



'A space of her own'

CENTRE FOR EQUITY AND INCLUSION
Annual Report | 2018-2019



CEQUIN

CENTRE FOR EQUITY AND INCLUSION

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THE CEQUIN TEAM



First Row (L-R): Mamta, Dolly Verma, Rahat Parveen, Sunita Tarachand, Rukhsana Khan, Nigar Ansari,
Mohammed Yunus, Tarushika Yadav

Second Row (L-R): Zeba Kazmi, Zulfia Masood, Sara Abdullah Pilot, Lora Krishnamurti Prabhu, Naseem Khan,
Bency Issac, Sameem Ahmed, Pratishtha Chaudhary,

Third Row (L-R): Sushanta Dhal, Kamakhya Mishra, A. Michael, Ravi Chauhan, Satbir Singh, Sunil Kumar

Absent: Mohammed Amin, Shane Zehra

FOREWORD

Commemorating a decade of CEQUIN's existence, we have come a long way, both in terms of our organisational growth as well as mainstreaming of the gender equity discourse.

At a normative level, there is a global acceptance that sustainable human development cannot be achieved without equal outcomes for women and men, and the critical need to close the gender gap. The United Nations' Sustainable Development Goals agenda for 2030 highlights that engaging women in the workforce will be a key factor that will help achieve future growth aspirations.

However, despite successful campaigns like *Beti Bachao, Beti Padhao* of the Government, or the *#Me Too* movement at the civil society level, India continues to fare poorly when it comes to gender equality. Sadly, we are ranked 127 out of 160 countries in the gender inequality index (UNDP's Human Development Report 2018).

One of the most vital indicators for women's empowerment and gender equity is economic status, i.e. access to livelihoods and ownership of assets. The gender pay gap in India stands at 34% (OXFAM 2019) and the last decade has also seen a steady decline of India's female Labour Force Participation Rate (LFPR) from 36.7% in 2005 to a mere 26% in 2018. It is indeed problematic that 95% (195 million) women are being employed in the unorganized sector or engaged in unpaid work (Deloitte-GCNI Report 2019). Further, women comprise over 42% of the agricultural labour force in India, they own less than 2% of its farm land (NCAER). Women's vulnerability to violence is directly proportionate to their access and ownership of assets, making this a matter of critical concern.

In this context, CEQUIN's 'Employability Training, Placement and Self Employment' Project, in partnership with Hero MotoCorp Limited and UNDP, in the past year has been significant in terms of the lessons learnt. It brought to light the varied challenges of making girls employable, placing them in suitable jobs and sustaining them in the workforce. Our field observations reinforced the understanding that along with skill upgradation, there is a need for an attitudinal shift of the girls, their families as well as their potential employers, to overcome socio-cultural patriarchal barriers. Increasing female labour force participation will require conscious efforts to move them from the unorganised to the formal sector, which is critical to ensure their access to social security, fair wages and safe conditions of work.

Our 'Kickstart Equality' programme, which uses football for girls empowerment, has been instrumental in helping us identify and overcome some of the fundamental challenges that girls face in claiming their rights and actualising gender equity. This initiative is regularly throwing up impact stories of transformative change. Our experience in the last decade tells us that if there was a 'magic bullet' to achieve gender equity, transcending our socio-cultural contexts, then this is it!

This year has seen the consolidation of our work in this area, and the scaling up of advocacy by convening the National Alliance for Women's Football in India (NAWF) in partnership with the Australian High Commission. The collective advocacy of the NAWF is gradually bringing women's football into the national mainstream. A huge achievement has been that of AIFF taking the lead to bid for the 2020 FIFA U-17 Women's World Cup. Innovative partnership models are being demonstrated, like the organising of the U-13 Delhi School Girls Football League collectively by CEQUIN, Football Delhi and Delhi Dynamos. Belinda Wilson from FIFA remarked about the uniqueness of this citizen-led initiative to galvanise women's football, at the NAWF Conclave in January 2019!

Social change cannot be achieved with lip service to gender equity. We urgently need to go beyond slogans and jingles, to look at creating supportive infrastructure and generating financial support. Further, gender equity cannot become a reality without the engagement of both women and men. CEQUIN has been committed to the engagement of men and boys in the gender equity discourse, and has been a pioneer in this approach. It is very satisfying to note that more and more organisations working on gender are accepting and incorporating such an approach. CEQUIN is taking a lead in capturing its learnings and presenting a model for scaling up.

The next decade may highlight real challenges of sustaining the progress achieved and resisting backlash from regressive forces with a push back on women's advancement. The fruits of long lasting positive impact can be reaped only from initiatives which have a transformative agenda, with a rights-based rather than a protectionist and welfare approach. They must consciously include both women and men in the gender equity discourse. CEQUIN hopes to continue to be a trailblazer in this space, as we step forth into our second decade.



ACKNOWLEDGEMENT LIST 2018-2019

FUNDING ORGANISATIONS

BSES Rajdhani Power Ltd
Delhi Sports & Entertainment Pvt Ltd
Direct Aid Programme, Government of Australia (DAP)
DSP Blackrock Investment Managers P. Ltd (DSP Blackrock)
Hero Motocorp Limited (HMCL)
Hinduja Foundation
Jamkash Vehicleleades Pvt Ltd
J&K Vehicleleades Pvt Ltd
Master Choa Kok Sui Trust (MCKS Trust)
Pathankot Vehicleleades Pvt Ltd
Roop V. K. Jain Foundation
United Nations Educational Scientific and Cultural Organization (UNESCO)

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AsiaNet, Network for home based workers
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Creating Resources for Empowerment in Action (CREA)
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Delhi Dynamos Football Club
Directorate of Education, Govt of NCT Delhi
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Football Delhi
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Govt Girls College (Faridabad)
Govt Girls college Nangal Choudhry
Govt Girls College, Narnouli
Govt Girls Senior Secondary School, Harkesh Nagar.
Govt Girls Senior Secondary School, Joga Bai Jamia Nagar
Govt Girls Senior Secondary School, New Friends Colony.
Govt Girls Senior Secondary School, No.2 Kalka Ji
Govt Girls Senior Secondary School, No.3 Kalka Ji
Govt Girls Senior Secondary School, Pushp Vihar
Govt Girls Senior Secondary School, Tigr
Govt Girls Senior Secondary School, Trilok puri
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Khel-Khel Mein Foundation
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Sarvodaya Co-ed Vidhyalaya, Shahpur Jat
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Sarvodaya Kanya Vidhyalaya, Andrews Ganj
Sarvodaya Kanya Vidhyalaya, Madanpur Khadar
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Sarvodaya Vidyalaya Anand Vihar
Sarvodaya Vidyalaya Janakpuri
Sarvodaya Vidyalaya Vasant vihar
Shyama Prasad Mukherjee Sarvodaya Kanya Vidhyalaya, CR-Park
Social Pride Welfare Society
Special Police Unit for Women and Children (SPUWAC)
SSS Jain B.Ed College (Mewat)
Tagore International School, East of Kailash
The Art of Sports
The British Council
Vision for Oasis Wave Society (VOW)
VIVO Health Care
Volunteers of Change
Welfare for Elderly & Destitute People
YAAP
Yasin Meo College (Mewat)

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

ABOUT CEQUIN

THEMATIC AREAS OF WORK

Working with women and girls to:

- Address Gender Based Violence
- Build Leadership
- Facilitate Economic Empowerment
- Enhance Health and Well-Being
- Promote Education

METHOD

Adopting a holistic approach by:

- Enhancing Capacity
- Capturing Learning
- Building Networks
- Advocating for Change

PARTNERSHIPS

Creating sustainable change through partnerships with:

- Government
- CSR Departments
- Multilateral organisations
- Bi-lateral organisations
- Trusts
- Individual Contributors

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.

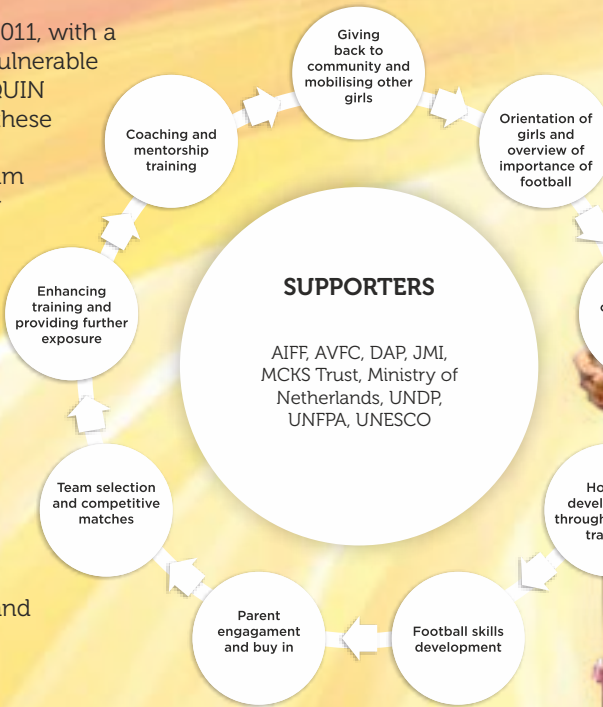


CEQUIN'S FLAGSHIP PROGRAMMES

KICKSTART EQUALITY

Football for Girls

This programme was initiated in 2011, with a handful of girls belonging to the vulnerable communities in Jamia Nagar. CEQUIN took the bold step of introducing these girls, hailing from underprivileged, conservative, predominantly Muslim communities, to football. Not only did it completely change their confidence levels and outlook but it also had a ripple effect on their families and communities. Thus we consolidated our efforts into a full fledged programme and have been running it successfully in vulnerable communities and schools across Delhi and Mewat in Haryana. Today, CEQUIN is the convener of the NAWF, bringing together stakeholders to promote football for girls at local, national and international level.

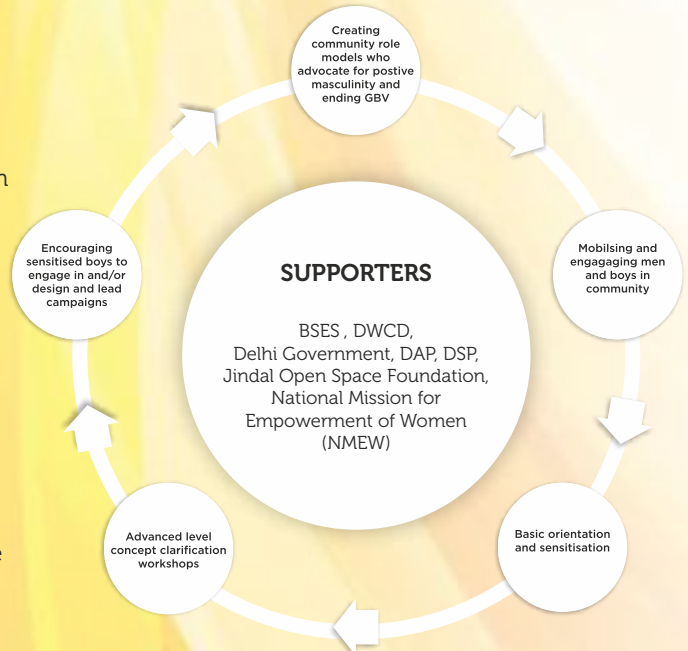


MARDO WALI BAAT

Engaging Men and Boys

CEQUIN has been working with men and boys since its inception in 2009. Recognising very early on that men were a part of the solution and not the problem, we have run popular campaigns such as 'Respect Women, Respect Delhi' in partnership with the Delhi Daredevils. We also embarked on the *Mardo Wali Baat* campaign, first at a local level and then expanded it across Delhi and Mewat, to generate greater awareness and change the narrative of gender stereotyping in India.

Through our interventions we have successfully created a pool of sensitised and informed boys. Not only do they advocate for change in patriarchal attitudes and of mindsets, but also focus on engaging other men and boys in this process through constant dialogue.





BADHTE KADAM Educating and Skilling Women for Financial Independence

Since 2009, CEQUIN have been working extensively with women and girls from vulnerable communities, with a specific focus on issues such as the need for education, retention in schools, skilling and creating sustainable livelihoods for them. The key goal of these efforts has been to generate awareness and understanding of the importance of financial independence not only for the women and girls themselves but for the development and progression of the community as a whole. Over the years, through this programme, we have worked deep in many communities with an emphasis on creating a mindset of self-reliance and self-sufficiency. We have engaged women and girls in awareness workshops, job fairs, vocational training, social entrepreneurship efforts such as CEQUIN craft, and even helped them identify numerous opportunities to become financially independent. Through our continued efforts, subtle changes have been observed in the communities in which we work, such as an increase in the number of girls attending school, a higher level of interest among women and girls to learn new skill sets, and aspiration to earn a livelihood.

SUPPORTERS

British Council,
Delhi Government, DAP,
Ministry of Netherlands,
UNDP, UNFPA, BSES,
Hinduja Foundation,
MCKS Trust

- Product development through producer cooperatives-CEQUIN Craft
- Creating market spaces- Jamia Bazaar
- Mainstreaming and retention in schools - Improved grades
- Linking out of school girls to formal education-NIOS
- Providing higher education opportunities-Scholarships
- Skill development and vocational training courses
- Career counselling and career fairs
- Entrepreneurship training

WOMEN RESOURCE CENTRE Creating Spaces for Women



CEQUIN's grassroots presence has been its key strength since its very inception. We started with a small but effective Gender Resource Centre in Jamia Nagar in 2009. In a short span, it organically transitioned into a full blown community resource hub, with a special focus on women and girls. We were able to increase awareness, knowledge and confidence in women and girls which enabled them to build their decision-making power and raise their voices against injustice. This programme also provided the community with a range of much-needed, multi-faceted services such as provision of information on laws, policies, schemes, and value building sessions on responsible citizenship. The widespread impact of this model, complemented by the positive response from the community, led to its adaptation and successful replication in Mewat, Haryana, thus widening our scope of work and outreach.

SUPPORTERS

Delhi Government, DAP,
GMR-DIAL, MCKS Trust,
UNDP, UNFPA,
Hinduja Foundation

- Capacity Building Training Health & wellbeing, leadership etc.
- Providing Services Legal & family counselling, OPD, referrals to service providers etc.
- Building Women's Leadership Mahila Panchayats, women construction worker groups, etc.
- Providing Information Helpdesk, information booths etc.
- Community Engagement Mobilisation, water & sanitation programmes etc.

CEQUIN'S PROJECTS 2018- 2019

Funder
BSES RAJDHANI POWER LIMITED (BSES)

Project Title
'Jamia Community Resource Hub for Women's Empowerment and Youth Mentorship'

Time Frame
March 2018 to February 2019

Geographical Coverage
Jamia Nagar, New Delhi

Outreach
50,230

Flagship programme
Women Resource Centre

During this project, we worked with women and girls to build their skills and increase their opportunities. We also worked closely with the community, making them aware of their rights and duties as responsible citizens. Community members were provided with civic and value education to help them to understand their own responsibilities as citizens, contribute to a wider culture of being accountable and avoid violation of laws. In the context of 'urban slums', there was a need to create a space for women to enhance their knowledge of their rights and collectivise their voices by forming *Mahila Panchayats* (women's collectives). These groups focused on solving cases involving violence against women and girls (VAWG), human right violations, domestic violence, violence in public spaces and on building women's leadership by addressing these issues. Interventions with men and boys were also conducted so as to sensitise them, help them become changemakers, and to create an enabling 'gender-equal' environment to achieve substantive equality.



IMPACT

- Concept of proactive and responsible citizenship instilled in the community
- Awareness of gender inequality and other social concerns mainstreamed and reinforced at community level
- CEQUIN awarded the 'Okhla Ratan' on 9th September 2018, by a local group of active citizens known as 'Volunteers of Change', in recognition of our efforts
- Capacity of the *Mahila Panchayats* effectively enhanced to enable the handling of local cases of domestic violence in a proactive and fair manner

Funder
DSP BLACKROCK INVESTMENT MANAGEMENT PVT. LTD. (DSP)

Project Title
'Leveraging Work with Men and Boys to Address Gender Based Violence'

Time Frame
November 2016- March 2019

Geographical Coverage
Delhi and Mewat, Haryana

Outreach
5,000

Flagship Programme
Mardo Wali Baat

This project focused on addressing GBV using a life cycle approach. Several trainings and workshops were held in both Delhi and Haryana with adolescent boys in schools. These sensitisation sessions covered important topics such as gender, leadership, social responsibility, value education, human rights, patriarchy, masculinity, GBV and its consequences. We were able to create a shift in perspectives in many men and boys who were part of these sessions. They went on to actively share their knowledge with others and participate in community walks depicting solidarity towards ending VAWG.



IMPACT

- Strong linkages and trust built with local groups of men and boys
- Advocates for gender equality and prevention of VAWG created
- Onwards sensitisation undertaken by boys trained and ripple effect ensured

Funder

DIRECT AID PROGRAMME, GOVERNMENT OF AUSTRALIA (DAP)

Project

Football for Girls' Empowerment

Time Frame

April 2018- March 2019

Geographical Coverage

Delhi

Outreach

3,530

Flagship Programme

Kickstart Equality

In this project, intensive football camps were conducted in 25 government schools of Delhi. The technical football sessions were layered with training on leadership, health and careers. 10 teams were selected from amongst them to participate in the first ever U-13 Delhi School Girls' Football League, which was organised by CEQUIN, Football Delhi and Delhi Dynamos Football Club. CEQUIN's senior footballers worked as coaches, pitch and venue managers during this project. NAWF grew steadily with increased membership and strengthened partnerships. As convenors for the NAWF India, we continued to organise stakeholder meetings and engage in collective advocacy.



IMPACT

- Government school girls exposed to football for the first time
- First ever U-13 School Girls' Football League organised with a record participation of 32 school teams
- Strengthened advocacy of NAWF leading to AIFF bidding for FIFA U-20 Women's World Cup
- CEQUIN's coaches and senior football players went on to apply for jobs as coaches in various schools and sports clubs. Many of them are supporting their higher education and professional development with their earnings.

Funder

MASTER CHOA KOK SUI TRUST (MCKS Trust)

Project

'Creating Aspirations and Linking Women and Girls to Livelihoods'

Time Frame

January 2018 to March 2019

Geographical Coverage

Delhi and Mewat, Haryana

Outreach

5,848

Flagship Programme

Badte Kadam

In vulnerable communities, women are constantly struggling against social control in an attempt to claim their rights. This project focused on creating livelihood opportunities for women and making them self-reliant. Various producer groups were strengthened. Thereby, providing them with opportunities to develop skills, capacity and connect them to the markets, so that they could gain financial independence. Vocational training was provided to the women who were mostly housewives, domestic helpers and farmers. Over 80 women were connected to the Ministry of Textiles and Artisan Cards were issued to them. Through our functional literacy classes we were able to reach out to many girls in Mewat, counsel them and their families against dropping out from school by linking them to the National Institute of Open Schooling (NIOS).



IMPACT

- Awareness of rights built and mobility and confidence of Mewati women, who started claiming public spaces, enhanced
- Awareness of the need for collectivisation amongst women created and women began adopting mentoring roles for younger women
- A better understanding of market spaces and value of skills developed amongst women

Funder
HINDUJA FOUNDATION

Project
Mahila Panchayat

Time Frame
April 2018-March 2019

Geographical Coverage
Delhi and Haryana

Outreach
150 members

Flagship Programme
Women's Resource Centre

This project played a vital role in supporting women subject to violence and abuse, by enabling us to set up *Mahila Panchayats* in our intervention areas, while strengthening the existing ones. CEQUIN provided the *Mahila Panchayat* members with intensive training and awareness building on topics like VAW, reproductive health, mental health and well being, livelihoods, education. This project focused on encouraging women to overcome their hesitancy, venture out of their homes and into public spaces, claim their rights and raise their collective voice against instances of VAWG.



IMPACT

- Women's individual and collective leadership built
- Community resource group to address VAW and gender discrimination created
- Community awareness level on gender and VAW enhanced

Funder
HERO MOTOCORP LIMITED (HMCL)

Project
Employability Training and Placement/Self employment for Girls

Time Frame
April 2018 to October 2019

Geographical Coverage
Haryana

Outreach
12,232

Flagship Programme
Women Resource Centre

In partnership with UNDP, FSF and ILSEF, CEQUIN conducted employability training for girls in government colleges. We connected them to companies for placement in order to identify the potential employment opportunities for girls. We engaged in extensive industry mapping in Gurgaon, Faridabad, Mewat and Sonipat. The main focus of this project was to bridge the divide between the expectations of employers and aspirations of girls through employability training and job placements.



IMPACT

- Aspiration and awareness of career opportunities for girls created
- An understanding of professional skills needed for financial independence and to have better job prospects achieved
- Knowledge of how to identify and optimise skills sets and strengths to work in a competent professional environment obtained
- Companies sensitised to the need to facilitate girls' employment
- Database of the mismatch between girls and the job market created

Funder
**UNITED NATIONS EDUCATIONAL, SCIENTIFIC
AND CULTURAL ORGANISATION (UNESCO)**

Time Frame
March 2019-May 2019

Geographical Coverage
Delhi

Flagship Programme
Kickstart Equality

This project built on the linkages and partnerships established through CEQUIN's NAWF platform. The National Alliance Conclave was organised with participation by stakeholders from AIFF, state associations, clubs, academies, UN bodies (UNESCO, UNDP, UN Women), bilateral agencies, media, NGOs, corporates and others. The focus was to drive Indian Women's Football to the global stage. The deliberations and thematic group working sessions were primarily focused on four thematic technical themes that would build women's football as a powerful tool to enhance women empowerment in the country.



IMPACT

- Strong linkages and partnerships built to strengthen women's football in India
- Platforms for knowledge sharing and advocacy created at a National level
- NAWF consolidated

Funder
ROOP V K JAIN FOUNDATION

Project
Badhte Kadam

Time Frame
March 2019 -June 2019

Geographical Coverage
Mewat, Haryana

Outreach
840

Flagship Programme
Badhte Kadam

The project focused on working with women's collectives, forming and strengthening existing *Mahila Panchayats* in Rozka village. This included involving the women in various public events organised by CEQUIN which gave them a feeling of achievement and confidence. Awareness generation sessions relating to critical issues concerning women's rights and entitlements were conducted with them. Door-to-door community mobilisation was also carried out to sensitise men on the need for gender sensitivity and advocacy. We were able to conduct a baseline survey with 300 households to understand the socio-economic situation faced by women and girls in Rozka, Mewat from a gender equity perspective and use that data to enhance and streamline our interventions.



IMPACT

- Strong networks built and linkages created with local leaders, elected members like *Sarpanch*, *Aanganwadi* workers and local volunteers
- Increase in participation of women in public life and decision making
- Knowledge base created to understand critical gender issues at village level

INSPIRING GIRLS

GIRLS
INSPIRED
84,494

"Playing sports is not about winning gold medals.

It's about building self-esteem, learning to compete, and learning how hard you have to work in order to achieve your goals."

Mia Hamm

PROMOTING INCLUSIVE COMMUNITY FOOTBALL IN VULNERABLE COMMUNITIES

CEQUIN's community football model aims to make it acceptable for girls to play outdoor sports stereotypically associated with boys. It provides them with an opportunity to create social connections and networks, build confidence through competition and exposure, develop team spirit, new skills and most importantly a sense of self-worth. This year, we have run our football programme and conducted training sessions across vulnerable communities and schools in Delhi and Mewat. The girls have also had opportunities to play competitive football matches and regular technical training sessions to further improve their football skills.

TOURNAMENTS AND MATCHES PLAYED

Event	Matches	Date	Venue	Score
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LEAGUE MATCHES

Diana Jones Football League 2018 - for Junior Girls

CEQUIN vs Butterflies	11/04/2018	Lajpat Nagar	1-0 Won
CEQUIN vs Raghav Global School	13/04/2018	Lajpat Nagar	2-0 won
CEQUIN vs Bal Bharti (Pitam Pura)	17/04/2018	Lajpat Nagar	1-2 lost
CEQUIN vs Sanskriti (QF)	19/04/2018	Lajpat Nagar	0-2 lost

U-13 Football Delhi Girls School League

Modern School VV vs Shiv Nadar School (QF)	05/02/2019	TIS East of Kailash	4-3 Won
Sanskriti School vs The Shriram Millennium School Noida (QF)	05/02/2019	TIS East of Kailash	3-1 won
Modern School B. R. vs MAAPS (QF)	05/02/2019	Modern School-Barakhamba Road	11-0 won
Sardar Patel Vidyalaya vs The Heritage School (QF)	05/02/2019	Modern School Barakhamba Road	2-1 won
Sardar Patel Vidyalaya vs Sanskriti School (SF)	07/02/2019	Sanskriti School-Chanakyapuri	3-0 won
Shiv Nadar School vs Modern School B. R. (SF)	07/02/2019	Sanskriti School-Chanakyapuri	5-1 won
RPVV vs SKV Madanpur Khadar (Exhibition Match)	09/02/2019	Sanskriti School-Chanakyapuri	2-0 won
SPV vs Modern School B R (third Position)	09/02/2019	Sanskriti School-Chanakyapuri	3-2 won
Sanskriti School vs Shiv Nadar School (Grand Finale)	09/02/2019	Sanskriti School-Chanakyapuri	3-2 won

Diana Jones Football League 2019 - for Junior Girls

CEQUIN vs Khel Khel mein Foundation	16/04/2019	The Frank Anthony Public School-Lajpat Nagar	0-9 lost
CEQUIN vs Bal Bharti-Pitampura	18/04/2019	The Frank Anthony Public School-Lajpat Nagar	0-0 drawn



CEQUIN Vs The Frank Anthony Public School	23/04/2019	The Frank Anthony Public School- Lajpat Nagar	1-0 won
CEQUIN Vs My Angels Academy (QF)	25/04/2019	The Frank Anthony Public School- Lajpat Nagar	0-6 lost

FESTIVAL MATCHES

KGBV Nuh vs KGBV Nagia	11/10/2018	KGBV Punhana – Mewat	2-1 won
KGBV Tauru vs KGBV Punhana	11/10/2018	KGBV Punhana – Mewat	3-2 won
KGBV Nagia vs KGBV Firozpur Jhirka	11/10/2018	KGBV Punhana – Mewat	3-1 won
KGBV Punhana vs KGBV Firozpur Jhirka	11/10/2018	KGBV Punhana – Mewat	2-1 won
CEQUIN vs GSN	08/12/2018	The British School- Chanakyapuri	3-2 won
CEQUIN vs TBS	08/12/2018	The British School- Chanakyapuri	0-1 lost
CEQUIN vs ITL	08/12/2018	The British School- Chanakyapuri	2-0 won

FRIENDLY MATCHES

CEQUIN vs The Art of Sport	17/07/2018	Safdarjung Enclave	4-2 won
CEQUIN vs The Art of Sport	06/04/2019	St. Mary's School- Safdarjung Enclave	6-0 won
CEQUIN vs The British School	13/04/2019	The British School- Chanakyapuri	0-5 lost

LAUNCHING THE FIRST-EVER UNDER 13 DELHI GIRLS' FOOTBALL LEAGUE

In partnership with Football Delhi, the governing body of football in Delhi, and the premier club Delhi Dynamos, CEQUIN spearheaded this League. With participation by 517 girls from 32 teams, this League enabled many girls from vulnerable communities and underprivileged schools to compete on an equal platform with those from affluent backgrounds and private schools. It provided a talent pool for the state associations to scout and mentor.

CONDUCTING REMEDIAL COACHING

In order to reduce the drop-out rate of girls in schools, we conducted support classes for underprivileged adolescent girls from 7th-11th standard in Jamia. Tablets containing an interactive offline education app, was provided to the students so as to make their learning effective and fun. Parents were also provided consistent counselling about the importance of education.

ENHANCING GIRLS' LEADERSHIP CAPACITY IN DELHI AND MEWAT SCHOOLS

Football camps were conducted in 25 government schools in Delhi and Mewat where we provided technical training along with life skills, leadership, education, health and nutrition,

livelihood and self defence sessions to the girls. The football coaching was provided by qualified coaches who were all girls from vulnerable communities in Jamia. They had formerly been trained and obtained coaching qualifications through CEQUIN's KickStart Equality Programme. These football camps gave CEQUIN an entry point through which we were able to reach out to more girls from vulnerable communities, engage their interest, build their resilience, increase their leadership capacity and inspire them to change their lives.

CONDUCTING A MAPPING OF THE LOW RETENTION OF GIRLS IN MEWAT SCHOOLS

As Mewat is predominantly populated by conservative communities, there are many restrictions placed on girls with regard to education, mobility, marriage, access to public spaces, decision-making, and financial independence. CEQUIN undertook a mapping of the reasons for the high drop-out rates of girls across schools in 45 villages of Mewat. Through this mapping we were able to identify the girls who had dropped out, counsel them and their families and connect them back to education by linking them to the National Institute of Open Learning (NIOS).

ORGANISING EMPLOYABILITY SKILL TRAINING WORKSHOPS AND CAREER MELAS

CEQUIN conducted a series of trainings for girls in government colleges and technical institutions. These workshops conducted with partners across 11 districts of Haryana, focused on the need for gender equality and importance of women and girls engaging in careers leading to financial independence, and provided pointers on how to identify and develop relevant skill sets that could better connect them to the job market post education. We conducted career *melas* (fairs) thereby linking these future graduates to employers and giving them a rare chance to gain market exposure.

CELEBRATING THE INTERNATIONAL DAY OF THE GIRL CHILD

On the International Day of the Girl Child, using football as our platform, we organised friendly football matches amongst the five Kasturba Gandhi Balika Vidyalayas (girls' government schools) of Mewat. This event received a lot of media coverage and some of the girl football players were invited by a Mewat radio channel 92.7 to share their personal journeys of how football helped them to develop their fitness, build their confidence, become role models and the voices of change for other girls.



EMPOWERING WOMEN



"It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent."

—Madeleine Albright



ENHANCING CAPACITIES OF MAHILA PANCHAYATS

These community based women's collectives play a pivotal role as informal redressal mechanisms that place women in decision-making roles. Their main function is to handle VAWG cases while enabling women to step out from their homes to a safe space where they can be heard. CEQUIN built the capacity of *Mahila Panchayat* members through trainings on laws pertaining to human rights, and women's rights. We also trained them on the importance of making informed decisions. The *Mahila Panchayats* have been meeting regularly and resolving cases independently, seeking out legal intervention when required.

ORGANISING LEARNING VISITS FOR WOMEN

CEQUIN organised learning visits for members of the various women's groups we work with, in order to increase their knowledge and provide them with exposure to effective processes. Visits to the District Legal Services Authority (DLSA) and the Crimes against Women Cell (CAWC) were undertaken to help them better understand the legal procedures of court. They were also taken for a visit to Mahiri, a brand launched by the organisation VOWS, to enhance their knowledge of designing and packaging.

CONDUCTING SESSIONS ON HUMAN RIGHTS AND LEGAL AWARENESS

CEQUIN conducted workshops on human rights and legal provisions for women. These sessions covered topics such as gender, Protection of Women from Domestic Violence Act (PWDVA), inheritance law, and constitutional rights. The main aim of these trainings was to help women develop an understanding of their rights and entitlements. These sessions also enabled them to be better informed and equipped to raise their voices against GBV or gender discrimination. They were informed about the various redressal mechanisms available to them in case they wished to report incidents of violence.

EXPANDING OUTREACH AND LEVERAGING NETWORKS

CEQUIN has been an active member of various networks and coalitions such as the *Mahila Panchayat* Network in Delhi and Mewat, Aman Network in Jamia Nagar, as well as coalitions and

civil society organisations working on women's empowerment in Delhi. Through these networks we were able to provide women with platforms which helped connect them, enabled them to take on leadership roles and get their collective voices heard. We were also able to generate and spread awareness within these networks of the need for empowerment of women and girls and stopping VAWG.

CONDUCTING VOCATIONAL TRAINING CLASSES

With a view to providing an opportunity for women to learn skills that can be translated into livelihood options in the local communities in which CEQUIN works, we conducted tailoring classes. Through this intervention, we were able to successfully equip local women with a skill that enabled them to step out of their homes and claim their space in the marketplace. It also gave them the option of starting small businesses that they could engage from within homes. Training workshop was conducted by designer Tahir Shah who introduced new designs and concepts. This helped them gain exposure to market demands. Linkages were formed with NSIC and the women enrolled in short courses in stitching, garment designing and embroidery, which enhanced their skills to further scale up their work.

CONDUCTING LITERACY CLASSES

Literacy classes were held for older women in Delhi and Mewat to teach them functional literacy. They were taught basic writing so they could sign their names, and basic numeracy to enable them to access services like opening bank accounts. This helped develop their confidence and dignity, as well as an aspiration to learn more.

PROVIDING ENTREPRENEURSHIP TRAINING IN DELHI AND MEWAT

Entrepreneurship trainings were conducted in Delhi and Mewat for semi-skilled women. They were trained and encouraged to set up their small business enterprises within their homes, given livelihood opportunities which would make them financially independent. Sewing machines were provided to women and skill building trainings were conducted twice a week in Mewat.

SUSTAINING CEQUIN CRAFT

The vulnerable communities in Jamia Nagar are populated mainly by migrants. CEQUIN Craft was conceptualised with the intent of reviving these women's traditional skills and helping them to enhance their expertise in *zari* work, crochet, hand embroidery etc. The end goal being to equip these women with confidence and skill to produce market quality products, build their awareness about the need for self-sufficiency, financial independence and create within them an entrepreneurial spirit. We also connected these CEQUIN Craft women to markets and platforms where they sold their products such as the 'OZ Mela' organised by Australian High Commission where they had good sales, got many orders for more products and received positive feedback.

SETTING UP AN ACTIVE CITIZENS' HELPDISK

This helpdesk was set up to disseminate information on laws, policies and provide advice on grievance mechanisms pertaining to women related crimes. We prepared and shared with the community, handouts on schemes and policies under social security schemes in Delhi.

CELEBRATING INTERNATIONAL DAYS

To commemorate International Women's Day 2019, CEQUIN organised a special film screening for all staff members focusing on issues such as gender stereotyping in the workplace, unequal pay, challenges for women as leaders and gender equality at home. Sitara-bibi, a home-based worker affiliated with CEQUIN, was one of the panelists for an International Women's Day event "Women Speak – Workers" organised by WIEGO.

CEQUIN football girls and *Mahila Panchayat* members attended a South Asian Women's Day celebration organised by Sangat and performed a dance at this event to an inspiring Hindi song from a movie about women's empowerment through sport. The girls danced in their football kits using footballs as props at this public performance, to depict power and confidence.



ENGAGING MEN AND BOYS

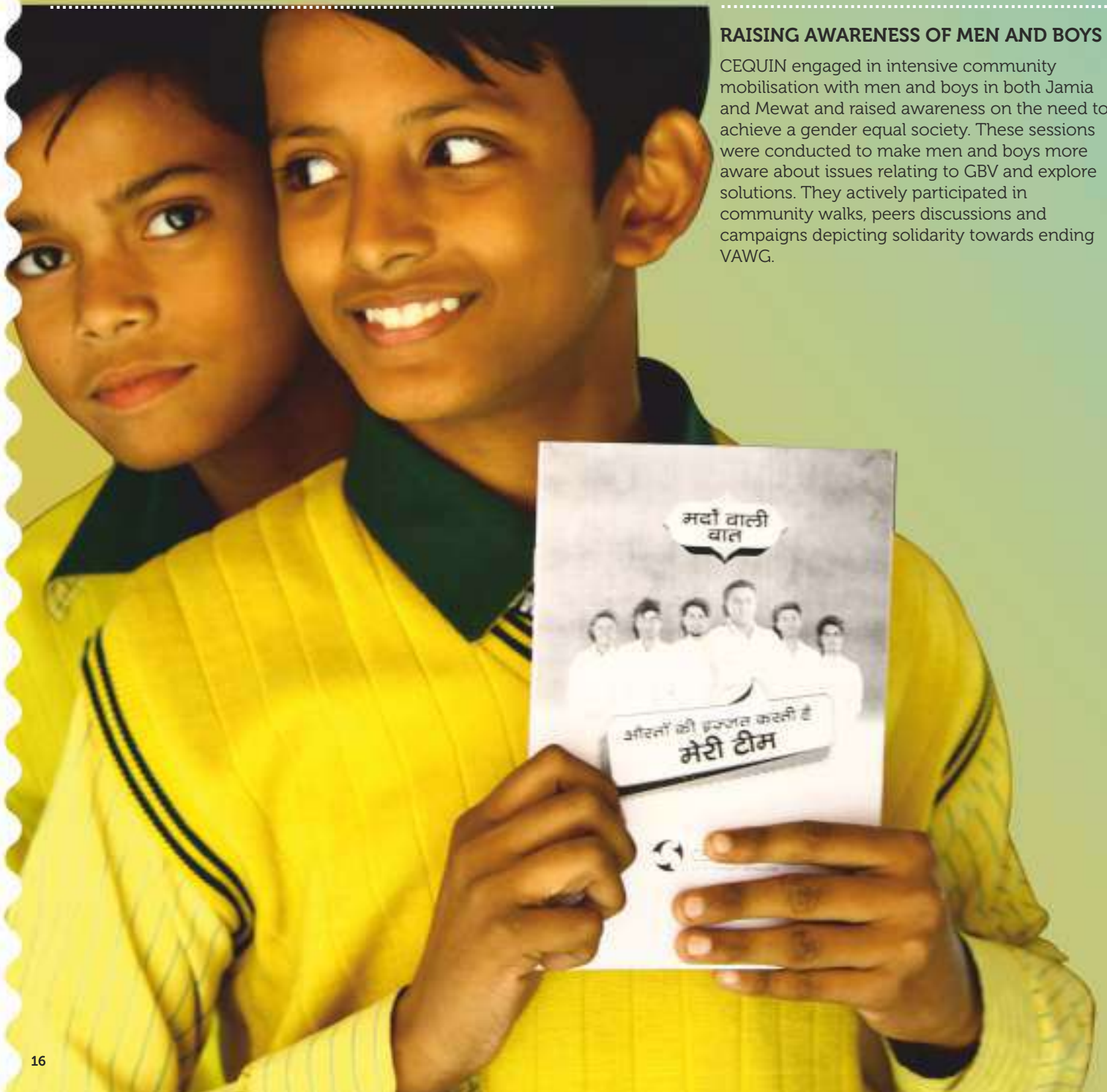
MEN AND BOYS
ENGAGED
33,166

"Strong men – men who are truly role models – don't need to put down women to make themselves feel powerful. People who are truly strong lift others up. People who are truly powerful bring others together."

—Michelle Obama

RAISING AWARENESS OF MEN AND BOYS

CEQUIN engaged in intensive community mobilisation with men and boys in both Jamia and Mewat and raised awareness on the need to achieve a gender equal society. These sessions were conducted to make men and boys more aware about issues relating to GBV and explore solutions. They actively participated in community walks, peers discussions and campaigns depicting solidarity towards ending VAWG.



CONDUCTING AGENTS OF CHANGE WORKSHOPS

Training and workshops were held with adolescent school boys in Delhi and Mewat. The focus of these workshops was to engage them in an interactive discussion about topics like gender, leadership, social responsibility, value education, substantive equality, human rights, patriarchy, masculinity, the dynamics of power, and GBV. These workshops also focused on the importance of positive masculinity and the role boys play in changing the narrative for gender equality.



CELEBRATING ONE BILLION RISING

Adolescent boys who were part of CEQUIN's *Mardo Wali Baat* programme took part in the annual One Billion Rising (OBR) celebration event organized by the NGO Sangat in Delhi. Being part of such a large scale global movement provided these boys with positive exposure and an opportunity to realise the important role they play. It provided them with a platform to come up with creative ideas on how they could advocate with other boys, men and the community to take steps to promote women's empowerment and create a gender just society. The boys performed skits on issues pertaining to GBV that they themselves had scripted. They also did a poetry recitation and interaction with the audience about the effects of VAWG. They were able to connect with the audience and successfully share their message that, we as a community need to band together to create a safer space for women and girls.



BUILDING LINKAGES WITH MEN'S GROUPS

In order to ensure a ripple effect of our work, CEQUIN invested time with local groups of men, connecting with them, building trust and slowly sensitising them.



INVOLVING COMMUNITY

COMMUNITY
OUTREACH
1,21,472

“There is no power for change greater than a community that discovers the true value of its women’s contributions and no greater measure of its progress.”

—Unknown

CONDUCTING MEETINGS AND BUILDING LINKAGES WITH KEY STAKEHOLDERS

Various meetings were held with key stakeholders in Delhi and Mewat such as RWA members, panchayat leaders, educators and religious leaders. CEQUIN also networked with organisations such as Usha International, NSIC, VOWS, Home Net Asia and Volunteers of Change. These efforts created an increased understanding and visibility of CEQUIN’s work. It also connected us with like-minded organisations, with whom we could work closely in partnership, to build and strengthen local communities. Not only did this build community trust but it also enabled us to scale up our work in these localities, for a wider outreach and larger impact.

ORGANISING COMMUNITY MEETINGS

Public Meetings were organised in Jamia where CEQUIN engaged in discussions with the community about pressing local concerns relating to girls’ education, health and hygiene, VAWG, lack of adequate infrastructure for women and girls such as public toilets etc. Local area representatives were also invited to these meetings, in order to ensure accountability and the start of a dialogue between community members and their local representatives.



ENGAGING WITH PARENTS AND FAMILIES OF ADOLESCENT GIRLS

In order for our efforts to succeed, it became essential to ensure that women and girls, especially adolescent girls, had the support of their families. This was particularly important in communities such as Jamia and Mewat which already place so many restrictions and limitations on girls due to the socio-economic and cultural context of these localities. CEQUIN carried out home visits and conducted formal parent meetings. We also engaged with the girls' parents and families, counselling them about the benefits of football, education and skilling. We shared with them the resulting long term impact such as better health, better focus, increased confidence, and financial independence. Through these efforts, we are able to build trust with them and slowly bring about a change in the families' mindsets.



ORGANISING HEALTH AND NUTRITION CAMPS

CEQUIN organised regular health and nutrition trainings which focused on providing in-depth information and generating awareness of healthy practices and prevention of illness. These health camps covered topics such as basic hygiene, menstrual health and reproductive health. CEQUIN demonstrated how easy it was to make economically viable low cost healthy meals, encouraging community members to thus boost their daily nutrition intake. Diseases such as malaria and dengue which often affect these communities were discussed and preventative measures were explained. CEQUIN sought out and partnered with the MCD department of Delhi to conduct these sessions as this ensured their buy-in and continued involvement with these communities.



CONDUCTING SAFETY AUDITS

It is crucial to assess the safety and accessibility of a city and its public spaces for women and other vulnerable groups. Therefore, CEQUIN, along with local women from our programmes, conducted safety audits in selected areas of Jamia Nagar. These audits were conducted with the aim of identifying the physical and social characteristics that make these places unsafe from a gender perspective. The audit reports were presented to the SPUWAC, local RWAs and chairperson of the Delhi Minority Commission, so as to highlight the critical issues on women's safety in these communities.



CELEBRATING 16 DAYS OF ACTIVISM

16 Days of Activism against GBV is an annual global campaign which takes place from 25 November to 10 December. CEQUIN celebrated 16 days of activism by engaging with community members and initiating dialogues with them, and hosting public discussions on the topic of VAWG. We also launched a social media campaign on Facebook during these 16 days, to reach a wider audience and increase visibility on the need for eliminating VAWG, by posting daily pictures of 'everyday people' wearing an orange dupatta (scarf) with a powerful message to STOP violence.



ENGENDERING INSTITUTIONS

INSTITUTIONAL
OUTREACH
37,604

"If institutions are not engendered, then society becomes endangered."

—Unknown

CONDUCTING TRAINING OF TRAINERS

CEQUIN conducted Training of Trainers (TOT) workshop-cum brainstorming session with FSF, ILSEF and UNDP. During the course of the TOT our master trainers conducted gender sensitisation sessions with staff from these organisations. We also showed them how to integrate it into their training when transacting this knowledge onward to the college students they would be training. We also discussed, strategies for mainstreaming gender most effectively.

INTERFACING WITH POLICE

CEQUIN worked closely with the local police. We were active participants at the monthly meetings of SPUWAC, where we raised the realities and challenges women and girls go through on a daily basis and brought up



specific issues being faced by the local women and girls. This has led to increased sensitivity by the local police who have been very supportive of the women; taking immediate action in any cases of VAWG in the locality. Girls from our football programme, who wanted to claim their right to play in public spaces such as parks, free of harassment and fear, have also engaged closely with the police who have worked with them to create an enabling environment for these girls.



CONVENING THE NATIONAL ALLIANCE FOR WOMEN'S FOOTBALL, INDIA (NAWF)

CEQUIN has led a football movement for girls in India by bringing together the main stakeholders such as AIFF, State Football Associations, clubs, academies, UN agencies, NGOs, media, corporates and bilateral agencies, to strategise and promote this agenda. The initial stages of setting up the conclave involved a lot of discussion pertaining to challenges faced by girls, especially those from vulnerable communities. CEQUIN played a key role in this dialogue, sharing knowledge gained from experience working at the grassroots level, local content and nuances with regard to gender discrimination and the need for mindset change. We hope to shift mindsets and create new role models for girls.



ENGAGING IN POLICY LEVEL MEETINGS AND ADVOCACY

CEQUIN has participated in various high profile advocacy meetings with government officials, ministries, UN bodies, High Commissions and brought to the table, the discussion about the stark realities and challenges faced by girls and the need for breaking stereotypes and empowering them, especially pertaining to women and sport. A key outcome of these meetings was India deciding to bid for an opportunity to host the FIFA U-17 Women's World Cup in India in 2020. It is hoped that this will pave the way for women to participate in competitive team sports and popularise football in India. We hope to create a shift in mindset and throw up new role models for girls.



SENSITISING EDUCATIONAL INSTITUTIONS AND EDUCATORS

CEQUIN has formed various linkages with educational institutions, colleges, institute heads, and school principals. During this process we worked hard to increase their awareness and build their trust. This led to permission being granted for conducting leadership and gender sensitisation workshops with their students. We used this opportunity to further sensitise the officials and educators by requesting that they too sit in on these sessions. As a result, they were fully bought into the process and requested us to come in again and do further trainings with new batches in the future.



CELEBRATING A DECADE-LONG JOURNEY

2009



2019

"A journey of a thousand miles begins with a single step."

—Lao-tzu

It all began in 2009, when Sara Abdullah Pilot and Lora Krishnamurthi Prabhu came together in partnership, driven by their common vision of creating a better future for women and girls, especially those from vulnerable and marginalised communities across India. Starting off with just 3 staff members conducting 'strategy planning' meetings at the Jamia Millia Islamia cafeteria, CEQUIN now has offices in both Delhi and Mewat and well-wishers and supporters from across the globe who see how effectively this resilient and dynamic duo have, over the years, breathed life into their dream. Since its humble beginnings, CEQUIN has not looked back. We have changed the lives of many adolescent girls, women, men and boys and whole communities. Ten years down the line, we are grateful for how much we have been able to achieve. Yet we know that the journey is far from over. We thank all who believe in us and we promise to keep growing from strength to strength and expanding into new and exciting areas in the field of women's rights. We are mindful of the challenges we may face, but we remain positive that nothing can stop us from our mission. We are clear about the path we need to follow and we know that before long the narrative will change for women and girls in India and globally.

"Not everyone will share our vision. Not everyone will understand our journey. That is okay. We are here on this earth to change lives and change the world...and we are here to stay."

— Sara Abdullah Pilot & Lora Krishnamurthi Prabhu

2009



Gender Resource Centre set up in Jamia Millia Islamia

2014



The Mahila Panchayat Programme initiated



'Sara Abdullah Pilot' Scholarships' attended

2018



CEQUIN convenes the National Alliance for Women's Football in India

2018



CEQUIN football girls invited by the US Government to be a part of their ENVEST programme



Centre
agar



2010

Launch of the 'Make Delhi Safe for Women'
Campaign with Delhi Daredevils



2011

'Kickstart Equality' initiated with
Jamia Millia Islamia



2011

First Jamia Bazaar
hosted by CEQUIN



2013

Roundtable on the Roadmap for
Women's Soccer in India



2013

CEQUIN co-hosts WIN
conference in India



2012

Release of the publication
'The Fear that Stalks'



2014

Alah Pilot University
awarded to two girls to
Rai University



2015

Mardo Wali Baat
campaign launched



2015

WOWMEN Awards



2015

CEQUIN Footballers get their
D-Licence and join the limited
pool of women football
coaches in India



2017

CEQUIN football team wins 3rd place at
the all India Inclusion Cup



2017

The first ever 'All-Girls Football
Tournament' in 5 KGBV schools
in Mewat



2016

CEQUIN presents its work to
former VP India, His Excellency
Mohammed Ansari



2019

CEQUIN football girls met the
Hon'ble Australian Foreign
Minister Ms. Marise Payne



2019

The first ever Under-13 Delhi
School Girls Football League



2019

Strategy and Planning
Conclave for the National
Alliance for Women's Football



2019

CEQUIN invited to speak
at a high profile event
organised by UNESCO, CII
and FICCI

BREAKUP OF ACTIVITIES 2018-19

COMPONENT	ACTIVITY	No. of Meetings/ Training/ Workshop	NO. OF BENEFICIARIES (DIRECT)	NO. OF BENEFICIARIES (INDIRECT)	TOTAL	
Inspiring Girls Girls in Action	All Inclusive Community Football	384	257	0	257	
	Football Camps in Delhi	25	2,687	11,571	14,258	
	Football League in Delhi	1	384	31,589	31,973	
	Friendly Football matches	11	156	835	991	
	International Yoga Day Celebration	1	45	660	705	
	D-License Training	1	6	0	6	
	Empowering New Voices through Education & Sport					
	Training (ENVEST) Leadership Summit in USA	1	7	1,400	1,407	
	G4G Leadership Summit	1	8	4,761	4,769	
	Orientation Programme Conducted by IGNOU	1	60	240	300	
	Job Fair Girls' Interaction	5	678	3,358	4,036	
	Employability Training with Girls	130	4,121	17,533	21,654	
	Remedial Coaching Classes	243	100	237	337	
	Girls Connected with NIOS Delhi & Mewat	N/A	58	0	58	
	International Day of the Girl Child	1	400	3,343	3,743	
		805	8,967	75,527	84,494	
EMPOWERING WOMEN	Women's Resource Centre Help Desk	0	2,463	9,852	12,315	
	Collectives (Mahila Panchayat members, Domestic Helpers & Functional Literacy (Students)	12	300	0	300	
	Training & Meetings with Mahila Panchayats	177	3,064	12,256	15,320	
	Leadership Training with selected Mahila Panchayat Members	13	235	940	1,175	
	Meetings and Trainings with Collectives (Domestic Helper and Functional Literacy Groups)	88	1,923	7,692	9,615	
	Nari ki Choupal at Mewat	1	300	1,200	1,500	
	Meetings and Trainings with Collectives in Mewat	40	507	2,028	2,535	
	Learning Visits	5	49	0	49	
	Legal Training in DLSA (Saket Court)	1	2	8	10	
	Vocational Courses (Tailoring Classes)	300	72	0	72	
	Students Placed through the Disha Project	0	654	0	654	
	Skill Building Training in Mewat	9	204	0	204	
	Skill Building Training in Delhi	4	35	0	35	
	Entrepreneurship Workshop	12	234	936	1,170	
	Oz Haat Mela	1	2,000	0	2,000	
	Artisan Cards for Women	9	80	0	80	
	Short Courseess with NSIC	31	23	0	23	
	Legal Awareness Session in Mewat	1	100	730	830	
	South Asian Women's Day Celebration	1	29	1,565	1,594	
		705	12,274	37,207	49,481	
	ENGAGING MEN AND BOYS	Sensitised Men and Boys Engage in Peer Mentoring	10	50	0	50
		Leadership Training with Men and Boys (Social Responsibility and Value Education)	64	3,011	12,044	15,055
		Outreach Programmes to Sensitise Men and Boys	7	3,237	12,948	16,185
AOC Workshop in Mewat		3	99	757	856	
AOC Workshop in Delhi		2	204	816	1,020	
	86	6,601	26,565	33,166		
INVOLVING COMMUNITY	General Awareness Sessions in Mewat	98	4,027	16,108	20,135	
	Health and Safety Audits in Community	12	1,200	4,800	6,000	
	Nutrition Camps	12	723	2,892	3,615	
	Health Awareness Sessions	49	3,120	12,480	15,600	
	Celebration of International Days Related to Health	5	728	3,815	4,543	
	Value Education Training with Women	353	12,534	50,136	62,670	
	Public Meeting (Jan-sunwat)	6	957	3,828	4,785	
	Stakeholder Meetings in Delhi	6	219	876	1,095	
	Cases Received by Mahila Panchayats	51	51	0	51	
	Mobilisation for Artisan Card (Livelihoods)	100	400	1,600	2,000	
	Job Fair Community Engagement	5	678	0	678	
	Meeting with Area-wise Committee Members	1	60	240	300	
	698	24,697	9,6775	1,21,472		
ENGENDERING INSTITUTIONS	TOT of Employability Trainings	4	66	258	324	
	Career Mela Institutional Engagements	5	52	156	208	
	Social Media Awareness	0	0	13,194	13,194	
	Roundtable Meeting	1	100	0	100	
	District Conversation Meeting	1	50	0	50	
	Zonal Meeting	6	10	0	10	
	Interface Meeting between Police & NGOs	4	48	317	365	
	Mahila Panchayat Networking Meeting	1	17	0	17	
	Paralegal/Capacity Building Training	1	20	0	20	
	College Mapping for Disha Mobilisation	63	189	0	189	
	Company Mapping	200	200	600	800	
	National Alliance Meetings	2	45	1,149	1,194	
	National Alliance Conclave	1	82	21,051	21,133	
	289	879	36,725	37,604		



**TOTAL
Outreach
Number
(2018-2019)**

3,26,217

KHUSHBU

GCO-ED SSS Munirka



नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक में पहले अंडर-13 अंतर्राष्ट्रीय दिवसी स्कूल लीग की शुरुआत हुई
CEQUIN, फुटबॉल दिल्ली और दिल्ली डायनamos इन अलायंस

एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक में पहले अंडर-13 अंतर्राष्ट्रीय दिवसी स्कूल लीग की शुरुआत हुई। CEQUIN, फुटबॉल दिल्ली और दिल्ली डायनamos इन अलायंस के संस्थापक हैं।

Bending odds, these girls play ball—the big league their goal

Students Of Various Govt Schools Win Hearts In First Under-13 Tournament

दिल्ली के विभिन्न सरकारी स्कूलों की छात्राओं ने पहली अंडर-13 अंतर्राष्ट्रीय दिवसी स्कूल लीग में भाग लिया। यह लीग एक बड़े पैमाने पर आयोजित की गई थी और इसे एक सफल प्रारंभिक चरण के रूप में देखा गया।

INDIA GAZETTE



एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक हैं।



SHARING SOME TIPS
 A woman is sharing some tips with players after a football match. The woman is wearing a red sari and the players are wearing orange kits.

रोजगार कर आत्मनिर्भर बने युवतियां

एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक हैं।

EMPLOYABILITY TRAINING FOR GIRLS

युवतियों को रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है। यह कार्यक्रम युवतियों को रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है।

NEWS ALERTS

SANSKRITI SCHOOL WINS UNDER-13 GIRLS FOOTBALL LEAGUE

The final match of the first edition of the Under-13 Delhi Girls' School Football League, in association with Delhi Dynamos and Football India, was Sanskriti School defeated Shri Nadar School. Prominent personalities like Rahul Bose, MP Meenakshi Lekhi, and Rod Hillin, Australia Deputy High Commissioner attended the finale.



निजी स्कूलों में 30 बेटियों को मिला रोजगार

एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक हैं।

30 बेटियों को निजी स्कूलों में रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है। यह कार्यक्रम युवतियों को रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है।

फुटबॉल प्रतियोगिता में पुन्ना की बेटियां जीती

एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक हैं।

पुन्ना की बेटियां फुटबॉल प्रतियोगिता में जीतीं। यह प्रतियोगिता एक बड़े पैमाने पर आयोजित की गई थी और इसे एक सफल प्रारंभिक चरण के रूप में देखा गया।



आज के रोजगार में महिलाओं के लिए कारगर

युवतियों को रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है। यह कार्यक्रम युवतियों को रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है।

Organized by CEQUIN, Football Delhi and Delhi Dynamos

New Delhi (India), Dec 21 (PressTribune) In a bid to promote women's football in India, the National Alliance for Women's Football in India has been set up by CEQUIN, an NGO that promotes gender equality. CEQUIN has partnered with all India members Football India (the state association) and Delhi Dynamos FC, to address the needs of support for bringing school girls to play football independently in the Delhi state level.

The first edition of the Under-13 School League has been organized with the enthusiastic participation of 12 school teams. All these teams are from government schools. Further, this is the first time that the league will feature a total of 120 players from 12 schools.

Furthermore, schools have been invited to support as value partners. Including Sanskriti School, Tagore International School and Mahatma Jyoti Bapu Public School. A total of 10000 spectators are expected to witness the first round matches at the participating schools.

दिशा रोजगार प्रशिक्षण में छात्राओं ने लिया भाग

एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक हैं।

छात्राओं ने दिशा रोजगार प्रशिक्षण में भाग लिया। यह प्रशिक्षण युवतियों को रोजगार के अवसरों के बारे में शिक्षित करने के लिए एक कार्यक्रम शुरू किया गया है।

पहले अंडर-13 अंतर्राष्ट्रीय दिवसी स्कूल लीग की शुरुआत हुई

एनडीए और यूवीए के सहयोग से एक नए नेशनल अलायंस और यूवीए फुटबॉल इन इंडिया के संस्थापक हैं।

पहले अंडर-13 अंतर्राष्ट्रीय दिवसी स्कूल लीग की शुरुआत हुई। यह लीग एक बड़े पैमाने पर आयोजित की गई थी और इसे एक सफल प्रारंभिक चरण के रूप में देखा गया।



TESTIMONIALS



"As part of the value education and social responsibility programme I have become more conscious of my surroundings and started creating awareness in my neighbourhood about critical issues of corruption and theft."
–Arman, Mardo Wali Baat programme volunteer

"A safety audit was conducted by women collectives and local community members who then presented the audit findings to the Chairperson of Delhi Minority Commission. I really appreciate their efforts for taking the ownership to create a safe and secure environment for the community and acting as responsible citizens."
–ASP, Special Unit for Women and Children

"My perception about NGOs has changed seeing CEQUIN's work in the locality for the betterment of local people. The organisation is working really hard to give a better life to people of Okhla. I will try my best to work with the organisation in this direction."
–Mr. Shoaib Danish, the Ward Councillor, Okhla

"This is a very unique training, especially in Mewat, as most of the girls here are bound by strong patriarchal values giving them minimum exposure about the importance and opportunities of employment. [CEQUIN], Please keep coming back for such trainings."
–Vijay Arora, Principal, D.I.E.T Malab

"Our college is situated in a rural area, hence we were never able to organise such a informative training before. This is the first time our girls got such an exposure and we are looking forward to more trainings and interactions with local employers in and around Sidhrawali."
–Dr. Seema Choudhary , Principal, Govt. College, Sidhrawali

"Our students had very little knowledge of how to present themselves in an interview and the mock trainings have greatly helped the girls."
–Pratibha, Faculty, GGSDS College

"Working in a corporate, we never really have time to think deeply about issues like gender inequality. However, engaging with this project gave us perspective and has definitely made a difference in how we think now. We are more open to recruit female staff members and are also willing to give as much flexibility as we can, in order to retain them in their jobs."
–Sumedha Saxena, HR, Cafe Coffee Day

"I have connected more than 40 girls from the Jamia community into the football programme and counselled their parents on a regular basis. I also volunteer as a coach in my community. From being an aimless boy I have found an ambition in life"
–Sukhdev volunteer at Mardo Wali Programme

"I work as a resource teacher at a salary of 9000 per month. I have saved my salary and now aspire to pursue her B.Ed and ensure that more young girls of Mewat go to school. I am thankful to CEQUIN for guiding me throughout my journey and I hope to conduct such training myself for the younger generation of girls."
–Sumaila Bano, part of the Employability Training and Placement programme

OUR PARTNERS

OVER THE LAST 10 YEARS



FINANCIAL REPORTS

KHANNA & ANNADHANAM

CHARTERED ACCOUNTANTS

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

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

AUDIT REPORT

1. We have audited the attached Balance Sheet of Centre for Equity and Inclusion – CEQUIN, a unit of JAI JAWAN JAI KISAN TRUST, NEW DELHI as at 31st March, 2019 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, 2019; and
 - (ii) in the case of the Income and Expenditure Account, of the surplus for the year ended on that date.

For KHANNA & ANNADHANAM
Chartered Accountants

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

Place: New Delhi
Dated: 10.10.19

Centre for Equity and Inclusion - CEQUIN

(A Unit of Jai Jawan Jai Kisan Trust)

Balance Sheet

as at 31.3.2019

31.3.2018	Liabilities	Sch. No.	31.3.2019	31.3.2018	Assets	Sch. No.	31.3.2019
			Rs.				Rs.
				1,90,570	<u>FIXED ASSETS:</u>		1,90,570
30,30,500	Corpus Fund		30,30,500				
22,91,287	Jai Jawan Jai Kisan Trust		22,91,287				
	INCOME AND EXPENDITURE ACCOUNT						
-33,09,131	Balance Brought Forward		-50,49,108	83,000	<u>SECURITY DEPOSITS:</u>		83,000
17,39,977	Less : Excess of Expenditure over income for the year						
	Add : Excess of Income over Expenditure from I & E account		9,99,439		<u>CURRENT ASSETS:</u>		
-50,49,108			-40,49,669	1,67,456	Interest accrued on FD		0
	CURRENT LIABILITIES			31,460	Tax Deducted at source		68,161
9,91,803	Other Liabilities		5,87,377	3,86,925	Due from Projects		6,12,673
	DUE TO PROJECTS	1	12,90,112	3,000	Staff advances		0
9,24,048				10,653	<u>CASH & BANK BALANCE</u>		
					Cash in hand		8,420
					<u>BALANCE WITH BANKS</u>		
				2,84,966	Union Bank of India		21,86,783
				10,30,500	Fixed deposit with UBI		0
21,88,530	Total		31,49,607	21,88,530	Total		31,49,607

Accounting policies & Notes

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For KHANNA & ANNADHANAM

Chartered Accountants

(Regn. No. 0001297N)

For CEQUIN

(K.A BALASUBRAMANIAN)

Partner

Membership No. 17415

Ms. Lora K.Prabhu

Executive Director

Ms. Sara Abdullah Pilot

Chairperson

Place : New Delhi

Date : 10.10.19

Centre for Equity and Inclusion - CEQUIN

(A Unit of Jai Jawan Jai Kisan Trust)

INCOME AND EXPENDITURE ACCOUNT For the year ending March 31, 2019

31.03.2018	EXPENDITURE	31.03.2019 Non FCRA	31.03.2019 FCRA	31.03.2019 Total	31.03.2018	INCOME	31.03.2019 Non FCRA	31.03.2019 FCRA	31.03.2019 Total
17,28,327	Honorarium and Salaries & Wages	1,12,360	0	1,12,360	1,35,10,625	Project Income	1,51,48,213	40,90,377	1,92,38,590
1,34,46,463	Project Expenses	1,51,61,666	40,90,377	1,92,52,043	5,55,000	General Donation	13,15,000	0	13,15,000
1,51,490	Office Rent - Jamia Operational Cost	0	0	0	85,777	Interest Income	8,812	0	8,812
13,798	Computer Repair & Maintenance	0	0	0	400	Miscellaneous Income	33,382	0	33,382
2,579	Office Upkeep & Maintenance	34,802	0	34,802	51,800	Jamia Activities-Products	57,170	0	57,170
32,607	Group Insurance	0	0	0					
1,68,840	Professional Fees	1,69,920	0	1,69,920					
8,685	Website Expenses	1,298	0	1,298					
21,411	Vehicle Fuel, Insurance & Maintenance	29,890	0	29,890					
1,630	Travelling & Conveyance	24	0	24					
16,760	Annual Report & Brochures	0	0	0	17,39,977	Excess Of Expenditure Over Income Transferred To Balance Sheet		2,133	
1,652	Telephone, Fax, Internet And Postage	0	0	0					
550	Printing And Stationery	0	0	0					
19,830	Festive Gifts	19,420	0	19,420					
1,179	Staff Welfare	0	0	0					
7,916	Bank Charges And Interest	17,505	624	18,129					
3,00,000	Security Deposit not recoverable	0	0	0					
13,578	Conference workshop ,training	0	0	0					
6,284	Jamia Activities	14,120	1,509	15,629					
0	Excess Of Income Over Expenditure Transferred To Balance Sheet	10,01,572	0	9,99,439					
1,59,43,579	TOTAL	1,65,62,576	40,92,510	2,06,52,953	1,59,43,579	TOTAL	1,65,62,576	40,92,510	2,06,52,953

2

Accounting Policies & Notes

For KHANNA & ANNADHANAM

Chartered Accountants
(Regn.No.0001297N)

For CEQUIN

Place : New Delhi
Date: 10.10.19

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

Ms. Lora K.Prabhu
Executive Director

Ms. Sara Abdullah Pilot
Chairperson

Centre for Equity and Inclusion - CEQUIN

(A Unit of Jai Jawan Jai Kisan Trust)

Details of Projects

Period 01-04-2018 to 31-03-2019

S. Particulars No.	Name of the Project Funders													Total
	Samajik Suvidha Sangam, Delhi Govt	BSES Rajdhani Pvt Ltd	Hero MotoCorp Ltd	MCKS Trust	DSP Black Rock	UNDP	UNFPA	General/ Others	Mewat (DIAL - GMR)	Roop VK Jain Foundation	DAP	DAP Football & Leadership	UNESCO	
	1	2	3	4	5	6	7	8	9	10	11	12	13	
	INR	INR	INR	INR	INR	INR	INR	INR	INR	INR	FCRA	FCRA	FCRA	Rs.
Opening Balance	-2,43,288	-1,42,100	0	9,23,569	1	-23	-59	-1,286	478	0	-169	0	0	5,37,123
Receipts:														
Project Receipts	0	16,04,609	1,02,40,000	20,00,000	10,00,000	0	0	1,31,650	0	46,500	0	40,00,000	3,56,200	1,93,78,959
General Donations	..	..	..	..	..	..	..	..	..	..	..	..	..	0
Excess borne by CEQUIN	..	..	..	-802	..	23	59	14,651	-478	..	..	..	..	13,453
Total (I)	-2,43,288	14,62,509	1,02,40,000	29,22,767	10,00,001	0	0	1,45,015	0	46,500	-169	40,00,000	3,56,200	1,99,29,535
Expenditures:														
1 Gender Resource Centre - Jamia Nagar	..	..	..	..	..	..	..	..	..	..	..	..	..	0
2 Jamia Resource Hub for Social Change through Women's Empowerment and Youth Mentorship	..	18,30,386	..	..	..	..	..	..	..	..	..	..	..	18,30,386
3 Employability Training and Placement/ Self-Employment for Girls	..	..	98,93,742	..	..	..	..	..	..	..	..	..	..	98,93,742
4 Creating Aspirations and Linking Women and Girls to Livelihoods	..	..	..	22,54,120	..	..	..	..	..	..	..	..	..	22,54,120
5 Mardon wali Baat Campaign	..	..	..	..	10,00,384	..	..	..	..	..	..	..	..	10,00,384
6 Badhte Kadam - Mewat, Haryana	..	..	..	..	..	..	..	..	..	37,116	..	..	..	37,116
7 Football for Girls' Empowerment	..	..	..	..	..	..	..	1,45,015	..	..	..	40,00,956	..	41,45,971
8 National Alliance for Women's Football	..	..	..	..	..	..	..	..	..	..	..	..	90,377	90,377
Total (II)	0	18,30,386	98,93,742	22,54,120	10,00,384	0	0	1,45,015	0	37,116	0	40,00,956	90,377	1,92,52,096
Excess/ (Deficit)	-2,43,288	-3,67,877	3,46,258	6,68,647	-383	0	0	0	0	9,384	-169	-956	2,65,823	6,77,439

For CEQUIN

Ms. Lora K.Prabhu
Executive Director

Ms. Sara Abdullah Pilot
Chairperson

Place: New Delhi
Date: 10.10.19





Centre for Equity and Inclusion
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