

a space
of her own



CEQUIN

Annual Report
2019-2020

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Cover photo: Sushanta Dhal

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CEQUIN Team



Starting with the top row, left to right

Bency Issac | Naseem Khan | Tarushikha Yadav

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Absent: Pratishtha Chaudhary | Dolly Verma | Ravi Chauhan | Jobin Thomas | Deepti Debnath | Dilshana

Foreword

The 2019-20 financial year closed under unprecedented circumstances, with an abrupt lockdown due to COVID-19. As we came to terms with the drastic impact on our lives, it became apparent that the pandemic was going to have a particularly negative impact on women and girls, with a real fear of unraveling past gains on gender equity and empowerment.

With the closure of schools, coupled with an estimated 42 percent gender digital gap, the probability of girls dropping out, looms large. Women's labour force participation rate (LFPR) in India had already dropped drastically from 36.7 percent in 2005 to 21 percent in 2020 (ILOSTAT). With the current crisis, these figures are likely to only worsen.

In recent reports, UNFPA has warned about the possibility of 13 million girls being forced into child marriage globally due to the pandemic. India has the largest number of child brides in the world, accounting for one-third the global figure, making this the most critical concern for us to address.

As we reflect back on all that CEQUIN has achieved in the last one year, we are mindful that it will take tremendous hard work and dogged commitment to ensure that we do not regress on any front whether education, livelihoods, leadership, health or addressing gender based violence. Going forward in these uncertain times, we must reiterate our mission to work at the grassroots as well at policy level, to keep the spot light on gender equity and equal outcomes for women and girls.

In the last year we were able to make progress on women's leadership and livelihoods in Jamia and Mewat, with critical support from MCKS Trust and Roop Automotive Ltd. A major highlight of this year has been the partnership with Rohini Nilekani Philanthropies, to consolidate our work with young boys through our Agents of Change workshops. We are hopeful that this initiative will throw up a lot of valuable insights for upscaling and policy advocacy. Our flagship intervention, using football for adolescent girl empowerment was strengthened with the valuable support of Direct Aid Programme of the Australian High Commission and UNESCO. The National Alliance for Women's Football in India, set up by us in 2018, continued to convene and played a vital role in winning the bid for India to host the U-17 FIFA Women's World Cup in 2021. An interesting partnership with the organisation Safetin, introduced us to the innovative use of technology while conducting gender audits. This annual report brings you the detailed description of all these interventions, and their efficacy on the ground.

While we now grapple with the 'new normal' and challenges of the times, it is also an opportunity to look for new possibilities and challenging the status quo. We need to ensure that women and girls emerge stronger and better equipped to take on the new world. We hope to consolidate our learning from the last year and build upon our work. We thank our funders who have believed in our mission and supported our endeavors. The work of organisations like ours appears more relevant and critical than ever before, and we are up for the task!

While we now grapple with the 'new normal' and challenges of the times, it is also an opportunity to look for new possibilities and challenging the status quo.



Acknowledgements

Funding Organisations

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Master Choa Kok Sui Trust (MCKS Trust)
Safetipin- Active Learning Solutions Pvt Ltd
Rohini Nilekani Philanthropies
Roop Automotive Pvt Ltd
UNESCO

Individual Donors

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Jai Jawan Jai Kisan Trust

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Shubjit Sahoo
Sumit Pandey
Suresh Kumar
Sunil Goyal
Vikrant Abrol

Walter J. Lindner, Hon'ble German Ambassador

Institutions

All India Football Federation (AIFF)
Alwar Shakti Cell - District Collector's Office
Anglo Arabic Sr. Sec School, Old Delhi
Aman Biradri
Aman Network
Amar Ujala Paper
Asian Football Confederation (AFC)
Association for Stimulating Know-how (ASK)
Astha Ngo
Baliga Memorial Trust
Blessing Ngo
Buniyad
Chetnalaya
Child Helpline
Confederation Of Indian Industry (CII)
Confcreating Resources For Empowerment In Action (CREA)
Delhi University
Digital Empowerment Foundation
District Commissioner's Office, Mewat
District Education Department, Nuh
Empowerment for Rehabilitation Academic and Health (EFRAH)
Fatehpuri Muslim Sr. Sec School, Old Delhi
Football Delhi
Focal Skill Foundation
Food & Supply
Garden Public School, Jamia Nagar, Delhi
Girls Not Bride
German Embassy, New Delhi
Goals For Girls, USA
Good Samaritan School
Govt Sr. Sec. School, Bhiwadi, Rajasthan
Govt Sr. Sec. School, Churpur, Rajasthan
Govt Sr. Sec. School, Guwalda, Rajasthan
Govt Sr. Sec. School, Jhiwana, Rajasthan
Govt Sr. Sec. School, Kanwarsika, Haryana
Govt Sr. Sec. School, Kahrani, Rajasthan
Govt Sr. Sec. School, Santhalka, Rajasthan
Govt Sr. Sec. School, Sare Kalan, Rajasthan
Govt Sr. Sec. School, Shahdod, Rajasthan
Govt Sr. Sec. School, Tapkan, Haryana
Gram Panchayat Ghasera
Gram Panchayat Rojka Meo
Govt. Girls Sr. Secondary School, Joga Bai Jagori
Khanna and Annadhanam, Chartered Accountants
India on Tracks (IOT)
Indira Gandhi National Open University (IGNOU)
Integral Livelihood And Social Entrepreneurship Foundation
Jamia Millia Islamia University (JMI)
Jamia Sports Complex
Jamia Senior Secondary School
Junior High School, Barola, Noida
Junior High School, Sadarpur, Noida
Jayaraman & Co., Chartered Accountants
Mewat Public High School, Nuh, Haryana
National Small Industries Corporation (NSIC)
Niiti Consulting Pvt Ltd
Pro Sport Development
Resident Welfare Associations (RWA), Jamia Nagar

Sagar Public School, Ghaseda, Haryana
Samaj Sudhar Trust
Sarvodaya Kanya Vidyalaya, Noor Nagar
Shri Ram Foundation (SRF)
Societas Socialis (SOS)
S. Sahoo & Co, Chartered Accountants
Union Bank of India, C.P.
United Nations Development Programme (UNDP)
Volunteers Of Change (VOC)
Women and Child Development Department, GOI

Stakeholders, New Delhi

Neetu Choudhary (Ward Counsilar);
Shoeib Danish (Ward Counsilar); Upender Singh(Sho); Preeti Mukhdal (Po); Abdul Rasheed Agwan; Prof. Iqtidar Mohammed Khan; Saira Begum; Sunita; Dr. M. A. Johar; Nusrat; Rihan; Saqlane; Ahtesham; Waseem Khan; Naeem; Yasmeen; Mustafeez; Gulistan Parveen; Shamim Siddiqui; Ishrat Ali Zaidi; Khurshid Ahmad; Arif Khan; Noorullah; Dr. Irfan; Kamran Khan; Mohd. Saleem; Shadab Ahmed; Zafruddin; Dr. Motiur Rehman; Nishat Hashmi; Kamal Ahmed

Stakeholders Mewat, Haryana

Anoop Jhakar (Deo); Madhu Jain (Po); Abdul Majeed (Beo); Niyamat Ali (Ward Counsilar); Asraf (Sarpanch Ghaseda); Deen Mohammed-Khatooni (Sarpanch Rozka Meo); Mamta Singh; Sister Annie; Mahima Pandey; Aradhna Gupta; Kiran; Nasir Hussain; Friyaz Khan; Om Parkash; Subash; Sangeeta Duggal; Sunita; Rakesh Kumar; Yogita; Basruddin; Omprakash; Abdul Gaffar; Juber Khan; Kasim; Hamid Hussain; Anand Panday; Arif; Sageer; Samar; Sakeel Ahmad; Nisha Juneja; Imran Khan; Naveen Lather; Tofiq Ahmed; Manish Sharma; Saddam Hussain; Zakir Hussain; Waseem; Ashna; Sarda; Kela; Kamlesh; Rubi; Krishna; Pushpa; Soniya; Antram Khatana

Consultants

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Bency Issac; Deepti Debnath; Dilshana; Dolly Verma; Jobin Thomas; Mamta; Mohd. Amin; Mohd. Yunus; Naseem Khan; Nigar Ansari; Pratishta Chaudhary; Rahat Parveen; Ravi Chauhan; Rukhsana Khan; Sameem Ahmed; Satbir Singh; Shakunat Khan, Shane Zehra; Sunil Kumar; Sunita; Sushanta Dhal; Tarushikha Yadav; Zeba Kazmi and Zulfia Masood

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

About

CEQUIN

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.

THEMATIC AREAS OF OUR WORK

- Addressing Gender Based Violence
- Building Leadership of Women and Youth
- Facilitating Women's Economic Empowerment
- Enhancing Health and Well-Being
- Promoting Education of Women and Girls

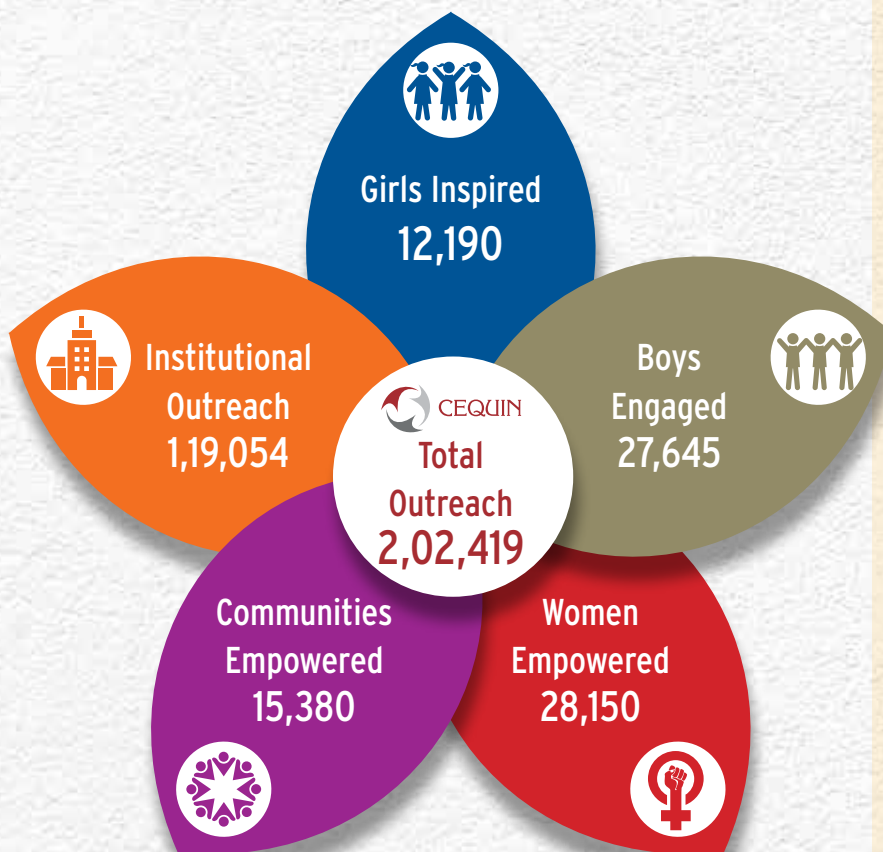
OUR APPROACH

Adopting a Holistic Approach through:

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

PARTNERSHIPS

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



Flagship Programmes of CEQUIN



Football for Girls

This program was initiated in 2011 with girls from vulnerable communities in Jamia Nagar in order to engage their interests, build their capabilities and inspire them to follow their dreams. Initially, we ran a graded inclusive football programme for all age groups in the community. Seeing the success of the programme and the various positive outcomes of football on girls, the programme was expanded to schools and communities across Delhi and Mewat, Haryana. CEQUIN is also the Secretariat of the National Alliance for Women's Football in India and is making efforts to make the story of the women's football an inspiring and successful one.



SUPPORTERS

AIFF, AVFC, DAP,
JMI, MCKS Trust,
Ministry of Netherlands,
UNDP, UNFPA, UNESCO



*Mardon
Wali Baat*

Engaging Men and Boys

Since its foundation, CEQUIN has been a pioneer in engaging men and boys to become agents of change and advocates for gender equity. We have run popular campaigns like 'Respect Women Respect Delhi' in partnership with the cricket team Delhi Daredevils and the on-going 'Mardon Wali Baat'. We participate in collective campaigns like 'One Billion Rising'. We regularly conduct gender sensitisation training and leadership workshops with men and boys in schools and in communities. They are encouraged to engage with issues such as the need to end domestic violence, sharing the workload at home, ending sexual harassment of women and girls, through various means such as peer mentoring, public meetings and media. Through our intervention, we aim to create a cadre of sensitised men and boys who will challenge stereotypes and facilitate, advocate, support and stand up for gender equity and justice.



SUPPORTERS

Rohini Nilekani Philanthropies,
BSES, Delhi Government,
DWCD, DAP, DSP, Jindal Open
Space Foundation, National
Mission for Empowerment of
Women (NMEW)



BADHTE KADAM

Educating and Skilling Women for Financial Independence

Since its inception in 2009, CEQUIN has been mobilising girls in the community, sensitising their parents and working towards mainstreaming and retaining them in the formal education system. We generate awareness on the importance of careers and financial independence amongst adolescents and young women. We also conduct various vocational training courses and encourage women to use crafts as an income generator. This has helped us to increase awareness on the importance of education, school retention and skill development thereby creating career aspirations and ultimately financially independent women.



SUPPORTERS

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

WOMEN RESOURCE CENTRE

Creating Spaces for Women

In 2009 CEQUIN opened its first Gender Resource Centre (GRC) in Jamia Nagar which has today evolved and transformed into a community resource hub for women and girls. Inspired by this, in 2013 we opened another GRC in Mewat, Haryana. This has helped to provide a multitude of services for the communities and increase their trust and buy in, thereby ensuring the sustainability of our project interventions. The GRC has evolved into an Active Citizenship Programme, which provides information and access to laws, policies, schemes and resources, while simultaneously building social responsibility and responsible citizenship.



SUPPORTERS

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



CEQUIN'S PROJECTS

APRIL 2019

MARCH 2020



Funder: Hero Motocorp Limited (HMCL)
 Project: Employability Training and Placement/Self-employment for Girls
 Geography: Haryana
 Project period: April 2018–July 2019

Target Group
 College
 Girls

Flagship Programme: BADHTE KADAM

CEQUIN conducted employability training for girls in government colleges in partnership with FSF, ILSEF and UNDP. 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.

- 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



Target Group
 Women and
 Girls

Funder: Master Choa Kok Sui Trust Fund
 Project Name: Empowerment of Women Through Livelihood And Leadership
 Geography: Jamia Nagar, New Delhi and Nuh, Haryana
 Project period: April 2019-March 2020

Flagship Programme: BADHTE KADAM



CEQUIN worked with women and girls in Jamia and Nuh to build their leadership and confidence and have more influence over decision making that impacts their lives. We conducted a baseline survey with 1,000 community women from both Delhi and Nuh to have a greater understanding of their social and economic environment. Remedial classes were conducted with drop-out girls to mainstream them in regular schools in Nuh. Functional literacy classes were specifically tailored to meet the educational needs of rural women, who were equipped with basic reading, writing and calculation skills to make them self-reliant. Our Help Desk services provided critical information on various government schemes and programmes for easy accessibility for the local community. Women were provided vocational training to hone their skills to avail market opportunities. We created effective redressal mechanism within the community to protect the right of every women by working closely with Mahila Panchayat (women collective) groups through our various awareness and capacity building sessions on gender based violence (GBV), Protection of Women from Domestic Violence Act (2005), legal literacy, etc. Through our sessions we encouraged women to not only speak up but also make their voices heard for effective social change.

- Girls mainstreamed to NIOS and Haryana Open Education Board, leading to improved enrolment rates of girls in Mewat
- Parents sensitised on girls' education
- Women's confidence and leadership built through engendering public spaces like banks and markets
- Mahila Panchayats equipped to support women for crisis intervention and legal aid at community level, leading to reduction in violence against women
- Girls' negotiating skills improved and a mindset change was observed within the community by acknowledging of girl's leisure time through sports





Funder: Rohini Nilekani Philanthropies (RNP)
 Project: Towards Creating Gender Equitable Communities
 Geography: Delhi, Haryana, Uttar Pradesh and Rajasthan
 Project period: April 2019–Sept. 2020

Target Group
 Adolescent
 Boys

Flagship Programme: MARDON WALI BAAT

This is an ongoing project and we are working with young adolescent boys in government schools through our year-long intervention of gender sensitisation and leadership workshops with boys who are called Agents of Change. It was crucial to work with adolescent boys as they are socially constricted by gender stereotypes and often penalised for acting outside their traditional gender roles. A standardised module was developed on gender and leadership which was used by our trainers in all the trainings in schools. We have undertaken a baseline study and initial two-day gender and leadership training workshop covering 16 schools in Haryana (Mewat), Delhi (Old Delhi, New Delhi), Rajasthan (Alwar) and Uttar Pradesh (Noida). We covered topics like gender, masculinity, discrimination and human rights. We are now engaging with AOCs on a weekly basis and creating a safe space for boys to freely express and bring about a change in their schools and communities. A film on this subject is under production which will help us to reflect and showcase the impact of our work.

- Strong linkages and partnerships established with school authorities across four states



- Teachers and principals gender sensitised to support AOC's leadership development
- AOCs taking the lead to create awareness in their own community and peers to advocate for girls' rights

Target Group
 Adolescent
 Boys

Funder: DSP Investment Managers Pvt Ltd (DSPIM)
 Project Name: Converting Men and Boys Into Agents Of Change
 Geography: Delhi and its bordering areas
 Project period: Sept. 2019–Aug. 2020

Flagship Programme: MARDON WALI BAAT



In this project we have worked towards creating a youth cadre, committed to the attainment of gender equity. We believe men and boys are equal partners in the pursuit of women's empowerment. Hence both young men and women have been a part of our training workshops.

We worked with students from various educational institutes like Delhi University colleges (Janki Devi, Hindu, St Stephens, Gargi, Sri Venkateswara, Bhagat Singh, Ramjas) and Jamia Milia Islamia, who were pursuing their graduation to be part our Training Of Trainers workshops. We organised two day gender sensitisation and leadership trainings and inducted them as co-facilitators in the concurrent training workshops being held in government schools with AOC boys.

- Youth sensitised and exposed to gender concepts which helped them build their own leadership and also create future leaders while working with adolescent boys in school





We organised several round table meetings of the National Alliance for Women's Football, with various stakeholders and football state associations to strengthen women's football at grassroots level and discussed different adaptive models. CEQUIN was invited to several forums to build capacity on how to use football as a powerful tool for gender equity. A consolidated Kickstart Equality Training Module was produced for scaling up the intervention. An impact study was commissioned to capture our decade long intervention in Delhi, learning from which will be used as an advocacy tool for administrators, civil society, sports clubs and academia. CEQUIN got the opportunity to be part of the Self Academy Workshop conducted by CREA in Lucknow. The senior coaches through such workshops were able to develop their leadership, and enhance their technical skills.

Funder: Direct Aid Programme (DAP)
 Project: National Alliance for Women's Football in India
 Geography: Delhi
 Project period: May 2019 to July 2020

Target Group
**Adolescent
 Girls**

Flagship Programme: KICKSTART EQUALITY

- "Recognition Certificate for Promoting Gender Diversity through Football" by Federation of Indian Chambers of Commerce and Industry (FICCI)
- "Best NGO in Football Development" by Football Delhi
- CEQUIN's Chairperson Sara Abdullah Pilot awarded as "Women of the Decade in Community Leadership" by Women Economic Forum
- CEQUIN's football girls were awarded as "Young Leaders Creating a Better World for All" by Women Economic Forum
- Increased participation of girls at community level, encouraging girls to play in public spaces
- Introduction of girls grassroots league, increasing opportunity for competitive play
- Girls' leadership and confidence enhanced
- Sensitised RWAs associations, men and boys and parents, encouraging girls' participation
- Built effective training football module on leadership as resource tool
- Initiated conversations around the media's responsibility towards promoting women's football in India
- New linkages and partnership built with state associations to prioritise grassroots participation in women's football.



Target Group
**Women and
 Girls**

Funder: United Nations Educational Scientific and Cultural Organisation (UNESCO)
 Project: National Alliance for Women's Football
 Geography: Delhi
 Project period: March–September 2019

Flagship Programme: KICKSTART EQUALITY



CEQUIN convened the National Alliance for Women's Football in India (NAWF), which includes representatives from AIFF, state associations, clubs, academies, international agencies, NGOs, media, corporate and bilateral agencies. In our efforts to mainstream women's football in the sports narrative of India, CEQUIN collaborated with India on Track (IOT) to be a part of The Sports Movement 2019 and as the convener of the NAWF, curated special panels on women's football in India with the objective of identifying challenges, sensitising media and uncovering the huge opportunities that lie for women's football in India, both at grassroots and at the elite level.

- Built wide recognition of efficacy of CEQUIN's model of football for girls' empowerment
- Sensitised media on the coverage of women sports





Target Group
**Women, Girls,
 Men & Boys**

Funder: Active Learning Solution Pvt Ltd
 Project: Mapping & Survey for GBV in Public Spaces
 Geography: Delhi and Haryana
 Project period: May–Sept. 2019

Flagship Programme: BADHTE KADAM

Funder: Roop Automotive Ltd
 Project: Leadership Development of Women in Mewat
 Geography: Rozka Meo, Nuh, Haryana
 Project period: Sept. 2019–March 2020

Target Group
**Women
 and Girls**

Flagship Programme: BADHTE KADAM



CEQUIN worked with women and girls in Rozka Meo village, Mewat and conducted awareness sessions on GBV and human rights. They were linked with police and state machineries for smooth redressal mechanisms through Mahila Panchayat (women collective) groups. We created safe spaces for women through Nari Ki Chopal which encouraged them to come out of their homes and express their concerns and problems related to violence, rights and entitlements. Functional literacy classes were conducted with women to address the low female literacy rate in the region. Through our interventions, we constantly worked towards enabling women to become self-reliant and confident individuals capable of making informed decisions in their day to day lives. We are building the agency of women and girls in decision-making, leadership and collective action.

- Mahila Panchayat groups strengthened through capacity building sessions
- Women’s knowledge of human rights and legal awareness built
- Enhanced level of confidence and agency amongst local community women



The objective of this short-term project in collaboration with Safetipin, was to work with local community members from Nuh and Jamia and make them aware of gendered usage of public space, and the obstacles women face in access and mobility. Our intervention focused on training women, men and youth to conduct gender audits in their own area from a gender lens. Gender audits were conducted through Safetipin app in Jamia Nagar and they identified the factors that made public spaces unsafe for women. All the findings were recorded in the app which will be helpful to advocate with local stakeholders to take actions towards violence against women.

- Community members (men , women and youth) sensitized on the issue of women’s safety in public spaces
- Communities members exposed to using new age technology



“Girls should have the space and opportunity to lead without any fear or discrimination”
– Ixchel María José Lucas Adolfo



GIRLS IN ACTION



Girls Inspired
12,190



Conducting remedial classes and mainstreaming out-of-school girls

Remedial classes were conducted in Mewat Resource Center for out-of-school girls to help them improve their learning outcomes and make them at par with their peers. Support was provided to the parents in the admission process, linking them to educational institutes for smooth enrolment of girls. The dropout girls were mainstreamed by connecting them through NIOS and Haryana Open Education Board. Regular follow up to monitor girls' attendance and academic performance was done leading to improvement in school enrolment, attendance and reduction in out-of-school girls.

Building girls' leadership through football camps

CEQUIN conducted an inclusive graded programme with 374 adolescent girls in various schools of Delhi and Nuh. The camps included technical training along with other sessions covering topics like health, gender, livelihood and leadership. These sessions allowed girls to participate freely and share their experiences. Football increased their confidence level and improved technical skills.



TOURNAMENTS AND MATCHES PLAYED

S. No.	School/Organization	No. of Girls	Venue
1	GGSSS Joga Bai	187	New Friends Colony, New Delhi
2	SKV Noor Nagar	137	Noor Nagar, New Delhi
3	Sakshi NGO	30	Jasola Village, New Delhi
4	Sagar Public School	50	Mewat, Haryana

Diana Jones League Matches

Event Matches	Date	Venue	Score
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DIANA JONES FOOTBALL LEAGUE 2019 - FOR SENIOR GIRLS

CEQUIN vs Literacy India	10/12/2019	Lajpat Nagar	Won 1-0
CEQUIN vs Choma Eagles	12/12/2019	Lajpat Nagar	Drawn 1-1
CEQUIN vs GGSSS, Keshav Puram (QF)	27/1/2020	Lajpat Nagar	Won 4-0
CEQUIN VS Srishti Youth Foundation	31/01/2020	Lajpat Nagar	Won 4-2
CEQUIN vs Khel Khel Mein Foundation (SF)	01/02/2020	Lajpat Nagar	Lost 1-3

DIANA JONES FOOTBALL LEAGUE 2019 - FOR JUNIOR GIRLS

CEQUIN vs Khel Khelmein Foundation	16/04/2019	The Frank Anthony Public School- Lajpat Nagar	Lost 0-9
CEQUIN vs Bal Bharti- Pitampura	18/04/2019	The Frank Anthony Public School- Lajpat Nagar	Drawn 0-0
CEQUIN Vs The Frank Anthony Public School	23/04/2019	The Frank Anthony Public School- Lajpat Nagar	Won 1-0
CEQUIN Vs My Angels Academy (QF)	25/04/2019	The Frank Anthony Public School- Lajpat Nagar	Lost 0-6

Grassroots Football League

FRIENDLY MATCHES

Team	Date	Name of School/ Location	Score
CEQUIN vs The Art of Sport	06/04/2019	St. Mary's School, Safdarjung Enclave	Won 6-0
CEQUIN vs The British School	13/04/2019	The British School- Chanakyapuri	0-5 lost
CEQUIN -A vs CEQUIN-B (Senior Girls)	14/06/2019	Jamia Sports Complex, Jamia Nagar	Drawn 2-2
CEQUIN -A vs CEQUIN-B (Senior Girls)	14/06/2019	Jamia Sports Complex, Jamia Nagar	3-2 CEQUIN -A Team Won
CEQUIN -A vs CEQUIN-B (Senior Girls)	12/07/2019	Jamia Sports Complex, Jamia Nagar	2-1 CEQUIN -A Team Won
CEQUIN -A vs CEQUIN-B (Senior Girls)	26/07/2019	Jamia Sports Complex, Jamia Nagar	Drawn 2-2
CEQUIN -A vs CEQUIN-B (Senior Girls)	09/08/2019	Jamia Sports Complex, Jamia Nagar	3-2 CEQUIN -A Team Won
CEQUIN -A vs CEQUIN-B (Senior Girls)	28/08/2019	Jamia Sports Complex, Jamia Nagar	3-2 CEQUIN -B Team Won
CEQUIN -A vs CEQUIN-B (Senior Girls)	16/09/2019	Jamia Sports Complex, Jamia Nagar	4-3 CEQUIN- B Team Won
CEQUIN -A vs CEQUIN-B (Senior Girls)	23/09/2019	Jamia Sports Complex, Jamia Nagar	2-1 CEQUIN-A Team Won
CEQUIN vs The Art of Sport	28/09/2019	St. Mary's School, Safdarjung Enclave	Won 8-0

Participation in football matches

Our girls participated in Diana Jones league matches in both junior and senior categories. They were able to qualify for the quarter and semi-final matches, displaying an advancement in their sports skills, which was an achievement for them. The girls were able to perform competitively and also received support from their families, which earlier used to be a challenge. The girls were able to improve their mobility, became confident to travel alone for all the matches and have managed to strengthen their negotiating skills.

Promoting Girls Grassroots Football League

The grassroots league matches were based on a sustainable model and exposed the girls to a league format in their own locality. The league matches were held on a weekly basis and covered 541 girls from Jamia Nagar. This encouraged the culture of girls to play in their local community, reclaiming and engendering public spaces and giving them exposure to play competitively to hone their game. The league matches changed the mindsets of male members in the community which was a shift in the narrative of girls being more visible in public spaces in their leisure time.



Providing employability training and organising Career Mela

We conducted employability training for girls in various educational institutes of Haryana which focused on mock interviews, presentation of CV and orientation towards life skills and work readiness. We provided them career guidance, counselling and the various employability opportunities in the job market. Career Mela was organised in Faridabad for direct access of the job market to the girls. In Nuh we organised job interviews for young girls interested in the teaching field.



Celebrating International Women's Day

Sports is an important tool for developing a girl's leadership and claiming her right to play outdoor sports. CEQUIN in collaboration with AIFF and AFC organised a friendly match with the local Jamia team. The girls played competitive matches and celebrated the spirit of Women's Day celebration.



Football Module

We compiled and produced CEQUIN's football techniques into a comprehensive module for leadership development of adolescent girls. The topics covered in the module are football techniques, leadership, gender, health, education and career guidance. This module is scalable and can be implemented in various government and private schools across the region.



Conducted Football Impact Study

CEQUIN collaborated with NIITI consultancy Pvt Ltd as research partners to conduct an in-depth study of the impact of the Kickstart Equality Football programme for adolescent girls. This study for the first time provides tangible empirical data on the efficacy of sports as a tool for girl's empowerment.





Empowering Women

“No one can stop us. We will speak for our rights and we will bring change through our voice.”

– Malala Yousafzai



Women
Empowered
28,150

Baseline survey conducted by CEQUIN in Jamia Nagar and Nuh



CEQUIN conducted a baseline survey with 1,000 community women from both Delhi and Mewat to have a greater understanding of local communities including their social and economic environment and certain areas needed attention and intervention like education, gender based violence (GBV), economic status etc.

Through CEQUIN's baseline data it was observed nearly

- 90% women don't have control over their income
- 83% women are illiterate in Mewat
- 87% girls get married between the age – group of 15-18 years especially in Mewat
- 45% young girls discontinue their education midway due to household chores
- Only 6% girls study till higher secondary, and
- 47% women don't seek any legal help when faced with any kind of violence at home or outside.

Conducting functional literacy classes with women

CEQUIN conducted functional literacy classes in Nuh with women thrice a week and exposed them to various opportunities of learning which led to a more democratic participation and active citizenship. These classes provided them space to step out of their homes, learn through peer interactions, form new bonds with one another, which also contributed to their learning and personality development.

Specific indicators were set for functional literacy, connecting them to their practical learning like ability to sign, ability to calculate, ability to read and write.



The main purpose of acquiring adult education was to bring about changes in knowledge, attitudes, and skills for the purpose of identifying and solving personal and community problems. Through these classes, women were now equipped to step out of their homes and visit banks to open their accounts, fill out forms and apply for various government schemes, apply for ration card and do simple day-to-day financial transactions in markets. These women further mobilised other women and motivated them to join these classes which reflected their confidence and leadership skills. A comfortable environment was created which enabled them to overcome inhibitions and feel motivated towards acquiring education. This was a step towards equal access to opportunities and resources in combating social and economic constraints prevalent in their communities.

Setting up Help Desk

We set up a Help Desk to disseminate information on important government and social security schemes such as getting a birth certificate, opening a new account in a bank, admission process of government schools, old age pension scheme, Haryana Mukhyantri Vivah Sughan Yojana, legal rights on domestic violence, information on Haryana open school admission process, formation of self-help groups, PAN card application process etc. CEQUIN office became a resource centre where women and men felt comfortable to approach the Help Desk for any important information. The community gained valuable knowledge and accessed information and CEQUIN staff was able to support in the various processes and procedures of the schemes.





In a community where women were stereotyped as social and religious conservatives, considered so oppressed and inarticulate that others had to speak up for their behalf, through their actions have shattered such an image.

Conducting vocational training classes

Women and girls attended courses on embroidery and recycling of discarded textile and garments conducted by our trainers. Through these classes they were equipped with specialised skills, which helped them to increase their employment opportunities. This enabled women to work from home while continuing in their traditional role as homemaker and yet earn.



Conducting entrepreneurship workshop

We conducted various entrepreneurship workshops in both Delhi and Mewat on how to start small business enterprises of their own. These women were given various innovative ideas to become financially independent and contribute to their household income. Mapping of various locations in Delhi was done for potential market linkages and job opportunities for these women. Linkages were built with various export houses, garment industry and fabricators to understand the various business plans, and explore opportunities for women artisans.

CEQUIN Craft

The existing women producer groups were strengthened and capacity building sessions were organised to make them aware about the various business models and sale ability of the products. These women were capacitated on how to groom themselves, communicate with the customers and market their products in local markets. These sessions built their confidence to start their own businesses, become entrepreneurs and be adaptive for a better entrepreneurial outlook to scale their business model. It provided women with the capacity to access the market and finances.



Our plans to revive Jamia Bazaar was stalled due to political unrest in Jamia Millia Islamia University, Shaheen Bagh protest and COVID-19 pandemic which directly affected our work.

Organising market exposure visits

These women were given market exposure and got the opportunity to attend a seminar conducted by Vishwa Yuvak Kendra on skills required for starting small businesses and various schemes of the government to set up businesses. To further expand their horizon they were taken to Delhi Haat and OZ Haat Mela conducted by Australian High Commission, where they learnt about the work of various crafts person's across different states.



Organising Nari Ki Chopal

Through *Nari Ki Chopal*, we created a safe public space for women to converge and express themselves, in local communities with an effort to have maximum outreach of women. Women were encouraged to step out of their homes and engage in interactive spaces and start conversations with each other on issues concerning them and their communities. Child Protection Officer of Mewat district, Mrs Madhu Jain, was invited as a resource person to raise awareness about child marriage. The women participated actively in these discussions, asking questions and sharing personal experiences concerning child marriage.



Conducting awareness sessions on human rights

We addressed the issue of child marriage which is critical in Mewat. We undertook a series of sessions on gender discrimination and child marriage as the main theme of the year. Movie clips like "Main kar sakti hoon" was shown which reflected the situation of child marriage in India.



Strengthening Mahila Panchayat groups

A multi-pronged approach to combat violence against women, through community response mechanisms have been an essential to CEQUIN's work. We provided support to women who are experiencing abuse, domestic violence and any form of discrimination. Counselling sessions, referrals and linkages with police, lawyers were some of the services provided to women. Various sessions on understanding concept of patriarchy, GBV, Protection of Women from Domestic Violence Act, 2005, dowry related laws, concept of women's collective leadership was conducted through the Mahila Panchayat groups. We have forged effective partnerships with local stakeholders and government authorities. These partnerships ensured sustainability and played an important role in driving our initiatives.

Status of Mahila Panchayat in Delhi and Mewat

Mahila Panchayat case	Jamia	Rozka	Ghasera
Active Mahila Panchayats members	7	1	1
Cases Approached	106	6	4
Advice	48	1	-
Referred to Court	2	-	4
Processed by Mahila Panchayats	8	-	-
Solved by Mahila Panchayats	35	3	-



Emergence of Women Leadership in Jamia Nagar

In the recent social-political scenario, women were visibly seen as politically active, taking leadership roles and coming on to the streets to make their presence felt in Jamia Nagar. In a community where women were stereotyped as social and religious conservatives, considered so oppressed and inarticulate that others had to speak up for their behalf, through their actions have shattered such an image. Their lives were restricted within their homes and they were confined to structured outings, accompanied by male relatives. Politics has been firmly the male domain, with women at best casting their votes as per the patriarch's dictates.

The political unrest around Jamia area in late December 2019 saw an unusual and interesting phenomenon. Women were engaging, participation and articulating their opinion with confidence and agency. Amongst these women were CEQUIN's Mahila Panchayats group members, who could be seen coming forward in their individual capacities to voice their opinion on matters of governance and policy, which had so far been perceived as a male domain. CEQUIN's intervention over the years with Mahila Panchayat groups was the honing of their leadership skills, capacitating them to collectivise their voices against discrimination and gender-based violence, to understand human rights, etc. These women's transformation, with the ability to visibly get their voices heard, braving the backlash, has transcended them to truly leadership roles.

We interviewed and interacted with some of our Mahila Panchayat groups and it was observed that they were coming out in open spaces and balancing their household chores alongside it. They were seen stepping out into the streets during late evenings and at night, which showed their negotiating skill and supportive environment of their homes. Some of these women further mobilised other women from their communities and encouraged them to take a leadership role. This political protest has converted into a movement led by women which is historic and is a start to change the discourse of how Muslim women are viewed by the society.





Boys Engaged
27,645

Engaging with men and boys



“Men must defy the structures of patriarchy and outdated notions of manhood, and use that questioning to build more just societies.”

– Winston Duke



Induction and conducting of gender sensitisation workshops for interns

We have been engaging with youth to create a cadre of sensitised boys who challenge gender stereotypes, facilitate a positive environment for women and girl’s empowerment and raise their voices to advocate for gender equality, in this process they build their leadership skills. 47 interns from various colleges like Hindu, Venkateshwara, Janki Devi, LSR colleges were part of our two day training workshops and assisted us in our gender sensitisation workshops with boys in government schools. They co-facilitated the sessions with our trainers and were able to impart their learning while mentoring the boys.

Gender sensitisation and leadership workshops in schools

We worked with young adolescent boys with the belief that they can play an important role in social transformation and identify ways to catalyze change with their engagement in society. The baseline and two-day gender sensitisation and leadership workshops were conducted covering 16 schools situated in rural and urban areas across four states namely Haryana (Mewat), Delhi (Old Delhi and New Delhi), Rajasthan (Alwar) and Uttar Pradesh (Noida). The training started with a leadership component to initiate building the perspective and interest of these young boys and then introduced the key topics of gender, discrimination and masculinity. The trainer used various creative mediums like movie clips, flash cards, interactive storytelling sessions and group activities to make the sessions more engaging and interactive.



Continuous engagement with Agents of Change (adolescent boys)

After the two-day training workshop we developed a process of engaging with the AOCs on a regular basis in the schools. The activities planned enabled the AOCs to gain knowledge and internalise their learning so that they become capable and equipped to play a key leadership role in their schools and communities. The trainers motivated the AOCs by building trust with them, enabling them to freely express themselves and harness their creativity.

Baseline Survey

No. of States	No. of Schools	No. of Respondents	No. of AOCs	No. of Non-AOCs
4	16	644	600	290

Details of Workshops in Schools

School Strength	Total Number of Baseline with AOC	Number of Baseline with Non AOC			Total Number of AOC covered in training
		Total	Girls	Boys	
400	42	21	8	13	36
900	40	22	10	12	38
914	40	24	12	12	39
2,214	122	67	30	37	113
900	38	16	10	6	39
1,000	40	20	10	10	38
900	40	20	10	10	43
900	40	20	12	8	38
1,000	40	19	10	9	39
500	41	20	9	11	36
400	40	20	10	10	35
1,000	41	22	11	11	32
6,600	320	157	82	75	300
600	42	20	10	10	42
450	26	10	10	0	29
1,050	68	30	20	10	71
800	42	10	2	8	41
1,000	48	20	0	20	39
2,000	42	6	0	6	36
3,800	132	36	2	34	116
13,664	642	290	134	156	600

Empowering Communities



“There is no power for change greater than a community discovering what it cares about”

– Margaret J. Wheatley

Building linkages with stakeholders

Linkages were built through a multi-stakeholder approach, to strengthen our institutional partnerships. We worked with RWA associations, police, government school teachers and principals, Alwar Shakti Cell, SRF, Aman Network, local counsellors and others, to scale our work for smooth functioning and implementation of our projects on the ground. These linkages helped us to identify the appropriate stakeholder to resolve cases of violence reported by our Mahila Panchayat (women collectives), carry our training workshops in government schools and get permissions for access to local ground for the football programme.



Communities
empowered
15,380

Conducting public rally

In Delhi there is increasing gender-based violence in both public and private spheres, where the formal mechanisms often remains ineffective. In this growing concern, CEQUIN organised a protest march in Jamia Nagar with the participation of local community members, RWAs, local counselors, civil society organizations to raise their voices against violence against women and stand up for rape survivors across India. We met with the Okhla Head police officials and raised our concerns on the safety of women. This culminated in a collective pledged to ensure community policing and creating safe spaces for women.



equity and addressing violence against women. We organised a social media campaign and articulated voices of women and men speaking on patriarchy. Awareness sessions on GBV and redressal mechanisms to address it were conducted in Jamia Nagar.

Conducting safety audits

Women and girl's mobility is restricted and their behavior is influenced by an increasing sense of vulnerability with regard to their physical safety. Safetipin collaborated with CEQUIN and we conducted safety audits through Safetipin App in Jamia Nagar and identified the factors that make spaces unsafe for women. The reports and findings were used to negotiate with local police and take action towards prevention of violence against women.

Engaging with parents

CEQUIN organised sessions with the parents to sensitise and coopt them and generate their support to allow girls to play football. They were counseled about how, through football, these girls are becoming confident individuals and strong leaders. Parents in local communities of Mewat were encouraged to support girl child education and they were convinced to send their daughters to school. We are continuing to work towards positively influencing parental and community attitudes towards girl's growth and development which will contribute to their future and make them self-reliant.

Celebrating 16 Days of Activism and One Billion Rising (OBR)

The theme of the global campaign was - "Orange the World: Generation Equality Stands against Rape!" Gender discrimination still holds many women back and is a barrier to their development. We at CEQUIN have been working towards addressing GBV in all our programmes and actively participated in global campaigns like 16 Days of Activism on Violence Against Women, whereby engaging both men and women in the discourse of gender



We were also part of OBR celebration which brought together organisations working on gender justice to collectively raise their voices against gender based violence and celebrate their solidarity. We curated a panel discussion in Connaught Place, Central Park, New Delhi, on Women's Leadership and how their opinions and presence are gaining importance nation-wide. We also coopted men's perception in this whole discourse of women reclaiming public spaces in the fore-front.





Institutional
Outreach
1,19,054



Engendering Institutions

“We must break free from age old ideas and dismantle patriarchal structures to make institutions more just and robust.”
- Unknown

Convening National Alliance for Women's Football

NAWF (National Alliance for Women's Football) played a critical role in building the narrative around women's football into the mainstream discussion in India. We organised meetings with state association, civil society, journalist and media to create sensitivity and awareness on girls' participation in sports at grassroots level.

Interface with police

We were part of monthly meetings with SPUWAC (Special Police Unit for Women and Children) and discussed the everyday challenges faced by women and girls in local communities. This helped them to design various interventions to ensure women's safety. Due to our strong linkages with police, we received full support during the lockdown phase of COVID to distribute ration to the marginalised communities in Jamia and they also helped us in crowd control and ensured social distancing was maintained while distribution was taking place.



Policy level meetings and advocacy

Our efforts as convener of NAWF has culminated into India successfully winning the bid to host the U-17 FIFA Women's World Cup 2021. We were part of the Indian Delegation at 69th FIFA Congress at FIFA Women's Football Convention in Paris. We have worked with various sports associations, UN bodies, AIFF, FIFA and have been constantly engaging with them, integrating gender in the male dominated world of football.

Engaging with educational institutions

We sensitised school principals and started to change the mindsets of teachers and school authorities and built their understanding on engaging with young boys working towards sensitising them at a young age. They were involved with our AOC workshops and could understand the long-term vision in creating sensitised leaders.



Glimpses 2019-2020



5 April 2019 CEQUIN's 10 year Celebration

25 April 2019 CEQUIN in collaboration with Safetipin facilitated a session with our young community leaders in Jamia Nagar on using the Safetipin app to conduct safety audits.



7 May 2019 CEQUIN conducted National Alliance for Women's Football meeting and hosted Australian football team from the Football Federation Australia



5 July 2019 CEQUIN organised Career Mela organised with support from Hero MotoCorp and UNDP in India for girls in the Mewat, Haryana



19 July 2019 CEQUIN together with UNDP, Hero MotoCorp and other partners organised a Mega Career Mela for girls in Faridabad



18 Sept 2019 CEQUIN football players Mala and Sangeeta were part of AIFF Senior Women National Championship



16 April 2019 CEQUIN's Chairperson Sara Abdullah Pilot awarded as "Women of the Decade in Community Leadership" and CEQUIN's football girls were awarded as "Young Leaders Creating a Better World for All by Women Economic Forum



2 July 2019 CEQUIN's Chairperson Sara Abdullah Pilot and football girls met with the Hon'ble German Ambassador Mr. Walter J. Lindner



14 July 2019 CEQUIN organised a legal awareness session with over 100 women in Rozka Village, Mewat on issues such as violence against women



21st July 2019 CEQUIN hosted football training workshop with renowned German Football Coach Ms. Wiltrud Melbaum along with Thomas Schmidt, Krishnendu Roy and Arunava Chaudhuri



26 Sept 2019 CEQUIN partnered with India On Track - Corporate for a Sports Movement Conference



23 April 2019 Deakin University invited CEQUIN to share about our work on Sports for Equality with their students from Australia.



5 July 2019 CEQUIN's Chairperson Sara Abdullah Pilot was part of the Indian Delegation at 69th FIFA Congress

17 July 2019 CEQUIN conducted a facilitation and counselling session at NSIC



19 July 2019 Swachh SDMC (South Delhi Municipal Corporation) invited CEQUIN to be one of the panelists to conduct interviews of ASHA (Accredited Social Health Activist) workers in and around Jamia Nagar



11 Sept 2019 CEQUIN initiated first-ever grassroots football league for girls in Jamia, CEQUIN GIRLS GRASSROOTS FOOTBALL LEAGUE'19



28 Sept 2019 CEQUIN football team won a friendly match against The Art of Sports by a score of 6-0



14 Oct 2019 Marking International Day of the Girl Child, CEQUIN was invited by Australian High Commission for their campaign "Girls Takeover" and to be part of the discussions around gender equality along with acting girl's takeover Ambassador, Anjali from Lucknow



22 Oct 2019 CEQUIN was part of the seminar organised by Vishwa Yuvak Kendra on - Skill Development & Entrepreneurship



7 Nov 2019 Pro Sport Development and Girls Not Brides organised the conference on Changing the Game: 'Sport for Gender Equity and Ending Child Marriage'. Ms. Lora Krishnamurthi Prabhu was invited to present our work on Football with girls in a rural and urban setup



18 Nov 2019 CEQUIN as a part of Aman Group Network hosted a planning meeting for a 16-day activism campaign



2 Dec 2019 CEQUIN organised National Alliance for Women's Football Round Table Meeting with various state associations and stakeholders



4 Dec 2019 CEQUIN was invited for OZ Mela by Australian High Commission, New Delhi



8 Dec 2019 Protest march on violence against women was organised by CEQUIN in Jamia Nagar



11 Dec 2019 CEQUIN won the Best NGO in Football Development by Football Delhi



16 Dec 2019 As part of Mardon Wali Baat project, CEQUIN conducted sessions on child marriage, importance of education and expressing one selves through photography with Agents Of Change boys in government school of Noida and Nuh in Haryana



29 Dec 2019 Football girls Anne Aiza Khan, Saiba, Rayyan Mantasha, Nusrat Rani attended the Self Academy Workshop conducted by CREA in Lucknow



2 Jan 2020 CEQUIN Football girls team attended three-day Annual Goals for Girls Leadership Summit, 2020



20 Jan 2020 A session was conducted with the local women of Mewat in Rozka village focusing on early child marriage

24 Jan 2020 CEQUIN participated in UN-NITI Aayog Voluntary National Review on Sustainable Development Goals for Religious Minorities of India

29 Jan 2020 Won the League Match against GGSSS Keshav Puram by 4-0, Diana Jones Football League 2019-2020 (Senior Edition)

19 Feb 2020 CEQUIN conducted awareness sessions with Mahila Panchayat members in Ghasera village, Mewat and addressed the topic of "Discrimination" in education, human rights, caste, and sex



10 Feb 2020 CEQUIN part of an ORB celebration discussion



31 Jan 2020 CEQUIN won the Quarter Final Match against Sristhi Youth Foundation school by 4-2, Diana Jones Football League 2019-2020 (Senior Edn)



3 March 2020 CEQUIN part of football carnival hosted by FIFA at JLN stadium

22-23 Feb 2020 CEQUIN football girls were invited for "United We Play" selection trails a pan-India initiative by Apollo Tyres and Manchester United to encourage young footballing talent

Outreach for 2019-2020

Total Outreach
2,02,419

Component	Activities	No. of Meetings/ Training/ Workshop/ Matches	No. of Beneficiaries (Direct)	No. of Beneficiaries (Indirect)	Total	
GIRLS IN ACTION	All Inclusive Community Football	547	374	1,496	1,870	
	Football Camps in Delhi	20	404	1,616	2,020	
	Football Friendly matches	11	140	560	700	
	International Yoga Day Celebration	1	55	220	275	
	Diana Zones Football league	9	36	144	180	
	CGGFL - CEQUIN Grassroot Girls Football League	14	150	600	750	
	Goals for Girls Leadership Summit	1	11	44	55	
	Exhibition Match	2	40	160	200	
	Kick of the dream carnival	1	40	160	200	
	United we play selection Trials	1	23	92	115	
	Job Fair Girls Interaction	2	466	1,864	2,330	
	Employability Training with Girls	4	212	848	1,060	
	Non-Formal Education classes	348	69	276	345	
	Girls connected with Job Opportunities	2	344	1,376	1,720	
	Tuition Classes	166	51	204	255	
	Connected Girls With NIOS Delhi and Mewat	13	13	52	65	
	Child Safety Week	1	10	40	50	
	Total		1,143	2,438	9,752	12,190
	EMPOWERING WOMEN	Women Resource Centre Help Desk (Delhi and Mewat)	0	1,478	5,912	7,390
Women Collectives (Mahila Panchayat) (Delhi and Mewat)		9	200	200	200	
Training & Meeting with Mahila Panchayat in Delhi		119	1,759	7,036	8,795	
Nari ki Chaupal at Mewat		6	305	1,220	1,525	
Meeting and Training with Collectives in Mewat		15	247	988	1,235	
Exposure Visit of livelihood		1	5	20	25	
Adult literacy classes		311	105	N/A	105	
Vocational Courses (Short term courses of Hand Embroidery and Reusable garment Designing)		105	60	N/A	60	
Livelihood session with women's collective in Mewat		25	25	N/A	25	
Mobilization for livelihood in Delhi		200	790	3,160	3,950	
Entrepreneurship Workshop		4	70	N/A	70	
Oz Haat Mela		1	3,000	N/A	3,000	
Artisan Cards of Women		1	15	N/A	15	
Legal Awareness session in Mewat		1	130	520	650	
International Women's Day		1	31	124	155	
Meeting With Safetipin (Delhi and Mewat)		3	42	168	210	
16 Days Activism		4	148	592	740	
Total			806	8,410	19,740	28,150



ENGAGING WITH MEN AND BOYS	Baseline survey with Agents of Change	16	644	2,576	3,220
	Baseline survey with Non Agents of Change	16	277	1,108	1,385
	Sensitised men and boys to engage in peer mentoring	4	58	232	290
	Outreach Program to Sensitised Men and Boys	1	545	2,180	2,725
	Agents of Change workshop Mewat & Rajasthan	22	413	10,827	11,240
	Agents of Change workshop Delhi	11	187	5,598	5,785
	Continues Engagement session with AOC (Delhi, Mewat, Rajasthan)	33	600	2,400	3,000
	Total	103	2,724	24,921	27,645
EMPOWERING COMMUNITIES	General Awareness session at Mewat	12	487	1,948	2,435
	Mobilization for women collective in Mewat	15	200	800	1,000
	Baseline Survey (Delhi & Mewat)	4	1000	4,000	5,000
	Cases received under Mahila Panchayat	116	116	464	580
	Parents Meeting	15	110	440	550
	Stakeholder Meeting	4	44	176	220
	Cases received by Mahila Panchayat in Delhi	106	106	424	530
	Cases received by Mahila Panchayat in Mewat	3	6	24	30
	Shoes Distribution in community (Delhi & Mewat)	NA	600	2,400	3,000
	Rally/Marches	1	35	2,000	2,035
	Total	276	2,704	12,676	15,380
	ENGENDERING INSTITUTIONS	CEQUIN Hosted TOT of Employability Trainings	2	54	N/A
Attended seminar on skill development & Entrepreneurship		1	10	N/A	10
Interface Meeting with Police and NGO		2	70	210	280
Networking Meeting		7	215	0	215
Company Map		32	32	96	128
National Alliance meeting		2	44	44	88
Media Conclave meeting		1	70	70	140
Social media outreach		N/A	N/A	N/A	1,18,139
Total		47	441	420	1,19,000



Testimonials

"Working with young boys who are seeing violence around them both in schools and homes can be very daunting. CEQUIN is going beyond teaching and building sensitive and responsible boys is a very interesting approach."

Ram Kumar Meena, Primary School Teacher

"CEQUIN is doing a great job in motivating dropouts of girls, enrolling them in their NFE classes and building their interest in studies once again."

Seema Lata, Primary School Teacher, Ghaseda

"I got to know about the work of CEQUIN in Jamia Nagar, when I joined a rally conducted by CEQUIN on ending violence against women. I would love to be part of such initiatives and would be happy to help in any way I can."

Doctor Rahman, General Secretary, RWA

"I appreciate the work done by CEQUIN for the betterment of the society by working on women's rights. Through training these women and enhancing their skills in stitching and sewing, will help them become self-reliant."

Zakir Hussain, Deputy Sarpanch, Rojka

"CEQUIN is conducting gender sensitisation workshops to build skills and knowledge that would help our school children in future. Workshops like these will prepare them to face the world. I am glad that our children could learn these things so early in their life and would request CEQUIN to conduct more workshops like these."

Om Prakash, Headmaster, Kunwar Singh Senior Secondary School, Mewat

"CEQUIN has done remarkable work in education. The work that was supposed to be done by the government is done by you. We will always be supportive of your work and definitely would like to help in future too."

Majid Khan, Block Education Member, Jamia Nagar

KHANNA & ANNADHANAM

CHARTERED ACCOUNTANTS

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INDEPENDENT AUDITOR'S REPORT

To the Members of
Jai Jawan Jai Kisan Trust
Report on the financial statements

Opinion

We have audited the financial statements of **CEQUIN – Centre for Equity and Inclusion (A unit of Jai Jawan Jai Kisan Trust), New Delhi** (the entity), which comprise the balance sheet as at **March 31, 2020** and the Income and Expenditure account for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the entity as at 31st March, 2020 and of its financial performance for the year then ended in accordance with the Accounting Standards issued by the Institute of Chartered Accountants of India (ICAI).

Basis for Opinion

We conducted our audit in accordance with Standards on Auditing (SAs). Our responsibilities under those Standards are further described in the Audit's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management's responsibility for the financial statements

Management is responsible for the preparation of the financial statements in accordance with the aforesaid Accounting Standards, and for the such internal control as management determines is necessary to enable the preparation of financial statements that are from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue as auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

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

K. A. BALASUBRAMANIAN
Partner
Membership No. 17415
UDIN: 20017415AAAABK2791

Place : New Delhi
Date: 22-12-2020

Centre for Equity and Inclusion - CEQUIN

(A Unit of Jai Jawan Jai Kisan Trust)

BALANCE SHEET AS AT 31-03-2020

31/03/2019	LIABILITIES	SCH. NO	31/03/2020	31/03/2019	ASSETS	SCH. NO	31/03/2020
Rs.			Rs.	Rs.			Rs.
3,030,500	CORPUS FUND		3,030,500	190,570	FIXED ASSETS:		190,570
2,291,287	Jai Jawan Jai Kisan Trust		2,291,287				
	Income And Expenditure Account			83,000	SECURITY DEPOSITS:		68,500
-5,049,108	Balance Brought Forward		-4,049,669				
-	LESS: Excess of Expenditure over Income for the year		117,412				
999,439	ADD: Excess of Income over Expenditure from I&E Account		-				
-4,049,669			-4,167,081		CURRENT ASSETS:		
				-	Interest Accrued on FD		-
				68,161	Tax Deducted at Source		71,362
	CURRENT LIABILITIES:			612,673	Due from Projects		243,288
587,377	Other Liabilities		2,012,424	-	Staff Advances		-
					CASH & BANK BALANCE:		
1,290,112	DUE TO PROJECTS	1	8,402,514	8,420	Cash in Hand		33,346
					BALANCE WITH BANKS		
				2,186,783	Union Bank of India		10,962,579
				-	Fixed Deposit With UBI		-
3,149,607	Total		11,569,644	3,149,607	Total		11,569,645

Accounting Policies & Notes 2

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

For CEQUIN

K. A. BALASUBRAMANIAN
Partner
Membership No. 17415
UDIN: 20017415AAAABK2791

Ms. Lora K. Prabhu
(Executive Director)

Ms. Sara Pilot
(Chairperson)

Place : New Delhi
Date: 22-12-2020

Centre for Equity and Inclusion - CEQUIN
(A Unit of Jai Jawan Jai Kisan Trust)

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING MARCH 31, 2020

31/03/2019	EXPENDITURE	31/03/2020			31/03/2019	INCOME	31/03/2020		
		NON FCRA	FCRA	TOTAL			NON FCRA	FCRA	TOTAL
19,252,043	Project Expenses	10,504,048	2,157,746	12,661,794	19,238,590	Project Income	10,675,845	2,151,800	12,827,645
112,360	Honorarium, Salaries & Wages	150,000	-	150,000	1,315,000	General Donation	202,000	100,000	302,000
-	Computer Repair & Maintenance	21,240	-	21,240	8,812	Interest Income	36,140	-	36,140
34,802	Office Upkeep & Maintenance	57,822	-	57,822	33,382	Miscellaneous Income	2,970	22,705	25,675
-	Group Insurance	58,572	-	58,572	57,170	Jamia Activities products	16,295	-	16,295
169,920	Professional Fees	169,920	-	169,920					
1,298	Website Expenses	1,416	-	1,416					
29,890	Vehicle Fuel, Insurance & Maintenance	24,813	-	24,813		Excess of Expenditure over Income Transferred to Balance Sheet	209,540	-	117,412
24	Travelling & Conveyance	250	-	250					
-	Printing & Stationary	3,195	-	3,195					
-	Audit Fees	29,500	-	29,500					
19,420	Festive Gifts	28,734	-	28,734					
-	Staff Welfare - 10year Completion	90,434	-	90,434					
18,129	Bank charges and Interest	251	2,213	2,464					
-	Postage and Courier	2,595		2,595					
15,629	Jamia Activities		22,418	22,418					
999,439	Excess of Income over Expenditure Transferred to Balance Sheet	-	92,128	-					
20,652,954	TOTAL	11,142,790	2,274,505	13,325,167	20,652,954	TOTAL	11,142,790	2,274,505	13,325,167

Accounting Policies & Notes 2

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

For CEQUIN

K. A. BALASUBRAMANIAN
Partner
Membership No. 17415
UDIN: 20017415AAAABK2791

Ms. Lora K. Prabhu
(Executive Director)

Ms. Sara Pilot
(Chairperson)

Place : New Delhi
Date: 22-12-2020

CEQUIN in Media



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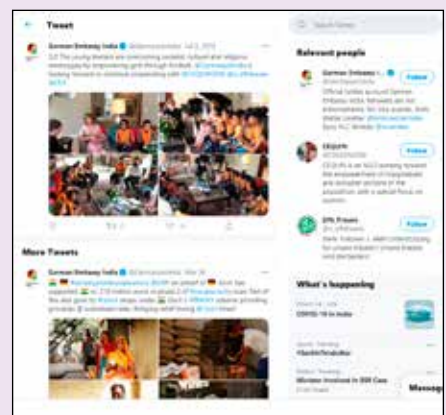
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