

# 'A SPACE OF HER OWN'



**CENTRE FOR EQUITY  
AND INCLUSION**  
Annual Report  
2017-2018





# CEQUIN

**CENTRE FOR EQUITY  
AND INCLUSION**

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# CONTENTS

The CEQUIN  
Team

2

Foreword

3

Acknowledgements

4

About  
CEQUIN

5

CEQUIN'S  
Flagship  
Programmes

6

CEQUIN'S  
Projects 2017-18

8

Inspiring  
Girls

12

Empowering  
Women

14

Engaging Men  
and Boys

16

Involving  
Communities

18

Engendering  
Institutions

20

Glimpses from  
2017-2018

22

Breakdown of  
Activities 2017-18

24

CEQUIN  
in Media

26

Testimonials

27

Financial  
Reports

28





First Row (L-R): Rahat Parveen, Swati Singh, Dolly Verma, Nigar Ansari, Rukhsana Khan  
Second Row (L-R): Sushanta Dhal, Rukhsana, Zeba Kazmi, Mohammed Yunus, Shane Zehra  
Third row: Priyanka Sinha, Sameem Ahmed, Sara Abdullah Pilot, Lora Krishnamurthi Prabhu, Zulfia Masood  
Fourth Row (L-R): Satbir Singh, Zarnigar Khan, Naseem Khan, Bency Issac, Pratishtha Choudhury, Udiksha Batra, Sunil Kumar  
In absent: Sunita, Mohammed Amin, Siddhi Mishra, Priyanka Mishra, Rajkumari, Ravi Chauhan, Bilkees, Irshad, Sangeeta Das

# THE CEQUIN TEAM

# FOREWORD

As we take stock of the ninth year of our work, it is evident that while we have come such a long way, there is yet so much more to be done! Our collective efforts have ensured that gender discrimination is no longer seen as a minor aberration or a woman's cause, but a national and international agenda for change. Some of the statistical data is showing a gradual trend towards gender parity. However this change is too slow, making it vulnerable to backlash and regressive tendencies. Field experiences often tell us a very different story from the official data in hand, for example unreported instances of child marriages, struggle for girls retention during secondary school years, limited levels of women's access to the formal economy, etc.

Horrorific instances of the rape and murder of girls as young as 8-9 years keep hitting the headlines with chilling regularity. With an estimated one rape every 20 minutes according to NCRB data, and an average of 22 women reportedly dying each day in dowry-related cases during the period 2005 to 2015, gendered violence continues to be of gravest concern in India.

The National Policy for Women's Empowerment announced in 2016 while listing concerns, does not provide a clear, time bound strategy, backed by adequate budgetary resources to ensure that stated intentions get converted to action.

Efforts towards gender auditing of institutional policies appear to have lost momentum. For instance, have we even attempted to understand and estimate the gendered impact of the demonetization policy? Majority of women have, at best, mediated access to formal financial institutions. Many tend to keep their hard earned cash tucked away safely in the folds of their sarees, for fear of losing control over it, if it is brought to the knowledge of the men in their family. Lack of mobility and unmediated access to banks essentially meant the handover of this cash to the men of the family for conversion in the aftermath of demonetization. This was manifestly evident in

long queues of predominantly men outside ATMs and banks. Add to this the statistical data of over eighty percent of women's paid labor being in the informal sector which was the worst hit by demonetization, and it will not require a reputed economist to deduce that women have been the worst sufferers in the current economy!

In the last year, CEQUIN has continued its efforts to fight gender discrimination through our four flagship initiatives 'Kickstart Equality', 'Mardo Waali Baat', 'Badhte Kadam' and 'Women's Resource Centre'. In terms of some of our key achievements, what stands out was the critical role played by men and boys in supporting our adolescent girls programme in Mewat, Haryana. One of the most backward districts as per Niti Ayog, Mewat's poverty is compounded by gender discriminatory practices and entrenched patriarchy. CEQUIN's engagement there with men and boys ran parallel to our efforts of bringing adolescent girls out to play football. Several school-level workshops and community events were conducted to create gender sensitivity amongst the local men and boys. The tremendous impact of these efforts manifested itself during the first-ever Mewat interschool girls football tournament organised by CEQUIN, which saw the enthusiastic participation of the boys (classmates) and men (teachers, officials and family) in capacity of the audience, cheering and supporting the girls to play. This was a transformative moment in the context of a district which is infamous for its huge dropout rates in girls' education, where women are not visible in public and maintain complete purdah. The tournament was a success primarily because of the support received from the men and boys, the confidence it inculcated in the girls and the visibility it brought to the issue of empowerment of adolescent girls.

Another highlight of the year was to partner with veteran feminist Gauri Choudhury's Action India and 11 other NGOs to create a coalition of 20 *Mahila Panchayats* with an active membership of 3000 women across Delhi. While CEQUIN has been mobilising *Mahila Panchayats* in the past, this partnership effectively leveraged new networks and learning. It helped us recognise the enormous value of learning from past experiences and adapting it to current realities, while continuing to be innovative and disruptive.

The need to scale up, test modules in different geographies, while strengthening advocacy led to our undertaking two large UN projects with UNDP and UNFPA. Through these projects we were also able to adapt modules to urban and rural contexts, work with diverse partners towards achieving common goals, and evolve effective strategies for leveraging outreach.

We would like to say thank you to all our partners and well-wishers who have been a part of our journey this year. We present to you all our Annual Report 2017-18 and would like to leave you with the thought that

***"Gender equality must become a lived reality."***

-Michelle Bachelet



# ACKNOWLEDGEMENT LIST 2017-2018

## FUNDING ORGANISATIONS

BSES Rajdhani Power Ltd  
Direct Aid Programme, Government of Australia (DAP)  
DSP Blackrock Investment Managers Pvt Ltd (DSP Black Rock)  
G.M. Martin Trust  
Master Choa Kok Sui Trust (MCKS Trust)  
Sara Industrial Pvt Ltd  
United Nations Development Programme (UNDP)  
United Nations Population Fund (UNFPA)

## INDIVIDUAL DONORS

Dr. Farooq Abdullah  
Sherbir Singh Panag

## JAI JAWAN JAI KISAN TRUST

Arjun Kumar  
A. Michael  
Rama Pilot  
Ramesh Kaul

## CEQUIN'S ADVISORY BOARD MEMBERS

Abha Sahgal, Amita Joseph, Anita Anand, Firoza Mehrotra, (Dr.) Indrani Ganguly, Kiran Shaw Mazumdar, Meenakshi Ahluwalia, Priya Paul, Rahul Bose, Rohan Dsouza, Sarita Jadav, Sayeeda Hamid, (Dr.) S Srinivasan

## GENERAL

Abir Basak  
Aditi Kothari  
Anjan Roy  
Archana Kapoor  
Ashok Kumar Sharma, District Commissioner, Nuh  
Chirag Tanna  
Chris Elstoft, Deputy High Commissioner, Australian High Commission  
Claire Ripley  
Ena Singh  
Harinder Sidhu, High Commissioner, Australian High Commission  
Jackie Skinner  
Kanta Singh  
Ketaki Golatkar  
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Roma Khanna  
Sanjay Singh  
Shubjit Sahoo  
Shubranshu Singh  
Sunil Goyal  
Swati Kothari

(Prof.) Talat Ahmed, Vice Chancellor, Jamia Millia Islamia  
Vikrant Abrol  
Virendra Sehwal

## INSTITUTIONS

All India Football Federation (AIFF)  
Alliance Educare  
Aptec Aviation and Hospitality  
Azad Foundation  
Bhartiya Vidya Bhawan  
Breakthrough  
British Council  
Civilia India Education Programme Pvt Ltd  
CREA - Creating Resources for Empowerment in Action  
EFRAH - Empowerment for Rehabilitation Academic and Health  
Focal Skills Development Pvt Ltd.  
Goals for Girls, USA  
Indira Gandhi National Open University (IGNOU)  
IL&FS Infrastructure Leasing & Financial Services  
ITI Nizamuddin  
Jamia Milia Islamia University (JMI)  
Jamia Sports Complex  
Jamia Senior Secondary School  
Kasturba Gandhi Balika Vidyala Firozpur Jhirka (KGBV Jhirka)  
Kasturba Gandhi Balika Vidyala Nagina (KGBV Nagina)  
Kasturba Gandhi Balika Vidyala Nuh (KGBV Nuh)  
Kasturba Gandhi Balika Vidyala Punhana (KGBV Punhana)  
Kasturba Gandhi Balika Vidyala Taoru (KGBV Taoru)  
Government Girls Sr. Sec. School, Firozpur Jhirka  
Government Girls Sr. Sec. School, Nagina  
Rajkiya Pratibha Vikas Vidyalaya, Lajpat Nagar  
Shyama Prasad Mukherjee Sarvodaya Kanya Vidhyalay, CR-Park  
Sarvodaya Co-Ed Sr. Sec. School, Munirka  
Sarvodaya Kanya Vidyalaya, Noor Nagar  
Khel-Khel Mein Foundation  
M-Global  
My Angels Academy  
Mysha Skill Academy  
NSIC National Small Industries Corporation  
NVTI National Vocational Training Institute  
ORANE International  
Paramedical Institute of Medical Science  
PUSA IHM  
Slum Soccer (Nagpur)  
Smart Skills for Market Training Baliga Trust  
South Delhi Polytechnic  
The Art of Sport  
The British Council (BC)

The Creative Thinker Forum  
Unifiers Social Ventures Pvt Ltd  
USHA International  
VIVO Health Care  
Zigya Technology Labs Pvt Ltd.

## STAKEHOLDERS, NEW DELHI

Savita Raina, Seema, Poonam Anand, Jitender Kumar, Gurdeep kaur, Kalu Ram, Saira Begum, Sunita, Prof. Iqtidar Mohammed Khan; Abdul Majeed; Adil Azmi; Arif Khan; Asad Choudhary; Dr Kamal; Humaid sahib; Ishart Ali Zaidi; Kamran Shams; Khurshid Ahmad; Manoj Kumar; Manveer Singh; Mumtaz; Nusrat; Preeti Mukhdal; Rahul Kumar; Rihan; S.M. Noorullah; Saleem; Saqlane; Sarabeet Singh; Shaheeda Shakeel; Shamim siddiqui; Sharafat Sahab; Shri Ram Kumar; Shri Bhagwan; Sifa; Sonu; Zafruddin.

## STAKEHOLDERS MEWAT, HARYANA

Taj Ram, Vandana Sharma, Neeru Choudhry, Sumitra Sharma, Raj Gupta, Sushma Vadhwa, Sabiya Khatoon, Abdul Majid, Anoop Jakhar, Arshad Husain, Dinesh Kumar Sharma, Fazal Ahmed, Gyanwati, Anand Kumar Pandey.

## CONSULTANTS

Imran Khan, Karan Oberoi, Saleem, Meenu Chaudhary, Rachel Philip; Rachita Shahi Choudhary

## PEER TRAINERS AND EDUCATORS

Afreen; Aliullah; Anne Aiza Khan; Aqsa Jamaal; Anjali Saini; Erum Khan; Madhu; Mala Kumari; Mohd. Azad Hussain; Saiba; Somi Rajput

## CEQUIN STAFF

Bency Issac, Bilkis, Dolly Verma, Irshad, Mohd. Amin, Mohd. Yunus, Naseem Khan, Nigar Ansari, Priyanka Mishra, Priyanka Sinha, Rahat Parveen, Rajkumari, Ravi Chauhan, Ruksana Khan, Sameem Ahmed, Sangeeta Das, Satbir Singh, Shane Zehra, Siddhi Mishra, Sunil Kumar, Sunita, Sushanta Dhal, Swati Singh, Udiksha Batra, Zeba Kazmi, Zulfia Masood

We would like to express our heartfelt thanks and appreciation to all our interns and volunteers

thank you



**VISION**

A world where gender equality is the norm, women and men can reach their potential and gender relations are based on respect, nurturing and peace.

**GOAL**

The empowerment of women and girls to lead a life of dignity, exercise their choices and develop their capacities.

**OUR THEMATIC AREAS OF WORK**

- Working with women and girls to:
- Address Gender Based Violence
- Build Leadership
- Facilitate Economic Development
- Enhance Health and Well-being
- Promote Education

**PARTNERSHIPS**

- Government
- CSR
- Multi-lateral Organisations
- Bi-lateral Organisations
- Trusts
- Individual Contributors

**HOW WE WORK**

Holistic Approach through:

Building Capacity

Capturing Learning

Cultivating Networks

Advocating for Change



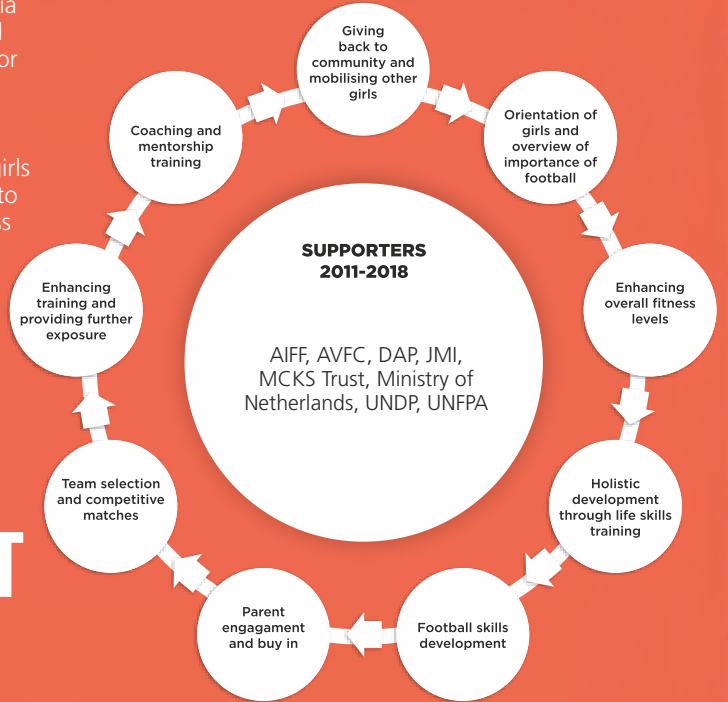
# CEQUIN'S FLAGSHIP PROGRAMMES



This programme commenced in 2011 with a handful of girls from vulnerable communities in Jamia Nagar. Initially we ran a graded inclusive football programme for all age groups in community. Seeing the success of the programme and the level of change football brings to the girls we expanded our programme to schools and communities across Delhi and Mewat. CEQUIN is presently the Secretariat of the National Alliance for Women's Football in India. It is hoped that together with other key stakeholders, we will be able to re-write the narrative of women's football in India and make it an inspiring and successful one.

## KICKSTART EQUALITY

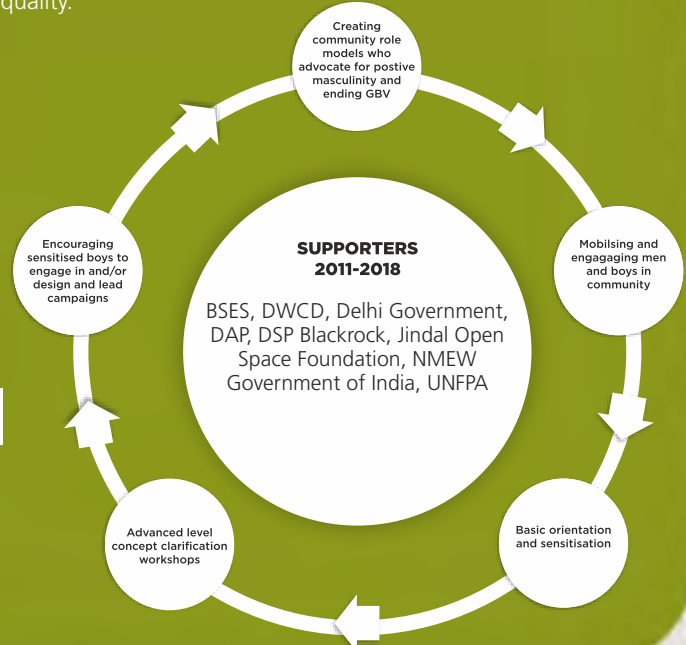
### Football for Girls



Since 2009 CEQUIN has been a pioneer in engaging men and boys to become agents of change and advocate for women and girls. We have run popular campaigns such as 'Respect Women Respect Delhi' with the Delhi Daredevils and 'Mardo Wali Baat'. We regularly conduct sensitisation and leadership workshops with men and boys in community and schools. We also work with them through public service messaging, media and encourage them to engage with community on topics such as need to end domestic violence, sharing the workload at home, ending sexual harassment of women and girls. Through our efforts we are creating a cadre of men and boys who support and stand up for gender justice and equality.

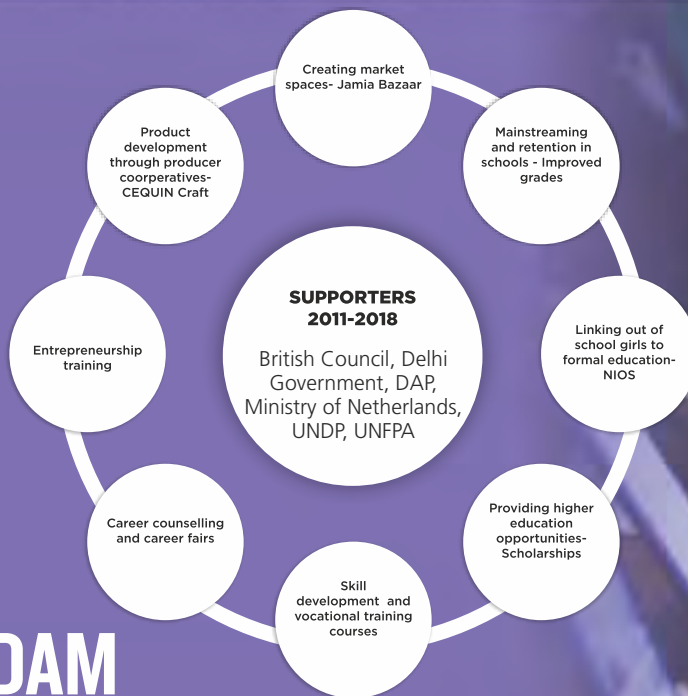
## MARDO WALI BAAT

### Engaging Men and Boys





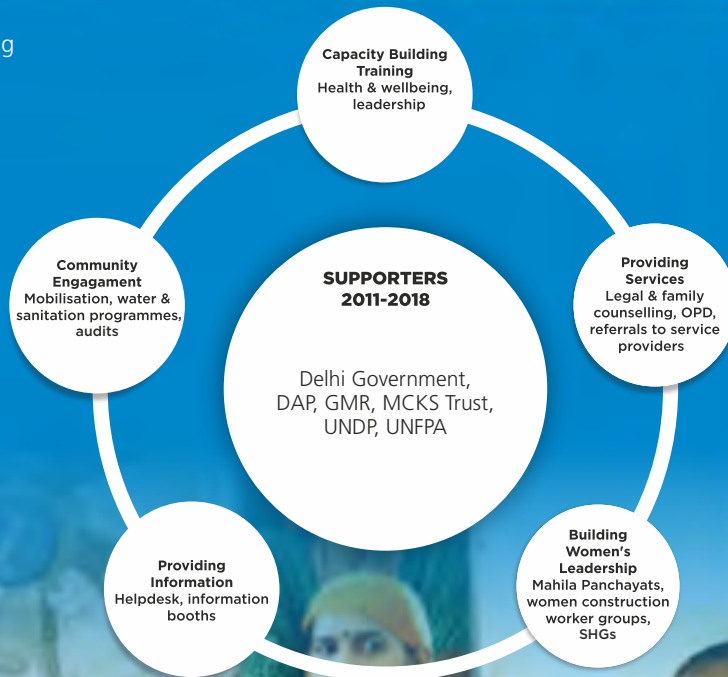
Since its inception in 2009 CEQUIN has been identifying and mobilising out of school girls in the community, engaging with their parents and working on mainstreaming and retaining them in school. We generate awareness on importance of careers and financial independence for girls and women, using crafts as an income generator. This has helped us to increased focus on the importance of education, school retention, further education and skill development as tools for creating career aspirations and ultimately financial independence.



# BADHTE KADAM

**Educating and Skilling Women for Financial Independence**

CEQUIN believes in working deep in communities and engaging with them constantly. To this end, in 2009 CEQUIN opened its gender resource centre in Jamia Nagar. Today we have opened another centre in Mewat, Haryana and this model has evolved and transformed into a community resource hub for women and girls which provides a multitude of services for the communities in which we work. This has helped increase community trust and buy-in and ensured sustainability of our projects and interventions.



# WOMEN RESOURCE CENTRE

**Creating Spaces for Women**



# CEQUIN'S PROJECTS 2017-18



## FUNDER

**UNITED NATIONS POPULATION FUND (UNFPA)**

## PROJECT TITLE

**EMPOWERMENT OF ADOLESCENT GIRLS IN MEWAT**

## TIME FRAME

**JANUARY 2017- DECEMBER 2017**

## GEOGRAPHICAL COVERAGE

**MEWAT, HARYANA**

## DIRECT OUTREACH

**21,892**

## FLAGSHIP PROGRAMMES

**KICKSTART EQUALITY AND MARDI WALI BAAT**

While the focus of this project was empowerment of adolescent girls, we adopted a holistic approach in achieving this goal. Firstly we ran four rounds of football camps with girls from across the five Kasturba Gandhi Balika Vidyalayas (KGBVs) of Mewat to increase their interest and awareness, build their confidence and skills in a non-threatening environment of an all-girls school. Simultaneously, we conducted football camps with girls from co-educational schools, where the focus was on building the girls' confidence and leadership skills to such a level that they would be comfortable with shattering stereotypes and empowered enough to play a sport such as football in a mix-gender environment. We conducted camps with girls who were not in school, to increase their awareness, link them back to education and highlight the importance of livelihoods and financial independence. Bearing in mind the importance of community buy-in to create a supportive environment, we ran agents of change workshops with boys, parent interactions during the football camp, community mobilisation, awareness raising meetings and meetings with key local stakeholders such as village elders and government officials.

## IMPACT

Within the short span of a year we were able to bring about a shift in knowledge, attitude & practice and build confidence of the girls of the 5 KGBVs. We also created awareness amongst girls in co-educational schools, engaged the interest of the boys and hosted the first ever all-girls football tournament in Mewat. We built trust and buy not only of the local community, but also of key stakeholders and government officials of Mewat. The DC of Mewat, commended CEQUIN's efforts publicly and has promised to extend the KGBV schools which are only upto 10th to 12th standard. CEQUIN was also contacted by the District Project Coordinator, SSA Department and requested us to partner with SSA. CEQUIN's banner on the football initiative, was displayed on the official float for the Republic Day Parade on 26 January 2017.



## FUNDER

**UNITED NATIONS DEVELOPMENT PROGRAMME**

## PROJECT TITLE

**YOUTH ENGAGEMENT AND CAREER COUNSELING**

## TIME FRAME

**DECEMBER 2016- DECEMBER 2017**

## GEOGRAPHICAL COVERAGE

**DELHI, MEWAT, SONIPAT, JHAJJAR**

## DIRECT OUTREACH

**32,251**

## PROJECT PARTNERS

**FOCAL SKILLS FOUNDATION AND UNIFERS**

## FLAGSHIP PROGRAMME

**BADHTE KADAM**

The objective of this programme was to enhance awareness and aspirations amongst girls (age 15-25 years) - both in and out of school. CEQUIN along with its partners, Unifiers and Focal Skills ran these Disha career counseling sessions. These sessions created awareness of the importance of skill development and career choices, life skills and the job market in general. They helped explore participant interest to see how the aptitude of the girls can be aligned with opportunities that are available and to help them plan their career. Within this project, we held a one-of-its kind community career mela in Jamia Nagar through which we hoped to connect the girls to careers and bridge the skill gap, enabling more girls to be employed in the future.

## IMPACT

We were able to highlight the importance of matching skillsets to suitable careers and the need for career aspirations. We raised girls' awareness on issues faced by adolescent girls, gender discrimination and open their minds to the possibilities and opportunities presented by engaging in livelihoods. Through our constant career guidance, the Pankh Portal and our community career mela we created links between girls, higher educational, skilling institutions and prospective careers.



**FUNDER**

**DEVELOPMENT AID PROGRAMME,  
GOVERNMENT OF AUSTRALIA (DAP)**

**PROJECT TITLE**

**E4- ENGAGE, ENGENDER, EDUCATE AND EMPOWER**

**TIME FRAME**

**FEBRUARY 2017- JANUARY 2018**

**GEOGRAPHICAL COVERAGE**

**JAMIA NAGAR, NEW DELHI**

**DIRECT OUTREACH**

**126**

**FLAGSHIP PROGRAMME**

**BADHTE KADAM**

Identifying the need for a specialised educational tool which is interactive, user friendly, cost effective and would develop a love of learning amongst students, CEQUIN ran a pilot project in Jamia Nagar. We conducted classes with only an instructor, instead of a teacher, who helped students learn how to use computers/tablets, navigate the offline educational application which co-related to content from their school text books, and practise application of content through practical problem solving. This intervention was specially relevant in Jamia Nagar where an offline app becomes important due to inconsistent internet connectivity in the area, where there are many girls from underprivileged families who have dropped out of school due to financial constraints and patriarchal barriers and do not have the opportunity to engage in education.

**IMPACT**

This invention was well received as it provided girls with a conducive space to study and created an enabling and stimulating environment. This also resulted in an increased desire to study and self-dependency amongst the girls. After getting comfortable with usage of this app, now many of the girls have started independently exploring other study apps as well, such as Byju's and/or learning through YouTube tutorials. Through baseline and end-line surveys, it was also found out that there was a marked improvement in grades, attitude towards studies and increase in aspirations to study further and engage in careers.



**FUNDER**

**MASTER CHOA KOK SUI (MCKS) TRUST**

**PROJECT TITLE**

**EMPOWERMENT OF ADOLESCENT GIRLS**

**TIME FRAME**

**APRIL 2017- MARCH 2018**

**GEOGRAPHICAL COVERAGE**

**NEW DELHI AND MEWAT, HARYANA**

**DIRECT OUTREACH**

**4105**

**FLAGSHIP PROGRAMME**

**KICKSTART EQUALITY**

During the course of this project we conducted a pilot round of football camps in 6 government schools of Mewat and based on its success replicated, adapted and ran football camps with 4 government schools of Delhi, culminating in a football tournament. These trademark CEQUIN football camps included sessions on health, livelihoods, leadership, gender, education along with technical football sessions which were aimed at building the confidence of the girls. Through these camps not only did we aim to increase girls' technical ability and interest in football, but to also successfully build their skill-sets, enhance their confidence and self-awareness, generate awareness on health, fitness and well-being, build leadership skills, team spirit and create aspiration to succeed. Parents' meetings were conducted during the camps to engage them and the community as equal stakeholders in the empowerment process.

**IMPACT**

The change in the girls was clearly visible in their body language as they came onto the field to play in the tournament. Through constant engagement and meetings with the principals, teachers and families of these girls we were able to get their buy-in and trust which was truly cemented when they saw the girls play so well displaying technical skills and finesse which was beyond all expectations after such a short engagement. The success of the camps and tournament has led CEQUIN to scale up this project to 25 government schools in Delhi in the next year.



FUNDER

**EXTERNAL AFFAIRS SPOUSES' ASSOCIATION (EASACT)**

PROJECT TITLE

**LIVELIHOOD OPPORTUNITIES FOR WOMEN AND GIRLS**

TIME FRAME

**APRIL 2017- MARCH 2018**

GEOGRAPHICAL COVERAGE

**NEW DELHI AND MEWAT, HARYANA**

DIRECT OUTREACH

**57**

FLAGSHIP PROGRAMME

**BADHTE KADAM**

Through the project, CEQUIN focused on developing the skills and capacity of the local underprivileged women and connecting them to markets, so that they can have better opportunities in life. These women were able to develop their understanding about product design and production, quality checks, pricing, market linkages etc. Members of CEQUIN Craft, Delhi as well as artisans from Mewat created products which were then sold at the Oz Haat Mela organised by the Australian High Commission.



### IMPACT

This project helped hone creative skills of underprivileged women and help them understand that these skills can become income generators for them. Through home based work we were able to link women to markets and lead them towards financial independence.



FUNDER

**BSES RAJDHANI POWER LTD.**

PROJECT TITLE

**JAMIA RESOURCE HUB FOR SOCIAL CHANGE THROUGH WOMEN'S EMPOWERMENT AND YOUTH MENTORSHIP**

TIME FRAME

**MARCH 2018- FEBRUARY 2019**

GEOGRAPHICAL COVERAGE

**JAMIA NAGAR, NEW DELHI**

DIRECT OUTREACH

**ONGOING**

FLAGSHIP PROGRAMME

**WOMEN RESOURCE CENTRE, BADHTE KADAM AND MARDI WALI BAAT**

The primary focus of this project is building citizenship and social responsibility amongst community. This objective is achieved through intensive mobilisation and awareness generation in community. This project also provides CEQUIN with an opportunity to create women's collectives, spread awareness on health and sanitation, engage in literacy building, work closely with men and boys to spread awareness on gender equality and create visibility of this work.



### IMPACT

Since this project is ongoing, CEQUIN is still tracking the impact. However, in the first few months, we have been able to further build on existing community trust and continue to connect closely with the community and other stakeholders while making them aware about the need for proactive citizenship to enable positive change.



**FUNDER**

**DSP BLACKROCK MUTUAL INVESTMENT FUND**

**PROJECT TITLE**

**LEVERAGING WORK WITH MEN AND BOYS TO ADDRESS GENDER BASED VIOLENCE**

**TIME FRAME**

**APRIL 2017- MARCH 2018**

**GEOGRAPHICAL COVERAGE**

**DELHI AND MEWAT, HARYANA**

**DIRECT OUTREACH**

**22,982**

**FLAGSHIP PROGRAMME**

**MARDO WALI BAAT**

Through the project, the end goal was to create a cadre of sensitised boys and men who will challenge stereotypes, facilitate a positive environment for women and girl's empowerment and gender equity and become sensitised leaders raising their voices and advocating for equality of women and girls. These included sensitisation sessions, community walks, engagement with other organisation (either through trainings or/and workshops) and participation in networks.



**IMPACT**

Through this project we have been able to successfully engage men and boys both in Delhi and Mevat and take them one step beyond sensitisation and awareness, to the point that now they themselves have become mentors, peer trainers and role models for other boys in their respective communities.



# INSPIRING



## AN INCLUSIVE COMMUNITY FOOTBALL PROGRAMME

Sport provides girls with an alternative avenue for participation in the social and cultural life of their communities, promotes their right to play, mobility, builds leadership, interpersonal skills, confidence and creates career aspirations. CEQUIN continued to run its football programme 'Kickstart Equality' with adolescent girls in Jamia Nagar and technical training sessions were conducted regularly at the Jamia Sports Complex of JMI. We also claimed and adopted local parks creating more spaces for girls to play. In addition to these regular training sessions, our footballers also participated in league matches, tournaments, friendly matches and capacity building workshops. They also participated in leadership programmes, summits and coaching camps.

## TOURNAMENTS AND MATCHES PLAYED

Event Name	Date	Venue	Score
<b>FRIENDLY MATCHES</b>			
CEQUIN vs. My Angels Academy (Senior Girls)	5 April 2017	Jamia Sports Complex	2-0 Won
CEQUIN vs. My Angels Academy (Junior Girls)	5 April 2017	Jamia Sports Complex	0-1 Lost
CEQUIN vs. CREA	5 January 2018	Jawaharlal Nehru Stadium	0-2 Lost
CEQUIN vs. Slum Soccer	5 January 2018	Jawaharlal Nehru Stadium	2-3 Lost
CEQUIN vs. Dream a Dream	5 January 2018	Jawaharlal Nehru Stadium	0-5 Lost
CEQUIN vs. The British School	17 February	The British School Grounds	2-2 Tied
<b>FESTIVAL MATCHES</b>			
CEQUIN A vs. CEQUIN B	15 May 2017	Jamia Sports Complex	N.A.
CEQUIN vs Faridabad FC	21 April 2017	Faridabad Sports Complex	2-3 Lost
<b>LEAGUE MATCHES</b>			
CEQUIN vs Sunder Deep School	13-14 May 2017	Vasant Kunj	0-1 lost
CEQUIN vs. Literacy India	4 December 2017	Frank Anthony Public School	1-0 Won
CEQUIN vs. United Women FC	6 December 2017	Frank Anthony Public School	0-2 Lost
CEQUIN vs. Modern School	9 December 2017	Frank Anthony Public School	2-0 Won
CEQUIN vs. Sanskriti School	14 December 2017	Frank Anthony Public School	0-6 Lost

## FOOTBALL CAMPS IN MEWAT AND DELHI

CEQUIN conducted Sports Camps with girls in government schools of Delhi and Mewat, Haryana. Sessions on livelihoods, gender equality, health and education were covered preceded by daily football skill development sessions. Special focus was laid on leadership training and sessions on Agents of Change were carried out. Resulting from this, each girl trained went on to mentor another 10 girls. Senior footballers trained under CEQUIN's Community Football Programme, took on the role of football coaches and mentors in these camps. These camps culminated in exciting 'All-Girls Football Tournaments', providing girls with an opportunity to showcase their learnings building up their confidence and self-esteem.

# GIRLS



## COMMUNITY CAMPS WITH OUT-OF-SCHOOL GIRLS

Following on from intensive mobilisation, CEQUIN conducted awareness raising sessions on the need for gender equality with out-of-school girls (OSG) in Mewat, Haryana. These sessions included interactive discussions on adolescent girls health, need for education, importance of sports, leadership, and livelihoods including a craft demonstration session designed especially to enhance their skills. The main aim was to engage with the adolescent girls, understand and explore their interests and encourage them to have aspiration beyond the space of their homes. These sessions, which commenced with football as an ice-breaker activity, were very popular amongst the girls as it helped to build career aspirations by linking identification of strengths and capacity, skill development and livelihoods.

## SKILL DEVELOPMENT AND CAREER GUIDANCE SESSIONS

CEQUIN conducted career counseling and skill development trainings entitled 'Disha' with girls both in and out of school. The main aim of these trainings was to generate awareness about importance of gender equality, financial independence, skill identification and to ultimately build career aspirations amongst these girls. Through the 'Pankh Portal', an online resource, CEQUIN actively encouraged them to match their skills to opportunities and careers for the future.

## EDUCATION CLASSES

In partnership with Zigya, CEQUIN created an education software which could be used offline also. Throughout the year, this product was piloted in Jamia and classes were held for students from underprivileged background as an alternative to private coaching sessions. Through a survey conducted it was found that use of this app has led to improved grades, better attitude to learning, increased focus and interest in school enhancing their confidence to continue with higher education.

## COMMUNITY CAREER MELA

CEQUIN organised a career *mela* entitled 'Badhte Kadam'. It was envisioned as a platform for connecting girls and young women from underprivileged communities to education and careers and give them an opportunity to explore their career aspirations and skills. This career *mela* was a one-of-its kind event to be held at grassroots level, in an underprivileged community to ensure easy accessibility for girls who could not otherwise have accessed private organisations, educational and skilling institutes.

## REMEDIAL CLASSES

In Mewat, there is a high demand for tuition support amongst adolescent girls especially from underprivileged communities. Non-availability of financial resources to procure the same has led to many girls dropping out of school. In order to plug this gap CEQUIN conducted remedial classes in Nuh, Mewat for students of classes 6-8th to support them to improve their grades in subjects like English, Hindi and Mathematics at school.

## INTERNATIONAL GIRL CHILD DAY

CEQUIN celebrated International Girl Child's Day on 11 October 2017 by conducting awareness raising sessions on gender, empowerment and its importance with students of KGBV Nuh and Nagina. In partnership with UNFPA, we created visibility of this celebration through social media. We also partnered with the Direct Aid Programme of the Australian High Commission for this, providing one of our students of the education classes an opportunity to express her thoughts on #IDGC for their campaign.



“Playing football helped me increase my self-confidence and achieve new heights in my personal and professional life. I would also like to tell the other girls that grasp any opportunities that come your way. Never be afraid to claim your space. You can be anyone you want to be, as long as you believe in yourself!”

– Afreen, Football Coach, Mentor and Senior CEQUIN Football Player

In 2011, Afreen was a shy girl of 15 years. Although she had never played any sport before this, after observing her friend play football at CEQUIN, she felt drawn to the game and decided to join CEQUIN's Kickstart Equality Programme. Since this day, Afreen has not looked back. Through CEQUIN she procured a sports scholarship to Rai University where, she successfully lobbied with the university authorities and set up a football programme for girls and they went on to be placed at the State level. From an introvert who was a nervous speaker, had poor health and no self-confidence she transformed into an articulate young lady with a wide circle of friends and has become a strong football player. Today Afreen is a Premier Skills UK and D-licence qualified football coach, sports news reporter at Rashtravani Times and stills finds time to work with CEQUIN and provide football coaching and empower other girls from underprivileged communities. Football gave her wings and she has simply soared.

# EMPOWERING



## MAHILA PANCHAYATS

The main aim behind setting up the *Mahila Panchayat* groups is to create a community based redressal mechanism which builds women's collective leadership to address violence against women. CEQUIN continued to sustain *Mahila Panchayat* groups formed under this initiative in local communities. Weekly meetings and safety audits in the local areas were conducted by the *Mahila Panchayat* members. Audit findings helped members advocate with local stakeholders for change. For instance, local police used these findings to conduct their checks accordingly, to ensure safety of women and girls of the area.

## MAHILA PANCHAYAT NETWORK

In partnership with Action India, CEQUIN is a key member of the *Mahila Panchayat* Network to help structure the process and spread *Mahila Panchayats* across Delhi. The Network helps women broaden their leadership, increases the impact of their collective voice, allows for cross learning and widens the scope of advocacy.

## TAILORING CLASSES

CEQUIN conducted tailoring classes at two levels- Beginners and Advanced. The main purpose of conducting these classes is to equip women in the community with commercially viable skill sets that provide them with an option to enter the job market either as salaried employees or as entrepreneurs and gain financial independence. Beyond technical skills, CEQUIN also expands their knowledge with life skills and career counselling, and exposes them to external workshops on skill development.





# WOMEN

## TECHNICAL SKILL BUILDING TRAINING

As a fallout of CEQUIN's Career Mela mentioned previously, various participating institutions wanted to partner with us and conduct workshops with our students. One such organisation, Usha International conducted a skilling workshop with CEQUINs tailoring students, enhancing their knowledge and skills by teaching them about new technology to improve quality and efficiency of craft skills such as embroidery. Following on from the session, some of the women purchased these machines, taking up tailoring as a lucrative career.

## CEQUIN CRAFT

Set up in 2011, CEQUIN Craft was created keeping in mind the need for local women to learn and build on creative skills. These skills helped them design and create products which connected them to markets and enabled them to gain financial independence while working from home. CEQUIN Craft members created new products for display and sale at the annual Oz Haat Mela organised by the Australian High Commission which is a competitive market space where selected NGOs are invited to showcase and sell their products. CEQUIN also co-opted women and girls from Mewat who produced cots (*Charpais*) which were a best seller at the event.

## WOMEN'S RESOURCE CENTRE HELPDESKS

Helpdesks were set up in Jamia and Mewat, to disseminate information on various laws, policies and government schemes to the women of the community. The Helpdesks were also key focal points which enabled us to stay in touch with participants from our *Disha* trainings and to help clarify any queries they had pertaining to matching skills to careers and re-connecting to education, in the case of out of school girls.

## INTERNATIONAL WOMEN'S DAY

CEQUIN, in partnership with Action India and the *Mahila Panchayat* Network, celebrated 'International Women's Day' at Bal Bhawan, New Delhi. This event was attended by the Special Police Unit for Women and Children (SPUWC) and a number of NGOs working on ending gender based violence. The main aim of this event was to take action towards making homes and all spaces free from violence for women and children.



“Women are so strong and resilient. We can face anything. However, from childhood we are told that we are lesser and weaker and this thinking is somehow ingrained in us. We need to break the mould. We need to step out, break free of those who try to control us and keep us downtrodden and become our own advocates. We must always raise our voices in support of women who cannot. Everyone has a right to a life of dignity.”

– Ayesha Mehfooz

Ayesha Mehfooz joined CEQUIN under the Awaaz Uthao campaign, as a collective member, in 2014. She was very hesitant and shied away from public attention at first. However after witnessing the daily occurrence of domestic violence in her own neighbourhood, she was determined to help the women of her community by building up their confidence and making them self-dependent. She therefore joined the Joga Bai *Mahila Panchayat* group created by CEQUIN, underwent a training on women's rights and discrimination and violence faced and became a community leader. Her constant engagement in this space as well as her public leadership role trickled down to her personal life too where today her husband actively supports her and shares her workload at home so she that can continue doing what she does as a *Mahila Panchayat* member.

# ENGAGING MEN A

## AGENTS OF CHANGE WORKSHOPS

A module which included gender sensitisation and leadership was transacted with adolescent boys in Mewat. The aim of these sessions extended beyond awareness generation and sensitisation to creating sensitised leaders who would take up the cause actively and speak up in support of women and girls bringing about a shift in mindset.

## ONWARDS AWARENESS GENERATION

The boys from CEQUIN's Agents of Change leadership workshops in Mewat actively engaged in onwards sensitisation by carrying out one on one discussions with their peers, conducting workshops and events at schools. They also helped to organise many public events like South Asian Women's Day, where they engaged in a community discussion, highlighting the common problems faced by South Asian women, such as early marriage, lack of access to education, dowry deaths and sharing their view on giving equal opportunities to women to help our society grow. In various other events, they engaged with the community and told them about the importance and need for education of women, prevention of early marriage, stopping sexual harassment, need for sharing the domestic workload, need for gender equality and preventing domestic violence.



# AND BOYS

## MARDO WALI BAAT ACROSS DELHI

Through various initiatives such as flash mobs, one on one interactions and skits, boys from CEQUIN's 'Mardo Wali Baat' took the lead in organising and participating in this process of spreading the message of gender equality and non-violence across Delhi. In commemoration of One Billion Rising, the boys organised a flash mob at the Central Park in Connaught Place attracting crowds, followed by a participative interaction on the issue of gender based violence, efforts needed to end violence against women and girls and the vital role played by men and boys in this process.

## CAPACITY BUILDING TRAININGS

CEQUIN conducted trainings to increase the capacity of boys under our *Mardo Wali Baat* programme through partnership with NGOs such as 'Breakthrough'. They conducted workshops with men and boys on issues like human rights, gender inequality, domestic violence, relationship between gender and power and how to communicate these messages effectively in the community. The main aim of these trainings was not only to enhance concept clarity but to also create effective speakers who can articulate their messages of non-discrimination, non-violence and equality in a clear and succinct manner.

## NETWORKS OF LIKE-MINDED STAKEHOLDERS

Men and boys from CEQUIN's *Mardo Wali Baat* were part of the informal platform 'Coffee Par Charcha' led by the Centre for Health and Social Justice. During these three sessions they contributed their view on topics such as 'Exploring Role of Men as Part of the Solution', 'Cyber Online Harassment', and 'Professional Space from a Gender Inclusive Lens.' These interactive discussions were a way of bringing together people from various walks of life engaging at a common platform to learn and converse about gender equality and the role of men and boys.



“My key strengths now are my problem solving skills - I learned a lot of techniques from CEQUIN's leadership session-, ability to connect with my audience and articulate my thoughts confidently with a clear focus on the career I want to pursue. My next goal is to do a PG Diploma in TV Journalism at the well-known Jamia University Mass Media Department and ultimately become a journalist for an English TV channel. My dream is to one day travel the world as a journalist exploring different cultures and reporting stories from across the world. I know I can do this.”

- Azad, Peer Coach and Mentor

When Azad joined CEQUIN as a volunteer in 2014, he was an argumentative teenager who liked 'being cool' and joking around. Although his intentions were always good, he had difficulty in getting his point across and being understood. He also had a keen interest in English however he could not speak or write English well. Once he joined CEQUIN's *Mardo Wali Baat* initiative, visible changes started taking place. His perceptions about women and girls changed and realising the gravity of the issue he started advocating for their rights in his own family and community, engaging himself in household chores. His exposure to our sensitisation and leadership training and his constant interaction with CEQUIN staff over a period of time helped him improve his articulation and communication skills, build his confidence and become a peer leader and mentor for other boys in his community. Today Azad has grown into a proud passionate young man with a clear vision and dreams. He has completed a diploma in web-designing and is currently studying in the final year of his degree in English Honours.

# INVOLVING COMMUNITY



## KEY STAKEHOLDER ENGAGEMENT & MEETINGS

Throughout the year CEQUIN continued to engage and conduct meetings with various key stakeholders such as *Panchayat* leaders, educators, religious leaders and media. This enabled us to effectively access community and build buy-in and trust. During these meetings, we introduced them to CEQUIN's vision, mission, goals, explaining in detail the activities we were conducting and sharing with them our long-term vision for change and betterment.

## PARENTS ENGAGEMENT DURING FOOTBALL CAMPS

In order to ensure a conducive environment at home for the girls, during the course of our football camps in both Mewat and Delhi, CEQUIN maintained regular interactions with the parents of girls through parent meetings. These interactions helped in keeping the families informed about the sessions conducted and also gave them an opportunity to see their daughters/sisters playing football on the field. During the course of these meetings, they were sensitised on the importance of girls' empowerment, so as to ensure that the girls don't suffer any backlash. This was done through film screenings such as *Poorna* followed by interactive discussions.



# MUNITIES

## MEETINGS

CEQUIN constantly engaged with community, holding small group as well as individual ad-hoc meetings with them. During the course of these meetings we introduced CEQUIN, our work and discussed at length with community about the need to focus on adolescent girls and their empowerment. Often, they were challenged by the men in the families; however as one of CEQUIN's key strategies is engagement of local staff, community members were able to relate to them and were convinced that the work being done by CEQUIN was authentic work which would better the community.

## HEALTH AUDITS AND AWARENESS SESSIONS

Most of the communities we work in are located in urban slums and therefore health and hygiene is a very serious concern in these areas. Therefore it becomes important to spread awareness among locals. Issues addressed include cause and spread of diseases, need for clean drinking water, proper garbage disposal systems & practices, good reproductive hygiene and regular checkups with doctor. We also conducted Health Audits with a view to identifying key health concerns in local areas and using our findings, we hosted *Jan Sunwai* in which municipal officials were invited and findings are presented through an open dialogue between them, CEQUIN and the community.

## SAFETY AUDIT

Safety audits are a participatory process conducted by local volunteers, trained by CEQUIN. They were conducted in communities to know more about the issues and causes relating to safety of women and girls in the area. Findings of these safety audits were shared with local stakeholders. For instance, findings such as lack of parks for girls to play safely or lack of proper market spaces resulting in gendered spaces, were presented to and discussed with the local police and RWA members leading to development of strong action plans to solve these social issues.



“Having being an active volunteer at CEQUIN and conducting the Safety Audit over the years, I have realised that knowingly or unknowingly, somehow women in the community have accepted the problems we face as a normal part of our life. Each time I do the Audit, it is an eye-opener for me, and I see that same expression in the eyes of the community members I talk to. Suddenly when asked the 'right' questions, we are forced to question what we consider as acceptable in our own lives and communities, why we tolerate this violation of our basic human and constitutional rights. The findings of these audits also raises a question mark on state machinery and its effectiveness. It makes us want to claim our right to a dignified life.”

—Ishrat, Resident of Haji Colony & Member of Mahila Panchayat.

In order to assess safety and security of local communities correlating it to gender based violence, over the past 9 years CEQUIN has been conducting 'Safety Audits' in various local communities in Jamia Nagar. Initially these audits started off under the Awaz Uthao project and have continued to evolve into a very important tool as they help record issues prevalent in a specific area which can be used for information purposes, advocacy or means for obtaining a state response. These audits are conducted by women volunteers who do door to door visits and conduct pre-designed surveys. The findings of the Audits are analysed by CEQUIN and presented in 'Safety Audit Findings Reports' which are then widely circulated amongst active local groups and forwarded to the Chairperson of Delhi Minority Commission and also to the DCP SPUWAC (Special Police Unit for Women and Children). As a result of these Audits, over the years the Police have understood the depth of the work we do and have started working closely with us to address concerns raised in the report and keeping us in the loop regarding any action taken.

# ENGENDERING INS



## **GENDER SENSITISATION WORKSHOP**

CEQUIN conducted a gender sensitisation session with the employees of South Delhi Municipal Office in New Delhi, highlighting the process of socialisation in relation to violence against women and also how patriarchy played a vital role in suppressing women and preventing their professional development, access to services, and growth.

## **POLICE INTERFACE SESSION & MEETINGS**

CEQUIN continuously interacts with police, both at a policy level through meetings with Joint Commissioner of Police, NGO-Police consultative meetings, and at grassroots level through one to one interactions especially pertaining to cases brought forward by the Mahila Panchayat groups.

## **NATIONAL ALLIANCE FOR WOMEN'S FOOTBALL IN INDIA**

CEQUIN, supported by the Australian High Commission, held meetings to establish a National Alliance with various stakeholders from the All India Football Federation (AIFF), football clubs, corporates, NGOs, and others. These interactions aimed to sensitise all stakeholders about the need to promote women's football by adopting a holistic approach and addressing issues from grassroots level onwards to promote women's football in India.

## **POLICY LEVEL MEETINGS AND INTERACTIONS**

Over the year CEQUIN continued its work in policy advocacy by attending meetings and presenting its work to government, high commissions, industry bodies and international, national & local institutions. This helped generate greater awareness around issues at policy level.



# STITUTIONS

## CONSISTENT ENGAGEMENT WITH SCHOOLS AND PRINCIPALS

As most of our projects this year focused on adolescents, we were conscious of constantly building linkages and maintaining an excellent rapport with school principals and teachers, both in Delhi and Mewat. This involved having constant dialogues with them, especially at the outset of the projects, about the importance of gender sensitisation and awareness, leadership building and empowerment of girls using sports as a medium. This engagement served us very well in terms of enhancing the work we were doing and sustainability.

## PRESS INTERACTIONS PRESS CONFERENCE, MEWAT

CEQUIN hosted a press conference in Mewat, to meet and engage with the local media, releasing our mapping study of the status of adolescent girls in India and speak to them at length about the issues faced by women and girls as per our grassroots experience and through findings of the study. We also ensured engagement with the press at the Community Career Mela held in Jamia Nagar, explaining in detail to them about the need to connect girls to education and livelihoods and hosted a press conference at the first ever football tournament for girls emphasising on the significance of this all-girls tournament and the importance of just giving these girls such opportunities to play.



“CEQUIN’s continuous engagement with the women of Jamia Nagar has given them a new outlook and perspective. They have become more aware about their constitutional as well as human rights. We as the police are happy to see such positive developments in our local community and really believe that we too have benefitted from our engagement and partnership with CEQUIN. We would definitely want to continue to work closely with CEQUIN in the long run.”

—Mr. Kailash Chand, Sub-Inspector,  
Jamia Nagar Police Station

CEQUIN has been working closely with the police in and around Jamia Nagar since its inception in 2009. Over the years we have built an excellent rapport with them through constant engagement, workshops and one to one discussions (both formal and informal). They support our work wholeheartedly, ranging from looking into issues brought up by our Mahila Panchayat members, or engaging with the community through our workshops and sessions. In cases of Gender Based Violence, they often consult with us, seeking expert advice on the best way to handle situations and options that should be made available to support the women in these cases.



**14-20th May 2017**  
Senior football girls/coaches of CEQUIN, Mala Kumari, Afreen, Mamta and Anjali undergo a Premier Skills Community Coaching Programme



**13 May 2017**  
CEQUIN's Anne Aiza Khan, Mala Kumari, Aaliya Ali, Fatima Tuba Saleem and Hina Choudhary are invited to train over 45 underprivileged girls from UP and Bihar at a 'Leadership building and empowerment through sports programme' organised by CREA.



**21st June 2017**  
CEQUIN partners with Jamia Millia Islamia to commemorate International Women's Day



**7th July 2017**  
CEQUIN's Executive Director gives keynote address at the 'CII Scorecard 2017' which focuses on the importance of sports as a tool of leadership, empowerment and ultimately gender equality.



**9th August 2017**  
CEQUIN's Programme Manager presents issues faced by women and girls at a brainstorming meeting organised by the Joint Commissioner of Delhi Police, Robin Hibbu at the Police HQ in ITO, New Delhi.



**2nd September 2017**  
CEQUIN's Chairperson meets with Hon. Ram Nath Kovind, President of India to discuss the Women's Reservation Bill



**17th-31st October 2017** Anushka Chandra, CEQUIN's intern, conducts self-defence coaching and prepares students of Education and Football for a performance at Career Mela.



**13th November 2017**  
CEQUIN's tailoring students attend a programme launched by Niti Aayog and learn about new kinds of enterprises, skilling, etc.



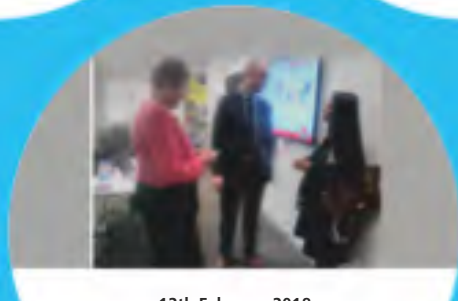
**26th December 2017**  
CEQUIN's Mala Kumari and Afreen conduct a self-defence training session at Vasant Vihar Police Station.



**31st January 2018**  
Students from CEQUIN's education programme go on an educational excursion to the National Science Centre, Gandhi Museum and Qutub Minar.



**7th February 2018**  
CEQUIN's Chairperson, meets with HRH, Prince Edward, Earl of Wessex who is keen to know more about CEQUIN's football initiative for girls.



**12th February 2018**  
CEQUIN's Executive Director, exchanges ideas with Peter Mackreth- Dean of Carnegie School of Sports of Leeds Beckett University at The British Council, New Delhi.





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**3rd-5th July 2017**  
CEQUIN'S footballers and coaches attend  
a 'Youth League Programme' organised  
by 'Slum Soccer'.



**9th October 2017**  
CEQUIN's Chairperson makes representations  
as a panel member at the Australian High  
Commission's 'Workshop on  
Women in Sports'.



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**3rd-6th January 2018**  
CEQUIN's football girls, coaches and staff  
participate in the Leadership Summit  
organised by Goals for Girls, at the JLN  
Stadium, New Delhi.



**20th-23rd February 2018**  
Ten football girls from CEQUIN  
participate at the Street Inclusion Cup,  
organised by Slum Soccer'

# GLIMPSES FROM 2017-18



# BREAKDOWN OF ACTIVITIES 2017-2018

COMPONENT	ACTIVITY	NO. OF BENEFICIARIES (DIRECT)	NO. OF BENEFICIARIES (INDIRECT)	TOTAL
Inspiring Girls	All Inclusive Community Football	235	1175	1440
	Premier Skill Community Coaching	4	155	159
	International Yoga Day Celebration (partnership JMI)	65	560	625
	Leadership Capacity Building programme	5	70	75
	Football Camps Mewat (KGBV +Co-ed)	1379	12620	13999
	Football Camps Delhi	1488	7440	8928
	Football Tournament Mewat	204	8693	8897
	Onwards Awareness Generation by Girls in Football Camps, Mewat	7400	37000	44400
	Football Tournament Delhi	252	9758	10010
	Career Counselling Session (Collective Outreach with FSF and Unifiers)	32251		
	Community Camps with OSGS	1308	7073	8381
	Offline Education Classes	126	1252	1378
	Career Mela Girls Interaction	390	1950	2340
	Celebrating International Girls Child Day	235	1175	1410
	<b>Total</b>	<b>45588</b>	<b>90151</b>	<b>135739</b>
Empowering Women	Mahila Panchayat Group	100	1111	1211
	Mahila Panchayat Network in Partnership with Other Organizations	3000	0	3000
	Vocational Course (Cutting & Tailoring classes )	77	385	462
	Specialised Training for CEQUIN's Tailoring Students	2	10	12
	Mobilisation for CEQUIN Craft	358	1790	2148
	OZ Haat	2500	13476	15976
	Women Resource Centre Helpdesk	552	2760	3312
	Celebrating International Women's Day	28	2365	27923
<b>Total</b>	<b>3637</b>	<b>24897</b>	<b>28534</b>	
Engaging Men and Boys	Agents of Change Workshops and Onwards Generation by Boys in Mewat	5834	28582	34416
	Spreading the Message of <i>Mardon Wali Baat</i> across Delhi	2750	13750	16500
	Onwards Awareness Generation by Boys of Mewat	5330	0	5330
	Capacity Building Training Under <i>Mardon Wali Baat</i>	157	1383	1540
	Coffee per Charcha	87	1291	1378
<b>Total</b>	<b>3637</b>	<b>24897</b>	<b>28534</b>	
Involving Community	Career Mela (Parents and Others Engagement)	227	1135	136
	Meetings with Stakeholders in Mewat	305	3224	3529
	Meetings with Parents of Mewat Football Camp	43	215	258
	Meetings with Parents' of Dehli Football Camp	106	530	636
	Community Awareness Generation Meeting in Mewat	972	5238	6210
	Health Awareness Session	84	942	1026
	Health Audit	100	500	600
	Safety Audit	100	500	600
<b>Total</b>	<b>1937</b>	<b>12284</b>	<b>14221</b>	
Engendering Institutions	Career Mela Institutional Engagement	72	687	939
	Interface Meeting with Police and NGO's	30	150	180
	Creation of National Alliance for Women's Football in India	37	185	222
	Advocacy and Interfacing with Government Official (DC,principal ,education officer )	465	558	
	Policy Level Meetings and Interactions	878	0	878
	Press Interaction	27	0	27
	<b>Total</b>	<b>1110</b>	<b>1667</b>	<b>1960</b>



CEQUIN

TOTAL OUTREACH  
2017-2018

**290361**

# CEQUIN IN MEDIA

**अगर उजाला**

## फुटबाल के मैदान पर उतरीं जिले की बेटियां

पुनवा में फुटबाल टूर्नामेंट का शुभारंभ, युव के मैदान पर उतरीं जिले की बेटियां



पुनवा में फुटबाल टूर्नामेंट का शुभारंभ हुआ। जिले की बेटियां मैदान पर उतरीं।

**अगर उजाला, 13-12-2017**

**डारक थुकरा**

## फुटबॉल के मैदान में उतरीं मेवात की बेटियां

पुनवा में फुटबाल टूर्नामेंट का शुभारंभ, मेवात की बेटियां मैदान पर उतरीं।



पुनवा में फुटबाल टूर्नामेंट का शुभारंभ हुआ। मेवात की बेटियां मैदान पर उतरीं।

**डारक थुकरा, 13-12-2017**

**डारक थुकरा**

## फिरोंजपुर व पुनवा के बीच होगा फाइनल मुकाबला

पुनवा में फुटबाल टूर्नामेंट का शुभारंभ, फिरोंजपुर व पुनवा के बीच होगा फाइनल मुकाबला।

पुनवा में फुटबाल टूर्नामेंट का शुभारंभ हुआ। फिरोंजपुर व पुनवा के बीच होगा फाइनल मुकाबला।

**डारक थुकरा, 26-04-2017**

**डारक थुकरा**

## कोठी में धमाके के निवारण हेतु अभियान - किरा लोदी

कोठी में धमाके के निवारण हेतु अभियान चलाया गया।

कोठी में धमाके के निवारण हेतु अभियान चलाया गया।

**डारक थुकरा, 17-2-2017**

**डारक थुकरा**

## फुटबाल टूर्नामेंट में छात्राओं ने दिखाया दम, पुनवा ने मारी बाजी

फुटबाल टूर्नामेंट में छात्राओं ने दिखाया दम, पुनवा ने मारी बाजी।



फुटबाल टूर्नामेंट में छात्राओं ने दिखाया दम, पुनवा ने मारी बाजी।

**डारक थुकरा, 26-4-2017**

**डारक थुकरा**

## महिलाओं पर होने वाली हिंसा पर चिंता जताया

महिलाओं पर होने वाली हिंसा पर चिंता जताया।

महिलाओं पर होने वाली हिंसा पर चिंता जताया।

**डारक थुकरा, जयपुर, 31-01-2018**

**डारक थुकरा**

## कस्तूरबा गांधी स्कूल में पांच दिवसीय खेल कैंप शुरू

कस्तूरबा गांधी स्कूल में पांच दिवसीय खेल कैंप शुरू।



कस्तूरबा गांधी स्कूल में पांच दिवसीय खेल कैंप शुरू।

**डारक थुकरा, 26-01-2017**

**Outlook**

## The Billion Rising Campaign's 4th year observed in Coimbatore

The Billion Rising Campaign's 4th year observed in Coimbatore.

The Billion Rising Campaign's 4th year observed in Coimbatore.

**डारक थुकरा (जयपुर), 31-03-2018**

**Mail Online India**

## 1 Will Go Out! Thousands march across India demanding equal rights for women and claims that 'women should not be out after sunset'

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1 Will Go Out! Thousands march across India demanding equal rights for women and claims that 'women should not be out after sunset'.

**Mail Online India, 22-01-2018**

**अगर उजाला**

## शिक्षा को बढ़ाने के लिए, महिलाओं की भागीदारी जरूरी

शिक्षा को बढ़ाने के लिए, महिलाओं की भागीदारी जरूरी।



शिक्षा को बढ़ाने के लिए, महिलाओं की भागीदारी जरूरी।

**अगर उजाला, 25-08-2017**

**डारक थुकरा**

## शिक्षा को बढ़ाने के लिए, महिलाओं की भागीदारी जरूरी

शिक्षा को बढ़ाने के लिए, महिलाओं की भागीदारी जरूरी।

शिक्षा को बढ़ाने के लिए, महिलाओं की भागीदारी जरूरी।

**डारक थुकरा, 26-01-2017**

**लोकसिंह Express**

## संवाददाता लियाकत अली।

मेवात मॉडल स्कूल नंद में हुआ गर्ल्स फुटबाल टूर्नामेंट



संवाददाता लियाकत अली।

मेवात मॉडल स्कूल नंद में हुआ गर्ल्स फुटबाल टूर्नामेंट

**सत्य खबर**



सत्य खबर

# TESTIMONIALS

*"We would like to congratulate you and your entire team for the very successful organization of community career mela at the Community Centre, Batla House, Jamia Nagar. It goes without saying that your team is contributing, in very significant manner, for the cause of women development and empowerment. Your twin motives – women's education and developing their self sufficiency is perfectly aligning with the international goals for women's development. This event gave us a great opportunity to reach out to the women belonging to minority community, that too, coming from humble background. Interacting with such women and their families; who would, otherwise, not come into our contact, enabled us to take forward the mandate of IGNOU i.e. reaching out to the unreached.*

- Rajesh Sharma, Assistant Regional Director, IGNOU

*"It is very refreshing to see the girls' active participation, not only in education but different skill development courses, football, self defence, etc. Through education, they achieve knowledge, but through the other activities of CEQUIN, they are gaining confidence and self-esteem in themselves. Jamia University is happy to help CEQUIN in the future also."*

- Talat Ahmad, Vice Chancellor, Jamia Milia Islamiya

*"The Australian Government has long valued the transformative power of education and its impact on personal and professional development; in particular, the role of technology to improve access and the quality of training. We wish CEQUIN all the best and applaud their ongoing commitment to the empowerment of women and girls in India."*

- Chris Elstoft, Former Deputy High Commissioner, Australian High Commission (AHC)

*"We are very happy to support CEQUIN and its partners in making girls aware of different career options. The career mela was the first of its kind in this area. The turnout was very encouraging. It is wonderful to see girls playing football, learning self defence, and being independent. UNDP is very happy to partner with CEQUIN in this initiative."*

- Kanta Singh, State Project Head, United Nations Development Programme (UNDP)

*"Girls can definitely do better than boys because they are full of talent, just that there is a need to cultivate and facilitate that talent. I am very thankful to CEQUIN that they understood this need and focused in Mewat to motivate the girls."*

- Arshad Husain, Sarpanch, Bainsi

*"What CEQUIN is doing is fantastic; this is a skill that will really help these girls in their day to day lives as well as build their confidence. We have seen many other interventions, but never felt they were this effective."*

- Dinesh Shastri, District Education Officer

*"I have always been interested in sewing and believed that I would be very good at it, but until this camp, I never got an opportunity to try my hand at it. I was delighted at how easily I could pick up the instructions of the trainer. I was able to design and embroider my handkerchief beautifully. I feel so confident now and sure that I can easily earn a good living by sewing. I will now further skill myself so I can achieve my dream."*

- Parveen, Out-of-School Girl, Gulalta Village

*"I am so impressed with CEQUIN's works and activities and I really feel that these interventions will help the girls of Mewat to move ahead in life and have more chances and opportunities."*

- Fazal Ahmad, Government School Teacher, Babupur

*"The football initiative by CEQUIN is really fantastic, as it is important for girls to be engaged in sports along with education so as to help improve their lives. This initiative by CEQUIN has motivated us to organise such football events in the schools, so that practice of football and sports is retained and there is continuity in the schools. Besides this, we will also now make an effort to improve the quality of education in schools by adding computer labs, digital library, and etc in the KGBVs as well as the other schools in Mewat."*

- Ashok Kumar Sharma, DC, Mewat

*"We appreciate the good work being done to develop and empower the girl child, the future of tomorrow. We are indeed glad to be associated with you and will continue this journey with you."*

- Sumi Lazar, MCKS

*"Even though I was involved in other sports in my school, I had never thought that I could play football. However, even though I was feeling apprehensive, I did not want to let go of this opportunity. When I came on to the field and saw the other teams, I was determined not to lose my focus and keep my team's confidence"*

- Jaya, Captain, Sarvodaya Co-ed Sr. Sec. School Munirka

*"It is amazing to see our girls play football, as opposed to the notion that girls cannot play. When we first saw them playing football, we were quite shocked, but now we will talk to the school authorities, with the parents and with the people in our community to motivate these girls to play further"*

- Vivek Kumar, Student, Rajkiya Pratibha Vikas Vidyalaya Lajpat Nagar

*"I am very happy to be in CEQUIN's educational classes, as it is free of cost, so my parents let me come for these classes. I am improving in my work daily. I never thought I would get this chance."*

- Ruqayya, Government Sr. Sec. School, Batla House

# FINANCIAL REPORTS



# **KHANNA & ANNADHANAM**

CHARTERED ACCOUNTANTS

3/7B, 2nd floor, Asaf Ali Road, New Delhi-110002

Tel: 91 (11) 23244061, 23244062, 23244063 Fax: 91 (11) 23244475

E-mail:knatax@rediffmail.com, knatax@hotmail.com

## **AUDIT REPORT**

1. We have audited the attached Balance Sheet of Centre for Equality and Inclusion — CEQUIN, a unit of JAI JAWAN JAI KISAN TRUST, NEW DELHI as at 31st March, 2018 and also the Annexed Income and Expenditure Account for the year ended on that date and report that these financial statements are the responsibility of the Management. Our responsibility is to express an opinion on these financial statements based on our audit.
2. We conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit Includes examining on test basis evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.
3. On the basis of the audit referred to in paragraphs (1) & (2) above, we report that:
  - (a) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
  - (b) The Balance Sheet and the Income and Expenditure Account dealt with by this report are in agreement with the books of account; and
  - (c) The Balance Sheet and the Income and Expenditure Account drawn up comply with the mandatory accounting standards to the extent they are applicable.
  - (d) In our opinion and to the best of our information and according to the explanations given to us, the financial statements read with notes and accounting policies attached thereto or appearing thereon, give a true and fair view in conformity with the accounting principles generally accepted in India.
    - (i) in the case of the Balance Sheet, of the state of affairs as at 31 March, 2018; and
    - (ii) in the case of the Income and Expenditure Account, of the deficit for the year ended on that date.

**For KHANNA & ANNADHANAM**  
Chartered Accountants

**(K.A. BALASUBRAMANIAN)**  
Partner  
Membership No. 17415

Place: New Delhi  
Dated:

Place: New Delhi  
Dated :

## BALANCE SHEET AS AT 31.03.2018

31.03.2017	Liabilities	Sch. No.	31.03.2018	31.03.2017	Assets	Sch. No.	31.03.2018
			Rs.				Rs.
30,30,500	Corpus Fund		30,30,500	1,85,270	<b>FIXED ASSETS:</b>		1,90,570
22,91,287	JJK Trust		22,91,287				
5,22,900	Balance Brought Forward		-33,09,131	3,83,000	<b>SECURITY DEPOSITS:</b>		83,000
38,32,031	Less: Excess of Expenditure over income for the year		17,39,977				
-33,09,131			-50,49,108		<b>CURRENT ASSETS:</b>		
	<b>CURRENT LIABILITIES:</b>			6,284	Modern school interactive proj		-
4,47,962	Other Liabilities		9,91,803	90,421	Interest accrued on FD		1,67,456
47,25,709	<b>DUE TO PROJECTS</b>	1	9,24,048	20,000	Tax deducted at source		31,460
				5,20,327	Due from Projects		3,86,925
				-	staff advances		3,000
				18,905	<b>CASH &amp; BANK BALANCE:</b>		
					Cash in Hand		10,653
				49,31,620	<b>BALANCE WITH BANKS</b>		
				10,30,500	Union Bank of India		2,84,966
					FDR with UBI		10,30,500
<b>71,86,327</b>	<b>Total</b>		<b>21,88,530</b>	<b>71,86,327</b>	<b>Total</b>		<b>21,88,530</b>

Accounting Policies & Notes 2

For KHANNA & ANNADHANAM  
Chartered Accountants  
(Regn. No. 001297N)

For CEQUIN

**(K.A. BALASUBRAMANIAN)**  
Partner  
Membership No. 17415

**Ms. Lora Prabhu**  
(Executive Director)

**Ms. Sara Pilot**  
(Chairperson)



## INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31-03-2018

31.03.2017	EXPENDITURE	31.03.2018 Rs.	31.03.2017	INCOME	31.03.2018 Rs.
23,97,606	Honorarium and Salaries &	17,28,327	41,68,308	Project Income	1,35,10,625
49,42,223	Project Expenses	1,34,46,463	12,800	General Donation	5,55,000
2,21,500	Office Rent - Jamia	1,51,490	1,79,927	Interest Income	85,777
56,296	Computer Repair & Maintenance	13,798	33,665	Miscellaneous Income	400
25,400	Office Upkeep & Maintenance	2,579		Products Sale	51,800
66,485	Group Insurance	32,607			
1,65,480	Professional Fees	1,68,840			
23,110	Website Expenses	8,685			
46,918	Vehicle Fuel, Insurance &	21,411			
40,791	Travelling & Conveyance	1,630			
89,000	Annual Report And Brochures	16,760	38,32,031	Excess Of Expenditure Over Income Transferred To Bal Sht	17,39,977
36,486	Telephone, Fax, Internet And	1,652			
11,376	Printing & Stationary	550			
2,949	Mics Expenses	-			
13,495	Festive Gifts	19,830			
1,930	Staff Welfare	1,179			
2,231	Bank Charges And Interest	7,916			
7,605	Sponsorship	-			
9,457	Advertising & Publicity	-			
66,393	Documentation Coverage	-			
-	Security Deposit not recoverable	3,00,000			
	Conference workshop Training	13,578			
	Jamia activities	6,284			
	Excess Of Income Over Expenditure Transferred To Balance Sheet	-			
<b>82,26,731</b>	<b>Total</b>	<b>1,59,43,579</b>	<b>82,26,731</b>	<b>Total</b>	<b>1,59,43,579</b>

For Khanna & Annadhanam  
Chartered Accountants  
Regn No 001297N

For CEQUIN

**K. A. BALASUBRAMANIAN**  
Partner  
Membership .No 17415

**Ms. Lora Prabhu**  
(Executive Director)

**Ms. Sara Pilot**  
(Chairperson)

## DETAILS OF PROJECTS (PERIOD 01-04-2017 TO 31-03-2018)

S. No.	Particulars	Name of the Projects											Total
		Samajik Suvidha Sangam INR	Workshop NCW-GBV in public spaces INR	MCKS Trust INR	Mewat (DIAL - GMR) INR	DSP Black Rock INR	UNDP - Disha INR	UNEPA INR	EASACT INR	BSES Rajdhani INR	DAP- E4YOUTH FCRA	INR	
	<b>Opening Balance</b>	-3,66,347	1,07,840	16,43,754	14,977	0	-1,53,980	9,15,833	2,00,000	0	17,80,400	41,42,477	
	<b>Receipts</b>												
	Amount receivable	1,23,059		10,00,000		10,00,000	45,00,000	37,95,064	0	0	0	1,04,18,123	
	General Donations									1,45,000		1,45,000	
	Excess borne by CEQUIN											0	
	<b>Total (I)</b>	-2,43,288	1,07,840	26,43,754	14,977	10,00,000	43,46,020	47,10,897	2,00,000	1,45,000	17,80,400	1,47,05,600	
	<b>Expenditure</b>												
1	Gender Resource Centre - Jamia Nagar											0	
2	Workshop on GBV in public spaces											0	
3	Mewat Women's Health and Leadership				14,499							14,499	
4	Empowerment of Adolescent Girls			16,42,952								16,42,952	
5	Creating Aspirations and Linking Women and Girls to Livelihoods			77,233								77,233	
6	Mardon wali Baat Campaign					9,99,999						9,99,999	
7	Employment and Entrepreneurship Opportunities for Women in India						43,46,043					43,46,043	
8	Empowerment of Adolescent Girls in Mewat							42,40,139				42,40,139	
9	E 4 Youth Programme (Engage, Engender, Educate, Empower)										17,80,569	17,80,569	
10	Economic Empowerment of women in Jamia								2,01,286			2,01,286	
11	Jamia Resource Hub for Social Change through Women's Empowerment and Youth Mentorship									1,43,743		1,43,743	
12	Fund refunded	0	0	17,20,185	14,499	9,99,999	43,46,043	42,40,139	2,01,286	1,43,743	17,80,569	1,34,46,463	
	sub total	0	1,07,840	17,20,185	14,499	9,99,999	43,46,043	47,10,956	2,01,286	1,43,743	17,80,569	5,78,657	
	<b>Total (II)</b>	0	1,07,840	17,20,185	14,499	9,99,999	43,46,043	47,10,956	2,01,286	1,43,743	17,80,569	1,40,25,120	
	<b>Amount due from projects</b>	-2,43,288	0	0	0	0	-23	-59	-1,286	-1,42,100	-169	-3,86,925	
	<b>Excess / (Deficit)</b>	0	0	9,23,569	478	1	0	0	0	0	0	9,24,048	

For CEQUIN

Place : New Delhi  
Date:

Ms. Lora K. Prabhu  
(Executive Director)

Ms. Sara Pilot  
(Chairperson)





CEQUIN





CEQUIN

CEQUIN

Centre for Equity and Inclusion  
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 CequinIndia  
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