



**SAHER**

Society  
for Awareness,  
Harmony  
& Equal Rights

Annual Report  
2011-2012

# Circle of Life

SAHER works for peace across communities, enabling youth to become change agents through leadership and employability programmes. These young people bring about meaningful change in society, effecting a shift from social conflict to economic productiveness and leadership for social action.

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Social change:  
all year round...

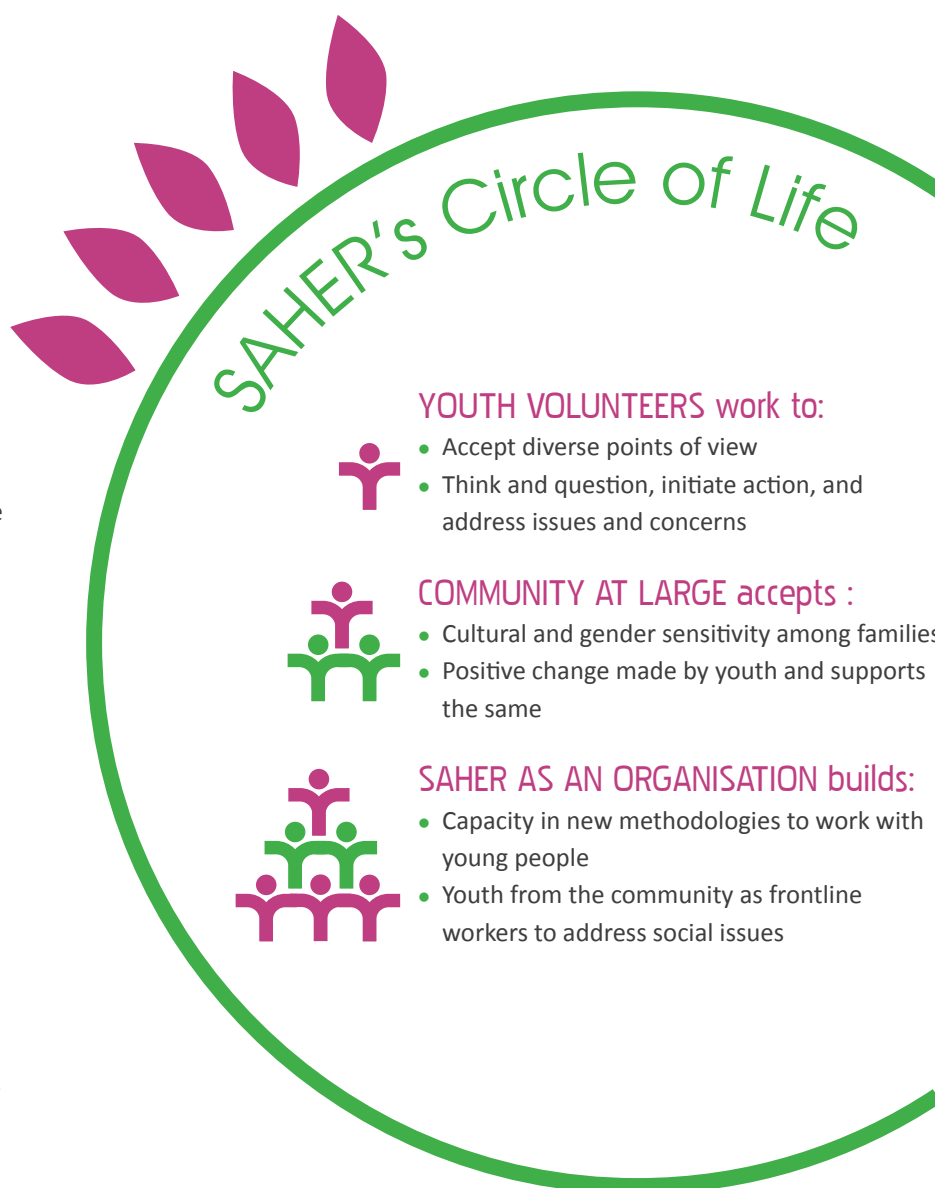
# Active citizens

SAHER operates out of Jogeshwari East and works with young people across Mumbai. These youth come from colleges and communities, and most of them are NSS volunteers who participate in our year-long youth development curriculum. We also work with adolescents (school going and drop-outs) from the community through an adaptation of the World Scouts Life Skills curriculum.

Our community interventions revolve around sustainable livelihood, local governance, and citizenship, and engage community adults from across religions to come together and address issues of civic nature.

## Our achievements in 2011-2012

- In total, we worked directly with 550 adolescents, youth, and adults from schools, colleges, and the community. Our youth volunteers reached out to 1,000 people through street plays on HIV & AIDS and sexually transmitted infections. The community action group of 50 adults reached out to 1,500 people in the community to build perspective around transparent and participatory electoral processes
- Through our youth and employability programme, career related information was disseminated among 300 youth through personal contact, SMS, phone calls, and posts on Facebook. Out of this, 50 youth contacted SAHER for support in completing application forms/online applications, and preparing for interviews
- Our 'Tameer' (Labour Resource Bank) members have been able to earn around 40,000 INR over four months through various work from community and housing societies



We have been associated with Rama and SAHER for four years now. SAHER has built the capacity of Magic Bus staff on facilitation skills and organised outbound camps with Magic Bus, at their centre for learning and development at Karjat. Magic Bus youth have participated in SAHER's awareness campaigns and community-based sport meets. It has been a very beneficial engagement for us.

Priyanka Sharma, Head of the Department,  
Programme Development, Magic Bus

# PARWAAZ: Nurturing active citizenship

Through this programme, young people from colleges and communities go through a journey of self-exploration



while learning collectively. Weekly sessions, discussion circles, short internships, and campaigns on social issues mark the journey that starts with building competencies and gradually moves into exposure to multiple realities, perspective building, and initiating social action.

It is an interactive programme where experiential learning enables the youth to:

- Explore their abilities and dreams, so that they begin their journey as agents of social change
- Understand that there are multiple and diverse realities in the world and recognise and respect differences
- Imbibe skills to deal better with conflicts and negotiate day-to-day relationships in any sphere of life
- Develop a sense of ownership and responsibility towards community resources.

## Our partnership with Inter Faith

**Youth Core (IFYC)** began with four youth volunteers attending the first IFYC workshop in Delhi. The four-day workshop made them aware of the purpose of the social action programme and guided them on planning various workshops and events under this banner for the year 2012-13.

Abhishek Raman from IFYC conducted a session at the community centre for around 35 people from the community. This interaction was part of a speaking tour on interfaith cooperation and kicked off the launch of the Inter Faith Leaders for Social Action programme, jointly anchored by IFYC and SAHER in Mumbai.

**Reproductive health education:** We successfully completed three workshops (each spread over four days) on reproductive health with 120 youth from colleges and communities. We conducted the workshop separately for boys and girls. However, the last two lessons on gender roles stereotypes and sexual violence had both gender groups attend the session together. Both groups demonstrated a level of comfort while discussing gender-based sexual violence.

Thirty students from the Patuck Gala College were taken on a rural camp to Vayali, an organisation in Kerala, where they interacted with rural artisans and went through workshops on understanding subjects such as Identity and Stereotypes, Society its Power Structures, and the Politics of Development.

**Devendra Chaubey:** In 2008, When Devendra first joined Parwaaz as a youth volunteer from Ismail Yusuf College (Jogeshwari), he aspired to become a lawyer. His close association with social issues over the next two years prompted him to volunteer with SAHER as well as ANHAD to learn more about development, human rights, and communalism. In 2011, he joined Magic Bus as a Trainee Monitoring Officer and is also pursuing a certificate course in Slum Improvement from Mumbai University in order to understand the communities better.

**Khalid Shaikh and Pankaj Goswami:** As youth volunteers from Ismail Yusuf College, both Khalid and Pankaj have been part of Parwaaz since 2008. They volunteered in SAHER's events such as the Annual Peace Week, Exposure Camps, and other activities after going through the journey of Exploring Citizenship. At present, they have completed their graduation and have started a Community Based Organisation (CBO) in Jogeshwari (West). They have identified segments of migrant population in this locality and have been working on understanding educational needs of children in this area. They intend to develop a project to support children to complete their school education instead of dropping out early as children from migrant families are rampantly drawn into child labour to support the family income.



"After this workshop on reproductive health, I feel empowered to take my decisions regarding marriage, family planning, and my wellbeing."

Rosy, 21 years



"I had only heard about gender inequality so far, but never realised that I have been party to it by being insensitive towards women in my family. I have found a new respect for women."

Harshal, 20 years



"To know about pregnancy among women was never important for me, until I learnt what a complicated and yet beautiful process it is."

Anand, 20 years



# NEENV: Enhancing employability



This programme focusses on the critical issue of livelihood for youth. The aim is to enable young people in making informal choices in life by creating awareness about livelihood options. Essentially, Neenv facilitates an interface between the youth and the city. Rather than providing employment references, it works to create a higher employability quotient by equipping the young people with life skills and technical competency, enabling them to seek jobs or start enterprises, and take their rightful place in the resource-rich economy.





Shaping tomorrows,  
moulding lives...

# Tameer

In our endeavour to address employability concerns among community youth, SAHER has launched a new programme called 'Tameer', a Labour Resource Bank. 'Tameer' focusses on workers in the construction and maintenance sector – A/C technicians, carpenters, painters, electricians, plumbers, drivers, etc. We look forward to referring them to organisations, housing societies, and government contractors to provide them with an opportunity to leverage their skills. So far, we have 40 registered service providers, catering to a number of clients.

By facilitating new job contracts for the members of Tameer, we have enabled the youth to earn over 40,000 INR in a span of four months and 35% of the members have already got new job contracts through this network. Tameer members have been able to earn around 10,450 INR through various activities from the community, housing societies, and small business houses.



"Every young person has potential. We just need to enable them to discover what is within."

Sayyed Gausuddin (Programme Coordinator)

**Sayyed Gausuddin:** 29 year-old Gausuddin grew up in the slums of Jogeshwari East and started volunteering with SAHER in 2004. He picked up accounting skills on the job and had a flair for engaging young people. In 2008, Gausuddin became a full-time employee with SAHER. At present, he coordinates the youth development programme, looks after the administrative work, and is learning English to be able to communicate with a larger audience.



"SAHER helped me grow up. I have been around since I was in VIII Standard. It is here that I picked up communication skills. The activities and camps helped me build confidence, which in turn helped me socialise with people – something I was not comfortable with."

Nawaz Shaikh, 20 years

**Nawaz Shaikh:** With career counselling at SAHER, Nawaz has now joined the Frankfinn Institute and is training to become a flight steward.

# MOHALLA HAMARA: Building responsible communities



Congress Party, Shiv Sena – RPI coalition, Maharashtra Nav Nirman Sena (MNS), Samajwadi Party, and independent candidates, visited our centre to meet community people and discuss their development agenda for the next five years. Around 10 such meetings were organised before the Mumbai Municipal Corporation Elections to discuss contesting candidates and the work they have done for community development, including their track record vis-à-vis issues of integrity and transparency. Around 50 people from the community including youth groups, women's groups, and CBOs met regularly to form a pressure group that would work on local governance post elections. SAHER led the group in facilitating discussions on preparing a citizen's charter and building perspective around the importance of rising above issues of religion, gender, caste, and region while selecting the right candidate.



Mohalla Hamara brings youth from diverse backgrounds to exchange thoughts and build a shared understanding among them on issues of governance, citizenship, and careers. The events take place at our community centre, which is increasingly used as a space for youth to interact, exchange ideas, and learn through workshops, meetings, etc. The community centre houses a library and runs computer classes besides serving as an information hub for governance and career-related issues. Youth from the community also use technology for online job applications and internet browsing for career options, while counselling is facilitated by our team members.



- **Governance and advocacy:** We organised "Meet Your Candidate" events, focussed on governance and advocacy. Candidates from the

- **Annual Peace Week:** Creates a platform for children from different backgrounds (English, Urdu, Hindi, Marathi, and Gujarati media schools) to play, interact, and know each other. The week encourages volunteerism among youth to organise events that create positive spaces for expression and social action. Above all, the Peace Week creates spaces for the community to interact and exchange to foster mutual respect and understanding through sports.



"I have been a member with a political party for many years now. This is the first time that I have started thinking about the electoral process critically. If not for SAHER, I would not have built an understanding around macro-level developmental issues that impact local community level concerns."

Yusuf bhai, 45 year-old community member and political activist

**Bibhudatta Sahu:** With a retired MLA father and a *Sarpanch* brother back in Orissa, Bibhu came to study in Tata Institute of Social Sciences (TISS) with very different ideas of political participation. His fieldwork with SAHER exposed him to the Right to Information (RTI) Act and the way it could be used to encourage citizenship action among people. After filing several RTIs on issues of public spaces, MPs, and MLA LADF, Bibhu felt he must advocate the same in his native place. He has been conducting RTI workshops with youth volunteers there in Orissa whenever he visits his native place.

## Partnerships

### Financial Support

Sir Ratan Tata Trust  
Global Fund for Children (GFC)  
International Youth Foundation, USA  
Inter Faith Youth Core (IFYC)

### Collaborations

NSS Unit, Mumbai University  
Patuck Gala College of Commerce  
Bagadka College  
Smt. Parmeshwari Devi Durgadatta  
Tibrewala Lions Juhu College of Arts,  
Science and Commerce  
Pravah, Delhi  
Magic Bus  
Tata Institute of Social Sciences  
Nirmala Niketan College of Social  
Work  
SNEHA, Mumbai  
CBOs in Jogeshwari  
Schools in Jogeshwari

### Consultants

Nisha Purushothaman

## Team

Currently, the team comprises three full-time and one part-time member along with one finance consultant, one strategic consultant, and five interns from various academic institutions and networks (TISS, Symbiosis Pune, AIESEC) who work with us on short-term basis. The team is extremely promising with a healthy combination of people with years of experience in community work, academic perspectives, and managerial skills.

Archana Bagra (Finance)  
Masood Akhtar

### Resource Support

Dasra  
International Youth Foundation  
Pravah, Delhi  
Tata Institute of Social Sciences

### Implementing Team

Alam Imtiyaz  
Humera Shaikh  
Manasi Sangekar  
Rama Shyam  
Sayyed Gausuddin

### Interns/Volunteers

Abriya Sultan (TISS)  
Andres Gonzalez (AIESEC)  
Bibhudatta (TISS)  
Gangadhar (TISS)  
Uttam Sahu (TISS)

# Awards and recognition

**Village Capital Award 2010:** The Village Capital award is a Dasra initiative. The award is part of a peer funding programme, where leaders of non-profit organisations and social businesses vote for other projects. SAHER won a grant for \$7,500 for building peace through citizenship education among youth in Mumbai.

**Changelooms Award 2006:** SAHER was recognised by Sir Ratan Tata Trust, Pravah, and Ashoka Innovators for the Public. The award recognised SAHER as a prominent youth-led initiative, addressing issues of communalism, identity and stereotypes among youth in Mumbai.

**Youth Actionnet Award 2007:** International Youth Foundation recognised Rama Shyam, SAHER's director as a Global Youth Fellow in 2007. Each year, IYF recognises 20 youth fellows from across the world and the YouthActionNet® programme strengthens, supports, and celebrates the role of young people in leading positive change in their communities.



**UnLtd India Level 1 Investee Award 2008:** This award recognised SAHER for promoting peace by enabling young people to realise their potential to make a constructive change in society. UnLtd India is an incubator for social entrepreneurs, working with them to accelerate their progress, develop as leaders, and prepare their high-impact organisations for scaling and further investment.

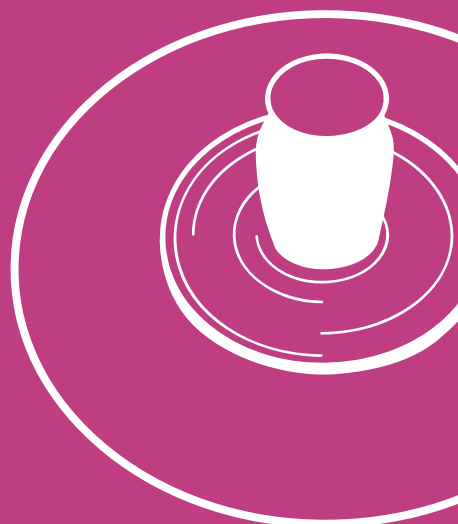
# Staff achievements

- Two of our team members (Imtiyaz and Gaus) successfully completed an internship and attended Fun Camp at Pravah, Delhi
- Imtiyaz completed a 10-day internship where he was exposed to the Inward Bound process for youth volunteers, followed by the Get Real workshop. He also participated in Conflict Positive, a workshop, and team meetings as part of his learning journey
- Gaus participated in Fun Camp with adolescents from Sanskriti School. He went to Phalodi in Rajasthan and apart from learning about the weavers' community there, he honed his skills as a facilitator
- SAHER team underwent a two-day training on how to develop a strategic growth plan and fundraising plan for the organisation with our Organisational Development Consultant, Nisha Purushothaman. The outcome was a well thought out five-year strategic plan for programme, staffing, and financial needs
- The Founder-President, along with a team member, underwent an anchors' training conducted by We the People. This training aims at equipping community leaders to understand the Indian Constitution as a tool to ensure justice, accountability, and human rights.

# As the wheel turns...

## A quick look at other highlights in the year. We:

- Launched SAHER's new website
- Conducted Exposure Camp in Kerala for 30 college youth
- Influenced the electoral process to enable community members to transcend identity based stereotypes and participate as citizens who are equal stakeholders in development. A group of 50 adults from the community went through perspective building meetings and they in turn formed an action group that worked with the extended community
- Were selected to be a national partner in launching the Interfaith Leaders for Social Action (ILSA) in partnership with Inter Faith Youth Core (IFYC), Chicago, USA
- Influenced gender equality across communities by integrating reproductive health and gender studies in our youth development curriculum.



# a new tomorrow unfolds

## Our future plans (2012-2015)

For the next three years, SAHER has developed a strategic growth plan that envisages a youth programme with components of youth development and youth leadership with a focus on development of soft skills as well as employability skills.

- *To conduct youth development and employability skills driven processes with 840 young people from colleges and communities*  
This would imply getting young people together to reflect on their potential and build perspective around education, health, and governance even as they interact with resource people from various sectors to identify available career employment opportunities
- *To Build leadership skills among 65 young people selected from the above pool and enable them to translate their skills into definite employment opportunities*  
After being selected for the Youth Leadership process, participants will go through intensive soft skills trainings (citizenship action, conflict management) combined with workshops on entrepreneurship development and financial literacy. Crucially, the process includes financial resources for job-oriented courses/internships
- *To establish a youth resource hub that convenes an annual youth meet to share best practices in youth leadership and employability*  
Young people from disadvantaged communities, living in vulnerable situations, will come together to share their achievements, concerns, and inspirations in order to bring to the fore the importance of engaging young people in social, economic, and political participation

# Credibility Alliance Norms compliance report

## Governance

Name	Designation	Gender	Profession
Mr. Sheikh Masood Akhtar	President	Male	Self-employed
Mr. Sayyed Abdul Razzak	Vice President	Male	Electrician
Mr. Manohar Chettiyyar	Joint Secretary	Male	Self-employed
Mr. Shanawaz Shaikh	Treasurer	Male	
Ms. Roshani Krushnkant Sakpal	Assistant Treasurer	Female	
Mr. Salim Ahmed Shaikh	Member	Male	Self-employed
Mr. Khalid Shaikh	Member	Male	Self-employed
Mr. Rafiq Shaikh	Member	Male	Service

Tota travelling expenses (to attend board meetings) - NIL

## Staff details

Gender	Paid full-time	Paid part-time	Paid consultants	Unpaid volunteers
Male	2	0	1	>4
Female	2	1	0	>2

## Distribution of staff according to salary levels

Slab of gross salary plus benefits paid to staff (in INR)	Male	Female	Total
5,000-10,000	0	1	1
10,000-25,000	2	1	3
25,000-30,000	0	1	1

- Remuneration of the three highest paid staff members: 1. 27,000 INR p.m. 2. 16,000 INR p.m. 3. 11,000 INR p.m.
- Remuneration of the lowest paid staff member: 5,000 INR p.m.
- National travel by all staff during the year: 15,000 INR

## Name and address of main bankers:

- Bank of Baroda, Jogeshwari(E) Branch, Mumbai- 400060
- HDFC Bank, Jogeshwari(W), Mumbai- 400102

## Name and address of auditors:

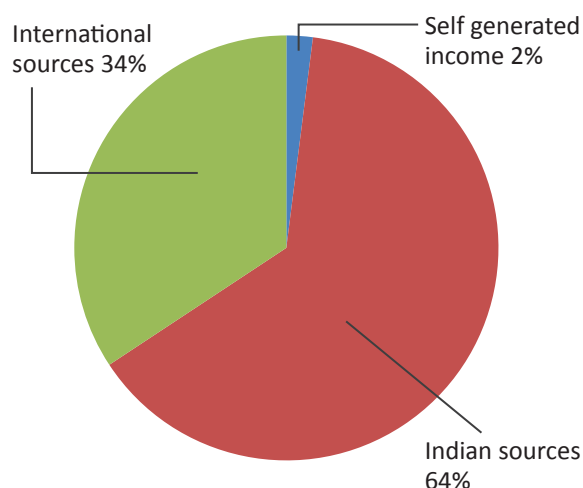
- Archana Redkar- I/534 Rock Enclave, Near Sahyadri Nagar, Kandivali (W)- 400067

# Financials

## Abridged balance sheet as on 31<sup>st</sup> March 2012

Particulars	Amount	%
<b>Assets</b>		
Deposits and advances	0.51	51%
Current assets	0.49	49%
Income and expenditure a/c balance	-	
<b>Total</b>	<b>1.00</b>	<b>100%</b>
<b>Liabilities</b>		
Earmarked Funds	0.61	18%
Current liabilities and provisions	0.21	6%
Income and expenditure a/c balance	2.63	76%
<b>Total</b>	<b>3.45</b>	<b>100%</b>

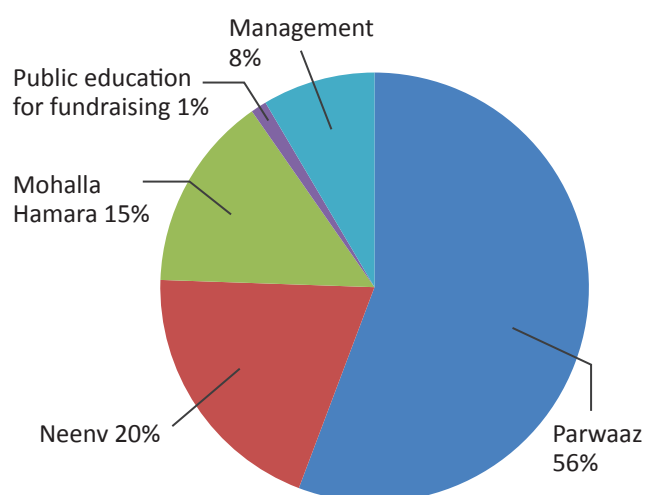
## Income



## Abridged income and expenditure account for the year ending 31<sup>st</sup> March 2012

Particulars	Amount	%
<b>Income</b>		
Self generated income	0.29	2%
Indian sources	9.06	64%
International sources	4.87	34%
<b>Total</b>	<b>14.22</b>	<b>100%</b>
<b>Expenditure</b>		
Programmes		
1. Parwaaz	7.41	56%
2. Neenv	2.63	20%
3. Mohalla Hamara	1.96	15%
Public education for fundraising	0.16	1%
Management	1.13	8%
<b>Total</b>	<b>13.29</b>	<b>100%</b>
Deficit/Surplus	0.92	

## Expenditure



**Note:** Complete audited statements of accounts, for all financial years, are available on request.

Churning out hope  
and a brighter future...



## Navigating circle of life

Jogeshwari falls under the Northwestern suburbs of Mumbai. SAHER started operating from an area that comes under the Meghwadi Police station with its jurisdiction over 3.5 sq. kms, with a dense population of approximately 5 lakh. The area has been prone to communal outbursts since many years and mostly comprises irregular settlements. The Hindu population dominates the peripheral settlements while the central core within comprises settlements dominated by Muslims (extracted

## Thank you

We take this opportunity to thank our friends who have constantly encouraged us and mentored us to keep dreaming with SAHER to build it as a creative and expressive space for young people.

Mr. Julio Ribeiro (Ex-IPS)  
Dr. P.K. Shajahan  
Dr. Vineeta Gupta  
Maria Ishwaran  
Tasfiya  
Prof. Karuna Shinde  
Anshu Meshack  
Tulika Mehra  
Deval Sanghavi

Sonal Chaturvedi  
Julia Freed  
Sajid Akbar  
Nisha Purushothaman  
Vinita Singh  
Dr. Wasundhara  
Abhishek Raman  
Virochan  
Digpal Bahadur

For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others. The true test of our devotion to freedom is just beginning.

Nelson Mandela (1995)

# ting the ife

from Sri Krishna Commission Report, 1998). Our experience of working in a highly complex community has enabled us to translate our learnings on identity and stereotypes, citizenship education, and community development to youth and adults from diverse backgrounds in Mumbai as well as in other parts of the country in partnership with different organisations. As part of our strategic growth plan, we wish to reach out to many more people locally and nationally to advocate peace building through citizenship education and youth development.

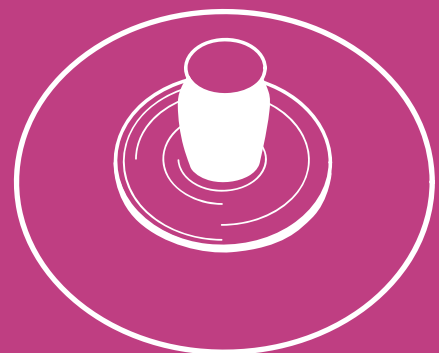


## An appeal

By donating, or even by volunteering with us, you get to directly touch the lives of different people across age, religion, and gender. SAHER's multi-dimensional approach towards building peaceful communities encourages citizens to participate in issues of education, employment, health, livelihood, and governance. Join us in celebrating diversity and striving for a society that thinks critically and takes ownership as active citizens.

We appreciate sponsorships and also welcome direct funding for our programmes.

Volunteers are welcome to support us and be a part of our family to engage with and learn from people from various walks of life.



Creating new  
futures...



Content support and design: Think Strategic in association with Pink Lemonade



**SAHER**  
Society  
for Awareness,  
Harmony  
& Equal Rights

G4/64, Prem Nagar, Janata Colony,  
Jogeshwari(E), Mumbai — 400060.  
Phone — 022-28244368  
e-mail — saher.org@gmail.com  
website — www.saherindia.org

SAHER (Society for Awareness Harmony and Equal Rights) is registered under the Societies Registration Act, 1860(732/2005 GBBSD) and Bombay Public Trust Act, 1950 (f-28871).

All donations made to SAHER are exempted from Income Tax as per order No. DIT (E)/MC/80G/58/2009. SAHER has been entered at No.42008 in register of application u/s 12A of the Income Tax Act, 1961.