

ANNUAL REPORT 2020 - 2021



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Front Cover Mr. Navin Umed Chaudhary.	
Back Cover Mr. Navin Umed Chaudhary and MMC.	



Executive Summary

Last year was full of beautiful people and interesting stories behind them. Despite numerous challenges thrown in by Covid-19, the team upheld MMC's goal, "To serve every child on a construction site", like never before. We made innovations to sail through the pandemic and the staff rose to serve, often at great personal risk.

After the lockdown ended in mid-May 2020, tens of thousands of migrant workers who had lost their jobs struggled to return to their villages. Since our construction workers and their families were confined to their sites, they had no access to rations and daily essentials. MMC reached out to various organisations to facilitate the supply of essential food items to them. Through these collaborations, MMC was able to facilitate supply of food to over 21,000 construction workers, most of them with families in several construction sites across Mumbai, Navi Mumbai and Thane. Additionally, our programme staff also facilitated meals from the Maharashtra Building and Other Construction Worker's Welfare Board under the Atal Aahar Yojana and from the Brihanmumbai Municipal Corporation (BMC).

This past year, MMC reached 2,171 children through 17 day care centres on construction sites, 4 special projects, one child care centre, community outreach models at 3 sites, and educational activities through Care on Wheels – Mobile Bus at 4 sites. We served an average of 1,116 children through the year.

The construction industry is the second largest employer of migrants in India. Last year we looked after children from Maharashtra and 20 other states. Within Maharashtra, most migrants came from the drought prone regions of Marathwada (51%) and Vidarbha (29%).

Our children's education was badly affected since our centres were shut down for much of the year. We then decided to have digital based programmes and found that 83% of our parents had smartphones. So we started the 'Shiksha Ghar Se Ghar Tak' initiative.

Through 'Shiksha Ghar Se Ghar Tak' we reached 1116 children on average every month.

In addition to acquiring academic skills, children at our centres engage in diverse activities that fuel their aspirations and help them become well-rounded individuals. So we organised various events for them. To inculcate the joy of reading, 757 books were gifted to children at our centres. The theme for our book week was 'Emotions' and we titled it *Oomad Ghoomad Bhavnayein Chali Pustakalay*.

Our monthly Chai Pani Meetings were a blend of virtual and physical sessions. We engaged parents on a wide range of issues that concerned their children. 193 Chai Pani meetings were organised during the year and reached an average of 589 community members every month.

Our centres were sanitized regularly, masks were provided to children, their parents and teachers; and awareness sessions were conducted to contain the spread of the virus. We distributed face masks to over 700 children. The Ghar Se Ghar Tak Aarogya Digital Health and Nutrition awareness programme for Parents and Children was initiated to provide adequate and relevant information to parents and children about healthy hygiene practices. The total number of interactions in seven months with the parents were over 2900. Innovative audios and videos were designed and created by teachers to impart information. To assess the impact





of this programme, we conducted a follow up survey. Nearly 62 percent of the parents could recall at least one piece of information shared by teachers.

In 2020 - 2021, we could not continue with the regular DCC nutrition programme. Instead, as soon as the lockdown eased, supplementary nutrition kits were provided to children. Through these kits the children were provided with around 600 calories a day from November 2020 to March 2021. In addition to this, fruit baskets were provided weekly, ensuring that all children got a fruit 7 days in a week. The supplementary nutrition kits included Milk, Rajgira (Amaranth Grain) Laddoos, Jaggery, Ragi (finger millets) powder, fortified Murmura and cookies. Recipes for making healthy cooked meals were shared with parents. A feedback survey was conducted to assess the impact of our supplementary nutrition drive. Sixty nine percent of parents considered that all the ingredients were beneficial to the children. Seventy six percent felt that the given items were nutritious and nearly 46 percent liked the taste of all the food items.

This year 1,702 workers across 13 construction sites in the MMR region registered with the Maharashtra BOCW Board and safety kits were received by 96 workers post completion of registration. The workers also received mid-day meals under the Atal Ahar Yojana.

Our flagship Balpalika Training Programme was organised digitally and virtual classes were held. Selected trainees from marginalised communities and construction sites were capacitated for using online platforms. Twelve enthusiastic young women graduated from SNTD women's university, Mumbai, and one from MMC. In addition to our regular curriculum sessions, the trainees attended special workshops on English speaking and malnutrition held by professionals from their respective fields. Under Balvikas Sahayog, a twelve day programme was conducted physically at our Taloja and Pendhar centre in February and March 2021 with women living on construction sites. 22 women benefited from this programme.

So many have come together to make all this, and so much more, possible. Our governing board, our devoted donors, our volunteers, the government and builders we partner with, and our team of teachers, staff, POs and APCs, have worked tirelessly with love and passion.

I am so grateful to each one of you.

With Love
Vaibhavi A.

About MMC

Who We Are

At Mumbai Mobile Creches, we believe that every child has a fundamental right to education, adequate healthcare and safety. To put this belief into practice, we run child friendly centres for children living on construction sites. These centres not only keep children out of harm's way but also address their educational and health needs so that they are able to enjoy their childhood in a setting that is safe and supportive.

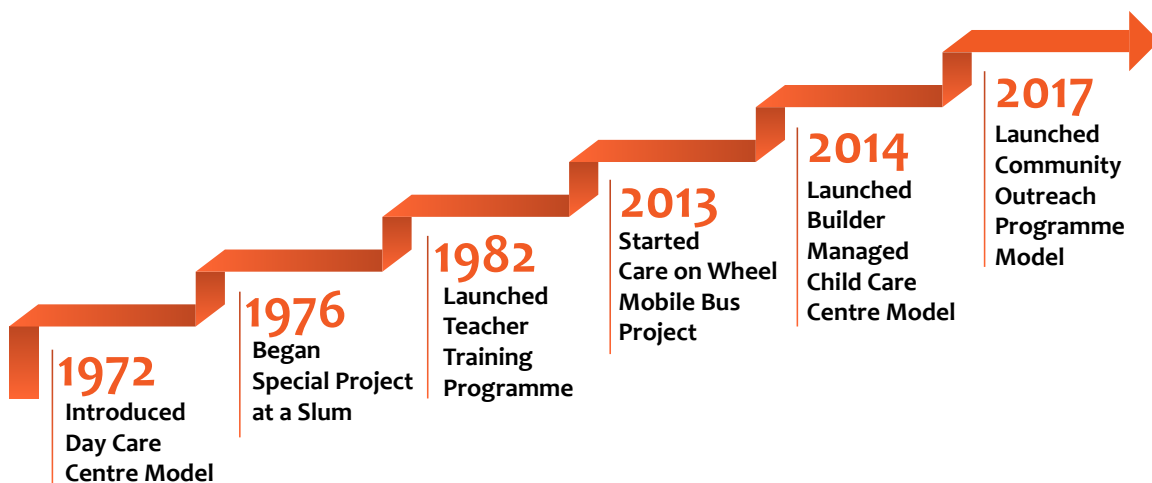
Our Vision

A nurturing and happy childhood for all children.

Our Mission

To promote 'child friendly construction sites', where every child living on a construction site is safe, healthy, educated and able to enjoy childhood.

Our History



In 1969, Meera Mahadevan picked up and soothed a wailing infant on a construction site in Delhi. Mobile Creches was born from that spontaneous act. The organisation branched out to Mumbai in 1972 and was registered as an independent entity in 2006. Mumbai Mobile Creches (MMC) is the only organisation in Mumbai which has consistently worked with construction workers' children as its primary focus and is one of the few organisations working with children under six years of age. MMC has developed a comprehensive programme for migrant children, which can be replicated anywhere.





Our Approach

- Create safe spaces for children living amidst hazardous conditions on construction sites
- Support the cognitive, emotional and physical development of very young children and build a strong foundation for the enrolment and retention of children in school
- Free older children from the burden of sibling care and help them enrol and do well in schools
- Enable parents, especially mothers, to work while their children are in our care
- Provide guidance and support to parents on education, health, nutrition and other relevant social issues
- Enhance the capacities of communities and professionals to provide comprehensive child care services
- Contribute to developing a cadre of qualified child care providers by running a rigorous and credible child care training programme
- Facilitate construction workers to access government services and entitlements
- Educate builders on the importance of child friendly construction sites

Geographical Coverage

Districts

MMC's operations span in five districts of the state of Maharashtra – Palghar, Raigad, Thane, Mumbai City and Mumbai Suburban

Municipal Corporations

With growing urbanisation in and around the city of Mumbai, MMC's reach has now spread across eight Municipal Corporation areas:

Municipal Corporation of Greater Mumbai

Thane Municipal Corporation

Vasai-Virar City Municipal Corporation

Kalyan Dombivali Municipal Corporation





Navi Mumbai Municipal Corporation

Panvel Municipal Corporation

Mira Bhayandar Municipal Corporation

Uran Municipal Council

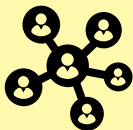
OUR REACH

<p>Day Care Centres on Construction Sites</p> 	<p>17 Day Care Centres</p> <p>1,710 children reached</p> <p>On an average, 843 children attended DCC every month</p>	<p>Day Care Centres are at the core of MMC's operations. They typically have three sections – a crèche for children below three, a preschool for children between three to six and an afterschool programme for children between six and fourteen. We teach them language and cognitive skills and provide supplementary nutrition through the day. The children have regular medical check-ups and are age appropriately immunised.</p>
<p>Special Projects at Slums and Brick Kilns</p> 	<p>4 special projects</p> <p>193 children attended</p> <p>On an average, 137 children attended every month</p>	<p>MMC also reaches children living in disadvantaged communities in slums and brick kilns. We run half-day programmes in two slums. One serves children from birth to six and the other between three and six. The brick kiln centres operate seasonally and are shut during the monsoons.</p>
<p>Care on Wheels – Mobile Bus Programme</p> 	<p>4 sites for Education Programmes</p> <p>129 children reached</p> <p>On an average, 83 children attended every month</p>	<p>The Mobile Bus programme operated half day sessions twice a week at 4 sites. Where it runs education, nutrition and healthcare interventions. This programme, which is now in its eighth year, is for children on smaller construction sites where it is often not feasible to set up day care centres because of the presence of few children.</p>
<p>Child Care Centres managed by builders</p> 	<p>1 Child Care Centre</p> <p>35 children reached</p> <p>On an average, 17 children attended every month</p>	<p>This centre was funded and fully managed by our builder partners. We encourage builders to take responsibility for the wellbeing of children living on their construction sites.</p>





Community Outreach Programme Model



3 sites

104 children reached

On an average, 36 children attended every month

On construction sites and slums, where lack of space or other circumstances prevent us from setting up day care centres, we operate our Community Outreach Programme (CORP). An experienced team of field staff members run this programme twice a week on these sites. Several key elements from our standardised day care programmes are brought into this model.

Feedback from stakeholders

Builders

“Despite the Covid-19 restrictions the MMC team has been constantly active with their children by continuously engaging with them. They also facilitated the distribution of rations for the children. Once things improved the staff commenced visiting the crèches to monitor and attend to queries of children. We appreciate the efforts put in by MMC’s dedicated staff.”

- Col Vijay Pillai (Retd), GM Admin & Security, Hiranandani Group of Companies

“On behalf of M/s BGSCPTL, we express our sincere gratitude to Mumbai Mobile Creches for helping our workers at different sites in Navi Mumbai and Mumbai during the pandemic. We wish you all the best for your great noble work.”

- S N Shrikhande, Senior General Manager, PMAY Projects, B.G. Shirke Constructions

MMC Alumni

“असे म्हणतात की एका यशस्वी पुरुषाच्या मागे एका स्त्रीचा हात असतो. परंतु माझ्या बाबतीत जरा वेगळे झाले. माझ्या यशाच्या मागे मुंबई मोबाईल क्रेशेज चा हात आहे.

आज मी एक छोटा कॉन्ट्रॅक्टर आहे. माझ्या ५ वेगवेगळ्या ठिकाणी साईट्स सुरू आहेत. आज मी ठाणे शहरात स्वतःचे घर घेऊ शकलो. माझ्या जीवनाला जे वळण मिळाले त्यामध्ये सर्वात मोलाचा वाटा हा मुंबई मोबाईल क्रेशेजचा आहे.

मागील १६ वर्षांपासून मुंबई मोबाईल क्रेशेज द्वारे आणि आपल्या स्टाफ कडून वेगवेगळ्या विषयांवर मार्गदर्शन मिळत आहे ते आजतागायत. मला वायरमन ची ट्रेनिंग दिली गेली. ज्यामुळे माझी ओळख कुशल कामगार म्हणून झाली आणि माझ्या पगारात वाढ झाली. त्याच बरोबर इंग्लिश स्पीकिंग आणि व्यक्तिमत्त्व विकास हे दोन्ही कोर्स दिले गेले. त्यामुळे माझ्या जीवनशैलीत खूप मोठा बदल झाला. माझे बोलणे आणि वागणे यात खूप सुधारणा झाली. याचबरोबर आम्हा युवांसाठी क्रिकेटचे सामने ठेवले जातात. प्रत्येक वर्षी हिरानंदानी मॅरेथॉन मध्ये सहभागी

होता येत ते फक्त आणि फक्त मुंबई मोबाईल क्रेशेज मुळेच. मागील वर्षापासून कोरोना या जागतिक महामारीमुळे संपूर्ण जग परेशान आहे. या महामारी चा फटका आमच्यावरही झाला.

उत्पन्न कमी झाले, खर्च वाढले. या कठीण काळात मुंबई मोबाईल क्रेशेज च्या स्टाफ ने आमच्याशी संपर्क चालूच ठेवला. प्रत्येक महिन्याला आमच्या तब्येतीची चौकशी करीत असत त्यामुळे मनाला खूप बरं वाटायचं, एक दिलासा मिळायचा. त्यांच्या एका कॉलमुळे सकारात्मक उर्जा मिळायची.

मुंबई मोबाईल क्रेशेज चे आभार मानावे तेवढे कमीच आहेत.

धन्यवाद मुंबई मोबाईल क्रेशेज , असेच आम्हाला वेळोवेळी मार्गदर्शन आणि सहकार्य करीत राहा.

- सिद्धार्थ दवणे

MMC has been instrumental in shaping my life. I have been associated with the organisation right from the crèche initiative to the after school programme. It gave me a 360-degree perspective on life. They regularly organised customised workshops for kids, I was a part of the soft skill sessions, personality development and spoken English workshops. Today, I can speak in front of hundreds of people and the credit goes to MMC for guiding me so well and for tapping my potential. I am eternally indebted to the organisation for supporting me at every step of my life.

-Amol Dhage





Our Children

Children Reached

This past year MMC reached 2,171 children through 17 day care centres, four special projects, Child Care Centre operated at one construction site, Community Outreach models at three sites, and educational activities through Care on Wheels – Mobile Bus at four sites. We served an average of 1,116 children through the year.

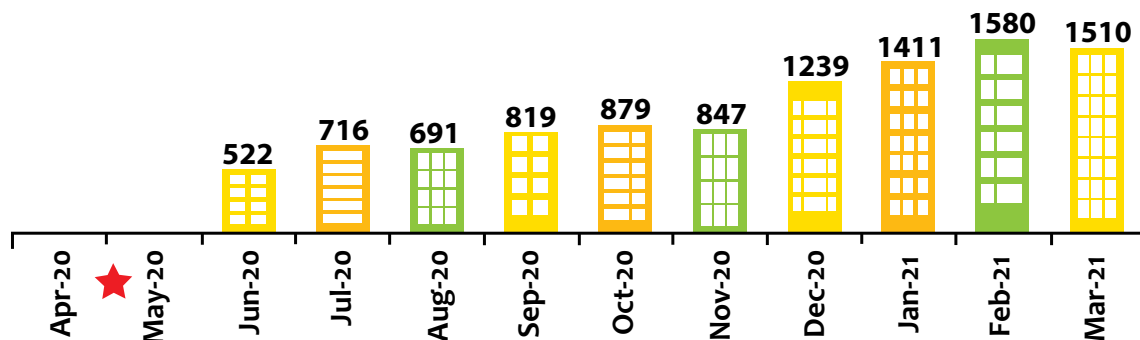


Figure 2.1: Average number of children served by MMC

★ During the first quarter of the year, the centres were shut because of lockdown imposed due to Covid-19. MMC reached out to migrant community in need and provided essential food supplies to over 21,000 workers by collaborating with Youth for Unity and Voluntary Action (YUVA), Pratham, Mobile Creches - Delhi and other organisations. From June 2020, we developed and implemented an alternate education programme to engage our children and their parents using smartphones.

Age Distribution

Most of the children we look after are very young—last year around 54 percent were below six. The remainder—those between the ages of 6 and 14 are part of our afterschool support programme.

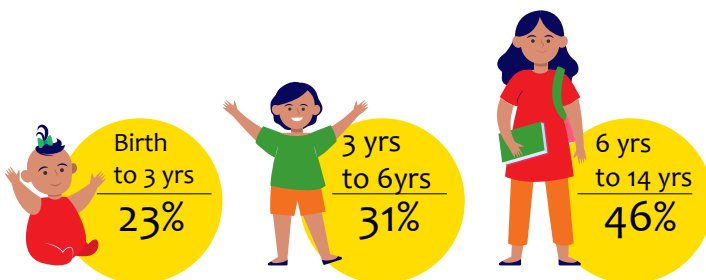


Figure 2.2: Age distribution of children

Gender Distribution

We look after almost equal numbers of boys and girls. Last year, 52% of our children were boys and 48% were girls.

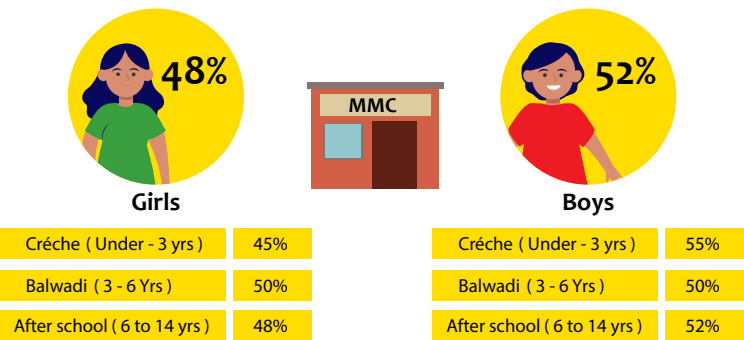


Figure 2.3: Gender distribution of children in Crèche, Balwadi and After School

Length of Stay

Since construction labourers don't remain on one site but keep moving to wherever they find work, the children at our centres keep changing. Last year, 48 percent of our children spent less than 91 days at one centre. To remain effective, therefore, our programmes have to take into account this continuous outflow and inflow of children.



Figure 2.4: Length of stay

Migration

Migrant labourers either have no land or so little that they cannot grow enough to feed their families. A large percentage of such migrants become construction workers-the construction industry is the second largest employer of migrants in India. Last year we looked after children from Maharashtra and 18 other states. Within Maharashtra, most migrants came from the drought prone regions of Marathwada and Vidarbha.

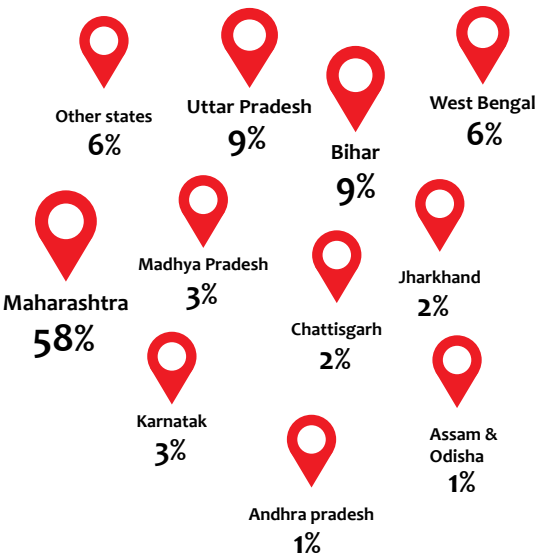


Figure 2.5: Place of Origin





Linguistic Diversity

Our children have different mother tongues—Marathi, Hindi, Bhojpuri, Bengali, Odia, Kannada, and many other languages. Nearly half our children speak Marathi and only a quarter are familiar with Hindi. Therefore, it is difficult to enrol those who don't speak either of these two languages in local schools. Our teachers pay a lot of attention to teaching such children Hindi.

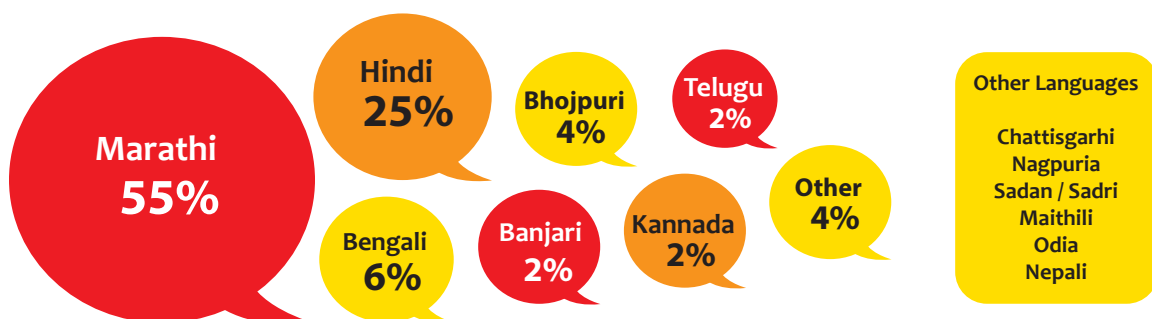


Figure 2.6: Mother tongue of the children

Profile of Our Community

To create a profile of the parents of our children, we gathered information from 752 mothers and fathers. This is what we found:

Age Profile of Parents

Most parents were in their twenties and early thirties. As shown in Figure 2.7, 59% of the mothers were below 30, and 62% of the fathers below 35.

This is understandable because construction work requires a great deal of manual labour and the industry employs a young workforce. Their children tend to be very young and have to be looked after while their parents are at work.

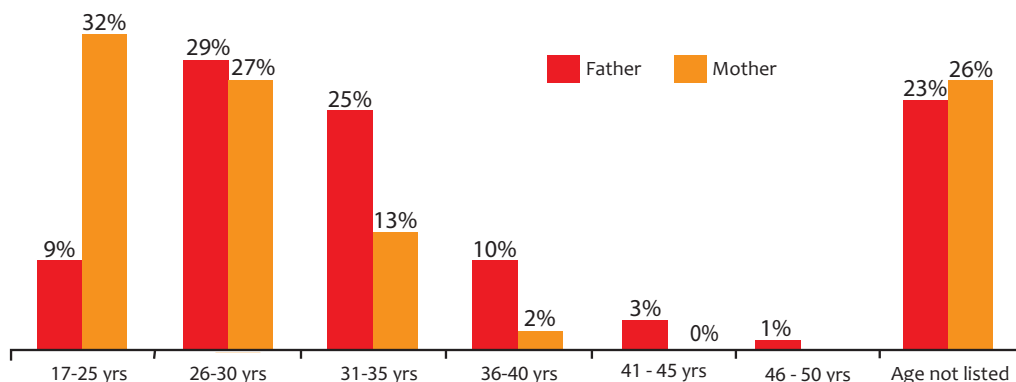


Figure 2.7: Age distribution of parents of the children (N = 752 Fathers & N = 752 Mothers)

Educational level of the parents:

As shown in figure 2.8, only 9% of the mothers had the opportunity to study up to standards 11 and 12. A multitude of factors--early marriage, the belief that women don't need much education, the poor facilities in rural schools, etc.- is responsible for this. The situation of the fathers was not any better, with only 11% having studied up to standard 11 and 12. 40 % had studied up to standard 10th and 24% up to the 6th standard.

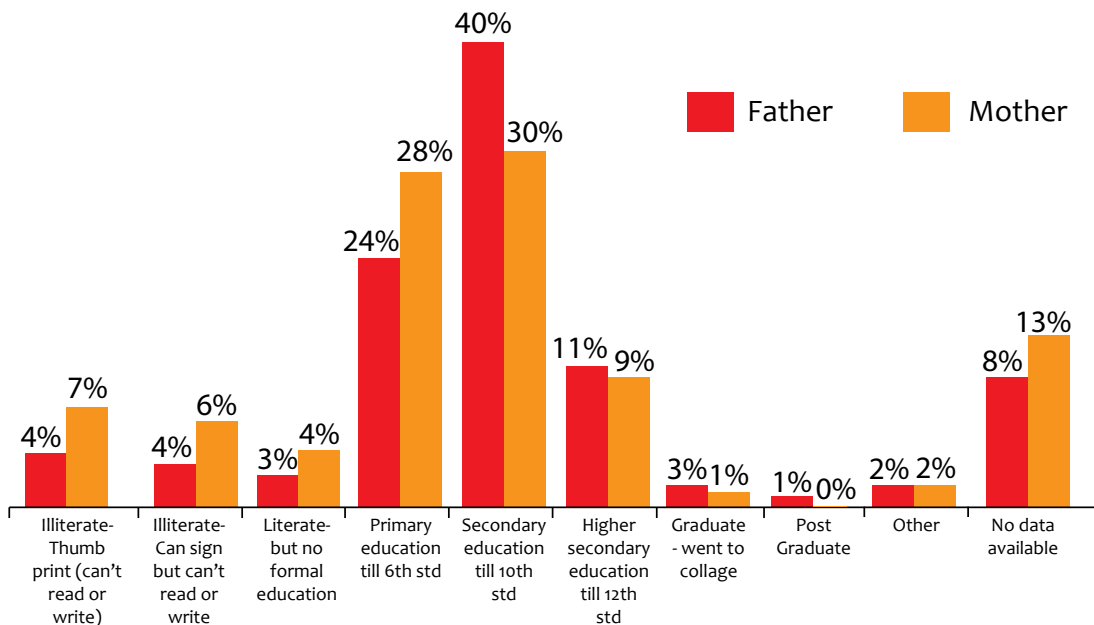


Figure 2.8: Educational level of parents of the children (N = 752 Fathers & N = 752 Mothers)










Education Programme

MMC's education programme actively promotes the cognitive, physical and socio-emotional development of children. The pandemic this year completely changed the course of education programme. We introduced digital teaching programme that focused on encouraging parents to provide a stimulating learning environment for children at homes.

At MMC, we create a stimulating learning environment for children in their early years using a variety of innovative methods. Over 54% of children attending MMC day care centres are less than six years and as a result, a great deal of emphasis is placed on Early Childhood Care and Education (ECCE). These lay the foundation for sound overall progress in children including preparing them for formal schooling.

We trained all teachers to create and deliver content digitally .

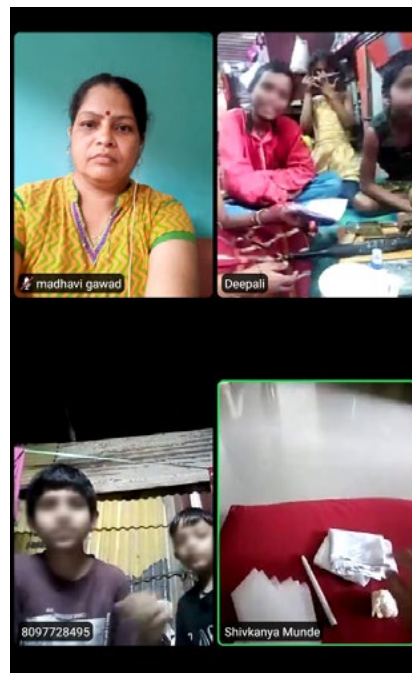
The ECCE model is based on the five key pillars as given below -

	Overall Physical Growth & Development	<ul style="list-style-type: none">• Development of five senses• Coordination and control of gross and fine motor skills• Developing healthy dietary habits and personal hygiene
	Language Development	<ul style="list-style-type: none">• Listening Skills• Vocabulary Development• Emergent Literacy Skills• Love for reading
	Cognitive Development	<ul style="list-style-type: none">• Conceptual categorisation• Critical thinking• Problem solving• Reasoning
	Socio-Emotional Development	<ul style="list-style-type: none">• Empathy, cooperation and pro-social behaviour• Expressing emotions
	Creative & Aesthetic Appreciation	<ul style="list-style-type: none">• Facilitating creative and aesthetic appreciation• Developing love for art, music and dance

Digital Education Programme - 'Shiksha Ghar Se Ghar Tak'

Since our centres had to shut down abruptly because of the lockdown, our children had no access to our Early Childhood Care and Education programme. Their parents were very concerned that their children's learning had stopped.

So, we considered starting a digital variety of our ECCE programme and conducted a survey to find out how many parents had smartphones. This revealed that 83% had the devices. We then trained our teachers in this new educational initiative that we called *Shiksha Ghar Se Ghar Tak*. More than a thousand educational audios and videos--on topics such as arts and crafts, the alphabet, science, life skills, mathematics, physical and aesthetic development, etc--were shared with parents, followed by explanatory phone calls.



Digital session in process

Through *Shiksha Ghar Se Ghar Tak* we reached 1,116 children on an average every month

The digital programme faced several challenges ranging from internet connectivity to erratic teaching timings. But what stood out was the enthusiastic participation of parents.

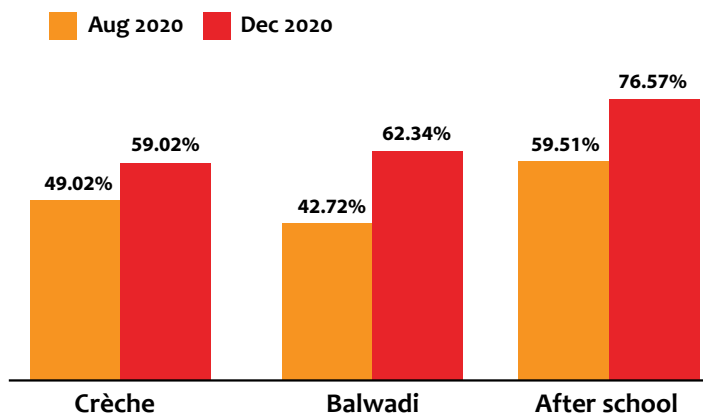


Figure 3.1: Percentage of Children reported to have participated in all the activities that were organised

To assess the impact of *Shiksha Ghar Se Ghar Tak*, feedback surveys were conducted in August and December 2020.

The results (Fig 3.1) show that the ability of children to take part in the new initiative's activities improved considerably and that they had a positive impact.





Case Study

After the lockdown, Aakash's father lost his job and had to return to his native village along with his family. An MMC teacher connected with Aakash's mother and Aakash took part in the *Shiksha Ghar Se Ghar Tak* initiative from his village. His mother learnt from MMC teachers and taught her son.

Once the lockdown started easing, Aakash's family moved back to their construction site. And when MMC restarted its library programme, Aakash became a regular reader. He loved pictorial story books and described the pictures to his grandparents and mother. He asked his mother to tell him the stories again and again.




Aakash's mother was struck by her son's love for books and while talking to an MMC teacher confessed that she'd been worried that Aakash, having been away from school for so long, would not want to continue going there. But now, thanks to *Shiksha Ghar Se Ghar Tak*, she was convinced this wouldn't happen.

Name has been changed.


Thematic Approach to Learning

The education programme was planned around monthly themes called *Prakalp*. Teachers developed age appropriate activities, teaching aids, games, songs and play material for each of these themes. The themes were:

	August-2020	<i>Phool Aur Mera Desh</i> (Flowers and My Country)
	September-2020	<i>Barish Aur Barish me dikhne wale kide, makode</i> (Monsoons, and insects that can be seen during monsoons)
	October-2020	<i>Vatavaran Ke Janwar</i> (Animals Around Us)
	November-2020	<i>Main Aur Mera Sharir</i> (Me and My Body)
	December-2020	<i>Sabzi</i> (Vegetables)

	January-2021	Phal (Fruits)
	February-2021	Humare Madadgar (Our Helpers)
	March-2021	Vahan (Transportation)

Distribution of educational materials to children

	Sep-2020	Dec-2020	Feb-2021
DCC Construction Sites	560	650	982
DCC Projects	50	47	147
Mobile Bus	33	74	88



Distribution of educational material at centres





Current status of schooling according to a survey of MMC children going to regular schools

Because of the pandemic the education of our children attending regular schools was either completely disrupted or took place irregularly online. More than 50% of the children taking part in our digital programme were going to regular school, so we tried to add components that would help them.

Of the 397 children who had been attending regular school, 66% were now attending different forms of online classes. Four percent of these children were contacted by MMC teachers via phone calls. A quarter of these children said their schools were not conducting any online classes, and one percent said they were not attending online classes as they were not able to follow them.

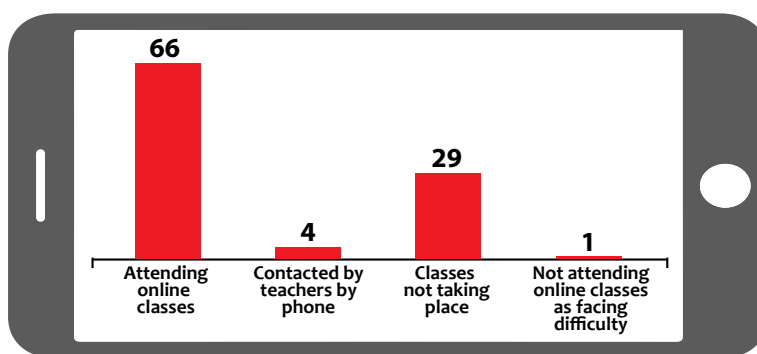


Figure 3.2: Percentage of children attending online class

Eighteen percent of the children said they were attending private tuitions. Of these, eight percent were attending free tuitions while the remainder were paying for their lessons.

Forty four percent of children attending private tuitions had classes six days a week, 17 % had classes every day, and 27 % had tuitions four days a week. From this it is clear that children spent a lot of time in private tuitions because they need additional support in their studies.

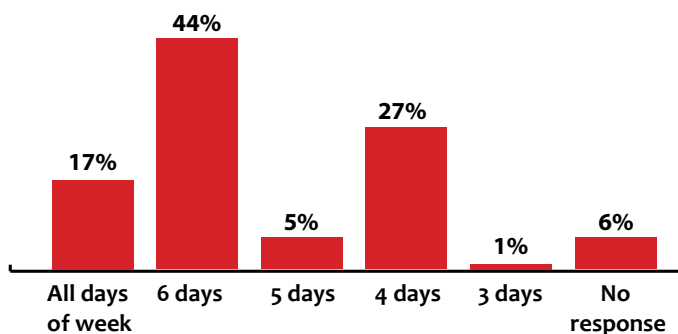


Figure 3.3: Percentage of children by number of days they attended private tuitions per week

Beyond Academics

In addition to academic learning, our children engage in diverse activities that encourage them to aspire and help them to become well-rounded individuals.

Library Programme

Many of our children are first generation learners and have limited access towards quality reading materials. Through our library programme, we ensure that our children have access to a wide variety of age appropriate books.

Phirti Library (Mobile Library)

We could not run all the components of the library programme because of the lockdown. Therefore, we ensured that children from all sections of the day care centres had access to books in the comfort of their homes. The *Mujhe Padkar Sunao* programme with the *Phirti Library* programme, ensuring that parents read books to their children. This programme started in November 2021. In 2020-2021, 12,106 books were issued to 5,681 children.



Phirti Library programme in progress

Read Aloud

Three hundred Read Aloud Sessions for After School Support Group children were conducted in 2020-2021. The children formed groups of eight to ten each and attended the sessions maintaining all Covid-19 precautions.



Newspaper Reading

The After School Support Group children were called to centres thrice a week in groups of four or five for 15 minutes. Teachers then ensured that the children read aloud the headlines of the day to all present.





Events

Book Week

We celebrated our annual 11th Book Week in November 2020. The theme this year was “Emotions” and was entitled *Oomad Ghoomad Bhavnayein Chali Pustakalay* (Our library twirls with swirling emotions). Each Book Week celebrates the joy of reading and its goal is to kindle children’s interest in reading. Thirteen resource persons engaged with children for virtual read aloud sessions. Some of the popular books were *Mere Dost* (My Friend), *Hasna Mana Hai* (Smiling Not Allowed), *Pareshan Pahiya* (The Anxious Wheel). The most popular activity for the children was creating and decorating a corner of their home with books while parents were encouraged to share stories they had heard in childhood. Different interesting activities such as emotion wheels, emotion charts and self-talk were carried out.

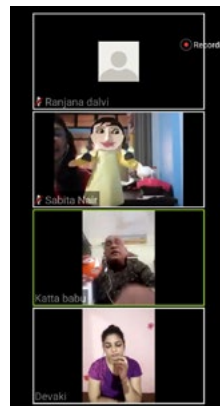
To inculcate the joy of reading 757 books were gifted to children.

Puppet Week

In January 2021, we celebrated our annual Puppet Week. The theme was *Puppet Ki Rangili Duniya* (The Colourful World of Puppets). All social distancing norms were adhered to. Videos and explanatory documents were sent to parents on the different types of activities. For the first time, parents learnt that making puppets could be a way of teaching. They were taught simple ways of making colourful puppets from the dry waste at home. Children above six were called in small batches to centres to perform puppet shows. Another interesting activity was peer to peer learning in which children from different centres taught each other various puppet making techniques.



Puppet week celebration



Life skill sessions

Apni Shala, an NGO specialising in social and emotional learning for young children, youth and adults conducted 12 online sessions on life skills, with children from the After School Support section (ASS) at two centres (Pendhar and Patlipada-1). Techniques such as focused group discussions, role playing and mind mapping were adopted. The sessions dealt with topics such as conflict resolution, decision making, self and social awareness etc.

Health and Nutrition

Health Programme

Children living on construction sites face multiple barriers in accessing adequate health care and nutrition. The nutrition programme at our centres is designed to provide preventive and curative care.

The pandemic created huge problems for migrant families. So, before starting our health and nutrition programme, we conducted online training for parents and children on Covid-19 and respiratory hygiene. The intervention at the centres was conducted in small batches.

Activities under the health programme

- Doctor check-ups to monitor children's health.
- Identifying and facilitating age-appropriate immunisations for all children through linkages with local government health posts.
- Charting children's heights and weights every month. Recording malnutrition and working intensively with affected children and their parents to improve diets.
- Providing calcium and multivitamin supplements to all children, as they are often deficient in essential nutrients.
- Encouraging children to practise hygienic habits like nail cutting, washing hands, using soap, etc.
- Covid-19 specific safety practices such as using sanitizers, washing hands frequently, wearing masks and maintaining social distancing.
- To combat the pandemic, MMC centres were sanitized regularly, masks were provided to teachers and to children and their families, and awareness sessions conducted.



Measuring weight and height



Vaccination and supplements



Providing masks



Encouraging children to practice hygiene habits



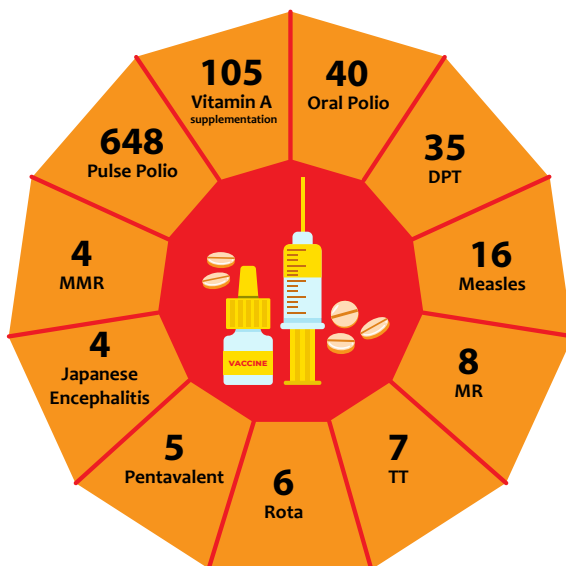


Curative Care

Activities in the last quarter of the year	Number of children
Doctor visits across all centres	161
Special children referred to Government Health facility	1
De-worming tablets given to children	95

Preventive Care

In all 878 vaccinations were provided to the children between October 2020 to March 2021



Distribution of face masks and sanitizers

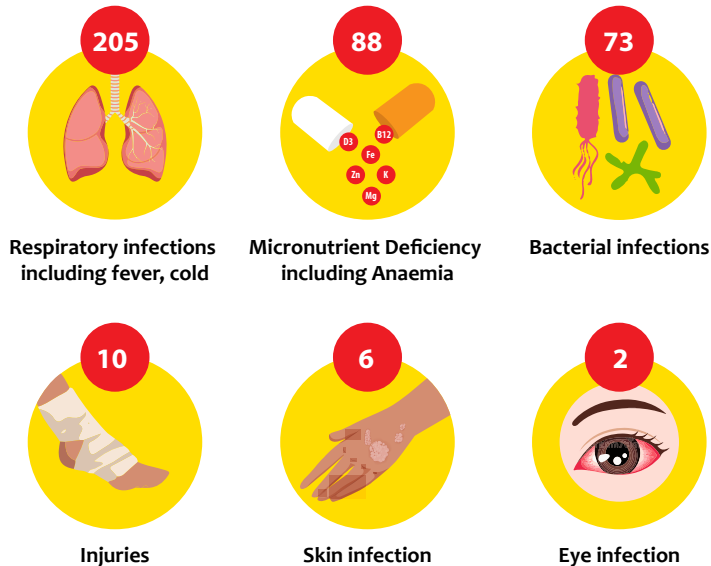
Keeping in view the health and safety of our children on construction sites during Covid-19, we distributed face masks to over 700 children.



Distribution of face masks at our centre

Illness

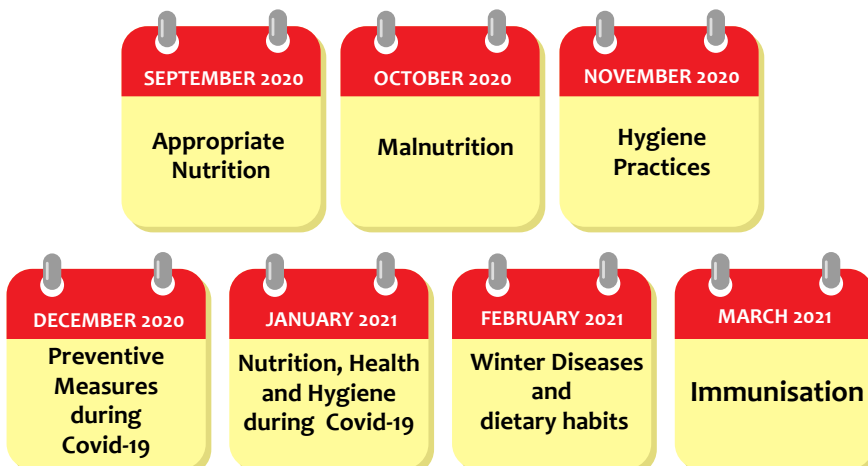
We recorded a total of 384 episodes of illnesses amongst our children.



Ghar Se Ghar Tak Aarogya – Digital Health and Nutrition awareness programme for Parents and Children

This programme was initiated to provide adequate and relevant information to parents and children about healthy hygiene practices. The total number of interactions in a span of 7 months with the parents were over 2,900 through innovative audios and videos designed and created by teachers to impart information.

Monthly themes





Impact

To assess the impact of the digital health and nutrition programme a follow up survey was conducted. The number of participants in the base line and end line was 539 and 397 respectively. This survey revealed a considerable improvement among the parents who could correctly recall at least one health awareness message shared by the teachers during the month (Figure-4.1).

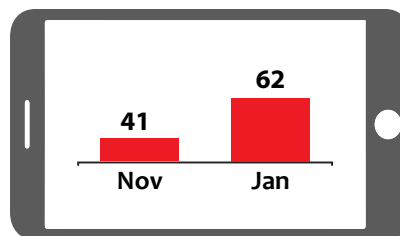


Figure 4.1: Percentage of parents who can recall at least one awareness information shared by the teacher at the month during November 2020 and January 2021

Nutrition

In 2020-2021, we could not continue with the regular DCC nutrition programme. Instead as soon as the lockdown eased, supplementary nutrition kits were provided to children engaged in the digital programme. Through these kits, our children were provided around 600 calories a day from November 2020 to March 2021. In addition to this, fruit baskets were provided weekly, ensuring that all children got a fruit seven days a week. Supplementary nutrition kit included Milk, Rajgira (Amaranth Grain) Laddoos, Jaggery, Ragi (finger millets) powder, fortified Murmura and Cookies. Recipes for making healthy cooked meals were shared to educate parents.

Take Home Ration (THR) Distribution

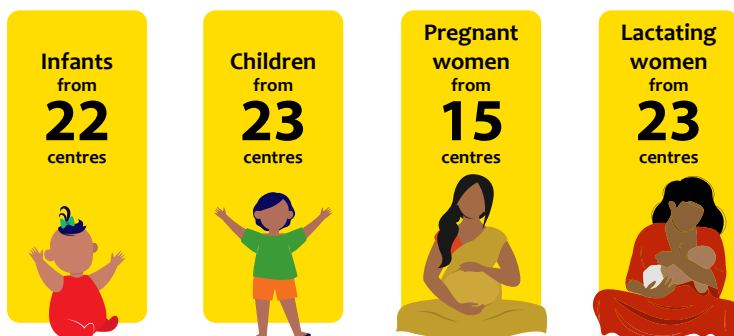
During 2020-2021, take home rations were distributed in many centres through the ICDS programme

Distribution of dry ration and supplementary nutrition

The migrant communities living on construction sites had to face tremendous hardships during the initial months of the lockdown. No clarity and limited access to services and work resulted in lack of ration at homes to feed children. After a continuous dialogue with families on all our construction sites, on need basis we distributed dry ration to 457 children based on their daily calorific requirement. The kit included rice, lentils, dried peas, salt, sugar, oil and rajgira laddoo.



Distribution of dry ration and supplementary nutrition



Distribution of THR at our centres

Case Study: Deficit in children's nutrition due to lockdown

A six-member family living on a construction site in Pendhar, Taloja, could not return to their native village. They had practically no savings.

After the digital programme was started, the family felt reassured that MMC teachers were keeping a regular check on their wellbeing. During this time, the children in the family received the dry ration kits.

Results of Feedback Survey on Supplementary Nutrition

A survey to assess the impact of our supplementary nutrition drive revealed that 69% of parents considered that all the ingredients were beneficial to their children (Figure-4.2). 76% of parents considered that the given items, which they could not afford on a regular basis, were nutritious. Nearly 46% of the children (Fig-4.3) liked the taste of all the food items. 79% of children had Milk and *Rajgira ladoos*, 74% had *Nachni*, 67% Dates and 61% fortified *Murmura* and Cookies.

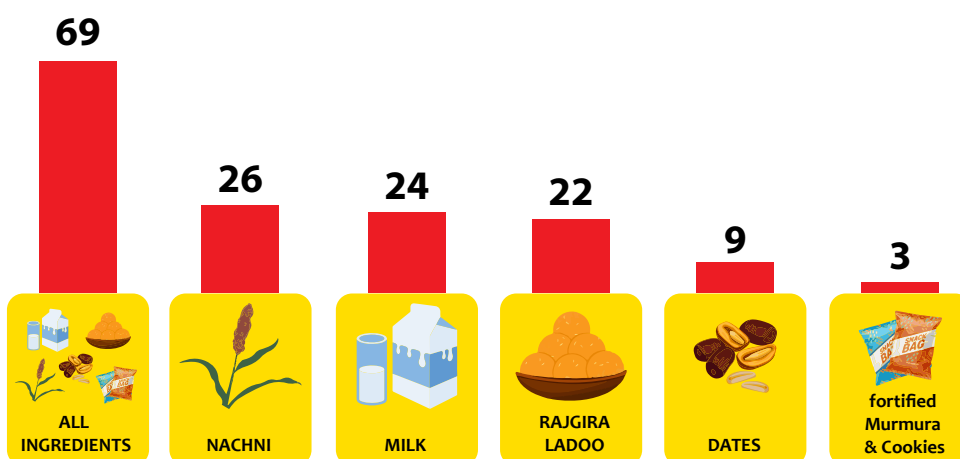


Figure 4.2: Percentage of parents who consider the ingredients beneficial for the children



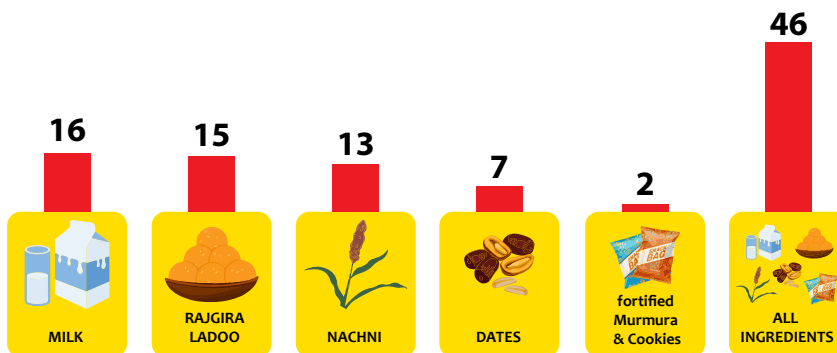


Figure 4.3: Percentage of children who consider the ingredients of supplementary nutrients tasty

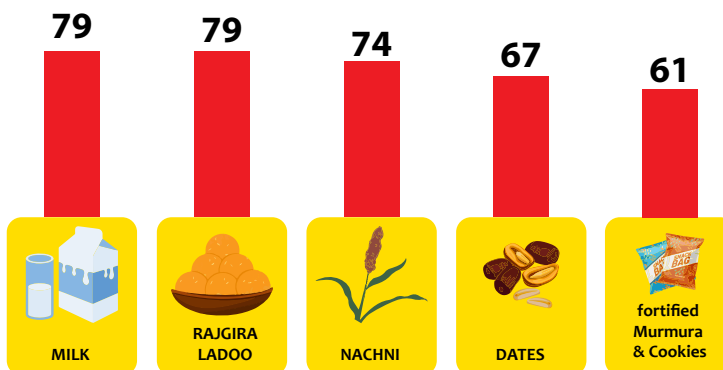


Figure 4.4: Percentage of consumption of supplementary nutrition by children

Nutritional Status of Children (Birth to five years) based on WHO standards

The Global Nutrition Report 2018 recognises malnutrition as a serious problem. At MMC we regularly track anthropometric measurements - height and weight - to identify children suffering from malnutrition and to address the prevalence of underweight, wasting and stunting as per WHO (World Health Organisation) norms.

A child's first available anthropometric measurement is treated as their base line and their last available measurement is treated as their end line data. This past year anthropometric measures of 574 children below five years of age were analysed. Additionally, we used secondary data from the National Family Health Survey- 4 and compared underweight, wasting and stunting status of our children with the status of children in Maharashtra and India.

Figure 4.5, 4.6 and 4.7 show improvements in the nutritional status of children on all three parameters of under nutrition - underweight, wasting and stunting.

Figure 4.5 depicts that on the parameter of wasting, the percentage of malnourished children was 15% at base line evaluation. This is low in comparison to Maharashtra (26%) and India (21%) and this further reduced with MMC intervention to 9%.

Figure 4.6 shows that the number of underweight children had reduced from 26% at baseline to 22% at the end line evaluation. In comparison with the rates of underweight children in Maharashtra and All India, MMC children seem to fare better.

Figure 4.7 shows that on the parameter of stunting there was a reduction of four percent in the number of stunted children post MMC's intervention. Overall prevalence of moderate and severe stunting is 24% which is much lower in comparison to the prevalence in Maharashtra (34%) and India (38%).

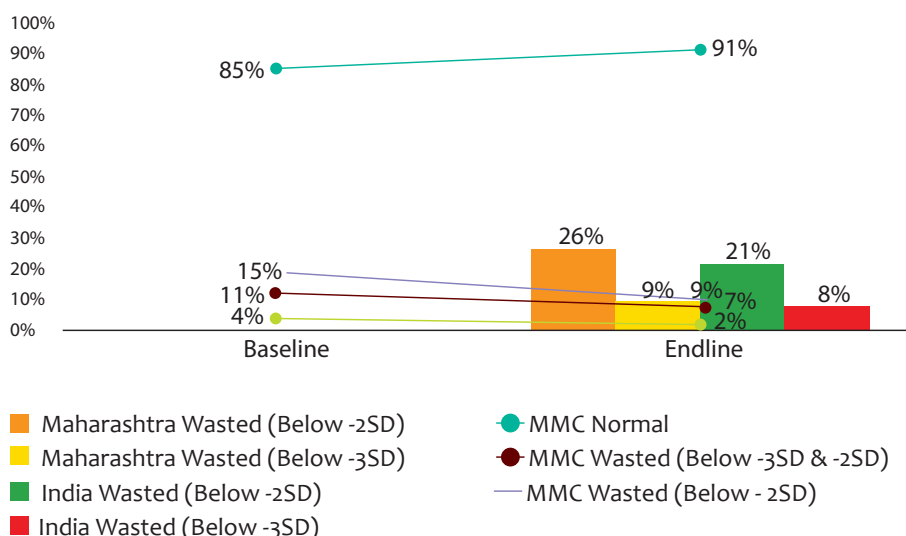


Figure 4.5: Reduction in wasting at MMC compared to wasting rates in Maharashtra and India

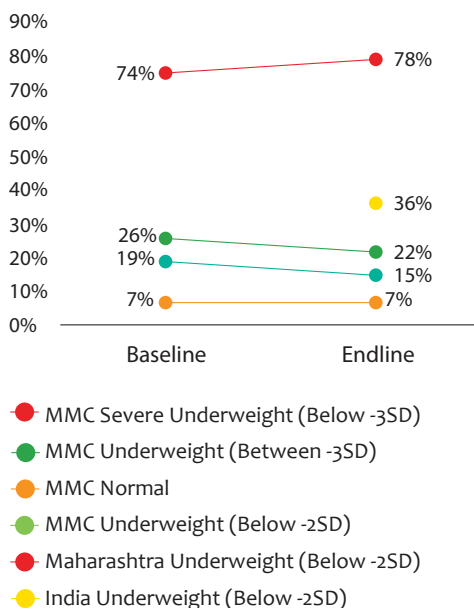


Figure 4.6: Reduction in Underweight at MMC compared to underweight rates in Maharashtra and India

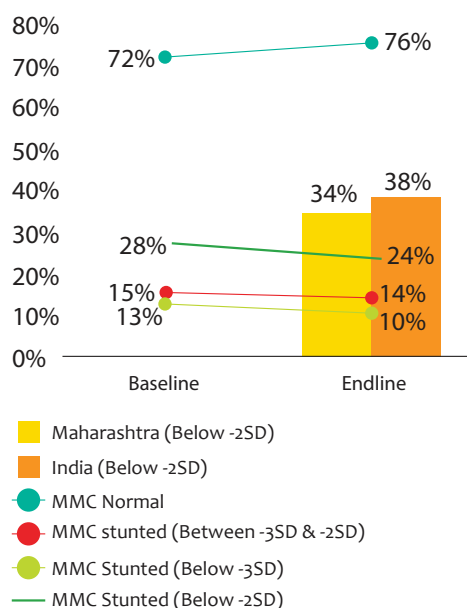


Figure 4.7: Reduction in Stunting at MMC compared to Stunting rates in Maharashtra and India





We regularly monitor the health status of children above five years by measuring their Body Mass Index (BMI). In the year 2020 - 2021, we gathered height and weight measurements of 751 children in the age group of 5-14 years. The child's first available measurement was treated as the base line and their last available measurement as the end line data. Their BMI (Body Mass Index) status was calculated as per WHO standards.

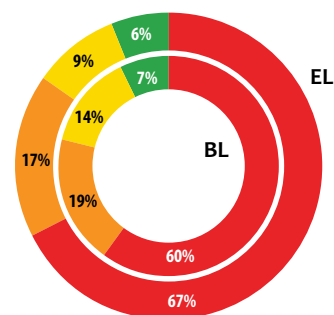


Figure 4.8: Improvement in BMI

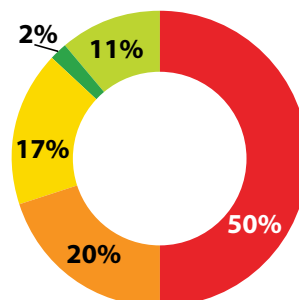


Figure 4.9: Change in health status of the children

The results show that the number of children showing normal BMI at baseline was 60% and stood at 67% at the end line. Figure-4.8 shows, the number of children detected as severely thin at the first evaluation was 14% and dropped to 9% at the end line evaluation. Figure 4.9 shows that out of the 751 children screened, 50% of the children stayed healthy during their stay with MMC while 20% children improved their health status.

My Body My Safety workshop

A two day workshop was organised in March for over 92 children between 10 to 12 years. The theme of the workshop was - Right to Safety, which covered topics like understanding the function of reproductive organs, puberty, sexual health, pregnancy, contraception and sexuality and gender sensitivity. Parents were educated on child sexual abuse, how to handle a child's disclosure, age-appropriate information to give children with respect to sex, how to teach your children about basic body boundaries, POCSO Act 2012 and more.



Community Outreach

Community Outreach is an important cornerstone of MMC's approach. Parents are one of the key stakeholders in the comprehensive child development programmes implemented by MMC. Alongside enhancing parental engagement in their children's progress, MMC has outreach programmes for the construction workers' community. Their interstate and intrastate migration makes it difficult for migrants to get their entitlements or demand their rights. MMC empowers migrant construction workers with the information and tools to help them break the cycle of poverty and thus ensure better opportunities for their children.

Interface with Community

Ration Relief Work

During the lockdown MMC reached out to various organisations to ensure that migrant workers and their families received essential food items. More than 21,000 construction workers in Mumbai, Navi Mumbai and Thane received food. Additionally, our programme staff also facilitated meals for 3,700 workers across 12 sites from the Building and Other Construction Workers Welfare Board (BOCW) under the Atal Ahar Yojana and from the Brihanmumbai Municipal Corporation (BMC).



Ration distribution during Covid-19

Chai Pani Meetings

Last year, our monthly Chai Pani meetings were a blend of virtual and physical get-togethers. We engaged parents on issues that affected their families, such as health, hygiene, childcare and children's education. Through interactive discussions and visual aids, our teachers built awareness about a wide range of topics such as breast feeding, anaemia, dust pollution, menstrual hygiene, family planning, T.B and school enrolment of children. Chai Pani meetings also provide a platform for parents to raise issues affecting

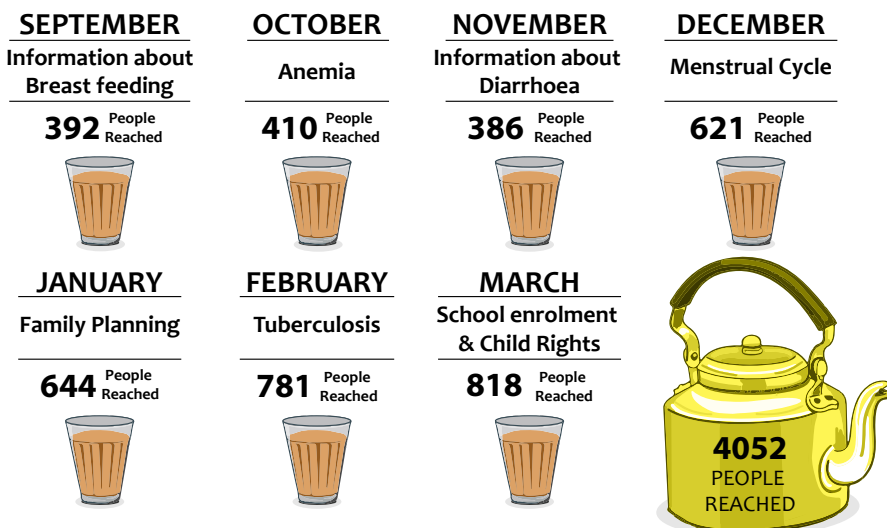


Chai Pani Meeting





their children. MMC field staff determine which topics would be most helpful based on their interactions with community members. 193 Chai Pani meetings were held last year with an average of 589 community members every month.



Advocating for rights and resources of construction workers

Promoting construction workers' entitlements

This year 1,702 workers across 13 construction sites in the MMR region registered with the Board; and safety kits were received by 96 workers post completion of registrations under Maharashtra Building and Other Construction Worker's Welfare Board. The workers received mid day meals under the Atal Ahar Yojana during the Covid 19 pandemic.

Skill Training

Lack of formal trainings and certification often forces construction workers to accept low paying jobs. Inability to lose a day's wages also keeps these workers away from participating in formal skill building. MMC recognises these difficulties and encourages construction workers to acquire high level technical skills to enable them to qualify for better livelihood opportunities. To address this gap, MMC organises skill building trainings for them. This year, we collaborated with Pratham Education Foundation to facilitate 8 virtual skill training initiatives for 328 workers at 22 construction sites. As a result of this initiative, the number of workers certified were –



“The online training organised for electrical work was really good. I got to learn new things that I had not even heard of. The certificate I was awarded and the skills I learned will definitely help me to flourish and grow as an individual.”

- Gajanan Chate from Maharashtra has been working in construction sector for over 20 years.

Health Camps for Community

MMC regularly organises health camps for construction workers. The one held in association with L & T Health Centre screened 140 children and 118 adults were screened at BSES Brahmakumari Hospital, Andheri. Eye camps were also organised in association with Laxmi Charitable Trust, Chola and Sightsavers.

Safety week

Safety week was organised in the first week of March for all construction workers. This year, 9 centres participated in a poster exhibition that informed them about various BOCWA schemes. 1,031 males and 32 females participated in this event.



Safety week celebration

Women’s Day celebrations

Events were organised on the eve of Women’s Day across 14 MMC centres, Mobile Bus and CORP locations in collaboration with builders and contractors.



Women’s Day celebration





Study

Exploring the Reach of Public Distribution System among Migrant Construction Workers in Mumbai

Under the government's "One Nation, one Ration Card" scheme, people should be able to access rations from anywhere in the country. We asked 175 migrant workers what challenges they faced in accessing rations.

- 77% said they spent up to Rs 4,000 a month in buying groceries and staples from grocery shops near their construction sites. This, of course, is a lot of money for people with a meagre income. Moreover, they have barely any social security and incur large expenses on healthcare every year.
- 84% said if they could use their village ration cards in Mumbai, they would definitely do so.

Engaging Youth

Alumni Meet

Twenty seven alumni of MMC participated in a virtual meeting in December 2020. They shared their experiences during the pandemic. Some had to run their homes as their parents had lost their jobs. Others distributed rations in poor communities, and yet others organised rations for their own community. They thanked MMC for the values we had taught them and for enabling them to have a bright future.

Case Study

Roshani Wankhede

Eighteen-year-old Roshani is a second year student of Diploma in Civil Engineering in Saraswati College of Engineering in Kharghar, Navi Mumbai. She received an award for completing her second semester with a first-class distinction (85.5%). She started attending MMC's day care centre at a construction site in Pratiksha Nagar many years back as a child in the crèche section. In this long association, she says, "I have benefitted immensely. Teachers at the centre would give us food and support in school work. I enjoyed the outings and overnight camps that we went for, they were a good exposure. I will be eternally grateful to my teachers at MMC who supported and moulded me in my formative years. It has helped me shape my personality."

Cricket Match

Sports are a very effective way of keeping connected with the young adults. In February 2021 a cricket match was held at the Pendhar construction site. There were 10 teams with 150 participants from across sites in Pendhar, Kharghar, Mankhurd, Prakash Mill, Khoni, Shirdhon, Ghoteghar, Kalamboli, and Dronagiri. MMC facilitated the cricket match to get youth from construction sites to play sports and gave prizes for excellent performances.



Cricket Match





Training

A child's overall development is crucially dependent on what he or she has learnt in their first five years. Therefore, it is vital that children have access to quality childcare during this period. And for the last thirty years, MMC has been engaged in creating a pool of trained child care givers. It conducts a rigorous training programme as well as shorter courses and workshops.

A significant part of our work and focus is our Early Childhood Care and Education (ECCE) training and capacity building programme. We run a comprehensive yearlong ECCE Diploma Programme as well as several short term community level trainings as part of our commitment to enhance and create a cadre of trained child care providers.

Bal Palika Training Programme

Our Bal Palika Training (BPT) was started in 1982 to meet the increasing demand and need for trained professionals in ECCE. Affiliated with Shreemati Nathibai Damodar Thackersey Women's (SNDT) University, Mumbai, this training equips young women from marginalised communities, particularly from construction sites, with knowledge and skills to become sensitive and qualified child care providers. It also provides a dignified and viable livelihood opportunity for them.

Veteran trainers of MMC employ a comprehensive curriculum to teach women about cognitive and social development in children, child nutrition and first aid skills, and milestones in development among children of different ages. They then build upon this foundational knowledge with sessions focused on creating a stimulating and appropriate learning environment for children, practical teaching tools, managing a day care centre, and how to assess and evaluate children's progress.

Due to the emergent Covid-19 situation, we redesigned our strategies. The training programme was organised digitally. Virtual classes were conducted with the trainees. Selected trainees from marginalised communities and construction sites were capacitated for using online platforms.

This year 12 enthusiastic young women graduated from SNDT women's university, Mumbai and 1 from MMC. In addition to our regular curriculum sessions, the trainees attended special workshops on English speaking and malnutrition taken by professionals from their respective fields.

Assessment (Baseline vs. End line)

A comparison of pre-test and post-test scores below indicates that our trainees had made significant progress in both knowledge domains, Early Childhood Care and Education and Preschool Administration and Management.

Indicators	Baseline Test	End line Test	Maximum Possible Score
Early Childhood Care and Education	7.2	16.0	28
Pre-School Administration and Management	5.6	28.9	47

Teaching Aids' Exhibition

Every year, a wide array of teaching aids is displayed at an Annual Teaching Aids Exhibition hosted by our batch of trainees from the Bal Palika Training (BPT) programme. In March 2021 we hosted a physical exhibition as well as a virtual one. The theme for the exhibition was “Jaltarang” (Water). Teachers and educators from all sectors participated in the workshop.



Teaching Aid's Exhibition

BPT Alumni Meet

In January 2021, 16 alumni from previous batches of the Bal Palika Training (BPT) Programme connected in a virtual Alumni Meet to share their experiences of the training received and their journeys thereafter. The theme for this interactive session was “Mental Health”. Although everyone was adapting to working from home, it was extremely challenging for our BPT alumni as they were teachers and caregivers in the Early Childhood Care and Education (ECCE) sector. Many of them expressed the difficulty of getting used to the habit of working on a laptop the entire day. This new method of working was stressful as they were unable to manage household chores between work and meetings, and had to be constantly worried about commotion in the house and surroundings. Many useful tips were shared by the resource person about coping up with work from home and small steps that can be taken to mitigate the challenges. All the trainees participated enthusiastically in the event.

Bal Vikas Sahayog

Bal Vikas Sahayog, a twelve day programme, was conducted physically at our Pendhar and Taloja centre in February and March 2021 with women living on construction sites. 23 women attended. A pictorial flip card, in addition to a participation certificate, was presented to them.





Our Partners

Government

MMC works with different government departments to help construction workers and their children get benefits they are entitled to. In order to ensure that various facilities such as immunisation, school enrolment, nutritious food and rations, benefits for construction workers are facilitated, MMC works with various Government Departments such as Municipal Corporation of Greater Mumbai (MCGM), Health Posts set up by the Health department of the Government, and the Integrated Child Development Scheme (ICDS) to facilitate supply of supplementary nutrition to our day care centres, Municipal Schools, Maharashtra Building and Other Construction Workers Welfare Board and the Labour Department. We also worked with post offices to help construction workers open savings accounts and make them aware of the various schemes offered.

Hospitals

- BSES/ Brahmakumari Hospital
- Laxmi Charitable Trust

Non-profit Organisations

- Apni Shala
- L & T Health centre
- Youth for Unity and Voluntary Action
- MCHI Thane chapter
- Pratham Education foundation
- Rationing Kruti Samiti (RKS)
- Sightsavers

Builders and Contractors

Our partner builders in operating day care centres:

- Ajmera Realty & Infra India Ltd.
- B. G. Shirke Construction Technology Pvt. Ltd.
- Genext Hardware & Parks Pvt. Ltd.
- Gigaplex Estate Pvt. Ltd.
- HGP Community Pvt. Ltd.
- Kapstone Constructions Pvt. Ltd. (Rustomjee)
- Lake View Developers
- Powai Developers
- Roma Builders Pvt. Ltd.

Our partner builders in operating education programmes through the Care on Wheels – Mobile Bus model were

- Matoshree Infrastructure Pvt. Ltd.
- Nirmal Mall Lifestyle Pvt. Ltd.
- Runwal Developers

Our other partner builders who supported relief work through the Care on Wheels model were

- Allura Parivar, Aadi Properties LLP
- Mehta, Mulund
- Neelam Senroof, Nahur
- O2 Mithaghar, Maverick realtors
- RR Developers, Mulund
- Seth Avalon, Seth Group, Thane
- Shiv Swami Samarth Builder, Bhandup
- Vijay Suraksha Colosseum, Thane

Our beneficiaries of ration relief work

- B.G. Shirke Construction Technology Pvt. Ltd.
- Darvesh Properties Pvt. Ltd
- Marathon Nexzone Group
- Skylark Realtors Pvt. Ltd.

We sincerely thank Skylark Realtors Pvt. Ltd., who is managing the operations of child care centres on their site.

We are grateful to Mr. Mahendra Gharat, owner of Gharat Brick kiln, and Mr. Vaibhav Madavi and Mr. Pradip Bhagat, owners of Panvel Brick kiln for providing us space, water and toilet facilities at their sites to operate day care centres.





Organisational Development and Growth

Institutional Strengthening Initiatives

Enhancing parental engagement in programmes

To train teachers to help parents recognise and seek assistance for development delays in their children, MMC collaborated with the non-profit organisation Ummeed Child Development Centre. This long-term capacity building programme had six modules.

Module 1 – This covered the developmental milestones of children from birth to the age of three. It included an introduction to gender and sex, how to promote responsive caregiving and age appropriate play, and how to work with families using a strengths-based approach.

Module 2 – Called Guide for Monitoring Child Development (GMCD), it dealt with monitoring development of children from birth to 3.5 years. Techniques and application of close- and open ended questions were discussed using case studies. The Ummeed trainers also held practical sessions at MMC centres.

Module 3 – This dealt with what MMC staff should do when mothers do not answer their questions satisfactorily. Ummeed trainers held practical sessions at MMC centres.

Module 4 – This module initially dealt with the risks involved in pregnancy, childbirth and caregiving to infants. Subsequent sessions focused on the various types of mental disabilities among children, understanding, recognising and identifying them, and diagnosing them through IQ tests.

Module 5: This module introduces participants how to conduct promotional activities for early childhood development (ECD) in a group setting. It equips participants with skills and knowledge to run group sessions with parents of developing children 0-3 years from the community. It has been adapted to include discussions on running groups on phone or video call given the social distancing measures.

Module 6: After module 5 the participants are expected to conduct group sessions with caregivers from the community. Based on that, this module promotes problem solving and up skills the knowledge and experience of the participants.

The first batch of training started in the year 2019-20 with thirteen participants (seven teachers, five field supervisors and our health coordinator) who were trained in first four modules in 2019-2020; and were inducted in module five and six during the year 2020-2021. Eleven of them successfully completed all the modules. Simultaneously the second batch of trainees of twelve participants was also inducted with first two modules during the last year.

Building Capacities of Staff

Training Programmes for all staff members

Child Protection and Safety

91 staff and 6 retainers were trained in Protection of Children from Sexual Offences (POCSO) Act, 2012

Prevention of Sexual Harassment at workplace (Prevention, Prohibition, and Redressal Act 2013) (POSH)

99 staff, 3 POSH IC members and 3 Board of Directors were part of POSH workshop

Certification in Fire Safety and Disaster Management

91 staff and 2 retainers received training and certification in Fire Safety and Disaster management

Certification in First Aid Training

52 staff and 1 retainer received training and certification in First Aid.

Other Trainings

A. Curriculum and Teaching

Staff trained virtually in -	Number of staff
Cognitive Development	33
Pre Primary teacher training workshop on Story telling	1
Digital training (Makk skills education)	5
Teaching Science, Environment Science, Art & Math using story	4

B. Administration and Management

Staff trained in -	Number of staff
Covid-19 Policy post the lockdown (Centre for advanced philanthropy)	1
Future of Impact - Conference (Projections for next year, building blocks by compelling fundraising narrative etc.)	2
Evaluating Social Programmes online course	1





Compliance Meetings

Meetings	Frequency	No of Meetings conducted
Risk Committee meeting	Quarterly	4
Risk Champion –Programme Staff	Monthly	11
Risk Champion – Non Programme Staff	Monthly	11

Networking and Linkages

Addressing Issues of Migrant Children

MMC is committed to representing the voices and needs of migrant children and their communities. We work closely with other agencies to address these issues and participated at various forums and platforms. Some of them are listed below –

- MMC was invited by the BMC Education Department to attend a discussion on BMC's initiatives of introducing digital education programme among its students on 19th August 2020. Support was sought by the Department from all the participant NGOs in reaching out to more children through digital education programme.
- A webinar on the study “Living with Multiple Vulnerabilities: Impact of Covid-19 on the Urban Poor in the Mumbai Metropolitan Region” was organised by Youth for Unity and Voluntary Action (YUVA) on 4th September 2020, where MMC was invited as a partner organisation of the study. As part of its ration relief services, a collaborative survey of 25,589 households was carried out in 10 cities in the MMR between 20 March 2020 and 30 June 2020. The study helps in building an understanding of the conditions of urban poor communities during the lockdown period, their access to government relief and pre-existing coverage of welfare entitlements.

Conference Presentation

An abstract submitted to Canadian Evaluation Society Conference Committee 2021 was selected for poster presentation at the virtual CES 2021 conference to be held in June 2021. The paper titled '*Malnutrition – A Comparative Study of Enabling and Disabling Factors*' is a study based on qualitative assessment of twelve women whose children are malnourished and have shown improvement or deterioration or sustained health. The study was conducted by MMC to understand the underlying reasons.

An abstract submitted to European Evaluation Society Conference Committee 2021 got selected for paper presentation at the virtual EES 2021 conference to be held in September 2021. The paper titled '*An Evaluation of a Library Programme Intervention in Enhancing Reading Habits among Children*' is based on an evaluation study to understand the usefulness of a library programme among children who have been attending MMC's day care centres for six months or more. It studied, the effectiveness of the library programme on migrant construction workers' children who do not have access to reading material. Most of these children are first generation learners.





Covid-19 Impact Survey conducted with Alliance

During May 2020, a phone-based survey was conducted with 100 women across 24 construction sites as a part of Alliance's Covid-19 Impact Assessment. The survey aimed at assessing the access of migrant communities' children under six to early learning, care and stimulation, nutrition, healthcare, and medical care during the lockdown. A majority of the mothers said that they were worried about the loss of learning that their children were facing. 40% of the mothers also felt that they were unable to provide sufficient nutrition to their children.

Research Study

A study entitled "Benefits and impediments of a Digital Learning Programme for Migrant Children below the age of five years" conducted by MMC to explore the effectiveness and challenges of operating a virtual education programme through online and telephonic media.

Governance

Our Board

Name	Age	Position	Occupation	Board Meetings Attended
Mr. Ashok Mahadevan	72	President	Social Service	6
Mrs. Nalini Chhugani	83	Secretary	Social Service	6
Mr. Raghavan Shastri	68	Director	Corporate Legal Advisor	6
Mrs. Vaishali Deodhar	64	Director	Social Service	5
Ms. Devika Mahadevan	43	Director	Social Service	6
Mrs. Vrishali Pispati	50	Director	Consultant	5
Mrs Padmini Khare Kaicker	55	Director	Chartered Accountant	3
Ms. Shagoofa Rashid Khan	46	Additional Director	Lawyer	1

Of the nine Directors mentioned above, two are related: Mr. Ashok Mahadevan is the father of Ms. Devika Mahadevan. The Board Rotation Policy exists and is practiced. No remuneration or sitting fee or reimbursements in any form have been made to any director during 2020-2021.

Mrs. Eva Runganadhan, Mrs. Mrinalini Kochar and Mrs. Saroj Satija stepped down as Directors in the year 2020-2021.

Details of Board Meetings

Sr. No.	Date	Attendance
1	27/06/2020	8
2	30/09/2020	10
3	16/10/2020	8
4	06/02/2021	6
5	20/03/2021	7
6	16/10/2020 (AGM)	8

Disclosures as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

MMC has zero tolerance for sexual harassment at the workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at the workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for prevention and redressal of complaints. MMC has not received any complaint of sexual harassment during financial year 2020-2021.





Financials

Detailed Income and Expenditure Account

Year Ended 31st March, 2021

Particulars	Amount in Rs.	
	31.03.2021	31.03.2020
<u>Income</u>		
Grant and Donations	4,14,50,734	6,00,82,492
Other Income	60,57,157	72,71,563
Total Income	4,75,07,891	6,73,54,054
<u>Expenses</u>		
Employee Benefits Expense	2,69,61,641	3,29,53,240
Depreciation and Amortisation Expense	11,92,417	13,44,681
Other Expenses	1,44,04,797	2,20,28,701
Total Expenses	4,25,58,855	5,63,26,621
Excess of Income over Expenditure before exceptional item, prior period expenses and Tax Expenses	49,49,036	1,10,27,433
<u>Exceptional Item</u>		
Fixed Assets Written off	-	10,125
Excess of Income over Expenditure	49,49,036	1,10,17,308

Abridged Balance Sheet as of 31st March, 2021

Particulars	As at 31st March, 2021	As at 31st March, 2020
<u>FUNDS AND LIABILITIES</u>		
Corpus and Other Funds	7,59,79,709	7,47,90,759
Reserves and Surplus	5,58,66,020	5,09,16,984
Non current Liabilities		
Long-Term Provisions	50,09,080	44,63,753
Current Liabilities		
Other Current Liabilities	1,19,22,994	88,08,508
Short-Term Provisions	3,11,570	35,13,647
Total	14,90,89,373	14,24,93,650
<u>ASSETS</u>		
Non-Current Assets		
Property, Plant and Equipment		
Tangible Assets	90,45,478	1,02,73,473
Intangible Assets	2,78,963	2,10,302
Long Term Loans and Advances	11,49,636	12,85,371
Current Assets		
Cash and Cash Equivalents	13,50,67,605	12,82,52,598
Other Current Asset	35,47,693	24,71,907
Total	14,90,89,373	14,24,93,652





Receipts and Payments for the F.Y. 2020-21

Receipts	Amount	Payments	Amount
Opening Balance	1,89,15,313	Investments	1,85,00,000
Corpus Fund	31,00,263	Special Purpose Fund	23,602
Investments	1,27,12,069	Current Liabilities	3,53,33,168
Current Liabilities	3,87,542	Admin Expenses	18,44,997
APPROVED PROJECTS/ GRANTS	3,90,76,252	APPROVED PROJECTS/GRANTS	68,23,903
Donation Received	50,43,243	Field Programme Expenses	16,67,267
Field Programme Expenses	2,740	Foreign Interest Utilised	6,04,279
Foreign Individual Donation Received & Utilised	5,05,417	Fund Raising Expenditure	19,667
Foreign Donation Organisation Received & Utilised	16,275	Other Current Assets	7,86,806
Fund Raising Income	4,19,751	Closing Balance	1,99,31,128
Interest on Investment	37,62,154		
Other Current Assets	15,93,800		
Total	8,55,34,818	Total	8,55,34,818

Auditors, Legal Advisor & Bankers

Legal Advisor

Bharat G Goyal

Advocate

602 Gasper Enclave, A Wing, 6th Floor,
Dr. Ambedkar Road, Pali Naka, above
Rupee Bank, Bandra West, Mumbai – 400 050

Statutory Auditor

M/s M A Parikh & Co.

B-21-25 (2nd floor), Paragon centre, Pandurang
Budhkar Marg, Worli, Mumbai - 400 013

Internal Auditor

Kalyaniwalla & Mistry LLP,

Chartered accountants

Esplanade House, 29, Hazarimal Somani
Marg, Fort, Mumbai – 400 001

Practicing Company Secretaries

M/s Robert Pavrey and Associates,

Company Secretaries,

4/8, Santacruz Mansions, 2nd Floor,
Santacruz East, Mumbai – 400 055

Bankers

UCO Bank

Madame Cama Road, Mumbai - 400 039

Bank of India

Electric House, Orminston Road, Post Box
No. 10135, Mumbai - 400 001

State Bank of India

Gateway of India Branch, Ramnini,
8 Mandlik Road, Colaba,
Mumbai - 400 001

Standard Chartered Bank

Unit 7/8, ground floor, Lodha Parkside Retail,
Senapati Bapat Marg, Lower Parel Mumbai -
400 013

Bank of Baroda

Esperanca Building, Sahid Bhagat Singh
Road, Colaba, Mumbai - 400 039

Kotak Mahindra Bank

Ground and Mezzanine Floor, Botawala
Chambers 2, Sir Pherozshah Mehta Road,
Fort, Mumbai - 400 001

Registrations:

Mumbai Mobile Creches is registered under:

1. Section 25 of the Companies Act, 1956, CIN: U80101MH2006NPL164821
2. Income Tax Department under Section 12A; Registration number: 40472 with effect from 22.09.2006
3. Income Tax Department under Section 80-G of the Income Tax Act 1961, valid till perpetuity;
4. Registration number: 80G/2251/2007/2008-09 dated 28.02.2008
5. FCRA Registration; Registration number: 083781225 date 01.11.2016
6. National CSR Hub at the Tata Institute of Social Sciences, Mumbai; Hub code: A/1/17/03/943
7. Certificate of Accreditation on desirable norms by Credibility Alliance for the period of 15.07.2016 to 14.07.2021; Certificate number CA/21/2016.
8. NGO Darpan NITI Aayog, Government of India; Unique ID: MH/2009/0001347





Salaries & Benefits

Annual Salaries and Benefits

Name	Designation	Rs.
Anuradha Rajan	Chief Executive (April - October)	11,77,750
Vaibhavi Amle	Chief Executive (November - March)	7,38,650
Three Highest Paid Full Time Staff		
Frahinsa Rodrigues	Sr. Manager HR & Admin	7,49,385
Debdatta Purkayastha	Research and Documentation Coordinator	7,15,950
Pradeep Shinde	Programme Coordinator	7,06,815
Lowest Paid Full Time Staff		
Archana Singh	Teacher	1,71,354
Highest Paid Part Time Staff		
Vrushali Naik	Programme Coordinator	3,93,935
Lowest Paid Part Time Staff		
Shobha Tirmal	Crèche Teacher	1,02,364

Monthly Salaries and Benefits

Rs	Men	Women	Total
Less than 5,000	0	0	0
5,000-10,000	0	3*	3
10,000-25,000	6	73	79
Above 25,000	1	8	9

* The four employees in the salary range from Rs 5,000-10,000 were part-time employees of Mumbai Mobile Creches

Volunteers

Friends of MMC

We thank all individuals, companies and organisations who have helped change the lives of those MMC serves. We are deeply grateful for the invaluable support we received from volunteers in the, assisted our children with their lessons, helped us celebrate special days and helped our teams with various activities . We also thank volunteers and interns who have supported us with research and documentation and thank you all for enriching our work with your talent

Thank you all!

“Growing up, I always watched the underprivileged children but never got an opportunity to do my bit to improve their situation. It was a gratifying experience of being a part of MMC, where I looked at the children’s life through a different lens. MMC gives every child a chance to be a better, educated human and always makes an effort to bring a smile to the children’s faces, which they always deserved.”

- Hetavi Shah, Intern at MMC in summer 2020 from NMIMS School of Design, Mumbai.





Supporters

Thank you Supporters!

We are grateful that so many generous individuals and institutions have supported our cause, our mission of promoting child friendly construction sites. It is with your passionate contribution to our cause that we reached the milestones in giving children on construction sites, a safe and happy childhood!

- Our heartfelt thanks to the members of our Advisory Panel – Dr .Asha Chakraborty, Mr. Ashish Fafadia, Mr. Tushar Gandhi, Mr. Pirojsha Godrej, Mr. Bharat Goyal, Mrs. Ramola Mahajani, Dr. Nilima Mehta, Mr. Michael Pinto, Mrs. Mala Ramakrishnan, Ms. Purnima Singh and Ms. Simone Assomull, Dr. Shobha Udupi for your guidance was invaluable at every step of our way.
- We thank Mrs. Nita Ahluwalia for being a strong supporter of our cause.
- We thank Verein Mobile Krippen, Freiburg, Germany for their decades of support to MMC's cause.
- We truly appreciate the consistent efforts put in by Mr. & Mrs. Pankoke, Germany for raising funds through Christmas Raffle organised in schools of Walsrode, Germany.
-
- Ms. Pragna Maniar, Ms. Rekha Menon have consistently supported our education programme, we thank them for their support.
- Our special thanks to Ms. Arti Vakil and Wishing Well for their generous support for MMC's cause.
- We truly appreciate support from Covid-19 Collaborative, non-profits like AIMS Foundation, Azim Premji Philanthropic Initiatives, Satya Sai Sanstha, Vashi, United Way of Mumbai, Wings Ministries Trust, Andheri and companies like Zomato, Swiggy, CEAT, Blue Sea Kitchen, for facilitating dry rations to construction workers and their families during Covid-19 nationwide lockdown.
- Many thanks to Dr. Pooja Bhide and Ms. Simran Singh for donating dry rations to construction workers and their families during nationwide lockdown.
- Our heartfelt thanks to Mr. & Mrs. Samuel for their wonderful and consistent support towards MMC year after year.
- Doctors have always stood by us in supporting our healthcare programme and have committed themselves in visiting our centres regularly. Our sincere thanks to Dr. Neerja Thakkar, Dr. Madhav Joglekar and Dr. Megha Joglekar, Dr. Mitesh Patil, Dr. Prashant Patil, Dr. Raghunath Dangi, Dr. Vilas Mulye and Dr. Vishwanath Rajput.

- Our special thanks to Dr. Shobha Udupi, Hon. Director, Integrative Nutrition and Ayurceuticals, Medical Research Centre-Kasturba Health Society, for her recommendation on supplementary nutrition menu for our children.
- We thank Laxmi Charitable Trust, Chola and Sightsavers, Health Centre of Larsen & Toubro Ltd., and Brahma Kumaris Global Hospital & Research Centre for organising health camps for construction workers.
- Our heartfelt thanks to Schindler India Pvt Ltd for organising various educative activities with our trainees from Bal Palika Training Programme as part of their employee engagement.
- Many thanks to Mr. Sameer Kapadia, Ms. Sanober Ansari, Ms. Rekha Menon, Ms. Seema Jaiswal, Ms. Shyamala Shanmugasundram for volunteering with us during book week.
- We are grateful to Pratham Education Foundation for their support in organising digital skill building course for construction workers.
- A special thanks to United World College of South East Asia, Singapore for their longstanding support towards our education programme.
- We are thankful to our consultant, PKF Sridhar & Santhanam LLP, for their advice and support in FCRA related matters
- We are grateful to Ms. Aparna J Khandwala and Ms. Deepam Yogi of Yellow Spark and Mr. Arvind Ambekar for their support and guidance on HR and labour compliances.
- We are thankful to Mr. Arpan Thanawala and M/s Thanawala Consultancy Services for their pro bono support for our actuarial financial work.
- Our sincere thanks to the Centre for Advancement of Philanthropy for providing pro bono guidance on legal, financial and human resources.
- We sincerely thank our supporters who donated through platforms like United Way of Mumbai, Benevity, Give Foundation and Give India.
- Many thanks to Freepik, Canva for graphic support from their website.

We applaud our supporters who donate year on year at our centres. We appreciate their strong belief in our work and thank them for their continued support.





Donations

MMC is extremely grateful to the Indian Hotels Company Limited for gratuitously providing the premises for its administrative office.

Donations: Individuals (Rs 5,000/-and above)

We are deeply thankful to the following individuals for their donations to support our work

- Ashok Samuel
- Anuradha Rajan
- Guenther Pankoke
- Nikhil Marwaha
- Luna Kulkarni
- Rohini Kulkarni
- Rajiv Ohol
- Satyendranath Bhat
- Sameer Naik
- Sushrut Paranjape

Donations and Earmarked Grants: Organisations, Trusts and Foundations

We wish to offer our sincere thanks to the following organisations for their support towards our cause

- Azim Premji Philanthropic Initiatives
- Child Vikaas International
- Embassy of the Kingdom of the Netherlands
- Executor to Estate of Late Kamal Rajadhyaksha
- Give Foundation Inc
- Inner wheel Club of Bombay
- Kalpataru Trust
- Leader's Quest
- Smt Parmeshwari Jan Kalyan Trust
- UK Online Giving Foundation
- United Way of Mumbai
- United World College of South East Asia
- Verein Mobile Krippen, Freiburg, Germany
- Volkart Foundation

Donations and Earmarked Grants: Corporates

We are deeply thankful to the following corporate companies for their support towards our cause.

- Ajmera Realty and Infra India Ltd.
- Altico Capital India Ltd.
- B.G. Shirke Construction Tech Pvt. Ltd.
- Bajaj Finance Ltd.
- Coface India Credit Management Services Pvt. Ltd.
- Eastman Chemicals India Pvt. Ltd.
- Genext Hardware Parks Pvt. Ltd.
- Gigaplex Estate Pvt. Ltd.
- Godrej Properties Ltd.
- HGP Community Pvt. Ltd.
- Kapstone Construction
- KPMG
- Maharashtra Chamber of Housing Industry (MCHI)
- Owens Corning India Pvt. Ltd.
- PNB Housing Finance Ltd.
- Roma Builders Pvt. Ltd.
- Schindler India Pvt. Ltd.
- Solutia Chemicals India Pvt. Ltd.
- Tata Capital Housing Finance Ltd.
- Tata Chemical Ltd.
- UBS Securities India Pvt. Ltd.
- Western Union Services India Pvt. Ltd.

Donations in Kind

We thank all our supporters- individuals, companies and organisations- who have donated generously in kind at our centres with essential materials. We are privileged to have your support in fulfilling our mission!





Centres Operated

Name and Address of Centres Run –

April 2020 to March 2021

MMC Day Care Centres on Construction Sites

1. H.C.C., Hiranandani Gardens, Next to Hakone Amusement Park, near Powai Plaza, Central Avenue, Powai, Mumbai - 400 076.
2. Patlipada I, Hiranandani Estate, Off Ghodbunder Road, Patlipada, Thane West - 400 607.
3. B. G. Shirke Constructions, Kharghar Sector 36, near Central Jail, Taloja, Navi Mumbai - 410 208.
4. B. G. Shirke Constructions, near Sahayog Hospital, behind MGM School, near Yashwant Nagar, Virar (West) - 401 303.
5. Bhakti Park, Ajmera Realty & Infra India Ltd., Labour Camp, opposite MHADA Colony, near Imax Theatre, Wadala, Mumbai - 400 037.
6. Patlipada - II, Hiranandani Estate, opposite Rodas Building, Khaadi site Labour Camp, Patlipada, Off Ghodbunder Road, Thane West - 400 607.
7. Airoli-Patni, Gigaplex Estate Pvt. Ltd., Plot No. IT-C Industrial Area, Airoli Knowledge Park, MIDC, Navi Mumbai - 400 708.
8. B. G. Shirke Constructions, Building No. 10-A (MIG), Room No. 104, First Floor, Behind Janta Market, opposite Saibaba Mandir, Kannamwar Nagar-2, Vikhroli East, Mumbai - 400 083.
9. B. G. Shirke Nirmitee Kendra, Jasai, Uran-Panvel Road, Navi Mumbai - 410 208.
10. B. G. Shirke Constructions, Bombay Dyeing Mill, near Bhoiwada Hindu Smashan Bhoomi, Wadala, Mumbai – 400 014.
11. B. G. Shirke Constructions, P. M. G. P. Colony, opposite Mahim Nature Park, Dharavi, Mumbai - 400 017.
12. Kapstone Constructions Pvt. Ltd. (Rustomjee), Majiwada Thane West - 400 601.
13. B. G. Shirke Constructions, Project Taloja Phase 2, Petali Gaon, Sector 26, Kharghar, Navi Mumbai - 410 208.
14. B. G. Shirke Constructions, CIDCO Mass Housing Project Ghansoli, Koliwada Chowk, Plot No. 1/2, Sector 10, Ghansoli, Navi Mumbai - 400 701.
15. B. G. Shirke Constructions, At. Post Shirdhon, Taluka Kalyan, District Thane - 421 204.
16. Agripada - K. Raheja Corp. Vivarea, Hindustan Mills Compound, Jacob Circle, Mahalakshmi, Mumbai - 400 011.
17. B. G. Shirke Constructions, Prem Nagar, near Venus Joggers Park, Goregaon West, Mumbai – 400 104.

Special Projects – Day Care Centres

1. Room No. 481, Darga Rd., Khindipada, Bhandup Complex, Mulund (W), Mumbai 400 080.
2. Room No. 49, Korba Mithaghar, Ramamata Wadi, opposite Wadala Police Chowki, Wadala (E), Mumbai - 400 037.

3. Veetbhatti 1 (Brick kiln site of Mahendra Gharat) at Khanacha Bungalow Gaon, Near B L Naka, Vavanja, Navdaphata Road, Taloja MIDC Road, Panvel Taluka, District Raigad.
4. Veetbhatti 2 (Brick kiln site of Bhagat and Madhvi) at Bhingari Gaon, next to Railway Bridge, Taluka Panvel, District Raigad.

Community Outreach Programme (CORP) Sites

1. Dharmacha pada - Bramhand Road, Kiran Mill Colony, Thane West, Thane - 400 607.
2. B. G. Shirke Constructions, Maharashtra Nagar, Mankhurd, Mumbai - 400 088.
3. B. G. Shirke Constructions, Pratiksha Nagar, Sion-Koliwada, Mumbai – 400 022.

Builder Managed Child Care Centres

1. North JP-Infra, Near RNA Viva site, Ghodbandar Village Road, Kashimira, Mira Road (East), Mira Bhayandar, Thane - 401 107.

Care-on-Wheels – Mobile Bus Education Sites

1. Bombatwadi Mehta, Near Parishram society, Mulund (East), Mumbai - 400 081.
2. Nirmal Mall, Behind Nirmal Mall Multiplex Building, L.B.S. Marg, Mulund (West), Mumbai- 400 080.
3. EIRENE, Runwal Developers, opposite Runwal Garden City, Balkum Pada, Thane West, Thane, Maharashtra - 400 608.
4. Mathoshree Nisarg Project, Jeevan Nagar, opposite Kelkar College, Mithagar Road, Mulund East - 400 081.

Relief Work Sites

1. Vishnu Bhavan, Near Kokanan Nagar Health post, Kokanan Nagar, Bhandup W, Mumbai - 400 078.
2. M S Sidharth Sai Krupa society, Salpadevipada, Mulund West, Mumbai - 400 084.
3. R.R. Developers- Mehul Talkies, Sarvodaya Nagar, Gawnipada, Mulund West, Mumbai - 400 084. Allura Parivar, Aadi Properties LLP, Next to Parivar Society, Kanjur Marg, East, Mumbai - 400 042.
4. Laxmi Narayan Project, Shiv Swami Samarth Builder, Kokanan Nagar, Bhandup west, Mumbai - 400 078.
5. Mehta, NM Joshi Complex CHS, opposite Holy Angel High School, Samul Marg, Gavanpada Mulund East, Mumbai - 400 081.
6. Seth Avalon , Next to Jupiter Hospital, Thane Platinum Belt, Eastern Express Highway, Laxmi Nagar, Thane West - 400 606.
7. O2 Mithaghar, Maverick realtors, Mulund East, Mithaghar, Mumbai - 400 081.
8. Vijay Suraksha Coliseum at Orovia, Waghbil Road, Off Ghodbunder Road, Thane West - 400 607.
9. Neelam Senroof, Near Nahur station, Nahur East, Mumbai – 400 042.





MMC in Social Media



Facebook: 4,196 Followers on Facebook

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



Twitter: 616 followers

https://twitter.com/MMC_NGO



Youtube: 762 Subscribers

<https://www.youtube.com/user/MumbaiMobileCreches>



Instagram: 726 followers

<https://www.instagram.com/mumbaimobilecreches/>



Mumbai Mobile Creches

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Registered under Section 25 of the Companies Act 1956

CIN: U80101MH2006NPL164821