night full of activities. Participants unleashed their creativity as they painted on white handkerchiefs and indulged in sloganeering, all under the 5 a.m. night sky, and as all the youth finally left for their homes, we knew that they were taking back home a taste of freedom and solidarity and some thought-provoking experiences as well.

Reaching Further



Artist Residency Program

In collaboration with The US Consulate General Mumbai, Rochelle Potkar (fictionist and poet), Almitra Kika (Public Affairs Specialist), we organized the 'Arcs of a Circle Artists Residency Program' in Mumbai that provided a 10 day crucible to artists from all art forms to converge and converse around women's empowerment.

The aim of this initiative was to bridge the gap between art and activism.

We received 269 entries from all over India and 12 artists were selected to be a part of the residency program. Through the 10 days, there were various performances, acts and thought provoking discussions and conversations that opened doors to understand feminism through art.

The reach and impact of the program spread far and wide when the artists showcased

their performances in front of an audience of more than 500 people at cultural centres including the Canvas Laugh Club, the G5A Foundation and the Bhau Daji Lad Museum.

Gender Games or Yuvati Melas

Akshara has been organising Melas/Gender Games for young people in communities and colleges for over 3 decades. The Gender Games consists of a series of stalls with interactive games. It encourages participants to play and learn. Each game highlights an issue related to gender equality or discrimination. Different concepts that are discussed through the games include gender division of work, sexual harassment, gender discrimination, early marriage, relationships, body image and beauty, skill development and sexual and reproductive health.

The Mela originated around 1989 and the first one was held by our student volunteers with the collective support of many friends and staff members. Through the years, we have held them in different locations with different collaborators and soon we developed a set a materials and methods.

We have 3 manuals for Gender Games for girls, boys and children. Many organisations borrow our material to hold their own Melas.

This year we organized the Gender Games in two places in Uttar Pradesh, one in West Bengal and one in Hyderabad, Telangana. The total number of participants who attended them were 3200.

Conferences and Meetings attended by Akshara team:

- Public meeting titled, The Way Ahead: The Triple Talaq Bill and after, organized on 27th Jan 2018, at Ravindra Natya Mandir.
- Conference that discussed the loss of livelihoods of fishermen due to the construction of the Shivaji Memorial on May 11th, 2017.
- Talk by Prof. Sukhdeo Thorat on “Why Untouchability, Caste Discrimination and Atrocities still persists despite Law? Reflections on Causes for Persistence and Solutions” organized at Asiatic Library on August 5th, 2017.
- Maratha Morcha’s Press conference, 9th Aug 2017 Mumbai.
- Bebaak Muslim Women’s Collective, 19-20th Aug 2017, TISS Mumbai
- Reading Ambedkar, Workshop by V Geetha, 20-21 January 2018 TISS, Deonar, Mumbai
- Colloquium on Muslim women’s rights organized by Advanced Centre for Women’s Studies of Tata Institute of Social Sciences and Bebaak Collective (Voice of the Fearless) on n Aug 19-20, 2017.
- Panel on ‘Empowering Women through Counselling, Helpline, and Outreach Programs’ at a one-day Seminar organized by Men Against Violence and Abuse (MAVA) in collaboration with the Ramanarain Ruia College NSS Unit to address ‘Gender-based discrimination and violence against women and children on 16th September 2017.

- Roundtable discussion on Safe Cities and Safe Public Spaces' held on 24th April, 2017 in Bhopal with community members and the implementing partners of the Safe Cities Programme, where Akshara made a presentation on the work around Public Transport supported by UN Women.
- 'South Asia Regional Workshop on Masculinities and Gender' held from 15th to 19th May, 2017, organised by CHSJ in collaboration with Men Engage South Asia.
- Round table discussion on Gender and Urban Transport on 13-14 June, 2017
- Orientation programme of UdayanShalini Fellowships programme
- Akshara has been part of UNWomen advisory group and was part of launch of UN WOMEN business advisory group with IMC
- Akshara was also a part of Indo-Japan Consultation on 'Women at Work and Changing Social Norms' in New Delhi.
- Meeting with the Queen of Belgium in Mumbai on 10th Nov, 2017.
- Lit fest, NCPA in Mumbai on 16-20th Nov 2017.
- Socialist Women's Conference in Pune on Dec 2-3, 2017.

Feminist Interventions

This is a new project interlinking Akshara to other women's organisations in the city, state and nationally. It will require research and action. It is our understanding that women's groups would like to have theoretical and issue-wise discussions now more than ever. We had a fairly rigorous debating tradition.

In order to support its revival, we would like to map the changing feminist scenario by focusing on two broad objectives:

- **To map the evolution of select issues of the contemporary feminist women's movement from its emergence to the present**
- **To support feminist dialogues on strategizing within the women's movement**

We began with the compilation of material which spanned 3 decades of struggles and campaigns of the women's movement.

- A search for relevant books for purchase lead us to shortlist 20 books on the movement and its issues
- A bibliography of 18 articles and 21 books was compiled
- A compilation of 271 articles



We were able to assemble a list of issues for small group, roundtables or large discussions:

1. Violence on Women
2. Right Wing Impact on Women
3. Sexuality
4. Paid and Unpaid Labour
5. Feminising General Issues

Maharashtra Mahila Hinsa Mukti Parishad

This state level process was initiated to address the issue of violence against women. The second edition of the conference was organized by Akshara in collaboration with 7 other organizations from December 21-23, 2017.

More than 250 grassroots and intellectual activists and students from rural and urban areas of Maharashtra participated in the conference, and more than 20 papers were presented on the issue of violence, types of violence and the working strategies of prevention of violence.



Akshara presented 2 papers—“Reclaiming public places and women’s safety in public places” and “Gender role in the household task - Gender Discrimination in home and Family.”

The conference was attended by more than 280 people.

Online Outreach

From April 2017-18, 22,08,836 people visited Akshara Centre’s website that talks about our vision, mission and all our programs; and 5885 people liked our Facebook page.

397 young people are part of our closed Facebook group called “Youth Katta” where we share and discuss articles and videos revolving around gender justice.

Videos on our YouTube channel have 3, 508, 109 views and 12, 495 subscribers. It has 43 films and videos made by our team to showcase the need to fight for a gender just society. One of our most popular videos of Vidyut Jamwal teaching our girls some self defence techniques has more than 3.5 million views. (3, 567, 465 views)

From April 2017-18, 23, 08, 542 people visited our website www.standupagainstviolence.org that provides information that women require for understanding and undertaking actions on specific forms of violence against them and provides details about support resources and existing laws.

We have more than 10 WhatsApp groups with more than 200 students who are a part of our YCP and EDP programs. The groups help us communicate better and messages can be disseminated quickly. These groups are forums for discussions and debates on gender equality and justice, where people share their opinions and thoughts with the group.

Some other achievements

Akshara's #GaanaRewrite short film won the U.S. Consulate General Mumbai's Action Against Gender Based Violence (GBV) Film Contest.

***Gaana Rewrite* was our campaign that took a closer look at popular Bollywood chart-busters that at times promote harassment, stalking and even violence by rewriting them into powerful anthems that celebrate women's agency, freedom and equality.**

Akshara also won the Inspire Award in the category for Women's Empowerment by BWW and Parivartan Initiative.

On International Day for the Elimination of Violence against women, Bhargavi Joshi launched and shared the global campaign—'Printed Violation' along with Akshara.



Financials

FRONT FOR RAPID ECONOMIC ADVANCEMENT OF INDIA (AKSHARA)

Abridge Financial Statements For the Year 1st April 2017 to 31st March 2018

BALANCE -SHEET AS AT 31ST MARCH , 2018

FUNDS & LIABILITIES	AMOUNT (Rs.)	ASSETS	AMOUNT (Rs.)
Trust Fund/Corpus FUND	2,799,323	Immovable Properties	1,155,284
Other Earmarked Funds	23,684,661	Investments	37,528,184
Liabilities and Provisions	252,286	Furniture & Fixtures	325,730
Income & Expenditure Account	15,184,746	Income Outstanding	258,710
		Deposit & Advances	1,239,877
		Cash & Balance With Banks	1,413,231
Total Amount	41,921,016	Total Amount	41,921,016

FRONT FOR RAPID ECONOMIC ADVANCEMENT OF INDIA (AKSHARA)

Income and Expenditure Statements For the Year 1st April 2017 to 31st March 2018

BALANCE -SHEET AS AT 31ST MARCH , 2018

EXPENDITURE	AMOUNT (Rs.)	INCOME	AMOUNT (Rs.)
To Public Trust Administration Fund		By Interest and Dividend	2,652,110
To Establishment Expenses	123,270	By Donation	615,000
To Depreciation	83,687	By Income from other sources	93,435
To Donation transferred to respective funds	315,000		
To Interest transferred to respective funds	798,435		
To Night run for Women's safety	300,000		
To Miscellaneous Expenses	7,863		
To Surplus of Income over Expenditure carried to Balance Sheet	1,732,291		
Total Amount	3,360,545	Total Amount	3,360,545

FRONT FOR RAPID ECONOMIC ADVANCEMENT OF INDIA (AKSHARA)**Receipt and Payments For the Year 1st April 2017 to 31st March 2018**

RECEIPTS	AMOUNT (Rs.)	PAYMENTS	AMOUNT (Rs.)
Opening cash and Bank balances	1,991,622	Project Expenses	12,530,471
Grants-Indian	415,655	Other Fund	370,324
Grants-Foreign	14,003,544	FDR Investments	5,864,216
Donations	615,000	Establishment Expenses	123,270
Interest and Dividend	2,844,232	Night run for Women's safety	300,000
Other Funds	923,989	Deposit and Advances	205,422
Other Income	112,156	Other Expenses	99,265
		Closing Balances of Cash and bank	1,413,231
Total Amount	20,906,199	Total Amount	20,906,199

Akshara Team



Nandita Gandhi
Co director



Nandita Shah
Co director



Sakina Bahora
Financial Advisor



Snehal Velkar
Program Coordinator



Urmila Salunkhe
Training Officer



Sumita Bohra
Accountant



Poornima Mandpe
Program Officer



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Program Officer



Akhina Nair
Program Coordinator



Samata Jadhav
Media Officer



Kimaya Vartak
Administrator & Secretary



Deepali Jangam
Community Organiser



Maruti
Office Support

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Board of trustees

Dr Nandita Gandhi (*Co-Director, Managing Trustee*): has been active in the women's movement for the past 25 years.

Dr Nandita Shah (*Co-Director, Managing Trustee*): is a professional social worker, activist of the women's movement and a gender trainer.

Ms Abha Bhaiya is a founder member of Jagori, New Delhi, and Jagori Rural in Himachal; she is also an activist in the women's movement, a gender trainer and consultant.

Ms Anjali Dave has been working for over 15 years with the Tata Institute of Social Sciences' Special Cell for Women and Children along with the Mumbai Police.

Ms Nina Kapasi is a chartered accountant and concerned citizen, involved with setting up and streamlining financial systems.

Ms Shimul Javeri Kadri is an architect who works on numerous public and private constructions and has helped Akshara design its space.

Ms Sudipta Dhruva is a Trainer, media specialist and producer of children's television shows.

Mr Gagan Sethi is founder of Jan Vikas and an Organisational Development expert for the past 30 years.

Mr Pravin Gandhi is an I T consultant.

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Press Coverage

	News Paper Name	Date	Article Heading
1	Asian Age	14.01.2018	A Run to Take back the night
2	Mid Day		Everything that is denied to us as the secondary citizen, when opens up, gives us a sense of exhilaration
3	Maharashtra Times	14.01.2018	Ek Daudratriche Bhay Talnasathi
4	Hindustan Times	18.12.2018	Time to wach this unsafe space for women
5	The Hindu	07.01.2018	Sundown run for women's Safty
6	The Hindu	05.02.2018	For Mumbai's poor women, there is no place to go
7	Hindusthan Times	11.01.2018	Kishoriyoko Adhikaroke bare main di jankari
8	Jagran	11.01.2018	Male main Gunge Mahila Sashaktikaran ke Swar
9	Amar Ujjala	11.01.2018	Mela main mahila Adhikar aur kanun bataye
10	Amar Ujjala	11.01.2018	Yuvati Mela main dikhai mahila sashkati karan ki rah
11	Royal Bulletin	11.01.2018	Yuvatimele ke jari ye failai jagrukata
12	Lucknowmela		Hame Mili Faisa le Lene ki aazadi



Akshara's focus is on half the population of India or its women and girls, especially those who are socially and economically underprivileged and bear the brunt of violence.

Akshara, a Mumbai-based, non-profit women's organisation and resource centre, has for 22 years been working for the empowerment of women through educational scholarships, building livelihood skills and understanding one's gender rights. In order to curb and prevent violence against women so that women can lead productive and dignified lives, Akshara engages with young men to introspect and work towards gender equality and the State to implement laws and provide services for a Safe, Inclusive and Sustainable City.

www.aksharacentre.org